

# Reunert Board members' curricula vitae 2022

## Non-executive directors



**Mohamed Husain (61)**  
*Chair, independent non-executive director*

**Appointed to the Board:**  
1 November 2020

**Appointed Chair:**  
15 February 2022<sup>1</sup>

**Qualification:** BProc, Practising Attorney

### Committees

Investment Committee  
Nomination and Governance Committee (Chair)<sup>2</sup>  
Remuneration Committee

### Other directorships

Knowles Husain Lindsay Inc

### Expertise

Mohamed Husain has been a practising attorney for the last 37 years, during which time he has advised and represented a range of corporate clients and Government departments in diverse legal fields.

He has held leadership positions in several local and international bodies, including law societies, the Commonwealth Lawyers Association based in London, and various other statutory and non-governmental organisations.

He has been acknowledged locally and internationally for his contribution to the law, the legal profession and the Rule of Law.

He has acted as a Judge of the High Court.

Mohamed has strong corporate and board skills. He served on the Boards of ABSA Group Limited and ABSA Bank for 11 years, latterly as lead independent director. He chaired the Board of JSE-listed Andulela Investment Holdings Limited for over 10 years. In these capacities, he chaired and was a member of a range of Board sub-committees, dealing with audit, risk, compliance, remuneration, human resources, nomination, capital management and social and ethics matters.



**Tasneem Abdool-Samad (48)**  
*Independent non-executive director*

**Appointed to the Board:**  
1 July 2014

**Qualification:** CA(SA)

### Committees

Audit Committee  
Investment Committee<sup>3</sup>  
Nomination and Governance Committee  
Remuneration Committee (Chair)<sup>4</sup>  
Risk Committee

### Other directorships

Absa Group Limited Board  
Absa Financial Services Board  
Bidcorp Limited

### Expertise

Tasneem started her career at Deloitte and then moved to the University of the Witwatersrand, where she was a lecturer in auditing from 2003 to 2006. In 2006 she rejoined Deloitte as a partner until 2014. During her time at Deloitte she gained extensive experience in auditing and risk management and served as a member of the Deloitte South Africa board.

Tasneem is an experienced board member. She served as Chairperson of the Inspections Committee at IRBA (Independent Regulatory Board for Auditors). Her current roles include chairing the Absa Group Audit and Compliance Committee and serving as the independent non-executive chair of the board of Absa Financial Services Limited.

<sup>1</sup> Mohamed assumed the responsibility as Board Chair after his predecessor Trevor Munday retired at the annual general meeting on 15 February 2022.

<sup>2</sup> Mohamed assumed the role of Chair to the Nomination and Governance Committee when he succeeded to the role as Board Chair on 15 February 2022.

<sup>3</sup> Tasneem relinquished her role as Chair effective 1 April 2022 but remains a committee member.

<sup>4</sup> Tasneem was appointed as Chair of the Remuneration Committee with effect from 1 January 2022.



## Ralph Boëttger (61)

*Independent non-executive director*

**Appointed to the Board:**  
1 March 2022

**Qualifications:** CA(SA)

### Committees

Investment Committee (Chair)<sup>1</sup>  
Remuneration Committee  
Social, Ethics and Transformation Committee

### Other directorships

RTT Holdings Proprietary Limited  
Neopak Holdings Proprietary Limited and Neopak Proprietary Limited  
Twinsaver Holdings Proprietary Limited  
NWK Limited

### Expertise

Ralph served in several management positions prior to his appointment as CEO of Safair in 1996. He served as an executive director at Imperial holdings Limited with executive responsibility for the Aviation, Transport and Logistics and international businesses from 2001 until 2007.

He was the CEO of Sappi Limited, an international paper and pulp company, with operations in the USA, Europe, and South Africa from 2007 until 2014.

Since 2014 he serves as an independent non-executive director on a number of boards.



## Alex Darko (69)<sup>2</sup>

*Independent non-executive director*

**Appointed to the Board:**  
1 October 2019

**Qualifications:** MSc (Management Information Systems), Fellow of the Chartered Association of Certified Accountants (FCCA)

### Committees

Audit Committee  
Remuneration Committee  
Social, Ethics and Transformation Committee

### Other directorships

Nkululeko Leadership Consulting  
Absa Group Limited  
Absa Bank Limited

### Expertise

Alex is a director at Nkululeko Leadership Consulting – a leadership consulting firm specialising in organisational culture, leadership, change management and strategy. As a business consultant, Alex has assisted a number of organisations and leaders (public and private) to develop and implement strategies, improve leadership and organisational effectiveness, manage change and transform their organisational cultures. He coaches leaders and teams, both locally and internationally.

He has over 30 years' global multi-industry experience in Europe, the USA and Africa. He held a number of senior management positions at Dun & Bradstreet Corporation (while based in the UK), including Director of UK Shared Services, Director of Finance – Dun & Bradstreet Europe Limited and Head of European Accounting Re-engineering. At Dun & Bradstreet, Alex established high-performance teams and led significant organisational change initiatives in the UK and Europe which resulted in significant cost savings and major improvement in service levels.

Alex served as the CIO at AngloGold Ashanti. He chairs the IT committee and serves on the Audit and Compliance, the Remuneration committee (which he previously chaired) and the Director Affairs committees at Absa Group.

<sup>1</sup> Ralph was appointed to the Social, Ethics and Transformation Committee, the Remuneration Committee and assumed the role of Chair of the Investment Committee effective 1 April 2022.

<sup>2</sup> Retiring from the Board immediately following the conclusion of Reunert's 2023 Annual General Meeting.



**Tina Eboka (63)**  
*Independent non-executive  
director*

**Appointed to the Board:**  
1 March 2022

**Qualifications:** BSc (Textile Eng), BSc  
(Applied Maths), MBA (Operations and  
Project Management)

**Committees**

Risk Committee<sup>1</sup>  
Social, Ethics and Transformation Committee<sup>1</sup>

**Other directorships**

Pragma Africa Proprietary Limited and Pragma Holdings Proprietary Limited  
Omnia Holdings Limited  
New Africa Clean Energy Proprietary Limited  
Tyme Bank Holdings Limited and Tyme Bank Limited  
Hextex Industries Proprietary Limited

**Expertise**

Tina is currently owner and director of Hextex Industries a vertical worsted textile manufacturing company in the Western Cape. Tina was a board-level strategy consultant with a 36-year career spanning the banking, science/technology research, retail and manufacturing industries in both the public and the private sectors. Tina is a recognised business turnaround specialist who excels at fueling change in companies.

She served as executive director and a member of the Group Executive at Standard Bank of South Africa, where she established and led Group Corporate Affairs. She was previously the executive director responsible for organisation development, brand and communication and Vice President at the Council for Scientific and Industrial Research (CSIR).

From 2014 to 2016, Tina served as the Group MD of the NTP Radioisotopes group of companies. In 2016, she was elected as vice-chair of the OECD Nuclear Energy Agency's High-level Group on the Security of Supply of Medical Radioisotopes (HLG-MR) and served in this capacity for two terms until 2019.



**Pierre Fourie (63)**  
*Independent non-executive  
director*

**Appointed to the Board:**  
1 October 2019

**Qualification:** CA(SA)

**Committees**

Audit Committee (Chair)  
Investment Committee  
Nomination and Governance Committee<sup>2</sup>  
Risk Committee

**Other directorships**

HBZ Bank Limited

**Expertise**

Pierre is a former director at KPMG. He served on the Board of KPMG, and as interim chairman at various times. He also chaired a number of the firm's committees, including its Audit, Social and Ethics, Nomination and Remuneration, and Transformation committees. He retired from KPMG in 2019. Pierre has also served as a member of the Independent Regulatory Board for Auditors' Disciplinary Committee.

He has a distinguished career in which he served in various leadership roles and gained valuable experience in a wide range of activities, over a wide range of industries, including International Financial Reporting Standards, JSE reporting requirements, assurance, governance oversight, enterprise risk management, compliance and strategy design and implementation.

<sup>1</sup> Tina was appointed to the Social, Ethics and Transformation Committee and the Risk Committee effective 1 April 2022.

<sup>2</sup> Pierre was appointed member of the Nomination and Governance Committee effective 1 April 2022.



**John Hulley (62)**  
*Independent non-executive  
director, lead independent  
director<sup>1</sup>*

**Appointed to the Board:**  
1 July 2018

**Qualifications:** NDip ME, MDP (Unisa)

**Committees**

Nomination and Governance Committee  
Remuneration Committee  
Risk Committee (Chair)

**Other directorships**

Ceramic Industries Proprietary Limited

**Expertise**

John has had a successful track record in business leadership, agri-processing, engineering and project management.

John's 40-year career started on the shop floor, and he progressed to Managing Director of Ubombo Sugar Limited in Eswatini before he was appointed as Group Operations Director of Illovo Sugar Africa. This position assumed group executive accountability for all aspects of agricultural operations, manufacturing of sugar and numerous by-products, health, safety, environment, quality, capital projects and procurement. His executive responsibilities spanned 18 manufacturing operations across six countries in Sub-Saharan Africa. In addition to serving as a non-executive director of each of the Illovo Sugar Africa subsidiary companies, he also chaired the Enterprise Risk Committee of each of the boards.

His career also includes the performing and management of engineering consulting services to business sectors other than sugar.



**Sarita Martin (50)**  
*Independent non-executive  
director*

**Appointed to the Board**  
1 December 2013

**Qualifications:** BProc, LLB, MBA (GIBS),  
Admitted Attorney

**Committees**

Audit Committee  
Remuneration Committee<sup>2</sup>  
Social, Ethics and Transformation Committee

**Other directorships**

Grayston Preparatory School Board  
UsPlus Limited  
Equities Express Securities Exchange  
Nictus Limited

**Expertise**

Sarita is a Corporate Governance specialist as well as a Certified Commercial Mediator, an executive coach, part of the core faculty at the Institute of Directors in South Africa (IoDSA). She is a Fellow of the Institute of Directors of South Africa and a Certified Director. She started her career as a candidate attorney at the Office of the Public Defender moving on to criminal prosecution and back to criminal defence. She left public office to join the corporate world in 1999.

Sarita has held senior positions in compliance, corporate governance and company secretariat at several listed companies. She facilitates Board appraisals, governance training and advisory services for the IoDSA. She has been a guest speaker for the Women in Leadership and Board Leadership programmes at GIBS and was a judge for the Gender Mainstreaming awards as well as a judge for the IoDSA/ IFC annual case study competition. She has rotated off as a co-opted member on the Certification Committee of the IoDSA. She serves as a panelist examiner for the Competent Boards (Canada) ESG programme as well as an examiner for the IoDSA Certified Director programme. Sarita holds an International Designation in ESG (Competent Boards, Canada) and International Designation in Climate (Competent Boards, Canada).

<sup>1</sup> John was appointed lead independent director on 15 February 2022 after the retirement of Sean Jagoe at the annual general meeting.

<sup>2</sup> Sarita retired as Chair of the Remuneration Committee on 1 January 2022, but remains a member.



**Dr Tumeka  
Matshoba-  
Ramuedzisi (41)**

*Independent non-executive  
director*

**Appointed to the Board:**

1 April 2018

**Qualifications:** CA(SA), PHD in Leadership

**Committees**

Audit Committee  
Risk Committee  
Social, Ethics and Transformation Committee (Chair)<sup>1</sup>

**Other directorships**

Toyota South Africa (Pty) Ltd  
Safari Investments RSA Ltd  
National Lotteries Participants Trust  
Ditikeni Investments Company Limited

**Expertise**

Tumeka is a registered auditor and is non-executive chairman of Ramuedzisi Chartered Accountants & Registered Auditors, a firm she co-founded in 2006. Tumeka has over 16 years' professional experience that includes auditing, advisory and lecturing.

She holds a PhD in Leadership, MCom in Computer Auditing and a Bachelor of Business Science with Honours in Finance.

Tumeka has previously served on various committees and boards, including the Morokotso Trust (Implats Employee Share Ownership Programme), the Financial and Fiscal Commission, and the Complaints and Compliance Committee of ICASA.

## Executive directors and members of the Group Executive Committee



**Alan Dickson (51)<sup>2</sup>**  
*Group Chief Executive Officer*

**Appointed to the Board:**

21 November 2013

**Appointed Group CEO:**

1 October 2014

**Appointed to Reunert:**

1 January 1997

**Qualifications:** BSc (Eng), MSc (Eng), MBA

**Committees**

Risk Committee  
Social, Ethics and Transformation Committee  
Group Executive Committee (Chair)

**Expertise**

Alan spent a short time in the consulting engineering fraternity before joining African Cables as a design engineer in 1997.

He has held several management positions at African Cables before assuming responsibility for all commercial activity in February 2000. He was appointed commercial director in 2007, a position he held until being appointed managing director in February 2009. Alan was promoted to CEO of the CBI-Electric segment on 25 October 2012.

On 21 November 2013, he was appointed as an executive director of the Reunert Board and as the Group Chief Executive Officer on 1 October 2014.

<sup>1</sup> Tumeka was appointed Chair of the Social, Ethics and Transformation Committee on 1 January 2022.

<sup>2</sup> Alan Dickson does not hold directorships or professional commitments outside Reunert.



## **Mohini Moodley (47)**

*Group Human Capital and  
Sustainability Executive Director*

**Appointed to the Board:**

1 April 2015

**Appointed to Reunert:**

1 September 2013

**Qualifications:** BA, LLB, Admitted Attorney

**Committees**

Group Executive Committee

**Expertise**

Mohini started her career within the legal profession, where she acquired experience in family, commercial and labour law.

She has spent the last 20 years of her career within the human resources domain and has held executive roles in both generalist and specialist positions. Mohini has also completed a post-graduate diploma academically in Human Resource Management.

Prior to joining Reunert, Mohini spent 12 years in the retail industry at Edcon, where she held various positions at management and executive level across all disciplines of human resources with specific reference to employee relations and remuneration and benefits. While at Edcon, Mohini also occupied the position of principal officer for the internal medical aid scheme and the provident fund.



## **Nick Thomson (63)**

*Group Chief Financial Officer*

**Appointed to the Board:**

15 June 2015

**Appointed to Reunert:**

15 June 2015

**Qualification:** CA(SA)

**Committees**

Risk Committee

Group Executive Committee

**Expertise**

Nick was partner with Ernst & Young for 18 years before joining Transnet Freight Rail as Chief Financial Officer in 2005. In addition to the normal aspects of the finance portfolio, he chaired the Investment Committee and Acquisition Committee and was responsible for the negotiations of major commercial contracts.

In April 2012, Nick was appointed as Group Chief Financial Officer at Afrox Limited. His responsibilities included the financial portfolio, treasury function, procurement and strategy. He joined Reunert as Group Chief Financial Officer on 15 June 2015.

## Other Exco members



### **Graeme Eddey (45)**

**Segment Head: ICT**

**Appointed to Reunert:**

1 November 2009

**Qualifications:** National Diploma: Cost and Management Accounting

#### **Committees**

Group Executive Committee

#### **Expertise**

Graeme is a cost accountant with a National Diploma in Cost and Management Accounting from the University of Johannesburg. Graeme joined the Reunert Group in 2009 as Financial Director of Nashua Communications. In 2012, he moved to CBI-Electric: African Cables and was promoted to African Cable's CEO in 2014. Graeme was appointed as CEO at SkyWire in 2019. On 1 October 2020, he was appointed as the Acting Segment Head for ICT, a position that became permanent on 15 November 2021.

Before joining Reunert he was the Chief Financial Officer of Siemens Enterprise Communications. He has also held non-executive directorships at Cafca and the Metal Fabricators of Zambia.



### **Terry Lawrenson (58)**

**Segment Head: Electrical Engineering**

**Appointed to Reunert:** 14 January 2019

**Qualifications:** BSc Electrical Eng, Hons (BSc) Psychology, MPhil Applied Ethics, GCC (Mines & Works)

#### **Committees**

Group Executive Committee

#### **Expertise**

Terry is an Electrical Engineer with a Honours degree in Psychology and a Master of Philosophy in Applied Ethics. He has formerly held the positions of CEO at Reid and Mitchell and Actom High Voltage Equipment, before becoming President of Joy Global Africa.

Terry joined the Reunert Group in January 2019 as a Strategy Executive and was appointed to CEO: CBI-Electric: Low Voltage in May 2019. On 1 October 2021, Terry was promoted to the Segment Head: Electrical Engineering.



**Karen Louw (48)**  
*Group Company Secretary*

**Appointed to Reunert:**  
1 June 2012

**Qualifications:** Fellow of the Chartered Governance Institute (FCG), BCom (Law), LLB, LLM (Tax), LLM (Corporate Law), Admitted Attorney

**Committees**

Group Executive Committee

**Expertise**

Karen has more than 20 years' post-article experience. She has extensive experience in corporate law and corporate governance, with a particular focus on the Companies Act. She is a Fellow of the Chartered Governance Institute and holds a post-graduate qualification from the Institute in Company Secretarial and Governance Practice. She is one of the authors of the fifth edition of a comprehensive corporate governance textbook titled *Corporate Governance Director's Guide*.

Karen joined Reunert as Group Company Secretary in 2012.



**Trevor Raman (52)**  
*Segment Head: Applied Electronics*

**Appointed to Reunert:**  
1 July 2020

**Qualifications:** Bsc (MechEng), MBA (Aerospace)

**Committees**

Group Executive Committee

**Expertise**

Trevor started his career at Armscor in 1995 working in the aero systems division on the design of aircraft structures. He also worked on fixed and rotary wing programs in various engineering and logistics roles. In 2000, Trevor completed an MBA in Aerospace in Toulouse, France which included work exposure at Turbomeca.

In 2002 Trevor was seconded to Sweden where he became the Head of the Gripen South Africa acquisition program. In 2013, he was promoted to General Manager for Research and Development responsible for seven Armscor institutes and three test range capabilities. In 2016, Trevor was appointed President and CEO of SAAB Grintek Defence and in 2017 he was also made Head of Group Sales for Sub-Saharan Africa.

Trevor joined Reunert in July 2020 in a strategic assignment role and later that year was appointed CEO of Reutech. He became Segment Head for Applied Electronics in April 2021.