

### Executive directors

#### Non-executive chairman



**Matamela Cyril Ramaphosa** (57)

*BProc*

*Non-executive chairman, appointed July 6 2004.*

Executive chairman of Shanduka Group (Pty) Limited. Joint non-executive chairman of Mondi plc and non-executive chairman of MTN Group Limited and SASRIA Limited. Non-executive director of SAB Miller plc, Lonmin plc, Macsteel Global BV, Alexander Forbes Equity Holdings Limited and The Standard Bank Group Limited. He is a member of United Nations Global Leadership group which advises the secretary general's special representative on business and human rights. Cyril is the past chairman of the Black Economic Empowerment Commission and has received several honorary doctorates.

[Board committee membership: nominations](#)

#### Chief executive



**Brian Joffe** (63)

*CA(SA)*

*Chief executive, appointed March 1 1989.*

Director of numerous Bidvest subsidiaries. Since founding Bid Corporation in 1988, Brian served as executive chairman until his appointment as chief executive in 2004. He has over 32 years of South African and international commercial experience. He was one of the Sunday Times' top five businessmen in 1992 and is a past recipient of the Jewish Business Achiever of the Year award. Listed as one of the Top 100 Africans of the Year in the Africa Almanac in 2001. Brian was voted South Africa's Top Manager of the Year in 2002 in the Corporate Research Foundation's publication "South Africa's Leading Managers" and represented South Africa at the coveted "Ernst & Young World Entrepreneur of the Year" award in 2003. Voted the Sunday Times' Businessman of the Year in 2007. Awarded an honorary doctorate in May 2008 by Unisa. Selected in 2010 by WBS (Wits Business School) Journal as one of South Africa's top 25 business leaders, having made a significant impact on business in South Africa over the last five years.

[Board committee membership: Group executive \(chairman\), South African executive \(chairman\), risk and sustainability, acquisition, nominations and transformation](#)



**Bernard Larry Berson**



**Myron Cyril Berzack**



**David Edward Cleasby**



**Anthony William Dawe**

**Bernard Larry Berson** (45)

*Australian CA*

*Chief executive of Bidvest Foodservice, appointed October 27 2003.*

Director of numerous Bidvest subsidiaries. Bernard has 23 years of international financial, administrative and management experience in numerous industries, the past 15 years in the Australian, New Zealand, Asian and European foodservice industries.

[Board committee membership: Group executive, risk and sustainability](#)

**Myron Cyril Berzack** (61)

*Chief executive of Bidvest Industrial and Commercial, appointed April 29 2002.*

Director of numerous Bidvest subsidiaries. Non-executive director of Allied Electronics Corporation Limited and Amalgamated Appliances Limited. Myron has 41 years' experience in the electrical industry, specialising in marketing, distribution, financial control and reporting functions.

[Board committee membership: Group executive, South African executive, risk and sustainability, acquisition, transformation](#)

**David Edward Cleasby** (48)

*CA(SA)*

*Group financial director, appointed July 9 2007.*

Director of numerous Bidvest subsidiaries and associate companies. David was financial director of Rennie's Terminals when Bidvest acquired Rennie's in 1998. In 2001, he joined the Bidvest corporate office, where he has been involved in both Group corporate finance and investor relations. David was appointed as an alternate director to Peter Nyman on June 28 2006 and appointed Group financial director on July 9 2007.

[Board committee membership: Group executive, South African executive, risk and sustainability, sustainability, acquisition](#)

**Anthony William Dawe** (44)

*CA(SA)*

*Chief executive of Bidvest Freight, appointed June 28 2006.*

Director of numerous Bidvest subsidiaries. Anthony has 16 years' experience in the freight industry with most of those years focused in the South African port environment. Prior to this, Anthony's finance experience was in London and for one of the large accounting firms in South Africa.

[Board committee membership: Group executive, South African executive, risk and sustainability, transformation](#)



Lionel Isaac Jacobs



Peter Nyman



Sybrand Gerhardus Pretorius



Lindsay Peter Ralphs



Alan Charles Salomon

#### **Lionel Isaac Jacobs (66)**

*BCom, MBA*

*Commercial director Bidvest Services, appointed August 20 2003.*

Director of numerous Bidvest subsidiaries, Bassap Investments (Pty) Limited and Dinatla Investment Holdings (Pty) Limited. Lionel is an entrepreneur with extensive negotiating and investment skills and established Bassap Investments (Pty) Limited, a core shareholder in the Dinatla Consortium, to further his commitment to the principles of black economic empowerment.

[Board committee membership: South African executive, transformation \(chairman\)](#)

#### **Peter Nyman (65)**

*CA(SA), HDip Tax Law*

*Executive director, appointed February 1 1991.*

Director of numerous Bidvest subsidiaries. Peter, the previous financial director, has been an executive director of the Group for nearly 20 years. Chairman of the trustees of the Quantum Medical Aid Society, Bidcorp Group Pension Fund and Bidcorp Group Provident Fund. Peter has extensive local and international financial experience in a diverse range of industries, specialising in tax.

[Board committee membership: South African executive, risk and sustainability](#)

#### **Sybrand Gerhardus Pretorius (62)**

*MCom (Business Economics)*

*Chief executive of Bidvest Automotive, appointed February 19 2004.*

Director of numerous Bidvest subsidiaries. Prior to joining McCarthy Limited In 1995, Brand was the managing director of Toyota SA Marketing (Pty) Limited. He currently serves as a non-executive director on the boards of Absa Group Limited, the National Business Initiative, University of Stellenbosch Business School and READ Educational Trust. He holds honorary professorships at both the University of the Free State and the University of Johannesburg.

[Board committee membership: Group executive, South African executive, risk and sustainability, transformation](#)

#### **Lindsay Peter Ralphs (54)**

*CA(SA)*

*Chief executive of Bidvest Services, appointed May 10 1992.*

Director of numerous Bidvest subsidiaries. Lindsay joined Bidvest as operations director in 1992. In 1994 he was appointed managing director of Steiner and following the acquisition of Prestige to form Bidserv, appointed its chief executive.

[Board committee membership: Group executive, South African executive, risk and sustainability, acquisition, transformation](#)

#### **Alan Charles Salomon (61)**

*CA(SA), BSc (London) (with honours)*

*Executive director, appointed September 10 1990.*

Director of numerous Bidvest subsidiaries and managing director of Bidvest Bank. Alan has 31 years' experience in the fields of manufacturing, distribution and treasury management.

[Board committee membership: South African executive, risk and sustainability](#)

### Non-executive directors



Frederick John Barnes



Alfred Anthony da Costa



Rachel Mathabo Kunene



Tania Slabbert

#### **Frederick John Barnes** (59)

*British*

The previous chief executive of Bidvest Europe and 3663 First for Foodservice. Fred has extensive international foodservice and distribution experience.

#### **Alfred Anthony da Costa** (45)

*BCom (Hons)*

Appointed December 8 2003. Director of the IQUAD Group Limited, chairman of the board of RGT Smart Limited, Dinatla Investment Holdings (Pty) Limited, executive chairman of Ukuvula Investment Holdings (Pty) Limited, council member of the University of South Africa and president of the Port Elizabeth Chamber of Commerce and Industry. He is also a director of various subsidiary and associate companies of the Ukuvula Group. Alfred has 20 years' experience in top management.

#### **Rachel Mathabo Kunene** (70)

*BA (English Lit) (UCLA)*

Appointed December 8 2003. Chairman of PMB Petroleum Services (Pty) Limited. Director of Dinatla Investment Holdings (Pty) Limited, NPMS Energy (Pty) Limited, Ikhwezi Lomso Laundries (Pty) Limited and Ilembe Airport Construction Services (Pty) Limited. Trustee of Isigodlo Trust (South African Women In Dialogue) and the Mazisi Kunene Foundation Trust. Mathabo is an executive director of Nandi Heritage (Pty) Limited, which is a shareholder in Dinatla Investment Holdings (Pty) Limited.

#### **Tania Slabbert** (43)

*BA, MBA*

Appointed December 8 2003. Non-executive director of BP South Africa (Pty) Limited, Discovery Holdings (Pty) Limited, Dinatla Investment Holdings (Pty) Limited and the Business Women's Association. Since 2001, Tania has been the chief executive officer of WDB Investment Holdings (Pty) Limited, a company that funds the small businesses of over 47 000 rural female entrepreneurs across South Africa.  
[Board committee membership: nominations, transformation](#)

## Independent non-executive directors



Douglas Denoon Balharrie Band



Lilian Garner Boyle



Muriel Betty Nicolle Dube



Stephen Koseff



Nkateko Peter Mageza



Donald Masson

### **Douglas Denoon Balharrie Band** (66)

*BCom, CA(SA)*

Appointed October 27 2003. Non-executive director of The Standard Bank Group Limited, Myriad International Holdings B.V. and MTN Group Limited. Doug has extensive experience in both commerce and industry and has served in an executive position in various blue-chip listed companies.

*Board committee membership:* [Chairman of the remuneration, acquisition and nominations committees](#)

### **Lilian Garner Boyle** (63)

*British*

*MA, Econ (Glasgow), MBA*

Non-executive director, appointed January 23 2001. Non-executive director of South African Express Airways and the South African Bank Note Company (Pty) Limited. Lilian has 41 years of diverse business experience including seven years in the freight management industry and 20 years in the travel industry.

### **Muriel Betty Nicolle Dube** (37)

*BA (Hons), MSc (Oxon), Finance Executive Programme (SAID, Oxford), Executive Programme (Harvard)*

Appointed October 27 2003. Director of numerous Bidvest subsidiaries. Muriel has senior strategic management and operational experience in the public sector and with multi-nationals in the private sector. She currently serves as executive director of LEMCO, an environmental advisory services firm headquartered in London.

### **Stephen Koseff** (59)

*BCom, CA(SA), HDip BDP, MBA*

Appointed June 17 1997. Chief executive officer of Investec Limited and Investec plc.

Stephen has 34 years of financial experience and is the recipient of numerous business awards. He is a former member of the Financial Markets Advisory Board and former chairman of the Independent Banks Association. He is the current chairman of the Banking Association. His directorships include Rensburg Sheppards plc.

### **Nkateko Peter Mageza** (55)

*ACCA (UK)*

Appointed August 28 2009. Former group chief operations officer and executive director of Absa Group Limited. Peter started his career within the audit environment at Coopers & Lybrand and worked as an audit manager within Transnet Limited's group internal audit services. He became chief executive officer of Autonet in 1995, the road passenger and freight logistics division of Transnet. Peter is a director of Sappi Group Limited, MTN Group Limited, Rainbow Chicken Limited and Remgro Group Limited.

*Board committee membership:* [audit](#)

### **Donald Masson** (79)

*ACIS*

Appointed March 10 1992. Director of numerous Bidvest subsidiaries, Cashbuild Limited, Valley Irrigation Limited and Kumnandi Food Corporation. Trustee of various pension funds. Donald is a former president of the Afrikaanse Handelsinstituut and a former member of the President's Economic Advisory Council and chairman of the SA Post Office. He has 43 years of diverse business experience in senior executive positions at listed, unlisted and parastatal organisations.

*Board committee membership:* [audit, risk and sustainability, remuneration, acquisition](#)

### Independent non-executive directors



Joseph Leon Pamensky



Nigel George Payne



Adv Faith Dikeledi Pansy Tlakula

#### **Joseph Leon Pamensky (80)**

*CA(SA), OMSG*

Appointed January 8 1990. Director of Schindler Lifts (SA) (Pty) Limited and Worldwide African Investment Holdings (Pty) Limited and Stonehage Financial Services (Pty) Limited and Chairman of Bidvest Bank Limited. Joe is the longest serving non-executive director of Bidvest with over 52 years' experience in the financial, insurance and banking industries and the recipient of a number of business and public awards. He serves as a non-executive director of companies and is a member of a number of audit and remuneration committees. Originally also a director of Bid Corporation Limited.

*Board committee membership: audit, remuneration, acquisition, nominations*

#### **Nigel George Payne (50)**

*BCom (Hons), CA(SA), MBL*

Appointed June 28 2006. Director of a number of companies including the JSE Limited, Mr Price Limited, Glenrand MIB Limited and BSi Steel Limited. Nigel is a leading authority on corporate governance and risk management and is a member of the King Committee.

*Board committee membership: Chairman of the audit, and the risk and sustainability committees*

#### **Adv Faith Dikeledi Pansy Tlakula (53)**

*BProc, LLB, LLM (Harvard)*

Appointed June 28 2006. Chief electoral officer of the Independent Electoral Commission. Director of Lehotsa Holdings (Pty) Limited, MMRT (Pty) Limited and Khomanani Women's Investment (Pty) Limited, Chairperson of Board of the National Credit Regulator and Chancellor of the Vaal University of Technology. Pansy is a member of the African Commission on Human and Peoples Rights, part of the African Union, for which she is the Special Rapporteur on Freedom of Expression and Access to Information in Africa.

*Board committee membership: transformation*

### Alternate non-executive director



#### **Lebogang Joseph Mokoena (51)**

*BSc (Med Sci), MBA*

Appointed as alternate to AA da Costa on December 8 2003. Non-executive director of Ten Alliance Holdings (Pty) Limited, Sesiu Investment Holdings (Pty) Limited, Bloemfontein Correctional Contracts (Pty) Limited, Culca Investments (Pty) Limited, Lumumba Capital Investments (Pty) Limited and Dinatla Investment Holdings (Pty) Limited. Currently Chairman of Bloemfontein Correctional Contracts (Pty) Limited. Lebogang has a number of years' experience as a director of private companies. Over the years he provided management consultancy services to SMMEs, the public and private sectors. In recent years he devoted most of his time to investment management and strategy development.

## Committees

### Group executive committee

B Joffe (chairman), BL Berson, MC Berzack, DE Cleasby, AW Dawe, SG Pretorius, LP Ralphs

### South African executive committee

B Joffe (chairman), MC Berzack, NW Birch, DE Cleasby, AW Dawe, LI Jacobs, L Madikizela, P Nyman, SG Pretorius, LP Ralphs, AC Salomon, SA Thwala

### Audit committee

NG Payne (chairman), D Masson, NP Mageza, JL Pamensky

### Risk and sustainability committee

NG Payne (chairman), BL Berson, MC Berzack, NW Birch, DE Cleasby, AW Dawe, B Joffe, D Masson, M Notrica, P Nyman, SG Pretorius, LP Ralphs, AC Salomon, CE Singer, BM Varcoe

### Sustainability committee (subcommittee of the risk and sustainability committee)

JE Hochfeld (chairman), H Angove, I Botha, DE Cleasby, DL Gillfillan, M Hodgson, RJ Licht, NJ Mbongwa, S Duncalf, HP Meijer, C Rostowsky, J Russill, R Stanley, B Smith

### Remuneration committee

DDB Band (chairman), D Masson, JL Pamensky

### Acquisition committee

DDB Band (chairman), MC Berzack, DE Cleasby, B Joffe, D Masson, JL Pamensky, LP Ralphs

### Nominations committee

DDB Band (chairman), B Joffe, JL Pamensky, MC Ramaphosa, T Slabbert

### Transformation committee

LI Jacobs (chairman), MC Berzack, NW Birch, AW Dawe, MJ Finger, B Joffe, GC McMahon, M Notrica, SG Pretorius, LP Ralphs, CE Singer, T Slabbert, SA Thwala, FDP Tlakula, BM Varcoe

### Board composition

|                           | Number | %     |
|---------------------------|--------|-------|
| Male                      | 19     | 79,2  |
| Female                    | 5      | 20,8  |
| Total                     | 24     | 100,0 |
| White                     | 17     | 70,8  |
| Black*                    | 7      | 29,2  |
| Total                     | 24     | 100,0 |
| Local                     | 22     | 91,7  |
| Foreign based             | 2      | 8,3   |
| Total                     | 24     | 100,0 |
| Executive                 | 10     | 41,7  |
| Non-executive             | 5      | 20,8  |
| Independent non-executive | 9      | 37,5  |
| Total                     | 24     | 100,0 |

\*Indicates African, Indian and coloured in terms of the DTI Codes