

## Directorate

**Matamela Cyril Ramaphosa** (54) BProc  
Non-executive chairman, appointed July 6 2004

Executive chairman of Shanduka Group (Pty) Limited. Joint non-executive chairman of Mondi plc and Mondi Limited. Non-executive chairman of MTN Group Limited and SASRIA Limited. Non-executive director of SAB Miller plc, Macsteel Global b.v, Alexander Forbes Limited and The Standard Bank Group Limited. Cyril is the past chairman of the Black Economic Empowerment Commission. He is vice-chairman of the Global Business Coalition on HIV/Aids, Tuberculosis and Malaria and sits on the board of the Commonwealth Business Council. He sits on the United Nations Secretary General's Panel on International Support to NEPAD. Cyril has received several honorary doctorates.



Cyril Ramaphosa



Brian Joffe

**Brian Joffe** (60) CA(SA)  
Chief executive, appointed March 1 1989

Non-executive director of Enviroserv Holdings Limited, Tiger Automotive Limited and a 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 thirty years of local 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. 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.

### Executive directors

**Frederick John Barnes** (56) British  
Chief executive of Bidvest Europe and 3663 First for Foodservice, appointed October 27 2003

Fred has extensive international foodservice and distribution experience.

**Bernard Larry Berson** (42) Australian CA  
Chief executive of Bidvest Asia Pacific, appointed October 27 2003

Bernard has twenty years of international financial, administrative and management experience in numerous industries.

**Myron Cyril Berzack** (58)  
Chief executive of Bid Industrial and Commercial Products, appointed April 29 2002

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

**David Edward Cleasby** (45) CA(SA)  
Group financial director, appointed July 9 2007

Director of numerous Bidvest subsidiaries. David was financial director of Rennies Terminals when the Rennies Group Limited was acquired by Bidvest 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.

**Anthony William Dawe** (41) CA(SA)  
Chief executive of Bidfreight, appointed June 28 2006

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

**Lionel Isaac Jacobs** (64) BCom, MBA  
Commercial director Bidserv, appointed October 27 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.

**Peter Nyman** (62) CA(SA), HDip Tax Law  
Executive director, appointed February 1 1991

Peter, the previous financial director, has been an executive director of the Group for nearly seventeen years. He is also director of numerous Bidvest subsidiaries, including Bid Industrial and Commercial Products, Bidserv and Bidvest Bank, 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.

**Sybrand Gerhardus Pretorius** (59) MCom Business Economics  
Chief executive of Bid Auto, appointed February 19 2004

Director of numerous Bidvest subsidiaries. Brand has thirty four years' experience in the motor industry (manufacturing and retail). He is the vice-chairman of the State President's International Marketing Council and serves on the boards of the National Business Initiative and the READ Educational Trust. Brand is the immediate past President of the South African Retail Motor Industry Association.

**Lindsay Peter Ralphs** (52) CA(SA)  
Chief executive of Bidserv, appointed May 10 1992

Director of numerous Bidvest subsidiaries and Enviroserv Holdings Limited. 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 chief executive of Bidserv.

**Alan Charles Salomon** (58) CA(SA), BSc (London) (with honours)  
Managing director of Bidvest Bank, appointed September 10 1990

Director of numerous Bidvest subsidiaries and Enviroserv Holdings Limited. Alan has twenty eight years' experience in the fields of manufacturing and distribution. Alan is managing director of Bidvest Bank Limited.



*Fred Barnes  
Bernard Berson  
Myron Berzack*

*David Cleasby  
Anthony Dawe  
Lionel Jacobs*



*Peter Nyman  
Brand Pretorius  
Lindsay Ralphs*



*Alan Salomon*

### Non-executive directors

**Lilian Garner Boyle** (60) (British) MBAMA Econ (Glasgow)  
Appointed January 23 2001

Non-executive director of the South African Bank Note Company (Pty) Limited. Lilian has thirty nine years of diverse business experience including seven years in the freight management industry and twenty years in the travel industry.

**Alfred Anthony da Costa** (43) BCom (Hons) BCom  
Appointed December 8 2003

Chairman of the IQUAD Group of Companies, director of Algoa FM, Breathetex Corporation (Pty) Limited, Ukuvula Investments (Pty) Limited and Dinatla Investment Holdings (Pty) Limited, executive chairman Ilithe Technologies (Pty) Limited and member of Unisa Council. Alfred has fifteen years' experience in top management.

**Muriel Betty Nicolle Dube** (34) BA (Hons), Executive Programme (Harvard)  
Appointed October 27 2003

Director of numerous Bidvest subsidiaries, Enviroserv Holdings Limited and ZAICO (Pty) Limited. Muriel has senior strategic management and operational experience in the public sector and with multi-nationals in the private sector.

**Rachel Mathabo Kunene** (67) BA English Lit (UCLA)  
Appointed December 8 2003

Director of Dinatla Investment Holdings (Pty) Limited; NPMS Energy (Pty) Limited in joint venture with PMB Petroleum Services & Sydney Road Truck Stop (Engen); Ikhwezi Lomso Laundries (Pty) Limited in joint venture with First Garment Laundries (KwaZulu-Natal); Trustee of Isigodlo Trust (South African Women In Dialogue). Trustee of The Mazisi Kunene Foundation and of Orphans of Aids Foundation (KwaZulu-Natal). Vice chair of Business Womens Association (Durban Branch). Mathabo is a founder member of the broad-based empowerment group Nandi Heritage (Pty) Limited which is a shareholder in Dinatla Investment Holdings (Pty) Limited.

**Tania Slabbert** (40) BA, MBA  
Appointed December 8 2003

Director of BP South Africa (Pty) Limited, Uthingo (Pty) Limited, Rennie's Travel (Pty) Limited and Dinatla Investment Holdings (Pty) Limited. Tania has been the chief executive officer of WDB Investment Holdings (Pty) Limited since 1999. She is also a member of the National Small Business Advisory Council and a board member of the Business Women's Association.

### Alternate non-executive director

**Lebogang Joseph Mokoena** (48) BSc (Med Sci), MBA, Alternate to AA da Costa  
Appointed December 8 2003

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. 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.

### Independent non-executive directors

**Douglas Denoon Balharrie Band** (63) CA(SA)  
Appointed October 27 2003

Non-executive director of The Standard Bank Group Limited, Myriad International Holdings B.V., Tiger Brands Limited 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.

**Stephen Koseff** (56) BCom, CA(SA), HDip BDP, MBA  
Appointed June 17 1997

Chief executive officer of Investec Limited and Investec plc. Stephen has thirty one 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. His directorships include the JSE Limited and Rensburg Sheppards plc.

**Donald Masson** (76) ACIS  
Appointed March 10 1992

Director of numerous Bidvest subsidiaries, Cashbuild Limited, Valley Irrigation Limited, Faritec Holdings Limited and Kummandi Food Corporation. Trustee of Investment Solutions and various other 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 forty years of diverse business experience in senior executive positions at listed, unlisted and parastatal organisations.

**Joseph Leon Pamensky** (77) CA(SA), OMSG  
Appointed January 8 1990

Director of Enviroserv Holdings Limited, Schindler Lifts (SA) (Pty) Limited, Stonehage Financial Services Holdings (Jersey) Limited and Worldwide African Investment Holdings (Pty) Limited. Chairman of Bidvest Bank Limited and Terra Nova Financial Services (Pty) Limited. Joe is the longest serving non-executive director of Bidvest with over forty 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 on the boards of public and private companies, both locally and internationally, and is a member of a number of audit and remuneration committees. Originally also a director of Bid Corporation Limited.

**Nigel George Payne** (47) BCom (Hons), CA(SA), MBL  
Appointed June 28 2006

Director of a number of companies including JSE Limited, Mr Price Limited, Glenrand MIB Limited, STRATE Limited. Nigel is a leading authority on corporate governance, risk management and internal audit and was the convener of the risk management and internal audit task team at the King II report.

**Adv Faith Dikeledi Pansy Tlakula** (50)  
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. Pansy was previously a member of the Human Rights Commission. She is the chairperson of the National Credit Regulator.



*Lilian Boyle  
Alfred da Costa  
Muriel Dube*

*Mathabo Kunene  
Tania Slabbert  
Lebogang Mokoena*



*Doug Band  
Stephen Koseff  
Donald Masson*



*Joe Pamensky  
Nigel Payne  
Pansy Tlakula*



## Directorate

### Committees

#### Group executive committee

B Joffe (chairman), FJ Barnes, 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, SG Mahlalela, P Nyman, SG Pretorius, LP Ralphs, AC Salomon, SA Thwala

#### Audit committee

NG Payne (chairman), DDB Band, DE Cleasby, RW Graham, D Masson, P Nyman, JL Pamensky, AC Salomon

#### Risk committee

NG Payne (chairman), MC Berzack, NW Birch, DE Cleasby, AW Dawe, B Joffe, D Masson, P Nyman, SG Pretorius, LP Ralphs, AC Salomon

#### Remuneration committee

DDB Band (chairman), DE Cleasby, D Masson, P Nyman, JL Pamensky

#### Acquisition committee

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

#### Nomination 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, SG Mahlalela, SG Pretorius, LP Ralphs, T Slabbert, SA Thwala, FDP Tlakula

Board composition	Number	%
Male	18	78,3
Female	5	21,7
<b>Total</b>	<b>23</b>	<b>100,0</b>
White	17	73,9
Black	6	26,1
<b>Total</b>	<b>23</b>	<b>100,0</b>
Local	21	91,3
Foreign	2	8,7
<b>Total</b>	<b>23</b>	<b>100,0</b>
Executive	11	47,8
Non-executive	6	26,1
Independent non-executive	6	26,1
<b>Total</b>	<b>23</b>	<b>100,0</b>