

GETTING STRONGER

2016
LEADERSHIP
REPORT

 **AFROX**
A Member of The Linde Group

Executive management

This is a supplementary report to the 2016 Integrated Report and expands on the curricula vitae of the Afrox Board and executive management members. The full 2016 Integrated Report is available at www.afrox.co.za.

Schalk Venter
Managing Director

Refer to 2016 Integrated Report for details.

Dorian Devers
Financial Director

Refer to 2016 Integrated Report for details.

Jan Ntuli
General Manager Operations

Jan has been with Afrox for four years and has held various management positions in the business. He joined Afrox as Welding Consumables Factory Manager and moved to the position of IBP Implementation Manager before becoming the Head of HPO, and later the Head of National Customer Service Centre. He holds a Bachelors Degree in Mechanical Engineering from Vaal University and MDP from Manchester University.

Ben Mabelane
General Manager Onsites

Ben joined Afrox 12 years ago from Sasol. He has fulfilled various senior roles in Afrox's operations and is currently Head of Tonnage. Ben is a government-certified engineer with a BSc Honours Degree in Mechanical Engineering from UCT and an MBL from Unisa.

Marius Kruger
General Manager Emerging Africa

Marius has been with Afrox for 19 years and has held various senior positions in the business. Prior to taking on his current role as General Manager for Emerging Africa in June 2015, he was the Cluster Manager for East Africa. He holds a BCompt Honours from Unisa and is an associate member of the Chartered Institute of Management Accountants in the United Kingdom.

Matthias Vogt
General Manager Finance

Matthias joined Afrox in July 2015 and has been with The Linde Group for nine years, where he held various senior positions in Corporate Finance. Before his current role, he was responsible for the implementation of Global Shared Services throughout the Group. He holds a Masters Degree (Diploma) for Finance, Business and Administration at the University of Applied Sciences of Rosenheim (Bavaria, Germany).

Corporate function heads

Johann Cilliers
Head of Communications

Johann was appointed as Afrox Retail Business Manager in June 2003 and promoted to Head of Communications in 2007. Prior to joining Afrox, Johann was a Senior Business Consultant with Affinity Logic, prior to which he gained valuable business experience at Massmart, where he held a Senior Buyer position. He holds an MBA from The Open University in the UK.

Makhula Magaoga
Head of Procurement

Makhula has been with Afrox for four years and has held various procurement positions in the business. Prior to taking on his current role as Head of Procurement in September 2015, he was Procurement Regional Commodity Manager responsible for Transport, Plant Maintenance and Customer Engineering Services (CES). He holds a BTech from DUT and an MBA from Unisa.

Stephen Moran
Head of SHEQ

Stephen joined Afrox in July 2012 from BOC Gases in Ireland and the UK, where he was a member of the senior SHEQ Leadership team with experience in safety system auditing and sharing best practice across other European countries. Stephen has over 30 years of experience in the chemical industry, including 20 years in gases. He has a Diploma in Applied Science and an Honours Degree in Chemistry with chartered status from the Institute of Technology in Dublin.

Ashley Soupen
Head of Human Resources

Ashley rejoined Afrox in October 2013 from Sidra in Qatar, where he was the Chief HR Officer and, before that, HR Director for various Honeywell regions. He was previously with Afrox between 1987 and 2005 in various HR roles, including Strategic HR Business Partner for Emerging Africa. Ashley has a BCom in Industrial Psychology, Business Management and Advanced Labour Law from Unisa. He also attended the Certificate Programme in Industrial Relations at Wits and MDP at UCT.

Executive management **continued**

Cheryl Singh

Head of Legal, Risk and Compliance and Company Secretary

Prior to joining Afrox in December 2013, Cheryl was the Group Company Secretary and Legal Counsel at ArcelorMittal and Pebble Bed Modular Reactor. She held governance and company secretarial roles at Absa and has been a member of the Corporate Governance Network (CGN) at the Institute of Directors since 2009. She holds a BProc LLB from the University of KwaZulu-Natal and an MBA from the Gordon Institute of Business Science.

Sandy Morris

Head of Information Systems – Service Management IS RAU and Country IS Manager Africa

Sandy Morris was appointed to the Executive Committee in 2016, leading the Regional Information Services Team for Africa. Her role extends to Head of Service Management for Africa, UK and Ireland. Since 1999, Sandy has provided IT services to the Afrox Group of companies including Afrox Healthcare and subsidiaries in the Hard Goods and welding market, leading to a permanent association in 2010. Sandy was instrumental in leading the drive to standardise the Emerging Africa IT landscape, driving a comprehensive convergence strategy that facilitates best practice and centralised management. Sandy has more than 20 years of IT experience across multiple Information Services disciplines in sub Saharan Africa with a clearly defined focus on governance.

Sanjay Misra

Head of Programme Management Office

Sanjay Misra was appointed to the Executive Committee in July 2016 as Head of the Programme Management Office (PMO) with responsibility for continuous improvement. He joined Afrox in August 2008 and has held a number of positions in the business including Industrial Engineering Manager, Process Improvement Specialist, Supply Chain Manager Exports and, most recently, Transformation Manager. Prior to Afrox, Sanjay held senior positions at the Coruseal Group and Uniross Batteries. He holds a Bachelors of Technology Degree in Industrial Engineering and has more than 17 years of industry experience in the operations, planning, manufacturing, quality, distribution and inventory fields.