

## – Our leaders –

### NON-EXECUTIVE DIRECTORS



*Suresh Kana (61)*  
(Chairman)

PhD (Hon), BCom (Hons), MCom, CA(SA), CD(SA)

Suresh was the CEO and Senior Partner of PwC Southern Africa and PwC Africa. He served on the PwC Global Board and its Strategy Council. He is the Chairman of the Financial Standards Reporting Council of South Africa, and a member of the King Committee on Governance. He is a non-executive director of Murray & Roberts Limited and the JSE Limited, and is a Professor of Accounting at the University of Johannesburg. Suresh was appointed as a non-executive director to the board of Imperial on 1 September 2015 and appointed as independent non-executive chairman of the board on 3 November 2015.



*Peter Cooper (60)*

BCom (Hons), HDip (Tax), CA(SA)

Peter is the immediate past Chief Executive Officer of RMB Holdings Limited (RMH) and Rand Merchant Insurance Holdings Limited (RMI). His early career was in the financial services sector, first as a tax consultant and later specialising in corporate and structured finance with UAL Merchant Bank. He joined Rand Merchant Bank in 1992 as a structured finance specialist and transferred to RMB Holdings in 1997, where he was appointed to the board in 1999. He continues to serve as a non-executive director of RMH, RMI, RMB Structured Insurance, OUTsurance and MMI, and as an alternate director of FirstRand. He was appointed to the board on 24 February 2015 and chairs the investment committee.



*Ashley (Osby) Tugendhaft (68)*  
(Deputy chairman)

BA, LLB

Oshy is the Senior Partner of Tugendhaft Wapnick Banchetti & Partners, a leading Johannesburg niche law firm. He is also a non-executive director and deputy chairman of Pinnacle Technology Holdings. He was appointed to the board in April 1998 and as deputy chairperson in March 2008.



*Graham Wayne Dempster (61)*

BCom, CTA, CA(SA), AMP (Harvard)

Graham was an executive director of Nedbank Group Limited and Nedbank Limited and retired in May 2014 with over 30 years' service in the Nedbank Group. He is a non-executive director of Telkom and AECI. He was appointed to the board on 24 February 2015 and is a member of the audit and investment committees.

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### *Thembisa Dinga (43)*

BProc, LLB (Natal), LLM (Harvard), HDip Tax (Wits)

Thembisa is an admitted attorney to the New York State Bar, USA. She is the past chairperson of Ukhamba Holdings, an empowerment shareholder in Imperial. She is currently a director of Absa Bank, Famous Brands Limited, Telkom SOC Limited and Sumitomo Rubber South Africa. She was appointed to the board in November 2009.



### *Phumzile Langeni (42)*

BCom (Acc), BCom (Hons)

Phumzile is the executive chairman of Afropulse Group, a woman-led investment, investor relations and corporate advisory house. She is currently the chairperson of Astrapak Holdings and the Mineworkers' Investment Company. She also serves as an independent non-executive director of Massmart and Transaction Capital. She was appointed to the board in June 2004.



### *Raboijane Moses Kgosana (57)*

BCompt (Hons), CA(SA)

Moses is a past Chief Executive of KPMG South Africa. He is also a past chairman of the Accounting Practices Board, served as a member of the IFRS Advisory Council (SAC) of the International Accounting Standards Board (IASB) and was a trustee of the Thuthuka Bursary Fund and a member of Business Leadership South Africa. He is a member of the Institute of Directors in South Africa (IoDSA). Moses is a former President of the Association for the Advancement of Black Accountants of Southern Africa (ABASA), which was established to promote the interests of black men and women engaged in the accounting profession. He was appointed to the board and as chairman of the audit committee on 1 September 2015.



### *Mohammed Valli Moosa (59)*

BSc

Valli is a non-executive director of Sanlam Group Holdings and Sappi and a non-executive chairperson of Anglo Platinum and Sun International. He is a director of Lereko. Previously, he was president of the International Union for the Conservation of Nature and the chairperson of Eskom, and served as a cabinet minister in the national government of South Africa from 1994 to 2004. He is also the chairperson of WWF (SA). Valli was appointed to the board in June 2005.

## NON-EXECUTIVE DIRECTORS



*Roderick John Alwyn Sparks (57)*

BCom (Hons), CA(SA), MBA

Roddy is a former managing director of Old Mutual South Africa and Old Mutual Life Assurance Company (SA), and the former chairperson of Old Mutual Unit Trusts, Old Mutual Specialised Finance and Old Mutual Asset Managers (SA). He is a non-executive director of Truworths International and Trenchor and chairs the board of advisors of the UCT College of Accounting. Roddy is the lead independent director and was appointed to the board in August 2006.



*Younaid Waja (64)*

BCom, BCompt (Hons), CA(SA), HDip Tax Law

Younaid is a practising tax, business and governance consultant. He is a non-executive director and a sub-committee member of Dipula Income Fund Limited. His immediate past directorships include subsidiaries of the Gauteng Growth and Development Agency: Supplier Park Development Company and Automotive Industry Development Centre, Pareto Limited, the PIC, Telkom, Real Africa Holdings and Blue IQ. His former memberships include vice-president of the Association for the Advancement of Black Accountants of Southern Africa (ABASA), chairperson of the Public Accountants and Auditors Board (PAAB) – now the IRBA, and treasurer and executive member of the Black Business Council (BBC). He is also a former member of the Income Tax Court. He is currently a vice-chairperson of the Non-Racial Sports History Project – Gauteng. He was appointed to the board in June 2004.

## EXECUTIVE DIRECTORS

*Mark James Lamberti (66)*

BCom, MBA (Wits), PPL (Harvard), CD(SA)

Mark was appointed CEO on 1 March 2014, in which capacity he chairs all divisional boards.

From 2008 until early January 2014, Mark was the CEO and a major shareholder of Transaction Capital, which listed on the JSE in 2012. He served as its non-executive chairperson until March 2014 when he resigned to devote his attention fully to Imperial.

In April 2014, he also resigned as non-executive chairperson of the board of Massmart Holdings, a position he assumed in 2007 after serving for almost 19 years as founder, architect, CEO and major shareholder. Notable developments during his tenure were the listing of the group on the JSE in 2000 and the purchase of a controlling interest by Walmart in 2011.

Since his early 30s, Mark has served as an executive and non-executive on the boards of various public companies, including Wooltru, Primedia, Datatec, Telkom and Altron.

Mark currently serves as an executive committee member and director of Business Leadership South Africa and is a trustee and executive committee member of the National Education Collaboration Trust, which is a government, business, labour and civil society initiative to support the National Development Plan and the Education Sector Plan.

*Osman Suluman Arbee (57)*

BAcc, CA(SA), HDip Tax

Osman is the group's chief financial officer (CFO).

Osman has been with the Imperial Group since September 2004. During this period, he has been the CEO of the then Car Rental and Tourism division, and the chairperson of the Aftermarket Parts and the Automotive Retail divisions.

Osman is a member of various Imperial subsidiary and divisional boards, including the United Kingdom, Germany and the Netherlands, a trustee of the Imperial Pension and Provident Fund and the Ukhamba Trust which manages the interests of the black employees of the group, chairman of the Medical Aid Fund and a trustee of the Imperial and Ukhamba Community Development Trust.

He was appointed to the board in July 2007 and as CFO on 1 July 2013.

Prior to joining the group, Osman was a Senior Partner at Deloitte and spent 23 years with Deloitte in various roles, which included being a board and executive committee member.

## OUR BUSINESS &gt; OUR LEADERS

## EXECUTIVE DIRECTORS

*Manuel Pereira de Canha (66)*

Manny is the CEO of Associated Motor Holdings, responsible for the Vehicle Import, Distribution and Dealerships division. Manny has extensive experience in the motor and import industries. He was part of the founding team of Imperial and worked for Imperial in various positions from 1969 to 1985. From 1986, he was a director of Automotive Holdings Limited in Western Australia. He re-joined Imperial in 1995 and was appointed to the board in November 2002.

*Marius Swanepoel (55)*

BCom Acc (Hons)

Marius is the CEO of Imperial Logistics, which effective 1 July 2016 includes all Imperial's logistics interests. He joined the group in 1994 when Imperial acquired Highway Carriers, where he was financial director from October 1990. Marius was appointed as financial director of Imperial Transport Holdings in 1997 and CEO of Imperial Logistics Transport & Warehousing in 2001. In October 2005, he was appointed CEO of Imperial Logistics Africa. In May 2007, he joined the Imperial executive committee and was appointed to the board in November 2009.

Marius started his career with the South African Revenue Service in Cape Town after completing his articles at auditing firm Brink, Roos & Du Toit.

Under his leadership, Imperial Logistics Africa has been recognised for numerous achievements, including the National Business Award, various Logistics Achiever Awards in 2013 and the Supply Chain Educator Award for 2014.

*Philip Bernard Michaux (56)*

Philip is the CEO of the Vehicle Retail, Rental and Aftermarket Parts division. He started his career in the motor industry in 1981 with Saficon Holdings and has held various management positions within the industry over the years. He spent the first 23 years within the Mercedes-Benz franchise. Imperial acquired Saficon in 1995, which resulted in him joining the group. He was the managing director of Cargo Motors until 2006 at which time he was promoted to CEO of the Automotive Retail division. His portfolio was expanded to include the Car Rental and Aftermarket Parts divisions. He was appointed to the executive committee in October 2011 and was appointed to the board in May 2014.

*NOTE: All of the executive directors above and the executives listed below are members of the executive committee.*

## EXECUTIVE MANAGEMENT

*Kerry Cassel (43)*

BCom Acc, Dip Acc, CA(SA)

Kerry is the CEO of Imperial Financial Services.

Prior to joining the group in 2002, Kerry was an audit manager at Deloitte & Touche. Kerry has held multiple senior positions at Associated Motor Holdings and Liquid Capital since. Kerry was promoted to managing director of LiquidCapital (Pty) Limited in April 2010. She is a board member of Associated Motor Holdings (Pty) Limited and was appointed to the Imperial Holdings Limited executive committee in October 2015.

## EXECUTIVE MANAGEMENT

*Berenice Joy Francis (40)*

BCompt (Hons), CIA, MBA (IE)

Berenice is the group's commercial executive. Her responsibilities include risk, IT, transformation and group marketing. She joined the group in 2008 and was appointed to the executive committee in June 2009.

She is a vice president of the Institute of Risk Management SA (IRMSA) and currently chairs the Education and Technical committee of IRMSA. She is a board member of Ukhamba Holdings and a trustee of the Unjani Clinics and the Imperial and Ukhamba Community Development Trust. She is also a past vice president and regional governor of the Institute of Internal Auditors (IIASA) and is a member of its policy committee. She is the current recipient of the IRMSA Risk Manager of the Year Award. Prior to joining the group, she was the chief risk officer for the State IT Agency.

*George Nakos (39)*

BCom (Cum laude), CA(SA), CFA, PLD (Harvard)

George is currently employed as group corporate finance executive and is a member of the executive committee of Imperial Holdings Limited. From 2000 to 2015, George was employed at Investec Bank Limited where he completed his articles and held senior positions in the Corporate Finance division, including being a member of the executive committee and global coordinator of the natural resources corporate finance team.

*NOTE: Please refer to the Corporate governance report on page 80 for changes to the executive team during the year.*

*Taryn Marcus (35)*

BA Human Resources (Cum Laude), BA (Hons) Industrial Psychology (Cum Laude), MA Industrial Psychology, Registered Industrial Psychologist

Taryn is currently employed as the group organisation effectiveness executive and is a member of the executive committee of Imperial Holdings Limited. From 2006 until she joined Imperial, Taryn occupied various positions of increasing responsibility in human capital management at Liberty, starting as a Human Resource Consultant and finishing as the Liberty Group Head of Talent and Succession Management and People Development. Taryn is a past chairperson for the Society for Industrial & Organisational Psychology South Africa (SIOPSA) Johannesburg chapter.

*Craig W Shaw (46)*

BCom, CA(SA), LLB

Craig was appointed as group strategy executive at Imperial Holdings in June 2016. Previously, he served as the Chief Investment Officer and Chief Financial Officer of Sedibelo Platinum Mines, an internationally run mining holding company. He is the past joint head of the natural resources corporate finance team at Investec Corporate Finance, a division of Investec Bank Limited. From 2007 to 2008, Craig served as finance director of Cunico, a multinational multi-commodity mining group, in preparation for a main board listing on the London Stock Exchange. Prior to 2007, Craig was responsible for the international corporate finance and private equity investments of a private global resource group with exposure to various industries, geographies and commodities, where he was involved in a number of significant transactions in the industrial and natural resource space, including various public capital market transactions.