

CEO
TODAY

AFRICA AWARDS 2021



Africa's Leader in Trade Finance

Kutoane Kutoane

CEO, Export Credit Insurance Corporation of South Africa SOC LTD

A professional headshot of Kutoane Kutoane, a man with short dark hair and a mustache, wearing a dark blue suit, a light blue checkered shirt, and a yellow patterned tie. He is smiling slightly and looking towards the camera.

FEATURED WINNER

Kutoane Kutoane

*CEO, The Export Credit
Insurance Corporation of
South Africa (ECIC)*

p 8

FEATURED WINNER

Seelan Gobalsamy

CEO,
Omnia Group

p 16



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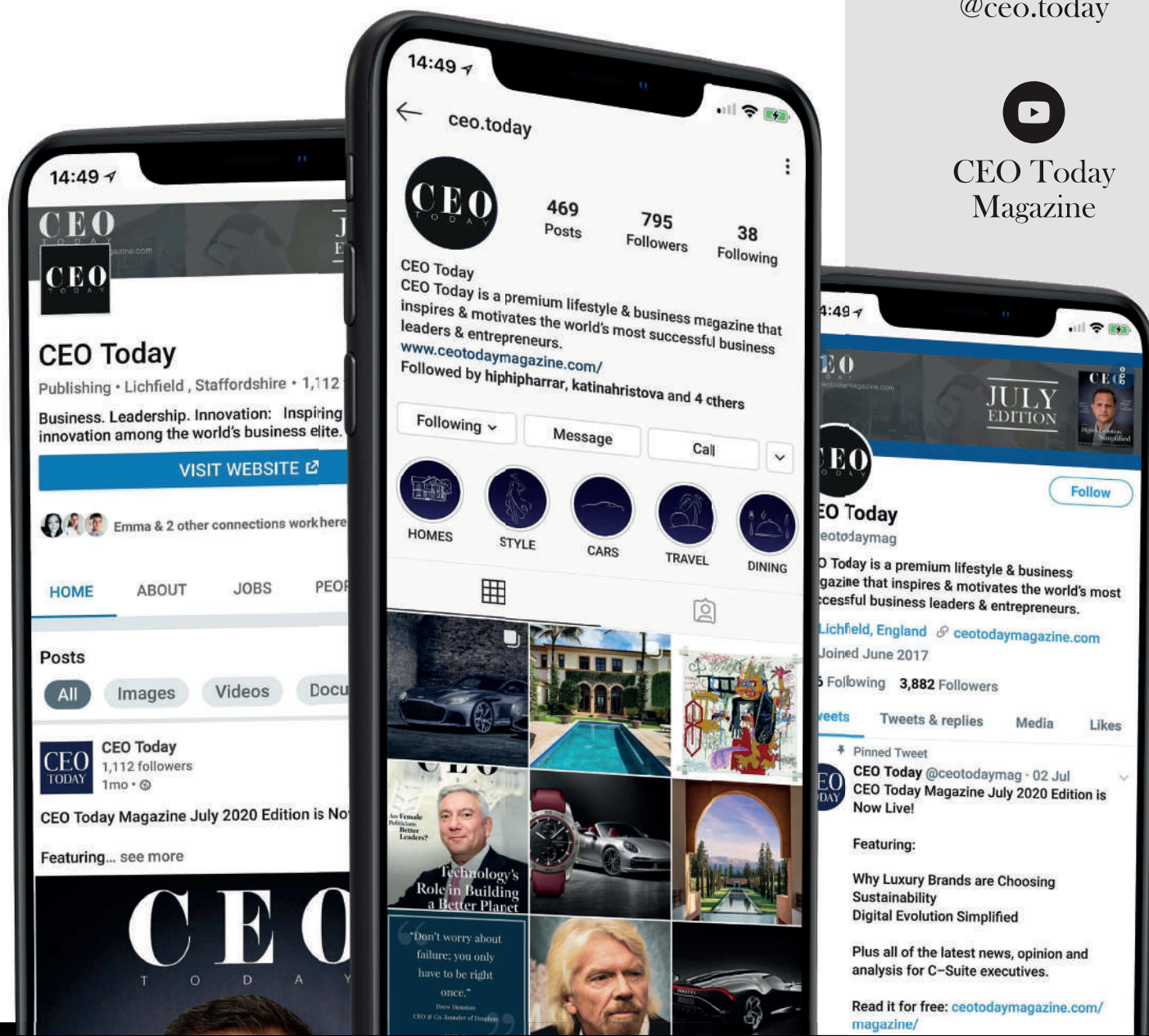
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CEO Today
Magazine





AFRICA

A W A R D S

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Hello and welcome to the 2021 CEO Today Africa Awards!

These awards are an annual celebration of strong and innovative leadership among the most successful business leaders operating in Africa across all key sectors and industries. Dedicated to recognising exceptional business leadership, the CEO Today United Kingdom Awards celebrates the achievements of industry-leading CEOs and entrepreneurs across Britain and Northern Ireland. As the nation slowly approaches an exit from more than a year of uncertainty, these individuals shine as examples of excellence in their respective sectors, even when faced with unprecedented challenges.

At CEO Today, we are honoured to present our 2021 CEO Today Africa Awards – a commemoration of achievement in leadership and growth.

Congratulations to all of our winners.







Featured Winners

8. Kutoane Kutoane

The Export Credit Insurance Corporation
of South Africa (ECIC),
South Africa

16. Seelan Gobalsamy

Omnia Group,
South Africa

20. Mohamed Mansour

Al-Mansour Group,
Egypt

22. Sophia Bekele Eshete

DotConnectAfrica Group,
Kenya

24. Mohamed Hassan Bensalah

Holmarcom Group,
Morocco

26. Lettie Mashau

Motheo Construction Group,
South Africa

28. Lyle Malander

Malandar Group,
South Africa

30. Nargis Gani

FACT,
South Africa

32. Sisa Ngebulana

Billion Group,
South Africa

34. Lilly Ajarova

Uganda Tourism Board,
Uganda



Kutoane Kutoane

*CEO of The Export Credit Insurance
Corporation of South Africa (ECIC)*

About Mr Kutoane Kutoane

ECIC's CEO, Mr Kutoane Kutoane is a visionary leader with over 20 years of executive experience in championing the growth agenda of diverse organisations in energy, development financing, trade finance and infrastructure financing. As a CEO, he possesses exceptional agility and the ability to lead in both niche and complex organisational environments. He is a results-driven chief executive well-grounded leadership skills.

About ECIC

The Export Credit Insurance Corporation of South Africa (ECIC) was established in July 2001, with a mandate to fill a market gap through the provision of medium to long-term export credit and investment guarantees. The company underwrites bank loans through the provision of political and commercial risk insurance cover, on behalf of the South African Government.

www.ecic.co.za



An Interview With Kutoane Kutoane

Tell us a bit about ECIC South Africa's history?

ECIC was established in 2001 under the Export Credit and Foreign Investments Insurance Act, 1957 (as amended), to provide political and commercial risk insurance to South African exporters of capital goods and related services. ECIC is a self-sustained, state-owned national export credit agency. The company is a registered Financial Service Provider, regulated by the Financial Sector Conduct Authority (FSCA) and Prudential Authority (FSP No: 30656). Currently exempted in terms of Financial Advisory & Intermediary Services (FAIS) Notice 78 of 2019.

Acting as a catalyst for private investment, the ECIC steps in where commercial lenders are either unwilling or unable to accept long-term risks. Along with its major shareholder – the Department of Trade, Industry and Competition – the ECIC makes use of market research tools and specialised business development units to create new insurance products that support the government's export and investment promotion objectives.

The ECIC has recently developed new products including lines of credit and lease and return of plant and equipment. The revised performance bond insurance product which was launched in 2016 is another example. It also continues to be a catalyst for increased lending capacity by financial institutions by entering into agreements with other export credit agencies (ECAs).

To this end, it has adopted a comprehensive plan of action aimed at actualising cooperation programmes for mutual benefit in conjunction with, among others, BRICS ECAs, Afreximbank and African Trade Insurance. In this way, it creates a framework for both re- and co-insurance.

The ECIC is also able to price African risk more competitively, given its experience in underwriting African projects. The

company has been involved in flagship projects such as Nacala Corridor in Malawi & Mozambique, Cenpower in Ghana, and Mozal Aluminium Smelter in Mozambique just to name a few. The ECIC addresses obstacles through facilitation and by aiding in the release of funding required for infrastructure, which is of particular importance to multinational organisations seeking a presence in Africa.

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The ECIC is committed to sustainable business through innovative solutions, operational and service excellence, business development and strategic partnerships.

The ECIC is committed to sustainable business through innovative solutions, operational and service excellence, business development and strategic partnerships. In enabling frontier markets to industrialise and diversify the economies, the ECIC is effectively contributing to a positive socio-economic impact.

ECIC's mandate further requires it to facilitate export trade and cross-border investments, and as part of a broader government policy in the context of industrial policy, trade and investment promotion. As the official Export Credit

Agency of South Africa, ECIC provides insurance for export and cross-border investment transactions that would otherwise not have taken place, as a result of either exporters, lenders, investors being unable or unwilling to accept particular risks (political or commercial) associated with such export and investment transactions.

To this end, the ECIC facilitates and encourages the production and export of capital goods and services out of South Africa by underwriting such export transactions and related export credit loans and investments taking place outside of the country. In doing so, ECIC lends support to the local industry to promote economic activity in the South African economy, through the export of South African capital goods and services, which in turn, contribute to, among others, job creation, national output and generation of fiscal revenues for the government.

Hence, the rationale for the contribution of ECIC to local economic development is based on the assumption that without the involvement of ECIC, certain export transactions out of South Africa would not have taken place or could have been delayed or become costly and uncompetitive. To an extent, the same argument applies to the economic development in host countries unto which SA exports are sold or investments are made. The causality of ECIC impact is based on the fact that the Corporation reduces the risk faced by the local exporter through the receipt of contra-payment for the export of capital goods and services. By decreasing the export risk and, therefore, decreasing the risk of the project in general, it ultimately gives impetus to the decision that export-oriented projects will be undertaken.

What are the company's vision and mission?

ECIC's vision is to be a world-class export credit agency in facilitating South African export trade and investment globally.

Our mission is to provide export credit and investment insurance solutions in support of South African capital goods and services by applying best practice risk management principles.

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What projects are in ECIC South Africa's pipeline for 2021 and beyond?

There are currently two liquefied natural gas projects in Mozambique that have the Corporation quite excited, and we see them as playing a key role in taking Mozambique from being one of the world's 'least developed countries' to one that is a middle-income country.

There are also plenty of opportunities for South African companies bidding to play a role in the supply of core components or workstreams.

The recent Beitbridge Border Post project focuses on the Zimbabwe side of the Border Post, which will enable significant

rehabilitation of the infrastructure at this border post and efficient management of the movement of goods and people. ECIC is insuring debt facilities by South African banks and a number of investment policies for various South African investors.

The Corporation has made a pivotal contribution in unlocking the South African financing and equity investment at one of the busiest border posts between South Africa and our neighbouring countries. The economic integration between South Africa and Zimbabwe cannot be overstated, and the anticipated positive impact of these developments on

the people of these two countries and the region broadly is most welcome.

The EDM project in Mozambique has since reached a financial close and the first disbursement has been unlocked to commence the important work to rehabilitate the electricity supply infrastructure in Maputo and the northern region of Mozambique. The major new investments taking place in northern Mozambique have necessitated the need to improve the reliability of the electricity supply to support increased levels of industrialisation and commerce.





What do you think have been your biggest achievements over the past 12 months?

- Contributed R20 million to the COVID-19 Relief Fund.
- Achieved 90% of strategic objectives.
- Profit before tax of R434 million for 2019/20 financial year.
- Asset base of R10,8 billion at 2019/20 financial year-end (31 March 2020).
- Approval of the USD800 million Total LNG Project – the largest ECIC supported project ever.

- Securing up to USD400 million guarantee from Afreximbank as part of the South Africa – Africa Trade and Investment Promotion Programme (SATIPP) strategic partnership with them.
- Finalisation of the first-ever ECIC reinsurance agreement – USD12,5 million.
- Expansion of the ECIC insurance cover to include Euro-denominated policies.
- Level 1 B-BBEE score – first-time achievement by ECIC.
- Financial close of Zimborders transaction at a time when significant

challenges are being experienced – this will contribute to enhanced movement of goods and increased exports.

- Hosting the first ever virtual ECIC CEO Engagement Session on: The role and impact of ECIC in facilitating South African export trade with a special focus on the African Continental Free Trade Agreement (AfCFTA) opportunity; and The importance of public and private sector collaboration in advancing export trade.
- Close monitoring on the impact of COVID-19 on the insurance portfolio with a limited number of projects requiring restructuring with zero incurring a claim.
- Seamless integration to a remote working environment from the onset of COVID-19 lockdowns
- Total sum insured of USD 1,79 billion at 31 December 2020 (USD 1,85 billion at 31 March 2020).

What do you hope to accomplish in the future with ECIC South Africa?

As a visionary leader, I wish to achieve impact by seizing opportunities to capitalise on a changing environment.

I am keen on looking at how ECIC should reinvent itself to play a more prominent role, like the ECAs in other countries, in enabling South Africa to recover from the negative impact of the Coronavirus.

More importantly, with the African Continental Free Trade Agreement (AfCFTA) now in the implementation stage, ECIC is poised to play a pivotal role in mobilizing South African business around the opportunities for trade and cross-border investments made possible by the launch of this watershed agreement.

In line with our Africa-focused mandate, throughout this year we will hold roadshows across the country to

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*I believe that
the strength of
any achievement
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the depth of
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of employees that
make ECIC
what it is.*

showcase our time-tested and innovative risk solutions for exporters and the financial institutions backing them, as well as the cross-border investors. We have recently agreed with Minister Ebrahim Patel, the Minister of Trade, Industry and Competition to expand the mandate of the ECIC and broaden the scope of our coverage to go beyond supporting only export of capital goods and services and cover more widely the risk associated with export of value-added manufactured goods on short-term insurance basis. Our starting point and priority will be those sectors identified by the Department of Trade, Industry and Competition (the dtic) in the Sector Master Plans.

What does this award mean to you and your team at ECIC South Africa?

I am honoured to have won the CEO Africa Award for 2021. I believe that the strength of any achievement is rooted in the depth of passion and entrenched in the capabilities of employees that make ECIC what it is.

ECIC Projects and Exposure

The establishment of ECIC is a government initiative that has proved to be successful, as well as invaluable. Over the past 10 years, ECIC has grown considerably in terms of business activity, supporting more than 57 export-led and investment related projects across the African continent and other emerging economies. Over the period 2011 – 2020, the aggregate nominal value of supported projects is almost R40 billion (see figure 1).

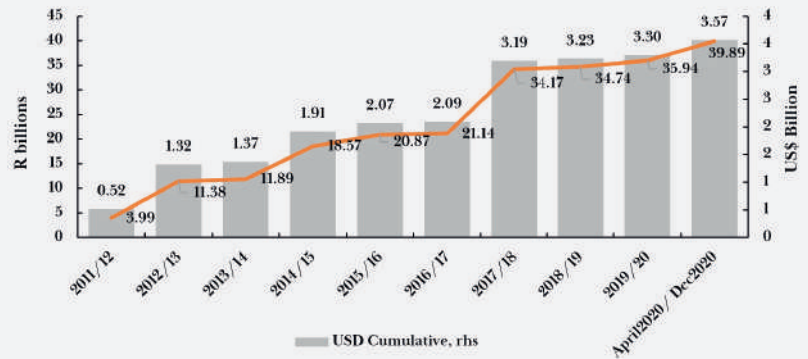


Figure 1: Nominal value of ECIC supported projects (2011 – 2020)

In supporting South Africa's trade policy objectives, the ECIC has been instrumental in building trade and investment relations on the African continent. By supporting projects on the continent, ECIC also ensured that South Africa's exporters were able to diversify their export baskets and markets away from traditional to non-traditional markets. This cushioned South African exporters against declining exports to traditional markets in the European Union and the United States of America, as these regions' economies recorded slowing economic activity.

In the 2011 -2020 period, ECIC concluded most of its transactions in African markets (78%), including, inter alia, Ghana (21%), Zambia(15%), Mozambique (14%), Tanzania (9%), Zimbabwe (8%), Malawi (5%), Liberia (3%), and Sierra Leone (2%) (see figure 2). Beyond the continent, ECIC also conducted a number of transactions in other emerging markets, including Iran (17%) and Russia (1%).

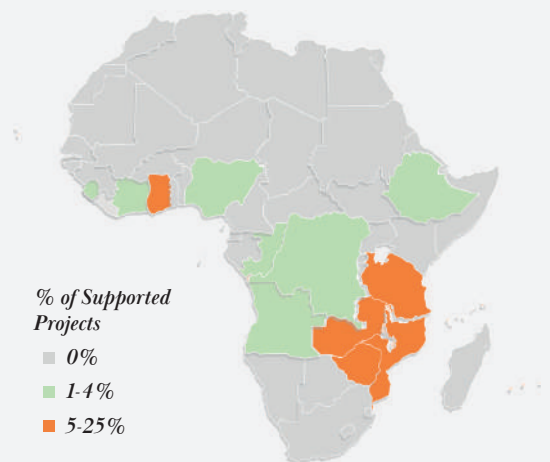


Figure 2: ECIC insured projects in Africa (2011 – 2020)

In terms of sectoral composition, ECIC's portfolio exposure varies across a wide spectrum of industries. A significant share of the portfolio (projects supported) was apportioned to mining (25%) and communication (17%) projects, consistent with the investment trends in the African continent. However, recently the portfolio exposure has since diversified to other industries namely the power (25%) and infrastructure (12%) projects, thus mitigating concentration risk.



PROUDLY SUPPORTING SOUTH AFRICAN EXPORTERS AND INVESTORS.



The Export Credit Insurance Corporation of South Africa (ECIC) was established 19 years ago, in July 2001, with a mandate to fulfil a market gap through the provision of medium to long-term export credit and investment guarantees. The company underwrites bank loans through provision of political and commercial risk insurance cover, on behalf of the South African government.

OUR VISION

To be a world class export credit agency in facilitating South African export trade and investment globally.

Acting as a catalyst for private investment, the ECIC steps in where commercial lenders are either unwilling to or unable to accept long term risks.

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end, it has adopted a comprehensive plan of action aimed at actualising cooperation programmes for mutual benefit in conjunction with, among others, BRICS ECAs, Afreximbank and African Trade Insurance. In this way, it creates a framework for both re- and co-insurance.

The ECIC is also able to price African risk more competitively, given its experience in underwriting African projects. The company has been involved in flagship projects such as Nacala Corridor in Malawi & Mozambique, Cenpower in Ghana, and Mozal Aluminium Smelter in Mozambique just to name a few. The ECIC addresses obstacles through facilitation and by aiding in the release of funding required for infrastructure, which is of particular importance to multinational organisations seeking a presence in Africa.

The ECIC is committed to sustainable business through innovative solutions, operational and service excellence, business development and strategic partnerships. In enabling frontier markets to industrialise and diversify the economies, the ECIC is effectively contributing to a positive socio-economic impact.

OUR MISSION

Our Mission is to provide export credit and investment insurance solutions in support of South African capital goods and services by applying best practice risk management principles.



SUCCESSFULLY GROWING OUR PORTFOLIO IN FRONTIER MARKETS



MOZAL • ALUMINIUM
MOZAMBIQUE



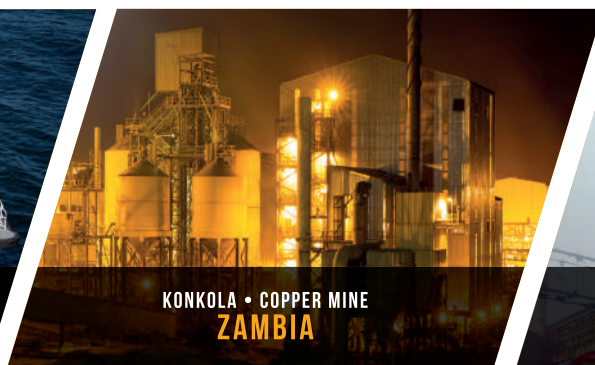
MTN IRAN • TELECOMMUNICATIONS
IRAN



BELL EQUIPMENT • COPPER & COBALT MINE
DRC



VEECRAFT MARINE • BOATS
NIGERIA



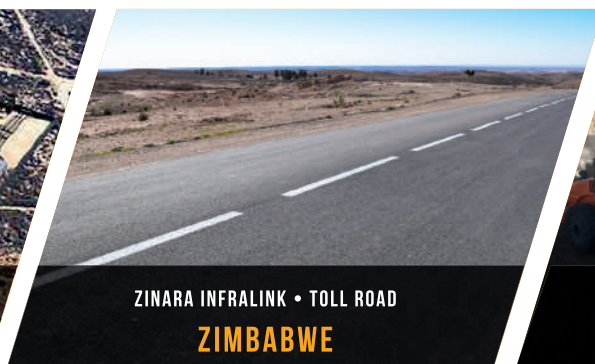
KONKOLA • COPPER MINE
ZAMBIA



RRL GRINDROD • LOCOMOTIVES
SIERRA LEONE



CENPOWER • GAS TURBINE POWER
GHANA



ZINARA INFRALINK • TOLL ROAD
ZIMBABWE



LIQHOBONG • DIAMOND MINE
LESOTHO

Since 2001 we have continued to provide commercial and political risk insurance for cross-border transactions, offering risk mitigation solutions to South African exporters of capital goods and investors. We have partnered with credible financial institutions and believe through partnerships economic growth can be achieved. As Export Credit Insurance Corporation of South Africa (ECIC) we are committed to supporting our South African businesses who export and invest in capital projects beyond our borders.

If you're planning on exporting to or investing in capital projects beyond our borders, contact ECIC for assistance

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ECIC is a registered Financial Service Provider, regulated by the FSCA and Prudential Authority (FSP No: 30656). Currently exempted in terms of FAIS Notice 78 of 2019



YOUR EXPORT RISK PARTNER

A \$1 Billion funding facility available for the South African-Africa Trade and Investment Promotion Programme (SATIPP)

ECIC and Afreximbank, Africa's trade finance leaders have partnered to bring you the South African-Africa Trade and Investment Promotion Programme (SATIPP), a \$1 billion funding facility aimed at boosting South African business export capacity, help them access investment opportunities on the continent and grow the country's trade activities with other African countries.

To access SATIPP please visit - ECIC.CO.ZA



In partnership with



*- South Africa -
CEO Today Africa Awards 2021*

Seelan Gobalsamy

*CEO
Omnia Group*

*From humble beginnings in the small South African town
of East London to becoming the CEO of a multinational,
diversified chemicals Group, Seelan Gobalsamy's journey has
been eventful in more ways than he can count.*





Finding passion and purpose, early on

His foray into the business world began early on. No stranger to hard work, his entrepreneurial spirit, passion to be a changemaker and a strong family influence were his greatest driving forces. "My great-grandmother would give me things to sell to earn my pocket money. As a teenager, I remember spending my evenings selling sweets, samosas and vegetables, to lend my family a helping hand. I relished in the challenge of trying to figure out the price at which to sell items to ensure I made a decent profit. At university, my tiny room was piled to the ceiling with T-shirts - a venture that paid for my first car," recalls Seelan.

A chronic overachiever, Seelan studied 40 years' worth of matric exam papers to prepare for his finals. He graduated from high school at 16, achieving many distinctions. He went on to study a BCom in Accounting and Law at Rhodes University, taking up part-time employment to pay for his studies. As luck would have it, a local company was very impressed by his performance. They tracked him down via a local newspaper and offered him a bursary.

Seelan explains, the value of a good education was instilled in him, early on; "I recognised the power of education in opening doors, especially in pre-democracy South Africa. So, my focus was on excelling in my studies, earning a decent income and doing something that feeds my passion". It is this drive and ambition that saw him achieve his Chartered Accountant qualification in his early twenties, and he went on to do an Advanced Management Programme at Harvard Business School.

He has built an impressive career, having assumed senior leadership roles across emerging markets for almost two decades, working at numerous blue chip global companies. In 2001, he joined Old Mutual and during his almost decade-long career, served in a number of senior roles - including FD, Head of Administration, Head of Corporate Distribution and MD of the Old Mutual Corporate business. Under his leadership, Old Mutual Corporate refined its strategy, increased sales, grew market share and established itself as the industry leader.

In 2010, Seelan joined another pan-African financial services company, Liberty Holdings, as CEO of the Liberty Corporate division - a role that his cumulative experience had effectively prepared him for. With a proven track record in managing complex businesses and an ability to build strong cohesive teams, his growth continued at a rapid pace. Three years later,

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Omnia has an incredible history and continues to be a leader and a market pioneer. The kind of innovation and forward-thinking approach our team applies to finding solutions, enables us to scale even greater heights.

he was appointed CEO of South African asset manager, STANLIB where he was responsible for implementing the business' strategy and driving growth by building new capabilities as well as leveraging skills for investment opportunities across the continent. STANLIB managed over R580 billion worth of assets across various asset classes.

He has served as a Non-executive Director on several boards and boasts the title of Founder and Director on his resume, establishing JSG Capital. Seelan often cites his various entrepreneurial exposures as catalysing his personal and professional journey. His approach to life is simple,

"Always do the right thing and follow your passion." He adds, "In my opinion, success involves less effort when you enjoy what you do."

Spearheading Omnia's turnaround strategy

His expertise set him up for what was perhaps the most challenging chapter of his journey. He started at Omnia Group as a Non-executive Director in 2018 and then became Group FD early in 2019. Not one to back down from a challenge, he also took on the role of CEO soon after, at a time of immense financial turbulence. The business sought a leader who could provide direction and a clear vision to turnaround the business - someone who wasn't afraid to make tough decisions and set ambitious targets, but also map out ways in which to achieve these.

While walking into the eye of the storm can be intimidating for some, Seelan was certain about the strategy and commitment needed to shift the needle. He employed a 'back to basics' approach, which included focusing on reducing debt to manageable levels, capital expenditure and working capital management, cost containment and improving return on investment. His approach instilled a high performance culture - prioritised skills development, aimed to identify and attract the right talent, but also drove the emphasis on human resource efficiencies. In just over a year - and during the height of Covid-19, Omnia proved its resilience by achieving a successful turnaround and silencing critics. Omnia's longer term turnaround strategy continues to achieve against key metrics and create broader stakeholder value.

He cites Omnia's heritage as well as its socio-economic contributions and commitment to sustainability as other reasons that drew him to the Group. Operating in primary sectors Omnia's success spells economic success. From addressing basic needs such as food and potable water through its technologies, inputs and expertise; to creating employment in its more than 25 geographies; to developing skills and empowering communities - Omnia's touchpoints are endless, and its influence immeasurable.

Omnia has built a solid reputation as a reliable business partner. It is internationally recognised for its research and development, manufacturing capabilities and specialised solutions (products, services, networks) as well as technologies for the agriculture, mining and chemicals application industries. Its subsidiaries include Omnia Fertilizer, BME, Protea Mining Chemicals, Protea Chemicals and Umongo Petroleum. Known for customised and knowledge based, innovative solutions, Omnia is a game-changing business with divisions that often grab headlines, especially for setting new world records.

Omnia's growing emphasis on a "Better World" translates to its focus on:

- Critical issues such as securing a healthy and adequate food supply for a growing population, effecting a lower impact on the environment, and ensuring safer operations for employees, customers and the communities within which the Group operates
- Increasing the efficiency and effectiveness of the farming process through Omnia Nutriology
- Reducing customers' environmental impact through BME's product offerings such as Double Salt emulsion, which when detonated does not produce NOx emissions, and utilising Used oil - while still maintaining the highest quality of AN/CN based emulsion products
- Promoting responsible use of chemicals for health, safety and a lower environmental impact with a shift towards cleaner technologies
- Actively reducing its environmental footprint by recycling water, abating emissions and pursuing alternative clean energy sources
- Empowering employees, customers, communities and its value chain by providing access to skills development and resources

Seelan proudly shares, "Omnia has an incredible history and continues to be a leader and a market pioneer. The kind of



innovation and forward-thinking approach our team applies to finding solutions, enables us to scale even greater heights." Established more than six decades ago and based in South Africa, Omnia's operations span across 25 countries. The business continues to grow its global

footprint, bolstering operations in Australasia and Brazil, and expanding its presence in SADC, North America and Canada.

Being the change you want to see

It's clear that Seelan is committed to building world class businesses and has great ambitions for Omnia, as well as the African continent. He explains that building meaningful connections with people and supporting their growth is his greatest priority. "My father taught me that business is all about people. Its people that make a difference in other people's lives, including customers and staff. My desire remains to build an inspired, collaborative and socially conscious team at Omnia – one that makes a meaningful difference in the lives and livelihoods of all stakeholders," adds Seelan.

On the topic of inspirational leadership, he reveals how he has always been inspired by authentic leaders and aspires to be one. "Leadership is about entrenching purpose, empowering and inspiring people to work towards a common goal. It is easier to relate to leaders that are grounded, genuine, consistent and walk the talk. You need to be yourself and stay true to what you believe in," continues Seelan. "It's about persisting even when the odds are stacked against you. It means taking disappointment and failure in your stride, but also not letting success cloud your judgement." Speaking on defining career moments, he recalls being overwhelmed with recognition from Omnia employees who thanked him for his decisive leadership, conviction and perseverance.

He reaffirms how proud he is to lead an engaged and committed team – one that remains focused, especially under unprecedented and evolving circumstances. When asked what he would like his legacy to be, his response is, "That I strived to give people the opportunities I have received; contributed to the development of people, communities and countries; and left the world a better place."



Author: Mohamed Mansour, WikiCommons
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Mohamed Mansour

| *Founder and Chairman of Al-Mansour Group*

About Mohamed

Mohamed Mansour is the Founder and Chairman of Man Capital. He took over the Mansour Group in 1976. He is the Founder and Chairman of Mansour Automotive Company, one of the world's leading General Motors distributors, and Mantrac Group and Unatrac, distributors of Caterpillar machines. He is a former Chairman of Crédit Agricole Egypt – the country's second-largest bank.

He is the Founder and Chairman of the Lead Foundation, a non-profit organisation providing funding to small and micro enterprises for impoverished women in Egypt, which to date has granted 3.5 million loans. He has also served as the Chairman of the Egypt-U.S. Business Council and was the President of the American Chamber of Commerce in Egypt, as well as the Secretary General of the Egyptian Center for Economic Studies (ECES). He also served on the George Washington School of Business Advisory Board and the International Advisory Board of the Coca-Cola Company. He is currently serving on the Advisory Board for the Centre for Contemporary Arab Studies (CCAS) at Georgetown University and is a member of Harvard Kennedy School Dean's Council. From early 2006 until October 2009, he served as the Minister of Transport in Egypt, one of the largest service ministries employing more than 250,000 people. Mohamed Mansour gained an engineering degree from North Carolina State University in 1968 and an MBA from Auburn University in 1971, where he taught until 1973.

Company Profile

The Mansour Group is a global, family-owned conglomerate with 60,000 employees, a presence in more than 100 countries and total revenues exceeding \$7.5 billion in 2018. Founded over 60 years ago by Loutfy Mansour, we manage

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*Our vision is to
be a global group;
growth is in our
DNA.*”

successful businesses across a number of sectors and have long-term partnerships with some of the world's leading brands including General Motors, Peugeot, MG, Caterpillar, and McDonalds, among many others.

Al-Mansour has expanded into new regions, including Ghana, Libya, Iraq, Uganda and sub-Saharan Africa, and provides refrigerated trucks to major companies including McDonald's, Caterpillar and Kraft Foods.

Al-Mansour Automotive

Mansour Group entered the automotive sector in 1975, when it was appointed as the official General Motors (GM) dealer in Egypt. When it was founded, the company's vision was to be the “leader in the marketing and distribution of transportation products”, supported by world-class customer service. Today, Al-Mansour Automotive is one of the largest GM dealers in the world, selling over 75,000 vehicles a year. In a joint venture with GM it also manufactures cars, trucks and pickups for the Egyptian and Middle Eastern markets. It also owns franchises for Opel, MG, Chevrolet, Isuzu and Peugeot.

Man Capital

Man Capital is the global investment and advisory arm of the Mansour Group. Founded in 2010, it is wholly owned by the

Mansour family and this independence from any large financial institution helps Man Capital to evaluate, structure and manage investments dynamically and opportunistically.

Man Capital looks to build long-term relationships with its employees, customers and suppliers. Operating free of the exit needs associated with private equity firms, it is a long-term partner to the businesses in which we invest. Man Capital's entrepreneurial spirit and culture is underpinned by strong family values and a determination to build and develop world-leading enterprises.

Man Capital takes strategic positions in companies across a range of sectors including logistics, real estate, oil and gas, education, telecommunications, technology and healthcare.

Our Mission

We are a truly global, cross-border business. We employ over 60,000 people, crossing cultures, religions, and languages. We work together for a common goal of growth and betterment.

We are continually identifying new sectors and geographies to invest in. We always look to build partnerships for the long-term. We grow and develop together.

We invest in our people and support their training and education.



www.mansourgroup.com

A professional portrait of Sophia Bekele Eshete, a woman with long, wavy, light brown hair, smiling and looking towards the camera. She is wearing a textured, grey and white tweed jacket with dark buttons, a pearl necklace, and a pearl earring. Her arms are crossed, and she is wearing a silver-toned watch on her left wrist. The background is a soft, out-of-focus light blue.

“Sophia Bekele Eshete is a widely acknowledged business leader, corporate executive, and international entrepreneur.”

Sophia Bekele Eshete

| *Founder and CEO of DotConnectAfrica Group*

About Sophia Bekele Eshete

Sophia Bekele Eshete is a widely acknowledged business leader, corporate executive, and international entrepreneur whose wide-ranging experience spans both the public and private sectors. She is a thought leader in global policy, corporate governance, technology, development issues, and an investor and a philanthropist.

Bekele is the CEO of DotConnectAfrica (DCA) Group, a pan-African organization that assists companies in their digital transformation. Its highly acclaimed and pioneering women-in-tech social empowerment program has currently impacted 12 African countries.

She also serves as Chair of GEDA, a Kenya-based Investment company focusing on the strategic sectors of Africa's economy currently vested in - Technology, Financial, Media, and Realty.

Early in her career as a Corporate Executive, Bekele worked for different Fortune 500 companies, notably Bank of America, Mitsubishi Bank of California, and PricewaterhouseCoopers, in Business and Technology, Systems Security, Risk Management & Enterprise systems. She has continued to draw on this background in her current professional engagements. Bekele is a strong advocate of accountability and transparency in her engagements & holds public authorities and the private sector to such high standards.

As an Entrepreneur and CEO, Bekele has founded and run international start-ups and launched early-stage US companies into new markets. In coordination with local companies she sets up, her US-based tech company, CBSegroup, formerly CBS International is known for its impact of technology transfer to Africa, implementing successful large-scale network infrastructure projects for governments, including the African Union and Ethiopian Parliament, and pioneering the domain business in

“
The downturn has pushed the technology tipping point – digitization is the reset for growth - for the next normal for both business and industry levels.”

Ethiopia. CBS has been engaged in corporate governance, venture capital, and business modeling activities and had Clients like Intel, Fed Reserve, Genentech, and other Start-ups in Silicon Valley in the U.S.

Bekele has served on various national and international senior-level policy advisory & leadership boards, including multiple United Nations bodies, as UNECA, UNITU, UNGAID, and the global internet regulator ICANN, where her work has influenced the formation of key African and Global organizations that made significant impact on the implementation of important public policies on technology and global internet governance. She has also performed high-level public engagements and policy advocacy at US Congress. She has served on Education Boards and public policy think tanks and forums in the US and Europe.

Bekele is often invited to speak at international conferences, deliver keynote speeches, and moderate high-level panels. She is a published writer and commentator and uses her social media platforms for inspirational talks on “Conversations that Matter,” affecting the general public.

Bekele holds an MBA in Management of Information Systems (MIS) from Golden Gate University and a Bachelor of Science in Business Analysis & Computer Systems (BACS) from San Francisco State University. She holds various professional certifications in IT control compliance, legal and governance of Enterprise Systems: CISA, CCS, and CGEIT.

Sophia was dubbed 2021 Women of Influence Honoree, by Silicon Valley Business Journal, which celebrates women for their outstanding achievements in their industry and community. Her Miss.Africa Digital seed-fund award program earned her Africa Link's “Champion of Development” 2018 Solidarity Awards in Switzerland. In 2017 this same program was named a finalist at the United Nations/ITU Equals in Tech Awards. CIO East Africa in 2017 named her “Industry Trailblazer” and “Internet Governance Pioneer.” In 2013, she was enumerated as one of the “Two Leading ladies” in Africa's ICT sector and “African Women to Watch” by Bloomberg TV, recognizing “most fearless, competitive and visionary women of our time, the women working hard to close the gender gap and shaping the continent's social, political and economic landscape.” That year, UK's New African Magazine also named her as one of “50 African Trailblazers – a Future Made in Africa” for her various accomplishments, including her wildly acclaimed and successful 6-year Yes2DotAfrica multi-lingual global awareness campaign for the “.africa” Internet domain name, which as a result held a position of top 50 most attractive from among 1930 new global generic top-level domains by industry agency, also earning her a title “brains behind .africa”, by African media.



www.dotconnectafrica.com



Mohamed Hassan Bensalah

| *Chairman and Chief Executive Officer of Holmarcom Group*

About Mohamed

Born in 1970 in Morocco, Mohamed Hassan BENSALAH after a baccalaureate type B in the French school, went to France for higher studies where he obtained a Master in management and finance at Sorbonne University and l'Ecole des Cadres de Paris. Mohamed Hassan BENSALAH succeeded in 1993 to his late father and founder of Holmarcom GROUP as a chairman and CEO.

Mohamed is also :

- President of the Moroccan Federation of Insurance and Reinsurance Companies (FMSAR) ;
- Member of the Board of Directors of the General Confederation of Enterprises of Morocco (CGEM), the Casablanca Finance City and the Stock Exchange of Casablanca ;
- Member of the Economic, Social and Environmental Council ;
- Member of the Board of Directors of Mohammed VI Foundation for the Protection of the Environment, Mohammed V Foundation for Solidarity and Alaouite Foundation for Sustainable Human Development ;
- Member of the Supervisory Board of BMCI bank (BNP Paribas Group), of the board of Directors of CIH bank, the Moroccan Inter-Professional Retirement Fund (CIMR),...

He was decorated as Knight of the Order of the Throne of Morocco (Wissam Al Arch) by His Majesty King Mohammed VI, in 2004

Company Profile

Holmarcom is a Moroccan private group with a privileged role among the major players of Moroccan economy.

It operates in several core businesses and most of its subsidiaries are reference companies in their sector. Driven by an ambitious business project and human resources mobilized around a common vision, the Group consolidates its leadership by pursuing a policy of innovation and an entrepreneurial growth strategy in the wake of the national economic momentum generated at highest level. It invests in major strategic sectors for the sustainable development of Morocco and the African continent.

The rise of Holmarcom Group is linked to that of a family that brought in its ambitions, values and stability. Its history is that of a succession of achievements led by a visionary family: The late Abdelkader Bensalah, well-known founder renowned for his ambition, seriousness and honesty, and then his son, Mohamed Hassan Bensalah, who took up the torch with the others members of the Board of Directors, in order to keep up the momentum of development and growth.

The late Abdelkader Bensalah, a true visionary and combatant, managed to lead his Group towards success in the 1960s. He did not just acquire stakes in many companies, but he made of the diversification policy his hobbyhorse, taking over Les Eaux Minérales d'Oulmès, Le Comptoir Métallurgique Marocain, Orbonor Textile et Orbonor Céréales. In the early 70s, the late Abdelkader Bensalah opened himself the door of insurance by the acquisition of Entente, Al Amane and Atlanta.

“

We are making of sharing, team spirit, support for the common interest and synergy the key for the success of our Group.

After the death of the late Abdelkader Bensalah in 1993, his son Mohamed Hassan Bensalah took over the Group as Chairman and Chief Executive Officer. With perspicacity and lucidity, he could perpetuate the family assets by restructuring the Group, before launching a development phase, particularly by entering into several alliances and partnerships.

From human adventures to industrial performance, from tradition and know-how to innovation, Holmarcom Group has since continued its development.

Today, the Group affirms its position as a leader in several activity sectors and opens up on new opportunities for growth, particularly internationally.



www.holmarcom.ma/en



Lettie Mashau

| *Chief Executive Officer of Motheo Construction Group*

About Lettie Mashau

Ms Lettie Mashau was appointed by the Board of Directors of Motheo Construction Group, on the 9 September 2019, as the new Chief Executive Officer.

Ms Mashau has been a part of the Motheo family for 15 years. Ear-marked early on as Dr. Ndlovu's successor, Ms Mashau has been closely mentored by Dr. Ndlovu for many years. Having grown up in the township of Malamulele, Limpopo, Ms Mashau joined Motheo Construction Group as a trainee site Quantity Surveyor in 2005, having qualified with a Diploma in Building and Civil Engineering.

Showing integrity, determination and initiative in the work place, Ms Mashau took the opportunities offered her by Motheo with both hands. She quickly rose through the ranks. She is a shareholder and Director at Motheo. Prior to taking up the position as CEO, she held direct oversight of all Northern Cape, Mpumalanga, Limpopo, North West, Free State and Pretoria operations. Lettie has served on the Motheo Board since September 2011, which oversees the company's national operations and strategic direction.

Ms. Mashau has time and time again risen the Motheo flag high. Her character and industry track record express the culture, ethos and excellence that is Motheo. Whilst we all wish that Dr. Ndlovu was still with us, we know that this appointment would have been her hope. We believe that this appointment honours her legacy.

Company Profile

The late Dr. Thandi Ndlovu established the Motheo construction group in 1997. She teamed up with Chris Cudmore and Tim Potter and under the trio's leadership, Motheo developed into South Africa's leading, predominantly black female owned and managed construction company.

“
We believe in building our nation not only with bricks and mortar, but with the powerful spark that comes from unity.”

We are the leading provider of Social Housing in the country, but we are far more than a housing company. Having branched out into general building, civil construction, water saving technologies, electrical works, as well as having established a fully fledged academy, Motheo is a formidable force in the construction industry.

One of our key focus areas is the development of young talent. Having diligently worked on this over the years, 35% of the company's shares are black female owned, as well as a Board seated with four black females.

Through Dr. Ndlovu's involvement, Motheo is a founder member and leading role player in South African Women In Construction (SAWIC). Dr. Ndlovu was the past president of the Black Business Council for the Built Environment.

While the company has grown and diversified into other fields, Motheo remains fully committed to Social Housing.

CORE VALUES

We believe in embracing all people of our nation - working together to bring true change. We put roofs over heads, but we also put work boots on feet. We believe in giving real opportunity to young South Africans, with genuine authority and responsibility. We believe in building our nation not only with bricks and mortar, but with the powerful spark that comes from unity.

KEY FOCUS AREAS

One of our key focus areas is the development of young talent. Having diligently worked on this over the years, 35% of the company's shares are black female owned, as well as a Board seated with four black females. We pride ourselves in being TRULY EMPOWERED.

QUALITY

The company is currently registered with the CIDB as 9 GBPE, 9 CEPE, 7EBPE and 7EPPE. Motheo has been registered with the NHBC since its inception and remains in good standing. While the company has grown and diversified into other fields, Motheo remains committed to Social Housing.

ENVIRONMENT FRIENDLINESS

Besides valuing your time, your money and your vision for the project, we also value the Mother Nature as well...It cannot be denied anymore, that even the small construction implements the nature in a bad way... That's why we're leading the effort to use only eco-friendly materials and comply with keeping the environment unpolluted by the work we do!



www.motheogroup.co.za



Lyle Malander

| *CEO of Malander Group*

About Lyle Malander

Lyle Malander is an award-winning Chartered Accountant based in Johannesburg, South Africa. After fulfilling roles in audit and advisory at Deloitte, he co-founded the Malander Group, together with Shaveera John in October 2015.

Under his leadership, the Malander Group has grown into a multi-disciplinary professional services group servicing an array of clients ranging from Small and Medium sized businesses to listed and multi-national entities.

Lyle currently serves as a non-executive board member for several non-profit organisations and serves as a co-chair of the South African FinBiz2030 task force. This task force is aimed at mobilising and uniting the finance and business community to achieve the Sustainable Development Goals as set by the United Nations by 2030.

In 2018 he was named the winner of the South African Institute of Chartered Accountants Top35under35 awards and in 2019 he was named the Young Professional of the Year in the Commerce and Law category of the South African Professional Services awards.

Company Profile

With offices based in Johannesburg and London, the Malander Group is a Professional Services Group providing business growth and support services.

The Group was established in October 2015 through the core service offering of Malander Advisory, a Chartered Accounting and Financial Advisory firm, and has grown into a multi-faceted Group

of companies providing professional services in 3 key supporting functions of any business, namely Finance, Human Capital, and Digital Marketing.

The Malander Group consists of the following companies:

Malander Advisory

A team of highly skilled Chartered Accountants and finance professionals. They act as a support function to the Chief Financial Officers of clients. Malander Advisory provides services to an array of listed and multi-national companies with vast experience in various sectors. The key service areas include:

- Finance function outsourcing
- Statutory and internal financial reporting
- Finance function automation
- Technical accounting; and
- Local and international taxation.

Malander Placements

A professional recruitment and human capital solutions firm that offers an array of recruitment services. The firm's core focus is to identify talented individuals that can support the human capital strategies of any business.

M-inent Solutions

(Pronounced "eminent")

A cloud accounting professional services firm that provides expert accounting services to SMMEs and assists in enhancing the entrepreneurial landscape.

Evergreen Media

A Business-to-Business digital marketing agency providing services to a variety of clients, focussing on

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We are committed to facilitate economic growth through the current development of an online platform focusing on the GIG economy.

digital marketing, Search Engine Optimisation and lead generation.

The Malander Group has extensive experience in providing supporting function services to the three key functional areas in any business and is committed to facilitate economic growth through the current development of an online platform focusing on the GIG economy. This peer-to peer digital platform will focus on Education and Training whilst connecting freelancers and professionals with business owners to drive revenue.

MALANDER



www.malandergroup.co.za

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Nargis Gani

| *Founder and CEO of FACT*

About Nargis Gani

Nargis is the founder of FACT, she has a BA Honours degree in Psychology from the University of the Western Cape and has successfully completed her PBL from UNISA SBL. Her career spans 27 years, 20 years of which have been at the helm of FACT. Early on in her career, Nargis held numerous senior roles at The South African Post Office; Siemens LTD; Momentum and The National Treasury.

Nargis prides herself as being a mechanism for empowerment and transformation. Her passion for success has resulted in her growing a business from inception into a leading brand that is recognised by the telecommunications and engineering sectors as a supplier of choice. Her goal is to facilitate business to put economic development at the forefront of getting gender equality in Africa. There is a need for Black females to build an economic network and allow that to be a catalyst for change and social improvement. She is actively addressing this through education; upskilling and training initiatives as well as directly empowering women-owned businesses via the provision of financial and business development support services.

Nargis' through leadership and business transformation has earned both FACT and her numerous achievements over the years. Her leadership philosophy



of "knowledgeable, empowering and accountability still remain the heartbeat of the organisations transformational journey accumulating several industry awards and powered by her team, she now employs in excess of 260 people who achieve great milestones epitomised by winning awards and accolades such as; FACT named in TOP 30 list for 2010 Legatum Africa Awards for Entrepreneurship, FACT recognised as a Leading Transformation Company in Africa for 2014, 2016 and 2017 by Impumelelo, FACT featured in the TOP 500 South Africa's Best Managed Companies for 2018, FACT recognized as Best for Business Process Outsourcing in Engineering, Telecommunications and IT in the MEA Markets South African Business Awards 2018 and 2021, personally and professionally FACT CEO - Nargis Gani, has been named: Winner Top Empowered Entrepreneur of 2015 in the Oliver Empowerment Awards.

Her mantra of "Everything you do in business, must be client orientated" and is the energy that operates the engine of FACT. At FACT we are at the forefront of evolutionary demand, continuously revisiting our service offering to ensure we remain relevant to our clients' needs. We apply a simple three-point approach to our transformational journey; Expand, Retain, Attract. Everything begins with retention, stick to the knitting, and keep clients engaged through superior service delivery, we attract new customers through earning a great reputation and referral from our existing clients.

To expand our business portfolio we remain relevant with the times, we listen to our clients, our business is about providing a range of outsourced professional and managed services and we strive to be better than our own last performance, a

“Everything you do in business, must be client orientated.”

process of continuous improvement is building towards dependency on digital as a Managed Service Provider in both the client and FACT operations, we are adopting robotic processing automation to improve efficiencies in workflow management, we are creating value with digital services by introducing technology such as IoT remote monitoring solutions to augment our traditional services and most importantly build new ecosystems in our engagements, we do this to generate value in effectiveness and efficiencies, we are committing on 4IR technologies and 5G network slicing, we're leveraging our ecosystem to build and operate private wireless networks and virtual next generation networks that uses new virtual and software defined appliances (SDN/NFV).

Our mission is to move from a managed service provider to a digital services provider and we do this by empowering learning and development in digital tools and services. We are strengthening our position as an appealing employer and industry citizen implementing innovative offerings.



www.factsa.co.za



Sisa Ngebulana

| *CEO of Billion Group*

About Sisa Ngebulana

Sisa founded the Billion Group in 1998 and Rebois in 2010. Sisa has won various awards: Entrepreneur of the Year Award (2006), Pioneer award (2014), African Business Excellence (2014).

An admitted attorney of the High Court of South Africa, he practised with Jan S de Villiers Attorneys in commercial litigation before joining Eskom for seven years as legal counsel specialising in property and finance.

He is a past president of the South African Council of Shopping Centres (SACSC), and has been a director of the Attfund group, Truworths International and the Construction Industry Development Board (CIDB).

Sisa has single handedly developed a number of regional shopping malls in SA, including Hemingways Mall, Forrest Hill City, Mdantsane City, B.T. Ngebs City and with Abacus Bay West City in Port Elizabeth.

About Billion Group

Billion Group (Pty) Limited ("Billion") is an award winning 100% black owned property development and investment company driven by unparalleled entrepreneurial expertise. The company specialises in retail, commercial and mixed-use developments located in major South African cities. It was founded more than 18 years ago by property entrepreneur Sisa Ngebulana. With a reputation for delivering creative, highly functional developments on time, Billion Group continues to surpass expectations.

Our development philosophy is to develop dominant regional shopping centres complimented by a mixed use

component geared for ultimate lifestyle and success, located on major roads and interchanges.

With this in mind, our development philosophy is based on bold architecture reflecting a bold welcome, accessibility supported by expanded road network and public infrastructure, the establishment of sustainable surroundings through the creation of a long-term, environmentally friendly precinct. We own a number of strategic retail and mix-use development sites in underserved areas across South Africa.

Our South African retail pipeline and overall mixed use developments is enviable with a total value of over R40 billion and a total gross lettable area (GLA) of over 1.9 million m2.

COMPANY VISION

Our vision is to be a pre-eminent property company of global stature.

COMPANY MISSION

Our Mission is to be the market leader in property development, management and services through innovative entrepreneurial drive and unparalleled expertise.

COMPANY VALUES

The values of the company which determine our ethos are:

- Integrity
- Excellence
- Passion and drive
- Compassion
- Team work
- Respect

“

Our Mission is to be the market leader in property development, management and services through innovative entrepreneurial drive and unparalleled expertise.

Billion
GROUP

www.billiongroup.co.za

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info@billiongroup.co.za

- Uganda -
CEO Today Africa Awards 2021

Lilly Ajarova

*CEO
Uganda Tourism Board*

Lilly Ajarova is a tourism expert and passionate conservationist currently serving as the Chief Executive Officer of the Uganda Tourism Board (UTB). Popularly referred to as "Mama Chimp," Ajarova has been recognized for contributing to the Uganda's economic development through tourism marketing and wildlife conservation and management.

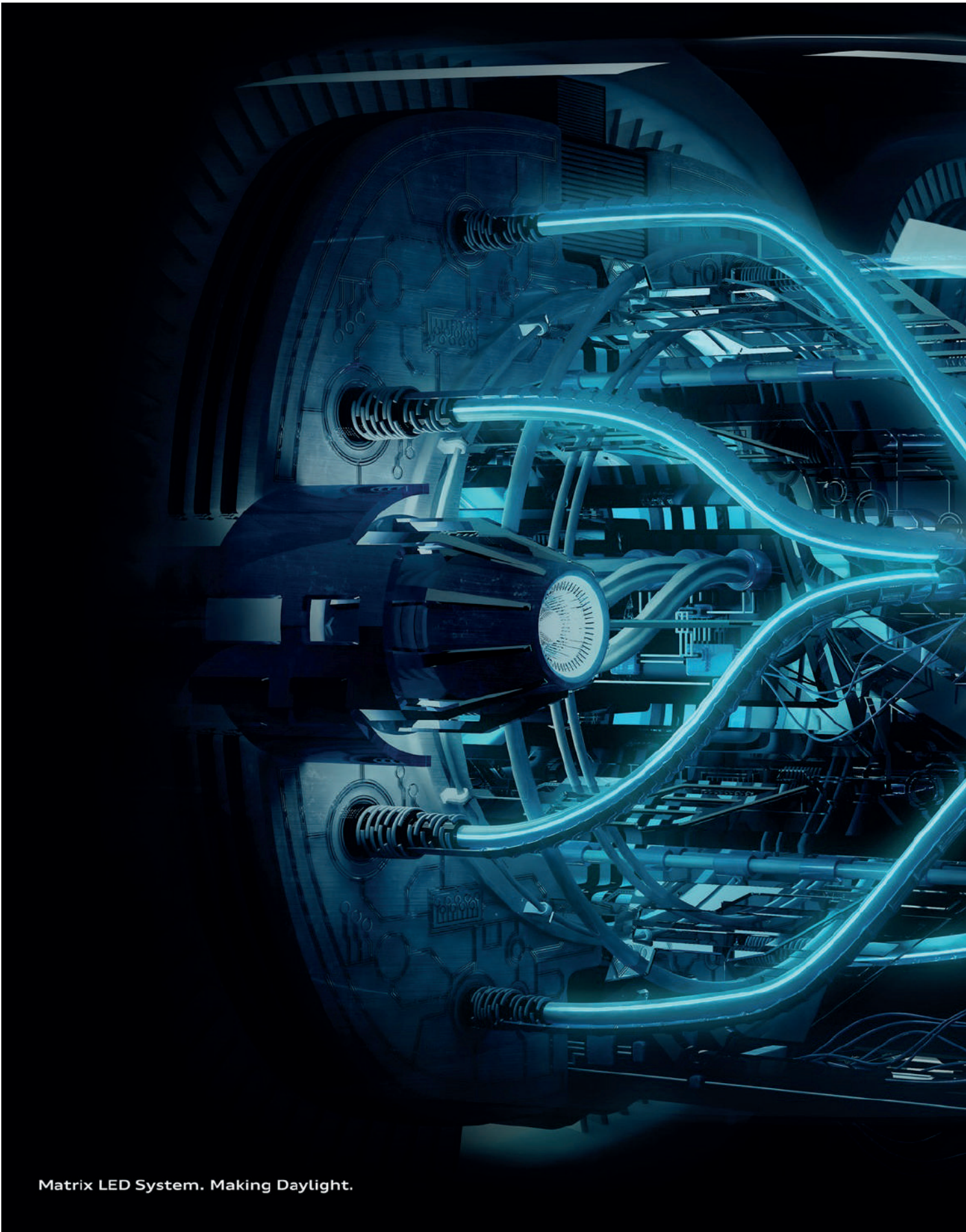
She is a recipient of the prestigious National Golden Jubilee Award, Tourism Excellence Award, Wildlife Conservation Award, Top Africa100 Women in Travel, Africa's most influential women in business and government among other accolades.

Ajarova has also provided leadership as a member on the advisory committee of Pan African Sanctuary Alliance (PASA) who developed policies, standard operating procedures and best practices for the 22 sanctuaries and wildlife centers in 13 African member countries of PASA. She is a proud Rotarian, mother, mentor, and educator.



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Matrix LED System. Making Daylight.



Vorsprung durch Technik



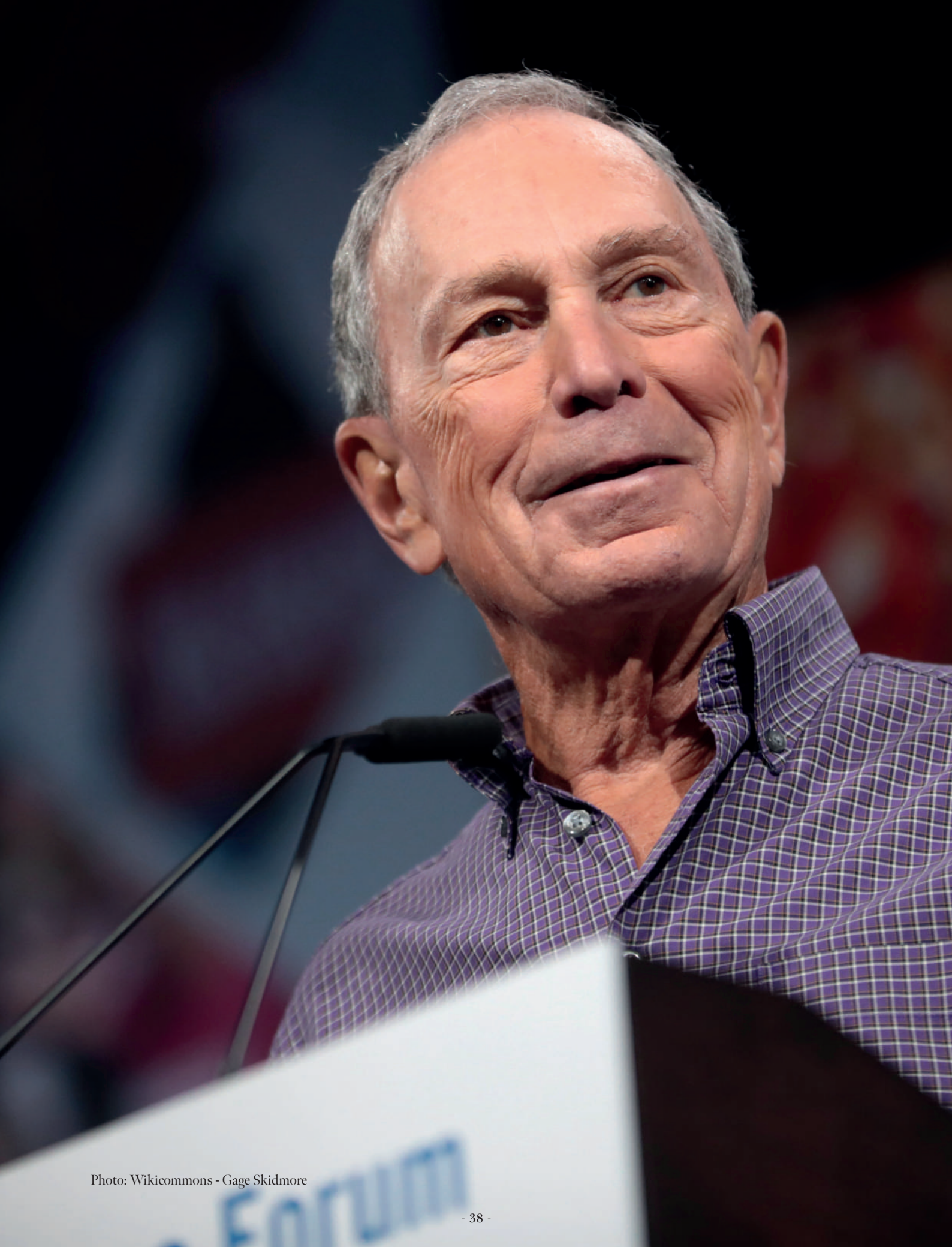


Photo: Wikicommons - Gage Skidmore



Becoming a Billionaire Without a Business Plan

Dr Rainer Zitelmann

The main reason most startups need a business plan is because they depend on venture capital funds or banks for financing. Understandably, pitching a business idea to potential investors typically requires a business plan. But how decisive are business plans in determining the success of an entrepreneur? It's a good question and one that by no means only applies to startups. Dr Rainer Zitelmann delves into the topic.

“Sometimes You’ll Have to ‘Zig’ When the Blueprint Says ‘Zag.’”

In his autobiography, Michael Bloomberg, No. 9 on the Forbes list of the richest people in the world with assets of \$55 billion, details the earliest days of his company. One of his key insights is that rigid planning can do more harm than good: “You’ll inevitably face problems different from the ones you anticipated. Sometimes you’ll have to ‘zig’ when the blueprint says ‘zag.’ You don’t want a detailed, inflexible plan getting in the way when you have to respond instantly.”

While his competitors were still busy trying to come up with the perfect final design, he was already working on the

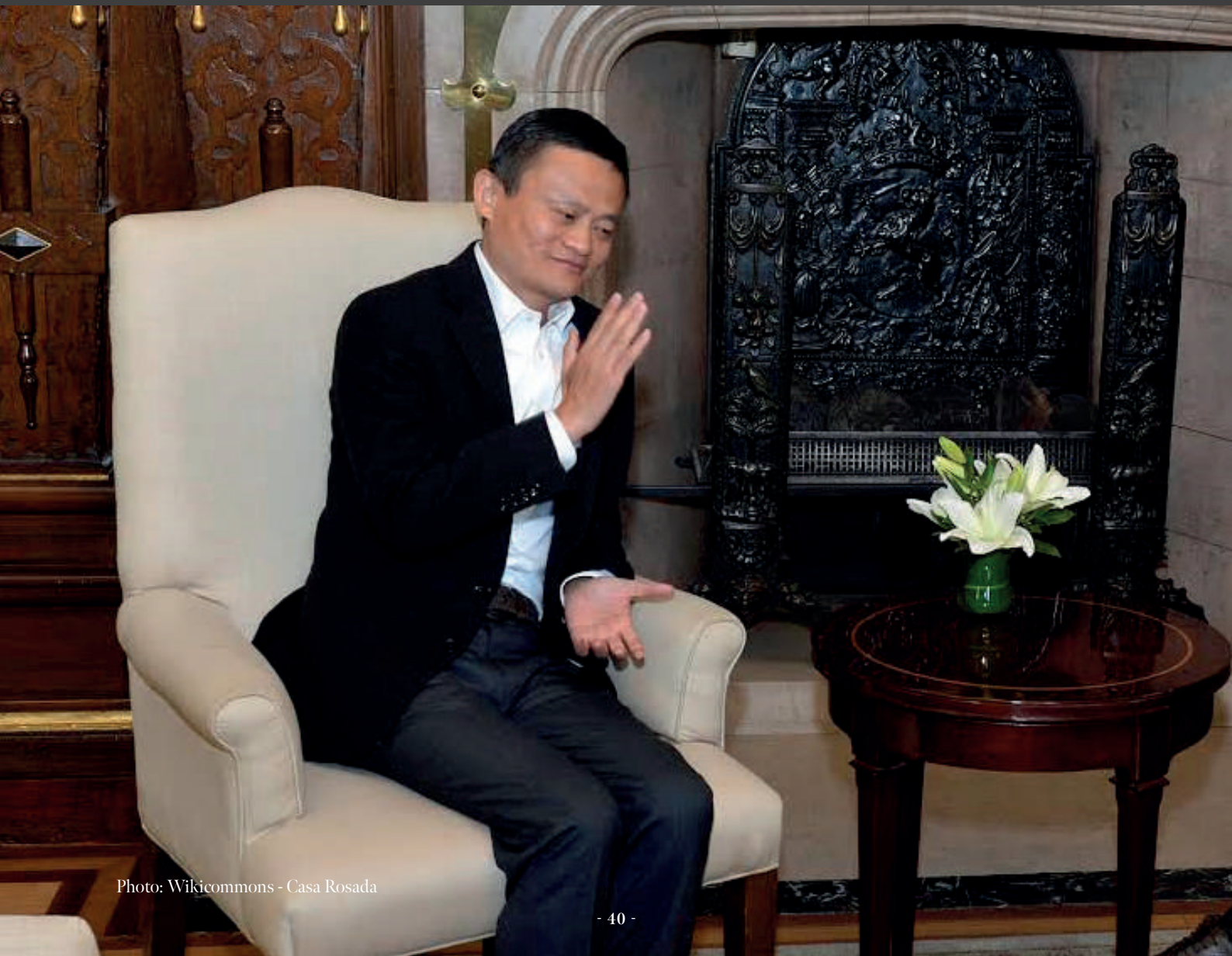
fifth version of his prototype. “It gets back to planning versus acting. We act from day one; others plan how to plan—for months.” Bloomberg stressed that making forecasts about new business ideas is mostly a useless and meaningless task. “The noise in the assumptions you have to make is so great, and the knowledge you have of strange areas so limited, that all the detailed analysis is usually irrelevant.”

“If You Plan, You Lose. If You Don’t Plan, You Win.”

The Chinese entrepreneur Jack Ma is just as sceptical as Bloomberg when it comes to rigid business plans. Worth \$34.6 billion, the founder of Alibaba is now the richest man in China. When he was trying to get his business off the ground, he approached

venture capitalists in Silicon Valley to raise money. The investors he met expected him to present a fully developed business plan. But, much like Bloomberg, Jack Ma did not have a business plan. His motto was: “If you plan, you lose. If you don’t plan, you win.”

But from the outset, he thought big and set himself very ambitious goals. Shortly after he founded his company, he told a journalist: “We don’t want to be number one in China. We want to be number one in the world.” He was so convinced of his future success that he even had a meeting filmed in his modest apartment in February 1999—as a document for the company’s later history. During the small meeting, he posed the following question: “In the next five or ten years, what will



- Becoming a Billionaire Without a Business Plan -

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Alibaba become?" Answering his own question, he said: "our competitors are not in China but in Silicon Valley... We should position Alibaba as an international website."

Google's Founders Started Without a Business Plan

Larry Page and Sergey Brin, worth \$50.8 and \$49.0 billion, are ranked No. 10 and No. 14 on the Forbes list of the richest people in the world. They also have some things in common with Michael Bloomberg and Jack Ma. They didn't have a fully fleshed-out business plan when they started and they changed their business model again and again. The two creators of Google, both born in 1973, had a bright idea—they wanted

to build the best search engine in the world. According to the book, *The Google Story*, "neither of the guys had a clear idea of how the company would make money, though it seemed to them that if they had the best search engine, others would want to use it in their organisations."

Pivoting

Are all of these examples just exceptions? Just how important are business plans? A 2010 scientific study compared the growth of more than 11,000 companies. The study found that planning improved business performance. However, the study also demonstrated that this applies more to established companies than startups.

"But, much like Bloomberg, Jack Ma did not have a business plan. His motto was: 'If you plan, you lose. If you don't plan, you win.'"

And the researchers stressed that for any business plan, setting goals and being willing to change the business model is more important than trying to predict business developments in detail.

An important concept in terms of understanding the success of many startup companies in Silicon Valley is "pivoting." This involves being prepared to radically change the original business model at a moment's notice. The goal is not to implement an original concept and prove how good the initial plan was. The goal is to establish a strong market position. If that means abandoning the plan and giving the company a completely new and different direction, then it's time to pivot.

About the Author

*Dr Rainer Zitelmann is a historian and sociologist. He is also a world-renowned author, successful businessman and real estate investor. His most recent books include *The Rich in Public Opinion* (<https://therichinpublicopinion.com>), *The Power of Capitalism* (<https://the-power-of-capitalism.com/>), and *Dare to be Different and Grow Rich: Secrets of self-made people who became rich and successful* (<https://daretobedifferentand-growrich.com/>).*



Winners

45. Ramachandran Ottapathu

*Choppies Group Limited,
Botswana*

46. Sunny Verghese

*Olam Group,
Côte d'Ivoire*

48. Ibrahim Rashid Jaffar

*East Africa Bank,
Djibouti*

50. Tewolde GebreMariam

*Ethiopian Airlines,
Ethiopia*

51. Aretha Duku

*Ghana Union Assurance,
Ghana*

52. Keli Gadzekpo

*Enterprise Group Ltd,
Ghana*

53. Joel Jackson

*Mobius Motors,
Kenya*

54. Peter Ndegwa

*Safaricom,
Kenya*

55. Mamy Ravatomanga

*SODIAT Group,
Madagascar*

56. Greg Pearson

*Gateway Real Estate,
Mauritius*

57. Ahmed El Yacoubi

*Societe Generale,
Morocco*

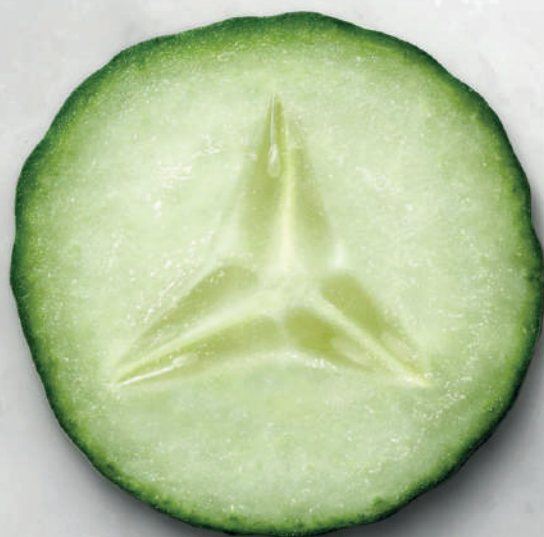
58. Mostafa Terrab

*OCP,
Morocco*





- 64. Hans-Wilhelm Schütte**
Ohorongo Cement (Pty.) Ltd,
Namibia
- 66. Aliko Dangote**
Dangote Group,
Nigeria
- 67. Ayo Faisal Stuffman**
VAS2Nets Technologies,
Nigeria
- 68. Lars Richter**
Julius Berger,
Nigeria
- 69. Taiwo Ayedun**
CreditRegistry,
Nigeria
- 70. Diane Karusisi**
Bank of Kigali,
Rwanda
- 72. Mohammed Akoojee**
Imperial Logistics,
South Africa
- 73. Peter Erasmus**
Directech Group,
South Africa
- 74. Ramasela Ganda**
Avis Budget Southern Africa,
South Africa
- 75. Vikesh Ramsunder**
Clicks Group,
South Africa
- 76. Frederick A. Swai**
CMTL Group,
Tanzania
- 78. Mathias Katamba**
Dfcu Bank,
Uganda
- 80. Mabvuto Chipata**
ZCCM Investments Holdings PLC,
Zambia
- 81. Tjeludo Ndlovu**
Edgars Stores Limited,
Zimbabwe



The Spa-Class.

The new S-Class with **ENERGIZING Comfort Control**. Relaxing functions such as scenting, atmospheric ambient lighting and gentle massages create your wellness area behind the wheel.

Ramachandran Ottapathu

| CEO of Choppies Group Limited

About Ramachandran

Ram joined Choppies in 1992 and has been heading operations since 2000. He has been instrumental in the significant growth of Choppies in Botswana and its expansion into South Africa. Ram has over 25 years' experience in the retail industry both in finance and operations, and further experience in other industries such as manufacturing, packaging, milling, real estate development and medical distribution. Ram is a fellow of the Institute of Chartered Accountants of India and fellow member of the Botswana Institute of Chartered Accountants.

Company Profile

Choppies is the leading supermarket chain in Africa. The supermarket retail offering includes leading international food brands and fast moving consumer goods (FMCG) products as well as Choppies' own private label for value-minded consumers.

Choppies at a glance

- The largest, most profitable and fastest growing grocery retailer in Africa, outside of South Africa
- Operating 124 stores and 7 distribution centres in Botswana, South Africa and Zimbabwe
- The leading supermarket chain in Botswana and growing rapidly and profitably in South Africa and Zimbabwe
- Well positioned to achieve its target of over 200 stores across six countries by December 2016

Listed on the Botswana Stock Exchange with a current market cap of over BWP4.9 billion (ZAR 6.1 billion).

Botswana headquartered Choppies Enterprises Ltd is an investment holding company listed on both Botswana Stock Exchange (BSE) and the Johannesburg Stock Exchange (JSE). Choppies group

operates in the retail sector of the sub-Saharan African market.

At present, the group operates in eight Southern African countries (Botswana, South Africa, Zimbabwe, Zambia, Kenya, Tanzania, Mozambique and Namibia) and continues its expansion into new, as well as under-served areas in the existing markets. The group is managed by a team of over 300 professionals who has extensive expertise and experience in the retail industry. At present, the group has over 250 stores across the southern African region.

In 1986, Choppies commenced its operations with a single store in Botswana. Over the past 33 years, Choppies has grown as a home brand in Botswana and spread its wings into seven other African nations and has become a significant retailer represented in the sub-Saharan African market.

The Choppies group, managed through its Botswana and the rest of Africa divisions, is a food and general merchandise retailer, selling a vast range of products at a great value. The company always put customers at the heart of our business and treats them with great respect. Over 50% of Botswana shop regularly in our stores and we have some of the most loyal customers in the country.

Choppies operates mainly in three retail formats- Hyper stores, Super Stores and Value Stores. The retail chain offers to customers mainly focuses on food and non-edible groceries, clothing, tobacco, beauty products and general merchandise. The offer also includes additional value added services such as financial transactions at the till points. In addition to manufacturer-branded products, Choppies has a number of its private label products to suit every budget.



The group will soon be launching its online business which will give the customers the opportunity to shop from their homes and have their order delivered to their doors in a fixed time slots.

The group has developed centralized distribution channels (CDC), in Botswana and South Africa and Zimbabwe with a strategic focus on accelerating the level of central supply in its business. At present, supply in Botswana is 60% centralized, while in South Africa and Zimbabwe it is 80%, 50% respectively. The group operates 5 distribution centres across the eight countries catering for groceries, fresh and perishable produce.

With over 17,000 staff members, the Choppies Group is a significant employment generator in the retail sector in Africa. The Group will continue to address the socio-economic challenges faced by the communities it serves through the supply of high-quality, affordable food for all customers while providing significant employment and economic opportunities across its value chain.



www.choppiesgroup.com



Sunny Verghese

| *Executive Director, Co-Founder and Group CEO of Olam Group*

About Sunny Verghese

Sunny Verghese is Group CEO of Olam, and post the re-organisation of the Group announced on 20 January 2020, he holds charge as CEO of Olam Global Agri and Olam International.

Sunny Verghese was with the Kewalram Chanrai Group (KC Group) for over two decades and in 1989 was mandated to start the Company with a view to building an agricultural-products business for the KC Group. Before joining the KC Group, he worked for Unilever in India.

Since 2018, Sunny Verghese has been Chair of the World Business Council for Sustainable Development (WBCSD), the global, CEO-led organisation dedicated to accelerating the transition to a sustainable world.

Mr Verghese previously chaired CitySpring Infrastructure Management Pte Ltd, a listed Business Trust in Singapore and was also a Commissioner of the Business and Sustainable Development Commission (BSDC). He has won several awards including 'Outstanding Chief Executive' at the Singapore Business Awards in 2007, 'Ernst and Young Entrepreneur of the Year' for Singapore in 2008 and 'Best CEO of the Year 2011' at the Singapore Corporate Awards. He was also awarded the Public Service Medal by the Government of the Republic of Singapore in 2010.

Company Profile

We are a leading food and agri-business, supplying food ingredients, feed and fibre to thousands of customers worldwide, ranging from multi-national organisations with world famous brands to small family run businesses.

Each customer depends on us to provide goods and services that are safe, on-time and in line with required specification. They

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Our values are at the heart of our business, they are the tangible expression of our culture and the foundation of our shared philosophy.

also rely on us to help them create new opportunities.

Established in 1989, we are listed on the Singapore Exchange. Our team of more than 81,000 employees have built leadership positions in many of our businesses such as Cocoa, Coffee, Cotton, Nuts and Spices. Our 6 values shape our actions towards our work, our customers, our suppliers, each other and our culture.

As well as growing crops in our own orchards and estates, and sourcing from over 5 million farmers globally, we operate 75 large processing and manufacturing facilities, and through our 14 innovation centres, we develop ingredients and find solutions for our customers. We also provide support services including risk management solutions and logistics and infrastructure. Through our Packaged Foods Business, we market our own brands directly to consumers in Africa.

Our Purpose is to 'Re-imagine Global Agriculture and Food Systems'

We aim to address the challenges involved

in meeting the needs of a growing global population, while achieving positive impact for farming communities, our planet and all our stakeholders.

Our values are at the heart of our business, they are the tangible expression of our culture and the foundation of our shared philosophy.

It is this culture that elevates our capabilities into strengths, enabling us to develop new products and to grow and serve in new regions.

We're proud of our ability to attract and retain talented individuals, who work and live by these values every day.

Launched in 2019, our Strategic Plan recognises emerging trends and changes in our landscape. In 2020, we took the bold decision to redefine our organisation into two distinct operating groups held by parent company Olam International. By grouping complementary products, we improve our offering to customers and can focus on the changing consumer landscape and evolving trends.

We work with over 5 million farmers and operate across the value chain in more than 60 countries, supplying a variety of products to more than 17,000 customers worldwide.

Our diverse portfolio and geography allow us to offer our customers a secure supply all year-round and our on the ground presence has helped us build strong supplier relationships and market insight. Beneficial to both us and our customers.



www.olamgroup.com



Ibrahim Rashid Jaffar

| *Chief Executive Officer of East Africa Bank*

About Ibrahim

Ibrahim Rashid Jaffar is a banker with extensive experience in financial services, corporate governance, commercial, retail and SME banking, much of it gained in East Africa. Mr. Jaffar held senior management positions at some of East Africa's largest banks including Chase Bank and First Community Bank. Prior to joining East Africa Bank as Chief Executive Officer, Jaffar led the SME Islamic Banking Group at Chase Bank, Kenya. While at Chase Bank, he was responsible for crafting the Islamic Banking SME strategy and oversaw the implementation of best practices and corporate governance standards. Jaffar previously served as Senior Strategic Account Manager at First Community Bank (Kenya) where as part of the senior management team, he was heavily involved in developing the Commercial banking business. Jaffar holds a Bachelors degree in Sociology (Major) and Government (Minor) from Kenyatta University- Kenya.

Company Profile

Welcome to East Africa Bank. Launched in 2010 and licensed by the Central Bank of the Republic of Djibouti, the Bank was established to deliver the highest standards of banking services in line with the highest standards of Shari'a principles. Offering a broad range of products designed for individuals and small businesses as well as large corporations, East Africa Bank is the right choice for those looking for excellence in managing their finances. We combine world-class customer service, the highest Sharia standards and cutting edge technology, to bring cost-effective products and services to our customer. EAB operates in an important and rapidly growing East Africa niche market and throughout the years, we have shown impressive growth in terms of balance sheet size and networks and the ever-increasing demand for our products is a testament to our success.

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*East Africa Bank
is committed to
upholding the
principles of
Islamic law and
operating with
integrity.*”

EAB operates in an important and rapidly growing East Africa niche market. Throughout the years, we have shown impressive growth in terms of balance sheet size and networks and the ever-increasing demand for our products is a testament to our success.

Our customers are our partners. We work together to ensure that we deliver the best results for them and for the bank.

As a progressive bank, we're forward thinking, but our integrity comes first. At EAB, we have built our reputation on this. We're committed to offering our clients exceptional service and tailor-made products that suit their needs.

By utilizing Islamic financing tools like Murabaha and Ijarah, we reduce the uncertainty in transactions and provide solutions that are right for our customers, whether they are an individual looking to save or a large corporation searching for a long-term partner.

East Africa Bank is committed to upholding the principles of Islamic law and operating with integrity. Our Shari'a board, comprising four of the world's preeminent scholars,

ensures that all our products and services are not only consistent with Islamic jurisprudence, but also respectful of your values.

Our Services

PERSONAL BANKING

Whether you are thinking of getting extra cash, settling your existing loans/finances with other banks, buying furniture for your home, a new TV or a laptop or simply need financing to plan a wedding, travel or pay for medical services EAB's Personal Banking is the right solution for you. Based on Shari'a principles, this personal finance solution offers you a wide range of solutions to suit your requirements. Our Personal Banking Division can help you manage your saving and spending. You can be sure that our innovative bank products offer the highest ethical standards of Sharia to suit for requirements and expectations.

BUSINESS BANKING

Our Business Banking Division provides a wide range of financial solutions to SME. East Africa Bank provides you with business solutions designed to enable you to drive your organization to the next level of financial success. Offering a wide range of business banking packages, products and services, payroll solutions, our solutions help your organization achieve its full potential.

CORPORATE BANKING

Our Corporate Banking Division specialist can help SMES, Large Corporate, micro finance institutions and Government Entities to choose from the array of EAB end to end banking solutions.



www.eastafricabank.com

Tewolde GebreMariam

| *Chief Executive Officer of Ethiopian Airlines*



About Tewolde

Mr. Tewolde GebreMariam was appointed as Group Chief Executive Officer of Ethiopian Airlines in January 2011. He began his career at Ethiopian in 1985 as Transportation Agent and has held a number of senior leadership positions in different divisions in the Airline including; Ethiopian Cargo, Area Offices and Sales & Marketing.

Mr. Tewolde also serves as a member of the High-Level Advisory Group on Sustainable Transport with United Nations, Chief Executive Board member of Star Alliance, Board member of International Air Transport Association (IATA) and Airlink Advisory Council. Additionally, he is an Executive Committee member of the African Airlines Association (AFRAA), a member of Board of Directors of Africa Travel Association (ATA) and Board of Directors of Ethiopian Tourism Organization (ETO).

In his role as CEO, Mr. Tewolde has been a multi award winner including 'African CEO of the Year', 'Best African Business Leader', 'The Airline Strategy Award for Regional Leadership' and 'The Most Gender Focused CEO Award'.

He earned his B.A. Degree in Economics from the Addis Ababa University in Ethiopia and his Master's Degree in Business Administration from the Open University

in the United Kingdom. He has received Honorary Degree of Doctor of Humane Letters Honoris Causa from Addis Ababa University on 13 July 2019.

Company Profile

Ethiopian Airlines (Ethiopian) is the flag carrier of Ethiopia. During the past seventy plus years, Ethiopian has become one of the continent's leading carriers, unrivalled in Africa for efficiency and operational success, turning profits for almost all the years of its existence. Operating at the forefront of technology, the airline has also become one of Ethiopia's major industries and a veritable institution in Africa. It commands a lion's share of the pan African network including the daily and double daily east-west flight across the continent. Ethiopian currently serves 100 international and 21 domestic destinations operating the newest and youngest fleet.

The Addis Ababa Bole International Airport is the major hub for Ethiopian Airlines and one of the largest airports in Africa. The ultra-modern airport terminal was inaugurated on January 21, 2003. This spacious terminal handles all international flights with its 21st century facilities.

Addis Ababa Airport is the busiest airport in East Africa with a capacity of providing a world class passenger and cargo services to more than 22 million international and domestic passengers each year.

Vision

To become the most competitive and leading aviation group in Africa by providing safe, market driven and customer focused passenger and cargo transport, aviation training, flight catering, MRO and ground services by 2025.

Mission

To become the leading Aviation group in Africa by providing safe and reliable passenger and cargo air transport, Aviation Training, Flight Catering, MRO and Ground Services whose quality and price "value proposition" is always better than its competitors, To ensure being an airline of choice to its customers, employer of choice to its employees and an investment of choice to its Owner, To contribute positively to socio economic development of Ethiopia in particular and the countries to which it operates in general by undertaking its corporate social responsibilities and providing vital global air connectivity,

Values

As an airline, safety is our first priority, Ethiopian is a high performance and learning organization with continuous improvements, innovation and knowledge-sharing. We accept change for the growth opportunity it brings and always seek for and apply the best ideas regardless of their source, We recognize and reward employees for their performance and demonstrate integrity, respect to others, candor and team work, Act in an open fashion and be result-oriented, creative and innovative, Adopt Zero tolerance to indifference, inefficiency and bureaucracy, Encourage 360° free flow and sharing of information, Treat our customers the same way we would like to be treated and always look for ways to make it easier for customers to do business with us, We are an equal opportunity employer.



Aretha Duku

| MD of Ghana Union Assurance

About Aretha Duku

Aretha Duku is an award-winning international professional with over 25 years of experience in insurance, law, financing and consulting. She is the current Managing Director of Ghana Union Assurance, a reputable insurance company based in Ghana with a remarkable track record providing a range of insurance policies for both individuals and businesses in Ghana.

Aretha holds a degree in Law and an MSc. in Insurance and Risk Management from the United Kingdom (UK). She is a Chartered Insurer, an Associate of the UK Chartered Insurance Institute, a fellow of the Project Management Institute, U.S.A. and also a graduate of the Wits Business School Executive Development Program in Johannesburg.

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Aretha's keen interest in the progression of various industries and her invaluable contributions and insights has earned her several active board leadership and membership positions.

Aretha is the immediate past President of the African Insurers Organisation (AIO). Apart from being the current President of the Ghana Insurers Association, as an accomplished leader and game changer, Aretha's keen interest in the progression

of various industries and her invaluable contributions and insights has earned her several active board leadership and membership positions spanning the banking, oil and gas, stock market, private sector development and microfinance sectors in Ghana. On the international front, notable amongst her momentous achievements are her development of the first Rugby Union Accident Cover for rugby players in South Africa and her lead on the launch of the first handheld iPAQ used by world leaders at the World Economic Forum in Davos.

Her immense contribution and visionary leadership in the world of insurance have been rewarded with a plethora of prestigious awards which include Outstanding Insurance Personality of the Year by the Ghana Business Standard Awards 2019, Most Respected CEO for Insurance in 2018 by Ghana Industry CEO Awards, Insurance Personality of the year 2018 by the Ghana Insurance Awards, Female Personality of the year (Insurance Category) by the Ghana Accountancy & Finance Awards in 2018, Nobles International Award (for being an eminent West African who upholds the virtues of Honesty, Integrity and Accountability) by the West Africa Nobles Forum in 2016, 2016 WomanRising Top 50 Corporate Women Leaders in Ghana by the African Network of Entrepreneurs and Insurance Personality of the Year 2015 by the National Women in Finance Magazine Awards.

With her proven track record of achievements, Aretha continues to remain a role model and a beacon within the Insurance industry.

Company Profile

Strengthen Trust And Transparency

We work closely with you to control and mitigate the business risks your company

faces everyday – internal, external, and ever changing.

This holistic risk approach results in the transparency needed to enable businesses to inspire trust and be prepared to act on opportunities. In a very complex business ecosystem, trust is a two-way street.

Companies need confidence in the controls and compliance capabilities of their partners, vendors, and suppliers.

OUR VISION

Our world characterized accelerating any change. Revolutions in info technology or life sciences, consumer behavior.

OUR MISSION

We support strategic and tactical corporate responses to the challenges opportunities posed by globalisation & technology.

OUR CORE VALUES

Our company, consultants and project work are defined by six core values, which form an integral part of our identity.



www.ghanaunionassurance.com

Keli Gadzekpo

| *Group Chief Executive Officer of Enterprise Group Ltd*



About Keli Gadzekpo

Keli Gadzekpo was appointed the Chief Executive Officer of Enterprise Group Ltd in 2014.

He is the Co-founder and Executive Vice-Chairman of Databank Financial Services and has over 15 years experience in investment banking. Since co-founding Databank, he has contributed to the development of the capital market and the Stock Exchange in Ghana through his oversight of Databank Brokerage Limited.

Mr. Gadzekpo is the Chairman of the Databank Foundation and also a Director of Ventures & Acquisitions Limited, Databank Epack Investment Fund and the North Ridge School. Mr. Gadzekpo went to Achimota School; he holds a BSc in Accounting from the Brigham Young University and is a CPA from the USA.

He is also a Mason Fellow of the John F. Kennedy School of Government, Harvard University where he earned a Masters degree in Public Administration. He is Ghanaian.

Company Profile

Enterprise Group was incorporated on 24th November 2008 and is the holding company of the Group. The original entity was Enterprise Insurance Company, established in 1924 and is the oldest insurance company in Ghana. It was listed on the Ghana Stock Exchange (GSE) in 1991 as the first insurance company to be publicly listed in Ghana.

Following a restructuring of the Group in 2010, Enterprise Group was incorporated to become the holding company and was listed on GSE in place of Enterprise Insurance which was subsequently delisted.

Our Core Values

- Friendliness
- Professionalism
- Reliability
- Excellence
- Trust

Our Vision

"In all our markets, our pedigree will be recognized, our strength respected, our expertise valued and our solutions sought by ALL who desire an ADVANTAGE in life."

Our Mission

Our mission is to "provide all who come into contact with us their desired ADVANTAGE because...we are the best at what we do!"

Enterprise Insurance

Enterprise Insurance is the largest private insurance company in Ghana and is currently the highest ranked general insurance company in the Club 100 listing. It was the first insurance company to be listed on the Ghana Stock Exchange.

Enterprise Life

Enterprise Life, is Ghana's leading life Insurance company a position it attained in 2015 after fifteen years in business, the highest ranked insurance company and leader in the financial services sector according to the Ghana Club 100 rankings (2014).

Enterprise Trustees

Enterprise Trustees is the Group's pensions subsidiary. It is licensed by the National Pensions Regulatory Authority under the National Pensions Act, 2008 (Act 766) as a Corporate Trustee to administer Tiers 2 and 3 Pensions Schemes.

The Company ranks among the biggest pension administrators in Ghana with a portfolio of over 27 schemes (including Employer Sponsored, Master Trust and Personal Pension Schemes) worth over GHS 690M.

Enterprise Properties

Enterprise Properties ensures the Group's assets are put to the best and most efficient use, providing facilities that meet the strictest international standards while making a good return on investment for shareholders.

Its maiden project was Enterprise Gardens in Roman Ridge, a project undertaken jointly with Taysec Construction.

Its current project is a 14-floor office complex located on 7th Avenue, Ridge West, Accra.

Enterprise Properties is wholly-owned by Enterprise Group.

Enterprise Funeral Services Ghana (EFSG) EFSG operates as a provider of comprehensive funeral services from the iconic funeral home in Haatso.

Enterprise....Your Advantage!



www.enterprisegroup.net.gh

Joel Jackson

| *Chief Executive Officer of Mobius Motors*

About Joel Jackson

Mobius is led by Joel Jackson, an internationally-awarded entrepreneur recognised in the Forbes 30 under 30, Clinton Global Initiative, TED Global and the UN. Before Mobius, Joel worked on business strategy with an acclaimed microforestry social enterprise in rural Kenya. It was here that he first experienced the challenges facing millions of people throughout the continent without access to appropriate forms of transport. Joel also worked as a Management Consultant, advising top Fortune 500 companies across Europe and North America. He is the recipient of the TED Fellowship, Wired Innovation Fellowship and Echoing Green Fellowship and a graduate of Imperial College with a first class degree in Computer Science.

Company Profile

Mobius designs, manufactures and sells vehicles built specifically for the African mass market. Mobius II was conceived by reimagining the vehicle, around the needs of the African consumer – common road terrain, typical vehicle loading and average income levels were important factors in the development of the vehicle. The result, an SUV with the durability required to handle rural roads, sold at the price of a used sedan. Mobius is not just building vehicles more suited to local demand, but a transport-business platform that empowers local entrepreneurs to run profitable transportation services to end-users in their communities. The range of businesses is vast, from public transport, to mobile medical care, to goods delivery - transforming Africa's transport network. Mobius' vision is to become the mass-market car of Africa and connect millions of people across the continent.

Since the vast majority of vehicles in Africa are imported, they are not designed for

local usage. High import duties compound the problem, typically doubling the price of a car. Further, the majority of roads in rural and peri-urban areas of sub-saharan Africa are degraded, often cracked and riddled with potholes; making transportation difficult and ultimately restricting mobility.

Across Africa, degraded roads, disparate communities, low-income levels and inadequate vehicles undermine the continent's transportation system and ultimately constrain economic growth. The main impediment to Africa's transport network are the vehicles themselves which are too expensive and too unreliable for the consumer.

Mobius was founded in 2011 by Joel Jackson to build a vehicle in Africa, for Africa. The first-generation Mobius II was launched in Kenya in 2015. Mobius continues to provide end-to-end customer support and has applied early product feedback into the development of the next-generation Mobius II, launching in 2019.

Our Vision

Transportation is the fundamental driver of logistics, trade, social services, access to education, healthcare and employment. The transport grid to physical economies is akin to the internet to virtual economies and in much of our day-to-day life it keeps us connected. The vision of Mobius is to weave built-for-purpose vehicles into the fabric of the growing African economy and become the mass market car of Africa. Mobius believes in a more connected, more prosperous Africa.

Design

Mobius vehicles are designed in Africa, for Africa. From product concept to aftercare, a delightful customer experience is central. Mobius has developed vehicles uniquely



suited to the demands of the Kenyan consumer. The new Mobius II has been ruggedised for challenging rural road terrain and simplified to reduce unnecessary cost and weight. Mobius is a design-driven company and our values underpin all of our products.

Manufacturing

Mobius vehicles are manufactured in a purpose-built production facility in Nairobi. The highly trained Mobius production team builds each vehicle with the same level of care and attention our customers expect; from the body shop area where the space-frame is manufactured, through to paint shop and then onto general assembly and final line inspections. Mobius utilises internationally recognised quality controls throughout the production line to build each vehicle to world-class lean manufacturing standards.

Distribution

Mobius supports customers from point of sale through the full journey of owning a vehicle. Since all spare parts are stocked in a central Nairobi warehouse and distributed to our Sales & Service centres as needed, service requests are resolved responsively. Comprehensive warranty coverage and a dedicated Mobius service team deliver a seamless customer experience. Mobius sales centres maintain a high standard of customer care.



www.mobiusmotors.com

Peter Ndegwa

| Chief Executive Officer of Safaricom

About Peter Ndegwa

Peter is the CEO of Safaricom PLC, a leading communications company in Africa. Safaricom is also the pioneer of M-PESA, the world's most developed payment system.

Peter joined Safaricom on April 1st, 2020. He is an experienced Board level leader with a wealth of experience in General Management, Commercial and Business Strategy, Sales and Finance Operations, having spent over 25 years in various roles within the Financial Services and Fast-Moving Consumer Goods (FMCG) sectors in Africa and Europe.

He holds an MBA from the London Business School and a Bachelor's degree in Economics from the University of Nairobi. He is also a Certified Public Accountant and a member of the Institute of Certified Public Accountants of Kenya (ICPAK).

In his most recent role, Peter was responsible for Diageo PLC operations in 50 countries in Western and Eastern Europe, Russia, the Middle East, and North Africa regions. Previously, he served as CEO in Guinness Nigeria PLC and Guinness Ghana Breweries PLC, transforming the two operations to deliver double-digit growth by investing in people, introducing new brands, and re-organizing the businesses.

As a Chief Executive in several markets within the Diageo Group, Peter demonstrated the ability to transform businesses and organizations to deliver superior results. He has a real passion for delivering value to customers (with his principle of customer first), investing in talent, and getting things done.

Peter served for eight years across a range of senior Executive Director roles at East Africa Breweries Limited (a Diageo subsidiary) based in Nairobi. Serving as the Group

Chief Finance Officer (CFO), Group Strategy Director, Sales Director, and as an Executive Director on the EABL Board, he was part of the team that saw the EABL business more than doubled in value – and winning the coveted Most Respected Business Award in East Africa for five years in a row.

Peter is credited with the development of an affordable-beer strategy for EABL resulting in the production of new brands such as Senator beer which became one of the most successful innovations by Diageo. He started his career at PwC, the global consulting firm, where he worked for 11 years. Peter draws his inspiration, in particular from his early upbringing laying the foundations for his strong value set, from his teachers and the legendary Dr Geoffrey Griffin - the late founder of Starehe Boys Centre- his alma mater, and his parents.

Company Profile

In the year 2000, we began the Safaricom journey with a view to Transform Lives. Safaricom is one of a small group of about 400 companies across Africa whose annual revenues are more than \$1 billion. Many of these companies are pan-African in their operations and are active in increasingly diverse sectors.

We invest a unique way of doing business through our Purpose; to 'Transform Lives'. We seek to create opportunities for Kenyans to be a part of our growth story by empowering them with the right tools for economic growth. The "Simu ya Jamii" innovation allowed Kenyans to earn money from operating small, mobile pay phones.

We achieve our Transforming Lives vision through a number of channels, but the origin of our most impactful transformation stories is the base station. We now have over 4,000 towers connecting Kenyans from



Turbo to Turkana with each one of these base stations having its own unique story to tell.

We have delivered solutions such as the Safaricom App and Hakikisha, which gives our customers more control over how they use our network. We became the first operator in the world to introduce real time refunds for call drops. Since launch of the Safaricom Guarantee service in May 2016, the number of recorded uncompleted calls on the network registered at less than 0.14% of total calls. More importantly, this activity has given us an unprecedented view of our customers that helps us to ensure that our services remain relevant and optimised for this market.

We introduced My Data Manager, which is now being used by over 3 million subscribers to manage their data consumption. Customers are now paying 16% less for data, which allows every shilling to go further. This is part of the reason why we're proud to have maintained our number one Net Promoter Score position, ahead of our nearest competitor by 13 points. We also diversified the Bonga proposition to allow subscribers to use points for more than just network services.



Mamy Ravatomanga

| *Founder of SODIAT Group*



Mamy Ravatomanga

Maminiaina, known as 'Mamy' Ravatomanga is the founding president of the SODIAT Group. In the early years of his professional career, he was a commercial collaborator at Toyota, before becoming, the distributor province at a very young age. It was in 1990 that Mamy Ravatomanga embarked on the entrepreneurial adventure of making the bet of setting up a new Group, ex nihilo and without having inherited a commercial empire.

Thus in 1990, Mamy Ravatomanga created the company SODIAT SA, whose activities include the transport of goods and fuel, as well as the repair of vehicles. The first company will initiate the adventure of a band that after 30 years after practise, is still to be at the cutting edge of performance.

In 30 years, SODIAT has grown from 4 to nearly 4,000 employees. It is a source of pride for this self-made man, "to have been able to keep these companies created within the Group in good economic health. It's a constant challenge, but beyond the companies, I am very happy to have been able to preserve the jobs of my employees and to create even more. For me, the fundamental indicator is the number of employees and families who make a living from our activities".

Entrepreneur and leader; Mamy Ravatomanga is also a philanthropist. Throughout the development of the SODIAT Group, apart from the economic impact, it has always worked for the development of the social and environmental impact of its companies in Madagascar. This is why he created the SODIAT Foundation on the occasion of the group's 30th anniversary. Ultimately, the ambition is to become a major player in solidarity and philanthropy in Madagascar.

Company Profile

Created in 1990, the SODIAT group is today one of the major players in the economy of Madagascar. A private and independent group which for three decades has been working in the service sector and trade, in various fields of activity thanks to its 18 companies.

During these 30 years of existence, the SODIAT group has established itself as a pillar of the economic development of Madagascar. Having started with 4 employees, the group has surrounded itself with competent people and optimized its resources to build over time a group of 18 companies employing more than 4,000 people.

The SODIAT group participates in the economic growth of the country by working in various fields such as transport, health, tourism, aviation, import-export, construction, audiovisual, written press, construction and many other activities. The SODIAT Group creates a company every two years on average around specific activities. Within the SODIAT Group's ecosystem, all companies coexist and are interconnected to create synergy and generate maximum added value internally.

The SODIAT group strongly participates in the economic growth of the country,

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Excellence and performance have been the watchwords of the SODIAT group throughout these three decades.

working in various fields such as transport, health, tourism, aviation, import-export, construction, audiovisual, press. writing, construction and many other activities.

While excellence and performance have been the watchwords of the SODIAT group throughout these three decades, practices have continued to evolve in favour of the responsible economy.

Whether in tourism, transport, trade or any other activity operated, the group is committed to favoring civic responsibility, the spirit of cooperation, without forgetting the need to strengthen responsible and ecological actions such as reforestation of Madagascar. It is with this in mind that the SODIAT Foundation was created, in order to mark in stone this commitment of the group to work in a tangible way for the development of Madagascar.

The SODIAT group is today one of the major players in the economy of Madagascar, in various sectors of activity.



www.sodiatagroupe.mg

Greg Pearson

| *Chief Executive Officer of Gateway Real Estate*



About Greg Pearson

Greg is a founder member of Grit Real Estate Income Group and has been instrumental in sustaining its rapid growth since inception in 2014. As Founder of Grit, Greg recognised the significant demand from multinational companies looking for quality real estate solutions in Africa and the limited supply of experienced developers to fulfil their requirements. This led to the creation of Gateway Delta Development Holdings Ltd as a development company of which Greg is a co-founder.

Prior to Grit, Greg was an executive at AECOM responsible for expanding its African footprint. His hands-on experience has allowed him to develop an expansive strategic business network with local and global developers as well as influential industry players on the continent and beyond. Greg's expertise includes development management, cost planning, procurement, time management and traditional project management of major engineering and

building projects. He has successfully completed a series of developments across the office, retail, leisure, education and healthcare sectors and has experience in over 40 African countries.

With his extensive track record and successful delivery of developments on the continent, Greg will be able to further these development opportunities in his new role. His relationships with key global players looking for Real Estate solutions on the continent will place the development business as the go to in the real estate market on the African continent.

Company Profile

Founded in January 2018, Gateway Real Estate Africa is a private real estate development company specialising in the turnkey construction of accommodation for multinational corporates and retailers wishing to expand their operations on the African continent. For qualifying investors, Gateway Real Estate Africa provides direct real estate exposure to high-yielding US-dollar denominated rental income streams and robust growth potential.

With the exception of some countries and metropolises, the development of commercial real estate on the African continent is largely in its infancy with assets in key nodes mostly being owner developed or developed specifically for international companies.

The opportunity for bespoke turnkey developments in select African countries was recognised by Greg Pearson and Bronwyn Knight, founding members Grit Real Estate Investment Group ("Grit"). Founded in 2014, Grit is the largest pan-African real estate income group listed on the main market of the London Stock Exchange, the Johannesburg Stock Exchange and the Stock Exchange of Mauritius. Grit currently

operates across seven countries, with direct investments in five asset classes and 25 assets valued at circa USD800 million.

Since Grit is not mandated to assume development risk, the founders incubated Gateway Real Estate Africa to address the significant demand from multinational companies seeking quality real estate solutions on the continent and the limited supply of experienced developers to fulfil their requirements.

Gateway Real Estate Africa is a private real estate development company with a permanent capital structure resident in Mauritius. The Company holds a Mauritian Category I Global Business Licence and develops and invests in the following real estate classes across the African continent (excluding South Africa).

Gateway Real Estate Africa's objectives are to:

- Partner with global companies on their real estate solutions across Africa;
- Achieve long-term capital appreciation by investing in real estate developments across the continent (excluding South Africa);
- Actively develop a portfolio of real estate assets with quality leases and strong counterparties;
- Build diverse revenue streams and create long-term franchise value; and
- Promote community development through participating in social infrastructure investments in education, student accommodation and health care.



www.greafrica.group



Makes all the



the difference



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Mostafa Terrab

| *Chairman & Chief Executive Officer of OCP*

About Mostafa Terrab

Mostafa Terrab joined OCP in 2006 and has led OCP's transformation ever since. He has more than 30 years of experience, including roles as Lead Regulatory Specialist at the World Bank (Washington, 2002), and Managing Director at the National Regulatory Telecommunication Agency (1998). He has a PhD in Operational Research and a Master's in Engineering, both from the Massachusetts Institute of Technology.

Company Profile

OCP was founded in Morocco in 1920 as the Office Chérifien des Phosphates. We started with a single mine at Khouribga. Our operations now span five continents, and we work throughout the value chain, from mining and manufacturing to education and community development.

OCP began phosphate production in March 1921 in Khouribga, with exports via the port at Casablanca later that year. A second mine opened in Youssoufia in 1931, and a third in Benguerir in 1976. The company also diversified into phosphate processing, opening chemical facilities in Safi (1965) and Jorf Lasfar (1984).

In 2008, the company became the OCP Group S.A., owned by the Moroccan Government and the Banque Populaire du Maroc. Our continued success has depended on relationships with our community, a commitment to lessening our impact on our precious environment, and the opportunity to partner with innovative local businesses.

Our people shaped our history

Our people have been a catalyst for growth in Morocco. As the country's largest employer, we have been able to channel the extraordinary talents of thousands of people to build universities and green cities,

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At OCP we're on a mission: feed the soil to feed the world.”

create jobs, and implement farming and community outreach programs throughout the country. These programs have allowed us to share our prosperity with the communities we live and work alongside.

OCP today, and in the future

With sole access to more than 70% of the world's phosphate reserves, OCP takes its role as custodian seriously. We are a state-owned company which adheres to international standards, driven by long-term performance. With our legacy of growth and delivering value, we always challenge ourselves to go further and do better – working to create a sustainable future for both our mining operations and our communities.

Our mission: feed the soil to feed the world

As the responsible custodian of 70% of the world's phosphate reserves, we have a vital role to play in helping farmers around the world produce enough food.

This role starts with increasing production of phosphate-based products to meet the growing demand, it includes understanding the different soil and crop requirements, and supporting the farmers' sustainable use of fertilizer.

This all needs to be done with minimal impact to the environment. We need to produce more with less.

We're already making progress. We're investing in innovation that will improve the efficiency of using and reusing phosphate, we're conducting soil mapping and analysis around the world and we're customizing our approach and products so we can do right by everyone.

At OCP we're on a mission: feed the soil to feed the world.

Our vision: sustainable growth for everyone

At OCP we understand how everything is interconnected.

We're the world's leading supplier of phosphorous products. Our ambitious plan, driven by innovation, is to feed the world to meet the global food security issue.

We know that by making better use of our natural resources, we can support more crops, more farmers, more communities and more natural environments.

And at the heart of everything is always people. We want to ensure the world is fed, but we want to do this by offering opportunity to people – by encouraging empowerment and nurturing this through skills creation and education.

Understanding this interconnectivity and balance is how we believe we can ensure shared value creation and sustainable growth for everyone.







How Business Leaders Can Overcome COVID-19 Challenges to Fuel the Rebound

Mike Smith
Managing Director
Virgin Media Business (Direct)

COVID-19 forced businesses to adapt to remote working and meet customer demand online. And many leaders took bold and decisive action to ensure their organisations survived and stabilised.

But the crisis has also created long-term challenges for the C-Suite – ones they must tackle head-on if they are to set their businesses up for a successful recovery.

Digital delivery of services is a top priority. Lockdown restrictions have driven customer expectations of digital services to new heights, and employees expect to be able to collaborate with each other instantly, whether they are working from home or the office.

Leaders also face the task of creating a successful company culture when employees may be operating from different locations.

Addressing these challenges is far from easy, but if CEOs invest in the right technology, their organisation will be better able to adapt and grow.

By doing so they will not only build more agile and high-performing businesses but will also claim part of the £232bn opportunity revealed by our recent study with the Centre for Economics and Business Research (Cebr) into the impact of digital investment.

See through the eyes of consumers

Consumer behaviour will never be the same again. 43% are shopping on their mobiles more regularly than they were before the crisis, with 93% intending to continue post-pandemic, according to the PwC Global Consumer Insights Survey.

Now is the moment for leaders to evaluate their customer-facing services, interrogating and testing them as if they were consumers.

And adopting a consumer-centric mindset could have rich rewards, as Samsung UK and Ireland has shown since the pandemic struck.

“The financial management company, Workday, offered its workers a one-time cash bonus to help them through the impact of the pandemic, expanded its childcare benefits and provided free meditation and mindfulness resources.”

Its leadership team invested in the online experience by building video chats into the customer journey. Visitors to product webpages could engage with a “human helper” capable of providing friendly advice on a purchase, replicating the in-store experience and contributing to a significant increase in conversion rates.

Levi's is another business that, despite the enormous challenges of global COVID-19 lockdowns and store closures, has taken bold steps to invest in its eCommerce processes, modernise systems and improve its omnichannel experience.

The clothing retailer has shifted investment towards data and AI and has seen its online sales increase by 93% in a single month. CEO, Chip Bergh, is bullish about the future, stating that the business is “ideally positioned to win in the post-COVID world.”

If leaders can build this kind of customer-centricity into every business decision, they can set up their organisation to rebound stronger from the pandemic.

Creating a culture that allows everyone to flourish

Many organisations, such as the Civil Service, PwC and Deutsche Bank, are shifting towards a hybrid working model – one where employees can operate from multiple locations, including from home and the office.

But with a distributed workforce, some people worry about how the C-Suite can maintain a sense of unity and identity. How can an organisation create a sense of belonging, particularly among new joiners and graduates with no experience of the workplace, without everyone being in the same building?

MIT Sloan analysed Glassdoor reviews

of company cultures during the first six months of the pandemic and found the best-performing businesses excelled at communication, integrity and transparency. Leaders who were proactive in setting out organisational values were able to maintain a sense of unity despite the majority of their staff working remotely.

As well as clear and engaging communication, a strong culture is also about action. The financial management company, Workday, offered its workers a one-time cash bonus to help them through the impact of the pandemic, expanded its childcare benefits and provided free meditation and mindfulness resources. This had the effect of not only positioning the C-Suite as a compassionate force but reinforcing corporate values and strengthening a sense of unity.

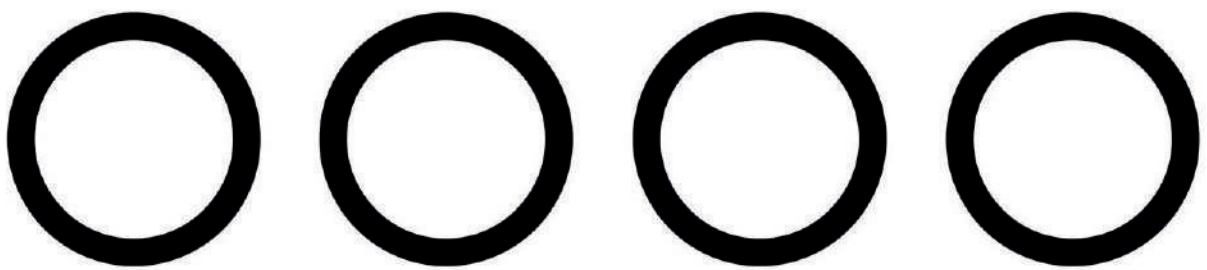
By taking visible and decisive action, and communicating with integrity and transparency, leaders can create cultures in which everyone can flourish. This will prevent new joiners from feeling “left out” and stop the development of siloed cultures between office and home workers.

A new approach to leadership

Having survived and stabilised, leaders now face long-term cultural and operational challenges as they look to rebound from COVID-19.

But these obstacles are not insurmountable, and I believe they should look to the future with optimism.

By prioritising customer-centricity and firmly setting out company values, CEOs can strengthen organisational unity, drive customer acquisition and grasp the £232bn opportunity before them with both hands.



Audi. Keep distance.



Hans-Wilhelm Schütte

| *Managing Director of Ohorongo Cement (Pty.) Ltd*

About Hans-Wilhelm

He is a Namibian citizen who returned from Central Europe to Namibia at the end of 2008. He has more than 25 years of experience in a financial environment and has a strong background in finance, sales and marketing activities. He joined the Schwenk Group in August 2008.

Before joining Ohorongo, Mr. Schütte held the position of Business Unit President at INBEV, one of the leading brewers in the world. During his time at INBEV, he liaised with a wide range of stakeholders – government, regulators, private shareholders, financial investors and audit committees.

Mr. Schütte's 25 years of experience led him to South Africa, West Africa and West & Central Europe. His strategic experience in Central Europe included the implementation of a Route to Market Strategy and World Class Commercial program for the different countries.

He studied at the University of Stellenbosch, South Africa and holds a B.Comm degree (Cum Laude), B.Comm (Hons) Management degree and in May 1990, had a first time examination pass from the Institute of Chartered Management Accountants (C.I.M.A.). In 1990 he became an associate member of the Institute of Management Accountants (CIMA in London).

Company Profile

Ohorongo (Pty) Ltd. is one of the first of Namibia's cement manufacturers and owns one of the most modern cement plants in Africa. It was constructed over the course of two years by leading international engineering company Polysius, with local companies involved in the provision of infrastructure and the building of civil works, at a total initial investment of N\$ 2.5 billion. Since then, the company invested further into a composite cement plant and a third packaging line, and a new depot in

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*Our vision is to
be the leading
cement supplier
developing
Namibia &
beyond.*

Ondangwa, bringing the total investment to date in excess of N\$ 3 billion.

Ohorongo commenced production in December 2010 and has a current production capacity in excess of a million tonnes of high-quality cement annually, for both local consumption and special projects.

All raw materials required for the production process are sourced in Namibia and the entire value chain takes place within the country, which makes Ohorongo products a 100% proudly Namibian product.

Guiding Principals

Ohorongo's limestone deposits yield sufficient raw material to produce in excess of 1 million tons of cement per annum for the next 300 years. One of our overall goals is to create today what will have long-term benefits for future generations. In order to achieve this, and not to be distracted by short-term targets, we align our decisions and actions with a set of key values that are applicable to all members of the Ohorongo family.

In it for the long haul, together

For Ohorongo to succeed, it is essential that we build and maintain solid relationships of mutual trust with staff, customers, suppliers and stakeholders alike. Ohorongo actively

nurtures strong partnerships based on reciprocal confidence and fair, ethical and honest conduct, with the common goal of shared long-term prosperity, rather than short-term individual gain.

Integrity

Throughout the start-up process, Ohorongo has adopted a stance of absolute adherence to the highest standards of corporate integrity, transparency and due process. The company intends maintaining this record and will not tolerate any unlawful action or unethical behavior from any of its employees or stakeholders.

Producing for the next generation

Ohorongo's achievements to date are a direct result of the mother company, Schwenk's dedication to technological advancements, and the adoption of best business principles and practices. In the interest of the quality of our product, the protection of the Namibian environment and the well-being and safety of our people, we intend to follow suit and strive for excellence by staying abreast of technological advancements, and learning from internationally adopted best practices, while heeding the lessons of the past.

Each of Ohorongo's business decisions is taken in consideration of its long-term impact on the environment and the socio-economic situation of the people living in the area. We are proud to have invested in the best technology available on the market, in order to ameliorate impacts on the surroundings. Ohorongo will not compromise the pride that future generations may have for what is created in the present through any short-sighted choices in the service of immediate gain.



www.ohorongo-cement.com

Aliko Dangote

| *President and CEO of Dangote Group*



About Aliko Dangote

Aliko Dangote is the founder and president/ chief executive of the Dangote Group, the largest conglomerate in West Africa. The Group currently has a presence in 17 African countries and is a market leader in cement on the continent. One of the Group's subsidiaries, Dangote Cement Plc, is the largest listed company in West Africa and the first Nigerian company to join the Forbes Global 2000 Companies list.

The Group has diversified into other sectors of the Nigerian economy including agriculture and is currently constructing the largest petroleum refinery, petrochemical plant and fertilizer complex in Africa.

Internationally, Dangote sits on the board of the Corporate Council on Africa and is a member of the Steering Committee of the United Nations Secretary-General's Global Education First Initiative, the Clinton Global Initiative, the McKinsey Advisory Council, and the International Business Council of the World Economic Forum. He was named Co-chair of the US-Africa Business Center, in September 2016, by the US Chamber of Commerce. In April 2017, he joined the Board of Directors of the Clinton Health Access Initiative, which is helping countries build the systems necessary to provide health services to their people.

A dedicated philanthropist, Dangote made an initial endowment of \$1.25 billion to the Dangote Foundation in March 2014, enabling it to scale up its work in health, education and economic empowerment. In addition, he is collaborating with the Bill and Melinda Gates Foundation to fight polio. He is also on the Board of ONE, the anti-poverty group, co-founded by Bono.

A graduate of Al-Azhar University in Cairo, Egypt, Dangote began his business career in 1978, trading in rice, sugar and cement, before he ventured into full-scale manufacturing. In 2013, Forbes listed him as the 'Most Powerful Man in Africa.' In April 2014, TIME Magazine listed him among its 100 'Most Influential People in the World.' He also made the list of CNBC's 'Top 25 Businessmen in the World' that changed and shaped the century.

Company Profile

Dangote Industries Limited is a diversified and fully integrated conglomerate with an annual group turnover in excess of US\$4 billion (2016) with vibrant operations in Nigeria and Africa across a wide range of sectors including cement, sugar, salt, condiments, packaging, energy, port operations, fertilizer, and petrochemicals. Our core business focus is to provide local, value-added products and services that meet the 'basic needs' of the populace through the construction and operation of large scale manufacturing facilities in Nigeria and across Africa. We are focused on building local manufacturing capacity to generate employment, reduce capital flight and increase local value addition.

The Dangote Group corporate strategy has evolved as its businesses have grown, matured, and diversified into new sectors and regions over the last four decades. Starting out as a bulk commodity trading concern

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Dangote Group continues to grow its vision of becoming the leading provider of essential needs in Food and Shelter in Sub-Saharan Africa.

in the 1970s encouraged by the liberalized commodity import regime of the then Government of Nigeria, by the late 1990s our strategy had transformed to a focus on manufacturing for import substitution. The early 2000s saw the Group's approach further adjust to strategic asset acquisition in line with the then Government's privatization policies. This set the stage for the next phase in our strategic plan for the next decade; expansion and backward integration.

Dangote Industries Limited is striving for self-reliance in Nigeria in all the sectors where it operates and has drawn up ambitious plans to set up world-class projects in new realms such as Agriculture, Petroleum Refinery & Petrochemicals, fertilizer, and Telecom. The Group has almost single-handedly taken Nigeria to self-sufficiency in cement and is expanding rapidly across Africa, helping other countries achieve the same.



www.dangote.com

Ayo Faisal Stuffman

(PEFON, M.IoD)

| *Group CEO of VAS2Nets Technologies*

About Ayo Stuffman

Group Chief Executive Officer of VAS2Nets Technologies with a demonstrated history of working in the telecommunications industry, Software Development and FinTech. A self-motivated and a resourceful leader with a proven ability to develop and strengthen business strategy in order to maximize company profitability and efficiency. Ayo has a wealth of experience leading and growing all sectors of a business to make it a dynamic and progressive organization. Possessing excellent inspirational skills and able to establish sustainable and profitable relationships with customers, suppliers and stakeholders across the world.

Ayo has expertise in Fintech, Blockchain, IoT, Business strategy, strategic planning and doing business in emerging economies.

An alumnus of the prestigious Said Business School, University of Oxford and EMP, Massachusetts Institute of Technology, Boston, U.S.A.

He was the President, Entrepreneurs' Organization, Nigeria 2017/2018 and a member of Institutes of Director, Nigeria. Also, served as a member of Central Bank of Nigeria and Nigeria Communications Commission fraud's Committee.

Chairman, Technical Committee of Wireless Application Service Provider of Nigeria.

Under his leadership, won several awards and the major ones are:

In 2018, Ayo was recognised by Professional Excellence Foundation of Nigeria as The Distinguished Fellowship of PEFON(DPEFON) for his "economic, intellectual and social contributions to Nigeria".

The West Africa Mobile Awards as the Mobile

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Ayo is a self-motivated and a resourceful leader with a proven ability to develop and strengthen business strategy in order to maximize company profitability and efficiency.”

Innovation Award 2016/17. Mobile Financial Service Innovation Nominee (Etisalat, Nigeria 2016).

Nigeria Best Mobile Bulk Messaging and Network Solutions Company for the year 2015 and GSMA Appreciation on mHealth 2015.

About VAS2Nets

VAS2Nets is a leading Application, Payment and Infrastructure Service Provider for telecoms, financial and media consumers services and bespoke enterprise solutions across other sectors of the economy. We are located in and outside Nigeria with extensive experience in the development and delivery of mobile financial services, value added services, voice services and broadcast services through APPs, USSD, SMS or other available channels to deliver mission-critical



applications. We are focused on providing total product and solutions to our reputable client base of mobile operators, banks, consumer brands, content providers, consumers and other B2B alike.

As a payment aggregator and FinTech; we are licensed by the CBN as a payment solution service provider (PSSP). We power front-end and back-end multi-level systems that aid seamless payments and contributions to create an exclusive experience for our reputable clients.

VAS2Nets is also a blockchain advisory firm and a strategic partner for startups and early stage ventures. We help entrepreneurs build blockchain companies that improve the efficiency of business and empower ordinary people to share in the value they create.

VAS2Nets has offices in Lagos (HQ), London, Ghana, Cameroon and South Africa.



www.vas2nets.com

Lars Richter

| *Managing Director of Julius Berger*

About Lars Richter

Engr. Dr. Lars Richter is a German national and holds the equivalent of a Doctorate degree in Civil Engineering from the Technical University of Darmstadt, Germany. He is a Member of the Council for the Regulation of Engineering in Nigeria ("COREN"). He joined Bilfinger Berger AG in the year 2002 and was seconded to work with Julius Berger Nigeria Plc in November 2009. He has worked on a broad range of notable projects both nationally and internationally. He is a Fellow of the Nigerian Institute of Quality Surveyors (FNIQS) member of the Risks and Assets Management Committee. He was appointed to the Board of Julius Berger Nigeria Plc and Managing Director of the Company with effect from October 16, 2018.

Company Profile

Julius Berger is a leading Nigerian company offering integrated construction solutions and related services. We specialize in executing complex works that require the highest levels of technical expertise and excel in the implementation of state-of-the-art construction methods and technologies. Core competencies cover all project phases, including planning, design, engineering, construction, maintenance and operation, for building, infrastructure and industry projects. International Organization for Standardization certification (ISO) demonstrates that our Quality Management Systems are well equipped to consistently meet clients' needs and that quality is continuously improved. Combined with our collaborative approach, our drive towards innovation, expansive experience and resources underpin project success. With a proven record of delivering quality results on-time we stand out as a choice partner.

Julius Berger has played an integral role in building the foundations for progress and development in Nigeria through

construction of major industrial and civil infrastructure. We have built important road networks, essential bridges, vital buildings and key landmarks, all of which augment the achievement of a modern-day Nigeria. We have established numerous manufacturing facilities, which promote local content, increase domestic production and ultimately contribute to Nigeria's economic growth. And through it all, we have empowered our staff through investments in long term training and education, which not only sharpen their skills, but also contribute to the human capital development of Nigeria.

Our vision is to be Nigeria's most dynamic construction company.

Julius Berger's core values of quality, integrity, partnership and innovation underpin our corporate culture and define how we conduct business. Our unwavering commitment to upholding a high standard of excellence across all aspects of our operations has consistently differentiated our company and supported our ability to unflinchingly meet clients' requirements.

Superior quality sets Julius Berger apart.

We believe that quality work reduces costs, improves schedules, and in doing so, provides tangible benefits that satisfy our clients and distinguish our brand. Accordingly, we are committed to maintaining a strong quality culture throughout our organization. Our comprehensive Quality Management System fulfills requirements set by the Standards Organisation of Nigeria (SON) as well as the International Organization for Standardization (ISO), and serves as a structural underpinning for our operational excellence.

Continual enhancement of our quality culture is achieved by means of rigorous control and assessment. Production facilities and laboratories guarantee consistency in



manufacturing through strict adherence to process and quality assurance measures. Furthermore, continual investments in the professional development of our staff across all functions reinforces the delivery of a superior level of work.

Innovation drives Julius Berger forward.


We believe that innovation is our catalyst for success. It provides opportunity to heighten productivity and project performance and ultimately delivers tangible value to our clients. As such, we continually seek to expand our knowledge on progressive construction methodologies and advanced technologies to provide the most effective solutions and services.

Research and development initiatives are carried to drive improvements across our product portfolio, while our international subsidiary Julius Berger International GmbH, in Germany, supports with transfer of technical knowledge on worldwide advances in construction technologies. Transfer of this international technical knowhow is monitored by the National Office for Technology Acquisition and Promotion (NOTAP), and therefore contributes to the greater development and progress of the construction sector as a whole.

Integrity forms Julius Berger's strong foundation.



www.julius-berger.com



Vision requires the eye and
brain to work together.
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care worked the same way?

At Independence Blue Cross, we're leading
the way with patient-centered care that
gives you a team of doctors, nurses and
specialists all working together for you.

Independence 
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ibx.com

Diane Karusisi

| *Chief Executive Officer of Bank of Kigali*

About Diane Karusisi

Diane is Chief Executive Officer of Bank of Kigali. Since she joined in 2016, Diane has steered the bank through a digital transformation journey with aspirations to increase customer satisfaction, improve profitability and drive retail and SME customer acquisition.

Diane has also driven the expansion of the BK Group business into General Insurance, Investment Banking and Technology to respond to growing needs of the market and diversify sources of income for the company. Under her leadership, BK Group became the first home grown company with a balance sheet valued at over USD 1 billion.

Prior to joining Bank of Kigali, Diane served as the Head of Strategy and Policy and Chief Economist at the Office of the President. Diane earned her bachelor's degree in Econometrics and PhD in Economics from the University of Fribourg in Switzerland. Her research areas mainly concentrated on Risk Modeling and Measurement.

While in Switzerland, she worked as a Fixed Income Portfolio Engineer at Credit Suisse in Zurich and taught Statistics at the University of Fribourg, before moving back to Rwanda in 2009.

Diane also participated in the inaugural Senior Executive Program Africa by Harvard Business School in 2017.

Company Profile

Bank of Kigali was incorporated in the Republic of Rwanda on December 22nd 1966 as a joint venture between the Government of Rwanda and Belgolaise, the subsidiary of Fortis Bank.

The public private partnership involved the ownership of 50% of the ordinary share capital. The bank commenced its operations in 1967, serving as one of the then market leader in banking sector.

Following Fortis Bank strategy of withdrawing its operations in Africa in 2005, the Government of Rwanda acquired the Belgolaise share in 2007, thus increasing its direct and indirect shareholding in the Bank to 100%.

In compliance with revised laws relating to private companies in Rwanda, in 2011 the Bank changed its name from Bank of Kigali S.A to Bank of Kigali Limited and to BK Group PLC in 2017 with 3 subsidiary companies namely BK General Insurance, BK TechHouse and BK Capital.

Bank of Kigali's growth over the last five decades is a true story of resilience, hard work and strong partnerships based on Rwandan values.

Bank of Kigali has won the Awards of African Banker for Year 2011, 2012, 2014 & 2015.

OUR VISION

Bank of Kigali aspires to be the leading provider of the most innovative financial solutions in the region.

OUR MISSION

Our mission is to be the leader in creating value for our stakeholders by providing the best financial services to businesses and individual customers, through motivated and professional staff.

OUR VALUES

Customer focus, Integrity, Quality & Excellence



Business Banking

Join hundreds of thousands of small, medium and large enterprises that have already trusted us to be their first-choice bank and count on us to be there for you, as a reliable financial partner. The BK Business Current Account offers you the stability of a traditional bank account as well as the flexibility of a wide range of our innovative self-service banking channels that give you convenient access to your business finances, anytime, anywhere.

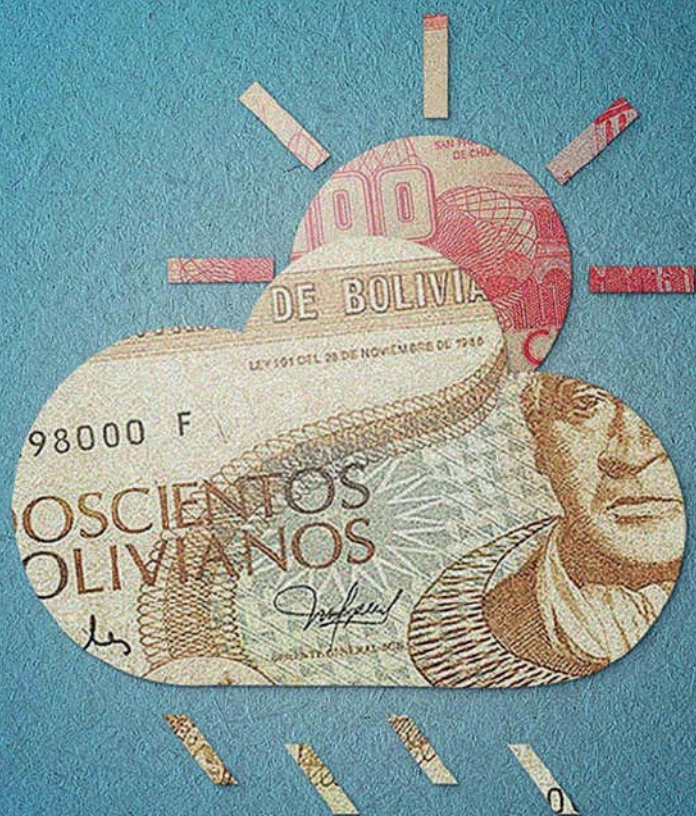
BK Premier

Enjoy a better customized relationship with your BK

BK Premier is more than just a bank account – enjoy exclusive access to rewards, benefits and enhanced products, all tailored to suit your needs. When you own a BK Premier account, we make sure you get all the VIP treatment you deserve. Our dedicated team of personal bankers are at your service to ensure that you receive a personalized banking experience whenever you need it. Even more, our exclusive world class offers are designed to complement every aspect of your life. So sit back and relax as we take good care of you!



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Mohammed Akoojee

| *Group Chief Executive Officer of Imperial Logistics*



Mohammed Akoojee

Mohammed was appointed Group CEO of Imperial on 1 February 2019. He joined the Imperial Group in 2009, and prior to his current role, served as the acting CEO of Imperial Holdings in addition to his role as group CFO. His previous roles at Imperial included CEO of the Logistics African Regions division and executive director responsible for mergers and acquisitions, strategy and investor relations for the group. Prior to joining Imperial in 2009, Mohammed worked within the corporate finance and investment banking team at Investec Bank and as an equity analyst for Nedbank Securities.

make a meaningful difference in people's lives.

As a purpose driven organisation, Imperial focuses on people, profit and planet. More than just a business that generates profit and pays dividends to its shareholders, we make a difference to people's lives and play a key role in the development of Africa and its people. Imperial enables access to quality products and services for millions of people in our 25 countries of operation. This includes food, medicine, fuel and countless other products that make everyday life better.

“

Our values support the delivery of our strategy and enable us to live our purpose - connecting Africa and the world and improving people's lives with access to quality products and services.

Company Profile

We focus on the following key industries - healthcare, consumer, automotive, chemicals as well as industrial and commodities. We take our clients' and principals' products to some of the fastest growing and most challenging markets in the world.

Ranked among the top 30 global logistics providers and listed on the JSE in South Africa, we seek out and leverage new technology to deliver innovative, end-to-end solutions.

Through our significant African footprint and international expertise, Imperial's purpose is to connect Africa and the world - and to improve people's lives with access to quality products and services.

Everyone who works for Imperial is united by one, clearly defined common purpose - connecting Africa and the world and improving people's lives with access to quality products and services. This means that - as a business and as individuals - we

Our Values

Our values support the delivery of our strategy and enable us to live our purpose - connecting Africa and the world and improving people's lives with access to quality products and services.

Our Strategy

Our purpose-driven strategy aligns our people, client and profit propositions and reimagines 'One Imperial'. Our integrated and innovative solutions, supported by best-in-class and emerging technologies and a culture of client-centred collaboration, enable us to compete and win in our chosen markets and industries in a new world.

Imperial™
beyond possibility

www.imperiallogistics.com

Peter Erasmus

| *Founder and CEO of the Directech Group*

About Peter Erasmus

Peter Erasmus is the founder and Chief Executive Officer of the Directech Group, a group of companies offering mechatronic, robotic, and industrial automation solutions to a variety of industries.

Before starting Directech, Peter studied electronics and control systems, his studies were funded by a working bursary from a South African conglomerate. On completion of his studies Peter worked as a project engineer specialising in plant automation where his passion for technology developed. Born in South Africa, Peter has over 35 years of experience in the automation industry and has developed his vision of a mechanised world since the Directech Group's conception in 1993.

Since starting Directech he has expanded operations locally throughout Southern Africa and internationally to the United Kingdom and the USA.



Company Profile

In an ever-changing world full of new technology, Directech is leading the way towards an automated future. A future in which production efficiencies and quality standards are attained through the intelligent application of mechanics, electronics, intralogistics, and robotics. A future in which people and machines work together to shape and improve our world. With its' 12 500 square meter head office

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What distinguishes Directech is their ability to intricately understand and exceed your unique needs and expectations, by living up to their motto “Impossible is an Opinion”.

based in Johannesburg South Africa, Directech has over 28 years of experience in mechatronics innovation, turnkey industrial automation, and robotic solutions. They have consolidated their state-of-the-art technologies into productivity-enhancing flexible automation solutions that offer comprehensive functionality with operational ease of use.

Today Directech's unique style of technology can be found in more than 100 applications across Southern Africa in various industries including:

- Automotive
- Laboratory
- Food & Beverage
- Logistics
- Material Handling
- Rail
- Manufacturing
- Petrochemical

Directech's competitive advantage is obtained as a result of their unique approach to projects based on their advanced skill sets. Every project is designed and manufactured internally with the use of their state-of-the-art equipment. Directech's engineers work only with the best automation and design software and the company boasts an entire warehouse of specialised production machinery including but not limited to



toolrooms, paint booths, laser cutting and CNC machinery. Their capabilities extend to the manufacturing of electrical cabinets and software development and programming completed in-house.

Directech focus on delivering turnkey mechatronic and automation solutions from idea conception to project completion, as well as the provision of dedicated after-sales service. With a workforce of over 200 highly skilled people, including mechanical design engineers, mechatronic and robotic specialists and qualified artisans; Directech meets all your project needs from design, procurement and manufacturing, to commissioning and handover to the end-user.

Directech encounter customers from all over the world, with partnerships in countries including Germany, Japan, the UK, America, and Austria. Throughout the years the company has been recognized by the industry and customers alike with awards from the department of science and technology, leading automotive manufacturers, and more. What distinguishes Directech is their ability to intricately understand and exceed your unique needs and expectations, by living up to their motto “Impossible is an Opinion”.

Impossible is an Opinion
DIRECTECH
Industrial Mechatronic Solutions

www.directech.co.za

Ramasela Ganda

| *Chief Executive of Avis Budget Southern Africa*



Ramasela Ganda

Ramasela Ganda is the Chief Executive of Avis Budget Southern Africa, at the helm of all car rental and leasing operations in Sub-Saharan Africa.

The accomplished leader brings extensive experience acquired from a number of blue chip companies including Vodacom, Telkom and the National Nuclear Regulator. Having joined the Barloworld Group in 2017 as Chief Financial Officer of Barloworld Equipment: Rental and Used, as well as being appointed Executive Head of Business Services.

Ramasela is a qualified chartered accountant with a B.Com (Hons. & CTA) from the University of Pretoria. With 22 years of strategic and financial experience, she is a distinguished professional.

Ramasela prides herself with several awards won throughout her career including Public Sector CFO of the year 2017 award from CFO SA. She was named Public Sector CFO of the year 2016 by African Women Chartered Accountants. She was a finalist for Business Woman of the Year 2016 and; CFO of the year 2016 awarded by The Association Black Securities and Investment Professionals (ABSIP).

Women empowerment is close to her heart as she believes in paying it forward. She has committed herself to empowering and offering young women opportunities that will see them assuming positions of influence.

Avis Budget

Where the journey began

In 1946 Warren Avis opened the world's first airport car rental location at Willow Run Airport, Detroit, with a grand total of three cars. Today, Avis operates from over 5,000 locations in 165 countries worldwide.

Avis is a trusted and award-winning brand with a long history of innovation in the car rental industry, and is one of the world's top brands for customer loyalty, with a commitment to true convenience and exceptional service.

Here are just a few key historical milestones in this success story;

1946

Warren Avis founds Avis Airlines Rent a Car Systems at Willow Run Airport, Detroit. Anticipating post-war travel trends, this is the world's first car rental operation at an airport location.

1953

International expansion begins with franchise operations in Europe, Canada and Mexico.

1963

Avis launches a bold new advertising campaign... 'We're only No.2. We try harder'... now acknowledged as one of the 10 best advertising slogans of all time and embedded as the very essence of the company's culture.

Warren Avis founds Avis Airlines Rent a Car Systems at Willow Run Airport, Detroit.

1973

Avis achieves market leadership in Europe, Africa and the Middle East, just eight years after Avis Europe was founded. The business begins expansion into the fleet leasing market.

1986

Avis Europe becomes the first car rental company in history to successfully float on the London Stock Exchange. In three years as a public company, Avis Europe triples its market value.

1989

Avis Europe reverts to private ownership with three major shareholders, D'leteren, General Motors and Avis Inc.

Avis expands into Europe, Africa and the Middle East

1997

Avis Europe successfully floats on the London Stock Exchange for the second time, primarily to fund expansion of its core business.

2003

Avis Europe acquires the rights to operate the Budget brand in Europe, Africa and the Middle East.

2014

Avis launch their most groundbreaking advert in 50 years, inspiring customers to Unlock the World. Unforgettable experiences await ... You hold the key.



www.avis.co.za

Vikesh Ramsunder

| Chief Executive Officer of Clicks Group



About Vikesh

Vikesh was appointed chief executive officer in January 2019. Prior to this he was chief operating officer of the Clicks brand from 2015, and was managing director of UPD, the group's pharmaceutical wholesaler, from 2010, where he was instrumental in driving UPD's integrated pharmaceutical wholesale and distribution strategy. He has served in store, logistics and management positions across the group since joining in 1993.

Company Profile

Clicks Group is a retail-led healthcare group which is listed in the Food and Drug Retailers sector on the JSE.

Clicks was conceived as a drugstore in 1968 but legislation at the time prevented corporate ownership of pharmacies in South Africa. This meant that Clicks operated as a drugstore without drugs until legislation was changed in 2003 to allow corporate pharmacy ownership, and the first Clicks pharmacy opened in 2004. United Pharmaceutical Distributors (UPD) was acquired by the group in January 2003 to provide the distribution capability for the group's healthcare strategy.

Over the past decade the group has grown into a leader in the healthcare market where Clicks has a 23.4% share of the retail

pharmacy market and UPD a 30.6% share of the private pharmaceutical wholesale market.

Our Values

- We are truly passionate about our customers
- We believe in integrity, honesty and openness
- We cultivate understanding through respect and dialogue
- We are disciplined in our approach
- We deliver on our goals Group Brands

Clicks, Musica, The Body Shop, GNC and Claire's are market-leading brands and have a combined footprint of over 840 stores, including 50 in the neighbouring countries of Namibia, Botswana, Swaziland and Lesotho.

Clicks is South Africa's leading health and beauty retailer, offering value for money in convenient and appealing locations. Clicks has the largest retail pharmacy chain with over 600 in-store pharmacies.

The Body Shop sells natural, ethically-produced beauty products and has been

operated under a franchise agreement with The Body Shop International since 2001.

GNC is the largest global specialty health and wellness retailer, and has been operated under an exclusive franchise agreement for southern Africa since 2014.

Claire's is one of the world's leading specialty retailers of fashionable jewellery and accessories for young women and girls, and has been operated under an exclusive franchise agreement for southern Africa since 2015.

Musica is the country's leading entertainment retail brand and was acquired in 1992.

UPD is South Africa's leading full-range pharmaceutical wholesaler and the only one with a national presence.

Clicks Group's strategy is to create sustainable long-term shareholder value through a retail-led health, beauty and wellness offering.

Group Strategic Objectives

- Grow the retail footprint by expanding the store base and online presence.
- Accelerate pharmacy market share gains in South Africa.
- Promote UPD's national pharmaceutical wholesale and distribution services to grow market share.
- Deliver operational excellence with an efficient centralised supply chain.
- Create an inclusive and transformed organisation with a strong talent pipeline to support business growth.

CLICKS GROUP
L I M I T E D

www.clicksgroup.co.za



Frederick A. Swai

| Chief Executive Officer of CMTL Group

About Frederick

Fredrick is the founder and CEO of CMTL Group, which he established in 2008 through the acquisition of Continental Movers.

Fredrick is responsible for all facets of the business and growth strategy, and has transformed CMTL into a leading logistics business and a vertically integrated logistics provider by offering transportation, storage, customs clearance, local and international relocation and records management services.

Fredrick has over 10 years of professional experience. Prior to founding CMTL Group in 2008, he worked in telecoms and banking for leading global companies such as Vodacom, Convergys and Scotia Bank. Fredrick holds a BA in Economics.

Company Profile

Established in East Africa in 2008 as a true third-party logistics provider, CMTL Group has grown through natural expansion and strategic acquisitions to reach significant milestones including ISO certification, launching its records management services and establishing road freight and oversize cargo divisions.

By offering a competitive advantage through innovative technology, industry expertise and a modern approach to real world logistics, CMTL Group has become a leading logistics force in Tanzania.

CMTL Group has built long-lasting partnerships based on personalised service, professionalism, experience and reliable performance.

Underlying this performance is a decade of providing consistent quality service, in a professional and efficient manner, by hiring, training and rewarding the best people. Over the past decade, CMTL has established itself as one of the fastest-growing, privately-held

companies in Tanzania. Customers straddle the full commercial spectrum and public sector, including more than 50% of East Africa's largest enterprises.

Since our establishment as a courier firm in 2007, we've grown to a fully-fledged logistics provider, adding

- moving and distribution divisions in 2008,
- customs and warehousing service in 2010,
- road freight and oversize cargo divisions in 2012, and
- archive and records management in 2016.

Growth has been organic and in line with customer needs. These companies trust us with their brands and reputations not simply because we're committed to delivering consistent service quality, but because we keep their businesses on track.

To date, our 90 staff members have moved more than 1.5 million tonnes worldwide using a fleet of 90 trucks some 30% more fuel-efficient than our competitors. Because being efficient in all things translates into value for money to our clients.

Our Services

Transportation

Road Freight

Road haulage and the monitoring thereof are central to our logistics solutions in sub-Saharan Africa.

We own and operate a fleet of 90 vehicles monitored by specialised logistics software from MIX Fleet to track the status of your freight at all times, ensure accurate delivery times and manage driver fatigue and safety. We employ a team of highly experienced and customer-focused drivers and look after their health and well-being so that they may look after our clients. Backing them is a maintenance team meticulously looking after every component of our fleet to keep it running reliably.

Distribution

CMTL has the capability to seamlessly integrate logistics services where needed. We offer cross-docking services, receiving consignments in bulk and ensuring the distribution of break-bulk to different destinations, while also combining goods from different destinations into transport vehicles or containers to the same destination. Our cross-docking efficiency increases delivery speed and reduces storage costs and inventory holding.

Oversized Cargo

CMTL Group is an expert in carrying heavy loads. We operate a fleet of specialist low-loader trailers which allow us to transport almost any cargo with minimal surcharges. Our operations team is able to procure permits and arrange for police or other government escorts where necessary.

Storage & Warehousing

Self & Corporate Storage

CMTL Group has more than 10,000 square meters of modern, containerised warehousing space, providing safe and secure storage for both corporate and household goods.

Our customisable solutions include managed warehouse solutions, principal warehousing solutions and dedicated single-principal warehouse solutions, managed via a palletised system to reduce handling and minimising damage. Forklifts and hand pallet trucks are used for loading and offloading.

All our facilities have 24-hour security, alarm systems and regular pest control treatment. All items placed into storage are tracked via an inventory, providing the tightest possible control.



www.cmtl.co.tz



Mathias Katamba

| *Chief Executive Officer of Dfcu Bank*

About Mathias

Prior to his appointment, Mathias Katamba served as the Managing Director of Housing Finance Bank, a position he held for the last five years. He also previously served as the Chief Executive Officer of Finance Trust, now Finance Trust Bank, for a period of five years and has held several other senior positions in the Financial services sector. Mr. Katamba has over fifteen years experience in the Banking and Financial services sector, twelve(12) of which have been at C-Suite level. Mathias holds a Masters of Science in Financial Management from the University of East London, UK, a Bachelor of Arts in Economics from the University of Greenwich and Postgraduate Diploma in Public Relations from the Chartered Institute of Public Relations. He has also attended several advanced executive leadership trainings.

He currently serves as Chairman of the Uganda Institute of Banking and Financial Services and is a Director at UAP Old Mutual General Insurance Uganda Limited, Private Sector Foundation Uganda (PSFU) and Central Broadcasting Services (CBS FM).

Company Profile

A subsidiary of dfcu Limited, dfcu Bank is a leading banking and financial services company domiciled in Uganda. It came into existence in May 2000 following dfcu's acquisition of Gold Trust Bank to extending universal banking services alongside the pre-existing equity finance; long term development finance; leasing and working capital finance.

dfcu Limited was started by the Commonwealth Development Corporation (CDC) of the United Kingdom and the Government of Uganda through the Uganda Development Corporation (UDC) under the name of Development Finance Company of Uganda Limited. Subsequent restructuring saw International Finance Corporation (IFC)

“
We will provide innovative financial solutions and maintain the highest levels of customer service and professional integrity.

and the German Development Corporation (DEG) invest resulting in an equal stake of 25% for the shareholders. Its objective was to support long-term development projects whose financing needs and risk did not appeal to the then existing financial commercial lending institutions.

dfcu Limited was incorporated under the Laws of Uganda on the 14th of May 1964, as a Private Limited Liability Company. In 1999, dfcu acquired Uganda Leasing Company which became dfcu Leasing, to provide direct asset based finance.

On 18th March 2004, dfcu Limited went public subsequently being listed on the Uganda Securities Exchange on the 14th of October 2004.

Vision

To be the preferred Ugandan financial institution providing a broad range of quality products to our chosen customer segments.

Mission statement

To grow shareholder value while playing a key role in transforming the economy and enhancing the well-being of our people.

Through our dynamic and responsive teams, we will provide innovative financial solutions and maintain the highest levels of customer service and professional integrity.

What We Do

Personal Banking

The Personal Banking business unit focuses on meeting the financial needs of the individual customers seeking fast, convenient and affordable financial solutions. We nurture and grow customers by offering relevant personal banking solutions that support their financial transformation.

We are always on hand to help you manage your money with a range of products and services that meet your savings, transactional, Investment and borrowing needs. Our wide multiple channels including dfcu QuickBanking (Internet Banking), over 50 Branches, Visa and Interswitch give you access to your account 24/7.

Business Banking

The Business Banking unit focuses on small and medium enterprises seeking to nurture and grow their businesses. Whether you are looking for a flexible transactional account, working capital, funds to buy equipment or a trade finance partner that you can always count on, look no further, our finance solutions are designed to keep your medium sized business moving in the right direction.

Our Business Banking services are suitable for Traders, Manufacturers, Contractors, Suppliers, Service providers, Schools, NGOs & actors in the Agriculture value chain.



www.dfcutgroup.com

Mabvuto Chipata

| CEO of ZCCM Investments Holdings PLC



About Mabvuto

Mr. Chipata joined the Company in July 2012. He has worked as Finance Director for Zambia Postal Services Corporation; Managing Director for Intermarket Securities Zambia Limited; and Chief Operating Officer, Chief Financial Officer and Head of Treasury for Intermarket Banking Corporation Zambia Limited. He has also served as Finance Manager for Professional Insurance Corporation Zambia Limited and Chief Accountant for National Milling Company. He has over 15 years senior management experience in Accounting, Finance and Investment management in a cross-section of industries.

Mr. Chipata holds a Bachelor of Accountancy Degree and is a Chartered Certified Accountant (FCCA). He is also a trained Stockbroker and a Fellow of the Zambia Institute of Chartered Accountants.

Company Profile

ZCCM Investments Holdings PLC is a premier diversified mining investments and operations company with a primary listing under ISIN number ZM0000000037 on the Lusaka Securities Exchange in Zambia, and secondary listings on the London Stock Exchange and the Euronext Access Exchange in Paris.

ZCCM-IH has a rich and varied history spanning more than 50 years before Zambia's Independence in entities that preceded it but which have helped shape its current form.

Our Portfolio

ZCCM-IH occupies a very unique and strategically advantageous position as an investment holding company, as it holds key minority interests across mining and energy industries in Zambia. It also has significant investments in diversified energy entities, gemstones, real estate and financial services.

Currently, ZCCM-IH's portfolio consists of five wholly owned subsidiaries and fifteen investee companies.

In our 2018-2023 Strategic plan, ZCCM-IH has prioritised the generation of consistent and predictable income through investments in brownfield and Greenfield projects; and ensuring value is extracted from existing legacy and post legacy portfolio companies through driving efficiencies and participation in primarily the mine supply value chain.

The Company's other activities include:

- Developing and implementing investment strategies, and aligning company operations towards maximizing of shareholder value.
- Group oversight and monitoring of investee companies to ensure reasonable dividends are declared consistently.
- Ensuring effective representation on the boards of the investee companies;
- Establishing and securing joint venture partnerships for projects assessed to be viable; and
- Promoting Zambian ownership and management in mining assets.

Diversification

Commodity diversification is aimed at tapping into new sources of consistent and

stable income within mining and mining related sectors, while reducing the risk profile of our Portfolio. This is in an effort to deliver compelling long-term returns and to continue to maximize shareholder value. New investments to drive diversification will focus in key sectors and businesses which include mining supply chain, energy, value addition, manufacturing, precious metals, among others. ZCCM-IH is actively seeking strategic partnerships to develop and exploit opportunities in these sectors to achieve above-market returns

Our Strategic Focus

The ZCCM-IH 2018-2023 Strategic Plan provides the thrust for ZCCM-IH to achieve its full potential in returning value to its shareholders both from the existing portfolio and new investments. For this period, we have focused on putting in place strategic internal income generating ventures that will continue to drive the business to profitability and returns across the portfolio of assets.

Drawing from this, ZCCM-IH's key strategic focus areas are:

- Strategic Focus Area 1: Extract value from current portfolio.
- Strategic Focus Area 2: Portfolio diversification.
- Strategic Focus Area 3: Financial Excellence.
- Strategic Focus Area 4: Organisation Development and cultural transformation.
- Strategic Focus Area 5: Extinguish environmental liabilities.



www.zccm-ih.com.zm

Tjeludo Ndlovu

| *Chief Executive Officer of Edgars Stores Limited*



About Tjeludo Ndlovu

Tjeludo is a qualified Chartered Accountant with a passion for fashion. After 9 years at Ernst & Young, she left to join Edgars Stores Limited as Group Financial Accountant and Company Secretary in November 2012, a position she held up to June 2016. She was then promoted to head up the Jet Chain and subsequently moved to head the Edgars Chain in 2018. Tjeludo was promoted to the position of Group Chief Executive Officer (Group CEO) in July 2020 - overseeing the overall business functions of the Edgars Stores Limited Group.

As the CEO, Tjeludo reports to the Board of Directors and provides leadership and strategic guidance for the Group's business units; from the retail chains, Jet and Edgars, the manufacturing arm Carousel, to the credit and financial services arm which also carries the Microfinance unit Club Plus.

Company Profile

Edgars Stores Limited is a limited company incorporated and domiciled in Zimbabwe whose shares are publicly traded. Our core business is the retailing of clothing, footwear, textiles and accessories.

Through our credit and cash stores we aim to supply our customers with value for money by providing quality merchandise for the family at competitive prices. We are

Zimbabwe's market leaders in this field and it is our resolve to remain so.

Founded by Sydney Press, Edgars Stores was registered as a company in Zimbabwe, then Rhodesia, in November 1948. The first Board Meeting was held on 18 January 1949, and present Directors were:

Hurbert Press - In Chair, Sydney Arnold Press - nominated as Chairman of the Board of Directors, Max Jacoby and William Hardcastle. The company went public in 1974.

To hedge against potential risks associated with erratic supplies and stockouts which could easily damage service delivery, the group acquired Carousel Clothing factory in 1974 and the Jeans Company in 1993.

In 1984, another retail brand called Express was introduced and its first store opened in Harare's Julius Nyerere Way. By 1988 there were 24 Express outlets. In November 2011, Express Mart was rebranded and Jet Stores launched, to offer more value and variety to customers.

Our vision

We aim to be Zimbabwe's undisputed market leader in the clothing and footwear retail business offering quality, value and superior customer service in world class shopping environments.

Our strategy

Edgars strategy remains anchored in offering families the opportunity to purchase fashionable value-for-money quality clothing and footwear merchandise on cash or on credit.

Future growth in sales and profitability will be generated from:

- Promotion of credit and financial services products.

- Ensuring sufficient depth and breadth of inventories for our customers
- Organic growth from our department stores
- Productivity improvements and refurbishment initiatives at our stores

Our Business Philosophy

Our business is retailing. Through credit and cash stores we aim to supply quality products. We aim to be Zimbabwe's undisputed market leader in the clothing and footwear retail business offering quality, value and superior customer service in pleasant shopping environments. Retailing is people oriented and our existence and continued success is dependent on our ability to satisfy our customers' needs and value expectations.

We endeavour to appeal to a broad spectrum of consumers, catering in a professional manner to their needs. Our staff deliver a wide selection of quality products that are competitively priced with courtesy and professionalism.

Our goal is to earn our shareholders optimum returns on invested capital through steady profit growth and astute asset management. We are committed to honesty and integrity in all relationships with suppliers of goods and services. We are demanding, but fair, and evaluate our suppliers on the basis of quality, price and service. We recognise our role in society and support worthwhile projects, particularly of a charitable or conservation nature.



www.edgars.co.zw

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FEATURED WINNER

Kutoane Kutoane

CEO,
*The Export Credit
Insurance Corporation of
South Africa (ECIC)*

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