

CURRICULUM VITAE of MTHUNZI PERRY-MASON MDWABA

PROFILE

Mr. Mthunzi Mdwaba, the CEO of TZoro IBC, has built his career as a serial entrepreneur, deal-maker and negotiator and was until November 2010, the majority shareholder and Group CEO of Torque IT, South Africa, a world class company dedicated to Computer Technical Training Solutions (with clientele in 27 countries), as well as the Deputy CEO of the Kelly Group. Kelly Group was a listed entity on the JSE Support Services section. He and his partners sold Torque IT in a Multi Million transaction to the Kelly Group. He was responsible for 90% of the multi-billion operations, with 7 Managing Directors reporting to him, including MSquared & Collabrus in San Francisco, California in the US (with clients such as Cisco, Wells Fargo, Union Bank with revenues of \$55/60000.00). At the end of 2010, he took a break from active employment and was on a restraint of trade till November 2012. He subsequently set up an Investment, Brokering and Consulting Firm, TZORO IBC, with partners, and is always looking for the next big challenge in business.

He was previously one of the Vice Presidents at Business Unity South Africa ("BUSA") the apex business organization in South Africa, responsible for the Unisectoral sectors and the Americas and led the largest Business delegation into the UK, a few years ago as part of the Honourable President Zuma's party.

He led the discussions at the BRIC/IBSA representing BUSA and made numerous presentations in Rio, Brazil before SA was invited to join the BRIC countries together with the dti led by the Honourable Minister Davies. He also participated in the Presidents' meeting in Brasilia leading to the eventual BRICSA.

He is a governing body member of the International Labour Organisation ("ILO") in Geneva, Switzerland, representing SADC and joined the management board of the International Organisation for Employers ("IOE") about 7 years ago. The mandate at the ILO has been renewed for another 3 years from June 2014. He is also the spokesman for the PFA (Programme, Finance & Budget) for all employers. This is a role that is very technical and voluminous, yet extremely strategic as it contains all the programmes and

budget of the ILO which stands at \$797 Million. He has together with the team in the IOE and ACTEMP managed to get increases for the Employers' programme twice during his term.

Both organisations are based in Geneva, Switzerland.

Mdwaba, was appointed Vice-President, Africa at the IOE in June 2014, the only recognised body representing the interests of employers in international social and labour policy matters and has private sector members in over 155 countries. He was chosen as one of 5 Vice Presidents among others from North America, Latin America, Europe and Asia. This appointment has awarded Mthunzi the opportunity to oversee political matters concerning employees and business organisations within the Continent. Through the IOE and ILO, he has direct access to the CEOs of all the business organizations throughout the world, with extensive links within the African Continent. He is also the Chairman of the CSR and Business Human Rights for the Policy Working Group of the IOE, with responsibility to represent business at the UN every November.

Mdwaba has also been part of the B20 since the G20 under the French Presidency approximately 9 years ago. He has been part of the Task Forces on Employment throughout the years. Recently, he became one of the co-chairpersons for the Task Force on Employment & Education for the B20 Germany.

He is a Council member of Accountability; a CSR & sustainability development consulting firm based in New York, with offices in numerous other countries. He was appointed Chairman of the University of the Western Cape ("UWC") in 2014. UWC is one of the leading universities in the African Continent, at no 7, and boasts a dentistry department which contributes just over 49% of all dentists trained in the African Continent. It is, inter alia, no 1 in Physics in the Continent.

He has also been appointed the Chairman of Productivity SA by the Minister of Labour since February 2015. Productivity SA works in ensuring that South Africa is productive and competitive, and serves as the secretariat for the Pan African Productivity Association ("PAPA").

He serves as the only man on the Business Woman Association of South Africa ("BWASA"), which is a member of BUSA.

Lastly, he is a member of the Business Africa Exco. Business Africa serves as the business federation for all business associations in Africa.

He has had various passive investments in the property, advertising, IT and Telecoms industries, and serves as a non-executive director in some of the entities.

Mthunzi is also a highly sought after speaker having made addresses or participating as a panel speaker in most parts of the world.

Born in the rural village of Coville – Herschel in the Eastern Cape, in the Republic of

South Africa, he is a part-time farmer and is a very keen cyclist, having been involved in cycling for the last 15 years. He co-owns the only black owned professional cycling team, Team Abantu, which is one of the most successful in South Africa. He counts amongst friends in the sport, Robbie Hunter, and many others. He has three kids (two sons and one daughter) and one grand daughter.

QUALIFICATIONS

BA (Bachelor of Arts) majoring in African Politics and Industrial Sociology and LLB (Bachelor of Laws) at the University of the Witwatersrand 1985 – 1991 Leadership and Management Course at GIMT - 2002

STRENGTHS

Leadership, 25 years business experience, in the Education, Technology and Property space. Access to over 155 countries in the world.

Strategic execution, Relationship building & management/maintenance, raising sponsorships, People Management, a love for people and a huge love for the environment, converting opportunities to profit, Negotiating and Deal-Making, Impromptu and excellent speech making, Global Awareness, Involvement as well as Connectivity AND extensive local, intercontinental and global business organization experience.

Huge drive and passion for business, human capital/capacity development, the sport of cycling plus breaking new ground via change.

DIRECTORSHIPS/ TRUSTEESHIPS CURRENTLY HELD

- Founder & CEO of TZORO IBC, an Investment, Trading & Consulting Firm of niche products and Industries.
- Vice-President, Africa at the International Organisation for Employers (IOE) in Geneva, Switzerland
- Governing Body member of the International Labour Organisation (ILO) in Geneva, Switzerland (attendance is thrice a year in Geneva),
- Board Member of the ILO Training Centre in Turin, Italy.
- Member of the Management Board of the IOE.
- Exco Member of Business Africa
- Member of the B20, a business body within the G20 countries - this is currently under the leadership of the German Presidency (served under the French, Mexican, Russian, Australian Turkish & Chinese Presidencies). Next year will be Argentina in 2018.
- Board Member of the BWASA (Business Woman Association of SA)
- Chairman of Council at the University of the Western Cape.

- Chairman of Productivity SA

PERSONAL & FAMILY RELATED MATTERS

- Non Executive Director & Shareholder of Ninam Properties.
- Trustee of the Mthunzi Mdwaba Trust and the Mdwaba Family Trust.

ACHIEVEMENTS:

Company achievements made possible by the team - acquiring, turning around a loss making entity (Torque IT) and building it to be a highly profitable world class ICT training solutions provider, with clients in 27 countries and the largest player in the Sub-Saharan Continent and one of the largest partners for Cisco and Microsoft in EMEA (Europe, Middle

East and Africa). In September 2008, Torque IT was acquired by the Kelly Group.

- Leading Torque IT to three nominations in the 2003 African Achievers Awards – Creative Use of ICT in Education (Won), Top Black ICT Company (1st Runner up) and Top Individual in ICT (1st Runner up to Sizwe Nxasana, CEO Telkom at the time)
- Leading Torque IT to Microsoft Partner of the year - 2004
- Leading Torque IT to Oracle Network Partner of the Year- 2004
- Chosen as the Icon man by Women Divas Africa -2004.
- IT Personality of the year 2004/5
- Leading Torque IT to Cisco Training Solutions Partner of the Year – 2005, 2006, 2007, 2008, 2009 and 2010
- Leading Torque IT to winning the Best skills Provider by the Minister of Labour – 2007
- Nomination to the Governing Body of the ILO, Geneva, Switzerland
- Nomination to advise the African President of the IOE, Geneva, Switzerland
- Nomination to lead the debate in June 2011 on labour inspectorate at the ILO Conference, chairing all employer/business organisations from all over the world (over 170 member States)
- Leading the South African delegation to the BRIC /IBSA Conference in 2010 and presenting SA's value proposition for the country to join the BRIC Countries. SA has now been invited to join the BRIC Countries
- **Metropolitan Oliver Empowerment - Top Black Businessman of the year Award-2009**
- **Businessman of the year Award BBQ-2009 and winner of the Platinum Award-2009**

- **Wits University Volunteer Award - 2009**
- **BBEC Kaelo Award for guidance and wisdom - 2009**
- **Completing 15 Argus Cycle Races, 14 x 94.7 Cycle Races, 14 x Amashova and numerous others**
- **Completing nine Change a Life cycling tours hosted by Computershare with 70 leading Executives, which include Russel Loubser (past CEO of the JSE), Nicky Newton-King of the JSE, Nick Kohler of Hollard, Nick Badminton (past CEO of Pick n Pay), to raise money for Charity - approximately 560-600 kilometres over 4 days in September of every year for the past eight years. Was in Mauritius from 22 - 27 September in 2016**
- **Riding parts of the Tour De France a few times over the years and completing the Alpe D'uez ride as part of same (2007, 2008 & 2009) and making friends with cyclists such as Carlos Sastre, Jens Voigt, Frank and Andy Schleck, as well as their then Coach, Bjarne Riis, doing the Mont Grappa 220 km race in Treviso, Italy (2011) and the Tour de Lemman 180 km race in Lausanne, Switzerland (2012) and the Double Century in 2008 and 2012.**

PREVIOUS DIRECTORSHIPS

- **Vice President, Unisectoral - Business Unity South Africa (BUSA) is a Confederation of all business organizations in SA and was responsible for, inter alia, the Americas, North and South and receiving Business Delegations into the country as well as leading outgoing Business Delegations. His Constituency members were, inter alia, the Chamber of Mines, Banking Associations and other service industries, 2010 – 2012.**
- Vice President, Professionals BUSA, 2008 – 2010.
- Chairperson of the Transformation Policy Committee ("Transpol"), 2007 – 2008.
- **National Chairperson of the Black Information Technology Forum ("BITF"), membership made up of Black IT technical people, IT Managers and IT business owners 2005 – 2008.**
- **President of the Information Technology Association ("ITA"), membership made of most companies in the IT sector, including Multinationals, served two terms, 2004 – 2005 & 2005 – 2006.**
- Member of the Ministerial Task Team to the Department of Higher Education dealing with SETAs (Sector Education Training Authorities).
- Member of the University of the Western Cape Council,
- Chairman of the Velokhaya/Life Cycling Academy (developmental cycling) based in Khayelitsha, Cape Town.
- Non Executive Director & Shareholder of Media Edge and Nota Bene (Companies in the Y & R Group).
- Non Executive Director & Shareholder (49%) of Africa Prepaid Services Nigeria (APSN with value of approximately \$480 Million), jointly owned with Blue Label

Telecoms, a telecoms company listed on the JSE

- Non-Executive Director & Shareholder of Memeza QRX (shareholder in Y&R SA, Media Edge, Nota Bene & Kantar).
 - Non-Executive Chairman of the Tolerance Foundation, 2004 – 2006, serving with businessman such as Solly Krok, Eric Ellering, Judge Goldstone, Faizel Randera and numerous others.
 - Trustee of the Newtown Film & Television School (“NFTS”), 2004 – 2006.
 - **Member of the Information Communication Technology (ICT) BEE Charter Working Group, Task Team coordinated by ICT industry organization (and have assisted with the discussions on the Financial Services Charter due to the experience gathered in the ICT Charter), 2003 – 2005.**
 - **Member of the ICT Charter Steering Committee, 2003 -2005.**
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- President of the Confederation of Black Business Organisations (“CBBO”), 2010 – 2011.
 - Johannesburg Chamber of Commerce and Industry (JCCI) - Executive of the Sandton Chamber, 2008 – 2009.
 - Board member of (Social Plan & Productivity Advisory Council) and Productivity SA appointed by the Minister of Labour, 2008 - 2010
 - **Board member of the Innovation Hub, a subsidiary of Blue-IQ, 2007 -2010**
 - Chairperson of the Bryanston Primary School Governing Body (SGB), 2003 - 2008
 - Treasurer of ANC Rivonia branch, 2008 -2010.
 - Appointed to lead/chair the discussion on the labour administration & inspectorate for employers/business for the whole world in Geneva, Switzerland, June 2011
 - **Served on the ILO Multinational Enterprise (MNE) Ad Hoc Committee in Geneva, Switzerland, 2010 - 2011**
 - Programme Director/MC for the SITA GovTech Conference for three years, 2005 -2008
 - **Group CEO and majority shareholder of Torque IT, 2002 – 2010.**
 - **Group Deputy CEO of the Kelly Group, 2008 - 2010**
 - Chairperson of Y&R SA, 2007 - 2011
 - Advisor to the President of the IOE in Geneva, Switzerland, 2009 – 2011.
 - Facilitator, Consultant & Advisor to Nestle SA on the transformation journey as well as adoption and committal by 40 Executives to the Vision 2010 Programme, 2007.
 - Non Executive Chairperson & shareholder of Arbez Investment Holdings with a 26.2% shareholding in Stortech in partnership with Vodacom (51%) and Management. Sold in September 2015
 - Non Executive Director & Shareholder of Stortech via Arbez till September 2015.

PREVIOUS EXPERIENCE & OTHER ROLES:

- Worked, inter alia, in the Olive Schreiner law Library as a Student Assistant Librarian at Wits and did various other jobs that were sourced by Dial-a-Student, a student recruitment agency (1987&1988)
 - Trained as a Rental Sales Agent by Avis while doing his LLB (Bachelor of Laws). (Early 1989)
 - Employed by Avis on a semi full time basis renting out cars and delivering same (depending on my availability, worked at the Downtown office, Johannesburg International (mostly ran the office for the night shift) and ran the Lanseria office on weekends and Holidays. He held this job till completion of his university studies. (1989 – 1991)
 - Served Articles at Kallmeyer & Strime (now part of Fluxmans Attorneys) He was trained in Property Law, Family Law and mostly Commercial Law, doing both litigation and contractual work (1992 – 1994)
 - Associate at Kallmeyer & Strime, and started an Entertainment practice from scratch by liaising with an Associate Office in Jamboree Plaza in San Fransisco, CA. He grew his practice within the firm to quite a sizeable one, specializing in Entertainment Law, representing musicians and sportspeople. (1995 – June, 1996)
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- Group Legal Services Manager at Southern Sun Hotels & Resorts (Now part of Tsogo Sun Hotels & Casinos). He attended to all legal advice, contract drafting and heading up litigation and instructing attorneys to act on behalf of the Group. He was responsible for all legal related work for the Hotels, as well as the Resorts in the Group and reported into the Group Company Secretary. (July 1996 – July 1997)
 - Operations Director(same as a CEO) at ASAMI (Association of the South Africa Music Industry), now RISA (Recording Industry of South African), acting for Producers/Record Companies made up of the Majors and Indies, and inter alia, served on the subcommittee to the advisory committee to the DTI on copyright, lobbying and advising on Needle-time, among other things. Spearheaded the Local Content quota and got it passed as legislation. He travelled widely, mostly in Europe and in the US dealing with Copyright, Anti-Counterfeiting and Anti-Piracy regulations as well as benchmarking activities for the South African Music Awards (SAMAs), which he re-positioned. He developed long lasting relationships with all the CEO/MDs of the member record companies such as being good friends with the EMI, Polygram(Later Universal), Gallo(which held the Warner Licence), Sony (Now

Sony/BMG) and many others. (August 1997 – July 1999). Relationships with all media, including television stations was a core responsibility. Conducting interviews with all media on behalf of the industry was an essential part of the role.

- Business Affairs Director of Metropolis (Pty) Ltd (was listed on the JSE) and Director of Metropolis Holdings (Primedia Limited and Datatec constituted Board). He ventured into technology when B2B and B2C were very new concepts and very pioneering work. He attended to all business dealings, negotiations together with the CEO and all legal and commercial work. (August 1999 – June 2000 and was asked to go and save an ailing business in the Group due to expertise, namely Primedia Music)
- CEO of Primedia Music, a division of Primedia Limited (was listed at the time). This was one of the largest Indies in RSA and had a sizeable publishing business as well. After signing a number of good local artists and winning licences such as that of Craig David, a decision was made at Group level to get out of the Music business. Primedia Music was sold. (December 2000)
- Consulted extensively for, inter alia, Standard Bank, Teba Bank & Backstage (E-TV drama series) before joining Torque IT. Attended and completed a Leadership and Management Course at GIMT. Consulted and co-drafted the entertainment strategy of the ICC Cricket 2003 World Cup Music Committee. (January 2001 – May 2001)
- **In June 2001, he joined and partnered with the Senior Management of Torque IT and led a Management Buy-Out of same from Mustek, a company listed on the JSE.**
- **Torque IT had a 36 Million cumulative loss and was turned around over 5 years to become a world class leading ICT (Information Communications Technology) end to end technical training solutions provider in Sub-Saharan Africa, building a clientele that spans 27 countries. It became and still is the largest partner for Cisco, Microsoft, VMware and other technologies. The partners sold the company to a recruitment company Group in 2008.**
- **He served his warranty, partly as the Deputy CEO of the Group, responsible for 9(two of which were joint ventures) operational companies, including Msquared, a company based in San Francisco, CA until he left the Group in November 2010 and completed his warranty requirements in December 2011.**

REFERENCES (contact details will be made available on request)

- Mr Russel Loubser : Former CEO of the JSE (Johannesburg Stock Exchange) and Board member of a few companies
- Mr Neil Lazarus SC : Advocate of the Supreme Court and Consultant to Companies

- Mr Luvuyo Ndimeni : Past Deputy High Commissioner in Geneva, Switzerland, appointed to the DRC from July 2015
- Mr Evans Munyuki : Former Group CIO, Kelly Group & now Head of Technology & Architecture for ABSA & Barclays Africa

CONTACT DETAILS

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