



# BOARD AND EXECUTIVE MANAGEMENT MEMBERS' BIOGRAPHIES SUPPLEMENTARY REPORT 2017

## Life

Well-being and quality  
of life

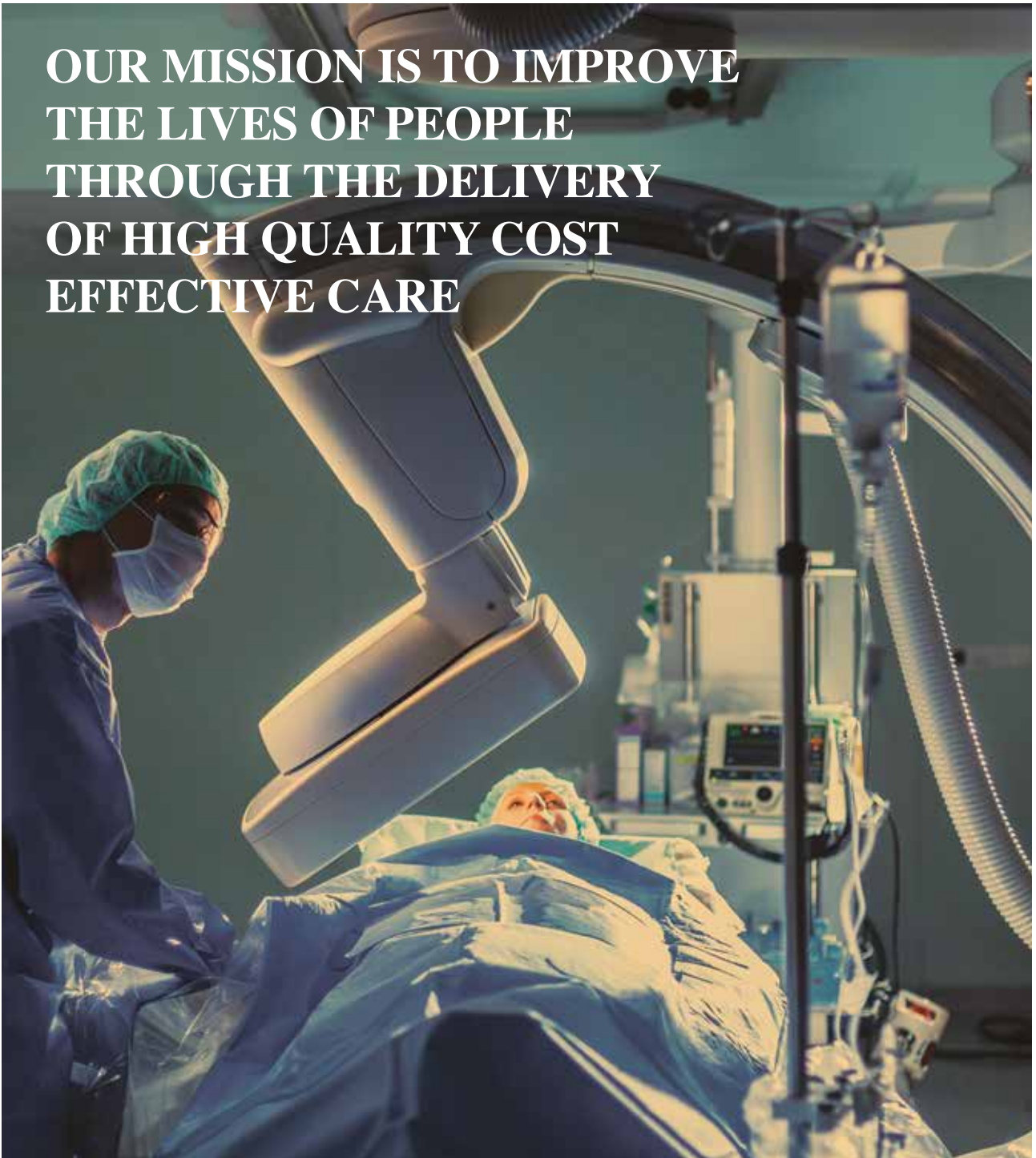
## Health

Clinical excellence in world-class  
facilities

## Care

Quality, service, respect  
and empathy for those entrusted  
to our care

OUR MISSION IS TO IMPROVE  
THE LIVES OF PEOPLE  
THROUGH THE DELIVERY  
OF HIGH QUALITY COST  
EFFECTIVE CARE



**T**his supplementary report is a supporting document for the 2017 integrated report. The integrated report is available at [www.lifehealthcare.co.za](http://www.lifehealthcare.co.za)



## Board composition

The composition of the board reflects an appropriate balance between the executive and non-executive directors.

### Board composition as at 30 September 2017

#### EXPERIENCE

Healthcare sector  
Mergers and acquisitions  
Leadership roles  
Human resources  
Governance of risk management  
International business experience  
Procurement

#### SKILLS

Finance  
General business  
Strategy  
Medical  
IT

#### EQUITY DIVERSITY

ACI      White  
**64%**    **36%**

#### GENDER DIVERSITY

Male      Female  
**64%**    **36%**

## TENURE ON THE GROUP'S BOARD

< 3 years	3 – 5 years	5 – 9 years	> 9 years
<b>3</b>	<b>3</b>	<b>2</b>	<b>3</b>

## NON-EXECUTIVE DIRECTOR



**MA (Mustaq) Brey (63)**  
*Chairman*

Appointed to the board – 28 November 2003  
Appointed Chairman – February 2013  
South African  
*BCompt (Hons), CA(SA)*

Mustaq is a founder and chief executive officer of Brimstone Investment Corporation Limited. He is non-executive chairman of Oceana Group Limited. He serves as director of various companies, including Equites Property Fund Limited and Lion of Africa Insurance Company Limited. He is an independent director and chairman of the finance committee of Western Province Cricket Association.

## EXECUTIVE DIRECTOR



**PP (Pieter) van der Westhuizen (46)**  
*Acting Group Chief Executive Officer and Group Chief Financial Officer*

Appointed to the board – 1 June 2013  
South African  
*BCom (Acc), CA(SA)*

Pieter completed his training contract and qualified as a chartered accountant in 1996 at PricewaterhouseCoopers Inc. He joined President Medical Investments Limited (Presmed) in 1999, which subsequently became part of Afrox Healthcare Limited. Pieter performed various roles in the finance department of Afrox Healthcare and played a significant role in Afrox Healthcare's de-listing in 2005, and its subsequent re-listing as Life Healthcare in 2010.

# INDEPENDENT NON-EXECUTIVE DIRECTORS



**PJ (Peter) Golesworthy (59)**

*Lead independent non-executive director*

Appointed to the board – 10 June 2010  
British  
*BA (Hons) (first class),  
Accountancy Studies, CA*

Peter qualified as a chartered accountant with the Institute of Chartered Accountants of Scotland. He serves as a director of a number of private companies, and as a member of various investment committees of certain Old Mutual businesses. He was previously the finance director of Old Mutual (South Africa).

Other governing body and professional positions held: Peter is a fellow member of the IoDSA



**Prof ME (Marian) Jacobs (69)**

Appointed to the board – 1 January 2014  
South African  
*MBChB (UCT), Diploma in Community  
Medicine (UCT), Fellowship of the College of  
South Africa (with paediatrics)*

Marian retired as dean of the Faculty of Health Sciences at the University of Cape Town in 2012, and currently holds the position of emeritus professor, paediatrics and child health, University of Cape Town. She chairs the advisory committee of the Academy for Leadership and Management in Healthcare at the National Department of Health and serves several global health organisations, including the World Health Organization, AERAS and the Institute for Health Improvement. Previous positions held include professor and head of department of paediatrics and child health, and founding director of the Children's Institute in the Faculty of Health Sciences at the University of Cape Town.



**AM (Audrey) Mothupi (47)**

Appointed to the board – 3 July 2017  
South African  
*BA (Hons), (PolSci),  
Trent University, Canada*

Audrey Mothupi is a business woman, entrepreneur and the chief executive officer of SystemicLogic Group, a global financial innovation and technology disruptor. She currently serves on the boards of Pick n Pay and Brainworks Capital. She serves as chairman of the following non-profit boards: Orange Babies of South Africa (HIV/Aids), Numeric Board of South Africa (Mathematics) and Roedebeek School (SA). Prior to SystemicLogic Group, Audrey served as the head of inclusive banking at the Standard Bank Group and chief executive of group strategic services at Liberty Group. As a result, her experience spans across various business domains including group strategy, talent design, marketing and communications strategy, integrated with strong skills in corporate relationship management



**JK (Joel) Netshitenzhe (60)**

Appointed to the board –  
30 November 2010  
South African  
*MSc (University of London, School of Oriental  
and African Studies), PGDip (Economic  
Principles), Dip (PolSci)*

Joel is the executive director and board vice-chairperson of the Mapungubwe Institute for Strategic Reflection (MISTRA) – an independent research institute. He is a member of the ANC national executive committee and was a member of the first National Planning Commission (2010 – 2015). Joel serves as a non-executive director on the boards of Nedbank Group and the Council for Scientific and Industrial Research (CSIR). He is also a member of CEEF Africa (a section 21 company dealing with tertiary education opportunities) and a programme pioneer of the Nelson Mandela Champion Within Programme. He has held a number of senior and executive management positions in the ANC government, including that of head of Policy Coordination and Advisory Services (PCAS) in the Presidency.



**Dr MP (Malefetsane) Ngatane (63)**

Appointed to the board – 25 July 2007  
South African  
*BSc, MBChB, FCOG*

Malefetsane is a specialist obstetrician and gynaecologist. He has served as a consultant obstetrician and gynaecologist, and superintendent of the Chris Hani Baragwanath Hospital. He also served as the head of obstetrics and gynaecology at Natspruit Hospital. He is currently in private practice. Malefetsane is the former president and the trustee of Commonwealth Boxing Council (CBC), based in London, and serves on the boards of Boxing South Africa (BSA) and the World Boxing Council, based in Mexico. He is also the vice-president of the African Boxing Union based in Tunisia, and previously served as treasurer for the International Planned Parenthood Federation in Nairobi.



**ME (Mpho) Nkeli (52)**

Appointed to the board – 1 October 2015  
South African  
*BSc (Environmental Science), MBA*

Mpho previously served as executive director on various boards within the Alexander Forbes Group and Vodacom South Africa. Mpho was a member of the Commission of Employment Equity before being appointed chairman from 2009 to 2012. She has executive experience spanning 16 years in diverse functions. She trained as an environmental scientist, before moving into marketing, communications, social investment and enterprise development. Mpho later focused on human resources and transformation and was responsible for human resources at Alexander Forbes, whereafter she joined Vodacom in 2011 for three years as the chief human resources officer. She has also contributed to changes in legislation relating to B-BBEE. Mpho received the Laureate Award from the University of Pretoria in 2009. She currently serves on the boards of Impala Platinum and Sasol.

## INDEPENDENT NON-EXECUTIVE DIRECTORS CONTINUED



### **Adv M (Mahlape) Sello (55)**

Appointed to the board – 3 July 2017  
South African  
*MA and LL.M (Russia), LLB*

Mahlape Sello is a practising advocate and a member of the Johannesburg Society of Advocates. She has been in practice since 2003. She is a panellist with the Arbitration Foundation of Southern Africa and China-Africa Joint Arbitration Centre. Mahlape was appointed a member of the South African Law Reform Commission in 2007, on which she served until December 2011, and was then re-appointed in August 2013. She is the chairperson of Murray & Roberts Limited, having been appointed to the board in 2009 and to the chair in 2013. She is the chairperson of the Advertising Industry Tribunal Appeal Committee of the Advertising Standards Authority of South Africa (appointed in 2013).



### **GC (Garth) Solomon (50)**

Appointed to the board – 23 March 2005  
South African  
*BCom, BCompt (Hons), CA(SA)*

Garth completed his articles with Deloitte & Touche; thereafter, he served in various commercial and corporate finance roles with the South African Revenue Service, Group Five Properties and African Harvest Limited, before joining Old Mutual Private Equity in 2003. He was appointed head of private equity in 2012, and was a member of the Old Mutual Private Equity team until 2013. In this capacity, he was involved in numerous investments and served on the boards and sub-committees of a number of large private businesses including Air Liquid, Metro Cash & Carry, the Tourvest Group and Liberty Star Consumer Holdings. Garth is currently the co-owner and a director of Evolve Capital, an investment trust that invests in small and medium-sized businesses.



### **RT (Royden) Vice (70)**

Appointed to the board – 1 January 2014  
South African  
*BCom, CA(SA)*

Royden is the chairman of the board of Waco International Holdings Proprietary Limited since retiring in July 2011, after 10 years as the company's chief executive officer. The Waco group of companies has subsidiaries in the UK, USA, Australia, New Zealand, Chile and southern Africa. Prior to this, Royden was chief executive officer of industrial and special products of the UK-based BOC Group, responsible for operations in over 50 countries and revenue of US\$4 billion. He was also chairman of African Oxygen Limited (Afrox) from 1994 to 2001 and Afrox Healthcare, which successfully listed in 1999. He serves as a non-executive director on the boards of Hudaco Industries Limited where he is the chairman and Puregas Proprietary Limited. Royden is a governor of Rhodes University. He has extensive global leadership experience, having lived on three continents – North America (New York), Africa (Johannesburg) and Europe (London).

### Board members that resigned during the year



### **LM (Louisa) Mojela (61)** *Former Independent non-executive director*

Resigned effective 25 January 2017  
Appointed to the board – 10 June 2010  
South African  
*BCom (National University of Lesotho)*

Louisa is group chief executive officer and chairman of WIPHOLD – of which she is a founder member. She holds non-executive directorships in Distell Group Limited, Ixia Coal, Sun International Limited and USB-ED Limited. She previously held positions at the Lesotho National Development Corporation, Development Bank of Southern Africa and Standard Corporate and Merchant Bank.



### **A (André) Meyer (51)** *Former Group Chief Executive Officer*

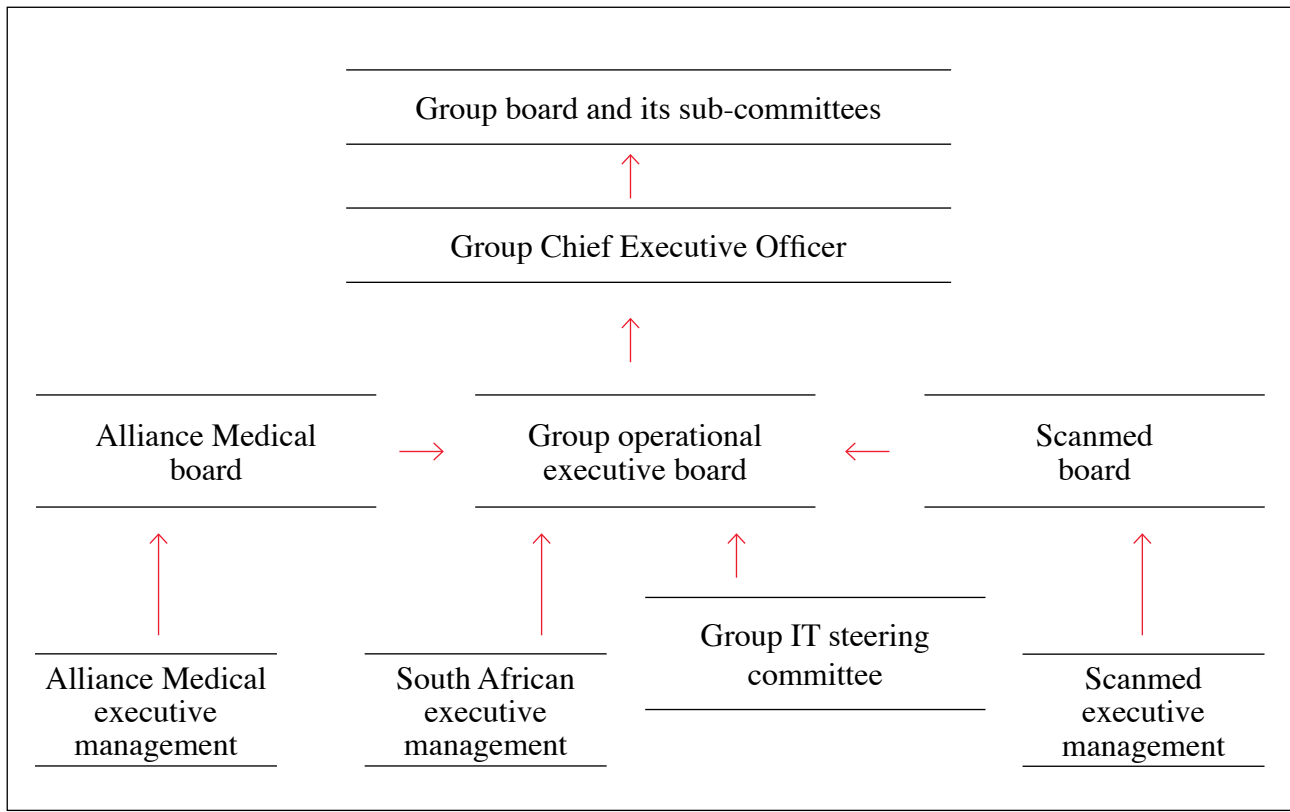
Appointed Group Chief Executive Officer – 1 April 2014  
South African

André and the board mutually decided that he would step down as Group Chief Executive Officer effective 30 June 2017

André has over 29 years' experience at executive level in the financial and healthcare sectors. He joined Alexander Forbes Financial Services Limited as a financial consultant, and later headed up the firm's negotiated benefits division, before being appointed as the divisional director and, subsequently, managing director of the healthcare consultants division. A year later, the health management solutions division was added to his portfolio. André represented Alexander Forbes on the board of FHRST Management Services, South Africa – a joint venture with Standard Bank Limited. On 1 April 2003, André was appointed the chief executive officer of Medscheme Limited and later served on the board of AfroCentric Health Limited as an executive, following its acquisition of Medscheme.

## Group structure

The diagram details the executive structure as at 30 September 2017.



### Group operational executive board

The Group Chief Executive Officer and Group Chief Financial Officer have monthly performance reviews with all territories' chief executive officers and the relevant executives to obtain feedback relating to key initiatives and agreed KPIs. The Group operational executive board meets quarterly to discuss the overall performance of the business (financial and quality/clinical), progress on strategic initiatives and top risks by territory. Governance matters and investment committee-related items are also dealt with.

A Group IT steering committee, as a sub-committee of the Group operational executive board, is in place to deal with IT-specific operational, risk and investment matters from a Group perspective.

### South African executive management

The South African operations are managed by the southern Africa executive management team. They report to the Chief Executive Officer: Southern Africa who serves on the Group operational executive board.

The southern Africa executive management meets monthly to consider progress relating to key strategic initiatives, performance of the territory (financial and quality/clinical), governance matters, and key operational initiatives and challenges.

### Alliance Medical

The Chief Executive Officer: Alliance Medical reports to the Group Chief Executive Officer and serves on the Group operational executive board. Alliance Medical is operationally managed through individual countries' management teams with the appropriate oversight.

Monthly country board meetings are held where the operational and financial performance is discussed. These discussion packs are circulated to Group executives.

The Alliance Medical board of directors is chaired by the Group Chief Executive Officer and includes the Group Chief Financial Officer, Group Strategy and Investor Relations Executive and the Chief Executive Officer: Alliance Medical, Chief Financial Officer: Alliance Medical and Chief Medical Officer: Alliance Medical. The Alliance Medical board operates within the ambit of the shareholders' agreement and the articles of association, and normally meets quarterly in the UK. These meetings focus on progress relating to key strategic initiatives, the performance of each territory (financial and quality/clinical), governance matters and key operational initiatives and challenges.

### Scanmed

The Chief Executive Officer: Scanmed reports to the Group Chief Executive Officer and serves on the Group operational executive board. In accordance with the Polish Commercial Code, the Scanmed business is managed by the management board chaired by the Chief Executive Officer: Scanmed. The managing board reports to the subsidiary board comprising the Group Chief Executive Officer (chairman), Group Chief Financial Officer, Group Strategy and Investor Relations Executive and the Group Chief Information Officer. The subsidiary board meets quarterly in Poland, and an annual general meeting takes place in accordance with the Companies Act (Poland).

The managing board operates within the delegation of authority framework approved by the subsidiary board.

# GROUP OPERATIONAL EXECUTIVE BOARD



**PP (Pieter) van der Westhuizen (46)**  
*Acting Group Chief Executive Officer  
 and Group Chief Financial Officer*

Refer to board of directors.



**CLW (Lourens) Bekker (58)**  
*Chief Executive Officer:  
 Southern Africa*

South African  
*Industrial Psychology (Hons)*

Lourens has been with the Group since 1994 and has held various positions commencing as Group Industrial Relations Manager. He was appointed as integration manager with the acquisition of Presmed Group and thereafter managed several hospitals, until being appointed as regional hospital manager. He was appointed Chief Operating Executive (COE) Inland Region in 2011 and assumed duties as Chief Operating Officer – SA in June 2016. Lourens was appointed as Chief Executive Officer: Southern Africa in July 2017.



**AM (Adam) Pyle (51)**  
*Group Strategy and Investor  
 Relations Executive*

South African  
*BCom, LLB*

Adam's responsibilities include strategy, investor relations and health policy. He joined Life Healthcare in 2003, and has had a number of executive roles, including marketing, funder relations, patient services and business analytics. Adam serves on the boards of Alliance Medical, Max Healthcare and Scanmed S.A. He was previously marketing director at HealthBridge and a director of HASA.



**GE (Guy) Blomfield (49)**  
*Chief Executive Officer:  
 Alliance Medical*

British  
*BA Hons (Accounting and Finance),  
 MSc (Corporate Finance)*

Guy joined AMG in April 2011 as Group Chief Operating Officer and was appointed Chief Executive Officer in June 2012. Prior to joining AMG, Guy spent four years on the board of General Healthcare Group as the commercial and strategy director and three years on the board of Oasis Healthcare. He has also held a number of management consultancy roles, including owner and managing director of Imsys Limited, a specialist strategy consultancy with expertise in pubs, franchise operations, apparel and food retailing.



**H (Hubert) Bojdo (44)**  
*Chief Executive Officer:  
 Scanmed S.A.*

Polish  
*MEC, PhD studies, Licensed stock exchange  
 broker and licensed tax advisor*

Hubert started his career in 1995 as a stock broker at Warsaw Stock Exchange. He worked for Arthur Andersen (1997 – 2002) focusing on advisory for international investment banks. In 2002 – 2006, Hubert worked for Deloitte as head of the international tax department. In 2008, he co-founded Rubicon Partners – a WSE-listed investment company, where he was managing partner specialising in cross-border IPOs, M&A and proprietary investments. Hubert was involved (both as investment manager and investor) in several private healthcare sector projects (diagnostic imaging, cardiology, private hospitals, cross-border medical staff outsourcing and other) from start-up to exit stages, both in private and public companies. Hubert supervised those investments and was closely involved in operations, finance/tax/accounting, equity/debt raising, reporting and investor relations, and exits. Hubert was appointed Chief Executive Officer of Scanmed S.A. on 1 July 2016.



**Dr C (Charles) Niehaus (47)**  
*Chief Medical Officer: Alliance Medical*

South African  
*MBChB*

Charles joined AMG in 2011, he is responsible for all strategic clinical initiatives and operational execution that deliver the Group's evolving service proposition in each country. Prior to joining AMG, Charles was group business development director at General Healthcare Group where he worked for five years. Previously Charles established Netcare in the UK in developing their ISTC footprint, including high volume cataract and orthopaedic surgery for the NHS that delivered very high quality. During his medical career, Charles led the South African military's surgical reaction force and was personal physician to president Nelson Mandela for eight years.

# GROUP EXECUTIVES



**Fazila Patel (49)**  
*Group Company Secretary*  
 BA, LLB, Cert programme in corporate governance

Fazila gained extensive experience as legal advisor for the Greater Johannesburg Metropolitan Council before joining City Power as general manager legal services in 2001. In this position, she managed the legal department and was company secretary. She was appointed as Group Company Secretary at Life Healthcare in August 2006. Fazila is also responsible for Group risk, the Group's legal department, the insurance division and PoPI compliance. She is a trustee of the Life Healthcare Foundation Trust.



**Dr Steve Taylor (60)**  
*Group Medical Executive*  
 MBChB (UCT), FFCH (CMSA), MMed (UCT)

Steve is a medical doctor. He has a wealth of healthcare experience in both the public and private sectors, where he worked as a public health specialist, and in medical administration, as a chief medical superintendent. Since joining the Group in 1993, he has specialised in hospital management and administration. He was previously general manager: coastal region, responsible for 32 hospitals. Since October 2010, he has held the position of Group Medical Executive. He serves on the boards of COHSASA and the Frere Hospital.



**Anton van Loggerenberg (48)**  
*Group Chief Information Officer*  
 MSc (Pretoria), MBA (UK)

Anton joined Iscor Mining in 1993 within its technology division. From there he moved to Nedcor, then Absa where he became a general manager in 2002. Since then, he has operated as a technology executive working within the local and global IT industry across multiple countries, serving on various forums and boards. He joined Life Healthcare in 2013 as Group Chief Information Officer.



**CLW (Lourens) Bekker (58)**  
*Chief Executive Officer: Southern Africa*  
 South African  
 Industrial Psychology (Hons)

Refer to Group operational executive board.



**Francois Theron (46)**  
*Chief Financial Officer: Southern Africa*  
 CA(SA)

Francois held various financial positions at BMW (SA) and Afrox Limited, after qualifying as a chartered accountant in 1996. In 2003, he joined the Group as regional financial manager and, in 2011, moved to strategy and business development. In 2015, he was appointed as Group business development manager where his responsibilities were extended to include international businesses in India and Poland. During his 13 years at Life Healthcare, he also served as a board member on various subsidiary and associate companies of the Group, both locally and internationally.



## SOUTHERN AFRICA EXECUTIVES CONTINUED



**Janette Joubert (57)**  
*Support Services Executive:  
Southern Africa*

*DipPharm*

Janette joined the Group in 1984 and has gained a wealth of knowledge and wide experience in the healthcare industry through the various positions she has held, including that of operations manager, national operations manager and national pharmacy practice manager. She was appointed to the executive in 2010 with responsibilities for pharmacy operations and professional and legal practice, Group procurement and pharmaceutical procurement. In 2015, she took on the additional responsibility for engineering and laundry.



**Yvonne Motsisi (54)**  
*Marketing and Communications  
Executive: Southern Africa*

*BA (Social Sciences) (University of Lesotho),  
BA (Hons) (University of Zimbabwe),  
MA (Industrial Relations) (University of  
Sydney), MBA (University of Canberra)*

Yvonne joined Medscheme as the corporate service executive, she was responsible for managing a portfolio of medical schemes, before being promoted to the executive committee as divisional director of the consulting division. Yvonne was later appointed executive director: branding, communication and transformation responsible for the formulation and implementation of the branding, communications and broad-based black economic empowerment strategies across the AfroCentric Group. Active in a number of organisations involved in the transformation of the healthcare industry, Yvonne served as chairperson of Aid for Aids (a leader in HIV/ Aids disease management), a trustee for the Financial Services Board's National Education Foundation and is a former director of the board of Healthcare Funders. She currently chairs Sasol Inzalo Employee Scheme Trust and serves as a director of FEDHA (a women's empowerment group with interest in healthcare) and Mohau Women Investments. Yvonne was appointed as Marketing and Communications Executive on 1 July 2014. She is responsible for driving the Group's marketing, branding and communications strategies.



**Matthew Prior (46)**  
*Funder Relations and Health Policy  
Executive: Southern Africa*

*CA(SA)*

After holding various positions in the UK and US, Matthew joined the Group in 2002 in the information management division, where he was responsible for the development of the data warehouse, business intelligence and pricing models. He moved across to the funder contracting division in 2007, and was appointed to his current position where he assumes responsibility for funder relations and health policy in 2016. As part of these responsibilities he also serves on the board of HASA.



**Dr Paul Soko (46)**  
*Clinical Directorate Executive:  
Southern Africa*

*MChB (UKZN), FC Paed (SA),  
MPhil (Economic Policy) (Stellenbosch)*

Paul is a qualified paediatrician from the University of Cape Town. He graduated with a medical degree from University of KwaZulu-Natal in 1995. He was appointed general manager of clinical services by Mediclinic Proprietary Limited in 2008. He joined Discovery Health as divisional manager in strategic risk management in 2013 and was appointed to his current position at Life Healthcare on 1 July 2016.



**Elzette van Dyk (41)**  
*Strategy and Business Development  
Executive: Southern Africa*

*CA(SA)*

Elzette joined the Group in 2002 after qualifying as a chartered accountant and serving as an audit manager at the audit firm. She has held various financial positions within the organisation and was seconded to Poland for a short period during 2016, to provide guidance to the local operations on financial integration. Elzette was appointed Strategy and Business Development Executive: Southern Africa in July 2016.

## SOUTHERN AFRICA EXECUTIVES CONTINUED



**Dr Sharon Vasuthevan (59)**  
*Nursing Executive: Southern Africa*

*BCur, BCur (Hons), MSc, PhD*

Sharon joined the Group in 2001 as national training and development manager. She is currently responsible for quality, nursing practice, infection prevention and control and the Life College of Learning. She has a proven track record of delivery in the nursing profession and serves on various committees and societies, including being the chairperson of the International Council of Nurses Education Network and a trustee of the Nursing Foundation of South Africa.



**Kurt Wylie (44)**  
*Business Operations Executive: Southern Africa*

*BCompt (Hons), CA(SA)*

Kurt has been with the Group since 2006. He held the position of regional financial manager of the coastal division for more than ten years and served on many of the Group's subsidiary and associate boards. During his time with the Group he has also held various regional and local operational roles. In 2016 Kurt was appointed as Business Operations Executive: Southern Africa.

### Executives that left during the year



**Juliet Mhango (43)**  
*Group Human Resources Executive*

*BA (Wits University), Master of Business Leadership (Unisa SBL)*

Juliet joined Life Healthcare in November 2015 as Group Human Resources Executive. She started her career in the human resources (HR) field in 1998, as an HR consultant at MTN. Her experience in HR includes both specialist and general HR management roles, primarily within the financial services industry, with organisations including Standard Bank and Sanlam Capital Markets. Prior to joining Life Healthcare, Juliet held the position of HR executive at Momentum Retail (MMI Holdings) for six years. Resigned in August 2017.



**Dr Nilesh Patel (48)**  
*Healthcare Services Operations Executive: Southern Africa*

*MBChB, MPhil (cum laude)*

Nilesh started his career investigating and restructuring stroke services at an academic tertiary hospital which led to the establishment of the first stroke unit in South Africa at Groote Schuur Hospital. He then continued this work in the private sector, focusing on acute rehabilitation and, in 1997, established the first outcomes driven acute rehabilitation unit in South Africa at the Life Brenthurst Clinic. In 1999, he joined the Group as National Rehabilitation Manager and coordinated the establishment of a network of acute rehabilitation units. In 2007, he took on the role of managing director of Life Esidimeni until appointed as Healthcare Services Operations Executive in 2009. He is responsible for the healthcare services portfolio including the Life Esidimeni, Life Occupational Health and Careways business units, and also for the Group's clinical product (acute rehabilitation, mental health and renal dialysis) support functions. Resigned March 2017.

# ALLIANCE MEDICAL GROUP EXECUTIVES



**GE (Guy) Blomfield (49)**  
*Chief Executive Officer:  
Alliance Medical*

British  
*BA Hons (Accounting and Finance),  
MSc (Corporate Finance)*  
Refer to Group operational executive board.



**Nick Burley (49)**  
*Chief Financial Officer*

British  
*BA (Hons) (accounting and finance)*  
Nick joined AMG in July 2012. Prior to joining AMG Nick worked as CFO for Tianhe Chemicals Group Limited, a Chinese chemicals group who was looking to enter the FTSE 100 following a proposed IPO. Prior to this, he was CFO of The Vita Group, a manufacturer of industrial polymers and compounds and a private equity backed venture of TPG Capital. Nick has also worked as the European chief financial officer of McCormick Inc. and held senior finance and tax roles in Allied Domecq Limited and General Electric Inc. Nick is a chartered accountant and member of the Institute of Taxation, having qualified for both while working at Coopers & Lybrand.



**Dr C (Charles) Niehaus (47)**  
*Chief Medical Officer: Alliance Medical*

South African  
*MBChB*  
Refer to Group operational executive board.

## SCANMED EXECUTIVES



**H (Hubert) Bojdo (44)**  
*Chief Executive Officer:  
Scanmed S.A.*

Polish  
*MEC, PhD studies, Licensed stock exchange  
broker and licensed tax advisor*  
Refer to Group operational executive board.



**Sebastian Kośmiejka (42)**  
*Acting Chief Financial Officer*

Polish  
*Masters (accounting and finance)*  
Sebastian joined Scanmed in March 2015. He has almost 20 years of professional experience in finance and accounting as well as commercial law and taxation. Prior to joining Scanmed, Sebastian worked as an auditor and running the finance departments of commercial real estate developers and investors from different sectors (Skanska, Point Park Properties, Manhattan Real Estate – presently Atrium). Sebastian is an ACCA Affiliate and CCIM (USA – certified commercial investment member). Sebastian has training in leadership, coaching and accounting.

## SCANMED EXECUTIVES CONTINUED



**Sylwia Siejka (43)**  
*Human Resources Director*

Polish  
*Masters (science in management and marketing)*

Sylwia has a wealth of 18-year experience in different areas of HR management and payroll. She graduated from the Silesian University of Technology holding a diploma in management and marketing. She also did postgraduate studies at the University of Science and Technology in Cracow (HR management), the University of Social Sciences and Humanities (coaching and mentoring) and the School for Trainers and Personal Consultants. She joined Scanmed in 2005 as HR director and left in 2008 to pursue other opportunities. She was nominated Poland's top HR director of the Year in 2006 for the implementation of an outstanding performance management system. Sylwia re-joined the Scanmed Group in November 2016 and was appointed to the Scanmed S.A. management board on 1 November 2017 as executive responsible for HR.



**Dorota Szydłowska (35)**  
*Director: Public Sector and Settlements*

Polish  
*MD the Jagiellonian University, postgraduate degree at Cracow University of Economics*

Dorota joined Scanmed in 2007. She has held different positions within the organisation in the area of customer relations and cooperation with the public health sector and private contractors. She has grown professionally together with the company gaining a wealth of experience and industry related know-how. Dorota is responsible for operational management efficiency in the Scanmed Group and supervises all National Health Service (NFZ) processes including contracting, settlements and collections as well as medical staff cooperation.



**Chris van Wyk (50)**  
*Director: Integration*

South African  
*B Com (Hons), MBA*

Chris started his career in private healthcare in 1998 as financial manager for Actonville Private Hospital. He joined Life Healthcare in 2000 as finance and administration manager for Life Glynwood Hospital (2000 – 2002). Chris held various management positions since then including finance and administration manager for Life East Rand Oncology Joint Venture in 2001 to 2003, hospital manager at Life Suikerbosrand Clinic (2002 – 2005), hospital manager Life Springs Parkland Clinic (2006 – 2011), hospital manager Life Peglerae Private Hospital (2011 – 2013) and hospital manager Life Flora Clinic (2014 – 2016). Chris was elected as a trustee of the Life Healthcare Provident Fund from 2012 to 2016. Chris joined Scanmed S.A. on 1 March 2017 and was appointed to the Scanmed S.A. management board on 1 November 2017 as executive responsible for the integration of the Polish business with the Life Healthcare Group.

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**online**

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