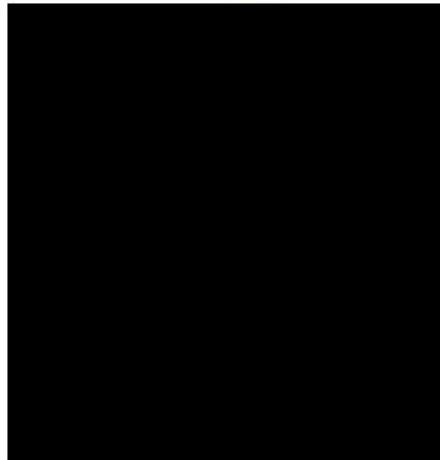


### 3. Board Bio – Executive Summary

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#### ***Strategic Energy Executive | Governance Leader | ESG Advocate and Champion***

With nearly 30 years of leadership in mining, energy and utilities, Freddy brings expertise in strategy, governance, ESG integration, and stakeholder engagement. He is Harvard-trained and he blends institutional insight with strategic foresight and has steered transformation at Eskom and Salungano Group. Freddy would bring exceptional public-sector insight and board-level acumen to any energy SOC.

#### **Current Position**

**Executive Head – Corporate Services Salungano Group Ltd (JSE-listed)** Leading enterprise governance, stakeholder engagement, ESG integration, and strategic corporate functions across a diversified energy and mining portfolio. I have led the turnaround of the Group and successfully rebranded the Group from Wescoal to Salungano Group.

#### **Career Highlights**

- **Former Divisional Executive – Strategy Support, Eskom**
- Led PFMA-aligned corporate planning, shareholder compact negotiations, and national strategy execution. I was the Executive responsible for the successful 2018 Strategy Review of Eskom
- Established Eskom's first **Corporate Programme Management Office** and guided enterprise restructuring
- Commercialised energy IP globally, including 250MVA UPS and nanotech innovations
- Past MD of Amazing Amanzi Systems, delivering turnaround and profitability

## 2. Curriculum Vitae

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### Personal Information

- **Full Name:** Mudanalwo Freddy Ndou
- **ID Number:** [REDACTED]
- **Gender:** Male
- **Residential Address:** [REDACTED]  
[REDACTED] 5
- **Postal Address:** [REDACTED]
- **Mobile:** [REDACTED]
- **Email:** [REDACTED]
- **Drivers Licence:** Code EB

### Academic Qualifications

- **Advanced Management Programme** – Harvard Business School (2017)
- **Global Executive Development Programme** – GIBS (2006)
- **BA Communications Science** – UNISA (2010)
- **National Higher Diploma Electrical Engineering (T4)** – Technikon Witwatersrand (1995)
- **Management Advanced Programme (MAP)** - Wits Business School
- **Strategic Marketing, Utility Management** – Samford

### Employment History

**Grandmark Business Solutions Pty Ltd (2019 –Present)** Founder and Chief Executive and **Salungano Group Ltd (2020–Present)** Executive Head Corporate Services (**Contracted**)

- Corporate Head, Leadership across Strategy, ESG, governance, HR, stakeholder and risk management in a JSE-listed energy group
- Board Member – Neosho Trading, Wescoal Mining and Arnot OpCo

**Eskom Holdings SOC Ltd (1995–2018) Key roles include:**

- Divisional Executive – Strategy Support (2014–2018)
- General Manager – Corporate Planning (2011–2013)
- Senior Manager – Corporate PMO (2005–2011)
- Commercialisation Unit Manager – TSI Division (2002–2005)
- Managing Director – Amazing Amanzi Systems (2000–2002)
- Senior Advisor – Demand-side Management (1998–2000)
- Key Customer Engineer – Metals (1997–1998)
- Project Officer – Transmission Group (1995–1997)

**Directorships & Memberships**

- Member – SAIEE
- Member – IRMSA
- Current Director - Neosho Trading, Wescoal Mining and Arnot OpCo
- Past Managing Director – Amazing Amanzi Systems
- Various advisory roles within Eskom and Salungano operational boards

## **Education**

- Advanced Management Programme – *Harvard Business School*
- GEDP & Strategy Mastery – *GIBS*
- BA Communications – *UNISA*
- National Higher Diploma (Electrical Engineering) – *Technikon Witwatersrand*

## **Board Strengths**

- ESG leadership and sustainability oversight
- PFMA and governance fluency
- Strategic transformation and public-sector engagement
- Change Management
- Risk and compliance integration
- Executive HR, stakeholder, and communications leadership

## **Professional Affiliations**

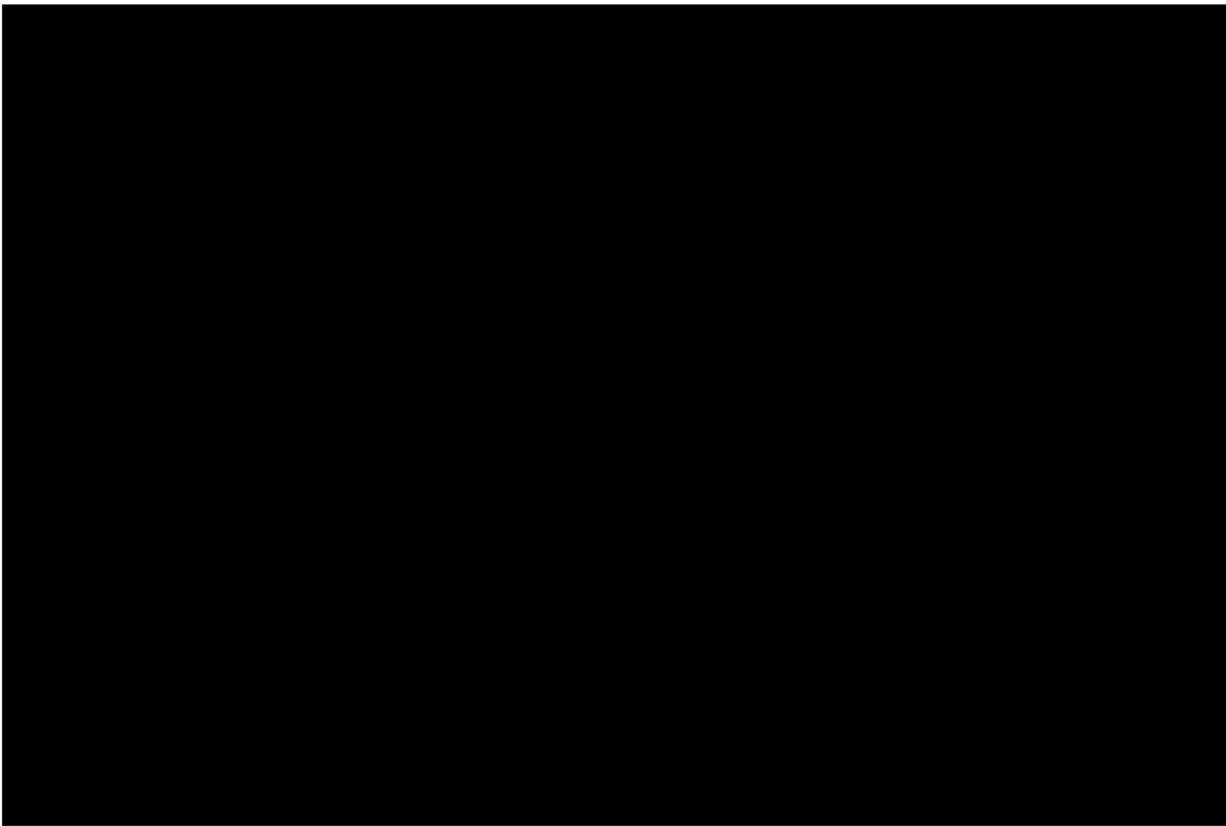
- SAIEE – Member
- South African Institute of Risk Management – Corporate Member

## **4. Personal Statement of Intent**

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### **Shaping South Africa's Energy Future Through Ethical Governance and Strategic Foresight**

I am committed to helping South Africa's energy institutions evolve through ethical governance, long-term planning, and stakeholder accountability. My work has fused public-sector mandates with private-sector agility, driving transformation, sustainability, and enterprise stability across decades of leadership. I look forward to contributing at board level to further advance transparency, infrastructure, and energy reform.



**Signed at Waterfall on 17 July 2025**

Signature:  \_\_\_\_\_

Name: Freddy Ndou