



**The African Seed Company**

**01 July 2024**

**ANNOUNCEMENT TO ALL STAFF**

**SENIOR EXECUTIVE APPOINTMENTS AND CONFIRMATIONS**

**1. Group Operations Director**

I am pleased to announce that at the Group Board meeting held on Thursday 27 June 2024, Mr. Clive Chikomborero Mugadza, was promoted to the role of Group Operations Director, reporting to the Group Chief Executive Officer.

In this role he will remain in charge of our East African businesses namely Tanzania, Kenya and the East African lakes region but also take additional oversight role on the Vegetable businesses as well as the Developing markets which include:

- Mozambique
- Ethiopia
- Botswana
- The WECA Joint venture
- Nigeria
- Botswana

Clive joined the Company in 2011 as Group Marketing Manager and has excelled in all the roles he has held so far, and I have no doubt he will excel in his new post

He holds a Bachelor of Technology Management Honours degree. He is also an alumnus of Harvard Business School, where he completed an Executive Leadership Program.

## **2. Managing Director – Zimbabwe**

The Board also confirmed the appointment of Mrs. Felistus Ndawi-Gurajena as Managing Director for Seed Co Zimbabwe and will continue reporting to the Group CEO. Felistus has been acting in this role since 16 March 2024 and has excelled in the brief period she has held the position.

Felistus holds an Honors and Master's degrees in Accounting Science from UNISA, along with certifications in International Cash Management and Financial Planning and Analysis from the Association for Corporate Treasurers (UK) and the Association for Finance Professionals (USA) respectively. She is also an alumnus of the 2023 class for an Executive Development Business Transformation Program with Stanford Graduate School of Business (USA).

## **3. Managing Director – Kenya**

Mr. Wellington Wasike, was confirmed as Managing Director for Kenya. He was previously General Manager for the business. He will continue to report to Mr. Clive Mugadza, the newly appointed Group Operations Director.

Wellington joined Seed Co Kenya in 2014 as Marketing Manager and was promoted to General Manager in 2022

Wellington holds a Honors and Master's degrees in Agronomy from Egerton University, Kenya. He is an Alumnus of INSEAD Business School (Fontainebleau, France) Marketing Academy. He is also a certified business operations professional from International Academy of Business and Financial Management (IABFM).

## **4. General Manager –Vegetable Seeds Northern Cluster**

Mr. Patrick Mutandwa has been confirmed in the role of General Manager for the northern cluster (Vegetables). He has been acting in this role for the last three months and has equally excelled in this role.

He will look after the Group's vegetable business in Zimbabwe, Zambia, Kenya and Tanzania, reporting to the Group Operations Director.

Patrick was previously Group Head of HR. he will also continue acting in this role pending a substantive appointment.

Patrick joined the group in 2009 as HR Manager for Quton Seed Co and was promoted to the position of Operations Executive for the business prior to his promotion to Group HR Manager in 2013.

Patrick holds a BSc Honors degree in Sociology (UZ), a Master's degree in Human Capital Management (UZ) and a Master's degree in Business Administration - MBA (UZ). He also holds a Post Grad Diploma in Management for Executives and a Higher Diploma in Human Resources Management. Patrick is a member of the Institute of People Management of Zimbabwe.

#### **5. General Manager -Vegetable Seeds Southern Cluster**

Mr. Craig Nel has been confirmed in the role of General Manager for the Southern cluster (Vegetables), He will look after the Group's vegetable business in South Africa, Botswana, Malawi and other CCU Markets, reporting to the Group Operations Director.

Craig was previously Executive Directive for Alliance seeds and will continue to maintain this role as well.

Craig is a holder of a BSc in Sports Science and is a member of the Institute of Directors of South Africa.

#### **6. Country Manager – Mozambique**

Mr. Aly Baraza is joining Seed co Mozambique with effect from 5<sup>th</sup> of July 2024. He is currently territory manager for Coca Cola in the Central Mozambique region

He has several years' experience working with multinationals in Mozambique and brings a wealth of experience in the distribution space

**The appointments are part of any on-going reorganization and further announcements will be made in due course**

I would like to wish the new appointees' great success in the assigned roles and have no doubt you will all give them your wholesome tremendous support as usual.

A handwritten signature in blue ink, appearing to read 'Morgan Nzwere', with a stylized, cursive script.

MORGAN NZWERE

**GROUP CHIEF EXECUTIVE**