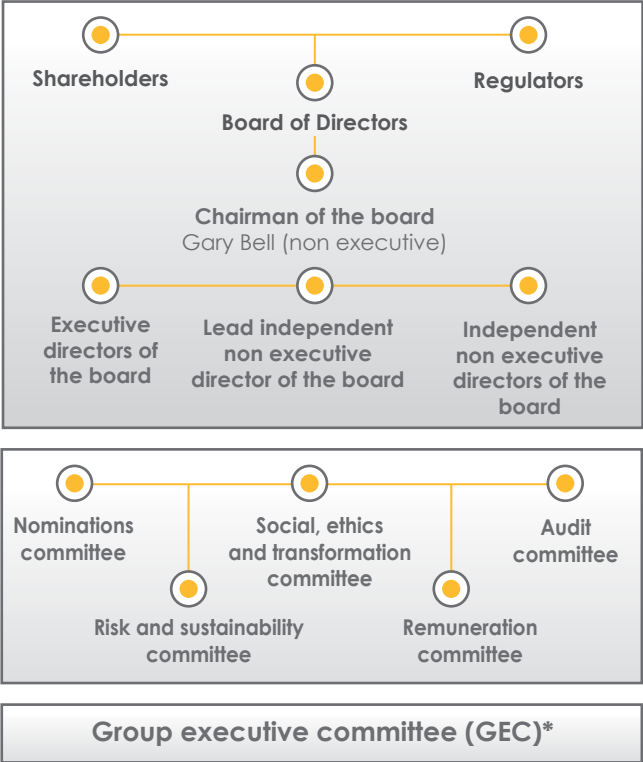


Leadership: group executive committee

Bell Equipment's group executive committee consists of 12 members who represent all areas of the business and contribute diverse skills, thought and experience. The group executive committee is empowered and responsible to implement strategies approved by the board and manage day to day affairs of the business. The group executive committee is chaired by the chief executive and comprises the group finance director, the managing directors of each of the regions and the executives alongside.

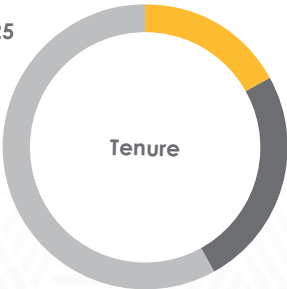
The corporate governance structure as at 26 March 2025



* Douglas Morris resigned as an employee with effect from 30 November 2024

Tenure at Bell as at 26 March 2025

- 0-10 years: 17%
- 11-20 years: 25%
- 21-37 years: 58%



Ashley Bell (42)



Title:
Group chief executive

Qualifications and experience:
BCom (Marketing) (UNISA)

Ashley was appointed as CEO with effect from 1 January 2024, having been on the Bell Equipment Limited Board since 2015.

Aldo Mayer (52)



Title:
Director:
OEM supply chain and northern hemisphere manufacturing

Qualifications and experience:
National Higher Diploma, Mech Eng (Natal Technikon), B Tech (Business Management) (Natal Technikon)

Aldo has 29 years' experience at Bell Equipment.

Johan van Wyngaardt (56)



Title:
Director:
group human resources

Qualifications and experience:
DMS Dip HRM (Damelin)
DMS Dip IR (Damelin)
B Tech (Advanced Business Management) (Natal Technikon)

Johan has 19 years' experience at Bell Equipment.

Meltus Badenhorst (44)



Title:
Director:
group aftermarket and product support

Qualifications and experience:
BCom (Management & Marketing) (Boston City Campus)
Earthmoving Mechanic Trade Test

Meltus has 21 years' experience at Bell Equipment.

Karen van Hagt (58)



Title:
Group finance director

Qualifications and experience:
BCompt (Hons) (UNISA), CA (SA)

Karen has 24 years' experience at Bell Equipment.

Avishkar Goordeen (45)



Title:
Director:
group commercial and IT systems

Qualifications and experience:
BCompt (Hons) (UNISA)
CA (SA)

Avishkar has 18 years' experience at Bell Equipment.

Diana McIlrath (51)



Title:
Group company secretary and legal

Qualifications and experience:
BCom (UKZN)
LLB (UKZN)

Diana has 8 years' experience at Bell Equipment.

Dominic Chinnappen (56)



Title:
Director:
southern hemisphere
manufacturing, group sales and
operations planning

Qualifications and experience:
BCom (Hons) (Logistics) (UNISA)

Dominic has 37 years' experience at Bell Equipment.

John Fleetwood (43)



Title:
Managing director:
Bell Equipment Sales
SA Ltd

Qualifications and experience:
BCom (Hons) (UNISA)
Earthmoving Mechanic Trade Test
Master of Business Administration

John has 19 years' experience at Bell Equipment.

Justin Bell (46)



Title:
Director:
group technical and quality
assurance

Qualifications and experience:
BSc Mech Eng (UCT)

Justin was appointed to the GEC on 1 April 2024. He has 21 years' experience at Bell Equipment (including his time at Matriarch from July 2009 to January 2019).

Stephen Jones (53)



Title:
Director:
group business development and
OEM sales

Qualifications and experience:
National Higher Diploma – Mech
Eng (Natal Technikon)
B Tech (Business Management)
(Natal Technikon)

Stephen has 30 years' experience at Bell Equipment.

Tristan du Pisanie (49)



Title:
Director:
engineering and product
development

Qualifications and experience:
MEng (Cambridge University)
MBA (GIBS)

Tristan has 22 years' experience at Bell Equipment.