Building businesses that last

MTETO NYATI
Eskom Chairman

TOURISM LEADERSHIP CONFERENCE 2026

30TH ANNIVERSARY TBCSA
TOURISM BUSINESS COUNCIL OF SOUTH AFRICA

WTTC Recognises Minister Patricia de Lille as a Champion of Tourism Growth and Industry Partnership in Africa

You must manage
yourself before you can
lead someone else.
Zig Ziglar
quotefancy

A journey towards personal mastery

- ✓ **Self-awareness** - How do you notice your impact, blind spots and default patterns as a leader?
- ✓ **Personal Vision** - What future are you committed to creating through your leadership?
- ✓ **Personal Values** - What values matter most to you as a leader?
- ✓ **Purpose** - What sense of life purpose do you bring to your leadership?
- ✓ **Discipline** - How do you exercise self discipline in your leadership?

PRACTICAL TIPS

- Executive Coaching
- Leadership & management Development
- Performance Management System

If you don't know where you're going, any road'll take you there.
George Harrison
quotefancy

One Altron strategy - keeping things simple

OUR PURPOSE

Delivering innovation that matters

OUR VISION

Be the leading technology solutions provider

OUR SEGMENTS

Smart IOT

Managed Services

Digital Transformation

Fintech & Healthtech

ONE GOAL 2-5-1

Double (2) EBITDA in 5 years by:

- Being a great place to work for all
- Delivering leading returns in ICT
- Providing exceptional customer service
- Doing good business while doing good

ONE SET OF VALUES

- Openness, honesty and integrity
- Collaborate across teams
- Embrace diversity and inclusion
- Get things done and enjoy doing it
- Passionate about employees, customers, partners and communities

OUR SET OF STRATEGIC PRIORITIES

- Revenue growth
- Improving profitability
- Transform the customer experience
- *Employee excellence*

GROWTH AREAS

Cloud Services

IOT

Data Analytics

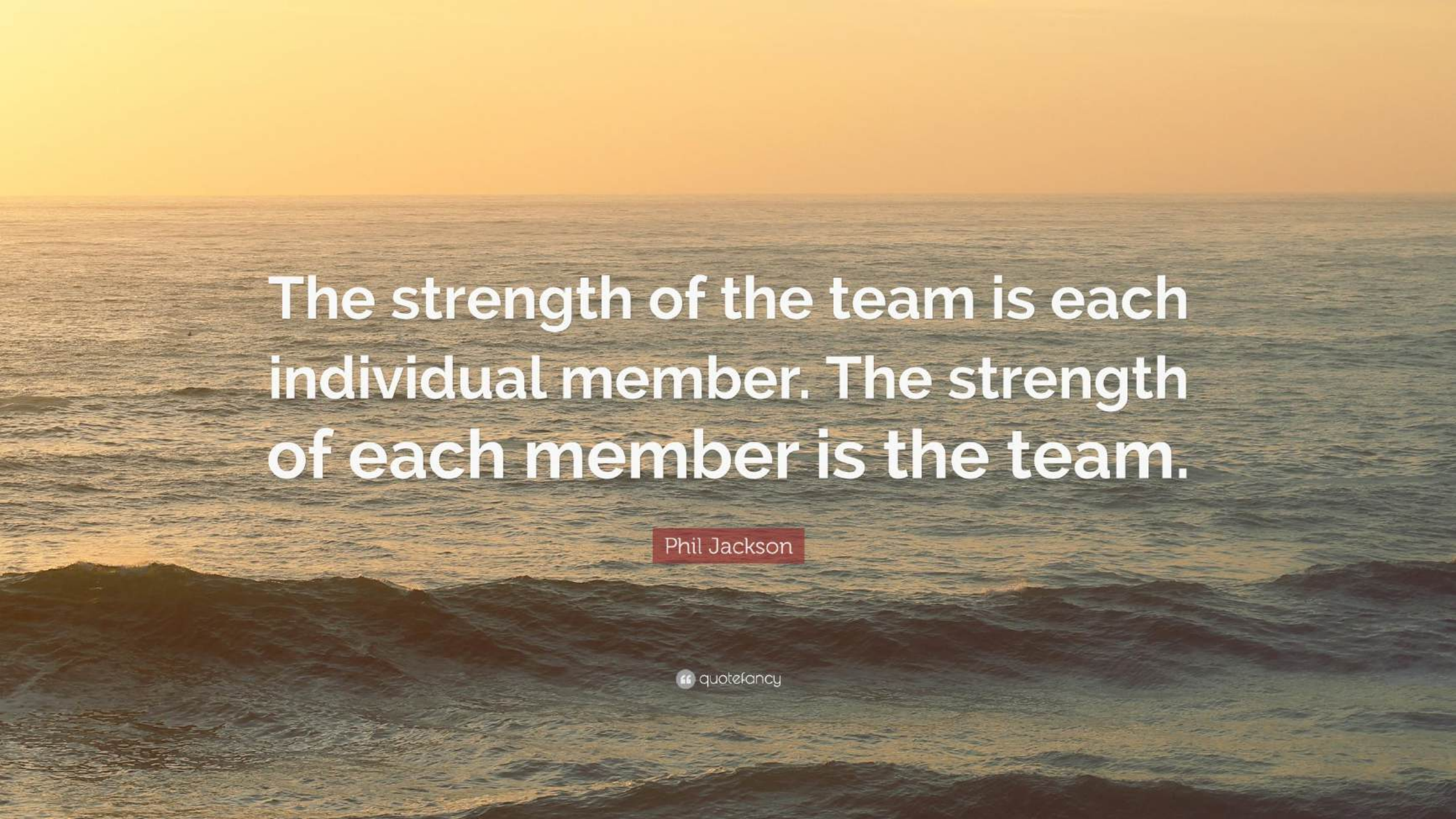
Security

Practical Tips

- Strategy on a Page

SOCIETAL IMPACT

SAFETY AND SECURITY | SKILLS DEVELOPMENT | FINANCIAL INCLUSION | HEALTHCARE MANAGEMENT


The strength of the team is each individual member. The strength of each member is the team.
Phil Jackson
quotefancy

Executive Management Committee – September 2026

Dan Marokane
Group Chief Executive

Supported by the following permanent invitees:

Tembela Kulu	Group Investigations and Security
Mlawuli Manjingolo	Company Secretary
Jerome Mthembu	Legal and Compliance
Ureka Rangasamy	Chief Audit Executive

Junaid Munshi
Distribution

Calib Cassim
Group CFO

Roman Crookes
Group Capital

Len de Villiers
Chief Technology and Information Officer

Nontokozo Hadebe
Strategy and Sustainability

Dr Candice Hartley
Chief People Officer

Portia Mngomezulu
Corporate Services

Rivoningo Mnisi
Renewables

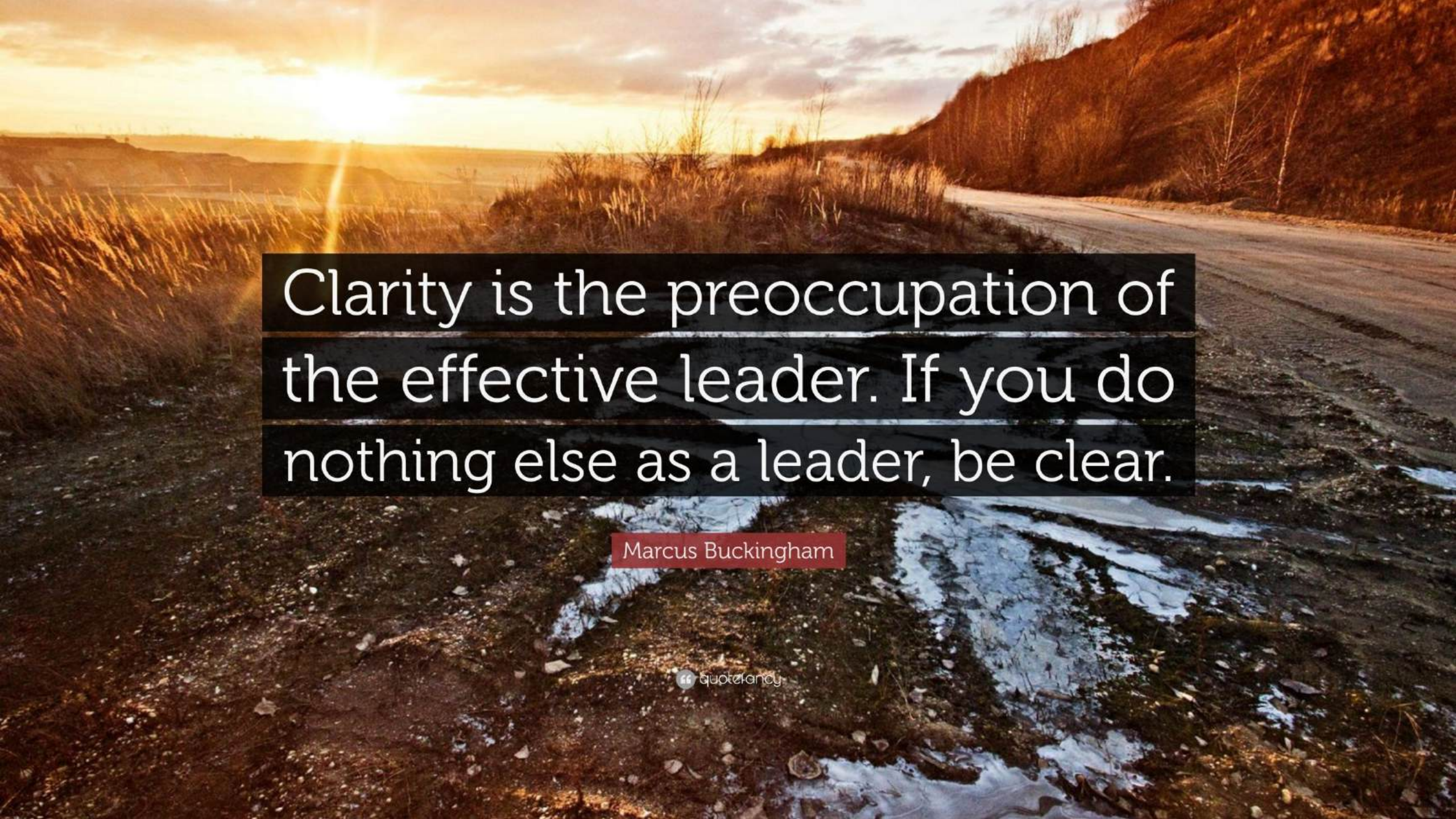
Bheki Nxumalo
Generation

Alfred Seema
Strategic Delivery

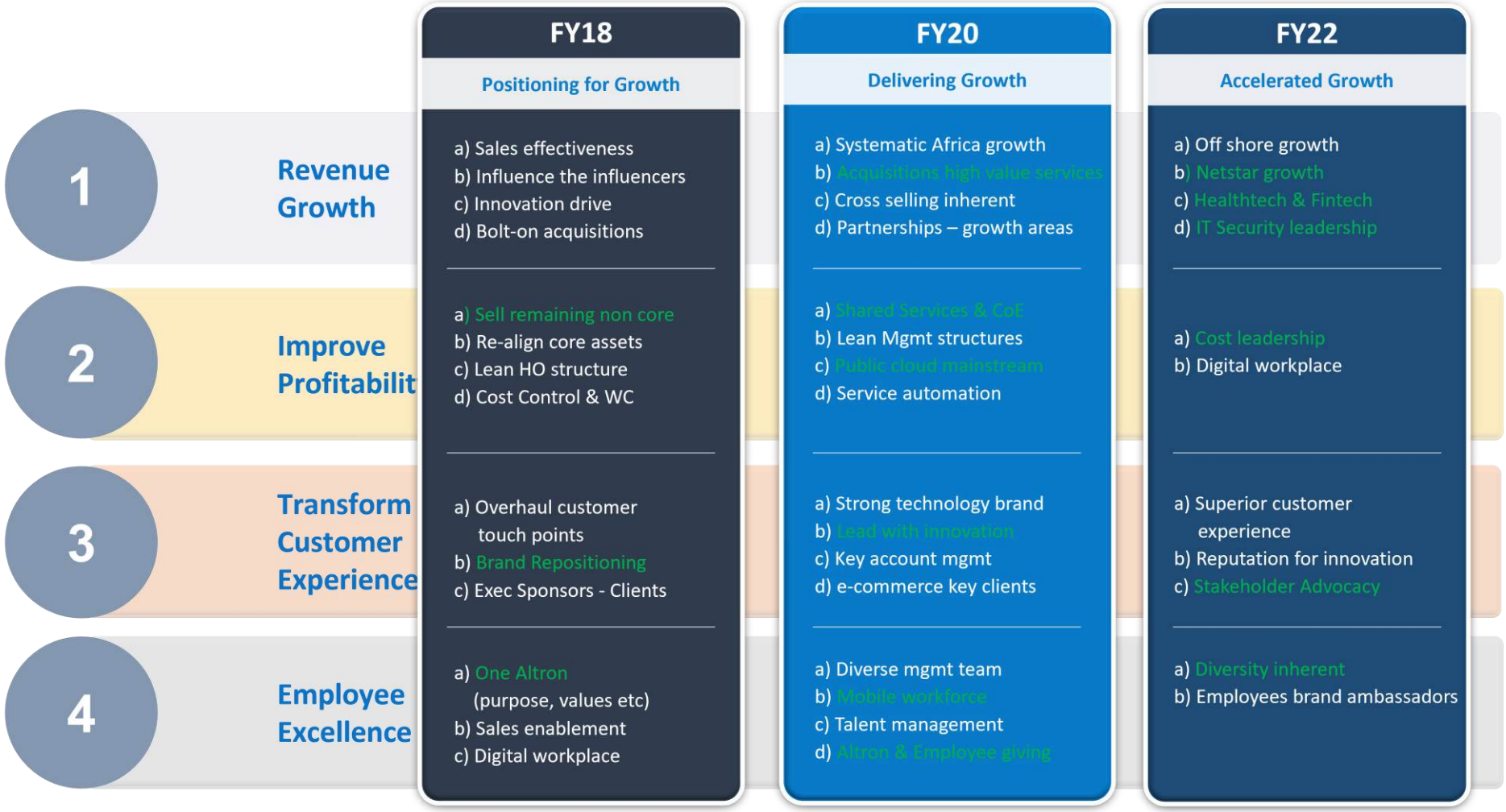
Monde Bala
NTCSA CEO
Permanent Invitee

PRACTICAL TIPS

- Internal & external appointments
- Diversity is a strength
- Merit based appointments


Clarity is the preoccupation of the effective leader. If you do nothing else as a leader, be clear.
Marcus Buckingham
quotefancy

Strategy Execution Roadmap - communicating both intent and deliverables



Generation recovery plan – “culture of discipline & accountability”

Implementation complete Implementation in progress

1 Set up for success

March 2023

- **Set-up the enabling structures**
  - Turnaround plans
  - Generation recovery office
  - Key enablers
- **Guard performance** at current **flagship stations**
  - Medupi, Lethabo, Matimba and Peaking
- Focus on the **Priority stations**
  - Duvha, Kusile, Kendal, Majuba, Matla and Tutuka
  - Kusile removed from priority list
- **Execution of Koeberg 1 Outage**
- **Source external specialized skills**

2 Execute excellence

65%[1] EAF

March 2024

- **Successful execution of Koeberg 1**
- **Sustain Excellent Medupi performance**
- **Embed principles of Operational Excellence**
- **Address internal skills gaps**
- **Prevent outage slips**
- **Return of Kusile 1, 2 and 3**
- **Synchronisation of Kusile 5**
- **Review plant shutdown dates based on system requirements**

3 World class performance

70%[1] EAF

March 2025

- **Return of Medupi 4** from long term forced outage
- **Commercial operation of Kusile 5**
- **Synchronisation of Kusile 6**
- **Continuous focus on current and future skills**
- **Ensure successful implementation of Koeberg 2 steam generator and long-term operating projects**
- **Prevent outage slips**
- **Return of Kusile 1, 2 and 3**

Independent consultants WSP appointed to stress test and drive execution of Generation Recovery Plan

What gets measured, gets done.
And what gets recognized gets
done again, and even better.
Robert Crawford
quotefancy

What get measured gets done – operational measures

ALTRON 2.0

Revenue growth

- % Revenue increase
- Revenue / Head

Improve Profitability

- % EBITDA increase
- Opex efficiencies
- Opex / Revenue

Transform Customer Experience

- Customer NPS
- # contract wins in Top 45
- Netstar churn rate

Employee Excellence

- Employee engagement index
- Employee turnover rate
- Diversity

Sustainability

- CSI spend
- BEE
- GHG emission reductions
- King IV

Effective leadership is not about making speeches or being liked; leadership is defined by results not attributes.
Peter F. Drucker
quotefancy

Leadership - “don’t be afraid to make tough calls”

CAPEARGUS NEWS

Eskom board to terminate COO position after Jan Oberholzer retires

Compiled by Thapelo Lekabe
Senior Digital Journalist
4 minute read
14 Apr 2023
10:02 am

Bheki Nxumalo appointed Eskom’s group executive for generation

Nxumalo's career in the energy sector spans over 20 years from junior to senior management and executive levels.

Eskom's newly appointed group executive for generation Bheki Nxumalo. Picture: Screengrab/YouTube

By Molefe Seeletsa
Digital Journalist
7 minute read
26 Apr 2023

‘Too many cooks in the kitchen’: De Ruyter says he resigned due to Gordhan, new Eskom board

The Public Enterprises Minister bypassed senior Eskom executives, according to André de Ruyter.

Eskom shakes hands to 7% Salary Increase with trade unions

In addition, Eskom says the parties agreed to a 7% increase in the housing allowance over a three-year period.

By Siso Naile | 15-06-23 19:22 | in News

Eskom OEMs could help draw curtain on load shedding

Government is making overtures to power plant OEMs to become more involved in the running of the utility.

By Sandra Laurence – 13 July 2023

Energy | Boards | Grid & Infrastructure | Coal

South Africa picks Marokane as next CEO of power firm Eskom

By Bhargav Acharya

December 8, 2023 6:09 PM GMT+2 · Updated 10 months ago

19 Apr 2023 Share

Eskom's plan to bypass pollution controls at Kusile could kill hundreds – study shows

Antony Sguazzin
Bloomberg NEWS

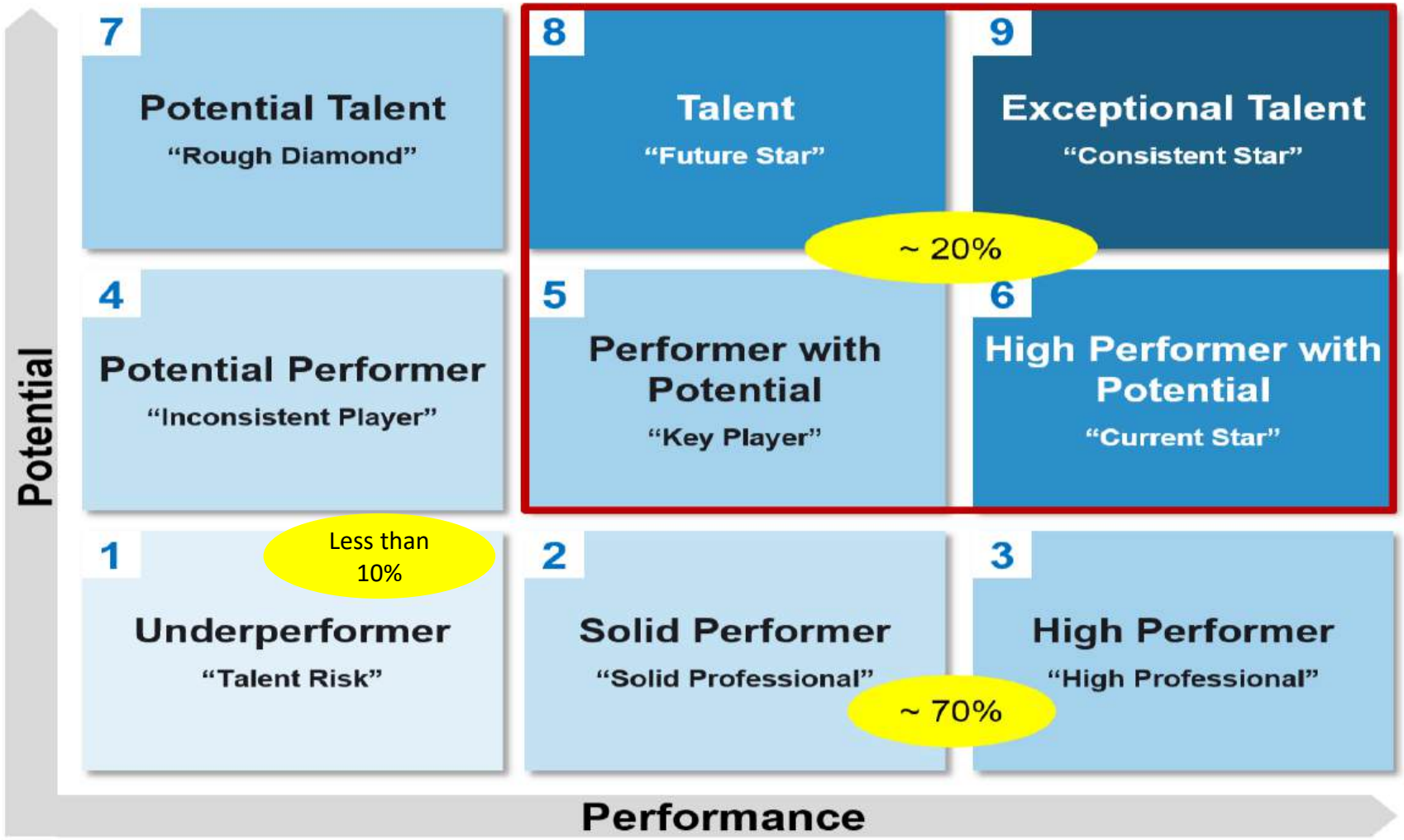
Comments Bookmark

Eskom Extends Coal Plants’ Lives to Protect South Africa Grid

- Firm won’t make itself vulnerable by early shutdowns, CEO says
- Utility remains committed to reducing emissions, Nxumalo says

One of my greatest talents is recognizing talent in others and giving them the forum to shine.
Tory Burch
quotefancy

9 Box Talent Matrix



Courage is the most important of all the virtues because without courage, you can't practice any other virtue consistently.
Maya Angelou
quotefancy

“The right thing to do and the hard thing to do are usually the same thing”

NEWS

BLSA’s Mavuso accuses Eskom board of stalling key reforms

Lenders open to talks, but utility’s leadership accused of blocking power market reforms

August 17, 2026 • 5 min read

Presidency rebukes Eskom chairman Mteto Nyati over transmission unbundling concerns

Story by Tebogo Mokwena • 3w • 2 min read

POLITICS

Ramaphosa meets Eskom board on energy reform path

Path is crucial to achieve affordable, reliable and sustainable electricity supply, says president

August 31, 2026 at 10:07 am • 2 min read

South Africa

Future of power utility Eskom chair in doubt over reform row

Subscribers only | Published on 27.08.2026 at 04:40 GMT | 2 min read | Lire en français

Cabinet extends Mteto Nyati's tenure as Eskom board chair

Story by Nokuthula Khanyile • 2d • 1 min read

South Africa

Ramokgopa extends Nyati’s term as Eskom board chair

The extension is for three more years, ending uncertainty over leadership continuity at the power utility.

Ray Mahlaka · 25 Sep 2026, 15:13

When people transcend their differences
and work together to achieve a
common goal, greatness is possible.
Mteto Nyati
quotefancy

THANK YOU
FOR YOUR ATTENDANCE

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