



Emerging  
*Stronger*  
A better Future



A bright sun in a clear blue sky above a field of golden wheat. The sun is a large, glowing orb in the upper center, casting a soft light. The sky is a pale, clear blue. Below the sky is a vast field of golden wheat, with some stalks in sharp focus in the foreground and others blurred in the background. The overall scene is peaceful and natural.

# Our Leadership

## Board of Directors



### **Dr. Martin Luke Oduor-Otieno, CBS (Age 65)**

**Independent Non-Executive Director and Group Chairman, Kenyan**

Appointed to the Board in May, 2016 and appointed as Group Chairman in January, 2020.

Dr. Martin Luke Oduor-Otieno, CBS, was appointed as the Group Chairman of EABL on 1<sup>st</sup> January, 2020. He is also the Chairman of Kenya Breweries Limited and UDV (Kenya) Limited, both subsidiaries of EABL. He is the founder and CEO of The Leadership Group Limited, a Nairobi-based consulting firm, which is involved in facilitating board practice, leadership training as well as providing executive coaching and business advisory services. Dr. Oduor-Otieno has sat on many boards and currently holds non-executive directorships in BAT Kenya Plc, as well as Standard Bank Group. He previously worked with Deloitte East Africa as a Financial Services Partner, and with KCB Group as Chief Executive Officer among other senior private sector appointments. He has also served as Permanent Secretary, Treasury in the Government of Kenya. Dr. Oduor-Otieno holds an honorary Doctor of Business Leadership degree from KCA University, Executive MBA from ESAMI/Maastricht School of Management and Bachelor of Commerce degree from University of Nairobi. He is also an alumnus of the Harvard Business School's Advanced Management Program and a Fellow of the Kenya Institute of Bankers, Institute of Certified Public Accountants of Kenya, Institute of Directors Kenya and Institute of Certified Secretaries Kenya in addition to holding an International Coaching Federation Credential as an Associate Certified Coach.



### **Mr. John O'Keeffe (Age 49)**

**Non-Executive Director and Group Vice Chairman, Irish**

Appointed to the Board in July, 2015.

Mr. John O'Keeffe is the current President, Diageo Africa. He is also a member of the Diageo Global Executive Committee and Vice Chairman of Guinness Nigeria Plc. Prior to his appointment as President, Diageo Africa, he was the Managing Director for Guinness Nigeria Plc. Mr. O'Keeffe has worked at Diageo for 26 years, during which period, he has gained a wealth of experience across both emerging and developed markets namely Ireland, Jamaica, Sweden, Greece and Russia. Mr. O'Keeffe holds a Bachelor of Commerce (Hons) (Economics and Marketing) Degree from University College Cork, Ireland.



### **Mrs. Jane Karuku, MGH (Age 59)**

**Executive Director, Group Managing Director and CEO, Kenyan**

Appointed to the Board in September 2013.

Mrs. Jane Karuku is the Group Managing Director and CEO of EABL having been appointed on 1<sup>st</sup> January, 2021. Previously she was the Managing Director of Kenya Breweries Limited (KBL) since July 2015. She is a dynamic business leader, with strong management experience spanning over 20 years in FMCG and Non-Governmental organisations. Prior to her appointment to KBL, she was the President of Alliance for a Green Revolution in Africa (AGRA). She has also previously held a number of senior positions in various companies including Deputy Chief Executive and Secretary General, Telkom Kenya and Managing Director, Cadbury East and Central Africa. Prior to that Ms. Karuku worked with Farmers Choice Kenya and Kenya Cooperative Creameries. She has been a member of the board of Barclays Bank of Kenya and Junior Achievement-Kenya. She is currently the Chairperson of the Kenya Covid-19 Fund, Chairperson of Kenya's Vision 2030 Board, a Trustee at the United States International University (USIU) and is a board member at Kenya Association of Manufacturers. Ms. Karuku holds a Bachelor of Science Degree in Food Science and Technology from the University of Nairobi and an MBA in Marketing from the National University of California.



**Mr. Japheth Katto (Age 70)**

**Independent Non-Executive Director, Ugandan**

Appointed to the Board in February, 2014.

Mr. Japheth Katto is a consultant in corporate governance and financial services regulation. He was the first CEO of Uganda's Capital Markets Authority from 1998 until 2013. Mr. Katto has a wealth of experience in both the private and public sectors having held various accounting, auditing, insolvency, companies' investigation and financial services regulation roles in East Africa and the UK. He is the Board Chairman of Stanbic Uganda Holdings Limited and Uganda Breweries Limited. He is an adjunct faculty at Strathmore University Business School. Further, he was a member of the Global Council of the Association of Chartered Certified Accountants (ACCA) and sat on the boards of the New York based International Federation of Accountants, Duke of Edinburgh International Award Uganda and Junior Achievement Uganda. Mr. Katto has previously held key public appointments in Uganda including commissioner on the Judicial Commission of Enquiry into the Closure of Banks and Council member of Africa Peer Review Mechanism. He is a Makerere University B.Com graduate, Fellow of ACCA, member of CPA Uganda and a Certified Corporate Governance trainer.



**Mr. John Ulanga (Age 50)**

**Independent Non-Executive Director, Tanzanian**

Appointed to the Board in June, 2019.

Mr. John Ulanga is currently the Country Director for Trade Mark East Africa. Prior to this, he served as the Vice President, External Affairs and Sustainability for BG Group, a world leader in oil and gas exploration in East Africa. He is a seasoned director and sits on several boards and is currently the Chairman of the University Council of the Hubert Kairuki Memorial University, Dar es Salaam, the Chairman of the Board of Directors of Tanzania Financial Services for the Underserved Settlements (TAFSUS), an initiative to upgrade slums and underserved settlements in Tanzania, as well as the Chairman of the Board of Directors of KCB Bank Tanzania Limited. He holds other non-executive directorship roles as a Director of Mwananchi Communications Limited (publishers of The Citizen, Mwananchi and Mwanaspoti Newspapers), Mr. Ulanga is also a Member of the Africa Policy Advisory Board ONE Campaign ([www.one.org](http://www.one.org)), a Fellow of the African Leadership Initiative, East Africa and the Aspen Global Leadership Network of the Aspen Institute in Colorado, USA.



**Ms. Carol Musyoka (Age 49)**

**Independent Non-Executive Director**

Appointed to the Board in September, 2015.

Ms. Carol Musyoka is a lawyer, business executive and entrepreneur, and is the founder and Chief Executive Officer of Carol Musyoka Consulting Limited. She currently provides consulting and knowledge partnerships for various local and international institutions specifically in the areas of leadership and corporate governance, aimed at improving board performance. She was previously an Executive Director at Barclays Bank of Kenya Limited holding the position of Corporate Director. She is currently a Non-Executive Director with BAT Kenya plc. She also chairs the Business Registration Services, a parastatal under the Office of the Attorney General and is adjunct faculty at the Strathmore University Business School.



## Board of Directors



### **Mr. Jimmy Mugerwa, (Age 56)**

**Independent Non-Executive Director, Ugandan**

Appointed to the Board in July, 2018.

Mr. Jimmy Mugerwa is an experienced business executive leader with a distinguished 27-year career in the oil and gas industry, both upstream and downstream. Until recently, Jimmy worked with Tullow Oil PLC as the Group Africa advisor and was the Managing Director for Tullow Uganda Operations Ltd for eight years. Prior to this, he worked for 19 years for Royal Dutch Shell where he held various senior executive roles including Senior Regional Advisor for Sub Saharan Africa; Africa Retail Marketing Manager; General Manager for Sales and Operations Shell East Africa/ Country Chair for Kenya Shell as well as directorship roles in several boards for the Shell companies across East Africa. He currently serves as the Chairman of the DFCU Bank Board and holds leadership roles on various boards including non-profit organisations. Until December 2019, Jimmy chaired the Presidential Investor round table for Oil and Gas for four years. He was a co-founder chair, together with the late Professor Wangari Maathai, of the Karura Forest Environmental Education Trust. He is also a former Chairman of the Managing Committee of Starehe Boys Centre. Jimmy holds a B.Sc. (Agric) from Makerere University and an M.Sc. degree from the University of Wales. He also holds the Financial Times Non-Executive Director Post-Graduate Diploma, holds several certificates in Oil and Gas and is an alumni of the Executive Business Leadership Programme at IMD in Lausanne, Switzerland.



### **Mr. Leo Breen (Age 55)**

**Non-Executive Director, British**

Appointed to the Board in January 2020

Mr. Leo Breen is the Finance Director, Diageo Africa, a role he has held since 2017. He has over 25 years of experience with the Diageo Group and has overseen Finance operations for Diageo businesses in over 40 countries across Europe, Asia and Africa. He is an influential executive with a track record of driving business growth both in major markets and emerging markets. Mr. Breen has a BA Hons in Philosophy from the University of Newcastle Upon Tyne and is a CIMA qualified accountant from the Chartered Institute of Management Accountants.



### **Ms. Risper Ohaga (Age 45)**

**Executive Director and Group Chief Financial Officer, Kenyan**

Appointed to the Board in May 2020.

Ms. Risper Ohaga is the EABL, Group Chief Financial Officer. She is a seasoned finance professional with over 20 years' experience and is a seasoned Board member. Ms. Ohaga joined EABL in February 2020, from the Absa Group (previously Barclays Africa Group) where she held various senior roles across several African markets with the most recent posting being Finance Director of Absa Bank Zambia Plc. Prior to that, she held the role of Managing Director for Internal Audit based in Johannesburg. She has extensive regional experience in tax and regulatory matters, strategy, risk management and corporate finance, having started her career in KPMG Kenya. She is a CPA (Kenya) and holds a BCom (Hons) in Accounting from The University of Nairobi.

## Board of Directors



**Ms. Ory Okolloh, (Age 44)**  
**Independent Non- Executive Director, Kenyan**  
Appointed to the Board in October, 2020.

Ms. Ory Okolloh was appointed an Independent Non-Executive Director of the

Company with effect from 16th October 2020. Ory has previously been the Managing Director, Omidyar Network and Luminate Group in Africa. She serves on the Board of several organisations including the Thomson Reuters Founders Share Company and Harvard University's Centre for African Studies.

She has previously worked with Google as the Policy and Strategy Manager for Africa where she was credited for leading several groundbreaking efforts around access, local content and regulatory reforms. Ory holds a Bachelor of Arts (Political Science) degree from the University of Pittsburgh and a Juris Doctor (J.D.) from Harvard Law School.



**Mr. Dayalan Nayager (Age 40)**  
**Non-Executive Director, South African**  
Appointed to the Board in March, 2021.

Mr. Dayalan Nayager is the Managing Director for Diageo Great Britain. In this role he is responsible for Diageo's home market. Diageo is the world's leading premium drinks business operating in 180 countries with a collection of over 400 brands including Johnnie Walker, Smirnoff, Captain Morgan, Tanqueray and Guinness. Dayalan is based in London and is a member of the Diageo Europe Executive team.

Prior to this role, Mr. Nayager was Managing Director for Diageo Travel Retail, one of the company's key markets. During his time in Global Travel he transformed business delivery, developed a high performing cross-functional team and embarked on an ambitious strategy that successfully grew Diageo's travel retail business. Before joining the Global Travel business, Mr. Nayager was Commercial Director of Brandhouse in Diageo South Africa where he delivered strong performance and deepened customer partnerships.

Mr. Nayager has extensive experience in the consumer-packaged goods industry, having previously held leadership roles across Commercial, Supply Chain, R&D and Marketing for Mars and Heinz. He is passionate about developing strong talent and is known for his ability to implement a structured and disciplined approach that drives stronger performance and sustainable growth.

Mr. Nayager holds a Bachelor of commerce in Marketing from the University of KwaZulu-Natal, a Bachelor of Commerce in Business Management from the University of South Africa and an MBA from the University of Oxford.



**Ms. Kathryne Maundu, (Age 43)**  
**Group Company Secretary, Kenyan**  
Appointed Group Company Secretary in March 2020.

Ms. Kathryne Maundu is a Partner at Stamford Corporate Services LLP, part of Bowmans in Kenya. She is an expert in Corporate Governance within the East Africa region and has been instrumental in advising leading corporates in the public and private sector, over the last 15 years. Ms. Kathryne is recognised as a leader and mentor in society and has been named as a Top 40 under 40 Women in Kenya; she is a member of the Women on Boards Network, Women Corporate Directors (Kenya Chapter) amongst other accolades. Ms. Kathryne is an Advocate of the High Court of Kenya, a member of the Law Society of Kenya, a registered Certified Public Secretary and an Accredited Governance Auditor with the Institute of Certified Secretaries of Kenya.



**Mr. Andrew Cowan (Age 54)**  
**Group Managing Director and CEO,**  
Resigned from the Board in March 2021.

Mr. Andrew Cowan is an established business leader, with a wide range of commercial and strategic management experience spanning over 20 years in the FMCG sector. Prior to this appointment, he led Diageo Great Britain (GB). Mr. Cowan's experience straddles corporate leadership, strategy development, operational management as well as sales and marketing. Andrew joined Diageo in 2008 as Commercial Director for Northern Ireland and was appointed to the role of Commercial Director in the Republic of Ireland a year later. He returned to GB in 2011 and led the Diageo GB business until his appointment to EABL. Mr. Cowan resigned from the Board in December 2020 to take up a new role within Diageo.

## Senior Management



**Mrs. Jane Karuku, MGH**  
Group Managing Director & Chief Executive Officer



**Ms. Risper Ohaga**  
Group Chief Financial Officer



**Mr. Colin O'Brien**  
Global Supply Operational Excellence  
and EABL Supply Chain Director



**Ms. Ednah Otieno**  
Outgoing Group Human Resources Director



**Mr. Mark Ocitti**  
Serengeti Breweries Limited Managing Director



**Mr. Alvin Mbugua**  
Outgoing Uganda Breweries Limited Managing Director



**Mr. John Musunga**  
Kenya Breweries Limited Managing Director



**Mr. Eric Kiniti**  
Group Corporate Relations Director



**Mr. Nadida Rowlands**  
Group Legal Director



**Mr. Graham Villiers-Tuthill**  
Group Marketing and Innovations Director

