



BERYLLIUM LIMITED | SENIOR LEADERSHIP PROFILES

VINAY WALIA – Acting President & CEO

Vinay Walia is the Group Managing Director of Guardsman Group and serves on its Board of Directors, as well as the Boards of the subsidiaries. With over 25 years of combined experience in financial leadership, corporate restructuring, strategic planning and execution, business development, and process improvement, he is focused on successfully expanding the reach of Guardsman Group in the Caribbean, and introducing new business industries to its portfolio of subsidiaries. Vinay is an innovative thinker with a penchant for problem-solving and an out-of-the-box approach to solutions.

Vinay joined Guardsman Group as Financial Controller in 1998, before being promoted to Financial Director, Co-Managing Director, and now Group Managing Director. His primary responsibilities include driving key strategic growth initiatives in line with the vision of the Group, providing financial leadership, overseeing the development of internal talent and guiding succession planning, and ensuring full compliance with government and industry regulations through corporate policies.

Prior to joining Guardsman Group, Vinay had a reputable career in audit and accounting, first with A.F. Ferguson & Co. (a representative of KPMG Peat Marwick in India), and later with KPMG Peat Marwick in Jamaica. He is a Chartered Certified Accountant (ACCA) with a Bachelor of Commerce degree with honours from Delhi University. Originally from India, Vinay came to Jamaica in 1995 on assignment with KPMG. He fell in love with the island and chose to make it his home.

Vinay is married and has three children. He enjoys entertaining family and friends, tending to his garden and pets, and playing sports such as football, squash, and golf.

TEXROY GRANT – Chief Operations Officer

As Chief Operations Officer, Texroy will be charged with overseeing the operational functions of BE to ensure the company's overall capabilities are optimized.

He is a passionate, resilient and effective leader with strong management experience in diverse industries inclusive of Telecommunications, Business Process Outsourcing (“BPO”), Information and Communication Technology (“ICT”) and Currency Management Services. Texroy has earned the respect of management, industry peers and staff for his ability to develop and implement financial and operational strategies to support employee development and organizational growth.

He previously held the position of General Manager- Commercial Operations at Guardsman Armoured Limited in June 2021 to lead the operational streamlining. Previously, he served as the Senior Manager in charge of Treasury Operations for Liberty Latin America Ltd. (“LLA”) and prior to that Group Treasury Manager for the Cable & Wireless Group (“CWC”). He was instrumental in developing a global cash management account structure and policies to support international tax planning and consolidated treasury operations across Central and South America in CWC's US operational hub.

Texroy has over 15 years of combined experience in business management, at LLA, CWC; working at Xerox, Jamaica as a Strategic Business Unit Manager and Ansystem.com, New Jersey, as Purchasing and Receivables Manager. He obtained his Bachelor of Science degree in Business Administration from Berkeley College in 2004.



Outside of his corporate role, Texroy is dedicated to his family as a husband and father to two exceptional children. He leads a vibrant youth group and enjoys giving motivational speeches at different charitable organizations.

ORANE GRANDISON – Chief Information Officer

As Chief Information Officer for BE, Orane will combine his leadership skills with his technological savviness to enhance all areas of BE's operations.

Orane is a proven leader in his field having commenced his corporate experience in the Telecommunications Industry where he spent fourteen (14) years, and thereby developed and honed his innate skills in Information Technology. He now lives, moves and breathes technological innovation, and therefore seeks to understand the challenges of team members and partners to provide process-driven solutions that drive profitable growth.

Orane previously held the position of General Manager, Technology and Process Re-engineering with responsibility for all technology-related matters for Guardsman Armoured. This includes all hardware, software, and technology infrastructure. In this role, he was also tasked with providing robust support to automate for efficiency and continuous improvement in service delivery. Orane is constantly raising the bar and breaking the status quo with innovative technologies and programs that create a competitive advantage for the company. During his tenure, he was responsible for the implementation of handheld devices which sparked the company's move to a paperless Cash-in-Transit process. He also spearheaded multiple automation in the areas of ATM forecasting and Cash Order Management. Quick Credit and Smart Teller services are among his several initiatives. Orane also contributed to the Guardsman Group in the role of Enterprise Architect.

Orane holds with distinction, a Master of Science in Management Information Systems and Services from the University of Liverpool and a Bachelor of Science in Computer Science from the University of the West Indies.

In addition to capitalizing on time spent with his family, Orane actively engages in one of his passions, that is, mentorship. As such, he constantly seeks to identify and mentor young talents to enable them to maximize their full potential.

CHESTER ANDERSON – Vice President, Operations

As BE's Vice President, Operations, Chester's responsibilities will include the implementation of strategies to bolster operational effectiveness.

One of Chester's passions is continuous improvement and this augured well for him in his previous position as General Manager, Cash Management Unit (CMU) and Rural Operations. In this role, he provided leadership of the Kingston Cash Management Unit which encompasses Deposit, Montego Bay, Ocho Rios and Mandeville branch operations.

Having joined the Guardsman Armoured team in 2001, Chester began as a Vault Cashier and with diligent effort and consistency, rose through the ranks to his current position. He has enjoyed a long and rewarding career where his leadership roles and responsibilities have expanded over the years. He



consistently exceeded expectations and met the long-term commitments made to customers, employees, and by extension, the Guardsman Group.

Over the years' Chester has developed various operational services which continue to drive efficiency throughout the entire Guardsman Armoured operations. One recent service is the successful implementation of onsite Treasury Officers to provide in-person real-time support at our client's locations and to deliver quality service and exceptional results. Chester was also integral in the development of lodgment consolidation for large distributors and gas stations across the island. In addition, he was involved in the transformation and integration of our ATM and Cash-in-Transit services as well as the removal of night operations in some areas of the company's internal operations.

With almost twenty (20) years experience in the Cash Management Industry from local and international exposure, Chester is adept at generating innovative and creative solutions to meet business needs and maintain excellent client relationships.

Chester cherishes time with his family, loves playing and watching the game of football as well as tries out his cooking and baking skills.

TANIA HALL – Vice President, Client Relations

Tania has an obsessive-compulsive focus on constantly delivering more value to clients. As BE's Vice President, Client Relations, she will take customer obsession to another level by spearheading strategies in that regard.

In her previous role as Senior Manager, Service Delivery, Tania had the responsibility for Guardsman Armoured's Dispatch Operations, Customer Service Operations, Bank on Wheels, Air Courier and Bank Branch Customer Service, in addition to all New Business Operations.

She joined Guardsman Armoured in 2014 and became conversant with the company's end-to-end operations as a result of occupying various roles, which played a significant part in honing her skill set and broadening her experience. During her tenure at Guardsman Armoured, she successfully implemented centralized Dispatch Operations in Kingston by establishing and maintaining an efficient Contact Centre tailored specifically to respond to client needs. Tania also facilitated specific customer service support for the company's transition to handheld devices and paperless receipts. This ushered her into leading the Cash-in-Transit and ATM Operations where she provided direct oversight of the department's day-to-day operations for some time.

With her extensive know-how, Tania continuously goes above and beyond the call of duty in pursuit of her passion for Client Relationship Management. Whichever role she occupies, she brings customer-focused leadership to guarantee smooth client relations and exceptional customer satisfaction.

Tania holds a Master of Business Administration (MBA) in International Business from the University of Tampa, Florida and a Bachelor of Science (BSc) in Management Information Systems from Florida State University. She also has a concentration in Hospitality Administration, a minor in Spanish and was the recipient of several Dean's List awards.



Tania has a special love for animals, particularly dogs, and enjoys travelling as well as watching a good football game.

JEROME CHIN – Assistant Vice President, Business Performance

As BE's Assistant Vice President, Business Performance, Jerome will be tasked with conceptualizing and implementing the analytic processes required to determine continued business effectiveness.

In his previous role as Senior Manager, Business Performance, Jerome had tremendous appreciation and understanding of the need for consistent tracking and monitoring of company performance for viability. Hence, with his seventeen-year experience in the Financial and Operations business sectors, he meticulously designed and built reporting mechanisms to monitor, track and report on Guardsman Armoured's performance. He also reviewed end-to-end business processes by the department to facilitate streamlining for greater efficiency. This included service level analysis and operations analysis, KPI designing and monitoring, and special projects. ATM Back Office Support, Training Support and Process Documentation were also provided by Jerome. He significantly contributed to reducing operational costs associated with top client Cash-In-Transit activities and reconciliation processes. He was also instrumental in restructuring the Cash Room processes which resulted in reducing the turn-around time to pack orders.

Jerome also served as the Guardsman Group's Receivables Shared Services Manager. In this capacity, he centralized the Receivables function by consolidating six of the Group's major Collection & Billing Departments. This resulted in a major achievement of reducing the Group's Accounts Receivables by 40% in ten months.

Prior to joining Guardsman in 2017, Jerome worked with a reputable business process outsourcing organization for thirteen (13) years, where he held several managerial positions including Operations Manager, Documentation Manager and Senior Operations Manager within the finance and accounting business segment for a top fortune 500 company. His work experience also includes programming, graphic designing and project management for which he attained certification.

In his spare time, Jerome can be seen scuba diving or playing a game of squash.

TELFORD HAYE – Assistant Vice President, Treasury Operations

As BE's Assistant Vice President, Treasury Operations, Telford has the responsibility of ensuring the enhancement of appropriate treasury management systems and processes geared at operational effectiveness.

He previously held the position of General Manager, Urban Logistics and Treasury Management, had full responsibility for all Cash-in-Transit and ATM operations for Kingston & St. Andrew, St. Catherine, and St. Thomas, in addition to Treasury Operations.

Telford enjoyed a progressive tenure with Guardsman which commenced in 1995 in the position of Assistant Accountant. Over the years he was promoted to various positions, namely, Accountant, Special Services Manager, Cash in Transit Manager and Senior Manager – Cash Management. This afforded him the opportunity to amass a wealth of industry knowledge, skills and experience which allows him to



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consistently execute with diligence and expertise. Telford played a key role in the implementation of the Money Manager System which manages the company's Treasury Operations. He successfully drafted and implemented standard operating procedures as well as documented and facilitated Cash-in-Transit and ATM team members' annual training programme for all regions. He was also instrumental in fostering and building excellent partnerships with financial institutions and other stakeholders. His dedication is above reproach and whichever position he occupies; being connected to his team members is always a priority. Telford achieved his Bachelor of Business Administration with specialization in Accounts from the University of Technology, Jamaica.

He has a passion for the game of cricket which he played during his high school years, and to date, he still enjoys the game.

NICOAN MYRIE – Assistant Vice President, Finance

As Assistant Vice President for Finance at BE, Nicoan will lead the further automation of processes to refine the financial management function and enhance its reporting capabilities. Managing the company's financial strategy as well as business partner and other key stakeholder relationships will also form a part of his portfolio.

Nicoan is an ambitious, passionate and results-oriented individual who is motivated by competition and challenging tasks, and has a track record of adding value to all his professional endeavours. He is also an experienced Finance Professional with specific expertise in Financial Data Analysis and Strategic Planning. Critical thinking is one of his distinct strengths and he possesses applicable knowledge of Taxation and Statutory Obligation under Jamaica's Regulations, as well as knowledge of IFRS & GAAP.

Nicoan previously occupied the position of Financial Controller at Guardsman Armoured where he started his tenure as Senior Financial Analyst in April 2020. Once on board, he immediately engaged in his passion for seeking value-added opportunities. Nicoan's philosophy is that all processes can be automated. He therefore led the strategic implementation of process standardization as well as automation and systems integration which resulted in immense operational efficiency. He also implemented the integration of Dispatch Office (Sales Software) to Sage 300 (Accounting Software); Payment Voucher Automation; Electronic Funds Transfer (EFT) for Account Payable, and his new project of Accounts Payable Invoice Entry Automation.

He is a graduate of the Florida International University where he obtained a Master of Business Administration, and from the Excelsior Community College, he achieved his Bachelor of Science in Finance & Financial Management Services with honours.

Nicoan's favourite pastime is watching a nail-biting basketball game and he also likes to cook up a storm.

CAROL RHODEN - Assistant Vice President, Human Capital & People Development

As Assistant Vice President, Human Capital & People Development, Carol will be responsible for strategically structuring and managing her team in alignment with BE's goals and objectives.



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She previously served at Guardsman Armoured as Senior Manager, Human Capital & People Development, where she provided oversight and took responsibility for the day-to-day operations of that department.

Carol is a results-driven senior human resource practitioner who is adept at responding quickly in times of crisis and adapting to changing business needs and priorities. She has the distinct skill and passion for process and policy documentation, as her mantra hinges on business continuity and employee success. She also possesses a strong business background honed through her past exposure in different industries and various human resources roles.

With over twenty (20) years of experience, Carol joined the Guardsman Armoured in 2015 and was responsible for providing leadership to ensure the performance and productivity of her assigned team. In 2017 she assumed the role of HR Shared Services Manager, decentralized existing HR teams and spearheaded the implementation and management of HR centralized support services as the Group transitioned to a shared services business model. She successfully documented and implemented the Group's Anti-Harassment policy while ensuring policy sensitization at all levels within the Group. Carol also restructured the Group's Training Centre to ensure reaccreditation and prepared the Centre for online program delivery and ultimately the transition to university status.

Carol holds a first-class honours Bachelor of Business Administration with a Human Resource Management major and Marketing minor, from the University of Technology, Jamaica, where she also achieved Dean's List awards and became valedictorian of her graduating class. She is a member of the Society for Human Resource Management (SHRM), the world's largest human resource professional society.

Carol enjoys quality time spent with her extended and immediate family, in particular with her husband and daughter.