

DLC Remuneration Committee report

For information on the decisions taken by the DLC Remuneration Committee, refer to the remuneration report contained on pages 178 to 237 in volume one of the Investec group's 2020 integrated annual report.

During the financial year ended 31 March 2020, the DLC Remuneration Committee met ten times. This comprised eight scheduled meetings and two additional meetings called at short notice. Attendance at committee meetings is shown below.

Members	Committee member since	DLC Remuneration Committee (10 meetings in the year)	
		Eligible to attend	Attended
PA Hourquebie (chairman)	14-Aug-17	10	10
ZBM Bassa	10-Sep-15	10	9
PKO Crosthwaite	18-Sep-13	10	8
CR Jacobs	8-Aug-14	10	10

[^] Where a member is unable to attend a meeting, they receive papers in advance and have the opportunity to provide comments to the chairman of the committee