

Who we are

Director biographies

Biographies of our current directors are outlined below, including their relevant skills and experience, key external appointments and any appointments to board committees.

Perry KO Crosthwaite

Investec plc and Investec Limited chairman

Age: 71

Qualifications: MA (Hons) (Oxon) in modern languages

Relevant skills and experience

Perry was appointed chairman of Investec plc and Investec Limited on 15 May 2018. Perry was previously senior independent director of Investec plc and Investec Limited, a position he held from August 2014 to March 2018, having joined the boards of Investec plc and Investec Limited in June 2010. Perry is a former chairman of Investec Investment Banking and Securities and left the group on 31 March 2004. Perry has financial experience gained through a career in investment banking with over 30 years of experience. Perry has previously served as a non-executive director of Melrose Industries plc and Toluna plc, chairman of Jupiter of Green Investment Trust and was a founding member of Henderson Crosthwaite Institutional Brokers Limited.

External appointments

None

Committee membership

DLC BRCC, DLC Nomdac (chairman) and DLC Remuneration Committee

Date of appointment

Investec Limited 18 June 2010
Investec plc 18 June 2010

Zarina BM Bassa

Senior independent non-executive director

Age: 56

Qualifications: BAcc, DipAcc, CA(SA)

Relevant skills and experience

Zarina is a former partner of Ernst & Young Inc. She joined the Absa Group in 2002 and was an executive director of Absa Bank, a member of the group's executive committee, and Head of the Private Bank. She has previously chaired the South African Public Accountants' and Auditors' Board and the South African Auditing Standards Board and has been a board member of the Accounting Standards Board and a member of the JSE GAAP Monitoring Panel. Zarina has previously served as a non-executive director at several companies including the South African Institute of Chartered Accountants, Kumba Iron Ore Limited, Sun International Limited, Vodacom South Africa Proprietary Limited, Mercedes SA and the Financial Services Board. Zarina was appointed as the senior independent non-executive director of Investec plc and Investec Limited on 1 April 2018.

External appointments

Oceana Group Limited, YeboYethu Limited, Woolworths Holdings Limited and JSE Limited

Committee membership

DLC Audit Committee (chair), DLC BRCC, DLC Nomdac and DLC Remuneration Committee

Date of appointment

Investec Limited 1 November 2014
Investec plc 1 November 2014

*Henrietta C Baldock***Independent non-executive director****Age:** 49**Qualifications:** BSc Hons in Economics and Accounting**Relevant skills and experience**

Henrietta has extensive knowledge of the financial services sector, through her 25 years' experience in investment banking, most recently as chairman of the European Financial Institutions team at Bank of America Merrill Lynch. Henrietta joined Bank of America Merrill Lynch in 2000 and served as its Vice President of the Financial Institutions Group, Managing Director and Head of European Financial Institutions Investment Banking. She started her career as a generalist adviser and has focused on financial institutions since 1995.

External appointments

Hydro Industries Limited, Legal and General Assurance Society Limited and Legal and General Group plc

Committee membership

DLC BRCC

Date of appointment

Investec Limited 9 August 2019
Investec plc 9 August 2019

*Philip A Hourquebie***Independent non-executive director****Age:** 66**Qualifications:** BAcc, BCom (Hons), CA(SA)**Relevant skills and experience**

Philip has been a Regional Managing Partner of two regions of Ernst & Young (Africa and Central and South East Europe, including Turkey). Philip left Ernst & Young in 2014. As a senior partner at Ernst & Young Inc., Philip's background is in advisory services in both the private and public sector. As an advisory partner and senior client service partner, he has worked, *inter alia*, with clients in financial services, mining, telecommunications, consumer products and retail, state-owned enterprises, government agencies and government departments at all three levels. Philip has also been a past chairman of the board of South African Institute of Chartered Accountants (SAICA).

External appointments

Aveng Limited

Committee membership

DLC Audit Committee, DLC BRCC, DLC Nomdac and DLC Remuneration Committee (chairman)

Date of appointment

Investec Limited 14 August 2017
Investec plc 14 August 2017

*David Friedland***Independent non-executive director****Age:** 66**Qualifications:** BCom, CA(SA)**Relevant skills and experience**

David is a former partner of both Arthur Andersen and KPMG Inc. where he also served as head of audit and risk in the KPMG Cape Town office before leaving in March 2013.

External appointments

The Foschini Group Limited, Pick n Pay Stores Limited and Pres Les Proprietary Limited

Committee membership

DLC BRCC (chairman) and DLC Nomdac

Date of appointment

Investec Limited 1 March 2013
Investec plc 1 March 2013

*Charles R Jacobs***Independent non-executive director****Age:** 53**Qualifications:** LLB**Relevant skills and experience**

Charles brings to the board a valuable combination of knowledge of the UK regulatory and corporate governance standards, global capital markets and M&A. Charles sits on the board of Fresnillo plc, a FTSE company. He was appointed a member of the Shanghai International Financial Advisory Council in 2019. Charles has over 27 years of experience of advising companies around the world, including in relation to their compliance, regulatory and legal requirements. Charles chairs Linklaters and holds an LLB from Leicester University.

External appointments

Fresnillo plc

Committee membership

DLC Remuneration Committee

Date of appointment

Investec Limited 8 August 2014
Investec plc 8 August 2014

*Rt. Hon. Lord Malloch-Brown KCMG***Independent non-executive director****Age:** 66**Qualifications:** BA (Hons) (History), MA (Political Science)**Relevant skills and experience**

Lord Malloch-Brown chairs or is on the board of several commercial entities, as well as Not for Profits, and is Senior Advisor to the Eurasia Group. He was a UK government minister and member of the cabinet. Lord Malloch-Brown was formerly the deputy secretary general of the United Nations as well as a vice president at the World Bank and head of United Nations Development Programme and a journalist at the Economist, with wide ranging experience of boards. He also chaired the Business and Sustainable Development Commission (BSDC).

External appointments

Seplat Petroleum Development Company plc, SGO Corporation Limited, I Squared Capital and Grupo T-Solar Global SA

Committee membership

DLC Nomdac and DLC SEC (chairman)

Date of appointment

Investec Limited 8 August 2014
Investec plc 8 August 2014

*Ian R Kantor***Non-executive director****Age:** 73**Qualifications:** BSc. Eng (Elec.), MBA**Relevant skills and experience**

Ian is a co-founder of Investec, served as the chief executive of IBL until 1985 and was the chairman of Investec Holdings Limited until 2002. Ian started his career at IBM, before joining Lease Plan International. Immediately prior to Investec, Ian taught business finance at the University of the Witwatersrand. Ian moved to the Netherlands in 1988, to develop the Insinger de Beaufort Group, a private bank, which had been established in 1779. He later resigned as CEO of the bank, to be appointed Deputy Vice Chairman of the group, following the formation of a partnership between Insinger de Beaufort and BNP Paribas.

External appointments

Blue Marlin Holdings South Africa (formerly Insinger de Beaufort Holdings South Africa, in which Investec Limited indirectly holds an 8.3% interest)

Committee membership

None

Date of appointment

Investec Limited 30 July 1980
Investec plc 26 June 2002

*Khumo L Shuenyane***Independent non-executive director****Age:** 49**Qualifications:** BEcon, CA (England and Wales)**Relevant skills and experience**

Khumo has served as an independent non-executive director of Investec Limited and Investec Plc since 2014. He also serves on the boards of a number of other companies within the Investec Group, including Investec Bank Limited, Investec Life Limited and Investec Property Fund Limited. He was appointed Chairman of Investec Bank Limited in 2018.

Khumo has been appointed as an independent non-executive director of Vodacom Group Limited with effect from 1 July 2020. He previously worked with Delta Partners, a global advisory firm headquartered in Dubai and focused on the telecoms, media and technology sectors, in various capacities for six years from 2014. Between 2007 and 2013 Khumo served as Group Chief Mergers & Acquisitions Officer for MTN Group Limited and a member of its Group Executive Committee.

Khumo previously worked for Investec Bank for nine years, serving as head of Principal Investments for three years and a member of Investec's corporate finance team before that. Prior to joining Investec in 1998, Khumo worked for Arthur Andersen in Birmingham, UK and in Johannesburg for six years from 1992. He qualified as a member of the Institute of Chartered Accountants in England & Wales in 1995.

External appointments

None

Committee membership

DLC BRCC, DLC Nomdac and DLC SEC

Date of appointment

Investec Limited 8 August 2014
Investec plc 8 August 2014

*Philisiwe G Sibiya***Independent non-executive director****Age:** 43**Qualifications:** BAcc, Dip Acc, CA(SA)**Relevant skills and experience**

Philisiwe spent 15 years in the Telecommunications and Media sector. She spent 12 years at MTN Group where she held various roles including as Group Finance Executive of MTN Group, CFO MTN South Africa and the last three years as CEO MTN Cameroon. Prior to this she spent three years with Arthur Andersen Johannesburg. Philisiwe is the founder and chief executive officer of Shingai Group.

External appointments

AECI Limited and Shingai Group (Pty) Limited

Committee membership

DLC Audit Committee and DLC BRCC

Date of appointment

Investec Limited 9 August 2019
Investec plc 9 August 2019

*Fani Titi***Group chief executive officer****Age:** 57**Qualifications:** BSc (cum laude), BSc Hons (cum laude) in Mathematics, MA in Mathematics, MBA**Relevant skills and experience**

Fani has been a member of the boards of Investec Limited and Investec plc since January 2004 and was non-executive chairman of Investec Limited and Investec plc from November 2011 until 15 May 2018. He has also been a member of the IBL board from July 2002, and the IBP board from August 2011. He has served on the board of Investec Asset Management from November 2013 and remains on the board of the newly listed Ninety One as a non-executive director. Fani was a founding member of the private investment group Kagiso Trust Investments Limited (now Kagiso Tiso Holdings), and later cofounded and led the public offering of Kagiso Media Limited on the JSE Limited as its CEO. Fani was subsequently the founding executive chairman of the private investment firm the Tiso Group, which subsequently merged with Kagiso Trust Investments to form Kagiso Tiso Holdings. Fani stepped down from the Tiso Group in 2008 to concentrate his time on his duties at the Investec group, while also looking after his private investment portfolio. Fani has over two decades of investment banking experience and has sat on the boards of different investee companies and JSE listed companies. Fani has also joined the Secretary General of the United Nations CEO Alliance on Global Investors for Sustainable Development (GISD). Fani was appointed joint group chief executive officer of Investec group on 01 October 2018 and following the demerger and separate listing of Ninety One, became the sole chief executive officer of the group.

External appointments

Ninety One plc

Committee membership

DLC BRCC and DLC SEC

Date of appointmentInvestec Limited 30 January 2004
Investec plc 30 January 2004*Nishlan Samujh***Group finance director****Age:** 46**Qualifications:** BAcc; Dip Acc, CA(SA) HDip Tax**Relevant skills and experience**

Nishlan started his career in 1996 at KPMG Inc. In 1999, he proceeded to join Sasol Chemical Industries for a short period before joining Investec in January 2000. Nishlan started his career at Investec in the financial reporting team as a technical accountant. In 2010 he took on the full responsibility for the finance function in South Africa. This role developed into the Global Head of Finance. Nishlan was appointed as finance director of Investec plc and Investec Limited on 1 April 2019

External appointments

None

Committee membership

DLC BRCC

Date of appointmentInvestec Limited 1 April 2019
Investec plc 1 April 2019*James KC Whelan***Executive Director****Age:** 57**Qualifications:** FCA (Irish), HDip Tax (South Africa)**Relevant skills and experience**

James, known as Ciaran, joined Investec in 1988. He has had varied experience within Investec, including chief executive officer of Investec Bank Australia Limited and the global head of Investec Private Bank. Prior to joining Investec, Ciaran was an audit manager at KPMG Inc., having completed his articles at Coopers & Lybrand in Ireland. Ciaran was appointed as an executive director of Investec plc and Investec Limited on 1 April 2020 and as CEO of Wealth & Investment (UK), subject to regulatory approval.

External appointments

None

Committee membership

None

Date of appointmentInvestec Limited 1 April 2020
Investec plc 1 April 2020