

# Who we are

## Director biographies

Biographies of our Directors are outlined on the following pages, including their relevant skills and experience, key external appointments and any appointments to Board Committees.

### Committee membership key

<b>B</b>	DLC BRCC
<b>N</b>	DLC Nomdac
<b>R</b>	DLC Remuneration Committee
<b>A</b>	DLC Audit Committee
<b>S</b>	DLC SEC
<b>■</b>	Denotes Committee Chair

### Philip Hourquebie

Chair



**Age:** 68



**Nationality:**

**Qualifications:** BAcc, BCom (Hons), CA (SA)

**Date of appointment:** August 2017 (Board), August 2021 (Chair)

#### Relevant skills and experience:

Philip has substantial international and advisory experience, gained through a long career at Ernst & Young, where he held various positions, including Managing Partner for the Africa and later, Central and South East Europe regions. This career experience, in conjunction with his time as Chair of the South African Institute of Chartered Accountants, brings deep finance, strategic, leadership and operational experience.

**External appointments:** Aveng Limited and Investec Property Fund Limited

### Henrietta Baldock

Independent Non-executive Director



**Age:** 51



**Nationality:**

**Qualifications:** BSc (Hons)

**Date of appointment:** August 2019

#### Relevant skills and experience:

Henrietta has extensive knowledge of the financial services sector, through her 25 years' experience in investment banking, most recently as Chair of the European Financial Institutions team at Bank of America Merrill Lynch, where she advised many Boards in the sector on a number of significant transactions. Henrietta is also a director of Hydro Industries Limited and the Roehampton Club. In 2021, she was appointed Chair of Investec Wealth & Investment (UK). Henrietta's industry experience demonstrates her valuable strategic and transformation advisory skills.

**External appointments:** Legal and General Assurance Society Limited and Legal and General Group plc

### Zarina Bassa

Senior Independent Director



**Age:** 58



**Nationality:**

**Qualifications:** BAcc, DipAcc, CA (SA)

**Date of appointment:** November 2014 (Board), April 2018 (SID)

#### Relevant skills and experience:

Zarina's previous appointments include partner of Ernst & Young, Executive Director of Absa Bank and head of Absa Private Bank, Chair of the South African Public Accountants' and Auditors' Board and the South African Auditing Standards Board. She has also been a member of the Accounting Standard Board, and a Non-Executive Director of the Financial Services Board, the South African Institute of Chartered Accountants, Kumba Iron Ore Limited, Sun International Limited, Mercedes South Africa, Vodacom South Africa Proprietary Limited, YeboYethu Limited and Woolworths Holdings Limited. This background affords significant audit and risk experience, and financial, leadership, banking, and regulatory reporting skills.

**External appointments:** JSE Limited, Mediclinic International plc and Oceana Group Limited

### Stephen Koseff

Non-executive Director



**Age:** 70



**Nationality:**

**Qualifications:** BComm, CA (SA), MBA,

**Date of appointment:** September 2020

#### Relevant skills and experience:

Stephen is the former CEO of the Group. He was with Investec for 39 years in various capacities and the Group CEO from 1996 to 2018. He is a former Board member of Business Leadership South Africa and the Financial Markets Advisory Board, former Chair of the South African Banking Association and Independent Bankers Association, and former director of the JSE Limited. Stephen is Chair of Innovation Africa SA NPC and Co-Chair of the Youth Employment Service (YES). His significant experience with Investec makes him an excellent source of knowledge for the Board, as does his experience of stakeholder engagement. Stephen also brings strong commercial, finance, risk and industry expertise to the Board.

**External appointments:** Bid Corporation Limited, Bud Group (Pty) Limited, IEP Group (Pty) Ltd, ArrowPoint Capital, and

## DIRECTOR BIOGRAPHIES CONTINUED

### Nicola Newton-King

Independent Non-executive Director



Age: 55



Nationality:

Qualifications: BA, LLB, LLM

Date of appointment: May 2021

#### Relevant skills and experience:

Nicky is a lawyer by training. She was an Executive with the JSE for 23 years, and the CEO from 2012 to 2019. In her tenure at the JSE, Nicky was responsible for the repositioning of the JSE as a modern securities exchange with deep global business and technology relationships and a highly transformed workforce. She also positioned the JSE as a thought leader amongst global exchanges, global multi-lateral organisations and ESG protagonists around ESG and the key role that responsible business leadership can and should play in building equitable societies. Nicky remains involved in a number of initiatives focussed on education and social cohesion. This background affords her significant regulatory and business expertise, and knowledge of ESG matters.

External appointments: None

### Jasandra Nyker

Independent Non-executive Director



Age: 49



Nationality:

Qualifications: BSc, MBA

Date of appointment: May 2021

#### Relevant skills and experience:

Jasandra is the CEO of Nala Renewables, a renewable energy company focused on investing and developing solar PV, onshore wind and power storage projects globally. Prior to this, she was Managing Director at Denham Capital Management, where she oversaw investments in renewable power projects in Latin America, South East Asia and Africa. Jasandra was also formerly CEO of BioTherm Energy, an African Independent Power Producer, which she built into a leading pan-African investment platform focused on the development of wind and solar assets. This background demonstrates her extensive knowledge of and experience in building businesses, private equity investing and energy transition.

External appointments: Emira Property Fund Limited

### Vanessa Olver

Independent Non-executive Director



Age: 49



Nationality:

Qualifications: BCom, HDipAcc, HDipTax, CA(SA), CPA (USA)

Date of appointment: May 2022

#### Relevant skills and experience:

Vanessa is a chartered accountant, who has substantial strategic, risk, financial services, governance, and technology related experience, having held a number of senior executive roles, including previously serving as Chief Enablement Officer (Rest of Africa) at Absa Group Limited and Deputy Chief Executive Officer at Business Connexion Group. Vanessa has also established Quantum Change (Pty) Limited, an advisory firm which focusses on enabling strategic change within organisations.

External appointments: None

### Khumo Shuenyane

Independent Non-executive Director



Age: 51



Nationality:

Qualifications: BEcon, CA (England and Wales)

Date of appointment: August 2014

#### Relevant skills and experience:

Khumo's previous experience includes audit manager at Arthur Andersen, almost a decade at Investec in corporate finance and principal investments, Head of Mergers and Acquisitions at MTN Group Limited and partner at Delta Partners Group. In 2018, he was appointed Chair of Investec Bank Limited. Khumo brings strong industry experience to the Board, as well as exemplary knowledge of investment banking, telecoms, media and technology issues.

External appointments: Ninety One Limited, Ninety One plc, Investec Property Fund Limited and Vodacom Group Limited

### Philisiwe Sibiya

Independent Non-executive Director



Age: 45



Nationality:

Qualifications: BAcc, DIP Acc, CA (SA)

Date of appointment: August 2019

#### Relevant skills and experience:

Philisiwe is the founder and CEO of the Shingai Group. She was also involved in the telecommunications and media sector for 15 years, with 12 years spent at MTN Group where she held various roles including as Group Finance Executive of MTN Group, CFO of MTN South Africa and the CEO of MTN Cameroon. Prior to this she was with Arthur Andersen. Philisiwe has strong commercial and finance experience, further supporting the Board with her audit and risk management skills.

External appointments: AECI Limited, Goldfields Limited and Shingai Group (Pty) Ltd

### Brian Stevenson

Independent Non-executive Director



Age: 68



Nationality:

Qualifications: MBA, ACIB, FCBI

Date of appointment: May 2021

#### Relevant skills and experience:

Brian is the Chair of Investec Bank plc. He has substantial strategic, governance and financial services experience having held a number of senior executive roles, including previously serving as CEO and Chair of Royal Bank of Scotland's global transaction services division, as well as various Non-Executive positions including Agricultural Bank of China (UK) Limited and Deutsche Bank Nederland NV, including as Chair of audit and risk committees. Brian is an advisory Board member of the Lysis Group and a Board mentor for Critical Eye.

External appointments: Westpac Europe Limited

## DIRECTOR BIOGRAPHIES CONTINUED

### Fani Titi

Chief Executive



**Age:** 59



**Nationality:**

**Qualifications:** BSc Hons (cum laude), MA, MBA

**Date of appointment:** January 2004 (Board), November 2011 (Chair), May 2018 (Chief Executive)

**Relevant skills and experience:**

Fani was the founding member of the Kagiso Trust Investments Limited, and later cofounded and led the public offering of Kagiso Media Limited. He was subsequently the founding Executive Chair of the Tiso Group, which later merged with Kagiso Trust Investments Limited, to form Kagiso Tiso Holdings. He has served on a number of boards and joined the Secretary General of the United Nations CEO Alliance on Global Investors for Sustainable Development (GISD). Fani brings strong banking and commercial expertise to the Board.

**External appointments:** None

### Richard Wainwright

Executive Director

**Age:** 59



**Nationality:**

**Qualifications:** BCom (Hons), CTA, CA (SA)

**Date of appointment:** September 2020

**Relevant skills and experience:**

Richard has been with Investec since 1995 in various capacities, and the CEO of IBL since 2016, responsible for our operations in South Africa. Richard started the structured products and project finance divisions in 2003 in the Group's corporate and institutional banking division. He brings investment banking, tax, risk and industry expertise to the Board.

**External appointments:** Banking Association of South Africa (BASA)

### Nishlan Samujh

Group Finance Director / CFO



**Age:** 48



**Nationality:**

**Qualifications:** BAcc, Dip Acc, CA (SA), HDip Tax (SA)

**Date of appointment:** April 2019

**Relevant skills and experience:**

Nishlan started his career at KPMG Inc. He joined Investec in 2000 as a technical accountant, in the financial reporting team. In 2010 he took on the full responsibility for the finance function in South Africa, which later developed into the Global Head of Finance. This background affords significant financial expertise, and regulatory reporting skills.

**External appointments:** None

### Ciaran Whelan

Executive Director

**Age:** 58



**Nationality:**

**Qualifications:** FCA (Irish), HDip Tax (SA)

**Date of appointment:** April 2020

**Relevant skills and experience:**

Ciaran joined Investec in 1988. He has had varied experience within Investec, including Chief Executive of Investec Bank Australia Limited and the Global Head of Investec Private Bank. Ciaran was appointed as CEO of Investec Wealth & Investment (UK) and Managing Director of Investec plc in 2020. Ciaran brings hands-on experience in strategy and managing business risks to the Board.

**External appointments:** None