

DIRECTOR BIOGRAPHIES

Who we are

Biographies of our directors as at 31 March 2023 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 DLC BRRC

N DLC Nomdac

R DLC Remuneration Committee

A DLC Audit Committee

S DLC SEC

■ Denotes Committee Chair



Philip Hourquebie

Chair

B **N** **R**

Age
70

Nationality
British

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

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

Independent
On appointment

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



Zarina Bassa

Senior Independent Director

B **N** **R** **A**

Age
58

Nationality
South African

Qualifications
BAcc, DipAcc, CA (SA)

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

Independent
Yes

Relevant skills and experience
Zarina's previous appointments include partner of Ernst & Young, Executive Director of Absa 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 Standards Board, and a Non-Executive Director of the Financial Services Board, the South African Institute of Chartered Accountants, Kumba Iron Ore Limited, Mediclinic International, Sun International Limited, Mercedes South Africa, Oceana Group, 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

DIRECTOR BIOGRAPHIES

CONTINUED



Henrietta Baldock

Independent Non-Executive Director



Age

52

Nationality

British

Qualifications

BSc (Hons)

Date of appointment

August 2019

Independent

Yes

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 on a number of significant transactions. 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



Stephen Koseff

Non-Executive Director



Age

71

Nationality

South African

Qualifications

BComm, CA (SA), MBA, H Dip BDP, Hon DCom

Date of appointment

September 2020

Independent

No

Relevant skills and experience

Stephen was with Investec for 39 years in various capacities and the Group CEO from 1996 to 2018. In 2017, Stephen was awarded an Honorary Doctor of Commerce Degree by the University of the Witwatersrand. He was a former member of Business Leadership South Africa, the Financial Markets Advisory Board, chairman and member of the South African Banking Association and Independent Bankers Association, and former director of the JSE, Bidvest Group and Irongate Funds Management. . Stephen is Chair of Innovation Africa SA NPC and Co-Chair of the Youth Employment Service (YES). Stephen brings strong commercial, finance, risk and industry expertise to the Board.

External appointments

Bid Corporation Limited, Bravo Transport Holdings Limited, Bud Group (Pty) Limited, IEP Group (Pty) Limited and ArrowPoint Capital



Nicola Newton-King

Independent Non-Executive Director



Age

56

Nationality

South African

Qualifications

BA, LLB, LLM, LLD

Date of appointment

May 2021

Independent

Yes

Relevant skills and experience

Nicky is a lawyer by training. She was a senior Executive with the JSE for 23 years, and the CEO from 2012 to 2019. In her tenure at the JSE, Nicky was responsible for repositioning it as a modern securities exchange and as a thought leader amongst global exchanges around ESG. Nicky remains involved in a number of initiatives focused on education and social cohesion. This background affords her significant regulatory and business expertise, and knowledge of ESG matters.

External appointments

MTN Group Limited and Stellenbosch University

DIRECTOR BIOGRAPHIES

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Jasandra Nyker

Independent Non-Executive Director



Age
50

Nationality
British

Qualifications
BSc, MBA

Date of appointment
May 2021

Independent
Yes

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. Jasandra was also formerly CEO of BioTherm Energy, an African Independent Power Producer. 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
South African

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

Date of appointment
May 2022

Independent
Yes

Relevant skills and experience

Vanessa is a chartered accountant, who has substantial strategic, risk, finance, 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, Deputy Chief Executive Officer at Business Connexion Group and finance director of Stanbic Bank after having spent 7 years abroad at Deloitte US and Aviva plc. Vanessa has also established Quantum Change, an advisory and recruitment firm which focusses on enabling strategic change within organisations.

External appointments
None



Khumo Shuenyane

Independent Non-Executive Director



Age
52

Nationality
South African

Qualifications
BEcon, CA (England and Wales)

Date of appointment
August 2014

Independent
Yes

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

DIRECTOR BIOGRAPHIES

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Philisiwe Sibiya

Independent Non-Executive Director



Age

46

Nationality

South African

Qualifications

BAcc, DIP Acc, CA (SA)

Date of appointment

August 2019

Independent

Yes

Relevant skills and experience

Philisiwe is the founder and CEO of the Shingai Group. She was 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

69

Nationality

British

Qualifications

MBA, ACIB, FCBI

Date of appointment

May 2021

Independent

Yes

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 CEO and Chair of Royal Bank of Scotland's global transaction services division and as Head of Global Banking Division Asia Pacific at Deutsche Bank, as well as various non-executive positions including Agricultural Bank of China and Deutsche Bank Nederland. Brian is an advisory Board member of Lysis Financial and a Board mentor for Critical Eye.

External appointments

Westpac Europe Limited



Fani Titi

Chief Executive



Age

60

Nationality

South African

Qualifications

BSc Hons (cum laude), MA, MBA

Date of appointment

January 2004 (Board), November 2011 (Chair), May 2018 (Chief Executive)

Independent

No

Relevant skills and experience

Fani was appointed joint CEO of Investec Group on 1st April 2019, and sole Group Chief Executive on 16th March 2020. Prior to that Fani chaired the Investec Group Board between November 2011 and May 2018, and was a member of the Group Board since January 2004. Prior to joining Investec, Fani was a private equity professional with the private equity groups the Tiso group and Kagiso Trust Investment Investments. Fani brings banking and commercial expertise to the Board.

External appointments

IEP Group (Pty) Ltd

DIRECTOR BIOGRAPHIES

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Nishlan Samujh

Group Finance Director / CFO

B

Age
49

Nationality
South African

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

Date of appointment
April 2019

Independent
No

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. He was then appointed Group Finance Director in 2019. This background affords significant financial expertise, and regulatory reporting skills.

External appointments
None



Richard Wainwright

Executive Director

Age
60

Nationality
South African

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

Date of appointment
September 2020

Independent
No

Relevant skills and experience
Richard has been with Investec since 1995 in various capacities, and the CEO of Investec Bank Limited since 2016, responsible for our operations in South Africa. Richard started the financial products and project finance divisions in 1996. He was appointed as head of the Group's corporate and institutional banking division in 2005. He brings investment banking, tax, risk and industry expertise to the Board.

External appointments
IEP Group (Pty) Ltd, Bud Group (Pty) Limited and Banking Association of South Africa (BASA)



Ciaran Whelan

Executive Director

Age
59

Nationality
Irish

Qualifications
FCA (Irish), HDip Tax (SA)

Date of appointment
April 2020

Independent
No

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

External appointments
None