

1

CORPORATE
SUSTAINABILITY
AT INVESTEC



Our role in society

Our vision to create and preserve sustained long-term wealth cannot be done in isolation of our responsibility to the world around us. Our commitment to sustainability recognises the interconnected nature of our business, the economy, the environment and society. Over the past year, we continued to integrate environmental, social and governance (ESG) considerations into our daily operations to ensure sustainable management with a long-term vision.

This extends to our business activities where we play a critical role in funding a sustainable economy that is cognisant of the world's limited natural resources. We believe that the group can make the greatest socio-economic and environmental contribution by partnering with our clients and stakeholders to have a tangible impact on reducing inequality.

In this regard, we are committed to playing our role in terms of the Sustainable Development Goals (SDGs) and to finding opportunities within our businesses to build a more resilient and inclusive world. After extensive stakeholder engagement over the past 18 months, we prioritised our goals to ensure that they are globally aligned, yet locally relevant, to our core geographies and reflect our current business model and growth strategy. The aim for the year ahead is to raise awareness and maximise impact by coordinating activities and opportunities across our operations, businesses and communities.

At the beginning of 2018, the group became a full participant (previously only a signatory) to the United Nations (UN) Global Compact, increasing our commitment to the 10 principles with respect to business and human rights, labour, environment and anti-corruption. The Social and Ethics Committee (DLC SEC), a sub-committee of the board, monitors our progress in advancing the ten principles and entrenching them into our strategy, culture and daily operations.

Diversity and inclusion

Other areas that received board attention this year included our progress regarding our diversity targets and post year-end, we were proud to announce the appointment of Ruth Leas as CEO of Investec Bank plc and head of the UK Specialist Bank (subject to regulatory approval). We also signed the CEO statement of support for the United Nations Women's Empowerment Principles demonstrating the commitment from our leadership teams to improving representation across the organisation. Our investment in communities continued to focus on the core areas of education, external learnerships, entrepreneurship and job creation with community spend comprising 1.5% of operating profit (2018: 1.4%).

Our commitment to the environment

From an environmental perspective, there were a number of substantive achievements in our ambition to transition to a low-carbon global economy. The group strengthened its climate change statement and policy on funding coal projects. Investec Asset Management (IAM) held their third internal Investment Sustainability Forum on climate change and launched a number of dedicated investment funds for investors who want to support and benefit from the transition to a more sustainable economic model. The power and infrastructure finance team launched a renewable energy investment vehicle called Revego Africa Energy. Lastly, both

IAM and the group signed up to the United for Wildlife Financial Taskforce to leverage existing global financial crime architecture and combat illegal wildlife trade.

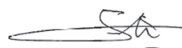
Our sustainability recognition

As part of our commitment to transparency and reporting, we participate in a number of sustainability indices and were recognised as one of 15 industry leaders on the Dow Jones Sustainability Investment World indices and one of nine on the DJSI Europe indices. We were also a finalist in the 2018 Refinitiv (formerly Thomson Reuters) Southern Africa Excellence Awards in the Most Impactful Business: Doing Good and Doing Well category. While it makes us proud to receive this recognition, we are mindful that this is a journey and we continually need to strive for more when it comes to our ESG performance and socio-economic impact.

Our culture

With the transformation from founder-led to the next generation of management, of paramount importance has been preserving the culture of the organisation. Our culture is a reflection of who we are and what we care about and it guides how we conduct ourselves as a responsible corporate. Investec's founders instilled a strongly embedded culture of uncompromising integrity, moral strength and behaviour which promotes trust. At the heart of our values, is the belief that our sustainability as an organisation is dependent on our ability to have a positive impact on the success and well-being of communities, the environment and on overall macro-economic stability. A strong culture provides a competitive advantage in a business environment where products, technology and communications are increasingly replicable. The core tenets of our culture are embedded in our DNA and we will continue to encourage an energetic, relationship-focused environment that attracts driven individuals who consistently seek to go the extra mile for the client. The shift from founder-led to next generation leadership has been a journey over a period of time. We are comfortable that we have a strong and diverse leadership team who embed the group's culture and values, and are well equipped to take the group from strength to strength.

The material information relating to our sustainability efforts is included throughout volume one of the Investec group's 2019 integrated annual report. This supplementary report expands on the integrated report and provides additional information as required by our many ESG stakeholders regarding our performance and progress in terms of the UN Global Compact's ten principles, how we are integrating ESG into our activities and the opportunities we are finding in terms of the SDGs.



Fani Titi
Joint chief executive officer



Hendrik du Toit
Joint chief executive officer

28 June 2019

Building trust and credibility among our stakeholders is vital to good business

The board recognises that effective communication is integral in building stakeholder value and is committed to providing meaningful, transparent, timely and accurate financial and non-financial information to primary stakeholders as highlighted below. The purpose is to help these stakeholders make meaningful assessments and informed investment decisions about the group.

We endeavour to present a balanced and understandable assessment of our position by addressing material matters of significant interest and concern.

We seek to highlight the key risks to which we consider ourselves exposed and our responses to minimise the impact of these risks.

Another objective is to show a balance between the positive and negative aspects of our activities in order to achieve a comprehensive and fair account of our performance.

As a requirement of our DLC structure, we comply with the disclosure obligations contained in the applicable listing rules of the UK Listing Authority (UKLA), the Johannesburg Stock Exchange

(JSE) and other exchanges on which our shares are listed, and with any public disclosure obligations as required by the UK regulators and the South African Prudential Authority.

We also recognise that from time to time we may be required to adhere to public disclosure obligations in other countries where we have operations.

The investor relations division has a day-to-day responsibility for ensuring appropriate communication with stakeholders and, together with the group finance and company secretarial divisions, ensures that we meet our public disclosure obligations.

We have a board-approved policy statement in place to ensure that we comply with all relevant public disclosure obligations and uphold the board's communication and disclosure philosophy.

The board appreciates the importance of ensuring an appropriate balance in meeting the diverse needs and expectations of all the group's stakeholders and building lasting relationships with them.

We engage regularly with our stakeholders:

| Employees | Investors and shareholders | Clients | Rating agencies |
|---|---|--|--|
| <ul style="list-style-type: none"> Quarterly magazine Staff updates hosted by executive management Group and subsidiary fact sheets Tailored internal investor relations presentations Induction training for new employees Regular staff communications Dedicated comprehensive intranet Senior management engagement breakfasts | <ul style="list-style-type: none"> Annual general meeting Four investor presentations Stock exchange announcements Comprehensive investor relations website Shareholder roadshows and presentations Regular meetings with investor relations team and executive management Annual meeting with investor relations, group company secretarial, the chairman of the board, senior independent director and chairman of the remuneration committee Regular email and telephone communication Annual and interim reports | <ul style="list-style-type: none"> Client relationship managers in each business Regular face-to-face, telephone and email communications Meetings with senior management Comprehensive website and app Industry relevant events Client marketing events | <ul style="list-style-type: none"> Meetings with investor relations team, group risk management and executive management Tailored rating agency booklet Tailored presentations Regular email and telephone communications Annual and interim reports Four investor presentations Comprehensive investor relations website |
| Government and regulatory bodies | Equity and debt analysts | Media | Suppliers |
| <ul style="list-style-type: none"> Active participation in a number of policy forums Response and engagement with all relevant bodies on regulatory matters Consulted with industry bodies | <ul style="list-style-type: none"> Four investor presentations Stock exchange announcements Comprehensive investor relations website Regular meetings with investor relations and executive management Regular email and telephone communications Annual and interim reports | <ul style="list-style-type: none"> Regular email and telephone communications Stock exchange announcements Comprehensive website Meetings with executive management, economists and industry spokespersons Dedicated third party public relations teams | <ul style="list-style-type: none"> Centralised negotiation process Ad hoc procurement questionnaires requesting information on suppliers' environmental, social and ethical policies |

*Topical discussions with our stakeholders***Impact of the political and economic environment**

It's been a challenging operating environment in both South Africa and the UK with some volatility expected to continue. Key for stakeholders is the resilience of our business model through varied economic cycles.

Notwithstanding the challenging backdrop, the group delivered a sound operational performance and was able to maintain healthy asset quality and risk metrics. Our risk appetite framework, as set out on page 11 in volume two of the Investec group's 2019 integrated annual report, is assessed regularly in light of market conditions and group strategy. Our stress testing framework regularly tests our key vulnerabilities under stress and we are comfortable that we have robust risk management processes and systems in place. The group has always had a long-term strategy of building a diversified portfolio of businesses and geographies to support clients through varying markets and economic cycles and we remain confident with the resilience of our businesses. The group's viability statement can be found on page 149 to 151 in volume one of the Investec group's 2019 integrated annual report.

Succession

Succession of the group's long-serving executive management has been an ongoing focus area for stakeholders over the past few years. The announcement of our succession plan in February 2018 was well received. Since then a number of additional management changes have been announced as outlined on page 70 in volume one of the Investec group's 2019 integrated annual report. As we transition from a founder-led business, we are confident that we have strong and diverse leadership teams in place, who embed the group's culture and values, and well-equipped to steer the businesses to achieve their long-term strategic objectives.

Strategic review and proposed demerger

Following the group's management succession announcement, a comprehensive strategic review was conducted to ensure that the group remains well positioned to serve the long-term interests of all stakeholders. After considering a full range of options, the group announced in September 2018 its intention to simplify and focus the business, in pursuit of disciplined growth over the long term. In this regard, the board concluded that a demerger and separate listing of Investec Asset Management would achieve this and allow both businesses to have a sharper focus on their respective growth trajectories. This should result in improved resource allocation, better operational performance and higher long-term growth. The proposed demerger is still subject to regulatory and shareholder approvals, and is expected to be completed during the second half of 2019.

Improving and sustainable returns

The group hosted Capital Markets Days (CMDs) for the Asset Management business and the Bank and Wealth business in November 2018 and February 2019 respectively. Both CMDs were successful in reaffirming the businesses' positioning and communicating the respective strategies. The Bank and Wealth CMD also provided an opportunity to highlight some of the key initiatives underway to enhance returns and to set out the new short- to medium-term ROE and cost-to-income targets for the Bank and Wealth businesses.

Shareholder dilution

The resolutions granting directors authority to allot shares was passed with a majority of less than 80% at our annual general meeting in August 2018. The board has taken shareholder concerns into account in relation to the dilutive effect of the issuance of ordinary shares, therefore these resolutions will not be proposed at the group's 2019 AGM.

Executive remuneration

The resolution to approve the updated executive remuneration policy was passed with a majority of less than 80% at our annual general meeting in August 2018. The revised remuneration policy incorporated feedback from extensive engagement with shareholders addressing a number of matters, notably; a reduction in total executive director compensation, better alignment between pay awards and performance, simplification in pay structures and the assessment of executive director performance, pro-rating of unvested long-term incentive plan awards for departing executive directors and the introduction of a minimum shareholding requirement for executive directors.

Overall, shareholders provided positive feedback on the changes made and on the level of detail and clarity of the disclosure. However, some of the group's shareholders, whilst acknowledging these positive aspects, believed that the overall quantum of pay is too high relative to South African peers. The Investec group is an international business, and as such the Remuneration Committee believes it is appropriate to benchmark executive remuneration against a set of international peers, including South African competitors. Despite the group's active engagement on these matters, certain of the group's shareholders decided to vote against the remuneration policy.

With the announcement of the proposed demerger of IAM, the group used the opportunity to re-engage with its largest shareholders on the current policy as well as on technical amendments to the policy which will be implemented following the proposed demerger. Based on the discussions held to date, the board believes that a new remuneration policy is not required at this time. Further information on our remuneration policy can be found in our remuneration report on pages 168 to 218 in volume one of the Investec group's 2019 integrated annual report.

Auditor independence

In light of increased corporate and audit firm scandals, audit quality and auditor independence has been under heightened scrutiny by stakeholders. This was particularly pertinent in relation to challenges experienced by KPMG Inc. in South Africa. The Audit Committee spent time during the year on matters pertaining to audit quality and auditor independence and these matters are explained in detail on pages 132 to 141 in volume one of the Investec group's 2019 integrated annual report. With respect to KPMG Inc. specifically, several processes were initiated to ensure and confirm audit quality as detailed on page 141 in volume one of the Investec group's 2019 integrated annual report. The Audit Committee chairman engaged extensively with shareholders on the considerations and processes carried out in this regard.

COMMUNICATION AND STAKEHOLDER ENGAGEMENT

(continued)

Gender, diversity and transformation

Stakeholders remain interested in the progress made by Investec on a number of diversity issues, including workplace representation, board diversity and transformation in South Africa. During the year, the board approved a board diversity policy, setting out the targets for board composition in terms of gender and race. As at 31 March 2019, we are pleased to report that there was a 25% representation of women on the board – good progress towards our target of 33% by 2020. There was also an increase in female senior leadership who now represent 35% of total senior leadership. Additionally, the group signed the CEO statement of support for the United Nations Women's Empowerment Principles demonstrating a commitment by executive management to advancing and empowering women, not only in the workplace, but also in the marketplace and our communities.

In terms of transformation in South Africa, Investec remains committed to black economic empowerment and reporting in terms of the Financial Sector Code where we were rated a level 1 as at the end of the financial year. We were one of the first signatories to the Youth Employment Service (YES) initiative to address the unemployment issue among young people, providing fundamental support for the initial launch in March 2018. In the past year we placed in excess of 1 200 youth, of which 63% were female, with 11 of our partners. The first cohort have completed their year of work experience and a significant number were able to secure permanent employment.

Operational and conduct risks

We remain focused on conduct, reputational, operational, recovery and resolution risks. Financial crime and cybercrime are priorities, and the group aims to strengthen its systems and controls in order to manage cyber risk as well as meet its regulatory obligations to combat money laundering, fraud and corruption.

Non-financial reporting

Stakeholders are increasingly expecting greater non-financial disclosures. This includes disclosure on environmental and social impacts as well as benchmarking against our peers.

The Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFDs) has gained more traction as the Prudential Regulation Authority has issued an updated supervisory statement clarifying expectations around climate-related disclosure requirements. We recognise and support the recommendations of the TCFDs to report clear and consistent information and have expanded on our previous disclosure as seen on pages 75 and 76 in volume two of the Investec group's 2019 integrated annual report. This is the start of a long-term process to build a better understanding of environmental, social and governance (ESG) reporting and climate-related risks and opportunities and we will enhance our disclosure over time in line with industry guidelines and best practice.

Interest from stakeholders in advancing the Sustainable Development Goals (SDGs) has increased. Investec remains committed to building a more resilient and inclusive world, and finding opportunities within our businesses to maximise our impact. We prioritised six SDGs that are globally aligned, yet locally relevant to our core geographies and which reflect our current business model and growth strategy. We continue to report on our performance with detail available on our six priority SDGs and their targets in this report.

Materiality

In identifying material issues, consideration is given to those issues we believe have the potential to significantly influence our ability to have a positive impact on the sustainability of our business and on overall macro-economic stability, as well as contributing to the success and well-being of our communities and the environment. Due to the nature of Investec's business, the material aspects identified by stakeholders are considered unlikely to change in the short to medium term and we only do a more comprehensive process of engagement with internal and external stakeholders every three years. The issues and concerns identified by our various stakeholders affirms that our core corporate responsibility issues have not materially changed and we continue with our core focus areas as described throughout this report.

Corporate sustainability

Corporate sustainability at Investec is about contributing in a positive and responsible way to the health of our economy, the well-being of our staff and communities, while safeguarding our natural resources to build a more resilient and inclusive world.

Over the past year we have:

- prioritised six core Sustainable Development Goals (SDGs)
- continued to integrate environmental, social and governance (ESG) considerations into our daily operations and
- created value through our commitment to the six capitals.

Funding a sustainable economy

We play a critical role in funding a sustainable economy that is cognisant of the world's limited natural resources.

- We signed up as full participants of the United Nations Global Compact's 10 principles on human rights, labour, environment and anti-corruption
- We signed the CEO statement of support for the United Nations Women's Empowerment Principles
- We have strengthened our climate change statement that supports the transition to a low-carbon economy. Together with UK Climate Investments, Investec committed R1 billion to a dedicated renewable energy investment vehicle called Revego Africa Energy
- As one of the first signatories to the Youth Employment Service (YES) initiative in South Africa, we placed more than 1 200 youth with 11 partners during the year
- We signed up to the United for Wildlife Financial Taskforce which leverages existing global financial crime architecture to combat illegal wildlife trade.

We participate and have maintained inclusion in several globally recognised sustainability indices.


- Investec plc ranked in the Dow Jones Sustainability Investment (DJSI) Index as one of 15 industry leaders on the DJSI World and one of nine in the DJSI Europe indices
- Investec Limited ranked as one of four industry leaders on the DJSI Emerging Markets Index
- Constituent of the FTSE4Good Index
- Constituent of the ECPI Index
- Constituent of the FTSE/JSE Responsible Investment Index Series
- Rated AAA on the MSCI Global Sustainability Index Series
- Member of the STOXX Global ESG Leaders Indices.


SDGs

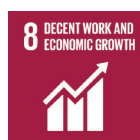
We have committed to support delivery of the United Nations SDGs in building a more resilient and inclusive world.

Our business model is best positioned to contribute to the SDGs by facilitating strong institutions (SDG 16) and partnering with our clients and stakeholders (SDG 17) to have a tangible impact on reducing inequality (SDG 10).

After extensive stakeholder engagement over the past 18 months, we prioritised our goals to ensure that they are globally aligned yet locally relevant to our core geographies and reflect our current business model and growth strategy. The aim is to maximise socio-economic and environmental impact by coordinating and integrating activities across our operations, businesses and communities. Financing innovative solutions that enable access to clean water (SDG 6) and affordable energy (SDG 7) as well as providing access to quality education (SDG 4) are all vital for economic growth and job creation (SDG 8). At the same time, our business has established expertise in building and supporting infrastructure solutions (SDG 9) and funding sustainable cities and stronger communities (SDG 11). As a result, we prioritised these six core SDGs which, given the interconnected nature of the goals, will help maximise our contribution to all 17 goals. We will continue to test these priorities for relevance and impact as our SDG journey progresses.

 Refer to page 49 for more information.




 Refer to our website for more details on our impact through the SDGs.



Value creation through the six capitals


Human capital

We depend on the experience and proficiency of our people to perform and deliver superior client services.

| | Purpose and priorities | Impact |
|--|---|---|
|    | Providing a safe and healthy work environment that values physical as well as psychosocial well-being | 20% of employees in the UK Bank and Wealth have attended employee well-being interventions in the first month since the launch in February 2019 70% of employees in South Africa participated in employee well-being initiatives (2018: 72%) |
| | Investing in our people and growing talent and leadership | Learning and development spend as a % of staff costs is 1.5% (2018: 1.9%) for the group (target of >1.5% for the group) Learning and development spend of £17.8 million (2018: £22.5 million). The decrease is due to the realignment of current programmes to ensure efficiency and relevance 22 CAs graduated from the CA programme in the past year and 17 were retained in our business (2018: 21 of 21 graduates retained) |
| | Retaining and motivating staff through appropriate remuneration and rewards structures | Staff turnover rate is 9.6% in South Africa (2018: 9.2%) and 11.5% in the UK (2018: 11.3%) 5% of Investec group's shares are held by staff (excluding non-executive directors' holdings) (2018: 5%) |
| | Respecting and upholding human rights by entrenching a value-driven culture through the organisation that is supported by strong ethics and integrity | Signed up as a full participant to the United Nations Global Compact and remain committed to the 10 principles on human rights, labour, environment and anti-corruption |
| | Promoting diversity and equality at all levels of the group | 49% female employees (2018: 49%) and 25% females on the board (target of at least 33% by 2020) (2018: 20%) Senior female managers increased to 35% (2018: 33%) Recognised by Equileap in the UK for best maternity and paternity leave We compiled a document which is publicly available called <i>The way we do business</i> Appointed Ruth Leas as CEO of Investec Bank plc and head of the UK Specialist Bank (subject to regulatory approval) Signed the CEO statement of support for the United Nations Women's Empowerment Principles |
| | | |


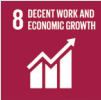


Intellectual capital

We use our specialist financial skills and expertise to provide efficient solutions for clients and have a robust risk management process in place.

| | Purpose and priorities | Impact |
|---|---|--|
|  | Maintaining a diversified portfolio of businesses that supports performance through varying economic cycles | Our capital light activities contributed 56% to group income (target > 50% of our income from capital light activities) (2018: 56%) Annuity income as a percentage of operating income is 76.9% (2018: 76.2%) |
| | Leveraging our expertise in risk management to protect value | Credit loss ratio within long-term average range at 0.31% (2018: 0.61%) |
| | Ensuring solid and responsible lending and investing activities | Trained a further 43 frontline consultants on environmental, social and governance (ESG) practices in South Africa and the UK (2018:195) |

Social and relationship capital





We leverage key stakeholder relationships to enhance our impact on society and the macro-economy.

| | <i>Purpose and priorities</i> | <i>Impact</i> |
|---|---|--|
|     | Building deep durable relationships with our clients and creating new client relationships | Customer accounts (deposits) up 4.1% (2018: 6.5%) Customer complaints in Private Bank South Africa were down 7.2% to 2 202 complaints (2018: 2 373 complaints) |
| | Investing in our distinctive brand and providing a high level of service by being nimble, flexible and innovative | Voted South Africa's eighth most valuable brand in 2019 by Brand Finance South Africa |
| | Unselfishly contributing to society through our community programmes | 1.5% community spend as a % of operating profit (2018*: 1.4%) (target of >1% for the group). Community spend of £9.9 million (2018*: £8.2 million) <i>* Restated to include external learnerships and job creation (YES initiative)</i> |
| | Committed to transformation and youth employment in South Africa | Rated level 1 under the Financial Sector Code. We are one of the first signatories to the Youth Employment Service (YES) initiative in South Africa, and placed more than 1 200 youth with 11 partners during the year |

For more information on our commitment to transformation in South Africa refer to page 26.

Natural capital

We support the transition to a low-carbon economy. We will consider any meaningful activity that reduces the negative impact, or prolongs life, on our planet.



| | <i>Purpose and priorities</i> | <i>Impact</i> |
|--|---|--|
|     | Funding and participating in renewable energy | 86% of our energy lending portfolio relates to clean energy (2018: 88%) Together with UK Climate Investments, we committed R1 billion to a dedicated renewable energy investment vehicle called Revego Africa Energy |
| | Limiting our direct operational carbon impact | Carbon emissions reduced by 2.8% (2018: 6.1%) despite headcount increasing by 4.7% In the UK, we have incorporated a number of environmental initiatives into the design of our new premises in London to manage and reduce our carbon footprint |
| | Protecting biodiversity through various conservation activities | Signed up to the United for Wildlife Financial Taskforce which leverages existing global financial crime architecture to combat illegal wildlife trade |
| | | 5 812 increase in number of children reached through our Coaching for Conservation programme in the past year (17 373 reached since 2013) Investec Rhino Lifeline has supported the rescue of 80 rhino since 2012 (2018: 70 rhino) 11 rural villages in South Africa received access to water as a result of our collaboration with the Entrepreneurship Development Trust and Innovation Africa |


Refer to pages 44 and 47 for our emission reduction targets.



Technological capital

We deliver efficient and effective information technology to support our businesses and facilitate our digital strategy.


| | Purpose and priorities | Impact |
|--|---|---|
|   | Creating an international platform for clients with global access to products and services which is both high-tech and high-touch | We are continually enhancing and evolving our client digital platforms to ensure a seamless, integrated client service experience, now including a dedicated Investec for Intermediaries, and a business banking experience |
| | We are focused on optimising the internal value chain, and improving productivity | We executed on a number of core platform improvements, and a dedicated digital workplace strategy is underway to support this initiative We closed our Click & Invest Service as the appetite for this type of investment service remains low and the market is growing at a much slower rate than expected |
| | Partnering with the growing fintech ecosystem | Relationships formed through our Investec emerging companies team across the world, and a dedicated fintech partnership team has built a strong pipeline of innovation We partnered with a late-stage technology venture capital fund with a first investment focusing on low-cost 3D imaging sensors enabling tumour detection, people-tracking, vehicle automation and radiation level testing among others Through a collaboration with Bankserv Africa and uPort, we have revealed a blockchain based identity system We have launched Samsung-pay which facilitates secure and convenient mobile payments |

 (Refer to our digital strategy on page 10 in volume one of the Investec group's 2019 integrated annual report).



Financial capital

We create sustained long-term wealth by growing our core businesses.

 (Refer to pages 38 to 68 in volume one of the Investec group's 2019 integrated annual report).

Value added statement

| £'000 | 31 March 2019 | 31 March 2018 |
|--|------------------|------------------|
| Net income generated | | |
| Interest receivable | 2 641 920 | 2 491 009 |
| Other income | 1 587 063 | 1 607 007 |
| Interest payable | (1 826 493) | (1 730 611) |
| Other operating expenditure and impairments on loans | (374 839) | (467 982) |
| | 2 027 651 | 1 899 423 |
| Distributed as follows: | | |
| Employees: Salaries, wages and other benefits | 816 253 | 795 420 |
| Communities: Spend on community initiatives | 9 862 | 8 238* |
| Government: Corporation, deferred payroll and other taxes | 609 927 | 550 610 |
| Shareholders: | 279 389 | 261 435 |
| Dividends to ordinary shareholders | 238 072 | 227 908 |
| Dividends to perpetual preference and Other Additional Tier 1 security holders | 41 317 | 33 527 |
| Retention for future expansion and growth | 312 220 | 283 720 |
| Depreciation | 40 812 | 28 804 |
| Retained income for the year | 271 408 | 254 916 |
| Total | 2 027 651 | 1 899 423 |

* Restated to include external learnerships and job creation (YES initiative).

External recognition and group memberships

Although we are not driven by awards and recognition, Investec participates and has maintained its inclusion in the following world-leading indices. These indices have been designed objectively to measure the performance of companies that meet globally recognised corporate responsibility standards.

- Voted first, second and third in the 2019 Universum awards by law professionals, professionals and students respectively in the business/commerce sector
- Ranked 27th in the world and fourth in the UK for progress in gender equality and reporting by Equileap in 2018
- Recognised by Equileap in the UK for best maternity and paternity leave in 2019
- Signatory to the 30% Club in South Africa and the UK and to the HM Treasury Women in Finance Charter
- Finalist in the 2018 Refinitiv (formerly Thomson Reuters) Southern Africa Excellence Awards in the Most Impactful Business: Doing Good and Doing Well category
- Received gold in the Global Good Awards for Best Education Project for the partnership with Arrival Education (UK) in 2018
- Winners of the Charity Investment Team of the Year by the City of London Wealth Management Awards 2019
- UK head office won the Chairman’s Cup for waste management processes in the City of London’s Clean City Awards in 2018 for the third time
- Operationally, we have a very low carbon footprint compared to our peers and were awarded a B rating by the Carbon Disclosure Project (CDP).

DANIEL WILD, PhD, Co-CEO RobecoSAM:

“We congratulate Investec for achieving a place in The Sustainability Yearbook 2019, a showcase of the world’s best performing companies among industry peers and in terms of financially material ESG metrics. Launched this year under the SAM brand and now with increased public access to the percentile rankings of all companies, the Yearbook remains a highly credible source of corporate sustainability insights.”

Sustainability indices

| | 2019 | 2018 | 2017 |
|--|-------------|-------------|-------------|
| Carbon Disclosure Project (CDP) (Investec is a member and Investec Asset Management is a signatory investor) | B | B | A- |
| Code for Responsible Investing in South Africa (CRISA) | Signatory | Signatory | Signatory |
| Dow Jones Sustainability Investment Index* (score out of 100) | 64 | 68** | 69 |
| ECPI Index | Constituent | Constituent | n/a |
| FTSE4Good Index | Included | Included | Included |
| FTSE/JSE Responsible Investment Index series | Constituent | Constituent | Constituent |
| MSCI Global Sustainability Index Series (Investec plc) – Intangible value assessment (IVA) rating | AAA | AAA | AAA |
| STOXX Global ESG Leaders Indices | Member | Member | Member |
| United Nations Global Compact | Participant | Participant | Active |
| United Nations Principles for Responsible Investment (UNPRI) | Signatory | Signatory | Signatory |



* Investec Limited ranked as one of four industry leaders on the DJSI Emerging Markets Index; Investec plc ranked as one of 15 industry leaders on the DJSI World and one of nine in the DJSI Europe indices.

** As of 2018, results reflect a major scoring methodology update.