

Creating enduring worth

Investec Group
sustainability report 2023



**REASONABLY ASSURED INFORMATION**

Denotes selected information that has been externally assured. Refer to EY's reasonable assurance report for details on the scope of the assurance

**PAGE REFERENCES**

Refers readers to information elsewhere in this report

**WEBSITE**

Indicates that additional information is available on our website: www.investec.co.za and other websites

**REPORTING STANDARD**

Denotes our consideration of a reporting standard

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Group Sustainability

Telephone: (27) 11 286 7000

E-mail: group.sustainability@investec.co.za

www.investec.com/sustainability

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About Investec

vestec

A distinctive banking and
wealth management business
creating sustainable, long-term
value for our stakeholders.

2023 SNAPSHOT

People	1.8% learning and development spend as a % of staff costs 2022: 1.6% Target: >1.5%	49.4% female 2022: 49.7% female; 50.3% male	50.6% male 2022: 12.1%	Total Group staff turnover 10.6% 2022: 12.1%	Mean gender pay gap* Investec Limited: 28.2% 2022: 27.9% Investec plc: 32.6% 2022: 33.9%
Communities	Achieved 1.3% £10.7mn Group community spend as a % of Group operating profit** against our target of >1% 2022: 1.3%; £8.9mn	2 108 learners supported through Arrival in the UK in the past 14 years 2022: 1 995 learners	5% maths 5% science Promaths contribution to South Africa's national distinctions 2021 academic year: 5% in maths and science	10 510 staff volunteering hours with 2 241 staff*** involved 2022: 9 001 hours; 759 staff	
Environment and climate change	Fossil fuels as a % of loans and advances 1.84% 2022: 1.99%	Fossil fuels <ul style="list-style-type: none">Stopped all limited recourse project financing to new thermal coal minesInvestec Group committed to zero thermal coal in our loan book by 31 March 2030	Coal as a % of loans and advances 0.10% 2022: 0.10% Target: Zero thermal coal exposures in our loan book by 31 March 2030	Disclosed our Scope 3 financed emissions for the second year with a strategy to reach net zero by 2050	
Sustainable finance and investment	€178mn commercial loan agreement in the Water for All priority programme for remote villages in Côte d'Ivoire	\$46.2mn raised by Investec Wealth & Investment at 31 March 2023 through the Global Sustainable Equity Fund	\$80mn senior credit facility in collaboration with Proparco to implement the Transforming Financial Systems for Climate programme in South Africa	£110mn senior debt facilities to support InstaVolt's accelerated electric vehicle charging network in the UK	
Governance	43% women on the Board at 31 March 2023 2022: 36%	Published our fourth TCFD report	ESG performance measures for Executive Directors' remuneration were introduced in 2022. This year we will examine alternatives to link ESG metrics and KPIs to Executive Directors' compensation	43% of Board members are persons of colour (measured in terms of the Parker Review metrics) 2022: 43%	

* Gender pay gap stats are reported a year in arrears

** Before goodwill, acquired intangibles, non-operating items, taxation and after other non-controlling interests

*** Some staff attended more than one volunteering event

Reporting scope, boundary and framework

Our Group sustainability report highlights Investec's sustainability performance over the period 1 April 2022 to 31 March 2023.

We incorporate material information from the main geographies in which we operate.

This report is intended to serve the information needs of the stakeholder groups most affected by our business – clients, employees, investors, shareholders, sustainability rating agencies, government, regulatory bodies and environmental, social and governance (ESG) analysts who will use the content for an analysis of our sustainability performance. It also focuses on the most material aspects of our business in relation to our sustainability strategy. This report has been prepared in accordance with the GRI Standards: Core option. Our approach to reporting has also followed the guidance from the King Code of Governance Principles for South Africa (King IV).



An index of the GRI Standards' indicators, together with our response to each of them, can be found on our website: www.investec.com/gri



Assurance



EY has provided reasonable assurance over selected environmental, people and community spend key performance indicators. The assurance statement can be found on pages 121 to 122 in this report.

Our operational structure

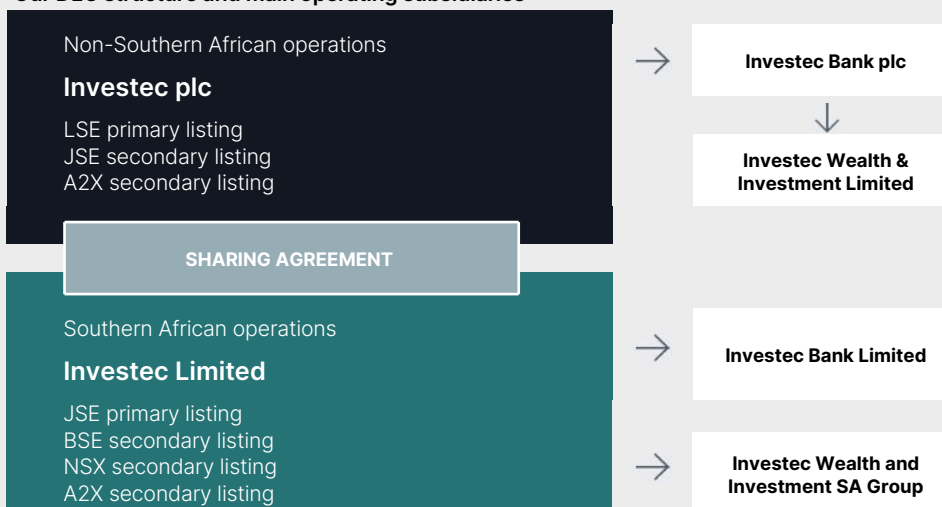
During July 2002, Investec Group Limited (since renamed Investec Limited) implemented a dual listed companies (DLC) structure and listed its offshore business on the London Stock Exchange (LSE).

In terms of our DLC structure, Investec Limited is the holding company of our businesses in Southern Africa, and Investec plc is the holding company of our non-Southern African businesses. Investec Limited is listed on the Johannesburg Stock Exchange Limited (JSE) South Africa (since 1986) and Investec plc on the LSE (since 2002).



A circular on the establishment of our DLC structure was issued on 20 June 2002 and is available on our website.

Our DLC structure and main operating subsidiaries



All shareholdings in the ordinary share capital of the subsidiaries shown are 100%

Salient features of the DLC structure

Investec plc and Investec Limited are separate legal entities and listings, but are bound together by contractual agreements and mechanisms

Investec operates as if it is a single unified economic enterprise

Shareholders have common economic and voting interests as if Investec plc and Investec Limited were a single company

Creditors, however, are ring-fenced to either Investec plc or Investec Limited as there are no cross-guarantees between the companies.

Oversight

Investec operates under a DLC structure. The DLC Social and Ethics Committee (DLC SEC), a sub-committee of the Board, is responsible for monitoring the non-financial elements of Group sustainability. The DLC SEC consists of the following Board members:

KL Shuenyane (Chair)
M Mannings
M Mthombeni
N Newton-King
J Nyker
F Titi

We have employees in each of the major geographies in which we operate, who drive our sustainability objectives as well as various forums discussing these considerations. Feedback on relevant sustainability issues is provided at Board meetings. Six meetings were held during the reporting period.

We include specific stakeholder interests on non-financial matters, including environmental and social impacts, in the Investec Group's 2023 integrated and strategic annual report. This Group sustainability report consolidates our material sustainability and ESG considerations and provides additional disclosures that are required by our numerous stakeholders. The GRIGroup sustainability report supports the information included in the Investec Group's 2023 integrated and strategic annual report. The Investec Group's 2023 climate-related financial disclosures report provides disclosures on our material climate and nature-related matters.

Our purpose

Our purpose is to create enduring worth.

Our mission

Investec is a distinctive bank and wealth manager, driven by commitment to our purpose, values, core philosophies and culture. We deliver exceptional service to our clients in the areas of banking and wealth management, striving to create long-term value for all of our stakeholders and contributing meaningfully to our people, communities and the planet.

Our distinction

The Investec distinction is embodied in our entrepreneurial culture, supported by a strong risk management discipline, client-centric approach and an ability to be nimble, flexible and innovative. We do not seek to be all things to all people. Our aim is to build well-defined, value-adding businesses focused on serving the needs of select market niches where we can compete effectively and build scale and relevance.

Our unique positioning is reflected in our iconic brand, our high-touch and high-tech approach and our positive contribution to society, macro-economic stability and the environment. Ours is a culture that values purposeful thinking and stimulates extraordinary performance. We take pride in the strength of our leadership team, our people are empowered and committed to our values and culture.

Our strategic direction

The One Investec strategy is, first and foremost, a commitment to drawing on the full breadth and depth of relevant capabilities to meet the needs of each client, regardless of specialisation or geography.

One Investec is also about improving internal operating efficiencies; ensuring that investments in infrastructure and technology support our differentiated service offering across the entire Group, not just within specific operating units or geographies.

And in our allocation of capital, the One Investec strategy demands a disciplined approach to optimising returns, not merely for one region or business area but for the Group as a whole.

The values*

Deep client partnerships, built on trust and out-of-the-ordinary service, are the bedrock of our business

We are dedicated to building meaningful relationships with all our stakeholders

We uphold cast-iron integrity in all we do

We are committed to living in society, not off it

We embrace our responsibility to the environment

We thrive on change and challenge convention with courage, constantly adapting to an ever-changing world

We believe in open and honest dialogue to test decisions, seek consensus and accept responsibility

We trust our people to exercise their judgement, promoting entrepreneurial flair and freedom to operate within the context of prudent risk parameters and unwavering adherence to our values

We embrace diversity in a deeply caring organisation in which everyone can bring their whole selves.

* We have recently realigned our values through extensive consultation and dialogue, across the organisation, with all business areas and geographies, ensuring that they reflect our steadfast beliefs and our aspirations. The processes has been bottom up and top down and then aggregated the wisdom of the organisation to reflect the depth of our thinking and the way we conduct ourselves

Our strategic objectives

Driving sustainable long-term growth

Building on the successes to simplify, focus and grow the business over the last few years, we are well placed to pursue disciplined growth in the long-term pursuit of our purpose of creating enduring worth.

This growth will be pursued through our deep specialisations, with more emphasis being placed on what we can do for our clients if we act in an integrated way to bring the best of Investec to every relationship and interaction.

This involves further pursuing cross client franchise integration strategies and significantly improving internal operating efficiencies.



The One Investec mindset

One Investec embodies our commitment to bring the best of Investec to every client relationship and interaction. It is premised on our obsession with client service and deep specialisation delivered in an integrated manner. It is:

- A commitment to drawing on the full breadth and depth of relevant capabilities to meet the needs of each client, regardless of specialisation or geography
- About improving internal operating efficiencies; ensuring that investments in infrastructure and technology support our differentiated service offering across the entire Group
- Demands a disciplined approach to optimising returns, not merely for one region or client franchise but for the Group as a whole.

Our strategic objectives:

Fuelling a robust growth agenda

Continued **execution with discipline** to drive optimisation of returns

Accelerate and scale **new growth initiatives**

Further develop **connected client eco-systems** across business units and geographies

Underpinned by:

Deepening our **entrepreneurial culture** (Out of the Ordinary)

Continuous **digitalisation**

Strategic use of **data**



For more detail on our strategic objectives, refer to the Investec Group's 2023 integrated and strategic annual report.

Sustainability at Investec

Our purpose is to create
enduring worth.

Message from our executives



“I tell my story because I think it can make a difference. If I wanted to really change things and make an impact, I would have to work with people and through people. Anyone who does not worry about the impact of their decisions could be dangerous in terms of their impact on others and on society.”

Fani Titi, Group Chief Executive



“The world’s sustainability challenges are inherently complex. We must persevere through the complexity via a path of engagement and cooperation across interest groups and stakeholders, understanding different perspectives, and continuously iterating until the various solutions we need emerge.”

Marc Kahn, Chief Strategy Officer

Our purpose

Investec exists to create enduring worth. This purpose demands that we regard sustainability as an integral part of our business rather than ancillary to it. Over the past year, our leadership team has engaged extensively on how best to create enduring worth for all our stakeholders, including the societies within which we operate and the planet that sustains us. We’re proud of the enthusiasm with which colleagues across the organisation are embracing our purpose and working to imbue it into everything we do.

Using the United Nations Sustainable Development Goals (SDGs) as a guiding framework, our sustainability strategy is focused on two areas where we believe we can have the most enduring impact: climate action and reducing inequalities. This report presents a forthright and balanced picture of the strides we’ve made in both of these impact SDGs.

It is gratifying to see our progress recognised by some of the world’s foremost sustainability ranking agencies, as outlined on page 17. These accolades are the result of collective actions across the organisation over many years. But our commitment to transparency requires that we acknowledge the areas where we are falling short, and where further attention is needed. We are determined to hold ourselves to a standard that goes far beyond the requirements of regulations and corporate governance codes.

ESG considerations have been successfully integrated and embedded into most of our operational activities and incentive structures. We are now more consciously incorporating sustainability into our business strategies, drawing on the expertise of our Group ESG Executive Committee to help align and leverage sustainability activities across the organisation.



Reducing inequalities

We are countering inequality through targeted investments in education, job creation and support for entrepreneurs. In South Africa, we have provided 3 100 internships via the Youth Employment Service programme since inception in March 2018 (2022: 2 548). 60% of these young people have been absorbed into permanent employment post their internship despite a tough economic environment. Our flagship Promaths programme started 18 years ago and has about 10 000 alumni, many of whom are now doctors, engineers, accountants, and actuarial scientists. In the UK, we continue our 15-year partnership with Arrival, supporting young people from low socio-economic backgrounds and minority ethnic groups through programmes that encourage social mobility.

Message from our executives continued

Within our organisation, mental health and financial wellbeing have become key areas of concern over the past few years. We recognise the strain that COVID-19 and the ensuing challenges have imposed on our staff and we have responded by enhancing our wellbeing initiatives and related learning offerings. These efforts, along with the return to the office and greater frequency of in-person interactions, have resulted in our learning and development spend increasing from 1.6% to 1.8% of staff costs. In the UK, we offered a one-off cost of living allowance to the hardest-hit employees and provided staff with access to financial education and planning resources. In South Africa, we increased our base pay to R250k effective 1 June 2023.

We firmly believe that promoting diversity is key to addressing inequality. We have thus introduced several programmes to encourage dialogue and celebrate the value of belonging, inclusion, and diversity across our jurisdictions. These are outlined in detail in section 3 of this report.

For the second year running we voluntarily disclosed our ethnicity pay gap in the UK. At 31 March 2023 our mean hourly pay gap was 15.1% (2022: 12.9%) in Investec Bank UK and 23.9% (2022: 20.7%) in Investec Wealth & Investment UK. We are making progress in decreasing our gender pay gap in the UK and will continue to manage it in South Africa. We have, however, made notable strides in improving diversity at board level. At year-end, women made up 43% of the Investec Group board (2022: 36%), while the representation of people of colour held steady at 43%, in terms of the Parker Review metric.



Climate action

The devastating effects of climate change were evident in many of Investec's operating geographies in the past year, with floods in South Africa, heat waves in the UK and cyclones in Mauritius. Our membership of the Net-Zero Banking Alliance commits us to specific and measurable targets that challenge us to direct financial flows towards positive outcomes for our planet and society. Last year, we became one of the first in our industry to disclose our baseline Scope 3 financed emissions and outlined our strategy to reach net zero by 2050.

In addition to the highest standards of accuracy and transparency in our climate disclosures, our net-zero strategy sets out clear milestones for reducing coal, oil, and gas exposures. We are committed to zero coal in our loan book by 31 March 2027 in Investec plc and zero thermal coal in our loan book by 31 March 2030 in Investec Limited. As of 31 March 2023, we have stopped all limited recourse project financing to new thermal coal mines, regardless of jurisdiction. We have also committed not to finance any new oil and gas extraction, exploration, or production from 1 January 2035.

Equally important to our net-zero strategy is our support for infrastructure solutions that promote renewable and clean energy. Living with constant load shedding in South Africa, we are acutely aware of the need for energy security and the imperative to transition to a low-carbon economy. Our ability to help realise this goal was bolstered this year when we secured a \$80mn senior credit facility from Proparco, earmarked to support projects that promote a more climate-resilient and equitable South Africa. In the UK, we set up our Sustainable Business Forum to drive the

increased commercialisation of sustainability in partnership with our clients. The many initiatives where we have collaborated with clients are included on page 70.

The threat that climate change poses to biodiversity is of urgent concern. We have signed up as one of the founding members of the African Natural Capital Alliance (ANCA), a forum for mobilising the financial community's response to the risk of nature loss in Africa. We also signed up to the Partnership for Biodiversity Accounting Financials (PBAF) which will help us to assess and disclose our impact and dependencies on nature-related loans and investments.

Achieving a just and equitable transition to net zero will require the cooperation of many disparate stakeholders. We continue to contribute to various collaborative industry initiatives, including the Climate Action 100+ Net Zero Company Benchmark standards, as reported on pages 125 to 131.

Our efforts over the past 21 years of positioning Investec as a responsible corporate were recognised through our inclusion as one of the top 100 Global Sustainable Companies in the world by Corporate Knights



We have improved our CDP rating to an A- (from a B) against an industry average of B-



Concluding thoughts

For over two decades, Investec has been on a journey to understand sustainability in all its complexity and identify how we can have a lasting positive impact on people and the planet. One of the proudest moments on this journey was our recognition by Corporate Knights as one of the 100 most sustainable companies in the world. We know there is a long road ahead, and we are committed to continually assessing and improving our contribution to a better future for all stakeholders. Now, more than ever, we are invested in inclusive transformational growth and creating enduring worth wherever we operate.

The material information relating to our sustainability efforts is included throughout the 2023 Investec Group's integrated and strategic annual report. This report expands on the Investec Group's 2023 integrated and strategic annual 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 sustainability and ESG into our activities, and the opportunities in relation to the SDGs.

Fani Titi
Group Chief Executive

Marc Kahn
Chief Strategy Officer

Stakeholder engagement

Listening to and engaging with our stakeholders

The Board appreciates the importance of meeting the diverse needs and expectations of all the Group's stakeholders and building lasting relationships with them. Effective communication and stakeholder engagement are integral in building stakeholder value. The Board is committed to providing meaningful, transparent, timely and accurate financial and non-financial information to primary stakeholders, enabling them to make meaningful assessments and informed investment decisions about the Group.

In order to achieve these outcomes, the Board addresses material matters of significant interest and concern, highlighting key risks to which the Group is exposed and responses to mitigate these risks.

The Group's DLC structure requires compliance 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 the Group's shares are listed, and with any public disclosure obligations as required by the UK Prudential Regulation Authority, the South African Prudential Authority and other regulatory bodies. From time to time, the Group may be required to adhere to public disclosure obligations in other countries where it has operations.

The Investor Relations division has the overall responsibility for ensuring appropriate communication with stakeholders and, together with Group Finance, Group Marketing, and Company Secretarial divisions, ensures that we meet our public disclosure obligations.

A Board-approved policy statement is in place to ensure compliance with all relevant public disclosure obligations and to uphold the Board's communication and disclosure philosophy.

Strong partnerships and understanding are essential to the creation of enduring worth. To be the best we can be, and to understand stakeholders' needs, we work hard to establish the most effective ways of engaging with them.

Engagement is important to us because it means we can understand stakeholder views and are able to respond in a meaningful and impactful way.

We gather feedback through continuous dialogue with our stakeholders throughout the year to gain an intimate understanding of their needs. It's only through this varied dialogue that we can improve as a business, consider our strategy and deliver on our purpose.

As detailed on the pages that follow, the Board's oversight of engagement with our stakeholders informs their principal decisions during the year.

Clients

At Investec, we are all about partnership, striving to build deep and long-lasting relationships with our clients.



What matters to them

- A dependable banking, wealth creation and wealth management partner
- Innovative and creative solutions
- Financial support
- Enhanced cyber security
- Competitive pricing
- Assurance as to the security of their funds.

How we engage

- Client engagement is managed on a day-to-day basis by senior management and client relationship managers. The Board receives updates from senior management on key client issues
- Client engagement methods have returned to predominantly face-to-face meetings post COVID-19 pandemic
- Comprehensive, user-friendly website and mobile app
- Regular telephone and email communications
- In-person and online Industry relevant events and client marketing events are held as most people continue to pursue a hybrid working model.

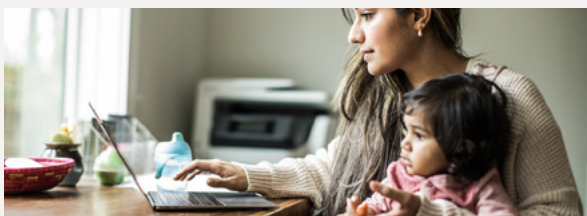
FY2023 highlights

- Continued success in HNW client acquisition, growing our client base by 8% and 9% in SA and the UK, respectively
- We have further developed our 'One Investec' approach, a client-centric approach which brings all of Investec that is relevant to every client, enabling us to leverage the whole of our capability to provide solutions most relevant to clients' needs
- Recognised by the Financial Times of London as the best Private Bank and Wealth Manager in South Africa for the tenth consecutive year
- Recognised as the 'Bank of the Year' at the 2023 City A.M. Awards in the UK.

Stakeholder engagement continued

Our people*

Our people are at the heart of our business. We aim to be an organisation that values all of its people for their contributions and celebrates them for who they are.



What matters to them

- The purpose of the organisation
- Meaningful communication
- Learning, development, and career progression
- Belonging, Inclusion and Diversity (BID)
- Wellbeing
- Fair remuneration
- Flexible working conditions
- Sustainable working practices.

How we engage

- Culture and value sessions where senior leaders engage employees across the Group on the Investec culture, our purpose, values and how we embed this in all that we do
- Regular staff updates and discussions hosted by the Group's executive leadership, aimed at keeping employees up to date with strategic priorities and performance
- Ongoing Group Chief Executive staff communication including face-to-face interactions, email updates, staff intranet and other digital channels
- Induction training for new joiners including a welcome from the Group Chief Executive and senior management
- Tailored internal investor relations presentations on Group results, strategy updates and market feedback
- Dedicated, comprehensive intranet, including a platform of resources to support the health, wellbeing and learning of our people.

FY2023 highlights

- Held a Group Leadership Conference, attended by leaders from all Investec geographies focused on activating our purpose into a purposeful organisation
- Rolled out culture dialogues to all jurisdictions in which employees engage executive leadership on the lived Investec culture and the experience of working at Investec
- Awarded a one-off cost of living allowance to all employees in the UK earning a salary below a certain threshold in response to the unprecedented increase in the cost of living across the UK.

* includes permanent employees, temporary employees and contractors.

Investors

Our shareholders (largely institutional) are primarily based in SA and the UK given our Group DLC structure. We also engage with debt investors who hold instruments issued by our subsidiary entities.



What matters to them

- Progress against strategic objectives
- Financial performance
- Expectations and guidance on future performance
- Balance sheet resilience
- Business sustainability and response to climate change
- Executive remuneration.

How we engage

- Regular meetings with executive directors, senior management and investor relations
- Annual meetings for largest shareholders with the Chair of the Board, Chair of the Remuneration Committee, investor relations, and Group company secretarial
- Annual general meeting hosted by the Chair of the Board with Board members in attendance
- Two investor presentations and two pre-close investor calls presented by the Group Chief Executive and Group Finance Director
- Stock exchange announcements
- Comprehensive investor relations website
- Investor roadshows and presentations
- Regular telephone and email communications
- Annual and interim reports.

FY2023 highlights

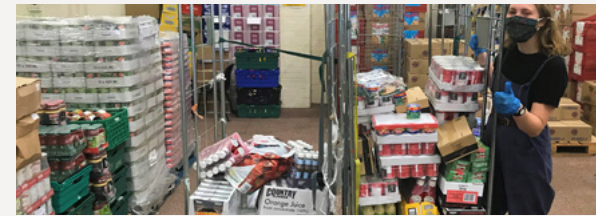
- The Chief Executive, Group Finance Director and Investor relations hosted investor roadshows in SA, the UK, and the US, as well as virtual European roadshows
- The Group Finance Director completed a series of meetings with sell-side analysts and sales desks
- Chair of the Board and Chair of the Remuneration Committee held a governance roadshow with top shareholders focusing on sustainability and executive remuneration
- Organised two debt roadshows in the UK, which raised £350mn.

124

meetings with existing and prospective investors

Communities

Our values of making an unselfish contribution to society, valuing diversity and nurturing an entrepreneurial spirit drive our commitment to support the communities in which we exist. Our focus is on education, entrepreneurship and the environment.



What matters to them

- Financial and non-financial support
- Time volunteered by our staff
- Education and learnership opportunities
- Skills training and job creation
- Protecting the environment
- Climate change and net-zero commitments.

How we engage

- Regular in-person meetings, telephone/conference calls and emails with our community partners
- Comprehensive community website and social media platforms to encourage participation
- Staff volunteering
- Community partners and NGOs invited to collaborate at conferences and events.

FY2023 highlights

- We spent £10.7mn on our community initiatives in our jurisdictions around the world (2022: £8.9mn)
- Achieved 1.3% Group community spend as a % of Group operating profit* against our target of >1% (2022: 1.3%)
- 3 100 South African youth given Investec internships through YES since inception (2022: 2 548 since inception)
- 10 510 staff volunteering hours in the past year with 2 241 staff** involved (2022: 9 001 hours and 759 staff involved)
- We have supported 2 108 Arrival learners in the UK over the past 14 years (2022: 1 995 learners)
- 73 students awarded bursaries through the Promaths Bursary Fund (2022: 74 students).

£10.7mn

spent on community initiatives (2022: £8.9mn)



Further information can be found on page 33.

* Operating profit before goodwill, acquired intangibles and strategic actions
 ** Some staff attended more than one volunteering event

Stakeholder engagement continued

Government and regulators

As a dual listed Group, we are regulated by the South African Prudential Authority, the South African Financial Sector Conduct Authority, the UK Prudential Regulation Authority and the UK Financial Conduct Authority, as well as other regulatory bodies. We maintain continuous engagement with governments and regulators in our key markets to ensure our business adapts to evolving regulatory environments.



What matters to them

- Compliance with existing and evolving regulatory, legal and governance requirements
- Assurance that we have robust prudential standards and supervision in place
- Fair treatment of our clients and employees
- Financial and operational resilience in the face of changing market conditions
- Risk and capital framework and appetite management
- Capital and liquidity stress testing and reverse stress testing
- Group tax strategy
- Climate change and net-zero commitments.

How we engage

- Our Chair of the Board, Board members, Group Chief Executive and executive directors hold regular meetings with the South African Prudential Authority and with the UK Prudential Regulation Authority. This includes the annual trilateral meeting with the Audit Committee and bilateral meetings on 'flavour of the year' topics
- Active participation in a number of policy forums
- Engagement with industry consultative bodies.

FY2023 highlights

- Permission for Zarina Bassa, who, by November 2023, will have served on the Board for a period of nine years, to remain as Chair of the Group Audit Committees until the 2024 AGM
- Approval of the appointment of Vanessa Oliver as Chair of the DLC BRCC
- Approval received for the share buy-back scheme
- Conducted a joint simulation exercise to test a simultaneous recovery scenario and the governance framework with the support of regulators in the UK and SA
- Contributed to IIF, IOSCO, and the South African Just Energy Transition plan.

ESG and climate-focused industry bodies and analysts

We are committed to supporting the transition to a clean and energy-efficient economy and regularly engage with climate-focused industry bodies and analysts to discuss our evolving sustainability strategy.



What matters to them

- Our climate change position statement and climate change framework
- Our commitment to net-zero carbon emissions and demonstrating our alignment with the Paris goals by providing SBTi targets
- Managing and mitigating direct climate change impact within our operations
- Managing and mitigating indirect climate change impact through our loan book and investment portfolio
- Addressing ESG risks within our business
- Reporting in line with industry standards.

How we engage

- Annual sustainability report and sustainability factsheets
- Comprehensive sustainability website
- Comprehensive ESG disclosures, including a standalone TCFD report
- Our Group Chief Executive is a member of the UN Global Investors for Sustainable Development alliance
- Regular and active participation in a number of ESG and climate forums relating to the TCFDs, e.g. PCAF
- Regular knowledge sharing on ESG industry standards.

FY2023 highlights

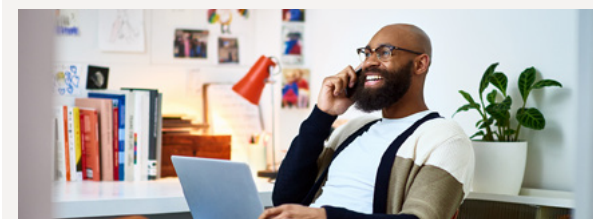
- Disclosed our Scope 3 financed emissions covering 77% of our loan book (including exposures where there are no emissions)
- Joined the Partnership for Biodiversity Accounting Financials (PBAF)
- Broadened our solar offering to clients in South Africa
- Participated in writing the climate curriculum for UN PRB.

Carbon neutral

Achieved carbon neutrality in Scope 1, 2 and operational Scope 3. We are sourcing 100% of our Scope 2 energy from renewables through the purchase of renewable energy certificates. The remaining unavoidable emissions of 38% are offset through purchasing verified and high-quality carbon credits.

Suppliers

We collaborate with suppliers and sub-contractors securely and who we expect to be resilient and to operate and behave in an environmentally and socially responsible manner.



What matters to them

- Compliance with applicable environmental, labour and anti-corruption laws and regulations
- Prompt payment practices
- Fair and transparent RFP and negotiation practices
- Clear guidance on policies and procedures, such as due diligence and onboarding.

How we engage

- The procurement function is responsible for engaging suppliers, and other business functions will be involved as required. For example, the Group sustainability team may conduct a sustainability and ESG review once a supplier is engaged
- Centralised negotiation process
- Procurement questionnaires requesting information on suppliers' environmental, social and ethical policies
- Due diligence on financials, cyber security and business continuity.

FY2023 highlights

- Consolidated and migrated all our vendor onboarding systems onto one system. The consolidation gives us a 360-degree view of all third parties
- We continue to improve our due diligence processes around financial crime, data and information security and financial screening. Critical third parties are monitored 24/7 to ensure compliance with agreed Service Level Agreements (SLAs).

Currently all of our suppliers are screened against ethical supply chain practices.

Addressing climate change and reducing inequality is fundamental to the success of our business. We have two impact SDGs, climate action (SDG 13) and reduced inequalities (SDG 10), supported by six core SDGs. These priority SDGs are globally aligned yet locally relevant to our core geographies and reflect our growth strategy to fund a stable and sustainable economy. Our approach coordinates, assesses and reports on the Group's progress in terms of our contribution to our priority SDGs.

Commitment to the Sustainable Development Goals

Our sustainability framework is based on the SDGs

Our two impact SDGs



Climate action

Carbon neutral in our direct operations and publicly disclose our Scope 3 financed emissions

Minimal exposure to fossil fuels. Investec Group committed to zero thermal coal in our loan book by 31 March 2030

\$80mn senior credit facility in collaboration with Proparco to implement the Transforming Financial Systems for Climate programme in South Africa



Reduced inequalities

DLC Board: 43% women and 43% persons of colour (measured in terms of the Parker Review metrics)

IBP: Female Bank Chief Executive

IBL: Level 2 BBBEE*

Provided 3 100 internships via the Youth Employment Service programme for youth in South Africa (2022: 2 548 since inception)

* Targeting Level 1 for 2023 rating

Our six core SDGs



Received a five-star rating from **We Support the Goals**, demonstrating our alignment with the UN SDGs.

Our approach

Positively impacting on climate change and reduced inequalities by focusing on doing well and doing good.

- 1 Positively contribute to the Sustainable Development Goals
- 2 Operating responsibly and ethically with cognisance of climate and nature-related challenges
- 3 Partnering with our clients and philanthropy partners to maximise positive impact
- 4 Providing profitable, impactful and sustainable, products and services
- 5 Actively advocating for industry alignment and best practice.

Our SDG impact

Our three-pronged approach coordinates, assesses and reports on the Group's progress in terms of our six core SDGs.

We evaluate each SDG with respect to how we are performing within our own operations; how we are supporting and promoting in terms of our business activities; and how we are contributing to our communities. Below is a high-level summary of this framework.

	 4 QUALITY EDUCATION	 6 CLEAN WATER AND SANITATION	 7 AFFORDABLE AND CLEAN ENERGY	 8 DECENT WORK AND ECONOMIC GROWTH	 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	 11 SUSTAINABLE CITIES AND COMMUNITIES
WITHIN OUR OPERATIONS	<ul style="list-style-type: none"> Provide staff bursaries Offer learning and development programmes to staff Provide graduate programmes including Chartered Accountant, Quantitative Analyst and IT trainee programmes Offer education benefits to staff and their families <p>➔ Refer to pages 18 to 31 for more information</p>	<ul style="list-style-type: none"> Aim to source all water responsibly in our offices Support innovative technology to reduce consumption and limit waste Encourage behaviour that ensures conscious water usage <p>➔ Refer to pages 55 to 60 for more information</p>	<ul style="list-style-type: none"> Minimise and manage energy consumption in all offices through innovative technologies Draw from renewable sources where possible Encourage behaviour to ensure responsible energy use <p>➔ Refer to pages 55 to 60 for more information</p>	<ul style="list-style-type: none"> Publish HR, compliance and ESG policies, including a code of conduct Provide economic opportunities for 8 292 permanent employees Enable internal mobility Offer employee wellness initiatives <p>➔ Refer to pages 18 to 31 and pages 123 to 124 for more information</p>	<ul style="list-style-type: none"> Use modern, resilient and efficient IT infrastructure across all offices Target investments in our artificial intelligence capability Provide digital workplace support <p>➔ Refer to pages 105 to 109 for more information</p>	<ul style="list-style-type: none"> Minimise and manage our carbon impact across all offices, including waste and air quality Encourage alternatives to reduce transport emissions <p>➔ Refer to pages 55 to 60 for more information</p>
WITHIN OUR BUSINESS	<ul style="list-style-type: none"> Contribute to a greater pool of talent and create active economic participants Finance student accommodation Fund businesses that provide educational solutions <p>➔ Refer to pages 18 to 31 and pages 75 to 77 for more information</p>	<ul style="list-style-type: none"> Established expertise in, and fund water infrastructure Finance innovative water saving solutions Finance safe and affordable drinking water <p>➔ Refer to page 78 for more information</p>	<ul style="list-style-type: none"> Finance and develop renewable energy generation and transmission Participate in renewable energy projects globally Finance energy solutions for corporates and households <p>➔ Refer to pages 79 to 84 for more information</p>	<ul style="list-style-type: none"> Finance and advise clients, including entrepreneurs and SMMEs, enabling them to grow their businesses, employ more people and contribute to overall economic growth <p>➔ Refer to page 85 for more information</p>	<ul style="list-style-type: none"> Provide sophisticated digital platforms for corporate and private clients Fund critical infrastructure projects Finance innovative technologies and FinTech businesses <p>➔ Refer to pages 86 to 88 for more information</p>	<ul style="list-style-type: none"> Fund sustainable transport systems Fund sustainable and resilient property developments Fund affordable housing projects <p>➔ Refer to pages 89 to 91 for more information</p>
WITHIN OUR COMMUNITIES	<ul style="list-style-type: none"> Fund educational programmes in South Africa (Promaths and bursaries) Fund Arrival in the UK Support external learnership programmes <p>➔ Refer to pages 34 to 39 for more information</p>	<ul style="list-style-type: none"> Fund water programmes that provide safe and affordable drinking water to rural communities <p>➔ Refer to page 78 for more information</p>	<ul style="list-style-type: none"> Assist communities with renewable energy options Look for opportunities where the renewable energy projects we fund are able to supply local communities where required <p>➔ Refer to page 79 to 84 for more information</p>	<ul style="list-style-type: none"> Support youth employment through the YES initiative Support community entrepreneurship programmes (Startup School in South Africa; Investec Beyond Business in the UK) <p>➔ Refer to pages 40 to 42 for more information</p>	<ul style="list-style-type: none"> Provide financial and other support for digital learning in rural and disadvantaged communities <p>➔ Refer to pages 34 to 35 for more information</p>	<ul style="list-style-type: none"> Work with rural communities to conserve biodiversity and support the economy of wildlife to limit urbanisation <p>➔ Refer to pages 43 to 44 for more information</p>

Applying the sustainability framework to our business

Our sustainability enablers

Where we focus our resources and activity

How we are embedding sustainability into our business strategy

Living Sustainably

within our operations, through our policies, processes, risk practices and reporting.

Partnering with clients

by offering advice and sustainability products and services that positively contribute to the SDGs, particularly in water, renewables, infrastructure, job creation, clean cities and education.

Aligning our community initiatives

with our SDG priorities to maximise impact in education, entrepreneurship and the environment.

Engaging through advocacy

through active participation in a number of memberships and industry alliances.

Specialist Banking

Our Specialist Banking businesses use their skills in advisory, lending and investing to support our clients and stakeholders to achieve our joint sustainability ambitions. We also have a strong focus on financing entrepreneurs who are critical in accelerating job creation and supporting sustained economic growth.

- Environment and climate change statement
- Biodiversity statement
- Operational resilience statement
- Procurement statement
- Fossil fuel policy
- Defence policy
- The way we do business policy.

We perform ESG screening when onboarding new clients, and on all our lending and investment activities.

- Offering sustainability products and services: particularly in water, renewables, infrastructure, job creation, clean cities and education
- Using our specialist skills in advisory, lending and investing to support clients' sustainability ambitions
- Working with our clients to transition towards a net-zero world.

- Creating education and learnership opportunities within our communities through the programmes we support
- Offering entrepreneurship and job creation programmes
- Preserving biodiversity through our conservation efforts and greening our communities.

- Using the strength of our brand to educate and promote sustainable thinking
- Working with industry in the UK and South Africa to ensure policy coherence
- Active participation in UNGC, UN GISD, UN PRI, UNEP FI, BASA, PCAF and other forums
- Signatories of UNEP FI and the UN PRB.

Wealth and Investment

We have a responsibility to preserve and grow the wealth that is entrusted to us over the long term. Sustainability is core to our fundamental investment approach. We aim to invest in companies that are able to deliver cost of capital, beating returns on a sustainable basis in the long term, while retaining a commitment to all relevant stakeholders.

- Responsible investing policy
- Voting and active engagement policy.

We integrate ESG considerations into our investment decision making and broader investment process. We screen all of our centrally researched equities from an ESG perspective on a biannual basis.

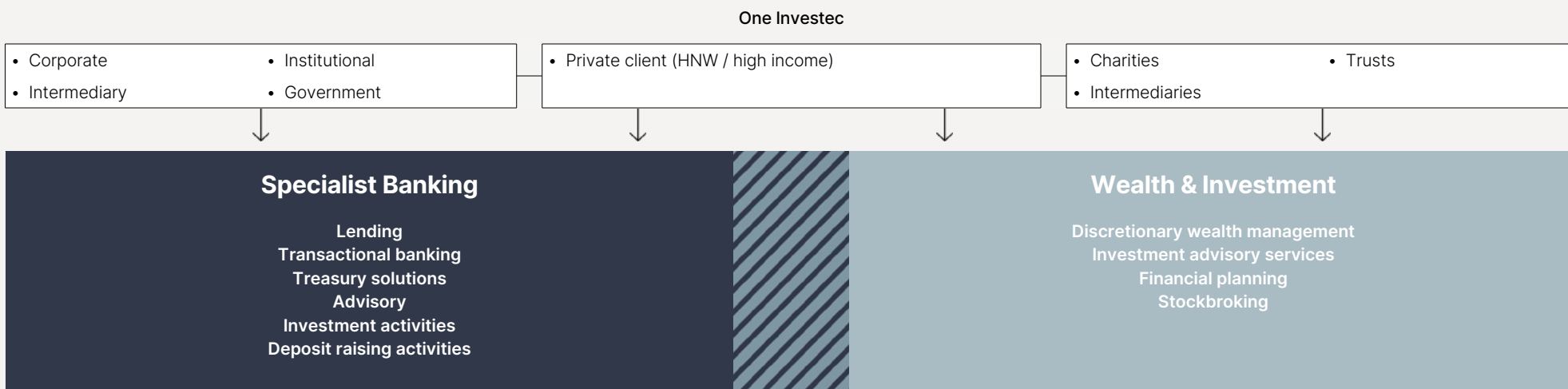
- Actively engaging and interacting with companies' management teams on ESG matters
- We use the services of Institutional Shareholder Services (ISS), a leading provider of corporate governance solutions, to provide us with research and recommendations. This research is thoroughly vetted by our research analysts with final voting recommendations reviewed by our voting committee.

- Our client philanthropy offering supports long-term sustainable initiatives across South Africa and manages foundation investments
- In the UK, our Charities division is committed to delivering sustainable long term investment returns to enable our charities to support their beneficiaries and help them help others.

- Signatory of the UN PRI
- Signatory of the UK Stewardship Code
- Signatory of the Code for Responsible Investing in South Africa (CRISA)
- Member of the Institutional Investors Group on Climate Change (IIGCC)
- Member of Climate Action 100+.

Value creation through the Six Capitals

Our clients and offering



Our approach

We have market-leading, distinctive client franchises

We provide a high level of client service enabled by comprehensive digital platforms

We are a people business backed by our Out of the Ordinary culture and entrepreneurial spirit

Our stakeholders

Our clients

We support our clients to grow their businesses by leveraging our financial expertise to provide bespoke solutions that are profitable, impactful and sustainable.

Our people

We continue to build a diverse and representative workforce, employing people who are passionate and empowered to perform extraordinarily.

Our communities

We unselfishly contribute to communities by helping people become active economic participants, focusing on education and economic inclusion.

Our planet

We aim to operate sustainably with cognisance of climate and nature-related challenges and fund activities that support biodiversity and a zero-carbon world.

Our shareholders

We regularly engage with our shareholders and seek their input on strategic matters. We strive to maximise shareholder returns and to build and maintain strong, lasting relationships.

Value creation through the six capitals continued

Our inputs



Human capital

We invest significantly in our people to grow talent and leadership. We provide a safe and healthy work environment that values physical as well as psychosocial wellbeing and encourages belonging, inclusion and diversity.



Intellectual capital

We leverage our expertise and specialist financial skills to provide bespoke solutions for clients. We maintain a diversified portfolio of businesses to support performance through varying economic cycles.



Social and relationship capital

We engage with our key stakeholders to better our contribution to the improvement of the socio-economic environment in which we operate. We contribute to society through our community programmes and are committed to transformation and youth employment in South Africa.



Natural capital

We support the transition to a low-carbon economy. We recognise the complexity and urgency of climate change and actively seek opportunities that have a meaningful impact in addressing climate change.



Technological capital

We leverage technology to modernise the business and create a digital, connected workplace. We have digitalised client platforms and drive innovation by partnering with fintechs.



Financial capital

We create sustained long-term wealth by building resilience in earnings and growing our core businesses.

Our outputs

Learning and development spend as a % of staff costs is 1.8% against a target of >1.5% (March 2022: 1.6%)

49.4% female employees (March 2022: 49.7%), 43% female Board representation (against our target of 33%) and 43% Board members are persons of colour (measured in terms of the Parker Review)

Annuity income as a percentage of operating income is 81.2% (2022: 76.2%)

Created a sustainable finance framework aligned to our two impact SDGs: SDG 13 (climate change) and SDG 10 (reduced inequalities)

1.3% community spend as a % of operating profit* (2022: 1.3%) of which 77.6% was on education, entrepreneurship and job creation (2022: 79%)

Closed a €225mn commercial facility, part-financing three hospitals in Angola

Our banking fossil fuel exposure is 1.84% of loans and advances at March 2023 (March 2022: 1.99%)

We are sourcing 100% of our Scope 2 energy from renewable sources through renewable energy certificates

Signed up to the Partnership for Biodiversity Accounting Financials (PBAF); Signatory to the UN Net-Zero Banking Alliance; Wealth & Investment signed up to Climate Action 100+; Signatory to United for Wildlife

Implemented a focused project to understand our Scope 3 financed emissions and establish a baseline, strategy and targets to reach net zero by 2050

17.6% of total operating costs relate to IT spend (2022: 17.4%); 21% of staff have IT specialist skills (2022: 21%)

Our selection of Microsoft as our key cloud provider has offered a multitude of benefits. The vast portfolio of services has enabled us to expedite our cloud strategy, including the exploration of cutting edge technologies like generative artificial intelligence (AI) and Quantum computing

Operating income up 12% to £2.2 billion and adjusted earnings per share up 25% to 68.9p

Net core loans up 0.8% (up 7.7% in neutral currency) and customer deposits down by 1.4% (£39.6 billion)

Common Equity Tier 1 (CET1) ratio of 11.7% for Investec plc and 14.7% for Investec Limited

Credit loss ratio 0.23% (March 2022: 0.08%)

Our outcomes

Learning is directly linked to the strategic business needs, helping to equip our people to deliver an Out of the Ordinary experience for our clients

Diversity, equity, inclusion and belonging at all levels

Diversified revenue streams that support long-term sustainable performance

Investec Bank plc (IBP) and Investec Bank Limited (IBL) each closed a \$600 million sustainability-linked term loan facility. IBL launched a R1 billion green bond (2.8x oversubscribed)

Equipping and enabling young people to become active economic participants in society

Contributed to society through our numerous community programmes

Applying our fossil fuel policy within our investment and lending activities thereby supporting the transition to a low-carbon economy

Limit our direct operational carbon impact and support a transition to a low carbon economy

Enabling assessment and disclosure of our impact and dependencies on climate and nature impacts within our loans and investments

Enabling the combat of illegal wildlife trade

Enabling performance measurement against our Scope 3 financed emissions baseline. Enabling us to track performance against our ambition of net-zero by 2050

International platform for clients with global access to products and services which is both high-tech and high-touch

Driving a digitally connected ecosystem to ensure we deliver on our high-tech, high-touch initiatives

Shareholder returns have increased significantly underpinned by our Out of the Ordinary client service

Residential mortgage and corporate lending growth in both geographies and reduction in deposits in geographies due to the tough macro economic environment

Strong balance sheet with robust capital levels

Resilient clients in tough macro-economic environment

SDGs



* Before goodwill, acquired intangibles, non-operating items, taxation and after other non-controlling interests

Ratings and rankings in the sustainability indices

We are proud to continue to be included in a number of world-leading indices.



One of the top 100 global sustainable companies in the world as rated by Corporate Knights



FTSE4Good

Included in the FTSE4Good Index



Top 30 in the FTSE/JSE Responsible Investment Index



Strengthened our rating to an A- from a B against an industry average of B-



Top 20% of the ISS ESG global universe

Rated Prime – best in class



Top 2% scoring AAA in the financial services sector in the MSCI Global Sustainability Index



Top 14% of diversified banks and included in the Global Sustainability Leader Index

S&P Global

Top 2% in the global diversified financial services sector (inclusion since 2006)

Awards

Awarded two Best Deals 2022 by GTR for the €600mn Ghana Western Rail transaction and the €220mn Western Regional Hospitals transaction



Awarded an inaugural Industry Achievement Award by GTR for our role in co-chairing the production of a white paper on how the \$250bn export finance industry can help deliver on the UN SDGs

Awarded a Perfect 10 Award by TXF for Best African Export Finance Deal 2022: for the Ghana Western Regional hospitals transaction



Value added statement

Highlighting value created by the Group and its distribution to stakeholders

£'000	31 March 2023	%	31 March 2022	%
Net income generated – total Group				
Interest income	3 397 341		1 951 209	
Other income	972 095		1 004 915	
Interest expense	(2 101 584)		(1 005 939)	
Other operating expenditure and impairments on loans	(281 016)		(214 529)	
Financial impact of Group restructures (pre-tax)	(5 418)		(1 203)	
	1 981 418	100%	1 734 453	100%
Distributed as follows:				
Employees: Salaries, wages and other benefits	639 191	32.3%	621 337	35.8%
Communities: Spend on community initiatives	10 686	0.5%	8 875	0.5%
Government: Corporation, deferred payroll and other taxes	660 171	33.3%	551 106	31.8%
Shareholders:	585 214	29.5%	217 351	12.5%
Dividends to ordinary shareholders	260 673		178 418	
Dividends to perpetual preference and Other Additional Tier 1 security holders	41 872		38 933	
Distribution to shareholders	282 669		—	
Retention for future expansion and growth:	86 156	4.3%	335 784	19.4%
Depreciation	14 037		16 691	
Retained income	72 119		319 093	
Total	1 981 418	100%	1 734 453	100%

Commitment to our people

Our purpose-led culture is the organisation's strategic differentiator. As a culture-driven organisation, our values and philosophies must underpin and inform people's conduct. We choose a flat organisational structure ensuring high levels of access for all, thereby showing deep respect for individuals, and upholding an environment that encourages authentic dialogue, great flexibility, and speed of execution in line with the organisation's purpose and business strategies. This unique cultural proposition is inculcated through artefacts and practices that evidence both our employee value proposition as well as, reciprocally, what is expected of employees.

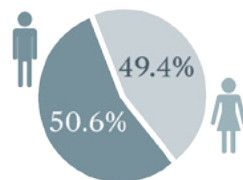
Commitment to our people



8 292

**permanent
employees**

2022: 7 917



2022:
49.7% female;
50.3% male

Board diversity

43% female
representation
2022: 36%

43%
persons of
colour
2022: 43%



During February 2023 we held our Group Leadership Conference which focused on activating Investec's purpose and exploring how we live in a purposeful organisation. This was attended by leaders from all Investec geographies globally.

Aligned to our purpose of creating enduring worth, we are committed to living in society in a sustainable and inclusive way, for the benefit of all our stakeholders. We invest deeply in education and job creation initiatives for our own employees as well as the communities in which we operate. These initiatives align to our support of the SDGs, and particularly our commitment to SDG 4: quality education and SDG 8: decent work and economic growth.

**Learning and
development spend***
as a % of staff costs is

1.8%



2022: 1.6%
Target: >1.5%

* includes operational costs for staff dedicated to the provision of learning and development and stipends paid to learners on registered learnership programmes

**Total Group staff
turnover**

10.6%

2022: 12.1%

**Mean gender pay
gap**

Investec
Limited: 28.2%

Investec
plc: 32.6%

2022:
27.9% Investec Limited;
33.9% Investec plc



Investec's distinction is embodied in our entrepreneurial flair, supported by a strong risk management discipline, our client-centric approach, and an ability to challenge the status quo, and be nimble and innovative.

Headcount (including temporary staff and contractors)*



Investec plc Investec Temp staff and contractors

* 2014-2023 was externally assured

The Investec Experience

Our employee value proposition positions our purpose and culture as the overarching, significant differentiator that guides conduct and relatedness.

We enable this proposition through our physical and digital workplaces, how we position the brand, communicate with employees, prioritise diversity and inclusion and create meaningful work. Our culture drives our behaviour, standards, and expectations, is Out of the Ordinary, enables us to fulfil our purpose and deliver our strategic objectives.

Leaders, together with the People & Organisation team, are responsible for delivering and curating the Investec Experience throughout the employee lifecycle, with the intention of creating value and enhancing performance.

Total staff turnover

Investec Limited:	9.3% (2022: 10.8%)
Investec plc:	12.2% (2022: 14.6%)
Total Group:	10.6% (2022: 12.1%)

Voluntary staff turnover

Investec Limited:	8.4% (2022: 8.6%)
Investec plc:	9.7% (2022: 10.6%)
Total Group:	9.0% (2022: 9.1%)

Key components of the Investec Experience include:

High-performance culture enabled by the flat structure, open and honest dialogue, ongoing, direct feedback with autonomy and freedom to operate

Employee engagement through dialogue – this remains our primary method of decision making, problem solving and challenging convention

Storytelling to preserve and inculcate our culture

Meaningful attraction, development, and retention – we create an environment in which learning is prioritised and enhanced

Recognition and reward – our reward philosophy and process reflect our purpose and culture

Wellbeing – we value the physical, financial, and psychosocial health, welfare, and safety of our people

Belonging, inclusion and diversity – meaningful representation and bringing your whole self to work.



Key themes for the year under review

Our purpose statement and values

Investec lives by its purpose 'to create enduring worth'. We believe purpose matters and impacts the way we approach business, how we consider socio-economic issues and the lives of our employees and ultimately the legacy we continue to broker and build. Our values reinforce our purpose and reflect our culture – the beliefs and behaviours of the organisation. We have, using deep dialogue and iterative process, looked to realign our values to our core philosophies, our stated purpose, and our culture.

We have a long history of deepening our understanding of our culture and have continued to dialogue across the organisation with the intention of enabling belonging and performance.

An example of this was our consideration of the impact of the cost of living crisis on our people in the UK. In response to this, the organisation rolled out a comprehensive suite of initiatives to support our employees under the banner 'Power of Purpose'. This included a one-off cost of living allowance awarded to all employees in the UK earning a salary below a certain threshold, access to resources around financial planning and financial education and wellbeing support through our Employee Assistance Programme. This was in recognition of the unprecedented increase in the cost of living across the UK. In South Africa, we increased our base pay to R250k, effective 1 June 2023.

Internal mobility*

SA: **19%** (2022: 24%)

UK: **23%** (2022: 29%)

Total Group:
21% (2022: 26%)

* Internal mobility numbers reflect a % of all placements. Internal mobility rates decreased in the past year due to a growth in headcount

Attraction, development, and retention

Investec has a national and international footprint with differentiated businesses and functions. Our approach is to recruit and develop based on aptitude and attitude, with the deliberate intention to build a diverse workforce.

We have several early career, graduate, apprenticeship, internship, and exposure programmes available across our anchor geographies. We focus on employing graduates and working with them to build skilled, strategic thinkers and leaders.

Within South Africa, our early career offering includes an IT Graduate Programme, Chartered Accountant (CA) Articles Programme, a Quantitative Analyst Graduate Programme and an IT technical support learnership which provides an excellent pipeline into our IT support services team. These programmes attract exceptional and diverse talent across the business in South Africa.

Within the UK, our early career strategy includes an apprenticeship programme, an internship programme as well as a school outreach programme.

We invest significantly in opportunities for developing and upskilling employees through bursaries, external conferences and seminars, leadership development, skills programmes, and coaching.

Our People & Organisation team plays a critical role in assisting the business to achieve its strategic objectives. They facilitate the development of Group-wide and bespoke learning programmes as well as induction programmes for all new employees, providing learning opportunities through a wide array of programmes.

Internal mobility is a valued mechanism for the development and retention of individuals and enhances competitiveness. We enable internal mobility across teams, divisions, regions, and geographies. Where possible, we recruit internally to address any identified gaps, capitalising on opportunities to attract outstanding talent. Our internal mobility numbers relate to the percentage of open positions filled by internal candidates. In a flat structured organisation, mobility offers growth and development. It also supports our One Investec Group strategy.

➔ Refer to the learning and development section on page 24 for more information on our graduate programmes

Key themes for the year under review continued

Employee engagement

We have various mechanisms to monitor, gain a 'felt sense of', and evaluate how people experience our culture as well as their alignment and adherence to our system of beliefs. These include:

- **Culture dialogues** that include all leaders and employees, which are facilitated by the executive, with the intention of understanding the lived experience of all employees at Investec, measuring progress against our espoused culture and, where relevant, informing future interventions
- **Team culture sessions** are facilitated by People & Organisation and seek to align team culture to organisational culture to enable performance
- **Regular staff updates and dialogues** hosted by the executive leadership of the Group aimed at keeping employees up to date with strategic priorities and performance and enabling employees to engage directly with the executive

Performance

At Investec, performance is enabled by our relational culture. We are a feedback-rich environment in which open and honest dialogue is required. The environment offers stretch, support, trust, and discipline where individuals are given freedom to operate and autonomy in pursuit of extraordinary performance.

Our performance practice has moved beyond the annual individual review process to being centered on the individual, the team, and the organisation. This is a continuous process designed to enhance the delivery of key strategic priorities of the organisation and create a greater sense of shared accountability, meaning and value creation. Ownership and responsibility for performance lies with the leader, the team and the individual, and performance dialogues and feedback are required on an ongoing basis.

- **Ongoing messaging from the Executive leadership** including email updates, staff intranet and other digital channels
- **An induction programme** for new employees which seeks to inculcate our culture, led by the purpose and values as well as strategic intent, hosted by the Group Chief Executive and senior leaders
- **Ongoing learning, leadership development and diversity programmes** offered to all employees
- **Tailored internal investor relations presentations** on Group results, strategy updates and market feedback
- **Dedicated, comprehensive intranet** including a platform of resources to support the health, wellbeing and learning of our people
- **Newly launched global employee app**, Investec spaces, a place where the Investec culture meets the new world of work – the digital workplace. The app gives employees access to various Investec tools and systems, without lengthy sign in processes.

Recognition and reward

Our remuneration practices comply with local regulations and reward people meaningfully for performance and contribution. Investec is supportive of a minimum living wage and ensures that all its employees globally are paid above the relevant minimum statutory wage.

The way we reward, supports an innovative and entrepreneurial work environment that encourages and fosters extraordinary performance. In line with our philosophy of employee ownership, employees across the organisation participate in our staff share awards and have the opportunity to participate in our long-term growth.

7%

of the Group's shares are held
by staff (excl. non-executive
directors' holdings)
(2022: 7%)



Key themes for the year under review continued

Employee wellbeing

Our approach to wellbeing is all encompassing and forms part of the Investec Experience. We are a deeply caring organisation and value holistic health which we understand enables performance. We offer a proactive and preventative programme but equally respond to people's curative needs. Wellbeing at Investec is about the health of the individual, their family, as well as the health of the team and the system as a whole.

We consider wellbeing as four interconnected elements:

Be Healthy: Taking care of your physical wellbeing by eating well, keeping active and working towards a more wholesome lifestyle

Be You: Bringing your whole self to your team and work, connecting the organisation's purpose with your own and creating balance between your personal and work life

Be Present: Taking care of your emotional wellbeing where you are better able to focus, cope with daily stressors and calm a busy mind, in your work and beyond the organisation

Be Connected: Nurturing your social wellbeing through forming relationships and building a sense of belonging in your community.

Our strategy is globally aligned and made locally relevant. In both anchor geographies, employees have access to a comprehensive employee wellbeing programme, which provides personalised interventions provided by a multi-disciplinary team of select health and other professionals. We offer several initiatives to raise awareness and entrench a practice of healthy living. We are enhancing our wellbeing offerings, learning and awareness initiatives to ensure we make it as easy as possible for people to make healthy choices; and to ensure that we focus on themes that are a priority for people such as mental and financial health.

Investec is committed to providing disabled employees with a supportive and accommodating working environment.

Our policies, including leave entitlement and flexible working practices, are regularly reviewed, and adjusted to take into consideration the needs and wellbeing of our employees, our employment obligations and local market practice.

3 718

staff in South Africa
participated in one or more
employee wellbeing
interventions
(2022: 3 483 staff)

7 142

visits to the wellbeing hub
in the UK
(2022: 4 553 visits)

Family-friendly policies

In line with our commitment to equity in employment and in recognition of the dignity and rights of each employee, we provide an environment supportive of combining parenthood with a career. Our parental leave scheme provides enhanced benefits to parents, irrespective of their length of service.

In the UK, our family leave support programme has created greater guidance for employees and leaders on family leave. We are helping to facilitate networks between parents and parents-to-be within all our offices. We are providing better support for returners, with processes that open channels for feedback which means we can continuously monitor the support we offer. In South Africa, our holistic support caters for all types of parenting. The various internal support platforms and initiatives in partnership with our external providers, can be accessed by staff as they journey through the different phases of parenthood. In South Africa, our parental leave exceeds the minimum prescribed by regulations while in the UK we offer paid parental leave of up to 26 weeks which can be shared between parents. This benefit is available to all employees regardless of tenure.

Flexible working policies and practices

We endeavour to create a working environment that enables exceptional performance and innovation. Our core principle for 2023 is to spend most of our time in the office, face-to-face. We believe that the energy we create through our physical presence is a key part of our culture, which is our strategic differentiator, and creates 'the smell of the place'. The experience of being together enables relationships and interactions that underwrite the Out of the Ordinary experience our clients expect. Alongside this we encourage high degrees of flexibility, allowing employees the freedom to operate in the context of the work, the team's purpose and performance commitments, the needs of clients and the lives of every individual in the team. Within South Africa all employees have flexible leave that allows them to take the leave they require without the constraint of a leave accrual, provided work obligations are up to date.



Key themes for the year under review continued

Learning and development

As a learning organisation we aim to constantly stretch and develop our people, recognising that the calibre of our employees is a unique long-term competitive advantage. To achieve this, we employ talented people and enable their professional and personal growth so they can perform extraordinarily and deliver an Out of the Ordinary experience for the client. Learning is therefore directly linked to the strategic business objectives, with learning offerings constantly evolving to meet changing business and organisational needs.

At Investec, the way we develop people is consistent with the organisation's culture and values. Learning in our culture is enabled through the flat structure and relational nature of our business, which allows access and exposure to diverse learning experiences and communities. Learning is also facilitated through our culture of open and honest dialogue and genuine feedback that encourages people to reflect and grow personally and professionally. Moreover, employees are encouraged to be the driving force behind their own development and be proactive in identifying and addressing their development needs. This allows them to maximise learning opportunities which are most relevant to their unique needs and context.

We have deliberately focused on enhancing our leader capability across the board by evolving our leadership development offering to support emerging, new, and existing leaders to develop the necessary skills and mindsets to adapt to business demands.

We continue to invest significantly in providing learning opportunities to develop our people holistically, focusing on personal, interpersonal skills as well as technical (role based) and professional skills. Exploring our organisational culture and purpose and engaging with the concepts of belonging, inclusion, and diversity remain a key priority for us. We make use of both mentoring and coaching to support our learning efforts.

Over and above this, we offer our people access to public programmes, conferences, seminars, and courses and provide employees with formal development opportunities through registered and accredited institutions, to enable the acquisition of knowledge and skills necessary for career development within Investec. Our educational bursary scheme provides employees in South Africa with focused educational opportunities to enable the acquisition of qualifications.

In the past year, our learning and development spend for the Group as a % of staff costs was

1.8%;
£17.7mn

(2022: 1.6%; £14.3mn)

against our minimum target of 1.5%.

In the past year,
24 CAs completed the programme

(2022: 23 CAs),

of which
22 were retained in the business

(2022: 20 retained)

23 IT students joined the IT graduate programme

in South Africa during the past year

(2022: 24 IT students)

6.7%
of employees in South Africa were awarded bursaries
(2022: 8.1%)



Group learning and development spend

Year ended	31 March 2023		31 March 2022	
	£	R	£	R
Investec Limited	13 109 235	268 107 651	10 428 720	211 479 962
Investec plc	4 602 585	94 131 217	3 857 391	78 222 451
Total Group learning and development spend	17 711 820	362 238 868	14 286 111	289 702 413
Total Group learning and development spend as a % of staff costs	1.8%		1.6%	



For more information on our regulatory disclosures that includes human rights, freedom of association, whistleblowing and protected disclosures, retrenchment, health and safety and discrimination and grievance resolution refer to www.investec.com/regdisclosures.

Key themes for the year under review continued

Belonging, inclusion and diversity

Our diversity and inclusion framework has a sense of belonging for all our people, irrespective of difference, as its goal. We aim to make Investec a place where it is easy to be yourself. It is a responsibility we all share and is integral to our purpose and values as an organisation. Continually mindful of our biases and consciously inclusive, we encourage each other to embrace opportunities for growth. We recognise that a diverse and inclusive workforce is essential to our ability to be an innovative organisation that can adapt and prosper in a fast-changing world.

Our approach

Investec's approach is to recruit and develop based on aptitude and attitude, with the deliberate intention to build a diverse workforce; our recruitment strategies actively seek diversity, engaging with minority groups, females, and people with disabilities.

We have various processes to encourage dialogue and celebrate the value of diversity and inclusion. Emerging and established leaders participate in discussions around all issues related to inclusion.

Investec is committed to being an equal opportunity employer. In accordance with our policies and practices, and relevant International Labour Organisation conventions and legislation, we do not tolerate any form of discrimination based on gender, gender reassignment, race, ethnicity, religion, belief, age, disability, nationality, political opinion, sensitive medical conditions, pregnancy, maternity, civil partnership, and sexual orientation. People with different abilities are an essential part of a diverse talent pool and every effort is made to facilitate an accessible environment for all.

During the year, the belonging, inclusion, and diversity (BID) practice has focused on research and provided thought leadership on how to create an environment in which everyone finds it easy to be themselves, to feel they belong and are engaged in the sustained success of Investec.

This work includes:

- Setting organisational strategy for belonging and engagement
- Consulting to leaders, teams, and transformation forums on how to improve belonging and engagement in their areas
- Driving organisational learning on belonging, inclusion, and diversity
- Considering the regulatory environment related to belonging, inclusion and diversity and ensuring compliance and reporting
- Focusing on the SDGs, as they pertain to our employees, our communities, and other stakeholders, with a specific emphasis on equality.

Our diversity principles

We believe in the importance and benefits of diversity and strive to foster a culture that is supportive and inclusive of different perspectives and experiences

Our workforce aims to reflect the diversity of our client base and the society within which we operate

We are progressing towards a working environment that is more inclusive, agile, and responsive to the needs of all individuals, for example, flexible work arrangements

We offer diversity programmes for our employees through our learning and development programmes

We encourage transformation by bringing about greater representation in our workplace

We work proactively to rebalance our organisation in line with the communities in which we operate through education and entrepreneurship and leveraging the value in our diversity

We continue to measure and track progress quarterly and strive to achieve our targets through concrete actions.



Internally, our BID initiatives are driven through a number of structures set up to debate and monitor our various activities. These efforts are supported by the Board and Executive through the following committees:

- **Employment Equity (EE) Forum** (South Africa), a consultative body constituted through nominations, is representative of all designated groups, disabilities, business units and regions in the Group. The chair of the forum has a seat on the Group Executive, which is the highest decision-making body within Investec South Africa
- **Transformation Committee** (South Africa), a sub-committee of the Executive team, ensures our overall transformation objectives are achieved and that we maintain a reasonable rating in terms of the Financial Sector Code. The Transformation Committee is chaired by our Group Chief Executive, Fani Titi
- **DLC Social and Ethics Committee** (DLC SEC), chaired by Khumo Shuenyane, provides oversight of the Group's activities in the fields of transformation, human capital, and sustainability
- **Group ESG Executive Committee**, a Board sub-committee that reports into the Group Executive and the DLC SEC on various social- and climate-specific matters.



For more information on our various committees, refer to pages 136 and 137 in Investec's 2023 integrated and strategic annual report.

Key themes for the year under review continued

Employee age profile - permanent employees



84%

of employees are below the age of 50
(2022: 84%)



67%

of female employees are between the ages of 30 and 50
(2022: 68%)

	31 March 2023									31 March 2022								
	Investec Limited			Investec plc			Total Group			Investec Limited			Investec plc			Total Group		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total number of employees under the age of 30	470	452	922	317	276	593	787	728	1 515	359	368	727	292	268	560	651	636	1 287
Total number of employees between the ages of 30 and 50	1 450	1 807	3 257	1 282	927	2 209	2 732	2 734	5 466	1 441	1 777	3 218	1 242	901	2 143	2 683	2 678	5 361
Total number of employees above the age of 50	238	304	542	435	334	769	673	638	1 311	229	293	522	423	324	747	652	617	1 269
Total	2 158	2 563	4 721	2 034	1 537	3 571	4 192	4 100	8 292	2 029	2 438	4 467	1 957	1 493	3 450	3 986	3 931	7 917

	31 March 2023											
	Executive directors on DLC Board			Top managers*			Rest of employees			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total number of employees under the age of 30	–	–	–	–	–	–	787	728	1 515	787	728	1 515
Total number of employees between the ages of 30 and 50	1	–	1	24	8	32	2 707	2 726	5 433	2 732	2 734	5 466
Total number of employees above the age of 50	3	–	3	12	1	13	658	637	1 295	673	638	1 311
Total	4	–	4	36	9	45	4 152	4 091	8 243	4 192	4 100	8 292

	31 March 2022											
	Executive directors on DLC Board			Top managers*			Rest of employees			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total number of employees under the age of 30	–	–	–	–	1	1	651	635	1 286	651	636	1 287
Total number of employees between the ages of 30 and 50	1	–	1	22	13	35	2 660	2 665	5 325	2 683	2 678	5 361
Total number of employees above the age of 50	3	–	3	18	4	22	631	613	1 244	652	617	1 269
Total	4	–	4	40	18	58	3 942	3 913	7 855	3 986	3 931	7 917

* Top management is comprised of the Global Executive Team, the Specialist Bank and IW&I Executive Teams in South Africa, the Specialist Bank and IW&I Executive Teams in the UK and the country heads of regions

Key themes for the year under review continued

Employee gender composition – permanent employees



36%
of UK Wealth
Exco are women



19%
of the UK Bank
Exco are women



53%
of the SA Exco
are Black[^]

[^] African, Coloured and Indian employees per the South African Employment Equity Act

31 March 2023									
	Investec Limited			Investec plc			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executive directors on Investec DLC Board	3	–	3	1	–	1	4	–	4
Wealth & Investment	2	–	2	7	4	11	9	4	13
Specialist Banking	14	2	16	13	3	16	27	5	32
Total top managers*	16	2	18	20	7	27	36	9	45
Wealth & Investment	204	217	421	725	623	1 348	929	840	1 769
Specialist Banking	1 935	2 344	4 279	1 288	907	2 195	3 223	3 251	6 474
Total rest of employees	2 139	2 561	4 700	2 013	1 530	3 543	4 152	4 091	8 243
Total	2 158	2 563	4 721	2 034	1 537	3 571	4 192	4 100	8 292

31 March 2022									
	Investec Limited			Investec plc			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executive directors on Investec DLC Board	3	–	3	1	–	1	4	–	4
Wealth & Investment	1	–	1	11	9	20	12	9	21
Specialist Banking	12	3	15	16	6	22	28	9	37
Total top managers*	13	3	16	27	15	42	40	18	58
Wealth & Investment	184	211	395	701	593	1 294	885	804	1 689
Specialist Banking	1 829	2 224	4 053	1 228	885	2 113	3 057	3 109	6 166
Total rest of employees	2 013	2 435	4 448	1 929	1 478	3 407	3 942	3 913	7 855
Total	2 029	2 438	4 467	1 957	1 493	3 450	3 986	3 931	7 917

* Top management is comprised of the Global Executive Team, the Specialist Bank and IW&I Executive Teams in South Africa, the Specialist Bank and IW&I Executive Teams in the UK and the country heads of regions

Key themes for the year under review continued

South Africa

Learning programmes

We run a programme within our South African business, specifically designed to enable women to take up positions as non-executive directors on South African company boards, including Investec companies' boards, and contribute to the development of board-ready female executives within South Africa. 28 women have been through this programme since it started in 2020.

We host a diversity day as part of our Leadership Development Programme exploring what it means to lead diverse teams in a multicultural society

Our psychological safety workshops focus on belonging and inclusion in teams, with a focus on creating an environment of psychological safety.

BID networks

- We continue to build our BID support networks including Pride (LGBTQIA+), YoungMinds and the EE Forum
- We facilitate workshops and strategy sessions with the divisional BID and EE Forums with the intention of helping them to reconstitute by clarifying their mandate, agreeing purpose and strategic objectives.



28.2%

Investec Limited mean gender pay gap at 31 March 2023 (2022: 27.9%)[^]



450

employees* participated in diversity events in SA (2022: 329 employees)*

[^] Gender pay gap stats are reported a year in arrears
* Some employees attended more than one event

BID initiatives

- We have several Women in Leadership initiatives where women and men at Investec participate in the conversation around gender. We invite our clients and external stakeholders to participate in these events. These rich and informative dialogues help us to create an appropriate environment for women to thrive as leaders, employees and entrepreneurs and serve as role models for the next generation
- We continued our work in support of empowering and developing women in business, education and sport, and highlighting the power of partnerships to provide opportunities for women
- Our Young Leaders Council and reverse mentorship initiatives in South Africa recognise the need to create spaces that enable young, aspirational talent to connect and learn with leaders. These initiatives aim to marry innovation with experience, create networking opportunities and harness the generational range within Investec. The councils rotate annually and are mandated to engage on organisational challenges and topics set by the Executive. Reverse mentorship aims to open intergenerational pipelines of wisdom, enabling generations to learn from each other. These employees will be mentors to leaders.

BID targets, measures and achievements

- We continually strive to achieve greater representation at all levels of the business through the effective implementation of our Employment Equity Plan in South Africa
- We submitted our annual Employment Equity Report to the Department of Labour in January 2023 – 53% of top management at Investec within South Africa are Black people (African, Coloured and Indian)
- During the period under review, we elected new office bearers onto the Employment Equity (EE) Forum. The forum has engaged in formal training to understand the requirements of the EE Act and their mandate as EE Forum members
- We have elected a new EE Committee Chairperson and Vice Chairperson. The Chair has a seat on the Specialist Bank Executive Team within South Africa
- Investec is a member of the 30% Club – a global campaign to boost female representation at board and executive level in the world's biggest companies
- Investec Limited's mean gender pay gap at 28.2% in 2023 (2022: 27.9%)[^]
- 450 employees* participated in diversity events in South Africa (2022: 329 employees*)
- We recognise that economic growth and societal transformation is vital to create a sustainable future for all the communities in which we operate. As a financial services provider, we play a critical role in enabling this
- In South Africa, we have further increased our minimum pay to R250k per annum, effective 1 June 2023
- We use our entrepreneurial expertise to foster the creation of new black entrepreneurial platforms and partnerships and focus on supporting small- and medium-sized businesses through our enterprise and supplier development programmes
- We serve as a leading source of empowerment financing. We have financed in excess of R85bn of empowerment transactions since April 2018 (as defined and reported under the empowerment financing element in the Financial Sector Code)
- We continue to successfully combine our learnership model with our Youth Employment Service (YES) commitment to create greater impact. Since January 2020, 248 interns, who graduated from the YES programme with our two partners ORT SA Cape and the Artisan Development Academy, started new 18- and 24-month learnerships, respectively
- We ran an internal IT technical support learnership for 10 individuals and all these learners have been placed in permanent employment
- We ran a learnership for 30 differently abled people, in partnership with the National Institute for the Deaf, during 2022. The programme was so successful that we have extended the number of learners the programme can accommodate and will be running it again during 2023
- We continue to participate in the Youth Employment Service (YES) which provides year-long internships to unemployed youth from previously disadvantaged communities. To date we have provided 3 100 young people with internships of which 60% have been absorbed into permanent employment post the internship programme.

[^] Gender and ethnicity pay gap stats are reported a year in arrears
* Some employees attended more than one event



Board diversity – across South Africa and the UK

- Our Board diversity policy set and achieved the target of 33% female representation. The Board recognises that the balance of skills, knowledge and experience, differences in background, ethnicity, gender, and other qualities all contribute to achieving diversity of thinking
- At 31 March 2023 there was 43% female representation on the Board
- At 31 March 2023 43% of Board members were persons of colour (measured in terms of the Parker Review metrics).

Key themes for the year under review continued

United Kingdom
Learning programmes

During the period under review, we launched our Zebra Crossing programme across the UK business. This programme aims to raise levels of multi-cultural awareness of staff at Investec, enabling them to appreciate and celebrate the richness of our diverse population and take these insights back into the business. 194 employees have participated in the programme to date

For the fifth consecutive year we participated in the 30% Club mentoring scheme, a cross-company programme for women

We launched the second reciprocal mentoring programme for employees of colour and senior managers, which aims to facilitate reciprocal learning and harness the value of difference

We facilitated four Allies programmes empowering employees to become proactive allies for minority groups across the business. The programme includes topics such as: power and privilege, inclusive language, micro aggressions, and challenging exclusion.

BID networks

- We continue to build and support our four BID networks including Gender Balance, Pride network, Multicultural and YoungMinds
- Our neurodiversity and menopause employee-led working groups, alongside our four BID networks, provide input into inclusive practices and policy and principles development
- Increasing numbers of employees are benefitting from our enhanced policy on shared parental leave which is supported by our partnership with Working Transitions, who provide coaching and support to those on extended leave.

BID initiatives

We hosted various events which included:

- Hosting an evening with Wol Kalade, a client and co-founder of the #10000 black interns' programme. The discussion explored the programme's ability to catalyse the increase in black representation in the city
- Hosting an evening with the award-winning artist, activist, author and poet Akala on Black Britain. Investec colleagues and clients were invited to a conversation unpacking the history of black people in Britain
- Hosting a panel discussion on International Women's Day in partnership with The Women's Chapter, a network for professional women and entrepreneurs.

BID targets, measures and achievements

- Investec is a member of the 30% Club – a global campaign to boost female representation at board and executive level in the world's biggest companies
- We became signatories to the UK HM Treasury Women in Finance Charter in 2018 and committed to a target of 30% female representation in senior leadership by 31 March 2022 which we have now exceeded:
 - UK Bank: 36.8% at 31 March 2023 (March 2022: 35.0%)
 - UK Wealth & Investment: 41.2% at 31 March 2023 (March 2022: 47.6%)
 - We continue to aim to achieve >35% female representation in senior leadership
- We are making progress in closing our gender pay gaps with:
 - UK Bank: 25.6% at 31 March 2023 (March 2022: 26.2%)[^]
 - UK Wealth & Investment: 43.4% at 31 March 2023 (March 2022: 43.3%)[^]
- For the second year running we voluntarily disclosed our ethnicity pay gap. At 31 March 2023 our mean hourly pay gap was 15.1% (2022: 12.9%)[^] in Investec Bank UK and 23.9% (2022: 20.7%)[^] in Investec Wealth & Investment UK.
- We have signed up to the Race at Work Charter and made five institutional commitments to address racial inequality against which significant progress has been made
- In 2022 Investec plc signed up to the #10000 black interns' initiative and hired nine interns who joined us during the summer of 2022
- In 2022, we employed 15 apprentices (of which seven were female and 10 people of colour) from the Apprenticeship Levy programme into our UK business (across Specialist Bank and Wealth & Investment) in partnership with Multiverse
- We are signatories to the CEO Statement of Support for the United Nations Women's Empowerment Principles
- In the past financial year 2 329 employees* participated in diversity events in the UK (2022: 1 332 employees*).

[^] Gender and ethnicity pay gap stats are reported a year in arrears

* Some employees attended more than one event

**Investec Bank UK mean gender pay gap**

25.6%

at 31 March 2023
(March 2022: 26.2%)[^]

[^] Gender and ethnicity pay gap stats are reported a year in arrears

**Investec Wealth & Investment UK mean gender pay gap**

43.4%

at 31 March 2023
(March 2022: 43.3%)[^]

People dashboard

	31 March 2023	31 March 2022	Commentary	Reference
Our people				
Code of conduct	✓	✓	All employees sign the code of conduct on employment	Refer to The way we do business on our website
Human rights	✓	✓	The Investec Group remains committed to the ten principles of the UN Global Compact with respect to human rights, labour, environment and anti-corruption	
Freedom of association and collective bargaining	✓	✓	We fully support employees' rights to freedom of association across all businesses and geographies in which we operate. Investec upholds the constitutional rights of our employees to freedom of association, the right to collective bargaining, the protection of employee representatives and the right to be a member of a trade union of their choice	
Anti-bribery and corruption policy	✓	✓	Continuous development across all our offices on anti-bribery and corruption	
Total full time employees	8 292	7 917		This report: page 19
Total Group staff turnover	10.6%	12.1%		This report: pages 20 and 21
Total staff turnover in Investec plc	12.2%	14.6%		
Total staff turnover in Investec Limited	9.3%	10.8%		
Total Group voluntary staff turnover	9.0%	9.1%		
Voluntary staff turnover in Investec plc	9.7%	10.6%		
Voluntary staff turnover in Investec Limited	8.4%	8.6%		
Internal mobility in the UK	23%	29%	Internal mobility numbers have been restated as they reflect a % of all placements, where previously they were reflected as a % of average headcount	
Internal mobility in South Africa	19%	24%		
Total Group internal mobility	21%	26%		Refer to our website: www.investec.com/regdisclosures
Retrenchments	0.8%	0.9%	Our retrenchment practice is more favourable than local statutory or regulatory requirements	
Number of whistle blowing incidents	8	9	We seek to protect all employees who disclose unlawful or irregular conduct by the Company, its employees or other stakeholders. We have several channels that employees may use to raise concerns. Eight incidents of whistle blowing were reported	
Occupational health and safety incidents	16	8	A Group-wide formal health and safety programme identifies and manages all health and safety risks and carries out regular safety audits. Minor incidents reported	
Occupational health and safety fatalities	–	–	No fatalities reported	
Number of discrimination incidents	2	2	In accordance with Investec's policies and practices, and relevant legislation, we strive to prevent and/or eliminate any form of discrimination whatsoever (which includes discrimination based on gender, gender reassignment, race, ethnicity, religion, belief, age, disability, nationality, political opinion, sensitive medical conditions, pregnancy, maternity, civil partnership and sexual preference). Two incidents of discrimination were reported	
Formal grievance procedure	✓	✓	If an employee feels they are being treated unfairly or are experiencing any form of discrimination, intimidation or harassment and would like to lodge a grievance, they are encouraged to contact Employee Relations. We view allegations of this nature in a very serious light and a formal hearing is scheduled	

People dashboard continued

	31 March 2023	31 March 2022	Commentary	Reference
Diversity				
Women as percentage of total workforce	49.4%	49.7%		→ This report: pages 25 to 29
Women in top management in the Group	20.0%	31.0%	Top management is comprised of the Global Executive Team, the Specialist Bank Executive Team in South Africa, the Specialist Bank and IW&I Executive Teams in the UK and the country heads of regions. The 2022 numbers were restated	
Women in top management in Investec plc	25.9%	35.7%		
Women in top management in Investec Limited	11.1%	18.8%		
Age diversity published	✓	✓		
Member of the 30% Club	✓	✓		
CEO statement of support for the UN Women's Empowerment Principles	✓	✓		
Race at Work Charter	✓	✓	Signatory to the Race at Work Charter in the UK	
Employee wellbeing				
Addressing wellbeing	✓	✓	Comprehensive wellbeing programme	→ This report: pages 22 to 23
Flexible workplace arrangements	✓	✓		
Family-friendly policies	✓	✓		
Employees paid above the minimum living wage	100%	100%		
Learning and development spend				
Learning and development spend as a % of staff costs	1.8%	1.6%	Above our target of 1.5%. Learning and development spend includes operational costs for staff dedicated to the provision of learning and development and stipends paid to learners on registered learnership programmes	→ This report: page 24
🔗 Actual spend on learning and development (£)	17 711 820	14 286 111	Increase in learning and development spend as this is retuning to pre-COVID-19 spend.	

Commitment to our communities

Our community initiatives are central to our values of making a meaningful contribution by ‘living in society, not off it’. By engaging in these initiatives Investec embodies our entrepreneurial spirit, valuing diversity and respecting others – all of which support our commitment to reducing inequality (SDG 10) and underpin our aim to be a responsible organisation.

Our approach

A deliberate and strategic approach to community investment

Our vision to create enduring worth depends on a sustainable economy – a key factor in achieving this objective. A thriving economy provides opportunities for businesses to grow and innovate, balancing economic, social and environmental goals with active economic participation. We understand that no single business can address the many socio-economic needs that continue to present everyday challenges for many in the geographies in which we operate, so we have focused on that which we believe is better aligned to our philosophy. Our approach focuses on three categories of impact: education and learnerships[^], entrepreneurship and job creation, and environment and philanthropy.

[^] Learnerships are vocational education and training programmes in South Africa to facilitate the linkage between structured learning and work experience to obtain a registered qualification

This focused approach is driven by Investec's desire to:

Change people's lives for the better

Leverage off our business, staff, culture and spirit

Advance CSI interventions with emphasis on quality rather than quantity

Adopt a long-term view to our interventions

Facilitate more focused interventions as opposed to being everything to everyone

We are not oblivious to other societal pressures, however, we attempt to target and balance our social investment resources for maximum impact.

Our commitment to our communities includes:

Education and learnerships – aligned to SDG 4

Entrepreneurship and job creation – aligned to SDG 8

Environment and other philanthropy – aligned to SDG 6, SDG 7, SDG 9 and SDG 11

Staff volunteerism – aligned to SDG 8 and SDG 11



Achieved

1.3%
(£10.7mn)



Group community spend as a % of Group operating profit* against our target of >1% (2022: 1.3%; £8.9mn)

Promaths contributed

5%



of South Africa's national distinctions in maths and science (2021 academic year: 5% in maths and science)

2 108



learners supported through Arrival in the UK in the past 14 years (2022: 1 995 learners)

* Before goodwill, acquired intangibles, non-operating items, taxation and after other non-controlling interests
** Some staff attended more than one volunteering event

10 510



staff volunteering hours in the past year with 2 241 staff** involved (2022: 9 001 hours; 759 staff)

3 100

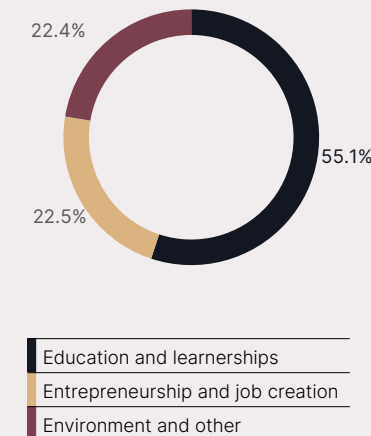


South African youth given Investec internships through YES since inception (2022: 2 548 since inception)

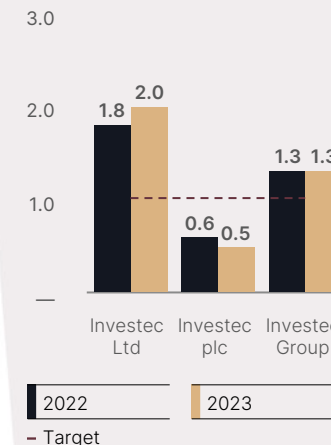
15 336

users on CareerXplora, our career guidance helpline (2021 academic year: 8 670)

Spend on community initiatives by category (%)



Spend on community initiatives as a % of operating profit*





Education and learnerships

Our strategy focuses on creating education and learnership opportunities within our communities, equipping and enabling young people to become active economic participants in society. By providing these opportunities we are contributing to SDG 4 (quality education).



South Africa



Education

Empowering individuals through education

We believe that supporting considered educational initiatives aligned to our CSI strategy can facilitate meaningful broader societal transformation. We intend to drive change through our education interventions to see a greater number of disadvantaged youth produce improved maths and science matric results, make better informed career decisions, access quality tertiary education, and pursue and complete courses in the financial sector and other critical qualifications which they may not have been able to pursue without exposure to our initiatives.

Promaths

Our flagship programme, **Promaths**, provides extra maths and science lessons to grade 10 – 12 learners in rural and township schools. We currently support 10 Promaths centres, benefiting 4 758 learners across seven provinces.

When COVID-19 lockdown measures were introduced in 2020, the programme's face-to-face lessons were replaced with virtual lessons that saw the introduction of Promaths Online. While the online platform played a significant role in enabling learning and teaching during COVID-19 lockdown, with the return to normal schooling and challenges such as the country's loadshedding and associated technical challenges such as poor network signal, Promaths has resumed its face-to-face format. Promaths Online is now used as a supporting tool in the form of providing online access to quizzes, past exam papers and textbooks.

At the end of the academic year, 745 distinctions were achieved in maths and science by the Investec and Entrepreneurship Development Trust (EDT) funded Promaths learners. 389 distinctions were achieved from the 1 307 Investec-supported learners who wrote maths (2021: 355 distinctions from 1 230 learners) and 356 distinctions were achieved from the 1 311 Investec-supported learners who wrote science (2021: 346 distinctions from 1 230 learners). Our Promaths class of 2022 contributed 5% of the country's national distinctions in maths and 5% in science (2021*: 5% in maths and science).

* Academic year

Highlights for Investec-funded Promaths learners

Maths and science
general pass rate of

100%

(2021*: 99%)

Distinctions in maths

389

(2021*: 355)

Learners who scored
100% in maths

13

(2021*: 14)

Distinctions in science

356

(2021*: 346)

Learners who scored
100% in science

3

(2021*: 8)

92%

of our matriculants
achieved a university
pass (Bachelor's Pass)
(2021*: 93%)

Education and learnerships continued

Promaths online mentoring sessions

Acknowledging that it takes much more than just academic support to succeed in maths and science, Promaths online mentoring sessions are aimed at offering mental health awareness on issues such as anxiety, stress, and academic pressure to grade 11 learners across all Promaths centres. Given the loadshedding[^] challenge that affected connectivity to our online platform, no sessions took place in 2022. In 2023 learners can attend one of five online sessions thus minimising the potential for interruptions due to loadshedding. In addition to the psychosocial mentoring and support, Promaths Online introduced career guidance support through increased awareness of CareerXplora to enable learners to use the tool to navigate what, when and where to study post matric – one of the academic pressures they experience.

[^] Action to reduce the excessive load on Eskom that results in a lack of electricity supply for hours at a time

Promaths Social Challenge

In pursuit of developing Promaths learners into well-rounded young leaders, we facilitated the inaugural Promaths Social Challenge in 2022, aimed at improving learners' interpersonal skills such as critical and creative thinking, communication skills and leadership, while entrenching a strong culture of social consciousness and responsibility. 911 Promaths learners in grades 10 and 11 from 69 schools that benefit from Investec-supported Promaths centres voluntarily participated in the challenge which required them to identify and suggest sustainable solutions to address key societal challenges related to education, the environment, and youth unemployment. Seventy Investec staff members participated in the challenge as advisors and adjudicators. Ninety-two teams participated and the top three winning teams won prize money of R250 000, R150 000 and R100 000 respectively for their schools.

Promaths alumni societies

The Promaths journey doesn't come to an end when learners matriculate. To give Promaths learners an even better chance of succeeding at university and to create a support structure within the university environment, Promaths alumni chapters were established at universities across the country. Investec currently supports 16 Promaths university alumni chapters in six provinces that aim to connect, motivate, and empower ex-Promaths learners studying at tertiary institutions. In 2022 there were 3 582 registered Promaths alumni members (2021: 2 547 members).

911

Promaths learners
participated in the
Promaths Social
Challenge in 2022*

3 582

registered Promaths
alumni members
(2021*: 2 547 members)

* Academic year



Education and learnerships continued

Bursaries and teacher internships

We offer school and university bursaries to learners and students who are both academically and financially deserving.

High school bursaries

We award high school bursaries to grade 10 – 12 learners who excel academically, especially at maths, to attend a high school of their choice that they might otherwise not be able to afford. Through this programme we partner with both private and good government high schools that meet our 'supportive environment criteria'. The intention is to identify talented and driven individuals who are well-positioned to pursue tertiary qualifications in the rare skills areas, that have maths as an entry requirement. In partnership with the school, and in some cases high school bursary entities, we create an environment that allows for financially needy learners to learn and successfully complete their high school education with increased career choices.

In 2022 we had a cohort of 75 learners from grades 10 – 12 (2021: 65 learners), 37 of whom passed grade 12 with a total of 165 distinctions (2021: 107 distinctions from 19 learners).



University bursaries

Since 2006, Investec has contributed approximately R118.7mn towards students' tertiary education through bursaries with the majority studying accounting degrees, followed by engineering, actuarial science, computer science, maths, economics, and law degrees. Of the 14 students who finished their qualifications in 2022, 64% had found employment by the time of publication of this report, including one who is on Investec's CA programme this year.

Recognising the need to build human capital within South Africa's healthcare system, we included medical bursaries as part of our CSI university bursary programme. As a bank, we have always provided support to medical professionals, and the medical bursary programme is an extension of this support, financially assisting academically deserving and financially needy students with their studies. Our first cohort in the 2022 academic year comprised of six students studying towards a medical degree in various South African universities. The total number of students on our university bursary programme, for the 2022 academic year, inclusive of those studying towards medical degrees, was 73 (2021: 72 students).

Understanding that for most of our bursary recipients it takes more than financial aid to succeed at university, the programme provides much-needed psychosocial support through our partnership with our staff who voluntarily participate in a mentorship programme. Each bursary recipient is paired with an Investec mentor and has access to professional psychological assistance, when needed, through our partnership with Maureen Kark & Associates. In addition, the bursary programme offers final year students a work readiness programme which helps students work through their CVs, provides assistance with basic job searches, and gives interview guidance and advice on how to best transition from the academic space to the world of work.



Following her successful participation in the Investec bursary selection process hosted in December 2022, Sinakhokonke Siyaya was granted a provisional bursary offer pending her final matric results which were only due out towards the end of January in 2023. Born and raised in a semi-rural area outside Newcastle in KwaZulu-Natal, Siyaya is one of eight in her household surviving on a single income, her father's salary. As a result, tertiary education is hard to afford. Given her financial need, consistent academic performance and her well-articulated passion for medicine and improving healthcare in South Africa, it was difficult not to include Siyaya on our list of provisional bursary offers.

Once final matric results were announced, which saw Siyaya obtain distinctions for all her eight subjects, Siyaya's Investec bursary offer was confirmed. She subsequently also received the University of Cape Town's (UCT) Vice Chancellor Blue Carpet Scholarship. The scholarship is awarded to applicants who have excelled in their final examinations in 2022 and wish to study at UCT. The scholarship, valued at R100 000 per year and is valid for up to three years subject to the student being named on their faculty's Dean's Merit List. The scholarship may be held concurrently with another bursary such as the one granted to Siyaya by Investec to cover the financial shortfall. Siyaya is currently studying towards a degree in medicine at UCT partly funded by Investec given the Blue Carpet Scholarship received from UCT.

“ I aim to be the best doctor in our country. I value accuracy, dedication, and hard work because to me success is a product of these three tenets. ”

- **Sinakhokonke Siyaya**, medical bursary recipient and one of the national top matric performers in the 2022 academic year.

Education and learnerships continued

Promaths Bursary Fund

Launched in 2017, the Promaths Bursary Fund (PBF) provides bursaries to Promaths alumni who are academically and financially deserving but lack the financial means to further their studies at university. The fund received financial support from Investec, the Entrepreneurship Development Trust (EDT) and Ninety One in 2022 for 73 full cost university bursaries for students pursuing degrees that require a good Matric maths pass (2021: 74 bursaries). Of the 73 beneficiary students funded in 2022, nine of them completed their studies at the end of 2022 (2021: 15 students completed their studies). Since inception, the Promaths Bursary Fund has awarded 226 bursaries in various fields, including chemistry, engineering, accounting, maths, and computer science. Although a relatively young fund, some beneficiaries of this programme have completed their studies and are now well equipped to seek employment and become active economic participants.

Teacher internship programme

Investec's partnership with the Independent Schools Association of Southern Africa (ISASA) and the Department of Basic Education (DBE) aims to develop quality teachers in maths and science. The ISASA programme provides prospective senior and further education and training teachers with bursaries to study for a four-year Bachelor of Education (B.Ed.) or a one-year postgraduate certificate in education (PGCE) at UNISA. Interns are placed in ISASA host schools for the duration of their undergraduate or postgraduate education studies. On completion of the internship, qualified teachers are required to take up posts in public state-funded schools to ensure the transfer of skills. In 2022, 26 new teacher interns were recruited onto the programme (2021: 33 new teacher interns) bringing the total number of interns to 78 (2021: 70 interns) of which 41 teacher interns completed their internship in the same year (2021: 18 teacher interns).

University programmes

We partner with four universities on various programmes: Rhodes University – Commerce Extended Studies Programme; University of the Free State – University Preparation Programme; University of Pretoria – Junior Tukkies Programme, and the University of Cape Town – Education Development Unit. All the programmes assist learners and students with the advice, skills, and mentorship to perform better in the academic year.

15 336

CareerXplora users
(2021 academic year: 8 670 users)

Career guidance**CareerXplora**

CareerXplora is a career guidance helpline, co-created by Investec and Brainwave Careers. The app and website offer career quizzes and a variety of school, career, tertiary and job content that is accessible at a minimal data cost. The helpline enables real-time WhatsApp chats between learners from grade 9 – 12 and CareerXplora facilitators. In 2022 our user numbers increased to 15 336 (2021: 8 670) due to partnering with organisations that have a digital footprint, such as UCT Online High School.

CareerXplora staff engagements enable Investec staff to share their personal and professional journeys virtually to inspire grade 11 and 12 Promaths learners to pursue tertiary education. Staff share their high school journey, what informed their subject choices at high school, their university journey, transition from university into the world of work as well as their journey at Investec. In 2022, Investec and Brainwave Careers hosted eight sessions in Soweto, Gauteng with a total of 240 learners and 40 Investec staff participating. These staff engagement sessions have been formalised as what we now term the 'Shape the Future' initiative aimed at leveraging off our staff's personal and career experience to help better inform learners around career choices and possibilities for their future. It aims to empower our staff to enhance their career guidance-related contribution by exposing them to CareerXplora. We acknowledge that our staff are potential ambassadors and promoters of CareerXplora as a meaningful career guidance platform in pursuit of facilitating a broader reach of learners in need of career guidance related support. The intention of the programme is that staff will become ambassadors of CareerXplora to enable us as a business to make career guidance accessible to all learners across South Africa.

Day@Investec

Day@Investec is an event, hosted annually at all Investec regional offices, that exposes grade 11 Promaths learners to Investec and the world of work. Investec staff are invited to share with the learners their career journeys. External experts in career guidance and counselling share tools on how best learners can choose career paths suited to them. Learners are taken on a tour by Investec staff members who share with them what their role at Investec entails. In 2022 we hosted 205 learners in four of our regional offices.

Education and learnerships continued

Learnerships

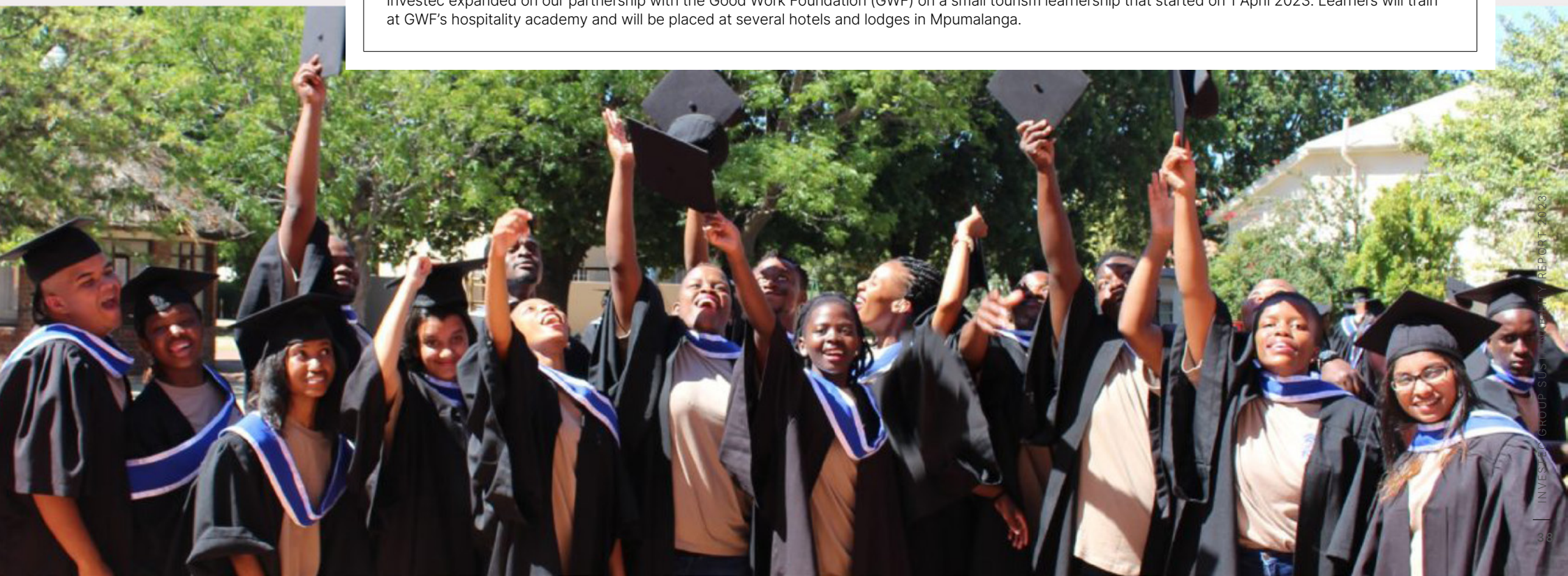


We have invested
R50.2mn
in learnerships over
the past five years

Investec ran three external learnerships in 2022. The National Institute for the Deaf offers one-year learnerships in a variety of fields and caters for several disabilities. Investec sponsored 30 disabled learners in three fields: end-user computing, professional cookery, and plant production. These learners completed their qualifications in December 2022 and reported a 63% absorption rate. We are supporting a further cohort of 40 disabled learners during 2023 who started their learnership (end user computing and professional cookery) on 1 March 2023.

In 2020 we successfully combined our learnership model with our Youth Employment Service (YES) commitment to create greater impact. Since January 2020, 248 interns, who graduated from the YES programme with our two partners ORT SA Cape and the Artisan Development Academy, started new 18- and 24-month learnerships, respectively. Absorption from the two cohorts of teacher assistant graduates was 52% while 72% of the first artisan cohort have been permanently employed. In addition to the three external learnerships, we also ran a small internal IT technical support learnership for 10 individuals. These learners were placed in our regional offices as well as at our head office in Sandton. All these learners have been placed in permanent employment. Investec partnered with Girlcode on a new IT learnership for five individuals starting on 1 April 2023. After a three-month theoretical component, these learners will be placed in Investec's Sandton office for nine months of practical training.

Investec expanded on our partnership with the Good Work Foundation (GWF) on a small tourism learnership that started on 1 April 2023. Learners will train at GWF's hospitality academy and will be placed at several hotels and lodges in Mpumalanga.



Education and learnerships continued



United Kingdom

Education

Empowering youth through education

We aim to empower young people to achieve their goals in life through the education projects we support. While we recognise the value of academic study, our community partners also focus on employability, as well as life and interpersonal skills.

Arrival

This year, we celebrate 15 years of partnering with Arrival to support young people from under-represented backgrounds through programmes which encourage social mobility.

Through the Access Network programme, Arrival aims to raise aspirations and develop the mindsets of young people through a series of volunteer-led employability workshops. In the past financial year, we delivered five workshops with the support of 40 staff volunteers.

The workshops supported 105 students to develop skills around time management, handling interviews, resilience, wellbeing, and networking. Through the networking workshops, students learn about the importance of building a network and how to effectively build contacts within the workplace and at corporate events. Many of these students attended more than one workshop over this period.

Sixteen students from the Access Network's cohort also took part in Arrival's Access Network's coaching programme, which was supported by 16 Investec volunteers, who provided one-on-one coaching to the students over a nine-month period.

Drawing on its success last year, we delivered another 'Introduction to Banking' session to introduce students to the basic concepts of banking, including how banks operate, an overview of the UK banking sector and current challenges, and insights into working in a bank (attended by 90 students from across the Access Network Cohort). Like the previous year, the workshop was well received, with 99% of those surveyed stating that their understanding of the banking sector improved because of the workshop.

Through our partnership with Arrival, we deliver an investment education programme called Invest for Success. This innovative six-month programme is designed for students wanting to succeed in the financial sector, was delivered in a hybrid fashion across three regions in the UK. Over the course of the programme, 60 students (2022: 60 students) learnt the principles of trading through a simulated stock portfolio game, where they were given dummy funds to invest in five stocks, while being supported by 24 Investec volunteers from our London, Leeds, and Liverpool offices. Our partnership with Arrival aims to widen access to corporate career opportunities for young people from under-represented backgrounds. In the past financial year, 92% of the cohort came from ethnically diverse backgrounds and 52% were female, with our second all-female team winning with the best performing portfolio.

In the past year, we piloted the incorporation of the MyBnk Uni Dosh workshop into the Invest for Success core programme, to help equip the young people we support with knowledge, insight, and financial resilience so that they can manage their money well as they transition towards living more independently. Forty pupils attended the two sessions hosted in March 2023.

2 108

learners supported through Arrival in the
UK in the past 14 years
(2022: 1 995 learners)

Morpeth School

For the third consecutive year we partnered with Future Frontiers to deliver a four-week career coaching programme for 18 pupils in year-10 attending our partner school, Morpeth School. This is a community school based in the London Borough of Tower Hamlets, which has some of the highest poverty and unemployment rates in the city and in the UK.

Over the past financial year, Investec employees volunteered 90 hours of their time coaching pupils in-person. This included 16 employees who took part in four one-on-one coaching sessions providing young people with an invaluable space to explore their interests, discover inspiring careers, connect with experts in their chosen career industry and plan for their transition into high-quality post-16* education or training.

* Refers to various forms of education or training available to students in the UK once they have completed secondary school. Sixteen is the official age that you complete your secondary education in the UK



Entrepreneurship and job creation

Investec's roots are based in the spirit of entrepreneurship, and we strive to nurture this from school-going age to emerging entrepreneurs now running their businesses. We are passionate about creating jobs for young people through quality work experience placements. Our entrepreneurship and job creation programmes contribute to SDG 8 (decent work and economic growth) and aim to give people an opportunity to foster and nurture an entrepreneurial mindset to enable and take ownership of their economic independence and sustainability.

South Africa



Entrepreneurship

Fostering innovation and entrepreneurship

At the heart of our CSI strategy and focus is the desire to enable as many people as possible, especially the youth, to become active economic participants in society. This empowers them and their communities and creates a positive effect. Economically active people quickly realise a sense of contribution, worth, dignity and direction and stand a better chance of occupying their rightful place in society. Investec is cognisant of the many socio-economic challenges in South Africa but recognises the opportunities it can provide to enable people to become active economic participants through entrepreneurship. By growing the number of entrepreneurs in South Africa, we contribute to the growth of others, in the form of job creation and possible services delivered through socially orientated businesses.

Startup School

Given the high number of small- and medium-sized businesses that fail within their first two years of operation in South Africa, our Startup School has developed an entrepreneurship programme to assist small businesses to succeed. Startup School aims to play a critical role developing entrepreneurial mindsets and building business confidence and strategic thinking competencies among young entrepreneurs. As the programme is run online and is a cost-effective model, it is accessible to a wide pool of young people from across South Africa with potential for scalability.

Since inception in 2017, Startup School has received 7 825 applications and enrolled a total of 2 404 entrepreneurs, with 2 002 entrepreneurs graduating from the programme. Data from a recent independent programme review shows that 67% of participants indicate that Startup School has helped them understand business concepts a lot better, and 85% of participants would recommend the programme to other entrepreneurs.

As a comprehensive online and distance learning programme, Startup School has shown significant resilience through the COVID-19 pandemic with the number of applicants having grown significantly over the years, indicating a growing appetite for the kind of entrepreneurial curriculum run by Startup School programmes.

Through both our Finance Readiness and Market Readiness programmes, we take entrepreneurs on a journey of preparing their business for investment and optimise their chances to gain access to market. Both programmes are preceded by a gap analysis to determine key areas in need of intervention, and entrepreneurs benefit from expert advice and coaching throughout the programme. To qualify for the finance programme, businesses need to be established with a turnover exceeding R1mn and commit to the 8-10 month programme.

Since inception in 2019, the Finance Readiness programme has raised over R76.6mn for 13 entrepreneurs, out of the 26 entrepreneurs who participated in the programme. Most of the deals were loan finance debt, followed by venture capital equity deals.

Entrepreneurship and job creation continued



Job creation

Upskilling youth to tackle conservation issues

The Youth Employment Service (YES), a collaboration between government and the private sector, was launched by President Cyril Ramaphosa in March 2018 in recognition of the crisis we face in our country with respect to youth unemployment. The main objective of YES was to create one million quality work experiences for South African youth, between the ages of 18-35, over three years. Stephen Koseff, former Group CE of Investec, is a co-convenor of YES, with Investec being one of the first companies to sign up to the programme.

During the past year, we committed further funding towards YES interns, placing 552 YES interns with eight host partners. Sixty-four of the past year's cohort were placed at one of our conservation partners, Care for Wild (CFW) in Mpumalanga, South Africa, of which eight joined the mounted unit. The mounted unit, a team that patrols CFW land on horseback, is an integral part of the anti-poaching team at CFW and plays a vital role in the security of the protected area. The team comprises eight men and two women that have taken on various roles that includes two patrol leaders, five troopers, a stable manager, and two stable aids. Able to cover vast areas of rugged terrain at high speed, the mounted unit can patrol and pursue in areas otherwise unpassable to vehicles.

To become a member of the mounted unit there are several selection and training phases that one must go through. Individuals who are interested in becoming part of the mounted unit team first sign up to a ranger training programme over a period of 12 weeks. From this group, potential candidates are selected to attend a three-month in-depth and specialised mounted unit training course run by Australian expert horseman, James Cole, and assisted by experienced corporals from CFW.

Prior to the start of the course, some of the recruits have never ridden a horse before. The course, runs six days a week, consists of horse riding, horse handling, patrols, stable duties, equipment maintenance, mounting and dismounting drills and tactics, day and night operations, 'prisoner of war' handling, communication skills, and much more. There is also a strong fitness component to the course that includes strength, balance, endurance, as well as physical and mental resilience. After a physically and mentally challenging three months of training, ten individuals are selected to join the unit.

3 100

YES internship placements
for young, unemployed
youth in South Africa since
its inception in March 2018
(2022: 2 548 since inception)

Entrepreneurship and job creation continued



United Kingdom

Entrepreneurship

Bromley by Bow Centre

The Bromley by Bow Centre focuses on social economic regeneration in the London Borough of Tower Hamlets. Tower Hamlets remains one of the most deprived boroughs in London and ranked 10th in the UK this year. The centre's Investec Beyond Business programme is a unique social enterprise incubator which provides seed funding and professional advice to entrepreneurs looking to start their own social enterprise business.

Each year, Investec helps to launch five to six new social enterprises. The launched enterprises tackle a variety of social issues including youth unemployment, social exclusion, vulnerable families, community cohesion, homelessness, mental health, rehabilitation of ex-offenders and food poverty. Many of the entrepreneur applicants are female and from ethnic minority groups.

Our volunteers sit on the selection panel, offering one-on-one advice to shortlisted aspiring entrepreneurs and grant seed funding to each successful applicant. This year Investec backed five new social entrepreneurs with £20 000 each. After a day-long virtual pitching process, five businesses won a place in the programme. All eight shortlisted were given a total of 66 hours of specialist advice by 17 Investec volunteers from our finance, marketing and HR teams.

This year's successful
entrepreneurs are:Levan Peart, founder of
Blackout Dance Camp CIC

Blackout Dance Camp CIC is an emerging community dance educational provider in the Caribbean, hip hop, vernacular and commercial diasporic dance. Their distinctive style is rooted in traditional forms and is expressed through a commercialised fusion choreographic lens. They have a primal focus on moulding multifaceted artists through the distribution of their signature short screen dance films, educational dance camps and community outreach schemes. Their mission is to help transform the lives of people (including those from Black, Asian, Minority Ethnic, low-income and LGBTQIA+ communities) through trustworthy and quality dance wellbeing practices with a focus on nurturing and supporting every individual with who they truly are and what they want to be in life.

John Foster, founder of First
Fruits Environmental Service

First Fruits Environmental Service aims to address environmental and social issues in east London including waste management, social inclusion, community inclusion, youth unemployment, homelessness, poverty, environmental degradation and mental health. They aim to elevate these issues by collecting green garden waste from small landscaping and construction businesses, and food waste from food retailers, restaurants and homes. The waste is then segregated and treated accordingly, through upcycling and recycling, composting and pyrolysis. They provide employment, counselling and training to individuals on the margins of society, equipping them for a sustainable career in the green economy.

Barnaby Hosking, founder of
Dalston Clay

Formerly known as Flow Space, **Dalston Clay** aims to accept emotional and mental health as other factors of a positive lifestyle choice, no less important than the physical. They offer a series of activities to support their aims including day retreats, ceramic and yoga classes, and mindfulness-based cognitive therapy classes. They will offer places in their classes for free and partial payments to those in the community who are not in the position to pay for classes.

Maisie Collins, founder of
Hearth Bakery

Hearth Bakery is a bakery and eatery supplying baked goods and savouries to retail and wholesale customers in Hackney Wick and surrounds. The social enterprise focuses on social, agricultural and industrial regeneration and engages local communities on issues around communal food. They support small-scale farms and regenerative agriculture enabling farming for a better future. They also provide training to unemployed youth to become a new generation of hospitality professionals with an interest in environmental impacts.

Marie Mayassi, founder of
Skater Gals and Pals

Since March 2021, **Skater Gals and Pals** (SGP) has worked to achieve fair representation and create exposure and opportunities for marginalised communities in today's skate culture. Their core principles include community building, social prescribing and physical and mental wellbeing. To make skating more accessible, SGP deliver weekly skate sessions for skaters of colour, beginner sessions for families and children, and two skate programmes for young girls in collaboration with the local council and local housing association. SGP also offer digital and physical safe meeting spaces for individuals experiencing marginalisation and discrimination to meet and share their experiences.



Environment and other philanthropy

Our goal is to establish robust and profitable enterprises that aid our clients in expanding their businesses while also making a positive and responsible impact on the well-being of our environment, people, and communities. This approach will lead to a healthy and thriving economy, ensuring a prosperous future for all.

Biodiversity

At the core of our world and society lies biodiversity, and we understand that achieving sustainable success in our business requires us to address climate action (SDG 13) and reduced inequalities (SDG 10). We recognise the direct connection between climate change and the loss of biodiversity and are committed to making a positive impact on biodiversity through our philanthropic efforts in conservation and by addressing financial crimes related to illegal wildlife trade (IWT).

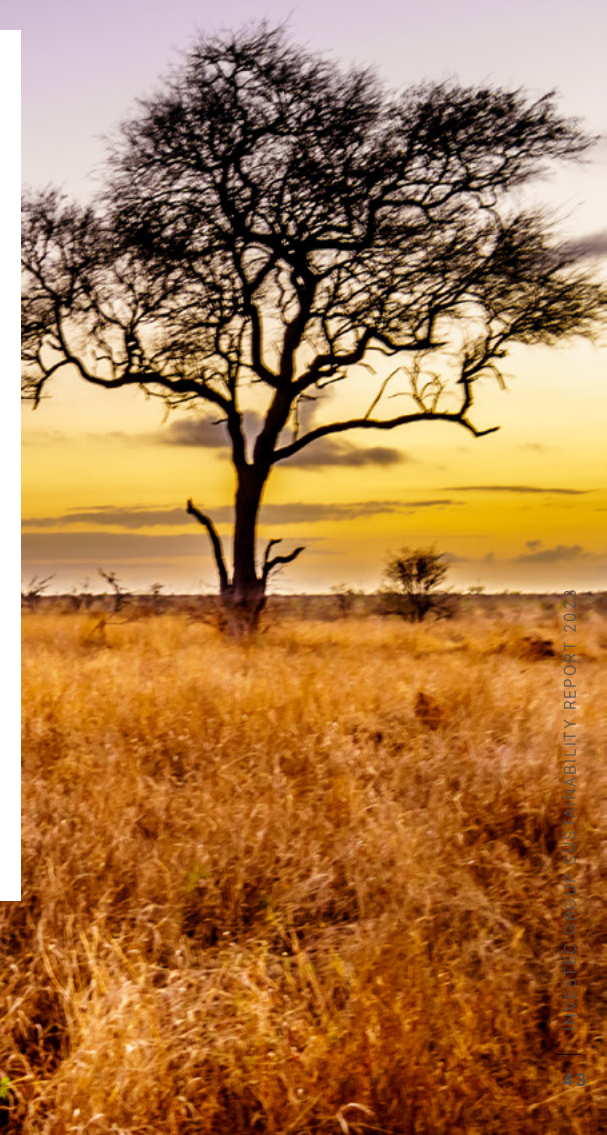
Our dedication to the preservation of African species stems from Investec's heritage, and we carefully select biodiversity projects that sustain South Africa's rich wildlife. In the UK, our conservation activities focus on birds of prey that are critical indicators of changes to biodiversity health in the region.

Investec Rhino Lifeline is our flagship project that encompasses our conservation efforts for critically endangered species, including rhino, wild dog, pangolins, and vultures, which play significant roles in wildlife ecosystems. To protect these species through rescue, awareness, community upliftment, and combating illegal wildlife trade, we partner and work closely with specialist and trusted NPOs.

Conservation at Investec

Investec's conservation strategy aligns with the group's commitment to addressing climate action and inequality by safeguarding critically endangered species and their habitats. Our projects aim to make a positive impact on our natural heritage by empowering vulnerable communities living adjacent to national parks and reserves, promoting a cleaner environment through carbon-reducing initiatives, and combatting illegal wildlife trafficking, utilising our business systems and resources.

Our conservation efforts seek to strike a balance between environmental protection and social upliftment, recognising that the wellbeing of wildlife and communities are inextricably linked. We work collaboratively with trusted NPOs to create sustainable solutions that benefit both wildlife and people. We remain committed to advancing our conservation goals and achieving a more sustainable future for all.



Environment and other philanthropy continued

Awareness

Our awareness efforts have been centered around the vital role that banks and the private sector play in combatting IWT through collaboration with the public sector and law enforcement. We communicated this message to our staff to raise awareness of the critical role they play in identifying financial crimes related to IWT. Investec recognises that combating IWT requires a multi-stakeholder approach, and we remain committed to working closely with the public sector, law enforcement agencies, and conservation organisations to tackle this global issue. We believe that the private sector has an essential role to play in disrupting the financial flows that enable IWT, and we will continue to use our resources and expertise to combat this illicit trade. We remain a signatory to the United for Wildlife Financial Taskforce.

Protection of endangered species

Care for Wild Rhino Sanctuary (CFW), our partner since 2016, has over 100 rescued rhinos in different stages of rehabilitation, many of which were rescued since the partnership began. With increased pressure on poaching in the Greater Kruger National Park, CFW has seen an influx of orphans over the past few years. Furthermore, CFW partners with neighbouring communities in farming projects, installing solar power and rain tanks, and training youth from the community and as a result the community recognises the important role played by rhinos in their continued wellbeing.

We continue to provide support to the **pangolin ward** at the **Johannesburg Wildlife Veterinary Hospital**, which has contributed significantly to the successful rehabilitation of rescued pangolins, with an increase in recovery rates to 80%. They provide advice on best practices for pangolin treatment and rehabilitation globally and testify in court cases related to sting operations to ensure successful convictions.

The Endangered Wildlife Trust, one of our partnerships focused on the conservation of wild dogs, has applied Investec's support specifically to three packs of dogs: one living permanently on the border of the Greater Kruger National Park, beyond the western boundary, and two packs that regularly stray onto this land from the Kruger National Park, as well as community and ranger poison response training, to which wild dogs are extremely vulnerable.

There has been an increase in the installation of wind turbines in South Africa to meet energy demands. We continue to partner with **BirdLife SA**, which aims to minimise the negative impact of renewable energy on birds and their habitat.

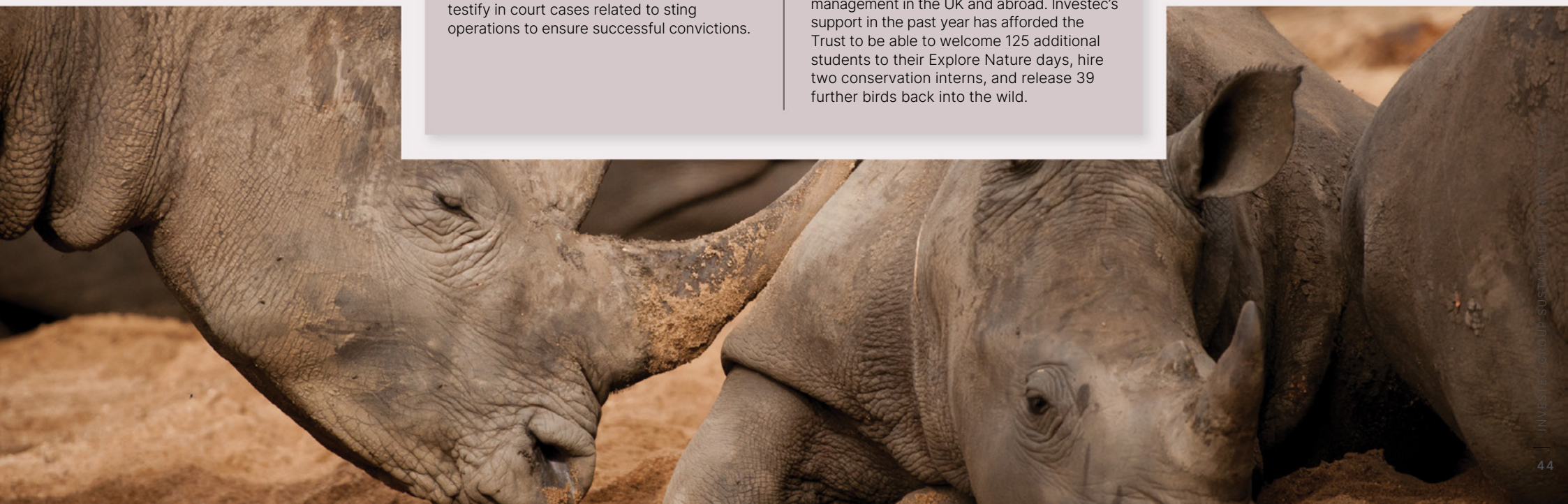
Our more recent partnership, the **Hawk Conservancy Trust** in Hampshire, UK focuses on the rehabilitation and release of birds of prey through evidence-based conservation management in the UK and abroad. Investec's support in the past year has afforded the Trust to be able to welcome 125 additional students to their Explore Nature days, hire two conservation interns, and release 39 further birds back into the wild.

Community involvement

Investec understands the interdependence of conservation and local communities. We believe it is essential for communities residing near game reserves and national parks to directly benefit from the tourism and conservation industries in their vicinity. We work with our partners to raise awareness of the significance of environmental preservation for the current and future generations and enable locals to become active participants in the wildlife sector. This approach not only prevents migration to cities but also keeps families together. We continue to partner with several organisations addressing communities and conservation that include the **Good Work Foundation** and the **Southern African Wildlife College**.



For more information on our conservation efforts, please visit: https://www.investec.com/en_za/welcome-to-investec/sustainability/our-environment/rhino-lifeline.html



Environment and other philanthropy continued

South Africa



Philanthropic donations

Recognising that government alone cannot turn the tide of poverty and the sub-standard living conditions across South Africa, Investec makes funds available to charities in response to requests for assistance across all regions within South Africa. This budget allows us to allocate small but meaningful grants in areas which might not fall within our focus areas. In the past financial year, we provided a maximum of R20 000 to approximately 78 different NPOs.

In April 2022, heavy rain over several days across KwaZulu-Natal resulted in one of the most catastrophic natural disasters recorded in the province. We responded immediately to the floods with funding relief and then continued with additional support to help rebuild infrastructure and replace so much that was destroyed and lost.

We pledged R5mn to reach communities via NPOs and rescue organisations. Through our private client foundations, administered by Investec Philanthropy, we distributed a further R1.125mn to three of our beneficiary partner NPOs. We ensured the delivery of thousands of litres of water to our Durban office and made deliveries to outlying areas and communities where water was needed. Our Property Fund ran a food drive for Ward 110 Durban, donating food hampers and blankets to families in need. Staff also donated funds amounting to R258 000 that was then matched by Investec.

We ensured that hygiene parcels, mattresses and blankets were donated to early childhood development centres and school properties in need of maintenance or rebuilding to assist in restoring livelihoods.

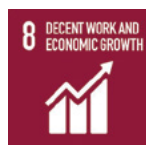


“KZN’s recent challenges have allowed us to put our resources to work so that society as a whole is better off. The response to the floods has shown that if we all do our bit to help – whether we’re private citizens or a bank, we can all help to achieve our shared goal: that our province and our country continue to survive and even thrive.”

Julia Taylor, Investec Private Banking,
Durban

>R6mn

of funding relief donated to
the floods in KwaZulu-Natal



Staff volunteerism

At Investec, our purpose is to create enduring worth. One of the ways we achieve this, is partnering with our staff to increase our impact through leveraging their skills, time, money, and goods.

Our staff volunteerism programme is designed to empower our employees to make a positive difference in their communities by giving back in different ways. We foster a culture of participation by offering numerous opportunities for staff to get involved. We also recognise that our people have their own social aspirations and, where possible, we support their endeavours as part of our culture of unselfishly contributing to the world around us.



South Africa



Giving of time

We hosted three in-office activations and three virtual sessions, open to all staff in South Africa, giving staff the opportunity to spend an hour of their time making a difference to one of our 15 partner NPOs.

We ran our **winter warmer campaign** for the second year, offering staff the opportunity to make blankets for our NPO partners' beneficiaries. In the past financial year, staff made 200 no-sew blankets, that were distributed together with a package of toiletries.

In December 2022, together with staff, Investec CSI put together **education packs** for 5 000 children across South Africa. The packs included a pair of school shoes made from recycled plastic, a stationery set purchased by staff and a pair of socks donated by Sexy Socks, an entrepreneur from one of our entrepreneurship programmes. The packs were distributed at the beginning of the 2023 academic year to 30 organisations who in turn distributed them to the learners.

Our **Good4Good** virtual volunteering platform saw an increase in staff participation in the past financial year in both the Move4Good and Create4Good offerings. A total of 105 staff contributed 5 558 volunteer hours and R109 800 was donated.

We run **community builds** for staff that provides an opportunity for teams to achieve teambuilding goals and objectives while giving back to society. In 2022, we adopted Dimphonyana tsa lapeng, a community-based organisation under our Touch by Giving partner, Starfish Greathearts. Community builds were placed on hold during the COVID-19 pandemic, however once lockdown restrictions were lifted in mid-2022 and teams started returning to the office, the interest in such activities gradually increased.

In the past financial year, 190 staff participated in activities including making over 1 800 sandwiches for four of our Touch by Giving partners; hosting a party and providing Christmas gifts and back-to-school hampers; as well as making diaries for students from one of our beneficiary organisations.

Giving of skills

In 2022, we continued to offer training to staff through our Good4NPOs platform on what it takes to sit on the board of an NPO and saw 49 staff complete the training (294 hours). We have seen a drop-off in staff participation and unfortunately the organisation we worked with on NPO compliance closed. We continue to offer training as well as encourage staff to give of their time volunteering as board members on NPOs and are in the process of matching staff to NPOs.

Giving of money

Our payroll programme, **Touch by Giving** includes 15 pre-selected and vetted organisations that have met our criteria. Staff can donate money on either a monthly or one-off basis in a tax-efficient manner and Investec matches their contributions. In the past financial year, approximately 260 staff contributed a total of R616 000 that was then matched. Furthermore, specific activities were arranged, in consultation with these partners, to facilitate personal involvement of staff to deepen our impact.

The **Cradle Project** is a staff-led initiative funded by Investec CSI where staff can acquire funds to assist NPOs that they support in their personal capacity. It supports projects that fall outside of Investec's key focus areas: education, entrepreneurship, and environment, and is supported through our main branches across the country. In South Africa, we have cradle projects at five of our regional offices that are managed by Cradle champions. In the past year we supported 49 organisations across three provinces donating a total of R460 000.

1 738 staff* volunteered
7 174 hours
(2022: 6 973 volunteering hours)

* Some staff attended more than one volunteering event

Staff Volunteerism continued



Capacity building and coaching for the NPO sector

Capacity building

At Investec, we are committed to supporting and strengthening the NPO sector. Through our various programmes that address effective leadership, sound governance, and robust financial management, we strive to empower NPO leaders, NPO boards and organisations, enhance their impact, and contribute to a stronger, more resilient, and more equitable society.

In the past year, we enabled 20 of our NPO partner leaders to attend the Trialogue conference in May 2022. We also hosted a Women & Men Against Child Abuse conference in January 2023 for 15 social workers providing them with skills to use in their counselling work.

Coaches who Care

After ten years of support, our Coaches who Care programme came to an end. Ninety of our NPO leaders and 40 NPO organisations benefitted from this annual leadership development programme. The programme was run over six months with a leadership workshop taking place one day a month, followed by individual coaching sessions. Each leader was matched with an executive coach for the duration of the programme, and some of these partnerships continue today.

Independent review of Coaches who Care

In 2023, Cernelley Rangecroft Consultancy conducted an independent review of Coaches who Care for the past ten years. Coaches who Care was started in 2013 to develop a leadership programme supported by executive coaching for Investec's non-profit partners. Of the 90 leaders who took part in the programme, 26 leaders were engaged with and surveyed as part of the review. 85% of those surveyed felt that the programme had a significant impact on them professionally from a growth leadership perspective and 96% reported the programme had a significant impact on their personal development journey. A significant majority of leaders surveyed do not want the programme to end describing the value of the programme as 'beyond comprehension' in terms of the impact. Three viable options going forward were identified that include: continuing the programme, one-on-one coaching and team coaching.

Staff Volunteerism continued



United Kingdom

503
volunteers*;

3 336
volunteering hours in the UK
(2022: 325 volunteers*, 2 028 hours)

* Some staff attended more than one volunteering event

In the UK, we offer our employees various ways to contribute to charitable endeavours. Our payroll giving programme, **Give As You Earn**, enables staff to donate to charities of their choice. In the past financial year, UK staff donated £230 926 through payroll giving (2022: £243 178). We also partner with **Pennies from Heaven**, a UK organisation that allows staff to donate the pennies from their pay slip to charity. In the past financial year, staff donated 174 490 pennies (£1 745) to our selected charity partners, The Felix Project and Fareshare. Through various events as well as employees' own initiatives, staff in the UK, Channel Islands and Ireland raised a further £209 402 (2022: £177 384).

We support staff fundraising through employee charity funding while small grants are made to local charities outside our formal partnerships, but within our focus areas, via our internal Donations' Committee. In the UK, Channel Islands, and Ireland, we offer two days paid annual leave to volunteer with our community partners. In the past financial year, we saw an increase in staff volunteering with 503 staff volunteering 3 336 volunteering hours (2022: 325 volunteers, 2 028 hours).

Turkey and Syria earthquake

The earthquake devastation that shook Turkey and Syria in February 2023 is described as one of the 'worst natural disasters in 100 years.' As the death toll continued to rise, Mila Mihailovic, one of our staff members in the UK, proactively set up a staff fundraising page, raising £12 000 in just over a week. Fundraising efforts continued through a live auction and raffle, additional donations and matching from Investec, raising a total of nearly £73 000, donated to the **Disasters Emergency Committee** towards supporting victims of the disaster.

“There's a TV on the wall next to my desk and every day I watched the death toll figure get higher and higher. The stories of those affected were just heart-breaking. So, some colleagues and I got chatting about what we could do to help, and a staff fundraiser was the most obvious quick win! We set what we thought would be an ambitious target of £10 000 but we have been blown away by the response and generosity of everyone, exceeding our goal in just a week. Thank you so much to everyone who has supported so far, your donation will make such a difference. This truly shows we're an organisation that comes together when it really matters!”

Mila Mihailovic, Transactional Banking Team, UK

Trees for Cities

Since our partnership with the charity **Trees for Cities** began in 2010, thousands of our employees have taken part in various environmental projects, including tree planting, that benefit both the environment and the community. Three years ago, our partnership expanded to include funding for their Planting Healthy Air for Schools programme, focused on using innovative green infrastructure, design, and planting techniques to reduce exposure to harmful airborne pollution in specific schools in highly polluted locations in London. In the past year, we have completed work at School 21 in Newham and started working at St Mary and St Michael Primary School in Tower Hamlets.

Bookmark Reading

We continue to partner with **Bookmark Reading**, a national charity that helps children aged 5-9 who struggle with their reading to gain essential literacy skills at a crucial age. To further enhance our impact, we partnered with Bookmark to launch the reading programme at a Leeds based primary school, Harehills Primary, to support pupils who were falling behind. In the past financial year, three Investec staff from across our London and regional offices delivered virtual one-on-one coaching sessions in the past year, delivering 60 virtual reading sessions (30 total hours). The six-week reading programme helps pupils improve their literacy skills, reading confidence and overall engagement at school.

Since launching the partnership in 2021, 18 Investec staff from across our London and regional offices delivered virtual one-on-one coaching sessions in the past year, delivering 90 virtual reading sessions (45 total hours).

In April 2022, 27 Investec volunteers took part in the **Bookmark Box for Ukraine** appeal making up 550 boxes filled with books, technology and toys for children arriving in the UK having left their homes, loved ones, education and belongings behind.

Cheltenham office raises money for Suicide Crisis

Being part of our local communities is important to us at Investec and every two years our Cheltenham office chooses a locally based charity to support, raising money through a variety of fundraising activities and volunteering where appropriate. In 2020 and 2021 the office supported **Suicide Crisis** which was extended to 2022 as fundraising opportunities were restricted in the previous years by the pandemic.

This charity, that aims to prevent suicide, has both a national and local footprint with an award-winning crisis centre in Gloucestershire. It also has a trauma centre for those experiencing PTSD.

Our major fundraising event was a sponsored walking challenge for staff of 55 miles in June 2022 raising £8 066. The office also held smaller fundraising activities and raised a total of £17 283 over the three years despite challenging fundraising conditions due to the COVID-19 pandemic.

Staff Volunteerism continued

Increasing financial wellbeing of the next generation

To celebrate his 60th birthday, Investec Group Chief Executive, Fani Titi partnered with UK financial education charity, MyBnk, to help more young people make informed money choices.

Fani is passionate about improving the life chances of young people, particularly those living in vulnerable circumstances. MyBnk's ICE: Financial Freedom Campaign aims to address the link between young people with low financial capability, low confidence, and poor mental health, that have been exacerbated by the pandemic and the cost of living crisis. Through this partnership MyBnk will equip more than 800 11–18-year-olds through the delivery of 43 expert-led money lessons, increasing the financial wellbeing and freedom of the next generation. The expert-led programmes cover topics like budgeting, banking and saving to build positive money habits for the future.

"It is a privilege to partner with MyBnk to provide financial education for these young people. I know from personal experience the impact opportunities such as this can have to improve outcomes for young people from disadvantaged backgrounds." Fani Titi, Group Chief Executive, Investec.

Delivering 1mn meals to communities in need

In October 2022, Investec partnered with two leading UK food charities to address the cost of living crisis in the UK that was negatively impacting our clients, our people, and our communities. Prior to the cost of living crisis, 8% of the UK's population were facing food insecurity; this figure has since worsened where an alarming number of British households are finding it hard to feed their families. Meanwhile, there is an enormous amount of food waste generated by excess supermarket stocking, restaurant over preparation and uneaten leftovers.

These two issues in tandem presented an opportunity to effect change. Investec partnered with two leading UK food charities who rescue surplus food from across the supply chain – **The Felix Project** and **FareShare** – to help deliver one million meals to our communities in need, thus using one problem to help solve the other.

The Felix Project collects fresh, nutritious food that cannot be sold. They deliver the surplus food to charities and schools who provide healthy meals to the most vulnerable living in London. Between October 2022 and end of March 2023, 123 Investec staff spent more than 737 hours volunteering at The Felix Project in their kitchen and London-based warehouses preparing meals for the community and helping fulfil food orders placed by charity and community groups.



Investec plc CE, Ruth Leas, and Head of People & Organisation for Investec plc, Dr Ajit Menon volunteering at The Felix Project.

FareShare redistribute surplus food from the supply chain, that is still fit for human consumption, to charities outside London who in turn produce delicious nutritious meals ensuring that no good food goes to waste. In the past financial year, Investec provided funding and staff volunteers to FareShare to ensure the delivery of 500 000 meals across various locations in the UK. In December 2022, 14 staff across our regional offices volunteered 40.5 hours supporting FareShare's Tesco food collection scheme.

“ At Investec, we have a history of supporting communities around us both in the UK and South Africa, and firmly believe that when they are impacted by circumstances outside of their control, we have a role to play in providing support. ”

Dr Ajit Menon, Head of People & Organisation, Investec plc

Measuring our impact

In the UK, we use the Business for Societal Impact (B4SI) framework to measure our charitable contributions and its societal impact on society. In the past financial year, Investec contributed over £2.2mn in cash, in-kind, time and management cost contributions as defined by the B4SI framework. This benefited 7 088 beneficiaries in our community and enabled our staff to leverage £442 073 in total. This measurement also allows us to understand the difference our contributions make to our business and society while strategically assessing our community programmes.

7 088

total number of direct beneficiaries

£442 073

raised

Community dashboard

		31 March 2023	31 March 2022	Commentary	Reference
Investec Limited community spend					
Education and learnerships	R	110 982 489	87 795 039	We continued with our education and learnership programmes with an increase in spend	
	£	5 426 535	4 329 445		
Entrepreneurship and job creation	R	41 114 855	37 175 918	Entrepreneurship and job creation spend increased from last year	
	£	2 010 328	1 833 259		
Environment and other philanthropy	R	25 439 705	20 375 588	Spend on environment and other philanthropy higher than previous year	
	£	1 243 885	1 004 783		
Total Investec Limited community spend	R	177 537 049	145 346 545	Community spend total includes expenditure necessary for the delivery of the initiatives, including, but not limited to, operational costs and is accounted for on an accrual basis	
	£	8 680 748	7 167 487		
Investec plc community spend					
Education and learnerships	£	458 447	459 647	We continue to invest in our education and learnership programmes	
Entrepreneurship and job creation	£	391 773	349 553	Entrepreneurship and job creation spend increased slightly from previous year	
Environment and other philanthropy	£	1 154 625	898 378	Environmental spend higher, to reflect its continuing increase in importance. Other philanthropy also increased to support our cost of living campaigns	
Total Investec plc community spend	£	2 004 845	1 707 578	Community spend total includes expenditure necessary for the delivery of the initiatives, including, but not limited to, operational costs and is accounted for on an accrual basis	
Group community spend					
Education and learnerships	£	5 884 982	4 789 092		→ This report: page 33
Entrepreneurship and job creation	£	2 402 101	2 182 812	Entrepreneurship and job creation spend increased from last year	
Environment and other philanthropy	£	2 398 510	1 903 161	Spend on environment and other philanthropy higher than previous year	
Total Group community spend	£	10 685 593	8 875 065	Community spend total includes expenditure necessary for the delivery of the initiatives, including, but not limited to, operational costs (10.9%) and is accounted for on an accrual basis	
Investec plc community spend including B4SI	£	2 230 972	1 717 770	Business for Societal Impact (B4SI) (formerly the London Benchmark Group) is the global standard for measuring, benchmarking and reporting on corporate community investment in the UK	→ This report: page 49
Group community spend including B4SI	£	10 911 720	8 885 258		

Community dashboard continued

	31 March 2023	31 March 2022	Commentary	Reference
Spend as a percentage of operating profit*	1.3%	1.3%	Target maintained at >1.0%	→ This report: page 33
Percentage spend on education and entrepreneurship	77.6%	78.6%		
Contribution to the South African matriculation mathematics distinctions through our Promaths programme	5%	5%	Impact measurement	→ This report: pages 33 to 37
Contribution to the South African matriculation science distinctions through our Promaths programme	5%	5%	Impact measurement	
Number of high school bursaries granted in South Africa	75	65		
Number of university bursaries granted in South Africa	73	72	Numbers represent the previous academic year	→ This report: pages 46 to 49
Total volunteering hours	10 510	9 001	Increase in volunteering hours overall	
Volunteering hours in South Africa	7 174	6 973		
Volunteering hours in the UK, Channel Islands and Ireland	3 336	2 028	All staff in the UK are given two days paid leave to volunteer with our community partners	
Children reached through Investec Rhino Lifeline since inception	64 140	53 602		

* Before goodwill, acquired intangibles, non-operating items, taxation and after other non-controlling interests

Commitment to the environment and climate change

We recognise the complexity and urgency of climate change. We are committed to supporting the transition to a clean and energy efficient world while preserving biodiversity and the wellbeing of our people and our planet.

Our position on climate change and nature preservation

We recognise the complexity and urgency of climate change, and the consequences this has on biodiversity and social wellbeing. The Investec Group environmental policy and climate change statement considers the risks and opportunities that climate change presents to the global economy. In addition, our biodiversity statement considers the impact our activities may have on biodiverse ecosystems.

Our approach to the environment and climate change

Our approach is to support the transition to a cleaner, more energy efficient and sustainable global economy that is conscious of its use of limited natural resources. We acknowledge that limiting the impacts of climate change requires immediate action and commitment and therefore:

We support the transition to a zero-carbon economy while realising that this might take time due to socio-economic constraints



→ Refer to page 54

We support the Paris Agreement's aim of holding the increase in the global average temperature to well below 2°C compared to pre-industrial levels and pursuing efforts towards limiting it to 1.5°C



→ Refer to page 54 for our approach to net zero

We embrace our responsibility to understand and manage our own carbon footprint and maintaining carbon neutrality within our direct operations



→ Refer to page 58

We have an important role to play in terms of advocacy and collaboration



→ Refer to pages 92 and 93

Our approach to nature and biodiversity

Nature and biodiversity are the foundation of all that sustains our world and society. Healthy, biodiverse, and resilient ecosystems play a key role in preventing disruption to society and the markets within which our businesses operate. They also play a role in mitigating the severity of climate change. We recognise the need to conserve biodiversity within their ecosystems. We acknowledge the clear link between climate change and biodiversity loss, and our exposure to various types of biodiversity-related risks through our business, operational activities and portfolio.

In principle, we will not engage in activities that:

- Are in contravention of any international and/ or local laws and conventions of the countries where Investec or the counterparties operate
- Negatively impact high conservation value areas and UNESCO world heritage sites, for example any national park
- Involve projects in environmentally high-risk areas, for example, but not exclusively related to, tar sands exploitation, Arctic drilling (fossil fuel extraction is banned in the Antarctic), and deforestation or drilling in the Amazon rain forest
- Use drift net fishing in the marine environment with nets more than 2.5km in length.

We also make a positive impact on biodiversity through our environmental philanthropy and reduce negative effects by addressing financial crimes related to illegal wildlife trade.

We are founding members of the African Natural Capital Alliance (ANCA), a collaborative forum for mobilising the financial community's response to the risk of nature loss in Africa. We have also signed up to the Partnership for Biodiversity Accounting Financials (PBAF) that will enable us to assess and disclose our impact and dependencies on nature-related loans and investments.

We have incorporated a high-level approach according to the recommendations of the TNFD within our TCFD report. As our knowledge and the recommended guidance on TNFD mature, we aim to enhance these disclosures over time.

Within our specialist banking business

We acknowledge that the widest and most impactful influence we can have is to manage and reduce our carbon emissions in the business we conduct and more specifically in our lending and investment portfolios (Scope 3 financed activities). Part of this will involve setting short-, medium- and long-term targets to reach net-zero carbon emissions by 2050. We do this through a geographic approach that aligns with our presence in both developed and developing economies. As such, we are working together with the Partnership for Carbon Accounting Financials (PCAF) to measure our financed emissions and to establish a baseline towards a net-zero path. We are building capacity within our specialist skills in advisory, lending and investing to support our clients and stakeholders to move as quickly and smoothly as possible towards a net-zero carbon economy. Environmental considerations are incorporated when making lending and investment decisions. We also focus on protecting biodiversity and promoting the wellbeing of our planet. We launched various sustainable finance products and updated our sustainable finance framework.

→ Refer to pages 70 to 94.

Within our wealth and investment business

We acknowledge that sustainability is core to our fundamental investment approach. We subscribe to the Code for Responsible Investing in South Africa (CRISA), the UK Stewardship Code and are a signatory of the United Nations Principles for Responsible Investment (UN PRI). ESG considerations are integrated into our investment decision making and broader investment process. Our aim is to make investments that can be held for the long term and, as part of our fiduciary responsibility, we acknowledge that environmental, social, and governance (ESG) considerations can affect the performance and longevity of our underlying investment portfolios. Our research team incorporates ESG factors into our investment analysis as standard across all asset classes and this is strengthened by the use of Sustainalytics, a global leader in ESG research and risk metrics. Sustainalytics provides information on non-financial measures such as a company's environmental credentials, business ethics, and exposure to human rights issues.

→ For more information on our investment approach refer to page 94.

Our climate change and nature aligned framework

Our biodiversity and climate change framework follows the recommendations set out by the TCFD and TNFD using the four pillars of governance, strategy, risk management and, metrics and targets.

Governance

Board of Directors

At the highest governance level, the Board has the ultimate accountability to monitor how well the Group is operating as a responsible organisation. This includes considerations around climate, nature and biodiversity-related risks and opportunities when reviewing the Group strategy.

Board-appointed committees

The Board is supported by various Board-appointed committees with each committee contributing in their specialised capacity to climate-, nature-, biodiversity- and environmental-related risks and opportunities. These include:

- DLC Social and Ethics Committee (DLC SEC)
- DLC Board Risk and Capital Committee (DLC BRCC)
- DLC Audit Committee
- DLC Remuneration Committee.

Executive responsibility

For climate-, nature-, biodiversity- and environmental-related risks and opportunities, the Group Chief Executive, Fani Titi, takes ultimate executive responsibility.

The Group Chief Executive is supported by the:

- Group ESG Executive Committee that reports relevant sustainability matters to the DLC SEC and Group Executive Risk Committee (ERC)
- Executive responsibility within the Specialist Bank
- Executive responsibility within Investec Wealth & Investment.

Management responsibility

- Global Head of Sustainability
- Investec Bank Limited and Investec Bank plc Executive Committees
- IW&I International Sustainable Investment Forum.

Publicly available policies and statements



Refer to page 123.

Strategy

Business opportunity and risk from climate-change, nature and biodiversity is incorporated within our strategy by:

- Acknowledging the urgency of climate change and by ensuring our approach is aligned to the Paris Agreement
- Acknowledging the clear link between climate change and biodiversity loss, and our impact through our activities on healthy, biodiverse, and resilient ecosystems
- Minimising our direct negative carbon impacts and committing to ongoing carbon neutrality
- Investing in products, services and businesses that help accelerate the transition
- Supporting our clients in minimising their climate and biodiversity impact
- Engaging with stakeholders to inform our climate and biodiversity strategy as it evolves
- Actively participating in industry discussions to ensure an aligned and comprehensive approach.

Risk management

Our approach to managing the risks relating to climate, nature and biodiversity-related matters is continually evolving as we improve our understanding of this complex and interconnected risk. We are aware of the enormity of the challenge which is exacerbated by changes in regulations and methodologies.

Compliance and screening

- We identify climate and biodiversity risks by integrating ESG considerations into our day-to-day operations
- We assess climate and biodiversity risks and whether they are being prevented, managed or mitigated to ensure responsible lending and investing.

Risk management

We see climate risk as a material risk associated with rapidly changing weather events (physical risk) or market shifts as a result of regulatory and policy changes (transitional risk), or the risk from climate change breaches of underlying legal frameworks (litigation risk).

Environmental management

- We have an environmental management system to manage and limit our direct carbon impact
- We screen all our suppliers to assess responsible sourcing of natural resources and encourage behaviour that supports our carbon neutral focus.

Business opportunities

- We use our specialist skills in advisory, lending and investing to support clients' sustainability ambitions
- We have expertise in, and focus on, financing infrastructure solutions that promote renewable and clean energy
- Through our approach to the SDGs, we can accelerate sustainable finance that supports a net-zero carbon transition.

Metrics and targets

- We have committed to ongoing carbon neutrality in our direct operations
- We follow the recommendations set out by the TCFD and TNFD and the regulatory guidance in our two core jurisdictions
- We disclose our full energy lending portfolio including fossil fuel exposures across the Group
- We disclose our financed emissions in our most material asset classes
- We include non-financial and ESG-related targets within executive remuneration.

TCFD TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

TNFD Taskforce on Nature-related Financial Disclosures

Managing and mitigating climate change within our operations (direct impact)

We embrace our responsibility to understand and manage our own carbon footprint.

Key achievements in FY 2023

Maintained carbon neutrality in our direct emissions for the fifth financial year as part of our commitment to ongoing carbon neutrality in our Scope 1, Scope 2 and operational Scope 3 emissions

Areas of focus for FY 2024 and beyond

Automate ESG screening in Investec Limited's risk management process

The key focus areas to reduce our operational carbon footprint include:

Reducing energy consumption

Reducing water usage

Reducing overall waste

Promoting sustainable procurement

Increasing waste recycling rates

Promoting sustainable travel

Promoting responsible consumption.

Acknowledging that we cannot continue consuming natural resources at the current rate, we focus on ways to ensure the security of natural resources in all operations, such as the use of renewable energy through renewable energy certificates. We also make conscious decisions across our supply chain through an ESG screening process.

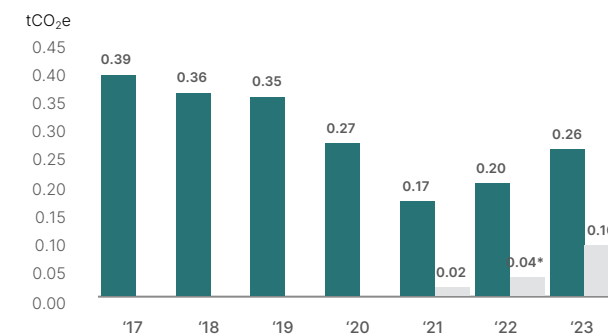
Breakdown of Group emissions

Over the past seven years, our intensity indicators have reduced. While we have returned to business as usual, we remain below pre-COVID-levels. We continue to find ways to reduce our environmental impact and offset unavoidable residual emissions with credible and high-quality carbon credits.

Emissions per average headcount for the Group



Emissions per m² office space for the Group

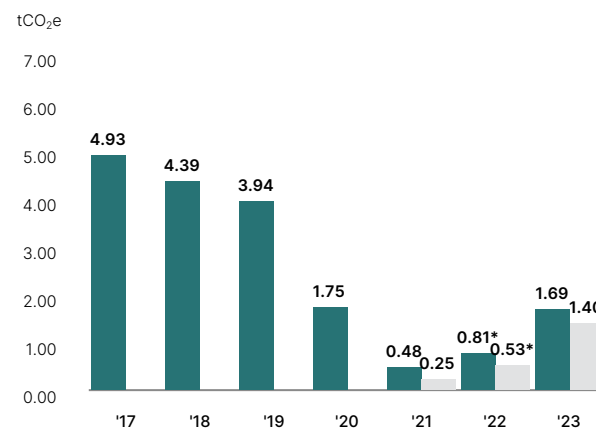


* Restated



Managing and mitigating climate change within our operations (direct impact) continued

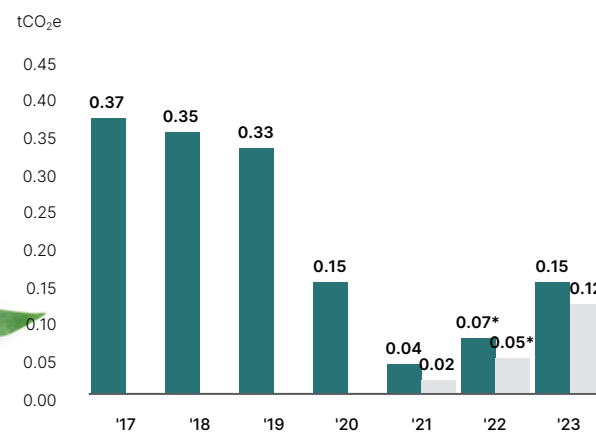
Emissions per average headcount for Investec plc



Including all of Scope 2

After purchase of renewable energy certificates

Emissions per m² office space for Investec plc

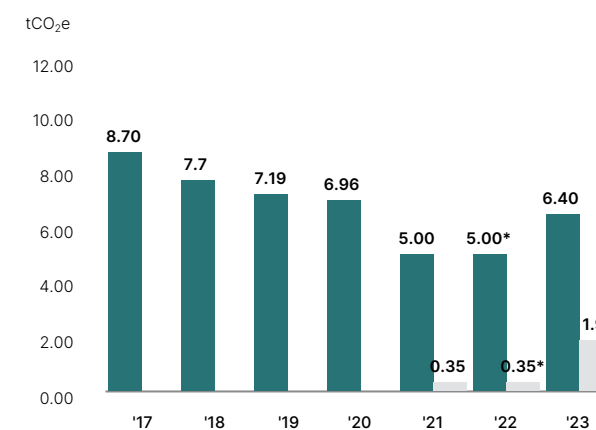


Including all of Scope 2

After purchase of renewable energy certificates

* Restated

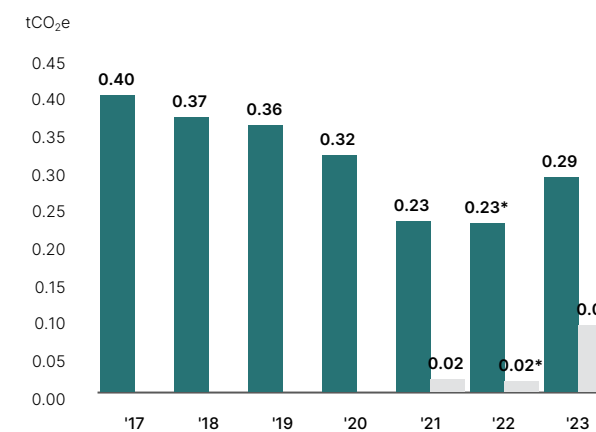
Emissions per average headcount for Investec Limited



Including all of Scope 2

After purchase of renewable energy certificates

Emissions per m² office space for Investec Limited



Including all of Scope 2

After purchase of renewable energy certificates

Environmental highlights for the Group

Environmental highlights | UK

Environmental and Energy Management Systems accredited to international standards

In 2022, we successfully retained our Environmental Management System's certification to the internationally recognised standard ISO 14001, first achieved in 2012, across 19 of our UK, Ireland, and Channel Island offices. We also retained our Energy Management System's certification to international energy standard ISO 50001, first achieved in 2018, across 21 of our UK and Channel Island offices.

Clean City Awards winner

Investec's UK head office won the City of London Corporation's 2022 Clean City Awards Scheme's Communication and Engagement award for our behaviour change campaigns and staff engagement programmes. We first joined the scheme in 2005 and have since won three Chairman's Cups and 18 premium awards for our waste management and sustainability efforts. Over the past year, Investec has run a variety of environmental campaigns. These ranged from educating our people on the themes of COP27, to encouraging food waste reduction through a zero-waste cook-along, a clothes swap, and a tech take-back to reclaim used electronic devices.

Sustainable City Awards

The Sustainable City Awards are coordinated by environmental charity, Global Action Plan, with the aim of recognising the creativity, perseverance, and hard work of schools, the public sector, and volunteers to make London more sustainable for its residents and communities. In particular, the awards recognise the work led by or involving people from diverse and/or marginalised groups to promote inclusion in environmental and social action. Investec have provided vital and valuable support for the Sustainable City Awards since 2019 by providing donations to the winners in order to provide powerful motivation and recognition for small organisations doing purpose-driven work across London.

Team Green

Our Team Green internal network consists of 73 Investec employees committed to promoting sustainable changes and awareness to improve the health and wellbeing of our communities, people, and planet, while simultaneously keeping our offices resource efficient. Over the past year, the team continued to organise and promote awareness programmes with our environmental charity partner, Hubbub, with global campaigns in areas such as food waste and around COP27.

Environmental highlights | South Africa

- Investec joined the Earth Hour movement on Saturday 23 March 2023 at 20h30 for the 11th year in a row, by switching off the power across our offices
- Our offices collected 66 357kgs of organic food waste for composting in the past year. The food waste is sent to worm farms where it is turned into vermicompost
- In the past year our Durban and Pretoria offices received a 4-star rating from the Green Building Council of South Africa (GBCSA) - a rating categorised as best practice. The GBCSA developed a set of tools to assess how energy efficient and sustainable buildings are. Categories assessed includes management, indoor environment quality, energy, transport, water, materials, land-use and ecology, emissions and innovation
- In our Port Elizabeth office, staff collected 324kg of electronic waste that consisted of broken computers and old telephones, as well as electronic waste that staff brought in from home such as old DSTV decoders, irons, UPS batteries and alarm batteries. All e-waste collected was sent for recycling.



Group carbon footprint

Our respective carbon footprints have been calculated according to the international Greenhouse Gas (GHG) Protocol's Corporate Accounting and Reporting Standard (revised edition). Our environmental data collection system allows us to track and manage our direct operational impact. This tool imports data from various sources, consolidates the information and calculates our carbon footprint. The implementation of this tool allows us to produce reliable emissions data, accurately build a history of our carbon footprint and assists in setting targets for future emissions.

Every year, we endeavour to improve the accuracy and completeness of our data collection processes. Within each geography, the environmental manager is responsible for monitoring the GHG emissions. We have seen an increase in our emissions due to employees returning to work and resuming activities which include commercial flights (domestic and international). However, our emissions remain below pre-COVID-19 levels. In addition, we had a significant increase in diesel usage due to loadshedding in South Africa.

Assessment parameters

Consolidation approach

- Operational control

Emission factor data source

- DEFRA (2022), IEA, eGRID (for New York electricity) and Eskom (for South Africa electricity)

Intensity ratio

- Emissions per average headcount
- Emissions per office space m²

Independent assurance

- Reasonable assurance provided by EY for the year ended 31 March 2023

Coverage

- Coverage of environmental information covers >95% of our business operations. Materiality set at 5%.

Carbon footprint for the Group*




		31 March 2023		31 March 2022 ⁵			Notes	31 March 2021		
		Consumption in units of measure	Tonnes of CO ₂ equivalent	Consumption in units of measure	Tonnes of CO ₂ equivalent	Variance in tonnes CO ₂ equivalent		Consumption in units of measure	Tonnes of CO ₂ equivalent	Variance in tonnes CO ₂ equivalent
Scope 1			2 736		183	>100%			349	(48%)
Energy	Natural gas	kWh	240 944	237 093	43	2%		291 400	54	(20%)
	LPG stationary	l	29 394	5 537	9	>100%	1	1 166	2	>100%
	CO ₂ purchased	kg	58	154	–	–		37	–	–
	Diesel	l	982 289	34 283	86	>100%	2	47 986	122	(30%)
Refrigerant	Refrigerant	kg	35	2	4	>100%	3	74	111	(96%)
Company vehicles	Vehicle fleet	km	130 361	238 207	41	(46%)		346 341	60	(32%)
Scope 2			23 570		24 640	(4%)			23 365	5%
Energy	Electrical energy consumption	kWh	26 410 854	26 669 829	24 640	(4%)		25 991 259	23 365	5%
Scope 3 upstream			11 564		5 229	>100%			1 936	>100%
Paper	Paper consumption	t	65	38	36	65%		39	38	(4%)
Waste	General waste	t	311	182	83	68%		81	36	>100%
Employee travel	Rail travel	km	376 883	189 977	7	79%	4, 5	84 164	3	>100%
	Road business travel	km	1 127 587	590 258	101	90%	4, 5	613 189	105	(4%)
	Taxi	km	57 134	5 288	1	>100%	4, 5	17 042	3	(64%)
	Commercial airlines	km	33 121 057	9 651 879	2 834	>100%	4, 5	918 662	241	>100%
	Rail travel (spend-based approach)	\$	569 469	247 632	238	62%		n/a	n/a	n/a
	Taxi (spend-based approach)	\$	218 575	89 062	85	73%		n/a	n/a	n/a
	Commercial airlines (spend-based approach)	\$	530 162	145 545	287	>100%		n/a	n/a	n/a
	Road business travel (spend-based approach)	\$	358 379	219 449	211	15%		n/a	n/a	n/a
Work-from-home emissions	Electrical energy consumption	kWh	730 451	1 253 231	844	(52%)		1 438 012	941	(10)
	Natural gas	kWh	709 891	1 428 402	262	(50%)		1 626 111	299	(12)
	LPG stationary	l	62 403	155 037	241	(60%)		173 373	270	(11)
Total operational emissions			37 869		30 052	26%	6		25 650	17%
No scope										
Water	Water consumption	kl	83 008	71 174		17%		51 148		39%
Recycled waste	Recycled waste	t	156	244		(36%)		122		100%
Intensity										
Emissions per average headcount			4.44		3.54	25%			3.02	17%
Emissions per m ² office space			0.26		0.20	30%			0.17	18%
Water consumption per average headcount			9.74		8.38	16%			6.02	39%
Intensity after purchase of renewable energy certificates										
Emissions per average headcount			1.68		0.64	>100%			0.31	>100%
Emissions per m ² office space			0.10		0.04	>100%			0.02	100%
Climate change mitigation										
Scope 2 zaRECs for Limited			21 790	22 327	23 589	(4%)		21 838	22 192	6%
Scope 2 renewable energy certificates for plc			4 621	4 343	1 051	(8%)		3 650	851	24%
Wonderbag carbon credits			14 299		5 413	>100%			2 633	>100%
Total operational emissions after mitigation			–		–				–	

* Reasonable assurance obtained from EY for select metrics. Please refer to EY's assurance report on page 121 for detail

Group carbon footprint continued

Carbon footprint for Investec Limited*




Carbon footprint for Investec Limited*			31 March 2023		31 March 2022				31 March 2021			
		Units	Consumption in units of measure	Tonnes of CO ₂ equivalent	Consumption in units of measure	Tonnes of CO ₂ equivalent	Variance in tonnes CO ₂ equivalent	Notes	Consumption in units of measure	Tonnes of CO ₂ equivalent	Variance in tonnes CO ₂ equivalent	
Scope 1			2 692		140			>100%		295	(53%)	
Energy	LPG stationary	l	29 394	46	5 537	9	>100%	1	1 166	2	>100%	
	CO ₂ purchased	kg	58	–	154	–	–		37		—%	
	Diesel	l	982 289	2 513	34 283	86	>100%	2	47 986	122	(30%)	
Refrigerant	Refrigerant	kg	35	111	2	4	>100%	3	74	111	(96%)	
Company vehicles	Vehicle fleet	km	130 361	22	238 207	41	(46%)		346 341	60	(32%)	
Scope 2			22 598		23 589			(4%)		22 192	6%	
Energy	Electrical energy consumption	kWh	21 789 789	22 598	22 327 186	23 589	(4%)		21 837 887	22 192	6%	
Scope 3 upstream			6 661		3 305			>100%		1 364	>100%	
Paper	Paper consumption	t	34	31	12	11	>100%		12	11	—%	
Waste	General waste	t	309	138	121	54	>100%		73	32	69%	
Employee travel	Road business travel	km	1 127 587	192	590 258	101	90%	4	454 400	78	30%	
	Commercial airlines	km	23 171 675	5 877	7 512 572	2 174	>100%	4	848 720	187	>100%	
	Taxi	km	26 476	4	–		n/a	4			n/a	
Work-from-home emissions	Electrical energy consumption	kWh	312 225	321	686 464	724	(56%)		772 249	786	(8%)	
	LPG stationary	l	62 403	97	155 037	241	(60%)		173 373	270	(11%)	
Total operational emissions				31 951	27 034			18%	5	23 851		13%
No scope												
Water	Water consumption	kl	82 296		70 259		17%		50 394		39%	
Recycled waste	Recycled waste	t	127		71		79%		23		>100%	
Intensity												
Emissions per average headcount				6.40	5.00			28%		5.00	—%	
Emissions per m ² office space				0.29	0.23			27%		0.23	(1%)	
Water consumption per average headcount				16.49	10.57			56%		10.57	—%	
Intensity after purchase of renewable energy certificates												
Emissions per average headcount				1.90	0.35			>100%		0.35	(1%)	
Emissions per m ² office space				0.09	0.02			>100%		0.02	(20%)	
Climate change mitigation												
Scope 2 zaRECs		MWh	21 790	22 598	22 327	23 589	(4)%		21 838	22 192	6%	
Wonderbag carbon credits				9 352		3 445	>100%			1 686	>100%	
Total operational emissions after mitigation				–	–				–			

* Reasonable assurance obtained from EY for select metrics. Please refer to EY's assurance report on page 121 for detail

Notes

- 1 Increase in LPG due to all kitchens converted to piped gas systems so less reliance on electricity
- 2 Increase in diesel due to loadshedding in South Africa
- 3 Increase in refrigerant due to repairs at the Sandton and Cape Town offices
- 4 Increase in business travel as business-as-usual activities resume
- 5 While we have seen an increase in emissions year-on-year, we are 5% lower on emissions against 31 March 2020 (33 543 tonnes of CO₂ equivalent)

Group carbon footprint continued

Carbon footprint for Investec plc*			31 March 2023		31 March 2022 ²			31 March 2021			
		Units	Consumption in units of measure	Tonnes of CO ₂ equivalent	Consumption in units of measure	Tonnes of CO ₂ equivalent	Variance in tonnes CO ₂ equivalent	Notes	Consumption in units of measure	Tonnes of CO ₂ equivalent	Variance in tonnes CO ₂ equivalent
Scope 1				44		43	2%			54	(20%)
Energy	Natural gas	kWh	240 944	44	237 093	43	2%		291 400	54	(20%)
Scope 2				971		1 051	(8%)			1 172	(10%)
Energy	Electrical energy consumption	kWh	4 621 064	971	4 342 643	1 051	(8%)		4 153 372	1 172	(10%)
Scope 3 upstream				4 903		1 925	>100%			572	>100%
Paper	Paper consumption	t	31	29	26	26	11%		28	27	(4%)
Waste	General waste	t	3	1	62	29	(96%)		8	4	>100%
Employee travel	Rail travel	km	376 883	12	189 977	7	79%	1,2	84 164	3	>100%
	Road business travel	km	–	–	–	–	—%	1,2	158 789	27	(100%)
	Taxi	km	30 658	6	5 288	1	>100%	1,2	17 042	3	(64%)
	Commercial airlines	km	9 949 382	3 133	2 139 307	660	>100%	1,2	69 942	54	>100%
	Rail travel (spend-based approach)	\$	569 469	385	247 632	238	n/a				n/a
	Taxi (spend-based approach)	\$	218 575	148	89 062	85	n/a				n/a
	Commercial airlines (spend-based approach)	\$	530 162	736	145 545	287	n/a				n/a
	Road business travel (spend	\$	358 379	242	219 449	211	n/a				n/a
	Electrical energy consumption	kWh	418 226	81	566 767	120	(33%)		665 762	155	(23%)
Natural gas	kWh	709 891	130	1 428 402	262	(50%)		1 626 111	299	(12%)	
Total operational emissions				5 918	3 019		96%	3	1 798		68%
No scope											
Water	Water consumption	kl	712		915		(22%)		754		21%
Recycled waste	Recycled waste	t	204		174		17%		99		76%
Intensity											
Emissions per average headcount				1.69		0.81	>100%			0.48	69%
Emissions per m ² office space				0.15		0.07	100%			0.04	86%
Water consumption per average headcount				0.20		0.26	(24%)	4		0.20	30%
Intensity after purchase of renewable energy certificates											
Emissions per average headcount				1.40		0.53	>100%			0.25	>100%
Emissions per m ² office space				0.12		0.05	>100%			0.02	>100%
Climate change mitigation											
Scope 2 renewable certificates for plc	MWh		4 621	971	4 343	1 051	(8%)		3 650	851	24%
Wonderbag carbon credits				4 947		1 968	>100%			947	>100%
Total operational emissions after mitigation				–	–				–		

* Reasonable assurance obtained from EY for select metrics. Please refer to EY's assurance report on page 121 for detail

Notes

- 1 Increase in business travel as business-as-usual activities resume
- 2 Numbers restated from previous year due to review of the calculation approach specific to UK
- 3 While we have seen an increase in emissions year-on-year, we are 16% lower on emissions against 31 March 2020 (7 021 tonnes of CO₂ equivalent)
- 4 The data is much smaller when compared to Investec Limited given that it is a reflection of one small office within the plc region and not the entire geography



For our Streamlined Energy and Carbon Reporting (SECR) report click here.

Addressing climate change, biodiversity and ESG risks and opportunities within our business

Investec supports international best practice regarding the responsibilities of the financial sector in financing and investing transactions.

Key achievements in FY 2023

Compared our Scope 3 financed emissions against our 2021 baseline

Committed to zero thermal coal exposure in our loan book by 31 March 2030

Signed up to the Partnership for Biodiversity Accounting Financials (PBAF) and support the TNFD recommendations

Areas of focus for FY 2024 and beyond

Capacity building within our business on climate-, nature- and biodiversity-related topics

Setting science-based targets verified by the SBTi

Evaluating transition plans of our clients who are in high-emitting industries.



Refer to the governance chapter in this report and Investec Group's 2023 climate and nature-related financial disclosures report.



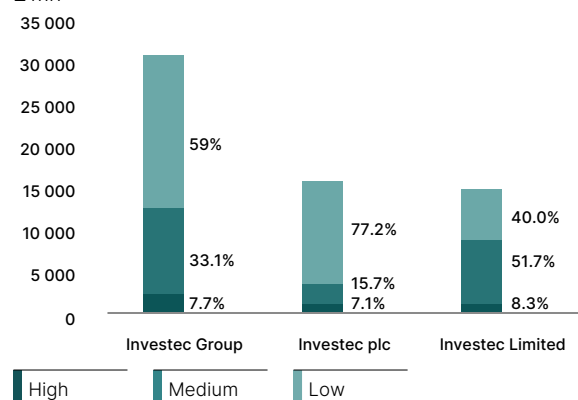
ESG breakdown of our loan book

We have assessed our core loans and advances portfolio and 92.3% of the exposures are in low- or medium-risk industries. Within the higher risk industries, we have analysed our exposures on a transactional level, which shows that a maximum of 7.7% would fall into high-risk classification according to the IFC guidelines.

ESG risk breakdown for Investec Group

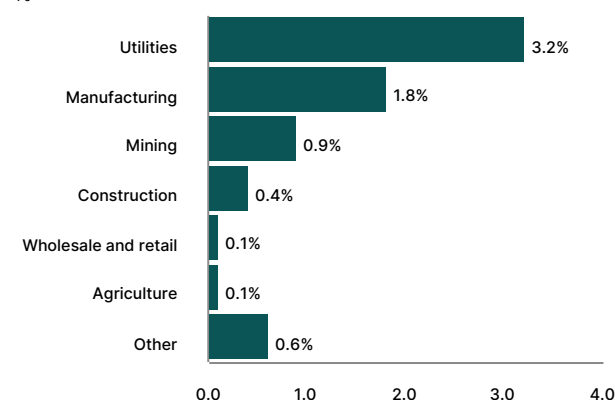
ESG risk level for Investec Group

£'mn



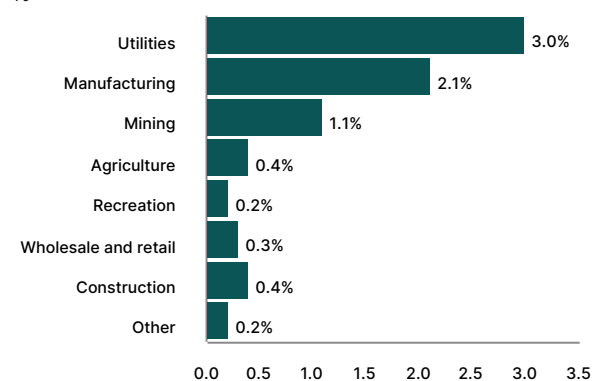
High-risk* industry breakdown Investec plc

%



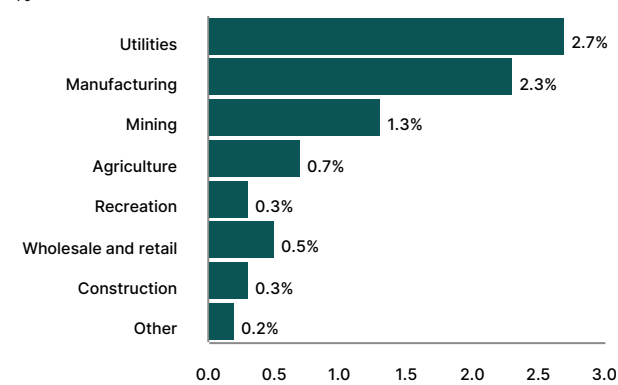
High-risk industry breakdown for Investec Group

%



High-risk* industry breakdown Investec Limited

%



* As defined by the International Finance Corporation (IFC)

Only
7.7%
of our loan book is
within high-risk*
industries

Fossil fuel exposures

The transition to a net-zero carbon world cannot be done in isolation from the realities of the communities in which we, and our clients, operate. When assessing our participation in fossil fuel activities, we consider a variety of financial, socio-economic and environmental factors relevant to a local context (for example poverty, growth, unemployment and carbon impact).

We apply prudent due diligence to all fossil fuel activities (including extraction, power generation, infrastructure and industrial processes) which go through a rigorous process and require senior decision-making approval. Investec's appetite for this sector is reviewed annually at the Executive Risk Appetite Forum and the DLC SEC.

Investec Group has committed to

zero thermal coal exposure

by 31 March 2030



Energy lending portfolio for Investec Group

An important aspect of our approach is a deliberate focus on financing infrastructure solutions that promote renewable and clean energy, stimulate economic growth and provide access to essential services. A transition away from fossil fuels needs to occur in a just and orderly way, while at the same time protecting the socio-economic considerations, especially in the developing economies where we have a presence.

We focus on climate resilience as a priority for our businesses, including the communities within which we operate.

Our approach to reaching net-zero emissions, includes a deliberate focus on managing our fossil fuel exposures.

Over the past year, we have screened all potential fossil fuel transactions against our fossil fuel policy and screening criteria to ensure adequate implementation of the policy. We have strengthened our fossil fuel policy with the commitment to have zero thermal coal exposure in our loan book by 31 March 2030 for the Group.

Over the past year, we have seen a decrease in our total fossil fuel exposures as a result of a decrease in our coal and oil exposures largely in South Africa. Our fossil fuel exposure decreased to 1.84% of core loans and advances (2022: 1.99%) and our coal exposure was 2.70% of our total energy lending portfolio (2022: 2.75%). Our exposure to coal as a percentage of core loans and advances remained the same at 0.10%. We may face fluctuations in these positions from one year to the next as we navigate this transition but it demonstrates our overall commitment to transitioning in a just and orderly way. These exposures are managed through a full due diligence process and adherence to our fossil fuel policy.

We acknowledge the many opportunities within sustainable climate action and have strong expertise in this sector, especially in renewable infrastructure, and we will act on these opportunities where possible. The energy mix within Investec's energy portfolio incorporates various aspects of the value chain. This includes power generation, extraction activities, distribution, and utilities, as well as associated infrastructure.

Coal as a % core loans and advances

0.10%

(2022: 0.10%)

Coal exposure as a % of total energy lending portfolio

2.70%

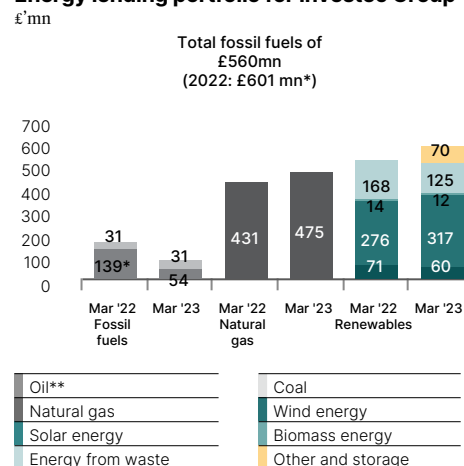
(2022: 2.75%*)

Fossil fuels as a % of core loans and advances

1.84%

(2022: 1.99%)

Energy lending portfolio for Investec Group



* Restated

** Retail petrol stations are excluded from the oil exposure

2023 Breakdown of Investec Group energy portfolio (%)



	2022	2023
Coal	2.8*	2.7%
Oil**	12.3%*	4.8%
Natural gas	38.1%*	41.5%
Renewables	46.8%*	51.1%

* Restated

Fossil fuel exposures continued

Energy lending portfolio for Investec plc

The mix of the energy portfolio in our Investec plc banking book reflects the trajectory of the energy transition in developed countries. We have a global power and infrastructure business operating across the UK, Europe and the United States, with a deliberate focus on financing solutions that promote renewable and clean energy.

The UK's Green Finance Strategy, Mobilising Green Investment, was released in March 2023. It sets out how the UK Government will continue to pursue its ambition to become the world's first net-zero aligned Financial Centre, in line with its COP 26 Presidency commitment to place finance at the heart of the global decarbonisation process. To deliver on the UK's net-zero ambitions through the late 2020s and 2030s an estimated additional £50-60 billion capital investment per annum will be required, with funding from private sources needed on top of the government's pledges.

Further guidance is expected to be released in 2023 on the UK's net-zero investment roadmaps and in 2024 on guidance around nature positive investment.

Over the past year, we have however seen an increase in our fossil fuel exposures in the UK as a result of an equity exposure in coal that we have now included in our loans and advances, and an increase in oil and gas as we transition away from coal.

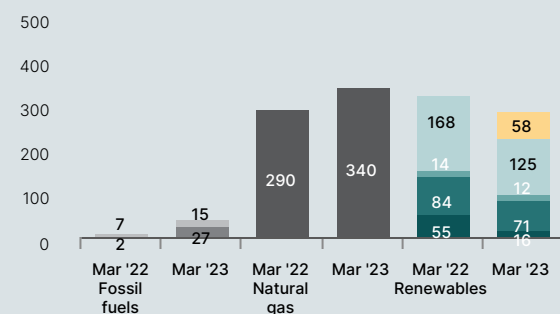
We have updated our Group fossil fuel policy with Investec plc committing to zero coal exposure in their loan book by 31 March 2027.

Existing fossil fuel exposures are managed in accordance with our fossil fuel policy with a deliberate focus on minimising these exposures where possible. As we see natural gas playing a part in the transition to a cleaner economy, we may see an increase in these exposures as we transition to a zero-carbon world. Where opportunities exist, we will focus on financing infrastructure solutions that promote renewable and clean energy as we leverage our international expertise in this sector.

Energy lending portfolio for Investec plc

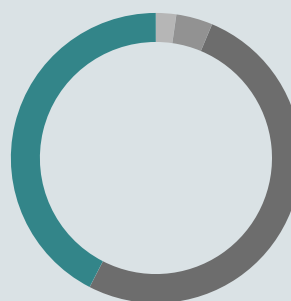
£'mn

Total fossil fuels of
£382mn
(2022: £299mn)



Oil	Coal
Natural gas	Wind energy
Solar energy	Biomass energy
Energy from waste	Other and storage

2023 Breakdown of Investec plc energy portfolio (%)



	2022	2023
Coal	1.1%	2.3%
Oil and gas	0.3%	4.1%
Natural gas	46.8%	51.2%
Renewables	51.8%	42.4%

Coal as a % core loans and advances

0.10%

(2022: 0.05%)

Coal exposure as a % of total energy lending portfolio

2.26%

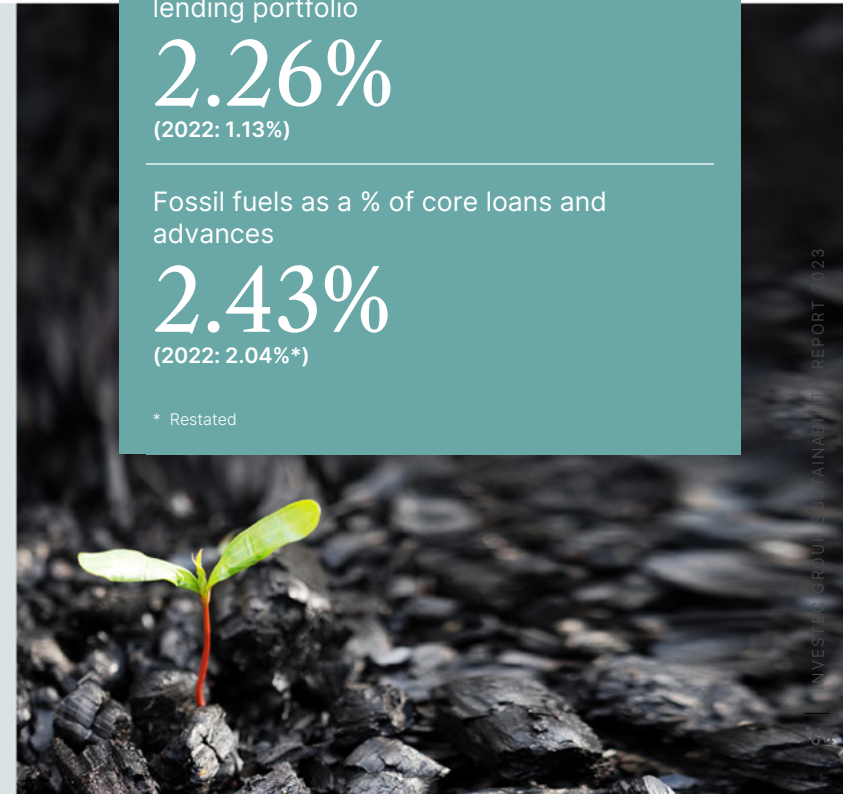
(2022: 1.13%)

Fossil fuels as a % of core loans and advances

2.43%

(2022: 2.04%*)

* Restated



Fossil fuel exposures continued

Energy lending portfolio for Investec Limited

The energy sector in South Africa is undergoing significant changes including greater investment in electricity generation by private households and businesses and more emphasis on renewable energy, due to:

- The decision by the South African government to increase the allowed self-generating electricity capacity above 100MW showing a notable increase in the number of self-generation projects being undertaken
- The National Treasury's R15 000 tax rebate for rooftop solar panels to private households, and an expansion of the renewable energy tax incentive section 12B for companies, which allows 125% of the costs to be tax deductible in the first year
- Concerns around the reliability of the national grid. South Africa has experienced frequent power outages (load shedding) as the energy crisis deepens in 2023 with the Energy Availability Factor (EAF) of Eskom's coal power plants declining to about 53%, leading to a power capacity deficit of between 4 000MW and 6 000MW

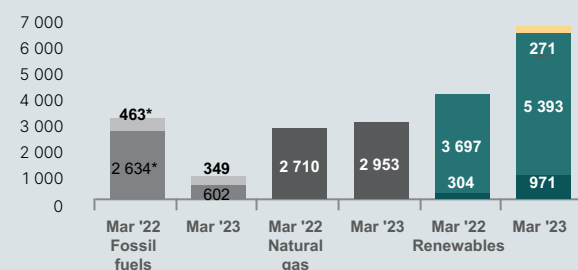
- The Integrated Resource Plan (IRP 2019), containing South Africa's electricity generation plan, also included more renewable energy projects and decommissioning coal power stations to achieve South Africa's climate goal of meeting the net-zero carbon emission target by 2050. An upgrade of the IRP 2019 is imminent, with the targeted energy mix key to energy security, decarbonisation, South Africa's international commitments and funding through the Just Energy Transition Partnership (JETP)
- The JETP forged at COP26 in 2021, includes \$8.5 billion in climate finance pledged by the US, UK and EU to help South Africa transition to a low-carbon economy, with a particular focus on renewable energy.

We have seen a decrease in our fossil fuel exposure over the past year largely as a result of a decrease in coal and oil exposures, but are taking a cautious approach due to the needs and dependency of a developing economy on fossil fuels. We have updated our Group fossil fuel policy with Investec Limited committing to zero thermal coal exposure in their loan book by 31 March 2030. Where possible we will manage this exposure against our fossil fuel policy while taking socio-economic factors and the country's ambitions towards a net-zero future into consideration. Where opportunities exist, we will focus on financing infrastructure solutions that promote renewable and clean energy as we leverage our international expertise in this sector.

Energy lending portfolio for Investec Limited

R'mn

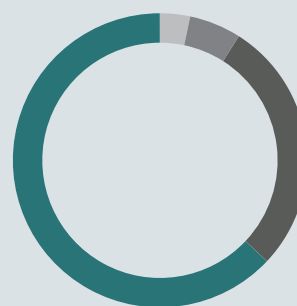
Total fossil fuels of
R3 905mn
(2022: R5 805 mn*)



Oil	Coal
Natural gas	Wind energy
Solar energy	Biomass energy
Energy from waste	Other and storage

* Restated

2023 Breakdown of Investec Limited energy portfolio (%)



	2022	2023
Coal	4.7%	3.3%
Oil and gas	26.9%*	5.7%
Natural gas	27.6%*	28.0%
Renewables	40.8%*	63.0%

* Restated

Coal as a % core loans and advances

0.11%

(2022: 0.15%)

Coal exposure as a % of total energy lending portfolio

3.31%

(2022: 4.72%*)

Fossil fuels as a % of core loans and advances

1.21%

(2022: 1.93%*)

Equator Principles

We support the key provisions of the Equator Principles (EP), however we are currently not a signatory to EP for the following reasons:

- In the case of a number of large infrastructure and energy projects, there is potential conflict between larger, nationwide development imperatives (e.g. additional power generation or road transportation) to enhance the socio-economic welfare of the region, and locally affected parties whose quality of life stands to be adversely affected by relocation or job loss
- These trade-offs are a matter for local parties and their representatives. While we should remain aware of them, it is not our responsibility to pass judgement on such trade-offs. Key to this, however, is that we target transactions in countries with established laws that comply with World Bank standards and that have due processes that are applied reasonably and effectively. If not, sponsors and suppliers are obliged to give undertakings that they comply with such standards
- While the principles are adhered to, our current internal framework is robust and, on a project-by-project basis, in accordance with World Bank standards as well as the standards of the legal and environmental frameworks of the countries in which the projects are undertaken. Furthermore, we have enhanced procedures to evaluate and actively avoid, manage and mitigate the potential social and environmental impacts of the projects we support.

Equator Principles disclosures: power and infrastructure portfolio for Investec Group (including Investec Limited and Investec plc) – number of transactions

	31 March 2023				31 March 2022				31 March 2021			
	Category A	Category B	Category C	Total	Category A	Category B	Category C	Total	Category A	Category B	Category C	Total
Sector												
Mining	–	–	–	–	–	–	–	–	–	–	–	–
Infrastructure	–	–	1	1	–	–	–	–	–	–	4	4
Oil and gas	–	3	–	3	–	–	–	–	–	–	–	–
Power	–	1	9	10	–	9	1	10	–	4	6	10
Others	–	–	15	15	–	2	1	3	–	3	1	4
Total	–	4	25	29	–	11	2	13	–	7	11	18
Region												
Americas	–	3	14	17	–	7	1	8	–	3	6	9
EMEA	–	–	11	11	–	3	1	4	–	3	4	7
Asia Pacific	–	–	1	1	–	1	–	1	–	1	1	2
Total	–	3	26	29	–	11	2	13	–	7	11	18
Country designation												
Designated	–	3	21	24	–	11	1	12	–	7	11	18
Non-designated	–	–	5	5	–	–	1	1	–	–	–	–
Total	–	3	26	29	–	11	2	13	–	7	11	18

6

transactions in the past three years in non-designated countries which complied with the Equator Principles

Category A: Projects with potential significant adverse environmental and social risks and/or impacts that are diverse, irreversible or unprecedented.
 Category B: Projects with potential limited adverse environmental and social risks and/or impacts that are few in number, generally site-specific, largely reversible and readily addressed through mitigation measures.
 Category C: Projects with minimal or no adverse environmental and social risks and/or impacts.

Our progress and future plans

	Governance	Strategy	Risk management	Measurement
Achievements in prior years	<ul style="list-style-type: none"> Established a Group ESG Executive Committee to align and monitor the Group's climate action Assigned Board and senior management responsibility and oversight for climate-related risks and opportunities Became a member of the Net-Zero Banking Alliance (NZBA) IW&I submitted their first UN PRI report IW&I joined Climate Action 100+ Tabled a voluntary climate resolution at the August 2021 AGM, receiving 99.9% support. 	<ul style="list-style-type: none"> Acknowledged the Paris Agreement's aim of holding the increase in the global average temperature to well below 2°C compared to pre-industrial levels and of pursuing efforts towards limiting it to 1.5°C Created a sustainable finance framework Launched a number of ESG and climate-specific products and services. 	<ul style="list-style-type: none"> Evaluated our lending and investment portfolios for climate-related risks and opportunities Automated ESG screening incorporated into the Investec plc risk management process Assessed climate-related risks within our operations and lending activities. 	<ul style="list-style-type: none"> Achieved carbon neutrality across our direct operational activities Joined PCAF and measured our Scope 3 emissions within our lending and investing activities Assessed net-zero pathways according to SBTi guidance.
Achievements for the financial year end March 2023	<ul style="list-style-type: none"> Reviewed our ESG framework linked to executive remuneration Engaged with stakeholders on our disclosures to get feedback on how we can improve our governance and oversight Provided some targeted training to board members, executive management, and staff. 	<ul style="list-style-type: none"> Joined the Partnership for Biodiversity Accounting Financials (PBAF) Performed a Pro-Climate assessment to identify gaps within our strategy Increased stakeholder engagement from our IW&I business on climate-related matters Broadened our solar offering to clients in South Africa Participated in a £110mn facility for charging company, Instavolt in the UK Incorporated high-level disclosures as recommended by the TNFD. 	<ul style="list-style-type: none"> Strengthened our climate focus in the Investec plc and IBP risk appetite assessment resulting in a net-zero aligned target set towards zero coal exposure in their loan book by 31 March 2027 Reviewed and updated our fossil fuel policy with the primary change being managing our Group thermal coal exposure in our loan book to zero by 31 March 2030 Reviewed the recommendations from the SBTi on financial sector science based target setting. 	<ul style="list-style-type: none"> Continue to refine our assumptions around Scope 3 emissions Engaged with SBTi on their recently released recommendations for Financial Institutions with the aim of reporting on verified climate-related targets Secured a \$80mn credit facility from Proparco to implement the Transforming Financial Systems for Climate (TFSC) programme in South Africa.
Looking forward	<ul style="list-style-type: none"> Activate a focused learning pathway for management and staff, targeted towards their unique requirements within their respective areas Stronger focus on ESG and sustainability (including climate and nature-related) matters in the DLC BRCC. 	<ul style="list-style-type: none"> Further engagement with our clients to assist them in their net-zero carbon ambitions Continue providing innovative climate-related product offerings Review and assess the integration of climate-related matters into business strategy Monitor the progress in terms of the Group's net-zero carbon ambition Continue to strengthen the Group's climate-related and sustainability disclosures. 	<ul style="list-style-type: none"> Implement automated ESG screening, measurement and reporting within our South African operations Review developments with regards to climate-related disclosure guidance in specific recommendations by the International Sustainability Standards Board (ISSB) and the Financial Reporting Council (FRC) Enhanced focus on reporting on biodiversity and nature-related risks according to the TNFD recommendations. 	<ul style="list-style-type: none"> Engage with stakeholders to get feedback on how we can improve our measurement and methodologies used Continue to monitor progress on the Group's net-zero carbon ambitions Reporting verified SBTi targets.

Environment dashboard

	31 March 2023	31 March 2022	Commentary	Reference
Fossil fuels and renewables in banking book (£'mn)				
Total fossil fuel exposure	560	601*	We apply prudent due diligence to all fossil fuel activities (including extraction, power generation, infrastructure and industrial processes) which go through rigorous process and require senior decision-making approval. Our appetite for this sector is reviewed annually at the executive risk appetite forum and the DLC SEC. The Group committed to zero thermal coal exposure in their loan book by 31 March 2030.	This report: pages 63 to 65
Oil banking exposure	54	139*		
Coal banking exposure	31	31		
Natural gas banking exposure	475	431		
Renewables banking exposure	584	529		
Total energy portfolio	1 144	1 130*		
Renewables exposure as a % of the energy portfolio	51.10%	46.82%*	Continued decrease in our coal exposures as we apply stringent due diligence to our fossil fuel policy	This report: pages 63 to 65
Coal as a % of the energy portfolio	2.70%	2.75*		
Oil and gas exposure as a % of the energy portfolio	4.76%	12.30%*		
Natural gas exposure as a % of the energy portfolio	41.47%	38.14%*		
Fossil fuels as a % of loans and advances	1.84%	1.99%		
Coal as a % of loans and advances	0.10%	0.10%		
 Carbon footprint				
Carbon neutral status in direct operations		–	Committed to ongoing carbon neutrality in our direct operations	This report: page 58
Emissions per average headcount	4.44	3.54 *	Before renewable energy certificates	
Emissions per average headcount (including Scope 2 RECs)	1.68	0.64*	Although there is an increase from the previous year, our intensity measures are still below the pre-COVID-19 levels. 2023: 37 869 tCO ₂ e/intensity 4.44 per employee 2020: 40 564 tCO ₂ e/intensity 4.59 per employee	
Emissions per m ² office space	0.26	0.20	Before renewable energy certificates	
Emissions per m ² office space (including Scope 2 RECs)	0.10	0.04*	Although there is an increase from the previous year, our intensity measures are still below the pre-COVID-19 levels	

* Restated

Environment dashboard continued



	31 March 2023	31 March 2022	Commentary	Reference
Scope 1 emissions	2 736	183*	Due to the increase in loadshedding experienced in our South African business, there has been a marked increase in Scope 1 emissions	This report: page 58
Scope 2 emissions	23 570	24 640	Before renewable energy certificates	
Renewable energy certificates purchased zaRECs (tCO ₂)	22 598	23 589	Renewable energy certificates were used to source 100% of our operational electricity needs	
Renewable energy certificates purchased REGOs (tCO ₂)	844	853		
Renewable energy certificates purchased LGCs (tCO ₂)	–	70		
Renewable energy certificates purchased I-RECs (tCO ₂)	108	111		
Renewable energy certificates purchased RECs (tCO ₂)	17	15		
Renewable energy certificates purchased GoOs (tCO ₂)	2	2		
Scope 3 emissions	11 564	5 229*	We have seen an increase in our operational emissions as a result of people returning to work and assuming normal business activities including domestic and international travel. We have improved our reporting by including Uber business travel for Investec Limited, which has increased our road business travel. We have taken a spend-based approach, as required, on expensed travel in the UK. Work-from-home emissions are included and based on FTE and a methodology developed using the EcoAct white paper	
Total emissions	37 869	30 052*	Before renewable energy certificates	
Total emissions (including Scope 2 RECs)	14 299	5 413*	After renewable energy certificates	
Number of carbon credits purchased	14 299	5 413*	14 299 emission reduction carbon credits purchased through Targray and the Wonderbag Project (verified carbon standard)	
Total emissions after carbon credits	–	–		
Total water consumption (kl)	83 008	71 174	Although there is an increase from the previous year as our employees return to the office, water consumption is still below the pre-COVID-19 levels	
Equator Principles**				
Number of transactions non-designated countries	5	1	Six transactions in the past three years in non-designated countries which complied with the Equator Principles.	This report: page 66

* Restated

** Not externally assured

Sustainable finance and investment

Our strategy is to harness the expertise in our various businesses and identify opportunities to maximise impact. We do this by partnering with our clients, investors and stakeholders to support ambitious delivery of the SDGs and build a more resilient and inclusive world.



We aim to:

Positively contribute to the SDGs

Operate responsibly and ethically with cognisance of climate and nature-related challenges

Partner with our clients and philanthropy partners to maximise positive impact

Provide profitable, impactful and sustainable products and services

Actively advocate for industry alignment and best practice.

Our two impact SDGs

Addressing climate and inequality issues are fundamental to the success of our business.

Our core SDG priorities

Highlights

Investec plc Specialist Bank

£62.5mn

Power and Infrastructure Finance supports Westfield energy-from-waste plant

\$125mn

led the \$125mn Cypress Creek solar deal

£1bn

Investec passes £1bn student accommodation lending milestone

£110mn

Senior debt facility to support InstaVolt's accelerated EV charging network

Investec Bank Limited Specialist Bank

€225mn

Investec closed a €225mn commercial facility, part-financing three hospitals in Angola

R3.8bn

Played a leading role (as joint mandated lead arranger and lender) in the facility for IHS Towers' acquisition of 5 700 towers from MTN South Africa

€178mn

Acted as co-arranger for the commercial loan agreement that partly financed a €178mn water infrastructure project for rural villages in Côte d'Ivoire

€600mn

Arranged for Ghana railway to expand and develop its rail network infrastructure, updating the route to make it safer and faster

Investec Wealth & Investment

IIGCC

IW&I in the UK joined the Institutional Investors Group on Climate Change (IIGCC)



\$46.2mn

Raised by Investec Wealth & Investment at 31 March 2023 through our Global Sustainable Equity Fund



Sustainable finance framework

Our sustainable finance framework outlines the methodology and supporting policies and procedures to support sustainable financing practices within the Investec Group. This framework describes our approach for classifying and managing sustainable financing activities aligned to global best practice.

The sustainable finance methodologies, guidelines, and taxonomies, align with but are not limited, to:

- ICMA Green Bond Principles June 2021, with June 2022 Appendix 1
- ICMA Social Bond Principles June 2021
- ICMA Sustainability Bond Guidelines June 2021, with June 2022 Appendix 1
- ICMA Sustainability Linked Bond Principles 2021
- LMA Green Loan Principles 2023
- LMA Social Loan Principles 2023
- LMA Sustainability Linked Loans Principles 2023
- Sustainable Finance Taxonomy issued by the European Union 2021
- Climate Bonds Taxonomy 2022 issued by the Climate Bonds Initiative.

The framework is underpinned by addressing climate action (SDG 13) and reduced inequalities (SDG 10), being fundamental to the success of our business. We address these impact SDGs through six core SDGs that are globally aligned yet locally relevant to our core geographies. These core SDGs also reflect our current business model and growth strategy to fund a stable and sustainable economy. In addition, we have a strong focus on financing entrepreneurs who are critical in accelerating job creation and supporting sustained economic growth. These six core SDGs were selected by looking at the needs of the two countries where we have the largest presence, being South Africa and the UK. Coupled with this we selected the SDGs, factoring in the core capabilities and expertise we have within the business and where we believe we can maximise impact.

Two impact SDGs



Reduced inequalities

DLC Board: 43% women and 43% ethnic diversity (measured in terms of the Parker Review metrics)

Female Bank Chief Executive in the UK

IBL: Level 2 BBEE*

Co-arranger in the €178mn commercial loan agreement in the Water for All priority programme for remote villages in Côte d'Ivoire.



Climate action

Carbon neutral in our direct operations and publicly disclosing our Scope 3 financed emissions

Minimal exposure to fossil fuels. Investec plc committed to zero coal exposure in their loan book by 31 March 2027. Investec Limited committed to zero thermal coal exposure in their loan book by 31 March 2030.

* Targeting Level 1 for 2023 rating

Six core SDGs



All proposed activities need to comply with the eligible criteria which includes:

- Alignment with Investec's purpose and sustainability strategy
- Not falling within the excluded categories outlined on page 115
- Ensuring a net positive contribution towards the SDGs

While projects supporting Investec's two impact and six core SDGs will be our core focus to ensure we are maximising impact, a positive contribution to any of the SDGs will be considered.



Received a five-star rating from **We Support the Goals**, demonstrating our alignment with the UN SDGs.

Looking forward

We have launched several sustainability products and offerings including those outlined in the pages that follow. Our focus for the coming year is to quantify all transactions which fall within our sustainable finance framework to ensure accurate disclosure of all sustainable finance activities across the Group.



Our sustainable finance framework is available on our [website](#).

Sustainable finance

Over the past financial year, we launched and participated in several sustainable finance products and innovations that complement our impact and core SDG priorities.

Investec co-chaired the production of the ICC export finance sustainability white paper

Global Trade Review (GTR) and Trade & Export Finance (TXF) the two leading publications in the trade and export finance market, have recognised Investec for its role as co-chair in the production of a landmark white paper on sustainability in export finance which was launched during the UN General Assembly in September 2021 and updated in 2023. Through this first-ever industry achievement award, GTR & TXF recognised the unprecedented collaboration between 16 banks, the International Chamber of Commerce (ICC), the Rockefeller Foundation, and co-chairs, Investec and ANZ Bank, to produce a world-class analysis on the \$600bn export finance market and the role it can play in growing its support for delivery of the SDGs.

Investec Wealth & Investment Global Sustainable Equity Fund

Investec's Global Sustainable Equity (GSE) Fund aims to invest in companies that contribute on a net-positive basis towards the 17 SDGs. The fund aims to provide attractive investment returns over the long term. Since inception, the fund has raised new investment of over \$40mn and has comfortably outperformed its benchmark (MSCI World) by over 4% for the 12 months ended 31 March 2023. The impact of the fund is defined in terms of how companies are contributing to global challenges through the lens of the SDGs as an impact framework, by combining growing wealth and helping to create a positive, sustainable global environment. The impact is calculated using Institutional Shareholder Services' (ISS) SDG impact methodology, with the scores of individual companies assessed by ISS considering positive and negative contributions of revenue, operations and controversies towards the SDGs. The fund's overall score is +4.7, against the benchmark MSCI World of +1.1, with 100% of the underlying companies providing a net-positive impact in terms of their contribution to the SDGs.

The fund has been awarded the '5 globes' sustainability rating by Morningstar, indicating that it is positioned in the top 10% of its peer group in terms of its management of ESG risk.



For more information refer to page 94 in this chapter.



“The link between sustainability and return is closer than many think. Business practices and outputs that are aligned with the SDGs provide a net-positive outcome for the planet and its people while aiming to deliver positive investment returns. The Investec GSE Fund proves that it's possible to do good at the same time as doing well.”

Barry Shamley

Investec Wealth & Investment Fund Manager, South Africa



Awarded two Best Deals 2022 by GTR for the

€600mn

Ghana western rail transaction

We were also awarded an inaugural Industry Achievement Award by GTR for our role in co-chairing the production of a white paper on how the

\$250bn

export finance industry can help deliver on the UN SDGs



Awarded a

Perfect 10 Award

by TXF for Best African Export Finance Deal 2023

Sustainable finance continued

Anchor investor in Acre Impact Capital Export Finance Fund

Investec is the anchor investor in Acre Impact Capital Export Finance Fund which is focused on climate-aligned infrastructure in emerging markets. The private debt fund invests in climate-aligned infrastructure in Africa with the aim to address the \$100bn annual financing gap for African infrastructure that includes renewable power, health, food and water scarcity, sustainable cities and low-income housing, as well as green transportation sectors. This is a unique investment model investing with the support of export credit agencies (ECAs) delivering impact at scale. It has a \$5.6: \$1 mobilisation ratio by unlocking ECA guarantees. It is supported by an experienced team with a significant track-record in export finance, international banking and sustainable finance. It is backed by the Rockefeller Foundation and the Private Infrastructure Development Group.

Investec Wealth & Investment, UK

We continued to focus on investing responsibly on behalf of clients, with ESG considerations integrated into our investment process and active engagement with the businesses that we invest in. ESG factors are incorporated into our standard investment process, from which all clients benefit. We also have the ability to add specific additional restrictions on a client-by-client basis, which is a key benefit of our bespoke approach. We have been managing assets on behalf of charities in the UK for more than 80 years and we work closely with each charity client to create an investment portfolio that is tailored to their needs, aims and ethical considerations.

We were successful in our application to remain signatories to the Financial Reporting Council's revised UK Stewardship Code, which sets standards for investing on behalf of UK savers and pensioners. We published our full year disclosure of stewardship activity including a summary of our engagement and policy work. This also demonstrates our commitment to being active owners and signifies our support for the UN Principles for Responsible Investment (PRI) to which we are signatories, active ownership being a key UN PRI priority.

This year we introduced a formal process for sustainability inputs into our yearly Capital Markets Assumptions (CMA) work with support from a newly developed IW&I Environmental Research Group (ERG). The ERG researched several key topics, with a primary focus on the effects of climate change, and debated each topic from an economic, environmental, geopolitical, societal and technological risk perspective. Encouragingly the ERG topics identified were broadly aligned with the top ten global risks for the coming 10 years as identified by the World Economic Forum Global Risks Perception Survey 2022-2023. The ERG findings on sustainability were directly considered by the Investment Research Office analysts as part of the CMA process, therefore the full CMA 2023 process is informed by work which has sustainability criteria at its core.

We joined the Institutional Investors Group on Climate Change (IIGCC), the European membership body for investor collaboration on climate change, which aims to support and enable the investment community in driving significant and real progress by 2030 towards a net zero and resilient future.

We signed up to Climate Action 100+, an investor-led initiative to ensure the world's largest corporate greenhouse gas emitters take necessary action on climate change.

Our executive team and Investment & Research Office (IRO) completed a bespoke training package on sustainable finance developed in collaboration with the Cambridge Institute for Sustainability Leadership (CISL) with a further 30 client facing and IRO staff undertaking an eight-week sustainable finance course with CISL to enhance sustainability knowledge and practices.

We have approximately £2.4bn in third party sustainability-linked funds. This represents circa 13% of total collectives AUM. Within this we have just over £1.2bn invested across social infrastructure, renewables, energy efficiency, and social housing funds and we are top five investors in eight on-list funds across those sectors. We have been supporters from the outset of each of those areas as they developed via initial IPOs on the UK market and with most having grown substantially since.

Investec Bank and Proparco partnered to implement the TFSC programme in South Africa

Investec Bank Limited and Proparco have partnered to implement the Transforming Financial Systems for Climate (TFSC) programme in South Africa. The package comprises a senior credit facility of \$80mn and a technical assistance programme. The transaction will contribute to South Africa's transition to a low-carbon economy by enabling Investec to finance ambitious projects aligned with the highest climate finance standards both in terms of mitigation and adaptation.

Network launches to transform industry ESG practices

Investec was one of the founding members of a membership network, Sustainable Trading, along with Aegon Asset Management, M&G, Ninety One and State Street Global Advisors. Sustainable Trading launched a non-profit membership to transform ESG practices within the financial markets trading industry. It aims to bring together companies in the financial services sector to come up with practical solutions to industry-specific ESG issues, and to develop a mechanism for self-assessment and benchmarking.

Membership of Sustainable Trading is open to participants within financial services engaged in trading or providing trading-related services.

Sustainable Trading members will consider the environmental impact of how the financial trading industry builds, maintains, and operates trading infrastructure along with focusing on diversity, inclusion, employee wellbeing, engagement with communities and a stakeholder-oriented approach to governance. The aim is to create a sustainable industry for the future where the principles of good environmental, social and governance practices are well integrated.



Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Benefits to society

Education brings significant benefits to society, not only through higher employment opportunities and income, but also through enhanced skills, improved social wellbeing and quality of life, and access to networks.



Benefits to business

By supporting quality education, we contribute to a greater pool of talent for our own workforce. Within our business activities, we actively finance and facilitate several educational and vocational businesses, and partner with clients to enhance quality education and skills development in South Africa.

SDG 4.3

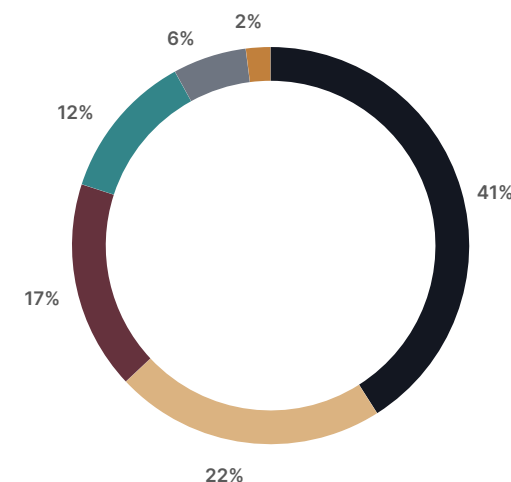
Equal access to education

Contributing to our impact SDG:



Investec Wealth & Investment's philanthropy offering is strategic in nature, largely focusing on supporting long-term sustainable initiatives across South Africa and managing foundation investments to the market value of R1.3bn (March 2022: R1.2bn). These funds have derived income for distribution to charities, on behalf of our clients, to the value of approximately R60.5mn (March 2022: R53.6mn) in the past year. This income is distributed by Investec charitable trusts, in accordance with the decisions made by the respective foundation trustees. Of the funds allocated, the majority (41%) went to education.

41%
to education (R1.3bn)



Education
Welfare and humanitarian causes
Healthcare
Social justice initiatives
Food security
Animal welfare

Quality education continued

**SDG 4.4****Increasing the number of youth and adults with relevant skills****Assisting students
achieve university
degrees in the UK****Contributing to our impact SDG:**

The Investec UK Charities team manages the endowment fund for the Francon Trust. The trust provides grants and other forms of financial support for school examination high achievers that have limited financial resources. It aims to assist gifted, but financially challenged, students achieve a university degree in areas such as medicine, finance, engineering and the arts where a career path is anticipated. Between three and six students are supported each year and the grant funding is expected to last for the duration of the degree. In addition to ensuring the fund can grow and support more students over time, the Trust uses our premises when interviewing prospective students before awarding them the grants.

**Participated in a R3.3bn
debt raise for Curro**

Supporting

>73 000

learners

Contributing to our impact SDG:

Investec participated in a debt raise for Curro, the leading independent school network in South Africa, with a R250mn participation in its R3.3bn term debt package. Curro is committed to reducing its environmental impact, improving social outcomes and building better governance structures.

Curro was established in 1998 with the vision of making independent school education accessible to more learners throughout Southern Africa and did this by developing, acquiring and managing independent schools in South Africa and in other specifically targeted markets in southern Africa. Curro has over 73 000 learners enrolled and operates over 78 campuses with 182 schools.

The group created various school models to offer education to different communities across the National Senior Certificate, Independent Examinations Boards and Cambridge curriculums at different price points.

Curro's curriculum also influence and equip the next generation by engaging on the importance and significance of climate change.



Quality education continued

**SDG 4.4** continued

Growth & Leveraged Finance provides ESG-linked senior debt facility to Corndel

>8 000

learners supported in IT skills

Contributing to our impact SDG:



Investec Growth & Leveraged Finance has provided an ESG-linked senior debt facility to Corndel, a UK-based provider of corporate training and development programmes, backed by THI Investments, a private equity investor. Corndel provides leadership and digital training for large employers across the UK. To date, Corndel has supported over 8 000 learners across more than 100 clients to achieve organisational objectives and build scaled data and technology capabilities.

The facility contains an ESG-related margin ratchet, where the margin will be reduced if Corndel achieves several sustainability performance targets (or key performance indicators, KPIs). KPIs will be reset each year to ensure that targets remain challenging and meaningful, and margin savings will be reinvested into sustainability projects, creating a virtuous cycle.



“We're delighted to be working with THI Investments and their portfolio company Corndel. We are particularly proud of this transaction as it supports our commitment to sustainable finance. Corndel's well-developed ESG strategy makes a meaningful and positive contribution to society. The focus includes inclusion and diversity, which has a tangible impact on reducing inequality and aligns well with our own sustainability ambitions at Investec.”

Stephen White

Head of UK Growth Origination, Growth & Leveraged Finance, Investec

Supporting Global Student Accommodation

£85mn
1 460 beds

Contributing to our impact SDGs:



Investec provided Global Student Accommodation (GSA), the global leader in purpose-built student accommodation (PBSA), with an £85mn loan to support the refinance and partial refurbishment of five UK PBSA assets.

The properties provide a total of 1 460 beds to students in London, Lincoln, Newcastle, Nottingham, and Sheffield, and are managed by GSA's operating partner, Yugo. Refurbishment activity will focus on improving bedrooms and communal spaces, responding to the evolving demands of today's student customers, and supporting their wellbeing during their time at university.



Clean water and sanitation

Ensure availability and sustainable management of water and sanitation for all.

SDG 6.1 Safe and affordable drinking water

Water for All priority programme for Côte d'Ivoire

Co-arranger of
€178mn

Contributing
to our
impact
SDGs:



Investec and Commerzbank arrange financing to provide safe drinking water

Investec and Commerzbank, in collaboration with Swiss Export Risk Insurance and Atradius Dutch State Business, concluded a loan agreement worth a combined €178mn with Côte d'Ivoire's Ministry of Economy and Finance to develop and rehabilitate essential water supply infrastructure across up to 111 locations, enhancing access to potable water to two million people in rural Côte d'Ivoire. The project will facilitate the safe and efficient abstraction, treatment, storage and distribution of drinking water in rural areas that have previously been characterised by damaged or absent water infrastructure and vital water treatment processes.

Commerzbank acted as mandated lead arranger with Investec as co-arranger for the commercial loan. Of the total loan amount of approximately €178mn, €152mn will be provided by Commerzbank and covered by Switzerland's export credit agency, Swiss Export Risk Insurance and re-insured by Atradius Dutch State Business. The remaining commercial loan of approximately €26mn will be provided by Investec. Bluebird Finance & Projects has acted as lead financial arranger for the engineering, procurement and construction contractor.

The project is a sub-project of the Ministry of Hydraulics' Water for All priority programme that aims to promote access to potable water in remote villages in Côte d'Ivoire. The project will comprise up to 111 sites that will be organised into four lots for execution and to which the essential supply infrastructure will connect.

"The transaction directly addresses SDG 6: access to water and sanitation for all. The anticipated benefits of the project, once implemented, include the reduction of diseases relating to contaminated drinking water, the improvement in hygiene standards and the prolonging of life expectancy. In addition, the project will generate labour opportunities during construction, and encourage associated commercial and social activities during operation."

Brian Irvine Head of Africa Structured Trade and Debt Solutions, Investec Bank Limited



Benefits to society

Access to clean water and sanitation is a basic human right and is essential for reducing poverty and improving overall wellbeing. Not only is it vital for agriculture, biodiversity and economic growth, but it also keeps children in school and increases opportunities for women and girls in rural areas.



Benefits to business

We have established expertise in funding and structuring infrastructure projects. We also partner with our clients to finance innovative water solutions which help communities and facilitate business growth. In our own operations, we continually seek opportunities to reduce our consumption and usage of water.

SDG 6.4

Substantially increase water-use efficiency across all sectors

Investec provides funding for Trans-Caledon Tunnel Authority

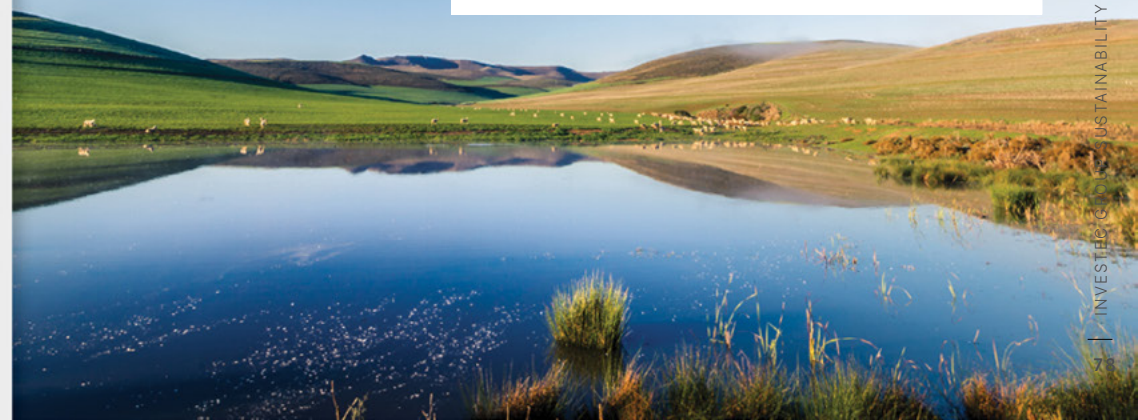
R1.65bn

term facility over 15 years to support water infrastructure

Contributing to our
impact SDG:



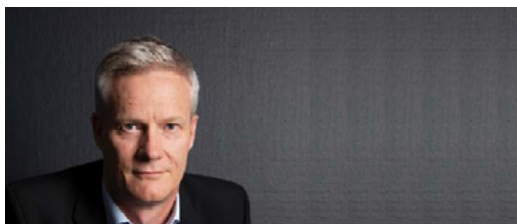
Investec provided funding for the Trans-Caledon Tunnel Authority (TCTA), a state-owned entity that designs bankable projects, raises funding in capital markets, manages debt and implements infrastructure rollouts. Investec recognises that as a water-scarce country, South Africa requires a dedicated focus on ensuring adequate water storage and transfer capacity. Investec's funding will be used for phase two of the Lesotho Highlands Water Project enhancing assurance of water supply to the Vaal River System and reducing the impact of acid mine drainage. In addition, phase two involves the continued implementation of a sustainable hydropower generation system to meet Lesotho's electricity requirements. This continued development of the Lesotho Highlands Water Project is expected to create 545 000 direct and indirect job opportunities in South Africa and Lesotho.





Affordable and clean energy

Ensure access to affordable, reliable, sustainable and modern energy for all.



Benefits to society

We rely daily on energy to power our economies, drive industry and transport, and provide light and warmth (or cooling) in our homes. Access in rural communities to affordable energy positively impacts education, health and learning. The increase of renewable energy reduces greenhouse gas emissions and is vital in the transition to a zero-carbon economy.



Benefits to business

We recognise the risk of climate change and are committed to supporting the transition to a clean and energy-efficient global economy. We have international expertise in financing and developing energy generation and transmission. We deliberately focus on financing infrastructure solutions that promote renewable energy. We also help clients to reduce their emissions and encourage investment in renewables and divestment from fossil fuels.

“While load shedding continues unabated, we are seeing a significant uptake of embedded solar generation installations in South Africa. There is also increasing interest in battery energy storage to reduce the cost of diesel back-up power. This is happening across all sectors from large corporates down to the residential rooftop market. The generation capacity planned to be built by the private sector far outweighs that of Government programmes. We will continue to see load shedding for some time still, but we are seeing significant investment from the private sector which will go a long way in solving our countries power crises. This investment will unlock significant value for the South African economy which will be seen throughout the power sector supply chain.”

Martin Meyer

Head of Power and Infrastructure Finance, Investec Bank Limited

SDG 7.2

Increasing the share of renewable energy

Participated in

£1.38bn

of renewable energy
projects globally
(2022: £0.70bn) with

£398mn

investment
(2022: £865mn)

Financed

13 projects

(2022: 13 projects)
with installed
capacity of

7 336MW

(2022: 8 029MW)

Affordable and clean energy continued



SDG 7.2 continued

providing financing for

1.6GW solar portfolio

Contributing to our impact SDG:



Cypress Creek

Investec's Power and Infrastructure team in the United States has supported Cypress Creek Renewables, a leading developer, owner, and operator of solar generation and storage projects, by providing financing for their 1.6GW operating solar portfolio. The portfolio consists of 210 operating utility-scale and community solar assets spread across thirteen states. Solar energy is a key component of the transition to a low-carbon economy, providing a clean and renewable source of electricity that can help reduce greenhouse gas emissions.

The financing allowed Cypress Creek to recapitalise the ownership of its solar portfolio, providing the company with the liquidity needed to further develop the pipeline at an efficient cost of capital. The company is owned by EQT Infrastructure, a private equity investment firm which has made multiple investments in the renewable energy sector.

Supporting more than one hundred solar and storage assets
comprising over 200MW

Onyx Renewables

Investec's Power and Infrastructure team in the United States has supported Onyx Renewable Partners, a vertically integrated developer, owner and operator of clean energy projects in the United States, by providing a borrowing facility to support the growth of their development pipeline. Onyx's portfolio includes more than one hundred solar and storage assets comprising over 200MW of projects across twenty-seven states.

The financing provided allows the client to pursue the construction of its assets, procure equipment, and issue Letters of Credit to secure Power Purchase Agreements. Onyx is a joint venture between the Blackstone Group, one of the worlds' largest private equity investors in the energy and infrastructure sector, and Sustainable Development Capital, a specialist investment firm with a proven record of financing and developing clean energy infrastructure projects.

OPAL Fuels

Investec has supported OPAL Fuels, a nationwide leader in the United States in the production and distribution of low-carbon renewable natural gas (RNG), by providing a structured financing solution for the development of six landfill RNG projects across the US. OPAL Fuels produces RNG by capturing harmful methane emissions at their source, purifying them, and then using that energy to replace diesel and other high carbon intensity fossil fuels. The transaction provided a unique opportunity to decarbonise the heavy-duty transportation industry while capturing methane emissions from landfills, which is more than twenty-five times as potent as carbon dioxide and a major contributor to global warming.

The company is owned by Fortistar and Arclight, two investment firms focused on sustainable infrastructure and in July 2022, OPAL Fuels successfully listed on the NASDAQ. The financing closed immediately after the company's public listing, creating significant growth momentum for our client.

Accelerating growth and development
 of new solar and battery storage projects

Hecate Energy

Hecate Energy is a leading utility scale renewables developer with one of the largest development pipelines in North America, featuring over 30GW of high-quality solar and battery storage system projects, spread across thirty-two states. In May 2021, Repsol, the Madrid-based global energy company purchased a 40% interest in Hecate Energy as part of their strategy to achieve its targets for low-emission generation capacity and internationalisation of this business by 2025 and to be a net-zero emissions company by 2050.

Investec led a financing for Hecate by providing credit facilities to accelerate the company's growth and development of new solar and battery storage projects. The innovative financing was oversubscribed, demonstrating the market's strong appetite for ESG transactions.

Decarbonising the heavy-duty transportation industry

Affordable and clean energy continued

SDG 7.2 continued

Investec partners with leading independent power producer, Pele Energy

44MW

concentrated photovoltaic solar plant

Contributing
to our impact
SDGs:

Investec, as mandated lead arranger, has partnered with leading black-owned independent power producer, Pele Green Energy (Pele) in the refinancing of CPV Power Plant No.1 (Pty) Ltd (CPV1), the 44MW concentrated photovoltaic (CPV) solar plant in Touwsrivier, Western Cape, in the form of a senior term loan facility.

CPV1, in which Pele is the majority shareholder, is one of the largest solar CPV plants in the world and the only one on the African continent. In addition to providing power to the area and contributing to the reduction of South Africa's carbon footprint, the Touwsrivier plant has also helped create jobs and develop local business and community infrastructure.

The plant was built as part of Round 1 of the South African Renewable Energy Independent Power Producers Procurement Programme (REIPPPP) and has been in operation for seven and a half years.

The refinancing was necessitated by the Department of Mineral Resources and Energy (DMRE), in a bid to reduce electricity tariffs and make electricity more affordable for South African consumers.

Investec also provided grant funding to partly fund the development of a commercial hydroponic farm jointly owned by Pele and the Touwsrivier Community Trust (also a shareholder in the CPV project) located at the project site. The plant consists of 1 500 dual-axis solar tracking systems with a total of 18 000 modules over its site of 190 hectares. It powers roughly 26 000 homes each year and has achieved a reduction of 69 tonnes of CO₂ on average per year when compared to coal-fired power plants in South Africa.



The plant's continued operation is an important asset to the impoverished community of Touwsrivier. 733 jobs were created during its construction and the plant now employs 44 permanent staff. Following its development, and thanks to Pele's involvement, the Touwsrivier community has seen 55 bursaries and 59 internships being granted, the development of 63 start-up enterprises, 38 SMEs being mentored, and three solar PV systems installed at schools. There have also been investments into two agricultural initiatives as well as the development of a community resource centre.

All parties to the transaction have demonstrated a shared commitment to the delivery of clean, affordable electricity to South African households and businesses. This project serves as evidence that business can create economic value while making the needed contributions to the broader national development objectives.

“The partnership that we’ve fostered with Investec is a model of true impact investing. We are proud to announce that we will be building a new hydroponic farm in Prieska with support from Investec. In so doing, we are partnering to maximise the impact of our renewable energy assets, ensuring that our host communities experience sustainable growth and development.”

Fumani Mthembi

Pele Energy Group Co-founder and Director

Affordable and clean energy continued

SDG 7.2 continued


Power and Infrastructure Finance supports Westfield energy-from-waste plant

£62.5mn
underwrite to EfW

Contributing to our
impact SDG:



Investec's Power and Infrastructure team in the UK supported the Westfield energy-from-waste (EfW) plant with a £62.5mn underwrite. Westfield was the site of one of the UK's largest open cast coal mines that began mining in the 1950s and finished in the 1980s. The key focus of the development is the construction of a 240ktpa EfW plant. The plant will generate significant activity on the site and will be able to offer affordable, low carbon power to attract other industrial operators to invest in the site.

The prospect for the plant is believed to produce a world-class and cost-efficient residual waste disposal option for Fife Council and many of the other Scottish local authorities that have not yet secured such a disposal route for their waste. Grate combustion technology will be deployed to provide a stable and reliable technology solution that will be well placed to adjust to the inevitable changes that take place in the mix of waste over the next 25 years, as further progress is made in reducing waste and improving recycling rates. Furthermore, the reuse and recycling of waste that would otherwise go to landfill emitting methane into the atmosphere, is contributing to the green transition and circular economy.



“ We were happy to support a key client, in a successful and timely manner, on a transaction that serves as another example of the franchise's commitment to energy transition in the UK and on the European continent. The team takes satisfaction in its continued role in low carbon energy provision and its relevance to the circular economy - and broader net zero targets. ”

Ricus Goussard

Power and Infrastructure Finance, Investec

Power and Infrastructure Finance acts as sole financial adviser to Low Carbon for renewable energy pipeline
**Advising development
of renewable energy**

Contributing to our
impact SDG:



In the UK, Investec's Power and Infrastructure Finance team acted as sole financial adviser to Low Carbon on a substantial private capital raising to fund its proprietary international renewable energy pipeline.

Low Carbon is a leading renewable energy investment fund and asset management platform committed to the development and operation of renewable energy at scale. Low Carbon invests into both renewable energy developers and projects across a range of renewable energy technologies including solar photovoltaic (PV), wind, energy storage, waste-to-energy and energy efficiency. With a significant renewable energy pipeline in development, Low Carbon is well-positioned to capitalise on opportunities as the need for renewable energy and energy security increases.

Investec worked intensively with Low Carbon to develop a compelling equity story as a leading renewables independent power producer and ran a competitive phased process.

Low Carbon ultimately chose to partner with the Massachusetts Mutual Life Insurance Company (MassMutual), a leading mutual life insurance company with a focus on delivering long-term value, and secured a substantial funding commitment from them. By 2030, it is anticipated that the partnership's operational renewables capacity (target 20GW) will have generated enough clean energy to avoid a total of more than 11 million tonnes of CO₂e.

Investec supported Low Carbon through this intensive, ESG-themed infrastructure capital raising process resulting in a partnership with MassMutual for their global renewable energy ambitions.

Affordable and clean energy continued

SDG 7.2 continued



Private Bank clients offered solar power financing

Reducing the impact

of regular power outages in South Africa

Contributing to our
impact SDG:

Aligning with our commitment towards net-zero carbon emissions, we have rolled out a funding solution for our private banking clients to install solar panels and battery storage systems for installation in their homes, small businesses and practices, providing a power solution in South Africa, a country currently affected by regular electricity outages.

The offering gives Private Bank clients easy access to funding through existing and now standalone facilities. Clients are able to tap unutilised home-loan facilities or have money re-advanced to them to put in place these systems, that can cost upwards of \$10 000, depending on the size of the property.

The new stand alone facility product is offered as a competitive indicative rate of prime, over 60 months and to show our commitment we have waived the upfront fees for deals under R500k at launch.

This will provide our clients with access to multiple options for personal or business needs to assist in funding their transition to more sustainable solutions.

Supporting growth in the energy storage sector

Accelerating the adoption of renewable energy technologies

Contributing to our
impact SDG:

Investec Corporate Leverage Finance provided a bespoke funding solution to [Freedom Won](#) to meet its growth needs. Freedom Won is an original equipment manufacturer, and was first to market with game-changing lithium storage technology in 2010. Accelerating the adoption of renewable energy technologies, Freedom Won's vision is to bring energy storage to every home and business, enabling energy independence and sustainability.

This facility provided by Investec Corporate Leverage Finance will assist in unlocking opportunities to continue to meet the growing market demand for alternative power sources and to play a major role in solving the power crisis in South Africa.



Affordable and clean energy continued

SDG 7.2

continued



**Investec supports
hedging for a biomass
electricity producer**

Supporting our clients towards carbon neutrality

Contributing to our
impact SDG:



Investec has supported the Speyside Renewable Energy Partnership Combined Heat and Power plant, by providing an electricity hedge. The plant, based in the Spey Valley in the Scottish Highlands, uses waste wood from the local forestry industry to generate electricity for the power grid and to provide heat for the nearby Macallan Whiskey distillery. Heat from the plant is central to the efforts of the distillery to decarbonise its whiskey production as it would otherwise need to use natural gas.

The electricity market has been volatile since the war in Ukraine started and Investec has been able to help provide certainty to operating margins of the company by providing it with a fixed forward price for a portion of its future electricity production. The company is owned by a fund managed by Schroders Greencoat, who are well known for managing investments into renewable energy and heat.



“This was our first electricity deal with a fund managed by Greencoat, and we are really pleased to have been able to deliver a hedging solution that supports renewable energy.”

Callum Macpherson

UK Head of Commodities and Chair of
Investec's Sustainable Business Forum

Investec partners with EDF Renewables

Contributing to the energy needs of up to

193 000
households

Contributing to our
impact SDG:



Investec Power and Infrastructure Finance acted as joint mandated lead arranger and sole hedge coordinating bank for interest rate risk mitigation on the three Korusun 1 projects in South Africa.

The Korusun 1 projects, developed by a highly skilled consortium led by EDF Renewables in South Africa, were awarded preferred bidder status in October 2021, under Round 5 of the Renewable Energy Independent Power Producer Programme, and are the first projects to reach financial close under the programme.

The projects will sell power to Eskom under a 20-year Power Purchase Agreement. In addition, the Korusun Main Transmission substation will be constructed as part of the Coleskop project, on behalf of Eskom and transferred to Eskom on completion.

The three projects, with a combined installed capacity of 420MW, will deliver power into the national grid by the end of 2024, and will contribute to the energy needs of up to 193 000 households. During the two-year construction period, the three projects will provide 400 permanent jobs to South African citizens, with at least a further 35 permanent jobs during the 20-year operating period. Approximately 40% of the project value will comprise local content, and during operations, 1.2% of revenue generated by the projects will be applied to socio-economic development initiatives for nearby local communities.



Decent work and economic growth

Promote inclusive and sustainable economic growth, full and productive employment and decent work for all.

SDG 8.3

Promote development-orientated policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation



Benefits to society

Inequality and poverty are inextricably linked to not having decent work and being an active economic participant. Entrepreneurship and job creation are therefore key to ensuring sustained economic growth, in addition to eradicating forced labour, child labour, slavery and human trafficking.



Benefits to business

Our business plays a critical role in providing capital to fund a stable and sustainable economy. We use our specialist skills to support our clients in growing their businesses. We have a strong focus on financing entrepreneurs who are critical in accelerating job creation and supporting sustained economic growth.

Investec arranged a loan facility in collaboration with the Italian banking group, Intesa Sanpaolo for Tanzania's CRDB Bank

Contributing
to our
impact SDG:



Boosting lending capacity to Tanzanian companies and SMEs

Investec Bank, together with Intesa Sanpaolo (IMI Corporate and Investment Banking Division), have successfully raised \$130mn for CRDB Bank, Tanzania's largest bank, in the form of a syndicated term loan facility. The capital raised will be used to unlock working capital for the corporate and SME sector in Tanzania, including project and infrastructure finance linked to the commodity sector.

Intesa Sanpaolo and Investec were joint coordinators and book runners for the transaction with Investec also acting as the facility agent for this maiden syndicated loan deal in Tanzania outside of the government and public sector. CRDB Bank is the first bank in the country to have pulled a successful deal of raising funds from international markets.

Asset Finance supports SME clients

Contributing
to our
impact SDG:



>52 000
SMEs supported

In the UK, our Asset Finance business supports over 52 000 SME clients, just over 44% of their client population. With a current value of £1.2bn, this makes up most of the book at just over 51%.



“Investec's Asset Finance business will provide over £1bn of leasing and loan facilities to the UK's SMEs and consumers in the next year. SMEs remain the lifeblood of the UK's economy, providing 61% of all employment, and Investec is proud to support so many of them.”

James Collins

Head of Finance and Risk for Investec Bank plc Asset Finance Group



Industry, innovation and infrastructure

Build resilient infrastructure, promote sustainable industrialisation and foster innovation.



"Investment in the energy sector, including renewables, battery storage, gas and so forth, will alleviate this supply shortfall and result in reliable, cheaper and more sustainable electricity supply for all South African businesses, including SMEs."

Bernard Geldenhuys

Power and Infrastructure Finance,
Investec



Benefits to society

Building quality infrastructure and sustainable industrial development boosts productivity, incomes and standards of living, leading to better health and education outcomes. Technology and innovation are vital in addressing environmental and economic challenges that come with industrial development and an increasing world population.



Benefits to business

We have a proven track record and partner with the private sector and government for the delivery of infrastructure through the provision of expertise to ensure the successful funding, implementation and development of projects. We see many opportunities to finance innovative technological or digital solutions to solve various socio-economic challenges.

SDG 9.A

Facilitate sustainable and resilient infrastructure development in developing countries

Investec Corporate Leverage Finance played a leading role in the R3.5bn facility for IHS Towers

Investec Corporate Leverage Finance (CLF) played a leading role (as joint mandated lead arranger and lender) in the R3.5bn facility for IHS Towers' acquisition of 5 700 towers from MTN South Africa, which closed in mid-2022. This was the first tower sharing transaction in South Africa done by one of the two larger mobile network operators, and hence demonstrates Investec's sector expertise in the digital infrastructure space. As part of the shift from 'telco to techco', telcos are re-examining their strategies towards their telecommunications infrastructure, such as their large portfolios of towers and the infrastructure that supports them. While many have opted to keep their tower portfolios in-house, more telcos are looking to sell their portfolios to a specialist tower company, and then lease them back.

Following this successful transaction with IHS Towers in South Africa, Investec CLF and Investec African Structured Debt Solutions jointly lent \$25mn to IHS, as one of the lenders in its \$600mn group syndicated loan facility. This was the first time Investec had lent to IHS Towers at the listed company level. IHS Towers is one of the largest independent owners, operators and developers of shared communications infrastructure in the world by tower count and is the largest independent multinational towerco solely focused on the emerging markets. The company has nearly 40 000 towers across its 11 markets, including Brazil, Cameroon, Colombia, Côte d'Ivoire, Egypt, Kuwait, Nigeria, Peru, Rwanda, South Africa and Zambia.

Contributing
to our
impact SDG:



"This is the first towerco transaction in South Africa involving one of the two largest mobile network operators, making it a significant transaction in the local telecom space. Investec is proud to be part of this deal with IHS Towers, in their first investment in South Africa. The transaction has resulted in similar transactions being considered by the other MNOs, and this is a major, long overdue change in the South African telecoms industry, resulting in more efficient use of resources and ultimately lower communication costs for South Africans."

Robert Gecelter

Corporate Leverage Finance, Investec Bank

Industry, innovation and infrastructure continued

9 INDUSTRY INNOVATION
AND INFRASTRUCTURE

SDG 9.A continued

Investec arranges financing for €600mn for Ghana railway

Financing environmentally friendly transport

Contributing to our impact SDGs:



Investec's Export & Agency Finance team coarranged a €600mn financing on behalf of Ghana's Ministry of Finance for a 100km stretch of Ghana's western railway line, running from Takoradi Port to Huni Valley. It is the country's largest railway infrastructure investment in over 60 years and the project is part of the Republic of Ghana's initiative to expand and develop its rail network infrastructure, updating the route to make it safer and faster, while providing an alternative to less environmentally friendly modes of transport, such as haulage trucks and private cars. The loans are fully aligned with the Loan Market Association (LMA) social loan principles and LMA green loan principles making it the first export financing to be classified as compliant with the International Capital Market Association's sustainable principle. Deutsche Bank acted as mandated lead arranger for both loans and the transaction also involved Swedish Export Credit Agency (EKN), Swedish Export Credit Corporation (SEK) and Export Credit Insurance Corporation of South Africa (ECIC). This transaction is one of several recent major infrastructure financings for Investec in Ghana involving the support of African-based engineering, procurement and construction contractors with export credit supply chain solutions.

"This project is part of Ghana's railway infrastructure plan, has been earmarked for implementation by government, and will be the single biggest railway investment by the country, post-independence. The western railway line is key to the haulage of agricultural produce and minerals from the middle belt to Takoradi Port in the south of Ghana. The completion of the line will boost economic activities along the corridor and will reduce cost and time of transporting goods and passengers between the two ends."

Hon. Ken Ofori-Atta
Minister of Finance for the Republic of Ghana

Investec and Intesa arrange financing for €82mn Ghana road upgrade project

Contributing to local sourcing and job creation

Contributing to our impact SDG:



Investec's Export & Agency Finance team acted as global coordinator and agent bank for UK Export Finance and African Trade Insurance Agency (ATI) to finance the upgrade and rehabilitation of a 109km stretch of the Bolgatanga-Bawku-Pulmakom Road in the Upper East Region of the Republic of Ghana. The financing consists of two loans in favour of Ghana's Ministry of Finance. The first, backed by UK Export Finance, the UK's export credit agency, is €35mn, split into a €17.5mn direct loan and a €17.5mn buyer credit guarantee tranche. The second is an untied commercial loan of €47mn to cover the balance of the financing. It is backed by ATI, Africa's multilateral trade and investment insurer. Critically the large untied commercial loan tranche supported by ATI allows significant local sourcing of Ghanaian equipment, services and also local job creation. The loan is expected to be classified as a social loan under LMA social loan principles as it will dramatically improve access to essential services for underserved populations.

Industry, innovation and infrastructure continued



SDG 9.C

Significantly increase access to information and communications technology

Investec supports MetroFibre's network expansion

Contributing to socio-economic upliftment

Contributing
to our
impact SDG:



Investec participated in a R5bn debt funding package for MetroFibre Networx, a Gauteng based fibre infrastructure provider. The financing is being used to extend the fibre network roll-out across South Africa and deploying connectivity into underserved homes and businesses. There is a great demand for fibre connectivity in many outlying regions (including rural areas) and filling that gap makes sense not only from a business perspective, but also for socio-economic upliftment. The funding enables the deployment of fibre to more individuals and more businesses, giving them the opportunity to participate in the globally connected economy. MetroFibre was launched in 2010 and today is one of the largest players in both the South Africa fibre-to-the-home and fibre-to-the-business markets.

Investec supports Vox's fibre rollout initiatives with capex funding boost

Improving telecommunications to approximately

340 000 households

Contributing
to our
impact SDG:



In light of the considerable investments required to expand South Africa's existing fibre infrastructure, Investec, as mandated lead arranger, provided Vox, a market-leading end-to-end integrated ICT and infrastructure provider, with access to debt facilities to fund their fibre rollout plans. With the funding we provided, Vox has the capability to implement the next stage of its growth strategy which includes taking fibre to those areas eager to benefit from high-speed internet access.

The rollout of fibre is through Vox's subsidiary, Frogfoot. Frogfoot has doubled the size of its network and expanded its footprint to smaller towns across the country, driven by its commitment to an open-access wholesale network. This includes working with local internet service providers (ISPs) in towns to enable users to get access to high-speed connectivity. With fibre provided to approximately 340 000 households, Frogfoot is a significant fibre network operator in South Africa.



Sustainable cities and communities continued

Sustainable cities
and communities

Make cities inclusive,
safe, resilient and
sustainable.

**Benefits to society**

Meaningful sustainable development requires a significant transformation in the way we deal with rapid urbanisation. A more resilient and sustainable approach is required when building cities to reduce vulnerability to various factors, such as natural disasters, overcrowding and air pollution. This requires investment in safe and affordable housing, efficient public transport, green public spaces, and more inclusive urban planning.

**Benefits to business**

Through our lending and investment activities, we play a meaningful role in building sustainable cities and communities. Our property business focuses on developments that bring value to surrounding communities and invest in sustainable and resilient buildings. We also finance innovative technologies that can contribute to more sustainable transport systems and safer, more robust infrastructure solutions.

SDG 11.1

Providing access for all to safe and affordable housing and basic services and upgrade slums

Investec closed a commercial facility, part-financing a project to develop three hospitals in Angola valued at €225mn

Contributing
to our
impact SDG:



Investec has successfully closed a commercial facility with the Angolan Ministry of Finance, which will part-finance three hospitals in Angola, for a total project cost of €225mn. Investec worked closely with Export Credit Insurance Corporation of South Africa (ECIC) and Unicredit S.p.A, the lead arranger of the facilities including facilities supported by Italy's export credit agency, Servizi Assicurativi del Commercio Estero (SACE). The project involves the building of a 200-bed facility in Huambo, a 100-bed facility in Luena and a 100-bed facility in Cabinda with VAMED, a global leader in the provision of hospitals and healthcare facilities. The hospitals are expected to be completed within five years, with €14mn in South African exports envisaged to be realised through the intra-African trade transaction. The Government of Angola is committed to strengthening partnerships to accelerate initiatives aimed at improving health in Angola and the building of these three hospitals will play a strong role in helping to address the ongoing challenges of providing sufficient coverage and addressing access to high-quality health centres. In addition, the shortage of qualified personnel will also be addressed through a commitment to a two-year joint hospital management process, once each facility is built, working with the hospital teams to ensure the facilities are operated optimally. Angola's main challenge in healthcare lies in the management of diseases such as malaria, a leading cause of death, illness and absenteeism. Malaria accounts for approximately 35% of curative care, 20% of hospital admissions, 40% of perinatal deaths and 25% of maternal mortality. Angola is also vulnerable to outbreaks of diseases like yellow fever, cholera and Zika, and communicable diseases account for about 50% of deaths; while tuberculosis remains a challenge as well. These hospitals will play an important role in the management of these diseases. The transaction is an example of African agencies, governments and financial institutions working together to promote trade and social development within the region. This was our third major transaction with ECIC in recent times, and we were also pleased to work with the Department of Trade, Industry and Competition in opening up export opportunities for South Africa.

The project also contributes meaningfully to the SDGs, by creating jobs and opportunities beyond the facilities themselves, while the ability to treat and manage diseases will have a positive impact on those most vulnerable.



“The transaction is an example of African agencies, governments and financial institutions working together to promote trade and social development within the region.”

Brian Irvine

Head of Africa Structured Trade and Debt Solutions, Investec Bank Limited

3 hospitals
400 beds

Sustainable cities and communities continued



SDG 11.1 continued

Investec passes £1bn student accommodation lending milestone

Contributing
to our
impact SDG:



**£65mn
loan**
arranged for Scape
for 693-bed scheme
in Leeds

Investec Real Estate in the UK has committed over £1bn of senior finance in the high growth UK purpose-built student accommodation (PBSA) sector. Since 2011, we have supported over 17 clients, including CA Ventures, Scape, Student Roost and Watkin Jones, with the delivery of 22 000 beds across 52 schemes in 23 cities.

The milestone was achieved following the arrangement of a 51-month, £65mn development loan to Scape, the global PBSA provider, to support the construction of a 693-unit scheme in Leeds, which is due to complete in time for the 2024/2025 academic year. To date, we have provided Scape and its partners with over £142mn of development finance, across five UK schemes.

SDG 11.2

**Providing access to safe,
affordable, accessible and
sustainable transport systems
for all**

Investec supports InstaVolt's accelerated EV charging network

Contributing
to our
impact SDG:



£110mn
of senior debt
facilities

Pursuant to EQT Infrastructure's acquisition of Instavolt in early 2023 and to support the company's vision to build a nationwide network of 10 000 EV rapid chargers across the UK by 2032, Investec along with a group of leading UK and European banks provided £110mn of senior debt facilities to Instavolt. This transaction is a first of its kind for a public, EV charging network provider.

The funding will form an important part of their strategy to expand their network within the UK and support the UK's green transition.

SDG 11.C **Supporting sustainable
and resilient buildings**

Investec Real Estate provides a £26mn development facility to fund 100 new apartments

Contributing
to our
impact SDGs:



Investec Real Estate has provided the James Taylor Group, a private client residential developer, with a £26mn development facility to fund the construction of 100 new apartments and commercial accommodation in St Albans, UK. The brownfield site, a former electricity works site, has been unused for many years. Construction is underway with completion due in spring 2024. Investec Real Estate has a long-term relationship with the James Taylor Group, with this being the fifth development funded in recent years.

“We are delighted to be assisting a long-term client providing much needed housing on redundant brownfield land. The new housing will be highly energy efficient and provide great amenity space at an affordable price point.”

William Scoular

Head of Private Client Lending,
Investec Real Estate Group



SDG 11.2

Providing access to safe, affordable, accessible and sustainable transport systems for all

Contributing
to our core
SDG:



Investec invests in London-based company, Osprey Charging in electric vehicle rapid charging

Supporting more than 550

EV rapid charging stations

Investec has invested in London-based company, Osprey Charging Network (Osprey) that specialises in providing high-power electric vehicle charging in convenient locations across the UK, with fast, reliable, and easy to-use-equipment. Investec supported Osprey from a fledgling business in 2018 to its current position as one of the preeminent, award-winning rapid charging operators. Osprey's outstanding performance has been recognised by the industry with several recent awards, including winner of the Infrastructure Award at the Automotive Global Awards, 2022; highly commended for Low Carbon Transport Award at the British Renewable Energy Awards, 2022; and highly commended for EV Chargepoint Operator of the Year at the Fleet News Awards, 2023.

Osprey works in partnership with landowners to deliver fully funded and maintained rapid charging units, rated from 50kWh to 300kWh, powered 100% by renewable energy. With over 550 rapid chargers it is one of the UK's largest rapid charging networks and is accelerating deployment, expecting to have an estate of over 1 000 chargers installed by the end of 2023. Osprey deploys and operates open-access units that can charge any type of electric vehicle, offering efficient payment options such as contactless payment card, fleet cards, or by app.



17



Partnership for the goals

Strengthen the means of implementation and revitalise the global partnership for sustainable development.

We engage regularly with a range of stakeholders, including shareholders, ESG analysts and rating agencies, on topics relating to the relevance of sustainability, climate- and nature-related matters to our business. We participate actively in multiple industry-led bodies such as the Banking Association of South Africa (BASA), the UN Global Investors for Sustainable Development (GISD) Alliance, the UN Global Compact, the Partnership for Carbon Accounting Financials (PCAF), the Partnership for Biodiversity Accounting Financials (PBAF) and others.



Benefits to society

Effective partnerships create the opportunity to reduce inequality, end poverty, protect the environment, promote justice and peace, and improve livelihoods for all.



Benefits to business

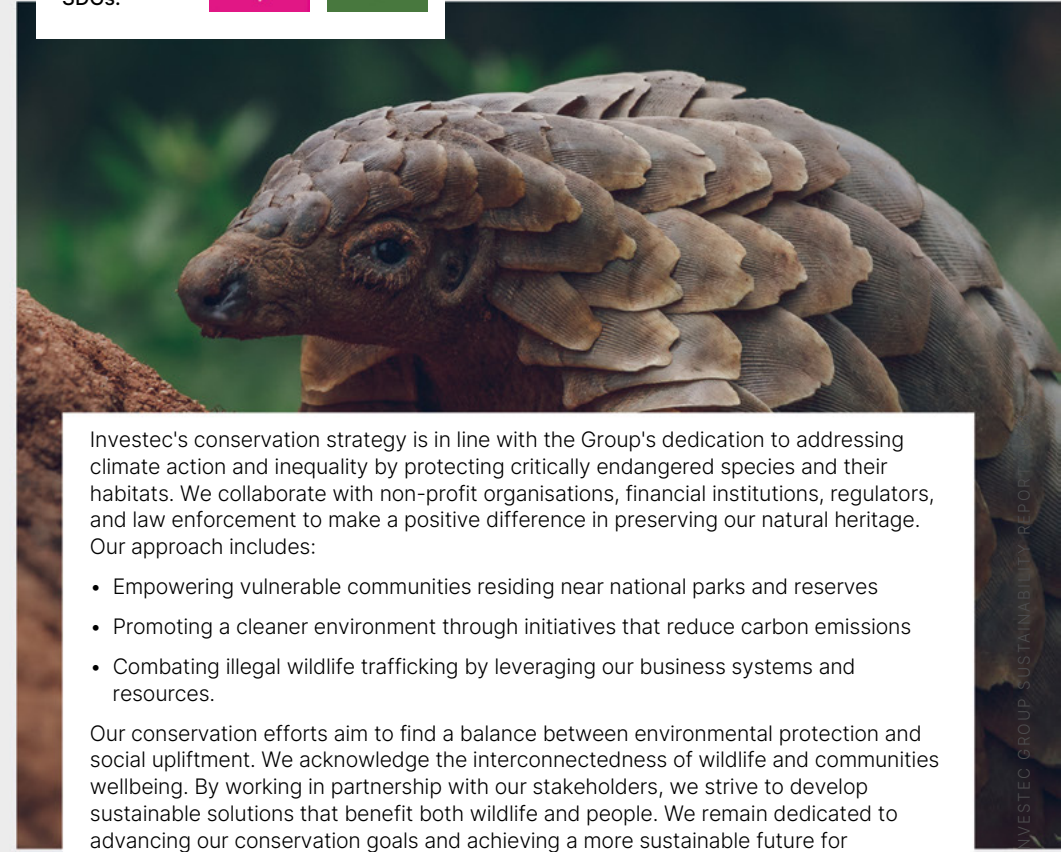
Through strong and effective partnerships, core competencies can be leveraged with a focused impact across a common set of goals.

SDG 17.5

Take urgent action to end poaching and trafficking of protected species of flora and fauna, and address both demand and supply of illegal wildlife products

Protecting critically endangered species

Contributing
to our
impact
SDGs:



Investec's conservation strategy is in line with the Group's dedication to addressing climate action and inequality by protecting critically endangered species and their habitats. We collaborate with non-profit organisations, financial institutions, regulators, and law enforcement to make a positive difference in preserving our natural heritage. Our approach includes:

- Empowering vulnerable communities residing near national parks and reserves
- Promoting a cleaner environment through initiatives that reduce carbon emissions
- Combating illegal wildlife trafficking by leveraging our business systems and resources.

Our conservation efforts aim to find a balance between environmental protection and social upliftment. We acknowledge the interconnectedness of wildlife and communities wellbeing. By working in partnership with our stakeholders, we strive to develop sustainable solutions that benefit both wildlife and people. We remain dedicated to advancing our conservation goals and achieving a more sustainable future for everyone.

Partnership for the goals continued



SDG 17.9

Enhancing international support for implementing effective and targeted capacity building in developing countries to support national plans to implement all the sustainable development goals

Participation in industry initiatives and memberships

Our commitment to sustainability, climate change and the protection of biodiversity is evident from the many organisations with whom we engage and support.

Within the finance sector, there is a collaborative effort to support and encourage sustainability. We participate in many of these industry collaborations some of which include:

- BASA's Climate Risk Committee, Sustainable Finance Committee and Positive Impact Finance Committee
- The African Natural Capital Alliance. We joined as a founding member in 2022 and see this as an opportunity to learn and increase our understanding of the link between finance and biodiversity while at the same time contributing to ensure alignment across the financial sector
- The Partnership for Carbon Accounting Financials (PCAF) that we support. We utilise their methodology to calculate our Scope 3 financed emissions
- The Partnership for Biodiversity Accounting Financials (PBAF) that we joined in May 2023
- The Net-Zero Banking Alliance (NZBA). We are members and regularly engage and participate in various working groups
- The United for Wildlife's (UfW's) Financial Taskforce to combat illegal wildlife trade (part of the Royal Foundation) of which we are a signatory. We are also a participant in UfW's Taskforce for Financial Services on illegal wildlife trafficking (IWT)
- The Institutional Investors Group on Climate Change (IIGCC) that IW&I in the UK joined to support and enable the investment community in driving significant and real progress by 2030 towards a net zero and resilient future. This will be achieved through capital allocation decisions, stewardship and successful engagement with companies, policy makers and fellow investors
- The Climate Action 100+ forum of which IW&I is representative. The forum is an investor-led initiative to ensure the world's largest corporate greenhouse gas emitters take necessary action on climate change.



For a list of our participation in industry initiatives and members, refer to pages 125 to 131.



Sustainable investment – Wealth & Investment

Investment offering

Investec Global Sustainable Equity Fund

The Investec Global Sustainable Equity (GSE) Fund has an inception date of December 2020. The interest has been very encouraging, and the fund has been one of our fastest growing mandates to date with approximately \$46.2mn of investment since its launch to the market in March 2021.

The Investec GSE Fund aims to identify investments with the following characteristics:

- Companies that are making a net-positive impact on one or more of the SDGs
- High quality, well managed global companies that have strong or improving ESG risk ratings
- Businesses that incorporate sustainability into their decision-making, thereby helping to deliver high returns on capital and long-term profitable growth.

The Investec GSE Fund seeks to capture the returns of companies that are making a net-positive impact towards the achievement of the SDGs. The SDGs provide a globally accepted framework through which businesses can align their strategic goals with ESG considerations.

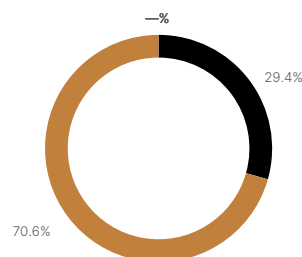
Through the fund, investors are able to invest in companies that we believe can provide attractive investment returns over the long term, through the lens of the SDG framework.

Please refer to page 73 in this chapter for more information on the Investec GSE Fund.

SDG Impact measure (ISS)

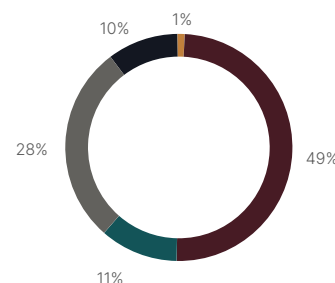
Overall average SDG impact rating and segment percentage weight

Portfolio (average 4.7)



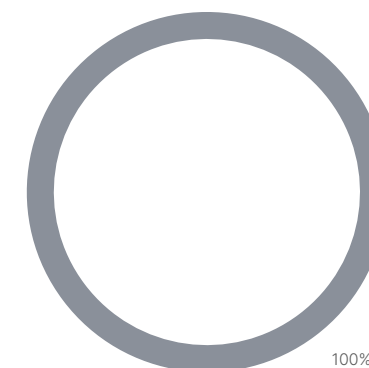
Significant positive impact (5.1 to 10)
Limited positive impact (5.1 to 10)
No net impact (5.1 to 10)
Limited Negative Impact (-5.0 to -0.2)
No net impact (5.1 to 10)
No net impact (5.1 to 10)

Benchmark (average 1.1)



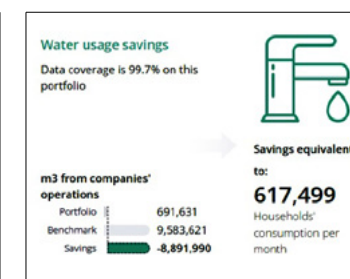
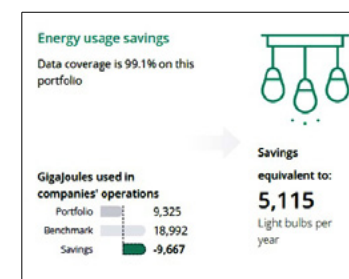
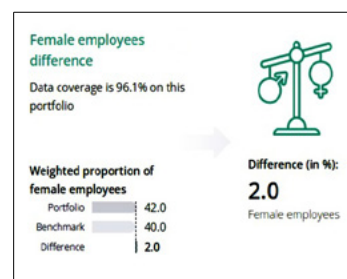
Limited negative impact (-5.0 to 0.2)
Significant negative impact (-10 to -5.1)
Not collected
Limited Negative Impact (-5.0 to -0.2)
No net impact (5.1 to 10)
No net impact (5.1 to 10)

100% Positive SDG Impact



Sourced from ISS Datadesk 22 October 2021, IW&I

Positive GSE Fund Impact Highlights



Governance, risk and compliance

Sound corporate governance is implicit in our values, culture, processes, functions and organisational structure. Our values require that directors and employees behave with integrity, displaying consistent and uncompromised moral strength to promote and maintain trust.

Introduction

Through our commitment to governance, risk and compliance, we contribute to the following SDGs:



Our commitment to governance, risk and compliance:

Board oversight for sustainability and climate

Board composition

Responsibility of Board-appointed committee and executive members

Management's role in sustainability and climate

Operational resilience

Compliance

IT security and risk management

Environmental risk management.

We are guided by our climate change statement and policies on environmental and social risk. Sustainability, climate and nature-related risk considerations are integrated into a multidisciplinary, company-wide management process throughout the Group. The various Investec executive forums and boards actively engage on numerous sustainability activities and opportunities.

Board-level governance	DLC Board (Investec plc and Investec Limited)				
	DLC Social and Ethics Committee (DLC SEC)	DLC Board Risk and Capital Committee (DLC BRCC)		DLC Audit Committee	DLC Remuneration Committee
		Investec Bank plc (IBP) BRCC	Investec Bank Limited (IBL) BRCC		
Executive-level governance	Group Executive				
	Group ESG Executive Committee	Group Executive Risk Committee (ERC)		Executive responsibility within the Specialist Bank	Executive responsibility within Wealth & Investment
		IBP ERC	IBL ERC		
Management-level* governance	Global Head of Sustainability				
	Investec Limited sustainability-related responsibility	Investec plc sustainability-related responsibility Investec UK Sustainable Business Forum		Wealth & Investment Sustainable Investment Forum	
Business and employees	Investec Limited sustainability team	Investec Group sustainability team	Investec plc sustainability team	Wealth & Investment Sustainability teams (UK and South Africa)	

* Management refers to those positions of senior management, and are separate from executives or the Board

Board oversight for sustainability

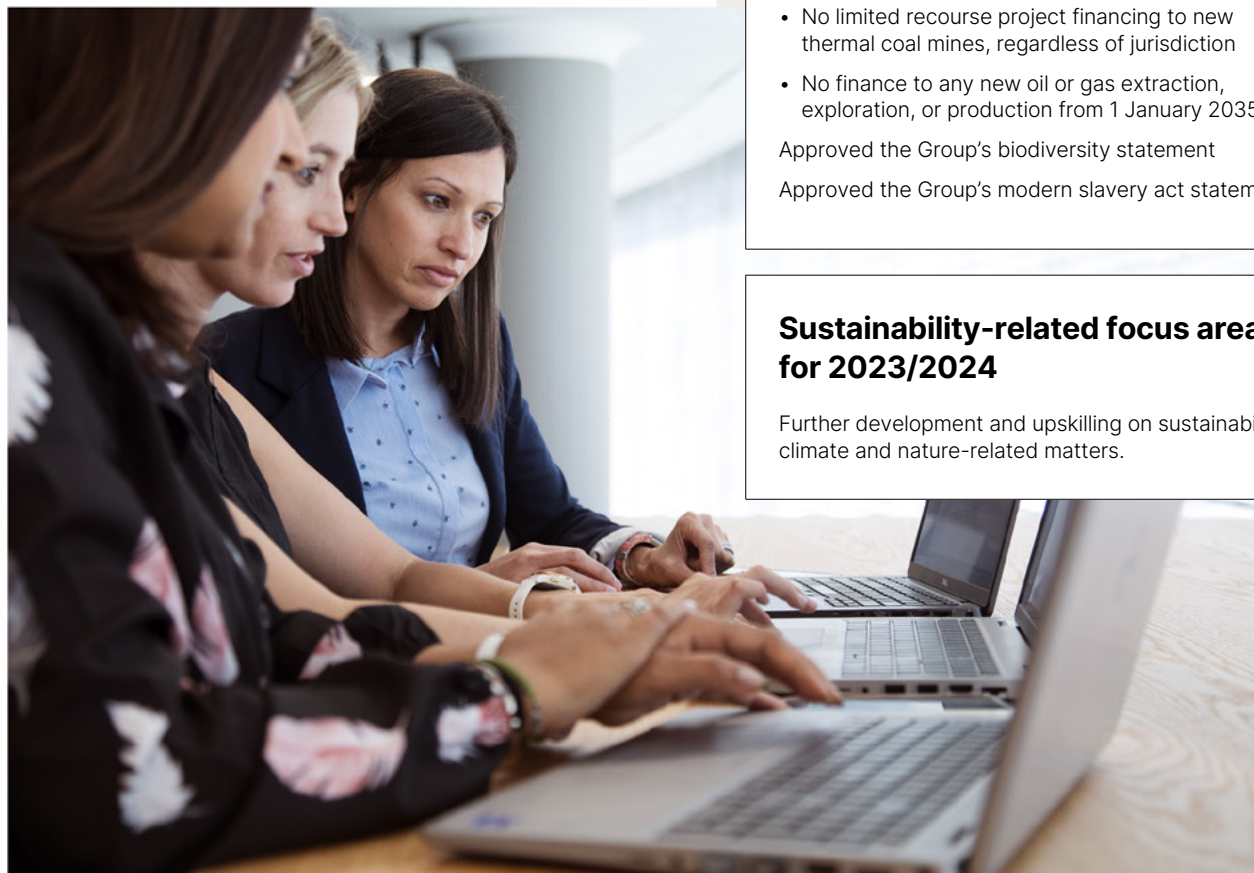
The Board has the ultimate accountability to monitor the operations of the Group as a responsible corporate. The Board oversees Investec's response to sustainability, climate and nature-related matters and is supported by the various management teams to manage the associated risks and opportunities. At the highest governance level, the Board establishes the purpose of the Group, incorporates sustainability, climate and nature-related matters when reviewing and guiding strategy and strategic objectives, and monitors and oversees progress against sustainability-related targets and ambitions.

The Board recognises that balanced board representation is vital for sustainable value creation. The Board's roles and responsibilities are detailed on page 135 of the Investec Group's 2023 integrated and strategic annual report, which includes responsibility for overseeing sustainability, climate and nature-related risks and opportunities. The skills and experience of the members of the Board are detailed on pages 127 to 131 in Investec Group's 2023 integrated and strategic annual report. The Board met six times where sustainability, climate and nature-related matters were presented in written format.

All members have a strong awareness around sustainability matters. Board meetings were supplemented by presentations from internal and external parties, all of which were well accepted by the Board. The aim is to further develop the existing knowledge of the Board in terms of climate and nature-related topics.



Refer to pages 127 to 131 in the Investec Group's 2023 integrated and strategic annual report for the director biographies.



Key sustainability-related achievements for 2022/2023

Approved the Groups' fossil fuel policy with the following commitments:

- Zero thermal coal exposure in the Group's loan book by 31 March 2030
- No limited recourse project financing to new thermal coal mines, regardless of jurisdiction
- No finance to any new oil or gas extraction, exploration, or production from 1 January 2035

Approved the Group's biodiversity statement

Approved the Group's modern slavery act statement.

Sustainability-related focus areas for 2023/2024

Further development and upskilling on sustainability, climate and nature-related matters.

Board composition

We have designed the composition of the Board to ensure that we have the appropriate mix of knowledge, skills, experience, independence and diversity to provide the range of perspectives, insights and challenge needed to support good decision-making in order to support the delivery of the Group's strategic objectives.

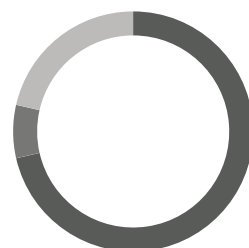
We consider the collective skills and experience of the directors when assessing the overall composition and suitability of the Board. The current collective skills and sector experience of the Board include: banking, investment management, financial planning, audit, finance, government, regulatory, risk, strategy, sustainability and technology.



The key skills and experience of specific directors are detailed in their respective biographies on pages 127 to 131 in the Investec Group's 2023 integrated and strategic annual report.

Board tenure

as at 31 March 2023



4.2 years average Board tenure

	2023
0 – 3 years	10
4 – 6 years	1
7+ years	3

Board tenure

The Board also considers tenure when examining independence, and when discussing the composition of the Board as a whole. The Board is mindful that there needs to be a balance resulting from the benefits brought by new independent directors, versus retaining individuals with the appropriate skills, knowledge and experience, and an understanding of Investec's unique culture.

The Board does not believe that the tenure of any of the identified independent Non-Executive Directors standing for re-election at the AGM in August 2023 interferes with their independence of judgement or their ability to act in the Group's best interest.

Board diversity

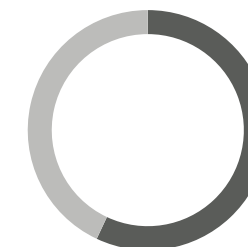
The Board places great emphasis on ensuring that its membership reflects diversity in its broadest sense. Consideration is given to the combination of demographics, skills, experience, race, ethnicity, religion, age, gender, educational and professional background and other relevant personal attributes.

New appointments are made on merit, taking into account the specific skills, experience, independence and knowledge needed to ensure a well-rounded Board and the diverse benefits each candidate can bring to the overall Board composition.

The Board considered the new UK Listing Rules requirements on diversity related reporting, and agreed to amend our target from 33% to 40% female representation on the Board.

As at 31 March 2023, we had met the UK Listing Rules targets set out under LR 9.8.6R (9) that at least 40% of the individuals on the Board are women and that at least one of the Chair, CEO, CFO or SID is female.

Gender diversity as at 31 March 2023



43% female representation

	2023
Male	57%
Female	43%

Ethnic diversity as at 31 March 2023



43% ethnic diversity

	2023
Ethnic diversity*	43%
Other	57%

* Measured in terms of the Parker Review metrics



For more information on Board diversity of the subsidiaries, refer to their individual annual reports.

Board composition continued

Board independence

The Board considers the guidance set out in the UK Corporate Governance Code, the King IV™ Code, and directive 4/2018 as issued by the South African Prudential Authority, when considering the independence of members of the Board.

During the period of the year ended 31 March 2023, the Board was compliant with the UK Corporate Governance Code and the King IV™ Code, in that the majority of the Board, excluding the Chair, comprised independent Non-Executive Directors.

The Board considers all relevant circumstances, in ensuring that the directors demonstrate independence of character and judgement, and provide challenge to the Executive Board members in the boardroom.

The Board believes that it functions effectively and that the Non-Executive Directors are independent of management and promote the interests of stakeholders.

Board effectiveness

Each year the Board undertakes a formal evaluation of its performance. This year's review was internally facilitated by Company Secretarial. Read more on pages 144 and 145 of the Investec Group's 2023 integrated and strategic annual report.

Succession planning is a key component of good governance. It ensures that there is an appropriate mix of skills, knowledge, experience and diversity on the Board and at senior manager level. Read more on pages 95 of the Investec Group's 2023 risk and governance report.



For information on the process undertaken, and the findings of the review, refer to pages 144 to 151 in the Investec Group's 2023 integrated and strategic annual report.



Responsibility of Board-appointed committees and executive members

DLC Social and Ethics Committee



“It is an honour to have been part of an organisation that espouses excellence, professionalism, collaboration and that truly lives up to its purpose statement.”

Khumo Shuenyane
Chair of the DLC SEC

The DLC Social and Ethics Committee (DLC SEC) comprises five independent directors and the Group Chief Executive. Its composition, that is in accordance with the requirements of the South African Companies Act, is designed to provide the breadth of experience necessary for effective consideration of the sustainability issues presented. The DLC SEC is a Board-appointed committee with a direct reporting line to the DLC Board. The Committee is also attended by key business leaders in the Group. This, and the Committee's interaction with the DLC ESG Executive Committee, support the continued integration of sustainability matters across the Group. The Committee met four times during the year.

The principal objective of the DLC SEC is to assist the Board in ensuring that the Group remains a committed, socially responsible corporate citizen in the context of the economy, society, and environment in which the Group operates.

It is responsible for monitoring the Group's activities having regard to any relevant legislation, other legal requirements, or prevailing codes of best practice.

The DLC SEC takes responsibility for monitoring the non-financial elements of sustainability and monitors the Group's performance in terms of sustainability, climate and nature-related matters. The DLC SEC Chair reports to the Board after

each meeting on the nature and content of its discussion, recommendations, and action to be taken, and makes recommendations to the Board it deems appropriate on any area within its remit where action or improvement is needed.

Membership and attendance

Attendance for the year was as follows:

Members	Meetings attended / Eligible to attend
Khumo Shuenyane ¹	4/4
Moni Mannings ²	3/4
Morris Mthombeni	4/4
Nicky Newton-King ³	4/4
Jasandra Nyker	4/4
Fani Titi	4/4

1. Khumo Shuenyane will step down as the Chair on 03 August 2023
2. Moni Mannings stepped down as a member and representative of IBP on 31 January 2023
3. Nicky Newton-King will take the role of Chair on 03 August 2023



More information on the skills, knowledge and experience of the Committee members can be found on pages 127 to 131 of the Investec Group's 2023 integrated and strategic annual report.

Role and responsibilities

The role of the Committee is to:

- Ensure that the Group promotes environmental, social and economic development
- Oversee the Group's sustainability and climate-related policies, processes and response to climate-related matters
- Monitor the Group's standing in terms of the goals and purposes of the UN Global Compact's 10 principles, as well as our priorities in terms of the UN SDGs
- Oversee the Group's behaviour as a corporate citizen, including its contribution to the development of our communities
- Monitor the Group's standing in terms of the goals and purposes of the South African Employment Equity Act, and the South African B-BBEE Act

- Oversee the Group's initiatives to ensure ethical behaviour and business practices.



The Committee's terms of reference can be found at www.investec.com.

DLC Board Risk and Capital Committee

The role of the DLC Board Risk and Capital Committee (BRCC) is to provide independent oversight of the range of risks that the business faces.

This function is performed by considering the risk reports presented and questioning whether actions taken by management are appropriate. Climate-related and sustainability (including ESG) matters are discussed ad hoc, as and when any matters arise.

The DLC BRCC oversees and signs off on the Group's risk management policies.

The Committee is also responsible for managing the principal risks of the Group of which climate-related risk is explicitly listed. In addition, the DLC BRCC:

- Considers and reports on key financial and non-financial risk issues
- Monitors and recommends the Group's risk appetite which includes appetite on sustainability, climate and nature-related matters
- Monitors the Group's risk profile which includes sustainability, climate and nature-related matters.

All the members have a strong awareness around climate-related and sustainability matters. Meetings were supplemented by presentations from internal and external parties, all of which were well accepted.

Responsibility of Board-appointed committees and executive members continued

DLC Remuneration Committee

The DLC Remuneration Committee establishes performance-related targets against sustainability measures.

The performance of the directors is assessed each year in terms of the remuneration framework of which sustainability, including climate-related targets, are addressed.

The DLC Remuneration Committee has included non-financial and ESG-related targets within executive remuneration.



Refer to Investec Group's 2023 remuneration report for the remuneration disclosures.

Group Chief Executive responsibility

For sustainability, climate and nature-related risks and opportunities, the Group Chief Executive (CE), Fani Titi, takes ultimate executive responsibility.

He is also a member of the United Nations Global Investors for Sustainable Development (GISD), an alliance with representation from 30 leading corporates and financial institutions across the world, where a range of sustainability-related matters are addressed and actioned.

The Group CE is informed of sustainability, climate and nature-related risks and opportunities through the Chief Strategy Officer, the Global Head of Sustainability, the Group ESG Executive Committee and the DLC SEC on a regular basis.

Group ESG Executive Committee

The Group CE is supported by the Group ESG Executive Committee to help align and coordinate ESG strategy and governance efforts across geographies and businesses.

The Group ESG Executive Committee, mandated by the Group's Executive Directors, reports relevant sustainability, climate and nature-related matters to the DLC SEC and Group ERC.

Marc Kahn:

Chief Strategy Officer and Chair of the Committee

Mark Currie:

Global Chief Risk Officer

Business heads

- **Kevin McKenna:** Chief Risk Officer, IBP and the Senior Management Function (SMF) for climate risk
- **Nick Riley:** Head of Investment Bank, IBL
- **Callum Bell:** Head of Direct Lending and Co-head of Private Equity
- **Stacey Parrinder-Johnson:** Chief Investment Officer, Wealth & Investment, UK
- **Barry Shamley:** Fund Manager, Wealth & Investment, South Africa

Subject matter experts

- **Tanya dos Santos-Ford:** Global Head of Sustainability
- **Lesley-Anne Gatter:** Global Head of People & Organisation
- **Setlogane Manchidi:** Head of Corporate Social Investment, South Africa



Marc Kahn,
Chief Strategy Officer

The main objectives of the ESG Executive Committee are to coordinate sustainability, climate and nature-related efforts across geographies and businesses and to:

Align and integrate sustainability activities across the organisation while focusing on the many business opportunities within Investec's priority SDGs	Integrate sustainability policies and strategies for Investec, including wealth and banking activities in all geographies, as appropriate
Escalate significant matters for consideration by the Group's respective committees and leaders	Provide feedback to the business on emerging sustainability issues
Review the framework of policies and controls put in place by Investec's Executive Directors	Identify and communicate to the relevant forums any relevant external issues that could adversely affect the organisation's reputation and business.

Responsibility of Board-appointed committees and executive members continued

Key Group ESG Executive Committee achievements for 2022/2023

Reviewed climate-related regulations and recommendations published during the year

Reviewed new sustainability and climate-related products and services launched across the Group

Reviewed and monitored high-risk transactions screened by the ESG group sustainability function

Reviewed the Group's updated fossil fuel policy, the biodiversity statement and the modern slavery act statement

Noted the recommendations from the pro-climate assessment performed across Investec Limited

Reviewed and monitored the Group's fossil fuel exposures

Reviewed the Group's sustainability strategy.

Group ESG Executive Committee focus areas for 2023/2024

Continue to strengthen the integration of sustainability into business strategy

Encourage the roll out of climate-related product offerings

Monitor the steering of the Group's strategy around our net-zero ambitions

Encourage the roll out of nature-related disclosures and in particular the adoption of the TNFD recommendations

Encourage improvements in climate risk governance, strategy, risk management and targets that were identified as gaps in the pro-climate assessment for Investec Limited

Encourage a pro-climate assessment to be performed in Investec plc to identify any relevant gaps in governance, strategy, risk management and targets.

Management's role in sustainability, climate and nature-related matters

Sustainability considerations are integrated into multidisciplinary, company-wide management processes throughout the Group. We see management as active participants in the mitigation and monitoring of sustainability, climate and nature-related risks or opportunities.

Global Head of Sustainability

The Global Head of Sustainability has a direct reporting line to the Chief Strategy Officer. Any climate and nature-related matters are reported to the Chief Strategy Officer on a regular basis. The Global Head of Sustainability is also a member of the Group ESG Executive Committee and collaborates with a range of senior leaders on ESG issues.

The Group sustainability team reports to the Global Head of Sustainability and is tasked with:

Assessing and reporting on sustainability

Escalating sustainability matters to the risk teams to manage

Supporting the risk teams in identifying sustainability, climate and nature-related risks that may have an impact on the Group

Defining sectoral policies aimed at limiting sustainability, climate and nature-related risks to which the Group may be exposed

Reviewing and assessing alignment with regulatory disclosure requirements

Working with business on sustainability products and services

Engaging with stakeholders

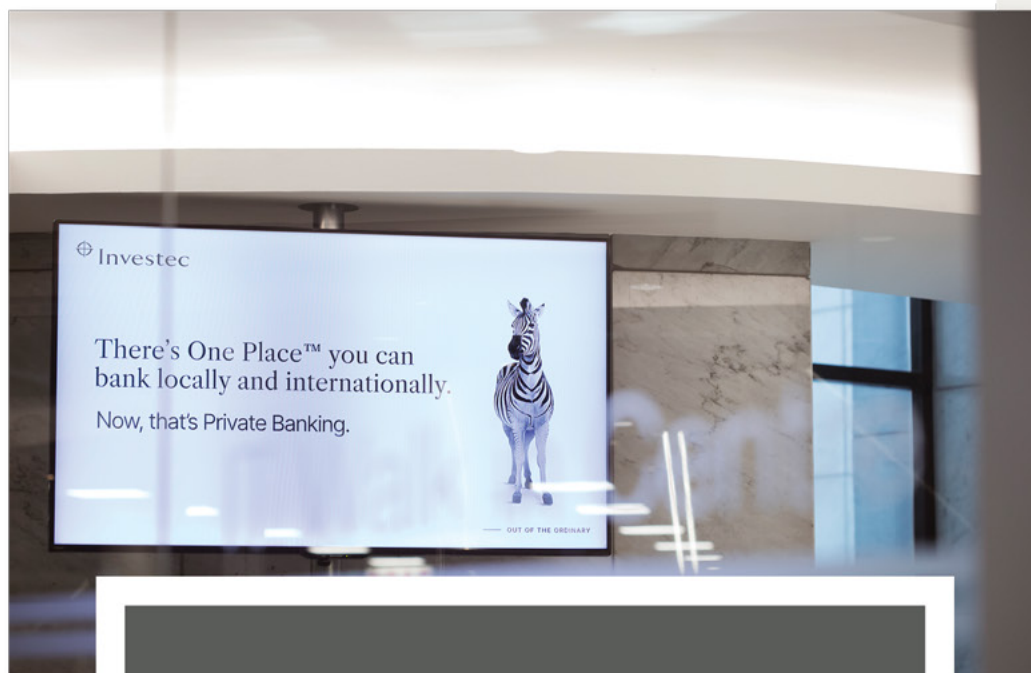
Engaging across businesses and geographies to ensure a cohesive and aligned sustainability approach for the Group.

The Global Head of Sustainability receives feedback from the Group sustainability teams and the Wealth & Investment Sustainable Investment Forum.

Responsibility of Board-appointed committees and executive members continued

Operational resilience

Being resilient enables us to anticipate, prepare for, respond and adapt to incremental change and sudden disruptions by having operational procedures in place with clear intent, coherence and appropriate resourcing.



Our diversified and balanced business model ensures resilience through varying markets and economic cycles and that we are not over-reliant on any one part of our business to sustain our activities.

Our diversified business model ensures resilience through varying markets and economic cycles and ensures that we are not over-reliant on any one part of our business to sustain our activities. In addition to our resilient business model and a robust continuity framework, we also enhance our operational resilience through the identification and management of risks associated with disruptive events which may impact important business services and critical functions/ resources including processes, premises, staff, equipment, third party services, and security. Our comprehensive approach provides a framework for building operational resilience to respond effectively to disruptive events. This not only ensures continuity of business but also safeguards the interests of key stakeholders, reputation, brand and value-creating activities.

We ensure a resilient business model by applying a robust business continuity framework which is outlined in our viability statement. We maintain continuity through appropriate resilience strategies that cater for all disruptions, irrespective of the cause. These strategies include, but are not limited to, relocating the impacted business to alternate processing sites, the application of high-availability technology solutions and ensuring physical solutions for critical infrastructure components.

Within South Africa, Investec believes that the risk of a national blackout remains low. However, prolonged load shedding continues to have a severe impact on our country and economy.

We continue to actively assess the impact of prolonged load shedding that may lead to the possible collapse of the national power grid. Furthermore, we have comprehensive risk management and business continuity plans in place to ensure that we mitigate against the potential impact on our operations.

In the event of a total grid collapse, our systems and processes are designed to ensure we can continue to provide clients with essential financial services. Investec has significant resources to run for an extended period of time, should the national blackout persist.

We are acutely aware that a prolonged national blackout would prevent the country from operating effectively, resulting in devastating economic and social consequences. Investec, in collaboration with government and relevant industry bodies, is committed to doing our part to assist the country in addressing this critical issue.

Our resilience capability allows us to effectively respond to significant business disruptions. This capability is based on the following:

Commitment and support by senior management

A dedicated team with robust governance processes

Ability to understand and mitigate risk to reduce the impact of disruptions

Continued enhancement of our operational resilience framework in line with regulatory developments and international best practices

Adherence to effective policy and programme management principles

Adherence to defined legal and regulatory requirements

Fit-for-purpose and practical resilience plans that include third parties

The regular review, validation and updating of business continuity plans and strategies

Embedded business continuity practices through awareness training and validation

Participation in regulatory and financial industry resilience activities to collaboratively minimise national systemic risk.

Responsibility of Board-appointed committees and executive members continued

Compliance

Our businesses are subject to rigorous regulation and supervision.

Compliance policies

All employees have a duty to conform to and observe internal compliance policies that have been developed and implemented considering the following:

Applicable regulatory requirements which intend to prevent, detect, mitigate and manage to ensure our compliance policies are effective and fit-for-purpose

Applicable codes of conduct/ competency requirements prescribed by relevant supervisory bodies/ regulators and authorities

Applicable codes of corporate governance

International best practice guidelines and recommendations

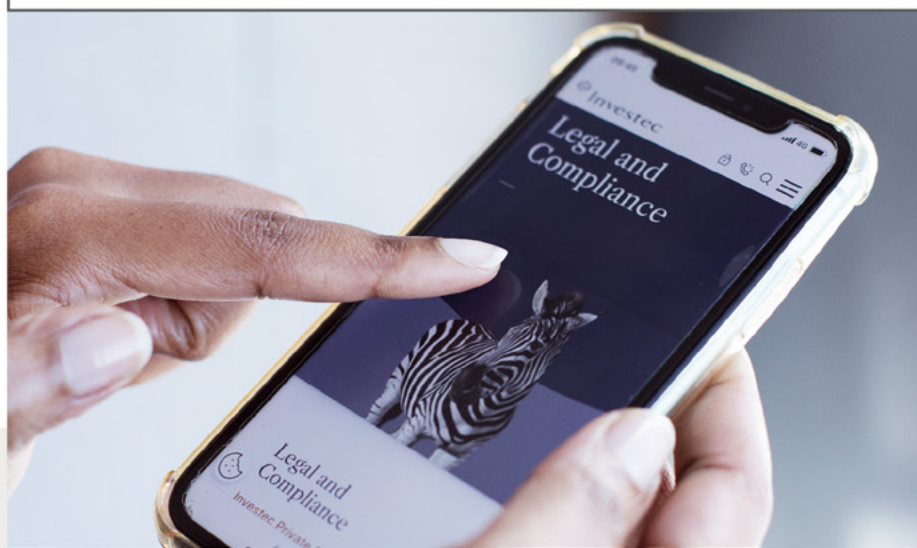
Ethical business practice, which includes fairness, accountability, responsibility and transparency.

The way we do business

The Investec distinction is embodied in our entrepreneurial culture, supported by a strong risk management discipline, client-centric approach and an ability to be nimble, flexible and innovative. We do not seek to be all things to all people. Our aim is to build well-defined, value-adding businesses focused on serving the needs of select market niches where we can compete effectively and build scale and relevance. Our unique positioning is reflected in our iconic brand, our high-tech and high-touch approach and our positive contribution to society, macro-economic stability and the environment. Ours is a culture that values innovative thinking and stimulates extraordinary performance. We take pride in the strength of our leadership team and we employ passionate, talented people who are empowered and committed to our mission and values. Directors and employees are required to conduct themselves with integrity, as well as consistently and uncompromisingly display moral strength and behaviour that promotes trust. Sound corporate governance is implicit in our values, culture, processes, functions, organisational structure, and the structures designed to formalise oversight of all businesses and processes. We expect employees to adopt a responsible, open and trustworthy approach to managing their behaviour within the organisation. Employees are encouraged to deal with issues openly and honestly by sharing information directly and at any level that they feel appropriate.



For information on the way we do business and positioning in terms of various ESG activities, refer to our publicly available document, The way we do business.



Compliance training

Training is imperative for employees to understand their role and responsibilities to ensure regulatory requirements and internal obligations are met. Investec ensures that employees undertake appropriate training to maintain their required level of competency and to minimise the risk of contravention and non-compliance with external and internal compliance requirements.

92.1%*

**of the Group's employees
enrolled in Anti-Money
Laundering training passed
with 80% or above**

* % reflects 2022. Training in the 2023 financial year delayed due to changes in legislation (to implement the FATF recommendations)

Our publicly available document, The way we do business, outlines our internal objectives and code of conduct on the following:

- Approach to risk management
- Conduct risk and business ethics
- Responsible tax strategy
- Anti-bribery and corruption
- Conflicts of interest
- Confidentiality of information
- Anti-trust and anti-competitive behaviour
- Anti-money laundering and combating terrorist financing and proliferation financing
- Sanctions
- Fraud
- Market abuse and insider trading
- Whistle-blowing policy and protective disclosures
- Outside business interests and employee participation
- Gifts and entertainment
- Political donations
- Community spend and philanthropic giving
- Compliance training
- Environmental matters and sustainability.

Governance within our supply chain



CDP awarded us
with an A-
for supplier engagement

We expect our counterparties to operate and behave in an environmentally and socially appropriate and responsible manner with the same high standards as ourselves.

Investec's Group internal policies and business practices are intended to guide conduct and ensure our actions and attitude reflect Investec's values and philosophies. We also have a number of publicly available policies and statements that reflect our commitment to eradicating human trafficking, slavery, labour bondage, sexual exploitation, forced and child labour.

Within our organisation we respect the dignity and worth of the individual. We uphold the constitutional rights of our employees at all times, do not practice forced or compulsory labour and do not employ children. Within our business we support the requirements of the relevant International Labour Organisation (ILO) conventions, by ensuring that our supply chain, vendors and partners are compliant with the regulations prescribed therein.

Our position on human rights is publicly available in a document entitled The way we do business that can be found on our website, which expresses our strong culture and values including unselfishly contributing to society, valuing diversity and respecting others. Furthermore, we adhere to the relevant laws in all our jurisdictions and strive to advance the UN principles within our sphere of influence. Morris Mthombeni, one of Investec's Non-Executive Directors, sits on the board of the UN Global Compact (UNGC) Network South Africa.

We have a human rights policy statement that is communicated at our employee induction and is also available in several internal documents as well as on our intranet.

We remain committed to the Ten Principles of the UNGC with respect to human rights, labour, environment and anti-corruption. Our culture and values demonstrate our belief that as an organisation we can have a positive impact on the success and wellbeing of local communities, the environment and on overall macro-economic stability. We support the international agenda to abolish human trafficking, slavery, forced and child labour and support the UK Modern Slavery Act 2015. We have a modern slavery act statement that can be found on our website. Our philosophy as an organisation is to respect the dignity and worth of the individual.

We recognise the potential for our procurement and supply chain practices to be agents for change. In South Africa, we commit to local sourcing where possible.



IT security and risk management



Trust is at the core of our business.

Our clients trust that our systems will be available to transact when needed and that their data and financial assets will be kept safe.

Our mission is to maintain that trust, by protecting our information and technology assets against security threats, while enabling the business to be bold in pursuing new opportunities and growth through digital transformation.

Our vision is to be a global leader in security by continuously improving our security posture and by remaining on the cutting edge of security.

Our strategic objectives are to remain resilient to cyber threats, manage the insider threat, be high performing, turn cyber security into a business differentiator and to make a positive impact to the societies in which we operate.

Targeted attack simulations, carried out by external security specialists, continue to be a key strategy to validate and gain assurance over the effectiveness of our security controls, and help us identify areas of improvement in our cyber defenses. Additionally, executive cyber simulations, involving the Board and senior leadership, are conducted to evaluate and improve cyber incident response and crisis management processes.

Cyber security

Remain resilient to cyber threats

Our strategy to remain resilient to cyber threats revolves around several key strategic pillars. We have adopted a threat-based risk management approach, considering our most likely and most sophisticated threat actors, both internal and external, and crafting our strategies to be able to defend against them. We aim to stay ahead of the ever-evolving threat landscape by understanding the tools and techniques used by the various threat actors through continuous learning, research and threat intelligence, both commercial and industry driven. We continuously stress-test our people, processes and technology by regularly performing targeted attack simulations using highly regarded service providers, testing our defences against the most advanced attacks faced by financial institutions.

In order to ensure we are always prepared, we continuously identify and classify all our assets, both physical and digital information assets, and ensure that any vulnerabilities and weaknesses are identified and remediated before they can be exploited. We ensure appropriate access to all our assets, for both privileged and non-privileged users. We maintain 98%+ coverage of all our security controls on our assets, remediating any 'blind-spots' immediately in order to ensure our teams are in the best position to prevent, detect and respond to cyber threats against our environment.

Our people are our first line of defence and therefore a crucial pillar of our security strategy. We employ a dedicated security awareness training team, covering the Group as a whole, providing both broad-based training to all new starters as well as current employees on a regular basis, and targeted awareness training to executives and specific teams, roles and departments.

IT security and risk management continued

Managing the insider threat

We remain aware of the macro-economic landscape and societal pressure that impact the environment we operate in. We adapt our strategy to tackle increasing threats related to these changes impacting our staff and clients. We have an agile and responsive attitude to risk management and drive a culture of low appetite for cyber and information security risks. The internal environment continues to be a focus where we deliver strong preventative and detective insider threat and data security controls that enable us to identify and tackle behaviours that may put the organisation and client information at risk.

Our third-party relationships, vendor partnerships and overall supply chain are key in fulfilling our client needs, and we recognise that these parties are an extension of our environment. We therefore have a rigid third-party management process driven in collaboration with our assurance teams that ensures a detailed understanding of third-party risk profiles, including their security environments, to ensure that they provide services and deliver these securely with minimal risk to our organisation.

Be a high performing, efficient and effective team

Our people are our 'secret sauce', differentiating us from our peers that have the same access to the security technologies we use. Our entrepreneurial culture, allowing us freedom to operate and execute at pace, enables us to attract and retain the best talent in the industry.

Turning cyber security into a business differentiator


We believe that cyber security is a business differentiator, not just a cost centre. A strong security posture, with measurable ratings, enables us to attract and retain clients by demonstrating our ability to secure our organisation, client information and the systems they rely on to do business. We achieve this through partnering with various independent service providers that measure our external cyber risk score and provide an industry and peer comparison. This helps drive focused improvement of our security posture and allows us to report quantitative ratings to our various boards and executives.

Our current ratings remain at the 'advanced' level and compares favourably against our industry and peers.

Make a positive impact to the societies in which we operate

As part of a purpose-led organisation, that strives to live in society and not off it, the security team have additional programmes aimed at having a positive impact on society. In 2023 the security awareness team collaborated with our Corporate Social Investment team and other partners to extend security awareness programmes to high schools in less-privileged areas. They shared insights into careers in this field and educated learners on various cyber security awareness topics that will assist in developing a security savvy future generation. To date, 228 high school learners have been educated on key cyber security topics.

We continuously provide work experience opportunities to people from underprivileged backgrounds, particularly focusing on gender diversity.



Between 2021 and 2023 we provided eight people with 6-8 months of security experience and training.

IT security and risk management continued



Technology

Investec recognises that technology resources are critical business assets which need to be managed appropriately

Strategic roadmaps enhance capacity, scalability, security, and reduce reliance on legacy systems

We continue to drive innovation in line with the business objectives – integrating people, processes, and systems, and leveraging technology to sustain and enhance intellectual capital

We monitor developments in the technology landscape to ensure appropriate response, including the capturing of potential opportunities and the management of disruptive effects on the organisation

Our technology strategy centres on driving both an optimisation and transformation of our businesses. Through digitalisation we aim to deliver a simplified application footprint, flexible and adaptive technology estate as well as strategic and responsible use of data

Core to the strategy is adoption of cloud services and reduction on the reliance of on-premise services, with accelerated digitalisation initiatives to reduce physical paper requirements

We strive to make ethical use of technology and protect client and employee privacy

Ongoing infrastructure developments aim to reduce our environmental footprint while improving efficiency.

Information security training

A security-aware workforce is a critical component of our security strategy. Security awareness positively influences the security awareness culture of Investec by educating, motivating, and empowering staff and clients. It continues to be a high priority item with ongoing security training activities provided to all employees to ensure and maintain high levels of vigilance by both existing and new employees.

Information security training provides insight into the risks of data compromise and educates staff on information security threats and reinforces their responsibility in protecting information. Security awareness campaigns are delivered to change staff behaviour and arm them with the knowledge they need to safeguard company and client data.

The training, mandatory for all new starters and refreshed annually, covers a broad range of topics including:

Security essentials: The fundamentals of information security that safeguard company and personal information, including social engineering, data and device security, social media safety, and application/software security

Password security: The importance of using strong and unique passphrases for accounts, and fraud prevention tips for account security should there be a breach

Phishing: The different tactics that cyber criminals use to trick staff into disclosing personal information through cleverly constructed communication (including vishing, smishing, and spear phishing), and the importance of reporting phishing attempts

Working remotely: The steps to be taken to ensure vigilance not only in the office, but also while working remotely, at home, and in public areas.

All staff globally complete annual information security training, which is also rolled out to all new starters. In addition, security awareness messaging is shared across various channels including one-on-one training, email, the corporate intranet, and the Group's interactive online learning platform. This is augmented by targeted Group training which takes place on an ad hoc basis.

90%

of all staff globally completed our annual information security awareness training (2022: 87%)

IT security and risk management continued

Systems availability

Continuity capabilities are in place to maintain business operations during adverse events and to minimise impact to clients and the broader financial system.

Fit-for-purpose resilience strategies are defined and tested per important business service and application. This includes leveraging alternate processing sites, the application of high-availability technology solutions, ensuring physical redundancy for critical infrastructure components and enabling staff to work remotely.

Recovery strategies are validated at least annually to ensure they remain effective and appropriate. Resilience is further enhanced through alignment of incident response, cyber security response, crisis management and business resilience processes.



Key technology-related developments

Advances in our technology aim to reduce our environmental footprint while improving operational efficiency.

During the 2023 financial year we:

Continued to consolidate technology and support teams across divisions and geographies

Standardised the use of security and service management applications across the Group

Drove automation through emerging technologies such as robotics and generative AI pilots to improve efficiency

Accelerated initiatives to digitalise client and employee journeys to deliver integrated and frictionless experiences, cutting out paper-based and manual processes

Continued execution of application transformation roadmaps to decompose monolithic systems and increase our use of cloud solutions that require little to no local technology resources

Applied database consolidation and compression that reduce hardware and power requirements

In the UK, we reduced physical hardware and power usage by consolidating regional data centres while also refreshing aged servers with more power efficient hardware

In South Africa, we refreshed networking hardware for our data centres, reducing required cabling and hardware, and leveraged cloud solutions to re-platform our back office voice telephony and call recordings

Commenced roll out of an intelligent ESG monitoring platform, to automate and streamline data collection and reporting. In addition to these developments, we consciously promoted sustainability by enhancing energy efficiency and reducing the environmental footprint of our buildings.

IT security and risk management continued

Board oversight

The Board of Directors regularly oversees the technology and cyber security strategies. There are governance structures in place that meet regularly to review how technology and security risks are managed and report back to the Board with relevant updates. Lyndon Subroyen, the Global Head of Digital and Technology, forms part of the Group Executive team. Nine of the 14 directors have medium to high digital and technology expertise.



Lyndon Subroyen, Global Head of Digital and Technology, Investec

Periodic directors' training takes place to educate and enhance awareness around digital, technology and cyber security matters. This is supported by periodic FinTech newsletters which keep the Executive team and senior management informed.

Board members with medium to high digital and technology capability or experience

Brian Stevenson

Ciaran Whelan

Vanessa Olver

Fani Titi

Nicky Newton-King

Nishlan Samujh

Philip Hourquebie

Richard Wainwright

Stephen Koseff



Refer to pages 127 to 131 of the Investec Group's 2023 integrated and strategic annual report for their biographies.

Digitalisation strategy

An innovation culture is embedded throughout the organisation. We continue to invest in the modernisation of our businesses, leveraging new technologies to enable flexibility, improve efficiencies and accelerate the launch of innovative products.

Our technology roadmap is aimed at accelerating digitalisation initiatives, to position Investec to support its current and future strategic technology requirements. Our strategic goals span five key areas:

Digitalising the client journey end-to-end to deliver an integrated and frictionless experience

Delivering a digital workplace that empowers our staff to operate remotely, collaborate and serve our clients anywhere

Modernising our businesses through targeted investments in our platforms and leveraging new technologies

Embedding digital practices into the way we work to enable us to operate in the digital era

Growing our global partner and investment ecosystem to drive innovation and support new ventures.

Core to the execution of our digitalisation strategy is a strong client focus and robust governance principles, driven through up-front collaboration with assurance functions and engagement with regulators.

The key principles underpinning our IT and cyber security strategy include:

Globally aligned technology architecture

Simplified application and data footprint

Flexible and scalable technology environment

Rapid delivery of new products and services

Strategic, responsible and ethical use of data

Robust security applications and controls.

IT security and risk management continued

Our supply chain statement

incorporates standards on human rights, labour rights and environmental and anti-corruption principles as set out in the UNGC. We aim to evaluate the majority of our suppliers' performance against our standards at least every three years (see supplier engagement list alongside). All our operations support and respect the protection of internationally proclaimed human rights standards and are not complicit in any human rights abuses.

Our **Group supplier code of conduct** incorporates the standards and behaviour expected from all suppliers and service providers relating to integrity and ethical conduct, which forms part of the core values of the Investec Group. Suppliers and service providers are expected to adhere to this code and to remain mindful that their activities may impact the Group's reputation and its relationship of trust with clients, employees, shareholders and all relevant stakeholders. In this regard, the Investec Group expects its suppliers and service providers to execute and/ or fulfil their contractual obligations in accordance with the Investec Group's values as outlined in the supplier code of conduct.

**We aim to only engage with suppliers who:**

- Operate in compliance with all applicable environmental, labour and anti-corruption laws and regulations of the countries in which they operate, manufacture or conduct business
- Maintain an effective environmental policy and/ or environmental management system that supports environmental protection
- Do not use any form of forced or involuntary labour
- Do not employ children
- Provide equal opportunity for all employees regardless of race, ethnicity, gender, nationality, age, disability, sexual orientation or religion
- Respect the rights of their employees to freely associate and collectively bargain within the boundaries of the applicable law
- Treat their employees with respect and dignity and provide a work environment free of harassment, intimidation and bullying
- Provide a safe and healthy working environment to prevent workplace accidents and injuries
- Do not engage in bribery, collusive practices or any other form of corruption to obtain or retain business
- Compensate their employees and pay at least the higher wage of the following to meet the basic living wage standards
 - official minimum wage or
 - real minimum living wage
- Commit to a maximum of eight hours per day or 48 hours per week (as per the International Labour Organisation (ILO) conventions)
- Protect their employees from excessive overtime and compensate their employees for overtime according to applicable national and international laws, regulations, collective bargaining agreements or individual employment agreements.

Environmental risk management

The following factors are considered when a transaction is evaluated and approved or declined:

Environmental considerations (including animal welfare and climate and biodiversity-related impacts)

Social considerations (including human rights)

Macro-economic considerations (including poverty, growth and unemployment).

Our commitment to sustainability recognises the interconnected nature of our business, the economy, the environment and society. We play an important role in funding (both lending and investing) a sustainable economy that is cognisant of the world's limited natural resources and promotes carbon reduction. We integrate ESG considerations into our day-to-day operations and decision making to support a sustainable, long-term vision. The greatest socio-economic and environmental impact we can have is to partner with our clients and stakeholders to accelerate a cleaner, more resilient and inclusive world. As a result, we are focused on positively contributing to the delivery of the SDGs.

Precautionary approach

We support the precautionary approach to biodiversity and environmental management. We strive to minimise and prevent investing in projects or dealing with counterparties where potential and unmitigated biodiversity and environmental degradation might result. Identifying and quantifying biodiversity and environmental risk is embedded within business risk assessments and management processes.

For example, as part of our client onboarding process, we would assess, where appropriate, potential clients for various types of risks including environmental and biodiversity risks and whether they are behaving responsibly in their business activities. Biodiversity, environmental and social risks are identified and assessed as part of transaction due diligence processes. Our operational activities are assessed for compliance with relevant environmental, health and safety, and labour rights regulations. We regularly review sensitive sectors and activities prone to bearing environmental and social risks.

We focus on protecting biodiversity and promoting the wellbeing of our planet. Environmental considerations are incorporated when making lending and investment decisions.

Furthermore, where appropriate, we share resources and intelligence to support global efforts to combat illegal wildlife trade. We are signatories to the United for Wildlife Financial Taskforce which leverages the existing global financial crime architecture to support efforts to combat illegal wildlife trade.

We follow the guidelines supplied by the International Finance Corporation (IFC) to categorise our general finance and lending activities into high, medium and low risk.

We have seen a significant increase in climate-related regulatory requirements and increased guidance on nature-related disclosures. We consider existing and emerging regulatory requirements related to climate change and remain focused on adhering to the highest levels of compliance to professional standards and integrity in each of our jurisdictions. Our culture is a major component of our compliance framework and is supported by robust policies, processes and talented professionals who ensure that the interests of our clients and shareholders remain at the forefront of everything we do.

We have independent compliance functions in each of our core operating jurisdictions, which ensure that the Group implements the required processes, practices and policies to uphold applicable regulations and legislation. To keep on the front foot with emerging and existing climate and nature-related regulatory requirements, we are supported by our compliance, legal and governance teams who will notify the Group sustainability team of any new or emerging and regulatory climate-related requirements. The Group sustainability team is tasked with doing a gap analysis against these regulations to be presented as and when required to the Group ESG Executive Committee. Any identified gaps are communicated, and processes are put in place to address these gaps.



ESG risk assessment

We continue to enhance our screening process across all our business activities. The identification of high-risk industries has been automated within Investec plc. This process has not yet been replicated in Investec Limited but we continue to work on streamlining this process. Transactions are classified according to the World Bank IFC guidelines into high, medium and low risk.

High risk: Proposed funding or investment is likely to have significant adverse social or environmental impacts that are diverse, irreversible, or unprecedented.

Medium risk: Proposed funding or investment is likely to have potential limited adverse social or environmental impacts that are few in number, generally site-specific, largely reversible and readily addressed through mitigation measures.

Low risk: Proposed funding or investment is likely to have minimal or no social or environmental impacts. Primarily services, consulting, training and education, trading, retail sales, etc.

Once a transaction has been identified as being in a high-risk industry, these activities go through a comprehensive due diligence process performed by the Group ESG team.

In depth analysis is done by the ESG team to:

- Assess the alignment of the transaction with a number of our sustainability policies including our fossil fuel, climate and biodiversity policies
- Ensure there is no contravention of our ESG screening requirements or zero-tolerance activities (refer to page 114)
- Assess the client's ambitions towards net-zero pathways
- Assess ESG ratings by globally accredited bodies (e.g. CDP, Sustainalytics)
- Assess public reporting on climate-related and sustainability (including ESG) matters and impacts
- Assess disclosures in line with the GRI and TCFD
- Assess alignment with the UN SDGs
- Assess any other publicly available information around their contribution to, and positive/negative impact on, environmental, social and governance aspects
- Investigate any media controversies or reputational issues facing the client involved.

For each high-risk transaction, an ESG opinion is provided by the Group ESG team for consideration by our credit committees.

Environmental risk management continued

Our approach to net zero

As a specialised financial services organisation with a small physical presence, the direct environmental and social impacts of our daily operations are limited. The greatest impact we can have is to partner with our clients to decarbonise their activities and to offer sustainability products and services that help accelerate a cleaner, healthier world. Our environmental policy considers the risks and opportunities that climate change presents to the global economy.

- We support the transition to a net-zero carbon economy while realising that this might take time due to socio-economic constraints
- We embrace our responsibility to understand and manage our own carbon footprint and maintain carbon neutrality within our direct operations and commit to net-zero emissions within our financing activities by 2050. Our priority is to avoid, then limit and minimise our direct carbon impact from day-to-day operations as well as create awareness to encourage positive sustainable behaviour among our stakeholders. This may include procuring energy from renewable sources or acquiring renewable energy certificates. Only then will we offset our remaining carbon dioxide emissions to ensure a net-zero direct carbon impact. We also continue to reduce our historic carbon impact through our various voluntary community initiatives
- We support the Paris Agreement's aim of holding the increase in the global average temperature to well below 2°C compared to pre-industrial levels and pursuing efforts towards limiting it to 1.5°C
- We have an important role to play in terms of advocacy and collaboration.

In terms of Scope 3 financed emissions, we believe that the widest and most positive influence we can have is for our businesses to use their specialist skills in advisory, lending and investing to support our clients and stakeholders to move as quickly and smoothly as possible towards a low-carbon economy. We also support the development of innovative solutions that will help accelerate a decarbonised economy. We have calculated our Scope 3 financed emissions within our most material asset classes and compared it to our baseline of 2021, using the Partnership for Carbon Accounting Financials (PCAF) methodologies.

We do extra due diligence in activities relating to:

- Production or trade in weapons and/ or munitions, tobacco and alcohol (excluding beer and wine)
- Gambling, casinos and any equivalent enterprises
- Production or use of/ trade in hazardous materials such as asbestos fibers and products containing polychlorinated biphenyls (PCBs)
- Production, use of/ trade in pharmaceuticals, pesticides/ herbicides, chemicals, ozone depleting substances and other hazardous substances, that are subject to international phase-outs or bans
- Exploitation of diamond mines, and commercialisation of diamonds, when the host country has not adhered to the Kimberley Process.

We have zero risk tolerance for activities that:

- Are in contravention of any international and/ or local laws and conventions of the countries where Investec or the counterparties operate
- Do not respect human rights, and do not respect the rights of local communities and indigenous peoples
- Are in non-compliance with minimum standards for occupational health and safety and the relevant local legislation
- Use child labour, forced labour, modern slavery or human trafficking (as defined by international standards, including the International Labour Organisation and the UK Modern Slavery Act 2015)
- Involve pornography or prostitution
- Negatively impact high conservation value areas and UNESCO world heritage sites (for example any national park)
- Involve illegal wildlife trade or wildlife products regulated under CITES
- Involve projects in environmentally high-risk areas, for example but not exclusively related to tar sands exploitation, Arctic drilling, and deforestation or drilling in the Amazon rain forest
- Involve the production and distribution of activities that are racist, anti-democratic or with the intent to discriminate part of the population
- Do not include a site rehabilitation plan where relevant to restore land to a usable state
- Do not manage environmental and social risks including for example, but not exclusively: water use, wastewater management, air emissions, solid waste, spill response/ clean-up operations, site restoration and community/ stakeholder management
- Use drift net fishing in the marine environment with nets more than 2.5km in length.

Equator Principles

We fully support and report according to the key provisions of the Equator Principles (EP) although we are not signatories due to the low number of transactions that we do in non-designated countries. All transactions done in non-designated countries are EP monitored and compliant.

In the case of a number of large infrastructure and energy projects, there is potential conflict between larger, nationwide development imperatives (e.g. additional power generation or road transportation) to enhance the socio-economic welfare of the region, and locally affected parties whose quality of life stands to be adversely affected by relocation or job loss.

These trade-offs are a matter for local parties and their representatives. While we should remain aware of them, it is not our responsibility to pass judgement on such trade-offs. Key to this, however, is that we target transactions in countries with established laws that comply with World Bank standards and that have due processes that are applied reasonably and effectively. If not, sponsors and suppliers are obliged to give undertakings that they comply with such standards.

While the principles are adhered to, our current internal framework is robust and assessed on a project-by-project basis, in accordance with World Bank standards as well as the standards of the legal and environmental frameworks of the countries in which the projects are undertaken. Furthermore, we have enhanced procedures to evaluate and actively avoid, manage and mitigate the potential social and environmental impacts of the projects we support.

For more information on our response to the Equator Principles, refer to page 66.

Environmental risk management continued

Addressing climate change within our supply chain

We expect all our counterparties to operate and behave in an environmentally responsible manner and protect biodiversity and the impact of climate change with the same high standards as us.

Our suppliers will have carbon emissions associated with their business activities. Our suppliers may also be impacted by physical climate risks which could have a second-order effect on our ability to serve our clients. For this reason, we engage with our suppliers to understand their processes and policies and explore how any climate and nature-related or environmental matters might impact them.

Environment, security, health and safety

Investec expects the supplier to comply with applicable laws and regulations requiring a safe working environment and any similar legislation in the applicable jurisdiction

The supplier is expected to commit to creating safe working conditions in general and a healthy work environment for all their employees who provide goods or services to Investec

The supplier must ensure that it adheres to Investec's policy and procedures on environment, energy management, security, health and safety while in attendance at Investec or Investec client sites, and in accessing Investec systems or information.

Promoting sustainable development

We recognise the important role that business plays in driving growth in the global marketplace. Investec believes that business must accept responsibility to ensure that growth is achieved in a sustainable manner, promoting socio-economic development to try to address poverty while protecting and enhancing quality of life and avoiding detrimental impacts on any part of the global population or environment. Investec looks to the supply chain as a key area through which to secure sustainability and requires the supplier to take these issues seriously by abiding by relevant local and international standards or commitments and being able to evidence its sustainability credentials if asked.

Environmental practices

Investec prefers to work with suppliers who have a clear environmental policy with detailed scope, and who can demonstrate a commitment to environmental protection going well beyond the minimum standards set by environmental legislation in the applicable jurisdiction.

The supplier must act responsibly towards the environment and is encouraged to adopt the principle of continuous improvement regarding the environmental sustainability of its products and the impacts their products might have on biodiversity. All our suppliers go through a rigorous onboarding screening process.

FY 2023 highlights:

- Consolidated and migrated all our vendor onboarding systems onto one system. The consolidation gives us a 360-degree view of all third parties
- We continue to improve our due diligence processes around financial crime, data security and financial screening. Critical third parties are monitored for financials and cyber security.

Sustainable investment – Wealth & Investment

Over the past year we have focused on including sustainability at the core of our fundamental investment process. By enhancing our investment process through assessing the ESG risk and opportunities for each company we cover, we can identify companies that are well-positioned to provide sustainable returns into the future and that consider their impact on all stakeholders. We have invested in our people and their growth, focused on the communities in which we live – ensuring that we live in society, not off it.



Approach to responsible investing

Our investment beliefs are embodied in our investment philosophy and our investment process. Both explicitly prioritise the highest standards of stewardship and governance and implicitly thereby recognise our role as investors in allocating capital and exercising our oversight obligations to those standards.

Our purpose and investment beliefs have guided stewardship, investment strategy and decision-making.

Investec Wealth & Investment (IW&I) subscribes to the Code for Responsible Investing in South Africa (CRISA) and the UK Stewardship Code. We are also a signatory of the United Nations Principles for Responsible Investment (UN PRI). Our policy and related frameworks incorporate both the CRISA, the UK Stewardship Code and UN PRI principles in defining our governance and stewardship responsibilities.

Sustainability is core to our fundamental investment approach. Our commitment to sustainability recognises the interconnected nature of our business, the economy, the environment and society.

Since sustainability is core to our fundamental investment approach, we have integrated ESG considerations into our investment decision-making and broader investment process. Our aim is to make investments that can be held for the long term and, as part of our fiduciary responsibility, we acknowledge that environmental, climate, social and corporate governance considerations can affect the performance and longevity of our underlying investment portfolios.

Our research team incorporates ESG factors into its investment analysis as standard across all asset classes and this is strengthened using Sustainalytics, a global leader in ESG research and risk metrics.

We screen all our centrally researched equities from an ESG perspective. All proposed additions are reviewed before they are included, as well as any existing company that suffers a material notifiable event. While bottom-up screening and scoring is part of our ESG process, we also have the opportunity as investment managers to actively engage and interact with companies' management teams (both executive and non-executive) on ESG matters.

United Nations Principles for Responsible Investment (UN PRI)



In January 2021, IW&I became an official signatory of the UN PRI. Our membership commits IW&I globally to the UN PRI. The UN PRI is a UN-supported international network of investors working together to implement its six aspirational principles – a voluntary set of investment principles for incorporating ESG issues into investment practice. The principles were developed by investors, for investors, and by implementing them, signatories contribute to developing a more sustainable global financial system.

The six principles are as follows:

Principle 1:

We will incorporate ESG issues into investment analysis and decision-making processes

Principle 2:

We will be active owners and incorporate ESG issues into our ownership policies and practices

Principle 3:

We will seek appropriate disclosure on ESG issues by the entities in which we invest

Principle 4:

We will promote acceptance and implementation of the principles within the investment industry

Principle 5:

We will work together to enhance our effectiveness in implementing the principles

Principle 6:

We will each report on our activities and progress towards implementing the principles

This follows a similar move by Investec Limited and Investec plc, which saw the banks become a signatory to the UN PRI in October 2020. Where the UN PRI govern the role and responsibility of the banking industry in shaping a sustainable future, the UN PRI focuses on investments. The initiative works to understand the investment implications of ESG factors and supports its international network of investor signatories in incorporating these factors into their investment and ownership decisions. The UN PRI also creates a platform for greater collaboration within the industry, enabling newcomers to learn from experienced players while ultimately working towards a global culture shift.

IW&I submitted its inaugural annual UN PRI report in 2021 and publicly commits to making these reports available on an annual basis.

Stewardship

Stewardship is a core responsibility for any active ownership process by an asset owner. We have made significant strides in the past three years to ensure that votes are exercised according to best corporate governance principles and relevant company law.

We have integrated management engagement into our overall investment process. We regularly engage directly with Company management and executives on matters ranging from remuneration to Company strategy, in addition to traditional investment matters. These engagements take place both directly through one-on-one meetings with Company management (which affords us an opportunity to raise our own points) or through contact at presentations and conferences.

We further utilise these engagements to actively promote our stewardship and ESG integration by discussing ESG and sustainability matters with Company management. Where we have concerns about a company we have invested in, we will engage with the management team directly and collaboratively through platforms like the UN PRI or Climate Action 100+, or through exercising voting rights at general meetings. Going further, we can put forward shareholder resolutions and discuss matters with the company as required.











If we feel a company is not being managed in the interests of our clients, we will decide how best to engage with the company to address this.

The cornerstone of our stewardship framework is our voting process. We will exercise our fiduciary voting responsibilities on all material issues, which can encompass anything from remuneration to Board composition. Our analysts may also make recommendations based on environmental, climate and social considerations. We use the services of Institutional Shareholder Services (ISS), a leading provider of corporate governance solutions, to provide us with research and recommendations. This research is thoroughly vetted by our research analysts with final voting recommendations reviewed by our voting committee.

We exercise our voting capability on all discretionary accounts consistently and detailed reporting on each meeting is available on request.

In addition to exercising the clients' vote we are increasingly engaging with companies both directly and collaboratively to ensure management teams hear our voice and manage their businesses in the best interests of all stakeholders. Examples of engagement topics include supply chain disclosure, fossil fuel transition and, most often, remuneration policy.

Governance, risk and compliance dashboard

	31 March 2023	31 March 2022	Commentary	Reference to Investec Group's 2023 integrated and strategic annual report
Our Board				
Independence				
Independent Chair	✓	✓	Philip Hourquebie	 Page 125
Independent Chair of Remuneration Committee	✓	✓	Henrietta Baldock	 Page 156
Number of independent directors	8	8	The Board considers the guidance set out in the UK Corporate Governance Code, the King IV Code, and directive 4/2018 as issued by the South African Prudential Authority, when considering the independence of Board members	 Page 138
Board diversity				
Women on Board	43%	36%	At 31 March 2023 there was 43% female representation on the Board (against a target of 33% female Board representation by end of the 2021 calendar year)	 Page 139
Board diversity policy	✓	✓	The Group strives to prevent and eliminate any form of discrimination based on gender, race, ethnicity, religion, age, disability, sexual orientation, political opinion, sensitive medical conditions, nationality or country of origin and any other form of discrimination	 Page 139
Ethnic diversity on the Board	43%	43%	Measured in terms of the Parker Review metrics	 Page 139
Other Board requirements				
Average Board tenure	4.2 years	3.9 years		 Page 138
Board committees, including responsibilities and membership, outlined	✓	✓		 Pages 136 and 137
Board performance assessed	✓	✓		 Pages 144 to 151
Board effectiveness	✓	✓	The Board regularly reviews its own effectiveness and therefore undertakes a formal evaluation of its performance and that of its committees and individual directors annually	 Page 144 to 151

Governance, risk and compliance dashboard continued

	31 March 2023	31 March 2022	Commentary	Reference to Investec Group's 2023 integrated and strategic annual report
Remuneration				
Comprehensive remuneration disclosures	✓	✓		Refer to Investec Group's 2023 remuneration report
Gender pay gap disclosure	✓	✓		Refer to Investec Group's 2023 remuneration report: pages 8 and 27
Risk management				
Board responsibility for sustainability and climate risk	✓	✓	At the highest governance level, the Board has the ultimate accountability to monitor whether the Group is operating as a responsible corporate	This report: page 97
DLC Social and Ethics Committee (DLC SEC)	✓	✓	The DLC SEC is a Board-appointed committee and takes responsibility for monitoring the non-financial elements of corporate sustainability, specifically the Group's performance in terms of sustainability and climate-related matters (including ESG)	This report: pages 100 to 101
Independent Chair of the DLC SEC	✓	✓	Khumo Shuenyane	Refer to Investec Group's 2023 risk and governance report: page 97
Group ESG Executive Committee	✓	✓	The Group CE is the owner of all ESG matters and is supported by the Group ESG Executive Committee to coordinate ESG efforts across geographies and businesses from both a strategy and policy perspective	This report: pages 102 and 103
Materiality analysis	✓	✓		This report: page 9
Stakeholder engagement	✓	✓		This report: pages 9 to 11
Political donations				
Political donations Investec Bank Limited	–	–	Investec Bank Limited made no political donations in 2022 or 2023	Refer to Investec Limited's 2023 annual report: page 27
Political donations Investec plc	–	–	Investec plc made no political donations in 2022 or 2023 (it is not permissible under UK law to make political donations).	Refer to Investec plc's 2023 annual report: page 49

Appendix



Independent reasonable assurance report to the directors of Investec Group on 2023 non-financial disclosures

This report is produced in accordance with the terms of our engagement letter dated 26 April 2023 for the purpose of reporting to Directors of Investec plc and Investec Limited (the 'Group') in connection with the selected sustainability metrics as defined within 'Appendix A' (the 'Subject Matter') for the period ended 31 March 2023.

This report is made solely to the Group's Directors, as a body, in accordance with our engagement letter dated 26 April 2023. Those terms permit disclosure on Investec plc's website, solely for the purpose of the Bank showing that it has obtained an independent assurance report in connection with the Subject Matter. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Group and the Group's Directors as a body, for our examination, for this report, or for the opinions we have formed.

Our work has been undertaken so that we might report to the Directors those matters that we have agreed to state to them in this report and for no other purpose. Our report must not be recited or referred to in whole or in part in any other document nor made available, copied or recited to any other party, in any circumstances, without our express prior written permission. This engagement is separate to, and distinct from, our appointment as the auditors to the company.

Responsibilities of the company

As Directors of the Group, you are responsible for the Subject Matter which is attached as Appendix A to this report. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error in accordance with the narrative and accompanying notes (the 'Reporting Criteria') referenced within Investec Group's sustainability report 2023.

Responsibilities of Ernst & Young LLP

It is our responsibility to express an opinion on the presentation of the Subject Matter based on the evidence we have obtained. The narrative and accompanying notes referenced within Investec Group's sustainability report 2023 has been used as the Reporting Criteria against which to evaluate the measurement and presentation of the Subject Matter defined within Appendix A.

Our approach

We conducted our engagement in accordance with International Standard on Assurance Engagements (UK) 3000 (July 2020) Assurance engagements other than audits or reviews of historical financial information ("ISAE (UK) 3000 (July 2020)") as promulgated by the Financial Reporting Council (FRC), having regard to International Standard on Assurance Engagements 3410 (June 2012) Assurance Engagements on Greenhouse Gas Statements. We performed a reasonable assurance engagement as defined in ISAE (UK) 3000 (July 2020). For the purpose of the engagement we have been provided by the directors with the Subject Matter, which is attached as Appendix A to this report. The directors of the Bank remain solely responsible for Appendix A.

In performing this engagement, we have applied International Standard on Quality Management (ISQM) 1 and the independence and other ethical requirements of the Institute of Chartered Accountants of England and Wales (ICAEW) Code of Ethics (which includes the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (IESBA)).

We have performed the procedures agreed with you and set out in our engagement letter dated 26 April 2023. Our work included, but was not limited to:

- Undertaken management interviews to form an understanding of the reporting process in relation to the Selected Information;
- Performed walkthroughs to gain an understanding of the Bank's systems and procedures in place to capture, collate, aggregate, validate and source data required to generate the in-Key Performance Indicators which we have provided reasonable assurance over;
- Identified the risk of material misstatement for each Key Performance Indicators and performed analytical or substantive procedures to obtain sufficient appropriate evidence to form our conclusion over the Subject Matter;
- Performed analytical procedures over the Subject Matter to identify potential anomalies and obtained management explanations where relevant;
- On a sample basis, executed test of details to substantiate the completeness and accuracy of the calculation as defined by the Reporting Criteria and reconciled Information Provided by the Entity (IPE) to underlying and source data;
- Read the supporting narrative within the other information accompanying the Key Performance Indicators for any material inconsistencies between the other information and our report or any material misstatements of fact in the other information

Independent auditor's reasonable assurance report on selected key performance indicators continued

Appendix A

The objective of a reasonable assurance engagement is to perform such procedures on a sample basis as to obtain information and explanations which we consider necessary in order to provide us with sufficient appropriate evidence to express a positive conclusion on the schedule.

Inherent limitations

Our conclusion is based on historical information and the projection of any information or conclusions in the attached report to any future periods would be inappropriate. Our examination excludes audit procedures such as verification of all assets, liabilities and transactions and is substantially less in scope than an audit performed in accordance with International Standards on Auditing (UK) and therefore provides a lower level of assurance than an audit. Accordingly we do not express an audit opinion on the information.

Conclusion

In our opinion, the Subject Matter as set out in Appendix A, is fairly stated, in all material respects, based on the applicable Reporting Criteria.

Ernst & Young LLP

25 Churchill PI, London E14 5EY
23/06/2023

Table 1: Reasonable assurance Subject Matter

	Investec Group (Investec Limited and Investec plc)	Investec Limited	Investec plc
Direct emissions (Scope 1) – Natural gas, LPG stationary, CO ₂ purchased, Diesel, Refrigerants and Vehicle fleet	2 736 tCO ₂ e	2 692 tCO ₂ e	44 tCO ₂ e
Indirect emissions (Scope 2) – Electrical energy consumption	23 570 tCO ₂ e	22 598 tCO ₂ e	971 tCO ₂ e
Other emissions (Scope 3) – Paper consumption, employee travel (including rail travel, road business travel, taxi and commercial airlines), general waste and work-from-home emissions	11 564 tCO ₂ e	6 661 tCO ₂ e	4 903 tCO ₂ e
Total gas consumption (consumption in units of measure)	—	91 797 l	950,835 kWh
Total water consumption (kilolitres)	83 008 kl	82 296 kl	712 kl
Total paper consumption (tonnes)	65 t	34 t	31 t
Emissions per m ² of office space	0.26 tCO ₂ e	0.29 tCO ₂ e	0.15 tCO ₂ e
Emissions per average headcount	4.44 tCO ₂ e	6.40 tCO ₂ e	1.69 tCO ₂ e
Water consumption per average headcount	9.74 kl	16.49 kl	—
Emissions per m ² office space (excluding Scope 2)	0.10 tCO ₂ e	0.09 tCO ₂ e	0.12 tCO ₂ e
Emissions per average headcount (excluding Scope 2)	1.68 tCO ₂ e	1.90 tCO ₂ e	1.40 tCO ₂ e
Scope 2 zaRECs (tonnes CO ₂ equivalent)	—	22 598 tCO ₂ e	—
Scope 2 REGOs in the UK (tonnes CO ₂ equivalent)	—	—	971 tCO ₂ e
Other carbon credits (tonnes CO ₂ equivalent)	14 299 tCO ₂ e	9 352 tCO ₂ e	4 947 tCO ₂ e
Total emissions after mitigation (tonnes CO ₂ equivalent)	—	—	—
Fossil fuel exposure of lending portfolio	£560mn	R3 905mn	£382mn
Group learning and development spend per region (Rands and Pounds Sterling)	£17 711 820	R 268 107 651	£4 602 585
Number of discrimination incidents	2	—	—
Number of whistle blowing incidents	8	—	—
Total permanent employee headcount per region	8 292	4 721	3 571
Total permanent employee headcount per management level:			
– Executive directors on DLC board	4	3	1
– Top managers	45.00	18	27
– Rest of employees	8243	4 700.00	3 543.00
Total permanent employee headcount per service line:			
– Specialist Bank	6 474.00	4 279.00	2 195.00
– Wealth and Investment	1 769.00	421	1 348.00
Employee headcount per region (Investec plc and Investec Limited) including temporary staff and contractor headcount	8 705	5 111	3 594
Total Group community spend (Pounds Sterling)	£10 685 593	—	—
Total Investec plc community spend (Pounds Sterling)	—	—	—
Total Investec Limited community spend (Rands and Pound Sterling)	—	£8 680 748 R177 537 049	—

Policies and practices

HR policies and practices

At Investec we believe in cast iron integrity in all internal and external dealings, consistently and uncompromisingly displaying moral strength and behaviour which promotes trust. The policies and business practices of Investec are outlined in BAWI (Becoming Acquainted with Investec) and in the compliance handbook. They are intended to guide employee conduct and ensure that at all times employees actions and attitudes reflect the Group's values and philosophies. We have also published a public document that is called The way we do business that highlights elements of our code of conduct.

Below is a list of some of the policies and practices in this regard:

AIDS policy

Belonging, inclusion and diversity approach

COVID-19 vaccination policy

Disability procedure

Discrimination and harassment policy

Dress for your day

Employee integrity policy

Employee well-being practices

Financial markets code of conduct

Flexible work practice policy

Freedom of association statement

Grievance resolution policy

Health and safety policy

Human rights statement

Learning and development at Investec

Leave scheme

Maternity scheme

Retirement policy

Retrenchment policy

Substance abuse policy

Tax guidelines policy

Transfer policy – local

Travel scheme – local

Travel scheme – international

Whistle blowing and protected disclosures policy.



Policies and practices continued

Compliance, risk and operational policies and practices

We have the following policies and practices in place:

Allocations policy

Anti-bribery and anti-corruption policy

Anti-money laundering and counter of
terrorist financing policy and standards

Appropriateness policy
(Investec Bank plc)

Breaches policy

Business introducer policy

CASS breaches and errors policy
(Investec Bank plc)

Chinese walls confidential information
and wall crossing policy

Client communications and financial
promotions policy

Compliance framework

Compliance handbook

Compliance monitoring standard

Compliance terms of reference policy

Complaints policy

Conduct risk policy

Conflicts of interest policy

Cyber and information security strategy

Data protection policy

Derivatives policy (Investec Bank Limited)

Employee participation policy

Financial markets code of conduct

Fraud policy

Gifts and entertainment policy
(Investec Limited)

Gift, hospitality and charitable spend
policy (Investec Bank plc)

Guidelines to Investec policies

Inducements policy

Investment recommendation policy

Market abuse policy

Market commentaries policy

Market rumours policy

Market sounding policy

Operational resilience statement

Order and best execution policy

Outside business interests policy

Outsourcing policy

Promotion of access to information act
(PAIA) manual

Personal account dealing policy

Product governance framework

Record retention policy

Reinsurance policy

Remote trading policy

Research and market
communication policy

Responsible technology usage approach

Reward and remuneration policy

Risk appetite policy

Risk management policy

Sanctions policy

Senior managers handover policy

Tax policy

Terms of reference policy
(compliance function)

Third party risk management policy
(Investec plc)

Training and competency policy

Outsourcing policy

Underwriting policy

Valuation policy

Voice and electronic communications
recording policy

Vulnerable clients policy

Whistleblowing policy.



ESG policies

We have the following policies and
statements in place:

Group biodiversity statement

Group modern day slavery act statement

Group environmental policy and climate
change statement

Group procurement statement

Environmental and social risk practices
in lending activities policy

Environmental and social risk practices
in investment activities policy

Group fossil fuel policy

Defence sector policy

The way we do business policy




IW&I Voting and active engagement policy
(South Africa)







IW&I Equity ESG policy (UK)

IW&I ESG and sustainability policy
(South Africa).

Industry participation

Investec Group

Initiative/membership/reporting	Objective	How we engage and participate
	<p>Aim to mobilise a global movement of sustainable companies and stakeholders to create the world we want.</p> <p>UN Global Compact supports companies to:</p> <ul style="list-style-type: none"> • Do business responsibly by aligning their strategies and operations with the Ten Principles on human rights, labour, environment and anti-corruption, and • Take strategic actions to advance broader societal goals, such as the UN SDGs, with an emphasis on collaboration and innovation 	<p>Investec has been a participant since 2012 and we annually report our commitment through the Global Compact Communication of Progress (COP). Having regularly support the UN Global Compact Young SDG Innovators programme in South Africa and in the UK. This programme gives young talent within the organisation the opportunity to collaborate and accelerate business innovation towards the SDGs</p>
 <p>Global Investors for Sustainable Development Alliance</p>	<p>An alliance of 30 CEs across the world's investment and business community that are committed to increase their contribution to the achievement of the SDGs. The members of the UN Global Investors for Sustainable Development (GISD) Alliance work together, harnessing their insights as private sector leaders, to advise on removing impediments and implementing solutions for scaling up long-term investment for sustainable development</p>	<p>Our CE, Fani Titi, has personally committed as one of 30 CEOs from financial institutions around the world who was invited to join the UN GISD Alliance.</p> <p>We actively participate in the working groups and commit to:</p> <ul style="list-style-type: none"> • Do business responsibly by aligning strategies and operations with the Ten Principles on human rights, labour, environment and anti-corruption, and • Take strategic actions to advance broader societal goals, such as the UN SDGs, with an emphasis on collaboration and innovation
	<p>The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity</p>	<p>We support the SDGs and annually report on our progress against our two impact SDGs being SDG 13 (climate-action) and SDG 10 (reduced inequalities).</p> <p>These impact SDGs are supported by our six core SDGs:</p> <ul style="list-style-type: none"> • SDG 4: Quality education • SDG 6: Clean water and sanitation • SDG 7: Affordable and clean energy • SDG 8: Decent work and economic growth • SDG 9: Industry, innovation and infrastructure • SDG 11: Sustainable cities and communities

Initiative/membership/reporting	Objective	How we engage and participate
 PCAF Partnership for Carbon Accounting Financials	The objective of the Partnership for Carbon Accounting Financials (PCAF) is to form a global partnership of financial institutions that work together to develop and implement a harmonised approach to assess and disclose the greenhouse gas emissions associated with their loans and investments	We actively engage in PCAF's UK and Africa working groups on climate disclosure specific to financial institutions
 PBAF Partnership for Biodiversity Accounting Financials	The Partnership for Biodiversity Accounting Financials (PBAF) develops the 'PBAF Standard'. The PBAF Standard enables financial institutions to assess and disclose impact and dependencies on biodiversity of loans and investments. PBAF provides practical guidance to financial institutions on biodiversity impact and dependency assessment and defines what is needed in order for these assessments (either or not conducted by data providers) to deliver the right information to financial institutions	We have joined the Partnership for Biodiversity Accounting Financials in May 2023
 FINANCE INITIATIVE	The United Nations Environment Programme Finance Initiative (UNEP FI) is a partnership between UNEP and the global financial sector to mobilise private sector finance for sustainable development. UNEP FI works with more than 400 banks, insurers, and investors and over 100 supporting institutions to help create a financial sector that serves people and the planet, while delivering positive impacts	We are a signatory to the UNEP FI
 PRINCIPLES FOR RESPONSIBLE BANKING	<p>The UN Principles for Responsible Banking (UN PRB) created a unique framework for ensuring that signatory banks' strategy and practice align with the vision of the society has set out for its future in the SDGs and the Paris Climate Agreement. The framework consists of six principles designed to bring purpose, vision and ambition to sustainable finance</p> <p>The UN PRB Academy have developed an online learning academy to support implementation of the Principles for Responsible Banking</p>	<p>We have submitted our third report according to the UN PRB principles</p> <p>We have actively contributed to the curriculum and implementation around a training strategy through the development and delivery of online learning courses. This curriculum cover the key areas of knowledge and understanding relating to sustainability required by staff in financial institutions, for existing and aspiring signatories of the UN PRB</p>
 CDP DISCLOSURE INSIGHT ACTION	CDPs (formerly known as the Carbon Disclosure Project) climate change programme aims to reduce companies' greenhouse gas emissions and mitigate climate change risk. CDP requests information on climate risks and low carbon opportunities from the world's largest companies on behalf of over 800 institutional investor signatories with a combined \$100 trillion in assets	<p>We have been reporting to the CDP climate change response since 2009</p> <ul style="list-style-type: none"> In 2013 we received CDP gold recognition status for a score of A- and were included in the CDP Leadership Index (top 11 in South Africa across all sectors) This year we have improved our core to a A- (from a B) against an industry average of B-
 World Benchmarking Alliance	The objective of the World Benchmarking Alliance (WBA) is to build a movement to measure and incentivise business impact towards a sustainable future that works for everyone. The WBA has set out to develop transformative benchmarks that will compare companies' performance on the SDGs	We are a member of the WBA and participated in various stakeholder consultation

Initiative/membership/reporting	Objective	How we engage and participate
	<p>The Institute of International Finance (IIF) is the global association of the financial industry, with more than 450 members from over 70 countries. Its mission is to support the financial industry in the prudent management of risks, to develop sound industry practices, and to advocate for regulatory, financial and economic policies that are in the broad interests of its members and foster global financial stability and sustainable economic growth</p>	<p>We are a member of the IIF and participated in the working group focused on providing a standardised template for TCFD disclosures for banks. We also contributed to the TCFD report playbook by providing input and feedback to the publication</p>
	<p>The International Chamber of Commerce (ICC) set up a Global Export Finance Committee Sustainability Working Group (ICC-SWG) in 2018, with the objective to grow the share of sustainable export finance and showcase how the industry can contribute to global challenges. The ICC Sustainability in Export Finance whitepaper is an important output of the working group.</p> <p>This white paper has two important objectives:</p> <ul style="list-style-type: none"> To provide a baseline of the industry's current practices and priorities in regards sustainable export finance To provide policy and product recommendations that, if implemented, will help grow the flow of sustainable export finance 	<p>Chris Mitman (Head of Investec plc Export and Agency Finance), is a founding member of the ICC Export Finance Committee which was established to represent the global export finance banking industry in its engagement with the Berne Union, regulators, and the OECD. He is also co-chair of the ICC Sustainability Working Group focused on growing the sustainable funding activities of the export credit market</p>
	<p>The United for Wildlife (UfW) Taskforce have been working to facilitate collaboration between the transport sector, finance sector and law enforcement to prevent wildlife trafficking across the world. The UfW Taskforce has grown from 12 private sector companies in 2016 to over 250 global partnerships, representing large proportions of the shipping, airline, and financial industries</p>	<p>We are a signatory to UfW's Financial Taskforce to combat illegal wildlife trade (part of the Royal Foundation) and a participant in UfW's Taskforce for Financial Services on illegal wildlife trafficking (IWT).</p>
	<p>The Net-Zero Banking Alliance (NZBA) is an alliance that brings together banks worldwide that are committed to aligning their lending and investment portfolios with net-zero emissions by 2050</p>	<p>We are members of the NZBA and actively participate in various working groups including the:</p> <ul style="list-style-type: none"> Sector track Implementation track, and Champion of the outreach and recruitment track in Africa
	<p>The Force for Good initiative was launched with the idea that capital can be a catalyst that changes the world for good and that an increasing number of leading financial institutions are leveraging their organisation's capital to do good in a myriad of ways. The Force for Good initiative sought to assess, establish and encourage the holders of capital to be a force for good</p>	<p>Investec participated in the initial launch and continues to support the initiative</p>



Investec Limited

Initiative/membership/reporting	Objective	How we engage and participate
	<p>The Banking Association South Africa (BASA) advances the interests of the industry with its regulators, legislators, and stakeholders to make banking sustainable, profitable and better able contribute to the social and economic development and transformation of the country. The Sustainable Finance Forum members comply with the BASA principles for managing environmental and social risk</p>	<p>We participate in various forums and committees including:</p> <ul style="list-style-type: none"> • Climate Risk Committee • Sustainable Finance Committee • Positive Impact Finance Committee
	<p>National Treasury Department of Environmental Affairs issued the technical paper on Financing a Sustainable Economy in April 2020 after which various work streams were formed</p>	<p>Investec contributed in various capacities to the, Climate Steering Committee the Sustainable Finance Working Group and the Disclosure Working Group</p>
	<p>The Johannesburg Stock Exchange (JSE) Sustainability and Climate Change Disclosure Guidance is aligned with, and draws on, the most influential global initiatives on sustainability and climate change disclosure – including the GRI Sustainability Reporting Standards, the Taskforce on Climate-related Financial Disclosures (TCFD) recommendations, and the IIRC's International <IR> Framework – as well as an extensive range of other frameworks and standards, and the sustainability/ESG guidance of various peer exchanges</p>	<p>Within South Africa we have participated in providing input towards the sustainability and climate change disclosure guidance published by the JSE, South Africa Green Finance Taxonomy and the Just Transition Framework</p>
	<p>The aim of the UN Global Compact South Africa is to mobilise a global movement of sustainable companies and stakeholders to create the world we want.</p> <p>UN Global Compact supports companies to:</p> <ul style="list-style-type: none"> • Do business responsibly by aligning their strategies and operations with Ten Principles on human rights, labour, environment and anti-corruption, and • Take strategic actions to advance broader societal goals, such as the SDGs, with an emphasis on collaboration and innovation 	<p>Morris Mthombeni an independent Non-Executive Director of Investec Bank Limited Board is a Board member of the UN Global Compact in South Africa</p>
	<p>The African Natural Capital Alliance (ANCA) is a collaborative forum for mobilising the financial community's response to the risk of nature loss in Africa. They bring together a core group of financial institutions, governmental organisations, intergovernmental partners, and civil society representatives</p>	<p>We joined the African Natural Capital Alliance as a founding member with the formal launch at the end of May 2022. We see this as an opportunity to learn and increase our understanding of the link between finance and biodiversity while at the same time contributing to ensure alignment across the financial sector</p>
	<p>UK Finance is the collective voice for the banking and finance industry. UK Finance is a trade association for the UK banking and financial services sector, formed on 1 July 2017. It represents over 300 firms in the UK providing credit, banking, markets and payment-related services</p>	<p>Ruth Leas, Investec plc's CE is a Board member of UK Finance</p>

Investec Wealth & Investment

Initiative/membership/reporting	Objective	How we engage and participate
	<p>The UN Principles of Responsible Investment (UN PRI) is a UN-supported international network of investors working together to implement its six aspirational principles – a voluntary set of investment principles for incorporating ESG issues into investment practice. The principles were developed by investors, for investors, and by implementing them, signatories contribute to developing a more sustainable global financial system</p>	<ul style="list-style-type: none"> In January 2021, IW&I became an official signatory of the UN PRI. Our membership commits IW&I globally to the UN PRI IW&I submitted its inaugural annual PRI report in 2021 and publicly committed to making these reports available on an annual basis
	<p>The University of Cambridge Institute for Sustainable Leadership is a global network of pension funds, insurers and asset managers, with over £14 trillion under management and advice. The Group is committed to its mission to advance the practice of responsible investment</p>	<p>IW&I In the UK, joined the CISL Investment Leaders Group (ILG). The outcomes of this forum is to ensure that:</p> <ul style="list-style-type: none"> Capital acts for the long term Capital is priced according to the true cost of business activities Financial structures better server sustainable business
	<p>The IIGCC's mission is to support and enable the investment community in driving significant and real progress by 2030 towards a net zero and resilient future. This will be achieved through capital allocation decisions, stewardship and successful engagement with companies, policy makers and fellow investors</p>	<p>IW&I In the UK, joined the Institutional Investors Group on Climate Change (IIGCC)</p>
	<p>Climate Action 100+ is an investor-led initiative to ensure the world's largest corporate greenhouse gas emitters take necessary action on climate change</p>	<p>Campbell Parry, Investec global resources analyst at IW&I is the Investec representative on the Climate Action 100+ forum</p>
	<p>The objective of the CDP investor signatory membership is to promote industrial-scale environmental disclosure and engagement, aligned with the TCFD</p>	<ul style="list-style-type: none"> In 2021, IW&I became a formal CDP signatory IW&I joined the CDP Non-Disclosure Campaign giving us the opportunity to actively engage companies that have received the CDP disclosure request on behalf of investors but have not yet provided a response

Investec Wealth & Investment continued

Initiative/membership/reporting	Objective	How we engage and participate
	<p>The Code for Responsible Investing in South Africa (CRISA) formally encourage institutional investors to integrate into their investment decisions sustainability issues such as ESG</p>	<p>IW&I in South Africa subscribes to CRISA</p>
	<p>The UK Stewardship Code 2020 sets high stewardship standards for those investing money on behalf of UK savers and pensioners, and those that support them. Stewardship is the responsible allocation, management and oversight of capital to create long-term value for clients and beneficiaries leading to sustainable benefits for the economy, the environment and society</p>	<p>IW&I in the UK subscribes to the UK Stewardship Code</p>

Global Reporting Frameworks

Initiative/membership/reporting	Objective	How we engage and participate
	<p>The Financial Stability Board (FSB) established the Task Force on Climate-related Financial Disclosures (TCFD) to develop recommendations for more effective climate-related disclosures that could promote more informed investment, credit, and insurance underwriting decisions and in turn, 'would enable stakeholders to understand better the concentrations of carbon-related assets in the financial sector and the financial system's exposures to climate-related risks'</p>	<p>We have been a signatory since 2019.</p> <p>We were the first bank in South Africa and the 8th bank in the UK to sign up to the TCFD. We have disclosed our Scope 3 emissions to establish a baseline to guide us in setting a robust strategy towards the transformation of a low-carbon economy, including short-medium and long-term targets.</p> <p>This year we have released our fourth TCFD report</p>
	<p>Global Reporting Initiative (GRI) is the independent, international organisation that helps businesses and other organisations take responsibility for their impacts, by providing them with the global common language to communicate those impacts. We provide the world's most widely used standards for sustainability reporting – the GRI Standards</p>	<p>We have been reporting according to the GRI since 2010</p>
	<p>The Sustainability Accounting Standards Board (SASB) guides the disclosure of financially material sustainability information by companies to their investors. Available for 77 industries, the Standards identify the subset of environmental, social, and governance (ESG) issues most relevant to financial performance in each industry</p>	<p>We have released our third report according to the UN PRB guidelines</p>
	<p>The UN PRB is a reporting framework for ensuring that signatory banks' strategy and practice align with the vision society has set out for its future in the SDGs and the Paris Climate Agreement</p>	<p>We have released our third report according to the UN PRB guidelines</p>
	<p>The UN PRI is a UN-supported international network of investors working together to implement its six aspirational principles – a voluntary set of investment principles for incorporating ESG issues into investment practice</p>	<p>IW&I submitted its inaugural annual PRI report in 2021 and publicly commits to making these reports available on an annual basis</p>
	<p>The Equator Principles (EP) are intended to serve as a common baseline and risk management framework for financial institutions to identify, assess and manage environmental and social risks when financing projects</p>	<p>Although not a signatory to the EP, we support their requirements and include our EP disclosures in our sustainability report.</p>

Glossary

A2X	Secondary South African Stock exchange
AGM	Annual General Meeting
AI	Artificial intelligence
AML	Anti-money laundering
ANCA	African Natural Capital Alliance
API	Application programming interface
ATI	African Trade Insurance Agency
AUM	Assets under Management
B4SI	Business for Societal Impact
BASA	Banking Association South Africa
BAWI	Becoming Acquainted with Investec
BBBEE	Broad-based Black Economic Empowerment
BEE	Black Economic Empowerment
B.Ed	Bachelor of Education
BID	Belonging, inclusion and diversity
BRCC	Board Risk and Capital Committee
BSE	Botswana Stock Exchange
CA	Chartered Accountant
CDP	Formerly known as the Carbon Disclosure Project
CE	Chief Executive
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CfW	Care for Wild
CISL	Cambridge Institute for Sustainability Leadership
CITES	Convention on International Trade in Endangered Species
CLF	Corporate Leverage Finance
CMA	Capital Markets Association
CO₂	Carbon dioxide
CO₂e	CO ₂ equivalent
COP26	Conference of the Parties 26
CRISA	Code for Responsible Investing South Africa

CSI	Corporate social investment
CSP	Concentrated solar plant
DBE	Department of Basic Education
DEFRA	Department for Environment, Food and Rural Affairs
DLC	Dual listed company
DLC BRCC	DLC Board Risk and Capital Committee
DLC SEC	DLC Social and Ethics Committee
DMRE	Department of Mineral Resources and Energy
EAF	Energy Equivalent Factor
ECA	Export Credit Agency
ECIC	Swedish Export Credit Corporation
EDT	Entrepreneurship Development Trust
ECIC	Swedish Export Credit Corporation
EE	Employment Equity
EfW	Energy-from-waste
eGRID	Emissions & Generation Resource Integrated Database
EKN	Swedish Export Credit Agency
EP	Equator Principles
ERC	Executive Risk Committee
ERG	Environmental Research Group
ESG	Environment, social and governance
EV	Electric Vehicle
FRC	Financial Reporting Council
FSB	Financial Stability Board
FTSE	Financial Times Stock Exchange
GHG	Greenhouse gas
GISD	Global Investors for Sustainable Development
GRI	Global Reporting Initiative
GSA	Global Student Accommodation
GSE	Global Sustainable Equity
GTR	Global Trade Review

GW	Gigawatt
GWF	Good Work Foundation
HNW	High net worth
HR	Human resources
IBL	Investec Bank Limited
IBP	Investec Bank plc
ICAEW	Chartered Accountants of England and Wales
ICC	International Chamber of Commerce
ICMA	International Capital Market Association
IEA	International Energy Agency
IESBA	International Ethics Standards Board for Accountants
IFC	International Finance Corporation
IIF	Institute of International Finance
IIGCC	Institutional Investors Group on Climate Change
ILO	International Labour Organisation
IPE	Information Provided by the Entity
IRO	Investment and Research Office
IRP	Integrated Resource Plan
ISAE	International Standards on Assurance Engagements
ISAE3000	International Standards on Assurance Engagements other than audits or review of historical financial information
ISAE3410	International Standards on Assurance Engagements on greenhouse gas statements
ISASA	Independent Schools Association of Southern Africa
ISO	International Organisation for Standardisation
ISO 14001	International Standard that specifies requirements for an effective environmental management system
ISO 50001	Voluntary standard for designing, implementing and maintaining an energy management system
ISQM	International Standard on Quality Management
ISS	Institutional Shareholder Services
ISSB	International Sustainability Standards Board

IT	Information Technology
IW&I	Investec Wealth & Investment
IWT	Illegal wildlife trade
JETP	Just Energy Transition Partnership
JSE	Johannesburg Stock Exchange
Kg	kilogram
King IV	King Code of Governance Principles for South Africa
kl	kilolitre
Km	kilometer
KPI	Key performance indicator
Kwh	Kilowatt-hour
l	litre
LGBTQIA +	Lesbian, gay, bisexual, transgender, questioning, intersex, asexual +
LMA	Loan Market Association
LP	Limited partner
LPG	Liquified petroleum gas
LSE	London Stock Exchange
m2	Square meter
MW	Megawatt
MWh	megawatt-hour
NPO	Non-profit organisation
NSX	Namibian Stock Exchange
NZBA	Net-Zero Banking Alliance
PAIA	Promotion of Access to Information Act
PBAF	Partnership for Biodiversity Accounting Financials
PBF	Promaths Bursary Fund
PCAF	Partnership for Carbon Accounting Financials
PCB	Polychlorinated biphenyl
PGCC	Postgraduate certificate in education
PTSD	Post-traumatic stress disorder
PV	Photovoltaic
REC	Renewable energy certificate
REGO	Renewable Energy Guarantee of Origin

REIPPP	Renewable Independent Power Producers Procurement Programme
rePowerEU	European Commission plan to rapidly reduce dependence on Russian fossil fuels and fast forward the green transition
RFP	Request for proposal
RNG	Renewable natural gas
SA	South Africa
SACE	Servizi Assicurativi del Commercio Estero
SAMLIT	South African Anti-Money Laundering Integrated Task Force
SASB	Sustainability Accounting Standards Board
SBTi	Science Based Targets initiative
SDG	Sustainable Development Goals
SEK	Swedish Export Credit Corporation
SGP	Skater Gals and Pals
SLA	Service level agreement
SLL	Sustainability-linked loan
SME	Small-medium enterprise
SMF	Senior Management Function
SMME	Small, medium and micro enterprises
t	Tonnes
TCFD	Task Force on Climate-related Financial Disclosures
tCO2e	Tonnes of carbon dioxide equivalent
TCTA	Trans-Caledon Tunnel Authority
TFSC	Transforming Financial Systems for Climate
TFSME	Term Funding Scheme for SMEs
TNFD	Taskforce on Nature-related Financial Disclosures
TXF	Trade & Export Finance
UCT	University of Cape Town
UfW	United for Wildlife
UK	United Kingdom
UKLA	UK Listing Authority
UN	United Nations
UNISA	University of South Africa

UN PRB	UN Principles for Responsible Banking
UN PRI	UN Principles for Responsible Investment
UNEP FI	United Nations Environment Programme Finance Initiative
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UNGC	United Nations Global Compact
UPS	Uninterruptible power supply
US	United States
WBA	World Benchmarking Alliance
YES	Youth Employment Service
zaREC	South Africa Renewable Energy Certificate
zaREGO	South African Renewable Energy Guarantee of Origin

