

DIRECTOR BIOGRAPHIES

# Who we are

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

**Committee membership key**

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



**Philip Hourquebie**  
Chair

**B N R**

**Age**  
71

**Nationality**  
British

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

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

**Independent**  
On appointment

**Relevant skills and experience**

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

**External appointments**

Aveng Ltd and Burstone Group Ltd (formerly known as Investec Property Fund Ltd)



**Zarina Bassa**  
Senior Independent Director

**B N R A**

**Age**  
60

**Nationality**  
South African

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

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

**Independent**  
Yes

**Relevant skills and experience**

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

**External appointments**

JSE Ltd

## DIRECTOR BIOGRAPHIES

### CONTINUED



#### Henrietta Baldock

Independent Non-Executive Director

**B N R**

**Age**

53

**Nationality**

British

**Qualifications**

BSc (Hons)

**Date of appointment**

August 2019

**Independent**

Yes

#### Relevant skills and experience

Henrietta has extensive knowledge of the financial services sector, through her 25 years' experience in investment banking, most recently as Chair of the European Financial Institutions team at Bank of America Merrill Lynch, where she advised many boards on a number of significant transactions. In 2021, Henrietta was appointed Chair of Investec Wealth & Investment (UK), a position she held until the completion of the all-share combination with Rathbones in September 2023. Following this, Henrietta was appointed to the Rathbones Group plc Board. Henrietta's industry experience demonstrates her valuable strategic and transformation advisory skills.

#### External appointments

Legal and General Assurance Society Ltd, Legal and General Group plc and Rathbones Group plc



#### Nicky Newton-King

Independent Non-Executive Director

**B S R**

**Age**

57

**Nationality**

South African

**Qualifications**

BA, LLB, LLM, LLD

**Date of appointment**

May 2021

**Independent**

Yes

#### Relevant skills and experience

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

#### External appointments

MTN Group Ltd and Stellenbosch University



#### Stephen Koseff

Non-Executive Director

**B**

**Age**

72

**Nationality**

South African

**Qualifications**

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

**Date of appointment**

September 2020

**Independent**

No

#### Relevant skills and experience

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

#### External appointments

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



#### Jasandra Nyker

Independent Non-Executive Director

**B S**

**Age**

51

**Nationality**

South African

**Qualifications**

BSc, MBA

**Date of appointment**

May 2021

**Independent**

Yes

#### Relevant skills and experience

Jasandra is a seasoned investor and developer in the energy transition industry having previously led the buildout of two successful renewable energy independent power producers. She has been CEO for 11 years of her career and has done business globally in most geographies in Africa, South-east Asia, Europe, USA and Latin America. This background demonstrates her extensive knowledge of and experience in building businesses, private equity investing and energy transition.

#### External appointments

Emira Property Fund Ltd

## DIRECTOR BIOGRAPHIES CONTINUED



### Vanessa Olver

Independent Non-Executive Director

**B N A**

**Age**  
50

**Nationality**  
South African

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

**Date of appointment**  
May 2022

**Independent**  
Yes

#### Relevant skills and experience

Vanessa is a chartered accountant, who has substantial strategic, risk, finance, governance, and technology related experience, having held a number of senior executive roles, including previously serving as Chief Enablement Officer (Rest of Africa) at Absa Group, Deputy Chief Executive Officer at Business Connexion Group and finance director of Stanbic Bank after having spent 7 years abroad at Deloitte US and Aviva plc.

Vanessa is also the Founder of Quantum Change, an advisory and recruitment firm which focuses on enabling clients' business strategies through precision execution.

#### External appointments

None



### Philisiwe Sibiya

Independent Non-Executive Director

**B A**

**Age**  
47

**Nationality**  
South African

**Qualifications**  
BAcc, DIP Acc, CA (SA)

**Date of appointment**  
August 2019

**Independent**  
Yes

#### Relevant skills and experience

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

#### External appointments

AECI Ltd, Goldfields Ltd and Shingai Group (Pty) Ltd



### Diane Radley

Independent Non-Executive Director

**B A**

**Age**  
58

**Nationality**  
South African

**Qualifications**  
BComm, BCompt (Hons), CA (SA),  
MBA (WBS), AMP (Harvard)

**Date of appointment**  
March 2024

**Independent**  
Yes

#### Relevant skills and experience

Diane's previous appointments include partner in charge of Transaction Services at PricewaterhouseCoopers, Group CFO of Allied Electronics Ltd, Group FD of Old Mutual South Africa Ltd and CEO of Old Mutual Investment Group Pty Ltd. She has also been a non-executive director of Omnia Holdings Ltd, WIPHold Ltd, Murray & Roberts Ltd, Bytes Technology Group Ltd and Allied Technologies Ltd. This background affords significant audit and risk experience, financial, leadership, banking, long term insurance, fintech, wealth, savings and investment and regulatory reporting skills.

#### External appointments

Network International plc, Redefine Properties Ltd, Base Resources Ltd, Transaction Capital Ltd



### Brian Stevenson

Independent Non-Executive Director

**B N**

**Age**  
70

**Nationality**  
British

**Qualifications**  
MBA, ACIB, FCBI

**Date of appointment**  
May 2021

**Independent**  
Yes

#### Relevant skills and experience

Brian is the Chair of Investec Bank plc. He has substantial strategic, governance and financial services experience, having held a number of senior executive roles, including CEO and Chair of Royal Bank of Scotland's global transaction services division and as Head of Global Banking Division Asia Pacific at Deutsche Bank, as well as various non-executive positions including Agricultural Bank of China and Deutsche Bank Nederland and Westpac Europe Ltd. Brian was also an Advisory Board member of Lysis Financial and a Board Mentor at Critical Eye.

#### External appointments

None

DIRECTOR BIOGRAPHIES  
CONTINUED



**Fani Titi**  
Chief Executive

**B S**

**Age**  
61

**Nationality**  
South African

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

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

**Independent**  
No

**Relevant skills and experience**

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

**External appointments**

IEP Group (Pty) Ltd



**Nishlan Samujh**  
Group Finance Director

**B**

**Age**  
50

**Nationality**  
South African

**Qualifications**  
BAcc, HDipAcc, HDipTax, CA (SA)

**Date of appointment**  
April 2019

**Independent**  
No

**Relevant skills and experience**

Nishlan started his career at KPMG Inc. He joined Investec in 2000 as a technical accountant in the financial reporting team. In 2010 he took on the full responsibility for the finance function in South Africa, which later developed into the Global Head of Finance. He was then appointed Group Finance Director in 2019. This background affords significant financial expertise, and regulatory reporting skills.

**External appointments**

None

**Committee membership key**

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<b>N</b>	DLC Nomdac
<b>R</b>	DLC Remuneration Committee
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