

CORPORATE GOVERNANCE - BOTSWANA

MINET BOTSWANA RETIREMENT SOLUTIONS PTY LTD BOARD OF DIRECTORS

OAITSE M RAMASEDI

Independent Non-Executive Chairman - Minet Botswana Retirement Solutions Pty Ltd

Oaitse M Ramasedi is an independent, non-executive Chairman for Minet Botswana Retirement Solutions Pty Ltd, and is responsible for Board leadership, business strategy development, strategic corporate governance, compliance, mergers, acquisitions, and risk management. Oaitse has over 10 years of financial regulatory experience at executive management level. He holds a BCom, a Post Graduate Diploma in Risk Management, and a Master of Arts degree. Further, he is an Associate Member of the then Botswana Institute of Bankers (now Botswana Institute of Banking and Finance), a Fellow Member of the Insurance Institute of South Africa (IIISA), a Fellow Member of the Botswana Institute of Chartered Accountants (FCA), a Fellow Member of the Chartered Institute of Management Accountant (FCMA), and a Chartered Global Management Accountant (CGMA). Oaitse is the Titan Global CEOs Challenge Winner for Country Leadership (2017/18) and Regional Leader (2018/19).

ONALENNA OTLAADISA DILORO

Independent, Non-Executive Director - Minet Botswana Retirement Solutions Pty Ltd

Onalenna Otladisa-Diloro is an independent, non-executive Director for Minet Botswana Retirement Solutions Pty Ltd. Onalenna is a corporate and commercial attorney with over 12 years of post-qualification experience in financial law, regulation, insolvency & restructuring, mergers & acquisitions, banking, capital markets, and general corporate law. Onalenna has a Bachelor of Laws Degree from the University of Botswana and an LLM in Commercial and Corporate Law (with Distinction) from the Queen Mary University of London.

MPHOENG MPHOENG

Independent, Non-Executive Director - Minet Botswana Retirement Solutions Pty Ltd

Mphoeng Mphoeng is an independent, non-executive Director for Minet Botswana Retirement Solutions Pty Ltd, responsible for the board committee's leadership, strategy development, investment management, and finance & stakeholder engagement. Mphoeng has 10 years of experience in financial services, 5 years in academia, and 3 years in technology and analytics. He holds a Master's in finance from the University of Manchester, a Bachelor of Finance from the University of Botswana, and a Senior Management Development Programme (USB Executive Development) from the University of Stellenbosch.

NATALIE HODGSON

Non-Executive Director - Minet Botswana Retirement Solutions Pty Ltd

Natalie Hodgson is non-executive Director for Minet Botswana Retirement Solutions Pty Ltd and is General Counsel: Legal & Compliance at Minet Group, responsible for the Group's overall Legal & Compliance function. Prior to joining Minet, she worked for Deloitte & Touche for 4 years where she held positions of Senior Manager (Regulatory Risk, Risk Advisory), Manager (Regulatory Compliance), and Assistant Manager. Natalie holds a BCom in Law, a Bachelor of Laws (LLB), a Postgraduate Diploma in Compliance from the University of Johannesburg,

and a Specialist Certificate in Conduct Risk from the International Compliance Association. She continues her education to obtain a Master of Laws (LLM) with a Specialisation in Banking Law.

KUDZANI PICKUP

Non-Executive Director - Minet Botswana Retirement Solutions Pty Ltd

Kudzani Pickup is non-executive Director for Minet Botswana Retirement Solutions Pty Ltd and is Chief Investment Officer at Africa Lighthouse Capital. Kudzani holds a Bachelor of Science majoring in Mathematics, Statistics, and Computer Science from the University of Zimbabwe. Kudzani led Fund of Funds private equity and private debt at Bifm and has 20 years of investment experience. His previous experience includes senior roles at African Alliance, Barclays Bank of Botswana, Bifm, and Botswana Insurance Holdings Limited.

LEMOGELANG EBINENG

Managing Director – Minet Botswana Retirement Solutions Pty Ltd

Lemogelang Ebineng is Managing Director at Minet Botswana Retirement Solutions Pty Ltd. Lemogelang is a Retirement Schemes and Communication specialist on issues of retirement funds, with over 20 years of experience. He cut his teeth in the industry by working for the Debswana Pension Fund (a division within the Finance Department of the Debswana Diamond Company) where he worked as a Pension Fund Liaison Officer. He then joined BIFM (an Investment and Administration company) as a Technical Consultant and then moved to Glenrand MIB Botswana where he went through the ranks until he was appointed General Manager of the Employee Division. In 2013, he became Divisional Director and Deputy Director at Aon Botswana (through Aon's acquisition of Glenrand MIB). Lemogelang holds a Bachelor of Arts Degree from the University of Botswana, a Post Graduate Diploma in Education obtained from the same institution, and a Certificate of Proficiency in Retirement Funds from the Insurance Institute of South Africa.

MINET BOTSWANA (PTY) LTD BOARD OF DIRECTORS

CHRISTOPHER MOKGWARE

Independent, Non-Executive Chairman - Minet Botswana Pty Ltd

Christopher Mokgware is the independent, non-executive Chairman for Minet Botswana Pty Ltd and is responsible for board leadership, business strategy development, strategic corporate governance, compliance, mergers, acquisitions, and risk management. Christopher has over 20 years of experience in finance, audit, compliance, and risk management. He holds an MSc in Information Management and Finance from the University of Westminster, an ACCA from the London College of Accountancy, Global Executive Development Program from the Gordon Institute of Business Science, and is a Fellow Chartered Accountant, a Member of the Institute of Risk Management South Africa, and a Member of the Association of Certified Anti-Money Laundering Specialists.

LUDO TEBOGO TEMA

Independent, Non-Executive Director - Minet Botswana Pty Ltd

Ludo Tebogo Tema is an independent, non-executive Director for Minet Botswana Pty Ltd and is responsible for the board committee's leadership and strategy development, and to advise the board on legal, compliance, governance, and stakeholder engagement. Ludo has 22 years of experience in the legal fraternity. She holds a Postgraduate Diploma in Legal Practice from The College of Law of England and Wales, an LLB Honours Degree from the University of Warwick, and an International Baccalaureate Diploma from Waterford Kamhlaba, United World College of Southern Africa (Mbabane, Swaziland).

MPHOENG MPHOENG

Independent Non-Executive Director - Minet Botswana Pty Ltd

Mphoeng Mphoeng is an independent, non-executive Director for Minet Botswana Pty Ltd, responsible for the board committee's leadership, strategy development, investment management, and finance & stakeholder engagement. Mphoeng has 10 years of experience in financial services, 5 years in academia, and 3 years in

technology and analytics. He holds a Master's in finance from the University of Manchester, a Bachelor of Finance from the University of Botswana, and a Senior Management Development Programme (USB Executive Development) from the University of Stellenbosch.

ROWESAI MOSARWE

Executive Director - Minet Botswana Pty Ltd

Rowesai is executive director for Minet Botswana Pty Ltd and Finance Director at Minet Botswana Holdings Pty Ltd, responsible for developing and evaluating the strategic financial objectives of the company, managing the company's exposure to risk, and maintenance of appropriate internal controls and procedures. Rowsai is a Chartered Accountant with 20 years of experience in financial management and reporting. She holds a BA degree in accounting and is a Fellow (FCCA) member of the Association of Chartered Certified Accountants (ACCA), she holds a Certificate of Proficiency and is a Fellow member (FCPA) of the Botswana Institute of Chartered Accountants (BICA). She has gone through the Executive Development Program through the Stellenbosch University.

LEO MORWE

Non-Executive Director - Minet Botswana Pty Ltd

Leo Morwe is non-executive Director for Minet Botswana Pty Ltd, non-executive chairman for Minet Botswana Holdings Pty Ltd as well as Chief Commercial Officer at Minet Group. Previously, Leo held the positions of Executive Chairman of Aon Botswana, Regional Executive at Aon sub-Saharan Africa, Chief Human Resources Officer at Aon sub-Saharan Africa, and General Manager – HR for Glenrand MIB Limited. Leo has over 16 years of executive and board experience in the insurance industry and holds a BTech Degree in Human Resources Management from the University of Johannesburg, a Management Advancement Programme (MAP) from Wits Business School, a Higher Certificate in Short Term Insurance from Milpark Education and is a non-executive director of the Insurance Institute of South Africa.

MICHAELSON CHONYERA

Managing Director – Minet Botswana Pty Ltd

Michaelson Chonyera is Managing Director at Minet Botswana Pty Ltd, responsible for the overall strategy and strategic co-ordination for broking, servicing, divisional training, sales, and new business initiatives. Michaelson has over 30 years' experience in management and senior management of short-term insurance companies within SADC and Internationally. He is a qualified Chartered Insurer, a Fellow of the Chartered Insurance Institute of South Africa (FIISA) and holds a Master of Business Administration Degree (MBA).

MINET BOTSWANA RISK MANAGEMENT & CONSULTING (PTY) LTD BOARD OF DIRECTORS

BRYN WILLIAMS

Non-Executive Chairman - Minet Botswana Risk Management & Consulting Pty Ltd

Bryn Williams is the non-executive Chairman for Minet Botswana Risk Management & Consulting Pty Ltd and is responsible for board leadership, business strategy development, strategic corporate governance, compliance, mergers, acquisitions, and risk management. Bryn has 24 years of extensive insurance experience both with Aon Zimbabwe and Aon Botswana and has been working in the Botswana Insurance Market since 2006, specializing in the Mining and Energy Sector and Pan African Insurance programmes. He holds a Certificate of Insurance from the Insurance Institute of the UK, and various Management Certificates achieved within Aon.

ROWESAI MOSARWE

Executive Director - Minet Botswana Risk Management & Consulting Pty Ltd

Rowesai Mosarwe is an executive Director for Minet Botswana Risk Management & Consulting Pty Ltd. Rowsai is a Chartered Accountant with 20 years of experience in financial management and reporting. She holds a BA degree in accounting and is a Fellow (FCCA) member of the Association of Chartered Certified Accountants

(ACCA), she holds a Certificate of Proficiency and is a Fellow member (FCPA) of the Botswana Institute of Chartered Accountants (BICA). She has gone through the Executive Development Program through the Stellenbosch University.

DANIEL SCHUURMANS

Non-Executive Director - Minet Botswana Risk Management & Consulting Pty Ltd

Daniel Schuurmans is non-executive Director for Minet Botswana Risk Management & Consulting Pty Ltd and Chief Operating Officer and Chief Financial Officer at Minet Group. Previously Daniel was Chief Operating Officer and Chief Financial Officer at Aon South Africa and Aon sub-Saharan Africa. Prior to that, he was based in the Netherlands as Chief Operating Officer and Chief Financial Officer at Aon Central & Eastern Europe. He was with Aon for 18 years. Daniel holds an MSc in Economics and Business Administration from the University of Maastricht, in the Netherlands, and is a Member of the Institute of Directors.

GABRIEL KARIDZA

Managing Director – Minet Botswana Risk Management & Consulting Pty Ltd

Gabriel Karidza is Managing Director – Minet Botswana Risk Management & Consulting Pty Ltd, responsible for carrying out risk management and asset valuation surveys for corporate organisations locally and in various countries of the African continent. Gabriel has 21 years of experience in risk management and asset valuations. He holds a Bachelor of Science (Honours) degree in Mechanical Engineering from the University of Zimbabwe; a Postgraduate Diploma in Surveying (Machinery and Business Assets) from the University of Reading (UK); a Diploma in Insurance, and a Diploma in Fire Science and Fire Safety. Gabriel is an accredited Senior Appraiser (ASA) with the American Society of Appraisers, a Chartered Valuation Surveyor (MRICS) with the Royal Institution of Chartered Surveyors, an Associate of the Institute of Risk Managers of South Africa, and a registered Professional engineer with the Engineers Registration Board Botswana (ERB).

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