

## 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 LL.M 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 a Non-Executive Director of Minet Botswana Retirement Solutions Pty Ltd. She previously served as General Counsel: Legal & Compliance at Minet Group, where she oversaw the Group's Legal and Compliance function. Before joining Minet, Natalie spent four years at Deloitte & Touche in the Risk Advisory division, holding successive roles as Senior Manager (Regulatory Risk), Manager (Regulatory Compliance), and Assistant Manager. Natalie holds a BCom in Law, a Bachelor of Laws (LLB), and a Postgraduate Diploma in Compliance from the University of Johannesburg, as well as a Specialist Certificate in Conduct Risk from the

International Compliance Association. She is currently pursuing a Master of Laws (LLM) with a specialisation in Banking Law.

#### **BAME PULE**

##### ***Non-Executive Director - Minet Botswana Retirement Solutions Pty Ltd***

Bame Pule is non-executive Director for Minet Botswana Retirement Solutions Pty Ltd and is the Founder and Chief Executive Officer at Africa Lighthouse Capital (ALC). Prior to founding ALC in 2012, Bame spent six years working at Actis Capital. Bame previously worked at Shoreview Capital, Goldman Sachs, Credit Suisse and Citigroup – all in the United States. He has a bachelor's degree in Economics and Political Science from Pomona College in California and an MBA from Harvard Business School in Massachusetts.

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#### **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).

#### **CHRISTOPHER GWERE**

##### ***Independent, Non-Executive Director - Minet Botswana Pty Ltd***

Christopher Brutus Gwere is an independent, non-executive Director for Minet Botswana Pty Ltd. Christopher is a Finance and Risk Management professional with extensive experience in corporate governance, risk management, finance, management accounting and stakeholder management. He has 33 years of experience in the financial

services industry and is an associate member of the Chartered Institute of Management Accountants (CIMA), an associate member of the Botswana Chartered Institute of Accountants (BICA) and has completed several Senior Management Development Programs.

**DANIEL SCHUURMANS**

***Executive Director - Minet Botswana Pty Ltd***

Daniel Schuurmans is executive director for Minet Botswana 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.

**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.

**BAME PULE**

***Non-Executive Director - Minet Botswana Pty Ltd***

Bame Pule is non-executive Director for Minet Botswana Pty Ltd and is the Founder and Chief Executive Officer at Africa Lighthouse Capital (ALC). Prior to founding ALC in 2012, Bame spent six years working at Actis Capital. Bame previously worked at Shoreview Capital, Goldman Sachs, Credit Suisse and Citigroup – all in the United States. He has a bachelor's degree in Economics and Political Science from Pomona College in California and an MBA from Harvard Business School in Massachusetts.

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**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.

**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.

**NATALIE HODGSON*****Executive Director – Minet Botswana Risk Management & Consulting Pty Ltd***

Natalie Hodgson is a Non-Executive Director of Minet Botswana Risk Management & Consulting Pty Ltd. She previously served as General Counsel: Legal & Compliance at Minet Group, where she oversaw the Group's Legal and Compliance function. Before joining Minet, Natalie spent four years at Deloitte & Touche in the Risk Advisory division, holding successive roles as Senior Manager (Regulatory Risk), Manager (Regulatory Compliance), and Assistant Manager. Natalie holds a BCom in Law, a Bachelor of Laws (LLB), and a Postgraduate Diploma in Compliance from the University of Johannesburg, as well as a Specialist Certificate in Conduct Risk from the International Compliance Association. She is currently pursuing a Master of Laws (LLM) with a specialisation in Banking Law.

**JOSEPH ONSANDO*****Executive Director – Minet Botswana Risk Management & Consulting Pty Ltd***

Joseph Onsando is executive Director for Minet Botswana Risk Management and Consulting Pty Ltd and Chief Executive Officer at Minet Group. He was previously Chief Executive Officer at Aon sub-Saharan Africa. Joseph has more than 30 years of leadership experience in the insurance industry and is renowned across the continent for his contributions to the development of the sector in various sub-Saharan African countries. Joseph holds a BCom degree in Risk and Insurance from the University of Nairobi, Kenya. He is a past President and Member of the Insurance Institute of Kenya.

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

Leo Morwe is non-executive Director for Minet Botswana Risk Management & Consulting Pty Ltd, and 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.

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

Bame Pule is non-executive Director for Minet Botswana Risk Management & Consulting Pty Ltd and is the Founder and Chief Executive Officer at Africa Lighthouse Capital (ALC). Prior to founding ALC in 2012, Bame spent six years working at Actis Capital. Bame previously worked at Shoreview Capital, Goldman Sachs, Credit Suisse and Citigroup – all in the United States. He has a bachelor's degree in Economics and Political Science from Pomona College in California and an MBA from Harvard Business School in Massachusetts.

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

Wazha Thobani is a Non-Executive Director for Minet Botswana Risk Management & Consulting Pty Ltd and an Investment Analyst – Fixed Income at BIFM, where he conducts investment research, manages credit and fixed-income models, supports portfolio oversight of investee companies, and contributes to macroeconomic analysis informing investment decisions. Prior to this, he worked as a Junior Investment Analyst – Private Credit at Norsad Capital, and as a Bank Examiner Intern at the Bank of Botswana. Wazha is a CFA Level III Candidate with the CFA Institute, holds a Bachelor of Finance from the University of Botswana, and received multiple top academic awards, including the Dean’s Prize, the Stanlib Prize, and the Standard Chartered Prize for outstanding performance in finance.

**GABRIEL KARIDZA**

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

Gabriel Karidza is non-executive Director for Minet Botswana Risk Management & Consulting Pty Ltd. 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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**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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**Minet is a trusted pan-African advisor that meets the uncertainties of tomorrow by delivering risk and human capital solutions today. As the largest Aon Global Network Correspondent, Minet has access to a network of over 50,000 colleagues in 120 countries as well as to proprietary data, research, and analytics which enable us to manage and secure the risks of tomorrow and provide clients with an unrivalled advantage. Though rapidly expanding, Minet is currently present in 9 sub-Saharan African countries: Botswana, Kenya, Lesotho, Malawi, Mozambique (Minseg), Namibia, Uganda, Tanzania, and Zambia. For more information, please visit [www.minet.com](http://www.minet.com).**