## IRC Annual Conference 2025 - 22 October 2025 - Speaker bio's

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| **Leigh Roberts** - CEO, IRC | **Leigh Roberts**<br>Leigh is the CEO of the Integrated Reporting Committee (IRC) of South Africa and is the Chair of its technical Working Group. She has been deeply involved in integrated reporting in South Africa and internationally. As a member of the Technical Task Force of the International Integrated Reporting Council (IIRC), she worked on the development of the Integrated Reporting Framework (International <IR> Framework) released in 2013, and as a member of the Framework Board she looked at its update and revision, released in 2021. She is a member of the Integrated Reporting and Connectivity Council. Leigh has co-authored two books with Professor Mervyn King: Integrate: Doing Business in the 21st Century (Juta) and The Healthy Company (Juta 2021). She has adjudicated for IR Awards in South Africa and internationally and has contributed to numerous publications internationally. Leigh is one of the founders of the IRC of South Africa. |
| **Vuyo Lee** - Director, Marketing & Corporate Affairs, JSE | **Vuyo Lee**<br>Vuyo is the Director of Marketing and Corporate Affairs for the Johannesburg Stock Exchange (JSE) since March 2021. She has over 25 years of corporate knowledge and experience, having first worked in the Fast-Moving Consumer Goods (FMCG) industry for Coca-Cola and ABI, followed by 20 years working for financial services companies such as Old Mutual and Momentum Metropolitan Holdings.<br>Vuyo defines her current role as engaging the JSE's stakeholder base on its services and initiatives to advance its Group's strategic objectives. She enjoys that her portfolio of marketing, communications, transformation, SME development and stakeholder relations functions contributes closely to the group's purpose of "growing shared prosperity", balancing both the commercial and good corporate citizenship aspects of business.<br>Vuyo holds a Bachelor of Commerce having majored in Marketing and Accounting, a BComm Honours in Business Economics both from the University of the Witwatersrand, and an MBA from UCT's Graduate School of Business. |
| **Professor Mervyn King** – Chair, IRC<br>**Professor Suresh Kana** - Deputy-Chair, IRC | **Professor Mervyn King SC**<br>Professor King has been Instrumental in shaping the global landscape of corporate governance and corporate reporting. Professor King is Chair Emeritus of the King Committee of Corporate Governance in South Africa and the Chair of the Integrated Reporting Committee of South Africa. He is a Senior Counsel and former Judge of the Supreme Court of South Africa. His many roles and responsibilities include: Professor at Wits Business School at the University of the Witwatersrand; Professor Extraordinaire at the University of South Africa on Corporate Citizenship; Honorary Professor in corporate law, governance and reporting at the Universities of Pretoria and Cape Town; and a Visiting Professor at Rhodes University. He has an honorary Doctorate of Laws from the Universities of the Witwatersrand in South Africa and Leeds in the UK; an honorary Doctorate from Deakin |

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| | University Melbourne, Australia; and an honorary Doctorate in Commerce from Stellenbosch University in South Africa. He was a member of the Private Sector Advisory Group to the World Bank on Corporate Governance and chaired the United Nations Committee of Eminent persons on Governance and Oversight, and the Commonwealth Corporate Governance Institute. He was President of the Advertising Standards Authority for 15 years and a member of the ICC Court of Arbitration in Paris for seven years.<br><br>**Professor Suresh Kana**<br>Suresh is the Deputy-chair of the IRC of South Africa. He currently serves as chair and non-executive director on several listed company boards. He is a Trustee of The Constitutional Court Trust. Suresh's previous positions include Trustee of the International Financial Reporting Standards Foundation and Vice-chair of its Integrated Reporting and Connectivity Council, Chair of the King Committee on Corporate Governance, CEO of PwC Africa, Chair of SAICA, Deputy-chair of IRBA, board member of the IAASB of IFAC, Chair of the Financial Reporting Standards Council in South Africa, and Chair of the Independent Oversight Advisory Committee of the United Nations World Food Programme. |
| **Sue Lloyd** - Vice-Chair, ISSB | **Sue Lloyd**<br>Sue Lloyd is Vice-Chair of the International Sustainability Standards Board (ISSB) from March 2022. She previously served as a member of the International Accounting Standards Board (IASB) from 2014 and as IASB Vice-Chair from 2016. She also served as Chair of the IFRS Interpretations Committee from 2017. In addition to her IASB responsibilities, she played a leading role in the establishment of the ISSB from 2020, including as a member of the Technical Readiness Working Group which was created by the Trustees to give the ISSB a running start. Prior to becoming an IASB member, Sue worked for the IFRS Foundation as a senior technical director, leading the development of new IFRS Accounting Standards, and as director of capital markets with responsibility for the IASB's reform of accounting for financial instruments. She also worked for the IFRS Foundation from 2002 to 2004 as a technical project manager. Sue has held various positions in investment banking both in the UK and in Australia and has served as a member of the Australian Accounting Standards Board (AASB). She has a Master's degree in accounting and finance from the University of Auckland in New Zealand. |
| **Carol Adams** - Chair of the Global Sustainability Standards Board, GRI | **Professor Carol Adams**<br>Carol has combined a successful international academic career in financial and non-financial reporting and assurance with senior leadership, governance, corporate reporting and global standard-setting roles across the super fund, banking and finance, government, health, NGO and education sectors. She has researched the role of accounting and reporting in the relationships between business, society and the environment, led the development of sustainability reports and advised on corporate reporting to major organisations. Carol has served on Boards for several public and for-purpose sector organisations and is currently Chair of the Global Sustainability Standards Board which sets the GRI Standards, Chair of the Institute of Chartered Accountants of |

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| | Scotland's Sustainability Committee, and a member of the Accounting for Sustainability (A4S) Technical Expert Group. She is an Emeritus Professor at Durham University. |
| **Corli le Roux** - IRC Working Group and independent sustainability consultant<br>**Karin Ireton** - IRC Working Group, non-executive director and Lead Sustainability Consultant, FTI<br>**Shaheed Osman** - IRC Working Group and Partner, KPMG<br>**Abby Paulus** - IRC Working Group and Associate Partner, EY<br>**Charmane Russell** - IRC Working Group and Managing director, R&A Strategic Communications | **Corli Le Roux**<br>Corli is an independent consultant focusing on sustainability and reporting in business and investment.<br>Her earlier career includes more than 20 years in capital markets, during which she led the Johannesburg Stock Exchange's (JSE) work and positioning in relation to sustainability. Currently, Corli consults as a Senior Specialist to the United Nations Sustainable Stock Exchanges initiative, producing research and guidance for global stock exchanges on a range of sustainability topics; and as an associate of Six Capitals ESG Advisory, providing clients with ESG-related strategic research, analysis and advisory services. She has served on the GRI Global Sustainability Standards Board (GSSB) since 2019, and the judging panel for the Chartered Governance Institute of Southern Africa (CGISA) Integrated Reporting Awards since 2018. She is a Certified Director of the Institute of Directors South Africa and an honorary member of the IRC of South Africa.<br><br>**Karin Ireton**<br>Karin Ireton is a non-Executive Director and international sustainability consultant. Following a long career in the energy, mining and financial services sectors, she transitioned to the consulting sector with a wide range of clients from the World Bank and the IFC, South Africa's leading banks, and other leading companies, driving a focus on climate change as a strategic business issue for the South African economy, global State Owned Entities and the individual corporate clients. Since 2023 she has been the ESG and Sustainability Lead for FTI Consulting. She chaired the GRI's Global Stakeholder Council for many years and the IoDSA's Sustainable Development Forum.<br><br>**Shaheed Osman**<br>Shaheed is a partner and Africa head of ESG assurance at KPMG. He serves as the engagement partner or quality reviewer for a number of JSE listed clients.<br>Shaheed is a member of KPMG's global sustainability reporting technical topic team. He is also a member of the IRC of SA Working Group, the SAICA Sustainability Technical Committee, and the IRBA Sustainability Standing Committee.<br><br>**Abby Paulus**<br>Abby is an associate partner in EY's Corporate Reporting Services team. With over 20 years' experience in corporate reporting, her role includes reviewing listed financial statements for IFRS compliance and dealing with complex IFRS and reporting queries. Abby is a key member of the team responsible for EY's Excellence in Integrated Reporting Awards whereby the Top 100 listed Companies in South Africa are benchmarked against the Integrated Reporting Framework. Abby is responsible for the EY Integrated Reporting Benchmarking services |

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| | to provide corporates around the world an opportunity to benchmark their integrated reports against the best in South Africa, as awarded in the EY Excellence in Integrated Reporting Awards each year. Abby is a member of the IRC of South Africa and EY's representative on the IRC of South Africa Working Group.<br><br>**Charmane Russell**<br>Charmane Russell has extensive experience developed over two decades in advising clients and producing sustainability and integrated reports. Working primarily in the resources sector for companies listed all over the world, Charmane has supported the development of numerous reports aimed at meeting the needs of stakeholders, while at the same time ensuring alignment with reporting standards. Over the past few years this scope has increased to include materiality assessments, including double materiality. |
| **Lynelle Bagwandeen** - Group Company Secretary, Naspers<br>**Tracy Wessels** - Group Head Investor Relations, Sappi<br>Host: **Tina Playne -** IRC Working Group and Divisional Head Sustainability, Trialogue | **Tina Playne**<br>Tina has an extensive background in strategy consulting spanning nearly three decades, with a focus on diverse sectors in blue chip and multinational organisations. Her expertise lies in driving transformative growth and enhancing business performance, delivering tangible results in dynamic, high-pressure environments. With a track record of successful strategy implementations, Tina has applied agile methodologies and orchestrated impactful campaigns to support societal frameworks. She served as a member of the executive leadership team at a Pan African bank where she served across various areas including integrated planning, risk and product governance, sector and segment management, enterprise development, innovation and change. Since joining Trialogue, Tina has played a role in refining the integrated thinking model to embed sustainability practices within client organisations and delivered a comprehensive range of reports, including integrated, ESG and sustainability reports aligning to international best practice and standards. She has held various executive and non-executive directorships across various sectors.<br><br>**Lynelle Bagwandeen**<br>Lynelle Bagwandeen is the Naspers and Prosus Group Company Secretary & Head of Global Company Secretariat. She joined the global technology group in August 2020. Prior to this appointment, she served as Group Company Secretary and General Counsel of Netcare Limited and was on its executive committee since 2012. She is also the information officer for Naspers Limited. She previously worked in banking and finance, holding governance and legal advisory roles at Absa and Standard Bank. She is a qualified and admitted attorney and holds an FCG, LLM, LLB (summa cum laude) and BSc from the University of Natal and University of Witwatersrand respectively. Her non-executive roles include acting as a director of the Hospital Association of South Africa and is the Past President of the Chartered Governance Institute of Southern Africa, of which she is also a fellow.<br><br>**Tracy Wessels** |

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| | Tracy joined Sappi in 2001 as a Graduate in Training after completing her PhD in Organic Chemistry at the University of KwaZulu-Natal. Over her 24-year career with the company, she has held a range of technical and leadership roles spanning R&D, product development, and customer technical services. In 2020, Tracy was appointed Group Head of Investor Relations and Sustainability, a role that integrates financial and sustainability perspectives across Sappi's global operations. This dual focus provides her with a unique vantage point on how Sappi's sustainability and business value proposition can be positioned to create long-term value for both financial and non-financial stakeholders. |
| **Amelia Beattie** - Head of Business Efficiencies, Property and Sustainable Impact, Standard Bank Group<br>**Ursula Mpakanyane** - Head of ESG, Redefine Properties<br>Host: **Zihle Nonganga** - IRC Working Group and Investor Relations Executive, Spar Group | **Amelia Beattie**<br>Amelia is a dynamic leader driving business transformation, sustainable impact and strategic business growth, with experience in different countries in a career spanning over 25 years. She is a passionate advocate for education, leadership and diversity. Committed to empowering others, she mentors emerging leaders and champions inclusive workplaces, ensuring equitable opportunities for all. Currently serving as the Head of Business Efficiencies, Property and Sustainable Impact at Standard Bank Group's Insurance and Asset Management business unit, she is committed to shaping transformative strategies that enhance performance, efficiency and sustainable impact. Beyond her corporate achievements, Amelia is deeply involved in education and social initiatives, notably she curated the "Lead with Heart" book celebrating the wisdom of those on her path. Amelia continues to aim to make a difference in the industries and communities she serves.<br><br>**Ursula Mpakanyane**<br>Ursula directs the sustainability strategy and leads the integration of ESG principles into core business operations, investment decisions, and socio-economic development at Redefine Properties. Her work focuses on aligning financial performance with long-term environmental and social impact, while ensuring adherence to global standards. Ursula started her career as an auditor and has extensive experience in various disciplines including assurance, strategic risk management, compliance management and corporate governance within the financial sector, public sector and real estate sector.<br><br>**Zihle Nonganga**<br>Zihle is an Investor Relations professional with expertise in developing and implementing investor relations programmes that support company goals. She is currently with the Spar Group and was previously the General Manager: Investor Relations at the MTN Group. Before this, she held Investor Relations roles at EOH, Aspen Pharmacare Holdings and the Edcon Group. Her passion for and the development of IROs, led her to join the board of the Investor Relations Society of South Africa in 2020. Her experience, spanning across different sectors and companies in various growth (and crisis) phases, has enhanced her ability to articulate strategic and financial performance to investors and analysts; develop and maintain strategic relationships with internal and external stakeholders; and navigate through periods of uncertainty and volatility. |

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| **Jenita Bhowani –** Principal specialist, Vodacom Group<br>**Lee Swan -** Head of Sustainability, Alexforbes<br>**Bruce Thomas** - Finance Executive: Reporting, Nedbank<br>Host: **Desiree Jones** - IRC Working Group and Managing Director, Alchemy Creative Studios | **Jenita Bhowani**<br>Jenita leads the integrated report at Vodacom Group. With a strong track record on aligning performance, governance and stakeholder value, she has played a pivotal role in delivering award-winning integrated reports that connect financial results with broader strategic outcomes. Jenita's drive for excellence has led to innovations in Vodacom's reporting process, including the adoption of a reporting platform to fostering transparency and collaboration across the reporting suite. Drawing on almost two decades of telecommunications industry experience, with a background in finance, her creativity and unconventional thinking brings a fresh lens to how both financial and strategic KPIs are presented and understood in the integrated report.<br><br>**Lee Swan**<br>Lee has over 19 years of sustainability and commercial experience. She is an experienced sustainability advisor with a Masters Degree in Development Planning, a CFA Certificate in ESG Investing, a CFA Certificate in Climate and Investing, a CFA Investment Management Certificate (IMC) (Level I), and a number of other business and sustainability credentials. She has experience in the application of sustainability-based thinking in a variety of commercial sectors including management consulting, investment management, retirement planning, manufacturing, energy, mining, construction, aviation, real estate investment and infrastructure development. She is currently with the Alexander Forbes Group. In addition to her passion for sustainable business, Lee is passionate about education. For the past ten years she has served as a member of the Board of the LEAP Science & Maths Schools – a non-profit organisation with eight secondary schools, serving youth in impoverished communities, with a focus on building maths and science competence as well practical life skills for its learners. Lee is also the Chair of LEAP's Remuneration Board Committee.<br><br>**Bruce Thomas**<br>Bruce is a finance executive at Nedbank where he is responsible for leading external reporting, including the coordination of Nedbank's Integrated Report and the suite of supporting reports. In addition, he manages Nedbank's external audit engagement and the reporting into the Nedbank Group Exco and Nedbank Group Audit Committee. Bruce is the current chair of the South African Institute of Chartered Accountant's (SAICA) Banking Project Group, which is an industry forum that brings together banks, auditors, industry associations and regulators to discuss and debate reporting, modelling and assurance matters relevant to banks in South Africa. Bruce is a member of the Institute of International Finance's (IIF) senior accounting group and participant in the International Sustainability Standard Board's (ISSB) South African preparers adoption working group. Prior to joining Nedbank, Bruce was at PwC where he provided accounting consulting services to South Africa's largest financial services groups and their audit teams. |

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| | **Desiree Jones**<br>Desiree is the founder and Managing Director of Alchemy Creative Studios, a corporate communications consultancy rooted in the belief that companies that communicate well, do well. Alchemy crafts impactful, meaningful and engaging content, specialising in integrated and sustainability reports for blue-chip companies. Her financial background and almost 20 years in corporate reporting manifest in a passion for helping companies connect with their stakeholders through reporting that hits the mark. She has worked in the integrated reporting field since its inception in South Africa and continues to contribute to its evolution as a member of the IRC of South Africa Working Group. |
| **Hilary Eastman** - Reporting Consultant, Falcon Windsor | **Hilary Eastman**<br>Hilary is an expert in sustainability and sustainability reporting regulation and is a member of the UK Sustainability Disclosure Technical Advisory Committee, advising on the endorsement of the ISSB standards. She is an advocate of sustainability reporting that genuinely reflects a company's risks and opportunities and communicates effectively, particularly to investors. Before moving into consulting, she led KPMG UK's ESG reporting practice, advising multinational companies on implementing sustainability reporting. Before that she led PwC's global investor engagement programme and was on the staff of the International Accounting Standards Board, where she led the project to develop IFRS 13 Fair value measurement and developed and led the investor liaison programme. Hilary also chairs the board of CFA Society of the UK. |