

Brenda Tsvetu

SUMMARY

I am a banker, an entrepreneur and a Non-Executive Director. A Chartered Accountant by profession with 17 years of commercial banking experience. I hold associate membership with the Association of Corporate Treasurers in the United Kingdom, and a Masters in Philosophy (Development Finance) with the University of Stellenbosch. My banking experience spans across corporate governance, strategy formulation and execution, financial management, treasury management, financial resource management and asset and liability management. I have experience working across Africa, South Africa, Namibia, Botswana, Swaziland, Mozambique, Tanzania, Ghana, Zambia, Lesotho and Nigeria.

I am passionate about governance; I sit at two boards as a non-executive director. The board of the South Africa Institute of Chartered Accountants; a leading accountancy body in South Africa and one of the prominent professional institutes globally; and the board of Advans Group; an investment holding company of a network of SME and micro banks in emerging markets which provides financial services to over R1million client in 9 countries in Asia and Africa.

In 2018, I founded Bren Farms (Pty) Ltd a SME agricultural company that specialises in livestock and horticulture in South Africa and Zimbabwe, we currently employ 15 people and have reached ZARR3m annual turnover.

Experience:

Banking

Governance

Finance

Risk management

Leadership

Entrepreneurship

Professional qualifications and memberships

| Qualification and Institution | Period |
|---|--------|
| Certified Director - Institute of Directors South Africa | 2022 |
| MPhil Development Finance - University of Stellenbosch South Africa (cum laude) | 2020 |
| Diploma in Treasury - Association of Corporate Treasurers (ACT) United Kingdom: | |
| Associate membership | 2013 |
| Certificate in Financial Mathematics and Modelling | 2013 |
| Certificate in Risk Management | 2012 |
| Certificate in International Treasury Management | 2010 |
| Chartered Accountant and Member of the South Africa Institute of Chartered Accountants (SAICA) CA, (SA) | 2009 |
| Bachelor in Accounting Science (Honours) – University of South Africa | 2004 |
| Bachelor in Accounting Science - University of South Africa | 2002 |

Non-Executive directorship positions

| | |
|--|---|
| Advans Microfinance Network – an investment holding company of a network of SME and micro banks in emerging markets – provides financial services to over R1million client in 9 countries in Asia and Africa | Non-Executive Director (Oct 2023 to date) |
| | Chairperson – Risk Committee (Oct 2023 to date) |
| South Africa Institute of Chartered Accountants - a leading accountancy body in South Africa and one of the prominent professional institutes globally | Non-Executive Director (May 21 to date) |
| | Chairperson – Audit and Risk Committee (May 22 to date) |
| | Member – Digital Transformation Governance Committee (May 21 to May 22) |
| | Member – Education and Assessment Committee (Oct 21 to May 23) |
| | Tax Practitioners Ad Hoc Committee (Nov 22 to Feb 23) |

Other directorship positions

I am the founding director of Bren Farms, a SME agricultural company that specialises in livestock and horticulture in South Africa and Zimbabwe. I founded the company in 2018 and formally registered it in 2022. The company currently employs 15 people and has now reached an annual turnover of ZAR 3 million.

Achievements

- The South Africa Institute of Chartered Accountants won the Best Integrated Report for unlisted entities award in 2023, and I was part of the Audit and Risk Committee that provided oversight on the preparation and assurance of the Integrated Report.
- I was part of an executive team that succeeded in reversing the loss-making position of the bank by implementing a turnaround strategy targeted at credit, revenue diversification and channel optimisation.
- I took part in the Bank Seta Africa Expansion Programme, run by Duke Corporate Education and Bank Seta, which involved the practical immersion into the culture and operating environments of four different countries in Africa, namely South Africa, Egypt, Morocco and Angola with the aim of creating a high-level talent pool of individuals who can head the establishment of a new bank in Africa and enable the transfer of knowledge and skills.
- I designed and implemented the published Margins and Average Balance Sheet analysis disclosure for FirstRand Ltd. This disclosure is still being used in the Group's Analysis of Financial Results.

Work experience

| Organisation | Role title | Period | Role description |
|--|---|-----------------|---|
| FirstRand Bank Ltd | Chief Financial Officer, Premier Segment | Oct 20 – Nov 23 | Strategic partner to CEO through driving data driven decision making, resource allocation and risk management. |
| FNB Lesotho, a subsidiary of FirstRand Ltd | Chief Financial Officer | Mar 17-Sep 20 | Tasked with implementing a turnaround strategy through entrenching the FirstRand Group philosophy and culture, creating efficiencies and reducing the cost base and formulating financial policies and frameworks. |
| FirstRand Bank Ltd | Executive Assistant to FNB International CEO | Apr 15 – Mar 17 | Coordination and formulation of strategy documents, board reports, presentation materials and briefing documents to be presented by the CEO at relevant fora; and delivery of analytical and qualitative information requirements as it related to the CEO's responsibilities. |
| FirstRand Bank Ltd | Head of Performance Measurement; FirstRand Group Treasury | Sep 10 - Mar 15 | Responsible for designing and implementing the Group Treasury Performance Measurement Framework in South Africa and across all the Subsidiaries. The Performance Management Framework formed the basis of measurement and reporting of the Group's Financial Risks against set risk appetite and limits and which fell under the Group Treasury functions, namely Capital Management, Interest Rate Risk Management, Liquidity Risk Management, Intra-Day Liquidity Management, and Foreign Exchange Control. |
| FirstRand Bank Ltd | Financial Accountant for the Funding Portfolios; FirstRand Group Treasury | Feb 09 - Aug 10 | Accounting and reporting of the funding portfolios in Group Treasury. |
| FirstRand Bank Ltd | Articles with specialisation in Financial Management | Jan 07 - Jan 09 | I completed my articles in FirstRand and completed rotations in the following areas; FirstRand Corporate Centre Consolidation Accounting; Internal Audit; Direct Tax; Enterprise Risk Management and RMB Private Equity. |
| Cummins South Africa | Technical Accountant | 2004 - 2006 | Formulation and Implementation of accounting policies. |

| Organisation | Role title | Period | Role description |
|--|---|---------------|---|
| NMB Bank Zimbabwe | Finance Manager, Stockbroking subsidiary | 2002 - 2003 | Responsible for managing the financial resources of the company, budget planning, and supporting the executive management team through offering financial insights. |
| Ernst and Young Zimbabwe | Articles | 1999 to 2002 | Articles with specialisation in financial management |
| Central Africa Building Society (Zimbabwe) | Bank teller | 1997 to 1999 | Bank teller |
