

# Members of the IRC Working Group

## **Leigh Roberts CA(SA) (Chair)**

*BCom, CA(SA)*

Leigh is the Chief Executive Officer and one of the founders of the Integrated Reporting Committee (IRC) of South Africa and Chair of its Working Group. She has been deeply involved in integrated reporting in South Africa and internationally. She was part of the technical team that developed the International Integrated Reporting Council's *Integrated Reporting <IR> Framework* (released in 2013) and, as a member of the Framework Board, contributed to its update in 2021. She is a member of the Integrated Reporting and Connectivity Council. Leigh co-authored two books with Professor Mervyn King: *Integrate: Doing Business in the 21st Century* (Juta) and *The Healthy Company* (Juta 2021) and has contributed to numerous publications internationally.

## **Abby Paulus CA(SA)**

*BCom (Acc) (Hons), CA(SA)*

Abby is Associate Partner at Ernst & Young (EY) and part of the corporate reporting team. She has over 20 years' experience, including reviewing financial statements for IFRS compliance and dealing with complex IFRS and reporting matters. She is a key member of the team responsible for EY's Excellence in Integrated Reporting Awards and is responsible for EY's Integrated Reporting Benchmarking services. Abby is a member of EY's EMEIA working group on sustainability disclosures, navigating the outcome of the ISSB's sustainability reporting requirements.

## **Charmane Russell**

*BA, MBL, PGDip (Integrated Reporting)*

Charmane has extensive experience developed over two decades in advising clients and producing sustainability and integrated reports, primarily in the resources sector for companies listed all over the world. She has supported the development of numerous reports, ensuring alignment with stakeholder needs and reporting standards. Her scope of work has increased to include materiality and double materiality assessments. Charmane founded R&A and prior to this, she was Senior Divisional Manager at AngloGold Limited and Head: Group Corporate Communications at Anglo American.

## **Corli le Roux**

*BA, LLB, Cert.Dir®*

Corli is a Senior Specialist Consultant for the United Nations Sustainable Stock Exchanges initiative, developing guidance and supporting capacity building for global stock exchanges around a range of sustainability themes. She is also an associate of Six Capitals ESG Advisory and has served on the CGISA Integrated Reporting Awards judging panel since 2018. Her career spans more than 20 years in capital markets and sustainability initiatives, including leading the JSE's sustainability work and positioning, and managing the JSE's Socially Responsible Investment Index development and evolution. Since 2017, she has been consulting to clients across corporate and non-corporate sectors, locally and globally, in a range

of ESG-related strategic research, analysis and advisory services. She has served on the IRC board and the GRI Global Sustainability Standards Board (2019 – 2024).

### **Desiree Jones CA(SA)**

*BCom, CA(SA)*

Desiree is a Chartered Accountant with over 10 years' experience in stakeholder engagement, ESG, investor relations, risk, and integrated reporting. She founded Alchemy Creative Studios after serving as Senior Manager at Standard Bank.

### **Dirk Strydom**

*MPhil (Internal Auditing), CIA, PIA, FIIASA*

Dirk works with the Institute of Internal Auditors South Africa's Learning Academy. He has over 14 years' experience in enterprise risk management, corporate governance and internal control. He has a special interest in integrated reporting and organisational sustainability, as well as the evolving role of the internal audit function. He has served on the IRC Working Group for over five years.

### **Esha Mansingh**

*BA, Harvard (Executive Education)*

Esha is Head of Corporate Affairs and Sustainability (SVP) for sub-Saharan Africa at DP World and former Executive Vice President: Corporate Affairs and Investor Relations at Imperial Logistics. She is a World Economic Forum Young Global Leader (2022) and a member of Harvard Kennedy School's Women Leadership board. As a seasoned board member, she has served on the boards of NBI, Unjani Clinics, Imperial & Motus Community Trust and World Economic Forum's New Champions South Africa. She has over 16 years leadership experience in investor relations, corporate affairs, strategy, communications, government relations and sustainability. Her previous roles include Head of Investor Relations at Imperial Holdings, Kumba Iron Ore and Harmony Gold Mining. Esha served on the IRC Working Group for many years and is a founding member of the Investor Relations Society of South Africa.

### **Jayne Mammatt CA(SA)**

*BCom, CA(SA)*

Jayne has worked in corporate governance, sustainable development, and climate change since 2002 across a variety of industries including mining, oil and gas, banking, insurance, telecommunications, technology, construction, real estate, and state-owned entities. Jayne's focus is on developing and delivering services in sustainable development strategy, integrated reporting and management, social and environment impact measurement, and climate change risk and resilience. She has authored various articles, presented at numerous conferences, co-authored *The Company Director's Handbook*, and contributed to SAICA's Green II. She was a member of the Institute of Directors Sustainable Development

Forum, the IRC board and the NBI's Advisory Committee on Environment and Sustainability. She is a member of the King sub-committee on climate change.

### **Johan Thyse**

*BA Law, LLB, MAP, MLaw (Climate Change Law and Policy)*

Johan is a qualified attorney and is Vice President Legal: Energy Business. He joined Sasol in 1996 and led several portfolios, including Strategic Planning at Sasol Oil. He has held international assignments in China and Canada (as part of Sasol Synfuels International). He has also led interdisciplinary teams on climate change policy, regulatory response, as well as sustainability and integrated reporting.

### **Karin Ireton**

*MA (International Political Economy)*

Karin has over 25 years' experience in the sustainable development at corporate, national and international levels. She is an experienced non-executive director and has served on the boards of listed, not-for-profit and state-owned entities. She chaired the Institute of Directors Sustainable Development Forum from 2009 until 2019. She has held executive roles in the energy, mining and banking sectors and was a sustainability pioneer in each of those roles. She currently consults to international and local organisations and is the director of Sustainability Matters. Karin served as Chair of the GRI's 45-member international Stakeholder Council and as member of the GRI board (ex officio). She was a lead author of the *Principles for Responsible Banking* by UNEP FI in 2019, the *South African National Treasury Draft Technical Paper on Financing a Sustainable Economy* in 2020, and a 2016 paper published by the UN Environment Programme on sustainability reporting by government agencies across several countries.

### **Lee Swan**

*MA (Development Planning), CFA*

Lee has over 19 years' sustainability and commercial experience. She is an experienced sustainability adviser and has various business and sustainability credentials. She has experience in applying sustainability-based thinking 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 and has served on the LEAP Science & Maths Schools board for 10 years, including as Chair of LEAP's remuneration committee.

### **Lelanie Hohls CA(SA)**

*BCom, CA(SA)*

Lelanie joined GreymatterFinch as a Reporting Strategist in 2014. She is a technical expert on the Integrated Reporting Framework and was a member of the IRC Working Group (2014 – 2022), being project leader of the *Preparing an Integrated Report – a Starter's Guide* paper (2014) and its updated version (2018), She also led the publication of *A Meaningful and Concise Integrated Report* in 2020. She

was a member of the IIRC's <IR> Specialist Panel (2018 – 2020) and SAICA's Integrated Thinking Project Group. Her earlier career included PwC, Al Naboodah Construction Group (as Financial Manager), and Eskom Holdings SOC Limited (as General Manager of Financial and Management Reporting).

### **Loshni Naidoo**

*BSc (Chem Eng), BCom (INF), MBA, PGDip (Future Studies)*

Loshni is the Chief Sustainability Officer at JSE. Her role focuses on the JSE's sustainability efforts, the measurement of ESG metrics of its listed clientele, and reinforcing the bourse's ongoing ambitions towards transformation, improved regulation and building a more sustainable future. Loshni represents the JSE on various industry advisory panels related to sustainability, responsible investing and climate change internationally. She has decades of multi-sectoral experience, from process engineering to her more recent consultative positions, including integrated thinking required for ESG strategies.

### **Mark Hoffman CA(SA)**

*BCom (Acc) (Hons), CA(SA)*

Mark is an independent consultant who recently retired from Deloitte as Partner in Assurance Services. He has 35 years' experience in professional services. He has worked with over 150 organisations on IFRS financial reporting and integrated reporting processes and systems. He has extensive experience on the development of integrated reporting processes, methodologies, report production, integrated assurance, King IV governance disclosures, strategy, performance reporting, risk management, stakeholder engagement, governance, and remuneration application.

### **Mohamed Adam**

*BA LLB, LLM*

Mohamed is an admitted attorney and has held several positions in Eskom SOC Ltd in a professional and management role. He joined ArcelorMittal South Africa as General Counsel and GM Regulatory Affairs. He has experience in executive management, legal and compliance, ethics, corporate governance, sustainability and integrated reporting. He has been a member of the King Committee on Corporate Governance for many years and served on the King IV task team and King V advisory team. He was also Chair of the Ethics Institute board and currently serves as the lead independent director. He co-authored *The Power of Governance: Enhancing the Performance of State-Owned Enterprises (2005)* with Dr Reuel Khoza.

### **Ronel Fourie**

*MCom (Business Management), CA(SA), ACMA*

Ronel is a partner in PwC's Corporate Reporting Services Division, where she leads initiatives to fulfil the divisions strategy of upholding quality through assurance engagement team support. She is a member of the PwC Global CRS team, specialising in IFRS and sustainability reporting. She is part of a number of

PwC sub-committees currently drafting firm-wide guidance on sustainability reporting and is responsible for coordinating the annual PwC corporate reporting training curriculum. She is also responsible for sign-off on the IFRS compliance of financial statements and interim report reviews of a number of listed companies.

### **Scott Williams CA(SA)**

*BA (Hons) (Business Accounting and Finance), PG Cert (Development Management), ACA BFP (ICAEW), CA(SA)*

Scott is a director in the business sustainability team at Forvis Mazars. His expertise includes sustainable development assurance, integrated reporting, climate advisory, and broader sustainability consulting. He has extensive experience in the mining, energy, and financial services industries. Scott has contributed to various thought leadership publications throughout his career and has participated in COP27, COP28 and the United Nations Young Sustainability Innovation Programme. In addition to his membership on the IRC Working Group, Scott is a member of the SAICA sustainability technical committee and the Chief Financial Officer forum ESG sub-committee.

### **Shaheed Osman CA(SA)**

*BCom, CA(SA)*

Shaheed is partner at KPMG South Africa and serves as ESG Assurance Lead at KPMG Southern Africa, and is the engagement partner and quality reviewer on a number of listed ESG assurance engagements. In his technical accounting role, Shaheed performs reviews of financial statements for a number of listed companies and is involved in complex accounting and reporting queries. Shaheed is also a member of the IRBA Sustainability Standing Committee and various KPMG ESG teams.

### **Sheralee Morland**

*BCompt, BCompt (Hons), CRM Prof*

Sheralee has 30 years' governance experience, including auditing, integrated reporting, risk management in the banking, insurance, asset and investment management, pension funds, medical aids and mining sectors. Sheralee served as Executive Head of Enterprise-wide Risk Management at Nedbank Ltd, contributing to their award-winning integrated report. Now she designs, writes and project manages the production of corporate reports including integrated, sustainability and ESG reports, for listed and unlisted companies as the CEO of Joshero (Pty) Ltd. She is a past President/Chairperson of the Board of the Institute of Risk Management South Africa and served on their Board for nine years. She also served on the Nedbank medical aid Board and chaired the Risk Committee.

### **Tina Playne**

*BA (Hons), MBA*

Tina has nearly 30 year's strategy consulting across blue-chip and multinational organisations. Her expertise lies in driving transformative growth and enhancing business performance, delivering tangible

results in dynamic, high-pressure environments. 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. She joined Trialogue and has also held various executive and non-executive directorships across various sectors.

### **Professor Yvette Lange CA(SA)**

*MPhil (Business Management) (Responsible Leadership), CA(SA), CIA, CCSA*

Yvette is Adjunct Professor at Wits University's School of Accountancy, where she serves as coordinator and director of the Chief Value Officer programme and contributes to research on integrated reporting and thinking. She also consults for A4S in technical and education areas, has held senior roles at PwC and served as a technical adviser to the IAASB. Her expertise spans assurance, risk management, sustainability, and non-financial advisory, and she serves on several influential committees, including Chair of SAICA's Sustainability Technical Committee, the IRC and the IRBA's Sustainability Standing Committee. She is also a judge at the CGISA Integrated Reporting Awards.

### **Professor Warren Maroun CA(SA)**

*ACCA, CA(SA), PhD*

Warren is Professor of Accounting at the School of Accountancy at Wits University and member of the Chartered Institute of Management Accountants and SAICA. His research focuses on integrated reporting, corporate reporting, external audit and corporate governance. Warren has published over 50 journal articles, including papers in the *Accounting, Auditing & Accountability Journal*, *Accounting Forum*, *British Accounting Review* and *International Journal of Auditing*. He has also produced several technical and practitioner-focused reports for professional bodies such as the Association of Certified Chartered Accountants. He has co-edited two books on integrated reporting, namely, *Sustainability Accounting and Integrated Reporting* and the *Routledge Handbook of Integrated Reporting* with Charl de Villiers.

### **Zanele Salman**

*MBA, Dip (Marketing Management), BSc (Hons) (Chemistry)*

Zanele is an experienced investor relations and business development executive with over 18 years' corporate experience and over two years as founder and director of Isibani-ci. She held roles at Sasol Ltd, Nampak Ltd and Barloworld Ltd, giving her a comprehensive understanding of operations optimisation, strategy, project management, marketing and sales, as well as the key factors that lead to improved performance.

### **Zihle Nonganga**

*BCom (Hons) (Economics)*

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 MTN Group. Before this, she held investor relations roles at EOH, Aspen Pharmacare Holdings and the Edcon Group. 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.

## **Observers**

### **Omar Kadwa CA(SA)**

*BCompt (Hons) (CTA), CA(SA), Reporting Accountant Specialist*

Omar is an Audit Partner with extensive experience in statutory audits across complex financial services and public interest entities. He has delivered numerous large external audit engagements and provided independent assurance on pre-listing statements for organisations preparing for capital market transactions. Omar also has significant expertise in sustainability assurance. He previously served on the Independent Regulatory Board for Auditors Sustainability Committee, where he contributed to the development of *South African Assurance Engagements Practice Statement 1*. He was part of the Auditor-General of South Africa's Audit Research and Development unit, advising on public sector reporting frameworks and supporting enhancements to audit methodology. Omar is a member of SAICA and IRBA.

### **Cornelia Maraschin (Secretariat)**

*BSc (Hons), MBA*

Cornelia is a corporate reporting professional and Senior Communications Strategist at Alchemy Creative Studios, where she supports JSE-listed companies with their integrated, sustainability, tax, governance and remuneration reporting. She joined the IRC Working Group as secretariat in May 2025.

### **Lyn Bunce**

### **Lee Coller CA(SA)**

*BCom, CA(SA), BBusSc (Finance and Accounting), PGDip: Accounting*

Lee is the Chief Operating Officer of ASISA Enterprise and Supplier Development (Pty) Ltd. He is a Chartered Accountant with experience in financial management, governance and development-focused entities within the financial services industry. Lee has a strong interest in financial stewardship, transparency and sustainable value creation in support of inclusive economic growth in South Africa.

### **Mathew Allan**

*NCert: Banking (Financial Services), PGDip: Management, MBA*

Mathew is a financial services specialist with more than 20 years' experience across retail, business and commercial banking in client, product, system, and process roles (including subject matter expert and functional head). He led the value reporting function for a large South African bank before joining GreymatterFinch in 2024, where he now leads the specialist services, writing, advisory and sustainability functions.