

Njabulo Duma
Nomination standing for elections

Annexure D2

Njabulo Duma, CRM Prac, CPrac (SA), ICCP, ACI DC

Njabulo is currently the Chief Compliance Officer for STANLIB Group, representing Asset Management, Investments, Unit Trust, Pensions and Platform businesses. In this role, Njabulo is responsible for initiating and implementing the compliance strategy (and GRC strategy in case of operations outside South Africa) and is backed up by a solid background in advising global financial institutions on GRC strategies as well as in interacting and building relationships with various key regulatory authorities across various jurisdictions.

He has over 15 years of governance, risk and compliance experience in financial services, both the public and private sector spans across various jurisdictions, i.e. South Africa, Namibia, Botswana, Eswatini, Lesotho, Jersey and Mauritius. Further to his previous experience working for the South Africa financial sector regulator and continued relationship with regulatory authorities across the various markets where STANLIB is present, Njabulo has also done some work with the Capital Markets Authorities both in Uganda and Kenya as well as the FCA in the UK.

He sits on Audit and Risk Committees of various entities and presents at their respective boards.

Njabulo holds a BBA degree in International Finance; Postgraduate Diploma in Law (Compliance); Postgraduate Diploma in Risk; Executive Certificate in Advanced Strategic Management Programme; and FinTech Programme Certificate and ACI Dealing Certificate.

He also carries a CPrac(SA) – Certified Compliance Practitioner by the Compliance Institute of Southern Africa and CRM Prac – Certified Risk Management Practitioner by the Institute of Risk Management South Africa.

Njabulo was also accepted into the Africa Emerging Leaders Programme by the Common Purpose Institute; a programme that seeks to identify the next generation of African leaders and equip them with the skills, knowledge and networks that will enable them to operate more effectively in their chosen spheres of influence.

Njabulo Duma

Abridged Curriculum Vitae

PERSONAL INFORMATION

Full Name Njabulo C. Duma
Nationality South African

PROFILE SUMMARY –

Mr. Njabulo Duma - CRM Prac; C Prac (SA); ICCP; ACI DC

Chief Compliance Officer | Compliance Executive | Governance | Risk Management | Strategy

Summary

A Pan African practitioner with over 15 years of experience in areas of Governance, Risk and Compliance (GRC) in both public and private sector across the African continent, UK (through Barclays) and US (through AIG). He is a Certified Compliance Practitioner (C Prac (SA)) by the Compliance Institute of Southern Africa and a Certified Risk Management Practitioner (CRM Prac) by the Institute of Risk Management South Africa. He has had the privilege of leading implementation programs of the various Governance, Risk and Compliance Management Strategies and Frameworks across Africa and other markets outside of Africa (i.e. Jersey) and has presided over complex GRC turnaround initiatives. Njabulo has built many relationships with the various regulatory authorities in Africa. He was accepted in the Africa Venture Leadership Program, a pan-African leadership programme which assembles exceptional emerging leaders from government, businesses and non-profit organisations across Africa.

EDUCATION – Academic Qualifications

2018 Advanced Strategic Management Program – *(UNISA School of Business Leadership)*
2017 Africa Emerging Leaders Program – *(Common Purpose South Africa)*
2016 Post graduate Diploma in **Risk Management** – *(University of South Africa Johannesburg, SA)*
2013 Post Graduate Diploma in **Law (Compliance Management)** – *(University of Johannesburg, SA)*
2006 Bachelor of Business in Administration Degree, in **International Finance** – *(CIDA City Campus, Johannesburg, SA)*
2001 Matriculation – Merit – *(Zashuke High School, Pietermaritzburg, SA)*

EDUCATION – Professional Development (Industry Qualifications)

2021 ACI Dealing Certificate, – *(ACI Financial Markets Association)*
2016 Certified Risk Management Practitioner, (CRM Prac.) – *(Institute of Risk Management SA, SA)*
2015 Certified Compliance Practitioner, (C Prac. SA) – *(Compliance Institute of SA, SA)*
2013 Post Graduate Certificate in Corporate Governance – *(University of Johannesburg, SA)*
2012 Post Graduate Certificate in Compliance Management – *(University of Johannesburg, (UJ-CISA Certificate), SA)*
2012 Post Graduate Certificate in Money Laundering – *(University of Johannesburg, SA)*
2008 Foundations of the Banking World – *(Peter Skerritt & Associates, SA)*

EMPLOYMENT HISTORY

1. **POSITION:** Chief Compliance Officer
Company: STANLIB Group
Date: June 2020 to date

Responsibility:

Accountable for developing, executing and leading the compliance strategy and programme for the STANLIB Group across Africa, Jersey and Mauritius. Forming part of the Group Exco, in-country Audit and Risk Committees and various Boards.

2. **POSITION:** HEAD OF COMPLIANCE
Company: STANLIB Group
Date: March 2017 to date

Responsibility:

Accountable for developing, executing and leading the compliance strategy and programme for the STANLIB Group across Africa and Jersey.

3. **POSITION :** MANAGER: AFRICA GOVERNANCE, LEGAL, RISK AND COMPLIANCE
Company: STANLIB Group – Rest of Africa
Date: January 2016 – February 2017

Responsibility:

Advise Senior Management, the Audit and Risk Committees (“ARCs”) as well as the Boards across the Rest of Africa on appropriate governance, risk and compliance management strategies and accountable for the implementation of the governance, risk and compliance management frameworks for all the STANLIB companies across the continent and the monitoring thereof.

4. **POSITION :** COMPLIANCE OFFICER
Company : AIG South Africa Limited and AIG Life South Africa Limited
Date : April 2015 – December 2015

Responsibility:

Support the Head of Compliance in ensuring that each legal entity understands and adopts the AIG Compliance Policies. Provide support in the provision of advice to management and all staff of their legal and regulatory obligations in terms of the regulatory requirements as well as in ensuring that there is adherence to the defined policies and procedures, that all controls in place are effective through monitoring and testing.

5. **POSITION :** COMPLIANCE OFFICER
Company : Barclays Africa Group Limited
Date : February 2013 – March 2015

Responsibility:

Establish and implement compliance and regulatory risk management framework for Absa Life Limited across Africa and Jersey.

6. POSITION : COMPLIANCE ANALYST – INSURANCE COMPLIANCE AND MICROINSURANCE SUPERVISION DEPARTMENTS

Company : Financial Sector Conduct Authority (previously Financial Services Board)

Date : December 2010 – January 2013

Responsibility:

To regulate and supervise long- and short-term insurance companies and enforce compliance with the Long-and Short-term Insurance Acts.

7. POSITION : INSPECTOR OF FINANCIAL INSTITUTIONS (SECONDMENT)

Company : Financial Sector Conduct Authority (previously Financial Services Board)

Date : December 2011 – January 2013

Responsibility:

To conduct in-loco inspections on the business affairs of the financial institutions in terms of the inspection of Financial Institutions Act, 80 of 1998.

8. POSITION : CREDIT RISK ANALYST (SECURED LENDING) AT ABSA BANK LIMITED

Company : ABSA Home Loans – Secured Lending Cluster

Date : November 2008 – November 2010

Responsibility:

Ensure that business inflow and outflow is in line with Absa bank's strategy and lending policy; Banks Act and National Credit Act and also assist in risk policy implementation for the bank.