

Our Leadership

Board of Directors

- Audit and Risk Committee
- Corporate Governance Committee
- Strategy and Investment Committee
- Ethics Committee
- Board meetings
- Annual Meeting
- Chairperson
- Secretary



**ALAIN
REY**

Non-Executive Chairman
First appointed to the Board in 2016

BSc (Hons) in Economics (London)
Member of the Institute of Chartered
Accountants in England and Wales



**DOMINIQUE
DE FROBERVILLE**

Non-Executive Director
First appointed to the Board in 2011

Maîtrise en Chimie Industrielle (France);
MBA (England)



**THIERRY
DE LABAUVE D'ARIFAT**

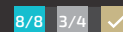
Non-Executive Director
First appointed to the Board in 2022

Diploma in Building Management
Technikon Natal (South-Africa)
Project Management Professional Certification
from the Project Management Institute



**ALEXIS
HAREL**

Executive Director
First appointed to the Board in 2011
BSc Business Administration (USA)



Our Leadership (Cont'd)
Board of Directors (Cont'd)



**DIDIER
HAREL**

Independent Non-Executive Director
First appointed to the Board in 2016

MBA, INSEAD (Institut Européen
d'Administration des Affaires) (France)
BSc Eng. (Hons) in Chemical Engineering
and Chemical Technology (UK)

8/8 4/4 ✓



**HENRI
HAREL**

Executive Director
First appointed to the Board in 2011
ACIS (South Africa)

8/8 4/4 ✓



**NICOLAS
MAIGROT**

Managing Director
First appointed to the Board in 2016
BSc Management Sciences (London)

8/8 3/4 4/4 ✓



**ANNA
MALLAC-SIM**

Non-Executive Director
First appointed to the Board in 2021

Master d'Architecture – ESA (Paris)
Diplôme d'Habilitation à la Maîtrise
d'Œuvre en son Nom Propre
(HMONP) – ESA (Paris)

8/8 ✓



**PASCAL
RAFFRAY**

Non-Executive Director
First appointed to the Board in 2019

BA in Economics and Finance,
INSEEC (France)

8/8 6/6 ✓



**KALINDEE
RAMDHONEE**

Independent Non-Executive Director
First appointed to the Board in 2022

Fellow of the Association of Chartered
Certified Accountants (UK)

2/2 N/A N/A N/A

Our Leadership (Cont'd)

Board of Directors (Cont'd)



**NIKHIL
TREBHOOHUN**

Independent Non-Executive Director
First appointed to the Board in 2014

BSc (Hons) Economics, Industry and Trade (UK). Postgraduate Diplomas in Financial Management (Australia) and in Development Planning Techniques (Netherlands). Fellow of the World Academy of Productivity Science



**MARGARET
WONG PING LUN**

Independent Non-Executive Director
*First appointed to the Board in 2012
Retired on 10 November 2022*

Fellow of the Institute of Chartered Accountants in England and Wales
BA Honours in Business Studies (London)



**LOUIS DENIS
KOENIG**

Administrative Executive and Managing Director of Terra Services Ltd, Company Secretary
Maîtrise ès Sciences Economiques (Economie d'Entreprise). Diplôme d'Etudes Supérieures Spécialisées en Finance (France)



Alain Rey (63)

Manager at Citibank NA (Paris): 1986-1988
Financial Director and General Manager in the Mauritian textile industry: 1988-2005
Regional Corporate Director at Barclays Bank in Mauritius: 2005-2006
Chief Executive Officer of Compagnie Sucrière de Mont Choisy: 2007-2015
Board member at Afrasia Bank: 2006-2009 and at The State Bank of Mauritius: 2009-2015

Current outside Directorships of listed and quoted/non-listed companies:

Listed

MCB Group Limited
New Mauritius Hotels Ltd

Quoted/non-listed

CIEL Textile Ltd
Quantum Ltd
Precigraph Ltée
MCB Microfinance Ltd

Dominique de Froberville (63)

Production Manager in the paint and optical industries: 1985-1988
Manager of two textile groups: 1988-2000
Director of Operations and then Chief Executive Officer at Mauritius Freeport Development: 2001 to date
Former council member of the Mauritius Employers Federation and member of the Mauritius Exporters Association.

Thierry de Labauve d'Arifat (50)

From Technical Assistant to Site Manager at Rehm Grinaker Construction Company Limited: 1993-1997
Contracts Manager at BEAM Ltd: 1998-2003
Logistics Manager at Plumbelec Co. Ltd: 2003
Self-employed at TDA Consult Ltd to offer building management services: 2004-2015
Head of Operations for the residential cluster at ENL Property Co. Ltd: 2016-2019
Self-employed by TDA Consult Ltd: 2020 to date

Alexis Harel (60)

Auditor and Trainer at De Chazal Du Mée (Chartered Accountants): 1985-1986
General Manager at Elastico Ltd: 1986-1988
Director at Dataphon (Mtius) Ltd: 1988-1992
Commercial Executive and then Managing Director at Grays: 1992 to date
Member of Terra's Executive Committee

Directorships of listed companies:
United Docks Ltd

Didier Harel (71)

From Sales Engineer at Esso in Mauritius to General Manager of Esso in Reunion and to International Sales and Supply Coordinator at Esso Africa Head Office in the UK: 1974-1988
Managing Director of downstream subsidiaries of Total in Zambia and Zimbabwe, Executive Vice-President in charge of Total's downstream operations in East Africa, Indian and Pacific Oceans at Africa-Middle East Head Office in Paris, Managing Director and CEO of Total South Africa Pty Ltd in Johannesburg, Executive Director of Logistics of Total France in Paris and Managing Director and CEO of Total UK Ltd in Watford: 1989-2012
Chairman and CEO of Société Anonyme de Gestion des Stocks Stratégiques (SAGESS): 2012-2015

Directorships of listed companies:
MCB Group Limited

Henri Harel (62)

Auditor at De Ravel, Boulle, Saad & Wyman (Chartered Accountants): 1981-1984
Internal Auditor at Toyota SA Manufacturing: 1984-1988
Financial Accountant at Amalgamated Beverage Industries (Coca-Cola South Africa): 1988-1990
Financial Controller at Société de Gérance de Mon Loisir: 1991-1996
Financial Controller and then Group Chief Finance Officer and Executive Committee member at Terra: 1997 to date

Directorships of listed companies:
Swan General Ltd

Nicolas Maigrot (54)

From Management Controller to Chief Executive Officer at Floreal Knitwear and Ciel Textile: 1989-2010
Chief Executive Officer of Ireland Blyth: 2010-2015
Managing Director of Terra: 2016 to date
Chairman of Terra's Executive Committee

Directorships of listed companies:
Swan General Ltd
United Docks Ltd

Anna Mallac-Sim (34)

Associate of LPB Architectes (Paris): 2011-2015
Collaboration with several local architectural firms in Mauritius: 2016-2017
Teacher at Ecole Nationale d'Architecture de Nantes on its Mauritian campus: 2018 to date

Our Leadership (Cont'd)

Board of Directors (Cont'd)

Pascal Raffray (47)

Sales Assistant at Donaldson Lufkin & Jenrette (Paris): 1999-2000
Trader on US equities at Credit Suisse (Paris): 2000-2007
Trader on International equities at Neuflyze OBC (ABN AMRO Group) (Paris): 2007-2013
Dealing services – global products at BNP Paribas (Paris): 2013 to date

Kalindee Ramdhonee (59)

Head of Accounts in the technology cluster of Harel Mallac: 1991-2003
Finance and Administrative Manager to MC Vision: 2003-2010
Group Financial Controller at African Alliance Group: 2010-2012
General Manager in Mauritius for the BIA Group, a Belgian family business: 2012-2016
Founder/Managing Director of Karics Partners Ltd: 2016 to date

Directorships of listed companies:

The United Basalt Products Ltd
BMH Ltd

Nikhil Treebhoohun (68)

Teacher in Economics at secondary level: 1978-1981
Senior positions at Ministry of Economic Planning and Development and Ministry of Industry: 1981-1987
Lecturer in Economics at the University of Mauritius: 1987-1989
Projects Manager at the Industrial and Vocational Training Board: 1989-1992
Director of the Export Processing Zone Development Authority: 1992-2000
Executive Director of the National Productivity and Competitiveness Council (NPCC): 2000-2005
Adviser and Head of the Trade Section of the Commonwealth Secretariat: 2005-2011
Chairman of Oxford International Consultants (Mauritius): 2011
Chief Executive Officer of Global Finance Mauritius: 2011-2014

Margaret Wong Ping Lun (69)

Manager of the Consultancy Department of De Chazal Du Mée, Chartered Accountants: 1985-1990
Lecturer in Accounting and Finance at the University of Mauritius: 1991 to her retirement in August 2019
She was a member of the Listing Executive Committee of the Stock Exchange of Mauritius

Directorship of listed companies:

Fincorp Investment Ltd

New appointment

Françoise Ip Wan Shek (66)

Fellow of the Association of the Chartered and Certified Accountants (FCCA)

BA Honours in Business Studies (London)

Mrs Ip started her career as Accountant at Ferney Spinning Mills Ltd in 1979 and has worked for 40 years in the Ciel Textile group of companies. She was successively Financial Controller and then Head of Finance of the cluster, which included foreign subsidiaries in Madagascar, India and Bangladesh. She retired as Head of Finance of the knitwear division in December 2018. She has been self-employed as a Management Consultant in training and coaching in Management Accounting Concept from January 2019 to June 2023.

Secretary to the Board

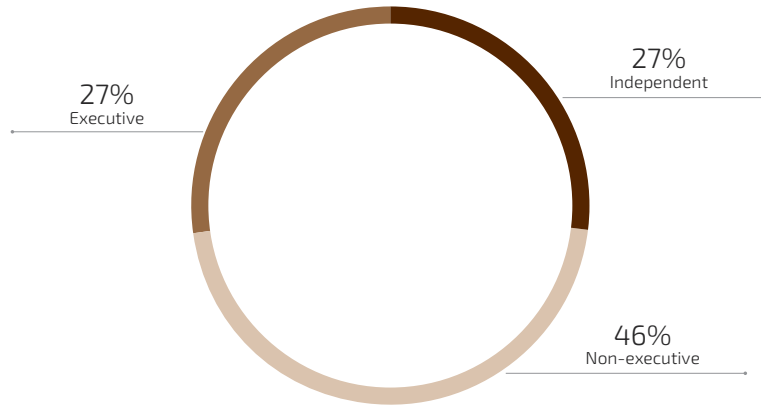
Louis Denis Koenig (56)

Statistician at the Anglo-Mauritius Assurance Society: 1989-1990
Assistant Secretary and then Administrative Executive at Terra: 1990 to date

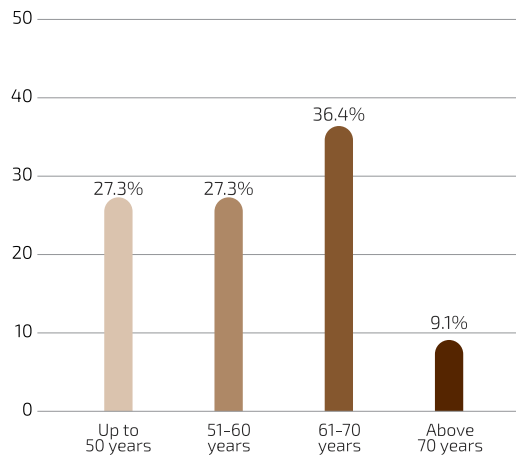
Dealer's Representative at Cavell Securities Ltd and member of The Stock Exchange of Mauritius instances: 1992-2006
Fellow of the Mauritius Institute of Directors and Director of several subsidiaries of Terra

Member of Terra's Executive Committee

Composition of the Board of Directors



Age Pyramid of the Board of Directors



Our Leadership (Cont'd)

Management team



**MARIE-ANNICK
AUGUSTE**

CSR MANAGER
(TERRA FOUNDATION)



**JOCELYN
DE CHASTEAUNEUF**

MANAGING DIRECTOR
(GRAYS DISTILLING)



**NICOLAS
EYNAUD**

GENERAL MANAGER
(NOVATERRA)



**EDWIGE
GUFFLET**

MANAGING DIRECTOR
(L'AVENTURE DU SUCRE)



**JEAN-MARC
IWEINS**

PLANT MANAGER
(TERRAGEN)



**STEEVE
LAREINE**

**GROUP FINANCE
MANAGER**

Our Leadership (Cont'd)
Management team (Cont'd)



**SÉBASTIEN
MAMET**

**GENERAL MANAGER
(AGRICULTURE)**



**IQRA
MOSAHEB**

**GROUP LEGAL
ADVISOR**



**CHRISTOPHER
PARK**

**GROUP HUMAN
RESOURCE MANAGER**



**DIDIER
RAMSAMY**

**FACTORY MANAGER
(TERRA MILLING LTD)**



**JULIEN
ROUSSET**

**HEAD OF CORPORATE
DEVELOPMENT**



**ASHWAN
SEEPARSAD**

**GROUP IT
MANAGER**



**JOËLLE
WONG HING NANG**

**HEAD OF TREASURY
(TERRA FINANCE)**

Our Leadership (Cont'd)

Management team (Cont'd)

Marie-Annick Auguste (52)

CSR Manager (Terra Foundation)

BA in Psychology and Communication (South Africa)

Marie-Annick Auguste started her career at the South African High Commission in 1991, working as confidential secretary in the political section. From 2001 to mid-2002, she worked at Desbro International, part of the Rogers Group. From 2002 to 2009, she was Head of the Sponsorship, Fundraising and Public Relations Department of SOS Children's Villages Mauritius. She was appointed as Terra Foundation's CSR Officer in May 2010 and is now its CSR Manager.

Jocelyn de Chasteauneuf (48)

Managing Director (Grays Distilling)

BA (Hons) Accounting and Finance – London (UK)

Member of the Association of Chartered Management Accountants (UK)

Jocelyn de Chasteauneuf started his career as Accountant in London and has been thereafter the Cost Accountant of a Mauritian manufacturing company. He was employed as Finance Manager of the Brands cluster of the Group in 2001 and is presently its Finance Director. He is also the Managing Director of the distillery.

Nicolas Eynaud (54)

General Manager (Novaterra)

National Diploma in Land Surveying (South Africa)

Nicolas Eynaud started his career in 1991 at SDDSR (Land Surveyors), where he became a partner in 1995. There he was involved in an extensive range of projects for the island's major estates and corporate bodies, in the fields of building, engineering and cadastral surveying. In 2001 he joined Espral, a service company providing full land management and commercial support to all land-based assets owned by the ENL Group. He was appointed General Manager of Espral in 2009, a position which he held until 2013. After spending some two years as Group Property Manager at Compagnie de Beau Vallon, Nicolas Eynaud joined the Group in January 2016.

Edwige Gufflet (54)

Managing Director (L'Aventure du Sucre)

Maitrise ès Sciences Economiques (France)

MBA (USA)

Edwige Gufflet started her career in the banking sector in 1993 and worked there until 1998. She then moved on to project management at CIEL Textile until 2003. The same year, she joined *L'Aventure du Sucre* as General Manager and was promoted Managing Director in December 2012.

Jean-Marc Iweins (42)

Plant Manager (Terragen)

Diplôme d'Ingénieur Généraliste de l'ICAM Lille (France)

After working ten years as account manager for water treatment activities in the French West Indies and in the Indian Ocean islands, Jean-Marc Iweins joined Albioma in 2014 as deputy power plant manager of Albioma Bois-Rouge in Reunion Island. He held this function from 2014 to 2018. He has been managing the Terragen power plant since July 2018.

Steeve Lareine (58)

Group Finance Manager

Fellow of the Association of Chartered Certified Accountants (UK)

Member of the Mauritius Institute of Professional Accountants

Steeve Lareine started his professional career with De Chazal du Mée & Co (Chartered Accountants) in the Auditing and subsequently in the Consulting Department. Before joining the Group in 1999, he was employed as Divisional Accountant at Rey & Lenferna.

Sébastien Mamet (47)

General Manager (Agriculture)

Chartered Accountant (UK)

After working in the Audit Department of EY in London and in Mauritius for eight years, Sébastien Mamet joined the Corporate Finance Division of PricewaterhouseCoopers Mauritius in 2004. As Senior Manager of the division, he advised clients on *inter alia* mergers and acquisitions, business plans, finance raising and financial restructuring. He joined Harel Frères in 2009 to head its new strategic development function. As a member of the Management Committee, he used to advise on the Group's strategic orientation and was responsible for implementing new business developments. He was appointed as General Manager (Agriculture) in 2016.

Iqra Mosaheb (46)

Group Legal Advisor

LLB (Hons) (Mauritius), LLM (Bristol, UK), MBA (Paris-Dauphine, France)

Barrister at Law

Called to the Mauritian Bar since 2002, Iqra Mosaheb started her career in the offshore sector. Over the last 16 years, she has acquired extensive experience in corporate legal services, including overseeing group in-house legal services, both in the financial services and in non-financial services sectors, with an enhanced focus on banking services. Iqra joined Terra in 2017.

Christopher Park (40)

Group Human Resource Manager

BCom HRM, Management and Business Law (Australia)

MCom Human Resources and Marketing (Australia)

Christopher Park started his career in Australia in 2006 where he worked for the country's largest human resource consulting and recruitment company, Chandler Macleod, as HR and Recruitment Consultant. Upon his return to Mauritius in 2009, he joined Adecco Mauritius as a Recruitment and HR consultant. He then joined Enterprise Information Solutions (part of the Cim Group) as their HR Manager in 2010. After one year, he was additionally offered the position of the group's Corporate HR Manager. He was employed by Rogers as Corporate HR Manager from October 2012, before joining Terra as Group HR Manager in December 2013.

Didier Ramsamy (50)

Factory Manager (Terra Milling Ltd)

Chemical Engineering, MBA, AMIChemE (UK)

After working in the Mauritian sugar industry for 12 years, Didier Ramsamy joined Illovo Sugar Africa and worked at two Illovo mills, namely Ubombo Sugar Ltd in Eswatini (16 years) and Maragra Açúcar SA in Mozambique (two years) as a middle manager. Having grown through the ranks at Illovo, Didier was Factory Optimisation Manager at Maragra before joining TML. In his role as Optimisation Manager, he was responsible to develop optimisation strategies for the factory. Didier was appointed as Factory Manager of Terra Milling Ltd in August 2022.

Julien Rousset (41)

Head of Corporate Development

MSc in Management (France)

After working in China for five years in the engineering field and setting up a wholly foreign-owned bank in Shanghai, Julien Rousset joined the sugarcane industry in Tanzania and Mauritius for four years, heading a number of strategic developments on the African continent for different Mauritian groups. He joined Terra in 2016 to head its corporate development function. As a Director of some of Terra's associates and a member of several management committees, he advises on the strategy formulation of the Group's projects and is responsible for following existing investments and implementing new business developments.

Ashwan Seeparsad (40)

Group IT Manager

BSc (Hons) in Business Information Technology (UK)

After obtaining his IT degree from the University of Greenwich, London, in 2007, Ashwan Seeparsad acquired experience in the IT sector in the UK for two years. He then moved to Mauritius in 2009 and worked for several companies in Mauritius over the course of 14 years, including the Ciel Group for 10 years, where he was the IT Lead. He joined the Group in 2019 to serve as IT Lead and was subsequently appointed Group IT Manager in 2021.

Joëlle Wong Hing Nang (41)

Head of Treasury (Terra Finance)

Fellow Member of the Association of Chartered Certified Accountants (UK)

Member of the Mauritius Institute of Professional Accountants
BSc (Hons) Management with specialisation in Marketing
(University of Mauritius)

Joëlle Wong started her career at Cirne Financial Services as Accounts Officer in 2004. She joined Shell Mauritius Limited in that same year as Stock Controller, before being appointed as Country Treasurer in 2008. She took on a wider role as Country Treasurer and Credit Controller in 2013. In 2016, she became part of the group credit function of Vivo Energy (a Shell and Engen Licensee in Africa) as Group Senior Credit Officer. In that role, she was responsible for managing the group credit risk and for leading several projects in 24 African markets while operating remotely from Mauritius. She joined Terra Finance Ltd in May 2021 and was appointed as Head of Treasury on 28 June 2021.