



**EQUITY GROUP HOLDINGS PLC 22ND ANNUAL GENERAL MEETING (AGM) TO
BE HELD ON 24TH JUNE 2026
PROFILES OF DIRECTORS TO BE ELECTED/RE-ELECTED AT THE AGM**

PROF. ISAAC MACHARIA

Boards: - Non-Executive Chairman, Equity Group Holdings PLC



Prof. Isaac is a distinguished medical specialist and academic leader with extensive experience in ENT care, surgical training, and health-sector governance across Kenya and Africa. He has guided major national and international health initiatives, chaired expert committees, and contributed to policy development, research, and capacity building in ear and hearing care, reflecting a career dedicated to advancing medical excellence and public health. His academic career at the University of Nairobi spans roles from Lecturer to Professor of Surgery, while his clinical practice includes longstanding consultancy at Kenyatta National Hospital, Machakos District Hospital, and private practice through Nairobi ENT Clinic. Beyond medicine, he contributes to corporate governance as a board chair and director in major financial and technology institutions, combining clinical expertise with strategic leadership and institutional oversight.

Prof. Isaac holds an MBChB and a Master of Medicine in ENT from the University of Nairobi, is a Fellow of the College of Surgeons of East, Central, and Southern Africa (FCS ECSA), and has completed executive training in Business Strategy and Intellectual Property at Harvard Business School. He is widely respected for integrating medical excellence, academic scholarship, and governance expertise to impact health systems and institutions.

MRS. FARIDA KHAMBATA

Boards: Independent Non-Executive Director, Equity Group Holdings PLC



Farida is a highly distinguished global leader in the financial sector, with deep expertise in strategy, investment, and advisory. As Regional Vice President at the IFC, she oversaw operations across East Asia, South Asia, Latin America, and the Caribbean, managing equity investments globally across agribusiness, manufacturing, services, health, and education. She is credited with coining the term “Frontier Markets,” defining investable markets with lower capitalization and liquidity than developed markets. She held senior leadership roles at IFC, including Vice President for Portfolio and Risk Management and Treasurer. In 2009, she co-founded Cartica Capital, a long only emerging markets equity fund. Her board experience spans major corporations and advisory bodies, including Tata Sons, Tata Investments Corporation, Tata Steels Limited, Kotak Mahindra Bank, Kotak Mahindra Life Insurance, and Cargills Foods Company, demonstrating extensive governance and investment oversight expertise.

Farida holds an MSc in Economics from the University of Cambridge, an MSc in Business Management from London Business School, and is a Chartered Financial Analyst (CFA). She is widely recognized for her strategic vision, investment leadership, and influence in global frontier and emerging markets.

MR. JONAS MUSHOSHO



Boards: Non-Executive Director, Equity Group Holdings PLC, Equity General Insurance (Kenya) Ltd.



Jonas is a seasoned executive with extensive leadership experience across Africa's financial services sector, having held top-tier roles including CEO, Managing Director, and CFO within one of the continent's largest financial groups. He is recognized for turning around distressed businesses, managing multinational portfolios, building high-performing leadership teams, and guiding strategy through complex and volatile economic environments, including periods of hyperinflation. He has extensive board and governance experience across corporates, financial institutions, academic bodies, and cross-border entities, demonstrating expertise in strategy, risk management, and enterprise development. At Old Mutual Group, he held senior roles across Zimbabwe, Southern, and East Africa, including CEO and Managing Director, while earlier serving as Deputy Commissioner for Taxes in Zimbabwe. His board appointments include Delta Corporation, Zimbabwe Open University, multiple Old Mutual subsidiaries across Africa, UAP Holdings Kenya, and the Zimbabwe Revenue Authority, reflecting broad advisory influence.

Jonas holds an MBA from the University of Zimbabwe, dual bachelors' degrees in Accounting from the University of South Africa and is a Chartered Accountant and Fellow of the Institute of Chartered Secretaries and Administrators. He has completed advanced leadership and executive programs at INSEAD, Harvard Business School, London Business School, and the University of Cape Town.

DR. EVANSON BAIYA

Boards: Independent Non-Executive Director, Equity Group Holdings PLC



Dr. Evans is a globally experienced innovation and technology leader with a career spanning executive management, product development, advisory roles, and board service across North America, Europe, Asia, and Africa. He is recognized for driving high-impact technological transformation, leading cross-functional teams, and delivering scalable digital solutions that generate significant commercial value. His work integrates scientific and engineering expertise with strategic business leadership, enabling organizations to modernize operations, accelerate innovation, and enhance competitiveness. He has held senior leadership roles including Chief Innovation Officer at Evastrategics Inc., Senior Vice President and Chief Technology/Product Officer at Unity Media Inc. and Managing Director and Advisor at Innovator's Advantage LLC. Dr. Evans has led innovation programs generating over 100 patents and approximately \$800 million in revenue, developed solutions in AI/ML, automation, blockchain, and digital transformation, and created the Innovator's Advantage Academy to train thousands of global innovators. His board and advisory experience spans Venatrust Corporation, Northwest Nazarene University, IGEM, Expansion International Inc., and Peace Mentors Inc.

Dr. Evans holds a PhD in Engineering & Technology Management from Northcentral University, executive training in Business Strategy & Intellectual Property from Harvard Business School, and postgraduate studies in Electrical Engineering and Chemistry. He also earned a BSc in Chemistry from Idaho State University, where he received three NSF research grants for undergraduate research.

DR. ÉLIANE UBALIJORO



Dr. Éliane is an internationally recognized sustainability and innovation leader with over 30 years of experience across biotechnology, academia, and global development. She is known for advancing science-driven partnerships, strengthening institutional impact, and championing climate resilience, ecosystem restoration, and sustainable development at global scale. Her leadership combines deep technical expertise with strategic vision, positioning her to contribute meaningfully to boards focused on ESG, innovation, and long-term value creation. She currently serves as Chief Executive Officer of the Center for International Forestry Research – World Agroforestry (CIFOR-ICRAF) and Director General of the World Agroforestry Centre (ICRAF), where she leads international efforts to address climate and development challenges through research, partnerships, and policy engagement. Previously, she served as Executive Director – Sustainability in the Digital Age and Canada Hub Director at Future Earth, Scientific Director in the biotechnology sector in Montreal, and Professor of Practice at McGill University and the University of Hawai'i at Mānoa. Her board and advisory experience spans a range of high-level international institutions, including the Genome Canada Board, Capitals Coalition Supervisory Board, Akagera Medicines Board, Global Alliance for a Sustainable Planet Impact Advisory Board, ESCP Sustainability Council, IKEA Forestry Advisory, and ShEquity Advisory Board. She was also appointed by the UN Secretary-General to the Independent Group of Scientists preparing the 2027 Global Sustainable Development Report and is a Fellow of the International Science Council.

She holds a PhD and MSc in Molecular Genetics from McGill University and a BSc in Agriculture from McGill University, reflecting her strong academic foundation in science, innovation, and sustainable development.