

# Our Leadership

## BOARD OF DIRECTORS

**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)



**ALEXIS HAREL**  
Executive Director  
*First appointed to the Board in 2011*

BSc Business Administration  
(USA)

**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)



**HENRI HAREL**  
Executive Director  
*First appointed to the Board in 2011*

ACIS (South Africa)



**NICOLAS MAIGROT**  
Managing Director  
*First appointed to the Board in 2016*

BSc Management Sciences  
(London)



**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)



**MARGARET WONG PING LUN**  
Independent Non-Executive  
Director  
*First appointed to the Board in 2012*

Fellow of the Institute of Chartered  
Accountants in England and Wales

BA Honours in Business Studies  
(London)



**PASCAL RAFFRAY**  
Non-Executive Director  
*First appointed to the Board in 2019*

BA in Economics and Finance,  
INSEEC (France)



**LOUIS DENIS KOENIG**  
Secretary to the Board  
Administrative Executive  
and Managing Director of  
Terra Services Ltd

Maîtrise ès Sciences Economiques  
(Economie d'Entreprise)

Diplôme d'Etudes Supérieures  
Spécialisées en Finance (France)



**NIKHIL TREEBHOOHUN**  
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  
Production Science

- ARC: Audit and Risk Committee
- CGC: Corporate Governance Committee
- SIC: Strategy and Investment Committee
- EC: Ethics Committee
- BM: Board meetings
- AM: Annual Meeting
- Chairperson
- Secretary

# Our Leadership (cont'd)

## BOARD OF DIRECTORS (CONT'D)

ALAIN REY (62)

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

Board member at The State Bank of Mauritius 2009-2015

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

Listed	Quoted/non-listed	
MCB Group Limited	CIEL Textile Ltd	Precigraph Ltée
New Mauritius Hotels Ltd	Quantum Ltd	MCB Microfinance Ltd

DOMINIQUE DE FROBERVILLE (62)

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.

ALEXIS HAREL (59)

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 (70)

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 (61)
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 (53)
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 (33)
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

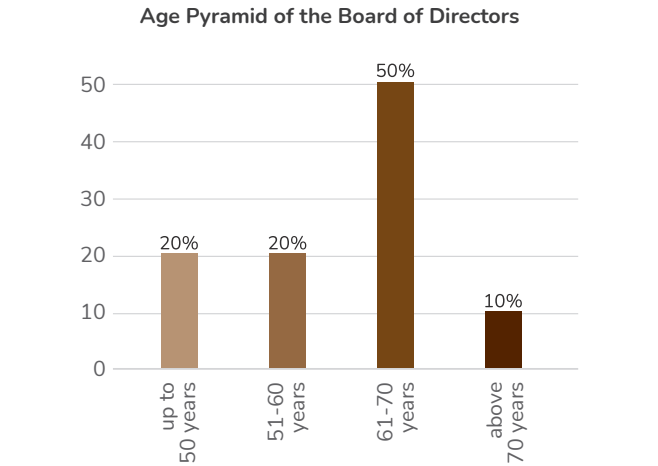
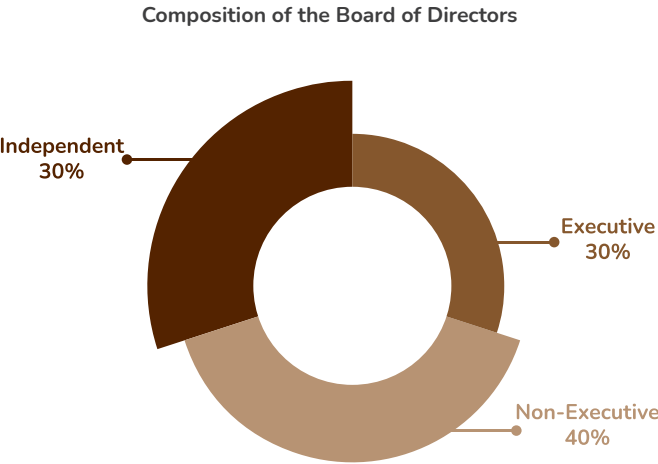
PASCAL RAFFRAY (46)
Sales Assistant at Donaldson Lufkin & Jenrette (Paris) 1999-2000
Trader on US equities at Credit Suisse (Paris) 2000-2007
Trader on International equities at Neuflyze OBC (ABN AMRO Group) (Paris) 2007-2013
Dealing services – global products at BNP Paribas (Paris) 2013 to date

## BOARD OF DIRECTORS (CONT'D)

NIKHIL TREEBHOOHUN (67)
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 (68)
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

LOUIS DENIS KOENIG (SECRETARY TO THE BOARD) (55)
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

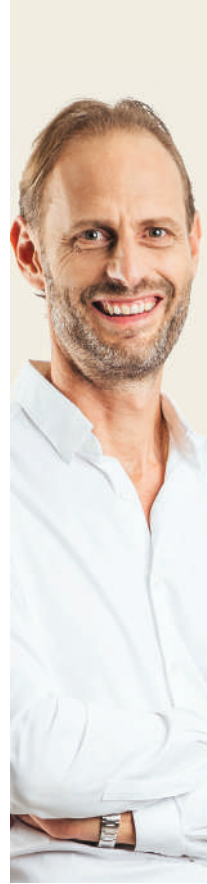









# Our Leadership (cont'd)

## MANAGEMENT TEAM

MARIE-ANNICK AUGUSTE	NICOLAS EYNAUD	EDWIGE GUFFLET	JEAN-MARC IWEINS	STEEVE LAREINE	CINDY LEUNG
CSR MANAGER (TERRA FOUNDATION)	GENERAL MANAGER (NOVATERRA)	MANAGING DIRECTOR (L'AVENTURE DU SUCRE)	PLANT MANAGER (TERRAGEN)	GROUP FINANCE MANAGER	DISTILLERY MANAGER (GRAYS DISTILLING)
					

SÉBASTIEN MAMET	IQRA MOSAHEB	CHRISTOPHER PARK	JULIEN ROUSSET	ASHWAN SEEPARSAD	JOËLLE WONG HING NANG
GENERAL MANAGER (AGRICULTURE)	GROUP LEGAL ADVISOR	GROUP HUMAN RESOURCE MANAGER	HEAD OF CORPORATE DEVELOPMENT	GROUP IT MANAGER	HEAD OF TREASURY (TERRA FINANCE)
					

# Our Leadership (cont'd)

## MANAGEMENT TEAM (CONT'D)

<b>MARIE-ANNICK AUGUSTE (51)</b> <b>BA in Psychology and Communication (South Africa)</b>  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.
<b>NICOLAS EYNAUD (53)</b> <b>National Diploma in Land Surveying (South Africa)</b>  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.
<b>EDWIGE GUFFLET (53)</b> <b>Maîtrise ès Sciences Economiques (France)</b> <b>MBA (USA)</b>  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 <i>L'Aventure du Sucre</i> as General Manager and was promoted Managing Director in December 2012.
<b>JEAN-MARC IWEINS (41)</b> <b>Diplôme d'Ingénieur Généraliste de l'ICAM Lille (France)</b>  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.

<b>STEEVE LAREINE (57)</b> <b>Fellow of the Association of Chartered Certified Accountants (UK)</b> <b>Member of the Mauritius Institute of Professional Accountants</b>  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.
<b>CINDY LEUNG (43)</b> <b>BSc (Hons) Biology with Environmental Sciences</b>  Cindy Leung started her career as Head of the Quality department of Innodis Ltd in 2000, before being appointed Production Manager and subsequently Manager – Procurement & Quality in 2012, where she embraced new responsibilities in the commercial and logistics arms of Innodis Ltd. She joined Grays Inc. Ltd in 2015 as Supply Chain Manager, and since January 2019, she has been entrusted the additional task of managing Grays Distilling Ltd until 31 May 2022, when she left the Group.
<b>SÉBASTIEN MAMET (46)</b> <b>Chartered Accountant (UK)</b>  After working in the Audit Department of Ernst & Young 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.
<b>IQRA MOSAHEB (45)</b> <b>LLB (Hons) (Mauritius), LLM (Bristol, UK), MBA (Paris-Dauphine, France)</b> <b>Barrister at Law</b>  Called to the Mauritian Bar since 2002, Iqra Mosaheb started her career in the offshore sector. She has, over the last 16 years, acquired extensive experience in corporate legal services, including in 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.

## MANAGEMENT TEAM (CONT'D)

<b>CHRISTOPHER PARK (39)</b> <b>BCom HRM, Management and Business Law (University of Western Australia)</b> <b>MCom Human Resources and Marketing (University of Western Australia)</b>  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 worked in several companies in a variety of senior management roles including DCDM Core Services, Adecco Mauritius and Cim Group. He was employed by Rogers as Corporate HR Manager from October 2012, before joining Terra as Group HR Manager in December 2013.
<b>JULIEN ROUSSET (40)</b> <b>MSc in Management (France)</b>  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 sugar cane 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.
<b>ASHWAN SEEPARSAD (39)</b> <b>BSc (Hons) in Business Information Technology (UK)</b>  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 during 14 years for several companies in Mauritius, among which 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.

<b>JOËLLE WONG HING NANG (40)</b> <b>Fellow Member of the Association of Chartered Certified Accountants (UK)</b> <b>Member of the Mauritius Institute of Professional Accountants BSc (Hons) Management with specialisation in Marketing (University of Mauritius)</b>  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 whilst operating remotely from Mauritius. She joined Terra Finance Ltd in May 2021 and was appointed as Head of Treasury on 28 June 2021.
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