

Who leads us

Executive Committee



Shameel Joosub (55)
CEO
Vodacom Group



Raisibe Morathi (56)
CFO
Vodacom Group



Sitho Mdlalose (46)
CEO
Vodacom South Africa



Mohamed Abdallah (50)¹
CEO
Egypt & International Business



Mariam Cassim (44)
CEO
Vodacom FinTech Group & Group Partnerships



Matimba Mbungela (54)
Chief Officer
Human Resources



Peter Ndegwa (58)
CEO
Safaricom



Dejan Kastelic (49)
Chief Officer
Technology



Ayman Essam (50)²
Chief Officer
External Affairs



Sean Bennett (57)
Chief Officer
M&A and Business Development



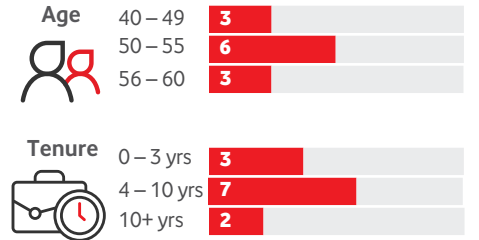
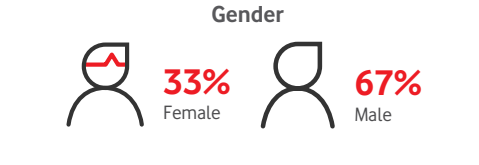
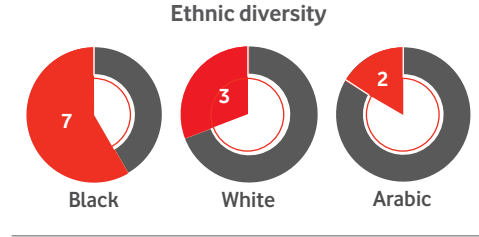
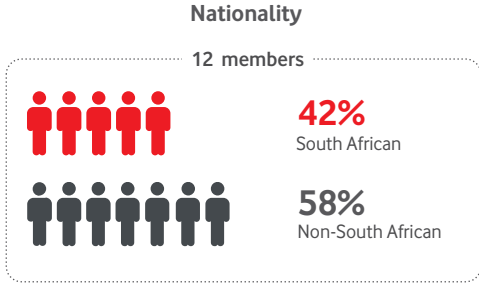
Murielle Lorilloux (53)
Chief Officer
Commercial and Strategy



Anna Isaac (55)
Chief Officer
Legal, Risk and Compliance

Notes:

1. Diego Gutierrez stepped down with effect from 30 April 2025, and Mohamed Abdallah was appointed as the CEO: Egypt and International Business.
2. Stephen Chege stepped down with effect from September 2025 and was replaced by Ayman Essam.



ESGA For the detailed demographics of our ExCo, please refer to the **ESG addendum** at www.vodacom.com

Accountable functional executives

CEO	
The CEO holds ultimate accountability for ensuring all implemented policies and governance frameworks, enacted by the ExCo, are aligned with Vodacom's strategic objectives and regulatory requirements.	
Access to telecommunications	
Digital inclusion	S
Financial inclusion^	S
Stakeholder engagement^	S
Enterprise risk management^	A
Economic sanctions^	A S
Environment^	S
Chief Officer: External Affairs	
Human rights^	S
ESG^	S
Corporate social investment^	S
Biodiversity	S
CFO	
Ethics^	S
Procurement^	S
Conflicts of interest^	S
Share dealing^	A
Internal audit^	A
Taxation^	A
Chief Human Resources Officer	
Domestic violence^	
Employment equity^	S
Health and safety^	S
Maternity and parental leave^	S
Remote ways of work and remote hiring^	S
Waste and water management	S
Employee skills and development	S
Fair and responsible pay	R
Code of conduct^	

Chief Officer: Legal, Risk, and Compliance	
Anti-bribery and corruption^	S A
Trade controls^	A S
Anti-money laundering^	A S
Privacy management^	A S
Speak Up protection^	A
Artificial intelligence^	A S
Business resilience^	A
Prevention and elimination of harassment^	
Disciplinary^	
Intellectual property^	A S
Fraud^	A
Competition law^	
Chief Officer: Technology	
Energy management^	S
Cyber security^	A
Chief Officer: Commercial and Strategy	
Ethical advertising^	S
CEO: Vodacom FinTech Group	
Financial services	A
Chief Officer: Mergers and Acquisitions and Business Development	
Transformation and B-BBEE^	S
Overall accountability for delivering sustainable business performance	
S SEC	R RemCo
A ARCC	
^ Supported by a policy or standard framework.	
Where relevant policies align to Vodafone Group	

Introduction

Our governance

Chairman's statement

Board governance at a glance

Who governs us

Who leads us

Our business

Our capitals performance

Additional financial information

Administration

