

Name: Xolisa Dhlamini (CESGA®, CDFA®, LT®)

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Relevant leadership experience

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| Feb 2026 – Feb 2027 | UNEP FI Academic Engagement Taskforce (by invitation) |
| April 2022 - present | Member of Council at Chartered Institute for Development Finance |
| May 2020 – Dec 2025 | Non-executive Director and Chairperson of the Board at Just Share |
| Jan 2020 – Mar 2022 | Member-elected Trustee and Chair of the IC at UCT Retirement Fund |
| Jun 2016 – Jul 2021 | Services, Education and Investment Committee member at the Institute of Retirement Funds Africa (IRFA) |

Professional Designations

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| April 2022 - present | Certified ESG Analyst, <i>European Federation of Financial Analysts Societies (EFFAS)</i> |
| Apr 2016 - present | Chartered Development Finance Analyst, <i>Chartered Institute of Development Finance (CIDEF)</i> |
| June 2022 - present | Licentiate Trustee, <i>Batseta Council of Retirement Funds of SA</i> |

Qualifications

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| Feb 2011-Nov 2012 | MPhil (Development Finance) <i>UCT Graduate School of Business</i>
<i>Research focus: ESG integration in Private Equity and Venture Capital in Southern Africa</i> |
| Feb 2005 – Jan 2008 | BCom (Hons) in Business Management, <i>University of South Africa</i> |
| Feb 2002 – Nov 2004 | BCom (Economics and Finance), <i>University of the Witwatersrand</i> |
| Jan 1997 – Dec 2001 | Senior Certificate <i>Sandringham High School</i> |

Research collaborations & publications

- 2015 Dhlamini, X. & Giamporcaro,S. (2015). [Sustainable Responsible Investment in Southern African Private Equity: Practitioner perceptions and practices](#). Conference paper presented at the PRI Academic Network Workshop 2015 at the LSE, London UK.
- 2015 - 2022 Editions 3, 4, and 5 of the African Investing for Barometer, (Bertha Centre)
- 2020 Hamann, R., Luiz, J.M., Ramaboa, K.K., Khan, F.R., Dhlamini, X., & Nilsson, W.O. (2020). Neither Colony Nor Enclave: Calling for dialogical contextualism in management and organization studies. *Organization Theory*, 1.
- 2020 Bennett,E. & Dhlamini, X. (2020). [Navigating impact measurement: The case of South African impact investors](#), Conference paper presented at the 3rd annual Global Research Alliance for Sustainable Finance and Investment Conference
- 2023 Dhlamini, X. & Giamporcaro,S. (2023). "[Investing for impact on the African continent: an overview](#)," [Chapters](#), in: Joshua Y. Abor (ed.), [Sustainable and Responsible Investment in Developing Markets](#), chapter 5, pages 73-89, Edward Elgar Publishing.
- 2026 (forthcoming) Dhlamini, X., Giamporcaro,S., & Makhabane, T. (forthcoming). From the classroom to the boardroom: Intersecting perspectives from the Global South and the Global North. Chapter in: Belinga,R., Gond, J-P., & Mette Morsing,M (ed.), *Sustainable Finance*, Taylor & Francis Publishing

Professional Experience

- April 2023 - Present **Head: Sustainability Operations & Impact Investing at [Sanlam Ltd](#)**
- Overseeing and supporting sustainability integration in Sanlam's Life & Savings (SLS) business units
 - Member-elected representative on the Sanlam Staff retirement Fund
 - Sponsor-Appointed member of the Investment Committee and Transformation Committees
 - Member of Sanlam Investments' ESG and Impact Advisory Committee (beginning 2026)
- April 2022 – March 2023 **Managing executive for Distribution at [Sanlam Corporate](#)**
- Leading the direct and intermediated sales of Sanlam Corporate capabilities
 - Member of Sanlam Corporate Exco
 - Sponsor-appointed member of the investment committee for the Sanlam Umbrella fund.

- Jan 2020- March 2022 **Member-elected trustee of the [UCT Retirement Fund](#)**
- Member of the Board of Trustees
 - Deputy chairperson of the investment sub-committee (chairperson of the investment sub-committee for 2021)
 - Member of the communications sub-committee
- May 2019 – present **Non-executive director at [Just Share](#)**
- Chairperson of the Board
 - Providing strategic input and direction to the executive team of Just Share in order to drive shareholder activism on key environmental, social and governance issues in South Africa.
- Feb 2015 to Mar 2022 **Lecturer and researcher in Development Finance at [University of Cape Town Graduate School of Business](#)**
- Head of Coursework on MCom
 - Lecturer in Sustainable Responsible Investment on the MCom in Development Finance programme.
 - Lecturer in Environmental Finance and Sustainable Responsible Investment on the PGDip in Development Finance programme.
 - Supervision of MCom in Development Finance student research
 - Lead researcher for the [African Investing for Impact Barometer in partnership with Riscura](#).
- April 2013 – Mar 2015 **Head of Africa at [Principles for Responsible Investment \(UNPRI\)](#)**
Responsible for coordinating and managing activities in the African network of the UK-based PRI association. My duties entailed
- Formulating and implementing the PRI strategy in Africa.
 - Advising investment managers and pension funds in the implementation of the PRI principles.
 - Supporting signatories in using PRI tools, platforms and guidelines provided by the PRI for collaborative engagement
 - Engaging with pension regulators and industry associations (e.g. ASISA, Batseta (RSA), ZAPF (Zambia), ZAPF (Zimbabwe)) regarding responsible investment advocacy and implementation.
 - Representing the PRI at conferences and local industry working committees including the CRISA committee, the ASISA & the IFC-led Sustainable Returns for Pensions and Society working committee.
- May 2012- Mar 2013 **Senior Investment Consultant at [Independent Actuaries and Consultants](#)** . My duties entailed
- Formulating and implementing appropriate investment strategies and implementation proposals for clients according to FAIS.
 - Conducting liability analysis to determine the appropriate investment strategy for institutional clients

- Manager research and analysis of investment products offered to institutional clients.
- Investment manager monitoring and evaluation.
- Peer review of investment strategies, implementation and investment administration.
- Business development and client servicing

May 2009 - Apr 2012

Investment Consultant at Absa Consultants and Actuaries. My duties entailed:

- Formulating appropriate investment strategies and implementation proposals for pension fund clients according to FAIS
- Preparing and issuing investment instructions to investment administrators ensure strategy implementation
- Research and analysis of investment products offered to institutional clients (pensions and insurance companies).
- Delivering reports, presentations, proposals and training where required by Boards of Trustees and client investment committees.
- Representing the team in industry analysis committee

Feb 2005 - May 2009

Graduate student and later junior consultant (Jun 2008- May 2009) at *Alexander Forbes Financial Services*; My duties entailed:

- Assisting Principal and Senior consultants with analysis and administration associated with their investment consulting duties
- Co-ordinating asset manager research between Investment Solutions, the asset consulting division and the employee benefits consultants
- Preparation of presentation packs for client meetings and presenting performance at client report-back meetings.
- Business process research and analysis

References

1. Prof. Nicholas Biekpe

Chartered Institute of Development Finance

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2. Professor Stephanie Giamporcaro

Research Collaborator and director of AIFIB publication

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3. Mr William Nkutha

Former Deputy Principal Officer – UCT Retirement Fund

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4. Ms Aunnie Patton-Power

Convener of the Innovative Finance in Africa course at Oxford University's Said Business School

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