

## **GUSBOURNE PLC**

### **Directors Biographical Details**

#### **Andrew Weeber BSc, MB ChB, FCS, Chairman**

After graduating from the University of Stellenbosch in 1968 with a BSc in Biochemistry & Physiology, Andrew continued to a Bachelor of Medicine and Surgery. He specialised at the University of Cape Town, and was awarded his FCS in Trauma and Orthopaedic Surgery in 1984.

Andrew went on to pursue a career spanning more than 20 years practising as a consultant orthopaedic surgeon in South Africa and the United Kingdom, whilst simultaneously pursuing his entrepreneurial interests. In 1986 he co-founded, and successfully exited, the 247-bed private Vergelegen Mediclinic Hospital, near Cape Town. In 1988 Andrew's interest in wine and biochemistry led him to acquire a 50% stake in a Robertson wine estate. He sold the estate in 1991 and moved to the United Kingdom in 1992.

In the United Kingdom, he developed an orthopaedic unit within the Friarage Hospital in North Yorkshire. He oversaw its growth to a regional specialisation centre, employing 21 surgeons. During this time, Andrew was appointed to the Medical Committee of the Football Association of England. Andrew retired from medicine in 2004 and focused on his personal business interests, primarily the development of the Gusbourne Estate; a project which he had established a year earlier on his 500 acre Estate in Kent. The first vintage was released in 2010 to critical acclaim and received numerous awards. This firmly established Gusbourne Estate's position at the forefront of premium English wine. Andrew is a key opinion leader in the English wine industry, and is closely involved with the English Wine Producers Association.

Andrew has held several board memberships, including 6 years at the 15,000 acre Alpheus Williams & Son Timber Corporation, until its successful acquisition by the SAPP 1 Group.

A member of the Audit, Remuneration and Nomination Committees.

#### **Mike Paul, Deputy Chairman**

Mike works closely with Andrew Weeber in his role as Chairman. Mike also heads up the sales and marketing function of the business and will help further develop the distribution of Gusbourne's premium sparkling wines both in the UK and in additional overseas markets as the Company's production volumes increase over the coming years.

Mike is currently a director of Piekineerskloof Wine Company and the Million Foundation Limited and has worked in the wine industry for over thirty years. Having received a postgraduate Diploma in Business Studies, he became the Managing Director of the premium wine agency Percy Fox, representing a number of luxury wine brands. In 1990 Mike became European Director responsible for the development of Southcorp's business in Europe. He led Southcorp to become a major player in the UK wine market with brands such as Penfolds and Lindemans. In 2002 Mike was appointed Managing Director of Western Wines (UK), a leading importer of South African, Chilean and Italian wines, and established the South African brand, Kumala, and Chilean wine Cono Sur.

### **Charlie Holland, Chief Winemaker and Chief Executive Officer**

Charlie, who has been head of wine making at Gusbourne for over three years, has joined the board as Chief Winemaker and Chief Executive Officer. He will remain responsible for winemaking at Gusbourne but also represent the Company as its Chief Executive Officer and manage the day to day running of the business in conjunction with Jon Pollard and other members of the executive team in what remains a highly collaborative and relatively flat organisation.

Charlie holds a degree in marketing and a BSc in Viticulture and Oenology from Plumpton College. He has held a number of overseas wine making positions including in France, Germany, Australia, New Zealand and California. Prior to joining Gusbourne Charlie was winemaker for four years at Ridgeview, a well-known English sparkling wine producer.

### **Jon Pollard, Chief Vineyard Manager and Chief Operating Officer**

Jon has been the vineyard manager at the Gusbourne Estate since the first vines were planted twelve years ago in 2004. He joins the board as Chief Vineyard Manager and Chief Operating Officer. He will continue to be responsible for Gusbourne's vineyards and work closely with Charlie Holland on the day to day operations of the business.

Jon holds an honours degree in general agriculture from the University of Aberdeen and is also a graduate in wine studies from Plumpton College. He has worked closely with Andrew Weeber over the past twelve years to establish the vineyards which are widely regarded as some of the best in the country in terms of both grape quality and yield. Jon supervises the vineyard operations in both Kent and West Sussex and works closely with the Chief Winemaker to ensure the quality and consistency of the final product.

### **Lord Arbuthnot PC, Non-Executive Director**

James practiced as a barrister for over ten years, and then became a Conservative Member of Parliament from 1987 to 2015, when he stood down in order to pursue other challenges. During his time in Parliament he served as Pensions Minister and Minister for Defence Procurement. From 1997 to 2001 he was Opposition Chief Whip, and from 2005 to 2014 he chaired the Defence Select Committee.

A member of the Audit, Remuneration (Chairman) and Nomination (Chairman) Committees.

### **Paul Gerald Bentham, Non-Executive Director**

Paul is the founder and currently the Non-Executive Chairman of Retail Merchant Group Ltd. With a background in card payment services and retail banking projects he was the founder and previously the Executive Chairman of Cardsave UK Ltd. He is also engaged in various commercial and residential property projects, including investment-grade office and warehouse sites.

A member of the Audit, Remuneration and Nomination Committees.

**Matthew David Clapp, Non-Executive Director**

Matthew is a non-executive director of Shutdown Maintenance Services Ltd, a director of MDC Consulting Limited and a committee member for The Square Mile Salute, an annual fundraising event, designed to promote philanthropy in the city of London and raise money for a selection of charities.

Matthew has worked in the markets for high end real estate developments, private members clubs and financial services for over a decade.

A member of the Audit, Remuneration and Nomination Committees.

**Ian George Robinson BA FCA, Non-Executive Director**

Ian is currently non –executive Chairman of Jaywing Plc, an AIM listed digital marketing and consulting business, a non-executive director of Gusbourne Plc, an AIM listed English sparkling-wine business and a non-executive director of TLA Worldwide Plc, an AIM listed athlete representation and sports marketing business. He is non-executive Chairman of LT Pub Management Plc, a privately owned pub and leisure asset management business. He is also a director of a number of other privately owned businesses.

Previously he was chief financial officer of Carlisle Group’s UK staffing and facilities services operations. He has held other senior financial appointments both in the UK and overseas. He is a Fellow of the Institute of Chartered Accountants in England & Wales, having trained with Peat, Marwick, Mitchell & Co (now KPMG) in London.

A member of the Audit (Chairman), Remuneration and Nomination Committees.