

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 (South African Paper and Pulp Industries).

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 is particularly involved in 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. He is also closely involved with Wine GB, the organisation that represents UK wine producers.

Mike is currently a director of 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 owner of the leading South African brand, Kumala.

A member of the Audit, Remuneration and Nomination Committees.

Charlie Holland, Chief Winemaker and Chief Executive Officer

Charlie, who has been head of wine making at Gusbourne for over six years, is the Chief Winemaker and Chief Executive Officer. He is responsible for winemaking at Gusbourne but also represents 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 fifteen years ago in 2004. He joined the board in October 2016 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. 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 Arbuthnot was a Conservative MP for 28 years and served as Minister for Defence Procurement, Chief Whip and Chairman of the Defence Select Committee. He was appointed to the House of Lords in 2015.

James is the Chairman of the Information Assurance Advisory Council, and of the Nuffield Trust for the Forces of the Crown, and a Senior Associate Fellow of the Royal United Services Institution (RUSI).

He is chairman of the Advisory Board of the defence company Thales (UK), and an adviser to Pure Storage and other companies. He is Chairman of Susan Greenfield's Neuro-Bio Ltd, a company conducting ground-breaking research into Alzheimer's Disease.

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

Paul Gerald Bentham, Non-Executive Director

Paul is the founder of the Retail Merchant Services Group and currently a Non-Executive Director of RMS Holdco Limited. 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 and a director of a number of private companies involved in those projects.

A member of the Audit, Remuneration and Nomination Committees.

Matthew David Clapp, Non-Executive Director

Matthew is non-executive Chairman of Shutdown Maintenance Services Ltd and a director of MDC Consulting Limited. Matthew also consults for financial services firm Levendi Investment Management and is a Freeman of the City of London.

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 Deputy Chairman and Chairman of the Audit Committee of Jaywing PLC, an AIM listed agency and consulting business specialising in data science, and a non-executive director of TLA Worldwide Plc, an AIM listed athlete representation and sports marketing business. He is also a director of a number of privately owned businesses in a wide range of industry sectors.

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 and holds an honours degree in economics from the University of Nottingham.

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