



**INVESTING
IN YOUNG
TALENT**

FUTUREGROWTH

/ ASSET MANAGEMENT



The Futuregrowth story Past and Future

A VISION UNFOLDING

Futuregrowth was founded in 1994 in the wake of South Africa's democratic transition, with a small suite of investment funds focused on social development and empowerment, and with the vision of creating a sustainable channel for pension funds to invest in disadvantaged communities and national development.

Futuregrowth's empowerment partnerships

From 2002 to 2008, Futuregrowth had an empowerment shareholder in Women's Investment Portfolio Holdings (Wiphold), a women-owned black empowerment fund. Wiphold acquired 40% of Futuregrowth in 2002, and in 2005 increased its holding to 70%, further cementing Futuregrowth as the largest Black-owned fund manager in South Africa. Since the exit of Wiphold with their sale to Old Mutual in 2008, we have had a strategic objective to reattain greater than 50% effective black share ownership – and to find a shareholder and empowerment partner with a similar sense of purpose and shared values. This was found in African Women Chartered Accountants Investment Holdings (Pty) Ltd (AIH). AIH is a wholly black women-owned investment company that supports the entry and advancement of black women in the chartered accountancy profession and beyond. On 3 March 2022, we announced the acquisition of 21.2% of Futuregrowth shares by a special purpose vehicle owned by AIH and AIH Capital (Pty) Ltd. Once all conditions precedent have been met, this transaction will move Futuregrowth significantly towards its goal of reattaining more than 50% black share ownership.

Making a bigger difference to our industry and people's lives

Today, Futuregrowth manages around ±R192.3 billion (±US\$11.3 billion)* of clients' assets - across the full range of fixed interest and development funds - and plays a leadership role in the asset management industry in South Africa. During this time, we have not wavered from our purpose: to protect and grow investors' savings through skill and diligence, while being a force for good in the markets and environments in which we operate.

This sense of purpose is based on our belief that investors can make a positive difference in society while earning sound investment performance for pension fund members. That has inspired us to pioneer development funds in sectors such as infrastructure, rural and township retail property, agriculture and renewable energy, providing finance to innovative deals - including low-income housing construction, a church in Soweto, urban regeneration projects, taxi finance, tech start-ups and alternative energy, to name a few.

As a responsible investor we engage with our industry and investee companies privately, and sometimes publicly, on sustainability issues. **As examples:** we have been working steadfastly to improve South Africa's debt capital market standards for over a decade. In 2013, we identified unfair, unsustainable and prejudicial practices within the consumer lending industry and we chose to stop lending to such businesses in our developmental funds - and publicly called for industry reform. And in 2016, we announced that we could no longer in good conscience invest pension fund members' assets in certain State-Owned Enterprises (SOEs until we have concluded detailed governance reviews. Recently, we have hosted or participated in webinars on corporate governance, investor activism, reform of the energy sector, the ailing fiscal position, whistleblowing and several other pertinent topics.

The original concept of Futuregrowth is still alive and thriving in the Futuregrowth of today. Even though the company has developed into a successful asset management business, the philosophical belief on which the business was founded back in 1994 is still at the core of everything we do.

Hiring talented, passionate investment professionals

As a specialist investment company, Futuregrowth aims to make a positive difference in society while earning sound investment performance for our clients. To do this, we recognise the importance of hiring talented, passionate investment professionals.

We believe that skills development and knowledge transfer takes place best within the workplace as theory comes to life through practical experience and learning. Through our participation in the Old Mutual Graduate Acceleration Programme (GAP), we offer internships to suitable, recently graduated individuals, who are keen on pursuing a career in asset management.

/MEET THINA TIYO

What type of role were you in when you started the GAP programme at Futuregrowth?

When I started at Futuregrowth in 2012 (it's so hard to believe that it was more than five years ago!) I was part of the Specialist Investment Administration team which forms part of the Operations team. Something that they don't teach us at university is the practicalities of how things actually work/happen in the markets, so as a newcomer to the asset management industry this was the perfect place for me to lay the foundation of my knowledge base.

Once you had completed the programme, what opportunities were available to you within Futuregrowth?

Once my first 18 months came to an end, I had to apply my mind to where I wanted my career to go. Having worked closely with the investment team, I knew that this was where I wanted to be. In late 2014, an Investment Analyst position opened up and I decided to apply and thankfully got it. Since the beginning of 2015, I worked as an Investment Analyst, mostly on property transactions. In a smaller company you get a good understanding of what it takes to perform in a variety of roles which is helpful in framing your thoughts when it comes to the career path you'd like to follow.

In 2021, I graduated from The Futuregrowth Portfolio Manager (PM) Preparation Programme as a PM.

What do you value most about working at Futuregrowth?

One of the things that I appreciate about working here is that the developmental investing culture is deeply ingrained in Futuregrowth's fabric. It's quite satisfying being in a position where the kinds of transactions that I work on resonate with who I am as a person and the things that I genuinely care about.



Join our eighteen-month programme to take the opportunity to learn from some of the best in the industry; add real, tangible value daily and build your career.

Who are we looking for?

We favour Black candidates with the following qualifications:

- B.Business Science
- B.Commerce Hons (FAPM)
- B.Commerce Hons (Investment Management, Economics, Finance or Accounting)
- B.Commerce (General – Majors: Accounting, Finance, Statistics, IT)

What can you expect?

- You can expect a structured eighteen month learnership programme within Futuregrowth.
- You will be required to complete an investment related qualification to support your learning (CFA, FMI, etc) during the eighteen-month period.
- You will gain valuable work experience while fulfilling a critical role within a specific team.

How to apply

As we are participating via the Old Mutual GAP, they will facilitate the initial recruitment process.

Visit www.oldmutual.co.za/graduate-accelerated-programme

Complete the online application form. Please be sure to select your business focus area from the various options offered and mention that you are interested in working at Futuregrowth.

The screening process will include a competency-based interview and the completion of psychometric assessments. Candidates who successfully complete the initial recruitment phase will then be shortlisted for interviews with Futuregrowth.

For specific questions about Futuregrowth and the positions available, please email cpastor@futuregrowth.co.za. For more general questions about the GAP Learnership at Old Mutual, please email gap@oldmutual.com

People are at the heart of what we do

- / We grow our own trees at Futuregrowth - allowing people to learn and expand in their career, both here and, sometimes, elsewhere.
- / We all contribute towards achieving the purpose of the organisation.
- / We've chosen to stay small enough to have a unified, connected, trusting and sharing culture.
- / Futuregrowth has a culture of openness and sharing of information, ideas, and learnings.
- / It's a learning place-questions are answered willingly and openly.
- / We're a family.

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