

Dr. Barfour Osei, CEO, EDAIF: Barfour Osei is chief executive officer of the Export Development and Agricultural Investment Development Fund (EDAIF). Dr. Osei is a development economist with over 30 years professional experience. He has worked with international organizations, the public sector of Ghana, universities and research institutions. His professional expertise covers, amongst others, public sector economics, monetary economics, international trade and finance. He joined the Fund from the African Development Bank, where he was the chief economist at the Southern Africa Resource Centre of the Bank. He has held other positions, including Director, Policy Analysis and Research at the African Centre for Economic Transformation. Dr. Osei holds a PhD in economics from the University of Strathclyde in Glasgow, and other post graduate degrees in economics from University of East Anglia Norwich, UK and the University of Ghana. His professional education also includes executive training from Harvard University. He is a recipient of several scholarships, including from the Bank of Ghana, Association of Commonwealth Universities, the African Economic Research Consortium, the International Monetary Fund, and the World Bank. Dr. Osei is extensively published in leading international journals and publications, with over 60 reports, journal articles, monographs and book chapters.

Mr. Percival Ampomah, Head of Investments, Venture Capital Trust Fund: Percival Ofori Ampomah serves as the Head of Investments at Venture Capital Trust Fund. Mr. Ampomah has played a lead role in most of the Trust Fund's innovative initiatives including structuring, launching, and managing Ghana's first Angel Investor Network and developing the investment policy and strategy for the Angel Investor Fund. He also leads the efforts on the Trust Fund's impact investing project. He is the Principal Manager of the Trust Fund's investments in various indigenous venture capital funds in Ghana. He is credited with leading the restructuring of several of the Trust Fund's Venture Capital Funds as well as designing the investment strategies and policies of the Trust Fund's Development Assistance Fund and the GAX Listing Support Fund. He supervises all aspects of investments including deal origination, investment appraisal, structuring, negotiations, documentation, and reporting. Prior to joining the Trust Fund, Mr. Ampomah worked with a Chicago-based investment-banking firm, where he was involved in corporate finance work including mergers and acquisitions and valuation of businesses and complex financial instruments. He was instrumental in the development of the Ghana Alternative Exchange (GAX). He is a Certified Valuation Analyst (CVA). Mr. Ampomah holds a Private Equity and Venture Capital Certificate from Harvard Business School and a Venture Capital Executive Education Certificate from Haas School of Business, University of California, Berkeley. He also holds an MSc in finance from the University of Durham Business School, UK and an Honors degree in electrical and electronic engineering from the Kwame Nkrumah University of Science and Technology, Ghana.

- 8:30 Registration and Coffee**
- 9:00 Opening Remarks by Workshop Chair**
- Dr. Sulley Gariba, Workshop Chair
- 9:05 Welcome Address by Host Institution**
- Prof. Philip Duku Osei, Deputy Rector of GIMPA
- 9:10 Statement from Sponsors**
- Dr. Laila Smith, Director, CLEAR-Anglophone Africa
- Dr. Martha Melesse, Senior Program Specialist, IDRC
- 9:15 Objectives and Agenda of the Workshop**
- Dr. Edward Jackson, Workshop Director
- 9:20 Keynote Address: Impact Investing: A Tool for Ghana's Development?**
- Hon. Dr. Rashid Pelpuo, Minister of State for Private Sector Development
- 9:45 Achievements and Challenges of Impact Investment in Ghana**
- Mr. Osman Sulemana, Chief Executive Officer, Venture Capital Trust Fund
- 10:15 Tea Break**
- 10:30 Impact Investing Worldwide: A Global Scan**
- Mr. Karim Harji, Senior Instructor
- 11:15 Panel on Impact Investing in Africa: Potential, Momentum, Priorities**
- Ms. Hamdiya Ismaila, General Manager, Venture Capital Trust Fund
- Ms. Pearl Darko, Coordinator, SDG Philanthropy Platform
- Ms. Refilwe Mokoena, Senior Program Manager, Greater Capital
- Dr. Martha Melesse, Senior Program Specialist, IDRC
- 12:15 Lunch**
- 1:30 Panel on Investing in SMEs for Social Impact**
- Mr. Samuel Baba Adongo, Deputy Country Director, Technoserve
- Ms. Anna Samake, Regional Manager, Lundin Foundation
- Mr. Matthew Boadu Adjei, Chief Executive Officer, Oasis Capital
- Mr. Anthony Annan, Chief Executive Officer, Impact Capital Advisors

- 2:15 **Panel on Investing in Social Enterprises for Social Impact**
- Mr. Godfred Amewu, Research Associate, GIMPA Centre for Impact Investing
- Mr. Godfrey Mwindaaire, West Africa Director, Acumen
- Ms. Barbara Ghansah, Loan Officer, Root Capital
- Ms. Patricia Safo, Managing Director, JCS Investments
- 3:15 **Tea Break**
- 3:45 **Public Policy and Impact Investing: Key Issues and Directions**
- Anthony Siaw, Managing Partner, IBC Equity Partners.
- Dr. Patrick Tandoh-Offin, Coordinator, GIMPA Centre for Impact Investing
- Mr. Godfred Amewu, Research Associate, GIMPA Centre for Impact Investing
- 4:15 **Building the Capacity of Investee Businesses to Create Impact**
- Mr. Karim Harji, Senior Instructor
- 4:45 **Field-Building Strategies for Growing Impact Investing: What Works and What Doesn't?**
- Dr. Edward Jackson, Workshop Director
- 5:00 **Wrap-up of the Day**
- Dr. Sulley Gariba, Workshop Chair
- 5:15 **Adjournment**
- 5:30 **Cocktail Reception**

Mr. Godfrey Mwindaaire, West Africa Director, Acumen: As Acumen's West Africa Director, Godfrey Mwindaaire is responsible for all West-Africa related investments, operations and business development activities. In addition, as part of the Portfolio Leadership Team, he is jointly responsible for the global portfolio of Acumen with special focus on the new West Africa investments. Prior to this role, Mr. Mwindaaire was Chief Investment Officer in the African Development Bank, based in Tunisia, with specific responsibility for the extractive industries in the Bank's 53 member states in Africa. He has also worked with Standard Bank in South Africa and Tanzania as Senior Manager (Strategy and Special Projects) and Head of Retail and Business Banking with Barclays Capital in London, as an investment banker in the Mining & Metals Team. Mr. Mwindaaire has over a decade of experience in investment banking, commercial banking and development finance. He earned a First Class Honours degree in mining engineering from the Kwame Nkrumah University of Science & Technology and an MBA from the University of Hull Business School in the UK, specializing in financial management. He is also an Associate of the Chartered Institute of Bankers (UK).

Ms. Barbara Ghansah, Loan Officer, Root Capital: Barbara Ghansah is responsible for lead generation, loan application processing and client relationship management in Ghana. She also assists in coordinating training and technical assistance on financial management to selected candidates and clients. Previously, she worked as Lead Consultant at Zircon Business Advisory Services and as Consultant at Deloitte & Touche in Ghana. Ms. Ghansah holds an MA in economic policy management and a BA in economics and political science from the University of Ghana. She is also a certified chartered management accountant from the Chartered Institute of Management Accountants in the UK. She speaks English, Fante/Twi, and Ga.

Ms. Patricia Safo, JCS Investments: Patricia Safo is the Founder and Managing Director of JCS Investments, which is a partner of Goodwell Investments for Ghana. She is an entrepreneur with extensive experience in business start-ups, fresh product procurement and exports out of Ghana. She has established and (co-)owns two companies in fresh fruit and fish farming. This reflects her interest in setting up businesses that help Ghana develop. In 2006, Ms. Safo launched an investment firm which has managed the first private equity company established by the Ghanaian government. The fund has financed a number of small businesses, including a rural micro finance institution, which she has successfully guided towards a total turn-around and financial profitability. Ms. Safo holds a BA in economics and information technology and an MSc in financial management from Middlesex University, UK.

Mr. Matthew Boadu Adjei, Chief Executive Officer, Oasis Capital: Matthew Boadu Adjei is the founder and CEO of Oasis Capital Ghana Limited. He has several years' investment banking experience, nine of which have been spent in the private equity and growth capital industry. He leads the team on strategy, negotiations, fund raising, investor relations and support. Prior to Oasis, Mr. Adjei was a board member of GroFin Ghana Limited as well as the Country General Manager. He was also a member of the Investment Committee of GroFin Africa Fund, a Mauritius based Pan-Africa SME fund, where he appraised transactions from Ghana, Nigeria, Rwanda, South Africa, Tanzania, Kenya and Uganda. Before that, he served as an Investment Manager with Fidelity Capital Partners Limited, a Ghanaian private equity firm. He spent over nine years with Fidelity Group working with the Group's credit, corporate finance and private equity practice. He is a familiar presence in the small business development universe in Ghana, having given lectures on SMEs in various universities and colleges. He currently serves on the boards of Chase Petroleum Ghana Limited, Goldkey Properties Limited and the Akua Kuenyehia Foundation. He is also, the chairman of Asterix Brokers Limited, an insurance brokerage firm he founded in 2007 and which provides insurance broking services to SMEs in Ghana. Mr. Adjei holds a BSc degree in banking and finance from the University of Ghana and an MBA from the Leicester Business School at De Montfort University, UK.

Mr. Anthony Annan, Chief Executive Officer, Impact Capital Advisors: Anthony Annan is Chief Executive Officer of Impact Capital Advisors. He has expertise in financial leadership, strategic planning, business development, process improvement, regulatory compliance and risk mitigation. He has also served as Executive Vice President and Senior Advisor in a private company. In addition, Mr. Annan has been Adjunct Professor with the University of Phoenix and Virginia International University, teaching in-class and online courses on financial management and accounting, and developed courses on effective negotiations, international business strategy, and corporate finance. Mr. Annan holds an MBA in finance from the Wharton School at the University of Pennsylvania and an MSc in mathematics and operations research from the Warsaw School of Economics.

Mr. Godfrey Mwindaaire, West Africa Director, Acumen: As Acumen's West Africa Director, Godfrey Mwindaaire is responsible for all West-Africa related investments, operations and business development activities. In addition, as part of the Portfolio Leadership Team, he is jointly responsible for the global portfolio of Acumen with special focus on the new West Africa investments. Prior to this role, Mr. Mwindaaire was Chief Investment Officer in the African Development Bank, based in Tunisia, with specific responsibility for the extractive industries in the Bank's 53 member states in Africa. He has also worked with Standard Bank in South Africa and Tanzania as Senior Manager (Strategy and Special Projects) and Head of Retail and Business Banking with Barclays Capital in London, as an investment banker in the Mining & Metals Team. Mr. Mwindaaire has over a decade of experience in investment banking, commercial banking and development finance. He earned a First Class Honours degree in mining engineering from the Kwame Nkrumah University of Science & Technology and an MBA from the University of Hull Business School in the UK, specializing in financial management. He is also an Associate of the Chartered Institute of Bankers (UK).

- 8:30 Registration and Coffee
- 9:00 Welcome and Agenda for Day 2
- Dr. Sulley Gariba, Workshop Chair
- 9:15 Assessing the Results of Impact Investing Programs and Funds: An Overview
- Dr. Edward Jackson, Workshop Director
- 9:45 Social Impact Assessment: Experience and Tools from the Impact Investing Industry
- Mr. Karim Harji, Senior Instructor
- 10:15 Tea Break
- 10:30 Social Impact Measurement: Experience with the Cadiz Fund in South Africa
- Ms. Refilwe Mokoena, Senior Program Manager, Greater Capital
- 11:15 Standards and Metrics in Impact Investing: A Dialogue on Application
- Mr. Karim Harji, Senior Instructor
- Ms. Refilwe Mokoena, Senior Program Manager, Greater Capital
- 12:00 Lunch
- 1:30 Panel on Evaluation and Impact Investing
- Dr. Laila Smith, Director, CLEAR-Anglophone Africa (Chair)
- Dr. Charles Amoatey, West Africa Representative, CLEAR- Anglophone Africa
- 2:30 Evaluation of the Impact of Mining Investments in Education Outcomes in South Africa
- Mr. Neissan Besharati, M&E Technical Specialist, CLEAR Centre, Wits University
- 3:30 Tea Break
- 4:00 Getting Real: Managing Unintended or Negative Outcomes
- Dr. Edward Jackson, Workshop Director
- Mr. Karim Harji, Senior Instructor

- 4:30 **Building a Research Agenda on Evaluating Impact Investing**
- Dr. Patrick Tandoh-Offin, Coordinator, GIMPA Centre for Impact Investing
- Dr. Charles Amoatey, West Africa Representative, CLEAR - Anglophone Africa (Chair)
- 5:00 **Wrap-up of Workshop and Next Steps**
- Dr. Sulley Gariba, Workshop Chair
- 5:15 **Closing Remarks**
- Mr. Percival Ampomah, Head of Investments, Venture Capital Trust Fund
- Dr. Laila Smith, Director, CLEAR-Anglophone Africa
- Dr. Martha Melesse, Senior Program Specialist, IDRC
- 5:30 **Adjournment**

Workshop Organizing Committee

Ms. Hamdiya Ismaila, General Manager, Venture Capital Trust Fund
Mr. Godfred Amewu, Research Associate, GIMPA Centre for Impact Investing
Dr. Patrick Tandoh-Offin, Coordinator, GIMPA Centre for Impact Investing
Dr. Charles Amoatey, West Africa Representative, CLEAR-Anglophone Africa
Dr. Laila Smith, Director, CLEAR-Anglophone Africa
Dr. Edward Jackson, Workshop Director

He provides regular policy advice and consulting services to government departments, bilateral donors, international organizations and large corporations. He has worked for over 15 years in the international development industry on five continents serving on senior management and advisory positions with governments, NGOs and various intergovernmental agencies at headquarters and in a number of low-income, middle-income and post-conflict countries. He currently serves on various UN and OECD expert groups, and has served as an aid effectiveness advisor for South Africa's engagement in global development debates. Mr. Besharati's areas of expertise include international development policy, aid effectiveness, emerging economies, south-south cooperation, corporate social investments, monitoring and evaluation. He speaks English, Portuguese, Italian, Farsi, French and Zulu.

Ms. Pearl Darko, Coordinator, SDG Philanthropy Platform: Pearl Darko, a Director with the African Philanthropy Forum, has over 20 years of experience in both the public and private sectors. Prior to joining APF, she worked as the marketing director for an internationally recognized legal firm in her home country of Ghana. She previously worked in a senior position with the Global Fund, that combats AIDS, tuberculosis and malaria. She provided strategic marketing, communication direction and implementation of the private sector resource mobilization strategy, as well as leadership on an innovative marketing campaign "Gift from Africa", which focused on Africa's contribution to The Global Fund's objectives. Prior to that, she was a senior regional manager and head, public affairs and communication, for the Coca-Cola Africa Group, and director, public relations and communication, West and Central Africa, Boeing International Corporation, Ghana. Ms. Darko holds a Master's degree in international negotiation and policy making from the Graduate Institute of International & Development Studies, Geneva, and a BSc in social science and administration, London School of Economics & Political Science. She is currently completing a Masters of Studies in sustainability leadership at the University of Cambridge, UK.

Ms. Anna Samake, Portfolio Manager, West and Central Africa, Lundin Foundation: Anna Samake manages the Foundation's investment and grant activities in West and Central Africa. She is also responsible for overseeing the Foundation's West Africa Technical Assistance Facility. She has over 17 years of experience in banking, micro-finance and entrepreneurship development in West Africa. She was the Mali director for Oiko Credit, where she oversaw a EUR 10 million agriculture fund involving micro-finance institutions, launched access to finance programs for rural women entrepreneurs, and developed technical assistance programs to help strengthen rural MFIs. As the marketing manager for Mali Housing Bank, Ms. Samake developed a Malian diaspora portfolio which provided more than 50% of savings and deposits of the Bank in 2005. In addition, she was the co-founder and managing partner for the Institute Supérieur Management d'Entreprise in Mali – a business school, incubator and angel network focused on supporting local entrepreneurs. Ms. Samaké earned an MBA from the University of Quebec at Montreal, and holds a Maitrise degree in private law from National Administration School, Mali.

Mr. Godfred Amewu, Research Associate, GIMPA Centre for Impact Investing: Godfred Amewu is a Lecturer and Researcher in finance at the GIMPA Business School and a coordinator at the GIMPA Centre for Impact Investing (GCII). He has extensive experience in finance/investments, having worked in various educational and finance roles in the U.K. and Ghana. His research interests are in the areas of corporate finance, risk management, banking, impact investing and market research. Mr. Amewu was the former Lead Co-ordinator for GCII where he coordinated the affairs of GCII and also provided project support in the areas of investments, performance measurement and development of impact investing research/case studies. Mr. Amewu holds an MSc in finance from the University of St. Andrews (UK) and an Honours degree in mathematics from Kwame Nkrumah University of Science and Technology (Ghana). He is currently a doctoral student at the University of the Witwatersrand, South Africa.

Dr. Charles Amoatey, Program Coordinator, West Africa Regional Centre, CLEAR: Charles Amoatey has over ten years of experience as a project management and monitoring and evaluation expert. He is currently the Program Coordinator of the Anglophone West Africa Regional Centre for Learning Evaluation and Results (CLEAR) located at GIMPA, in Accra, Ghana. He has supported several public sector agencies and international agencies in setting up M&E systems through conduct of institutional assessments, training, and advisory services. He is a member of the Technical Advisory Team for Ghana's 40 Year Long-Term National Development Plan. Dr. Amoatey holds a Bachelor's degree in civil engineering, a Master degree in infrastructure planning, with a specialization in project management, an MBA with specialization in finance and international management, and a PhD in development economics

Dr. Patrick Tandoh-Offin, Lead Coordinator for GIMPA Centre for Impact Investing (GCII): Patrick Tandoh-Offin is a rural development and gender and social policy expert with rich experience in surveys, impact investing, data analysis, program/project planning and management, and monitoring and evaluation. He is presently an Independent Consultant and Lecturer in the School of Public Service and Governance (SPSG) at the Ghana Institute of Management of Public Administration. Dr. Tandoh-Offin holds a doctorate in policy studies from Clemson University (USA), a Master's degree in community and economic development from the Pennsylvania State University (USA), and a Bachelor degree in land economy from KNUST (Kumasi).

Mr. Neissan Besharati, M&E Technical Specialist, CLEAR Centre, Wits University: Neissan Alessandro Besharati is a Senior Monitoring and Evaluation Specialist at the Anglophone Africa Centre for Learning on Evaluation and Results (CLEAR). He is also the Head of the Development Effectiveness Programme at the South African Institute of International Affairs (SAIIA). Mr. Besharati is a doctoral research fellow and a post-graduate lecturer at the Wits School of Governance, where he trains public servants, diplomats and NGO workers from across Africa. He is also an associate at several prominent development think-tanks and academic institutions.

Dr. Edward Jackson, Workshop Director: Edward Jackson is President of E.T. Jackson and Associates Ltd. An internationally recognized expert in results-based management, stakeholder engagement, and social finance, he has led major development evaluations in 50 countries. He is also Senior Research Fellow, Adjunct Professor and a former Associate Dean at Carleton University, where he co-founded the Carleton University-World Bank International Program for Development Evaluation Training (IPDET). In addition, he is Honorary Associate with the Institute of Development Studies. He served on Canada's National Advisory Board of the G8 Social Impact Investment Task Force. Dr. Jackson was team leader of the strategic assessment of the Rockefeller Foundation's \$40M Impact Investing Initiative and has lectured and written widely on the evaluation of impact investment programs in the development, philanthropy and evaluation fields. He is the co-author of the widely cited *Accelerating Impact: Achievements, Challenges and What's Next in Building the Impact Investing Industry*, as well as of *Private Capital for Sustainable Development*, recently published by Danida.

H.E. Dr. Sulley Gariba, Workshop Chair: An internationally recognized leader in the field of development evaluation, Sulley Gariba was founding President of the International Development Evaluation Association (IDEAS), and is a former President of the African Evaluation Association. He has led and advised major performance assessments for UNDP, OECD/DAC, Danida, CIDA/DFATD, the MasterCard Foundation, the Rockefeller Foundation, and the World Bank. Presently, Dr. Gariba is Ghana's High Commissioner to Canada. Prior to his current appointment, he served as Senior Policy Advisor to the President of Ghana, H.E. John Dramani Mahama. In Ghana, he was the longest serving member of that country's National Development Planning Commission. Prior to government service, he founded and led the Ghana Institute for Policy Alternatives, a think-tank which has pioneered social accountability, community-based research and training, and leading-edge policy analysis across Ghana's north and nationally. He has taught at Trent and Carleton universities and in the Carleton-World Bank International Program for Development Evaluation Training. In 2014, Dr. Gariba was awarded an honorary doctorate by Carleton University, where he had earlier earned his PhD in political science.

Mr. Karim Harji, Senior Instructor: A Kenyan-Canadian, Karim Harji is Director of Research with E.T. Jackson and Associates. He is also Director and co-founder of Purpose Capital, an impact investment advisory firm that advises a range of investors – including foundations, financial institutions, governments and family offices – on the design, implementation and monitoring of impact investment programs. An advisor to the Rockefeller and MasterCard Foundations on innovative financing and youth employment respectively, he served as a member of the Impact Measurement Working Group of the G8 Social Impact Investment Task Force. Mr. Harji was lead consultant on the evaluation of the Rockefeller Foundation's Impact Investing Initiative, and co-author of *Accelerating Impact: Achievements, Challenges and What's Next in Building the Impact Investing Industry*, the comprehensive global market scan prepared for that initiative.

He is also the lead author of *Impact Investing in Canada: State of the Nation*, and the co-founder of *SocialFinance.ca*, Canada's leading online platform for the social finance sector. He has taught social entrepreneurship and social finance at York University and the University of Toronto, and is a Senior Research Associate with the Carleton Centre for Community Innovation at Carleton University. He holds an MPA in public administration and international development from Carleton University in Ottawa.

Dr. Laila Smith, Director, CLEAR-Anglophone Africa, University of the Witwatersrand: Laila Smith serves as the Director of CLEAR-AA and has been working for 20 years in the development arena both in Canada, South Africa and within Southern Africa. With a PhD in urban geography, Laila has focused her professional interests on addressing inequality in service delivery in the face of rapid urbanization. She spent over a decade in the South African water sector, wearing a variety of hats, including: research in public private partnerships; regulating water services for the City of Johannesburg; developing and implementing bottom-up methodologies for citizen engagement in the regulation of municipal water and sanitation services; and as Head of Policy for the Mvula Trust, steering civil society policy engagement in strengthening local government capacity to deliver services. Most recently, Dr. Smith managed the Australian government's investments in water and sanitation in Southern Africa.

Dr. Martha Melesse, Senior Program Specialist, International Development Research Centre: Martha Melesse is a Senior Program Specialist with the Employment and Growth Program, where her work currently focuses on youth employment and entrepreneurship in Sub-Saharan Africa. She spearheaded a ten-country research initiative on youth entrepreneurship which led to the publication of *Africa's Young Entrepreneurs: Unlocking the Potential for a Brighter Future* (2015). Since joining IDRC in 1993, she has worked in various programs covering issues of poverty, trade policy, social policy, and health systems. Dr. Melesse holds a PhD in public policy from Carleton University in Ottawa, with a specialization in health financing reform. She also holds a graduate diploma in international development and co-operation from the University of Ottawa and an MBA from the United States International University.

Hon. Abdul-Rashid Hassan Pelpuo: Abdul-Rashid Hassan Pelpuo holds a PhD in Development Policy from the University of Ghana. He is the current Member of Parliament for Wa Central constituency in the Wa Municipal District in the Upper West Region of Ghana. He entered the Parliament of Ghana in 2005 after winning a seat in the Ghanaian parliamentary election in December 2004.

He served as the Minister for Youth and Sports and is currently the Minister of State at the Office of the President in Charge of Private Sector Development and Public Private Partnership (PPP). In 2010 he became the deputy Majority Leader in Parliament. He was also voted one of Ghana's five Members of the Africa's Parliament in South Africa where he served for a term until 2013. He is also a member of the Economic Management Team (EMT).

Mr. Osman Sulemana, Chief Executive Officer, Venture Capital Trust Fund: Osman Sulemana has substantial experience in corporate finance and business development, with a focus on sustainable entrepreneurship. He has trained and guided entrepreneurs for the development of their business plans and provided advisory support to secure funding to start or scale. Currently, Mr. Sulemana is the Chief Executive Officer of Venture Capital Trust Fund providing strategic direction for the deployment of funds to the SMEs through the various funds and also leading the way for the consolidation and restructuring the operations of the Trust Fund for the development of the venture capital industry in Ghana. Mr. Sulemana worked with both private and public institutions and organizations in the United Kingdom in the field of management and finance. Prior to his appointment, Mr. Sulemana worked with the Local Government Service as an Assistant Director Administrative Class and consulted for SAS Capital and a number of small and medium sized enterprises in Ghana.

Ms. Refilwe Mokoena, Senior Program Manager, Research and Evaluation, Greater Capital: Refilwe Mokoena has extensive experience in social performance management and poverty measurement in microfinance. She joined Greater Capital from a global microfinance network where she managed the use of poverty measurement tools in over 20 countries. Prior to that, she led the research and development function of one of South Africa's leading microfinance institutions, and has strong skills in participatory research methods. In addition, Ms. Mokoena is responsible for the due diligence and social impact measurement services on all investments into the unlisted portion of Cadiz Asset Management's High Impact Fund and Enterprise Development Fund. Ms. Mokoena holds a Bachelor of Arts in international relations from Mount Holyoke College in the United States, and has a passion for women's empowerment and using business solutions to create social value.

Ms. Hamdiya Ismaila, General Manager, Venture Capital Trust Fund (Chair): Hamdiya Ismaila is an SME development and finance expert. Having worked with the Ministry for Private Sector Development, she led in providing business advisory services, financing arrangements, enterprise support services, skills development, entrepreneurship training, and promotional workshops for MSMEs. Currently, Ms. Ismaila is the General Manager at Venture Capital Trust Fund, where she oversees the operations of the Trust. She was instrumental in the development of Ghana Angel Investor Network (GAIN) and is a Director of the Ghana Angel Fund. She also supports the Network as a business angel. She is currently leading the efforts in the development of impact investing as an asset class in Ghana, working closely with the GIMPA Centre for Impact Investing. She manages the Technical Assistance Fund, which is designed to build the capacity of investee companies of the Trust Fund. Ms. Ismaila holds an Executive Certificate in private equity and venture capital from Harvard Business School and a Master of Public Administration from Columbia University in the City of New York, and is currently pursuing an LLB degree at the GIMPA Law School.