

## BOARD OF DIRECTORS

### CHAIRMAN


**Patrice Motsepe (55)**

*BA (Legal), LLB, Doctorate of Commerce (Honoris Causa) (Wits), Doctor of Management and Commerce (Honoris Causa) (Fort Hare)*

**Member of the nomination committee**

Patrice Motsepe was appointed to the Avmin Board in 2003 as part of the Avmin/ARMgold/Harmony transaction. When the transaction was concluded in 2004, Avmin changed its name to African Rainbow Minerals (ARM) and he became Executive Chairman of ARM. Patrice was a partner in one of the largest law firms in South Africa, Bowman Gilfillan Inc. He was a visiting attorney in the USA with the law firm, McGuire Woods Battle and Boothe. In 1994 he founded Future Mining, which grew rapidly to become a successful contract mining company. He then formed ARMgold in 1997, which listed on the JSE in 2002. ARMgold merged with Harmony in 2003 and this ultimately led to the takeover of Avmin.

In 2002 Patrice was voted South Africa's Business Leader of the Year by the chief executive officers of the top 100 companies in South Africa. In the same year, he was the winner of the Ernst & Young Best Entrepreneur of the Year Award. Patrice is a recipient of numerous other business and leadership awards and recognitions including:

- World Economic Forum Global Leader of Tomorrow, 1999
- Afrikaanse Handelsinstituut, MS Louw Award for Exceptional Business Achievement, 2003
- South African Jewish Report, Special Board Members Award for Outstanding Achievement, 2004
- African Business Roundtable, USA, Entrepreneur & Freedom of Trade Award, 2009
- McGuire Woods Outstanding Alumnus Awards, 2009
- BRICS (Brazil, Russia, India, China, South Africa) Business Council, Outstanding Leadership Award, 2014
- Harvard University Veritas Award for Excellence in Global Business and Philanthropy, 2014
- Forbes 100 Greatest Living Business Minds, 2017

Patrice is the founder and Chairman of Ubuntu-Botho Investments, African Rainbow Capital (ARC) and African Rainbow Energy and Power (AREP) and is also the Chairman of Harmony and the Deputy Chairman of Sanlam.

*Continued overleaf*

# BOARD OF DIRECTORS continued

## CHAIRMAN continued

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He is also a member of the:

- International Business Council of the World Economic Forum, which is made up of 100 of the most highly respected and influential chief executives from all industries
- JP Morgan International Council
- Harvard Global Advisory Council
- Council of the International Council on Mining and Metals (ICMM)

His past business responsibilities include being the Founding President of Business Unity South Africa (BUSA), the representative voice of organised business in South Africa, from January 2004 to May 2008, and Chairman of the BRICS Business Council for 2013. He is also President of Mamelodi Sundowns Football Club.

In January 2013 Patrice and his wife, Precious joined the Giving Pledge, which was started by Warren Buffett and Bill and Melinda Gates. Patrice committed to give half of the wealth of the Motsepe family to the poor and for philanthropic purposes during his lifetime and beyond and that of his wife.

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## INDEPENDENT NON-EXECUTIVE DEPUTY CHAIRMAN

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### **Modise Motloba (51)**

*BSc, Diploma in Strategic Management*

**Chairman of the social and ethics committee and a member of the nomination committee and the audit and risk committee**

Modise was appointed to the board on 30 July 2004. He is the founder and chief executive officer of Quartile Capital Holdings Proprietary Limited, a 100% black-owned, managed and controlled niche financial services and investment group with expertise in corporate financial advisory, fund management, wealth, SMME development and finance and principal investments. He has more than 24 years' working experience in the financial sector both in South Africa and the United States.

Modise has been involved in the transformation of the financial sector and playing a leadership role in business organisations including:

- Former President of the Association of Black Securities & Investments Professionals (ABSIP) and led ABSIP in the negotiations and launch of the Financial Sector Charter.
- Former President of the NAFCOC-Johannesburg Chamber of Commerce and Industry.
- Chairman and founder of Phuthanang Youth Trust, a Soweto-based Foundation focusing on education, skills development, SMME development, health, sports and environment for the youth and general community.

His extensive experience in board leadership spans more than 13 years, at both listed and non-listed companies in major sectors and areas such as banking (investment banking, central banking and development finance institutions), agriculture, insurance and mining.

## BOARD OF DIRECTORS continued

### LEAD INDEPENDENT NON-EXECUTIVE DIRECTOR

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**Fikile De Buck (57)**

*BA (Economics), FCCA*

**Chairman of the nomination committee and a member of the social and ethics committee, the remuneration committee and the audit and risk committee.**

Fikile was appointed to the board on 30 March 2006. A chartered certified accountant, she was the second person to obtain this qualification in Botswana. She was awarded the Stuart Crystal Prize for Best Accounting Student at Birmingham Polytechnic (UK), now Birmingham University, the first black overseas student to be awarded this prize.

Fikile is a fellow of the Association of Chartered Certified Accountants United Kingdom. From 2000 to 2008, she worked in various capacities, including as chief financial officer and chief operations officer, at the Council for Medical Schemes in South Africa. Prior to that she worked in various capacities at the Botswana Development Corporation and was its first treasurer. She also served on various boards representing the corporation's interests, and was the founding chairman of the Credit Guarantee Insurance Corporation of Africa Limited.

She has 24 years' experience in financial reporting at executive level. Fikile is a director of D&D Company Proprietary Limited, a non-executive director and chairman of the audit committee and a member of various other committees of Atlatsa Resources Corporation. She was included in the coffee table book, "South Africa's Most Inspirational Women" (2011). Fikile mentors a number of young people, mostly women. She is also a member of Women In Mining South Africa.

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### DEPUTY LEAD INDEPENDENT NON-EXECUTIVE DIRECTOR

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**Mavuso Msimang (75)**

*MBA (Project Management), BSc*

**Member of the nomination committee and the social and ethics committee.  
Successor to the lead independent non-executive director**

Mavuso was appointed to the board on 26 March 2011. He has 28 years' experience in management at executive level, and was involved in the successful transformation and restructuring of various state-owned entities over a period of 16 years until 2010.

Mavuso held several senior positions in public sector organisations, including South African Tourism, South African National Parks and the State IT Agency (SITA), where he successively served as chief executive officer. He retired from the civil service in 2010 following a three-year stint as Director-General at the Department of Home Affairs. He has also worked for international development agencies such as the World University Service of Canada and CARE International in Ethiopia and Kenya. He also held senior management positions with the United Nations Children's Fund and the World Food Programme. Msimang currently serves on various civic society, environmental management and private sector boards. He is also chairman of Corruption Watch and is an outspoken critic of public sector corruption and maladministration.

# BOARD OF DIRECTORS continued

## EXECUTIVE DIRECTORS

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### CHIEF EXECUTIVE OFFICER

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#### **Peter Steenkamp (58)**

*B Eng (Mining); Mine Managers Certificate Metal Mines; Mine Manager's Certificate Fiery Mines; CPIR; MDP; BLDP*

Peter Steenkamp was appointed chief executive officer and executive director on 1 January 2016. He has some 38 years' experience in the mining industry, including his last position as Senior Vice President: Mining of Sasol Mining Proprietary Limited, and executive positions at Harmony, from 2003 to 2007, and at African Rainbow Minerals (ARM) and Pamodzi Gold.

He is a member and past president of the Association of Mine Managers of South Africa, and a member of the Southern African Institute of Mining and Metallurgy and the South African Colliery Managers' Association.

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### FINANCIAL DIRECTOR

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#### **Frank Abbott (62)**

*BCom, CA (SA), MBL*

Frank was appointed to the board as non-executive director on 1 October 1994, and as financial director in 1997. In 2004, he was appointed financial director of African Rainbow Minerals Limited, and resigned as such during 2009. He was reappointed financial director of Harmony in February 2012.

Frank joined the Rand Mines Group in 1981, where he obtained broad financial management experience at an operational level. He was a director of various listed mining companies and currently serves as a non-executive director on the board of African Rainbow Minerals Limited.

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### EXECUTIVE DIRECTOR: CORPORATE AFFAIRS

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#### **Harry Ephraim 'Mashego' Mashego (53)**

*BA (Education), BA (Hons) (Human Resources Management), Joint Management Development Programme, Global Executive Development Programme*

Mashego joined Harmony in 2005 and has been responsible for group human resources development, transformation and, most recently, government relations. He has more than 20 years' experience in human resources, acquired largely in the industrial sector. Mashego was appointed as an executive director on 24 February 2010.

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# BOARD OF DIRECTORS continued

## INDEPENDENT NON-EXECUTIVE DIRECTORS

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**Joaquim Chissano (78)**

*PhD*

**Member of the nomination committee and the social and ethics committee**

Joaquim was appointed to the board on 20 April 2005. A former president of Mozambique (1986-2005), he also served as chairman of the African Union for 2003/2004. On leaving the presidency, he established the Joaquim Chissano Foundation for Peace Development and Culture, and has led various international peace initiatives on behalf of the United Nations, the African Union and the Southern African Development Community to Guinea-Bissau, the Democratic Republic of the Congo, Uganda and Madagascar. In 2006 he was awarded the annual Chatham House prize for significant contributions to improving international relations, in 2007 he received the inaugural Mo Ibrahim Prize for Achievement in African Leadership. Joaquim was appointed to the global development programme advisory panel of the Bill and Melinda Gates Foundation in December 2009. Recently he was awarded the 2015 North-South Prize by the Council of Europe for contribution to human rights, democracy and world peace, thus promoting global interdependence and solidarity.

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**Ken Dicks (78)**

*Mine Manager's Certificate (Metalliferous Mines), Mine Manager's Certificate (Fiery Coal Mines), Management diplomas (Unisa and INSEAD)*

**Member of the technical committee and the investment committee**

Ken was appointed to the board on 13 February 2008. He has a mining engineering background with 39 years' experience in the formal mining industry. He worked for the gold and uranium division of Anglo American plc and its precursor for 37 years in various senior positions.

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**Dr Simo Lushaba (51)**

*BSc (Hons), MBA, DBA, CD (SA)*

**Chairman of the investment committee and member of the audit and risk committee and the remuneration committee**

Simo joined the board on 18 October 2002. He was previously a general manager at Spoornet (Rail and Terminal Services division), was vice president of Lonmin Plc and chief executive of Rand Water. He is a non-executive director on the board of Cashbuild Limited and facilitates programmes on corporate governance for the Institute of Directors (South Africa), of which he is a member. He was also appointed as an administrator of the South African Post Office to stabilise the organization and develop a strategic turnaround plan following the resignation of its board. He later became chairman of the board of directors of the South African Post Office, a position he held until December 2016. Previously, he was chairman of the boards of Spescom Limited and Pikitup (Johannesburg), and a director of Trans-Caledon Tunnel Authority, the Water Research Commission and Rand Water.

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# BOARD OF DIRECTORS continued

## INDEPENDENT NON-EXECUTIVE DIRECTORS continued

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**Karabo Nondumo (39)**

*BAcc, HDip (Acc), CA (SA)*

**Member of the audit and risk committee and of the technical committee**

Karabo was appointed to the board on 3 May 2013. She is an executive director of the KM Group of companies, providers of integrated information and communications technology solutions to enterprises, as well as of products and services to the mining, engineering and manufacturing industries. She has held various roles at Vodacom Group Limited including that of executive head of Vodacom business as well as of Vodacom's mergers and acquisitions. She was inaugural chief executive officer of AWCA Investment Holdings Limited and former head of global markets operations at Rand Refinery Proprietary Limited. She was an associate and executive assistant to the former executive chairman at Shanduka Group. She was seconded to Shanduka Coal, where she was a shareholder representative, and also served on various boards representing Shanduka's interests. She is a qualified chartered accountant, a member of the South African Institute of Chartered Accountants and of African Women Chartered Accountants. She is an independent non-executive director of Sanlam Limited, Merafe Resources Limited, Richards Bay Coal Terminal Proprietary Limited and MTN Group Limited's operating companies in South Sudan. She is on the advisory board of Senatla Capital.



**Vishnu Pillay (60)**

*BSc (Hon), MSc*

**Chairman of the remuneration committee and member of the technical committee and the investment committee**

Vishnu was appointed to the board on 8 May 2013 and is currently executive head: joint ventures and exit operations of Anglo American Platinum Limited. Before joining Anglo American Platinum in 2011, he was executive vice-president and head of South African operations for Gold Fields Limited and, prior to that, vice-president and head of operations at Driefontein Gold Mine. His 25 years at Gold Fields Limited were interrupted by a two-year period with the Council for Scientific and Industrial Research, where he was director of mining technology and group executive for institutional planning and operations.



**John Wetton (68)**

*CA (SA), FCA*

**Chairman of the audit and risk committee and member of the social and ethics committee, remuneration committee and investment committee**

John was appointed to the board on 1 July 2011. He was with Ernst & Young from 1967 to 2010, mainly in corporate audit, but for his final 10 years he played a business development role across Africa. He led Ernst & Young's mining group for a number of years and acted as senior partner for some of the firm's major mining and construction clients. He was a member of Ernst & Young's executive management committee and was, until retirement, a member of the Ernst & Young Africa governance board.

# BOARD OF DIRECTORS continued

## NON-EXECUTIVE DIRECTOR

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**André Wilkens (68)**

*Mine Manager's Certificate of Competency, MDPA (UNISA), RMIIA, Mini MBA Oil and Gas*

**Chairman of the technical committee and member of the investment committee and the remuneration committee**

André was appointed to the board on 7 August 2007. He was appointed to the board of African Rainbow Minerals Limited in 2004 and was its chief executive officer until March 2012. He is currently executive director growth and strategic development (based in the office of African Rainbow Minerals' executive chairman). He headed ARMgold Limited for five years and ARM Platinum for a year before being appointed chief operating officer of Harmony after its merger with ARMgold in 2003. André has more than 46 years' experience in the mining industry, particularly in gold, platinum group metals, iron ore, manganese, coal, chrome, nickel and copper.

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## GROUP COMPANY SECRETARY

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**Riana Bisschoff (40)**

*LLB, LLM*

Riana completed her LLB as well as a Masters Degree (LLM) in Commercial Law at the University of Potchefstroom. She further completed her articles in 2003 at Couzyn, Hertzog and Horak Attorneys in Pretoria and was admitted as an attorney, notary and conveyancer. In 2004 she started her own firm, Bisschoff Attorneys, in association with Van der Merwe and Associates in Pretoria. She ventured into the commercial arena in 2005 where she served as company secretary and legal advisor before joining iThemba Governance and Statutory Solutions (Pty) Ltd (iThemba) in 2010. During her time at iThemba, Riana attended to the company secretarial duties of various listed and unlisted entities, including Harmony whom she served since 2011. She was permanently appointed as the company secretary of Harmony on 1 March 2012.

In addition to her statutory duties as company secretary of Harmony, Riana is also responsible for the Harmony company secretariat function, Form 20F, various reports included in the integrated annual report and the administration of the Tlhakanelo Employee Share Trust. Riana has recently been appointed as Harmony's head of legal.

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# EXECUTIVE MANAGEMENT

## OFFICE OF THE CHIEF EXECUTIVE OFFICER

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### CHIEF EXECUTIVE OFFICER

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**Peter Steenkamp (58)**

*B Eng (Mining); Mine Managers Certificate Metal Mines; Mine Managers Certificate Fiery Mines; CPIR; MDP; BLDP*

Peter Steenkamp was appointed chief executive officer and executive director on 1 January 2016. He has some 38 years' experience in the mining industry, including his last position as Senior Vice President: Mining of Sasol Mining Proprietary Limited, and executive positions at Harmony, from 2003 to 2007, and at African Rainbow Minerals (ARM) and Pamodzi Gold.

He is a member and past president of the Association of Mine Managers of South Africa, and a member of the Southern African Institute of Mining and Metallurgy and the South African Colliery Managers' Association.

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### FINANCIAL DIRECTOR

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Frank was appointed to the board as non-executive director on 1 October 1994, and as financial director in 1997. In 2004, he was appointed financial director of African Rainbow Minerals Limited, and resigned as such during 2009. He was reappointed financial director of Harmony in February 2012.

Frank joined the Rand Mines Group in 1981, where he obtained broad financial management experience at an operational level. He was a director of various listed mining companies and currently serves as a non-executive director on the board of African Rainbow Minerals Limited.

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### EXECUTIVE DIRECTOR: CORPORATE AFFAIRS

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**Harry Ephraim 'Mashego' Mashego (53)**

*BA (Education), BA (Hons), (Human Resources Management) Joint Management Development Programme, Global Executive Development Programme*

Mashego joined Harmony in 2005 and has been responsible for group human resources development, transformation and, most recently, government relations. He has more than 20 years' experience in human resources, acquired largely in the industrial sector. Mashego was appointed as an executive director on 24 February 2010.

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# EXECUTIVE MANAGEMENT continued

## OFFICE OF THE CHIEF EXECUTIVE OFFICER continued

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### EXECUTIVE: NEW BUSINESS

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#### **Phillip Tobias (47)**

*B.Sc (Mining Engineering), Wits International Executive Development Programme and GIBS Advanced Management Programme, Professional Engineer (Pr Eng) and Mine Manager's Certificate of Competence*

Phillip was appointed as Chief operating officer (COO) of safety, mining projects, new development and corporate strategy on 1 March 2016. He joined Harmony on 1 July 2014 as the regional general manager for Kusasalethu, Doornkop and Kalgold. He has been in the mining industry for more than 20 years, initially as a postgraduate mining engineer with Gold Fields Limited at their various operations. His operational and managerial experience was developed at a number of gold and platinum mines. Prior to joining Harmony, he was a consulting mining engineer for Anglo American Platinum Joint Venture Operations. He was appointed the first black president of the Association of the Mine Managers of South Africa in 2008.

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### CHIEF OPERATING OFFICER: SOUTH AFRICA

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#### **Beyers Nel (40)**

*B. Eng (Mining Engineering), Mine Manager's Certificate of Competency, MBA, Professional Engineer (Pr. Eng) Independent non-executive director*

Beyers was appointed as chief operating officer of the South African operations on 1 March 2016. Prior to this appointment, he was the regional general manager responsible for Target, Phakisa and Tshepong as well as the group's metallurgical plants. Beyers joined Harmony on the merger with African Rainbow Minerals Gold in 2003. He has 16 years' experience in gold mining, gained on opencast, deep and ultra-deep level gold mines in both supervisory and management positions. Before assuming the role of regional general manager, he was general manager of Harmony's Phakisa mine. Beyers is currently the President of the Association of Mine Managers of South Africa. He serves as a director on the board of Mines Rescue Services Pty Ltd.

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### CHIEF EXECUTIVE OFFICER: SOUTH-EAST ASIA

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#### **Johannes van Heerden (45)**

*BCompt (Hons), CA(SA)*

Johannes joined Harmony in 1998 and was appointed chief executive officer of its south-east Asia operations in 2008. He is responsible for Harmony's Papua New Guinea assets including an extensive exploration portfolio and Harmony's interest in the assets of the Wafi-Golpu and Hidden Valley joint ventures. He joined Harmony as financial manager with operational and group reporting responsibility for the Free State region. He was appointed group financial manager in 2001, and relocated to Harmony south-east Asia as chief financial officer two years later. During 2016, he was elected to the Executive Council of the Papua New Guinea Chamber of Mines and Petroleum.

# EXECUTIVE MANAGEMENT continued

## OFFICE OF THE CHIEF EXECUTIVE OFFICER continued

*Reporting to the office of the chief executive officer*

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### EXECUTIVE: RISK MANAGEMENT AND SERVICES IMPROVEMENT

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**Abre van Vuuren (57)**

*BCom, Development Programme in Labour Relations, Management Development Programme, Advanced Labour Law Programme, Board Leadership Programme*

Abre joined Harmony in 1997. He has more than 31 years' experience in the mining industry, specifically in finance and human resources at various gold mines and collieries in the Rand Mines Group. As a member of Harmony's executive committee, he was initially responsible for industrial relations. He has held various positions in services and human resources prior to accepting his current position.

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### EXECUTIVE: CORPORATE AND INVESTOR RELATIONS

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**Marian van der Walt (44)**

*BCom (Law), LLB, Higher Diploma in Tax, Diplomas in Corporate Governance and Insolvency Law, Certificates in Business Leadership, IR Certificate (UK IR Society)*

Marian, an admitted attorney and conveyancer, was employed by Harmony as company secretary in February 2003. She joined Harmony's executive committee in 2005 with additional responsibility for legal and compliance (which included taking responsibility for company secretarial, risk management, internal audit and Sarbanes Oxley compliance). In 2008, she resigned as company secretary and as the executive responsible for legal and compliance, enabling her to accept her current position as executive: corporate and investor relations. Her current role includes staff engagement and public relations. Marian began her career as an attorney and conveyancer in 1998 and she held positions at Routledge Modise Attorneys, Deloitte & Touche and the Standard Bank of South Africa Limited. Marian also serves on the board of Rand Refinery Proprietary Limited as a non-executive director and served on the Johannesburg Stock Exchange's Social Responsibility Index Advisory Committee until May 2015.

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### CHIEF FINANCIAL OFFICER

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**Boipelo Lekubo (34)**

*BCom (Hons), CA(SA)*

Boipelo joined Harmony as Chief Financial Officer on 1 June 2017. She is a chartered accountant by profession with extensive experience in group financial management and reporting within the mining industry. Her previous roles include that of chief financial officer at Atlatsa Resources Corporation and financial manager at Northam Platinum Limited. She served as an independent non-executive director of Trans Hex Group Limited from August 2013 until March 2017.

# EXECUTIVE MANAGEMENT continued

## SOUTH AFRICA: EXECUTIVE

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### CHIEF OPERATING OFFICER: SOUTH AFRICA

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**Beyers Nel (40)**

*B. Eng (Mining Engineering), Mine Manager's Certificate of Competency, MBA, Professional Engineer (Pr. Eng) Independent non-executive director*

Beyers was appointed as chief operating officer of the South African operations on 1 March 2016. Prior to this appointment, he was the regional general manager responsible for Target, Phakisa and Tshepong as well as the group's metallurgical plants. Beyers joined Harmony on the merger with African Rainbow Minerals Gold in 2003. He has 16 years' experience in gold mining, gained on opencast, deep and ultra-deep level gold mines in both supervisory and management positions. Before assuming the role of regional general manager, he was general manager of Harmony's Phakisa mine. Beyers is currently the President of the Association of Mine Managers of South Africa. He serves as a director on the board of Mines Rescue Services Pty Ltd.

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### EXECUTIVE: ORE RESERVE MANAGEMENT

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**Jaco Boshoff (48)**

*BSc (Hons), MSc, MBA, Pr Sci Nat, MSAIMM, MGSSA*

Jaco joined Harmony in April 1996. He has been in the mining industry for more than 20 years, initially as a geologist. Most of his career has been spent with Harmony, progressing from ore reserve manager at various operations to being the executive responsible for mineral resources and exploration. He has been Harmony's designated competent person for statutory reserves and resources reporting since 2004.

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### EXECUTIVE: SUSTAINABLE DEVELOPMENT

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**Melanie Naidoo-Vermaak (43)**

*BSc (Hons) (Industrial Microbiology), MSc (Sustainable Development), MBA*

Melanie joined Harmony in 2009. Her expertise in sustainable development was built over 17 years in the private mining and public sectors in South Africa as well as in international environmental management exposure gained in the United Kingdom, Australia, Papua New Guinea, Fiji and elsewhere in Africa. She has worked at leading international mining companies, including De Beers Consolidated Mines Limited, BHP Billiton Limited and Anglo American plc. She currently holds directorships at Western Basin Environmental Corporation Proprietary Limited, Harambe Mineral Resources Proprietary Limited and Phoenix Corporation (Business Ventures Investment No 1692 Proprietary Limited), is chair of Harmony's environmental trusts and is a member of Harmony's social trust. In addition, she is a member of the Chamber of Mines' environmental policy committee, the Far West Rand Dolomitic Water Association and Mining Industries Group. She is also a board member of CareSA.



# EXECUTIVE MANAGEMENT continued

## SOUTH AFRICA: EXECUTIVE continued

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### EXECUTIVE: HUMAN RESOURCES

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**Anton Buthelezi (53)**

*National diploma (Human Resources Management), BTech (Labour Relations Management), Advanced dip. in labour law, Cert. in Business Leadership  
Independent non-executive director*

Anton rejoined Harmony in 2005 as human resources manager at Evander. He has more than 27 years' experience in human resources management in the mining industry. Previous positions include senior human resources officer at AngloGold Ashanti Limited, and mid and senior managerial positions in the same field at African Rainbow Minerals Gold, Samancor Chrome and Harmony. He has a proven track record in the full spectrum of human resource functions. Anton also has an outstanding record in managing labour matters, especially in conducting and guiding negotiations with organised labour. He participates in the Chamber of Mines' gold sector caucus.

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### EXECUTIVE: SAFETY AND TECHNOLOGY

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**Tom van den Berg (49)**

*MBL, BTech Mining Engineering*

Thomas joined Harmony in November 2016. His career in mining spans 29 years, having begun at Gencor's Gold Division in 1988. This was followed by stints at Impala Platinum Holdings Limited, where he was managed several shafts and was involved in the design and sinking of new shafts, at Eastern Platinum Limited and at Anglo American Platinum, where he served in various senior management roles, both as general manager of the Khusuleka and Tumela mines and at head office, as head of the zero harm safety programme. In addition, Thomas is a contributing member of the Mine Health and Safety Council, the Association of Mine Managers of South African, the Mining Regulatory Advisory Committee and of various Chamber of Mines committees relating to mining technology, legislation, and research and development.

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### EXECUTIVE: HEALTH

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**Dr Tumi Legobye (45)**

*MBChB, Diploma in Occupational Health, Project Management*

Dr Tumi 15 years' experience in the sphere of occupational health, 10 of which have been in the mining industry. In addition, she has more than seven years' experience in the management of healthcare in mining. The positions she has held include that of clinic manager, hospital manager, regional health manager, group health risk manager and head of health. Dr Tumi qualified as a medical practitioner more than 21 years ago and has five years' experience in private practice and as a part time occupational health consultant for several companies.



# EXECUTIVE MANAGEMENT continued

## **SOUTH AFRICA: EXECUTIVE** continued

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### **ACTING EXECUTIVE: TECHNICAL SERVICES AND ENGINEERING**

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**Robert Hart (43)**

*B.Eng. (Mech), MBA (GIBS)*

Robert joined Harmony as an engineer in 2001 and has fulfilled various roles, including legal appointments at Brand, Joel, Target and Bambanani mines, and later various management positions. Prior to Robert's appointment as acting executive: technical services and engineering, he was the group engineer for Harmony's South African operations, a role he had fulfilled since 2012. Robert also represents Harmony at various levels in industry, and is currently the chairman of the consulting mechanical & electrical engineers committee of the Chamber of Mines.

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### **ACTING EXECUTIVE: CHIEF FINANCIAL OFFICER**

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**Danie Muller (57)**

*B Com degree, 30 years mining experience*

Danie was appointed to the South Africa: Executive Committee on 31 July 2017. He was with Anglo American Corporation's Gold and Uranium Division from 1987 to 1997, Africa Rainbow Minerals 1998 – 2003. He joined Harmony in 2003. In the past 14 years he has played a major role in internal financial reviews, and has had responsibility for the group's planning and budget process, financial forecasting and cash flow management. He was also instrumental in investigating ways to improve profitability and in driving world-class business intelligence systems within the organisation.

# EXECUTIVE MANAGEMENT continued

## REGIONAL GENERAL MANAGERS

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### KALGOLD, DOORNKOP AND KUSASALETHU

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#### **Moses Motlhageng (42)**

*B- Tech. (Mining), Mine Manager's Certificate of Competency, Professional Engineering Technician (Pr. Techni Eng)*

Moses joined Harmony in 2011 as a general manager responsible for Kalgold open pit mine. He later assumed responsibility as the general manager of Harmony's Phakisa mine. Prior to joining Harmony, he was a consulting mining engineer for Anglo American Platinum's trackless operations. He has been a regional general manager since January 2016. Moses has a total of 16 years' experience in the mining industry with extensive operational and management experience gained in diamond mining (block caving) and in platinum and ultra-deep gold mining.

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### BAMBANANI, UNISEL, JOEL, MASIMONG AND TARGET

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#### **Francois Janse van Rensburg (42)**

*B. Eng. (Mining), MBA, Professional Engineering Certificate (Pr. Cert. Eng.), Mine Manager's Certificate and Mine Overseer's Certificate, Leadership Development Programme*

Francois joined Harmony in 2004 as a mining manager and was promoted to mine manager in 2006 at the former Virginia operations. He was appointed general manager at Tshepong in 2007 and has since been the general manager at Kusasalethu and Masimong. Previous roles include that of vice president of technology at AngloGold Ashanti Limited. He has 23 years' experience in the South African hard-rock gold mining environment with more than 11 years' experience at senior management level in the underground gold mining environment.

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### TSHEPONG OPERATIONS

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#### **Simphiwe Kubheka\* (35)**

*BSc (Eng) Mining Engineering, MBA, Mine Manager's Certificate of Competency, MBA (Project Management)*

Simphiwe was appointed regional general manager on 1 June 2016, having previously been the general manager of Harmony's Tshepong mine since 7 January 2014. He had 14 years' operational and managerial experience in gold mining, from shallow to ultra-deep mines, and started his career with AngloGold Ashanti at Vaal Reefs and later at their West Wits operations. He then joined Gold Fields and worked at both the Driefontein and Kloof operations. He was the Free State representative at the Association of Mine Managers of South Africa and served on the association's council.

*\*Harmony regrets to advise that, post year end, Simphiwe Kubheka, tragically lost his life. The board, management and all at Harmony extend deepest sympathies to his family, friends and colleagues*

# EXECUTIVE MANAGEMENT continued

## SOUTH-EAST ASIA: EXECUTIVE

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### CHIEF EXECUTIVE OFFICER: SOUTH-EAST ASIA

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**Johannes van Heerden (45)**

*BCompt (Hons), CA(SA)*

Johannes joined Harmony in 1998 and was appointed chief executive officer of its south-east Asia operations in 2008. He is responsible for Harmony's Papua New Guinea assets including an extensive exploration portfolio and Harmony's interest in the assets of the Wafi-Golpu and Hidden Valley joint ventures. He joined Harmony as financial manager with operational and group reporting responsibility for the Free State region. He was appointed group financial manager in 2001, and relocated to Harmony south-east Asia as chief financial officer two years later. During 2016, he was elected to the Executive Council of the Papua New Guinea Chamber of Mines and Petroleum.

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### EXECUTIVE GENERAL MANAGER: OPERATIONS

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**Charles de Villiers (47)**

*B. Eng (Mining), M. Eng (Mineral Economics)*

Charles has over 22 years of experience in the mining industry. He started his career with Anglovaal in the Freestate Goldfields in South Africa and joined Harmony in 2004 when Harmony acquired the Target mine from Avgold. He has filled a wide variety of management and senior management roles at operations and head office ranging from operational management, project management and business development.

Since 2010, he has been based at Harmony's South East Asia office in Brisbane, Australia. His primary focus currently is as an owner representative to the joint ventures at the Hidden Valley mine (gold-silver) and Wafi-Golpu project (copper-gold) in Papua New Guinea. In his role as owner representative, his focus is on the management of health, safety, environmental, social, production and technical aspects.

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### CHIEF FINANCIAL OFFICER

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**Aubrey Testa (41)**

*Accounting (Cum Laude), B Compt*

Following the completion of his studies through AngloGold Ashanti bursary scheme and receiving the award for Top Student, Aubrey joined Harmony in April 1998. During his 22-year career in the mining industry, he has gained extensive mining and operational financial management experience. His exposure extended to gaining knowledge of mines in South Africa, Australia and Papua New Guinea, corporate acquisitions and business development. He was appointed chief financial officer at Harmony's South-east Asia office in February 2008 where he is responsible for all business service functions. He also serves as a director on Harmony's various south-east Asia subsidiaries and represents Harmony on the Wafi-Golpu and the exploration joint ventures audit and commercial committees respectively (50:50 with Newcrest).

# EXECUTIVE MANAGEMENT continued

## SOUTH-EAST ASIA: EXECUTIVE

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### EXECUTIVE GENERAL MANAGER: PROJECTS

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**Bryan Baillie (54)**

*National Higher Diploma – Mechanical Engineering, Higher Diploma Project Management, PMI Professional Project Manager (PMP), ZAR Government Certificate of Competency – Mines and Works, Executive and Management Development Diploma.*

Bryan joined Harmony in February 2013 and oversees the Wafi-Golpu project.

Bryan has 30 years of capital project delivery experience gained predominantly in the mining industry while working for Gold Fields of South Africa, De Beers Consolidated Mines Limited and Harmony Gold Mining Company Limited (SE Asia). Prior to joining Harmony, Bryan was the founding managing director of TWP Australia Pty Ltd, a consulting company established in Perth, Western Australia in 2007 to provide consulting engineering, feasibility studies and engineering, procurement and construction management service offerings to the mining and resources industries. While with TWP Australia, Bryan lead the establishment of a joint venture company between TWP Australia and WSP Australia Pty Ltd under which he held the position of chief operating officer. Bryan has also worked for Watson Edwards Van Der Spy as the principle associate – consulting mechanical engineer. Bryan has definitive knowledge of the capital project investment framework and processes, and a detailed understanding of project governance and front-end loading best practices.

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### EXECUTIVE GENERAL MANAGER: NEW BUSINESS AND RESOURCE DEVELOPMENT

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**Greg Job (53)**

*BSc (Geology), MSc (Mineral Economics), Member AusIMM*

Greg is a geologist and mining professional with 29 years' experience in gold mining, general mine management and business development. He is a long-term Harmony employee having spent 17 years working in various roles including management of the South Kal and Mt Magnet operations in Western Australia and facilitating the search for a joint venture partner in the Morobe Mining Joint Venture process. Greg is lead competent person for Harmony's south-east Asian operations.



# EXECUTIVE MANAGEMENT continued

## SOUTH-EAST ASIA: EXECUTIVE

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### EXECUTIVE GENERAL MANAGER: EXPLORATION

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**Mike Humphries (50)**

*BSc(Hons)*

Mike has over 26 years of experience in minerals exploration across a range of commodity and deposit styles, but particularly in greenstone-hosted gold, porphyry copper-gold and epithermal gold systems.

He has worked in both large and small organisations including CRA Exploration, Rio Tinto, and New Hampton Goldfields Limited, and commenced with Harmony as an exploration manager after the company acquired New Hampton Goldfields Limited in 2000. Since 2005, he has managed Harmony's exploration programme which is focussed on developing porphyry copper-gold and epithermal gold resources in Papua New Guinea.

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### EXECUTIVE GENERAL MANAGER: ENGINEERING AND ASSET MANAGEMENT

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**Stan Bierschenk (51)**

*Elect Eng HC, MBA*

Stan was appointed to his current position at Harmony's South-east Asia operations on 1 May 2012. He began his career in the mining industry at Anglo American (1984 – 1998), following which he was part of the start-up team of African Rainbow Minerals, and was later involved with that company's joint venture with Harmony (Freegold Joint Venture). While with Harmony South Africa, he was engineering manager at the Tshepong mine, and later general manager at the Brand, Unisel and St Helena mines as well as at Kusaalethu (then Elandsrand). Prior to his move to the South-east Asia office, he spent four years as group engineer for Harmony's South African operations..

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### EXECUTIVE GENERAL MANAGER: CORPORATE AFFAIRS

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**Richard Wills (62)**

*BA, LLB, B Compt, LLM*

*Attorney of the Supreme Court of South Africa.*

Richard joined Harmony in September 2000 following the acquisition of New Hampton Goldfields Limited of Australia, where he was employed as legal manager (operations). From 1988 to 2000, he was employed by Anglovaal Mining Limited (subsequently, Avmin) of South Africa, ultimately as general manager: legal services, in which role he headed up the company's legal department and was a member of its executive committee. Prior to 1988, he practised as an attorney in South Africa.