

# Executive management

2009

## **Bob Atkinson (57) NHD (Metalliferous Mining)**

### **Executive: New Business and Projects**

Bob joined Harmony as a Section Manager in 1986 and served as Operations Director on the Executive Committee from June 2001 to May 2003. He was appointed Chief Operating Officer at Harmony Gold Australia and then Executive: Sustainable Development (Safety and Occupational Health) at Harmony in South Africa in July 2004. He has more than 32 years' experience in the mining industry.



## **Jaco Boshoff (40), BSc (Hons), MSc (Geology), MBA, PrSciNat**

### **Executive: Reserves and Resources**

Jaco joined Harmony in April 1996. He has served as the Executive: Reserves and Resources and Competent Person since March 2004. Prior to this, he was an Ore Reserve Manager from 1998 to 2004 and before that a geologist at Harmony and at Gengold. Jaco is registered as a professional geological scientist with the South African Council for Natural Scientific Professions and has worked in the mining industry for more than 12 years.



## **Matthews Dikane (43), LLB, LLM (Labour Law), Postgraduate**

### **Diploma In Management Practice; Executive: Legal and Compliance**

Matthews joined Harmony in 2009. He has 20 years' experience in the mining industry, working his way up through the ranks from learner official to production mine overseer at AngloGold Ashanti Ltd. During this time, he studied for his law degree and served his articles at Perrott Van Niekerk Woodhouse Incorporated. He also completed his Master's degree in Labour Law and a Postgraduate Diploma in Management Practice. He returned to AngloGold Ashanti's corporate office as a Legal Counsel, later joining Brink Cohen Le Roux as a senior associate where he was made a director.



## **Leon le Roux (53), NHD (Mechanical and Electrical Engineering)**

### **Executive: Risk Management and Engineering**

Leon joined Harmony on its merger with ARMgold in 2003. Having begun his mining career as a learner official in 1979 and obtaining his GCC (Mines and Works), he worked as an engineer on several AngloGold operations. He joined ARMgold on its formation in 1999 where he held a number of positions in the management team and was later seconded to ARMplatinum. He was appointed to the executive team in June 2009.



## **Mashego Mashego (45), BA Ed, BA (Hons), GEDP, JMDP**

### **Executive: Human Resources**

Mashego joined Harmony in July 2005 as Group Human Resources Development Manager. Mashego, who has more than 20 years' experience in human resources, began his career as Human Resources Manager at Eskom. He then progressed in the field at JCI, Atlantis Diesel Engines and Foskor Ltd. He was promoted to General Manager at Harmony's Evander Operations in November 2005 and was appointed Executive: Human Resources in August 2007.



## Executive management cont.

# 2009

**Jackie Mathebula (39), B Admin (Hons), MBA,  
Master of Management (MM, HR)**

**Executive: Corporate Affairs**

Jackie joined Harmony in September 2002 as Employee and Industrial Relations Executive. In 2005, his portfolio became Training, Human Resource Development and Occupational Health, and in 2005 he was appointed Executive: Corporate Affairs. Prior to joining Harmony, he worked at Gensec Bank, Gold Fields Ltd and the then Iscor group (now ArcelorMittal South Africa) in the field of human resources. He also worked for the South African government in the Gazankulu Public Service Commission.



**Hannes Meyer (39), CA(SA), BCom (Hons)**

**Financial Director Designate**

Hannes joined Harmony in August 2009. During his 13-year career in the mining industry, he gained extensive mining and financial experience at Randgold and Exploration Ltd, Randgold Resources Ltd, AngloGold Ashanti Ltd and TEAL Exploration & Mining Inc (TEAL). His exposure extended to gaining knowledge of mines in Africa, corporate finance and business development. Before joining Harmony Hannes served as chief financial officer of TEAL and served as acting chief executive officer of TEAL since May 2008.



**Melanie Naidoo-Vermaak (35), MSc**

**Executive: Environment**

Melanie joined Harmony in 2009. She is an experienced environmental specialist who has worked for both the private sector in the mining industry, as well as the public sector in the Departments of Water Affairs and Forestry and Minerals and Energy. She has spent 10 years in this discipline and has international environmental management exposure gained in Australia, Papua New Guinea, Fiji as well as Africa. She has held various positions at some of the world's leading mining companies, including BHP Billiton, Anglo American plc and De Beers Consolidated Mines Limited.



**Alwyn Pretorius (38), BSc Mining Engineering, BSc Industrial Engineering**

**Chief Operating Officer: North Region**

Alwyn joined Harmony on its merger with ARMgold in 2003. He began his career at Vaal Reefs mine as a mining graduate in training in 1993 and was appointed shift boss in 1995, gaining experience in remnant mining. Alwyn obtained his BSc in Industrial Engineering in 1998 and joined ARMgold in 1999 at its Orkney operations, progressing to become mine manager in 2003. Alwyn was appointed Executive, South African Operations at Harmony in March 2007, and is the Chief Operating Officer: North Region.



**Tom Smith (53), NHD (Mine Surveying and Metalliferous Mining),  
Chief Operating Officer: South Region**

Tom joined Harmony in 2002. He began his career in the industry in 1975 as a sampler at Vaal Reefs mine, becoming chief surveyor in 1988. He changed his career to mining in 1991, working as a section manager on the Great Noligwa, Elandsrand and Mponeng mines. He was also involved in projects at Tau Lekoa and Moab Khotsong, acquiring experience in conventional, trackless, pillar and deep-level mining. He was promoted to production manager at AngloGold's Mponeng in 1998. Tom was appointed General Manager of Tshepong in 2000. Following the merger with ARMgold, he was involved in the restructuring of the Free State operations. He joined the executive team in September 2007 and is the Chief Operating Officer: South Region.



**Marian van der Walt (36), BCom (Law), LLB, Higher Diploma in Tax,  
Diploma in Corporate Governance, Diploma in Insolvency Law, Certificate  
in Business Leadership; Executive: Corporate and Investor Relations**

Marian, who has 12 years' legal experience, was appointed Company Secretary in 2003. She completed her articles at Routledge Modise Attorneys and was admitted as an attorney and conveyancer in 1998. She then joined Deloitte and Touche as an insolvency practitioner/administrator and held management and legal positions at the Standard Bank of South Africa Ltd in the Commercial Properties Division. Marian was appointed to Harmony's Executive Committee in October 2005 with responsibility for legal, compliance and risk management. Internal audit and Sarbanes-Oxley compliance were added to her portfolio in September 2007. In October 2008, she resigned as company secretary enabling her to accept the position of Executive: Corporate and Investor Relations.



**Johannes van Heerden (37), BCompt (Hons), CA(SA)  
Chief Executive Officer: South East Asia**

Johannes joined Harmony in 1998 as Financial Manager of the Free State operations. Here he obtained broad financial management experience at an operational level. He was subsequently appointed Group Financial Manager in 2001, before being relocated to Harmony Australasia as Chief Financial Officer in 2003. Johannes presently holds the position of Chief Executive Officer: South East Asia.



**Abre van Vuuren (49), BComm, MDP, DPLR  
Executive: Services**

Abre joined Harmony in 1997 when the company acquired Grootvlei Gold Mine (Grootvlei). Abre started his career in the mining industry in 1982 when he joined the finance department of Blyvooruitzicht Gold Mine. He gained experience in human resources and progressed through the ranks on various gold mines and collieries in the Rand Mines Group, including Grootvlei. On Harmony's acquisition of Grootvlei, Abre was included in the management team and has since held various positions in services and human resources management. He was promoted to the Executive Committee in 2000 when he became the Industrial Relations Executive. In 2007, Abre assumed responsibility for the services portfolio and currently holds the position of Executive: Services.

