

## BOARD OF DIRECTORS

### CHAIRMAN

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#### **Dr Patrice Motsepe (56)**

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

#### **Member of the nomination committee**

Dr Patrice Motsepe was elected chairman of the Harmony board in 2004 following the merger of ARMgold/Harmony and Avmin.

Patrice was a partner in one of the largest law firms in South Africa, Bowmans and was also a visiting attorney in the USA with the law firm, McGuire Woods Battle and Boothe. He is an expert in governance, legal, compliance, as well as general and international business.

In 1994 Patrice 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.

Dr Motsepe is the founder and Executive Chairman of African Rainbow Minerals (ARM). He is also the founder and Chairman of Ubuntu-Botho Investments, African Rainbow Capital (ARC), African Rainbow Energy and Power (AREP) and is also the Deputy Chairman of Sanlam.

In 2002 Dr Motsepe 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.

Dr Motsepe is a member of the International Business Council (IBC) of the World Economic Forum which is made up of 100 of the most highly respected and influential chief executives from all industries. He is also a member of the Harvard Global Advisory Council and the International Council on Mining and Metals (ICMM).

Dr Motsepe 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

*Continued overleaf*

# BOARD OF DIRECTORS continued

## CHAIRMAN continued

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- Harvard University Veritas Award for Excellence in Global Business and Philanthropy, 2014
- Forbes Magazine, “100 Greatest Living Business Minds”, 2017
- Sunday Times Lifetime Achiever Award, 2017

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

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## INDEPENDENT NON-EXECUTIVE DEPUTY CHAIRMAN

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### **Modise Motloba (52)**

*BSc, Diploma in Strategic Management*

**Chairman of the investment committee**

**Member of the nomination, audit and risk, and social and ethics committees**

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.

He has extensive experience in board leadership of listed and non-listed companies spanning more than 13 years in major sectors and areas such as banking (investment banking and development finance institutions), fund management, insurance, mining, business strategy, governance, transformation, banking regulation, non-banking regulation, business leadership and business organisations leadership.

Modise has also held the following positions:

- Chairman of Land Bank Insurance
  - Non-executive director of RMB Structured Insurance
  - Member of the South African Financial Markets advisory board of the Financial Services Board
  - Non-executive director of Deutsche Bank Securities
  - Non-executive director of Deutsche Bank Securities South Africa
  - Non-executive director of Land Bank
  - Member of the South Africa Reserve Bank’s committee on the revision of the Banks Act
  - President of the Association of Black Securities and Investment Professionals
  - Executive member of the Black Business Council
  - President of Nafcoc/Johannesburg Chamber of Commerce and Industry
  - Non-executive director of the Small Enterprise Foundation
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## **BOARD OF DIRECTORS** continued

### **LEAD INDEPENDENT NON-EXECUTIVE DIRECTOR**

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**Mavuso Msimang (76)**

*MBA (Project Management), BSc*

**Chairman of the nomination committee**

**Member of the social and ethics committee**

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.

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# BOARD OF DIRECTORS continued

## INDEPENDENT NON-EXECUTIVE DIRECTORS

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**Joaquim Chissano (79)**

*PhD*

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

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, and, 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. In 2016, he was awarded the 2015 North-South Prize by the Council of Europe for his contribution to human rights, democracy and world peace, thus promoting global interdependence and solidarity. Recently, in 2018, he received the Companions of Oliver R. Tambo award for his contribution to the eradication of apartheid and the City of Athens Democracy award for his commitment to the advancement of democracy in the world.

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**Fikile De Buck (58)**

*BA (Economics), FCCA*

**Chairman of the audit and risk committee**

**Member of the social and ethics, remuneration and nomination committees**

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, and a non-executive director of Atlatza Resources Corporation where she is also chairman of the audit committee and a member of various other committees. She is also a non-executive director and chairman of the audit committee and a member of the social and ethics committee of Mercedes Benz South Africa Ltd. Fikile is the South Africa Chapter President of the Global Forum of Women Entrepreneurs. 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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# BOARD OF DIRECTORS continued

## INDEPENDENT NON-EXECUTIVE DIRECTORS

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### **Ken Dicks (79)**

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

#### **Member of the technical and investment committees**

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.



### **Dr Simo Lushaba (52)**

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

#### **Chairman of the social and ethics committee**

#### **Member of the audit and risk, remuneration and investment committees**

Simo joined the board on 18 October 2002. He was previously a general manager at Spoornet (Rail and Terminal Services division), vice president of Lonmin Plc and chief executive of Rand Water. He is the chairman of South Africa Day NPC and a non-executive director on the board of Cashbuild Limited. He 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 organisation 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 the Trans-Caledon Tunnel Authority, the Water Research Commission and Rand Water.



### **Karabo Nondumo (40)**

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

#### **Member of the audit and risk, technical and investment committees**

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 market 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, Richards Bay Coal Terminal and MTN South Sudan. She is on the advisory board of Senatla Capital.

# BOARD OF DIRECTORS continued

## INDEPENDENT NON-EXECUTIVE DIRECTORS

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**Vishnu Pillay (61)**

*BSc (Hon), MSc*

**Chairman of the remuneration committee  
Member of the technical and investment committees**

Vishnu was appointed to the board on 8 May 2013. He is currently executive head: joint ventures and exit operations of Anglo American Platinum Limited, from which he is due to retire on 31 December 2018. 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.

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**Max Sisulu (73)**

*MA (Political science), MA (Political economy)*

**Member of the social and ethics committee**

Max was appointed to the board on 1 February 2018. He is a qualified economist having served in several positions within private and government sectors and holds numerous non-executive directorships in various private sector companies. He has a master's degree in political science from Harvard University, the United States, and a master's degree in political economy from Plekhanov University, Russia. Max also undertook a one-year research fellowship with the University of Amsterdam, Holland, into the role of the manufacturing industry's electronics sector in the South African economy. He is currently a visiting research fellow with the Wits School of Governance, University of the Witwatersrand.

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**John Wetton (69)**

*CA (SA), FCA*

**Member of the audit and risk, social and ethics, remuneration and investment committees**

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.

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# BOARD OF DIRECTORS continued

## NON-EXECUTIVE DIRECTOR

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**André Wilkens (69)**

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

**Chairman of the technical committee**

**Member of the investment and remuneration committees**

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 49 years' experience in the mining industry, particularly in gold, platinum group metals, iron ore, manganese, coal, chrome, nickel and copper.

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# 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 (63)**

*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, resigning 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: STAKEHOLDER RELATIONS AND CORPORATE AFFAIRS

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#### **Harry Ephraim 'Mashego' Mashego (54)**

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

Mashego joined Harmony in 2005 in the human resources discipline. He has been responsible for a variety of portfolios at senior management level and as an executive. These include human resources development, general manager at Evander, human resources executive and most recently government and stakeholder relations. Mashego was appointed an executive director on 24 February 2010.

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# EXECUTIVE MANAGEMENT

## OFFICE OF THE GROUP CHIEF EXECUTIVE OFFICER

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Together with the three executive directors (the group chief executive officer, the financial director and the executive director: stakeholder relations and corporate affairs), the following make up the office of the group chief executive officer.

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### EXECUTIVE: NEW BUSINESS, DEVELOPMENT, CORPORATE STRATEGY AND PROJECTS

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#### **Phillip Tobias (48)**

*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 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 (41)**

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

Beyers was appointed 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 18 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 a past 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 (46)**

*BCompt (Hons), CA(SA)*

Having joined Harmony in 1998, Johannes was appointed chief executive officer of Harmony's south-east Asia operations in 2008. He is responsible for Harmony's Papua New Guinea assets including the Hidden Valley mine, an extensive exploration portfolio and Harmony's 50% interest in the Wafi-Golpu Valley joint venture. Johannes began his career at Harmony as a financial manager with operational and group reporting responsibility for the Free State region. He became 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 MANAGEMENT continued

*Executives reporting to the group chief executive officer/financial director*

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## INVESTOR RELATIONS

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### **Marian van der Walt (45)**

*Studying towards an Executive MBA at Oxford University's Saïd Business School (to be completed May 2019), IR Certificate (UK IR Society) BCom (Law), LLB, Higher Diploma in Tax, Diplomas in Corporate Governance and Insolvency Law, Certificates in Business Leadership*

Responsible for Investor Relations – a position she has held for close to ten years – Marian has been a passionate employee of Harmony since February 2003. She was appointed to the executive committee in October 2005, serving in various roles which included: company secretarial, legal, compliance, risk management, internal audit, staff engagement and public relations. Marian began her career as an attorney and conveyancer in 1998 and held positions at Routledge Modise Attorneys, Deloitte & Touche and the Standard Bank of South Africa Limited. She represented Harmony on the board of Rand Refinery Proprietary Limited as a non-executive director from 2013 to 2017 and served on the Johannesburg Stock Exchange's Social Responsibility Index Advisory Committee until May 2015.

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## SPECIAL PROJECTS

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### **Abré van Vuuren (58)**

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

Abré 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, human resources and health. Over the past few years, he has played a leading role in reaching the silicosis and tuberculosis class settlement agreement finalised in May 2018.

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## CHIEF FINANCIAL OFFICER

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### **Boipelo Lekubo (35)**

*BCom (Hons), CA(SA)*

Boipelo joined Harmony on 1 June 2017 as chief financial officer. She is a chartered accountant (SA) by profession with extensive experience in group financial management and reporting within the mining industry. Her previous roles include that of chief financial officer of Atlatza Resources Corporation and financial manager of Northam Platinum Limited. She served as an independent non-executive director of Trans Hex Group Limited from August 2013 until March 2017 and currently serves as an independent non-executive director on the boards of African Rainbow Capital Proprietary Limited and UBI General Partner Proprietary Limited, where she was appointed on 7 June 2018. She also serves as a trustee of the Harmony group environmental trust funds.

# EXECUTIVE MANAGEMENT continued

*Executives reporting to the group chief executive officer/financial director*

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## CHIEF FINANCIAL OFFICER: TREASURY

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**Herman Perry (46)**

*BCom (Hons), CA(SA)*

Herman joined Harmony as corporate financial manager on 21 April 2008. He is a chartered accountant by profession with over 15 years' experience in the finance and treasury functions at gold mining companies. His previous roles include that of senior financial manager at AngloGold Ashanti Limited and treasury accountant at Standard Bank of South Africa Limited. He has served as a non-executive director of Rand Mutual Assurance Company Limited since July 2016 as well as an alternate director of Rand Refinery Limited since July 2016.

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## SUSTAINABLE DEVELOPMENT

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**Melanie Naidoo-Vermaak (44)**

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

Melanie joined Harmony in 2009. Her expertise in sustainable development has been 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, Midvaal Water Company 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 Minerals Council South Africa's environmental policy committee, the Far West Rand Dolomitic Water Association and the Mining Industries Group.

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## COMPANY SECRETARY AND LEGAL

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**Riana Bisschoff (41)**

*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 Proprietary Limited (iThemba) in 2010. During her time at iThemba, Riana attended to the company secretarial duties of various listed and unlisted entities, including Harmony which she served from 2011. She was appointed permanently as the company secretary of Harmony on 1 March 2012.

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# EXECUTIVE MANAGEMENT continued

## *Executives reporting to the group chief executive officer/financial director*

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In addition to her statutory duties as company secretary, Riana is also responsible for Harmony's overall company secretariat function, Form 20F, various annual reports including the integrated annual report and administration of the Harmony Employee Share Option Scheme. Riana has been managing Harmony's legal function since February 2016 and was appointed a member of the executive in November 2017.

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## CHIEF AUDIT EXECUTIVE

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### **Besky Maluleka-Ngunjiri (42)**

*BCompt (Honours), CTA, CIA, CCSA*

Besky has more than 19 years' experience in both internal and external audits. For the last 11 years she has held positions of leadership in internal audit. She has experience working in 12 countries in Africa and the Middle East. Prior to joining Harmony as head of internal audit in September 2013, she worked for Kansaiplascon (the tenth largest coatings manufacturer in the world) where she established and managed a successful internal audit department. Other companies she has worked for include Advtech, Sasol and Barclays Bank. She was appointed executive: internal audit on 1 June 2018.

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# EXECUTIVE MANAGEMENT continued

## SOUTH AFRICA: EXECUTIVE

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### *Executives reporting to the chief operating officer: South Africa*

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#### ORE RESERVE MANAGEMENT

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#### **Jaco Boshoff (49)**

*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 lead competent person for statutory mineral reserves and mineral resources reporting since 2004.

#### HUMAN RESOURCES

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#### **Anton Zakhele Buthelezi (54)**

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

Anton rejoined Harmony in 2005 as human resources manager at Evander Gold Mines. He has more than 29 years' experience in human resources management in the mining industry. Previous positions held 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 and leads the Harmony wage negotiation team under the Minerals Council South Africa for the gold sector.

#### SAFETY AND TECHNOLOGY

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#### **Tom van den Berg (50)**

*MBL, BTech Mining Engineering*

Tom joined Harmony in November 2016. His career in mining spans 30 years, having begun at Gencor's Gold Division in 1988. This was followed by stints at Johannesburg Consolidated Investments, at Randfontein Estates and Amandelbult Platinum Mine, and at Impala Platinum Holding Limited where he managed several shafts and was involved in the design and sinking of new shafts. At Eastern Platinum Limited and at Anglo American Platinum, he served in various senior management roles, both as general manager of the Khusuleka and Tumela mines and at Anglo American as corporate head safety, health and environmental projects. In addition, Tom is a contributing member of the Mine Health and Safety Council, the Association of Mine Managers of South African, Chairman of MineSAFE South Africa, the Mining Regulatory Advisory Committee and of various Minerals Council South Africa committees. Tom is a member of the advisory board representing Harmony and the mining industry, advising on various initiatives in technology and systems to revive the South African industry, at the Nelson Mandela Mining Precinct which conducts research into mining technology, legislation, and research and development.

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# EXECUTIVE MANAGEMENT continued

## SOUTH AFRICA: EXECUTIVE continued

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### *Executives reporting to the chief operating officer: South Africa*

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#### HEALTH

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**Dr Tumi Legobye (46)**

*MBChB, Diploma in Occupational Health, Project Management*

Dr Tumi has 16 years' experience in the sphere of occupational health, 11 of which have been in the mining industry. In addition, she has more than eight years' experience in the management of healthcare in mining. 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 22 years ago and has five years' experience in private practice and as a part-time occupational health consultant for several companies. Dr Tumi is a board member of the Mine Health and Safety Council which advises the Minister of Mineral Resources on health and safety matters in South Africa

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#### TECHNICAL SERVICES AND ENGINEERING

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**Robert Hart (44)**

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

Robert joined Harmony as an engineer in 2001 and has fulfilled various roles, including legal appointments at the Brand, Joel, Target and Bambanani mines, and later various management positions. Prior to Robert's appointment as the executive: technical services and engineering, he was the group engineer for Harmony's South African operations, a role he had held since 2012. Robert also represents Harmony at various levels in industry, and is currently the chairman of the Consulting Mechanical and Electrical Engineers committee of the Minerals Council South Africa. He is also Harmony's representative on the boards of various utilities

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#### CHIEF FINANCIAL OFFICER (SOUTH AFRICA OPERATIONS)

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**Danie Muller (58)**

*B Com, 30 years' mining experience*

Danie was appointed to the South Africa: Executive Committee on 31 July 2017. Danie joined the mining industry in 1987 and has 32 years' experience in the mining industry. He was with Anglo American Corporation's Gold and Uranium Division from 1987 to 1997 and at Africa Rainbow Minerals (ARMgold) from 1998 to 2003. He joined Harmony in 2003 when ARMgold and Harmony merged. He has a proven track record in the full spectrum of financial and management accounting functions. In the past 15 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

## SOUTH AFRICA: EXECUTIVE continued

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### *Regional general managers reporting to the chief operating officer: South Africa*

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#### MOAB KHOTSONG AND TSHEPONG OPERATIONS

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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 the 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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#### DOORKOP, KUSASALETHU AND KALGOLD

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**Floyd Masemula (38)**

*B. Eng. (Mining), Mine Manager's Certificate of Competency, Mine Overseer's Certificate of Competency, Post-Graduate Diploma in Management Practice*

Floyd joined Harmony in February 2018 from AngloGold Ashanti where he started his career in 2005. He progressed through the ranks assuming various supervisory and managerial positions which included being production/mine manager at the Savuka, Mponeng and Kopanang mines, as well as being part of the business improvement implementation team. His last appointment with AngloGold Ashanti was as general manager at Mponeng. Throughout his career, Floyd has gained extensive deep and ultra-deep level mining experience, project management and execution. Floyd has also served on the council of the Mine Managers' Association of South Africa.

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

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**Francois Petrus Janse van Rensburg (43)**

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

Francois has 24 years' experience in the South African hard-rock, underground gold mining environment with more than 12 years' experience at senior management level. He joined Harmony in 2004 and has held the following positions: mining manager at Tshepong and Virginia; general manager at Tshepong and Kusasalethu, Masimong and Target. He was promoted to regional general manager in 2017 and is responsible for Bambanani, Unisel, Masimong, Joel and Target. Previous roles include that of vice president of technology at AngloGold Ashanti Limited.

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# EXECUTIVE MANAGEMENT continued

## SOUTH-EAST ASIA: EXECUTIVE

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### *Executives reporting to the chief executive officer: South-East Asia*

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#### OPERATIONS

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#### **Charles de Villiers (48)**

*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 Free State 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 and project management to business development.

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

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#### CHIEF FINANCIAL OFFICER

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#### **Aubrey Testa (42)**

*Accounting (Cum Laude), B Compt*

Following the completion of his studies through the AngloGold Ashanti bursary scheme and receiving various top student awards, 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).

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# EXECUTIVE MANAGEMENT continued

## SOUTH-EAST ASIA: EXECUTIVE continued

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### Executives reporting to the chief executive officer: South-East Asia

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#### PROJECTS AND WAFI-GOLPU JOINT VENTURE

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#### **Bryan Bailie (55)**

*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 since December 2013 has lead the Wafi-Golpu Joint Venture which oversees the Wafi-Golpu project in Papua New Guinea. The joint venture is equally owned by Harmony and Newcrest Mining Limited.

Bryan has 32 years of capital project delivery experience gained predominantly in the mining industry while working for various mining companies – Gold Fields of South Africa, De Beers Consolidated Mines Limited and Harmony (South-East Asia) – and for consulting companies WSP Group and TWP Consulting Engineers.

Bryan has definitive knowledge of major capital project investment frameworks and processes, project governance, front-end loading and execution best practice. Prior to joining Harmony, Bryan was the founding managing director of TWP Australia Pty Ltd, a consulting company established in 200,7 in Perth, Western Australia, to provide consulting engineering, feasibility studies, detail design, engineering, procurement and construction management (EPCM) service offerings to the mining and resources industries.

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#### NEW BUSINESS AND RESOURCE DEVELOPMENT

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#### **Greg Job (54)**

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

Greg is a geologist and mining professional with 30 years' experience in gold mining, general mine management and business development. He is a long-term Harmony employee having spent 18 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 continued

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### *Executives reporting to the chief executive officer: South-East Asia*

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#### EXPLORATION

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#### **Mike Humphries (51)**

*BSc (Hons)*

Mike has over 27 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. He joined 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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#### ENGINEERING AND ASSET MANAGEMENT

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#### **Stan Bierschenk (52)**

*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 Kusasaletu (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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#### CORPORATE AFFAIRS

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#### **Richard Wills (63)**

*BA, LLB, B Compt, LLM*

Richard joined Harmony in September 2000, following the acquisition of New Hampton Goldfields Limited of Australia. From 1988 to 2000, he had been 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.

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