

OUR LEADERSHIP

BOARD OF DIRECTORS

Board leadership



Non-executive chairman
BA, LLB, Doctor of Commerce (Honoris Causa), Doctor of Management and Commerce (Honoris Causa)
 Appointed non-independent non-executive chairman on 23 September 2003
 Member: ■

Dr Patrice Motsepe (62)



Independent non-executive deputy chairperson
BAcc, HDip (ACC), CA(SA)
 Appointed 3 May 2013
 Chairperson: ■
 Member: ■■ ■

Karabo Nondumo (46)



Lead independent non-executive director
MBA (Project Management), BSc
 Appointed 26 March 2011
 Chairperson: ■
 Member: ■

Dr Mavuso Msimang (83)



Chief executive officer
BEng (Mining), Mine Manager's Certificates Metal Mines, Mine Manager's Certificates Fiery Mines, CPIR, MDP, BLDP)
 Appointed chief executive officer on 1 January 2016

Peter Steenkamp (64)



Financial director
BCom (Hons), CA(SA)
 Joined Harmony in June 2017 and appointed financial director on 3 March 2020

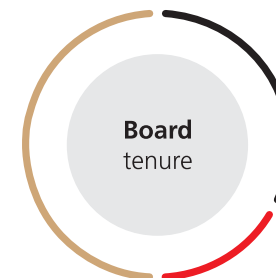
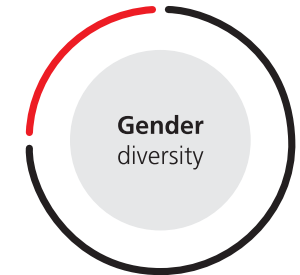
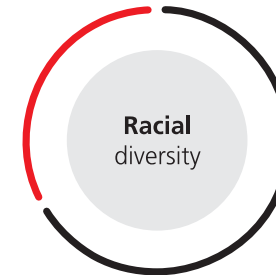
Boipelo Lekubo (41)



Executive director
BA (Education), BA (Hons) (Human Resources Management), Joint Management Development Programme, Global Executive Development Programme
 Joined Harmony in 2005 and appointed executive director on 24 February 2010

Dr Mashego Mashego (60)

OUR DIRECTORS AT A GLANCE



Committee

- Audit and risk
- Remuneration
- Investment
- Social and ethics
- Nomination
- Technical

Detailed résumés of Harmony's board members are available at www.harmony.co.za/who-we-are/board.

Our leadership continued

Independent non-executive directors



BAcc (Hons), FCA, MBA
Appointed 18 May 2022
Chairperson: ■
Member: ■■

Bongani Nqwababa (58)



BSc (Hons), MSc
Appointed 8 May 2013
Chairperson: ■
Member: ■■■

Vishnu Pillay (67)



CA(SA)
Appointed 18 May 2022
Member: ■■■

Martin Prinsloo (55)



BCom, BAcc, CA(SA)
Appointed 13 May 2019
Member: ■■

Given Sibiya (56)



*NHD Mechanical Engineering,
Mine Manager's Certificates
Metalliferous Mines,
Mechanical Engineers
Certificate Metalliferous Mines,
CPIR, MDP, EDP*
Appointed 19 February 2021
Chairperson: ■
Member: ■

Peter Turner (67)



CA(SA), FCA
Appointed 1 July 2011
Chairperson: ■
Member: ■■■

John Wetton (75)



Committee

- Audit and risk
- Remuneration
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Our leadership continued

EXECUTIVE MANAGEMENT

Harmony's executive management team comprises the chief executive officer, financial director and an executive director (see [page 52](#)). Together with five prescribed officers, they serve as the group executive committee. This committee is supported by six corporate executives, who make up the group chief executive's office and report to either the chief executive officer or financial director.

There are also regional executive committees for South Africa and South-east Asia (Papua New Guinea and Australia).

Detailed résumés of members of Harmony's executive management are available at www.harmony.co.za/who-we-are/executive.

Senior group executives

Corporate executives: Reporting to the group chief executive's office



Group chief operating officer

BEng (Mining Engineering), MBA (cum Laude), DPMM, BLDP, CPBPM, Pr.Eng, Mine Manager's Certificate of Competency

Beyers Nel (47)



Chief development officer

BCompt (Hons), CA(SA)

Johannes van Heerden (52)



Chief audit executive

BCompt (Hons), CTA, CIA, CCSA

Besky Maluleka-Ngunjiri (48)



Executive operating officer: South Africa operations

BEng (Mining Engineering), MBA, Post Graduate Diploma in Management Practice, MDP, Mine Manager's Certificate of Competency

Floyd Masemula (44)



Chief corporate officer

MBA (Oxford) (cum Laude), BCom (Law), LLB, Higher Diploma in Tax, Diplomas in Corporate Governance and Insolvency Law, Certificate in Business Leadership and Investor Relations (UK)

Marian van der Walt (51)



Chief people officer

National Diploma (Human Resource Management), Btech (Labour Relations Management), Advanced Diploma in Labour Law, Certificate in Business Leadership

Anton Buthelezi (60)



Executive: Chief financial officer

BCom (Hons), CA(SA)

Herman Perry (52)



Executive: Chief technology and information officer

MBA, BCom Commercial Computer Science

Hendrik Kotze (59)



Acting Chief sustainability officer (acting November 2023 - 30 September 2024)

BSc (Hons), M Med Sc, Diploma in Management Development

Jozua Ellis (54)



Chief sustainability officer (appointed 1 October 2024)

PhD Business Leadership, Master's in Business Leadership (cum Laude) and Chemistry

Dr Urishanie Govender (54)



Executive operating officer: Australasia operations

BSc (Hons), MSc, MBA, Certification in Business Leadership, Pr.Sci.Nat

Jaco Boshoff (55)



Executive: Group company secretary

MBA, FCG (CGISA), BAdmin IR, PGDip Corporate Law, PMD, Cert.Dir®

Shela Mohatla (39)