

Board of directors



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Non-executive chairman

1. Patrice Motsepe (46) BA (Legal), LLB.

Appointed to the board in 2003. 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 Anglovaal Mining (Avmin). In 2002 he was voted South Africa's Business Leader of the Year by the CEOs of the top 100 companies in South Africa. In the same year, he was winner of the Ernst & Young Best Entrepreneur of the Year Award.

He is also the Executive Chairman of ARM Limited and the Deputy Chairman of Sanlam. His various business responsibilities included being President of Business Unity South Africa (BUSA) from January 2004 to May 2008, which is the voice of organised business in South Africa. He is also President of Mamelodi Sundowns Football Club.

Executive directors

2. Graham Briggs (55), BSc (Hons) (Geology), PrSciNat –Chief executive officer. Graham was appointed to the board in August 2007. Graham has 36 years' experience in the mining industry. He joined Harmony as New Business Manager in 1995 and was promoted to chief executive officer of Harmony Australia and Regional Manager for Australasia from 2005 to 2007. He was appointed acting chief executive officer in August 2007 and chief executive officer in January 2008. He began his career in geology as a field assistant in 1972 and was exposed to various exploration projects. Before attending university, Graham spent most of his time on gold exploration in the Free State, South Africa. While at Gengold he spent time on various mines in South Africa including Buffelsfontein, West Rand Consolidated, Grootvlei and ending as an ore reserve manager at Beatrix. Graham serves as a director of Harmony's subsidiaries.

3. Frank Abbott (53), BCom, CA (SA), MBL – Interim Financial Director. Frank was appointed an executive director in August 2007. Frank joined the Harmony board as a non-executive director in 1994, after which he was appointed as financial director of the company in 1997. Following the ARM Limited/ARMI transaction, it was agreed by the board that Frank be appointed financial director of ARM while remaining on Harmony's board as a non-executive director. In August 2007, Frank was seconded to Harmony as interim financial director. Frank serves as a director of Harmony's subsidiaries and is a non-executive director of ARM Limited.



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Non-executive directors

4. Dr Cheick Diarra (56), PHD (Mechanical and Aerospace Engineering) Independent non-executive director. Dr Cheick Diarra joined the Board as non-executive director on 5 March 2008. He is the chairman for Africa at Microsoft, responsible for Microsoft's broad scale citizenship, education and developmental activities on the continent. Dr Diarra graduated from Pierre & Marie Curie University in Paris, France and went on to attain his PhD in mechanical and aerospace engineering from Howard University, Washington DC, USA. After six years as an Assistant Professor at Howard, he joined the National Aeronautic and Space Association (NASA) Jet Propulsion Laboratory.

As an interplanetary navigator, he oversaw five NASA missions, including the Magellan mission to Venus, the Ulysses mission to the poles of the Sun, the Galileo mission to Jupiter and the Mars Observer mission. He then served as the navigator and public outreach manager for the Mars Pathfinder mission. In 1999, in his personal capacity, Dr Diarra created the Pathfinder Foundation for Education and Development – an organisation that encourages and supports female students in their pursuit of scientific education. In 2002, he was appointed CEO of the African Virtual University (AVU), an internationally respected organisation. Late in 2003, Dr Diarra returned home to Mali and, began working on his farm to find solutions to the continent's challenges with food security and nutrition. He is a member of a number of international and African scientific organisations, and has been awarded the African Lifetime Achievement award for outstanding Contributions to Science.

5. Joaquim Chissano (68), Independent non-executive director. Joaquim was appointed to the board in April 2005. He is the former President of Mozambique and has served Mozambique in many capacities, initially as a founding member of the Frelimo movement during that country's struggle for independence. Following independence in 1975, he was appointed foreign minister and, on the death of Samora Machel, assumed the office of President. Frelimo contested and won the multi-party elections in 1994 and 1999, returning Joaquim to the presidency on both occasions. He declined to stand for a further term of office in 2004. His presidency began during a time of devastating civil war and ended with peace in the country and most importantly sustained economic growth. Joaquim served a term as chairman of the African Union from 2003 to 2004. He is also a non-executive director of ARM Limited and TEAL.

6. Fikile De Buck (47), BA (Economics), FCCA (UK) – Independent non-executive director. Fikile joined the board on 1 April 2006. A certified chartered accountant, she is a fellow of the Association of Chartered Certified Accountants (ACCA) (UK) and a member of the Association of Chartered Certified Accountants (ACCA) (UK). In 1990, Fikile won the Stuart Crystal Prize, awarded to the best accounting student at the Birmingham Polytechnic in the United Kingdom. She was the chief operations officer and chief financial officer of the Council for Medical Schemes in South Africa where she held various positions from September 2000 until February 2008, when she resigned from her executive position. Prior to that, she was treasurer at the Botswana Development Corporation. Fikile is also a non-executive director of Rand Uranium (Pty) Ltd and Anooraq Resources Corporation.

Board of directors (continued)



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7. Ken Dicks (69), Mine Managers Certificates (Metalliferous and Fiery Coal Mines); Management Development Diploma and Management Diploma - Independent non-executive director. Appointed to the board with effect from 13 February 2008. He retired from Anglo American in 1997 after 37 years service. Ken has 39 years' experience in the mining industry, 37 of which were spent in gold mining. He has served in various senior management positions as well as on mining companies' boards namely Freegold Limited, Western Deep Levels and Elandsrand. He is also a non-executive director of Aflease Gold Limited.

8. Cathie Markus (51), BA LLB - Independent non-executive director. Cathie joined the board with effect from 1 May 2007, bringing with her significant experience and a wealth of knowledge relating to the mining industry. After graduating from the University of the Witwatersrand, Cathie served articles at Bell Dewar and Hall and qualified as an attorney, notary and conveyancer before joining the legal department of Dorbyl Limited. She joined Impala Platinum Holdings Limited (Implats) in 1991 as Legal Adviser and was appointed an Executive Director in 1998, and oversaw, among others, the legal, administrative, public affairs and investor relations functions for the group. She retired from Implats in 2007.

9. Dr Simo Lushaba (42), BSc (Hon), MBA and DBA - Independent non-executive director. Simo is an entrepreneur and an executive business coach. He focuses on business and leadership development, and has interests in businesses in telecommunications, financial services, energy, transport and logistics. He has worked as General Manager - Operations (Spoornet), Vice President - Shared Business Services (Lonmin plc) and as Chief Executive (Rand Water). He is also a member of the Board of the Nepad Business Foundation (SA). He is also a non-executive director of Rand Uranium (Pty) Ltd.



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10. Cedric Savage (69), BSc (Eng), MBA, ISMP (Harvard) – Independent non-executive director.

Cedric joined the Board in September 2003. He started his career in the United Kingdom in 1960 as a graduate engineer with Fairey Aviation. He returned to South Africa in 1963 and worked in the oil (Mobil), textile (Felt & Textiles) and chicken (Rainbow Chickens Limited) industries. He was president of the South African Chamber of Business from 1993 to 1994. He has also served as chairman of the Board of Governors of the University of KwaZulu-Natal's Development Foundation and as a member of Council of that university. He joined the Tongaat-Hulett Group Ltd in 1977 as managing director of Tongaat Foods and progressed to executive chairman of the Building Materials Division; he became chief executive officer of the group in 1991. In May 2000, he assumed the dual roles of chief executive officer and executive chairman. He is currently non-executive chairman of the group and serves on a number of other boards including those of the Datatec Limited and Denel (Pty) Ltd. He also served on the Nedbank board from 2002 until 14 May 2008 when he retired as non-executive director.

11. Modise Motloba (42), BSc, Diploma in Strategic Management – Independent non-executive director.

Modise was appointed to the board in July 2004. Modise, who is currently the chief executive officer of Quartile Capital (Pty) Ltd, has more than 17 years' local and global experience in investment banking, treasury, fund management, management consulting and information technology. He worked for both local and international corporates such as PriceWaterhouseCoopers, Rand Merchant Bank, African Merchant Bank, African Harvest Fund Managers and Goldman Sachs. Modise is a former President of the Association of Black Securities and Investment

Professionals (ABSIP) which he led, together with the Black Business Council, in formulating and negotiating the historic Financial Services Charter in October 2003. He is the recipient of the prestigious 2003 Black Business Quarterly Investment Specialist and ABSIP's 2007 Pioneer in the Financial Sector awards. Modise is a member of the South Africa Reserve Banks' Standing Committee on the Revision of the Banks Act 1990. He gained experience in chamber business organisations while serving as President of the Johannesburg Chamber of Commerce in 2005 and as a member of the Trade Committee of Business Unity South Africa. His other key directorships include those at Rand Merchant Bank Structured Insurance, Deutsche Bank Securities SA (Pty) Ltd, the Land Bank and the Small Enterprise Foundation.

12. André Wilkens (59), Mine Manager's Certificate of Competency, MDPA, RMIIA, Non-executive director.

André was appointed to the Board in August 2007. He is currently the chief executive officer of ARM Limited (ARM) having formerly been the chief executive of ARM Platinum, a division of ARM. Prior to this, he was the chief operating officer of Harmony, following the merger of the company with ARMgold in 2003. He had served as chief executive officer of ARMgold after joining that company in 1998. The balance of his 34 years' experience in the mining industry was gained with Anglo American Corporation of South Africa, where he began his career in 1969 and which culminated in his appointment as mine manager of Vaal Reefs South Mine in 1993.

Management



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1. Mashego Mashego (44), BA Ed, BA (Hons), GEDP, JMDP. Human Resources Executive. Mashego joined Harmony in July 2005 as Group Human Resources Development Manager. Mashego, who has more than 19 years' experience in the field of Human Resources, started his career at Eskom where he was Human Resources Manager for nine years. He then moved to JCI as Corporate Human Resources Manager. Thereafter, he was Senior General Manager for three years at Atlantis Diesel Engines and Vice President of Human Resources at Foskor Ltd for six years. He was promoted to General Manager at Harmony's Evander Operations in November 2005. Mashego was appointed Executive, Human Resources in August 2007.

2. Jackie Mathebula (37), B Admin Honours, MBA, Master of Management (MM, HR). Executive: Corporate Affairs. Jackie joined Harmony in September 2002 as an employee relations and industrial relations executive. In 2004, his portfolio was changed to that of Training, Human Resource Development and Occupational Health, and in 2005 to the position of Executive, Corporate Affairs. Prior to joining Harmony, he was a General Manager in Human Resources for Gensec Bank, a Human Resources Manager at Gold Fields Ltd and he also occupied various positions within the then Iscor group (now Mittal Steel South Africa). His last position at Iscor was that of Works Manager, human resources for the specialised steel products business. He also worked for the South African government in the Gazankulu Public Service Commission.

3. Bob Atkinson (56), NHD (Metalliferous Mining). Operations Director. 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 then appointed Chief Operating Officer at Harmony Gold Australia and was appointed as Executive, Sustainable Development (Safety and Occupational Health) at Harmony in South Africa in July 2004. He currently serves as Operations Director of Projects and New Business. He has more than 30 years' experience in the mining industry.

4. Jaco Boshoff (39), BSc (Hons), MSc (Geology), MBA, PrSciNat. Reserves and Resources Executive. Jaco joined Harmony in April 1996. Since March 2004, he has served as the Reserves and Resources Executive and Competent Person. Prior to this, he was an Ore Reserve Manager from 1998 to 2004 and before that was 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 11 years.

5. Johannes van Heerden (35), 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 Managing Director International Operations.



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6. Tom Smith (52), NHD (Mine Surveying and Metalliferous Mining). Chief Operating Officer, South Region. Tom joined Harmony in 2002. Tom began his career in the mining industry in 1975 as a sampler at Anglo American's Vaal Reefs mine. He progressed through the survey department to become chief surveyor in 1988. He made a career change in 1991 to mining and worked as a section manager on Great Noligwa, Elandsrand and Mponeng mines. He was also involved in projects at Tau Lekoa and Moab Khotsoeng. Tom was promoted to Production Manager at Mponeng in 1998. He was appointed General Manager of Tshepong in 2000. Following the merger with ARMgold he was involved in the Free State restructuring. He acquired work experience in conventional, trackless, pillar- and deep-level mining. He joined the executive team in September 2007 and is the Chief Operating Officer, South Region.

7. Alwyn Pretorius (36), BSc Mining Engineering & BSc Industrial Engineering (UP). Chief Operating Executive: North Region. Alwyn, a mine manager at ARMgold, joined the company when Harmony merged with ARMgold in 2003. He began his career at Vaal Reefs Gold Mine as a mining graduate in training in 1993 and was appointed shift boss in 1995, gaining experience in remnant mining. Alwyn obtained a Mine Manager's Certificate of Competence in 1997 and his BSc in Industrial Engineering in 1998. Alwyn joined ARMgold in 1999 at its Orkney operations. He became a mine overseer at ARMgold and was later appointed section manager at the same operation. He was appointed mine manager in 2003. Alwyn was appointed Executive, South African Operations for Harmony in March 2007, and is the Chief Operating Officer for South African operations, North Region.

8. Abre van Vuuren (48), BComm, MDP, DPLR. Executive: Services. Abre joined Harmony in 1997 from Grootvlei Mine, where he was Human Resources Manager. He was appointed to the Executive Committee in November 2000 and is responsible for Services. He has approximately 26 years' experience in the mining industry.

9. Marian van der Walt (35), 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 has 11 years of legal experience and was appointed Company Secretary on 3 February 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. She held legal positions at the Standard Bank of South Africa Ltd in the Commercial Properties Division prior to joining Harmony in 2003. Marian was appointed to the 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 was appointed executive: corporate and investor relations.