

## BOARD

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**Patrice Motsepe (54)**

BA (Legal), LLB

**Chairman**

*Member of the nomination committee*

Patrice became the non-executive chairman of Harmony when he was appointed to the board on 23 September 2003.

He was a partner at one of the largest law firms in South Africa, Bowman Gilfillan Inc, and a visiting attorney in the United States 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 Johannesburg Stock Exchange in 2002. ARMgold merged with Harmony in 2003 and this ultimately led to the takeover of Anglovaal Mining Limited.

In 2002, he 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, including:

- World Economic Forum Global Leader of Tomorrow, 1999
- 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
- Afrikaanse Handelsinstituut, MS Louw Award for Exceptional Business Achievement, 2003
- BRICS (Brazil, Russia, India, China, South Africa) Business Council, Outstanding Leadership Award, 2014

He is the executive chairman of African Rainbow Minerals Limited and the deputy chairman of Sanlam Life Insurance Limited. 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. He is a member of the JP Morgan International Council and the Harvard Global Advisory Council.

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

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

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**Modise Motloba (50)**

BSc, Diploma in Strategic Management

**Independent non-executive deputy chairman**

*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 Proprietary Limited, a black-owned, managed and controlled niche financial services and investment group with expertise in corporate finance, consulting, treasury services, investments and wealth.

Modise has more than 22 years' working experience in the financial sector both in South Africa and the United States and has operational expertise in treasury services, corporate finance, fund management and wealth management.

He has worked for local and global firms such as Rand Merchant Bank, Goldman Sachs, African Merchant Bank, African Harvest Fund Managers and PwC. In addition to Harmony, he has served on the boards of Deutsche Bank Securities, Landbank, Landbank Insurance and Rand Merchant Bank Structured Insurance. Modise has played organisational leadership roles for the South African Reserve Bank, the Financial Services Board, the Association of Black Securities and Investment Professionals, Nafcoc, the Johannesburg Chamber of Commerce and Industries and the Black Business Council.

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**Fikile De Buck (56)**

BA (Economics), FCCA

**Lead independent non-executive director**

*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 only 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, being 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 at the Council for Medical Schemes in South Africa, including as chief financial officer and chief operations officer. 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 23 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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## EXECUTIVE DIRECTORS

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### **Peter Steenkamp (57)**

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

#### **Chief executive officer**

Peter Steenkamp is Harmony's chief executive officer and executive director from 1 January 2016. He has some 35 years' experience in the mining industry, which include his last position as Senior Vice President: Mining of Sasol Mining Proprietary Limited, executive positions at Harmony from 2003 to 2007, African Rainbow Minerals (ARM) and Pamodzi Gold.

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



### **Frank Abbott (61)**

BCom, CA (SA), MBL

#### **Financial director**

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.



### **Harry Ephraim 'Mashego' Mashego (52)**

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

#### **Executive director**

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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# INDEPENDENT NON-EXECUTIVE DIRECTORS

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## **Joaquim Chissano (77)**

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 (1986-2004), 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.



## **Ken Dicks (77)**

Mine Managers Certificate (Metalliferous Mines), Mine Managers 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.



## **Dr Simo Lushaba (50)**

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 previously held senior management positions 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 develop the strategic turnaround plan following the resignation of its board. He is currently chairman of the board for the South African Post Office and chairman of GVSC Communications South Africa Proprietary Ltd. He was also chairman of Spescom Ltd.



**Cathie Markus (59)**

BA, LLB

*Chairman of the remuneration committee and member of the investment committee and the social and ethics committee*

Cathie was appointed to the board on 31 May 2007. After graduating from the University of the Witwatersrand, Cathie served articles, qualifying as an attorney, notary and conveyancer. She then joined the legal department of Dorbyl Limited before spending 16 years at Impala Platinum Holdings Limited, initially as legal advisor and, from 1998 to 2007, as executive director responsible for legal, investor and community affairs. She is currently a trustee of the Impala Bafokeng Trust and chairs the St Mary's School Waverley Foundation.



**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 27 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 was director-general of the South African Department of Home Affairs and previously served successively as chief executive officer of the State Information Technology Agency, of South African National Parks and of SA Tourism. He was country representative of international development organisations World University Service/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. He is currently chief executive officer of the Oliver and Adelaide Tambo Foundation.



**Karabo Nondumo (38)**

BAcc, HDip (Acc), CA (SA)

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

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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.

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**Vishnu Pillay (59)**

BSc (Hon), MSc

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

Vishnu was appointed to the board on 8 May 2013 and is currently executive head of Anglo American Platinum Limited's joint venture operations, the Rustenburg and Union mines. 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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**John Wetton (67)**

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.

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## NON-EXECUTIVE DIRECTORS

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### **André Wilkens (67)**

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

*Chairman of 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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## EXECUTIVE MANAGEMENT

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### **Jaco Boshoff (47)**

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

#### **Executive: mineral resources and exploration**

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.



### **Anton Buthelezi (52)**

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

#### **Executive: human resources**

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.





### **Beyers Nel (39)**

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

#### **Chief operating officer (South African operations)**

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.



### **Phillip Tobias (46)**

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

#### **Chief operating officer (Safety, mining projects, new business development and corporate strategy)**

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 Kusasaletu, 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.



### **Melanie Naidoo-Vermaak (42)**

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

#### **Executive: environmental management**

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

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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.

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**Marian van der Walt (43)**

BCom (Law), LLB, Higher Diploma in Tax, Diplomas in Corporate Governance and Insolvency Law, Certificates in Business Leadership

**Executive: corporate and investor relations**

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.



**Johannes van Heerden (44)**

BCompt (Hons), CA(SA)

**Chief executive officer: South-east Asia**

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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**Abré van Vuuren (56)**

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

**Executive: risk management and services improvement**

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 and human resources prior to accepting his current position.

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## REGIONAL GENERAL MANAGERS

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### **Simphiwe Kubheka (34)**

BSc (Eng) Mining Engineering, University of the Witwatersrand; MBA, Gordon Institute of Business Science; Mine manager's certificate of competencyMBA (Project Management), BSc

#### **Regional General Manager (Tshepong and Phakisa)**

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 has 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 is the Free State representative at the Association of Mine Managers of South Africa and currently serves on the association's council.



### **Moses Motlhageng (41)**

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

#### **Regional general manager (Kalgold, Doornkop and Kusasaletu)**

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.



### **James Mufara (42)**

B.Sc. (Hons) (Mining), MBA, Mine Manager's Certificate of Competency

#### **Regional general manager (Masimong, Joel, Unisel and Bambanani)**

James joined Harmony in 2011 as a general manager. He has been a regional general manager since 2012, a title previously known as operating officer. James has gained extensive operational and management experience in asbestos, nickel and gold mining, with 17 years' experience in the mining industry in total. He has worked in Zimbabwe and South Africa. He was previously a council member of the prestigious Association of Mine Managers of South Africa.

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## GROUP COMPANY SECRETARY

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**Riana Bisschoff (39)**

LLB, LLM

**Group company secretary**

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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