

# Board of directors



- 1 Graham Briggs
- 2 Frank Abbott
- 3 Hannes Meyer
- 4 Patrice Motsepe

- 5 Joaquim Chissano
- 6 Modise Motloba
- 7 Fikile De Buck



## Non-Executive Chairman

### Patrice Motsepe (48)

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. BUSA is the representative voice of organised business in South Africa. Patrice is also President of Mamelodi Sundowns Football Club.

## Executive Directors

### Graham Briggs (57)

BSc (Hons) (Geology)

#### Chief Executive Officer

Graham was appointed as chief executive officer in January 2008, after his appointment to the board in 2007. Having joined Harmony as new business manager in 1995, Graham's previous positions include that of chief executive of Harmony Australia. A geologist by training, Graham has more than 35 years' experience in the field and in an operational capacity at a number of South African gold mines, including a stint as ore reserve manager at Beatrix.

Graham serves as a director on Harmony's subsidiary companies and is a member of the board of the VM Group in the United Kingdom.

### Hannes Meyer (40)

CA(SA), BCom (Hons)

#### Financial Director

Hannes joined Harmony in August 2009. During his 14-year career in the mining industry, he gained extensive mining and financial experience at Randgold and Exploration Limited, Randgold Resources Limited, Anglogold Ashanti Limited and TEAL Exploration & Mining Inc (TEAL). His exposure extended to gaining knowledge of mines in Africa, corporate finance and business development. Before joining Harmony, Hannes served as chief financial officer of TEAL, and, from May 2008, as acting chief executive officer of TEAL. He also serves as director on various Harmony subsidiaries and the board of Rand Uranium (Proprietary) Limited.

### Frank Abbott (55)

BCom, CA(SA), MBL

#### Executive Director

Frank was appointed an executive director in August 2007. Frank initially joined the Harmony board as a non-executive director in 1994, after which he was appointed Financial

Director in 1997. Following the ARM Limited/ARMI transaction, Frank was appointed financial director of ARM while remaining on Harmony's board as a non-executive director. In August 2007, he was seconded to Harmony as Interim Financial Director, a position he had until handing over to Hannes Meyer in November 2009. Frank remained executive director until his early retirement at the end of July 2010. Post-retirement, Frank remains on the boards of both Harmony and ARM Limited as a non-executive director.

### Harry Ephraim "Mashego" Mashego (46)

BA Ed, BA (Hons), GEDP, JMMDP

#### Executive Director

Mashego joined Harmony in July 2005 as Group Human Resources Development Manager. Mashego, who has more than 20 years' experience in human resources, began his career as Human Resources Manager at Eskom. He then progressed in the field at JCI, Atlantis Diesel Engines and Foskor Limited. He was promoted to General Manager at Harmony's Evander Operations in November 2005 and was appointed Executive: Human Resources in August 2007. Mashego was appointed Executive Director: Organisational Development and Transformation in February 2010.

## Non-Executive Directors

### Fikile De Buck (49)

BA (Economics), FCCA (UK)

#### Lead Independent Non-Executive Director

Fikile joined the board on 30 March 2006. A chartered certified accountant, she is a fellow of the Association of Chartered Certified Accountants (ACCA) (UK) and a member. From 2000 to 2008, Fikile worked in various capacities at the Council for Medical Schemes in South Africa, including that of chief financial officer and chief operations officer. Prior to that she was treasurer at the Botswana Development Corporation. Fikile is also a non-executive director and chairman of the Audit Committee of Rand Uranium (Proprietary) Limited and of Anooraq Resources Corporation. Fikile was appointed lead, independent non-executive director as well as chairman of the Nomination Committee in August 2010.

### Joaquim Chissano (70)

#### Non-Executive Director

Joaquim was appointed to the board in April 2005. Formerly President of Mozambique (1986 – 2004), Joaquim 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, 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 was the recipient of the inaugural Mo Ibrahim Prize for Achievement in African Leadership in 2007. He is also a non-executive director of ARM Limited and TEAL. Joaquim was appointed to the Bill and Melinda Gates Foundation in December 2009.

# Board of directors cont.



- 8 Dr Cheick Diarra
- 9 Mashego Mashego
- 10 André Wilkens
- 11 Cathie Markus
- 12 Ken Dicks
- 13 Cedric Savage
- 14 Dr Simo Lushaba



**Dr Cheick Diarra (58)**

PhD (Mechanical and Aerospace Engineering)

**Independent Non-Executive Director**

Dr Cheick Diarra joined the board in March 2008. He is also the chairman for Africa at Microsoft. Dr Diarra graduated from the Pierre and Marie Curie University in Paris, France, and obtained 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. Dr Diarra has served as a UNESCO goodwill ambassador and, in 2002 and 2003, he was chief executive officer of the African Virtual University based in Kenya. He is a member of several international and African scientific organisations, and was awarded an African Lifetime Achievement Award for Outstanding Contributions to Science.

**Ken Dicks (71)**

Mine Managers Certificates (Metalliferous and Fiery Coal Mines); Management Development Diploma and Management Diploma

**Independent Non-Executive Director**

Ken joined the board in February 2008. He has 39 years' experience in the mining industry mainly in the Anglo American group. He has served on the boards of mining companies such as Freegold, Western Deep Levels and Elandsrand. He is also a non-executive director of Gold One International, following a reverse takeover by Afilease Gold Limited, and Bauba Platinum Limited.

**Dr Simo Lushaba (44)**

BSc (Hons), MBA and DBA

**Independent Non-Executive Director**

Simo joined the Harmony board in October 2002. An entrepreneur and an executive business coach, he previously held senior management positions at Spoornet and Lonmin plc and was chief executive of Rand Water. Simo is a member of the board of the Nepad Business Foundation (SA), chairman of Spescom Limited and a board member of Gidani.

**Cathie Markus (53)**

BA LLB

**Independent Non-Executive Director**

Cathie joined the board in May 2007. Cathie spent 16 years at Impala Platinum Holdings Limited (Implats), initially as legal advisor and latterly, from 1998 to 2007, as executive director with responsibility for legal compliance and public affairs. Having graduated from the University of the Witwatersrand, Cathie served articles at Bell Dewar & Hall. On qualifying as an attorney, notary and conveyancer, she joined the legal department of Dorbyl Limited. She is currently a trustee of the Impala Bafokeng Trust.

**Modise Motloba (44)**

BSc, Diploma in Strategic Management

**Independent Non-Executive Director**

Modise joined the board in July 2004. Currently the chief executive of Quartile Capital (Proprietary) Limited, Modise is also a director of Rand Merchant Bank Structured Insurance, Deutsche Bank Securities SA (Proprietary) Limited, the Land Bank and the Small Enterprise Foundation. Modise's 17 years' experience in investment banking, treasury and fund management includes appointments at Rand Merchant Bank, African Harvest Fund Managers and Goldman Sachs. Modise is a former President of the Association of Black Securities and Investment Professionals (ABSIP) where he was instrumental in formulating and negotiating the historic Financial Services Charter in October 2003.

**Cedric Savage (71)**

BSc (Eng), MBA, ISMP (Harvard), Independent

**Independent Non-Executive Director**

Cedric joined the board in September 2003. He retired as the chairman of the Tongaat Hulett Group in May 2009 but remains a trustee of the Tongaat Hulett Group Pension Fund. 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 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 Limited 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 currently serves on the board of Denel (Proprietary) Limited. He also served on the Nedbank board from 2002 until May 2008, when he retired as non-executive director, and on the board of Datatec Limited from 2001 and Datatec International from 2004, retiring from both boards in August 2009.

**André Wilkens (61)**

Mine Manager's Certificate of Competency, MDPA, RMIIA

**Non-Executive Director**

André joined the board in August 2007. He is currently the chief executive officer of ARM Limited and previously held the same position at ARM Platinum. Prior to this, he was the chief operating officer at Harmony, following the merger of the company with ARMgold in 2003. André has a wealth of experience in the mining industry, having joined Anglo American in 1969 and moved up the ranks to mine manager of Vaal Reefs' south mine.