

LEADERSHIP AND GOVERNANCE

Message from the Minerals Council Acting President

Mining must succeed for South Africa to succeed

“Mining is not just about extracting minerals. It is about building a nation, creating opportunities, sustaining livelihoods and contributing to the long-term prosperity of South Africa.”

As we reflect on the past year, it is evident that South Africa’s mining industry remains a cornerstone of economic stability and progress. Despite formidable challenges, the sector continues to play a pivotal role in job creation, foreign exchange earnings and industrial growth, reinforcing its position as a vital contributor to the country’s economic and social fabric.

Mining in South Africa has always been about resilience, innovation and people. Our industry operates in some of the most demanding and complex mining conditions in the world. Our members aim to manage sustainable



Images ©
Phillip Mostert Photography
Harmony Gold – Target Gold Mine

mining operations in the world’s deepest mines beneath the surface, while navigating complex regulatory and policy environments above ground, and contending with the influence of global economic dynamics on mineral and commodities prices. In a spirit of collaboration and a shared commitment to contributing to the success of the South African economy through mining, we continue to adapt, invest and find solutions that enable us to grow and sustain this critical sector.

Resolving industry challenges and constraints

Several critical challenges shaped our agenda in 2024, requiring decisive leadership and strong collaboration with government, regulators and other stakeholders.

One of the most pressing concerns has been illegal mining, a challenge that has escalated into an organised criminal enterprise, threatening lives, legitimate mining operations and the stability of surrounding communities. The Minerals Council has engaged extensively with government, particularly the Ministry of Police and the Department of Mineral and Petroleum Resources (DMPR), and supported interventions that improve enforcement, enhance security measures and protect South Africa’s mineral wealth from exploitation by criminal syndicates.

Of equal concern has been the impact of infrastructure constraints, particularly in electricity supply and rail logistics. The industry faced severe disruptions due to loadshedding restricting operations and reducing productivity. Through consistent engagement with Eskom, government and the National Energy Crisis

Committee (NECOM), we have played a critical role in driving policy changes that allowed mining companies to invest in self-generation and alternative energy solutions – an important step toward securing energy independence for the sector.

On the logistics front, inefficiencies at Transnet have severely impacted our ability to move bulk commodities to global markets. The Minerals Council has been at the forefront of advocating reforms, working with government and industry partners to accelerate much-needed improvements in rail and port capacity. The leadership changes in 2023 and 2024 at Transnet signalled a shift towards a more accountable and results-driven approach. While progress has been slow, we are beginning to see incremental improvements in operational efficiencies and intend to advocate an acceleration of resolutions to these critical logistical challenges.

Water security as an emerging risk

Water security has emerged as a critical risk for South Africa’s mining industry, amplifying the urgent need for collaborative action and responsible stewardship. The growing pressures of water scarcity, compounded by climate change and ageing infrastructure, threaten operational continuity and community resilience in key mining regions. The Minerals Council remains steadfast in driving industry-wide water conservation and demand management initiatives, while proactively engaging with government to shape practical regulatory frameworks that balance sustainable water use with economic development imperatives. Our industry’s commitment to responsible water management is not only fundamental to mitigating this risk, but also to strengthening our social licence to operate and ensuring mining communities benefit from shared water infrastructure solutions.

Health, safety and sustainability

As a people-dependent industry, amid these challenges our commitment to safety and responsible mining has never been stronger. The mining industry has made significant strides in improving health and safety outcomes, with fatalities and injuries continuing to decline, thanks to the collective efforts of industry leadership, government and labour. A defining moment in 2024 was the signature of Health and Safety Milestones for the next 10 years, reaffirming our commitment to achieving Zero Harm and ensuring that every worker returns home safely.

Environmental sustainability remains a critical focus area. As the world shifts towards a low-carbon economy, South Africa's mining sector is at the heart of this transition, particularly in critical minerals essential for renewable energy technologies. However, it is imperative that the just transition is managed pragmatically, balancing climate ambitions with economic realities. We must ensure that policy decisions do not undermine energy security, industrial competitiveness or job security – a stance that the Minerals Council continues to advocate in its engagements with policymakers.

Transformation and inclusion

Transformation in mining is not just a compliance exercise; it is a business imperative. While we acknowledge the strides made in increasing female representation – now approaching 19% of the workforce – more must be done. The Minerals Council has commissioned a strategic review of our Women in Mining (WiM) programme, assessing the effectiveness of the seven foundational measures and identifying further interventions needed to drive meaningful change. The future of mining must be one where women thrive, lead and shape the industry's success.

Beyond gender diversity, the industry's role in uplifting mining communities remains a fundamental responsibility. Through Social and Labour Plan (SLP) initiatives, mining companies continue to invest in education, healthcare and infrastructure, supporting the development of thriving and self-sustaining communities. The Minerals Council remains committed to working with government and other stakeholders to scale these efforts and maximise social impact.

Declining economic contribution of mining

Despite the vital role that mining plays in South Africa's economy, its contribution to GDP has declined over the years. This is not due to a lack of potential but rather the result of structural challenges, ranging from regulatory uncertainty to infrastructure constraints. While we cannot control global commodity prices, we can ensure that South Africa remains an attractive destination for investment and exploration.

The economic multiplier effect of mining is immense – each job in mining supports multiple dependents. The sector is among the largest earners of foreign exchange,

contributing significantly to South Africa's balance of payments and fiscal revenue. It is imperative that the right policies and investment climate are in place to unlock growth and long-term sustainability.

Priorities for 2025 and beyond

As we move into 2025, the Minerals Council's focus remains on advocating investment, innovation and inclusivity. We must create an environment where capital investment in mining can thrive, where the workforce is empowered and protected, and where South Africa can take its rightful place as a leader in global mining conversations, particularly with the country set to host the G20 Summit later in 2025.

In my view, several key areas will define our path forward:

- We must advocate a regulatory framework that encourages investment and streamlines mining and exploration approvals.
- The country must make significant and urgent progress in energy security and logistics efficiency to unlock mining growth.
- We must be the voice for driving continued progress towards Zero Harm and ensuring that environmental policies are pragmatic and supportive of industrial growth.
- Progress in transformation and inclusion cannot slow down. We must strengthen efforts to increase female participation and workforce diversity while enhancing the social impact in mining communities.

None of this progress would be possible without the dedication and leadership of many individuals and organisations. On behalf of the Board, I would like to thank and recognise Nolita Fakude, who served as President with merit, and Peter Steenkamp, who played an instrumental role in the Minerals Council's leadership before his retirement. I also extend my appreciation to Roger Baxter, whose tenure as CEO set a strong foundation for the Minerals Council's continued success, as well as to our current CEO, Mzila Mthenjane, who completed his first full year at the helm and is leading complex industry matters with distinction.

Finally, I wish to acknowledge the unwavering commitment of our mining companies, industry leaders and employees – the men and women who make this sector what it is. Their dedication, skill and resilience

ensure that mining continues to be a pillar of South Africa's economic and social landscape.

Why mining matters

At its core, mining is not just about extracting minerals. It is about building a nation. It is about creating opportunities, sustaining livelihoods and contributing to the long-term prosperity of South Africa. For mining to thrive, we must remove the barriers that stand in its way, such as overregulation, infrastructure bottlenecks and policy uncertainty.

Mining must succeed for South Africa to succeed. As we move into 2025, we must continue to work together to ensure that the full potential of this industry is realised, for the benefit of all South Africans.

Paul Dunne
Acting President





Message from the Chief Executive Officer

Building momentum through partnerships

“By continuing to drive reforms, advocate effectively and invest in long-term growth, we can ensure that mining remains a cornerstone of our national economy and a driver of prosperity for all.”

In 2024, the Minerals Council marked 135 years of championing the mining industry. This milestone reflects not just our history, but our resilience, adaptability and commitment to shaping a thriving sector. Over the past year – my first full year as CEO – we have made tangible progress on our strategic goals, tackling challenges head-on while driving meaningful impact for our members and the industry.

The year under review can be characterised as one of purposeful action, resilience and meaningful collaboration and partnerships. In 2024, we focused on our four strategic priorities:

1. Addressing critical infrastructure challenges through decisive action.
2. Strengthening advocacy for a globally competitive mining industry.
3. Enhancing the Minerals Council's operational effectiveness.
4. Driving transformation and sustainable growth.



Despite persistent challenges, we achieved significant milestones in each of these areas, laying the foundation for further progress in the year ahead.

Guided by our clear mission, we continued to position the South African mining sector to transition effectively from potential to performance, driving economic growth, investment and transformation in a socially and environmentally responsible manner.

The strength and sustainability of the South African mining industry lies in its diversity. While gold production continues to decline, the growth in bulk commodities is adding to the performance of the industry and contribution of the country's GDP. Future growth from investment in exploration is also required, particularly in minerals that will enable a just energy transition and support the social and economic development of the country. Our advocacy for an enabling mining legislation and investment environment is widely acknowledged. We anticipate that our engagements with government will yield market-friendly legislation that will drive increased investment in the sector.

Over

16,000_{MW}

of embedded renewable energy transition projects in development.

Responding decisively to infrastructure and security crises

We recognise our contribution both in influencing policy and creating positive outcomes to address pressing macro-issues affecting all parts of the mining sector. This is demonstrated daily through our efforts to elevate our advocacy, action and impact, as well as proactively facilitating collaboration between business and government.

The Minerals Council is well represented in the leadership structures of three of the country's crisis committees. With regard to the National Logistics Crisis Committee (NLCC), the Minerals Council and its members, in partnership with Business Leadership South Africa (BLSA), provided financial support to the Project Management Office, enabling continued collaboration with Transnet to address performance challenges at Transnet Freight Rail (TFR).

Bulk commodities such as iron ore, chrome, manganese and coal were most affected by inefficiencies at Transnet. The mining industry's financial support ensured continued momentum for critical reforms at Transnet, culminating in the widely accepted Network Statement, acknowledged as a crucial step towards private sector participation in rail infrastructure. This milestone marks a turning point in unlocking logistics constraints, which have long hindered bulk commodity exports. The reforms introduced are beginning to bear fruit, with notable improvements in certain corridors. The stabilising performance of TFR that we are witnessing is attributable to both this support and direct support from our members to TFR. However, challenges remain within the various corridors that

must be overcome to achieve the national railed freight target of 250 million tonnes per annum by 2030.

Energy security remains a key enabler for mining. Through active collaboration with the Energy Council, we supported critical reforms that reduced loadshedding and accelerated renewable energy adoption. The mining sector is leading South Africa's energy transition, with over 16,000 MW of embedded renewable energy projects in development. These investments enhance energy reliability, lower operational costs and drive sustainability, aligning with both national and global decarbonisation goals.

The Joint Initiative to Fight Crime and Corruption (JICC) made commendable progress in structuring effective responses, notably addressing illegal mining. However, the scourge of illegal mining activities remains a concern. We are pleased that the South African Police Services and the DMPR are responding. The rescue mission for illegal miners who were trapped at the Stilfontein site was successfully completed in 2025, removing a total of 324 people, which regrettably included 78 deceased, with the assistance of the Mine Rescue Services. Collaborative solutions between government and the industry to reduce and prevent illegal mining and a repeat of such incidents are urgently required. We welcome increased law enforcement action to address this crisis.

Advocating growth and competitiveness

A key theme for 2024 has been sharpening our advocacy efforts. With South Africa's political landscape evolving under the Government of National Unity (GNU), our approach to engagement has become more strategic. The Minerals Council has actively pushed for market-friendly policy reforms that attract investment, ensuring that mining continues to deliver economic and social value.

Policy engagement remains a core focus. In 2024, we engaged with government to advance mining-friendly legislation, with notable progress in streamlining regulatory processes. However, delays in implementing the cadastral system continue to hinder investment. Investors require transparency and certainty in mineral rights applications. We remain committed to working with the DMPR to expedite this crucial reform. In

parallel, we have worked closely with the DMPR to refine South Africa's National Critical Minerals Strategy. This effort aligns the country with global trends in securing supply chains for minerals essential to the green energy transition, including platinum group metals, lithium and rare earth elements.

Senior Minerals Council representatives held numerous meetings with their counterparts at the DMPR to give inputs on proposed amendments to the Mineral and Petroleum Resources Development Act (MPRDA). These high-level discussions provided us with some insights into the DMPR's rationale and thinking behind the proposed amendments. However, despite our numerous requests, we were not provided access to the actual wording of the amendment Bill provisions, essential for detailed commentary. Consequently, our feedback has been general in nature. We clearly highlighted areas of concern and motivated the problematic aspects to be changed. We continuously advocated the development of regulations that will encourage, support and streamline investments in prospecting and mine developments in all meetings with the DMPR and on a wide variety of public platforms, including local and international conferences, media interviews, thought leadership articles and media statements.

Enhancing industry performance and social impact

In 2023, mining's GDP contribution declined from 7.3% to 6.3%, and further to 6.1% in 2024, largely due to logistical inefficiencies in iron ore and coal exports – resulting in an estimated R38 billion export revenue loss. However, key reforms in rail and energy are beginning to take effect. By stabilising these enablers, we can unlock mining's full economic potential, ensuring long-term industry resilience and growth.

Beyond economic performance, the mining industry remains deeply invested in social and environmental responsibility. Our commitment to safety remains paramount and, while record improvements were made in terms of 24% fewer fatalities, tragic incidents in 2024 serve as a stark reminder of the work still to be done.

While significant milestones were achieved, we remain vigilant in improving standards. We continue to push for Zero Harm as a fundamental industry goal.

“Our mining industry has significant growth potential that can change our fate and fortunes and transition the country into prosperity for decades.”

Equally, our members remain deeply committed to community development. SLPs play a crucial role in providing infrastructure, education and healthcare support in mining communities. However, these initiatives often face challenges due to weak municipal governance structures. We advocate a more structured and coordinated approach that separates labour plans from broader regional social investment strategies to ensure more sustainable and large-scale impact. Our ongoing commitment to improving safety standards and addressing humanitarian issues such as illegal mining remain unwavering.

An inclusive mining industry is a sustainable one. In 2024, we intensified efforts to increase gender diversity and promote equitable opportunities across the workforce. Investments in leadership development for women, safer working environments and broader transformation initiatives are making an impact – but more remains to be done to build a mining industry that truly reflects South Africa's diversity.

Enhancing member services

In 2024, we advanced significantly in data-driven advocacy, strengthening our capacity to represent our members effectively. Innovations in our operational support enhanced our responsiveness, reinforcing the Minerals Council's relevance to our membership.

Our commitment to data-driven advocacy took a major step forward in 2024. By integrating real-time industry data, we enhanced our ability to develop targeted policy positions that reflect mining's economic and social impact. A key milestone was the launch of our “data-R-us” initiative, embedding a culture of evidence-based decision making across the organisation.

Message from the Chief Executive Officer *continued*

Several executives serving in the Minerals Council will be retiring in the next three to five years. In anticipation, we have successfully implemented a succession planning process that will ensure the continuity of human capital development, skills transfer and performance of the Minerals Council, and service to members, the industry and the country.

On behalf of the senior leadership team, we offer our sincere thanks to our stakeholders, members and colleagues for their steadfast support and collaborative efforts. Special gratitude is due to Peter Steenkamp, former CEO of Harmony Gold, Minerals Council Board member and Vice President (Office Bearer), who retired at the end of 2024, for his invaluable contributions. We also thank Nolitha Fakude, who served as the President of the Minerals Council for three terms, providing outstanding leadership through exceptionally challenging times. We pay tribute to Faye Khota, who retired at the end of 2024, for her dedicated service to the Minerals Council.

We further acknowledge the diligence and hard work put in by all parties to build the productive partnerships we have cultivated with Eskom and Transnet. Our ability to prioritise our industry's and country's prosperity has led to effective collaboration to co-create innovative solutions supported by political and social goodwill.

Looking ahead

Within the context of our strategic priorities, there are five outcomes that we aim to achieve in the year ahead.

1. To strengthen our climate response and advance a just energy transition by driving responsible mining practices and reducing carbon emissions. This includes establishing an aggregate view of our members' climate response strategies in terms of mitigation and adaptation as well as efforts on a just transition.
2. Our advocacy will be enhanced through a data-driven approach and building our culture of "data-R-us" in our approach to policy engagement, ensuring that our positions are backed by clear evidence of mining's impact on the economy and society.

3. We will accelerate investment promotion by leveraging policy reforms and global events such as the G20 and B20 to showcase South Africa as a destination for responsible mining investment.
4. We plan to further contribute towards improving infrastructure efficiency in logistics and energy to remove barriers that hinder the sector's growth.
5. There will be increased support for transformation initiatives to create a more inclusive and representative industry, ensuring that mining continues to provide opportunities for all South Africans.

"Guided by our clear mission, we continued to position the South African mining sector to transition effectively from potential to performance."

Mining must go beyond extraction – it must drive inclusive growth. South Africa can move up the value chain, transitioning from a supplier of raw minerals to a global leader in beneficiation and advanced production. Realising this potential requires bold investment in local processing capabilities, coupled with policy reforms that create a stable and attractive investment environment. This shift requires strategic investment in local processing capabilities and a coordinated policy framework to attract investors.

South Africa's diversified minerals endowment offers uncontested exploration and mining growth potential for minerals critical to, firstly, the infrastructure and economic development of the country, and, secondly, enabling the just energy transition to a low carbon future. Our mining industry has significant growth potential that can change our fate and fortunes, and transition the country into prosperity for decades.

The future of South African mining requires bold action. By championing reforms, advocating investment and embracing innovation, we can unlock a new era of growth. Mining is more than an industry – it is a catalyst for economic transformation, job creation and a sustainable future for all South Africans.

Mzila Mthenjane
Chief Executive Officer



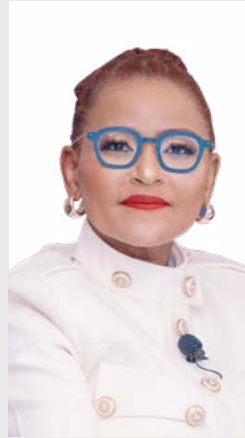
Our Board and approach to governance

Our approach to governance supports the principles and leading practices of King IV™, follows the highest ethical standards and subscribes to fairness and integrity. We require our members to comply with all relevant legislation, and to practice and support business integrity in their respective organisations.

Our commitment to ethical leadership is enhanced by the adoption of a range of complementary guidelines and policies, such as policies on business integrity and conflicts of interest, and interactions with stakeholders, to ensure honest and mutually constructive relationships.

Office Bearers

Our Office Bearers provide leadership to the Minerals Council on behalf of the Board and are elected each year at the annual general meeting (AGM), last held on 26 June 2024. Our Office Bearers at 31 December 2024 were:



Nombasa Tsengwa
Minerals Council:
President
CEO, Exxaro



Paul Dunne
Minerals Council:
Acting President
CEO, Northam
Platinum



Mpumi Zikalala
Minerals Council:
Vice President
CEO, Kumba Iron Ore



Themba Mkhwanazi
Minerals Council:
Vice President
Regional Director
(Africa & Australia),
Anglo American



Richard Stewart
Minerals Council:
Vice President
Chief Regional Officer
(Southern Africa),
Sibanye-Stillwater

Our Board

Members of the Minerals Council Board are elected at the AGM by member representatives. Each Board member holds office until the next AGM after their election, when the member will retire but be eligible for re-election.

Our Board members at 31 December 2024 were:



Nombasa Tsengwa
Exxaro Resources: CEO
President



Paul Dunne
Northam Platinum: CEO
Acting President



Themba Mkhwanazi
Anglo American: Regional
Director, Africa and
Australia
Vice President



Richard Stewart
Sibanye-Stillwater: Chief
Regional Officer:
Southern Africa
Vice President



Mpumi Zikalala
Kumba Iron Ore: CEO
Vice President



Phillip Tobias
African Rainbow Minerals:
CEO
Member



Nolitha Fakude
Anglo American: Chair of
Anglo American's South
African Management
Board
Member



Craig Miller
Anglo American Platinum:
CEO
Member



Charles Walters
Assore: CEO
Member



Mariana Lamont
(for associations)
Clay Brick Association:
Executive Director
Member



Barend Petersen
De Beers Consolidated
Mines: Executive Chair
Member



Moses Madondo
De Beers Consolidated
Mines: Managing Director
Member



Niël Pretorius
DRDGOLD: CEO
Member



Kgabi Masia
Exxaro: Managing
Director, Minerals
Member



Japie Fullard
Glencore Alloys: CEO
Member



Murray Houston
Glencore Coal: CEO
Member



Benford Mokoatle
Gold Fields: Executive
Vice President:
South Africa
Member



Peter Steenkamp
Harmony Gold: CEO
Member



Nico Muller
Impala Platinum: CEO
Member



Mandy Malebe
(for junior and emerging
mines)
Lethabo Exploration: CEO
Member



Zanele Matlala
Merafe Resources: CEO
Member



Mzila Mthenjane
Minerals Council: CEO
Member



Errol Smart
(for junior and emerging
mines)
Orion Minerals: CEO
Member



Guangmin Wei
Palabora Mining
Company: Executive
Director and CEO
Member



Jaison Rajan
Petra Diamonds: COO
Member



Werner Duvenhage
Richards Bay Minerals:
Managing Director
Member



Sandile Siyaya
Sasol Mining: Senior Vice
President
Member



Mike Teke
Seriti Resources: CEO
Member



Our Board *continued*



Lerato Legong
Sibanye-Stillwater:
Executive Vice President:
Legal and Compliance
Member



Noel Pillay
South32 Africa: COO
Member



Michelle Taylor
Tharisa Minerals: COO
Member



July Ndlovu
Thungela Resources: CEO
Member



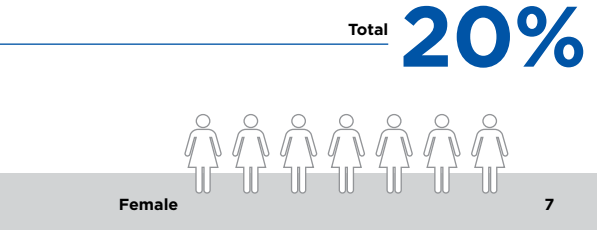
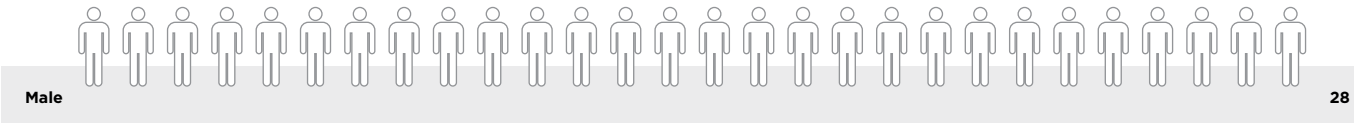
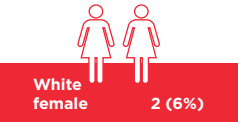
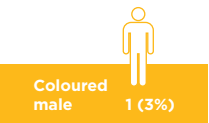
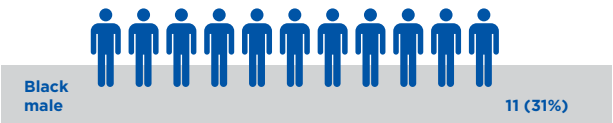
Ezekiel Lotlhare
Tshipi é Ntle Manganese
Mining: CEO
Member



Pushpender Singla
Vedanta: Executive
Director and CFO
Member



Chris Griffith
Vedanta: CEO for Base
Metals
Member



80% Total

Our Board committees

Three committees, namely the Audit and Risk Committee, the Nomination Committee and the Remuneration Committee, support the Board in the discharge of its duties.

Audit and Risk Committee chair and members assist the Board in discharging its duties relating to the safeguarding of the assets, operation of adequate systems, internal controls and control processes, and the preparation of accurate financial reporting and statements in compliance with all applicable legal requirements, corporate governance and accounting standards. This committee also reviews the management of enterprise risk and monitors compliance effectiveness.

Nomination Committee chair and members assist the Board to evaluate and recommend candidates to fill key positions, including the Board members, Board committee members and the Chief Executive Officer position. This committee makes recommendations to the Board and the AGM for final approval.

Remuneration Committee chair and members assist the Board in ensuring the Minerals Council effectively implements our human resources strategy, including attraction and retention of staff through a competitive remuneration and incentive system. This committee fulfils an independent role in formulating recommendations on executive and senior leadership remuneration and incentives for consideration and approval by the Office Bearers.

Our leadership

The Minerals Council Senior Executive Team (SET) advises and takes direction from the Board, the Office Bearers and the Minerals Council [Leadership Forums](#). Led by the Minerals Council CEO, the SET provides leadership to the core disciplines of the Minerals Council, which are in turn led by the Heads of Departments.

Senior Executive Team



Mzila Mthenjane
(54 years)
Chief Executive Officer

BSc (Mining) Engineering,
Wits; Advanced Management
Programme (AMP), INSEAD

Mzila joined the Minerals Council in August 2023 after 10 years at Exxaro Resources. He has over 30 years' experience in business, which he attained in the mining and financial services sectors. He has held various board positions as non-executive director in various entities including Pamodzi Gold, Fraser Alexander and Merafe Resources.

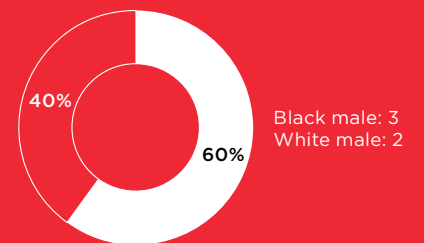
Mzila has also held the roles of President of the South African Institute of Mining and Metallurgy (SAIMM), Chair of the Wits University Mining Engineers Association and Secretary-General of the Association of Black Securities and Investment Professionals.

He is currently the Chair of the Board of The Impact Catalyst, a collaborative regional development platform among government, government agencies and private (largely mining industry) sector; a fellow member of the Council of the SAIMM; a board member of Student Support Programme (SSP), a non-profit organisation for developing talented young leaders and financially supporting their high school education entry into South Africa's top private schools; and an associate member of Association of Mine Managers South Africa (AMMSA)

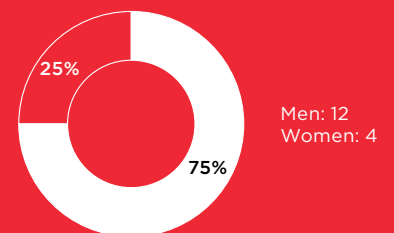
Job description: The CEO is the primary lobbyist and spokesperson for the Minerals Council and plays a leadership role in driving key debates with government and other key stakeholders. The position provides inspired and effective leadership to the executive team and the organisation to execute the Board agreed strategic plan.

Demographics

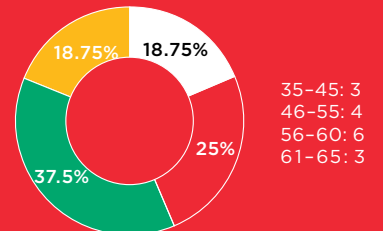
Ethnicity



Gender



Age



Our leadership *continued*



Tebello Chabana
(52 years)
Senior Executive: Public Affairs and Transformation

Bachelor of Arts (Law); LLB (Legum Baccalaureus)

Tebello joined the Minerals Council in July 2016, with more than two decades of legal and mining related experience. His tertiary education was funded by De Beers Industrial Diamond Division. He began his legal career at Deneys Reitz Attorneys and then joined Anglo American South Africa as a legal advisor in 1998. He served in a range of positions within the Anglo American Group of companies, including at Kumba Iron Ore as Executive Head of Public Affairs and Head of Public Affairs for Anglo American South Africa.

Job description: Responsible for stakeholder relations, social performance and communication. Provides industry leadership on transformation and keeps abreast of transformation progress among members relating to the Mining Charter.



Nikisi Lesufi
(63 years)
Senior Executive: Environment, Health, Legacies and Employee Relations

Bachelor of Science with Honours; Master of Science

Nikisi joined the Minerals Council in 2002 as an environmental advisor. He was appointed to his current position in 2008. He previously lectured at the University of the North (now University of Limpopo) and worked for many years at the then Department of Water Affairs and Forestry (DWAF) as Deputy Director: Water Quality, Director: Water Resources Management and head of the DWAF's Free State regional office.

Job description: The premier representative on health and legacy initiatives of the mining sector in functional area related policy initiatives. Leads discussions and develops draft position papers to assist policy formulation and implementation on environment, health and legacy matters.



Harry Groenewald
(66 years)
Senior Executive: Finance and Administration

Bachelor of Commerce; Master of Business Leadership

Harry joined the Minerals Council in 2010 as Executive Manager Finance and was appointed to his current position in 2015. His career spans 40 years in mining having started his career in 1985 when he joined Rand Mines. He held various senior positions including Financial Manager at open cast and underground mines. Prior to joining the Minerals Council, Harry was involved with copper and cobalt projects in the Democratic Republic of Congo.

Job description: Provides financial direction to the Minerals Council and advises the Minerals Council on financial strategy. Ensures superior financial and accounting management, risk management, administrative and human resources services of the Minerals Council.



Sietse van der Woude
(60 years)
Senior Executive: Modernisation and Safety

Master of Science; Master of Business Leadership

Sietse joined the Minerals Council in 2004 as a safety and sustainable development manager. He previously was a safety, health, environment and quality (SHEQ) manager at Glencore and, before that, led the implementation of a regulatory framework for radiation safety in the mining industry at the National Nuclear Regulator.

Job description: Promotes research, development and innovation (RD&I) in the South African mining industry and provides strategic management of safety and the Mining Occupational Safety and Health (MOSH) Learning Hub with the aim of encouraging mining companies to learn from the centres of excellence that exist in the industry.

Heads of Departments



Mustak Ally
(57 years)
Head: Skills Development and Human Resources (HR)

MBA

Focus areas: Design, development and implementation of the mining industry skills development strategy and the HR strategy for the Minerals Council



Thuthula Balfour
(61 years)
Head: Health

Bachelor of Medicine and Surgery, Fellow of the College of Public Health Medicine of South Africa, MBA

Focus areas: Health policy and services management in the mining sector



Ursula Brown
(54 years)
Head: Legal

Master of Law, MBA

Focus areas: Legal risks impacting the mining industry collectively and the Minerals Council specifically



Jeannette Hofsaier
(60 years)
Head: Administration

Master of Information Management

Focus areas: Administration, facilities and information technology for the Minerals Council



Alex Khumalo
(55 years)
Head: Social Performance

MBA

Focus areas: Socio-economic development (SED), social performance and collaboration across the industry



Dushendra Naidoo
(45 years)
Head: Safety and Sustainable Development

Master of Science (Mechanical Engineering)

Focus areas: Leading safety performance and sustainable development in the mining industry by setting industry targets, developing strategies, and driving effective initiatives and policies. Focuses on safety culture transformation, digitisation, accident prevention, and sustainable mining practices. Advocates global best practices, stakeholder collaboration, and ESG aligned sustainability metrics.



Stanford Mamoshito Malatji
(56 years)
Head: Learning Hub

Bachelor of Administration with Honours (Industrial Psychology), Business Management Development Programme, Leadership Development Programme

Focus areas: Identify, support and guide the implementation of health and safety leading practices across the mining industry



Hugo Pienaar
(45 years)
Chief Economist

Master of Economics

Focus areas: Economic research conducted by the Minerals Council to enhance its position as the authority on mining economics in South Africa



Motsamai Motlhamme
(57 years)
Head: Employment Relations

Baccalaureus Procuratoris; Post Graduate Diploma in Labour Law

Focus areas: Labour legislation, labour market policy issues, labour migration and social security



Stephinah Mudau
(45 years)
Head: Environment

Master of Science, MBA

Focus areas: Improve mining industry performance on environmental sustainability, as well as lobbying and advocacy on environmental sustainability and climate change policy programmes and legislation. Advocate adoption of environmental sustainability best practices and reporting requirements



Allan Seccombe
(56 years)
Head: Communications

Bachelor of Arts with Honours (Journalism)

Focus areas: Communicating and engaging with stakeholders regarding the Minerals Council and the mining industry