

BOARD OF DIRECTORS

NON-EXECUTIVE DIRECTORS



Keith Spencer (76)
Chairman

BSc Eng (Mining)
Date of appointment
8 October 2007

Other significant directorships
None

Skills and experience
Keith is a mining engineer with almost 50 years' practical experience. Since 1986, Keith has held senior positions at some of the largest gold mines in the world, including:

- Managing director of Driefontein Consolidated
- Chairman and managing director of Deelkraal Gold Mine
- Director on the boards of gold mines belonging to Gold Fields, South Africa
- Operations director of Metorex

Experience

- Technical and operational
- Risk management
- Environmental and sustainability
- Business and strategy
- Leadership

Committee membership

- Nomination committee
- SHEQ committee

Chairman of the nomination committee
Chairman of the SHEQ committee



Dawn Earp (64)
Lead independent

BCompt (Hons), CA(SA), CD(SA)[®]
Date of appointment
16 September 2021

Other significant directorships
Arcelor Mittal South Africa, Impala Platinum Holdings and Truworths International Limited

Skills and experience
Dawn previously held the position of financial director, both at Implats and Rand Refineries. She has served as a non-executive director of various private and listed companies

Experience

- Finance and accounting
- Risk management
- Governance and regulation
- Business and strategy
- Leadership
- Taxation

Committee membership

- Audit and risk committee
- Nomination committee
- SHEQ committee

Chairperson of the audit and risk committee



Thabo Mosololi (57)
Independent

BCom (Hons), CA(SA)
Date of appointment
9 December 2013

Other significant directorships
MFT Investment Holdings, Truworths International Limited, Famous Brands Limited

Skills and experience
Thabo brings a wealth of experience in financial management, corporate governance and audit to the board. He qualified as a chartered accountant with KPMG in 1994. Since then, he has served on various boards as a member and chairman of audit committees in the resources and other industries in South Africa

Experience

- Finance and accounting
- Risk management
- Governance and regulation
- Business and strategy
- Leadership
- Taxation
- Environmental and sustainability

Committee membership

- Audit and risk committee
- Nomination committee
- Remuneration committee
- Social and ethics committee

Chairman of the social and ethics committee



Yvonne Themba (61)
Independent

BA, MBA
Date of appointment
17 July 2019

Other significant directorships
Adopt-a-School Foundation non-profit organisation, Canadoce Investments Close Corporation, BoThemba Projects Proprietary Limited, eLogistics Portal Proprietary Limited, Pfortner Holdings Proprietary Limited, Pfortner Solutions Proprietary Limited, Xerosystems Proprietary Limited and Energy Mobility Education Trust

Skills and experience
Yvonne is the executive director of BoThemba Projects. She was previously responsible for human capital at Phembani Group and Shanduka Group. She headed the group corporate communications department at African Life Assurance Limited and the CSI and corporate communications department at Sanlam. Prior to that, she was deputy director of the Life Officers' Association

Experience

- Technical and operational
- Risk management
- Governance and regulation
- Environmental and sustainability
- Business and strategy
- Leadership

Committee membership

- Nomination committee
- Remuneration committee
- Social and ethics committee

Chairperson of the remuneration committee



Charles Needham (72)
Independent

Articles of Clerkship-Accounting
Date of appointment
17 July 2019

Other significant directorships
Alphamin Resources Corporation and Alphamin Bisie Mining Proprietary Limited

Skills and experience
Charles is chairman of Alphamin Resources Corporation (listed on the Toronto Stock Exchange). His previous experience includes 31 years at Metorex and its mining operations in Namibia, South Africa, Zambia and the Democratic Republic of the Congo. He progressively held the positions of group accountant, financial director and ultimately chief executive officer of Metorex

Experience

- Finance and accounting
- Risk management
- Technical and operational
- Governance and regulation
- Business and strategy
- Leadership

Committee membership

- Audit and risk committee
- Remuneration committee
- Nomination committee

EXECUTIVE DIRECTORS



Cobus Loots (48)
Chief executive officer
Non-independent

CA(SA), CFA[®] Charterholder
Date of appointment
26 August 2009

Other significant directorships
None

Skills and experience
Cobus has many years of experience in the African mining sector. He qualified as a chartered accountant with Deloitte & Touche in South Africa. He has been a director of Pan African since 2009, serving as financial director from 2013 until his appointment as chief executive officer on 1 March 2015

Experience

- Technical and operational
- Finance and accounting
- Risk management
- Business and strategy
- Leadership
- Technology
- Taxation

Committee membership

- SHEQ committee



Marileen Kok (43)
Financial director
Non-independent

CA(SA)
Date of appointment
1 October 2024

Other significant directorships
None

Skills and experience
Marileen is a chartered accountant with extensive experience in the mining industry, specifically relating to financial reporting, corporate finance, governance and regulatory compliance and various other commercial matters. She joined the Group as group finance manager in January 2020 and was appointed as financial director on 1 October 2024

Experience

- Finance and accounting
- Risk management
- Leadership
- Technology
- Taxation
- Environmental and sustainability

Committee membership

- Social and ethics committee

