

# BRIEF TO EMPLOYEES

## Outcome of the SA Operations Asset Review

### *Dear Colleagues*

First and foremost, congratulations on an exceptional achievement for the South African Operations to have concluded, for the first time in its history, a full calendar year fatal free in 2019. I personally thank each and every employee in our operations who has worked hard to achieve this outcome. This should surely give us all confidence that indeed zero harm is possible.

It is also notable that as a South African Operations, we have achieved this milestone under trying conditions, given the uncertainty brought about by the announcement of the asset sale. As we look ahead, I encourage all of us to remain focused on safe production outcomes.

I committed to keep you updated and inform you of key decisions related to the asset sale process. By now you would have seen communication from the CEO that AngloGold Ashanti has reached an agreement with Harmony Gold in this regard.

To conclude the sale process, there are processes as well as regulatory approvals that will be set in motion following the signing of the agreement, this can be expected to take several months. Once again, I commit to keep you informed. We will be engaging all key stakeholders regarding this process.

It is important to note that the sale will be done as a going concern and as such it implies a transfer of all employees to Harmony Gold at the conclusion of the sale process, in line with s197 of the Labour Relations Act.

Briefing sessions will be scheduled to provide more information and we welcome any questions you may have. Once again, please continue to engage us on the established communication platforms.

I take this opportunity to thank all employees in South African Operations for their patience and support during this process and continued commitment to safe production.

Regards

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You can send questions to us by email, by direct messaging on the Facebook page, or on YOUR VOICE (communication is free on this number).

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