

Subject: GM's Brief

Management Structure changes and Management Appointments

Following up on the Staff Announcement of last week, the following:

In accordance with our Sida Ei IGUs strategy and as part of our drive to reduce costs and meet our shareholders' expectations, we have reviewed our OPSCO structures.

With the downscaling of operations in MA1 it is logical to combine the operations and support services in MA1 under one senior manager. I am pleased to announce that **Tony Bessinger** has accepted the challenge of leading this team.

Secondly, I am also pleased to announce that **Kakia Kakia** has accepted the challenge of leading the Carats Today Team, and he will be promoted into this position upon the departure of Wulff Wieland in April.

Thirdly, it remains essential for us to develop and implement new Carats Tomorrow Projects, and the appropriate recruitment and selection processes will be initiated shortly to select a successor to Tjaart Willemse.

The moves of Kakia and Tony will create opportunities at Orange River Mines and Northern Areas, and these two Senior Management positions will also be advertised in the near future.

In these challenging and exciting times, I call on the Namdeb family to support both Kakia and Tony in their new positions, and wish them every success.

Chris Sivertsen
General Manager