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Company Golden Circle Investments 123 (Pty) Ltd (managed assets – Property and Executive Search Company shares) and property assets under direct control

Type of operation Consulting and Investments

Position in Company Executive Director of Golden Circle and Memela Pratt & Associates

At company since 4 May 2004

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Golden Circle Investments 123 Pty Ltd is a Consulting and Investment company which owns 49% of Memela Pratt & Associates, a property portfolio. Director Anne Pratt also manages a personal property portfolio in South Africa and offshore in London and Australia.

What particular achievements are attributable to you, your team and your company in the past 12-month period, ending on 31 March 2009?

Positioned Memela Pratt & Associates (MPA) to be a leading, highly reputable, top-end executive search firm in South Africa. • Balancing the trading and investments of the property portfolio to ensure debt-equity ratios are healthy and balanced even in tough times

How did you, your team and your company manage to achieve these?

In MPA an ongoing commitment to world class values, principles, processes. • We build long-term relationships with business partners/suppliers and go the 'extra mile' to ensure there is a healthy 'win win' situation. • Leveraging the roles of the team and business partners in the MPA executive-search side of the business and managing the property side – multi-skilling the team and rewarding them with bonuses for great performance. • A strong commitment to PR and marketing at senior executive level in South Africa in the private sector, State-owned enterprises and Government.

How have you influenced the process of transformation of both race and gender in your company?

MPA pioneered transformation in the executive search industry in South Africa – we set the industry standard at the premium end of the market, 11 years ago. • MPA is the only globally aligned executive search firm that is 51% Black-woman owned (by Totsie Memela-Khambule) and 100% woman owned. • MPA hired and developed the first Black female consultant/s in SA. • MPA did the first qualitative research in SA on 'Women on Boards'. • Golden Circle has given contract opportunities

to BEE workers and contractors for building contracts.

What have you contributed to ensure that there is effective corporate governance in your company?

I have updated myself in terms of King 3, roles and responsibilities of a Director on a GIBS programme on Director and Board performance.

Where would you like to see yourself and your company in five years' time?

- Continuing to leading a premium end, world class executive search organisation that makes a difference to leadership in South Africa, placing leaders with ability and track record, high integrity, and a passion to 'make a significant difference' in leading SA and Africa organisations. • Continuing to build a property portfolio in a way that improves the balance sheet, and triples the net asset value within a three to five year period, creating a wealth base that is predominantly left to key charities in South Africa. This will in future support them by creating a sustainable investment base to generate future sustainable income streams.
- In partnership, developing and launching a new niche housing market concept in the middle market that will significantly improve the opportunity for first-time buyers in SA to enter the market. • Continuing to support young leadership coming through the ranks and supporting entrepreneurs by sharing knowledge, experiences and being an authentic role model.
- Maintaining a healthy balance in life by making an economic, a social, an emotional and spiritual difference by continuously sharpening ones own skills and abilities in all of these areas.
- To publish a couple of practical guides to Entrepreneurship.