

The Impala Employee Share Ownership Trust (ESOT)

The Impala Employee Share Ownership Trust (ESOT) was established to allow employees to collectively participate in the shareholding of Impala Platinum Limited (Impala).

Impala is proud to have declared a maiden dividend on 10 August 2021.

Eligible participants in the dividend include:

- All employees who are actively employed
- Previous employees who were employed during the first dividend period between 11 December 2014 and 10 August 2021 at Impala Rustenburg or Impala Refineries.
 - o Employees who left the service of Impala for any of the following reasons are eligible:
 - Retirement with benefits
 - Early Retirement
 - Medical incapacitation
 - Retrenchment
 - Separation with benefits
 - Deceased employees – employees' beneficiaries will share in the dividend.

The dividend will be distributed to participants on a pro-rata basis based on the length of the employee's service during the first dividend period.

Queries can be directed to the ESOT helpline at 014 569-0001 or via email to ESOT@implats.co.za.

Alternatively, the ESOT trustees can be contacted on the numbers below:

North branch	014 569 3563
South branch	014 569 0089
Minpro & Services	014 569 6860
Springs Refineries	011 360 3328