

IMPALA PLATINUM LIMITED

REVISION 1 SOCIAL AND LABOUR PLAN (SLP)



Submission date:
2 September 2024

The Impala Platinum Limited SLP 4 is submitted in terms of Section 102 of the Minerals and Petroleum Resources Development Act, 2002 for the five-year period

2024 - 2028



IMPALA PLATINUM LIMITED

REVISION 1

SOCIAL AND LABOUR PLAN (SLP)

2 September 2024

The Impala Platinum Limited SLP 4 is submitted in terms of Section 102 of the Minerals and Petroleum Resources Development Act, 2002 for the five-year period

2024 - 2028



TABLE OF CONTENT

| | |
|--|-----------|
| TABLE OF CONTENT | 2 |
| LIST OF TABLES | 6 |
| LIST OF FIGURES | 8 |
| LIST OF ABBREVIATIONS | 9 |
| LIST OF DEFINITIONS | 11 |
| SECTION ONE: INTRODUCTION AND PREAMBLE | 17 |
| 1.1. <i>Introduction</i> | 18 |
| 1.2. <i>Preamble: IMPALA PLATINUM LIMITED (PTY) LTD</i> | 19 |
| 1.2.1. Company Details | 19 |
| 1.2.2. Summary of Mining Rights | 22 |
| 1.2.3. Location of the Mine | 26 |
| 1.2.4. Geographic origin of employees..... | 26 |
| 1.3. <i>Preamble: IMPALA PLATINUM REFINERIES</i> | 27 |
| 1.3.1. Company Details | 27 |
| 1.3.2. Summary of Mining | 27 |
| 1.3.3. Location of the Refineries..... | 27 |
| 1.3.4. Geographic origin of employees..... | 28 |
| SECTION TWO: HUMAN RESOURCE DEVELOPMENT | 31 |
| 2.1. <i>Introduction</i> | 32 |
| 2.1.1. General Overview | 32 |
| 2.2. <i>Compliance with skills development legislation</i> | 36 |
| 2.2.1. Overview | 36 |
| 2.2.2. Paying Skills Development Levies (SDL)..... | 36 |
| 2.2.3. WSP-ATR Submissions..... | 36 |
| 2.2.4. Appointment of a Skills Development Facilitator (SDF) | 36 |
| 2.2.5. Skills Development Committee..... | 37 |
| 2.2.6. Accreditation of Training Programmes/ Facilities | 37 |
| 2.3. <i>Education Level of employees</i> | 38 |
| 2.4 <i>Skills Development Plan</i> | 40 |
| 2.4.1. Adult Education and Training (AET) | 41 |
| 2.4.2. Learnership Plans..... | 44 |
| 2.4.3. Skills Development Programmes | 46 |
| 2.4.4. Portable Skills Training | 49 |
| 2.4.5. Core Business Training | 51 |
| 2.5. <i>Hard-to-fill vacancies</i> | 53 |
| 2.6. <i>Career Progression (Path) Plan</i> | 54 |
| 2.6.1. Career Progression Undertaking..... | 54 |
| 2.6.2. Career Progression Implementation Strategy | 54 |
| 2.6.3. Career Progression Targets..... | 56 |



| | |
|---|------------|
| 2.6.4. Succession Planning | 56 |
| 2.6.5 Fast Tracking Targets | 58 |
| 2.6.6. Career Progression Targets | 58 |
| 2.7. Mentorship Plan | 62 |
| 2.7.1. Mentorship Programme | 62 |
| 2.8. Bursary and Internship Plan | 66 |
| 2.8.1. Bursary Plan | 66 |
| 2.8.2. Internship Plan | 68 |
| 2.9. Employment Equity Plan | 73 |
| 2.9.1. Overview | 73 |
| 2.9.2. Undertaking | 73 |
| 2.9.3. Strategic Implementation plans | 74 |
| 2.9.4. Employment Equity Committee | 77 |
| 2.9.5. DoEL Employment Equity Plan and Reports | 78 |
| 2.9.6. Mining Charter - HDP, HDP Female and EE target | 78 |
| 2.10. HRD Financial Provision | 80 |
| SECTION THREE: MINE COMMUNITY DEVELOPMENT | 81 |
| 3.1. Socio-economic Background Information | 82 |
| 3.1.1. Description of the area | 82 |
| 3.1.2. Area Socio-Economic Summary Information | 83 |
| 3.1.3. Employment Sectors and Industries | 85 |
| 3.1.4. Host Municipality Socio-economic Outlook | 85 |
| 3.2. Impacts of the mining operation | 95 |
| 3.2.1. Positive Impacts | 95 |
| 3.2.2. Negative Impacts | 95 |
| 3.3. Local and Provincial Development Plans | 97 |
| 3.3.1. Local Municipal IDP and Development Needs | 97 |
| 3.4. Public Participation Processes | 102 |
| 3.4.1. Public Participation Strategy | 102 |
| 3.4.2. Community Engagement | 103 |
| 3.4.3. Data analysis and project identification | 104 |
| 3.4.4. Labour Sending areas | 105 |
| 3.5. Community Development Projects | 107 |
| Table 3.9.1 Construction of internal roads in Kanana | 108 |
| Table 3.9.2 Construction of a Walkway Bridge in Meriting | 109 |
| Table 3.9.3 Construction of a School Hall in Seraleng Primary School | 110 |
| Table 3.9.4 Construction of internal roads in Luka | 111 |
| Table 3.9.5 Construction of Community Centre in Phokeng | 112 |
| Table 3.9.6 Construction of internal roads in Phokeng | 113 |
| Table 3.9.7 Renovation and expansion of Keledi Secondary School infrastructure | 114 |
| Table 3.9.8 Installation of rainwater harvest tanks and reticulation at W.M Ranuga Senior Primary School (Labour Sending Area) | 115 |
| Table 3.9.9 Demolishing mud structures and constructing 5 classrooms and admin building at Sikitini Primary School (Labour Sending Area) | 116 |
| Table 3.9.10 Construction of a Kitchen, Carports, and boundary fencing at Sekhing Primary School (Labour Sending Area) | 117 |
| Table 3.9.11 Supporting the Cofimvaba Agriculture Project (Labour Sending Area) | 118 |



| | |
|---|------------|
| 3.6. Housing and Living Conditions..... | 119 |
| 3.6.1. Current Housing Situation at Impala Platinum Limited | 119 |
| 3.6.2. Principles Behind Impala Platinum Limited’s Housing Policy | 120 |
| 3.6.3. Strategic Plan | 121 |
| 3.7. Measures to address Nutrition..... | 123 |
| 3.7.1. Overview | 123 |
| 3.7.2. Strategic Plans | 123 |
| 3.8. Procurement Progression Plan..... | 125 |
| 3.9. Community Development Financial Provision..... | 130 |
| SECTION FOUR: DOWNSCALING AND RETRENCHMENTS..... | 131 |
| 4.1. Overview & Objectives..... | 132 |
| 4.2. Future Forum..... | 134 |
| 4.2.1. Establishment of the Future Forum..... | 134 |
| 4.2.2. Role of the Future Forum | 134 |
| 4.3. Mechanisms to save jobs and avoid job losses and a decline in employment..... | 136 |
| 4.3.1. Undertaking | 136 |
| 4.3.2. Strategic Plan..... | 136 |
| 4.4. Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided | 140 |
| 4.4.1. Undertaking | 140 |
| 4.4.2. Strategic Plan..... | 140 |
| 4.5. Management of retrenchments..... | 145 |
| 4.5.1. Undertaking | 145 |
| 4.5.2. Strategic Plan..... | 145 |
| 4.6. Mechanisms to ameliorate the social and economic impact on individuals, REGIONS, and economies where retrenchment or closure of the operation is certain..... | 148 |
| 4.6.1. Undertaking | 148 |
| 4.6.2. Strategic Plan..... | 148 |
| 4.7. Financials..... | 153 |
| SECTION FIVE: FINANCIAL PROVISION..... | 155 |
| 5.1. Financial Provision | 156 |
| 5.1.1. Financial Provision for HRD | 156 |
| 5.1.2. Financial Provision for LED..... | 158 |
| 5.1.3. Financial Provision for the Management of Downscaling and Retrenchments | 159 |
| 5.2. Consolidated financial provision for 2024-2028..... | 160 |
| SECTION SIX: UNDERTAKING..... | 161 |
| 6.1. Undertaking by IMPALA Platinum Limited..... | 162 |
| 6.2. Approval by Department of Mineral Resources | 162 |
| 6.3. Communication to employees and stakeholders..... | 162 |



| | |
|---|------------|
| ANNEXURES | 163 |
| ANNEXURE A | 165 |
| <i>Head Office Geographical origins of employees</i> | 166 |
| <i>Impala Platinum Limited - Rustenburg Geographical origins of employees</i> | 168 |
| <i>Impala Platinum Limited - Refineries Geographical origins of employees</i> | 178 |
| ANNEXURE B | 185 |
| <i>Mine accredited training venues and facilities</i> | 186 |
| ANNEXURE C | 187 |
| <i>Career Paths</i> | 188 |
| ANNEXURE D | 205 |
| <i>Form S</i> | 206 |
| ANNEXURE E | 207 |
| <i>Organogram</i> | 208 |
| ANNEXURE F | 223 |
| <i>Public Participation Portfolio Of Evidence</i> | 224 |



LIST OF TABLES

| <u>Table No.</u> | | <u>Page No.</u> |
|------------------|--|-----------------|
| Table 1.1. | Company Background Information | 20 |
| Table 1.2. | Summary of Mining/Prospecting Rights | 22 |
| Table 1.3. | Impala Platinum Refineries is a division of Impala Platinum Limited. | 27 |
| Table 2.1. | Compliance with Skills Development Legislation & SETA Liaison | 36 |
| Table 2.2. | Number and education levels of the workforce (Form Q) | 39 |
| Table 2.3. | AET plan for Mine Employees (18.1) | 43 |
| Table 2.4.a | Learnership Intake Plan (School of engineering) | 45 |
| Table 2.4.b | Learnership Intake Plan (School of mining) | 46 |
| Table 2.5. | Skills Development Programmes | 47 |
| Table 2.6. | Portable Skills Training | 50 |
| Table 2.7.a | Core Occupational Technical Training and Ex-Leave Induction | 52 |
| Table 2.7.b | Hard-to-fill vacancies (Form R) | 53 |
| Table 2.8.a | Career Progression Targets | 59 |
| Table 2.8.b | Fast Tracking Targets | 60 |
| Table 2.8.c | Succession Planning | 61 |
| Table 2.9. | Mentorship programme | 63 |
| Table 2.10. | Mentors | 64 |
| Table 2.11.a | External Bursary Plan (18.2) | 67 |
| Table 2.11.b | Internal Bursary Plan (18.1) | 68 |
| Table 2.12.a | Graduate Interns | 70 |
| Table 2.12.b | Graduate Interns and Experiential trainees | 70 |
| Table 2.13. | Employment Equity Plan | 79 |
| Table 2.14. | Human Resource Development financial provision summary | 80 |
| Table 3.1. | Data sources for socio-economic data | 84 |



| | | |
|-------------|---|-----|
| Table 3.2. | Leading illnesses among adults and children in Bojanala District (2020) | 90 |
| Table 3.3. | Social Impact Assessment (SIA) Potential Impacts | 96 |
| Table 3.4. | List of prioritized community needs in Bojanala District Municipality(2021) | 98 |
| Table 3.5. | List of Impact projects in Rustenburg Local Municipality | 98 |
| Table 3.6. | Opportunity identified by the local municipality in three Developmental Clusters relevant to the host community | 100 |
| Table 3.7. | List of Royal Bafokeng Development Priorities and targets | 101 |
| Table 3.8.a | Public Participation Findings Summary per Village | 103 |
| Table 3.8.b | Needs assessment summary in the Labour Sending Area | 105 |
| Table 3.9. | LED Project Profiles | 108 |
| Table 3.10. | Housing And Living Conditions Plan | 122 |
| Table 3.11. | Procurement Plan Targets | 126 |
| Table 3.12 | ESD Project Profiles | 129 |
| Table 3.13. | Financial Provision for LED Projects | 130 |
| Table 4.1. | Portable Skills Trainings for Employees | 151 |
| Table 4.2. | Financial provision for the Management of Downscaling | 153 |
| Table 5.1. | Financial provision for Human Resource Development | 157 |
| Table 5.2. | Financial provision for LED projects | 158 |
| Table 5.3. | Financial provision for the Management of Downscaling | 159 |
| Table 5.4. | Consolidation of SLP financial per annum | 160 |



LIST OF FIGURES

| <u>Figure No.</u> | | <u>Page No.</u> |
|--------------------------|---|------------------------|
| Figure 1.1. | Location of the mine | 21 |
| Figure 1.2. | Geographic origins of Impala Platinum Limited employees | 26 |
| Figure 1.3. | Map indicating the location of Impala Platinum Refineries | 28 |
| Figure 1.4. | Geographic location Impala Platinum Limited's employees | 29 |
| Figure 2.1. | Skills audit findings summary | 38 |
| Figure 3.1. | Map indicating the location of the mine and its hosting communities | 82 |
| Figure 3.2. | Summary of the host community socio economic information | 84 |
| Figure 3.3. | Skills level of people employed by the Formal Sector | 85 |
| Figure 3.4. | Location of the mine project within the district, local municipality and the Royal Bafokeng Nation administration boundaries. | 86 |
| Figure 3.5. | Population size and gender split of the host community | 87 |
| Figure 3.6. | The unemployment rate of the host community | 88 |
| Figure 3.7. | Income brackets within the host community | 88 |
| Figure 3.8. | Highest education levels (20 years+) within the study area | 89 |
| Figure 3.9. | Estimated number of adults on chronic medication within the host community | 90 |
| Figure 3.10. | HIV infections and AIDS-related deaths in the local municipalities (2010-2020) | 91 |
| Figure 3.11. | Access to water supply in the host community | 92 |
| Figure 3.12. | Access sanitation in the host community | 93 |
| Figure 3.13. | Access to refuse removal in the host community | 94 |
| Figure 3.14. | Access to electrical connection in the host community | 94 |
| Figure 3.15. | Development Cluster of the Rustenburg Local Municipality | 99 |
| Figure 3.16. | Public Participation Strategy Steps | 102 |
| Figure 3.17. | Project identification process | 105 |
| Figure 3.18. | Impala Accommodation | 119 |



LIST OF ABBREVIATIONS

| | |
|--------|---|
| AET | Adult Education Training |
| ATR | Annual Training Report |
| B-BBEE | Broad-Based Economic Empowerment |
| BBS | Basic Business Skills, |
| BPDM | Bojanala Platinum District Municipality |
| CCMA | Commission for Consolidated, Mediation and Arbitration |
| CMR | Converted Mining Right |
| CSI | Corporate Social Investment |
| CV | Curriculum Vitae |
| DoCG | Department of Corporative Governance |
| DM | District Municipality |
| DMRE | Department of Minerals and Petroleum Resources (previously Department of Mineral Resources and Energy) |
| DoEL | Department of Employment and Labour |
| EAP | Employee Assistance Programme |
| EE | Employment Equity |
| ENG | Engineering |
| FET | Further Education and Training |
| FLC | Foundational Learning Competency |
| FLS | Financial Life Skills, |
| FY | Financial Year |
| GCC | Government Certificate of Competency |
| GET | General Education and Training |
| HDP | Historically Disadvantaged Persons |
| HET | Higher Education and Training |
| HO | Head Office |
| HRD | Human Resource Development |
| IDP | Individual Development Plans (under section 2 - HRD) |
| IDP | Integrated Development Plan (under section 3 - LED) |
| IISP | Intro Impala Supervisory Program |



| | |
|-------|--|
| ISP | Impala Supervisory Programme, |
| I&AP | Interested and Affected Party |
| KPI | Key Performance Indicators |
| LED | Local Economic Development |
| LM | Local Municipality |
| LRA | Labour Relations Act |
| LTD | Limited |
| LoM | Life of Mine |
| MPRDA | Mineral and Petroleum Resources Development Act (28 of 2002), as amended |
| MMC | Mine Manager’s Certificate of Competency |
| MQA | Mining Qualifications Authority |
| MWP | Mining Work Programme |
| NGO | Non-Governmental Organization |
| NQF | National Qualifications Forum |
| PGM | Platinum Group Metal |
| PTY | Proprietary |
| QCTO | Quality Council for Trades and Occupations |
| RDP | Reconstruction and Development Programme |
| RE | Remaining Extent |
| SDF | Skills Development Facilitator |
| SAQA | South African Qualifications Authority |
| SETA | Sectorial Education and Training Authority |
| SIA | Social Impact Assessment |
| SLP | Social and Labour Plan |
| SMME | Small, Medium or Micro Enterprise |
| SME | Subject Matter Expert |
| UIF | Unemployment Insurance Fund |
| WSP | Workplace Skills Plan |
| YTD | Year to Date |



LIST OF DEFINITIONS

| | |
|-------------------------|--|
| 18.1 | 18.1 refers to learners or training participants employed within the Company. |
| 18.2 | 18.2 refers to learners or training participants not employed within the Company. |
| Bursary | <i>External:</i> Financial grant to an unemployed youth qualifying for undergraduate studies at a university or University of Technology. <i>Internal:</i> Financial support to an employee to enrol for a career-related course or qualification at a tertiary institution to commence studies in his/her own time. |
| Calendar year | One year begins on January 1 st and ends on December 31 st . |
| Career Progression Plan | A roadmap detailing how an employee can advance in his/her career through the company. It is an on-going mechanism to enhance their skills and knowledge that can lead to mastery of their current jobs or can prepare them for future promotional opportunities. Documents such as an Individual Development Plan, Career Progression Plans, and Training Matrixes provide detail to employees entering employment, and/or training programmes. |
| Community | A coherent social group of persons with interest or rights in a particular area of land which the members have or exercise communally in terms of an agreement, custom or law. |
| Community Distance | A radius of sixty (60) km from the place of work. |
| Demographics | The numerical characteristics of a population (e.g., population size, age, structure, sex/gender, race etc.). |



| | |
|--|--|
| Experiential Training / Work Experience | The programme provides students from the Universities of Technology and/or FET Colleges with practical work experience (P1/P2) relevant to their studies, enabling them to obtain the relevant qualifications after completing the practical/ exposure period. Students are provided with experiential training in core disciplines such as, but not limited to, Metallurgy and Chemical Engineering, Chemistry, Mining, Finance, Human Resources, Engineering, Surveying, Environmental, and Rock Engineering fields. The duration of this programme depends on the tertiary institution's requirements and varies between 3 to 24 months. |
| Fast Tracking / Accelerated Training | Accelerated training programmes are implemented to assist identified employees in completing the training and/or work experience full time within one of the career paths available. Note: These targets are focussing on HDP candidates. |
| Financial Year | 12 Month period determined by an organisation used for accounting purposes in which the budget, profit, and losses are calculated in preparation for its financial statements. |
| Graduate Internship | The Internship Programme is a 12 – 24 months programme on a fixed-term contract offered to unemployed holders of degrees, diplomas, or N6 diplomas to gain relevant skills and experience related to their respective qualifications to ensure workplace readiness. Internships are provided mainly in the core disciplines of Mining, Engineering, Metallurgical, or Chemistry field but are not limited to core disciplines. The internship will enable Mining and Engineering graduates to gain the necessary exposure to prepare for the respective Government Certificates of Competency. This programme will be made available to all Ex-bursar Graduates as well as External (no-bursar) Graduates. |
| Historically Disadvantaged Persons (HDP) | Refers to Historically Disadvantaged Persons as defined in the Mineral and Petroleum Resources Development Act, 2002 (“MPRDA”). |
| Individual Development Plans (IDPs) | A document completed by an individual for the plan of self-development over a period of time, usually 12-18 months. This plan is then reviewed and discussed with supervisors to match the individual goals with company goals. They also discuss various options and approaches to achieve the plan. At the end of this period, the plan is reviewed to see how many goals are fulfilled and what the new goals and plans are for the following year. |



| | |
|--|---|
| Interested and Affected Parties (I&AP) | A natural or juristic person or an association of persons with a direct interest in the proposed or existing prospecting or mining operation or who may be affected by the proposed or existing prospecting or mining operation. |
| Judicial Review | Minerals Council of South Africa v Minister of Mineral Resources and Energy & Others, JDP 20341/2019, 21 September 2021. |
| Labour sending area | Areas from which many historical and current mineworkers are or have been sourced. |
| Learnerships | A work-based learning programme that leads to an NQF-registered qualification. Learnerships can be in the Artisan and or Non-Artisan disciplines. The Artisan Learnership will have a Trade as the outcome, and the Non-Artisan Learnership's outcome will be an occupational qualification. |
| Level of management | Refers to a line of demarcation between various managerial positions. |
| Life of mine | The number of years that a particular mine will be operational. |
| Mentorship | Mentorship is the influence, guidance, or direction given by a mentor. A mentor teaches or gives help and advice to a less experienced and often younger person. |
| Mine community | Communities where mining takes place and labour sending areas. |
| Mining Charter | The broad-based socio-economic empowerment Charter for the South African Mining and Minerals Industry. Taking into consideration the Judicial Review and notwithstanding the setting aside of certain clauses of the Mining Charter III, including the Inclusive Procurement, Supplier and Enterprise Development element, to the extent possible, Impala will continue to strive to achieve the MPRDA Transformation Objectives also using the clauses that have been set aside as guiding principles. |
| Mining Graduates | A person qualified by education, training, and experience in mining engineering. A person having a degree/diploma in mining or mineral engineering from an accredited college or university. |



| | |
|-------------------------------|---|
| Portable Skills | Employable skills which can be used productively in different jobs, occupations, and industries and are transferable between occupations and industries in support of generating an income beyond the “life of mine”. Portable skills enhance employee potential, leading to placement in alternative employment outside of mining activities and/or self-employment. |
| Skills Audit | <p>An audit to determine the education, skills, and/or experience of individuals within the company to assist in identifying gaps and developing employee training plans.</p> <p><i>Un-verified:</i> Skills and qualifications reported as advised by the individual and submitting a copy of the qualification and not verified in any way to confirm authenticity.</p> <p><i>Verified:</i> Individuals will provide relevant documentation supporting the reported qualifications and skills. Qualifications get verified through an agency for authenticity.</p> |
| Skills Development Programmes | These programmes are accredited through a SETA, comprise a cluster of unit standards, are seen as a ‘mini qualification’, and will constitute a credit towards an NQF registered qualification. |
| Social and Labour Plan (SLP) | A summary of principles and policies to guide the implementation of specific programmes which aim to aid socio-economic development and economic growth in the mine’s operation and labour-sending areas on an ongoing basis. |
| Social Fund | A trust fund that provides financing for investments targeted at meeting the needs of poor and vulnerable communities as informed by commitments made by companies in terms of their social and labour plans. |
| Sustainable development | The integration of social, economic, and environmental factors into planning, implementation, and decision-making to ensure that the mineral and petroleum resources development serves present and future generations. |
| Trainee Engineering Programme | A training programme aligned to develop engineers in all related engineering fields. The engineering fields incorporated on the mine are: Electrical and Chemical Engineering. These programmes could take 24 to 48 months to complete and enable permanently employed junior graduates or diplomat engineers to be appointed as engineers in their area of specialisation. |



The Programme provides relevant training, coaching, and mentoring to engineers in training to obtain their Government Certificate of Competency (GCC) or Mine Manager Certificate of Competence (MMC) in their area of specialisation. It is focused on employees who qualify for GCC or MMC.

WSP-ATR

A Workplace Skills Plan (WSP) and Annual Training Report (ATR) that is submitted to the relevant Sector Education and Training Authority (SETA) annually in compliance with Skills Development Legislation. The WSP projects the training plans of the company for the next year, whereas the ATR reports on the training which took place in the previous year in line with the company's previous training plan.



SECTION ONE:
INTRODUCTION
AND PREAMBLE



1.1. INTRODUCTION

In terms of the provisions of the Mineral and Petroleum Resources Development Act ((28/2002, as amended) (MPRDA), the mineral resources of our Nation are the common heritage of all the people of South Africa. Therefore, the responsible Minister must ensure the sustainable development of South Africa's resources whilst promoting economic and social development. The Social and Labour Plans, in accordance with section 23(d) MPRDA read together with Regulation 44 of the MPRDA, sets out the framework for effecting the entry of historically disadvantaged persons (HDP) into the mining industry and allows South Africans to benefit from the exploitation of mining and mineral resources. The elements and objectives of the MPRDA and the guidelines provided by the Mining Charter address the Social and Labour Plan as required by Regulation 46 of the MPRDA.

The Social and Labour Plan (SLP) is a prescribed requirement of the Mineral and Petroleum Resources Development Act (28/2002) (MPRDA). This document should be in place for the remaining life of every mining right, as amended every 5 (five years), in terms of a Section 102 amendment application. The plan is a summary of specific commitments and programmes which aim to aid socio-economic development and economic growth in the mining community on an ongoing basis. Progress regarding the specific commitments by Impala to socio-economic development will be reported annually in the SLP Reports and submitted to the regional offices of the Department of Mineral Resources and Energy (DMRE).

The objectives of the SLP (MPRDA Regulation 41) are to:

- Promote employment and advance the social and economic welfare of all South Africans;
- Contribute to the transformation of the mining industry;
- Ensure that holders of mining rights contribute to the socio-economic development of the areas in which they operate.

Impala Platinum Mine submits this SLP 4 in terms of Section 102 of the MPRDA.



1.1.1 Structure of the SLP

Impala Platinum Limited (“IMPALA”) is the holder of four (4) contiguous and conjoined Converted Mining Rights in the Magisterial/Administrative District of Rustenburg. It measures approximately 29,400 hectares and includes eleven (11) operating vertical shafts and five (5) associated with declines. In addition to the mining operation, Impala Platinum Limited includes Mineral Processes; the group’s smelting and concentrating plants, also located on the Impala Rustenburg Operation’s lease area. Impala Platinum Refineries (“IMPALA REFINERIES”), which includes both the base and platinum metals refineries, is situated in Springs, Gauteng.

Although these four (4) Converted Mining Rights are individual rights, they are conjointly operated as a single mine unit known as the Impala Rustenburg Operations and are subject to one (1) approved SLP.

1.2. PREAMBLE: IMPALA PLATINUM LIMITED (PTY) LTD

Impala Platinum Limited (“IMPALA”) is the holder of four (4) contiguous and conjoined Converted Mining Rights under DMRE reference numbers: NW 30/5/1/2/2/130 MR, NW 30/5/1/2/2/131 MR, NW 30/5/1/2/2/132 (10146) MR and NW 30/5/1/2/2/133 MR, in the Magisterial/Administrative District of Rustenburg. It measures approximately 29,400 hectares and includes eleven (11) operating vertical shafts and five (5) associated with declines. In addition to the mining operation, Impala includes Mineral Processes; the group’s smelting and concentrating plants, also located on the Impala Rustenburg Operation’s lease area. Impala Platinum Refineries (“IMPALA REFINERIES”), which includes both the base and platinum metals refineries, is situated in Springs, Gauteng.

1.2.1. Company Details

The below table sets out the company background information for Impala Platinum Limited (Pty) Ltd.



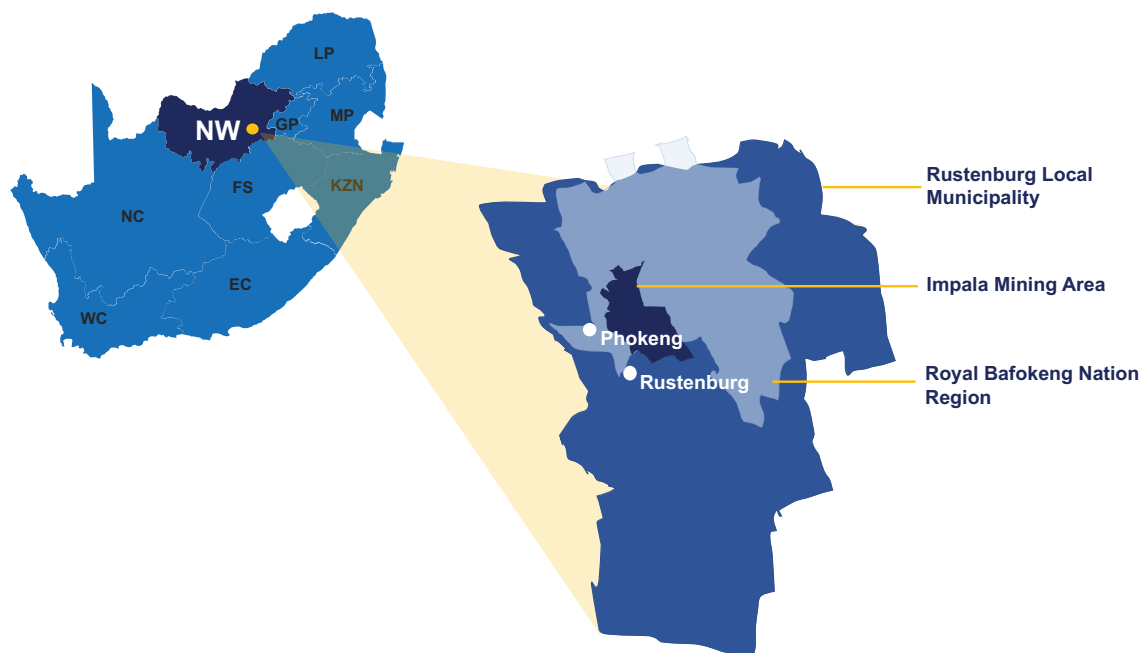
Table 1.1: Company Background information

| | |
|----------------------------|---|
| Name of Applicant | Impala Platinum Limited |
| Registration Number | 1952/071942/06 <ul style="list-style-type: none"> • Converted Mining Right MPT 35/2018 • Converted Mining Right MPT 15/2015 • Converted Mining Right Protocol no 599/2008 • Converted Mining Right Protocol no 600/2008 |
| DMRE Ref Numbers | <ul style="list-style-type: none"> • NW 30/5/1/2/2/130 MR • NW 30/5/1/2/2/131 MR • NW 30/5/1/2/2/132 MR • NW 30/5/1/2/2/133 MR |
| Name of Mine | Impala Platinum Limited - Rustenburg Operations Ltd |
| Postal Address | Impala Rustenburg Operations: PO Box 5683, Rustenburg, 0300 |
| Physical Address | Central Offices: Central Offices Beerfontein, 263 JQ, Phokeng, 0335, North West Province Head Office: No 2 Fricker Road, Illovo, 2169, Gauteng Province |
| Telephone Number | Head Office: (011) 731 9000 Central Office: (014) 569 000 |
| Email | investor@implats.co.za |
| Location of Mine | <p>The mine is located on the following farms within the jurisdiction of the Rustenburg Local Municipality in the Bojanala District Municipality.</p> <ol style="list-style-type: none"> 1. Boschkoppie 104 JQ (RE and ptn 2) 2. Elandsheuvel 282 JQ (ptns 1, 2, 5) 3. Reinkoyalskraal 278 JQ (RE, ptns 1,3) 4. Vlakfontein 276 JQ (the farm) 5. Welbekend 117 JQ (the farm) 6. Toulon 111 JQ (the farm) 7. Goedgedacht 110 JQ (RE and ptn 1) 8. Kleindoornspruit 108 JQ (the farm) 9. Doornspruit 106 JQ (the farm) 10. Hartbeestspruit 88 JQ (the farm) 11. Kookfontein 265 JQ (ptns 2, 3, 5, 11, 12, 14, 16, 20, 21, 24, 25) 12. Uitvalgrond 105 JQ (RE, ptn 1 and ptn 2) 13. Wildebeestfontein 274 JQ (the farm) 14. Beerfontein 263 JQ (ptn 2) 15. Turffontein 262 JQ (RE) 16. Vaalkop 275 JQ (the farm) 17. Goedgedacht 114 JQ (the farm) 18. Doornspruit Annex 109 JQ (the farm) |



| | |
|-------------------------------|---|
| Commodity | Platinum Group Metals, nickel ore, gold ore, cobalt, chrome ore, copper ore, silver ore, sulphur, sand manufactured from waste rocks and iron ore. |
| Life of Mine | As at 30 June 2023, the Life of Mine for the Impala Rustenburg is up to 2050. This was determined using a metal price forecast deck and anticipated R/\$ exchange rates available then. As these inputs change, the LoM could vary from this when revaluating June 2024, the following view date. |
| Financial Year of Mine | 1 July to 30 June |
| Responsible person | Moses Motlhageng, or his successor in title |

Figure 1.1: Location of the mine





1.2.2. Summary of Mining Rights

Table 1.2: Summary of Mining Rights

| Holder | Mining Right: DMR ref no Registration no | Minerals | Farm Name(s) and portion | Surface Rights Owners |
|-------------------------|---|---|--------------------------------------|--|
| Impala Platinum Limited | Converted Mining Right MPT 35/2018 | Platinum Group Metals, Nickel ore, Gold ore, Silver ore and Copper ore and chrome ore, cobalt, sulphur, sand (manufactured) from waste rock and iron ore. | Boschkoppie 104 JQ (RE) | Government of South Africa, land right use granted to the Royal Bafokeng Nation (RBN) & Robega Community |
| | DMR Ref No: NW 30/5/1/2/2/130 MR | | Boschkoppie 104 JQ (ptn 2) | (Estate late) Edbaal Rakgokong |
| Impala Platinum Limited | Converted Mining Right Protocol no 599/2008 DMR Ref No: NW 30/5/1/2/2/131 MR | Platinum Group Metals, Nickel ore, Gold ore, Silver ore, Copper ore AND chrome ore, cobalt, sulphur, sand (manufactured) from waste rock and iron ore. | Elandsheuvel 282 JQ (ptn 1) | Government of South Africa, held in Trust for the RBN |
| | | | Elandsheuvel 282 JQ (ptn 2) | Government of South Africa, held in Trust for the RBN |
| | | | Elandsheuvel 282J Q (Ptn 5) | Government of South Africa, held in Trust for the RBN |
| | | | Reinkoyalskraal 278 JQ (RE the farm) | Government of South Africa, held in Trust for the Bafokeng Tribe |
| | | | Reinkoyalskraal 278 JQ (ptn 1) | Evangelical Lutheran Church in Southern Africa (Western Diocese) |
| | | | Reinkoyalskraal 278 JQ (ptn 3) | Government of South Africa, held in Trust for the RBN |
| | | | Vlakfontein 276 JQ (the farm) | Government of South Africa, held in Trust for the RBN |
| | | | Welbekend 117 JQ (the farm) | Government of South Africa, Held in Trust for the RBN |
| | | | Toulon 111 JQ (the farm) | Government of South Africa, Held in Trust for the RBN |
| | | | Goedgedacht 114 JQ (the farm) | Government of South Africa, Held in Trust for the RBN |
| | | | Kleindoornspruit 108 JQ | Government of South Africa, Held in Trust for the RBN |
| | | | Doornspruit Annex 109 JQ | Government of South Africa, Held in Trust for the RBN |
| | | | Goedgedacht 110 JQ | Government of South Africa, Held in Trust for the RBN |
| Hartbeestspruit 88 JQ | Government of South Africa, held in Trust for the RBN | | | |
| Impala Platinum Limited | Converted Mining Right MPT 15/2015 | Platinum Group Metals, Nickel ore, Gold ore, | Uitvalgrond 105 JQ (RE) | Various family trusts managed by the Tutus Mathuloe Family |



| Holder | Mining Right: DMR ref no Registration no | Minerals | Farm Name(s) and portion | Surface Rights Owners |
|------------------------------------|---|---|--------------------------------------|---|
| | DMR Ref No: NW NW 30/5/1/2/2/132 (10146) MR | Silver ore and Copper ore AND chrome ore, cobalt, sulphur, sand (manufactured) from waste rock and iron ore. | | representatives (previously known as the Molotsane Family) and consisting of Huma / Molotsane / Mokgoko Families) |
| | | | Uitvalgrond 105 JQ (Ptn 1) | Various owners of the Mokgatle Family, of which the interest is managed by family representatives |
| | | | Uitvalgrond 105 JQ (Ptn 2) | Mokgatle Trust |
| | | | Kookfontein 265 JQ (Ptn12) | Seepi Farms Pty Ltd |
| Impala Platinum Ltd | Converted Mining Right Protocol no 600/2008 DMR Ref No: NW 30/5/1/2/2/133 MR | Platinum Group Metals, Nickel ore, Gold ore, Silver ore and Copper ore AND chrome ore, cobalt, sulphur, sand (manufactured) from waste rock and iron ore. | Wildebbeestfontein 274 JQ (the farm) | The farm Wildebbeestfontein 274 JQ was, over the years, subdivided into portions (1-21), of which some later became residential areas. The RE of the farm no longer exists. Consolidated into ptn 9 of Wildebbeestfontein 274 JQ. |
| | | | Wildebbeestfontein 274 JQ (ptn 1) | Government of South Africa, land right use granted to RBN |
| | | | Wildebbeestfontein 274 JQ (ptn 2) | No longer exists. Consolidated in ptn 9 Wildebbeestfontein 274 JQ |
| | | | Wildebbeestfontein 274 JQ (ptn 3) | Frajo CC |
| | | | Wildebbeestfontein 274 JQ (ptn 4) | Valditime (Pty) Ltd |
| | | | Wildebbeestfontein 274 JQ (ptn 5) | Now Freedom Park Ext 2. |
| | | | Wildebbeestfontein 274 JQ (ptn 6) | Rustenburg Local Municipality |
| | | | Wildebbeestfontein 274 JQ (ptn 7) | Estate Late Eliphas Motsuenyane |
| | | | Wildebbeestfontein 274 JQ (ptn 8) | Now township Freedom Park Ext 4 |
| | | | Wildebbeestfontein 274 JQ (ptn 9) | Rustenburg Local Municipality |
| | | | Wildebbeestfontein 274 JQ (ptn 10) | Estate Late Aaron Motsuenyane |
| | | | Wildebbeestfontein 274 JQ (ptn 11) | Does not exist. Subdivision of ptn 11 (from ptn 1) never materialized |
| | | | Wildebbeestfontein 274 JQ (ptn 12) | Rustenburg Local Municipality |
| Wildebbeestfontein 274 JQ (ptn 13) | Now Township Meriting Extension 1 | | | |



| Holder | Mining Right: DMR ref no Registration no | Minerals | Farm Name(s) and portion | Surface Rights Owners |
|--------|--|----------|-----------------------------------|---|
| | | | Wildebeestfontein 274 JQ (ptn 14) | Now Township Meriting Extension 3 |
| | | | Wildebeestfontein 274 JQ (ptn 15) | Now Township Meriting Extension 5 |
| | | | Wildebeestfontein 274 JQ (ptn 16) | Now Township Freedom Park |
| | | | Wildebeestfontein 274 JQ (ptn 17) | Now township Freedom Park Ext |
| | | | Wildebeestfontein 274 JQ (ptn 18) | Now Township Seraleng |
| | | | Wildebeestfontein 274 JQ (ptn 19) | Now Township Seraleng Ext |
| | | | Wildebeestfontein 274 JQ (ptn 20) | Now Township Meriting Extension 4 |
| | | | Wildebeestfontein 274 JQ (ptn 21) | Sasol South Africa Ltd |
| | | | Reinkoyalskraal 278 JQ (ptn 3) | Government of South Africa, held in Trust for the RBN |
| | | | Vlakfontein 276 JQ (the farm) | Government of South Africa, held in Trust for the RBN |
| | | | Vaalkop 275 JQ (the farm) | Government of South Africa, held in Trust for the RBN |
| | | | Kookfontein 265 JQ (ptn 2) | Government of South Africa, held in Trust for the RBN |
| | | | Kookfontein 265 JQ (ptn 3) | Government of South Africa, held in Trust for the RBN |
| | | | Kookfontein 265 JQ (ptn 5) | Government of South Africa, land Right use allocated to RBN |
| | | | Kookfontein 265 JQ (ptn 11) | Government of South Africa, land Right use allocated to RBN |
| | | | Kookfontein 265 JQ (ptn 14) | Government of South Africa, held in Trust for the RBN |
| | | | Kookfontein 265 JQ (ptn 16) | Government of South Africa, held in Trust for the RBN |
| | | | Kookfontein 265 JQ (ptn 20) | Government of South Africa, held in Trust for the RBN |
| | | | Kookfontein 265 JQ (ptn 21) | Government of South Africa, held in Trust for the RBN |
| | | | Kookfontein 265 JQ (ptn 22) | Government of South Africa, held in Trust for the RBN |
| | | | Kookfontein 265 JQ (ptn 23) | Government of South Africa, held in Trust for the RBN |
| | | | Kookfontein 265 JQ (ptn 24) | Government of South Africa, held in Trust for the RBN |
| | | | Kookfontein 265 JQ (ptn 25) | Government of South Africa, held in Trust for the RBN |
| | | | Beerfontein 263 JQ (ptn 2) | Government of South Africa, held in Trust for the RBN |



| Holder | Mining Right: DMR ref no Registration no | Minerals | Farm Name(s) and portion | Surface Rights Owners |
|--------|---|----------|---------------------------------------|--|
| | | | Turffontein 262 JQ (RE the farm) | Government of South Africa, held in Trust for the RBN |
| | | | Doornspruit 106 JQ (the farm) | Government of South Africa, held in Trust for the RBN |
| | | | Goedgedacht 114 JQ (the farm) | Government of South Africa, Held in Trust for the RBN |
| | | | Kleindoornspruit 108 JQ (the farm) | Government of South Africa, Held in Trust for the RBN |
| | | | Goedgedacht 110 JQ (RE) | Government of South Africa, Held in Trust for the RBN |
| | | | Goedgedacht 110 JQ (ptn 1) | Government of South Africa, Held in Trust for the RBN |
| | | | Turffontein 262 JQ (RE the farm) | Government of South Africa, Held in Trust for the RBN |



1.2.3. Location of the Mine

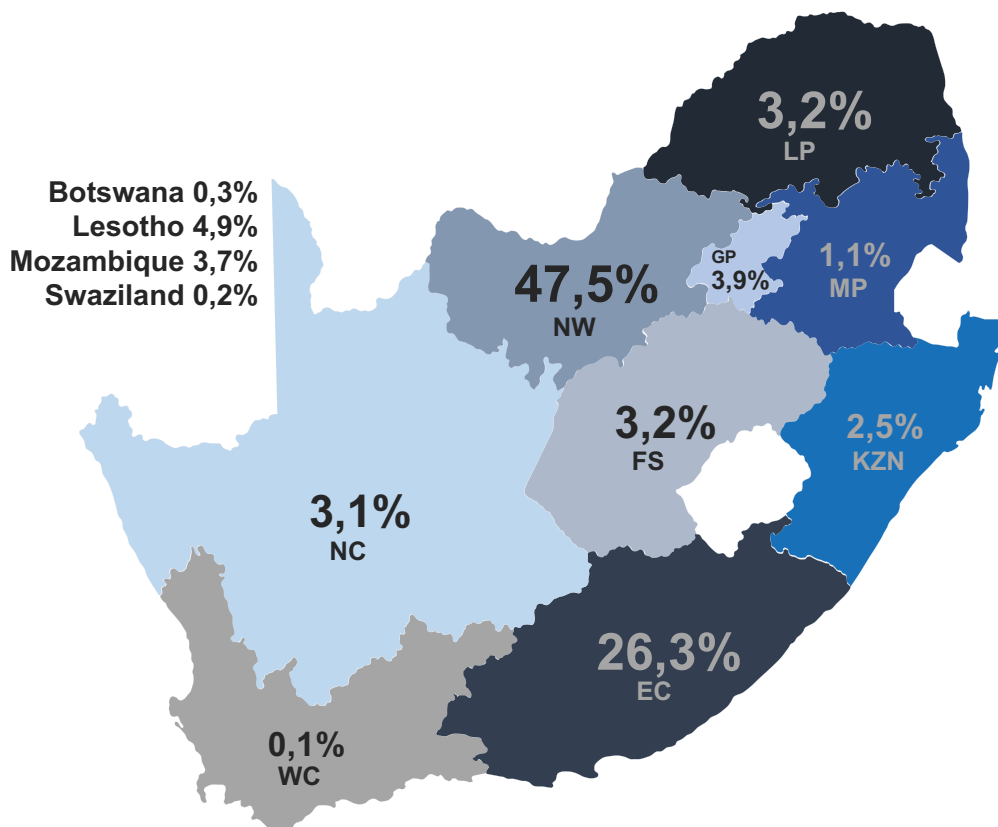
The Impala Rustenburg Operations are located approximately ten (10) kilometers north of the town of Rustenburg in the Rustenburg Local Municipality, within the Bojanala Platinum District Municipality in the North West Province. See Figure 3.1 for the location of the mine.

1.2.4. Geographic origin of employees

The majority of the mine's employees originate from the North West Province. The following figure summarises the labour-sending information for the total workforce at the Impala Rustenburg Operations mine as of June 2023.

The information may change during the life of the mine as the workforce settle permanently in the area surrounding the mine or as new workforce is employed. This information will be updated annually in the mine's Annual SLP Report.

Figure 1.2: Geographic location of Impala Platinum Limited employees





1.3. PREAMBLE: IMPALA PLATINUM REFINERIES

1.3.1. Company Details

Table 1.3. Impala Platinum Refineries is a division of Impala Platinum Limited.

| | |
|-------------------------------|---|
| Name of Applicant | Impala Platinum Limited – Refineries |
| Name of Mine | Impala Platinum Limited – Refineries is not a mine, but refines the ore from the Impala Platinum Limited – Rustenburg Operations Mine. |
| Postal Address | Impala Platinum Refineries: PO Box 222, Springs, 1560 |
| Physical Address | Impala Platinum Refineries Operations: Cnr Cowles Street & East Gebuld Road, Springs, 1561 Head Office: No 2 Fricker Road, Illovo, 2169, Gauteng Province |
| Telephone Number | Head Office: (011) 731 9000 Central Office: (011) 360 3111 |
| E- mail | investor@implats.co.za |
| Location of Refineries | Impala Platinum Refineries is located within the Ekurhuleni Metropolitan Municipality within the Gauteng Province. The Refineries are situated some five (5) kilometres from the Springs Central Business District (CBD). |
| Financial Year | 1 July to 30 June |
| Responsible person | Moses Motlhageng or his successor in title |

1.3.2. Summary of Mining

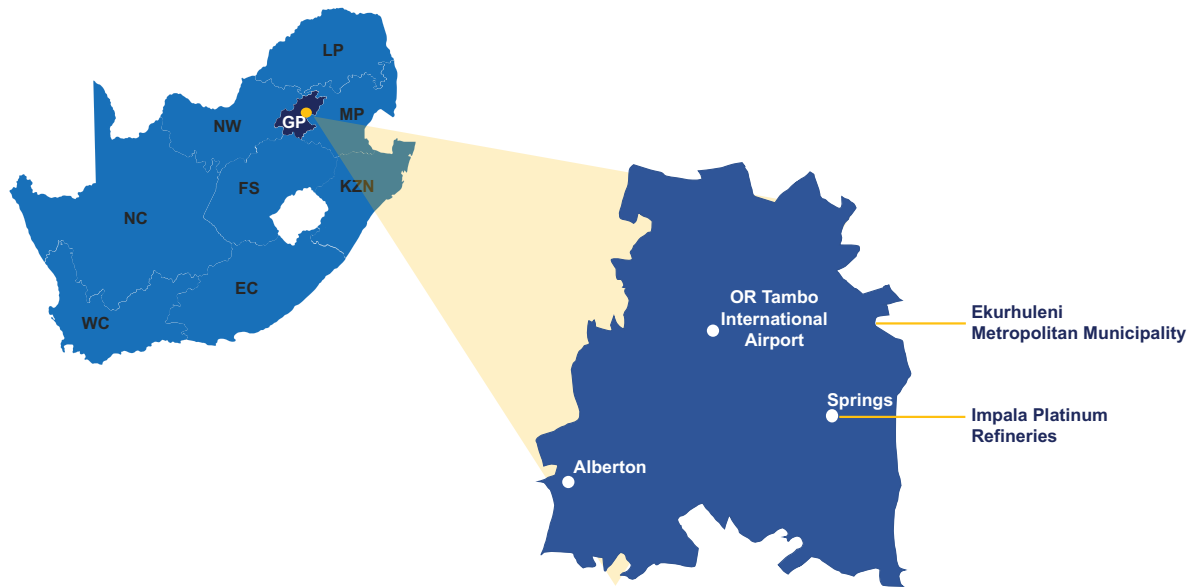
Impala Platinum Refineries (“IMPALA REFINERIES”) does not hold mining rights.

1.3.3. Location of the Refineries

Impala Platinum Refineries (“IMPALA REFINERIES”) is located within the Ekurhuleni Metropolitan Municipality within the Gauteng Province. The Refineries are situated some five (5) kilometres from the Springs Central Business District (CBD).



Figure 1.3: Map indicating the location of Impala Platinum Refineries



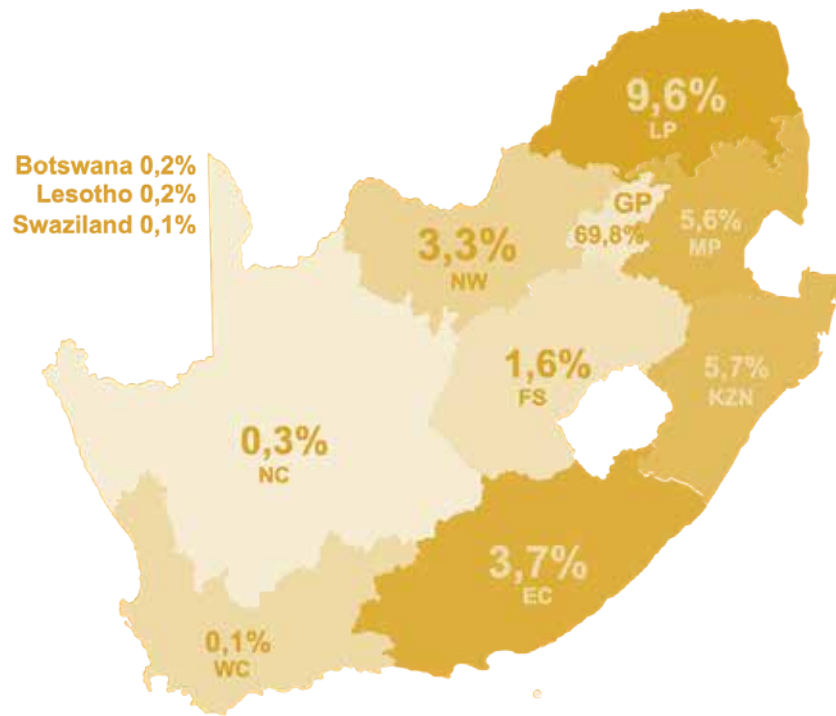
1.3.4. Geographic origin of employees

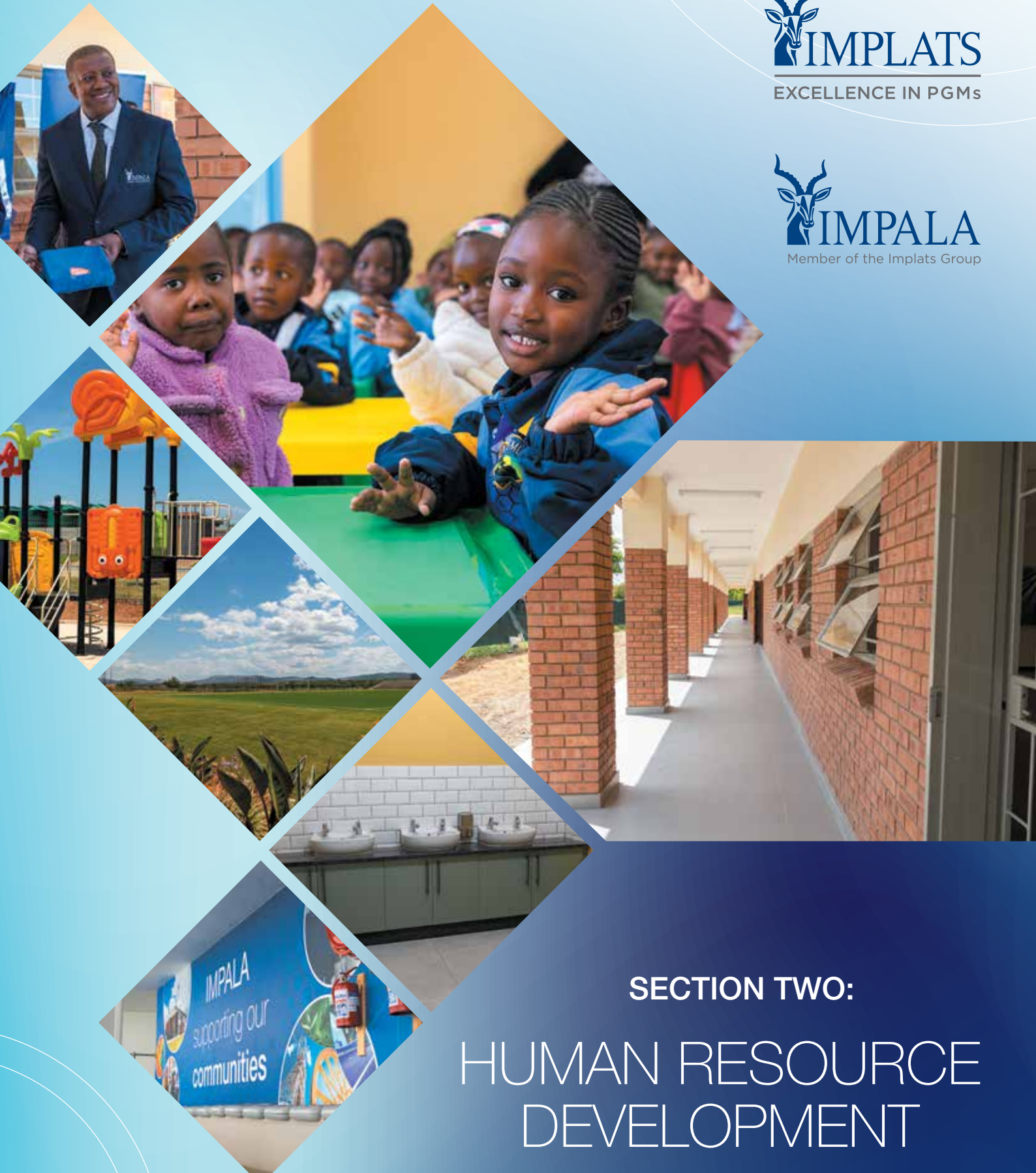
The majority of the mine's employees originate from the Gauteng Province. The following figure summarises the labour-sending information for the total workforce at the mine.

This information was compiled based on reported labour-sending destinations from the workforce. The information may change during the life of the mine as the workforce settle permanently in the area surrounding the mine or as new workforce is employed. This information will be updated annually in the mine's Annual SLP Report.



Figure 1.4: Geographic location of Impala Platinum Refineries employees





SECTION TWO:
**HUMAN RESOURCE
DEVELOPMENT**



2.1. INTRODUCTION

2.1.1. General Overview

Due to the developmental issues our country faces, Human Resource Development (HRD) practices are crucial for increasing knowledge, skills and capacities of personnel for the benefit of the industry and the country as a whole. Important issues are:

- Preparing employees to work effectively and efficiently, which in turn ensures that as Impala we have adequate human resources with capabilities needed for achieving goals. HRD can be seen as a complementary approach to other development strategies, particularly employment and reduction of inequalities.
- The unemployment crisis in South Africa. Unfortunately, the road to job creation has been plagued with challenges: rigid labour regulations, stifling minimum wage policies, and a mismatch between the skills required by industry and the skills available in the workforce. Thus communities are increasingly looking to companies to deliver jobs where the government is unable to meet the demand including the need for a shared national vision, effective leadership, improved education and skills development, The legacy of inequality in South Africa, which has meant that historically disadvantaged South Africans (HDSA's) and women have not been appointed or developed in core mining skills or professional or management positions; in addressing gender inequality and promoting women's career advancement. Despite progressive legislation, such as the Broad-Based Black Economic Empowerment Act and the guiding principles provided in the Mining Charter, which aimed to improve workforce diversity, women continue to face significant barriers to their career progression.
- The challenge of equitable access to quality education and skills development remains a paramount issue for the country's human resource development.
- The legacy of systematic sub-standard education for HDSAs has left large portion of the country's adult population illiterate or lacking the necessary skills. to contribute to productivity and economic growth.



Human Resource Development Strategy

HRD strive to provide training that consistently supports the operational strategic objectives (Safety, Production, Cost, and People), and helps cultivate a workforce that is highly engaged, skilled, and adaptable. In an increasingly globalized and dynamic business environment, the importance of human resource development cannot be overstated, as organizations seek to equip their workforce with the knowledge, skills, and capabilities necessary to navigate and thrive amidst rapidly changing market. The implementation of HRD strategy is aimed at ensuring that we have the right staff and right people (skilled and competent), right way (learning management system - LMS) in support of the operational strategy. The LMS is a useful training delivery technique in place that guarantees technical proficiency. Programmes for management and leadership development are offered to assist employees get ready for the future (setting each other up for success). A skills pipeline as per table 1, is in place and comprises of AET, bursars, graduates, learnerships, junior engineer, and cadets programme from labour-sending areas and mine communities to satisfy our social responsibility.

Strategic Objectives

As part of the operational strategy, we have put our focus on our operational strategic drivers, safety, production, cost, and people. We believe that great safety performance can create significant business value, and we are actively engaging our workforce to shape our future, thus our HRD objectives for FY25.

- Develop skilled and competent employees by monitoring the skills gaps identified by the staff skills matrices, this includes the recent NQF level 4 and 5 courses.
- Continually develop employees on Leadership and Supervisory programmes.
- Enrol employees to development programmes such as Miner Development Programme, Learnerships, Skills programmes, etc.
- Fully implement an electronic learning management system to improve training delivery, assessments, and tracking of the progress of a learner to avoid overstays and improve productivity of employees.

Based on the above, Impala acknowledges the importance of alignment with the Broad-Based Socio-Economic Empowerment Charter for the South Africa Mining and Minerals Industry (the amended Mining Charter) and undertakes to adhere to the requirements of the



MPRDA to ensure employees on the mine have access to Human Resource Development (HRD) Programmes, as outlined in this section. To maintain a profitable and sustainable business, the company strives to develop and retain a skilled, productive workforce drawn from the broadest spectrum of South Africans, particularly from our host communities.

The Human Resources Development Programme for Impala is based upon the Human Resources Development Plan derived from the annual HRD strategic planning process at the Impala Group level. It takes cognisance of the company's needs regarding its business plan (regarding human resources), prevailing legislation, and community and environmental perspectives. As such, human resources requirements are determined through the following key focus areas:

- The Mining Charter.
- The Social and Labour Plan (SLP).
- Local Economic Development Programmes (LED;)
- Company production and sustainability needs.
- Workplace Skills Plan and Annual Training Report (WSP-ATR).
- Broad-Based Black Economic Empowerment (B-BBEE).

This section indicates the HRD plans the Mine is committed to executing as part of its SLP commitments. The company undertakes the following in terms of Regulation 46(b) of the MPRDA and will, as such, be reported on in Section 2 of this report.

a. Skills Development:

- Contributing to employee skills initiatives (18.1) and Labour Sending Areas & Mine Communities (18.2).
- Communicate regularly and consult through the established Education and Skills Forum with organised labour regarding employee skills development.
- Compile and submit a Workplace Skills Plan (WSP) and Annual Training Report (ATR) to the Mining Qualifications Authority (MQA) as stipulated in the Skills Development Act 97 of 1998 and Mine Health and Safety Act (section 10) through consultation with organised labour.



- Encourage employee self-development in furthering their studies and endeavour to provide financial support in line with business needs (Impala discretion).
 - HRD initiatives are linked to achieving Employment Equity plans and as contained in the Mining Charter, sections 2.4, 2.4.6 and 2.4.8.
- b. Adult Education and Training (AET)
 - c. Learnerships (18.1 and 18.2)
 - d. Skills Development Programmes (SETA Skills Programmes)
 - e. Portable Skills
 - i. Soft Skills
 - ii. Employees/ Section 189
 - f. Core Occupational Training
 - g. Career Progression
 - h. Fast Tracking/Accelerated Training
 - i. Mentoring
 - j. Bursaries
 - i. Internal (18.1)
 - ii. External (18.2)
 - k. Graduate Internships and Experiential Learning

Impala undertakes to adhere to Section 101 of the MPRDA and ensure that all permanent employees on the mine or contractor employees have access to Human Resource Development Programmes facilitated or managed by either the mine itself or by the contracting companies. Timeframes and targets have been established for each programme in line with the HRD strategic business plan, and progress will be reported in the Impala annual SLP Reports.



2.2. COMPLIANCE WITH SKILLS DEVELOPMENT LEGISLATION

2.2.1. Overview

Impala complies with the requirements of all relevant skills development legislation, including the Skills Development Act (No. 97 of 1998), Skills Development Levies Act (No. 9 of 1999), Employment Equity Act (No. 55 of 1998) and the Labour Relations Act (No. 66 of 1995).

Table 2.1. Compliance with Skills Development Legislation & SETA Liaison

| | | |
|--|--|----------------------|
| Name of SETA | Mining Qualifications Authority (MQA) | |
| Registration number with the SETA | L520713662 & L410713855 | |
| Confirmation of having appointed a Skills Development Facilitator | Internally Appointed SDF per Operation | |
| Operations | Rustenburg | Refineries |
| Proof of submission of workplace skills plan and date of submission | 2023 – 25 May 2023 | 2023 - 15 May 2023 |
| | 2022 – 30 May 2022 | 2022 - 12 April 2022 |
| | 2021 – 02 November 2021 | 2021 - 10 March 2021 |
| | 2020 – 16 November 2020 | 2020 - 22 June 2020 |
| | 2019 - 01 July 2019 | 2019 - 12 April 2019 |

2.2.2. Paying Skills Development Levies (SDL)

The company pays its Skills Development Levies of 1% of the payroll amount to SARS monthly as required by law.

2.2.3. WSP-ATR Submissions

As required by the Skills Development Act, the company remains committed to compliance with skills development legislation; respective Workplace Skills Plans and Annual Training Reports are submitted annually as stipulated by the Skills Development Act.

2.2.4. Appointment of a Skills Development Facilitator (SDF)

Impala has appointed an internal SDF per Operation. The company established a good working relationship with the MQA and continues to better its understanding of the different skills development requirements and best practices. The SDF is responsible for planning and implementing the company's Human Resource Development plans. The SDF is furthermore responsible for establishing and continuing a skills development committee, SETA liaising and managing training grants.



2.2.5. Skills Development Committee

A formal Skills Development Committee, the Education and Skills Forum, equitably representing all races and gender consisting of labour and management, has been established. The committee is responsible for, amongst others:

1. Meeting regularly to discuss skills development-related issues.
2. Promoting skills development-related activities.
3. Discussing strategic training objectives and prioritising them.
4. Consulting on training plans.
5. Discuss career progression plans/paths for employees.
6. Representing the relevant stakeholders and giving feedback to them on skills development.
7. Meeting regularly to track the progress of training, identify problem areas and propose solutions.
8. Keeping accurate training records
9. Report on progress against set plans/ targets

2.2.6. Accreditation of Training Programmes/ Facilities

The Human Resources Development centres of Impala Platinum are ISO 9001:2015 certified. Impala Platinum Limited – Rustenburg Operations is fully accredited by the Mining Qualifications Authority (MQA) for all Seta registered programmes. It is also accredited by the Quality Council of Trades and Occupations (QCTO) for QCTO registered qualifications and registered by NAMB for all registered trades, and the Transport Education and Training Seta (TETA) for Lifting Machine programmes.

More details regarding the Training Venues and facilities the mine utilises can be found in Annexure B.



2.3. EDUCATION LEVEL OF EMPLOYEES

Impala conducted an internal skills audit in 2022 and 2023 to re-establish the current educational levels of its employees. The information gathered, along with the operational needs and realities forms the basis of the Skills Development plans within the company.

The results of the Skills Audit can be found in Figure 2.1. Full details on Employees skills can be found in Annexure D. The educational levels of the Impala workforce is also attached in Figure 2.2 (Form Q).

Figure 2.1. Skills Audit Findings Summary

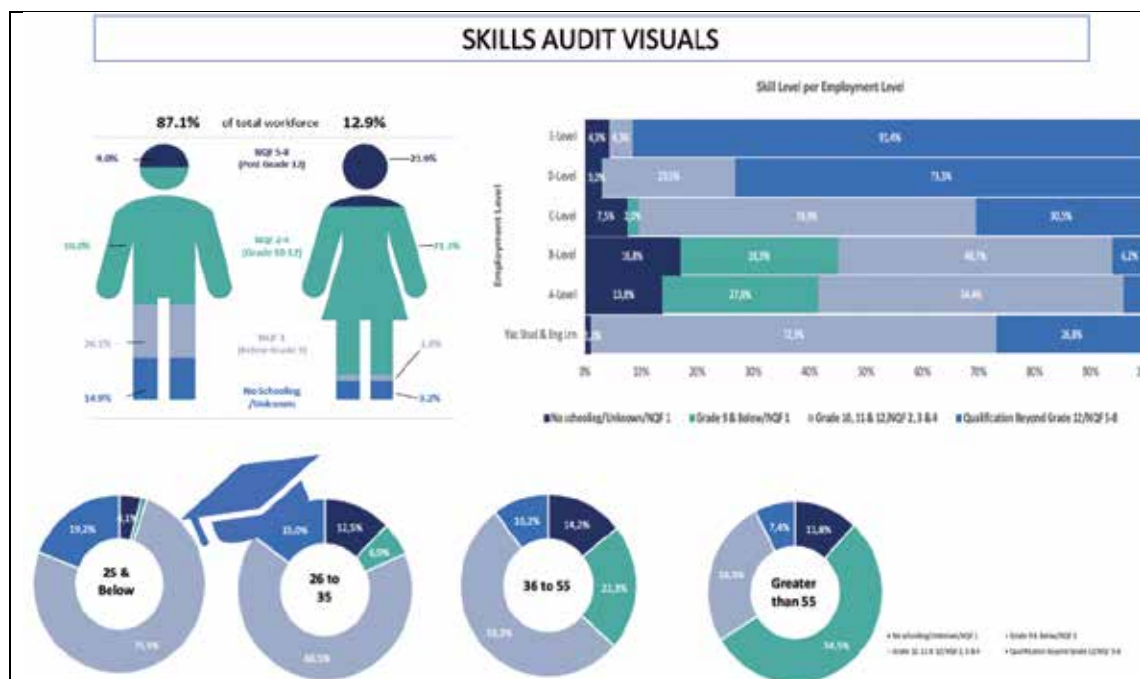




Table 2.2. Number and education levels of the Impala workforce (Form Q)

| BAND | NQF LEVEL | OLD SYSTEM | Male | | | | Female | | | | Total | |
|--------------------------------------|-----------|-------------------------------------|---------|--------------|-----------|-----------|------------|-------------|----------|----------|-----------|--------------|
| | | | African | Coloured | Indian | White | African | Coloured | Indian | White | Male | Female |
| General Education and Training (GET) | 1 | Unknown | 1077 | 5 | 5 | 51 | 103 | 2 | 0 | 3 | 1138 | 108 |
| | | No Schooling | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | Grade 0/Pre | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | Grade 1/Sub A | 62 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 62 | 2 |
| | | Grade 2/Sub B | 450 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 450 | 3 |
| | | Grade 3/Std 1/ABET 1 | 261 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 261 | 1 |
| | | Grade 4/Std 2 | 1373 | 0 | 0 | 2 | 14 | 0 | 0 | 0 | 1375 | 14 |
| | | Grade 5/std3/ABET 2 | 1534 | 1 | 0 | 8 | 42 | 0 | 0 | 0 | 1543 | 42 |
| | | Grade 6/Std 4 | 732 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 732 | 2 |
| | | Grade7/Std 5 ABET 3 | 3482 | 1 | 0 | 40 | 42 | 0 | 0 | 6 | 3523 | 48 |
| Grade 8/Std 6 | 2258 | 1 | 0 | 4 | 53 | 0 | 0 | 0 | 2263 | 53 | | |
| Grade 9/Std 7/ABET 4/NQF Lev.1 | 61 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 61 | 0 | | |
| Further Education and Training (FET) | | Grade 10/Std 8/N1 | 1816 | 2 | | 25 | 83 | 0 | 2 | 1843 | 85 | |
| | | Grade 11/Std 9/N2 | 3158 | 4 | 0 | 63 | 312 | 0 | 2 | 3225 | 314 | |
| | | Grade 12/Std 10/N3 | 7558 | 29 | 2 | 313 | 2124 | 5 | 2 | 7902 | 2175 | |
| Higher Education and Training (HET) | | Higher Certificates / Adv NCV | 239 | 0 | 0 | 33 | 133 | 0 | 5 | 272 | 138 | |
| | | Diplomas / Adv Certificates | 180 | 1 | 1 | 23 | 191 | 1 | 7 | 205 | 200 | |
| | | Bachelor's Degrees / Adv Diplomas | 145 | 6 | 4 | 29 | 145 | 0 | 3 | 184 | 162 | |
| | | Higher / Hons / Degrees / Prof Qual | 58 | 5 | 3 | 20 | 43 | 0 | 7 | 86 | 52 | |
| | | Master's Degree | 14 | 1 | 3 | 8 | 7 | 0 | 1 | 26 | 9 | |
| | | Doctorates | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | |
| | | TOTAL | | 24459 | 56 | 18 | 619 | 3300 | 8 | 9 | 91 | 25152 |

Form Q: Target include Rustenburg and Refineries Operation



2.4 SKILLS DEVELOPMENT PLAN

The Skills Development Plan aims to ensure that the environment and the leadership/ management of the company both create a culture that is conducive to ongoing learning and development for all employees and that all learning interventions result in lifelong learning.

This section indicates the HRD plans that the Mine is committed to executing as part of its SLP commitments with regard to:

- a. Adult Education and Training (AET)
- b. Learnership Development (18.1 and 18.2)
- c. Skills Development Programmes (SETA Skills Programmes)
- d. Portable Skills
 - i. Soft Skills
 - ii. Employees/ Section 189
- e. Core Occupational Training
- f. Career Progression
- g. Fast Tracking/Accelerated Training
- h. Mentoring
- i. Bursaries
 - i. Internal (18.1)
 - ii. External (18.2)
- j. Graduate Internships and Experiential Learning

For each section which Impala has committed targets on, a financial provisioning over the next five (5) years has been reflected. Financial provisioning is for targets set in SLP 4 only.

All of the tables that list the numbers of the learner programs are for new intakes only, continuations are not included because we can only report one beneficiary, per intervention, per year. Internal reporting processes continues to track continuation and finally consolidate with the MQA.



2.4.1. Adult Education and Training (AET)

It is in the interest of Impala to ensure that all its employees can read, write, and communicate in English (functional literacy) to ensure that any instructions and/or health and safety issues are clearly understood to enable employees to not only be more productive but also to ensure their safety by being able to read any communication expressed on notice boards, briefs, etc.

2.4.1.1. AET Undertaking

As part of its commitment to developing the educational base of its workforce, Impala implemented a Functional Literacy and Numeracy Programme, ensuring that all employees have access to further learning. The programme consists of Adult Education and Training (AET) aimed at providing good quality education and training to adult learners whilst ensuring that all learners are offered the opportunity to become functionally literate and numerate (to AET Level 4).

In addition, Impala will continue to train the full (NQF) Level 1 Qualification: Introduction to the Mining and Mineral Sector until the registration period for the qualification expires, as well as Foundational Learning Competency (FLC).

The following programmes are currently offered and will continue to be offered, taking into consideration the educational requirements of its workforce:

- a. Pre-AET (Foundational level Breakthrough).
- b. AET Level 1: Communication and Numeracy.
- c. AET Level 2: Communication, Numeracy, and Life Orientation.
- d. AET Level 3: Communication, Numeracy, Life Orientation, and Natural Science.
- e. AET Level 4: Communication, Numeracy, Life Orientation, and Natural Science.
- f. NQF Level 1: Introduction to Mining and Mineral Sector (for the duration of its registration)
- g. FLC: Foundational Learning Competency.



2.4.1.2. AET Implementation Strategy

The targets set are for employees to attend AET to improve the functional literacy of all employees and to enable them to enter career paths for future development. Full and part-time classes will be available for employees to reach the targets.

The skills audit conducted in 2023 will continue to guide the intake plans for SLP 4.

To ensure an increase in the number of employees enrolled for AET, the following initiatives are put in place:

- a. Increased management involvement, particularly from Human Resources, Production Management and Heads of Departments;
- b. Career paths open to employees who achieve AET level 4;
- c. Full time AET programmes have been increased to provide easier access to employees who have difficulty attending after hours. To meet targets, financial provision is made, this is however just a guideline and not provided as a unit of measure to the mine's performance.

To up-skill employees below Grade 9 with Numeracy, Literacy, Mathematical and Communication skills to be eligible for career progression in line with discipline specific career paths and requirements. This will be achieved by setting our AET learners up for success. Striving to deliver service excellence and to provide the learners with innovative and relevant training programmes per level.

2.4.1.3. AET Targets

The table below provides an overview of the Mine's SLP targets with regard to AET for its Mine Employees. Setting targets for Employees per level and the full or part time stream are often challenging due to the work force changes across shafts and departments that might vary over the years. Should targets on specific levels or intake streams not be viable, the training intakes on other levels and intake streams will be lowered and/or increased to ensure that the overall annual target will still be reached. Each AET level run on a 6 months schedule.



Table 2.3. AET Plan for Mine Employees (School of Excellence Rustenburg)

| AET Levels | Targets and timelines | | | | | |
|---------------------|-----------------------|------------------|------------------|------------------|------------------|--------------------|
| Employees | 2024 (Year 1) | 2025 (Year 2) | 2026 (Year 3) | 2027 (Year 4) | 2028 (Year 5) | TOTAL 2024-2028 |
| Pre-AET | 20 | 15 | 15 | 15 | 15 | 80 |
| AET 1 | 40 | 48 | 48 | 45 | 40 | 221 |
| AET 2 | 45 | 50 | 50 | 45 | 40 | 230 |
| AET 3 | 35 | 35 | 35 | 30 | 30 | 165 |
| AET Level 4/NQF1 | 42 | 42 | 42 | 40 | 40 | 206 |
| FLC | 8 | 0 | 0 | 0 | 0 | 8 |
| Total | 190 | 190 | 190 | 175 | 165 | 910 |
| Financial Provision | R27624000 | R27624000 | R27624000 | R25728000 | R25728000 | R134328000 |

Note: AET Plan for Mine Employees: Rustenburg only
 *FLC has no target as a change in legislature discontinuity

2.4.1.4. AET Programme Outcomes

Adult education and training is the general conceptual foundation towards lifelong learning and development, comprising knowledge, skills and attitudes required for social, economic and political participation and transformation applicable to various contexts. AET is flexible, developmental and targeted at the specific needs of particular audiences and ideally provides access to nationally recognised certificates.

Upon successful completion of an AET level qualification, a learner receives a certificate of competence. Over and above the social uplifting impacts of equipping our workforce with numeracy and functional literacy training, (particularly with respect to AET levels 1 and 2 Life Skills), AET Level 4 and FLC, facilitates access for the successful participants to enter the DMR Blasting Certificate, Artisan Aid Level 2 programme and Plant Operator occupational qualifications.

2.4.1.5. Pool of nominees for AET (Full Time & Part Time)

The qualifying criteria for an employee to attend AET is to have a qualification below Grade Nine (9) at the time of applying and/or have been identified by Placement Assessment to attend either AET Pre-AET or Level 1- 4. This is done as per the qualification skills audit conducted, In line with shaft succession plans and business plans per occupation, and in line with the individuals IDP.



2.4.2. Learnership Plans

2.4.2.1. Learnership Undertaking

Impala, through its active participation in the QCTO Occupational qualification and MQA learnership programmes, support of the MPRDA, the Mining Charter guidelines requirements and Employment Equity strategy in not only meeting the business' needs with regard to Learnerships but also the needs of the country.

The programme ensures that participants benefit from practical experience in the mining workplace and receive accredited training in the theory behind these chosen disciplines. The mine makes every effort to establish successful relations with the relevant SETAs and the training and education providers involved to facilitate the implementation of beneficial and effective Learnership programmes.

2.4.2.2. Learnership Implementation Strategy

The mine plans to appoint learners in line with the business plan and operational requirements in support of the mine's employment equity targets which may be reviewed occasionally. Envisaged learnership requirements for the next five (5) years are presented in Table 2.4. These targets have further taken cognisance of the company's experience to date. Based on the demographics of the area of operation, Impala Platinum places a high focus on HDP and WIM participation with regard to Learnership Programmes to facilitate the achievement of the mine's Employment Equity Plan and the SLP requirements. Impala will provide Artisan Learnerships split between 18.1 and 18.2 learners. The 18.2 new enrolments will focus mainly on sourcing from local mine communities, labour sending areas, and the Bojanala district. To meet targets, financial provisioning is outlined for each table where necessary. This provides a guideline on costs estimated and does not serve as for measuring purposes on the progress made by the mine.

2.4.2.3. Learnership Targets

The tables below present the learnership targets for Impala for a five (5) year period taking cognisance of the skills development plan, WSP and ATR, including business needs for the company and the employment equity strategies to achieve required targets.



An understanding of the length of each programme listed within the target table is required when considering the expected pass rates annually. Note that the qualifying rate for Artisan Learnerships is three (3) years from enrolment; enrolment targets are aligned to the learners completing the programmes to always maintain the required number of learners. The training targets are set within each training category (Artisan & non-Artisan) and not specific disciplines (e.g., Electrician) within the category of the number of new enrolments per annum. The specific disciplines will be determined per category annually, based on the business needs. Artisan learnership-targets are split between Section 18.1 (internal employees) and 18.2 (unemployed learners) and in accordance with the company’s business requirements. Artisan learnerships will include the following disciplines, Electrical, Mechanical Fitting, Boiler making, Diesel Mechanic, Rigging and Instrumentation.

All Engineering Artisan Learnership duration run for 36 months and the DMR Blasting run for two years, and WED, Geology L2, Strata control and others are 18 months. Communication regarding advertising, shortlisting, interviews, and psychometric testing, and onboarding is done with both internal and external stakeholders before the recruitment process. Continuous feedback where applicable, is submitted to the relevant stakeholders.

Table 2.4a. Learnership Intake Plan (Artisan and Non-Artisan)- School of Engineering: Rustenburg and Refineries

| LEARNERSHIP INTAKE | Targets and timelines | | | | | |
|------------------------------|-----------------------|---------------|---------------|---------------|---------------|-----------------|
| | 2024 (Year 1) | 2025 (Year 2) | 2026 (Year 3) | 2027 (Year 4) | 2028 (Year 5) | TOTAL 2024-2028 |
| Employees and Non Employees | | | | | | |
| Engineering (Artisan) - 18.1 | 24 | 17 | 23 | 11 | 17 | 92 |
| Engineering (Artisan) - 18.2 | 26 | 20 | 26 | 14 | 20 | 106 |
| Total | 50 | 37 | 49 | 25 | 37 | 198 |
| Financial Provision | R61 353 782 | R57 795 009 | R53 262 709 | R 56 758 472 | R53 283 980 | R282 453 953 |

Note:Learnership Intake Plan (Artisan and Non-Artisan): include Rustenburg and Refineries



Table 2.4b. School of Mining: Rustenburg

| LEARNERSHIP INTAKE | Targets and timelines | | | | | |
|--|-----------------------|------------------|-----------------|-----------------|------------------|------------------|
| | 2024 (Year 1) | 2025 (Year 2) | 2026 (Year 3) | 2027 (Year 4) | 2028 (Year 5) | TOTAL 2024-2028 |
| DMR Blasting Certificate (Non-Artisan) - 18.1 & 18.2 | 60 | 60 | 40 | 40 | 40 | 240 |
| Winding Engine Driver (Non-Artisan) - 18.1 | 4 | 0 | 4 | 0 | 4 | 12 |
| Total | 64 | 60 | 44 | 40 | 44 | 252 |
| Financial Provision | R10587562 | R10587562 | R8240672 | R8240672 | R8240 672 | R45897141 |

Note: Learnership Intake Plan (Non-Artisan): Rustenburg only

*Please note that the mine only trains the 18.1 (own employees) on these programmes.

2.4.2.4. Learnership Programme Outcomes

Artisan learnerships are linked to the QCTO qualification curriculum, and learners are issued with artisan trade certificates on achievement of all required learning outcomes. Non-Artisan learning programmes mainly focus on employees achieving the DMRE Blasting certificate and will be issued with a DMRE blasting certificate and license to blast, it also includes Learner Winding Engine Drivers and ad-hoc needs for learnerships in Geology and or Strata Control (for which no targets are set). Employees having the DMRE Blasting be appointed as Miners depending on the business need at the time (there is no obligation for appointment after training is completed).

2.4.3. Skills Development Programmes

2.4.3.1. Skills Development Programmes Undertaking

Impala Platinum Limited (Impala), in line with the Human Resources Development Plan and strategy, will provide core business skills training to ensure each employee meets the legal requirement of their position. Continuously develop and implement appropriate skills training programmes as and when required and becomes available. Impala will continue to convert the training and development programmes towards either learnerships or skills programmes, as and when these are released by SAQA and the QCTO, incorporating work related skills development programmes if required.



2.4.3.2. Skills Development Programmes Implementation Strategy

As per the requirements of safety Legislation, Impala Rustenburg operations will continue to ensure the relevant employees qualify under the Competent A, Competent B, Blasting Assistant, and Occupational Health and Safety Representative accredited skills training programmes as required by their respective position. These interventions satisfy the minimum requirements and experience for a position, ensuring everyone is equipped to perform fully in his/her position and will form part of initial training for new entrants as well as for occupational re-classification and promotions.

Over and above the training programmes listed above, training is also offered in other registered skills programmes to ensure portability of skills within the Sector, such as Artisan Aide Level 2, Rock Drill Operator, Trackless Machine Operator, Scraper Winch Operator, Loco and Loader Operator, Construction, Onsetter, Medium Voltage and various Metallurgical and Assaying skills programmes.

2.4.3.3. Skills Development Programme Targets

Table 2.5 presents the targets for Skills Development Programmes for a five (5) year period. The targets are based on expected annual turnover figures as determined by historical data and skill requirements in the future, in line with the business plan and aligned with the core skills priorities in the Workplace Skills Plan (WSP). Ultimately, however, the enrolments to these programmes will be needs based in respect of new appointments or re-class/promotions.

Table 2.5. Skills Development Programmes

| SKILLS DEVELOPMENT PROGRAMME | Targets and timelines | | | | | |
|------------------------------|-----------------------|---------------|---------------|---------------|---------------|-----------------|
| | 2024 (Year 1) | 2025 (Year 2) | 2026 (Year 3) | 2027 (Year 4) | 2028 (Year 5) | TOTAL 2024-2028 |
| Employees and non-employees | | | | | | |
| Mining | 1660 | 1660 | 1347 | 1347 | 1347 | 7361 |
| Engineering | 30 | 30 | 30 | 30 | 30 | 150 |
| Processing Lab | 80 | 42 | 42 | 42 | 42 | 248 |
| Safety | 205 | 195 | 180 | 190 | 180 | 950 |
| Other | 25 | 28 | 26 | 25 | 25 | 129 |



| SKILLS DEVELOPMENT PROGRAMME | Targets and timelines | | | | | |
|------------------------------|-----------------------|-------------|-------------|-------------|-------------|-------------|
| | Total | 2000 | 1955 | 1625 | 1634 | 1624 |
| Financial Provision | 0 | 0 | 0 | 0 | 0 | 0 |

Note: Skills Development Programmes Plans: Rustenburg and Refineries

*Targets reflect number of employees, New Intake, and Reclass

Targeting on employees who have outstanding training on different skills programmes. These will be achieved within 6 months duration per learner and per skills programme. With the current slump in PGM prices it is affecting our recruitment plans, thus affecting the number of Core Skills HRD targets. As and when the situation, and recruitment picks up, HRD will push the targets through.

There is no Financial Provision made on skills programme because they run concurrently with core occupational training interventions internally, and delivered by Impala Platinum's Trainers.

2.4.3.4. Skills Development Programme Outcomes

Whilst the completion of the training for Competent A, Competent B, Blasting Assistant, and Occupational Health and Safety Representative Skills programmes qualifications amongst relevant employees will facilitate the mine's compliance to the Mine Health and Safety Legislation, the relevant employees will further receive accredited qualifications which are transferable across the mining sector and are therefore portable skills within the mining industry. Amongst these portable skills will be the Artisan Aide Level 2, Rock Drill Operator, Trackless Machine Operator, Scraper Winch Operator, Loco and Loader Operator, Construction, Onsetter, Medium Voltage and various Metallurgical and Assaying skills programmes. Flotation, Water Reticulation, Ore Reception, Primary Sample Preparation in an Analytical Laboratory, Secondary Sample Preparation in and Analytical Laboratory, Separation of Precious Metals by means of the Fire Assay Technique and Occupational Health and Safety activities for: Part Time/Workplace Representatives and Shop Stewards in the Mining and Minerals Skills programmes are accredited through the MQA SETA, QCTO, CETA and TETA



2.4.4. Portable Skills Training

2.4.4.1. Portable Skills Undertaking

Impala will, as part of their skills development plan and retrenchment management programme, provide training in portable skills., providing learning opportunities and through this training, increase employee marketability and employability in the open labour market and ensure such training programmes are adapted as required by the needs of the mine's employees. The main aim of the portable skills training is to provide the employees with skills to ensure those affected by retrenchments, incapacitation, or retirement will be able to generate an income or have the ability to create self-employment beyond the "life of mine" and/or current employment at the Mine.

All personnel who are retiring or whose services are terminated for medical reasons are eligible to participate in non-mining skills training. Regarding this portable skills training, the goals are shown in the table below. Employees choose the kind of training they wish to attend, and these courses are offered voluntarily.

2.4.4.2. Portable Skills Implementation Strategy

Impala will, in partnership with credible service providers, continue to offer specially designed portable skills training to equip all employees, in service and exiting, with the ability to create self-employment opportunities at times of downscaling/mine closure or early retirement or incapacitation ("beyond the life of mine").

Targets are set as an overall annual target for soft skills training such as financial literacy, computer skills, supervisory, management and leadership training. The type of training programmes will be determined as and when implemented. Portable skills programme choices are made in consultation with organised Labour on the needs of employees at the time and can change from time to time.

Financial provisions in the case of downscaling or mine closure will be made and discussed in Section 4 and Section 5 of the document. In order to meet annual targets, financial provision is made, this is however just a guideline and not reflected as a target.



2.4.4.3. Portable Skills Targets

The portable skills training plan for soft skills is developed in line with occupational development plans and training programmes within the career path, providing the required critical skills. Portable skills courses/training programmes outside the mining industry are detailed and defined through consultation with Organised Labour in the Education and Skills Forum. Competence certificates are issued at the end of successful completion of the courses.

Table 2.6. All HRD Areas: Rustenburg and Refineries

| PORTABLE SKILLS | Targets and timelines | | | | | | |
|-----------------------------------|-----------------------|-----------------|------------------|------------------|------------------|------------------|------------------|
| | Employees | 2024 (Year 1) | 2025 (Year 2) | 2026 (Year 3) | 2027 (Year 4) | 2028 (Year 5) | TOTAL 2024-2028 |
| Basic PC | | 35 | 23 | 23 | 23 | 20 | 127 |
| BBS | | 80 | 80 | 80 | 80 | 80 | 400 |
| FLS | | 80 | 80 | 80 | 80 | 80 | 400 |
| IISP | | 80 | 70 | 70 | 70 | 70 | 360 |
| ISP | | 80 | 80 | 80 | 80 | 80 | 400 |
| PS: Basic Comp | | 80 | 80 | 80 | 80 | 80 | 400 |
| PS: Basic Electrical | | 40 | 20 | 20 | 20 | 20 | 120 |
| PS: Basic Plumbing | | 40 | 20 | 20 | 20 | 20 | 120 |
| PS: Basic Poultry | | 30 | 20 | 20 | 20 | 20 | 110 |
| PS: Basic Welding & Cutting Torch | | 40 | 56 | 55 | 55 | 50 | 261 |
| PS: Engineering Skills -Welding | | 20 | 26 | 26 | 26 | 25 | 124 |
| PS: Entrepreneurial Skills | | 74 | 72 | 71 | 71 | 70 | 368 |
| Supervisory Courses 1-3 | | 70 | 70 | 70 | 70 | 70 | 350 |
| Total | | 769 | 699 | 694 | 694 | 684 | 3540 |
| Financial Provision | | R156 000 | R 156 000 | R 156 000 | R 156 000 | R 156 000 | R 780 000 |

Note: Portable Skills Training plan is for Incapacitated, Retirees and Retrenched

*Possibilities of employees higher number targeted in Technical Skills training remains a challenge because incapacitated are allowed to attend certain skills training permissible by the medical practitioner in relation to the health and wellbeing of such employee



2.4.4.4. Portable Skills Programme Outcomes

The aim of providing Portable Skills Training to employees are to allow employees the ability to find employment in a different job, occupation, or industry and/or to create self-employment opportunities at times of downscaling/mine closure or early retirement or incapacitation.

2.4.5. Core Business Training

Impala's core business is mining and will remain so for the life of the mine. For this reason, the company will direct a major portion of its training and development resources to develop mining, engineering and plant related competencies and skills. Core skills refer to the skills that are essential to the basic functioning of the sector. These include skills that new entrants to the sector would need to support sector production safely and efficiently. Core skills also include the additional skills that workers in the sector need to stay abreast of changes, such as the impact of new technology developments and/or to be reclassified to new jobs.

2.4.5.1. Core Business Training Undertaking

The Mine will continue to develop staff, maintain, and continuously upgrade the training facilities on the mine to train employees in its core business areas. Furthermore, Impala will continue to equip mining, engineering, metallurgical and plant employees with unit standard, outcome-based training learnerships and skills programmes, as required and available by the SAQA, QCTO and the relevant SETA. Impala is continuously training employees on Core Business Training to ensure they are skilled for their expected tasks. These skills are valuable not only to the company but also to the employees for future career growth.

In addition to the core business training within each discipline, Impala will carry out Ex-leave training to ensure continuous improvement, upliftment of the workforce, and awareness of any changes within the processes or standards. Ex-leave will be conducted on an ongoing basis during the life of the mine as employees return from leave and/or re-engagement for whatever reason. The duration of the refresher training facilitates the opportunity for key communication processes to employees to take place (on issues such as AET programmes, portable skills programmes, career paths, nutritional awareness, HIV/Aids, etc).



Table 2.7b (Form R) presents the current hard to fill vacancies for Impala. These forms will be completed annually and submitted as part of Impala’s annual SLP report. Impala has no vacancies to report, as no position has been vacant for 12 months or longer.

2.4.5.2. Core Business Training Implementation Strategy

Impala is committed to training skills development and core business training throughout the life of mine as it has been doing in the past. This training is being conducted at the Mine’s on-site training centres.

2.4.5.3. Core Business Training Targets

The Core Business Training targets for Impala is projected below, taking cognisance of the company's business needs, the company's employment equity strategies of the company as well as the Individual Development Plans (IDP). The pool is dependent on the Business need.

Table 2.7a Core Occupational Technical Training and Ex-Leave Induction

| CORE BUSINESS TRAINING | Targets and timelines | | | | | | |
|--|-----------------------|---------------|---------------|---------------|---------------|---------------|-----------------|
| | Employees | 2024 (Year 1) | 2025 (Year 2) | 2026 (Year 3) | 2027 (Year 4) | 2028 (Year 5) | TOTAL 2024-2028 |
| Core Occupational Training | | 4925 | 4825 | 4075 | 3985 | 3975 | 21785 |
| Occupational Ex-Leave/Induction Training | | 8990 | 9090 | 7890 | 7990 | 7690 | 41650 |
| Total | | 13 915 | 13 915 | 11 965 | 11 975 | 11 665 | 63 435 |

Note: Core Occupational Training Plans: Rustenburg and Refineries

*Targets reflect number of employees, New Intake, and Reclass and Ex-leave/Induction.

2.4.5.4. Core Business Training Outcomes

The aim of Core Business Training is not only to ensure effective and efficient business processes but also to allow career progression opportunities for employees. The career paths in annexure C demonstrate where employees can move to on completion of their core business training based on the availability of vacancies. These career paths are communicated during the core training and ex-leave and induction programmes. The career paths merely reflect career progression opportunities and do not necessarily mean all employees will automatically be able to progress. It remains dependent on vacancies opening.



2.5. HARD-TO-FILL VACANCIES

Hard-to-fill occupations refer to occupations which employers struggle to find candidates for, for a sustained period, not only because there is an absolute scarcity in the country but rather owing to one or more of the following reasons (otherwise known as relative scarcity):

- Geographical location
- Employment equity
- Industry attractiveness
- Employee readiness
- Replacement demand

The MQA publishes a list of scarce skills annually. The scarce skills can be directly linked to hard to fill positions. The company ensures that it is aware of these scarce skills and hard to fill positions so that training can be done accordingly. In doing so, the company can ensure a continuous supply of candidates for such positions.

The MQA (through DHET) reports Hard-to-Fill-Vacancies as those positions vacant for six months or longer.

Table 2.7b (Form R) presents the current hard to fill vacancies for Impala for positions which have been vacant for 12 months or longer. These forms will be completed annually and submitted as part of Impala’s annual SLP report. In conjunction with the SETA WSP submission through the Education and Skills Forum, Hard-to-Fill-Vacancies, are reported and discussed as and when it is reported (6 months vacant). This provides an opportunity to ensure internal gaps identified for employees to fill vacancies are recorded, plans put in place to address gaps and to prepare internal candidates for future positions.

Currently, Impala has no vacancies to report, as no position has been vacant for 12 months or longer.

Table 2.7b. Hard to fill vacancies for the past 12 months (Form R)

| OFO CODE (OCCUPATION LEVEL) | HARD TO FILL OCCUPATION | REASONS FOR SCARCITY |
|-----------------------------|-------------------------|----------------------|
| No Vacancy | Nil | Nil |



2.6. CAREER PROGRESSION (PATH) PLAN

2.6.1. Career Progression Undertaking

Impala upholds the philosophy that every employee should be given the opportunity to develop within one of the career progression paths available. To this end, the Mine has developed career paths per discipline to assist employees in identifying appropriate career paths and become familiar with the requirements at each level of the employee's career path.

A career development path provides employees with an ongoing mechanism to enhance their skills and knowledge that can lead to mastery of their current jobs, promotions, and transfers to new or different positions. Employees are generally more engaged when they believe their employer is concerned about their growth and provides avenues to reach individual career goals while fulfilling the company's mission.

Impala has a well-established career progression plan whereby successors are identified and developed to cater for immediate and future human resource needs. The Career paths of the core discipline have been attached in Annexure C.

2.6.2. Career Progression Implementation Strategy

To demonstrate the integration of the career path strategy at Impala Platinum with the broad skills development programme and the specific requirements of the employment equity targets, it is important to note the following:

- The Career Progression Plan targets (in Table 2.8.a) reflect the number of employees (Paterson A4 to C Levels) from the total workforce base who will participate in identified key training programmes in line with their Career Progression strategy.
- Therefore, the career progression programme and succession planning programme are implemented with varying focuses on differing pools of employees: either the total workforce; or different sections of the workforce. As such, these programmes reflect an integrated approach towards employment equity and skills development objectives. These plans take into consideration



the Mining Charter guidelines as specified in sections 2.4.7 and 2.4.8 of the Charter.

- The strategies and plans reflected in these tables (Tables 2.8 to 2.10) have been utilised to inform the strategies for achieving HDPs in management as part of the employment equity plan but are not limited to HDP employees.

Career progression plans are seen as a roadmap detailing how employees can advance in their careers through the company. It is an on-going mechanism to enhance their skills and knowledge that can lead to mastery of their current jobs or in preparation for future promotional opportunities. Documents such as an Individual Development Plan, Career Progression Plans, and Training Matrixes provide details to employees on entering employment and on training programmes.

Career progression paths will focus mainly on development for vertical growth opportunities, with others aiming to enhance current job capabilities within the same career or at the same level in another discipline, aimed at changing career paths for future growth opportunities. The Career Progression Plan forms part of human resource interventions that are planned for the mine.

2.6.2.1. Generic Career Plans

In line with the Impala career paths model, all employees go through a new-employee induction programme informing them of the progression requirements within their career path determined according to their discipline. Career development refers to the process an individual may undergo to evolve their occupational status. It is the process of making decisions for long term learning, to align personal needs of physical or psychological fulfilment with career advancement opportunities.

Through a thorough induction process, all employees understand what they have been employed to do and to what standard in both an individual role and their role within their team/department/area they are expected to perform. These profiles will also be the standard to which selection criteria are set in assessing employees for progression.



Generic career paths per discipline showing timeframes, specific needs, and requirements per level to assist employees in identifying appropriate career paths, as well as to become familiar with the conditions at each level within their chosen path, are presented in detail in Annexure C.

Following the generic career path communication process to all employees, Individual Development Plans are developed to assist employee development. Individual development plans are reviewed regularly, and assistance is given where and when needed. Furthermore, career awareness is done through career guidance, mentoring, coaching, internships programme, courses, conferences/seminars/workshops, job shadowing and induction programmes.

Table 2.8a. presents the career progression targets per developmental discipline for Impala Platinum. As can be seen, the table details the exact career path the identified individuals will progress along (that is, their starting occupation and the occupation they are working towards) in conjunction with the specific training intervention utilized to facilitate this career progression. Targets have been based on the skills development plan at the mine and results from discussions with employees to date. Career plans are intentionally supporting employees who are engaged in any skills development, training and further studying opportunities. They are aimed at up-skilling workforce in lower employment levels to prepare them for career progression, succession planning opportunities and supervisory levels.

2.6.3. Career Progression Targets

Table 2.8a. below set out the career progression targets per developmental discipline for Impala. Targets have been based on the skills development programmes and future career progression opportunities at the mine and change based on operational needs at the time, these are inclusive of various programmes and will be reported annually.

2.6.4. Succession Planning

To ensure progression of our employees, Impala identify employees for succession planning as and when the need arises and provides them with the necessary training (in house or external) for them to obtain new skills required for current and future career opportunities as identified on the employee's IDP, addressing the identified gaps required to accelerate in future. Certain Successors will be reported under fast



tracking, career progression and mentoring, as these are the programmes in place to ensure successors are developed for future positions.

Impala places particular focus on the development of women to enable the company to meet the employment equity targets at various levels. This would be achieved through skills programmes in respect of fields of disciplines and experiential training. Furthermore, succession planning for Middle and Senior Management remains a focus area for Impala. Talent is continually identified on all levels and suitable candidates will be developed through the career progression plans, accelerated training programmes, and mentorship programmes.

The above-mentioned interventions form part of Impala's strategy to ensure that career progression takes place in the company and that each individual employee of the company will receive equal and fair treatment, and are afforded the same opportunities to develop long and lasting careers with multiple growth opportunities within the company.

Career progression takes place in accordance with the industry's occupational categories/levels, which means depending on the entry-level skills of the employee, employees will then be developed, using various methods to progress to the level superseding their current level.

Talent forums are ongoing where champions focus on different aspects in identifying talent pools, i.e., minimum requirements of the job, turnover, retirement age, performance, potential and Employment Equity. This is to ensure that a fair and consistent process is followed across the operations. The emphasis is on identifying potential HDP successors for D and E and F level positions, coming from C and C-Upper levels to the D-band, within the D-band and into the E/F-band. Annual targets are set for new identified successors across the organisation, as presented in Table 2.8. Progressive figures will be reported annually. Monitoring of successors in terms of movements (turnover and promotions) and readiness is reported on an ongoing basis and will be evaluated annually.



To ensure the effectiveness of the Talent Forums, succession planning is monitored and reported at different levels within the company. The shaft Talent Forum discuss talent pools and succession plan at that level, and it take place on a quarterly basis. The second level is the Functional Talent Forum whereby Functional Executive in the Operations are chairing these forums, this too is monitored on a quarterly basis. The third level is on the Group level whereby the Group Functional Executive chairs the forum. The Group Talent Forums are held annually. These processes are not limited to identification of employees close to retirement, the readiness of their successors, development plans, acting and relieving feedback form, career panels and the time frames.

2.6.5 Fast Tracking Targets

This is a program for high potential pre-identified employees who demonstrates exceptional performance, skills and dedication. The fast tracking can be done through, amongst others, recognition of prior learning, mentoring, coaching, on the job training and job shadowing. Qualifying identified individuals are accelerated through their career progression(path), it involves a quick move through the ranks and by-passing the traditional route of career route.

2.6.6. Career Progression Targets

Table 2.8. below set out the career progression targets per developmental discipline for Impala. Targets have been based on the skills development programmes and future career progression opportunities at the mine and change based on operational needs at the time, these are inclusive of various programmes and will be reported on annually.



Table 2.8a. All HRD Areas: Rustenburg and Refineries

| CAREER PROGRESSION TARGETS | Targets and timelines | | | | | | | TOTAL 2024-2028 |
|----------------------------------|--|---|---------------|---------------|---------------|---------------|---------------|-----------------|
| | Current Training Intervention | Target Position Working Towards | 2024 (Year 1) | 2025 (Year 2) | 2026 (Year 3) | 2027 (Year 4) | 2028 (Year 5) | |
| Engineering | Learner Programme | Trade/OCC Certificate/ GCC | 74 | 138 | 71 | 72 | 64 | 419 |
| Artisan/Plant Supervisor/Foreman | Foreman/Plant Supervisor Development Programme | Intermediate Management Programme Certificate | 39 | 42 | 40 | 39 | 39 | 199 |
| Mining | Learner Programme | Occupational Certificate/DMRE Certificate | 608 | 608 | 444 | 444 | 444 | 2548 |
| Graduate | Graduate Development Programme | Work Experience &/Employment | 28 | 30 | 33 | 34 | 26 | 151 |
| TOTAL | | | 749 | 818 | 588 | 589 | 573 | 3317 |

Note: Carer Progression Plans: Rustenburg and Refineries

*Targets reflect number of employees



Table 2.8b. All HRD Areas: Rustenburg and Refineries

| FAST TRACKING OCCUPATIONAL TECHNICAL TRAINING | Targets and timelines | | | | | | TOTAL | 2024-2028 |
|---|-----------------------|------------------|------------------|------------------|------------------|--|------------|-----------|
| | 2024 (Year 1) | 2025 (Year 2) | 2026 (Year 3) | 2027 (Year 4) | 2028 (Year 5) | | | |
| Senior Artisan | 5 | 4 | 3 | 2 | 1 | | 15 | |
| Blasting Certificate (Miners) | 60 | 60 | 40 | 40 | 40 | | 240 | |
| Shift Supervisors (Ex-Miners) | 48 | 48 | 30 | 30 | 30 | | 186 | |
| Total | 113 | 112 | 73 | 72 | 71 | | 441 | |

Note: Carer Progression Plans: Rustenburg and Refineries

*Targets reflect number of employees



Table 2.8c. Succession Planning

| Discipline | 2024 | | 2025 | | 2026 | | 2027 | | 2028 | | Operational Targets Per Annum | Operational Targets 2024 - 2028 | |
|--------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|-------------------------------|---------------------------------|---------------------------------|
| | No. of HDSA Successors | No. of HDSA Successors | No. of HDSA Successors | No. of HDSA Successors | No. of HDSA Successors | No. of HDSA Successors | No. of HDSA Successors | No. of HDSA Successors | No. of HDSA Successors | No. of HDSA Successors | | | |
| Mining | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 36 | 40 | |
| Technical Services | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | | 30 | |
| Engineering | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | 20 | |
| Human Resources | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | | 30 | |
| Medical Services | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | | 10 | |
| Safety | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | | 10 | |
| Finance | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | 20 | |
| Processing | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | | 20 | |
| Discipline | 24 | 24 | 24 | 24 | 24 | 24 | 24 | 24 | 24 | 24 | | Operational Targets Per Annum | Operational Targets 2024 - 2028 |
| Career Path | No. of HDSA Successors | No. of HDSA Successors | No. of HDSA Successors | No. of HDSA Successors | No. of HDSA Successors | No. of HDSA Successors | No. of HDSA Successors | No. of HDSA Successors | No. of HDSA Successors | No. of HDSA Successors | | | |
| Refineries | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 16 | | |
| Head Office | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 20 | | |
| Totals | 42 | 43 | 43 | 43 | 43 | 44 | 44 | 44 | 44 | 44 | 36 | 216 | |

*Targets reflect number of employees



2.7. MENTORSHIP PLAN

2.7.1. Mentorship Programme

2.7.1.1. Mentorship Undertaking

As part of its Human Resource Development plans, Impala is committed to the mentoring of employees as per the guidelines as set out in sections 2.4.7 and 2.4.8 in the Mining Charter for mentoring of employees. Mentorship is defined as the influence, guidance, or direction given by a mentor to a less experienced and often younger person. Impala Platinum embarked on a formal mentorship programme to encourage employee's personal and professional development and therefore improving organisational performance within a people-centric culture of high performance, accountability and care.

The Mentorship Plan/Programme is directly linked to the Skills Development Plan. It is also closely aligned with the Career Progression Plan. The plan furthermore focuses on employment equity targets, learners, interns, and bursars. The mine will ensure that it provides an appropriate platform/environment for mentoring to take place.

2.7.1.2. Mentorship Implementation Strategy

The mentoring of employees is seen as a critical mechanism through which the company can achieve its training targets and thereby achieve significant employment equity across the organisation in line with the Employment Equity Plan. The company have a formal mentorship programme implemented in line with the career development plan of employees.

Employees such as successors, learner officials, mine overseers, and those in experiential learning who require mentoring will be identified through the career development process. The Mentorship Plan will address the quality of training and coaching that will be needed to improve employees' work performance. Amongst others, the Mentorship programme caters for Bursars, Graduates, Learnerships, Junior Engineers and successors in an efficient way of supporting their professional and personal goals and sharing skills in mutual beneficial relationships.



Furthermore, it is envisaged that all employees identified as successors will have mentors. Mentors will be directly involved with the development of successors. Of particular importance will be the mentoring of HDP successors by experienced mentors.

2.7.1.3. Mentorship Targets

The below table sets out the targets for the employees on Training Programmes and Employees on the Succession plan and is based on new intakes per annum. Mentors will be made available for Mentees to select from to assist and facilitate the mentoring process per discipline and/or training programme/s.

Table 2.9. All HRD Areas: Rustenburg and Refineries

| MENTOSHIP PROGRAMME | Targets and timelines | | | | | | | |
|-----------------------------------|--|---|------------|------------|------------|------------|------------|-----------------|
| CURRENT DISCIPLINE/ POSITION | Current Training Intervention | Target Position Working Towards | 2024 (Y1) | 2025 (Y2) | 2026 (Y3) | 2027 (Y4) | 2028 (Y5) | TOTAL 2024-2028 |
| Engineering | Learner Programme | Trade/OCC Certificate/ GCC | 24 | 24 | 22 | 21 | 23 | 114 |
| Artisan/Plant Supervisor/Fo reman | Foreman/Plant Supervisor Development Programme | Intermediate Management Programme Certificate | 24 | 23 | 21 | 22 | 22 | 112 |
| Mining | Learner Programme | Occupational Certificate/DM RE Certificate | 24 | 24 | 21 | 22 | 22 | 113 |
| Graduate | Graduate Development Programme | Work Experience &/Employment | 24 | 23 | 21 | 21 | 23 | 112 |
| Employees | | | 38 | 39 | 39 | 40 | 40 | 196 |
| TOTAL | | | 134 | 133 | 124 | 126 | 130 | 647 |

*This table is reflecting targets for Mentee across Rustenburg and Refineries only



Table 2.10. Mentors

| MENTORS | 2024 | 2025 | 2026 | 2027 | 2028 | TOTAL 2024-2028 |
|---------------------|------------|-----------|-----------|-----------|------------|--------------------|
| Training Programmes | 52 | 43 | 46 | 44 | 185 | 370 |
| Employees | 52 | 53 | 53 | 54 | 54 | 266 |
| Total | 104 | 96 | 99 | 98 | 239 | 636 |

Note: Some mentors might be reflected more than once - depending on the number of programmes they are involved in.

*This table is reflecting targets for Mentors across Rustenburg and Refineries only

2.7.1.4. Mentorship Programme Outcomes

The mentoring of employees is critical to ensure skills transfers, quality practical training guidance, career growth, and optimal work performance of identified employees.

The mentoring of employees is seen as a critical mechanism through which the company can achieve its training targets and thereby achieve significant employment equity across the organisation in line with the Employment Equity Plan.

2.7.1.5. Mentoring Bursaries, Graduate/Diplomat & Internship Programmes

The mentoring of the students mentioned above forms part of the mentoring process of Impala Platinum Limited, as described in Section 2.7.

• Bursary Students

Impala currently has a hundred and fifty-six (156) university bursary students, including students from Labour Sending Areas and Mine Communities (Table 2.11a). These students will be mentored two to three (2 to 3) times per annum as indicated in Table 2.9 One/Two (1/2) mentoring sessions per year at their respective tertiary institutions (students) and the remaining during their vacation work period at the mine, where students are mentored individually.

• Graduates and Diplomats

The mentoring of the graduates and diplomats as indicated by Table 2.9, under “Training Programmes”, will take place quarterly. This mentoring will be on-going for the duration of their respective Training programmes.



- **Other Internship and Experiential programme students**

The mentoring of these students will take place quarterly as indicated in Table 2.9, under “Training Programmes”. This mentoring will also be on-going for the duration of their respective Training programme.



2.8. BURSARY AND INTERNSHIP PLAN

2.8.1. Bursary Plan

2.8.1.1. Bursary Undertaking

The Impala bursary scheme is an open bursary scheme with a goal to timeously deliver educated employees for the company who are trainable for further advancement and development. The Impala Rustenburg Operations will administer all bursaries to be granted for Impala Platinum Limited.

2.8.1.2. Bursary Implementation Strategy

Impala offers financial assistance to both employees and community members under its Bursary Plan. Local Mine Community and Labour Sending area Grade 12 Scholars with Matric (Mathematics, Science and English minimum 60%). Bursars selected in line with Business Plan requirements and the demographics of South Africa

To afford children from our Local Mine Community and Local Mine Community sponsored Schools the opportunity to obtain a formal qualification by sponsoring their studies. This will be achieved by setting the Grade 12's up for success. Striving to deliver service excellence and to provide them with information about accredited institutions they can enrol with and reside at to ensure they receive quality education and training. Each bursar is allocated an SME mentor to receive guidance whilst on their learning journey.

University Bursaries (External Youth)

Impalas offer university bursaries to external students within the bursary scheme. All applicants will be selected based on academic achievements whilst taking cognisance of the company's Employment Equity policy and associated targets and skill requirements within the future business plan. The mine will further strive to achieve a ratio of 80% HDP bursary recipients however the attainment of this proportion is dependent on the availability of suitable candidates. Only candidates with a minimum of a C symbol (60%) for Mathematics, Science and English will be considered. (Table 2.11a)



Targets are set per core discipline allowing flexibility based on operational requirements and qualifying applicants to achieve the total target and not necessarily every line item. Fields of study will include, Mining Engineering including Services, Metallurgical and related Engineering, Chemistry, Mechanical and Electrical Engineering, Finance and Human Resources, but not limited to these disciplines. To meet annual targets, financial provision is made, this is however just a guideline and not reflected as a target.

The Impala bursary covers students’ tuition, accommodation, books and a basic monthly stipend. Bursary applicants are sourced from Local Mine Communities, and Labour Sending Areas, Rustenburg, Bojanala District and MQA. Impala has formalised the method of awarding bursaries by way of:

- Formalising its bursary policy and procedure.
- Standardised application and selection procedure.
- Monitoring students’ progress and performance.

Educational Assistance (Internal Bursary)

Educational assistance is provided to eligible employees to continue their education and gain further knowledge within the line of work on a part time basis to complete Certificates of Competency or under-graduate and post-graduate and undergraduate professional qualifications in line with the employees’ IDP. This scheme provides the employee with the necessary financial support for tuition and books, study leave to write exams, leaves access to attend compulsory study schools as required. (Table 2.11b). To meet annual targets, financial provision is made, this is however just a guideline and not reflected as a target.

Table 2.11a. External Bursary Plan (18.2)

| EXTERNAL BURSARY PLAN | 2024 | 2025 | 2026 | 2027 | 2028 | TOTAL 2024-2028 |
|--------------------------------|------------------|-----------------|------------------|------------------|------------------|------------------|
| Bursars intake per year | 25 | 25 | 25 | 25 | 25 | 125 |
| Bursars total for SLP 4 | 25 | 50 | 75 | 100 | 100 | |
| Financial Provision | R 4500000 | R9000000 | R13500000 | R18000000 | R18000000 | R63000000 |

Note: The Bursars targets are inclusive of Local Mining Communities, Labour Sending Areas, Bojanala District and Other.



Table 2.11b. Educational Assistance Plan (Internal/ Employee bursaries) (18.1)

| EMPLOYEE BURSARIES | Targets and timelines Note: This is only a guide. The plan should have the actual calendar timelines - Jan to Dec | | | | | |
|--|---|-----------------|-----------------|-----------------|-----------------|------------------|
| | 2024 (Year 1) | 2025 (Year 2) | 2026 (Year 3) | 2027 (Year 4) | 2028 (Year 5) | Total 2024-2028 |
| Internal Study Aids/Education Assistance | 52 | 52 | 52 | 52 | 52 | 260 |
| Total | 52 | 52 | 52 | 52 | 52 | 250 |
| Financial Provision | R6286877 | R6060534 | R5850787 | R5657123 | R5479076 | R29334398 |

**This table is reflecting targets for employees Educational Assistance programme across Rustenburg and Refineries all in field of study of their choice*

2.8.1.3. Pool of nominees for Study Aid / Education Assistance

All Impala Permanent staff members qualify for educational assistance, in line with shaft succession plans and business plans per occupation and in line with the individuals IDP. During Induction, the In-House Study Assistance program is explained, complete applications are reviewed for approval.

2.8.1.4. Educational Assistance Plan Implementation Strategy

To afford permanent employees the opportunity to obtain a formal qualification or to further their already obtained qualification. This will be achieved by setting our employees up for success. Striving to deliver service excellence and to provide the employees with information about accredited institutions they can enrol with to ensure they receive quality education and training.

2.8.1.5. Bursary Programme Outcomes

The aim of providing bursaries is to ensure a talent pool of suitable candidates to fill the future needs of the company's future needs to the attraction of female HDPs. Bursary students are also of HDPs work experience through the Graduate Intern programme upon successful completion of their qualifications for a fixed term.

2.8.2. Internship Plan

2.8.2.1. Internship / Experiential Training Undertaking

Impala implement internally developed graduate development-training programme that is in accordance with the guidelines provided by the MQA. The Mine offers several programmes that all fall under the umbrella of the Internship Plan. Preference will be



given to students and or graduates from the Mine Communities Labour Sending Areas and Bojanala District and the other areas in support of the MQA student programmes.

2.8.2.2. Internship / Experiential Training Strategy

a. ***Graduate Development (Ex Bursars)***

Impala Platinum Limited will provide graduate development for all Ex-bursars in the following disciplines, Metallurgy and Chemical engineering, Chemistry, Mining, Survey, Engineering, Environmental and Rock Engineering and other mining related non-core disciplines. These graduates will be placed on a development programme to prepare them for the required Government certificates of competency and prepare them to become employable. The duration of these programmes is between 24 to 36 months whereby financial provision is made to cater for them.

b. ***Trainee Engineer Programme***

This programme is aligned to develop Engineers in Mechanical and Electrical engineering fields. These programmes could take two to three (2-3) years to complete and enable junior graduates or diplomat engineers to be appointed as engineers in their area of specialisation after successful completion of the DMRE Government Certificate of Competency.

c. ***External Graduate Internship an Experiential Training for non-employees***

Impala offers several programmes that fall under the umbrella of the Internship. In collaboration with the community, MQA, Universities of Technology and Universities, Impala will continue to offer students experiential training and internships in core and non-core disciplines such as Metallurgy and Chemical engineering, Chemistry, Mining, Finance, Human Resources, Engineering, Surveying, Environmental and Rock Engineering fields. Financial provision is made to cater for all non-employees.

d. ***Experiential Training / Work Integrated Learning:***

The programme provides students from Universities of Technology and or FET Colleges with practical work experience (P1/P2) relevant to their studies, which will enable them to obtain the relevant qualifications after successful completion



of the practical exposure period. The duration of this programme can be between 6 to 24 months depending on the Institution's requirements.

e. Graduate Internships (External)

Internships will be offered to Graduates and Diplomats for a period of up to 24 months to gain the necessary work experience related to the respective qualification for the purpose of workplace readiness, the Internship will enable the Mining and Engineering students to gain the necessary exposure to prepare for the respective Government Certificates of Competency.

Table 2.12a. School of Excellence: Rustenburg only

| GRADUATES | Targets and timelines | | | | | |
|----------------------------|-----------------------|------------------|------------------|------------------|------------------|--------------------|
| EX BURSARS | 2024 (Year 1) | 2025 (Year 2) | 2026 (Year 3) | 2027 (Year 4) | 2028 (Year 5) | TOTAL 2024-2028 |
| Mining | 9 | 4 | 3 | 4 | 5 | 25 |
| Engineering | 1 | 3 | 8 | 7 | 2 | 21 |
| Processing (Incl Lab) | 1 | 4 | 0 | 2 | 1 | 8 |
| Services | 1 | 3 | 6 | 5 | 2 | 17 |
| Total | 12 | 14 | 17 | 18 | 10 | 71 |
| Financial Provision | R 6912000 | R11520000 | R16128000 | R15360000 | R9600000 | R59520000 |

Table 2.12b. School of Excellence: Rustenburg and Refineries

| GRADUATES | Targets and timelines | | | | | |
|----------------------------|-----------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| EX BURSARS | 2024 (Year 1) | 2025 (Year 2) | 2026 (Year 3) | 2027 (Year 4) | 2028 (Year 5) | TOTAL 2024-2028 |
| Core | 5 | 5 | 5 | 5 | 5 | 25 |
| Non-Core | 1 | 1 | 1 | 1 | 1 | 5 |
| Total | 6 | 6 | 6 | 6 | 6 | 30 |
| Financial Provision | R 1 895 000 | R 1 967 000 | R 2 043 320 | R 2 124 219 | R 2 209 972 | R10239512 |

Note: The targets are inclusive of Local Mining Communities, Labour Sending Areas, Bojanala District and Other.

2.8.2.3 Pool of nominees for Ex Bursars (Internal Graduate Interns)

This is a two-Year Graduate Internships offered to Graduates from the Impala Platinum Bursary scheme that successfully completed their qualification. Internships are awarded in line with Business Plan requirements.



Ex-Bursar Strategy

To provide bursars that successfully obtained their qualification through the bursary scheme practical exposure in the field of their qualification. This is achieved by pairing them with Subject Matter Expert (SME) mentors to receive coaching and guidance whilst on their practical learning journey, by continuously tracking and monitoring their progress.

2.8.2.4 Pool of nominees for Ex Bursars (External Graduate Interns)

A two-year Graduate Internships programme is offered to Graduates from the Impala Local Mine Communities and Labour sending areas that successfully completed a National Diploma / Degree / Honours Degree. Internships are awarded in line with Business Plan requirements

External Graduate Interns Strategy:

To provide Graduates that successfully obtained their qualification practical exposure in the field of their qualification. This will be achieved by pairing them with SME mentors to receive coaching and guidance whilst on their practical learning journey. By continuously tracking and monitoring their progress.

2.8.2.5 Pool of nominees for Experiential and Workplace Training

Six to Twelve Months Experiential Training programme is offered to learners from the Impala Local Mine Communities and Labour sending areas that are registered for a qualification at a Technical Institution that requires practical exposure or Work Integrated Learning to complete a qualification successfully. Internships are awarded in line with Business Plan requirements.

Experiential and Workplace Training Strategy

To provide registered learners the required practical exposure as per logbook/WIL letter/requirements stipulated by the Technical Institution. This is achieved by pairing them with coaches to receive on-the-job training and guidance, by continuously tracking and monitoring their progress.



2.8.2.6. Internship Programme Outcomes

The graduate internship programme ensures that students with degrees, diplomas, or N6 diplomas gain relevant skills and experience related to their respective qualification for the purpose of ensuring workplace readiness. The internship furthermore enables Mining and Engineering graduates to gain the necessary exposure to prepare for the respective Government Certificates of Competency. Work Experience provides students with the required practical experience to enable them to graduate.



2.9. EMPLOYMENT EQUITY PLAN

2.9.1. Overview

Impala Platinum Mine is committed to workplace diversity and equitable representation at all levels as these are catalysts for social cohesion, transformation, and competitiveness in the mining industry. In line with the company's vision of "unlocking the potential of all its employees" and in compliance with the Employment Equity Act, and the guiding principles as per the Mining Charter as amended from time to time, Impala Platinum Mine is committed to a process of:

- Development, implementation and monitoring of employment policies, procedures, and practices to ensure that no individual is unfairly discriminated against (both directly or indirectly) based on gender, race, disability, religion, age, language, and other arbitrary reasons.
- Increasing organizational effectiveness to sustain competitive advantage by recruiting, selecting and developing individual employees to their full potential;
- Providing development opportunities to all employees with a particular focus on those who have been excluded from the main stream of economic activity as a direct result of unfair discrimination;
- Maintaining short to medium term equitable means to counter employee imbalances of the past as a result of legislation and/or customary practices;
- Bringing the employment equity process in line with the company's values and goals.

2.9.2. Undertaking

Impala Platinum Mine recognizes that Employment Equity is a business imperative and continues to view it as an integral element of its overall transformation initiative both in its commitment to meeting the legislated requirements of the Employment Equity Act (EEA) and the Skills Development Act. Furthermore, Impala will continue to strive to achieve the Mining Charter objectives, as guiding principles and an instrument of policy supporting the objectives of the MPRDA, and as part of ongoing best practice.



Impala Platinum Mine Employment Equity Plan submitted to the Department of Employment Labour supports the objectives of the Mining Charter and the company undertakes to remain compliant in this regard.

Impala Platinum Mine is committed to ensure that set targets are met and that all employees are aware of the company's goals. The Employment Equity Plan incorporates the strategies, targets and plans to align with the Mining Charter's focus on and specific targets for, Historically Disadvantaged Persons (HDPs) in management positions.

2.9.3. Strategic Implementation plans

2.9.3.1. Principles of Employment Equity for Impala Platinum Mine

Impala Platinum Mine has set annual numerical goals with regards to employment equity. In the process of achieving these goals the company will adhere to the following principles:

- No person will be appointed to a position unless suitably qualified and/or competent;
- Suitably qualified persons from HDP groups will be given preference in the filling of vacancies and in promotions;
- No forced retrenchment programme will be implemented for the achievement of numerical goals;
- New appointments will preferably be from HDP groups to achieve numerical goals;
- Impala Platinum Mine, in setting out to achieve the numerical goals, shall consider the present and anticipated economic and financial factors relevant to the industry in which the company operates;
- The company will have regard for the growth or reduction in the workforce during the time period set for achieving the goals;
- Many of the essential competencies are currently vested with non HDPs. Negative perceptions and attitudes arising out of the implementation of this plan must be kept to a minimum. The company therefore agrees to adopt a policy of transparency through proper communication with those from non HDP groups and will highlight that their prospects of advancement will be reduced in order to achieve the set goals in this plan.



- The duration of the Employment Equity Plan will be determined by the company's compliance with all relevant legislation with regard to employment equity, as well as the guiding principles of the Mining Charter targets.

2.9.3.2 Management of Employment Equity Plans at Impala Platinum Mine

- The company established the Social, Transformation and Remuneration Committee (ST&R) to ensure, amongst other things, the creation and implementation of a plan that is aimed at the achievement of equity and diversity in the workplace.
- Employment Equity issues will be discussed at the ST&R meetings and will be given equal attention as is given to strategic and operational matters.
- The committee's responsibility include the successful implementation of programmes and processes that will advance the transformation vision and aspirations of the group.

This is achieved by:

- Providing comprehensive information to the Board regarding the status of compliance.
 - Ensuring that Transformation structures at each operational level are established and the role of such structures are aligned to the strategic direction of the Group on Transformation.
 - Providing the Board with a detailed progress report regarding EE Transformation imperatives and related activities.
 - Providing advice and direction through benchmarking and best practice in the EE transformation arena and ensure compliance with all decisions taken by the Board.
- A Senior Manager has been assigned to take responsibility for implementing and monitoring of the plan.
 - Transformation Steering Committees have been established at the operation level, reporting to the Group Transformation Steering Committee. These operational committees are responsible for the development of plans for their respective workforce and ensure the implementation of a communication, awareness and training programmes.



- Line managers at the Operations are responsible for ensuring the implementation of the plans in their respective areas.
- Although the Equity Act ultimately places the responsibility for implementing employment equity with management, the pivotal role to be performed by Impala Platinum Mine in achieving the objectives of this plan is recognized and accepted by all the stakeholders.
- All employees are exposed to an overview of the Employment Equity Act and the Mining Charter requirements.

2.9.3.3 Strategic Plans for achieving HDPs in Management at Impala Platinum mine

The envisaged Employment Equity targets for the next five (5) years for the mine workforce at Impala Platinum Limited are projected below. The ultimate goal of the EE targets is to achieve the set targets in line with the requirements of the Mining Charter and also aspires to deliver more than the set targets. The planning of these targets and the strategies outlined below were based on the availability of positions on the Business Plan, availability of the skills in the market as well as the current availability of HDP candidates within each discipline at the mine. Targets set below the Mining Charter are set based on the initiatives which the mine has in place through the existing talent pools in place however the mine will continue to strive to achieve above target.

In order to achieve the employment equity targets identified, the following initiatives will be implemented:

- **Accelerated Training Programmes:** To enable the mine to cater for their future human capital needs, accelerated training programmes are implemented to assist identified employees to accelerate their training within one of the career paths available;
- **Career Progression:** Individuals with potential are identified and placed on the career progression plan (Refer to Section 2.6);
- **Skills Transfer:** is a process through which HDPs are mentored to a level where they are skilled to take over the relevant position. The objective is to prevent excessive skills loss from the company, particularly in core business areas;
- **Bursary Holders:** appointment of students on completion of studies at tertiary institutions;



- **Experiential Training:** is and will continue to be offered to Graduates to obtain a qualification;
- **Mentorship Programmes:** formal/informal programmes, will continue to be implemented to up-skill individuals who are identified as candidates for management positions.
- **Headhunting/Recruiting** of the best talent through credible recruitment agencies and at tertiary institutions are strategies that will also be utilised if required.
- **Schools programmes:** offer career guidance on mining careers.

In addition to the above-mentioned initiatives, to ensure women representation in mining related occupations the following initiatives are and will continue to be implemented at Impala Platinum Limited:

- Create bursary opportunities to attract females and offer vacation work;
- Prioritise black female appointments;
- Gender Equality Forum established;
- Address identified barriers to employing females;
- Develop a retirees replacement plan;
- Identify female feeder positions for C-level;
- Review Talent councils and succession management processes.

2.9.4. Employment Equity Committee

The Impala Platinum Limited and Operational Transformation Steering Committees will play key roles in driving the strategic plans outlined above. Key issues will be given priority by the Transformation Steering Committees and may result in the following additional strategies being implemented by the Committees:

- Monitoring the appointment of members from the HDP group;
- Monitoring identification of HDP employees for succession with departments and/or sections and ensuring training and development programmes are implemented;
- Determining possible promotions from HDP groups;
- Ensuring the retention of employees from HDP groups;



- Changing policies, procedures and practices identified as containing barriers to the implementation of employment equity and the attainment of the legislated targets;
- The duration of the Employment Equity Plan will be determined by the company's compliance with all relevant legislation with regards to employment equity, including the MPRDA's target.

2.9.5. DoEL Employment Equity Plan and Reports

The Impala Platinum Limited Employment Equity Plan submitted to the Department of Employment Labour and supports the objectives of the Mining Charter. The company submits its EE Reports on an annual basis to the Department of Labour as legally required.

2.9.6. Mining Charter - HDP, HDP Female and EE target

In setting out the targets the present and anticipated economic and financial factors relevant to the industry in which the company operates are taken into consideration. The company will also have regard for the growth or reduction in the workforce during the time period set for achieving the goal.

The table below, presents the envisaged Employment Equity targets for the next five (5) years at Impala Platinum Limited for the workforce with the ultimate goal of achieving the Mining Charter targets.



Table 2.13. Employment Equity Plan

| CATEGORY | PERSCRIBED TARGET | NEW MC TARGETS | 2024 | 2025 | 2026 | 2027 | 2028 |
|---------------------------|-------------------|----------------|------|-------|-------|-------|-------|
| Board | HDP Employees | 50% | 50% | 50% | 50% | 50% | 50% |
| | HDP Females | 20% | 20% | 20% | 20% | 20% | 20% |
| Executive/ Top Management | HDP Employees | 50% | 50% | 50% | 50% | 50% | 50% |
| | HDP Females | 20% | 20% | 20% | 20% | 20% | 20% |
| Senior Management | HDP Employees | 60% | 63% | 63% | 63.5% | 63.5% | 64% |
| | HDP Females | 25% | 21% | 21.5% | 22% | 22.5% | 22.5% |
| Middle Management | HDP Employees | 60% | 71% | 71% | 71.5% | 71.5% | 72% |
| | HDP Females | 25% | 30% | 30% | 30.5% | 31% | 31% |
| Junior Management | HDP Employees | 70% | 87% | 87% | 87% | 87% | 87% |
| | HDP Females | 30% | 20% | 20% | 20.5% | 21% | 21.5% |
| People with Disabilities | | 1,50% | 1.5% | 1.5% | 1.5% | 1.5% | 1.5% |
| Core and Critical | | 60% | 89% | 89% | 89% | 89% | 89% |

At the conclusion of the previous SLP III term, the Senior Management HDP Female representation fell below the Mining Charter target of 25% and this was due to the current low metal price environment. It is anticipated that the metal prices will continue to be under pressure for an extended period, consequently, it would pose a challenge for Impala to set targets exceeding Mining Charter threshold of 25% . There is a company forecast indicating a 10% decrease in the labour force over the next three years. Nonetheless, the company remains steadfast in its commitment to endeavour to increase its HDP representation including increase on female presentation across all the occupational levels.

2.10. HRD FINANCIAL PROVISION

The below table summarized the financial commitments for the HRD section as committed above. Note an annual escalation has been incorporated in line with the Implats Group Standardised Escalations as follow: FY23 6.0%; FY24 4.5%; FY25 5.0%; FY26 5.0%; and FY27 5.0%.

Table 2.14. Financial provision for Human Resource Development

| HRD budget | 2024 (Year 1) | 2025 (Year 2) | 2026 (Year 3) | 2027 (Year 4) | 2028 (Year 5) | TOTAL 2024-2028 |
|---|----------------------|----------------------|---------------------|---------------------|---------------------|---------------------|
| AET | R 27 624 000 | R 27 624 000 | R 27 624 000 | R 25 728 000 | R 25 728 000 | R 134 328 000 |
| Learnership (Artisan) | R 61 353 782 | R 57 795 009 | R 53 262 709 | R 56 758 472 | R 53 283 980 | R 282 453 952 |
| Learnership (Non-Artisan) | R 10 587 562 | R 10 587 562 | R 8 240 672 | R 8 240 672 | R 8 240 672 | R 45 897 140 |
| Portable Skills Programmes | R 156 000 | R 156 000 | R 156 000 | R 156 000 | R 156 000 | R 780 000 |
| External Bursary Plan | R 4 500 000 | R 9 000 000 | R 13 500 000 | R 18 000 000 | R 18 000 000 | R 63 000 000 |
| Employees Bursaries | R 6 286 877 | R 6 060 534 | R 5 850 787 | R 5 657 123 | R 5 479 076 | R 29 334 397 |
| Graduates (Ex-Bursars) | R 6 912 000 | R 11 520 000 | R 16 128 000 | R 15 360 000 | R 9 600 000 | R 59 520 000 |
| Graduate Interns & Experiential Trainees (External) | R 1 895 000 | R 1 967 000 | R 2 043 320 | R 2 124 219 | R 2 209 972 | R 10 239 511 |
| FINANCIAL PROVISION | R 119 315 221 | R 124 710 105 | R126 805 488 | R132 024 486 | R122 697 700 | R625 553 000 |



SECTION THREE:
**MINE COMMUNITY
DEVELOPMENT**

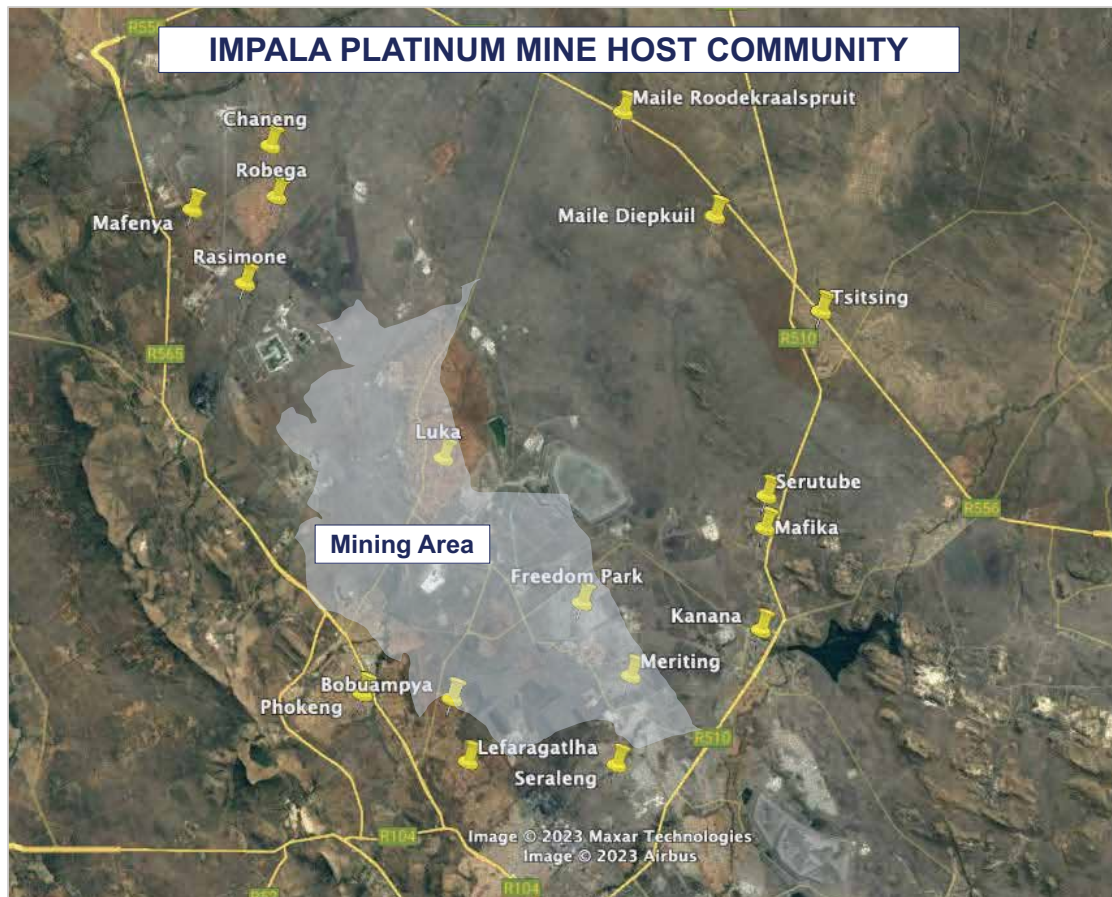


3.1. SOCIO-ECONOMIC BACKGROUND INFORMATION

3.1.1. Description of the area

Impala Platinum Limited is located within the Rustenburg Local Municipality, which is one of the five local municipalities within the Bojanala District Municipality in the North-West Province. The host community comprises of 17 village and informal settlement communities as indicated in the map below. A significant amount of these communities are on Royal Bafokeng Nation's (RBN) land. Only three of these communities, those closest to the mine, are on land not owned by RBN namely, Seraleng, Meriting, and Freedom Park.

Figure 3.1. Map indicating the location of the mine and its host communities.



Source: RBN PULA Report 2016, Map by Beulah Africa Consulting 2022



According to the Royal Bafokeng Nation (RBN) PULA Report (2016), the host community (Royal Bafokeng communities) has a total population of 128 900, including the Freedom Park Informal Settlement. When considering the extrapolated 2011 figure of the Seraleng and Meriting (non-Bafokeng villages and not included in the PULA), the total population size of the host community can be estimated at 153 408 people. This constitutes 21% of the total population of the local municipality. The area saw a population decline of 4,8% between the years 2011 and 2016. According to the RBN PULA 2016, this may be attributed to the rising unemployment rate in the region and poor sanitation conditions within the villages which causes migration.

3.1.2. Area Socio-Economic Summary Information

The baseline description of the population will take place on three levels, namely: district, local municipality, and as well on host community level. Only by understanding the differences and similarities between the different levels can impacts truly be comprehended. The baseline description will focus mainly on the Royal Bafokeng Nation region where the host community is located.

The sources of data utilised for the statistical data presented are as follows and should be interpreted as separate datasets as they were collected in different years. Datasets were mainly sources from IHS Markit Regional eXplorer version 2112, StatsSA 2016, and PULA 2011 and 2016. The most recent datasets generated by these sources for the geographic levels required were extracted and analysed, to develop insights into the developmental opportunities and constraints impacting the host community and its surrounds.

It is worth noting that the dataset employed for the Meriting and Seraleng villages is outdated (StatsSA, 2011) and needs to be updated upon the release of the new Census data in 2022. The data used for these villages was extrapolated to the year 2016 in order to align with the RBN PULA Report 2016 and StatsSA 2016.



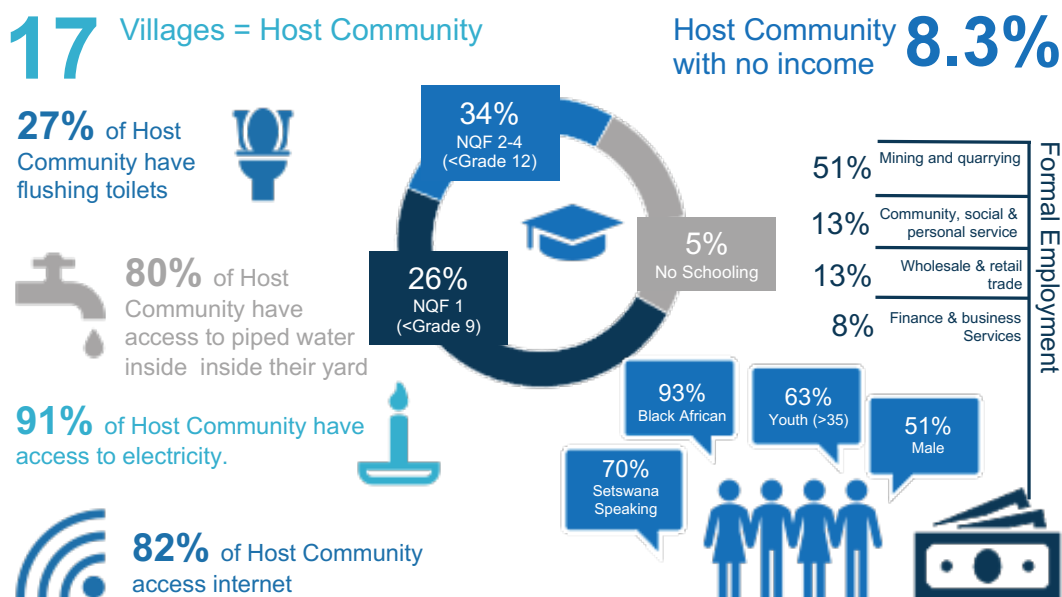
Table 3.1. Data sources of socio-economic data

| Geography | Sources used with date |
|---------------------------------|--|
| Bojanala District Municipality | IHS Markit Regional eXplorer version 2112 (2020), Cooperative governance and traditional affairs and StatsSA 2016. |
| Rustenburg Local Municipality | IHS Markit Regional eXplorer version 2112 (2020), Quantec data 2021 and StatsSA 2016. |
| Host Community (37 communities) | Royal Bafokeng Nation PULA Reports (2011 and PULA 2016) Royal Bafokeng Nation PULA data website accessed 25-28 October 2022 |

The figure below summarises the socio-economic information of the Host Community within its local and district municipalities. The following provides a summary of the socio-economic information of the host community.

DRAFT

Figure 3.2. Summary of host community socio-economic information



Source: RBN PULA Report 2016 and data web accessed Oct 2022, StatsSA data (2016), graphics by Beulah Africa Consulting (2022)



3.1.3. Employment Sectors and Industries

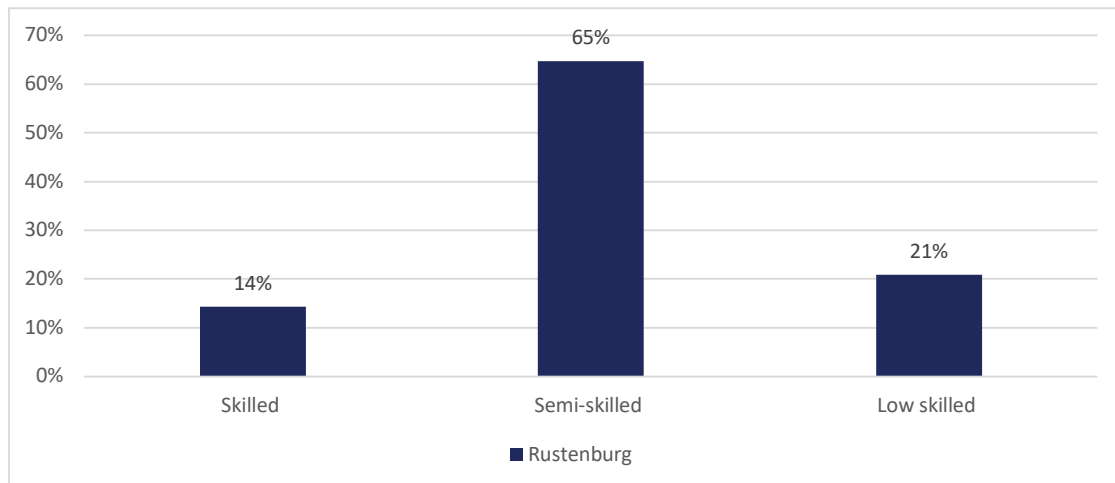
This section investigates the formal employment sector within the local municipality. The purpose is to develop insights into the level of skills required by the existing employment sector absorbing the current labour market.

The mining sector is the largest employment industry in the host municipality (51%). This is followed by the Community, Social and Personal Services (13%), and as well as the Wholesale and Retail Trade industry at 13% as well.

The figure below indicates that more than 60% of the employed population within Rustenburg is semi-skilled. This is attributed to the low education level depicted below. However, this does not pose significant limitations to the mining industry capable of providing job opportunities for a less educated and low-skilled population.

DRAFT

Figure 3.3. Skills level of people employed by the formal sector



Source: Quantec data 2021, graphics by Beulah Africa, 2022

3.1.4. Host Municipality Socio-economic Outlook

The figure below indicates the location of the mine in respect of all its relevant administrative/political boundaries.



Figure 3.4. Location of the mine project within the district, local municipality and the Royal Bafokeng Nation administration boundaries.

BOJANALA DISTRICT MUNICIPALITY



Source: Municipal Demarcation Board 2022, graphics by BA Consulting (2022)

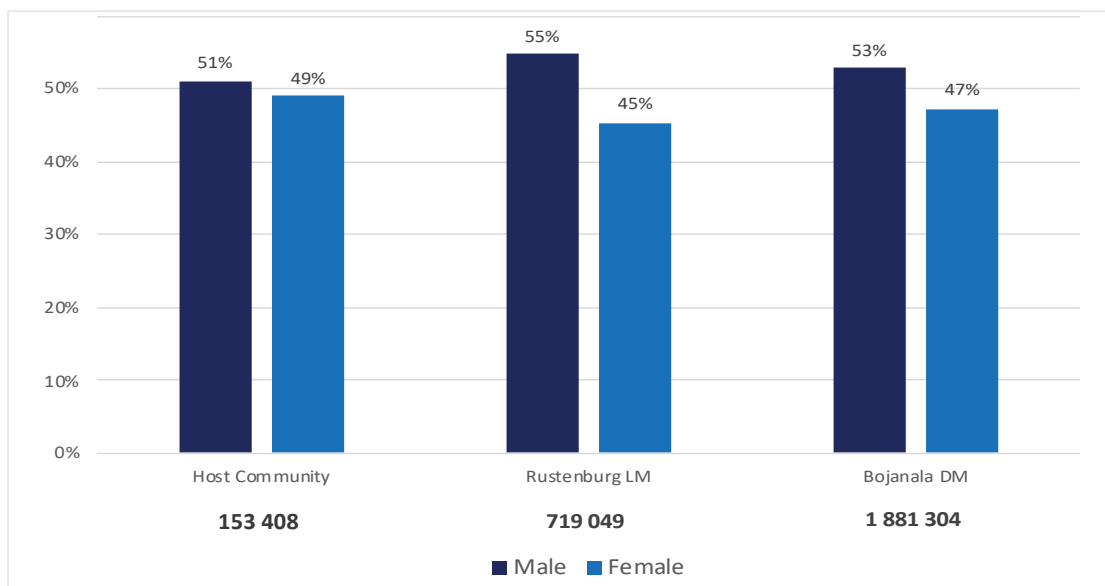


3.1.4.1. Population size

A persistent trend on both a local and district municipality level is that the male population percentage seems to be slightly higher than the female population. This may be attributed to the regional economy driven by the mining (male-dominated) sector since on a provincial level the female percentage (52%) is slightly higher than the male percentage.

The following graph represents the population size and the gender split from the district municipality level to the host community level.

Figure 3.5. Population size and gender split of the host community



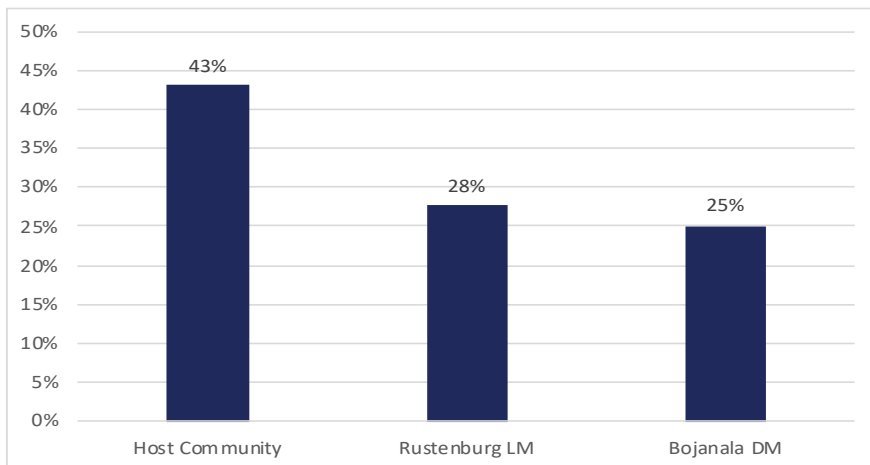
Source: RBN PULA Report 2016 and IHS Markit Regional eXplorer, graphics by Beulah Africa, 2022

3.1.4.2. Unemployment rate and poverty

The unemployment rate in the community is much higher compared to the unemployment rate on a local and district municipality level. The unemployment rate provides a good indication of poverty dynamics within the area. According to the PULA 2016 over 37% of people interviewed during the development of the document in 2016, indicated that members of their family had gone hungry in the past 30 days of the date of the interview.



Figure 3.6. Unemployment rate of host community



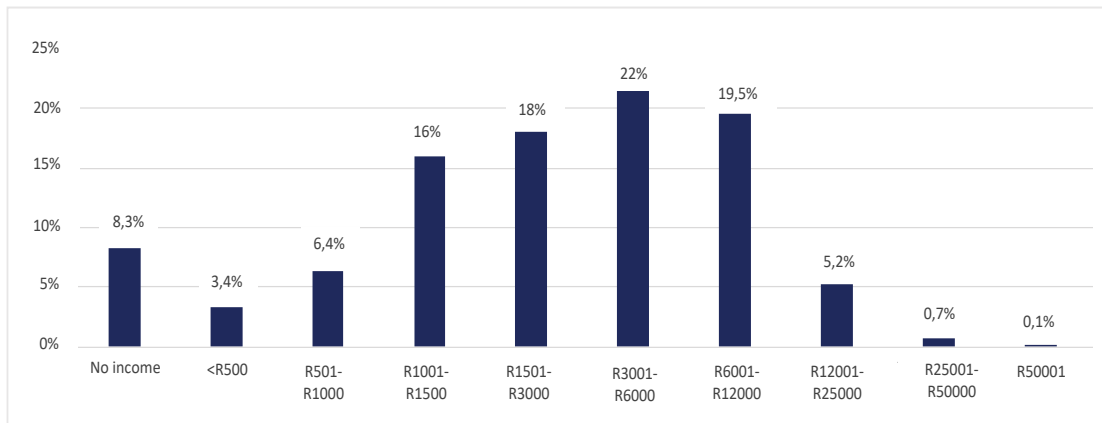
Source: IHS Markit Regional eXplorer, graphics by Beulah Africa, 2022

Approximately 33% of households are categorised under level 5 of the Living Standards Measure (LSM). This level is associated with a population that has some higher education and can afford most household appliance but earns less than R12 000 a month. According to the local municipality close to 50% of its population live in poverty, when using the upper bound poverty line of R1 227 per person per month.

3.1.4.3. Income

Most households earn a combined income of R 6 000 per month, with some of household members not contributing to this amount due to unemployment. One in twelve households does not have any income which constitutes 8,3% of the households within the host community.

Figure 3.7. Income bracket within the host community

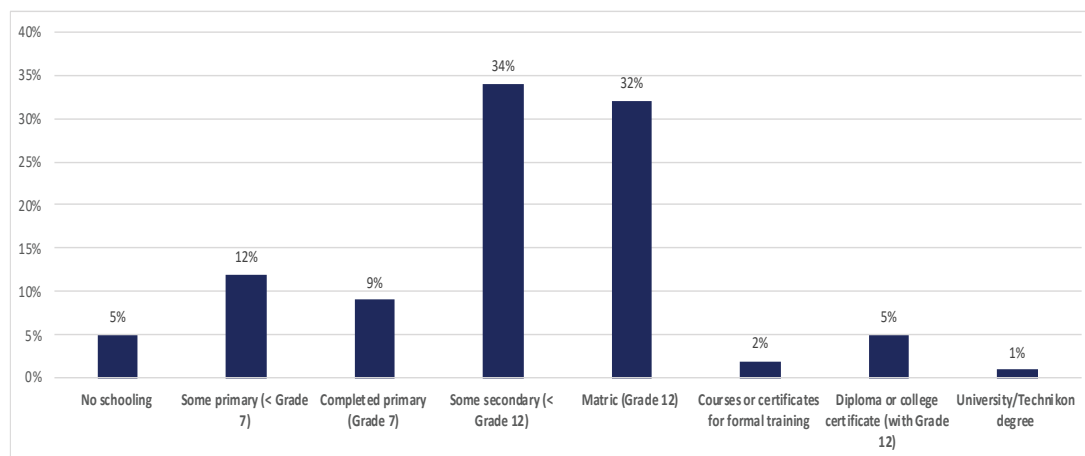




3.1.4.4. Education level

Functional literacy describes the reading and writing skills that are adequate for an individual to cope with the demands of everyday life - including the demands posed in the workplace. Functional literacy enables individuals to enter the labour market and contribute towards economic growth thereby reducing poverty. The functional literacy in the host community is over 96%. A similar trend can be seen on a municipal level where functional literacy is sitting at 88%. This may be attributed to the AET training programmes introduced by mining houses in the municipality. Close to 69% of all mining houses within the district are in the Rustenburg area. Below is the highest education level for the population group over the age of 20 years.

Figure 3.8. Highest education levels (20 years+) within the study area



Source: RBN PULA Report 2016, graphics by Beulah Africa, 2022

According to the figure above, there is a significant number (60%) of people over the age of 20 years are without matric. This is a level that indicates that the population predominately has some degree of schooling. This is a worrying factor as it affects the population's income level and as well as their level of access to high earning jobs. Only a very small portion (8%) of the population holds university and/or Technikon qualifications.

3.1.4.5. Health

The Bojanala district faces a number of health challenges as depicted in the table below. In addition to the COVID pandemic, the district municipality is still facing the ongoing challenge of HIV infections. The same can be seen in the local municipality where HIV infections continue to increase.



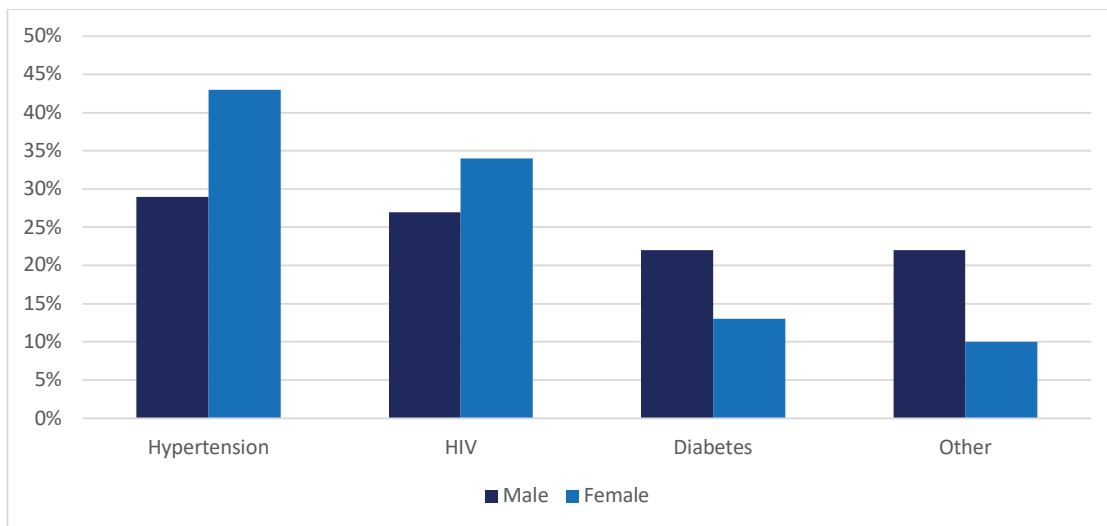
Table 3.2. Leading illnesses among adults and children in Bojanala District (2020)

| Adults | | Children | |
|--------|--------------------------------------|----------|---|
| 1 | HIV/AIDS & TB Related | 1 | Diarrhoeal Disease |
| 2 | Tuberculosis | 2 | Lower respiratory tract infection |
| 3 | Lower respiratory tract infection | 3 | Preterm birth Complications |
| 4 | Hypertensive Diseases | 4 | Birth Asphyxia |
| 5 | Cerebrovascular Accidents | 5 | HIV/AIDS related complications |
| 6 | Interpersonal Violence | 6 | Malnutrition including sever acute malnutrition |
| 7 | Trauma due to road traffic accidents | 7 | Neonatal Sepsis |

Source: CogTA 2020, graphics by Beulah Africa, 2022

According to the RBN PULA Report 2016, approximately 22% fewer men compared to women take their chronic medication. Whilst this may be an indication of more women being sick compared to men, it may also suggest that women tend to visit the clinic more often than men. This may be attributed to men's lack of time and patience to wait in long queues at the clinics instead of seeking employment and taking care of their families.

Figure 3.9. Estimated number of adults on chronic medication within the host community



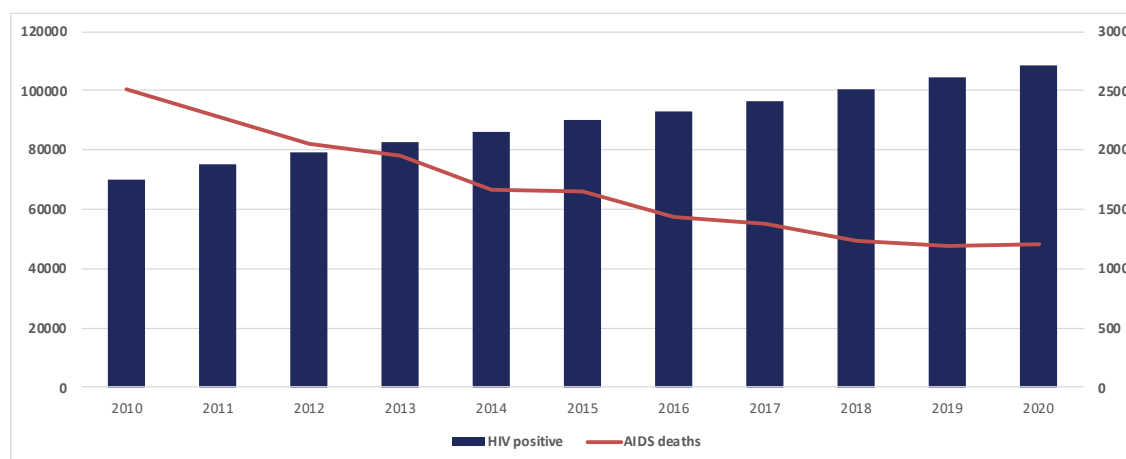
Source: RBN PULA Report 2016, graphics by Beulah Africa, 2022



The figure above illustrates what the numbers look like on a more local level and shows the estimated number of males and females on chronic medication within the host community. The majority of adults on chronic medication, suffer from hypertension followed by HIV.

Although the number of HIV infections is increasing, the number of related deaths, however, continues to decline. This may be attributed to the HIV&AIDS programme initiated by the local municipality and other local programmes that ensure easy access to ARVs and healthcare in general.

Figure 3.10. HIV infections and AIDS-related deaths in the local municipalities (2010-2020)



Source: Quantec data 2021, graphics by Beulah Africa, 2022

3.1.4.6. Crime

According to the Rustenburg LM Integrated Development Plan (2017-2022), overall crimes decreased by 5,83% between the years 2010 and 2020 within Rustenburg. The local municipality performed better in decreasing its crime rate than other district regions. However, an increase may be anticipated in the post covid years as the population continues to face the challenges introduced by Covid and the declining economy.

According to the RBN PULA Report 2016 perceptions of safety in the host community vary between the day and night. Residents tend to feel safer during the day than at night. The safety perception drops from 80% (day) to 28% (night). This may be an indication of a poorly lit neighbourhood and insufficient police surveillance during late hours.



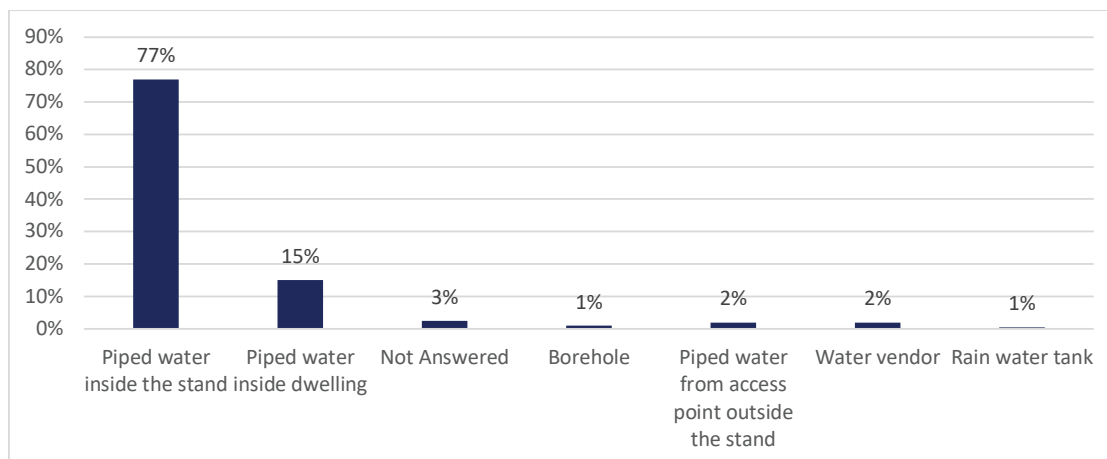
3.1.2.7. Access to basic infrastructure

The numbers in the figures below show that most households in the host community have some access to basic infrastructure. The availability of bulk infrastructure suggests that further infrastructure improvements can be done with ease due to the availability of bulk infrastructure in the area. This also means that the standard of living for some of the households is somewhat dignified. However, taking into consideration some of the existing informal settlements, it is evident that some households do not have adequate access to services.

Water Supply

The figure below indicates the type of water access each household has in the host community. Approximately 77% of all households in the host community have piped water within their stand. Only a few (15%) have piped water within their houses. In the informal settlements, access to water seems to be poor with the majority accessing water outside of their stands and some purchasing water from a water vendor. According to the RBN PULA Report 2016, close to 30% of households in informal settlements purchase their water.

Figure 3.11. Access to water supply in the host community



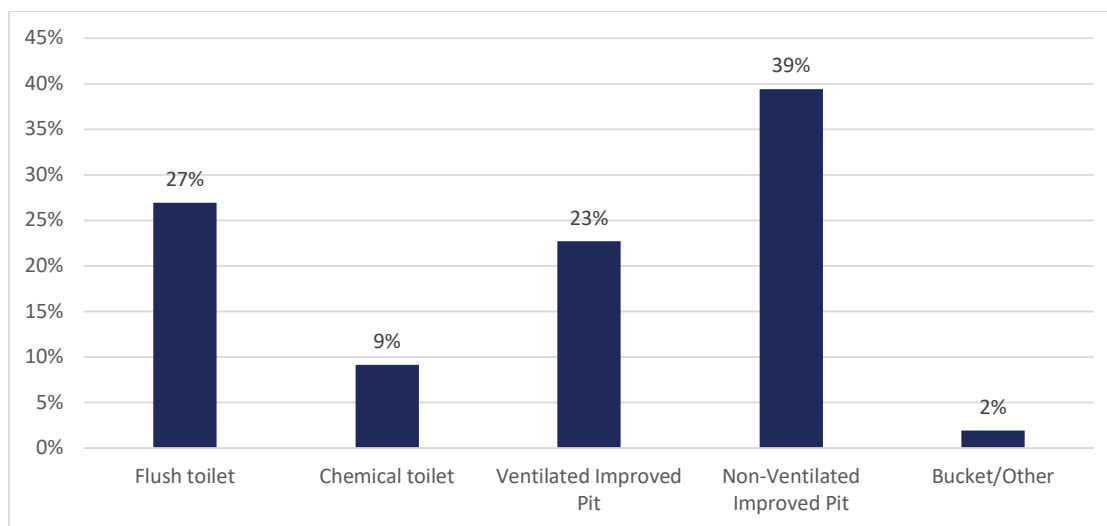
Source: RBN PULA data web accessed Oct 2022, graphics by Beulah Africa, 2022



Sanitation

The following figure indicates the type of sanitation access each household has in the host community. Pit latrines remain the most widely used form of sanitation in the host community. Over 60% make use of pit latrines. Just over a quarter of households use flush toilets (26.9%), whilst a smaller number use chemical toilets (9.1%) and buckets (1.9%). While these statistics are concerning, there have been improvements in sanitation in the host community between 2011 and 2016. The use of flush toilets within homes has increased from 12% to 26.9% over the five years. Similarly, usage of ventilated improved pit latrines has increased from 18% to 22.6%.

Figure 3.12. Access sanitation in the host community



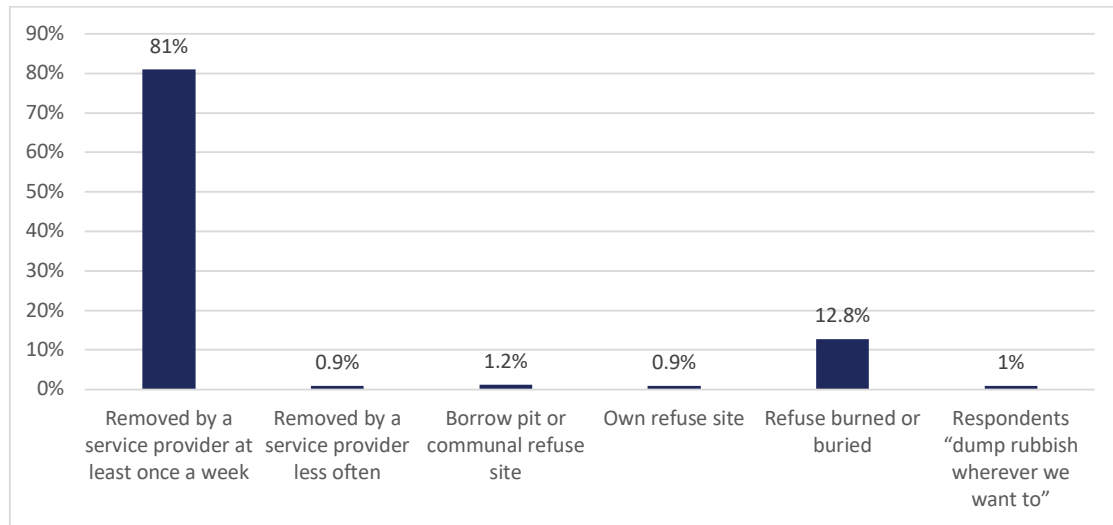
Source: RBN PULA Report 2016, graphics by Beulah Africa, 2022

Refuse Removal

Most households (81%) in the host community’s formal villages have their refuse removed by a service provider at least once a week. In informal settlements, only 28.5% of households have their refuse removed by the service provider weekly. According to the RBN PULA Report 2016, more than half (55.1%) of the households in the informal settlements bury or burn their refuse due to no access to municipal and RBN refuse removal services in these areas. The figure below indicates the number percentage of households with access to refuse removal.



Figure 3.13. Access to refuse removal in the host community



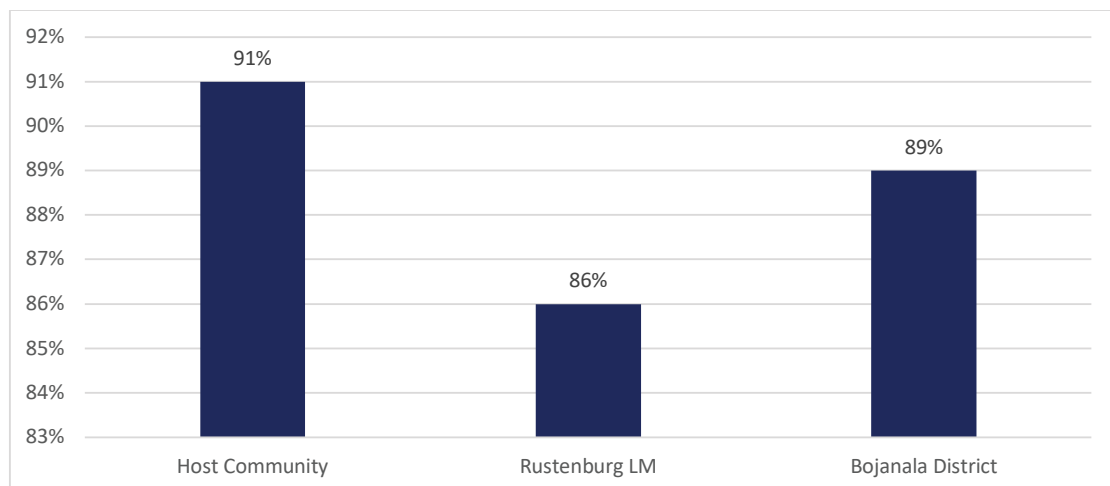
Source: RBN PULA Report 2016, graphics by Beulah Africa, 2022

Electricity

DRAFT

The figure below shows the percentage of households with access to electrification for lighting purposes. The host community has over 90% of households with access to electricity for lighting. Only 30% of the informal settlements have access to electricity within the host community. The local municipality and the district seem to be doing well in providing electricity to the majority of households within the region, however, more still needs to be done especially in the informal settlements.

Figure 3.14. Access to electrical connection in the host community



Source: RBN PULA Report 2016, graphics by Beulah Africa, 2022



3.2. IMPACTS OF THE MINING OPERATION

3.2.1. Positive Impacts

To enhance local economic development in the Rustenburg Local Municipal (RLM) area, Impala Platinum supports sustainable LED initiatives through its SLP and additional Corporate Social Investment (CSI) initiatives (such as supporting education, health care, welfare, and sports initiatives). The mine sponsors the combination of Local Economic Development (LED) projects, urban development, and community upliftment projects.

The mine's contribution to the economic development of Rustenburg Local Municipal significantly impacts the lives of the people residing in the Municipality through infrastructure development and the provision of services relevant to the betterment of people's livelihoods. With the expansion of the majority of village households, there will be a continuous need for infrastructure development planning and provision.

Impala's contribution towards LED is made in conjunction with the relevant project partners with significant investments and a sustainable strategy in line with the government's recommended approach to LED.

3.2.2. Negative Impacts

Despite the many positive impacts of mining, there are unfortunately some unintended negative consequences of mining operations in general.

The Mineral and Petroleum Resources Development Act (2002), Section 39 (1)(2)(3) stipulates that each mine in possession of a mining right must conduct an Environmental Impact Assessment (EIA) and prepare an Environmental Management Programme (EMP) of which a monitoring and report auditing process is an integral part of Impala remains committed to ensuring continued monitoring and biomonitoring of its mining activities to combat the possible negative impacts

The mine is aware that its negative impacts are not only regarding the environment but also the social well-being of its host communities. The below table portrays some



of the generic positive and negative impacts mining has on its host communities. Impala Platinum has an active Stakeholder Engagement team that continues to monitor and address matters as they arise.

Table 3.3. Social Impact Assessment (SIA) Potential Impacts

| Positive Impacts | Negative Impacts |
|---|--|
| <ul style="list-style-type: none"> • Employment opportunities • Improvement in educational facilities • Infrastructure upgrading through LED projects. • Increase in incomes and spending in local communities. • Training opportunities for community members • Skills development | <ul style="list-style-type: none"> • Pressure on existing health services • Traffic increases in the communities around the operation • Community health and (sexual) communicable diseases • Tension between residents and newcomers • Formation of informal settlements • Increase in crime rates. • Conflict about employment and skills development opportunities |

In addition to the above impacts, during the public participation processes, the communities presented their grievances and complaints detailed below:

1. Lack of procurement opportunities for local businesses.
2. Bulk water supply
3. Cracking of houses due to mining activities

Impala Platinum commits to continually evaluating grievances and negative impacts and ensuring mitigation measures are implemented. Furthermore, the focus will remain on maximizing the positive impacts that the mine has on its community.



3.3. LOCAL AND PROVINCIAL DEVELOPMENT PLANS

To ensure that the projects IMPLALA embarks on are all relevant to the local context, a threefold strategy was followed. Firstly: analysing the socio-economic data of the area, secondly: consulting the local government's IDP's along with other relevant development plans (secondary data), and thirdly: conducting primary data collection through public participation process.

3.3.1. Local Municipal IDP and Development Needs

The municipal Integrated Development Plan (IDP), along with Provincial and District Municipality Development Plans were consulted for understanding the development needs and trends in the area. Due to all host villages falling under the Royal Bafokeng Region, the Royal Bafokeng Master Plan 2035 was also consulted to develop more insights around the area's development perspective. This was done to ensure alignment with all the development interventions introduced by the different development agencies within the area, such as government and the Royal Bafokeng Nation.

The chosen development priorities with which the North West intends to align to the National Development Plan (NDP) through the North West Provincial Development Plan (PDP 2030) are the following:

1. Economy and employment
2. Economic infrastructure
3. An integrated and inclusive rural economy
4. Human settlement and spatial transformation
5. Improving education, training, and innovation
6. Building a capable and developmental state
7. Fighting corruption
8. Transforming society and uniting the province

The North West Provincial Development Plan (2030) is supported by the District Integrated Development Plan (2022-2027), which seeks to ensure that the priorities set out in the PDP 2030 are materialised on a District level. In developing its own



development priorities, the Bojanala District Municipality consulted with all its five local municipalities and developed a prioritised list of needs. The priorities tabulated here below, arise from the commonly identified needs of communities at the ward level and are submitted to the district municipality to inform planning at the local and district level. The needs reflected in the tables below are the District Priorities as a cumulative priority of local municipalities.

Table 3.4. List of prioritised community needs in Bojanala District Municipality (2021)

| Type | Priority Area |
|-----------------------------------|--|
| Infrastructure | Water & sanitation Roads & Stormwater Electricity |
| Economic Issues | Economic Development |
| Development & Planning | Land Use Planning & Housing |
| Social Infrastructure | Community facilities (halls, sports grounds & libraries) |
| Financial Management | Financial Management |

Source: Bojanala District Municipality IDP (2022-2027)

The District identified the following high Impact projects within the Rustenburg Local Municipality.

Table 3.5. List of Impact Projects for Rustenburg Local Municipality

| Project Name | Project Objective | Lead | Budget | Duration |
|--|--|------|--|--------------|
| 1. Replacement of aged water Infrastructure | Reduce interruption of services and increase water quality | BPDM | 200 million (to be shared with other 4 local municipalities) | Over 3 years |
| 2. Waste to energy | Provision of electricity | BPDM | 13 billion (to be shared with other 4 local municipalities) | Over 3 years |
| 3. Rustenburg Tertiary Hospital | To improve the level of health care | BPDM | 3 billion | Over 3 years |
| 4. Marikana Housing Project (3000 units). | To provide formal housing and social facilities | BPDM | 500 million | Over 2 years |



| Project Name | Project Objective | Lead | Budget | Duration |
|--|--|------|------------|---------------|
| 5. Rustenburg Airport Development | To promote local tourism, training facilities for aviation, and job creation | BPDM | 32 million | Over 10 years |

Source: Bojanala District Municipality IDP (2022-2027)

The Rustenburg Local Municipality's Integrated Development Plan in support of the District's IDP, also developed key development clusters as shown in the map below. Impala Platinum Limited's Host community is predominantly located in the Northern, Boitekong and the Phokeng Clusters.

Figure 3.15: Development Clusters of the Rustenburg Local Municipality



Source: Rustenburg Local Municipality (2022-2027)

The following table indicates the number of projects/opportunities identified by the local municipality for the three development clusters relevant to the host community.



Table 3.6. Opportunities identified by the local municipality in three development clusters relevant to the host community.

| Development Cluster | Identified Projects/Opportunities |
|--|---|
| <p>Northern Cluster</p> <ul style="list-style-type: none"> Includes the Tsitsing New Town, Vaalkop Dam and the rural settlements including Hartbeestfontein, Tantanana, Maile Monnakato and Kopman. | <ol style="list-style-type: none"> 1. Identification of land in proximity for the purpose of Urban Agriculture. 2. Upgrading of the existing Sports Facilities 3. Identified Erf 4477 and 4478 Lethabong 4. Allocation of site for orphanage /Old age home 5. Industrial bee-hives identification 6. Relocation of the Taxi Rank & Upgrading of the Existing library 7. Renovation and extension of the existing library on Erf 3540 Lethabong 8. High residential Development 9. Business Node (Mall) 10. Tsitsing Green Technology Township. 11. Industrial Park |
| <p>Boitekong Cluster</p> <ul style="list-style-type: none"> Includes clusters of formal and informal settlements within the Boitekong, Kanana, Meriting. Freedom Park areas. This planning area is situated in the mining belt and forms the north-south growth corridor of Rustenburg | <ol style="list-style-type: none"> 1. Identification of a site for Urban Agriculture 2. Development of a Post office 3. Formal sporting facility 4. Orphanage home 5. Shopping centre in Sunrise |
| <p>Phokeng Cluster</p> <ul style="list-style-type: none"> Includes Phokeng and Luka. boards Rustenburg to the south via R104. This planning area also forms the capital region of RBN. | <ol style="list-style-type: none"> 1. Phokeng medical Hub 2. Identification of land in proximity for the purpose Urban Agriculture Initiatives. |



The Royal Bafokeng Nation’s Master Plan 2035 puts emphasis on the key development areas set out by Provincial, District and Local Municipality. This existing alignment in development priorities improves the chances of a healthy relationship between the mine the different development stakeholders within the host community. The host community is in 17 of the 29 Villages under the Royal Bafokeng Region.

The Master Plan 2035 has 3 Areas of Action which are all supported by several socio-economic development targets. The table below shows the Areas of action along with their targets.

Table 3.7 List of Royal Bafokeng development priorities and targets

| Areas Of Action | Targets |
|--|--|
| <p>Individual Development: Better standard of living for all individuals by improving individual quality of life and social well-being</p> | <ol style="list-style-type: none"> 1. Improve Life Expectancy 2. Improve Assistance to the Vulnerable 3. Improve Literacy and Numeracy 4. Ensure Provision of Basic Amenities |
| <p>Community Development: Collaboratively building an inclusive traditional community of which we are proud</p> | <ol style="list-style-type: none"> 1. Ensure a safe, healthy, and appealing natural environment. 2. Protect and nurture our identity and cultural heritage. 3. Ensure good governance and leadership in our traditional, service-delivery and commercial structures |
| <p>Sustainability and Growth: Respecting our resources as treasured assets and achieving inclusive growth and full employment into the long-term</p> | <ol style="list-style-type: none"> 1. Stewardship of our communal and corporate resources 2. Contributing to local economic development, job creation and income diversification |

Source: RBN Masterplan 2035

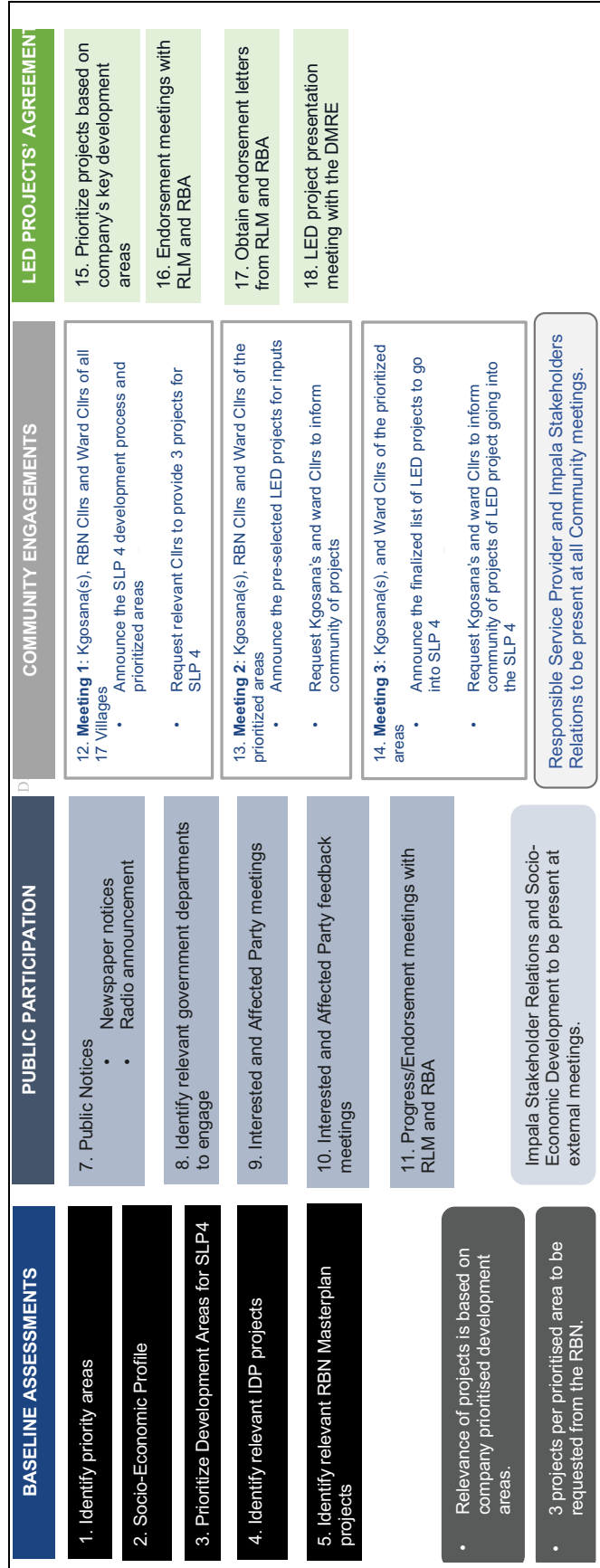


3.4. PUBLIC PARTICIPATION PROCESSES

3.4.1. Public Participation Strategy

The public participation strategy for the development of this SLP4 was developed by the Stakeholder Engagement team of the mine. The following steps were identified as the process to be used in conducting the public participation engagements:

Figure 3.16. Public Participation Process Steps





3.4.2. Community Engagement

Community engagements were conducted through Impala Public Participation process identified in figure 3.14 that stems from the mines decision to identify projects that are from the prioritised development areas. The process is not a one-size fits all and thus is always adjusted to suit the conditions of the community where it is applied.

3.4.2.1. Public Participation Process Details

The Public Participation process was facilitated by means of setting up 1-day meetings with identified Affected and Interest participants from the 6 prioritised mine hosting village. The aim of the workshops was to present the outcome of baseline assessment findings and obtaining at least 3 project per prioritised area as defined in the public participation engagement process.

Following the identification of the project list, further consultations with all Interested and Affected Parties were facilitated to announce the prioritised projects for SLP 4.

A table to provide a high-level summary of the findings and overlaps of the identified Desired Outcomes and projects per village is presented in Table 3.8 below.

Annexure F will contain all engagement tools used during the engagement process. Additional details, such as the workshop briefing letter to community leaders, workshop invitations letters, workshop agenda, workshop program, and attendance register are available.

Table 3.8a. *Public Participation findings Summary per Village in the mining area*

| Community | Priority Level | Development Category |
|-----------|-------------------|---|
| Kanana | Internal Roads | Infrastructure |
| | Kgotla office | Infrastructure |
| | Sports facilities | Sports, Art, and Culture |
| Seraleng | Sports facility | Sports, Art, and Culture |
| | Community Hall | Infrastructure and Community Safety |
| | Community Library | Infrastructure Education Development |



| Community | Priority Level | Development Category |
|---------------------|---|---|
| <i>Meriting</i> | Walkway/ Pedestrian bridge | Infrastructure |
| | Sports facility | Sports, Art, and Culture |
| | Internal Roads | Infrastructure |
| <i>Luka</i> | Internal Roads | Infrastructure |
| | Convert Molotlegi to a technical School | Infrastructure Education and Skills Development |
| <i>Phokeng</i> | Internal Roads | Infrastructure |
| | Multipurpose Centre | Infrastructure and Community Safety |
| | Stormwater Drainage | Infrastructure |
| <i>Lefaragatlha</i> | Internal Roads | Infrastructure |
| | Stormwater Drainage | Infrastructure |
| | Internal Roads | Infrastructure |

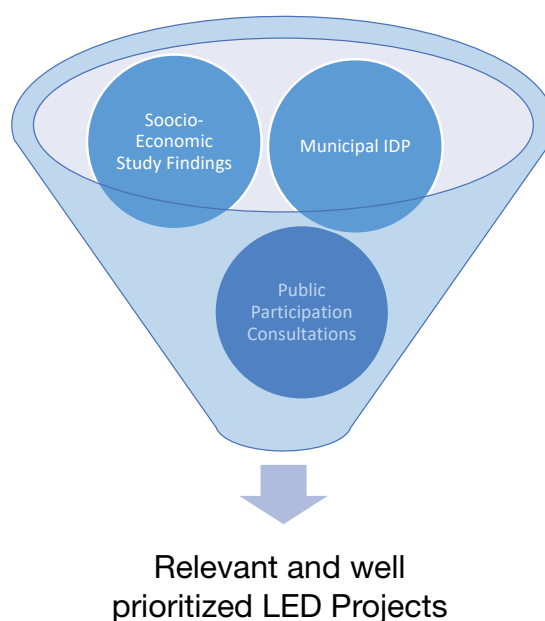
3.4.3. Data analysis and project identification

To ensure relevant, impactful programmes are included in the SLP, four data sources were incorporated:

- The mine's specific realities from their employee skills audit outcomes, project focus areas, and/or implementation plans;
- The Socio-Economic Statistics that depict the developmental realities of the area;
- The governmental plans for the area including the provincial strategic development plans, the Local Municipality's Integrated Development Plans, and other Sector Department Strategic Plans;
- The primary data gathered through our Public Participation processes.



Figure 3.17. Project identification process



3.4.4 Labour Sending areas

Impala is committed to contributing to the socio-economic development of its major labour sending areas. Community development projects in these areas were identified through requests submitted by community leaders such as School governing Bodies (SGB), Traditional leaders and the DMRE.

The following table outlines requests received from the labour sending area and considered for SLP implementation.

Table 3.8b: Needs assessment summary in the Labour Sending Area

| Labour sending area | Community needs as per request |
|--|--|
| Eastern Cape , OR Tambo district municipality | <ul style="list-style-type: none"> • Poor access to water and sanitation in schools. • Inadequate school infrastructure such as proper classrooms and admin block for staff members • Lack of business support for existing crop farmers • High unemployment |



| Labour sending area | Community needs as per request |
|---|--|
| <p>North-West, Dr Ruth Segomotsi Mompoti district municipality</p> | <ul style="list-style-type: none"> • Inadequate school supporting infrastructure such as school kitchens and fencing. • Unreliable water supply for schools. |

Needs assessments were conducted for each project to understand the severity of community challenges to be addressed. These reports have been attached under Annexure F of the SLP.



3.5. COMMUNITY DEVELOPMENT PROJECTS

3.5.1. Impala Local Economic Development Projects

As per the rationale followed above, the Impala Platinum Limited's community development projects were selected through a systematic process of information gathering, analysis, consultation and prioritization.

The table 3.13 LED Project Profiles below contain the summary of the projects identified for SLP 4 during 2023 – 2028 period along with their budget. These projects were prioritized in partnership with the relevant Municipalities, Royal Bafokeng Administration and Traditional Council. Proof of general Public Participation and endorsement of the engagement with all entities engaged is under Annexure F.

Over the next five (5) year period, Impala Platinum Limited has committed the projects outlined in tables 3.9.1 to 3.9.11: Local Economic Development Project Profiles.



Table 3.9.1 Construction of internal roads in Kanana

| Project name: | | Construction of internal roads in Kanana | | Classification of project: | | Infrastructure | |
|--|--|---|---|---|----------------------------|--|----------------|
| Background: | | During public participation in Kanana, and as outlined in the Royal Bafokeng Nation's Development Wishlist for the year 2022-2023, the need for paved internal roads was identified as a key priority. The current roads in the community are uncompacted gravel roads that frequently develop potholes and become difficult to traverse, especially during the rainy season. The proposed project aims to pave these internal roads, significantly improving accessibility and safety. The paving material to be used will consider the unique terrain and geology of the village to ensure longevity. Properly paved roads will facilitate easier and safer travel during adverse weather conditions, enhancing community safety, vehicle safety, and the safety and security of school children. The mine has committed to supporting this initiative to upgrade the internal roads in Kanana, ensuring better infrastructure for the community's residents. | | | | | |
| Who initiated the project: | | Royal Bafokeng Administration | | GPS Coordinates: | | Location still to be identified. | |
| Geographical location of the project: | | District Municipality: | Local Municipality: | Village name and Ward: | Project start date: | Project end date: | Jobs |
| | | Bojanala Platinum | Rustenburg | Kanana, Ward 23 | FY 2026 | FY 2027 | Unknown |
| | | Key performance area: | Key performance indicator: | Responsible entity: | FY 2024 | FY 2025 | FY 2026 |
| | | • Improved road safety for pedestrians and vehicles. | • 1,3 km of paved roads at earmarked roads. | Impala Platinum Limited and the Community | 0,00 | 0,00 | 0,00 |
| Output: | | | | Key deliverables per timeframe | | | |
| | | | | • Design and Scoping (EIA if required) | | • Inspection and commissioning (if required) | |
| | | | | • Tendering and adjudication | | • Handover | |
| | | | | • Commencement of works | | • Total Budget: R12 475 702 | |
| Medium term: | | This project seeks to contract and employ local unemployed people within the host community. | | | | | |
| Long term: | | To improve accessibility between and within villages, thereby enhancing economic activity and ensuring road safety, particularly for school children during adverse weather conditions | | | | | |
| Links with other development initiatives: | | The project is linked with the Rustenburg Local Municipality IDP 2022-2027 pgs. 191 & 376, which earmarks the upgrading and construction of internal access roads in Kanana as one of the projects to be implemented in partnership with RLM's department of roads and transportation. | | | | | |
| Sustainability plan: | | Support structures will be developed during the construction of the road to ensure local business and labour involvement. The project will be handed over to the Royal Bafokeng Administration in partnership with the department of roads and transport for management and maintenance. | | | | | |
| Completion date and exit strategy: | | Once the project is completed, it will be handed over to the Royal Bafokeng Administration for ongoing management and maintenance, in partnership with their development partners such as the municipality's department of Roads and Transport. A Memorandum of Understanding (MoU) between Impala Platinum Limited and the Rustenburg Local Municipality will be in place upon hand-over. | | | | | |



Table 3.9.2 Construction of a Walkway Bridge in Meriting

| Project name: | Construction of Walkway bridge in Meriting | | Classification of project: | | Infrastructure | |
|--|---|--|---|---------------------------------------|---|--|
| | <p>During public participation in Meriting Village, the construction of a walkway bridge was identified as a top priority. Currently, access to Meriti Secondary School is severely hindered by the presence of water pits and open drainage structures along the route that students use to walk to school. These natural water pits, which are essentially large, uncovered holes, accumulate water due to inadequate drainage systems and are exacerbated during the rainy season. They pose significant hazards, including the risk of drowning, injury from falling, and exposure to waterborne diseases. The school is in a low-lying water catchment area, making it particularly vulnerable to flooding, which further complicates safe access.</p> | | <p>During public participation in Meriting Village, the construction of a walkway bridge was identified as a top priority. Currently, access to Meriti Secondary School is severely hindered by the presence of water pits and open drainage structures along the route that students use to walk to school. These natural water pits, which are essentially large, uncovered holes, accumulate water due to inadequate drainage systems and are exacerbated during the rainy season. They pose significant hazards, including the risk of drowning, injury from falling, and exposure to waterborne diseases. The school is in a low-lying water catchment area, making it particularly vulnerable to flooding, which further complicates safe access.</p> | | <p>Currently, access to Meriti Secondary School is severely hindered by the presence of water pits and open drainage structures along the route that students use to walk to school. These natural water pits, which are essentially large, uncovered holes, accumulate water due to inadequate drainage systems and are exacerbated during the rainy season. They pose significant hazards, including the risk of drowning, injury from falling, and exposure to waterborne diseases. The school is in a low-lying water catchment area, making it particularly vulnerable to flooding, which further complicates safe access.</p> | |
| Background: | <p>To mitigate these challenges, the proposed bridge will be a suspended arch bridge. This type of bridge is known for its elegant, curved design, which is both aesthetically pleasing and structurally efficient. The bridge will span approximately 200m, covering the area most affected by water pits and flooding. The structure will be built with reinforced concrete suitable for withstanding the environmental conditions of the region, including heavy rainfall and potential flooding.</p> <p>The walkways on the bridge will be wide enough to accommodate the safe passage of all learners, with additional safety features such as guardrails and non-slip surfaces. This design aims to provide a reliable and safe route to school, thereby improving school attendance and reducing the risk of accidents and health issues associated with the current hazardous conditions.</p> | | <p>To mitigate these challenges, the proposed bridge will be a suspended arch bridge. This type of bridge is known for its elegant, curved design, which is both aesthetically pleasing and structurally efficient. The bridge will span approximately 200m, covering the area most affected by water pits and flooding. The structure will be built with reinforced concrete suitable for withstanding the environmental conditions of the region, including heavy rainfall and potential flooding.</p> <p>The walkways on the bridge will be wide enough to accommodate the safe passage of all learners, with additional safety features such as guardrails and non-slip surfaces. This design aims to provide a reliable and safe route to school, thereby improving school attendance and reducing the risk of accidents and health issues associated with the current hazardous conditions.</p> | | <p>This type of bridge is known for its elegant, curved design, which is both aesthetically pleasing and structurally efficient. The bridge will span approximately 200m, covering the area most affected by water pits and flooding. The structure will be built with reinforced concrete suitable for withstanding the environmental conditions of the region, including heavy rainfall and potential flooding.</p> | |
| Who initiated the project: | Rustenburg Local Municipality | | GPS Coordinates: | | 25°36'0.97"S, 27°15'26.96"E | |
| Geographical location of the project: | District Municipality: | Local Municipality: | Village name and Ward: | Project start date: | Project end date: | Jobs |
| | Bojanala Platinum | Rustenburg | Meriting, Ward 12 | FY 2026 | FY 2027 | Unknown |
| | Key performance area: | Key performance indicator: | Responsible entity: | FY 2024 | FY 2025 | FY 2026 |
| Output: | <ul style="list-style-type: none"> Improved school attendance during rainy seasons. Create a safe environment for the community to cross the prevailing watercourses. | <ul style="list-style-type: none"> A pedestrian bridge crossing constructed over the low point. | Impala Platinum Limited and the Community | 0,00 | 0,00 | 0,00 |
| | | | | Key deliverables per timeframe | | |
| | | | | | | <ul style="list-style-type: none"> Design and Scoping (EIA study) Tendering and adjudication Commencement of works Inspection and commissioning Handover |
| Medium term: | This project seeks to contract and employ local unemployed people within the host community. | | | | | |
| Long term: | Improved accessibility and safety crossing in Meriting Village between areas | | | | | |
| Links with other development initiatives: | The project is in line with Rustenburg Local Municipality IDP 2022-2027 (pg. 341) in developing Meriting's pedestrian bridge between the school and the community. | | | | | |
| Sustainability plan: | Support structures will be developed during the construction of the bridge to ensure local business and labour involvement. The project will be handed over to the Rustenburg Local Municipality for management and maintenance. | | | | | |
| Completion date and exit strategy: | Once the project is completed, it will be handed over to Rustenburg Local Municipality for ongoing management and maintenance of the infrastructure. A MoU between Impala Platinum Limited and the Rustenburg Local Municipality will be in place upon hand-over. | | | | | |
| | | | | FY 2027 | FY 2028 | Total Budget: |
| | | | | R5 538 224 | 0,00 | R9 021 384 |



Table 3.9.3 Construction of a School Hall in Seraleng Primary School

| Project name: | Construction of a Community Hall in Seraleng Village | | Classification of project: | | | | Infrastructure | | | | | | | | | | |
|--|---|---|-----------------------------------|--|-------------------------------|---|------------------------------|---------|----------------|------|----------------|------|----------------|------------|----------------|-------------|----------------------|
| Background: | <p>The community of Seraleng has identified the development of a community hall as a top priority. Local leaders emphasized the need for a dedicated space to foster community interactions and social cohesion. Currently, community meetings are held in school classrooms, which are not ideally suited for such gatherings.</p> <p>The proposed community hall will offer multiple social gathering opportunities. It will provide a venue for community meetings, events, and recreational activities such as indoor sporting events like aerobics, karate etc. This facility aims to support the social and cultural needs of the Seraleng community, creating a versatile space that benefits residents.</p> | | | | | | | | | | | | | | | | |
| Who initiated the project: | Rustenburg Local Municipality | | GPS Coordinates: | | | | 25°36'20.96"S, 27°15'05.42"E | | | | | | | | | | |
| Geographical location of the project: | District Municipality: | Bojanala Platinum | Local Municipality: | Rustenburg | Village name and Ward: | Seraleng, Ward 41 | Project end date: | FY 2028 | Jobs | | +/-50 | | | | | | |
| | Key performance area: | • Construction of a community hall with a perimeter fencing, parking, and ablution. | Key performance indicator: | • A fully functional community hall with. - Ablutions - Paved Parking - Perimeter fencing | Responsible entity: | Impala Platinum Limited and the Community | FY 2024 | 0,00 | FY 2025 | 0,00 | FY 2026 | 0,00 | FY 2027 | R3 839 526 | FY 2028 | R 6 104 846 | Total Budget: |
| Output: | <ul style="list-style-type: none"> • Design and Scoping (EIA if required) • Tendering and adjudication • Commencement of works | | | | | | | | | | | | | | | | |
| Medium term: | This project seeks to contract and employ local unemployed people within the host community. | | | | | | | | | | | | | | | | |
| Long term: | Promote healthy living, support youth in sports and encourage youth-led social cohesion activities in the community. | | | | | | | | | | | | | | | | |
| Links with other development initiatives: | The project aligns with Rustenburg Local Municipality IDP 2022-2027 pg. 491 which highlights the need to develop a community hall in Seraleng. | | | | | | | | | | | | | | | | |
| Sustainability plan: | The mine and the municipality's department of community development will facilitate the project for proper execution and to ensure maximum usage of the facility. Support structures will be developed during the construction of the hall to ensure local business and labour involvement. | | | | | | | | | | | | | | | | |
| Completion date and exit strategy: | Once the project is completed, it will be handed over to the municipality's department of community development for ongoing management and maintenance of the infrastructure. A MoU between Impala Platinum Limited and the Rustenburg Local Municipality will be in place upon hand-over. | | | | | | | | | | | | | | | | |



Table 3.9.4 Construction of internal roads in Luka

| Project name: | | Construction of internal roads in Luka | | Classification of project: | | Infrastructure | |
|--|--|---|--|----------------------------|--|---|--|
| Background: | | <p>During public participation in Luka, it was identified that the community needs proper internal roads to ensure easy access and usability during bad weather conditions. The current roads in the community are uncompacted gravel roads that frequently develop potholes and become difficult to traverse, especially during the rainy season.</p> <p>The proposed project aims to pave these internal roads, significantly improving accessibility and safety. The paving material to be used will consider the unique terrain and geology of the village to ensure longevity. Properly paved roads will facilitate easier and safer travel during adverse weather conditions, enhancing community safety, vehicle safety, and the safety and security of school children. The mine has committed to supporting this initiative to upgrade the internal roads in Luka, ensuring better infrastructure for the community's residents.</p> | | | | | |
| Who initiated the project: | | Rustenburg Local Municipality | | GPS Coordinates: | | 25°36'20.96"S, 27°15'05.42"E | |
| Geographical location of the project: | | Local Municipality: | | Project start date: | | Jobs | |
| | | District Municipality: | | Project end date: | | +/-50 | |
| | | Bojanala Platinum | | FY 2027 | | Unknown | |
| | | Rustenburg | | FY 2028 | | Male | |
| Output: | | Key performance area: | | FY 2025 | | FY 2028 | |
| | | Key performance indicator: | | FY 2026 | | Total Budget: | |
| | | <ul style="list-style-type: none"> Improved road safety for pedestrians and vehicles, especially during bad weather conditions. | | 0,00 | | R13 224 244 | |
| | | <ul style="list-style-type: none"> 1,3 km of paved roads at earmarked roads. | | 0,00 | | R8 118 358 | |
| | | <ul style="list-style-type: none"> Responsible entity: | | 0,00 | | R5 105 886 | |
| | | Impala Platinum Limited and the Community | | 0,00 | | Key deliverables per timeframe <ul style="list-style-type: none"> Design and Scoping (EIA if required) Tendering and adjudication Commencement of works | |
| Medium term: | | This project seeks to contract and employ local unemployed people within the host community. | | | | | |
| Long term: | | To improve accessibility between and within villages, thereby enhancing economic activity and ensuring road safety, particularly for school children during adverse weather conditions | | | | | |
| Links with other development initiatives: | | The project is in line with Rustenburg Local Municipality IDP pg. 444, which earmarks the construction (paving) and maintenance of internal access roads in Luka as one of the projects to be implemented in partnership with RLM's department of roads and transportation | | | | | |
| Sustainability plan: | | Support structures will be developed during the construction of the road to ensure local business and labour involvement. The project will be handed over to the Royal Bafokeng Administration in partnership with the department of roads and transport for management and maintenance. | | | | | |
| Completion date and exit strategy: | | Once the project is completed, it will be handed over to the Royal Bafokeng Administration for ongoing management and maintenance, in partnership with their development partners such as the municipality's department of Roads and Transport. A MoU between Impala Platinum Limited and the Rustenburg Local Municipality will be in place upon hand-over. | | | | | |



Table 3.9.5 Construction of Community Centre in Phokeng

| Project name: | Construction of a Community Centre in Phokeng | Classification of project: | Infrastructure |
|--|--|---|---|
| Background: | <p>During public participation in Phokeng, the need for a community recreation centre was highlighted as a key priority. The previously existing community hall has been converted into an IT school by the Royal Bafokeng Administration (RBA), leaving the community without a dedicated space for social gatherings and recreational activities.</p> <p>The proposed project involves the construction of a new community centre that will serve as a hub for community events, meetings, and other activities. This facility aims to promote social cohesion by providing a venue where community members can come together, participate in events, and engage in various recreational activities. The centre will be designed to accommodate a wide range of functions, ensuring it meets the diverse needs of the Phokeng community.</p> | | |
| Who initiated the project: | Rustenburg Local Municipality | GPS Coordinates: | 25°36'20.96"S, 27°15'05.42"E |
| Geographical location of the project: | District Municipality: | Local Municipality: | Village name and Ward: |
| | Bojanala Platinum | Rustenburg | Phokeng, Ward 4 |
| Output: | Key performance area: | Key performance indicator: | Responsible entity: |
| | <ul style="list-style-type: none"> • Accessible community centre for Phokeng community | <ul style="list-style-type: none"> • Community Centre - Ablution facilities - Kitchen - Office space - Paved Parking - Perimeter fencing. | Impala Platinum Limited and the Community |
| Medium term: | This project seeks to contract and employ local unemployed people within the host community. | | |
| Long term: | Community centres contribute to building strong, healthy, and vibrant communities and promote social cohesion within villages | | |
| Links with other development initiatives: | The project is in line with Rustenburg Local Municipality IDP pg. 448, which identifies a need for a community centre in the ward. | | |
| Sustainability plan: | The project will be facilitated by the mine and the Royal Bafokeng Administration (Infraco) for proper execution and to ensure maximum usage of the facilities. Support structures will be developed during the construction of the road to ensure local business and labour involvement. | | |
| Completion date and exit strategy: | Once the project is completed it will be handed over to the municipality along with its development partner, the Royal Bafokeng Administration for ongoing management and maintenance of the infrastructure. A MoU between Impala Platinum Limited and the Rustenburg Local Municipality will be in place upon hand-over. | | |



Table 3.9.6 Construction of internal roads in Phokeng

| Project name: | Construction of internal roads in Phokeng | | Classification of project: | | Infrastructure | | | | | |
|--|---|---|-----------------------------------|--|------------------------------|--------------------------|----------------|----------------|----------------|----------------------|
| Background: | <p>During public participation in Phokeng, it was highlighted that the community requires proper internal roads to ensure easy access and usability, particularly during adverse weather conditions. The existing roads are uncompact gravel roads that frequently develop potholes and become difficult to traverse. Especially during the rainy season when they become difficult to navigate, affecting both vehicular and pedestrian traffic.</p> <p>To address these concerns, the mine plans to pave the internal roads, aiming to improve overall road conditions. The paving material to be used will consider the unique terrain and geology of the village to ensure longevity. This project focuses on enhancing community safety, vehicle safety, and the security of school children, providing safer and more reliable infrastructure for the residents of Phokeng.</p> | | | | | | | | | |
| Who initiated the project: | Rustenburg Local Municipality | | GPS Coordinates: | | 25°35'53.20"S, 27° 8'14.26"E | | | | | |
| Geographical location of the project: | District Municipality: | Bojanala Platinum | Local Municipality: | Phokeng, Ward 6 | Project start date: | Project end date: | Jobs | +/-50 | | |
| | Key performance area: | <ul style="list-style-type: none"> Improved road safety for pedestrians and vehicles | Key performance indicator: | <ul style="list-style-type: none"> 1,3 km of paved roads at earmarked roads | FY 2027 | FY 2028 | Unknown | Unknown | | |
| Output: | Key performance area: | | Responsible entity: | Impala Platinum Limited and the Community | FY 2024 | FY 2025 | FY 2026 | FY 2027 | FY 2028 | Total Budget: |
| | | | | | 0,00 | 0,00 | 0,00 | R5 191 401 | R8 254 327 | R13 445 727 |
| Medium term: | <p>This project seeks to contract and employ local unemployed people within the host community.</p> | | | | | | | | | |
| Long term: | <p>To improve accessibility between and within villages, thereby enhancing economic activity and ensuring road safety, particularly for school children during adverse weather conditions</p> | | | | | | | | | |
| Links with other development initiatives: | <p>The project is in line with Rustenburg Local Municipality IDP pg. 448, which earmarks the construction (paving) and maintenance of internal access roads in Phokeng as one of the projects to be implemented in partnership with RLM's department of roads and transportation.</p> | | | | | | | | | |
| Sustainability plan: | <p>Support structures will be developed during the construction of the road to ensure local business and labour involvement. The project will be handed over to the Royal Bafokeng Administration in partnership with the department of roads and transport for management and maintenance.</p> | | | | | | | | | |
| Completion date and exit strategy: | <p>Once the project is completed, it will be handed over to the Royal Bafokeng Administration for ongoing management and maintenance, in partnership with their development partners such as the municipality's department of Roads and Transport. A MoU between Impala Platinum Limited and the Rustenburg Local Municipality will be in place upon hand-over.</p> | | | | | | | | | |



Table 3.9.7 Renovation and expansion of Keledi Secondary School infrastructure

| | | | | | | | | |
|--|---|--|---|----------------------------|------------------------------|----------------|-----------------------|--------------------------------------|
| Project name: | Renovation and expansion of Keledi Secondary School | | Classification of project: | | | | Infrastructure | |
| Background: | <p>During consultation in hosting communities, the mine received raised challenges regarding schools infrastructure in the villages. Keledi Secondary School, which was previously a middle school serves the previously disadvantaged communities of Kgale, Bobuanja, Lefaragathe, and as far as Chaneng, Robega, Rasimone village and Freedom Park. The school currently does not have sufficient infrastructure to cater for the number of learners and educators it caters for. The existing infrastructure is dilapidated and requires some refurbishments. The school has about 823 learners and 26 educators serving the surrounding communities.</p> <p>The Principal wrote a letter to Impala in 2021 requesting assistance with school renovations. Furthermore, during stakeholder engagement with Department of Education, Keledi Secondary School was submitted for consideration for beneficiation and support in SLP 4. The purpose of this project is to construct 1 block of 4 classrooms with ablution facilities and a staffroom, renovating the science laboratory and the sports field renovations. This is done to improve the lives and the quality of education for children.</p> | | | | | | | |
| Who initiated the project: | Rustenburg Local Municipality | | GPS Coordinates: | | 25°36'20.96"S, 27°15'05.42"E | | | |
| Geographical location of the project: | District Municipality: | Local Municipality: | Village name and Ward: | Project start date: | Project end date: | Jobs | | |
| | Bojanala Platinum | Rustenburg | Phokeng, Ward 5 | FY 2026 | FY 2027 | Unknown | Male Unknown | |
| Output: | Key performance area: | Key performance indicator: | Responsible entity: | FY 2024 | FY 2025 | FY 2026 | FY 2027 | |
| | <ul style="list-style-type: none"> Improved school infrastructure. Reduced class overcrowding. Better learning /teaching space for learners and teachers. | <ul style="list-style-type: none"> Building of 4 extra classrooms with ablution facilities and a staff room. Refurbish Science laboratory. Sports Field Renovation. | Impala Platinum Limited and the Community | 0,00 | 0,00 | R 6 488 591 | R 8 406 330 | Total Budget: R 14 894 921 |
| Medium term: | This project seeks to contract and employ local unemployed people within the host community. | | | | | | | |
| Long term: | Improved school infrastructure, reduced overcrowding, and better learning/teaching environment for learners and teachers. | | | | | | | |
| Links with other development initiatives: | The project is in line with the identified needs by the Department of Education in the province. | | | | | | | |
| Sustainability plan: | The project will be facilitated by the mine and the Department of Education for proper execution and ensure maximum usage of the facilities. Support structures will be developed during the construction and renovations to ensure local business and labour involvement. | | | | | | | |
| Completion date and exit strategy: | Once the project is completed, it will be handed over to the Royal Bafokeng Administration for ongoing management and maintenance, in partnership with their development partners such as the municipality's relevant departments. A MoU between Impala Platinum Limited and the Rustenburg Local Municipality will be in place upon hand-over. | | | | | | | |



Table 3.9.8 Installation of rainwater harvest tanks and reticulation at W.M Ranuga Senior Primary School (Labour Sending Area)

| | | | | | |
|--|--|---|-----------------------------------|---------------------------|-----------------------|
| Project name: | Installation of rainwater harvest tanks and reticulation at W.M Ranuga Senior Primary School (LSA) | | Classification of project: | | Infrastructure |
| Background: | <p>In 2015 the Department of Basic Education released a report indicating that 3% of schools had no access to water and sanitation. The current situation in most of the schools in the municipality remain dire. In the assessment report we found that there are no existing water lines in the area. Based on the Department of Education (DoE) Norms, each student requires 5 litres/day (no flush toilets), which makes the requirements of a 100 litres/day (20 school days in a month). With the school enrolment of 116 pupils at the time of assessment, a total of 11600 litres is required per month.</p> <p>This project seeks to mitigate the water supply challenges by installing rainwater harvesting systems and increasing storage capacity to help alleviate water supply challenges.</p> | | | | |
| Who initiated the project: | Mhlonlolo Local Municipality | GPS Coordinates: | | 31°21'12.4"S 28°30'50.7"E | |
| Geographical location of the project: | District Municipality: | Village name and Ward: | Project start date: | Jobs | |
| | O.R. Tambo | Tolweni / Tsolo | FY 2027 | Female | Unknown |
| Output: | Local Municipality: | Responsible entity: | Project end date: | Male | Unknown |
| | Key performance area: | Key performance indicator: | FY 2024 | FY 2026 | Total Budget: |
| | <ul style="list-style-type: none"> Improve water supply through rainwater harvesting and additional storage tanks | <ul style="list-style-type: none"> Rainwater harvest tanks and reticulation Drinking fountain | FY 2025 | FY 2027 | R1 509 039 |
| Medium term: | <p>This project seeks to contract and employ local unemployed people within the host community.</p> | | | | |
| Long term: | <p>Improved accessibility to a safe and conducive learning environment</p> | | | | |
| Links with other development initiatives: | <p>The project is in line with the identified needs by the Department of Education in the province</p> | | | | |
| Sustainability plan: | <p>Support structures will be developed during the to ensure local business and labour involvement. The project will be handed over to the Department of Education for management and maintenance.</p> | | | | |
| Completion date and exit strategy: | <p>Once the project is completed, it will be handed over to Department of Education for ongoing management and maintenance of the infrastructure. A MoU between Impala Platinum Limited and the Department of Education will be in place prior to hand-over.</p> | | | | |



Table 3.9.9 Demolishing mud structures and constructing 5 classrooms and admin building at Sikitini Primary School (Labour Sending Area)

| | | | | | |
|--|---|---|--|----------------|------------------------------|
| Project name: | Demolishing and constructing of 5 additional classrooms and admin building at Sikitini Primary School (LSA) | | Classification of project: | | Infrastructure |
| Background: | <p>In 2015, the Department of Basic Education released a report indicating that 3% of schools lacked access to water and sanitation in the area. The situation in many schools today remain critical. A recent physical needs assessment of Sikitini Primary also revealed that existing classrooms are mud structures, and there are still significant infrastructure needs.</p> <p>This project aims to address these deficiencies by constructing five classrooms and an Admin block, VIP toilets, and installing rainwater harvesting systems along with enhanced storage capacity to help alleviate water supply challenges.</p> | | | | |
| Who initiated the project: | Ngquza Hill Local Municipality | | GPS Coordinates: | | 25°36'20.96"S, 27°15'05.42"E |
| Geographical location of the project: | District Municipality: | Local Municipality: | Village name and Ward: | Jobs | |
| | O.R. Tambo | Ngquza Hill | Flagstaff | Female | Male |
| Output: | Key performance area: | Key performance indicator: | Responsible entity: | FY 2024 | FY 2025 |
| | <ul style="list-style-type: none"> Improve water supply through rainwater harvesting. Create a safe learning environment for students. Creating a safe working environmental for school staff. | <ul style="list-style-type: none"> Demolishing mud classroom structures Constructing 5 brick classrooms Admin building Install rainwater harvest tanks Install drinking fountain Constructing VIP toilets | Impala Platinum Limited and the Community | 0,00 | 0,00 |
| Medium term: | This project seeks to contract and employ local unemployed people within the host community. | | | | |
| Long term: | Improved accessibility to a safe and conducive learning environment | | | | |
| Links with other development initiatives: | The project is in line with the identified needs by the Department of Education in the province | | | | |
| Sustainability plan: | Support structures will be developed during the to ensure local business and labour involvement. The project will be handed over to the Department of Education for management and maintenance. | | | | |
| Completion date and exit strategy: | Once the project is completed, it will be handed over to Department of Education for ongoing management and maintenance of the infrastructure. A MoU between Impala Platinum Limited and the Department of Education will be in place prior to hand-over. | | | | |
| Total Budget: | FY 2024 | FY 2025 | FY 2026 | FY 2027 | FY 2028 |
| | 0,00 | 0,00 | R6 682 376 | R5 795 442 | 0,00 |
| | Key deliverables per timeframe | | | | |
| | <ul style="list-style-type: none"> Design and Scoping (EIA if required) Tendering and adjudication Commencement of works | | <ul style="list-style-type: none"> Inspection and commissioning Handover | | |



Table 3.9.10 Construction of a Kitchen, Carports, and boundary fencing at Sekhing Primary School (Labour Sending Area)

| | | | | | | | | |
|--|---|--|-----------------------------------|--|-----------------------|------------------------------|------------|------------|
| Project name: | Construction of Kitchen, Carports and boundary fencing at Sekhing Primary School. (L-SA) | | Classification of project: | | Infrastructure | | | |
| Background: | On 5 January, 2024, a request for assistance was received from the school and the School Governing Body (SGB), seeking support for capacitating the school's physical infrastructure. Following a physical inspection of the school and a meeting held with the school leadership, the SGB and the local Municipality, the priority areas were confirmed as borehole capacitation, perimeter fencing, carports, and construction of a new school kitchen. The scope of this project will focus on addressing these priority areas to improve the learning environment, with particular emphasis on health and sanitation. | | | | | | | |
| Who initiated the project: | Dr Ruth Segomotsi Mompoti District Municipality | | | GPS Coordinates: | | 25°36'20.96"S, 27°15'05.42"E | | |
| Geographical location of the project: | District Municipality: | Dr Ruth Segomotsi Mompoti District Municipality | Village name and Ward: | Project start date: | | Jobs | | |
| | Local Municipality: | Greater Taung Local Municipality | Sekhing | FY 2026 | FY 2027 | | Unknown | |
| Key performance area: | Key performance indicator: | <ul style="list-style-type: none"> Consistent and reliable water supply to the school from the borehole Compliance with health and safety standards in the newly constructed kitchen Improvement in school security | Responsible entity: | FY 2024 | | Male | | |
| | | | | <ul style="list-style-type: none"> New school kitchen Perimeter fencing Borehole equipment and additional storage tanks Carports | | | FY 2025 | FY 2026 |
| Output: | Impala Platinum Limited and the Community | | 0,00 | | 0,00 | R3 574 377 | R2 525 893 | R6 100 270 |
| Medium term: | This project seeks to contract and employ local unemployed people within the host community. | | | | | | | |
| Long term: | Improved accessibility to a safe and conducive learning environment | | | | | | | |
| Links with other development initiatives: | The project is in line with the identified needs by the Department of Education in the province | | | | | | | |
| Sustainability plan: | Support structures will be developed during the to ensure local business and labour involvement. The project will be handed over to the Department of Education for management and maintenance. | | | | | | | |
| Completion date and exit strategy: | Once the project is completed, it will be handed over to Department of Education for ongoing management and maintenance of the infrastructure. A MoU between Impala Platinum Limited and the Department of Education will be in place prior to hand-over. | | | | | | | |



Table 3.9.11 Supporting the Cofimvaba Agriculture Project (Labour Sending Area)

| Project name: | Cofimvaba Agriculture Project Support. (LSA) | | | | Classification of project: | | | | Income generating | | | | | | | | |
|--|--|--|--|---------------------------------------|-------------------------------------|----------------------------|----------------------------|----------------------------|------------------------------------|--------------------------------|--|--|--|--|---|--|--|
| Background: | The Mcambalala maize project in Cofimvaba stopped producing in 2018 due to the dilapidation of its fencing and challenges faced with livestock owners. Impala Platinum delivered new fencing in July 2024 on request by the Minister of Mineral and Energy, on behalf of the Mcambalala maize farmers. The farmers now want to continue with their farming activity where the 6km fence was delivered. The project aims to build a sustainable maize production value chain that will sustain close to 70 farmers and their families. | | | | | | | | | | | | | | | | |
| Who initiated the project: | Ntsika Yethu Local Municipality | | GPS Coordinates: | | 31° 89'29S 27° 48'58E | | | | | | | | | | | | |
| Geographical location of the project: | District Municipality: Chris Hani District Municipality | Local Municipality: Ngquza Hill | Village name and Ward: Cofimvaba | Project start date: FY 2025 | Project end date: FY 2028 | Jobs | | +/-20 | | | | | | | | | |
| Key performance area: | Key performance area: • Job Creation through agricultural development | Key performance indicator: • Develop 70 sustainable maize farmers. • Provision of production inputs • Provision of farming equipment as per needs assessment | Responsible entity: Impala Platinum Limited, Eastern Cape Department of Agriculture and Rural Development and the Community | FY 2024 0,00 | FY 2025 R 429 603 | FY 2026 R844 208 | FY 2027 R948 553 | FY 2028 R688 300 | Total Budget: R2 910 666 | | | | | | | | |
| Output: | <table border="1"> <thead> <tr> <th colspan="4">Key deliverables per timeframe</th> </tr> </thead> <tbody> <tr> <td>Technical analysis and needs assessment. Develop business case and off-take agreements</td> <td>Provide technical support to farmers and partnerships</td> <td>Final technical review based on progress Production inputs for cultivation of 40 hectares.</td> <td>Hand over technical support to DRDAR Equipment as per needs analysis to be gifted to ensure longer term sustainability of farming activities as per needs assessment</td> </tr> </tbody> </table> | | | | | | | | | Key deliverables per timeframe | | | | Technical analysis and needs assessment. Develop business case and off-take agreements | Provide technical support to farmers and partnerships | Final technical review based on progress Production inputs for cultivation of 40 hectares. | Hand over technical support to DRDAR Equipment as per needs analysis to be gifted to ensure longer term sustainability of farming activities as per needs assessment |
| Key deliverables per timeframe | | | | | | | | | | | | | | | | | |
| Technical analysis and needs assessment. Develop business case and off-take agreements | Provide technical support to farmers and partnerships | Final technical review based on progress Production inputs for cultivation of 40 hectares. | Hand over technical support to DRDAR Equipment as per needs analysis to be gifted to ensure longer term sustainability of farming activities as per needs assessment | | | | | | | | | | | | | | |
| Medium term: | This project seeks to create employment within the local community through maize farming activities starting with 60 hectares where the fence was completed. Develop sustainable maize farmers that can expand their farming activities to other arable land given that a sustainable cashflow would have been created. | | | | | | | | | | | | | | | | |
| Long term: | The project is in line with the identified needs by the Department of Agriculture and Rural Development in the Province. | | | | | | | | | | | | | | | | |
| Links with other development initiatives: | The project is set-up in such a way that technical assistance, business case development, market linkages and partnerships ensure longer term sustainability of the project. Partners will also be identified at the beginning of the project to form longer-term support. A Memorandum of Understanding (MoU) will be developed that will clearly state how hand-overs and longer-term sustainability will be addressed. | | | | | | | | | | | | | | | | |
| Sustainability plan: | Once the project is completed and handed over by December 2028 to the Mcambalala maize farmers, ongoing support will be provided by the Department of Agriculture and Rural Development. The MoU between Impala Platinum Limited and the DRDAR will be in place prior to hand-over. | | | | | | | | | | | | | | | | |
| Completion date and exit strategy: | Once the project is completed and handed over by December 2028 to the Mcambalala maize farmers, ongoing support will be provided by the Department of Agriculture and Rural Development. The MoU between Impala Platinum Limited and the DRDAR will be in place prior to hand-over. | | | | | | | | | | | | | | | | |



3.6. HOUSING AND LIVING CONDITIONS

3.6.1. Current Housing Situation at Impala Platinum Limited

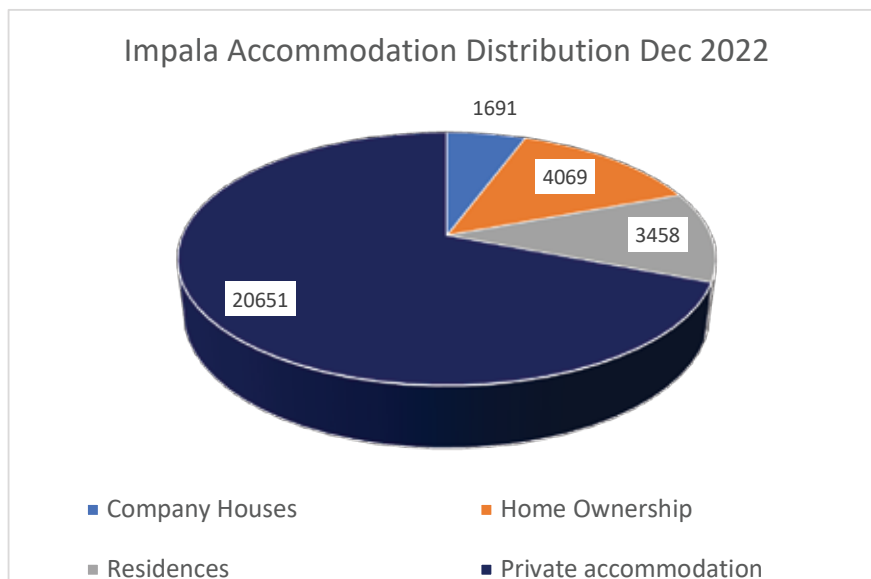
Impala Platinum Limited made excellent progress with its accommodation strategy since its implementation in 2007. The focus of the strategy has since been aligned with government’s Housing & Living Conditions Standard for the Minerals Industry of 2019. Impala embarked on several home ownership schemes and successfully built and sold 3 795 units to employees and 10% to the private market during the implementation of its accommodation strategy from 2007.

Impala managed to eliminate their housing waiting list by providing various accommodation options to employees and more focus on homeownership. This allowed Impala to also provide rental options to contractors and the private market.

Employees are making use of various accommodation options such as:

1. Company-owned rental housing stock (Impala’s Housing Portfolio);
2. Home ownership schemes facilitate by Impala
3. Private housing in and around our operations;
4. Converted hostels into family units for rental purposes:
5. Single accommodation at the residences on Impala Platinum Limited property

Figure 3.18. Impala Accommodation





3.6.2. Principles Behind Impala Platinum Limited's Housing Policy

3.6.2.1. Statement of intent

Impala Platinum Limited recognizes that the facilitation of suitable employee accommodation is an integral part of its commitment to uplifting the communities within its areas of operation. Impala Platinum Limited subscribes to the idea that employees should reside with their families in a stable, healthy, and secure environment within commuting distance of their place of work. Such commuting distance has been set at sixty (60) kilometres from the place of work.

3.6.2.2. Purpose

The housing policy seeks to provide guidelines to the mine with regards to the facilitation of suitable housing, accommodation, and related matters to enhance employee wellbeing and through this process contribute towards the achievement of the overall business objectives of Impala Platinum Limited.

3.6.2.3. Guidelines

The Impala Platinum Limited's approach to housing is based on the creation of options that will enable employees to exercise realistic choices with regards to accommodation. Operational strategies relating to housing and accommodation have been developed within a framework that:

- Promotes home ownership and assists employees to become homeowners.
- Ensure employees in single accommodation reside in one person per room.
- Prevents and/or discourages informal settlement in the company's operational by providing affordable accommodation choices to employees.

3.6.2.4. Principles

The key principles guiding this operational accommodation strategy, during the life of the various operations, include:

- The mine will remain a responsible employer which will ensure decent accommodation options are available to its employees and assist employees to become homeowners where possible;



- Whilst the mine utilizes two (2) single-gender residences accommodating one person per room, it is acknowledged that this will be maintained to remain decent accommodation;
- The mine's accommodation policy is aligned with its recruitment, remuneration, local economic development programs and the Housing and Living Conditions Standard of the Minerals Industry. This is to ensure a holistic approach during the life of the various operations and facilitate sustainable solutions beyond the life of mine.

3.6.3. Strategic Plan

Impala Platinum Limited supports the Housing and Living Conditions Standard of the Minerals Industry of 2019 from National Government to ensure sustainable towns are established rather than mining villages. For this reason, the Mine's strategic plan for housing its workforce includes:

3.6.3.1. Living out allowance

The company is providing all employees with a living out allowance to assist with decent accommodation.

3.6.3.2. Single Accommodation

Impala Platinum Limited provides single accommodation in its current converted 2 residences which can house 4 000 single employees in one person per room.

3.6.3.3. Homeownership initiatives

Impala Platinum believes in a natural family life and promote home ownership as much as possible to ensure employees are residing with their families in decent accommodation. Impala Platinum is providing financial assistance to employees who purchase a unit in our homeownership program in the form of an interest-free. The scheme aims at facilitating the workforce's access to appropriate finance, through financial institutions, for the purchasing of decent accommodation and becoming homeowners within the formal sector. Impala's policy is to build and sell houses as long as there is a demand for these units from employees.

Impala is promoting homeownership to all employees and assisting all employees financially i.e.



- Providing an interest free loan to employees who purchase a home within an Impala Housing project.
- Providing an interest free loan to employees purchasing the company house they are residing in.
- Providing a Homeownership Allowance to those employees who purchase a home outside the Impala project but within a 60km radius from the mine.

3.6.3.4. Reporting

The mine will report on its progress with regard to the housing strategy amongst its workforce within its annual SLP report.

3.6.4 Impala’s commitment

3.6.4.1. Platinum Village

As per the approved section 102 Amendment to reduce the total number of units to be built at Platinum Village to 2128, currently Phase 4 Platinum Village is still outstanding which constitutes of 500 units. The construction of phase 4 has commenced and planned completion is in 2026. The construction and the subsequent sale of the units is dependent on the demand for homeownership. As such the units will be built on an demand basis.

The table below, presents the envisaged committed targets for the next five (5) years at Impala Platinum Limited to complete Platinum Village Phase 4.

Note that these targets are based on demand from employees and Impala will continue to build these units in Platinum Village as long as employees are buying them.

Table 3.10. Housing And Living Conditions Plan

| HOUSING | 2024 | 2025 | 2026 | 2027 | 2028 | TOTAL 2024-2028 |
|--------------------------|------------|------------|------------|------|------|--------------------|
| Platinum Village Phase 4 | 170 | 170 | 160 | 0 | 0 | 500 |
| Financial Provision | 39 000 000 | 39 000 000 | 39 000 000 | 0 | 0 | R 117 000 000 |

*Note: Targets reflects new intakes per annum



3.7. MEASURES TO ADDRESS NUTRITION

3.7.1. Overview

Impala Platinum Limited has 2 single-accommodation residences which can accommodate 4 000 single employees. The mine's ability to directly influence the diet and subsequently the nutritional in-take of the majority of its workforce is minimal. Nevertheless, the mine recognizes the importance of educating the workforce about adequate nutrition within their diets in order to improve the health and welfare of the workforce and their productivity within the workplace. Impala is providing all underground employees with a nutritional pack on a daily basis.

3.7.2. Strategic Plans

Impala Platinum Limited's nutrition programme can be divided into two (2) areas, namely those with direct influence and those with indirect influence over dietary intake.

3.7.2.1. Direct Influence

These programmes refer firstly, to employees making use of the company's single accommodation and secondly, employees being at work during their shifts. The programme aims to:

- Utilize the services of a dietician to advise on suitable diets and implement menus accordingly;
- Ensure a dietician frequently (bi-annually) visits the residences and reports on findings with regards to the diet of the residents;
- Provide adequate, nutritionally suitable meal substitutes for employees during their shift. A dedicated Service Provider has been identified and provides Futurelife Twin Pouch packs to employees. The product choice will be reviewed periodically and be amended if needed.

3.7.2.2. Indirect Influence

These programmes refer to all other employees not making use of company single-quarters accommodation. Planning in this regard will include:



- Facilitating the provision of suitable, nutritious foodstuffs for employees by encouraging the various private catering establishments operating on or in the vicinity of the mine to sell such products to the workforce;
- Impala Hospital embarks on regular awareness campaigns and ensures that each employee is medically examined annually;
- Impala Hospital is promoting awareness on the use of supplementary diets for people infected with HIV/AIDS.



3.8. PROCUREMENT PROGRESSION PLAN

3.8.1. Introduction and Background

Impala has embarked on a procurement transformation journey, which is underpinned by a comprehensive plan that seeks to sustainably enhance Inclusive and Preferential Procurement as well as Enterprise and Supplier Development efforts for greater value and impact by 2028.

The plan outlines key objectives, targets, and interventions forms the basis of Impala's undertakings towards fulfilling its SLP obligations.

In the Judicial Review application, the High Court found that the charter contemplated in terms of Section 100 of the MPRDA is not binding subordinate legislation, but rather an instrument of policy. Furthermore, the High Court set aside certain provisions of Mining Charter III. Following the Judicial Review, the residual clauses of the Mining Charter III should be used as guiding principles to achieve the MPRDA Transformation Objectives. Taking into consideration the Judicial Review and notwithstanding the setting aside of certain clauses of the Mining Charter III (2018), including the Inclusive Procurement, Supplier and Enterprise Development element, to the extent possible, Impala remains committed to the transformational aspirations of the MPRDA will continue to strive to achieve these Objectives by using the clauses that have been set aside as guiding principles.

The plan and targets are informed by Impala's past performance and as guided by the various elements of Mining Charter, South African Manufactured Goods and Services respectively.

- In the category: South African Manufactured Goods, Impala has sustainably achieved and surpassed the compliance targets on Historically Disadvantaged Persons Owned Companies (HDPOC) $\geq 51\%$, Women Owned Companies (WOC) or Youth Owned Companies (YOC) $\geq 51\%$ and BEE Compliant $\geq 25\%$ & Level 4 or Better in the past period. In the next 5 years, Impala aims to maintain this performance and again achieve full compliance on aforementioned elements targeting (70%) overall with breakdowns of (21%) - HDPOC $\geq 51\%$,



(5%) WOC or YOC $\geq 51\%$ and (44%) BEE Compliant $\geq 25\%$ & Level 4 or Better.
 (See Table 3.14).

- In the category: South African Manufactured Services, Impala has sustainably achieved and outperformed in the HDPOC $\geq 51\%$ and Services BEE Compliant but faced challenges with WOC $\geq 51\%$ and YOC $\geq 51\%$. Considering the past performance in these elements Impala aims to ramp up efforts and improve performance in these elements towards achieving the guiding principles of the Mining Charter by 2028. (See Table 3.14).

The plan prioritises procurement from HDPOC, WOC and YOC suppliers to maintain and improve performance, and to ensure there is no regression in current performance in the next 5 years. The envisaged closure of 3 operating shafts, within the SLP 4 period, will result in a reduction of HDPOC, WOC and YOC expenditure and consequently will have a significant impact on the targets. Procurement plans will be monitored and reviewed on an ongoing basis to meet the below stated targets, which will be reported on in the SLP Annual Reports.

Table 3.11. Procurement Plan Targets

| MINING CHARTER SUPPLIER CATEGORIES | MC Target % | FY 2024 | FY 2025 | FY 2026 | FY 2027 | FY 2028 |
|---|-------------|--------------|--------------|--------------|--------------|--------------|
| South African Manufactured Goods | 70 | 70.0% | 70.0% | 70.0% | 70.0% | 70.0% |
| Historically Disadvantaged Persons Owned and Controlled | 21 | 21.0% | 21.0% | 21.0% | 21.0% | 21.0% |
| Women Owned and Controlled | 5 | 5.0% | 5.0% | 5.0% | 5.0% | 5.0% |
| Youth Owned and Controlled | | | | | | |
| BEE Compliant | 50 | 44.0% | 44.0% | 44.0% | 44.0% | 44.0% |
| Services | 80 | 73.0% | 74.6% | 75.6% | 76.2% | 78.0% |
| Historically Disadvantaged Persons Owned and Controlled | 50 | 50.0% | 50.0% | 50.0% | 50.0% | 50.0% |



| MINING CHARTER SUPPLIER CATEGORIES | MC Target % | FY 2024 | FY 2025 | FY 2026 | FY 2027 | FY 2028 |
|------------------------------------|-------------|---------|---------|---------|---------|---------|
| Women Owned and Controlled | 15 | 9.6% | 10.6% | 11,6% | 12.2% | 13.0% |
| Youth Owned and Controlled | 5 | 3.4% | 4.0% | 4.0% | 4.5% | 5.0% |
| BEE Compliant | 10 | 10.0% | 10.0% | 10.0% | 10.0% | 10.0% |



3.8.2. Enterprise Supplier Development Projects

Enterprise Supplier Development projects identified are aligned to an approach to bring support to local economic development in hosting communities. The projects facilitate the development of Entrepreneurs, to improve the competitiveness of local SMME's and black owned companies and to assist procurement to increase BEE spend.

In SLP 2, Impala developed 40 entrepreneurs, of which during FY19 to FY23, collectively these companies contributed more than R600m to the spend, with Historically Disadvantaged companies, R230m to spend with Woman Owned companies as well as R8m of spend with Youth owned companies.

In SLP 3, the focus changed to assist companies that are not yet ready to trade with the mine, to get ready. The change in focus is attributed to the enormous pressure from community based SMMEs that demanded (through protests) procurement opportunities from the mine. The majority of these SMMEs however were not ready to trade and therefore there was a significant need to assist these companies and bring them to a level where they are able and ready to trade with the mine.

Even though the spend with these companies were significantly lower, during FY19 to FY23, these 40 companies collectively contributed more than R54m to the spend with Historically Disadvantaged companies, R20m to spend with Woman Owned companies as well as R9m of spend with Youth owned companies.

Impala mine will develop and maintain the Enterprise and Supplier Development function with programs such as the Formal Enterprise and Supplier Development Programmes and the scope of services offered at the mines' currently existing Economic Inclusion Centre such as short courses, shared office space, access to boardrooms and offices, computer workstations and printing and scanning facilities. Details of planned further ESD programs and support are set out in table 3.13.

The plan is also to establish an ESD fund to assist SMME's (with low interest loans) to execute their transactions with the Mine. Pre and post-loan assistance/development through coaching and mentoring will be linked to the fund to assist SMME's in the application process but to also position them well to manage their contracts and pay back the loans.



Table 3.12 Enterprise and Supplier Development (ESD)

| SMME Development | | Classification of project: | | | Enterprise and Supplier Development (ESD) | | |
|--|---|--|---|--|---|-------------------------|-------------------------|
| Project name: | | | | | | | |
| Background: | To facilitate the development of entrepreneurs, to improve the competitiveness of local SMME's and black owned companies, and to assist procurement to increase BBBEE spend, we will develop and maintain the Enterprise and Supplier Development function with programs such as the Formal Enterprise and Supplier Development Programmes and the scope of services offered at the Economic Inclusion Centre such as short courses, shared office space, access to boardrooms and offices, computer workstations and printing and scanning facilities. The field of enterprise development is very dynamic with continuous changes. For this reason, the ESD Department needs to be able adjust their program offerings to address these changes. Therefore, the details of the programs might change but Impala commits to the principle of SMME and Enterprise and Supplier Development as per the amounts budgeted. | | | | | | |
| Who initiated the project: | Rustenburg Local Municipality | | | GPS Coordinates 25°32'26.1"S 27°12'04.1"E EIC location | | | |
| Geographical location of the project: | District Municipality: Bojanala Platinum | Local Municipality: Rustenburg | Village name and Ward: Impala Hosting communities | Project start date: FY 2024 | Project end date: FY 2028 | Jobs | |
| Output: SMME development for local businesses | Key performance area: | | Responsible entity: | FY 2024 R 9m | FY 2025 R 19m | FY 2026 R 20m | FY 2027 R 20m |
| | Formal ESD programmes | | Impala ESD | 20 | 40 | 40 | 40 |
| | ESD Fund | | Impala ESD | 40 Beneficiaries | 5 | 15 | 10 |
| Output: Economic Inclusion Centre | Assistance/Development linked to Fund | | Impala ESD | 20 | 20 | 20 | 20 |
| | EIC Services | | Impala ESD | 400 | 400 | 400 | 400 |
| Sustainability plan: The ESD programmes do not only focus on SMME's that can potentially trade with the mine but also equip a large group of SMME's with the skills to do business outside of mining to reduce dependence on mining and contribute to sustainability beyond life of mine. | | | | | | | |
| Completion date and exit strategy: ESD is a continuous activity that will not stop at the end of this SLP generation. However each individual initiative will have an exit strategy in partnership with the mine's development partner's such as the municipality's LED directorate, Royal Bafokeng Nation, Department of Trade and Industry, SEDTA and etc. | | | | | | | |



3.9. COMMUNITY DEVELOPMENT FINANCIAL PROVISION

Table 3.13. Financial provision for Community Development

| LOCAL ECONOMIC DEVELOPMENT | 2024 | 2025 | 2026 | 2027 | 2028 | TOTAL 2024-2028 |
|--|---------------------|---------------------|---------------------|---------------------|---------------------|----------------------|
| Enterprise and Supply Development | R 9 000 000 | R 19 000 000 | R 20 000 000 | R 20 000 000 | R 20 000 000 | R 88 000 000 |
| Construction of internal roads in Kanana | R 0 | R | R 4 816 873 | R 7 658 828 | | R 12 475 701 |
| Construction of internal roads in Luka | R 0 | R | R 0 | R 5 105 886 | R 8 118 358 | R 13 224 244 |
| Construction of internal roads in Phokeng | R 0 | R 0 | R 0 | R 5 191 401 | R 8 254 327 | R 13 445 728 |
| Construction of a Walkway bridge in Meriting | R 0 | R 0 | R 3 483 160 | R 5 538 224 | | R 9 021 384 |
| Construction of Community Centre in Phokeng | R 0 | R 0 | R 5 040 195 | R 3 561 738 | | R 8 601 933 |
| Construction of a School Hall in Seraleng Primary School | R 0 | R 0 | R | R 3 839 526 | R 6 104 846 | R 9 944 372 |
| Renovation and expansion of Keledi Secondary School infrastructure | R 0 | R 0 | R 6 488 591 | R 8 406 330 | R 0 | R 14 894 921 |
| Labour Sending Areas- Demolishing mud structures and constructing 5 classrooms and admin building at Sikitini Primary School | R 0 | R 0 | R 6 682 376 | R 5 795 442 | R 0 | R 12 477 818 |
| Labour Sending Areas-Installation of rainwater harvest tanks and reticulation at W.M Ranuga Senior Primary School | R 0 | R 0 | R | R 1 509 039 | R 0 | R 1 509 039 |
| Labour Sending Areas- Cofimvaba Agriculture Project Support. | R 0 | R 429 603 | R 844 208 | R 948 553 | R 688 300 | R 2 910 666 |
| Labour Sending Areas-Construction of Kitchen, Carports and boundary fencing at Sekhing Primary School | R 0 | R 0 | R 0 | R 3 574 377 | R 2 525 893 | R 6 100 270 |
| Housing and Living Conditions | R 39 000 000 | R 39 000 000 | R 39 000 000 | R 0 | R 0 | R 117 000 000 |
| FINANCIAL PROVISION | R 48 000 000 | R 58 429 603 | R 86 355 404 | R 71 129 346 | R 45 691 724 | R 309 606 078 |

Note an annual escalation and VAT has been incorporated in the financial provisioning



SECTION FOUR:
DOWNSCALING & RETRENCHMENTS



4.1. OVERVIEW & OBJECTIVES

A fundamental principle behind both its Human Resources Development Programme (guiding the Portable Skills Training, AET, Learnership programmes etc.) and Local Economic Development Programme (informing the sustainable development interventions, housing policies etc.) is job creation within Impala Platinum Limited Rustenburg's SLP. However, at mine closure, be it inevitable or unexpected, the main outcome is the loss of employment opportunities. Consequently, a key element of the SLP is to develop mechanisms and strategies to prevent job losses or where these cannot be avoided, to implement appropriate plans to ameliorate the social and economic impact that downscaling of the operations and/or closure may have on employees, communities and the economy.

The fundamental objectives of the plans to be initiated for the life of the mine are in line with the ethos of the Department of Labour's 'Social Plan' as well as the Act and include:

- The prevention of job losses as set out below.
- Where job losses are unavoidable to minimize the extent of the job losses resulting from major restructuring or retrenchment exercises;
- To facilitate, as far as practically possible, access to alternative employment opportunities within the company;
- To facilitate through on-going core business training and the non-mining related portable skills training plan access to suitable training programmes to enable affected employees to remain economically active either within or outside the company or industry;
- To avoid, mitigate or minimize any possible negative social and economic impacts on employees, communities, local and regional economies and labour sending areas should retrenchment or closure be required through local economic development programmes as outlined in the Plan;
- To ensure the relevant processes for effective closure management are in place some four (4) to five (5) years prior to planned mine closure;



- To effectively communicate and consult as well as discuss and develop joint strategies and plans with key stakeholders, through the mechanism of the Future Forum, throughout the life of the mine on the issues outlined above.

The Impala Platinum Limited retrenchment and downscaling strategy is aligned with the legislation that governs this process (LRA 66 of 1995). The following bodies, legislation and guidelines will be consulted and taken into consideration whenever retrenchments and downscaling are under consideration:

- The Department of Employment and Labour (DoEL).
- The Commission for Conciliation, Mediation and Arbitration.
- The Labour Relations Act 66 of 1995 (LRA).
- Mineral Resources and Petroleum Development Act 28 of 2002.
- Declaration of the Presidential Jobs Summit, October 1998.

As required, the company's downscaling and retrenchment strategy will include the sections set out below.



4.2. FUTURE FORUM

4.2.1. Establishment of the Future Forum

The Impala Platinum Limited Future Forum is consisting of the following role players:

- Representatives from all recognised trade unions, workers, or associations.
- Senior management representatives as determined by the Chief Executive of Impala Platinum Limited which includes but is not limited to management representatives in the areas of Human Resources (including training and development, community, and social investment etc.), operations and finance.
- Management has established the Future Forum from the inception of the SLP, it is active and meets quarterly.

4.2.2. Role of the Future Forum

The Future Forums will continue to meet on a regular basis throughout the life of the operations to develop, implement and communicate strategies and plans to prevent or otherwise deal with major downscaling or closure of the operations. The frequency of meetings will be increased if there are critical issues that need to be addressed urgently.

The agenda for the Future Forums includes but not limited to:

- Disclosure of all relevant information to enable the representatives of the forum to engage in effective consultation and discussion, and make decisions. This will include global and local economic and financial indicators, factors impacting on the mining industry as a whole and the platinum mining sector in particular, financial information, annual business and labour plans, lifespan of the operations, envisaged expansions or downscaling/closures and the possible impact thereof on employees, communities and the economy.
- Identification and analysis of problems and challenges facing the operations particularly where these may lead to downscaling and/or closure of the operations.



- Development of strategies and plans to deal with identified problems and challenges.
- Development of strategies and plans to prevent job losses if possible.
- Development of strategies and plans to minimise job losses and mitigate the adverse effects that downscaling and closure may have on employees, communities and the economy.
- Implementation of agreed strategies and action plans.
- Review of portable skills training programmes and local economic development programmes.
- Communication strategies to ensure that all employees and other stakeholders are regularly updated on forum decisions, strategies and action plans.
- Assessment of and reporting on, through Impala Platinum Limited's Annual SLP Reports, the success and progress of all job loss management and retrenchment management programmes planned for and implemented during the times of downscaling, closure or for an appropriate post-closure period.



4.3. MECHANISMS TO SAVE JOBS AND AVOID JOB LOSSES AND A DECLINE IN EMPLOYMENT

4.3.1. Undertaking

In compliance with Section 52(1)(a) and (b) of the MPRDA, on identifying the need to curtail mining operations at Impala Platinum Limited, should the profit revenue ratio of the relevant operation be less than six percent on average for a continuous period of twelve (12) months or should ten percent (10%) or more of the workforce (or more five hundred (500) employees) have to be retrenched, a comprehensive consultation process will be undertaken with the Future Forum and the Department of Labour, and Section 189 of the Labour Relations Act will be implemented once the consultation is completed. The Minerals and Mining Development Board will be notified, and any Ministerial Directive will be complied with.

4.3.2. Strategic Plan

4.3.2.1. Communication and Planning through the Future Forum

- It is envisaged that any potential downscaling or closure requirement will be identified during the ongoing consultations, discussions, and deliberations at internal Future Forum meetings.
- All strategic plans identified by the Future Forum will be implemented with a view to avoiding job losses. Plans and strategies will be continuously assessed to ensure that they are relevant to the prevailing conditions at the time that closure or downscaling is envisaged.
- The Future Forum will assess the economic conditions and the number of employees that are likely to be affected by the downscaling or closure.
- The Future Forum will discuss and create strategies and actions plans that will be implemented to avoid job losses.

4.3.2.2. Potential Strategies and plans to avoid job losses

Impala do not foresee any downscaling or closure during SLP 4 period. Due to the different life cycles of the various shafts within the Impala Rustenburg Mine area, some individual shafts may close within the current SLP period. Although the shafts may close, downscaling is not envisaged as a result thereof, as the affected employees could potentially be redeployed to other shafts.



Job loss strategies and plans will include but not be limited to:

- Voluntary early retirement for employees who qualify in terms of relevant provident/pension funds rules;
- Suspension of overtime, job-sharing schemes, short and extended leave;
- Potential transfers to other departments at Impala Platinum Limited /Refineries or other operations within the Impala Platinum Limited Group, with the provision of suitable training if required;
- Cease recruitment of new employees until Impala Platinum Limited have attempted to fill vacant positions from internal;
- Where relevant and viable, cease the employment of temporary employees and/or contractors;
- Where closure or downscaling is envisaged every position that becomes vacant through resignation, retirement, death or dismissal, in the period leading up to the downscaling or closure will be critically reviewed before the position is filled to allow for natural attrition of employees thereby avoiding unnecessary job losses and retrenchment;
- During the life of the operations there will be ongoing accredited mining related training to equip employees with alternative skills to remain economically active in the event of retrenchment;
- During the life of the mine, Impala Platinum Limited will continually seek to ensure its sustainability through the constant revision of its business plans and capital project investments in line with the economic environment and market-related dimensions in which it operates. The on-going business development process will directly assist job security for the workforce at the operations;
- In addition, will provide on-going support of sustainable development projects, through its Local Economic Development programmes, (Section 3.3) within the labour source communities will further assist in both the creation of job opportunities and securing their long-term sustainability. Efforts to procure locally where possible (Section 3.6) combined with the associated business training and provision of alternative skills for local entrepreneurs will further lessen the insecurity within employment in the local workforce.



4.3.2.3. Implementing section 189 of the Labour Relations Act 1995 (as amended)

The implementation of Section 189 and 189 (A) of the Labour Relations Act will become relevant if the Future Forum's consultation strategies and plans have been exhausted, job losses cannot be avoided and retrenchment is contemplated.

There will be full compliance with the provisions of Sections 189 and 189(A) of the Labour Relations Act or where there are existing collective agreements between the trade unions and management that override the provisions of the Labour Relations Act, the processes outlined in these collective agreements will be followed. The following issues are relevant to the consultation process that will be undertaken with the relevant trade unions/employee representatives:

- Ensure subscription to the universally accepted principles of fair retrenchment, incorporating consultation and negotiations with the elected worker representatives at the mine;
- Compliance with collective agreements between organized labour and the company;
- Disclosure of all relevant information;
- Measures to avoid or minimize dismissals as set out in the collective agreement.

4.3.2.4. Notification of Government Authorities

After consultations through the Future Forum with recognized trade unions and where it becomes apparent that strategies and plans are not successful in avoiding job losses, the company will notify the Minerals and Mining Development Board in accordance with Section 52(1) (a) of the MPRDA of the need for downscaling/closure as and when required during the life of the mine and some four (4) to five (5) years prior to the end of the life of the mine. The government authorities will be given notice of the timeframe for the closure and/or downscaling process, ongoing consultation, strategic initiatives and plans as discussed through the Future Forums. Regular progress reports will subsequently be distributed to the necessary departments, if so required, including the Social Plan and Productivity Advisory Council and the Department of Provincial and Local Government. Compliance to the Board's directive will be adhered to meet the corrective measures as stipulated by the Board.



4.3.2.5. Compliance with Ministerial Directive

The company will comply with any corrective measures and terms and conditions as the Minister may determine. The company will confirm in writing that it has complied with the directive and has undertaken the corrective measures determined by the Minister. Regular progress reports on compliance will be provided, if so required.



4.4. MECHANISMS TO PROVIDE ALTERNATIVE SOLUTIONS AND PROCEDURES FOR CREATING JOB SECURITY WHERE JOB LOSSES CANNOT BE AVOIDED

4.4.1. Undertaking

In compliance with Section 52(1)(a) and (b) of the MPRDA, should the profit revenue ratio of the relevant operation be less than 6% on average for a continuous period of twelve (12) months or should 10% or more of the workforce (or more than five hundred (500) employees) have to be retrenched, on identifying the need to scale down or cease mining operations at Impala Platinum Limited Operations and where job losses are likely to result from these processes, a comprehensive consultation process will be undertaken at the Future Forum, Section 189 and 189(A) will be complied with to deal with retrenchment details, the Minerals and Mining Development Board will be notified and any corrective measures and directives as determined by the Minister will be complied with.

4.4.2. Strategic Plan

4.4.2.1. Communication and Planning through the Future Forum

An extensive consultation process will be undertaken through the Future Forum where strategic initiatives and plans recommended by the forum are not successful in avoiding job losses. In instances where job losses cannot be avoided the Future Forum will discuss and recommend strategic plans to be examined as well as alternative solutions and to create job security for affected employees.

- The Future Forum will assess the economic and other conditions that could result in job losses and discuss the number of employees that are likely to be affected by the downscaling or closure.
- The Future Forum will discuss strategies and action plans that will be implemented to create job security for employees likely to be affected by job losses.

4.4.2.2. Alternative solutions and strategies to create job security

Potential alternative solutions and strategies to create job security to be considered by the Future Forums may include but are not limited to:



- Ways to minimize the number of employees who are likely to be affected by the contemplated retrenchment;
- The numbers of employees to be trained will increase in line with the number of employees who are likely to be retrenched. The content of the training will be determined after extensive analysis of skills needed within the operational area, labour sending areas as well as the country as a whole. This will ensure that employees receive training in areas where they are likely to secure employment if retrenched. The fundamental objective is to ensure that retrenched employees are provided with the necessary training to remain economically active if retrenched;
- Where closure or downscaling is envisaged every position that becomes vacant through resignation, retirement, death or dismissal, in the period leading up to the downscaling or closure will be critically reviewed before the position is filled to allow for natural attrition of employees thereby minimizing job losses and retrenchment;
- The Local Economic Development programmes which are to be implemented as part of the SLP (Section 3) are designed to create long term and sustainable businesses and economic activities which are not reliant on mining activities;
- The company will liaise with the Department of Labour, other employers in the operational area and labour sending areas to identify all possible employment opportunities and vacancies. Affected employees will be provided with updated information on a regular basis and will be provided with the necessary assistance to apply for vacant positions;
- Provide assistance for entrepreneurs and SMME development through established small business centres and other appropriate service providers in the relevant region;
- The Human Resources Development Programme (as outlined in Section 2) will ensure that employees receive training in accredited and certified skills. Such accredited skills may be utilized elsewhere within the mining sector or, alternatively, within different industry sectors or through the pursuit of entrepreneurial ventures (SMMEs or BEEs).



4.4.2.3. Implementing Section 189 of the Labour Relations Act 1995 (As Amended)

Consultation in the Future Forum has been exhausted and job losses cannot be avoided, the provisions of Section 189 and 189(A) of the Labour Relations Act as well as the provisions of the existing collective agreement will be implemented. A consultation process will be initiated with the relevant recognized union/association and will encompass all areas identified in the LRA and the collective agreements. Issues such as ways to minimize retrenchment, the timing of the retrenchments and severance pay will be discussed by the company and the employee representatives. All plans and other issues agreed on during this consultation process will be implemented,

4.4.2.4. Notification to the Board

After consultation through the Future Forum i.e. with recognized trade unions/association, and where it becomes apparent that strategies and plans are not successful in avoiding job losses, the company will notify the Minerals and Mining Development Board in accordance with Section 52(1) (a)) and (b) of the MPRDA if the profit revenue ratio of the relevant operation is less than 6% on average for a continuous period of twelve (12) months or should 10% or more of the workforce (or more than five hundred (500) employees) have to be retrenched. Such notifications will be provided as and when required during the life of the mine and some four (4) to five (5) years prior to the end of the life of the mine. The government authorities will be given notice of the timeframe for the closure and/or downscaling process, ongoing consultation, strategic initiatives and plans as discussed through the Future Forum. Regular progress reports will subsequently be distributed to the necessary departments, including the Social Plan and Productivity Advisory Council and the Department of Provincial and Local Government, if so required. Compliance to the Board's directive will be adhered to in order to meet the corrective measures as stipulated by the Board.

4.4.2.5. Communicating Possible Retrenchments

Where all avenues to avoid job losses have been exhausted and it is contemplated that retrenchments are likely to take place, an extensive communication strategy and plan will be implemented after consultation and agreement at the Future Forum. Communication of issues discussed at the forums, strategic plans and the



implementation thereof will form part of the agenda for regular forum meetings. After each Future Forum meeting all employees will be briefed on issues discussed and the strategic plans that would have been agreed to Future Forum.

Where retrenchments are inevitable the following channels will be used to ensure effective communication to all employees: management briefs, the Team Spirit newsletter, the Quest Hotline, videos, PA systems, e-mail & intranet, billboards, communication boards (notice boards), joint union and management meetings, communication forums and workshops.

The trade union/association representatives will also communicate issues arising from the Future Forum discussions during their own Branch and Committee meetings as well as mass meetings with employees. Issues to be communicated where possible retrenchments are contemplated will include but not be limited to:

- The reasons for the contemplated retrenchment;
- Strategic plans agreed to by the Future Forum to avoid and minimize job losses;
- The number of employees likely to be affected by the retrenchments;
- Details of the expanded portable skills training programmes and how these can be accessed;
- LED programmes and the opportunities available to employees who may be retrenched;
- Alternate employment opportunities and the assistance that will be provided to employees to access these opportunities;
- The timing of the retrenchment and the severance packages that will be paid to employees;
- Assistance that will be provided to employees and their families to deal with the emotional impact of retrenchment;
- Any additional assistance that will be provided to employees.

The local councils/Government from operational areas will be represented on and participate in the MCLF and will therefore be fully briefed about all retrenchments that are likely to take place.



Communication sessions will be held with parties that do not form part of the MCLF i.e. Local Government representatives from labour sending areas, national government departments, other businesses that are reliant on the mining industry as well as any other parties who are likely to have an interest in or be affected by the contemplated retrenchments. Face to face communication will be conducted so that issues may be clarified and discussed. In addition, written notification will be given to all the parties listed above as well as any other party identified by both the Future Forum and the MCLF.

The company will issue press statements and/or hold press conferences where necessary to brief the media so that they have access to accurate and reliable information regarding the retrenchments. Regular media updates will be given.



4.5. MANAGEMENT OF RETRENCHMENTS

4.5.1. Undertaking

Should it be impossible to prevent job losses, Impala Platinum Limited will follow a process consisting of, but not limited to, the following:

- Consultation.
- Communication of possible retrenchments.
- Notification of the Minerals and Mining Development Board.
- Implementing Section 189 of the Labour Relations Act, 1995.

4.5.2. Strategic Plan

Should the mine be required to commence with a downscaling or closure process (in line with the undertaking above) the following plan will be implemented:

4.5.2.1. Consultation

In carrying out a constructive consultation process, Impala Platinum Limited undertakes to:

- Consult with all parties as required by trade union agreements.
- Consult with affected employees or groups.
- Seek and attempt to reach consensus with consulting parties on appropriate measures to avoid dismissals, minimise dismissals, change timing of dismissals and to mitigate the adverse effects of dismissals.
- Seek and attempt to reach consensus with consulting parties on the method for selecting employees to be dismissed and severance packages for those employees.
- Provide consulting parties with written information as per the requirements of the Labour Relations Act.

4.5.2.2. Communication of possible retrenchments

An extensive communication strategy will be implemented when retrenchments are inevitable after discussion and agreement at the Future Forum.

- Employees will be informed of possible retrenchments through sessions with senior management.



- Continuous information sessions will be in place to address employees when retrenchments may come into effect.
- The following information will be communicated to the employees.
 - Reasons for the contemplated retrenchments
 - Strategic plans implemented by the Future Forum to avoid and minimise job losses.
 - The number of employees likely to be affected by the retrenchments.
 - Details of the expandable skills programmes and how these can be accessed.
 - Alternative employment opportunities available to employees that may be retrenched.
 - The timing of the retrenchments and severance packages that will be paid to employees.
 - Assistance that will be provided to employees and their families to deal with the emotional impact of retrenchment.
 - Any additional assistance that will be provided to employees.
- Informing other affected parties like labour sending areas and municipalities of possible retrenchments at the mine through the Future Forum.

4.5.2.3. Notify Minerals and Mining Development Board

The Minerals and Mining Development Board will be notified as required by Section 52(1)(b) of the MPRDA, where retrenchment of 500 employees or 10% of the labour force, whichever is fewer, is to take place in any 12-month period; and to the Minister of Labour if retrenchment of 500 employees or 10% of the workforce, whichever is greater, is contemplated. Ministerial directives will be complied with.

4.5.2.4. Implement Section 189 of the Labour Relations Act, 1995.

In the event of downscaling and retrenchments occurring, consultation with employees will be affected in accordance with section 189 of the Labour Relations Act (66) of 1995, as amended (LRA), and any collective agreement that exists (refer to section on consultation process).

Mechanisms to be put in place where job losses cannot be avoided include:

- Keeping a list of names and contact details of redundant employees in case vacancies should become available.



- Compiling CVs.
- Claims to the UIF.
- Letters of reference.
- Assisting with employment agencies.
- Assistance to notify financial institutions re loan repayment.
- Awarding certificates of service.
- Transfers into lower paid positions.
- Providing facilities for practical support assist in seeking alternative employment (i.e., fax, telephone, copiers).

It is the intention of Impala Platinum Limited to employ people with core skills in a sustainable manner. This will ensure that these people can be assured of employment through the up and down times of the business cycle.

Exceptions may be considered in the future policy as follows:

- Apprentices will not be retrenched before their contracts expire without the approval of the SETA. The contract may be transferred to another employer. Apprentices may be considered for employment in other posts until an appropriate post becomes available.
- Bursars, learner technicians and other learner programmers: these employees will not be retrenched during their training programmes and will only be considered after completion of their studies according to merit and circumstances.
- No employee will be given notice or retrenched during annual, sick, maternity or family responsibility leave, neither have such notice run concurrently with any such leave, except sick leave.

The critical elements of minimizing damage to the employees in dealing with such a difficult issue are the on-going consideration of activities that create portable skills and communication.



4.6. MECHANISMS TO AMELIORATE THE SOCIAL AND ECONOMIC IMPACT ON INDIVIDUALS, REGIONS, AND ECONOMIES WHERE RETRENCHMENT OR CLOSURE OF THE OPERATION IS CERTAIN

4.6.1. Undertaking

Whilst the Human Resources and Local Economic Development programmes outlined in Section 2 and 3 of this document has been developed and planned to be implemented to facilitate sustainable social and economic growth in local communities throughout the life of operation, measures for managing the impact on the local communities and labour source communities at times of downscaling and closure will still be required.

This section outlines the mechanisms that will be utilized to mitigate, as far as possible, the social and economic impact of closure and retrenchment on individuals, regions and economies. The detailed planning that will take place in conjunction with the affected stakeholders and the relevant government departments will be required some four (4) to five (5) years prior to mine closure. As such this chapter cannot provide the ultimate closure or post-closure plan for the operations in terms of the socio-economic impact. The very nature of rural and low-income communities dependent on the operations for a substantial period of time necessitates flexible and appropriate closure planning utilizing those community structures that exist at the time of closure. Knowledge of the socio-economic circumstances in the area at the time of closure is therefore currently impossible to predict.

Impala do not foresee any social and economic impact of closure of shafts, and although shafts may close during the SLP 4 period, downscaling is not envisaged as a result thereof, and it is further envisaged that employees will be redeployed to other shafts. Where there is closure of shafts, but employees are redeployed; employees will remain in regions they currently reside, with transport provided for access to duty.

4.6.2. Strategic Plan

4.6.2.1. Socio-Economic Impact Study of closure

As with any substantial development programme, a socio-economic impact analysis (SEIA) will be carried out by specialist consultants prior to commencing detailed closure planning. The SEIA will commence four (4) to five (5) years prior to closure and be supported by interaction with both forums.



4.6.2.2. Communication with stakeholders

The development of the closure plan will place great emphasis on comprehensive and sensitive consultation with all stakeholders. Objection is likely and needs to be managed among stakeholders, such as local businesses, who have understandable fears and concerns with regards to closure. Consultation and communication with stakeholder groups from local mine communities, relevant government departments and local business forums will also be carried out through the MCLF. The development of the closure plan will place great emphasis on comprehensive and sensitive consultation with all stakeholders. Objection is likely and needs to be managed among stakeholders, such as local businesses, who have understandable fears and concerns with regards to closure. Consultation and communication with stakeholder groups from local mine communities, relevant government departments and local business forums will also be carried out through the MCLF. The development of the closure plan will place great emphasis on comprehensive and sensitive consultation with all stakeholders. Objection is likely and needs to be managed among stakeholders, such as local businesses, who have understandable fears and concerns with regards to closure. Consultation and communication with stakeholder groups from local mine communities, relevant government departments and local business forums will also be carried out through the MCLF.

4.6.2.3. Strategic Plans for Managing the Social and Economic Impact

As with the Human Resource Development Programme at Impala Platinum Limited, the Local Economic Development Programme (Section 3.2) will be implemented throughout the life of the operations with a key objective of ensuring any corporate social intervention and LED assistance provided, will be sustainable, and will benefit the target communities after the closure of the mine. The same is true for involvement with local service and goods providers through the Procurement Progression Plan (Section 3.5). Every effort will be made, during the life of the operations, to facilitate training amongst local entrepreneurs who supply goods or services to ensure they are equipped with the appropriate business management skills to run effective small businesses which can procure both to other local mining operations but may also diversify their service or product range and potentially procure to other non-mining industries.



Notwithstanding these strategies throughout the life of the operations, the knowledge of closure and the potential loss of business or channels of assistance may come as a shock to local community members and assistance may be required timeously to aid their transition into a non-Impala Platinum Limited Rustenburg or Refineries environment and mind-set. Such communication will be affected through the MCLF, and other established communication channels as outlined above (Section 4.4.2). It is through these channels that specific needs and/or training requirements will be identified which Impala Platinum Limited may be of some assistance with during the period of downscaling. The exact assistance required cannot be planned for in depth prior to the period of downscaling as community needs and training requirements will evolve and fluctuate regularly. However, such assistance may include the following:

- Assistance for local entrepreneurs through established networks, government agencies in this regard and experienced NGO structures.
- The facilitation of public-private partnerships geared at meeting specific needs within the community, be they infrastructural, capacity raising or skills development.
- In consultation with our Mine Lease Agreement, consider the potential use for obsolete/ unused mine infrastructure following the complete downscaling and closure of the mine (training centers, office buildings etc.).
- A portable skills training programme designed to ensure that employees can have job security and remain economically active after mine closure.
- Counseling Services for employees and if necessary, their families to ensure they are equipped to cope with the potential stress of losing their job.
- Access to Job Advice Centers in the local community or the relevant Labour Sending Areas.
- Assistance with registering as a jobseeker (with the relevant Department of Labour, employment agency or other local mines), job-hunting and job application processes.



- Ensuring all skills and/or experience obtained whilst in the employ at Impala Platinum Limited Operations have the appropriate accreditation and certification.
- Aid in the employee’s claiming of UIF and any other assistance if required.
- Provision of financial planning assistance with regards to retrenchment packages, pensions and/or provident funds etc. to ensure, if necessary, the appropriate utilization and/or preservation of finance following retrenchment.

4.6.2.4. Post-Closure planning

Management strategies for the post-closure period will also be developed with the MCLF within the closure planning process. Strategies that avoid dependency amongst the social intervention beneficiaries and promote independence amongst individuals and businesses in the community will be developed to ensure post-closure sustainability. On-going consultation and advisory roles potentially facilitated through the MCLF will be utilized to ensure that the programmes and plans continue to deliver sustainable and effective benefits. The continued contribution and on-going management role of local government and traditional leadership in this respect will be essential in this post-closure management process.

Table 4.1. Portable Skills training for employees

| DOWN SCALLING | 2024 | 2025 | 2026 | 2027 | 2028 | TOTAL 2024-2028 |
|--------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Potable skills Employees | 120 | 120 | 120 | 120 | 120 | 600 |
| Financial Provision | R 1 100 000 | R 1 100 000 | R 1 100 000 | R 1 100 000 | R 1 100 000 | R 5 500 000 |

4.6.2.5. Projects earmarked for absorbing retrenched employees.

To stimulate job creation in the surrounding areas, Impala Platinum Limited will consider the feasibility of initiation or expansion of rural development schemes and local development interventions that will foster job creation or economic activity at the Impala Platinum Limited and the surrounding communities.

If the Impala Platinum Mine is to close, the following additional options will be considered:



In consultation with the relevant stakeholders the viability of transferring ownership of any outstanding initiatives to retrenched employees or local authorities or any other responsible body in terms of the principles and procedures agreed or reasonably established by the enterprise will be evaluated

In consultation with relevant stakeholders, the financial feasibility of transferring amenities, land and buildings and other resources to retrenched employees or the community on beneficial terms will be considered, especially where the market value of the resources does not justify open-market disposal and the beneficiaries are able to maintain and make active use of them.

In partnership with the local municipality projects will be set up prior to closure that will ensure optimal sustainable land use for the land on which the mine is situated. This will benefit both employees and community members to ensure that the area stays open to economic activity. Discussions will also be held with the municipality to determine the best use for infrastructure following closure.



4.7. FINANCIALS

Impala Platinum Limited commits to a financial provision for downscaling and retrenchment at the time of mine closure. This fund will include both the cost of retrenchments, skills training costs, and any outstanding salaries due to employees (e.g., overtime or leave days), as well as additional costs associated with the implementation of the Management of Downscaling and Retrenchment Plan as set out in the SLP.

Due to the extended Life of Mine of the operation, mine closure is not envisioned in the near future. However, during the life of mine, Impala Platinum Limited is committed to portable skills trainings for employees as per the set targets in table 4.1. above. These costs are accounted for in the table below, and not under the HRD tables in section 2.

The below table summarized the financial commitments for Portable Skills as committed above as part to the Downscaling plan. The allocated portable skills budget excludes severance packages given to employees who are affected by the Section 189.

Table 4.2. Financial provision for the Management of Downscaling

| DOWNS CALLING | 2024 | 2025 | 2026 | 2027 | 2028 | TOTAL 2024-2028 |
|--------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|----------------------------|
| Potable skills Employees | 120 | 120 | 120 | 120 | 120 | 600 |
| Financial Provision | R 1 100 000 | R 1 100 000 | R 1 100 000 | R 1 100 000 | R 1 100 000 | R 5 500 000 |



SECTION FIVE:
**FINANCIAL
PROVISION**



5.1. FINANCIAL PROVISION

In terms of Section 23(1)(e) "*The Minister must grant a mining right if the applicant has provided financially and otherwise for the prescribed social and labour plan*". This section intends to outline the manner in which Impala Platinum Limited aims to provide financially for each component of the 4th generation Social & Labour Plan during the relevant 5-year period within the life of the mine.

The provisions have been made in the financial model to regulatory requirements pertinent to the operation. However, it should be noted that these assumptions are based on current business plans at Impala Platinum Limited and the associated market and economic conditions surrounding the operations. Where changes in these assumptions are required, they will be reported on in the Annual SLP Report, , as well as the annual SLP Planning Report, as relevant . Furthermore, Impala will apply for amendments to the approved SLP, as provided in Section 102 and Regulations 44 and 45 of the MPRDA.

5.1.1. Financial Provision for HRD

Table 5.1 summarizes the financial provisions for Impala Platinum Limited SLP for the next five (5) years in respect of its Human Resource Development Plan. Note that the total training budget included in the SLP is not equivalent to 5% of its wage bill per annum, as there are additional trainings implemented which falls outside of the SLP. The company is however aligned with the Mining Charter requirements in this regard.



Table 5.1. Financial provision for Human Resource Development

| HRD | 2024 | 2025 | 2026 | 2027 | 2028 | TOTAL 2024-2028 |
|--|----------------------|---------------------|---------------------|---------------------|----------------------|---------------------|
| AET | R 27 624 000 | R 27 624 000 | R 27 624 000 | R 25 728 000 | R 25 728 000 | R 134 328 000 |
| Learnership (Artisan) 18.1 & 18.2 | R 61 353 782 | R 57 795 009 | R 53 262 710 | R 56 758 472 | R 53 283 981 | R 282 453 953 |
| Learnership (Non- artisan) 18.1 & 18.2 | R 10 587 563 | R 10 587 563 | R 8 240 672 | R 8 240 672 | R 8 240 672 | R 45 897 141 |
| Portable Skills Programme | R 150 000 | R 150 000 | R 150 000 | R 150 000 | R 150 000 | R 780 000 |
| External Bursary Plan (18.2) | R 4 500 000 | R 9 000 000 | R 13 500 000 | R 18 000 000 | R 18 000 000 | R 63 000 000 |
| Employee Bursaries (18.1) | R 6 286 877 | R 6 060 534 | R 5 850 787 | R 5 657 124 | R 5 479 077 | R 29 334 398 |
| Graduates (Ex- bursars) | R 6 912 000 | R 11 520 000 | R 16 128 000 | R 15 360 000 | R 9 600 000 | R 59 520 000 |
| Graduate Interns & Experiential Trainee (External) | R 1 895 000 | R 1 967 000 | R 2 043 320 | R 2 124 219 | R 2 209 972 | R 10 239 512 |
| FINANCIAL PROVISION | R 119 315 222 | R124 710 106 | R126 805 489 | R132 024 487 | R 122 697 701 | R625 553 005 |



5.1.2. Financial Provision for LED

The table below shows a breakdown for the provision for Local Economic Development projects.

Table 5.2. Financial provision for LED projects

| LOCAL ECONOMIC DEVELOPMENT | 2024 | 2025 | 2026 | 2027 | 2028 | TOTAL 2024-2028 |
|--|---------------------|---------------------|---------------------|---------------------|---------------------|----------------------|
| Enterprise and Supply Development | R 9 000 000 | R 19 000 000 | R 20 000 000 | R 20 000 000 | R 20 000 000 | R 88 000 000 |
| Construction of internal roads in Kanana | R 0 | R | R 4 816 873 | R 7 658 828 | | R 12 475 701 |
| Construction of internal roads in Luka | R 0 | R | R 0 | R 5 105 886 | R 8 118 358 | R 13 224 244 |
| Construction of internal roads in Phokeng | R 0 | R 0 | R 0 | R 5 191 401 | R 8 254 327 | R 13 445 728 |
| Construction of a Walkway bridge in Meriting | R 0 | R 0 | R 3 483 160 | R 5 538 224 | | R 9 021 384 |
| Construction of Community Centre in Phokeng | R 0 | R 0 | R 5 040 195 | R 3 561 738 | | R 8 601 933 |
| Construction of a School Hall in Seraleng Primary School | R 0 | R 0 | R | R 3 839 526 | R 6 104 846 | R 9 944 372 |
| Renovation and expansion of Keledi Secondary School infrastructure | R 0 | R 0 | R 6 488 591 | R 8 406 330 | R 0 | R 14 894 921 |
| Labour Sending Areas- Demolishing mud structures and constructing 5 classrooms and admin building at Sikitini Primary School | R 0 | R 0 | R 6 682 376 | R 5 795 442 | R 0 | R 12 477 818 |
| Labour Sending Areas-Installation of rainwater harvest tanks and reticulation at W.M Ranuga Senior Primary School | R 0 | R 0 | R | R 1 509 039 | R 0 | R 1 509 039 |
| Labour Sending Areas- Cofimvaba Agriculture Project Support. | R 0 | R 429 603 | R 844 208 | R 948 553 | R 688 300 | R 2 910 666 |
| Labour Sending Areas-Construction of Kitchen, Carports and boundary fencing at Sekhing Primary School | R 0 | R 0 | R 0 | R 3 574 377 | R 2 525 893 | R 6 100 270 |
| Housing and Living Conditions | R 39 000 000 | R 39 000 000 | R 39 000 000 | R 0 | R 0 | R 117 000 000 |
| FINANCIAL PROVISION | R 48 000 000 | R 58 429 603 | R 86 355 404 | R 71 129 346 | R 45 691 724 | R 309 606 078 |



5.1.3. Financial Provision for the Management of Downscaling and Retrenchments

The table below shows a breakdown for the provision for the Management of Downscaling and Retrenchments.

Finance for the on-going core business training which facilitates mine-related portable skills training programmes (Section 2.4.3) will be provided from the annual Human Resources Development Budget for training and skills development at Impala Platinum Mine based on the skills required within the workforce on an annual basis and in line with the business plan. In addition, the mine will provide finance for non-mining related portable skills through a Portable Skills Fund throughout the Life of Mine.

At times of retrenchment, additional training will be allocated to each employee to facilitate the supply of the additional retrenchment management services undertaken by the mine as outlined in Section 4 of this document. This cost will be borne by Impala Platinum Limited through their SLP budget. This will take place over and above the retrenchment packages which will be developed in line with current legislation on retrenchment and through negotiations with the relevant employee representative bodies and/or unions as required.

Table 5.3. Financial provision for the Management of Downscaling

| DOWNSCALLING | 2024 | 2025 | 2026 | 2027 | 2028 | TOTAL 2024-2028 |
|--------------------------|-------------|-------------|-------------|-------------|-------------|--------------------|
| Potable skills Employees | 120 | 120 | 120 | 120 | 120 | 600 |
| Financial Provision | R 1 100 000 | R 1 100 000 | R 1 100 000 | R 1 100 000 | R 1 100 000 | R 5 500 000 |

5.2. CONSOLIDATED FINANCIAL PROVISION FOR 2024-2028

The consolidated SLP financials per annum is set out in Table 5.4. below.

Table 5.4. Consolidated SLP financials per annum

| FINANCIAL PROVISIONING | 2024 | 2025 | 2026 | 2027 | 2028 | TOTAL 2024 - 2028 |
|----------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Human Resource Development | R 119 315 221 | R 124 710 106 | R 126 805 489 | R 132 024 487 | R 122 697 701 | R 625 553 004 |
| Local Economic Development | R 48 000 000 | R 58 429 603 | R 86 355 404 | R 71 129 346 | R 45 691 724 | R 309 606 078 |
| Downscaling | R 1 100 000 | R 1 100 000 | R 1 100 000 | R 1 100 000 | R 1 100 000 | R 5 500 000 |
| TOTALS | R 168 415 221 | R 184 239 709 | R 214 260 893 | R 204 253 833 | R 169 489 425 | R 940 659 082 |



SECTION SIX: UNDERTAKING



6.1. UNDERTAKING BY IMPALA PLATINUM LIMITED

I, _____ the undersigned and duly authorised thereto
by _____ (company) undertake to adhere to the
information, requirements, commitments, and conditions as set out in the social and
labour plan.

Signed at _____ on this _____ day
_____ 2023.

Signature of responsible person _____

Designation _____

6.2. APPROVAL BY DEPARTMENT OF MINERAL RESOURCES

APPROVED

Signed at _____ on this _____ day
_____ 2023.

Signature of responsible person _____

Designation _____

6.3. COMMUNICATION TO EMPLOYEES AND STAKEHOLDERS

The Mine undertakes to communicate its SLP, once approved, through various structures and in English and a local language to ensure all employees and community stakeholders are granted an opportunity to understand the document and its implication, as per MRPDA Regulation 46A.

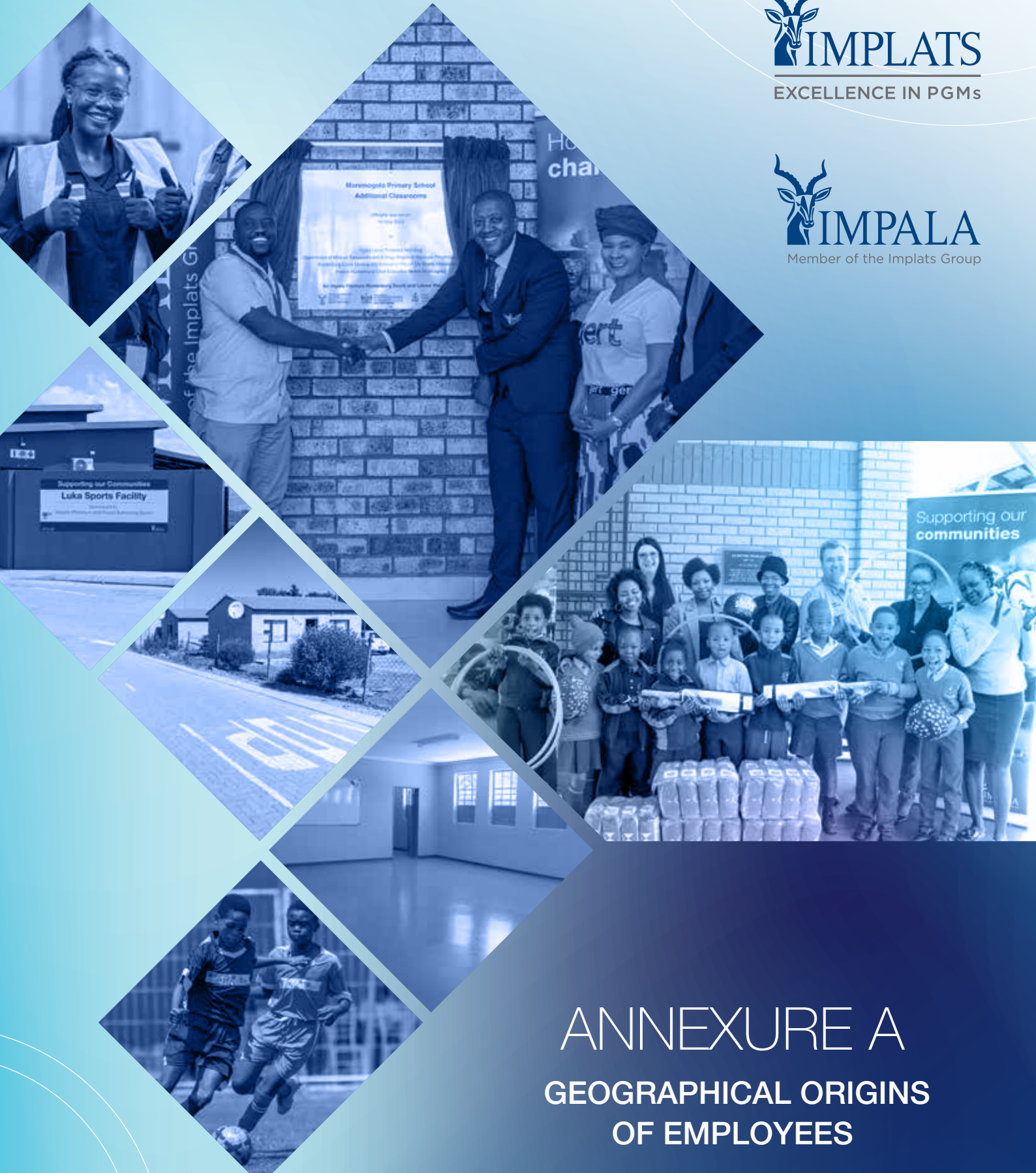


IMPALA PLATINUM LIMITED

SOCIAL AND LABOUR PLAN (SLP 4) 2024 – 2028

Submission date:
2 September 2023

ANNEXURES



ANNEXURE A

GEOGRAPHICAL ORIGINS OF EMPLOYEES



| Region (Province) | City | Count of Last name | % of Employees in Labour Sending Area |
|---------------------------|-------------------|--------------------|---------------------------------------|
| Eastern Cape | Lusikisiki | 2 | |
| | Port Elizabeth | 1 | |
| | Queenstown | 2 | |
| Eastern Cape Total | | 5 | 4% |
| Free State | Kroonstad | 1 | |
| | Lengau | 1 | |
| | Welkom | 1 | |
| Free state Total | | 3 | 3% |
| Gauteng | Alberton | 2 | |
| | Aspen Hills | 1 | |
| | Benoni | 5 | |
| | Boksburg | 1 | |
| | Brakpan | 3 | |
| | Centurion | 7 | |
| | Edenvale | 1 | |
| | Germiston | 3 | |
| | Ingwavuma | 1 | |
| | Johannesburg | 24 | |
| | Katlehong | 1 | |
| | Kempton Park | 4 | |
| | Kosmosdal | 1 | |
| | Krugersdorp | 1 | |
| | Magaliessig | 1 | |
| | Midrand | 4 | |
| | Olifantsfontein | 1 | |
| | Pretoria | 10 | |
| | Pretoria North | 1 | |
| | Randburg | 3 | |
| | Rietvalleirand | 1 | |
| Riverglen | 1 | | |
| Roodepoort | 2 | | |
| Sandton | 2 | | |
| Soshanguve | 1 | | |
| Springs | 4 | | |
| Gauteng Total | | 86 | 72% |
| Kwa-Zulu Natal | Durban | 1 | |
| | Ladysmith | 1 | |
| | Mgangeni Location | 1 | |
| | Phoenix | 1 | |



| Region (Province) | City | Count of Last name | % of Employees in Labour Sending Area |
|-----------------------------|------------------|--------------------|---------------------------------------|
| | Pietermaritzburg | 1 | |
| Kwa-Zulu Natal Total | | 5 | 4% |
| Limpopo | Jane Furse | 1 | |
| | Polokwane | 1 | |
| | Thohoyandou | 1 | |
| | Tzaneen | 1 | |
| Limpopo Total | | 4 | 3% |
| Mpumalanga | Middelburg | 1 | |
| Mpumalanga Total | | 1 | 1% |
| North-West | Lichtenburg | 1 | |
| | Mmakau | 1 | |
| | Rustenburg | 12 | |
| North-West Total | | 14 | 12% |
| Western Cape | Cape Town | 1 | |
| | Constantia | 1 | |
| Western Cape Total | | 2 | 2% |
| Grand Total | | 120 | 100% |



IMPALA PLATINUM LIMITED - RUSTENBURG GEOGRAPHICAL ORIGINS OF EMPLOYEES

| Labour Sending Area (Province/Country) | Labour Sending Area (Town) | No. of Employees at Mine (Mine Personnel) | % of Employees per Labour Sending Area |
|--|----------------------------|---|--|
| Eastern Cape | Alice | 1 | |
| | Aliwal North | 18 | |
| | Barkly East | 5 | |
| | Bisho | 2 | |
| | Bizana | 249 | |
| | Buffalo City | 1 | |
| | Burghersdorp | 1 | |
| | Butterworth | 73 | |
| | Cala | 35 | |
| | Cofimvaba | 97 | |
| | Dordrecht | 3 | |
| | Dutywa | 2 | |
| | East London | 56 | |
| | Elliot | 6 | |
| | Elliotdale | 677 | |
| | Engcobo | 302 | |
| | Flagstaff | 229 | |
| | Fort Beaufort | 1 | |
| | Gcuwa | 2 | |
| | Ga Rapulana | 1 | |
| | Gatyana | 1 | |
| | Herschel | 290 | |
| | Idutywa | 479 | |
| | Indwe | 4 | |
| | Hofmeyr | 1 | |
| | Keiskamahoeck | 1 | |
| | Kentani | 116 | |
| | King Williams Town | 99 | |
| | Lady Frere | 20 | |
| | Lady Grey | 5 | |
| | Libode | 766 | |
| | Lusikisiki | 489 | |
| | Maclear | 10 | |
| | Mdantsane | 1 | |
| Middledrift | 15 | | |
| Mount Ayliff | 84 | | |
| Mount Fletcher | 91 | | |
| Mount Frere | 121 | | |
| Mqanduli | 726 | | |
| Ngqeleni | 690 | | |
| Nqamakwe | 55 | | |
| Peddie | 14 | | |
| Port Elizabeth | 13 | | |



| Labour Sending Area (Province/Country) | Labour Sending Area (Town) | No. of Employees at Mine (Mine Personnel) | % of Employees per Labour Sending Area |
|--|----------------------------|---|--|
| | Port St. Johns | 235 | |
| | Queenstown | 56 | |
| | Qubu | 1 | |
| | Qumbu | 168 | |
| | Qungu | 2 | |
| | Qamata | 1 | |
| | Sterkspruit | 18 | |
| | Stutterheim | 2 | |
| | Tabankulu | 403 | |
| | Tsolo | 161 | |
| | Tsomo | 65 | |
| | Ugie | 2 | |
| | Umtata | 428 | |
| | Ubombo | 1 | |
| | Whittlesea | 2 | |
| Willowvale | 91 | | |
| EASTERN CAPE | | 7488 | 26,3% |
| Free State | Allanridge | 13 | |
| | Bethlehem | 26 | |
| | Bloemfontein | 156 | |
| | Bethulie | 1 | |
| | Bothaville | 19 | |
| | Botshabelo | 35 | |
| | Bultfontein | 5 | |
| | Clocolan | 4 | |
| | Edenburg | 1 | |
| | Ficksburg | 106 | |
| | Fouriesburg | 24 | |
| | Frankfort | 1 | |
| | Harrismith | 5 | |
| | Heilbron | 2 | |
| | Hennenman | 3 | |
| | Hertzogville | 1 | |
| | Hobhouse | 1 | |
| | Koffiefontein | | |
| | Kroonstad | 14 | |
| | Ladybrand | 20 | |
| | Matjhabeng | 11 | |
| | Odendaalsrus | 38 | |
| | Parys | 4 | |
| | Phutaditjaba | 9 | |
| | Qwa Qwa | 7 | |
| | Reddersburg | 1 | |
| Sasolburg | 1 | | |
| Smithfield | 1 | | |
| Stilte Park | 1 | | |
| Thaba Nchu | 80 | | |
| Theronville | 8 | | |



| Labour Sending Area (Province/Country) | Labour Sending Area (Town) | No. of Employees at Mine (Mine Personnel) | % of Employees per Labour Sending Area |
|--|----------------------------|---|--|
| | Theunissen | 16 | |
| | Ventersburg | 3 | |
| | Viljoenskroon | 6 | |
| | Virginia | 31 | |
| | Vrede | 3 | |
| | Welkom | 132 | |
| | Wepener | 27 | |
| | Wesselbron | 5 | |
| | Winburg | 2 | |
| | Witzieshoek | 65 | |
| | Zastron | 32 | |
| FREE STATE Total | | 920 | 3,2% |
| GAUTENG | Alberton | 9 | |
| | Benoni | 27 | |
| | Boksburg | 15 | |
| | Brakpan | 4 | |
| | Bronkhorstspuit | 3 | |
| | Carletonville | 180 | |
| | Daveyton | 1 | |
| | Dobsonville | 1 | |
| | Evander | 1 | |
| | Fochville | 30 | |
| | Ga-Rankuwa | 1 | |
| | Germiston | 63 | |
| | Hammanskraal | 28 | |
| | Heidelberg | 2 | |
| | Johannesburg | 234 | |
| | Kempton Park | 12 | |
| | Krugersdorp | 46 | |
| | Lenasia | 7 | |
| | Mabopane | 28 | |
| | Mamelodi | 1 | |
| | Midrand | 4 | |
| | Nigel | 6 | |
| | Pretoria | 147 | |
| | Randfontein | 47 | |
| | Roodepoort | 15 | |
| | Sebokeng | 25 | |
| | Sosanguve | 1 | |
| Soweto | 4 | | |
| Springs | 29 | | |
| Themba | 9 | | |
| Vanderbijlpark | 9 | | |
| Vereeniging | 75 | | |
| Westonaria | 46 | | |
| GAUTENG | | 1110 | 3,9% |
| Kwazulu Natal | Amanzimtoti | 1 | |
| | Bayview | 1 | |



| Labour Sending Area (Province/Country) | Labour Sending Area (Town) | No. of Employees at Mine (Mine Personnel) | % of Employees per Labour Sending Area |
|--|----------------------------|---|--|
| | Bergville | 2 | |
| | Bulwer | 1 | |
| | Chatsworth | 1 | |
| | Desainagar | 1 | |
| | Durban | 32 | |
| | Emanguzi | 1 | |
| | Empangeni | 14 | |
| | Ermelo | 1 | |
| | Eshowe | 4 | |
| | Estcourt | 1 | |
| | Glencoe | 1 | |
| | Greytown | 1 | |
| | Hammarsdale | 1 | |
| | Harding | 28 | |
| | Hlabisa | 3 | |
| | Hluhluwe | 5 | |
| | Howick | 1 | |
| | Ingwavuma | 66 | |
| | Ixopo | 13 | |
| | Jozini | 6 | |
| | Kokstad | 9 | |
| | Ladysmith - Natal | 3 | |
| | Manguzi | 3 | |
| | Mahlabatini | 17 | |
| | Matatiele | 266 | |
| | Melmoth | 11 | |
| | Mkuze | 7 | |
| | Mtubatuba | 7 | |
| | Newcastle | 10 | |
| | Nkandhla | 1 | |
| | Nongoma | 82 | |
| | Nqutu | 1 | |
| | Pietermaritzburg | 16 | |
| | Pinetown | 4 | |
| | Pongola | 15 | |
| | Port Shepstone | 2 | |
| | Richmond - Natal | 1 | |
| | Stanger | 2 | |
| | Tugela Ferry | 4 | |
| | Ubombo | 3 | |
| | Ulundi | 3 | |
| | Umlazi | 1 | |
| | Umzimkulu | 52 | |
| | Vryheid | 16 | |
| KWAZULU NATAL Total | | 721 | 2,5% |
| Mpumalanga | Acornhoek | 7 | |
| | Amersfoort | 1 | |
| | Balfour | 1 | |



| Labour Sending Area (Province/Country) | Labour Sending Area (Town) | No. of Employees at Mine (Mine Personnel) | % of Employees per Labour Sending Area |
|--|----------------------------|---|--|
| | Barberton | 6 | |
| | Belfast | 4 | |
| | Burgersford | 47 | |
| | Carolina | 1 | |
| | Delmas | 1 | |
| | Ermelo | 4 | |
| | Ehlanzeni | 1 | |
| | Groblersdal | 17 | |
| | Hazyview | 3 | |
| | Kinross | 1 | |
| | Komatipoort | 23 | |
| | Kriel | 2 | |
| | Kwaggafontein | 1 | |
| | Lydenburg | 3 | |
| | Malelane | 10 | |
| | Marbel Hall | 1 | |
| | Mbombela | 1 | |
| | Middelburg | 5 | |
| | Middleburg - Tvl | 1 | |
| | Nelspruit | 143 | |
| | Nkangala | 2 | |
| | Nsikazi | 3 | |
| | Ogies | 1 | |
| | Piet Retief | 6 | |
| | Schoemansdal | 1 | |
| | Secunda | 4 | |
| | Shongwe Mission | 1 | |
| | Skukuza | 1 | |
| | Standerton | 3 | |
| | White River | 4 | |
| | Witbank | 16 | |
| MPUMALANGA Total | | 326 | 1,1% |
| North West | Bafokeng | 8 | |
| | Bapong | 30 | |
| | Bethanie | 24 | |
| | Bleskop | 19 | |
| | Bloemhof | 1 | |
| | Boitekong | 327 | |
| | Bojanala | 21 | |
| | Boons | 3 | |
| | Borolelo | 2 | |
| | Boschdal | 9 | |
| | Boshoek | 8 | |
| | Botlhabela | 1 | |
| | Brits | 43 | |
| | Buffelspoort | 1 | |
| | Cashan | 30 | |
| | Cassel | 1 | |



| Labour Sending Area (Province/Country) | Labour Sending Area (Town) | No. of Employees at Mine (Mine Personnel) | % of Employees per Labour Sending Area |
|--|----------------------------|---|--|
| | Chaneng | 429 | |
| | Christiana | 2 | |
| | Coligny | 1 | |
| | Debraka | 4 | |
| | Delareyville | 95 | |
| | Derby | 7 | |
| | Diepkuil (maile) | 2 | |
| | Donkerhoek | 3 | |
| | Dinokana | 191 | |
| | Ditsobotla | 1 | |
| | Elandsheuwel | 1 | |
| | Fochville | 2 | |
| | Freedom Park | 88 | |
| | Ganyesa | 545 | |
| | Geelhout Park | 142 | |
| | Gopane | 107 | |
| | Grootfontein | 2 | |
| | Haartebeesfontein | 8 | |
| | Ikageng | 15 | |
| | Itsoseng | 20 | |
| | Kanana | 450 | |
| | Karlienspark | 3 | |
| | Klerksdorp | 24 | |
| | Kopman | 5 | |
| | Kopman (Maile) | 7 | |
| | Kosmos | 1 | |
| | Koster | 22 | |
| | Kraalhoek | 8 | |
| | Kroondal | 9 | |
| | Ledig | 111 | |
| | Leeudoringstad | 1 | |
| | Lefaragatlhe | 224 | |
| | Lehurutshe | 45 | |
| | Lesung | 2 | |
| | Lethabong | 72 | |
| | Lethabile | 19 | |
| | Lichtenburg | 125 | |
| | Luka | 902 | |
| | Mabeskraal | 125 | |
| | Madikwe | 287 | |
| | Mafenya | 1 | |
| | Mafika | 1 | |
| | Mafeteng | 23 | |
| | Mafikeng | 783 | |
| | Magong | 4 | |
| | Mahikeng | 4 | |
| | Maile | 79 | |
| | Maile Extention | 2 | |



| Labour Sending Area (Province/Country) | Labour Sending Area (Town) | No. of Employees at Mine (Mine Personnel) | % of Employees per Labour Sending Area |
|--|----------------------------|---|--|
| | Maile(Kopman) | 1 | |
| | Maile Rooikraal | 1 | |
| | Maile Diepkuil | 5 | |
| | Majakaneng | 4 | |
| | Mamerotse | 3 | |
| | Mankwe | 3 | |
| | Marico | 1 | |
| | Marikana | 21 | |
| | Matlosana | 4 | |
| | Meriteng | 111 | |
| | Mfidikwe | 4 | |
| | Mmabatho | 17 | |
| | Mmankwe | 1 | |
| | Mogajana | 9 | |
| | Mogono | 3 | |
| | Mogwase | 56 | |
| | Molopo | 17 | |
| | Monakato | 87 | |
| | Mooinooi | 17 | |
| | Mosenthal | 49 | |
| | Moses Kotane | 6 | |
| | Northam | 4 | |
| | Odi | 1 | |
| | Olifants Nek | 3 | |
| | Orkney | 43 | |
| | Paardekraal | 38 | |
| | Pampierstad | 13 | |
| | Phalane | 18 | |
| | Phatsima | 6 | |
| | Phella | 6 | |
| | Phokeng | 642 | |
| | Photsaneng | 10 | |
| | Pilansberg | 34 | |
| | Potchefstroom | 5 | |
| | Protea Park | 106 | |
| | Pudimoe | 33 | |
| | Rankelenyane | 25 | |
| | Rasimone | 5 | |
| | Rhenosterfontein | 2 | |
| | Robega | 5 | |
| | Rooikraal | 2 | |
| | Rooikraal (maile) | 1 | |
| | Rustenburg | 4038 | |
| | Safari Gardens | 30 | |
| | Sandfontein | 9 | |
| | Saulspoort | 200 | |
| | Schweizer Reneke | 9 | |
| | Seraleng | 11 | |



HEAD OFFICE GEOGRAPHICAL ORIGINS OF EMPLOYEES

| Labour Sending Area (Province/Country) | Labour Sending Area (Town) | No. of Employees at Mine (Mine Personnel) | % of Employees per Labour Sending Area |
|--|----------------------------|---|--|
| | Serutube | 28 | |
| | Silwerkrans | 143 | |
| | Stilfontein | 15 | |
| | Sun City | 2 | |
| | Sun Rise Park | 73 | |
| | Swartklip | 3 | |
| | Swartruggens | 13 | |
| | Tantanana | 1 | |
| | Taung | 679 | |
| | Thabazimbi | 5 | |
| | Thekwana | 12 | |
| | Tlapeng | 4 | |
| | Tlapa | 8 | |
| | Tlaseng | 12 | |
| | Tlhabane | 334 | |
| | Tlhakgameng | 141 | |
| | Tsitsing | 119 | |
| | Tweelaagte | 11 | |
| | Ventersdorp | 19 | |
| | Vryburg | 472 | |
| Wolmaranstad | 4 | | |
| Zeerust | 186 | | |
| Zinniaville | 1 | | |
| NORTH WEST PROVINCE Total | | 13536 | 47,5% |
| Northern Cape | Barkley West | 2 | |
| | Hartswater | 17 | |
| | Kimberley | 26 | |
| | Kuruman | 824 | |
| | Mankurwane | 3 | |
| | Upington | 2 | |
| NORTHERN CAPE Total | | 874 | 3,1% |
| Limpopo | Atok | 7 | |
| | Bela Bela | 6 | |
| | Bochum | 3 | |
| | Bosbokrand | 1 | |
| | Burgesfort | 35 | |
| | Bushbuckridge | 164 | |
| | Driekop | 68 | |
| | Capricorn | 1 | |
| | Ellisras | 8 | |
| | Giyani | 65 | |
| | Jane Furse | 3 | |
| | Koloti | 2 | |
| | Lebowakgomo | 3 | |
| | Lephalale | 6 | |
| | Louis Trichardt | 21 | |
| | Malamulele | 19 | |
| Messina | 4 | | |



| Labour Sending Area (Province/Country) | Labour Sending Area (Town) | No. of Employees at Mine (Mine Personnel) | % of Employees per Labour Sending Area |
|--|----------------------------|---|--|
| | Mutale | 3 | |
| | Mokopane | 9 | |
| | Modjadjiskloof | 1 | |
| | Mopani | 1 | |
| | Mphogodiba | 1 | |
| | Naboomspruit | 1 | |
| | Nebo | 1 | |
| | Nylstroom | 2 | |
| | Phalaborwa | 21 | |
| | Pietersburg | 10 | |
| | Polokwane | 330 | |
| | Potgietersrus | 5 | |
| | Sekhukhune | 15 | |
| | Sekwati | 1 | |
| | Seshego | 3 | |
| | Sibasa | 13 | |
| | Soekmekaar | 1 | |
| | Steelpoort | 3 | |
| | Superbia | 1 | |
| | Tafelkop | 1 | |
| | Thohoyandou | 26 | |
| | Thulamahashe | 1 | |
| | Tzaneen | 35 | |
| | Vhembe | 4 | |
| | Vuwani | 1 | |
| | Warmbaths | 4 | |
| | Ximhgwe | 1 | |
| | Zebediela | 2 | |
| LIMPOPO PROVINCE Total | | 913 | 3,2% |
| Western Cape | Grahamstown | 1 | |
| | Cape Peninsula | 3 | |
| | Cape Town | 1 | |
| | Groot Brakrivier | 1 | |
| | Kyayelitsha | 1 | |
| | Dysseldorp | 1 | |
| | Mosselbay | 3 | |
| | Protea Heights | 1 | |
| | Robertson | 1 | |
| Worcester | 3 | | |
| WESTERN CAPE Total | | 16 | 0,1% |
| Botswana | | | |
| BOTSWANA Total | | 82 | 0,3% |
| Lesotho | | | |
| LESOTHO Total | | 1407 | 4,9% |
| Mocambique | | | |
| MOCAMBIQUE Total | | 1051 | 3,7% |



| Labour Sending Area (Province/Country) | Labour Sending Area (Town) | No. of Employees at Mine (Mine Personnel) | % of Employees per Labour Sending Area |
|--|----------------------------|---|--|
| Swaziland | | | |
| SWAZILAND Total | | 52 | 0,2% |
| Zimbabwe | | | |
| ZIMBABWE Total | | 6 | 0,0% |
| Other | | | |
| | | 2 | |
| Grand Total | | 28504 | 100,0% |



IMPALA PLATINUM LIMITED - REFINERIES GEOGRAPHICAL ORIGINS OF EMPLOYEES

| Region (Province) | Labour Sending Area (City) | No. of employees (Count of First name) | % of employees per LSA |
|---------------------------|----------------------------|--|------------------------|
| Botswana | Palapye | 1 | |
| | Tonota | 1 | |
| Botswana Total | | 2 | 0% |
| Eastern Cape | Alicedale | 1 | |
| | Bisho | 1 | |
| | Bizana | 2 | |
| | Butterworth | 1 | |
| | Cala | 1 | |
| | Cathcart | 1 | |
| | Confimvaba | 1 | |
| | East London | 1 | |
| | Elliotdale | 1 | |
| | Engcobo | 2 | |
| | Flagstaff | 1 | |
| | Idutywa | 1 | |
| | Isigangala | 1 | |
| | Keiskammahoek | 1 | |
| | Kentane | 1 | |
| | Libode | 1 | |
| | Matatiele | 3 | |
| | Molteno | 1 | |
| | Mount Frere | 2 | |
| | Mthatha | 3 | |
| Ngqeleni | 2 | | |
| Ntabankulu | 2 | | |
| Oyster Bay | 1 | | |
| Port Elizabeth | 1 | | |
| Seymour | 1 | | |
| Tsolo | 1 | | |
| Eastern Cape Total | | 35 | 4% |
| Free State | Bloemfontein | 2 | |
| | Petrus Steyn | 1 | |
| | Phuthaditjhaba | 3 | |
| | Sasolburg | 1 | |
| | Ventersburg | 2 | |
| | Warden | 1 | |
| | Welkom | 1 | |



| Region (Province) | Labour Sending Area (City) | No. of employees (Count of First name) | % of employees per LSA |
|-------------------------|----------------------------|--|------------------------|
| | Witsieshoek | 3 | |
| | Zastron | 1 | |
| Free State Total | | 15 | 2% |
| Gauteng | Alberton | 4 | |
| | Benoni | 55 | |
| | Boksburg | 25 | |
| | Brakpan | 101 | |
| | Brakpan North | 1 | |
| | Bronkhorstspuit | 1 | |
| | Cloverdene | 1 | |
| | Devon | 1 | |
| | Etwatwa | 2 | |
| | Florida | 1 | |
| | Germiston | 7 | |
| | Grasmere | 1 | |
| | Halfway House | 2 | |
| | Hammanskraal | 2 | |
| | Heidelberg | 2 | |
| | Johannesburg | 11 | |
| | Johannesburg South | 1 | |
| | Katlehong | 2 | |
| | Kempton Park | 12 | |
| | Krugersdorp | 3 | |
| | Kwaxuma | 1 | |
| | Lehurutshe | 1 | |
| | Mamelodi | 1 | |
| | Meyerton | 1 | |
| | Nigel | 41 | |
| | Olifantsfontein | 1 | |
| | Pimville | 1 | |
| | Polokwane | 2 | |
| | Pretoria | 11 | |
| | Randburg | 1 | |
| | Randfontein | 1 | |
| | Roodepoort | 2 | |
| | Sandton | 1 | |
| | Sebokeng | 4 | |
| | Soshanguve | 2 | |
| | Soweto | 4 | |
| | Springs | 352 | |
| | Tsakane | 1 | |



| Region (Province) | Labour Sending Area (City) | No. of employees (Count of First name) | % of employees per LSA |
|-----------------------------|----------------------------|--|------------------------|
| | Vanderbijlpark | 1 | |
| | Vereeniging | 1 | |
| | Witfontein | 1 | |
| Gauteng Total | | 666 | 69% |
| Kwa-Zulu Natal | Amanzimtoti | 1 | |
| | Bergville | 1 | |
| | Dannhauser | 1 | |
| | Donnybrook | 1 | |
| | Dundee | 1 | |
| | Durban | 9 | |
| | Emondlo | 1 | |
| | Empangeni | 2 | |
| | eThekwini | 1 | |
| | Ezakheni | 1 | |
| | Harding | 2 | |
| | Highflats | 1 | |
| | Hlabisa | 1 | |
| | Howick | 1 | |
| | Inanda | 1 | |
| | Kagiso | 1 | |
| | Ladysmith | 1 | |
| | Mahlabatini | 3 | |
| | Mondlo | 1 | |
| | Newcastle | 2 | |
| | Nongoma | 2 | |
| | Nqutu | 1 | |
| | Paulpietersburg | 2 | |
| | Pietermaritzburg | 2 | |
| | Pongola | 6 | |
| | Port Shepstone | 1 | |
| | Ulundi | 1 | |
| | Umbumbulu | 1 | |
| | Umkomaas | 1 | |
| | Umlazi | 1 | |
| | Umzimkhulu | 5 | |
| | Umzinto | 1 | |
| | Utrecht | 1 | |
| | Vryheid | 1 | |
| | Wasbank | 2 | |
| Kwa-Zulu Natal Total | | 61 | 6% |
| Lesotho | Butha Buthe | 1 | |



| Region (Province) | Labour Sending Area (City) | No. of employees (Count of First name) | % of employees per LSA |
|----------------------|----------------------------|--|------------------------|
| | Maseru | 1 | |
| Lesotho Total | | 2 | 0% |
| Limpopo | Bakone | 1 | |
| | Bela-Bela | 1 | |
| | Bochum | 1 | |
| | Burgersfort | 6 | |
| | Dennilton | 1 | |
| | Dichoeung | 1 | |
| | Driekop | 3 | |
| | Elim | 2 | |
| | Ga Mashashane | 1 | |
| | Gakgapane | 1 | |
| | Giyani | 1 | |
| | Glen Cowie | 2 | |
| | Groblersdal | 8 | |
| | Jane Furse | 3 | |
| | Kutama | 1 | |
| | Lebowakgomo | 1 | |
| | Limpopo | 1 | |
| | Louis Trichardt | 8 | |
| | Malamulele | 1 | |
| | Manavhela Village | 1 | |
| | Marble Hall | 3 | |
| | Mokopane | 4 | |
| | Moletsi Kanana | 1 | |
| | Nebo | 1 | |
| | Phokwane | 1 | |
| | Polokwane | 24 | |
| | Potgietersrus | 1 | |
| Sekhukhune | 2 | | |
| Soekmeaar | 1 | | |
| Steelpoort | 1 | | |
| Thabazimbi | 1 | | |
| Thohoyandou | 5 | | |
| Tzaneen | 1 | | |
| Vuwani | 1 | | |
| Waterberg | 1 | | |
| Limpopo Total | | 93 | 10% |
| Mpumalanga | Balfour | 2 | |
| | Belfast | 1 | |
| | Bronkhorstspuit | 5 | |



| Region (Province) | Labour Sending Area (City) | No. of employees (Count of First name) | % of employees per LSA |
|----------------------------|----------------------------|--|------------------------|
| | Bushbuckridge | 5 | |
| | Delmas | 3 | |
| | Dennilton | 1 | |
| | Dumbe | 1 | |
| | Ehlanzeni | 1 | |
| | Ermelo | 3 | |
| | Gert Sibande | 1 | |
| | Hazyview | 7 | |
| | Komatipoort | 1 | |
| | Kwaggafontein | 2 | |
| | Kwamhlanga | 3 | |
| | Leslie | 1 | |
| | Malelane | 1 | |
| | Marble Hall | 1 | |
| | Maromeng | 1 | |
| | Mbombela | 2 | |
| | Mdujana | 1 | |
| | Middelburg | 1 | |
| | Mkhuhlu | 1 | |
| | Mpuluzi | 1 | |
| | Nelspruit | 6 | |
| | Piet Retief | 1 | |
| | Secunda | 2 | |
| | Siyabuswa | 1 | |
| Sundra | 1 | | |
| Thulamahashe | 1 | | |
| Witbank | 2 | | |
| Ximhungwe | 1 | | |
| Mpumalanga Total | | 61 | 6% |
| Northern Cape | Danielskuil | 1 | |
| | Kimberley | 1 | |
| | Pampierstad | 1 | |
| Northern Cape Total | | 3 | 0% |
| North-West | Brits | 1 | |
| | Coligny | 1 | |
| | Delareyville | 1 | |
| | Hammanskraal | 1 | |
| | Klerksdorp | 1 | |
| | Lerato | 1 | |
| | Lichtenburg | 1 | |
| | Mafikeng | 5 | |



| Region (Province) | Labour Sending Area (City) | No. of employees (Count of First name) | % of employees per LSA |
|-------------------------|----------------------------|--|------------------------|
| | Mahikeng | 1 | |
| | Mmabatho | 2 | |
| | Pomfret | 1 | |
| | Rustenburg | 9 | |
| | Stella | 1 | |
| | Taung | 2 | |
| | Vryburg | 2 | |
| | Wolmaranstad | 1 | |
| | Zeerust | 1 | |
| North-West Total | | 32 | 3% |
| Swaziland | Mbabane | 1 | |
| Swaziland Total | | 1 | 0% |
| Grand Total | | 971 | 100% |



ANNEXURE B

MINE ACCREDITED TRAINING VENUES AND FACILITIES

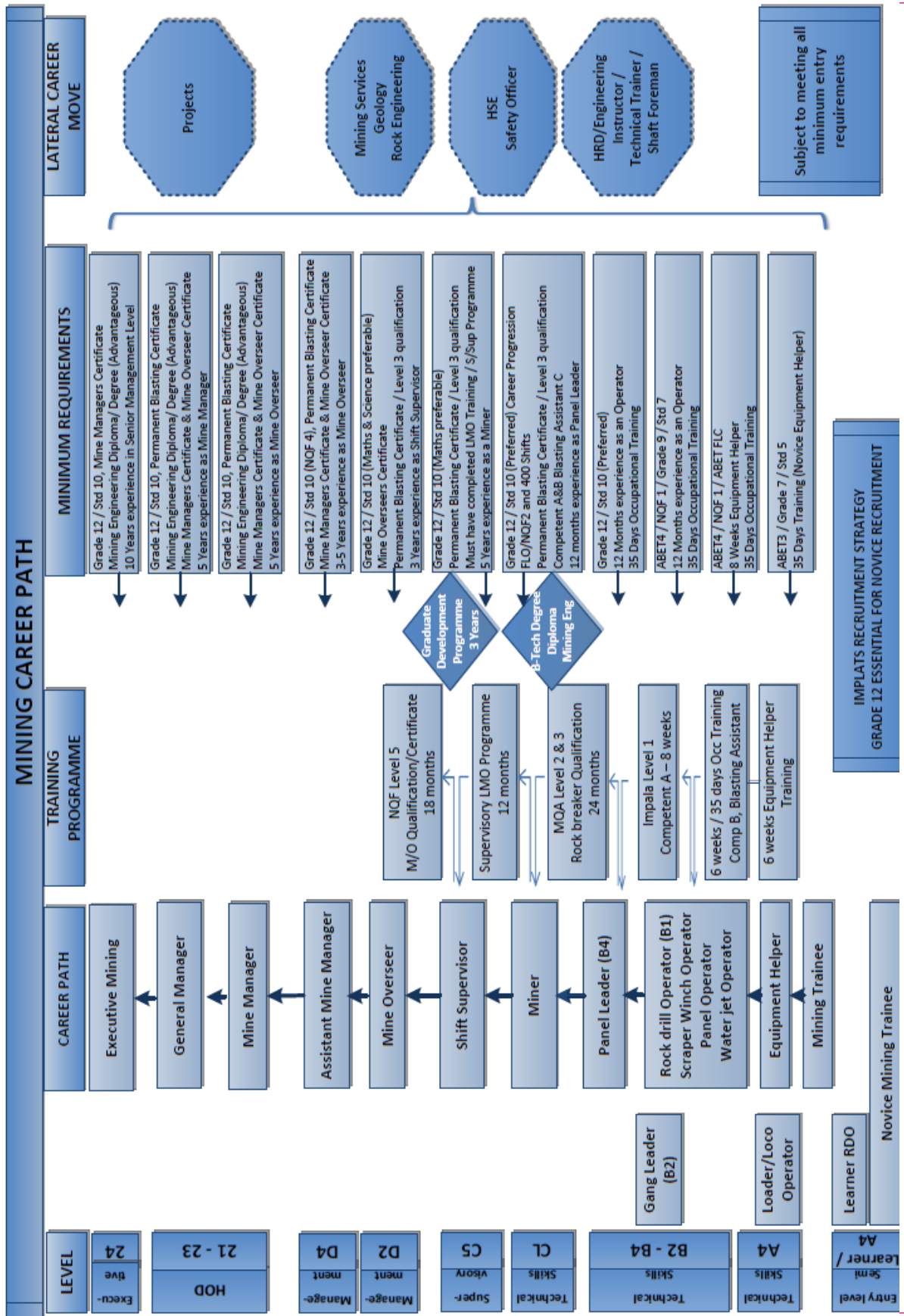


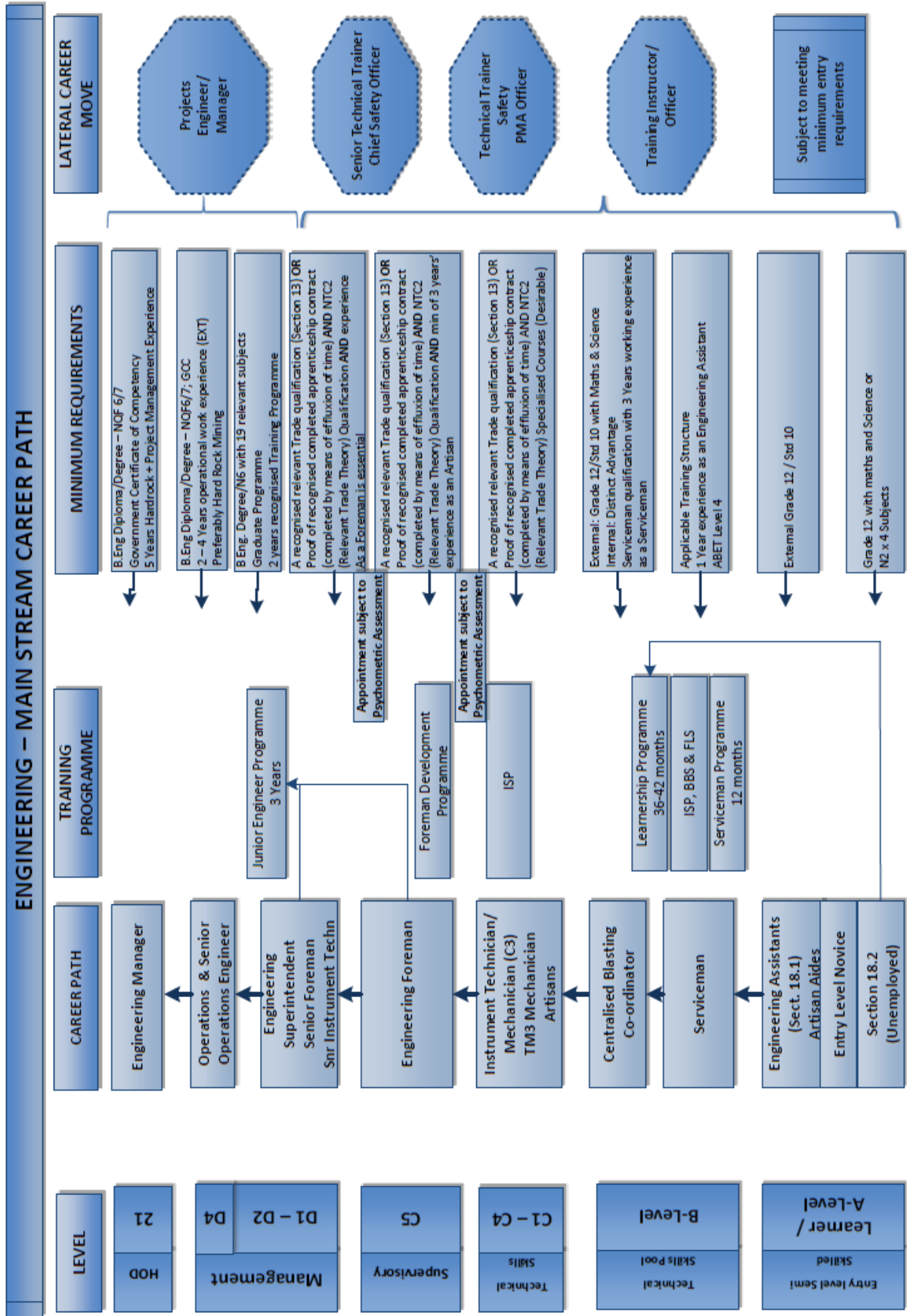
| Site | Programme | Accreditation Body |
|---|---|--------------------|
| School of Engineering: Learnerships | Learnerships: <ul style="list-style-type: none"> • Mechanical Fitter • Diesel Mechanic • Electrician • Boilermaker • Rigger | QCTO: NAMB |
| School of Engineering: Skills Programmes | Occupation Skills Programmes: <ul style="list-style-type: none"> • Mechanical Fitter • Diesel Mechanic • 0002Electrician • Boilermaker • Rigger | MQA |
| School of Mining: Skills Programmes | Occupation Skills Programmes: <ul style="list-style-type: none"> • Competent A • Competent B • Blasting Assistant • Occupation Health and Safety Representative • Trackless Mining • DMRE Blasting Certificate | MQA |
| School of Processing: Skills Programmes | Occupation Skills Programmes: <ul style="list-style-type: none"> • Preparation of Samples and Instrumental Analysis • Separation of precious metals by means of the fire assay. • Primary sample preparation in an analytical laboratory • Secondary sample preparation in an analytical laboratory • Thicken of slurry • Froth Flotation • Ore reception • Water reticulation • Crushing and screening • Milling of Mineral | MQA/TETA |
| Adult Education and Training | Pre-AET Level 1 – Communication and Numeracy Level 2 – Communication and Numeracy Level 3 – Communication, Numeracy, Life Orientation and Natural Science Level 4 – Communication, Numeracy, Life Orientation and Natural Science NQF 1 – Mining Electives/Unit Standards FLC – Maths Literacy and Communication | MQA |

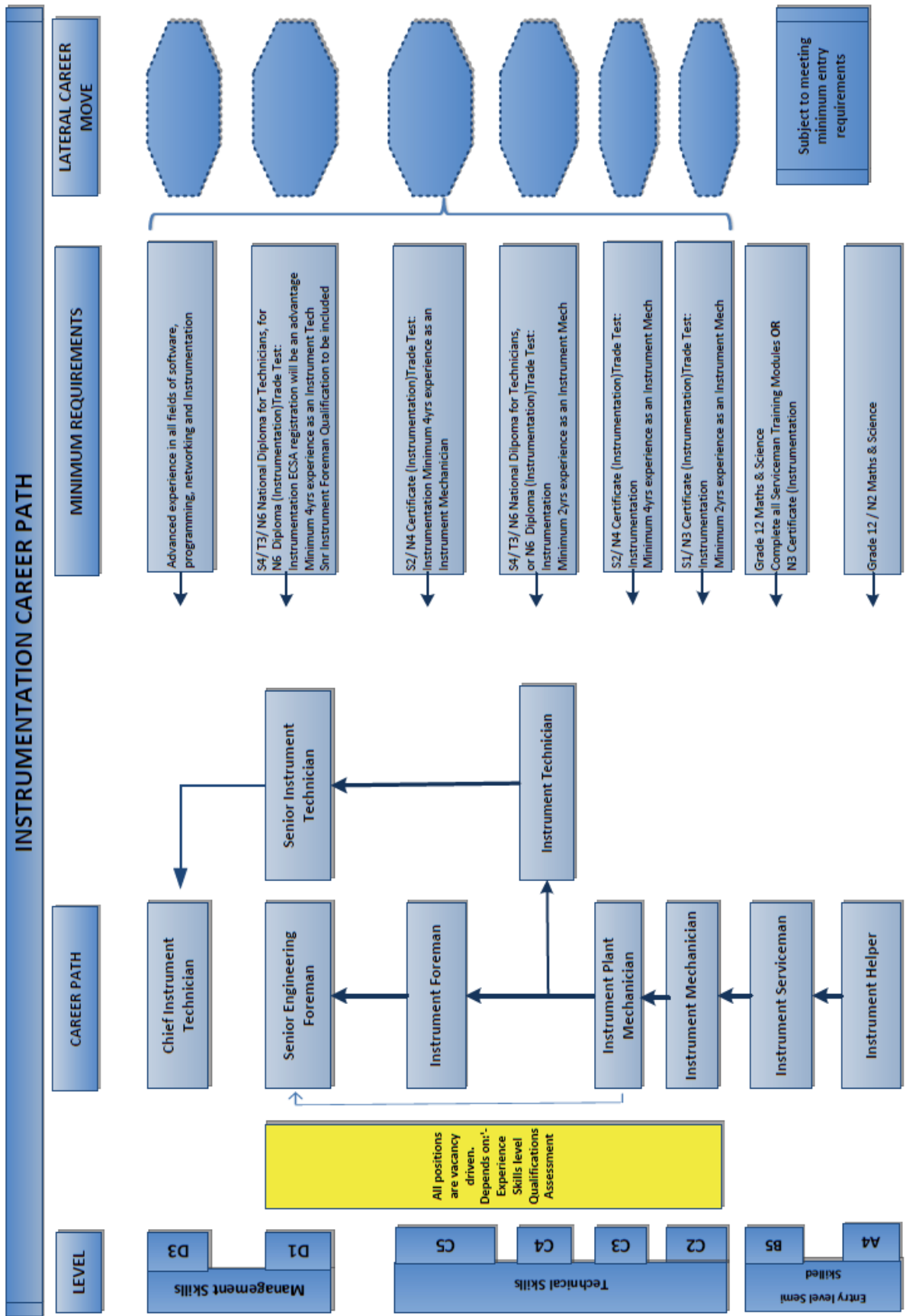


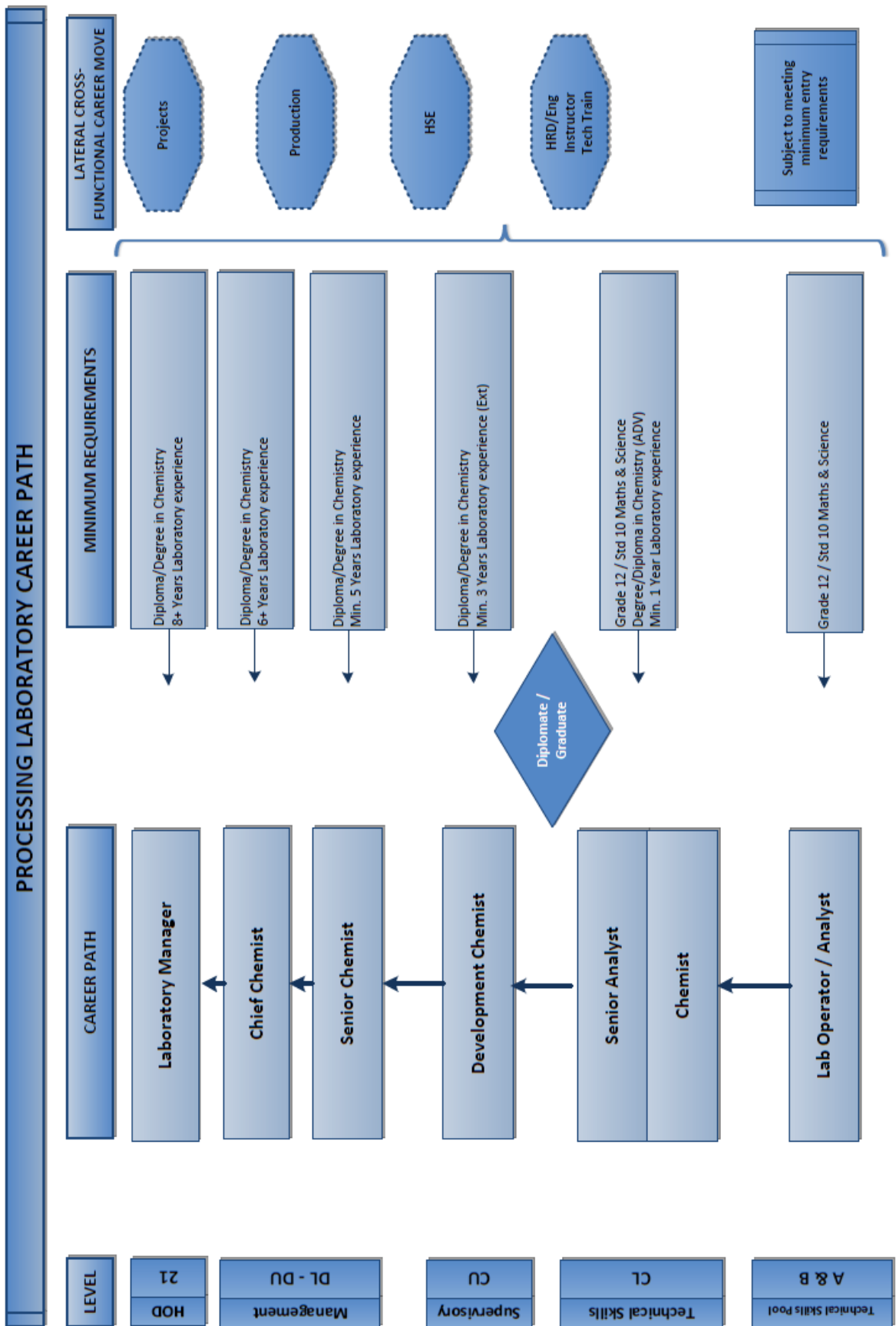
ANNEXURE C

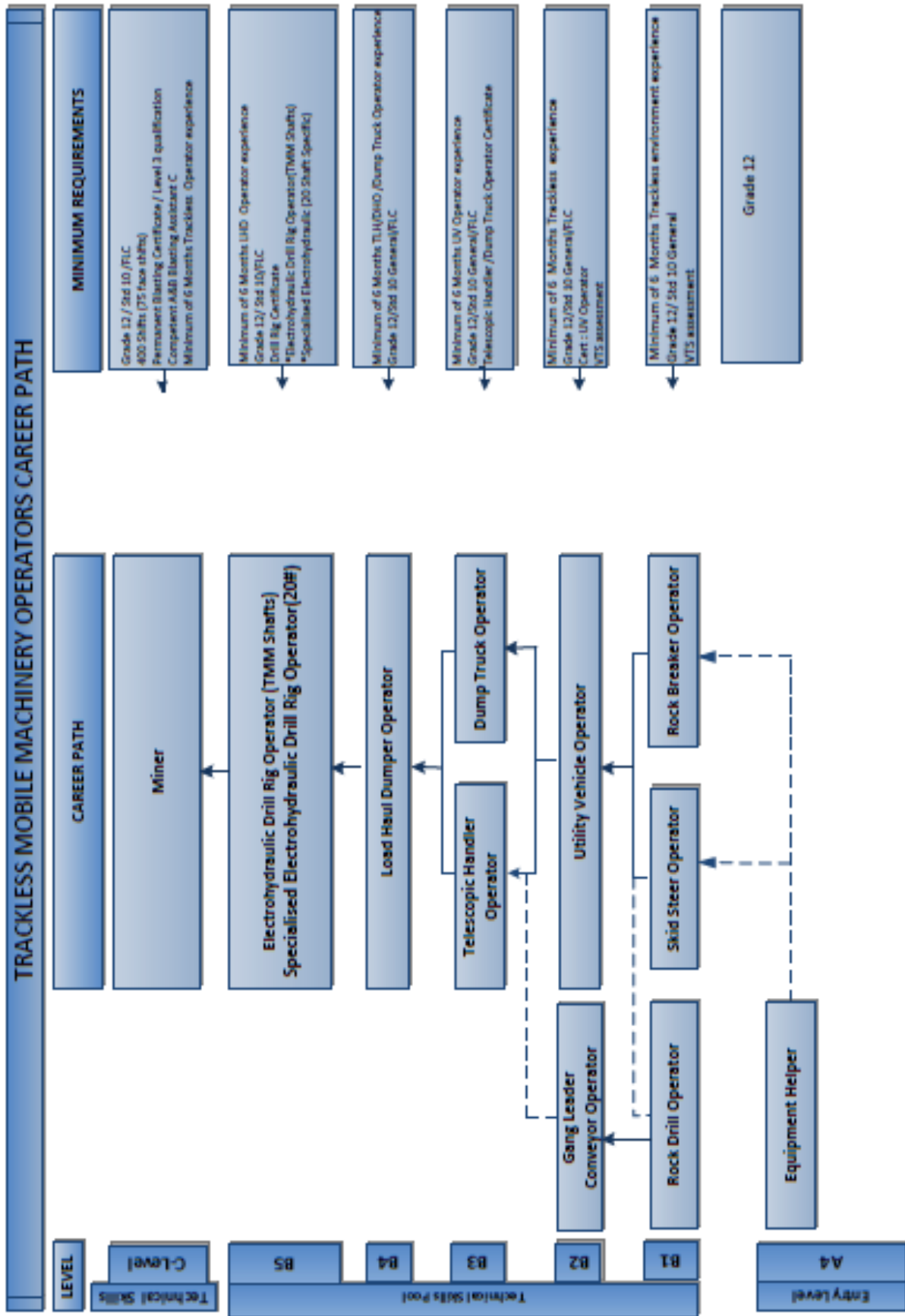
CAREER PATHS

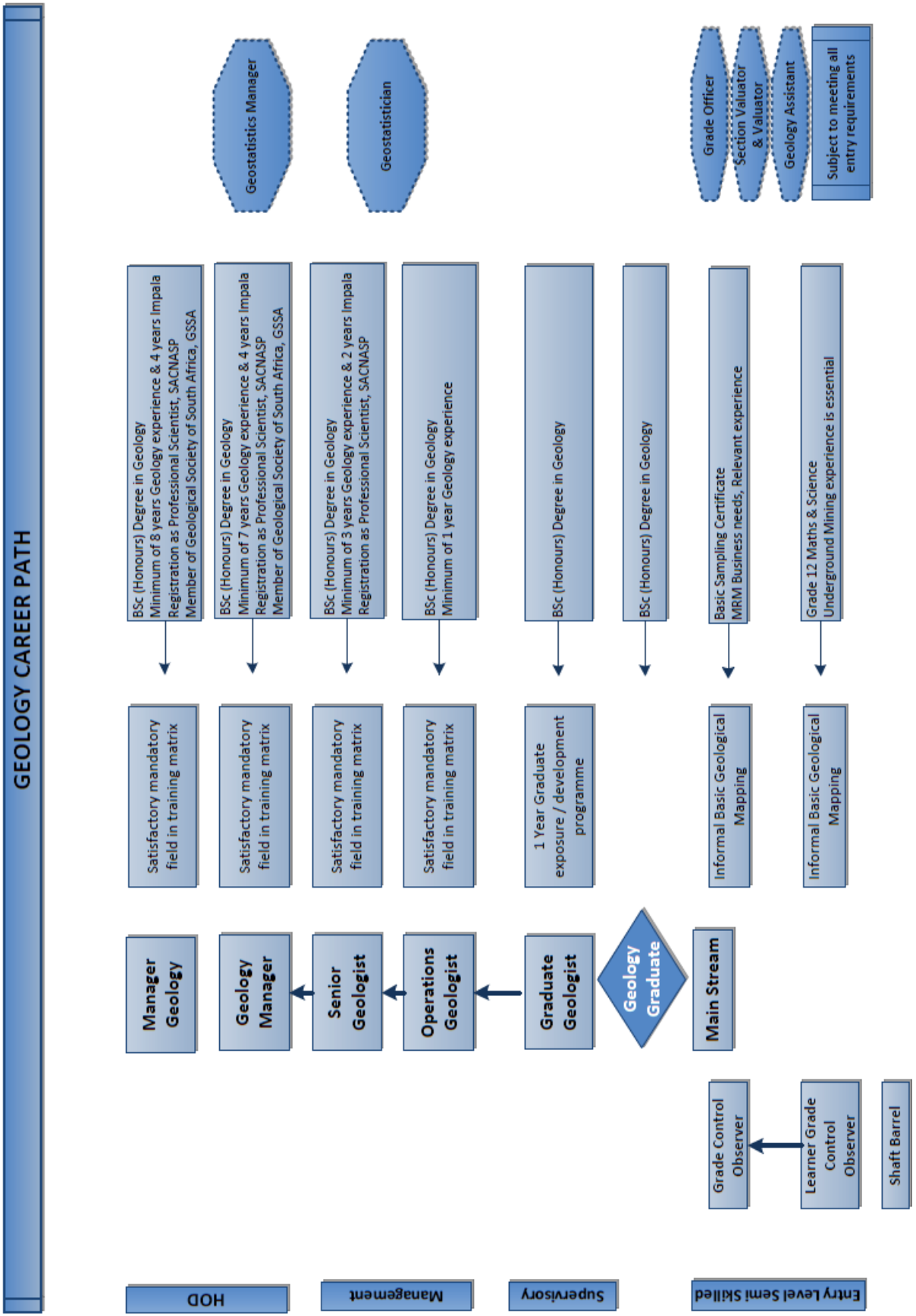


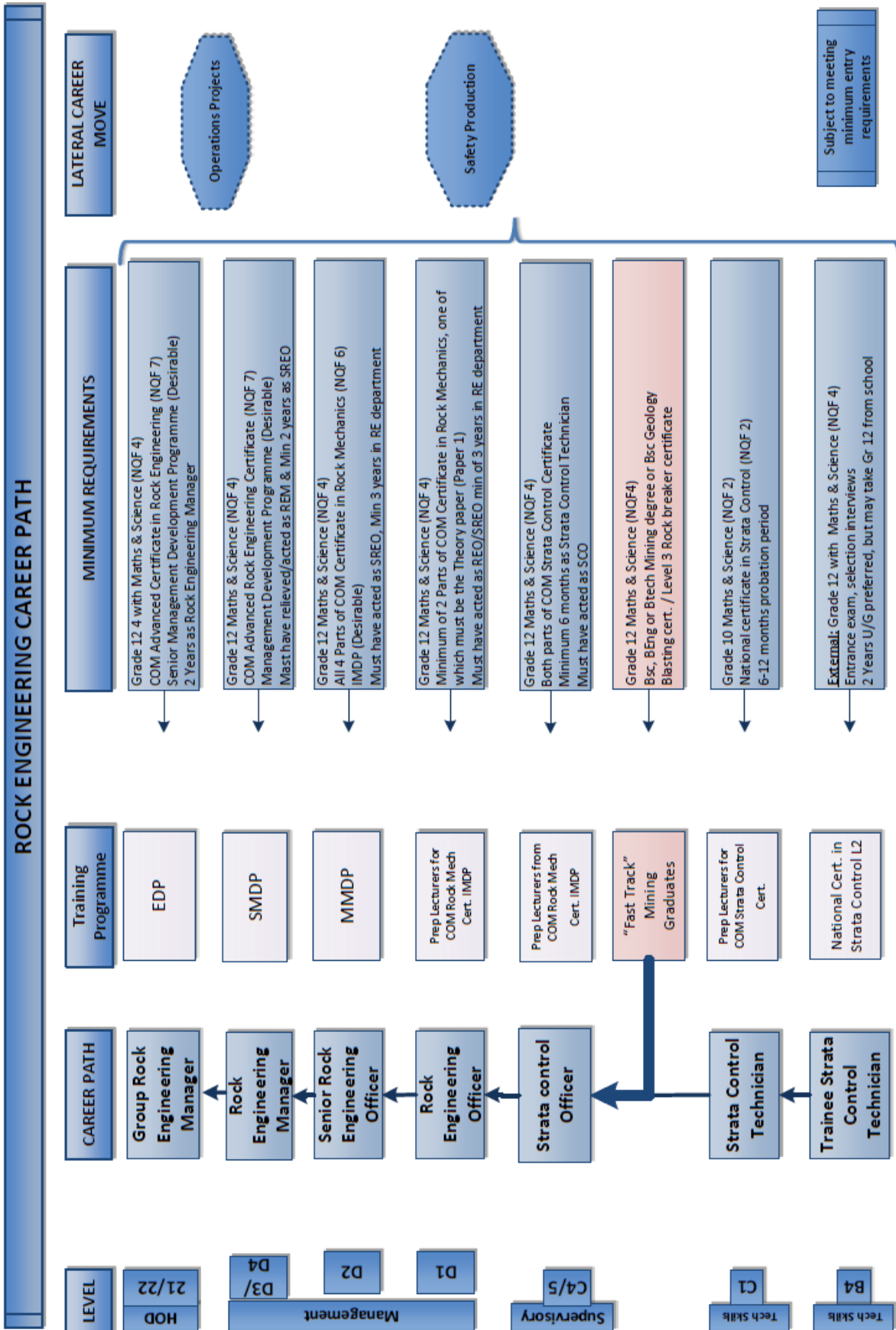


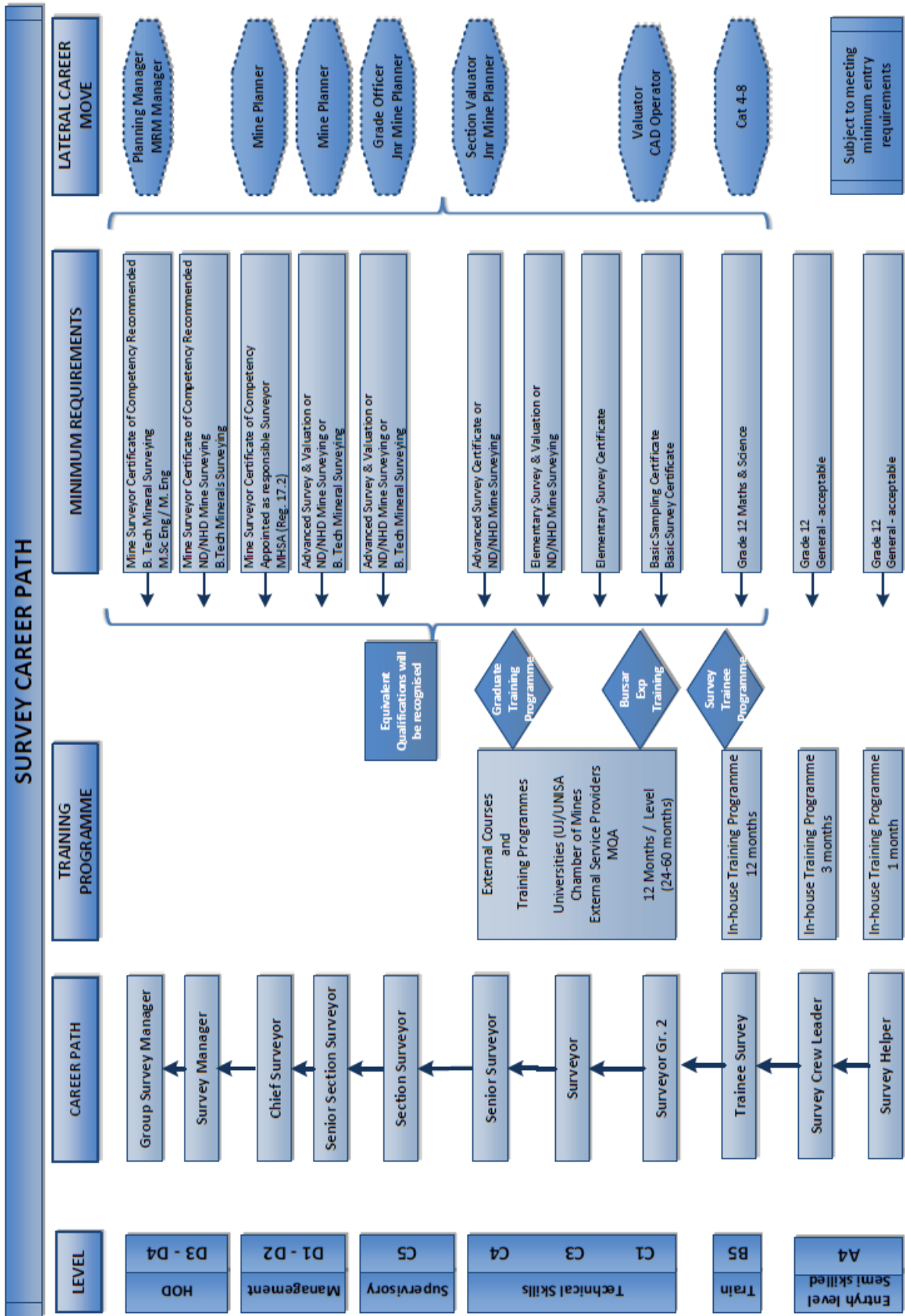


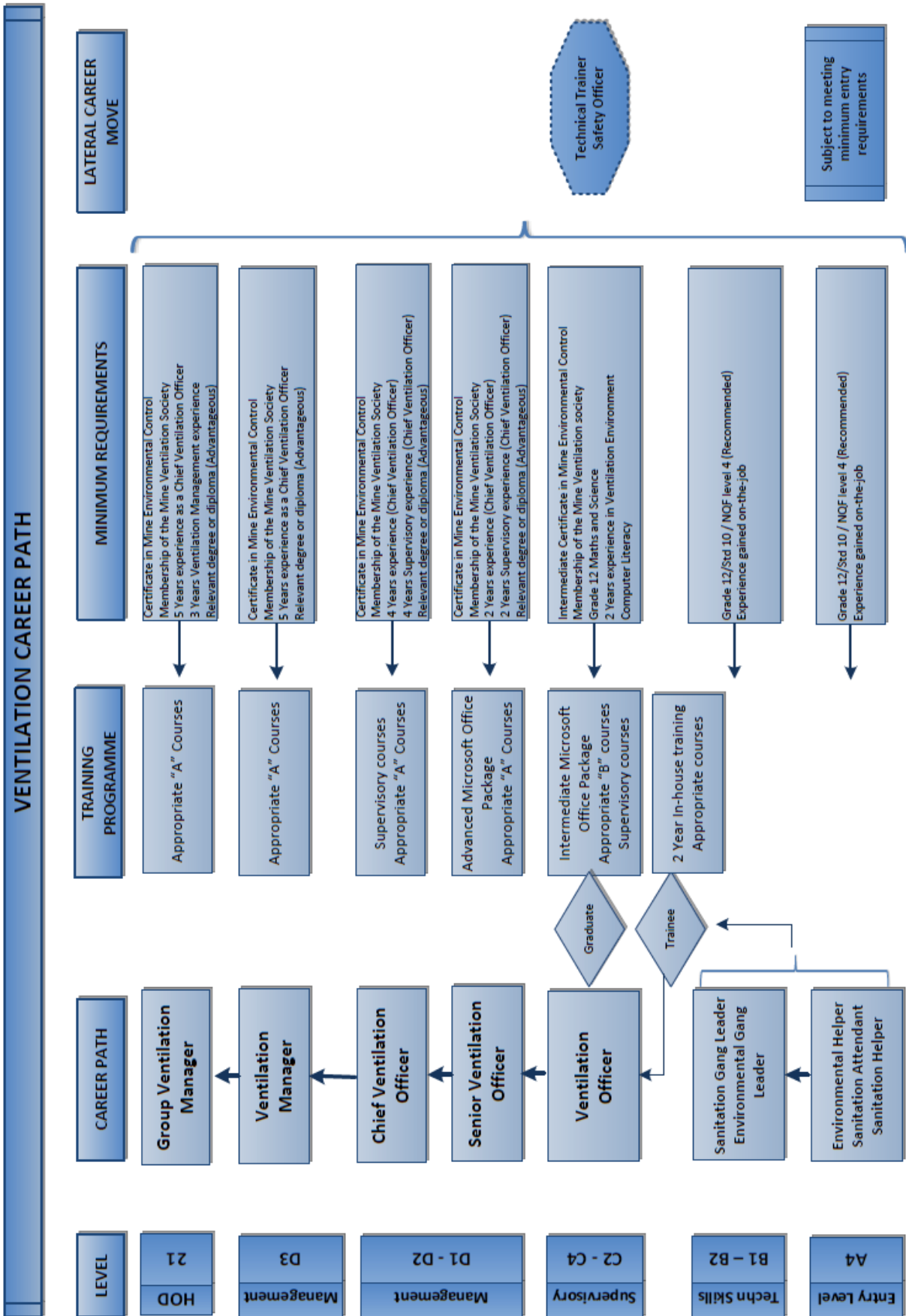


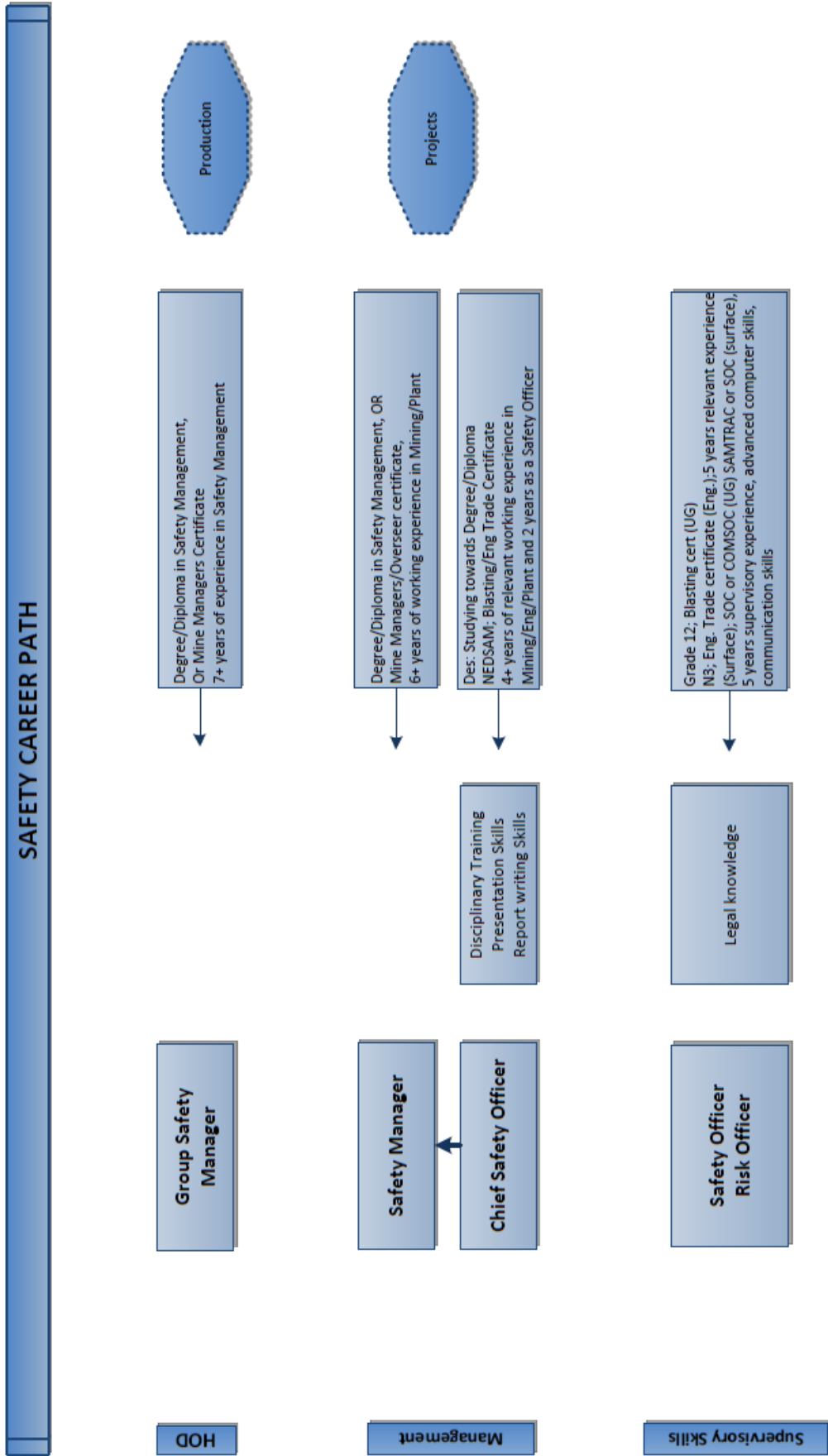


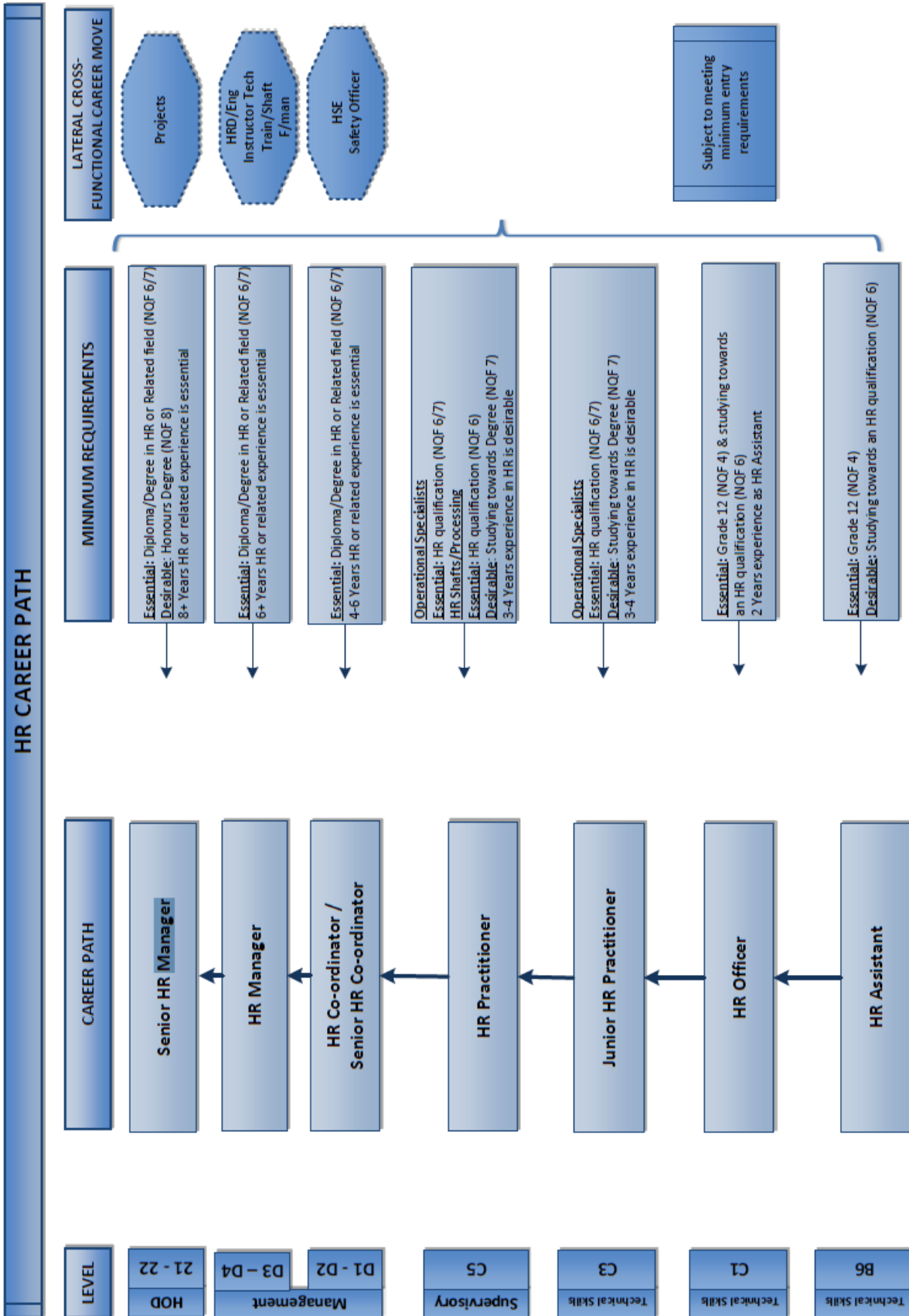


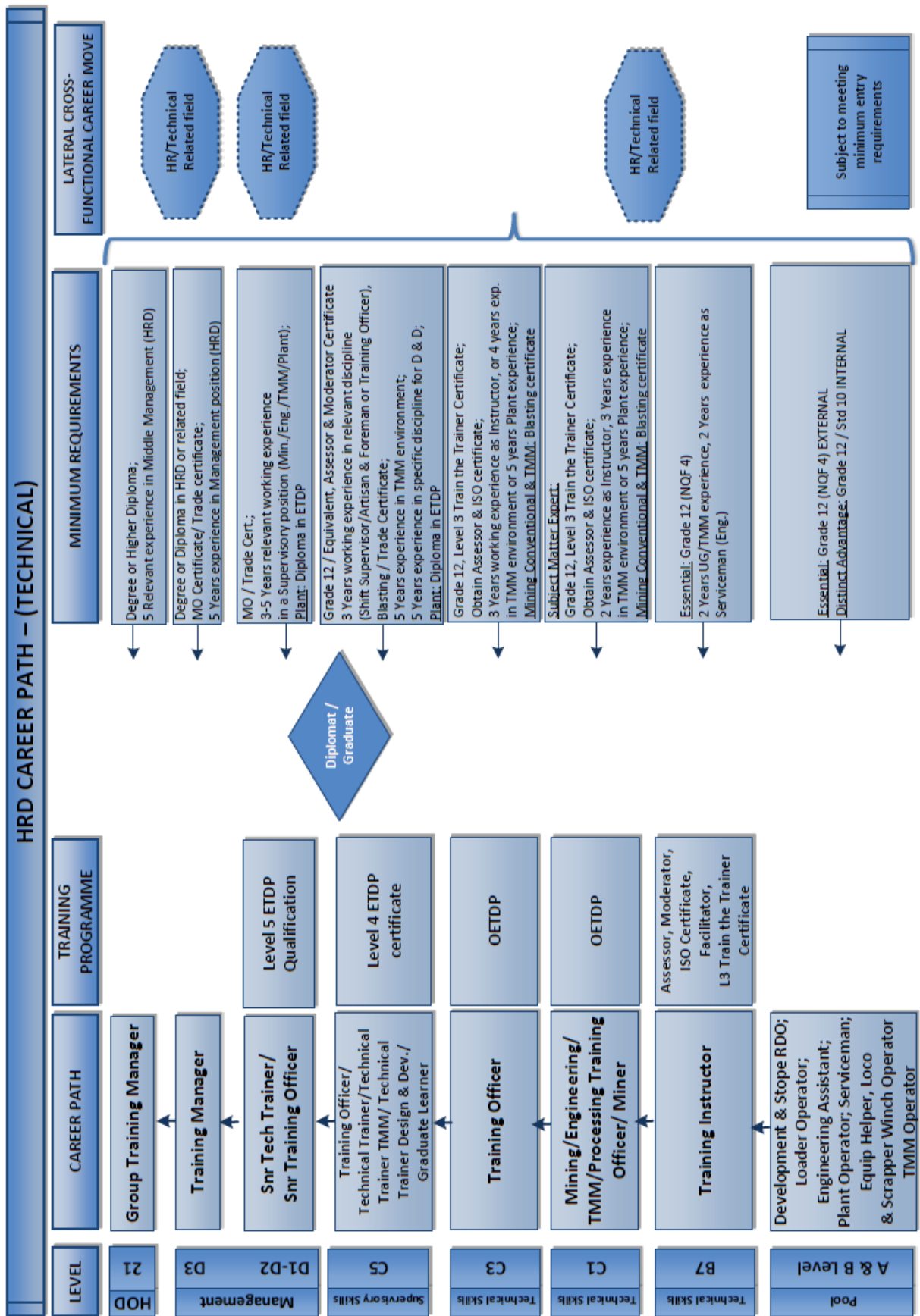


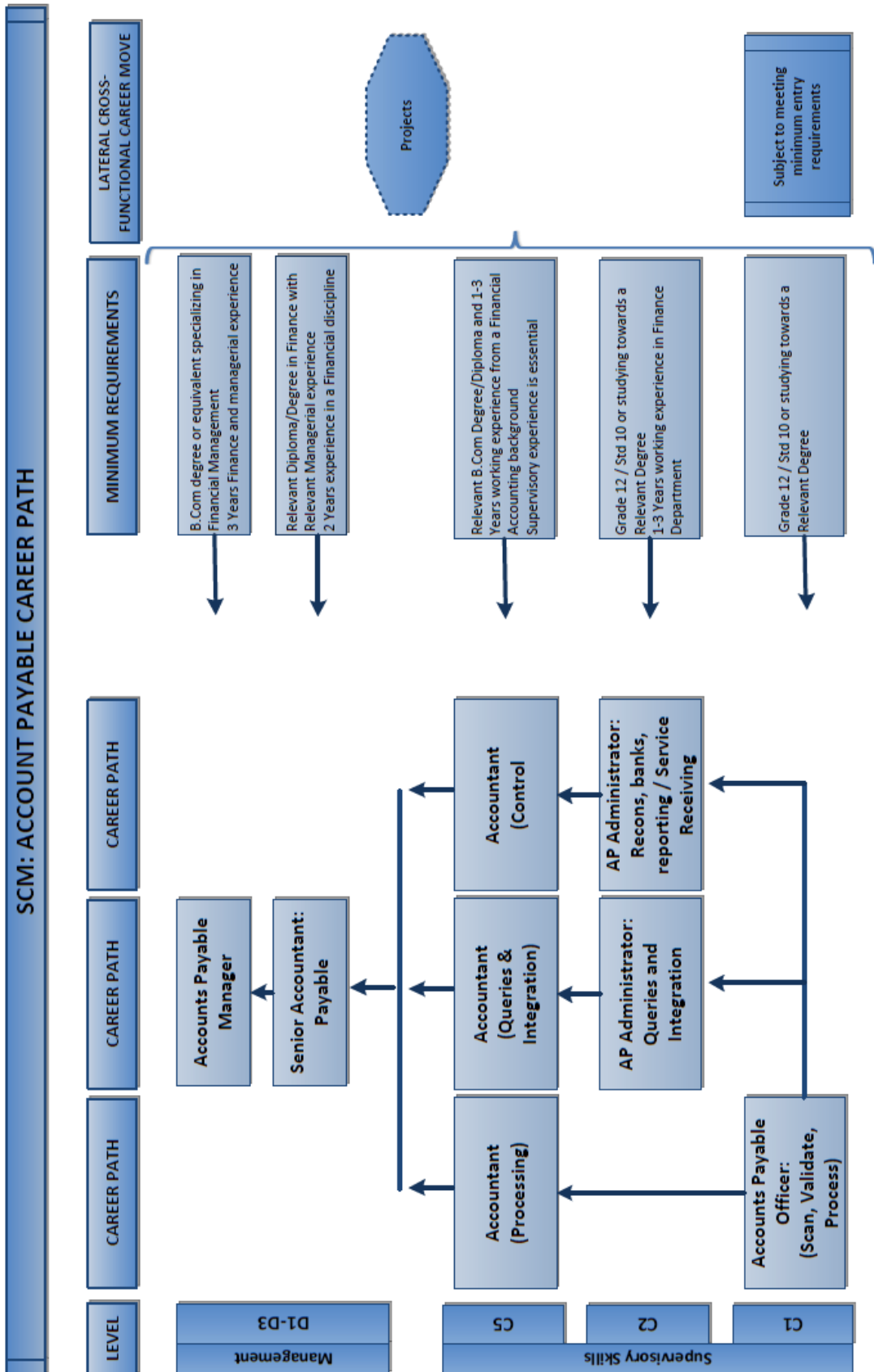


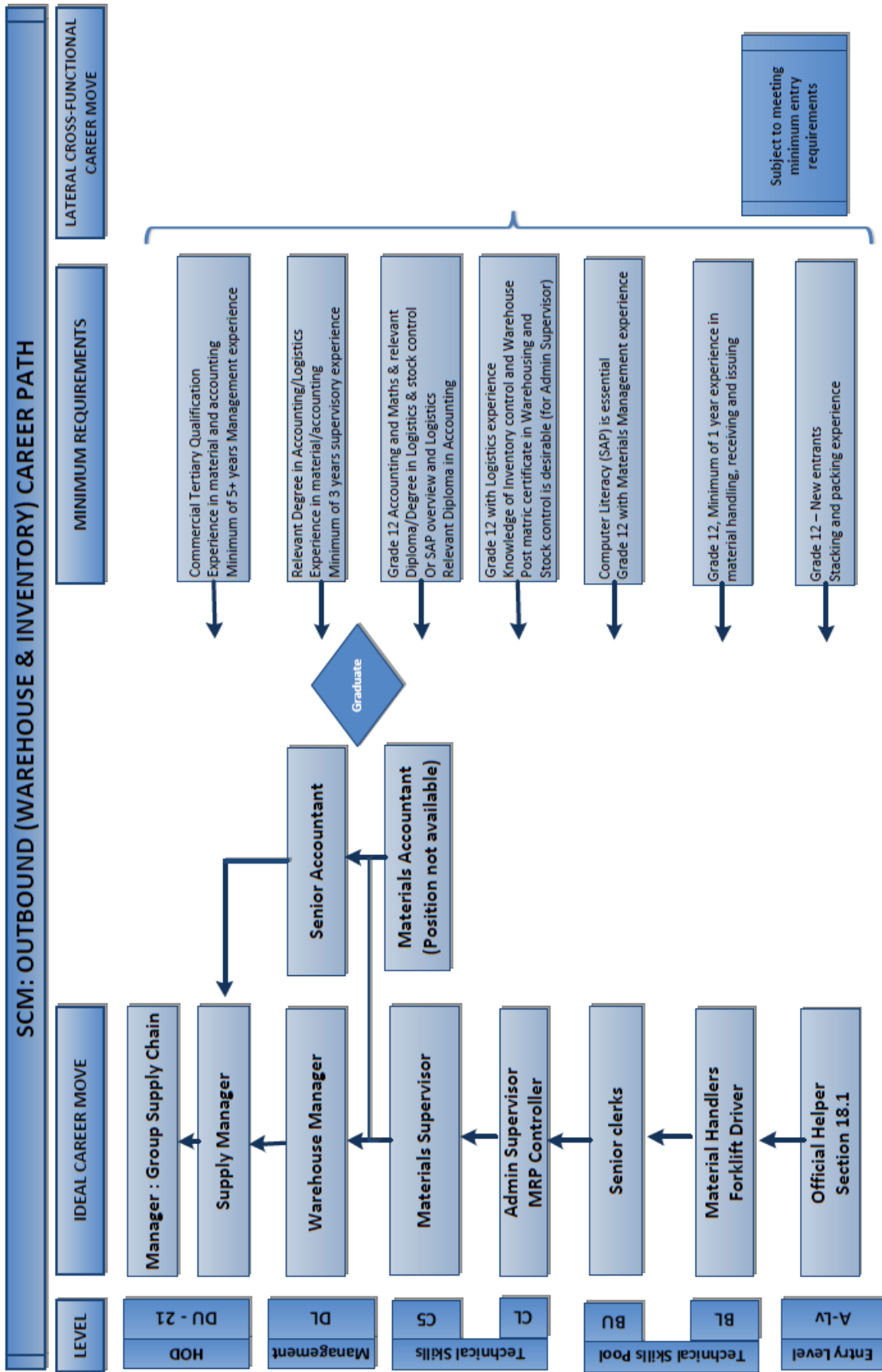


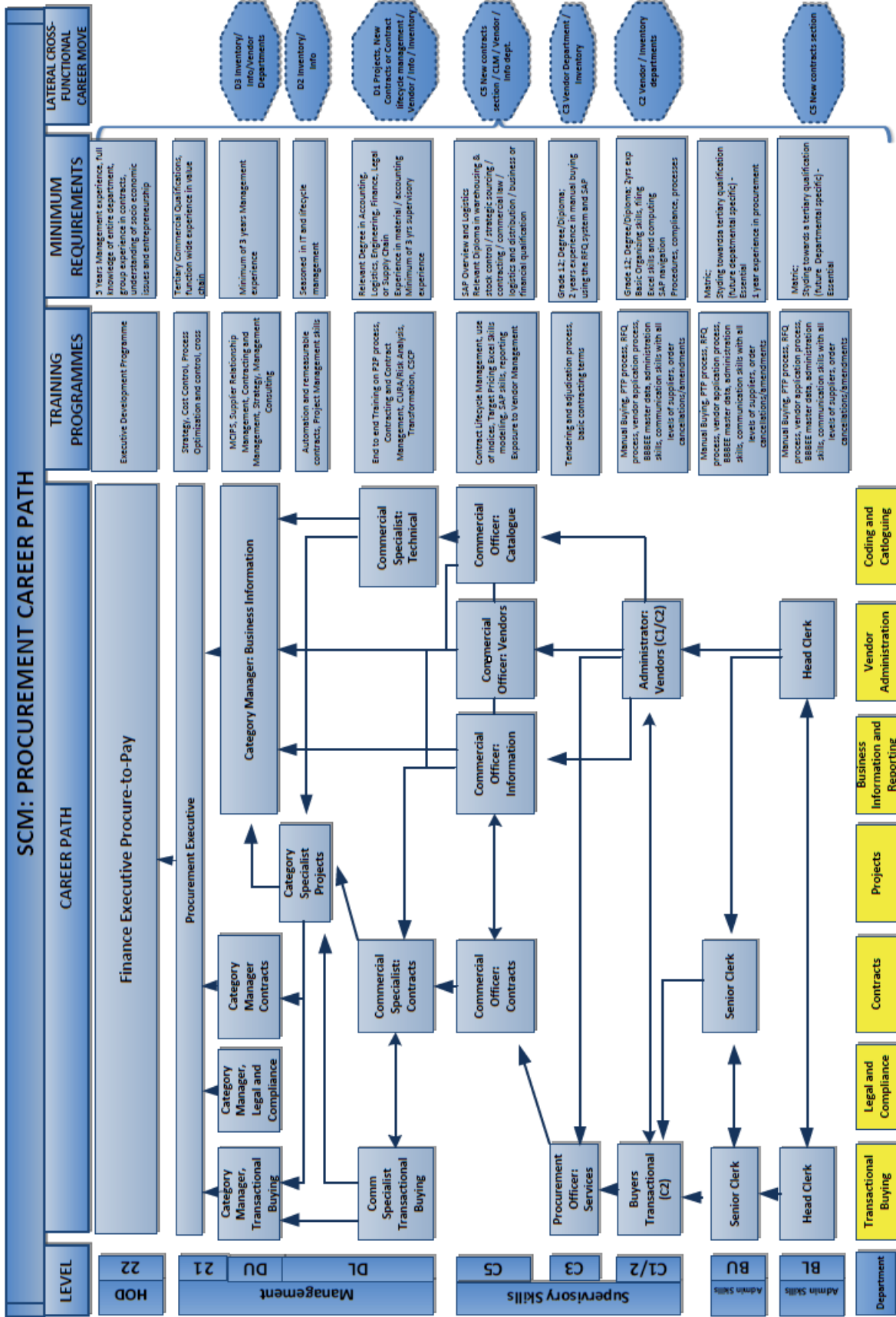


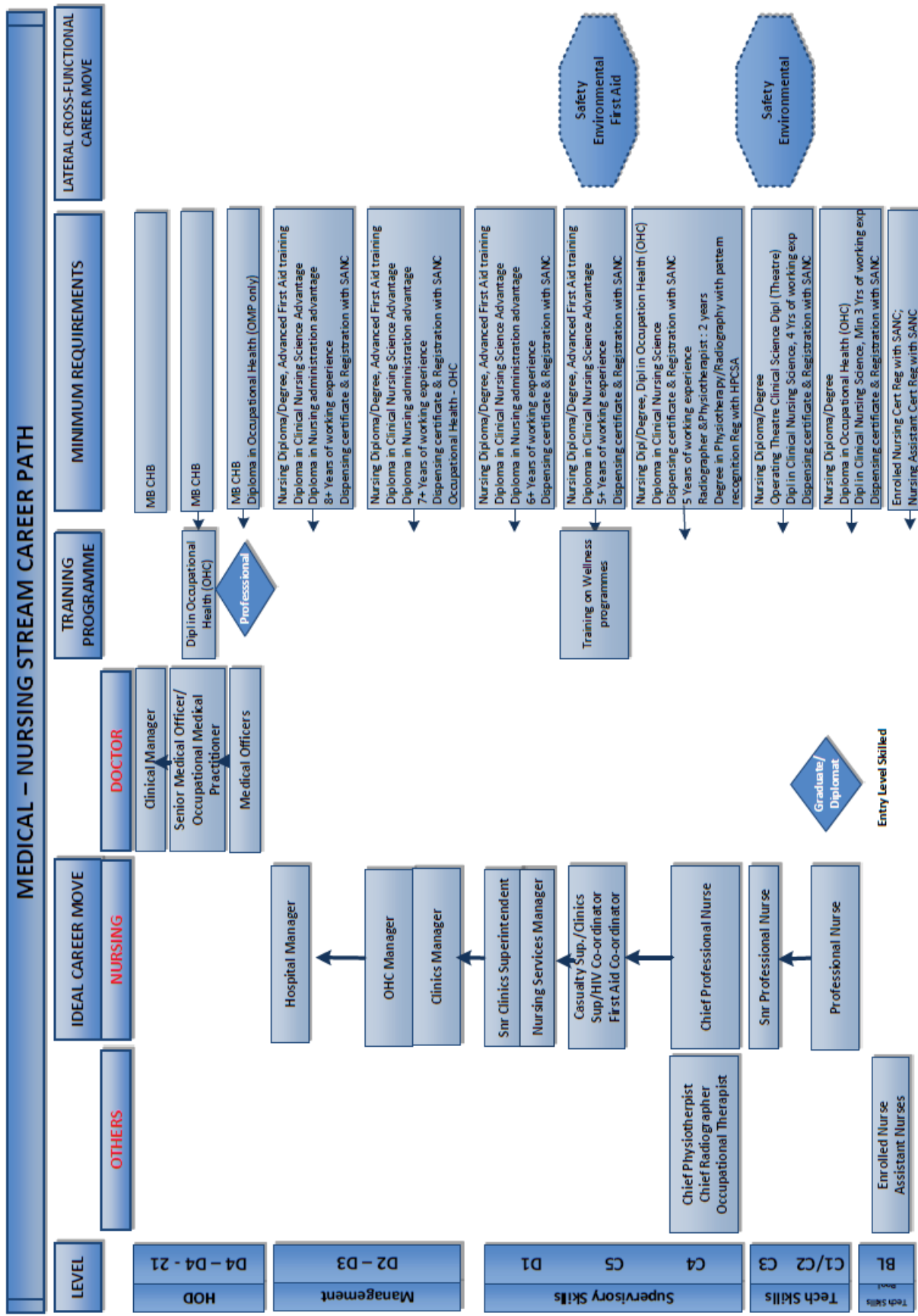


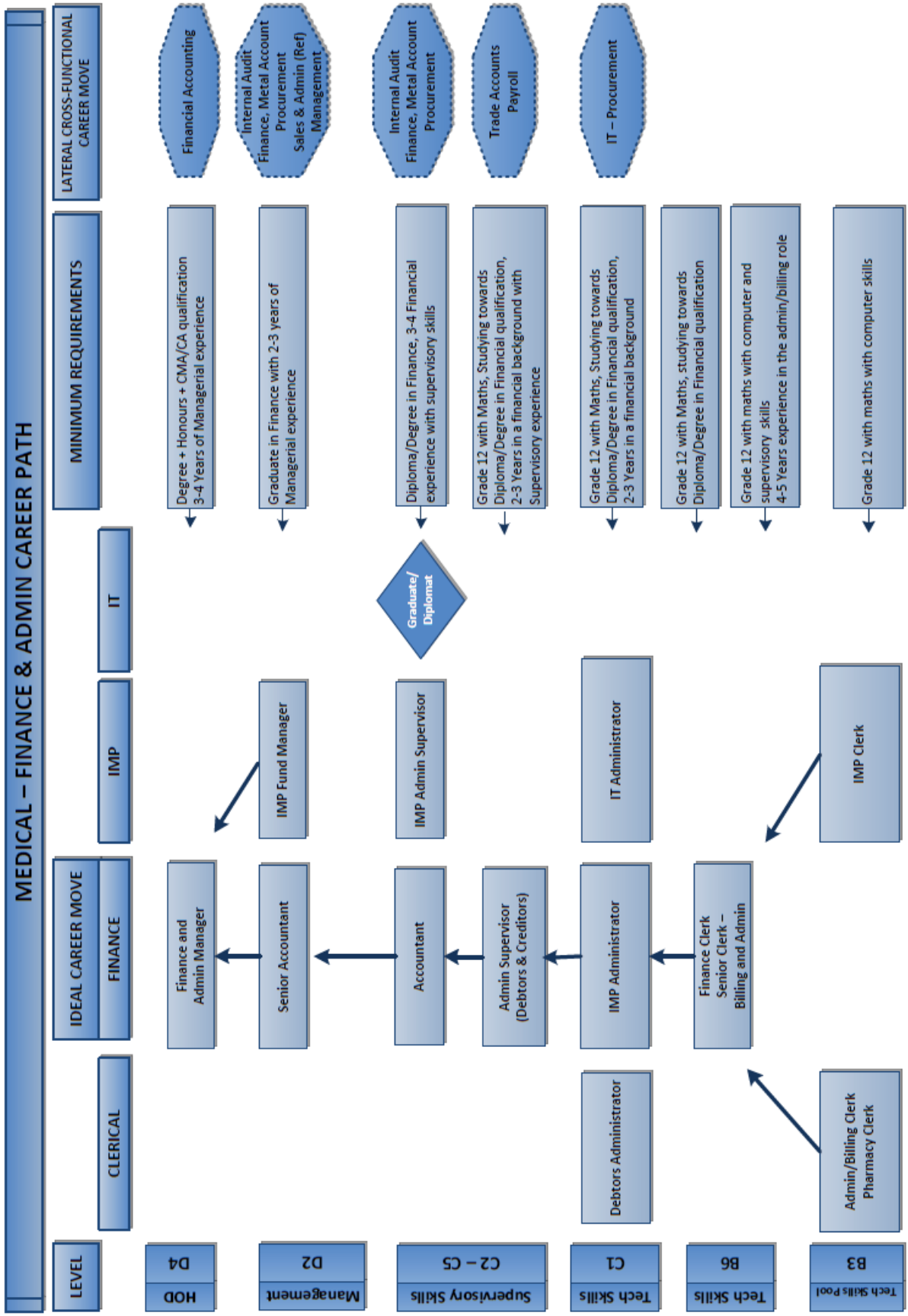














ANNEXURE D

FORM S



FORM S

| OCCUPATIONAL LEVELS | Male | | | | Female | | | | Foreign Nationals | | TOTAL |
|---|--------------|-----------|-----------|------------|-------------|-----------|-----------|------------|-------------------|-----------|--------------|
| | African | Coloured | Indian | White | African | Coloured | Indian | White | Male | Female | |
| Top management (Paterson Level F) | 2 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 6 |
| Senior management (Paterson Level E) | 46 | 6 | 6 | 41 | 15 | 0 | 4 | 13 | 3 | 0 | 134 |
| Professionally qualified and experienced specialists and mid-management (Paterson Level D) | 218 | 15 | 19 | 164 | 12 | 3 | 10 | 47 | 6 | 1 | 615 |
| Skilled technical and academically qualified workers junior management supervisors foremen and superintendents (Paterson Level C) | 3052 | 24 | 6 | 400 | 863 | 7 | 4 | 68 | 138 | 2 | 4564 |
| Semi-skilled and discretionary decision making (Paterson Level B) | 7653 | 15 | 6 | 63 | 1052 | 4 | 4 | 17 | 1111 | 4 | 9929 |
| Unskilled and defined decision making (Paterson Level A) | 10750 | 8 | 0 | 5 | 1552 | 0 | 0 | 0 | 996 | 56 | 13367 |
| TOTAL PERMANENT | 21721 | 68 | 37 | 675 | 3614 | 14 | 24 | 145 | 2254 | 63 | 28615 |
| NON-PERMANENT EMPLOYEES | 102 | 1 | 0 | 2 | 132 | 0 | 1 | 2 | 1 | 3 | 241 |
| GRAND TOTAL | 21823 | 69 | 37 | 677 | 3746 | 14 | 25 | 174 | 2255 | 63 | 28856 |

Note: Status of the mine as of June 2024

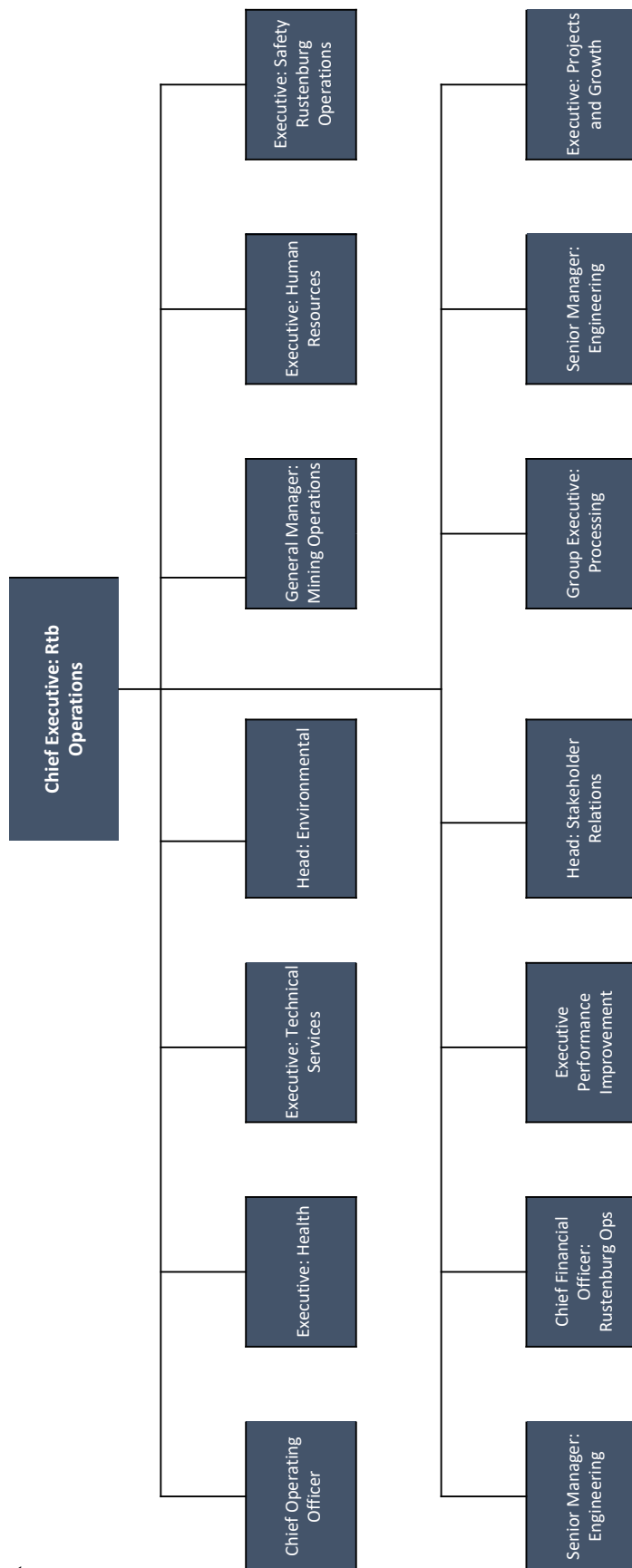


ANNEXURE E

ORGANOGRAMS

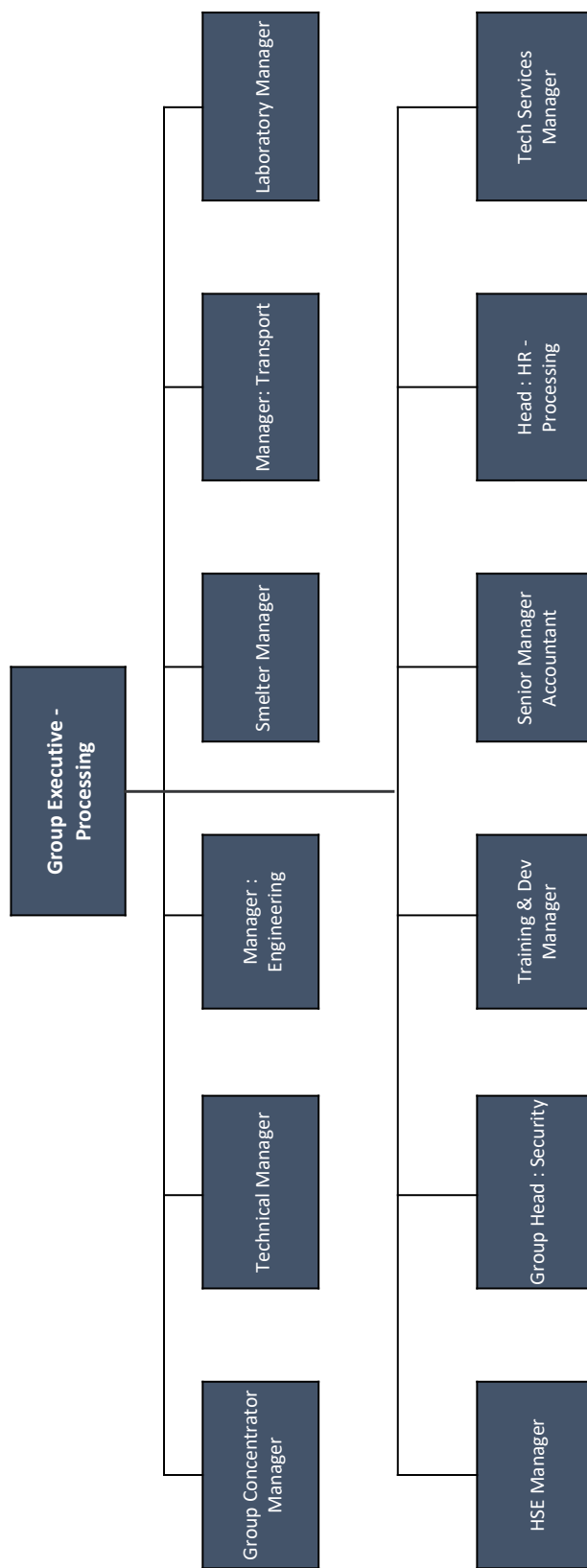


EXECUTIVES



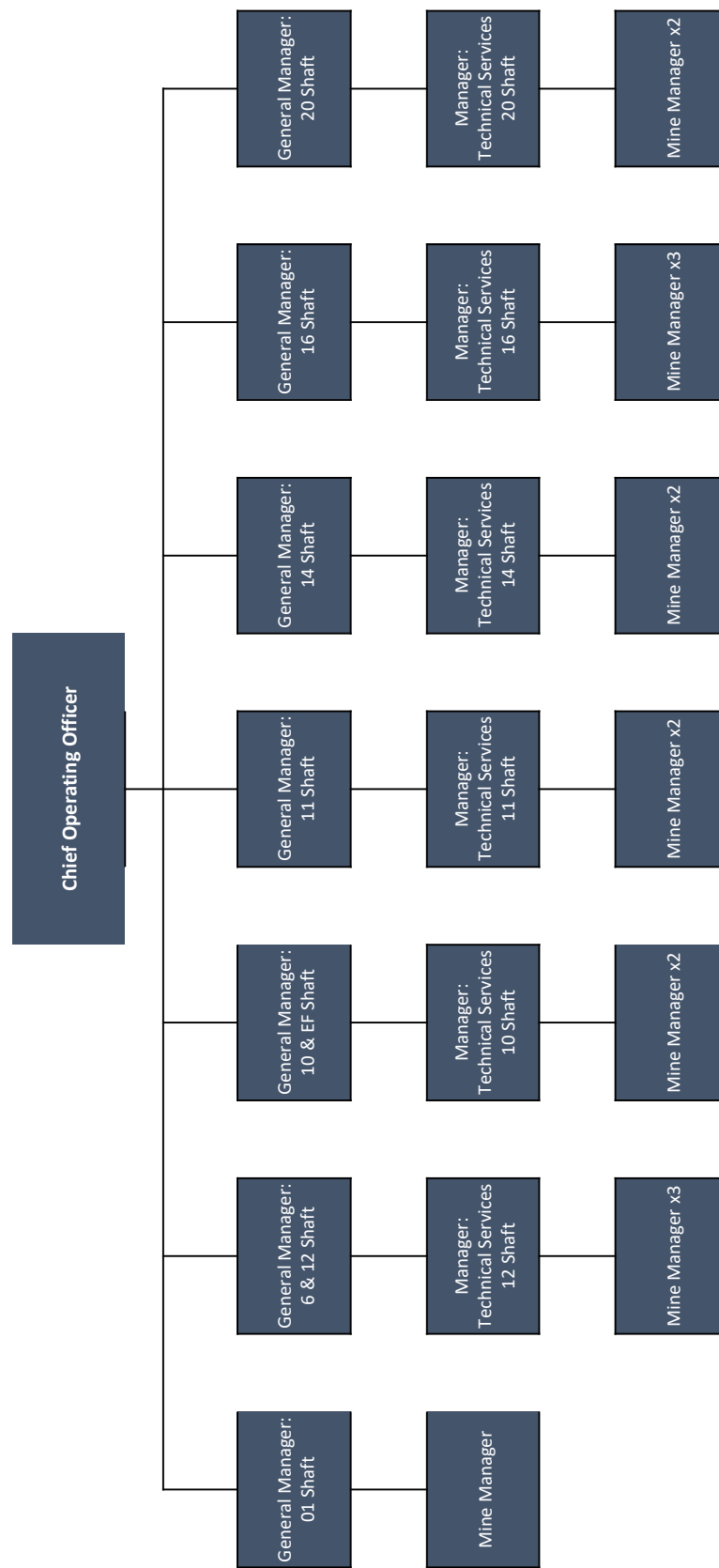


PROCESSING



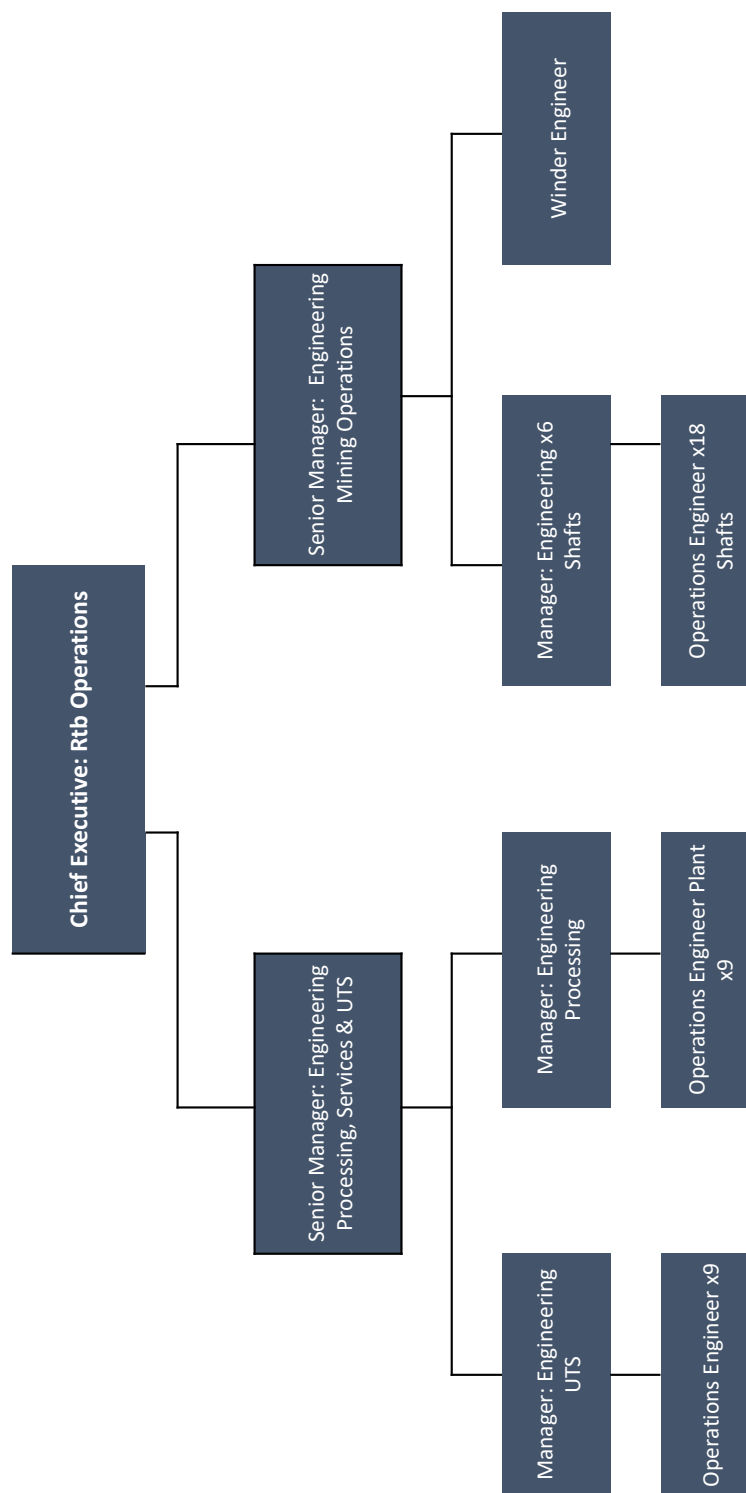


MINING



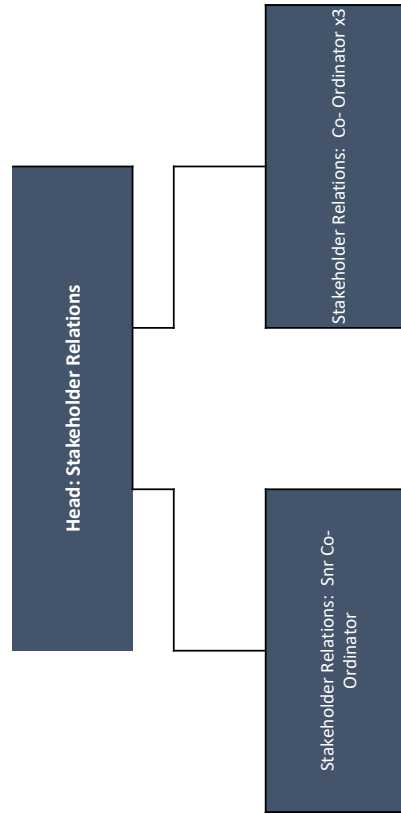


ENGINEERING



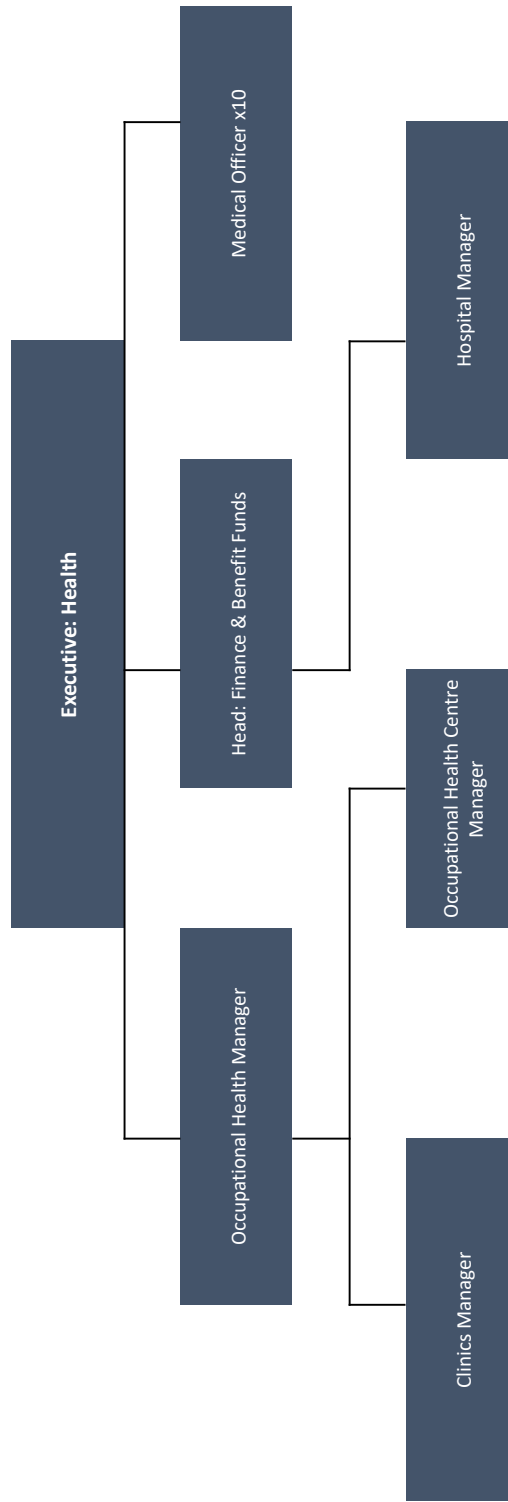


STAKEHOLDER RELATIONS



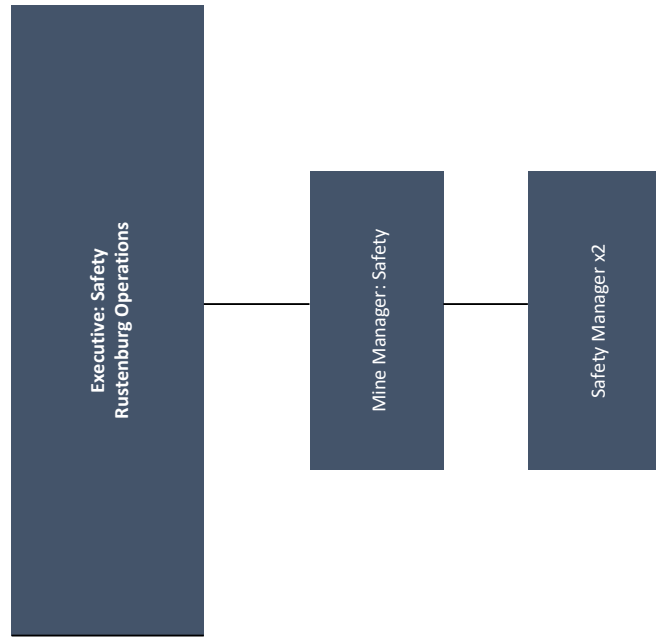


HEALTH



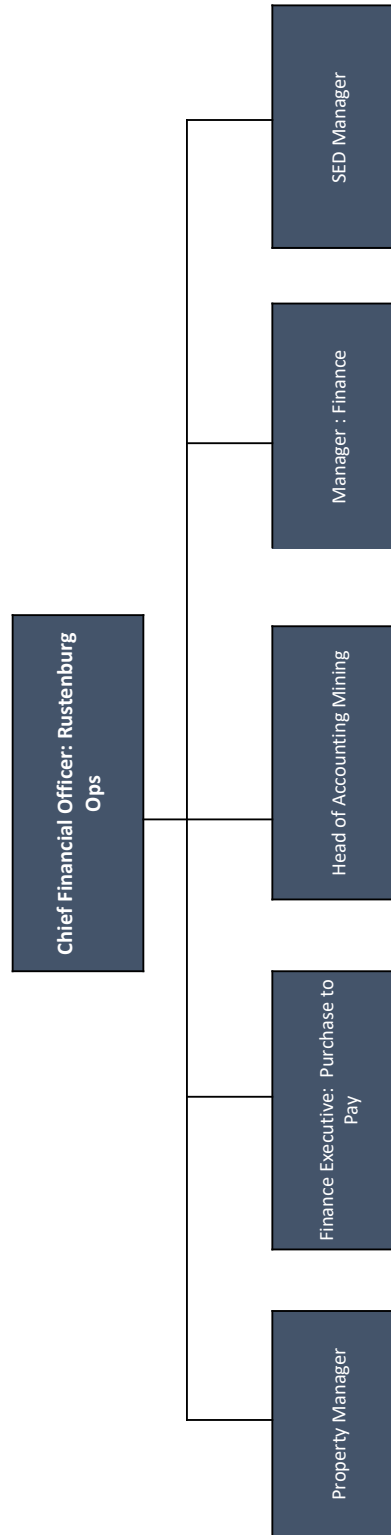


SAFETY



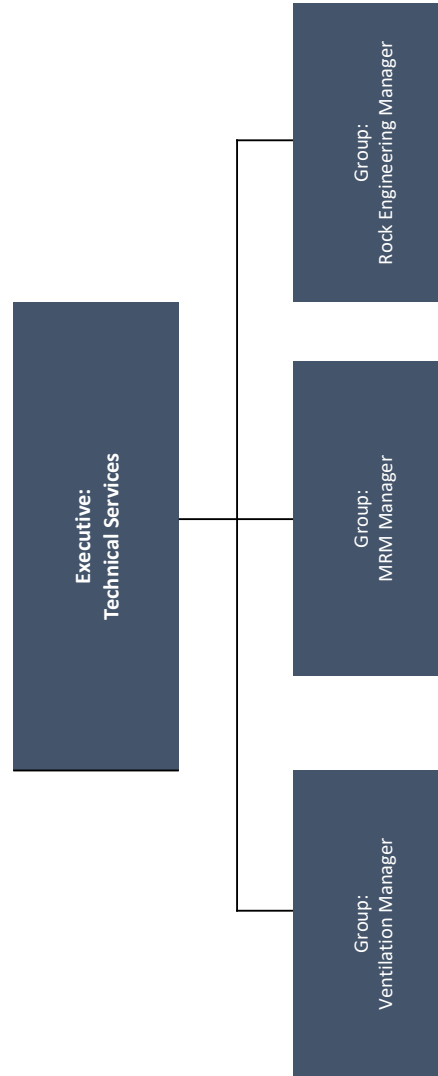


FINANCE



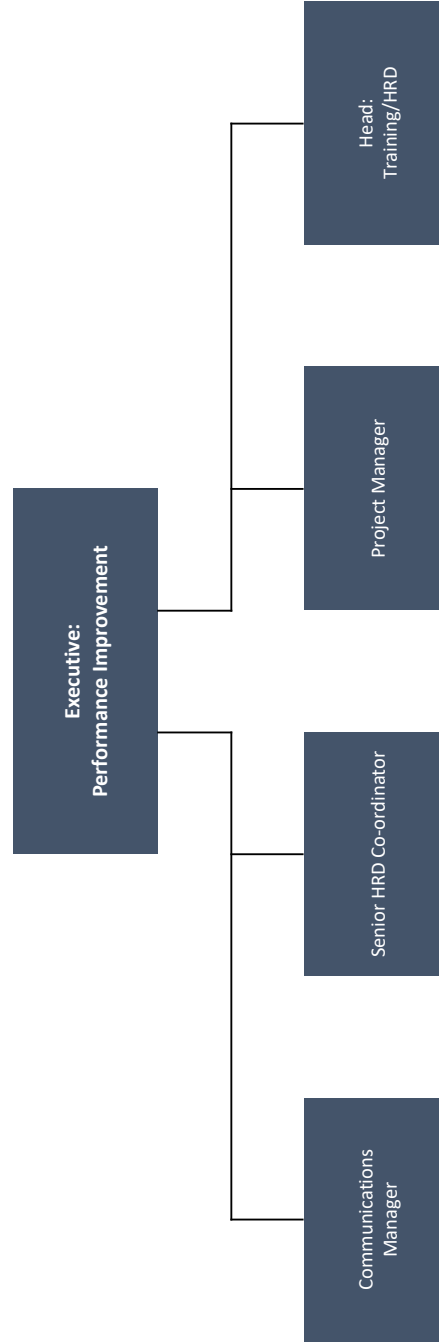


TECHNICAL SERVICES



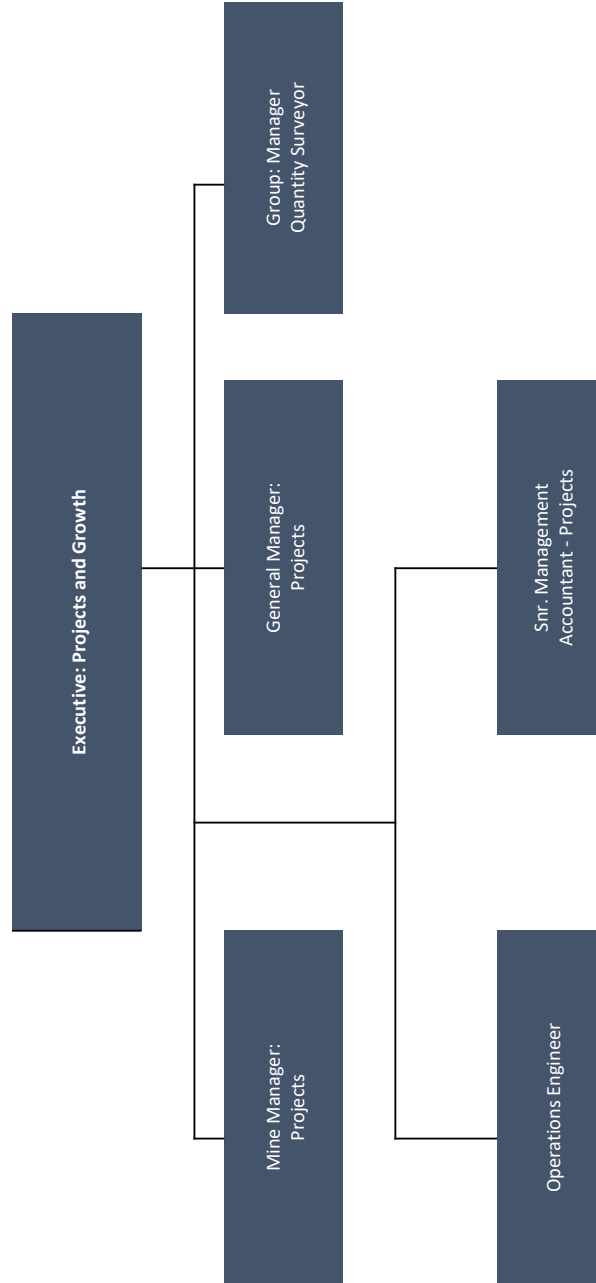


BUSINESS IMPROVEMENT



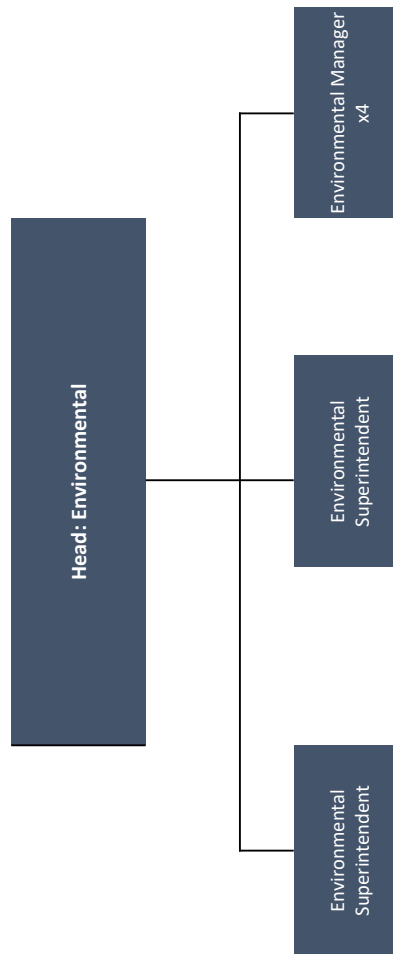


PROJECTS



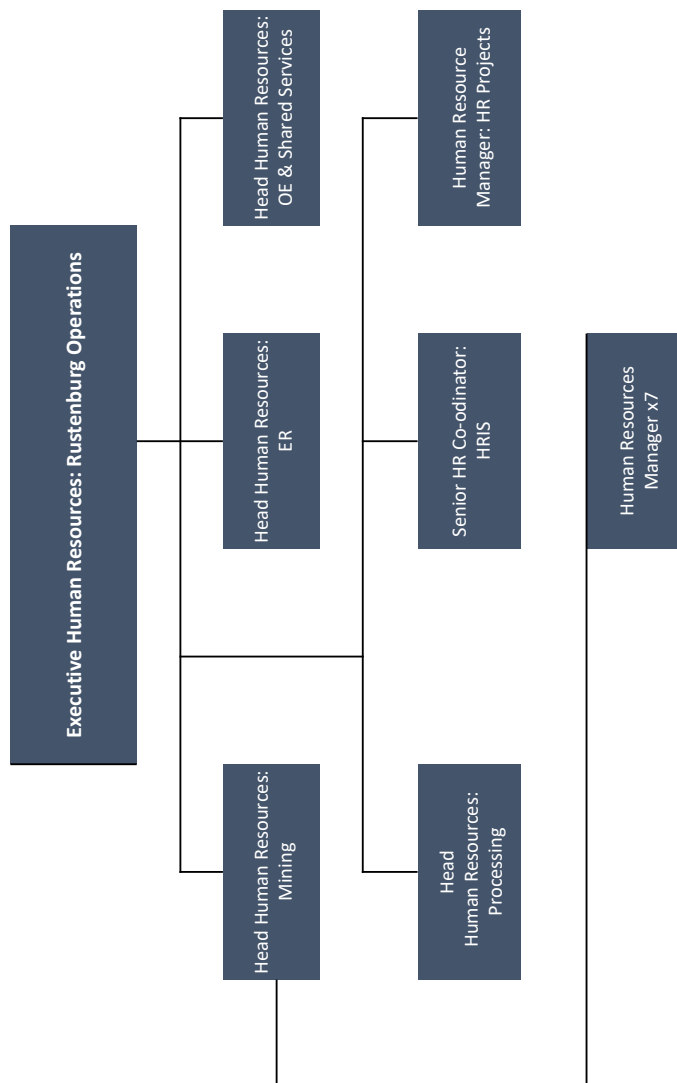


ENVIRONMENTAL



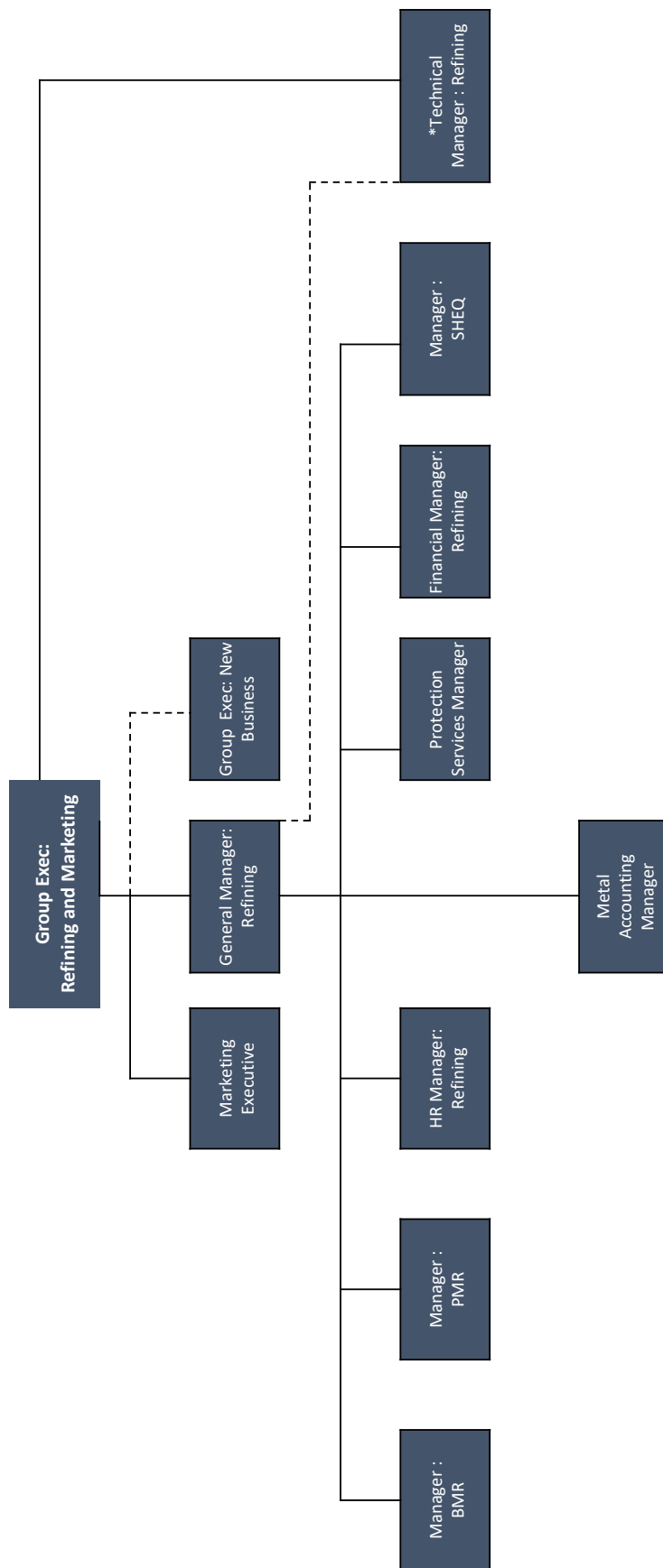


HUMAN RESOURCES





REFINING SENIOR MANAGEMENT





ANNEXURE F

PUBLIC PARTICIPATION PORTFOLIO OF EVIDENCE



IMPALA PLATINUM LIMITED SOCIAL LABOUR PLAN 4 (SLP 4) PUBLIC PARTICIPATION PROCESS SUMMARY REPORT

Impala Platinum started with the process of developing its Social & Labour Plan 4 in 2022, and Batumile Investments (Pty) Ltd was appointed to manage the Public Participation process.

Impala had divided the Public Participation process into Four segments:

- A. The first segment of consultation was with the Stakeholders, who are mainly the Government Departments relevant to the Mining Community's social development. The critical stakeholders identified meetings were held on the following dates:

- | | |
|--------------------------------------|------------------|
| 1. Rustenburg Local Municipality: | 23 February 2023 |
| 2. Royal Bafokeng Administration: | 09 March 2023 |
| 3. Department of Health: | 20 February 2023 |
| 4. Department of Basic Education: | 22 February 2023 |
| 5. Department of Social Development: | 23 February 2023 |
| 6. Department of Tourism: | 22 February 2023 |

The purpose of the first segment of consultations was to provide feedback to stakeholders and announce and outline the mine's intention to engage in SLP 4 LED project identification.

The public participation strategy was amended after these engagements, anticipating the challenges associated with community engagements.

- B. The second segment was to consult with the public through the Interested & Affected Parties public meetings on 29 June 2023.

The purpose of the meeting was to consult with stakeholders to allow their influence on the outcome or decisions, inform the stakeholders of the process and



the intended effect, and allow stakeholders to participate in the development of the SLP 4.

C. The third segment of engagement meeting with six (6) priority villages were held on the following dates:

- | | |
|---------------------------|----------------|
| 1. Phokeng (Ward 5): | 08 August 2023 |
| 2. Lefaragatlhe (Ward 6): | 08 August 2023 |
| 3. Luka (Ward 4): | 08 August 2023 |
| 4. Seraleng (Ward 41): | 02 August 2023 |
| 5. Meriting (Ward 12): | 02 August 2023 |
| 6. Kanana (community 23): | 31 August 2023 |

D. The fourth segment of engagement was continued engagement with both RLM and the RBA throughout this SLP 4 LED process. MCLEF and Future Forum were also taken through the process for alignment and approval.

RLM and RBA endorsement meetings were held on 15 August 2023 to announce the selected needs identified by the communities. Furthermore, the meeting was to ensure that the projects that would be prioritised for SLP 4 were in alignment with projects already considered by other local municipality plans as community needs.

Annexure D in the POE folder consists of all Wishlist received from the communities and other key stakeholders in the communities.

IMPALA public participation project followed the following prioritization process:

- Projects that were identified in the Rustenburg Local Municipality Integrated Development Plan 2022-2027 and Royal Bafokeng Nation Wishlist 2022 - 2023 as a priority during engagements in 6 priority villages.



- Projects that were top three priority during engagement with community leaders (Governmental Departments, RBA, Kgosana, and Councillors and others) or social needs for which the mine had requested assistance from communities.
- Projects within a reasonable budget for SLP 4
- Project selection to ensure that all six (6) priority villages have at least one (1) project that is linked directly to them.

Table A: The following priority list of projects was shortlisted

| PROJECT TITLE | DESCRIPTION | PROJECT FROM (SOURCE) | PROJECT LOCATION (VILLAGE) |
|-----------------------------------|---|--------------------------------|----------------------------|
| Sports Facility | Development of sports facility for community to use. Leaders mentioned a sporting facility similar to that in Barseba is what they hope can be developed. | IDP 191 & 376 | Kanana |
| Roads and Stormwater | Development of new roads at least 9km with proper stormwater systems | Unknown | Kanana |
| Tribal Offices | Development of new tribal offices for Makgotla | Unknown | Kanana |
| Library | Community Library that will also be used by Meriting and Sondela residents | IDP 491 | Seraleng |
| Sports Fields | Sports facility (develop the existing Sports Field) | IDP 491 | Seraleng |
| Community Hall | Development of New Community Hall to be used by School | IDP 491 | Seraleng |
| Sport Grounds | Sports facility (develop the existing Sports) | IDP 171 | Meriting |
| Internal Roads | Internal roads in wards 12 and small bridges primarily in Ext 2 meriting | IDP 341 | Meriting |
| New internal Roads | New roads (internal linking) Makgokgwana, Ratshufi and Kgale; | RBA Wishlist 2022-2023 | Phokeng |
| Water Infrastructure Improvements | Water infrastructure improvements, Lefaragatlhe Pump Station Upgrade; | RBA Wishlist 22-23 IDP 447 | Phokeng, Lefaragatlhe |
| School | Convert Molotlegi to a technical School | RBA Wishlist 2022-2023 IDP 444 | Luka |
| Roads | Internal roads | RBA Wishlist 2022-2024 | Luka |
| Multipurpose centre | Multipurpose centre | Unknown | Phokeng |



Following further engagement with community leaders and the mine's process of verifying the most pressing needs identified through secondary data, the following final projects were selected:

- Construction of internal roads in Kanana
- Construction of internal roads in Luka
- Construction of internal roads in Phokeng
- Construction of a Walkway bridge in Meriting
- Construction of Community Centre
- Construction of a Community Hall in Seraleng*
- Renovation and expansion of Keledi Secondary School Infrastructure

*Please note that this project was initially submitted as a Sports Field, however after learning from community leaders that Rustenburg Local Municipality (RLM) will construct the Sports field in Seraleng, the mine submitted a formal request to the municipality to change the project to a hall.

The Sports Field was listed as priority 1 and the Community Hall was listed as priority 2 by the Seraleng Community during our consultation processes.



**LABOUR SENDING AREA- IMPALA PLATINUM LIMITED SOCIAL LABOUR
PLAN 4 (SLP 4) NEEDS ASSESSMENT SUMMARY REPORT**

**Demolishing mud structures and constructing 5 classrooms and admin
building at Sikitini Primary School**

As part of the mine's Beyond Compliance approach towards overall Socio-Economic Development in both mining and labour sending areas, Impala identified several schools within the Eastern Cape to assist on an ad-hoc basis. According to the Department of Basic Education's 2015 report on school infrastructure, 3% of schools lacked access to water, sanitation and proper infrastructure in the area. The situation in some of these schools today remain critical.

In 2022 the Impala conducted needs assessments on the identified school (Please see Annexure 4 of the SLP4 Portfolio of Evidence (PoE) for copies of the assessments, pictures and meeting minutes. The needs assessment exercise revealed that Sikitini Primary School is amongst the schools that will require a significant budget to address all its challenges. It was then decided to include the school under SLP4 budgets to ensure that these challenges are adequately addressed.

Stakeholders, especially the District Director for Coastal Schools appreciated the gesture from the mine and confirmed the need to improve the school's infrastructure as top priority for the district.



Installation of rainwater harvest tanks and reticulation at W.M Ranuga Senior Primary School

As part of the mine's Beyond Compliance approach towards overall Socio-Economic Development in both mining and labour sending areas, Impala identified several schools within the Eastern Cape to assist on an ad-hoc basis. According to the Department of Basic Education's 2015 report on school infrastructure, 3% of schools lacked access to water, sanitation and proper infrastructure in the area. The situation in some of these schools today remain critical.

In 2022 the Impala conducted needs assessments on the identified school (Please see Annexure 4 of the SLP4 Portfolio of Evidence (PoE) for copies of the assessments, pictures and meeting minutes. The needs assessment exercise revealed that W.M Ranuga Senior Primary School is amongst the schools that will require a significant budget to address all its challenges. It was then decided to include the school under SLP4 budgets to ensure that these challenges are adequately addressed.

Stakeholders, especially the District Director for Coastal Schools appreciated the gesture from the mine and confirmed the need to improve the school's infrastructure as top priority for the district.



Cofimvaba Agriculture Project Support.

His Honourable Minister Gwede Mantashe of the Department of Mineral Resources and Energy (DMRE) reached out to Implats in 2023 to assist with a fencing project in Eastern Cape at the Mcambalala Village within the Intsika Yethu Local Municipality, Chris Hani District.

Crop production close to the Mcambalala Village, was active between 2013 and 2018. The farmers mostly produced Grade 1 maize and most of the yield was sold to the Ncorha Dairy project. The crops were also used for subsistence living and feeding animals. The project was deemed to have been very successful.

Over time the fencing degraded due to environmental factors and agricultural activities ceased due to farm and other animals damaging crops. The farmers from the village wanted to revitalize the crop production and have identified a 74 hectares area where they wanted to start farming again.

The fencing of the land would ensure the proper usage of the land and protection of crops against animals and crop production will ensure sustainable livelihoods for the farmer community.

Impala Platinum completed the fencing project in July 2024 through a multi-stakeholder approach working with the Eastern Cape Departments of Mineral Resources and Energy, the Department of Rural Development and Agrarian Reform (DRARD), the community and traditional authority. Upon completion Impala Platinum was requested if it could not assist with production support to ensure enclosed area can now be farmed.

A needs assessment was undertaken with DRARD to determine the production input requirements and how the farmers can continue with their farming activity where the 6km fence was delivered. The project aims to build a sustainable maize production value chain that will sustain close to 70 farmers and their families.



Construction of a Kitchen, Carports and boundary fencing at Sekhing Primary School

On 5 January 2024, a request for assistance was received from the school and the School Governing Body (SGB), seeking support for capacitating the school's physical infrastructure. Following a physical inspection of the school and a meeting held on the 12th of August 2024, with the school leadership, the SGB and the local Municipality, the priority areas were confirmed as borehole capacitation, perimeter fencing, carports, and construction of a new school kitchen.

The scope of this project will focus on addressing these priority areas to improve the learning environment, with particular emphasis on health and sanitation.

Conclusion Remarks

Impala Platinum Limited has set timelines and a continuous Stakeholder Engagement Plan which will facilitate all communications in the communities. The SLP 4 is submitted with Portfolio of Evidence (POE) consists of the following information:

- Annexure F1 – Adverts and SLP 4 Interested and Affected Persons List
- Annexure F2 – Stakeholder Engagement Invitations
- Annexure F3 – Stakeholder Engagement Minutes and Attendance Registers, Stakeholder Engagements Wishlist
- Annexure F4- Needs Assessments and Endorsement letters

Annexures F1-F4 contain personal information regulated under the Protection of Personal Information Act. Should you need to access this information, please follow the Promotion of Access to Information Act (PAIA) process.

