

**Annexure A**

**SCORECARD ELEMENTS**

**Name of Entity: Impala Platinum Holdings Limited**

**1. OWNERSHIP AND MANAGEMENT CONTROL**

Please indicate number of shareholders/directors/managers by providing relevant information below:

Categories	% for each category	Race classification (indicate % in terms of A, C & I)	Gender (indicate % in terms of F & M)	Age (provide % in chronological order)	Location (indicate nr in each Province)	Disability (indicate % in terms of F & M)																												
<b>Black Ownership</b>	See Attached Ownership Report																																	
<b>Board</b>	57,14%	<table border="1"> <tr> <td>A</td> <td>42,86%</td> </tr> <tr> <td>I</td> <td>14,29%</td> </tr> </table>	A	42,86%	I	14,29%	<table border="1"> <tr> <td>F</td> <td>42,86%</td> </tr> <tr> <td>M</td> <td>14,29%</td> </tr> </table>	F	42,86%	M	14,29%	<table border="1"> <tr> <td>44</td> <td>7,14%</td> </tr> <tr> <td>45</td> <td>14,29%</td> </tr> <tr> <td>46</td> <td>7,14%</td> </tr> <tr> <td>51</td> <td>7,14%</td> </tr> <tr> <td>59</td> <td>7,14%</td> </tr> <tr> <td>64</td> <td>7,14%</td> </tr> <tr> <td>68</td> <td>7,14%</td> </tr> </table>	44	7,14%	45	14,29%	46	7,14%	51	7,14%	59	7,14%	64	7,14%	68	7,14%	<table border="1"> <tr> <td>GP</td> <td>8</td> </tr> </table>	GP	8	<table border="1"> <tr> <td>F</td> <td>0,00%</td> </tr> <tr> <td>M</td> <td>0,00%</td> </tr> </table>	F	0,00%	M	0,00%
A	42,86%																																	
I	14,29%																																	
F	42,86%																																	
M	14,29%																																	
44	7,14%																																	
45	14,29%																																	
46	7,14%																																	
51	7,14%																																	
59	7,14%																																	
64	7,14%																																	
68	7,14%																																	
GP	8																																	
F	0,00%																																	
M	0,00%																																	

<b>Exec Directors</b>	66,67%	I	66,67%	F	66,67%	46	7,14%	GP	2	F	0,00%		
						51	7,14%			M	0,00%		
<b>Non-Exec Directors</b>	42,86%	A	42,86%	F	28,57%	44	7,14%	GP	6	F	0,00%		
				M	14,29%	45	14,29%			M	0,00%		
						59	7,14%						
						64	7,14%						
						68	7,14%						
<b>Senior Management</b>	58,67%	A	46,67%	F	12,00%	32	0,67%	GP	29	F	0,00%		
		I	6,67%	M	46,67%	33	0,67%			LP	10	M	0,00%
		C	5,33%			35	2,00%			NW	49		
						36	1,33%						
						37	1,33%						
						38	1,33%						
						39	1,33%						
						41	6,00%						
						42	2,67%						
						43	1,33%						
						44	4,00%						
						45	2,67%						
						46	3,33%						
						47	3,33%						
						48	2,67%						
						49	2,00%						
						50	1,33%						
						51	6,00%						
						53	1,33%						
				54	1,33%								
				55	0,67%								

					56	2,67%					
					57	2,67%					
					58	2,67%					
					59	1,33%					
					60	1,33%					
					61	0,67%					
<b>Middle Management</b>	66,19%	A	58,66%	F	22,87%	26	0,28%	GP	96	F	0,00%
		I	4,55%	M	43,32%	27	0,14%	LP	74	M	0,00%
		C	2,98%			28	0,85%	NW	296		
						29	0,85%				
						30	0,85%				
						31	1,42%				
						32	1,42%				
						33	2,98%				
						34	2,41%				
						35	1,99%				
						36	2,56%				
						37	1,99%				
						38	1,70%				
						39	1,99%				
						40	3,55%				
						41	2,27%				
						42	2,27%				
						43	3,13%				
						44	3,27%				
						45	2,70%				
				46	2,84%						
				47	2,13%						
				48	2,41%						
				49	1,99%						

					50	2,41%					
					51	1,28%					
					52	1,28%					
					53	1,42%					
					54	0,85%					
					55	1,14%					
					56	1,42%					
					57	1,85%					
					58	1,70%					
					59	1,99%					
					60	0,99%					
					61	0,99%					
					62	0,71%					
<b>Junior Management</b>	90,13%	A	89,31%	F	17,90%	22	0,02%	GP	298	F	0,06%
		I	0,19%	M	72,23%	23	0,02%	LP	668	M	0,84%
		C	0,63%			24	0,09%	NW	3782		
						25	0,13%				
						26	0,34%				
						27	0,53%				
						28	0,80%				
						29	1,16%				
						30	0,89%				
						31	1,18%				
						32	1,58%				
						33	1,86%				
						34	2,01%				
						35	2,26%				
						36	2,68%				
						37	2,66%				
						38	2,75%				

				39	3,40%			
				40	3,51%			
				41	3,97%			
				42	3,61%			
				43	4,02%			
				44	3,57%			
				45	3,89%			
				46	3,83%			
				47	4,04%			
				48	3,74%			
				49	3,21%			
				50	3,23%			
				51	2,94%			
				52	2,13%			
				53	2,20%			
				54	1,90%			
				55	1,96%			
				56	2,05%			
				57	1,73%			
				58	2,22%			
				59	2,05%			
				60	1,52%			
				61	1,23%			
				62	0,70%			
				83	0,02%			
<b>Dividends declared</b>		<b>R5,090,000,000.00</b>						

**(NB: A-Africans, C-Coloureds, and I-Indians)**

## 2. SKILLS DEVELOPMENT

Total leviabile amount and number of black persons trained by providing relevant information as follows:

Total Leviabile Amount:																												
Categories	Number for each category	Race classification (indicate % in terms of A, C & I)	Gender (indicate % in terms of F & M)	Age (provide % in chronological order)	Location (indicate nr in each Province)	Disability (indicate % in terms of F & M)	Total Amount Spend																					
Black employees	22 078	<table border="1"> <tr><td>A</td><td>98,80%</td></tr> <tr><td>I</td><td>0,57%</td></tr> <tr><td>C</td><td>0,63%</td></tr> </table>	A	98,80%	I	0,57%	C	0,63%	<table border="1"> <tr><td>F</td><td>17,04%</td></tr> <tr><td>M</td><td>82,96%</td></tr> </table>	F	17,04%	M	82,96%	20	0,03%	<table border="1"> <tr><td>GP</td><td>2105</td></tr> <tr><td>LP</td><td>2236</td></tr> <tr><td>NW</td><td>17 737</td></tr> </table>	GP	2105	LP	2236	NW	17 737	<table border="1"> <tr><td>F</td><td>0,02%</td></tr> <tr><td>M</td><td>1,29%</td></tr> </table>	F	0,02%	M	1,29%	R121,812,850
			A	98,80%																								
			I	0,57%																								
			C	0,63%																								
			F	17,04%																								
			M	82,96%																								
			GP	2105																								
			LP	2236																								
			NW	17 737																								
			F	0,02%																								
			M	1,29%																								
			21	0,05%																								
			22	0,14%																								
			23	0,20%																								
			24	0,38%																								
			25	0,58%																								
			26	0,60%																								
27	0,86%																											
28	1,08%																											
29	1,48%																											
30	1,51%																											
31	2,10%																											
32	2,82%																											
33	3,54%																											
34	3,45%																											
35	4,04%																											
36	4,62%																											
37	4,59%																											

				38	4,15%			
				39	4,49%			
				40	4,37%			
				41	4,35%			
				42	4,12%			
				43	4,47%			
				44	4,00%			
				45	3,63%			
				46	3,43%			
				47	3,19%			
				48	3,32%			
				49	2,45%			
				50	2,73%			
				51	2,09%			
				52	1,77%			
				53	1,64%			
				54	1,64%			
				55	1,56%			
				56	1,72%			
				57	1,59%			
				58	1,71%			
				59	1,54%			
				60	1,36%			
				61	1,13%			
				62	0,74%			
				63	0,50%			
				64	0,02%			
				66	0,01%			

<b>Black non-employees</b>	1 371				18	0,58%																			
					19	2,41%																			
					20	2,70%																			
					21	3,57%																			
					22	3,72%																			
					23	6,78%																			
					24	6,42%																			
					25	5,91%																			
					26	7,37%																			
					27	9,63%																			
					28	8,53%																			
					29	7,15%																			
					30	5,32%																			
					31	4,60%																			
					32	6,56%																			
					33	4,60%																			
					34	2,63%																			
					35	2,19%																			
					36	0,95%																			
					37	0,44%																			
					38	2,26%																			
					39	0,73%																			
					40	0,07%																			
					41	1,09%																			
					42	0,73%																			
					43	0,36%																			
					44	0,58%																			
					45	0,07%																			
					46	0,15%																			
					47	0,36%																			
		<table border="1"> <tr> <td>A</td> <td>99,78%</td> </tr> <tr> <td>I</td> <td>0,07%</td> </tr> <tr> <td>C</td> <td>0,15%</td> </tr> </table>	A	99,78%	I	0,07%	C	0,15%	<table border="1"> <tr> <td>F</td> <td>47,34%</td> </tr> <tr> <td>M</td> <td>52,66%</td> </tr> </table>	F	47,34%	M	52,66%	<table border="1"> <tr> <td>GP</td> <td>24</td> </tr> <tr> <td>LP</td> <td>475</td> </tr> <tr> <td>NW</td> <td>872</td> </tr> </table>	GP	24	LP	475	NW	872	<table border="1"> <tr> <td>F</td> <td>0,00%</td> </tr> <tr> <td>M</td> <td>0,00%</td> </tr> </table>	F	0,00%	M	0,00%
A	99,78%																								
I	0,07%																								
C	0,15%																								
F	47,34%																								
M	52,66%																								
GP	24																								
LP	475																								
NW	872																								
F	0,00%																								
M	0,00%																								



				49	0,29%																							
				50	0,36%																							
				51	0,07%																							
<b>Black employees with disabilities</b>	289	<table border="1"> <tr><td>A</td><td>100%</td></tr> <tr><td>I</td><td>0,00%</td></tr> <tr><td>C</td><td>0,00%</td></tr> </table>	A	100%	I	0,00%	C	0,00%	<table border="1"> <tr><td>F</td><td>1,73%</td></tr> <tr><td>M</td><td>98,27%</td></tr> </table>	F	1,73%	M	98,27%	28	1,04%	<table border="1"> <tr><td>GP</td><td>0</td></tr> <tr><td>LP</td><td>3</td></tr> <tr><td>NW</td><td>286</td></tr> </table>	GP	0	LP	3	NW	286	<table border="1"> <tr><td>F</td><td>1,73%</td></tr> <tr><td>M</td><td>98,27%</td></tr> </table>	F	1,73%	M	98,27%	R1,043,232
			A	100%																								
			I	0,00%																								
			C	0,00%																								
			F	1,73%																								
			M	98,27%																								
			GP	0																								
			LP	3																								
			NW	286																								
			F	1,73%																								
			M	98,27%																								
			31	0,35%																								
			34	1,04%																								
			35	0,35%																								
			36	2,08%																								
			37	0,35%																								
			39	0,35%																								
			40	0,69%																								
			41	2,08%																								
			42	1,38%																								
			43	1,73%																								
44	2,77%																											
45	2,08%																											
46	2,08%																											
47	1,73%																											
48	1,04%																											
49	1,38%																											
50	3,46%																											
51	2,77%																											
52	7,61%																											
53	2,42%																											
54	3,11%																											
55	5,19%																											
56	2,42%																											
57	8,65%																											
58	9,00%																											
59	5,88%																											

				60	7,61%																							
				61	9,00%																							
				62	7,61%																							
				63	2,42%																							
				64	0,35%																							
<b>Black people at institutions of higher education</b>	743	<table border="1"> <tr> <td>A</td> <td>98,79%</td> </tr> <tr> <td>I</td> <td>0,67%</td> </tr> <tr> <td>C</td> <td>0,54%</td> </tr> </table>	A	98,79%	I	0,67%	C	0,54%	<table border="1"> <tr> <td>F</td> <td>45,22%</td> </tr> <tr> <td>M</td> <td>54,78%</td> </tr> </table>	F	45,22%	M	54,78%	18	1,08%	<table border="1"> <tr> <td>GP</td> <td>142</td> </tr> <tr> <td>LP</td> <td>52</td> </tr> <tr> <td>NW</td> <td>549</td> </tr> </table>	GP	142	LP	52	NW	549	<table border="1"> <tr> <td>F</td> <td>0,00%</td> </tr> <tr> <td>M</td> <td>0,00%</td> </tr> </table>	F	0,00%	M	0,00%	R16,172,938
A	98,79%																											
I	0,67%																											
C	0,54%																											
F	45,22%																											
M	54,78%																											
GP	142																											
LP	52																											
NW	549																											
F	0,00%																											
M	0,00%																											
				19	4,04%																							
				20	3,63%																							
				21	5,65%																							
				22	3,10%																							
				23	2,15%																							
				24	3,36%																							
				25	2,96%																							
				26	2,15%																							
				27	1,35%																							
				28	3,10%																							
				29	1,35%																							
				30	0,54%																							
				31	1,75%																							
				32	2,29%																							
				33	3,23%																							
				34	2,96%																							
				35	3,50%																							
				36	3,63%																							
				37	4,44%																							
				38	3,36%																							
				39	2,83%																							
				40	2,02%																							
				41	3,50%																							
				42	5,11%																							

				43	5,52%																							
				44	2,15%																							
				45	2,15%																							
				46	1,35%																							
				47	2,42%																							
				48	3,23%																							
				49	2,42%																							
				50	1,08%																							
				51	2,15%																							
				52	1,08%																							
				53	0,81%																							
				54	0,40%																							
				56	0,27%																							
				57	0,54%																							
				59	0,13%																							
<b>Black people on a learnership, internship and apprenticeship</b>	938	<table border="1"> <tr> <td>A</td> <td>99,86%</td> </tr> <tr> <td>I</td> <td>0,07%</td> </tr> <tr> <td>C</td> <td>0,07%</td> </tr> </table>	A	99,86%	I	0,07%	C	0,07%	<table border="1"> <tr> <td>F</td> <td>36,65%</td> </tr> <tr> <td>M</td> <td>63,28%</td> </tr> </table>	F	36,65%	M	63,28%	19	0,07%	<table border="1"> <tr> <td>GP</td> <td>43</td> </tr> <tr> <td>LP</td> <td>350</td> </tr> <tr> <td>NW</td> <td>545</td> </tr> </table>	GP	43	LP	350	NW	545	<table border="1"> <tr> <td>F</td> <td>0,00%</td> </tr> <tr> <td>M</td> <td>0,21%</td> </tr> </table>	F	0,00%	M	0,21%	
A	99,86%																											
I	0,07%																											
C	0,07%																											
F	36,65%																											
M	63,28%																											
GP	43																											
LP	350																											
NW	545																											
F	0,00%																											
M	0,21%																											
				20	0,41%																							
				21	0,21%																							
				22	1,24%																							
				23	2,84%																							
				24	4,36%																							
				25	4,63%																							
				26	5,39%																							
				27	7,19%																							
				28	6,64%																							
				29	5,88%																							
				30	5,60%																							
				31	5,12%																							
				32	4,70%																							
				33	5,33%																							

				34	2,90%			
				35	3,80%			
				36	2,35%			
				37	3,67%			
				38	2,90%			
				39	2,28%			
				40	2,07%			
				41	2,77%			
				42	2,14%			
				43	2,49%			
				44	1,87%			
				45	1,87%			
				46	1,73%			
				47	2,01%			
				48	1,38%			
				49	1,11%			
				50	0,97%			
				51	0,35%			
				52	0,28%			
				54	0,62%			
				56	0,21%			
				58	0,14%			
<b>Black people absorbed at end of learnership, internship and apprenticeship</b>	0	0	0	0	0	0	0	0

(NB: Please use fields applicable to each codes of good practice, considering the 31 May 2019 amended generic codes)

### 3. ENTERPRISE AND SUPPLIER DEVELOPMENT

Total procurement spend/budget and number of enterprise and supplier development beneficiaries and value thereof by providing relevant information below:

<b>Total Procurement Spend:</b>			
<b>Total Number of Suppliers</b>	<b>Total Value Spend</b>		
<b>Total Number of EME Supplier</b>	<b>Total Value Spend</b>	<b>% Black Ownership</b>	<b>% Black women ownership</b>
648	R1,492,946,178	54,57%	20,97%
<b>Total Number of QSE Supplier</b>	<b>Total Value Spend</b>	<b>% Black Ownership</b>	<b>% Black women ownership</b>
490	R3,288,143,077	51,30%	21,43%

Total Number of Large Suppliers	Total Value Spend	% Black Ownership	% Black women ownership
1 142	R70,239,215,947	22,59%	10,19%

Total Value of 2% NPAT or 0.2% of allocated Budget:											
Total Number of EMEs	Total Value Spend	% Black Ownership	% Black Women Ownership	Location (indicate nr in each Province)	Sector						
26	R9,301,552	100%	0	<table border="1"> <tr> <td>GP</td> <td>0</td> </tr> <tr> <td>LP</td> <td>6</td> </tr> <tr> <td>NW</td> <td>20</td> </tr> </table>	GP	0	LP	6	NW	20	
GP	0										
LP	6										
NW	20										
Total Number of QSEs	Total Value Spend	% Black Ownership	% Black Women Ownership	Location (indicate nr in each Province)	Sector						
0	0	0	0	0	0						

Total Number of Large enterprises*	Total Value Spend	% Black Ownership	% Black Women Ownership	Location (indicate nr in each Province)	Sector
0	0	0	0	0	0

Total Value of 1% NPAT or 0.1% of allocated Budget:											
Total Number of EMEs	Total Value Spend	% Black Ownership	% Black Women Ownership	Location (indicate nr in each Province)	Sector						
116	R12,076,743	100%	0	<table border="1"> <tr> <td>GP</td> <td>2</td> </tr> <tr> <td>LP</td> <td>13</td> </tr> <tr> <td>NW</td> <td>101</td> </tr> </table>	GP	2	LP	13	NW	101	
GP	2										
LP	13										
NW	101										

<b>Total Number of QSEs</b>	<b>Total Value Spend</b>	<b>% Black Ownership</b>	<b>% Black Women Ownership</b>	<b>Location (indicate nr in each Province)</b>	<b>Sector</b>
0	0	0	0	0	0
<b>Total Number of Generic entities*</b>	<b>Total Value Spend</b>	<b>% Black Ownership</b>	<b>% Black Women Ownership</b>	<b>Location (indicate nr in each Province)</b>	<b>Sector</b>
0	0	0	0	0	0

(NB: Use the NPAT percentages that is applicable in each codes of good practice)

\*In terms of the 31 May 2019 amended generic codes of good practice, large entities will qualify as beneficiaries of enterprise and supplier development only if they were EMEs or QSEs when they were identified for support in the first instance, and a measured entity is allowed to recognise large entities only up to 5 years.



#### 4. SOCIO-ECONOMIC DEVELOPMENT

Total spend and number of black participants, race classification, gender, geographical indication and value thereof by providing relevant information below:

<b>Total Value of 1% NPAT or 0.1% of allocated Budget:</b>				
<b>Number of participants</b>	<b>Race classification (indicate % in terms of A, C &amp; I)</b>	<b>Gender (indicate % in terms of F &amp; M)</b>	<b>Location (indicate nr in each Province)</b>	
37	A – 37		<b>GP</b>	
			<b>MP</b>	
			<b>FS</b>	
			<b>LP</b>	18
			<b>WC</b>	
			<b>EC</b>	
			<b>NC</b>	
			<b>KZN</b>	
			<b>NW</b>	19
<b>Total Value Spend:</b>	R71 326 036,00			

*(NB: A-Africans, C-Coloureds, and I-Indians)*