<table>
<thead>
<tr>
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<th>Level of assurance</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Contractor and employee fatalities</td>
<td>Reasonable</td>
<td>Implats Group</td>
<td>A work-related injury resulting in the death of an employee or contractor and includes any road accident where the mine is responsible for the transportation of passengers by bus, LDV, mini bus or other means and the passenger/s or drivers sustain terminal injuries.</td>
</tr>
<tr>
<td>Contractor and employee lost-time injury frequency rate (LTIFR)</td>
<td>Reasonable</td>
<td>Implats Group</td>
<td>Number of lost time injuries per 1 000 000 hours worked.</td>
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<tr>
<td></td>
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<td></td>
<td><strong>Lost time injury:</strong> a work-related injury resulting in the employee/contractor being unable to attend work, at his/her place of work, performing his/her assigned duties, on the next calendar day (whether a scheduled work day or not) after the day of the injury. If a suitably qualified medical professional advises that the injured person is unable to attend work on the next calendar day after the injury, regardless of the injured person's next rostered shift, a lost time injury is deemed to have occurred.</td>
</tr>
<tr>
<td>Total injury frequency rate (TIFR)</td>
<td>Reasonable</td>
<td>Implats Group</td>
<td>Total fatal injuries + Total lost-time injuries + Total medical treatment cases for employees and contractors</td>
</tr>
<tr>
<td>New cases of noise-induced hearing loss submitted for compensation (NIHL)</td>
<td>Reasonable</td>
<td>Implats Group</td>
<td>New cases of loss of hearing greater than 10% PLH shift</td>
</tr>
<tr>
<td>New cases of pulmonary tuberculosis diagnosed and treated</td>
<td>Reasonable</td>
<td>Implats Group</td>
<td>New cases of employees on TB treatment being the new cases of lung disease caused by infection with Mycobacterium Tuberculosis diagnosed. Cases reported are those diagnosed and on treatment.</td>
</tr>
<tr>
<td>Employees on antiretroviral treatment (ARV/ART) – net enrollment at year-end</td>
<td>Reasonable</td>
<td>Implats Group</td>
<td>Number of employees enrolled on ART/ARV during the reporting period which includes:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• Indicator includes number of cases at the beginning of the year + number of new enrolments and excludes number of default cases (all causes).</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• Number is net enrolment at year-end.</td>
</tr>
<tr>
<td>Employee voluntary counselling and testing programme uptake (VCT)</td>
<td>Reasonable</td>
<td>Implats Group</td>
<td>Total number of employees tested during the year who were tested, excluding testing specifically for diagnosis.</td>
</tr>
</tbody>
</table>
## Key performance indicators criteria definitions

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| Total indirect carbon dioxide (CO₂) emissions       | Reasonable         | Implats Group (Zimplats, Rustenburg and Canada) | Emissions from electricity purchased.  
Conversion factor: Eskom published factor for South Africa  
Conversion factor from IEA (International Energy Agency) 2012 for Zimplats  
Ontario Public Service Guidance Document. |
| Total nitrogen oxide (NOₓ) emissions                | Reasonable         | Implats Group | NOₓ from electricity consumption + NOₓ from operations |
| Energy consumption                                  | Reasonable         | Implats Group | Total energy (total energy electricity + total energy fuels)  
Fuels: solid fuels used for heating purposes or generating of energy during the reporting period. Liquid fuels consumed for processes and utilities during the reporting period. Includes petrol, diesel, and coal for heating, Sasol gas and IBO.  
Electricity: electricity consumed for processes and utilities during the reporting period.  
Conversion factors: IPCC, Eskom, Ontario and other sources as relevant to the operation |
| Total direct carbon dioxide (CO₂) emissions         | Limited            | Implats Group (Rustenburg, Springs and Canada) | Total emissions from operations.  
• CO₂ emissions due to petrol consumption  
• CO₂ emissions due to diesel consumption  
• CO₂ emissions due to coal consumption  
• CO₂ emissions due to Sasol gas consumption  
• CO₂ emissions due to IBO consumption  
Conversion factors: IPCC, Eskom, Zimplats, Canada site specific factor for coal usage consumption and other sources as relevant to the operations’ conversion factors |
| Total sulphur dioxide (SO₂) emissions               | Limited            | Implats Group | SO₂ from operations + SO₂ from electricity consumed. |
| Water consumption                                   | Reasonable         | Implats Group | Total water withdrawn + water internally recycled. |
| Water withdrawn                                     | Reasonable         | Implats Group | Water that is withdrawn from any water source that is either withdrawn directly by the organisation or through intermediaries such as water utilities. This includes the abstraction of cooling water.  
Sources include:  
• Water from water service providers or municipalities  
• Waste water from other organisations  
• Water from rivers  
• Water from dams  
• Water from ground water |
| Total employee turnover (%)                         | Limited            | Implats Group (Rustenburg and Marula) | Percentage employee turnover calculated by dividing total number of employees who leave the Company by the total number of employees in the Company. |
### Key performance indicators criteria definitions

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| Total socio-economic development (SED) expenditure | Limited | South African operations only | Spend on community initiatives pertaining to:  
- Empowerment of community structures  
- Health, safety and environment  
- Education  
- Government and municipality support infrastructure  
- Sport development  
- Enterprise development  
- Community welfare, arts and culture |
| Number of employees who are classified as historically disadvantaged South Africans (HDSA) and who are employed at management positions, above the supervisor level – excluding non-executive directors | Limited | South African operations only (Rustenburg and Marula) | KPI prepared in compliance with the Amendment to the Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (BBSEEC) (2018) and related Scorecard (2018)  
- Management = D level and above  
- Senior management = E Level  
- Middle management = D Upper  
- Junior management = D lower |
| Number of people trained through Adult Education and Training (AET) | Limited | South African operations only | KPIs prepared in compliance with the Amendment to the Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (BBSEEC) (2018) and related Scorecard (2018)  
**Calculation:**  
(Pre-existing enrolments at beginning of period + Number of new enrolments)  
- number of drop outs pre exam – number of successful exam completions – number of unsuccessful exam completions |
| HDSA Procurement (>25%) (in line with the Mining Charter categories of capital goods, services and consumable goods) | Limited | South African operations only (Rustenburg) | KPIs prepared in compliance with the Amendment to the Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (BBSEEC) (2018) and related Scorecard (2018)  
| Local procurement | Limited | South African operations only (Rustenburg) | Tier 1 (Bafokeng Villages)  
Tier 2 (Local Municipality)  
Tier 3 (Greater Bojanala District)  
Procurement based on:  
- Impala Rustenburg: Tier 1: Mine lease area (Bafokeng Villages, Freedom Park, Strelaing and Meriting)  
- Tier 2: Rustenburg municipality  
- Tier 3: Bojanala district  
- Marula: Tier 1: Mine lease area (four farms); Tier 2: Greater Tubatse municipality; Tier 3: Greater Sekhukhune district  
- Tier 1 suppliers are defined not only by their proximity to the mining operations, but also by the nature of their shareholding, and exclude companies where local community individuals have shareholding in companies outside of the tier 1 geographic area. |
| Number of women employees in management positions, above the supervisor level – excluding non-executive directors | Limited | South African operations only (Rustenburg) | KPI prepared in compliance with the Amendment to the Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (BBSEEC) (2018) and related Scorecard (2018)  
- Management = D level and above |