

BOOYSENDAL PLATINUM (PTY) LTD

SOCIAL AND LABOUR PLAN

FY2025 – FY2029

LP30/5/1/2/3/2/1(188) MR



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Acronyms and Definitions

AET	Adult Education and Training
BEE	Black Economic Empowerment
DMPR	Department of Mineral and Petroleum Resources
DoL	Department of Labour
EE	Employment Equity
FF	Future Forum
FTLM	Fetakgomo Tubatse Local Municipality
HDPs	Historically Disadvantaged Persons
HR	Human Resources
HRD	Human Resources Development
HRDP	Human Resources Development Plan
IDP	Integrated Development Plan
LED	Local Economic Development
LP	Limpopo Province
MPRDA	Mineral and Petroleum Resources Development Act
MQA	Mining Qualifications Authority
Northam	Northam Platinum Limited
NQF	National Qualifications Framework
SDA	Sekhukhune Development Agency
SDM	Sekhukhune District Municipality
SLP	Social and Labour Plan
SMME	Small, Micro and Medium Enterprises
WSP	Workplace Skills Plan

SECTION 1

*PREAMBLE
INTRODUCTION TO AND BACKGROUND
INFORMATION ON THE OPERATION:*

REGULATION 46 (a)

1. INTRODUCTION TO AND BACKGROUND INFORMATION ABOUT THE OPERATION

1.1. Introduction

The purpose of the Mineral and Petroleum Resources Development Act, 2002, (Act No 28 of 2002) (MPRDA) is amongst others to transform the mining and production industries in South Africa. In order to ensure effective transformation in this regard, the Act requires the submission of the Social and Labour Plan as a pre-requisite for the granting of mining or production rights. The Social and Labour Plan requires applicants for mining and production rights to develop and implement comprehensive Human Resources Development Programmes, Mine Community Development Plan, Housing and Living Conditions Plan, Employment Equity (EE) Plan, and Processes to save jobs and manage downscaling and/or closure.

The above programmes are aimed at promoting employment and advancement of the social and economic welfare of all South Africans whilst ensuring economic growth and socio-economic development.

1.2. Location of the Mine

The Booyseendal Platinum (PTY) Ltd is located on the border of the Limpopo and Mpumalanga Provinces and within the geographical area of two municipalities, Fetakgomo Tubatse Local Municipality (FTLM) under Sekhukhune District Municipality in Limpopo and Thaba Chweu Local Municipality (TCLM) under Ehlanzeni District Municipality in Mpumalanga. The northern border of the Mine abuts against Anglo Platinum's Der Brochen Project.

The Mine can be reached from the R555 (between Stofberg and Steelpoort) via a tarred road R557 to Lydenburg. Access to the Mine is from this road by means of a private road passing the Thorncliffe, Helena and Magareng mines as well as crossing the Der Brochen Project area. The mining area is considered environmentally sensitive and special care has been taken to protect flora and fauna species in line with the approved environmental management plan.

Figure 1: Locality Map – Regional Setting

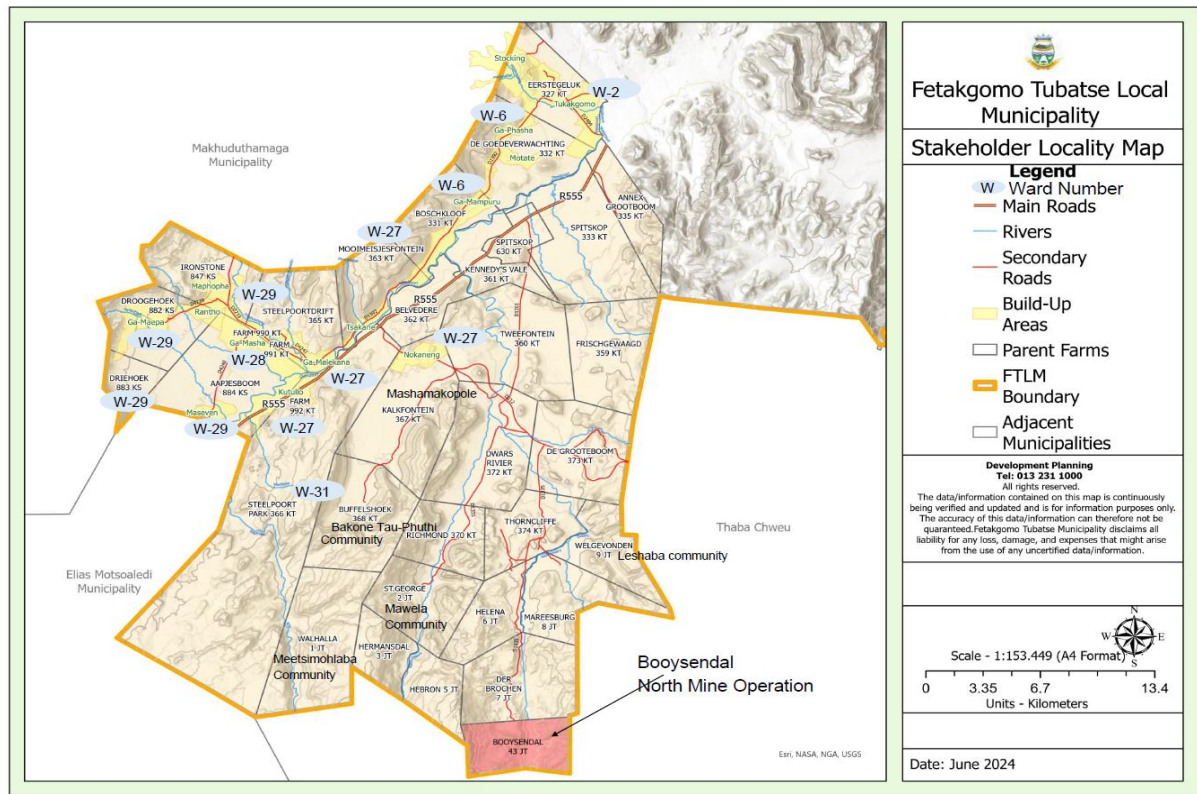
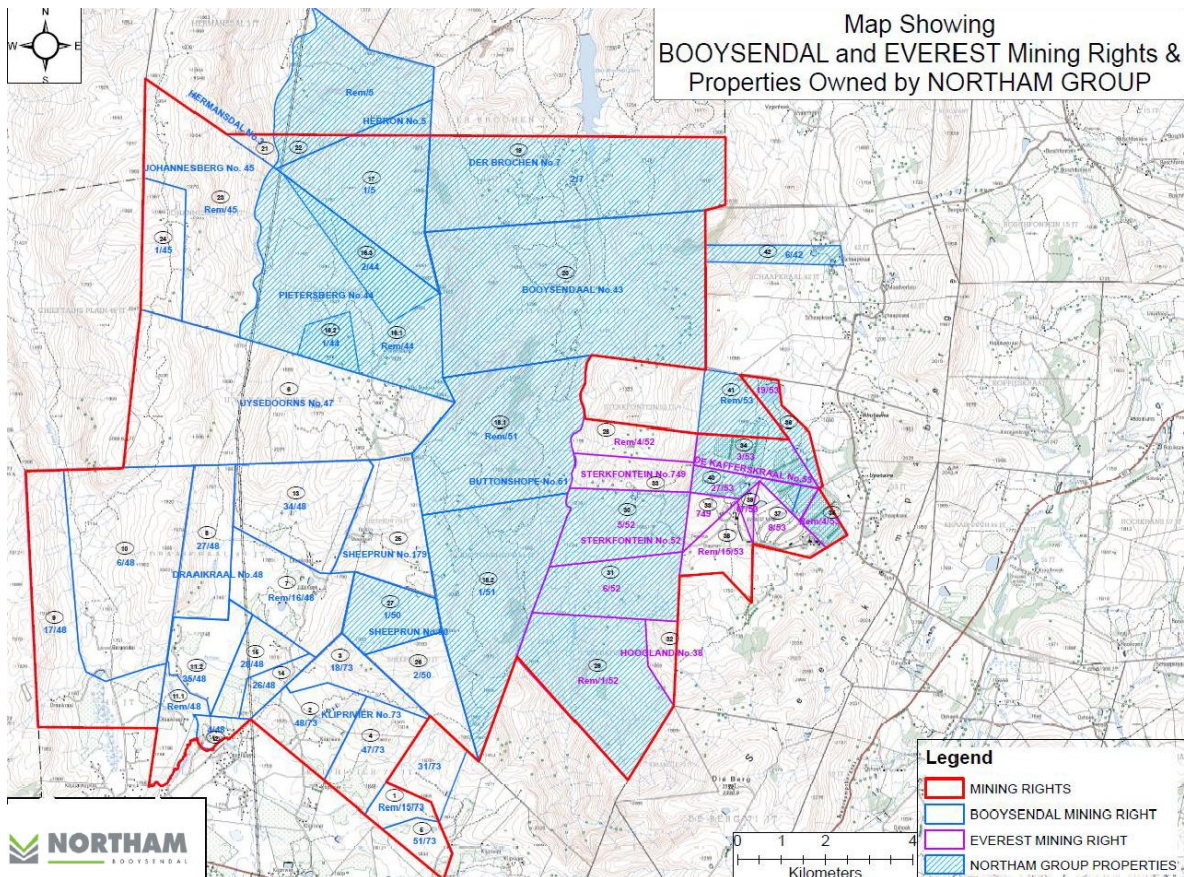


Figure 2: Booyensdal Locality Map - Mining Boundaries



1.3. Ownership of the Mine

Northam Platinum Limited (Northam) is an independent, fully empowered, mid-tier, integrated PGM producer with three primary operating assets, Zondereinde, Booyssendal and Eland platinum group metal (PGM) mines in South African Bushveld Complex. Northam had achieved 31.4% which was above the 26% stipulated in the Mining Charter through its previous Broad-Based Black Economic Empowerment transaction with Zambezi Platinum (RF) Limited.

In August 2021, Northam wound up the BEE Transaction. This wind-up saw the accelerated conclusion of the BEE Transaction, providing upwards of R10.5 billion of value in the hands of Historically Disadvantaged Persons ("HDPs"), illustrative of a real tangible benefit for Historically Disadvantaged Persons flowing from the BEE Transaction. The aforementioned wind up of the BEE Transaction forms part of a composite transaction, the former constituting the first part of the transaction.

The second part of the two-part composite transaction is a 15-year extended empowerment transaction to restore ownership by HDPs in Northam to up to 26.50% (net of treasury shares), with an emphasis on participation by Northam group employees and host and affected communities. This second tranche of the composite transaction will be implemented in due course.

Northam's current BBBEE ownership is at 9.6% pending implementation of part two of the new BBBEE transaction as explained above. Accordingly, Northam remains compliant with the Mining Charter having previously achieved well above the required 26% empowerment target.

1.4. The Mining Operation

Booyssendal Platinum (PTY) Ltd Proprietary Limited "Booyssendal Platinum (PTY) Ltd" (Micawber 278 Proprietary Limited), a wholly owned subsidiary of Northam is the holder a mining right (LP30/5/1/2/3/2/1(188) MR), converted in terms of Item 7 of Schedule II of the Mineral and Petroleum Resources Development Act 2002 "MPRDA" (Act No. 28 of 2002). The consolidated mining right was executed on 15 December 2010 and remains in force until 09 December 2040.

The mining method being used in the existing UG2 mining process is a mechanised on- reef room and pillar operation, using low profile mechanised equipment, which provides a rapid ramp-up to reef production, with the various associated benefits in terms of safety and productivity. This has also been rolled out into the current and planned Merensky mines. Booyssendal North UG2 (BNU) is currently at steady state of 220ktpm while the Booyssendal North Merensky (BNM) is currently averaging 50ktpm.

Table 1 and 2 below is indicative of a shift cycles.

To maintain this roster three full crews are employed, i.e. while two crews are working day and night shift, the third crew are on days off.

Table 1: Typical Mining shift cycle

Booyssendal Platinum (PTY) Ltd – Typical Shift Cycle					
Days	Day 1	Day 2	Day 3	Day 4	Day 5
5x5x5 shift cycle	Morning – 07:00 to 17:00	Morning – 07:00 to 17:00	Morning – 07:00 to 17:00	Morning – 07:00 to 17:00	Morning – 07:00 to 17:00
	Day 6	Day 7	Day 8	Day 9	Day 10
	Night – 19:00 to 05:00	Night – 19:00 to 05:00	Night – 19:00 to 05:00	Night – 19:00 to 05:00	Night – 19:00 to 05:00
	Day 11	Day 12	Day 13	Day 14	Day 15
	Day of rest	Day of rest	Day of rest	Day of rest	Day of rest
Blasting time and Re-entry – Morning Shift				06:00	06:30
Blasting time and Re-entry – Night Shift				18:00	18:30
Total Operating time/day				24:00:00	

Table 2: Typical Plant shift cycle

Booyssendal Platinum (PTY) Ltd – Typical Shift Cycle			
Rotating shifts	2 x Morning shift 07h00 - 19h00	2 x Night shift 19h00 - 07h00	4 x Off shifts
Total Operating time/day		24:00:00	

With reference to Table 1, the day and night shifts can each run to a permissible 10:00 hours and are dedicated to the full cycle of cleaning, drilling of support, drilling of the face and blasting. TMM machinery will undergo routine maintenance during the day shift and hence swing (spare) units are provided for continuation in the mining cycle. Blasting will take place twice a day at the end of each shift. The average time for a complete mining cycle for a production panel is 3 days.

The ore from the two mine sections will be processed in separate concentrator plants. The ore in both is crushed and milled prior to flotation processing. The concentrate from both plants will be sent to an external smelter and the point of sale is the concentrate being dispatched.

1.5. Particulars of the operation

Name of Company	Booyssendal Platinum (PTY) Ltd (This SLP refers to Northam as “the Company”)
Mining Right Numbers	LP30/5/1/2/3/2/1(188) MR)
Name of Mine	Booyssendal Platinum (PTY) Ltd (hereafter referred to as Booyssendal)
Physical Address	Farm Booyssendal 43 JT Fetakgomo Tubatse Local Municipality
Postal Address	Post net Suite #199 Private Bag x20097 Lydenburg 1120
Contact Person	Mr. Otto van Heerden
Email	Otto.VanHeerden@norplats.co.za
Telephone Number	087 158 6851
Number of Employees	4194
Location of Mine	Fetakgomo Tubatse Local Municipality Sekhukhune District Limpopo Province
Commodity	Platinum, Palladium, Rhodium, Gold, Iridium, Ruthenium, Nickel, Chromium Oxide and Copper,
Estimated Life of Mine	50 Years
Financial Year-end	30 June

SECTION 2

HUMAN RESOURCES DEVELOPMENT:
REGULATION 46 (b)

2. HUMAN RESOURCE DEVELOPMENT

2.1. Introduction

Booyssendal Platinum (PTY) Ltd is committed to ensuring that its employees are given the opportunity of acquiring skills and competencies to achieve both individual and organizational goals in the context of the mine's operational objectives.

The Department of Higher Education and Training (DHET) the Mining Qualifications Authority (MQA), the Department of Mineral and Petroleum Resources (DMPR), the Quality Council for Trades and Occupation (QCTO) will be used to assess these programmes.

Progress on training and development will be measured on a regular basis. The Company submits an Annual Training Report in line with the Workplace Skills Development Plan and the Employment Equity Plan. Booyssendal's Skills Development Plan will cover programmes based on the Workplace Skills Plan (WSP).

The HRD programme comprises action plans to formulate, develop and implement an HRD and EE plan. HRD consists of AET, Learnerships, Core Business Training, Portable Skills, Career Progression, Bursaries, and Mentorship.

2.2. Skills Development Plan

Skills training in mining and other technical skills that allows employees to upgrade their competencies and qualifications, will be offered to employees. Given the challenges of Safety Management and related issues associated with hard rock mining, Health and Safety skills has been identified as one of the key skills priorities followed by technical, supervisory, education and environmental management skills. The appointed Skills Development Facilitator is Itumeleng Shaku, Ref: T999990187.

The following broad category of skills will be offered at Booyssendal:

- Mining and TMM Training.
- Engineering and Process Training
- Mining training programmes
- Leadership and Supervisory Training.
- Mine Technical Services Training
- Financial Training.
- Health and Safety Training.

2.2.1. Size and Composition of Workforce

The total planned complement for Booyseendal Mine is estimated at 4265 employees in FY2030. The labour will include development, production, shaft, management, and technical services which will be recruited and drawn from the local labour sourcing communities and South Africa at large.

Table 3: Occupational Profile of Booyseendal Division's entire workforce Forecast at FY2030

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	-	-	-	-	-	-	-	-	-	-	-
Senior management	4	-	-	4	1	-	-	-	-	-	9
Professionally qualified and experienced specialists and mid-management	46	2	1	33	10	-	-	5	2	-	99
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	771	11	-	136	183	4	-	19	28	-	1152
Semi-skilled and discretionary decision making	2254	2	-	11	723	2	-	4	1	-	2997
Unskilled and defined decision making	8	-	-	-	-	-	-	-	-	-	8
TOTAL PERMANENT	3083	15	1	184	917	6	-	28	31	-	4265
Temporary employees	-	-	-	-	-	-	-	-	-	-	-
GRAND TOTAL	3083	15	1	184	917	6	-	28	31	-	4265

2.2.2. Recruitment and Sourcing of labour

One of the major challenges of the mine is the attraction of suitable skills to ensure operational effectiveness. Recruitment of labour will be guided by the Company's recruitment policies which stipulate preference to the employment of local labour by the mine as well as by any appointed contractors. A local employment policy and recruitment process is developed to give effect of the latter. Booyseendal will ensure that a transparent process of employment is followed (contractors included) to limit opportunities for conflict that may arise between affected communities.

Table 4: Number and Educational Level of Employees - Form Q – Booyseendal as at 31.12.2024

			Male				Female				Total	
BAND	NQF LEVEL	OLD SYSTEM	A	C	I	W	A	C	I	W	M	F
General Education and Training (GET)	1	No Schooling	5	-	-	-	-	-	-	-	5	0
		Grade 0 / Pre	-	-	-	-	-	-	-	-	0	0
		Grade 1/ Sub A	-	-	-	-	-	-	-	-	0	0
		Grade 2/ Sub B	-	-	-	-	-	-	-	-	0	0
		Grade 3/ Std1/ABET 1	-	-	-	-	-	-	-	-	0	0
		Grade 4/ Std 2	1	-	-	-	-	-	-	-	1	0
		Grade 5/ Std 3/ ABET 2	-	-	-	-	-	-	-	-	0	0
		Grade 6/ Std 4	-	-	-	-	-	-	-	-	0	0
		Grade 7/Std 5/ABET 3	5	-	-	-	-	-	-	-	5	0
		Grade 8/ Std 6	6	-	-	-	1	-	-	-	6	1
		Grade 9 /Std 7/ ABET 4	38	-	-	-	4	-	-	-	38	4
Further Education and Training	2	Grade 10/ Std 8/ N1	421	2	-	30	100	-	-	-	453	100
	3	Grade 11/ Std 9/ N2	655		-	11	180	-	-	-	666	180
	4	Grade 12/ Std 10/ N3	1576	12	1	98	448	3	-	13	1687	464
Higher Education and Training (HET)	5	Higher Certificates	91	1	1	10	45	-	-	-	103	45
	6	Diploma and Advanced Certificates	138	1	-	16	92	1	-	1	155	94
	7	Bachelor's Degree and Advanced Diplomas	85	-	-	8	51	-	-	4	93	55
	8	Honours Degree and Post Graduate Diplomas	12	-	-	1	19	-	-	1	13	20
	9	Master's Degree	4	-	-	-	-	-	-	-	4	-
	10	Doctoral Degree	-	-	-	2	-	-	-	-	2	-
		TOTAL	3037	16	2	176	940	4	-	19	3231	963

2.2.3. Adult Education and Training (AET)

AET constitutes a fundamental building block of vocational skills development and career path progression. It provides an entry point for individuals to begin at AET Level 1 and to progress through the learning pathway to attain AET Level 4 (NQF 1 qualification), which gives access to vocationally directed skills programmes and courses within a career learning pathway. Booyseendal will accordingly ensure that the communities are offered the opportunity to become functionally literate and numerate through the implementation of AET. The key drivers of the AET strategy entails advertising campaign off mine to attract community members. The literacy level at Booyseendal Platinum (PTY) Ltd has improved in the past years. Most of the employees have completed a minimum of Grade 9 / Standard 7 / AET 4.

Table 5: AET Budget and Targets

Types/ Area of Training	TARGET AND TIMELINES					
	FY2025	FY2026	FY2027	FY2028	FY2029	Total Target
AET Level 1–4	5	5	5	5	5	25
Total Number	5	5	5	5	5	25
Budget	R32 310	R35 541	R39 095	R43 005	R47 305	R197 256

The following action plan provides action steps and deliverables to implement AET at Booyssendal.

Table 6: AET Action Plan

Action step
The programme will be implemented in collaboration with the external skills service providers.

2.2.4. Learnerships

Recognising that a major focus of the National Skills Development Strategy is the training of unemployed learners and Booyssendal is committed to present nationally recognised learnerships that will be quality assured by the MQA and DMPR. Learnership programmes are based on one to three years with combinations of theoretical and practical training and Booyssendal should be influenced by the scarce skill concept when prioritising learnerships to focus on.

Table 7: Learnership Targets (Internal 18.1)

Types/ Area of Training	TARGETS AND TIMELINES									
	FY2025		FY2026		FY2027		FY2028		FY2029	
	Continuous	New intake	Continuous	New intake	Continuous	New intake	Continuous	New intake	Continuous	New intake
Mining Learnerships	0	1	1	2	2	2	2	1	1	2
Process Learnerships	0	1	0	2	0	1	0	2	0	1
4IR Learnerships	2	1	0	1	0	1	0	1	0	1
Total Number	2	3	1	5	2	4	2	4	1	4
	5		6		6		6		5	
Budget	R274 694		R260 576		R214 713		R260 576		R195 463	

Table 8: Learnership Targets (External 18.2)

Types/ Area of Training	TARGETS AND TIMELINES									
	FY2025		FY2026		FY2027		FY2028		FY2029	
	Continuous	New intake	Continuous	New intake	Continuous	New intake	Continuous	New intake	Continuous	New intake
Mining Learnerships	0	1	1	1	1	1	1	2	2	1
Engineering Learnerships	5	1	1	1	2	0	1	1	1	1
Process Learnerships	0	1	0	1	0	1	0	1	0	1
4IR Learnerships	2	1	0	1	0	1	0	1	0	1
Total Number	7	4	2	4	3	3	2	5	3	4
	11		6		6		7		7	
Budget	R1 781 319		R744 765		R720 581		R764 015		R764 015	

2.2.5. Core Business Training Programme

Core business training needs are determined by workforce planning strategies and the identification of scarce and critical skills, as outlined by the Mining Qualifications Authority (MQA). Particular focus is given to legal and skills training to ensure individuals remain compliant with regulatory training and development standards. Apart from core business training, there are specific training interventions that support core business offered per discipline, i.e. Services and Process. These programmes include contractor employees.

Table 9: Core Business Training Programmes

Types/ Area of Training	TARGETS AND TIMELINES					
	FY2025	FY2026	FY2027	FY2028	FY2029	Total Target
Mining	60	60	60	60	60	300
Engineering	120	120	120	120	120	600
Process	40	40	40	40	40	200
Services	30	30	30	30	30	150
Total Number	250	250	250	250	250	1250
Budget	R1 543 049	R1 697 354	R1 712 785	R1 714 328	R1 714 482	R8 381 999

2.2.6. Portable Skills Training

Portable skills can be referred to as those skills that relate to industries outside of the mining industry that can be used to improve the skills of the employees and contractors. The aim of providing portable skills is to provide employees and contractors with skills that they can apply outside of the mining environment, considering their age profile and the area from which they originate. The portable skills training will be implemented on voluntary basis. These programmes can assist the employees and contractors with alternative forms of employment or sustainable livelihood opportunities. Maximum duration of the courses is three months. Accredited service providers will be enlisted to run these training programs.

Table 10: Portable Skills Targets

Types/ Area of Training	TARGETS AND TIMELINES					
	FY2025	FY2026	FY2027	FY2028	FY2029	Total Target
Portable Skills Training	10	10	10	10	10	50
Total Number	10	10	10	10	10	50
Budget	R242 500	R266 750	R293 425	R322 767	R355 044	R1 480 486

2.2.7. Hard to fill vacancies

Booyse sendal has analysed the human resource requirements per discipline to determine scarce skills and developed relevant action plans such as Learnership and Internship programmes and bursaries. Senior Rock Engineers, Senior Mine Planners, Safety and Risk Officers are among skills we still need to develop.

Table 11: Expected Hard-to-fill Vacancies – Form R

Occupational Level	Job Title of Vacancy	Main Reason for Being unable to fill the Vacancy
Top Management	None	
Senior Management	None	
Professionally qualified and experienced specialists and mid-management	Snr Rock Engineer	Scarce Skill
	Snr Mine Planner	Scarce Skill
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	Safety Officer	Scarce skill
	Risk Officer	Scarce skill
Semi-skilled and discretionary decision making	None	
Unskilled and defined decision making	None	

2.3. Career Progression Plan

2.3.1. Introduction

Booyseendal aims to effectively manage its talent pool to optimise the human resources deployed in a manner that will meet the requirements of the Company's business plan. This section describes Booyseendal Career Progression approach, its implementation in line with the Skills Development Plan and a Career Progression Plan. The career progression of individual employees will be managed through Individual Development Plans in conjunction with the Skills Development Plan.

2.3.2. Career Progression Targets

In light of the general scarcity of skills and relevant experience and in order to meet the HDP management targets, Booyseendal will identify an HDP Talent Pool together with detailed skills development requirements for identified individuals.

In addition to the formal mentorship programme, Booyseendal will identify candidates through talent management process and mentoring programme. This will include specific training requirements for their current jobs and identifying their future jobs and stipulating the related training requirements.

HRD, together with line-management, will be responsible for their mentorship and monitoring. The mentoring and talent management programme will be further derived from the employment equity plan and will be linked to the mine's skills development plan and the succession planning system. It will comprise mentoring by various line managers to mentees, with a formal contract between both parties.

Additional initiatives to develop HDPs will include:

- Career pathing and skills development programmes not only for talent pool highflyers but also for lower levels employees.
- Mentoring processes for HDPs.
- Succession planning.
- Employee Development Programmes in departments.
- Leadership Development programmes.
- Awarding bursaries to promising young people to study for a commercial or technical degree, with a view to working in the mining industry; and
- Measuring the success of initiatives introduced to develop HDP candidates in the talent pool through the Talent Management process.

Table 12: Career Progression Targets

Career Progression Plan - Mining (Excluding Learnerships and Study Assistance)

Current Position	Training Intervention	Qualification to be achieved	TARGETS AND TIMELINES					
			FY2025	FY2026	FY2027	FY2028	FY2029	Total Target
Mechanised Miner	Shift Supervisor Programme	Shift Supervisor Certificate	2	2	2	2	2	10
Mechanised Shift Supervisor	Mine Overseer Programme (Part A & B)	Mine Overseer Certificate	1	1	1	1	1	5
Mine Overseer	Mine Manager Programme (Part A, B & C)	Mine Manager Certificate	1	1	1	1	1	5
Total Number			4	4	4	4	4	20
Budget			R241 518	R265 669	R268 084	R268 326	R268 350	R1 311 949

Career Progression Plan – Engineering (Excluding Learnerships and Study Assistance)

Current Position	Training Intervention	Qualification to be achieved	TARGETS AND TIMELINES					
			FY2025	FY2026	FY2027	FY2028	FY2029	Total Target
Artisan	Foreman Development Programme	Foreman Development Certificate	2	2	2	2	2	10
Artisan/ Forman/ General Engineering Supervisor/ Graduates	Engineer-In-Training Programme	Government Certificate of Competency Certificate	1	1	1	1	1	5
Total Number			3	3	3	3	3	15
Budget			R135 392	R148 932	R148 932	R150 286	R148 932	R732 475

Career Progression Plan – Process (Excluding Learnerships and Study Assistance)

Current Position	Training Intervention	Qualification to be achieved	TARGETS AND TIMELINES					
			FY2025	FY2026	FY2027	FY2028	FY2029	Total Target
Senior Metallurgical Operator/ Metallurgical Attendant Laboratory	Mineral Processing/ Laboratory Programme	Mineral Processing/ Laboratory Certificate	1	1	1	1	1	5
Assistant Analyst/ Metallurgical Plant Leader/ Control Room Operator	Mineral Processing/ Laboratory Programme	Mineral Processing/ Laboratory Certificate	1	1	1	1	1	5
Total Number			2	2	2	2	2	10
Budget			R118 400	R130 240	R131 424	R131 542	R131 554	R643 160

Career Progression Plan – MTS (Excluding Learnerships and Study Assistance)

Current Position	Training Intervention	Qualification to be achieved	TARGETS AND TIMELINES					
			FY2025	FY2026	FY2027	FY2028	FY2029	Total Target
Surveyor/ Senior Surveyor	Mine Surveyor Programme	Mine Surveyor's Certificate of Competence	1	1	1	1	1	5
Strata Control Officer	Chamber of Mines Rock Engineering Programme	Chamber of Mines Rock Engineering Certificate	1	1	1	1	1	5
Total Number			2	2	2	2	2	10
Budget			R44 000	R48 400	R48 840	R48 884	R48 888	R239 012

Career Progression Plan – Management and Leadership Development

Current Position	Training Intervention	Qualification to be achieved	TARGETS AND TIMELINES					
			FY2025	FY2026	FY2027	FY2028	FY2029	Total Target
Junior Management (C-Lower)	Supervisory Development Programme	Supervisory Certificate	2	2	2	2	2	10
Junior Management (C-Upper)	New Managers Programme (Capacity Pool)	New Managers Programme Certificate	2	2	2	2	2	10
Middle Management	Management Advancement Programme (Talent Pool)	Management Advancement Programme Certificate	2	2	2	2	2	10
Total Number			6	6	6	6	6	30
Budget			R276 000	R303 600	R306 360	R306 636	R306 663	R1 499 259

2.4. Mentorship Plan

2.4.1. Introduction

Mentoring is a process that Booysendal will use as far as possible to nurture and grow its employees and its nonemployees i.e. interns, bursar's. Mentoring will be done on an informal and formal basis. Mentorship will be used to ensure proper transfer of knowledge, skills and experiences that underpin the Company's focus on people and nonemployees as well as equity, career, and succession management systems.

2.4.2. Employee Mentorship Programmes

Booysendal mentorship programme will be based on objective criteria as decided by management. These criteria will include employees in Talent Management programmes (especially HDPs). Mentees will be identified through the talent management process. The proposed mentorship programme will consist of guidelines, or common principles to help guide the development of employees.

The following preliminary targets will apply to both internal and external candidates.

Table 13: Mentorship Targets

Types/ Area of Training	TARGETS AND TIMELINES					
	FY2025	FY2026	FY2027	FY2028	FY2029	Total Target
Mentorship Programme	3	3	3	3	3	15
Total Number	3	3	3	3	3	15

2.5. Bursary Plan

2.5.1 Introduction

This section covers Booyseendal internal bursary plan and its implementation in line with the Skills Development Plan. All employees are encouraged to upgrade their qualifications or obtain new qualifications. Booyseendal will embrace the internal bursary scheme as approved by the Company, which is available to all employees studying towards a recognized, job-related undergraduate tertiary qualification.

2.5.1. Bursary Scheme

The objective of the Booyseendal Bursary Scheme is to ensure the recruitment, development, and retention of high-quality human capital. The emphasis of this scheme will be to identify high-potential young HDP candidates within the local community schools as well as the development of the mine's own development professionals who can fill critical skills gaps now and in the future. Each department will determine human resource requirements through a process of HR planning. This will be linked to strategic and operational plans and take cognisance of Employment Equity requirements and current diplomats or graduates in the system. The approved plans will determine the number of graduates / diplomats to be appointed and the number of bursaries to be granted.

Table 14: Bursary Target Bursaries to be awarded (Internal – Study Assistance 18.1)

Field/ Area of Training	TARGETS AND TIMELINES									
	FY2025		FY2026		FY2027		FY2028		FY2029	
	Continuous	New intake	Continuous	New intake	Continuous	New intake	Continuous	New intake	Continuous	New intake
Engineering	1	0	0	0	0	0	0	1	1	0
Process	1	0	0	0	0	1	1	0	1	0
Mine Technical Services	0	0	0	0	0	0	0	0	0	1
Finance	3	1	2	0	1	0	0	0	0	0
HR & Business Studies	7	0	3	1	1	0	1	0	0	0
SHEQ	3	0	0	0	0	0	0	0	0	0
Total Number	15	1	5	1	2	1	2	1	2	1
	16		6		3		3		3	
Budget	R792 000		R326 700		R179 685		R197 653		R217 418	

2.5.2. Bursaries to be awarded (External)

External bursaries are awarded to people that are not currently employees of the Booyssendal Mine. Booyssendal Mine has a well-established bursary scheme orientated towards the development of suitably qualified and competent people who, upon graduating, will be afforded professional career paths in the company as Interns. Through this comprehensive and attractive bursary scheme, Booyssendal Mine will develop its own young professionals. The emphasis of this scheme will be to identify high-potential young HDP candidates

Table 15: External Bursaries to be awarded (18.2)

Field/ Area of Training	TARGETS AND TIMELINES									
	FY2025		FY2026		FY2027		FY2028		FY2029	
	Continuous	New intake	Continuous	New intake	Continuous	New intake	Continuous	New intake	Continuous	New intake
Mining	0	1	1	1	2	1	3	0	2	1
Engineering	0	0	0	1	1	0	1	1	2	0
Process	0	1	1	0	1	1	2	0	1	1
Mine Technical Services	2	0	0	0	0	1	1	1	2	0
Finance	0	1	1	0	1	0	1	0	0	1
Human Resources	0	0	0	1	1	0	1	1	2	0
Total Number	2	3	3	3	6	3	9	3	9	3
	5		6		9		12		12	
Budget	R825 000		R990 000		R1 485 000		R1 980 000		R1 980 000	

2.6 Internship Programme

Booyseendal internship strategy consists of two approaches:

First approach: that which is aimed at ensuring a steady supply of suitable qualified graduates.

Newly graduated professionals are taken through a structured development programme, which operates as an internship, for at least 24 months, ensuring proper training and development in the respective fields of study.

Second approach: that which is aimed at making vocational work and work integrated learning programmes available to bursars and / or students from the local communities who need work experience and exposure to the mining industry to complete their degrees / diplomas. This approach takes 3 to 12 months to complete. During this period, the young professionals are properly mentored and coached.

The targets for both approaches are based on the headcount per financial year, which includes both the new intake and the continuing interns.

Table 16: Internship, Vacational Work, and Work Integrated Learning Targets

Field/ Area of Training	TARGETS AND TIMELINES									
	FY2025		FY2026		FY2027		FY2028		FY2029	
	Continuous	New intake	Continuous	New intake	Continuous	New intake	Continuous	New intake	Continuous	New intake
Engineering	11	0	2	1	1	1	1	0	0	1
Mining	2	0	2	1	1	2	2	1	1	0
Mine Technical Services	0	4	4	0	0	0	0	1	1	1
Finance	5	0	2	1	1	1	1	1	1	1
Human Resources	9	0	2	1	1	0	0	1	1	1
Process	2	1	3	0	0	1	1	1	1	0
SHEQ	2	0	0	1	1	0	0	0	0	1
Total Number	31	5	15	5	5	5	5	5	5	5
	36		20		10		10		10	
Budget	R5 688 000		R3 476 000		R1 911 800		R2 102 980		R2 313 278	

SECTION 3

EMPLOYMENT EQUITY PLAN:
REGULATION 46 (b)

3. EMPLOYMENT EQUITY

3.1. Overview

Booyseendal Mine maintains the determination of the Employment Equity Act of 1998 of transforming from previous inequalities and disparities in the workforce environment. Booyseendal Mine adopts the Employment Equity Act as a strategy to promote equal opportunity and fair treatment of its employees regardless of their variances. Based on section 21 of the Employment Equity Act, Booyseendal will submit a total complement of the workforce, including breakdown of HDSAs in management and women in mining to the Department of Labour during prescribed reporting timelines. Prior to sending the report the Employment Equity Committee will meet in order to identify any areas of attention.

Employment Equity Statistics, as per Form S in Annexure II of the MPRDA Regulations:

Table 16: Form S for Booyseendal employees – as at 31.12.2024

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	-	-	-	-	-	-	-	-	-	-	-
Senior management	2	-	-	3	1	-	-	-	-	-	6
Professionally qualified and experienced specialists and mid-management	47	1	1	34	9	-	-	4	2	-	98
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	743	13	1	134	166	4	-	12	20	-	1093
Semi-skilled and discretionary decision making	2214	2	-	5	764	-	-	3	1	-	2989
Unskilled and defined decision making	8	-	-	-	-	-	-	-	-	-	8
TOTAL PERMANENT	3014	16	2	176	940	4	-	19	23	-	4194
Temporary employees	-	-	-	-	-	-	-	-	-	-	-
GRAND TOTAL	3014	16	2	176	940	4	-	19	23	-	4194

**Table 17: Occupational Profile of Booysendal Division's entire workforce
(Disability Profile: Forecast)**

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	-	-	-	-	-	-	-	-	-	-	-
Senior management	-	-	-	-	-	-	-	-	-	-	-
Professionally qualified and experienced specialists and mid-management	-	-	-	-	-	-	-	-	-	-	-
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	-	-	-	-	-	-	-	1	-	-	1
Semi-skilled and discretionary decision making	3	-	-	-	4	-	-	2	-	-	9
Unskilled and defined decision making	-	-	-	-	-	-	-	-	-	-	-
TOTAL PERMANENT	3	-	-	-	4	-	-	3	-	-	10
Temporary employees	-	-	-	-	-	-	-	-	-	-	-
GRAND TOTAL	3	-	-	-	4	-	-	3	-	-	10

3.2. HDPs in Management

Booyssendal's Employment Equity policy will be an integral part of the Company's commitment to building an effective and representative workforce, to ensure equality for all employees and it also forms an essential element of the Company's Human Resources Strategy.

The Company will enhance its Employment Equity vision through attracting high-calibre staff. Particular effort will be directed at identifying HDPs with talent and providing accelerated training and development initiatives to assist their progression.

The New Mining Charter requires specific targets HDPs participation in management levels and therefore this document provides strategies to ensure that the mine maintains the current compliance level and up and grow HDP participation in management as per business plan.

3.3. Strategy and Objectives

Booyssendal will implement four main strategies to ensure that its Employment Equity targets are realistic and achievable. These will be to:

Table 18: Targets for Female Participation in Mining at Booyssendal

Booyssendal Platinum (Pty) Ltd		WIM Forecast									
Occupational Level	Grade	FY2025		FY2026		FY2027		FY2028		FY2029	
		%	No	%	No	%	No	%	No	%	No
Top management	F	0%	0	0%	0	0%	0	0%	0	0%	0
Senior management	E	20%	1	20%	1	20%	1	20%	1	20%	1
Middle management	D	23%	15	23%	15	23%	15	23%	15	23%	15
Junior management	C	20%	196	20%	199	20%	202	21%	206	21%	206
Semi-skilled	B	24%	729	24%	729	24%	729	24%	729	24%	729
Unskilled	A	0%	0	0%	0	0%	0	0%	0	0%	0
Women in Mining		23%	941	23%	944	23%	947	23%	951	23%	951

Table 19: Targets for HDPs Participation in Management

Booyseendal Platinum (Pty) Ltd		HDPs Forecast									
Occupational Level	Grade	FY2025		FY2026		FY2027		FY2028		FY2029	
		%	No	%	No	%	No	%	No	%	No
Top management	F	0%	0	0%	0	0%	0	0%	0	0%	0
Senior management	E	56%	5	56%	5	56%	5	56%	5	56%	5
Middle management	D	65%	64	65%	64	65%	64	65%	64	65%	64
Junior management	C	85%	983	85%	984	86%	986	86%	988	86%	988
Semi-skilled	B	100 %	2985	100 %	2985	100 %	2985	100 %	2985	100 %	2985
Unskilled	A	100 %	8	100 %	8	100 %	8	100 %	8	100 %	8
Total HDPs in Management		64%	69	64%	69	64%	69	64%	69	64%	69
Total Mine Management		108		108		108		108		108	
Total Employees		4265		4265		4265		4265		4265	

Percentages per Level (Paterson Band) represent the percentage of women or HDPs of the total number of employees within that specific Level. Rounding in tables where percentages are reflected may result in computational discrepancies.

SECTION 4

MINE COMMUNITY DEVELOPMENT:
REGULATION 46 (c)

4. MINE COMMUNITY ECONOMIC DEVELOPMENT

4.1. Social and Economic Background information

4.1.1. Fetakgomo Tubatse Local Municipality

Fetakgomo Tubatse is situated within the Limpopo Province which directly borders the Northwest, Gauteng, and Mpumalanga provinces and calls Botswana, Zimbabwe, Mozambique, and Eswatini its international neighbours. Within Limpopo, Fetakgomo Tubatse occupies the north-eastern portion of the Sekhukhune District Municipality which is bordered by the Waterberg, Capricorn, and Mopani District Municipalities with the Vhembe District being further north. On the local level, Fetakgomo Tubatse shares the district with Makhuduthamaga, Ephraim Mogale, and Elias Motsoaledi. It also borders the Lepelle-Nkumpi and Maruleng local municipalities.

Fetakgomo Tubatse Local Municipality is a category C municipality, and one of the four local municipalities in Sekhukhune District Municipality. Formerly known as “The Lim 476”. Fetakgomo Tubatse Local Municipality was established and officially proclaimed in terms of Section 12 Notice Limpopo Provincial Gazette no. 2735, titled: “Notice in terms of s12 of the Local Government: Municipal Structures Act, 1998 (Act 117 of 1998): Disestablishment of Existing Municipalities and Establishment of New Municipalities”, dated 22nd July 2016 issued by the Member of the Executive Council (MEC) for local government in Limpopo Province.

4.2. Key Economic Activities

The following sections will give a broad overview of the key sectors contributing to the economy in the FTLM:

- Agriculture,
- Mining; and
- Tourism.

4.2.1. Mining

FTLM is characterized by a large presence of mining activities along the R555 and R37 provincial roads. This sector includes the extracting and beneficiating of minerals such as platinum, lead, chrome, black chrome, and other precious minerals. This sector includes the extracting and beneficiating of minerals occurring naturally, including solids, liquids and crude petroleum and gases. It also includes underground and surface mines, quarries and the operation of oil and gas wells as well as all supplemental activities for dressing and beneficiating of ores and other crude materials.

In SDM the mining sector is dominant in the Burgersfort area where Fetakgomo Tubatse Local Municipality seats. Mining is the economic lifeblood of the area as the sector accounts for 34.5% of the municipality's total GVA and 55% of the municipality's total labour force are

traced to the mining sector. The mining value chain consists primarily of exploration, extraction, mining, processing, refining, fabrication, and production stages. The mining in FTLM is often in the extraction stage and has extremely limited processing operations. Minerals and potential jobs are exported for beneficiation to overseas companies and very little beneficiation in the municipality and in South Africa as a whole. To benefit sustainably on its mineral resources, the municipality will need to develop its industrial capabilities in the value-creation stages of its core mineral endowments. In the Burgersfort area site, asbestos, chromite, and platinum deposits from the Merensky Reef are mined in the town. Table ... presents the list of mining operation in the municipality. All the mines in FTLM are in Burgersfort and approximately 60% are operational. Most of the mining companies mine platinum (37.5%) and chrome (45%).

4.2.2. Tourism

The National Development Plan (NDP) recognizes tourism as one of the main drivers of employment and economic growth in South Africa. This is further embedded in the constitution where tourism is listed as a functional area of concurrent national and provincial legislative competence. The tourism sector is one of the low hanging fruits that draws a lot of foreign currency to South Africa. Tourism in Limpopo has been identified as a sector with a strong competitive advantage in ecotourism linked to wildlife, culture, and vast landscapes.

FTLM can be described as a tourism destination with unique attributes that allows for a competitive marketable brand targeting the municipal markets, with Projects and activities aimed at creating and improving visitor experiences and encouraging higher visitor expenditure, which will trickle down to the community level. Tourism Attraction FTLM is surrounded by beautiful mountains and boasts a rich cultural history. Tourism activities forming part of both economic activity areas are primarily related to nature tourism, game farming and hunting.

4.2.3. Agriculture

Farming is an important economic resource as a wide range of products are cultivated owing to good soil conditions, the sub-tropical climate and reasonable access to water. The following type of products is produced: fruit, vegetables, grain, cotton, citrus, maize, tobacco, and meat. The main resources that encourage agricultural production are the Olifants, Steelpoort and Spekboom Rivers, which provide water to the region. These sources of natural water are essential for present and long-term irrigation of crops.

Potential land for agricultural purpose is found on the riverbanks of three above mentioned rivers, however some of the land is not used optimally e.g. the land at Penge on the riverbank of Olifants River and others.

Good agricultural land (Tswelopele agricultural land) near Praktiseer and Bothashoek is invaded by illegal squatters leaving agricultural activities with not enough land for cultivation. The Tswelopele agricultural scheme in Praktiseer was a particularly good initiative and has

been abandoned by the department of agriculture leaving the entire infrastructure vulnerable to theft.

No other region in the FTLM reveals a higher potential for desertion, resultant from overgrazing over a prolonged period by a highly impoverished rural population that struggles to plan and control their area. Their lack of skills prevents them from managing their resource for long-term production. This type of farming makes the region vulnerable to periodic droughts that affect both the regional resources and the potential to generate work opportunities.

4.3. Negative Impact of the Mining Operations in the area

Mining in Fetakgomo Tubatse Local Municipality, as in other areas, can have a negative environmental and socioeconomic impact, such as natural resource depletion, water contamination, and threats to health, as well as illegal mining activities and their consequences. Potential impacts include population influx and informal settlement development. In addition, the potential exists for partial collapse in the economy of the surrounding area at closure.

Booyseendal Platinum (PTY) Ltd has established a Stakeholder Engagement Forum at which issues of informal settlements are discussed and discouraged. The mine also has a housing strategy that promotes house ownership. Booyseendal Platinum (PTY) Ltd participates in Mine Crime Prevention Forum with the SAPS. In this forum issues regarding informal settlements are discussed.

Road disturbances and road traffic, public exposure to heavy vehicle traffic on poorly maintained roads can be hazardous.

Graves and environment disturbances could occur as a result of the mining activities. Booyseendal Platinum (PTY) Ltd fenced off all the graves on site and through Environmental Management Plan (EMP) maintains all disturbed land.

4.3.1. Key Development and Strategies of the Sekhukhune - IDP

Sekhukhune District Municipality is a Category C municipality located in Limpopo Province. The district has four Local Municipalities: Ephraim Mogale, Fetakgomo Tubatse, Elias Motsoaledi, and Makhuduthamaga, making it the province's smallest, geographically. The district is primarily rural, with approximately 811 villages. Sekhukhune has a rich history and is renowned for its natural beauty, including mountains, valleys, and rivers. It has the world's largest reserves of platinum group metals, thanks to vast deposits of precious metals beneath its soil. There are also 81 traditional leaderships in the district, with most concentrated in Fetakgomo Tubatse, Makhuduthamaga and the eastern parts of Ephraim Mogale, as well as the south-western parts of Elias Motsoaledi (former Moutse area in IDennilton).

The Sekhukhune District Municipality's Integrated Development Plan (IDP) aims to improve the quality of life for all communities through integrated economic development and sustainable service delivery, focusing on democratic governance, inclusive economic

transformation, a safe environment, community involvement, and strengthening institutional capacity.

4.3.1.1. Local Economic Development

Economic growth is a key indicator of a district's progress and development. Agriculture, mining, and community services are the three main sectors in Sekhukhune District that contribute to the district's economic growth. Mining is the largest contributor to the district's economy. The Sekhukhune economy is an odd mix of overwhelmingly negative characteristics (such as Limpopo's highest unemployment rate) and positive opportunities (such as the area's massive mining potential). Planning an economic development strategy necessitates a thorough examination of the district's current economic situation. Integrating sustainable development into current municipal plans to ensure the triple bottom line (people, planet, profit) is accomplished.

Principal characteristics of Sekhukhune economy:

- Unemployment
- Mining
- Fetakgomo Tubatse Special Economic Zone
- Agriculture
- Land Reform
- Agri-Park
- Tourism
- SMMEs Development
- Sekhukhune Development Agency (SDA)

4.3.2 Labour Sending Areas

A key characteristic of the labour areas is that they have small economies which means that any mining development will have massive impacts on the economy; but also, that a subsistence economy is largely in place, corroborating the strong migration out of the area.

Table 20: Communities

Town/Settlement	District Municipality	Local Municipality	Province
Immediate Focus Areas			
Steelpoort, Ngwaabe	Sekhukhune	Fetakgomo Tubatse	Limpopo
Broader Focus Areas			
Jane Furse	Sekhukhune	Makhuduthamaga	Limpopo
Roosenekal	Sekhukhune	Elias Motsoaledi	Limpopo
Apel-Gankwana	Sekhukhune	Fetakgomo Tubatse	Limpopo
Labour Sending Areas			
Jane Furse	Sekhukhune	Makhuduthamaga	Limpopo
Roosenekal	Sekhukhune	Elias Motsoaledi	Limpopo
Lydenburg	Ehlanzeni	Thaba Chweu	Mpumalanga

4.3.3 The Socio-economic Impact of Booyesendal Platinum (Pty) LTD

Apart from the permanent, directly created job opportunities there will be scope for other entrepreneurial jobs. During the life of the mine, contractors and service industries in the region will benefit from the mining activities. This will have a knock-on effect on suppliers of goods and services in other areas of the country.

While wage flow itself is the key indicator of economic benefit to the community, it is the retention of these wage flows that in fact constitutes the net economic impact. For example, while wage flows might report to the local town or village, the money is spent in larger commercial centres a further distance away or even outside the mine community. It is also presumed that the higher income earners at Booyesendal live in the larger commercial centres which, in turn will benefit from a greater wage spend. The broader economic impacts (or multipliers) are as important to the economic dependence equation as local benefit. It is therefore appropriate to estimate the actual distribution of economic benefit beyond the place of residence of the mineworker.

Our operation is located near communities with low levels of socio-economic development. Therefore, our presence there means that we have a special responsibility to uplift and bring prosperity to host communities. One of the key objectives of the Mining Charter is to promote the social and economic welfare of communities living close to mines or in labour-sending areas. Of relevance to Booyesendal community engagement and development function is the formulation, through cooperation, of integrated development plans for these communities. This includes support in the provision of infrastructure, training and skills development, enterprise development and preferential procurement.

4.4. Mine Community Development projects

A comprehensive budget has been finalised based on the findings of consultations with interested and affected parties. The Company commits to the required financial provision as per Regulation 46 (e) ii in Section 5 and below provides an indication of the Company's planned contribution towards mine community development with a total commitment of R 46 000 000 over five years.

4.4.1. Key Economic Activities and Stakeholder Engagement

Sustainability of mining activities depends on the ability of the mine management and staff on how they interact with the community and all relevant and affected stakeholders living close to the mine proximity. In the case of Booyssendal, the company has conducted a broad stakeholder consultations and engagement was done as part of the development of this Social and Labour Plan. This is to improve relations with stakeholders and the company's reputation. Inclusive stakeholder engagement underpins our approach to ensuring that we are respectful of human rights and responsive to stakeholder concerns in the communities in which we operate and from where our labour comes from. This is one of the key elements of Economic activities as better engagement with stakeholders leads to stable environment where mining can take place productively.

4.4.2. SMME Economic Enhancement

The community members will benefit through community development opportunities that will be initiated and through job opportunities during the implementation of mine community development projects in the next five years and through human resources development and skills training. Small, micro, and medium enterprise (SMME) development around the mining operation is generally a natural result of the primary mining activity. SMME activity cannot be predicted with accuracy, but experience has shown that activities such as upgrading of infrastructure and provision of safe community environment can be expected to occur.

4.4.3. Community Development Projects

Table 21: Community Development Projects

PROJECT NAME	FY2025	FY2026	FY2027	FY2028	FY2029	TOTAL
Construction of Maepa access bridge	R3 600 000	R3 600 000	R3 600 000	R3 600 000	R3 600 000	R18 000 000
Electrical reticulation - Ga-Phasha - 300 households	R0	R3 750 000	R3 750 000	R3 750 000	R3 750 000	R15 000 000
Construction and installation of high mast lights	R0	R0	R4 333 333	R4 333 333	R4 333 333	R13 000 000
Total	R3 600 000	R7 350 000	R11 683 333	R11 683 333	R11 683 333	R46 000 000

NB: Above Table represents all the projects to be undertaken by Booyssendal for the next five years (FY2025 – 2029) as committed. The total budget for the projects is R 46 million.

Table 22: Community Development Project 1

Project Name	Construction of Maepa Access Bridge			Road Infrastructure			
Background	During rainy seasons, flooding occurs over the access road to Ga-Maepa. This results in no access to or from Maepa for days at a time, also impacting children’s ability to attend school. A low water bridge with small road section required to ensure safe access for Maepa community during raining season.						
	Low water road bridge. 8/1,8m x 1,8m cell structure with protected approaches 30m long each side. 4,0m driveway and 2,0m walkway. 1:10 year flow capacity.						
Geographic Location of Project	District Municipality: Sekhukhune	Local Municipality: Fetakgomo Tubatse	Village name: Ga-Maepa	Project Start date: July 2025		Project End date: June 2030	
Output	Key Performance Area: Design, construction, completion, and hand over to FTLM	Key Performance Indicator: Completion and handover of the project to FTLM	Responsible entity (inclusive of all role players): Booysendal in partnership with the Municipality	Quarterly timelines and year: Ongoing monitoring and evaluation			Budget: R 18 000 000
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short-Term	15			10	5	15	
Medium-Term							
Long-Term							
The beneficiaries of this project will be the Ga-Maepa, Ga-Ratau, and Mpelegane community residents.							
Upon completion the mine will officially handover the project to the Fetakgomo Tubatse Local Municipality. See Annexure III (a)							

Table 23: Community Development Project 2

Project Name:	Electrical Reticulation - Ga-Phasha - 300 households			Electrical Infrastructure			
Background	Local municipality identified communities in its area that still need access to electricity. Ga-Phasha was identified as part of our affected community. 300 households will benefit from this project. Overhead lines with Eskom house connection with (300) 40A breakers and (300) prepaid meters will be installed. The final design/ plan by an Eskom accredited consultant will be submitted to Eskom for approval.						
Geographic Location of Project	District Municipality: Sekhukhune	Local Municipality: Fetakgomo Tubatse	Village name: Ga-Phasha	Project Start date: July 2026		Project End date: June 2030	
Output	Key Performance Area: Design, construction, completion, and hand over to ESKOM	Key Performance Indicator: Completion and handover of the project to ESKOM	Responsible entity (inclusive of all role players): Booysendal in partnership with the Municipality and ESKOM	Quarterly timelines and year: Ongoing monitoring and evaluation			Budget: R15 000 000
Classification of jobs	No of jobs to be created:	Male Adults:	Female Adults:	Male Youth:	Female Youth:	Total:	Comments:
Short-Term				15	10	25	
Medium-Term							
Long-Term							
The beneficiaries of this project will be the residents of Ga-Phasha. Upon completion the mine will officially handover the project to ESKOM in the presence of the host local municipality							

Table 24: Community Development Project 3

Project Name:	Construction and installation of high mast lights			Infrastructure			
Background	FTLM wants to assist communities with solar high mast lights which will aid with security measures as well as longer economic activity. A total of 20 high mast lights will be erected in the following areas, Ga-Phasha, Ga-Mampuru, Mapodile, and Bengwenyama Ya Maswazi. 5 solar powered high mast lights will be installed in each village, as agreed with FTLM, according to their specification. Light specification – 65W/S solar flood lights with solar frame ASS AG 340W, solar panel 330W, photovoltaic single glass, 1700x35mm. Solar SGL GRP ES enclosure CC-200 with battery.						
Geographic Location of Project	District Municipality: Sekhukhune	Local Municipality: Fetakgomo Tubatse	Village name: Ga-Phasha, Ga-Mampuru, Mapodile and Bengwenyama Ya Maswazi.	Project Start date: July 2027		Project End date: June 2030	
Output	Key Performance Area: Design, construction, completion, and hand over to FTLM	Key Performance Indicator: Completion and handover of the project to FTLM	Responsible entity (inclusive of all role players): Booyesdal in partnership with the Municipality	Quarterly timelines and year: Ongoing monitoring and evaluation			Budget: R13 000 000
Classification of jobs	No of jobs to be created:	Male Adults:	Female Adults:	Male Youth:	Female Youth:	Total:	Comments:
Short-Term				10	5	15	
Medium-Term							
Long-Term							
The beneficiaries of this project will be the residents of Ga-Phasha, Ga-Mampuru, Mapodile and Bengwenyama Ya Maswazi. Upon completion the mine will officially handover the project to the Fetakgomo Tubatse Local Municipality. See Annexure III (b)							

SECTION 5

HOUSING & LIVING CONDITIONS:
REGULATION 46 (c)

5. MEASURES TO ADDRESS THE HOUSING AND LIVING CONDITIONS

5.1. Introduction

The mining industry is facing enormous challenges to reverse the widely acknowledged historical problem of housing and to provide reasonable and affordable accommodation to all employees.

Booyseindal housing practice is aimed at enhancing the quality of life of all employees through provision of improved housing opportunities, infrastructure, and basic services projects. Booyseindal and its core contractors provide a range of sustainable accommodation options to employees that are aimed at promoting secure tenure through home ownership scheme and rental option that are financially assisted by the company.

External issues which will be considered in the development of a housing strategy for the Booyseindal Platinum (PTY) Ltd include tribal lands, informal settlements, housing demands and the housing market. Furthermore, Booyseindal will engage with local, provincial, and national government to improve the quality and effectiveness of local Integrated Development Plans.

5.2. Strategy and Objectives

Booyseindal overall approach and philosophy with regards to facilitating home ownership and decent housing and living conditions aimed to:

- Assist in affordable housing.
- Promote home ownership as the accommodation solution of choice.
- Further promote access to secure tenure through rental options.

5.3. Implementation Plan for Employee Housing

The salient features of the Booyseindal home ownership and rental programme will be as follows:

- Phased and flexible build approach to match employee demand and growth of the mining operation.
- Company will function as the developer and facilitator.

The Company will provide financial assistance to assist with affordability.

The following matters relating to implementation of the accommodation programme are raised:

- The Booyseindal Platinum (PTY) Ltd is within a 65 km radius from Jane Furse, Steelpoort / Burgersfort, and Lydenburg areas. Houses and housing-related subsidies will be

available to the employees. All management employees preferably are living in Lydenburg, whilst the majority of the employees are living in the Sekhukhune District Municipality.

- A system is in place for the busing of employees to and from their residential areas. Transporting of employees has created an opportunity for BEE entrepreneurs to provide shift-time related transport on assigned routes which are promoted by the Company.
- Therefore, Booysendal's housing programme is flexible, allowing for a variety of solutions based on the affordability levels of employees, the availability of land, and the availability of municipal services.
- A critical issue is that people are not willing or do not have adequate funding to invest in the areas surrounding the mines. The Company will continue to consider all affordability options to develop and structure viable end user financing options to the benefit of the employees, but that are financially sustainable to the Company.
- Northam's focus on affordable developments, close to the operations, continues to be a major pillar of the accommodation strategy. The focus is to deliver quality units at affordable prices to our employees. These home ownership developments focus on two- and three-bedroom houses, in safe environments with all necessary amenities such as schools and shops close by. An in-house team manages financial and administration support to employees.
- Sales at Booysendal's first phase of their home ownership project in Mashishing, called Emaweni Village, is progressing well. Phase one delivered 68 units and to date, all units have been sold and registered. Emaweni Phase 2, consisting of 127 units, was approved. The project budget has been approved at R115 million and will be recouped via sales of these units. Top structure construction will commence in the second half of 2025 and will be done over the next three financial years. To keep selling prices affordable to our employees, Booysendal could subsidise a portion of the services installation. The construction cost will determine how much of the services will be subsidised.
- Booysendal also makes available company owned units to their employees. Rockcliffe consists of 21 units, with 14 units sold and registered and the remaining 7 units have signed OTPs. The expectation is that all 21 units will be sold during 2025.

SECTION 6

PROGRAMME FOR MANAGING
DOWNSCALING AND RETRENCHMENT:
REGULATION 46 (d)

6. DOWNSCALING AND RETRENCHMENT PROGRAMME

6.1. Approach

This section encompasses the planned activities that form the foundation for the mine's downscaling and retrenchment plan applicable to the workforce.

An unavoidable outcome of Mine closure is the loss of employment opportunities on the Mine. Consequently, a key consideration for the mine is to have mine closure management programme that aims:

- To minimise as far as possible, job losses.
- Facilitate as far as access to alternative employment.
- Facilitate as far as training programmes to facilitate access to alternative employment outside the Mine.
- Mitigate social and economic impacts on local and regional economies and labour sending areas.
- To communicate with key stakeholders on retrenchment pending.

6.2. The Establishment of the Future Forum

6.2.1. Introduction

Regulation 46 (d) (i) of the MPRDA requires the establishment of a Future Forum. A Future Forum is a joint labour-management committee established at mine-site level that will focus on the implementation and monitoring of the Social and Labour Plan.

Booyseindal has established a structured Future Forum consisting of management, the workers and / or their representatives. The mandate of this forum will be to "look ahead into the future, at problems facing Booyseindal that may result in job losses and / or decline of the Company and come up with possible solutions to address potential job losses or organisation decline."

6.2.2. Strategy and Objectives

The operational purpose of the Future Forum is to:

- Promote ongoing discussions between worker representatives and employers about the future of the mine.
- Look ahead to identify problems, challenges, and viable solutions with regard to productivity and employment.
- Identify production and employment turnaround strategies; and
- Implement strategies agreed upon by both employer and worker parties.

The Forum will also be responsible for:

- Notifying the Minerals and Mining Development Board (as required by section 52 of the MPRDA), where retrenchment of 500 employees or 10 percent of the labour force, whichever is the lesser, is to take place in any 12-month period; and
- Notifying the Minister of Labour if retrenchment of 500 employees or ten percent of the workforce, whichever is the greater in this case, is contemplated.

Furthermore, the Future Forum mediates between the Department of Labour and other affected parties. The Forum will meet annually or as regularly as its members decide. When the closure of the mine is imminent, the Forum will meet at least monthly.

6.3. Mechanisms to Save Jobs and Avoid a Decline In Employment

Organisations have to retrench workers from time to time for economic reasons and to remain globally competitive. This is one of the worst things that can happen to a worker that affects his or her whole life. It is therefore important that employers should first make sure that no other viable options to achieve operational requirements are available before considering downscaling of workers.

(SLP guidelines for the mining and production industries).

If challenges arise that may lead to downscaling or retrenchment, the mine will develop and implement turnaround strategies and mechanisms to save jobs, prevent unemployment, and avoid downscaling. This will be done through the following measures:

- Seeking to prevent retrenchments from taking place, where possible
- Using the Future Forum to identify strategies to prolong the life of mine or avoid retrenchments and downscaling.
 - Consultations – the consultation process in terms of section 52(1) of the act
 - Implementing section 189 of the Labour Relations Act, 1995.
 - Notification to the Minerals and Mining Development Board; following the notification process to the board in terms of section 52(1)(a) of the act.
 - Complying with ministerial directive – compliance with the Minister's directive and confirming how corrective measures will be taken.

6.3.1. Consultation processes

The consultation process on saving jobs, avoiding job losses and a decline in employment will be managed by the mine in accordance with the provisions of sections 189 and 189A of the Labour Relations Act, 1995 (as amended).

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

Any downscaling or retrenchment will be done in accordance with sections 189 and 189(A) of the Labour Relations Act and in accordance with the 01 July 2024 – 30 June 2029 Wage Agreement Part A documents clause 7. In this regard the following will apply:

1. The Labour Relations Act prescribes a 60-day consultation process.
2. In terms of the section 189 and 189(A) requirements, the mine needs to enter into an agreement with unions representing the workforce. This agreement should specifically address the following:
 - a. Prevention of forced retrenchments
 - b. Voluntary separations (early retirement and voluntary retrenchment packages)
 - c. Redeployment of employees
3. Company assistance to alleviate the negative effects of retrenchment includes the following:
 - a. Pursuing alternative employment opportunities
 - b. Financial advice
 - c. Counselling services

6.3.2. Notification to government authorities

As planning for the Social and Labour Plan and its associated job loss and retrenchment management programmes commences, the DoL and the DMPR (specifically the Minerals and Mining Development Board, in accordance with section 52(1)(a) of the act) will be notified.

The government authorities will be given notice of the period for the closure process, as well as the ongoing consultation and social plan, through the FF structure. Regular progress reports will subsequently be distributed to the relevant departments, including the Social Plan and Productivity Advisory Council and the Department of Provincial and Local Government. Compliance to the Board's directive will be ensured in order to meet the corrective measures as stipulated by the board.

6.3.3. Strategic plan for providing job security

The mine's strategy for providing job security is as follows:

- Ensuring that the business remains viable by keeping the cost structure as low and competitive as possible
- Ensuring a productive workforce through training and motivation
- Making continuing adjustments to production methods to remain competitive
- Seeking ways of growing and extending the business to ensure enhanced future sustainability.

6.4. Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided

If it becomes evident that downscaling and retrenchment is inevitable, after considering all other alternatives for prolonging the life of the mine, an appropriate retrenchment proposal will be formulated in consultation with the relevant parties and finalised four months before this eventuality, where appropriate, except in the event that unforeseen circumstances arise.

This phase will be implemented in partnership with the DoL and the representative unions. At this stage, affected employees will be helped to maximise their chances of re-employment.

During this phase, the mine will regularly communicate with the Unions to direct the retrenchment process and identify a job advice centre, which will provide counselling and support to employees in locating alternative employment, for example, through formulating employee CVs, interaction mechanisms with potential employers, and interview strategies.

The names of employees whose positions become redundant (the “affected employees”) will be placed on the Human Resources database for 12 months, calculated from the date of redundancy. The main purpose of the database of affected employees is to ensure that when opportunities arise, people on the list will be considered for permanent positions before the employment of external candidates.

Additional measures the mine may take include the following:

- Assistance prior to the retrenchment date, with retraining, portable skills training, and other courses to enhance further employment practices
- Assistance in accessing available and suitable jobs with other local mines or companies
- Informing neighbouring mines of the retrenchment process and ascertaining any job vacancies in existence
- Assistance with accessing outplacement and/or career transition counselling from relevant consultancies or job advice centres in the community
- Assistance with completing job applications and other relevant forms
- Financial planning advice, as well as advice and support on accessing pension or provident fund pay-outs and UIF claims, or other state assistance
- Personal counselling for individuals and groups to help them deal with the trauma associated with retrenchment (this will be extended to retrenched employees and those left behind).

6.5. Mechanisms to Ameliorate the Social and Economic Impact on Individuals, Regions, and Economies where Retrenchment or Closure of the Mine is certain

6.5.1. Introduction

This section considers the impacts of downsizing and closure on the mine community and the labour-sending areas. Planning for closure and downsizing takes place throughout the life cycle of the mine, from exploration through to post-closure rehabilitation. Booyseendal intends to ensure that the livelihoods of its mineworkers, residents and families are sustained despite the downsizing or closure of the mine.

Booyseendal has made financial provision for its envisaged downscaling and subsequent retrenchment processes. This amount, which will be reviewed annually, and the budget is estimated at R25 million by 2025 as per table 25.

The provision for retrenchment will be based on the following model, and the severance packages will be calculated using the formulas as detailed below:

- The mine will provide R3 000 per employee. This is exclusive of any Department of Labour grants that may be available for re-skilling. Note that this figure will be revised on an annual basis.
- Two (2) Weeks per one (1) year service with Booyseendal.
- One (1) month notice pay; and
- Leave provision equivalent to 30 days.

The above provision will be consistent with Booyseendal Retrenchment Policy and may be altered in terms of applicable legislation and / or collective agreement with stakeholders.

6.5.2. Strategy and Objectives

Booyseendal will make every effort to ameliorate the social and economic impact on individuals, regions, and economies where retrenchment and closure is certain. These initiatives will focus on:

- Assessment and counselling services for affected individuals.
- Comprehensive self-employment training and re-employment programmes; and
- Closure planning.

6.5.3. Assessment and Counselling Services

The Company will consider providing counselling through professional counsellors. Requests for such counselling are to be directed to the Manager: Human Resource.

6.5.4. Self-employment training and re-employment programmes

Booyseendal recognises that its proposed mining operation has a limited life span and that the demands of the business could require a reduction in human resources in the future. Booyseendal intends to offer retrenched and/or affected employees with portable skills that will benefit the individuals concerned.

These initiatives will be aligned to the Mpumalanga Province's Provincial Growth and Development Strategy (PGDS) as well as the skills needs within labour sending areas. To realise this commitment, Booyseendal will offer portable skills training once retrenchment or mine closure is known.

The Future Forum will coordinate the provision of the above self-employment training and re-employment programmes for all employees affected by retrenchments.

6.5.5. Portable Skills

The approach to skills development throughout the life of mine should also be focused on the eventual need to manage the social and economic impact of mine closure and or retrenchment. Therefore, Booyseendal Platinum (PTY) LTD is committed to skills development that has an impact beyond the organisation and industry and provides basis for sustained employability through the provision of portable skills development.

Booyseendal will use skills audit to determine which portable skills are currently available in the workforce and which areas are of particular interest to the employees. Based on this assessment Booyseendal intends to constitute portable skills training.

6.5.6. Closure Planning

Booyseendal in consultation with the DMPR, will determine a Closure Liability Cost, including a Rehabilitation Schedule for Booyseendal, to provide funding for the rehabilitation of infrastructure. It is recommended that infrastructure with good potential for alternative use after closure of the Mine would be costed but excluded from the rehabilitation cost to determine the Mine's ongoing closure fund contribution.

SECTION 7

FINANCIAL PROVISION FOR IMPLEMENTING
THE SOCIAL LABOUR PLAN:

REGULATION 46 (e)

7. FINANCIAL PROVISION

Section 23(1) (e) of the MPRDA states: “The Minister must grant a mining right if the applicant has provided financially and otherwise for the prescribed social and labour plan.” The tables below present a summary of the financial commitment by the mine to each element of the SLP for a five-year period.

Table 25: Financial Provision for the Social and Labour Plan

SLP BUDGET						
	FY2025	FY2026	FY2027	FY2028	FY2029	TOTAL
Human Resource Development	R 11,994,182	R 8,694,527	R 7,460,724	R 8,290,998	R 8,491,392	R 44,931,823
Mine Community Development	R 3,600,000	R 7,350,000	R 11,683,333	R 11,683,333	R 11,683,333	R 46,000,000
Downscaling and Retrenchment	R 5,000,000	R 5,000,000	R 5,000,000	R 5,000,000	R 5,000,000	R 25,000,000
TOTAL	R 20,594,182	R 21,044,527	R 24,144,057	R 24,974,331	R 25,174,725	R 115,931,823

SECTION 8

UNDERTAKING

8. UNDERTAKING

AN UNDERTAKING BY THE HOLDER OF THE MINING RIGHT TO ENSURE COMPLIANCE WITH THE SOCIAL AND LABOUR PLAN AND TO MAKE IT KNOWN TO EMPLOYEES

We, the undersigned and duly authorised thereto by Booyseendal Platinum (PTY) Ltd, for the revision of the Social and Labour Plan, undertake to adhere to the information, requirements, commitments and conditions as set out in the Social and Labour plan and make it known to our employees.

Signed at _____ on this _____ day of _____ 2026

(1)

Name of responsible person _____

Designation _____

Signature of responsible person _____

(2)

Name of responsible person _____

Designation _____

Signature of responsible person _____

Approved

Signed at _____ on this _____ day of _____ 20____

Signature: _____

Designation: _____.

Annexure I: Sequence of events

Annexure II: Proof of consultations

Annexure III: Mine Community Development projects

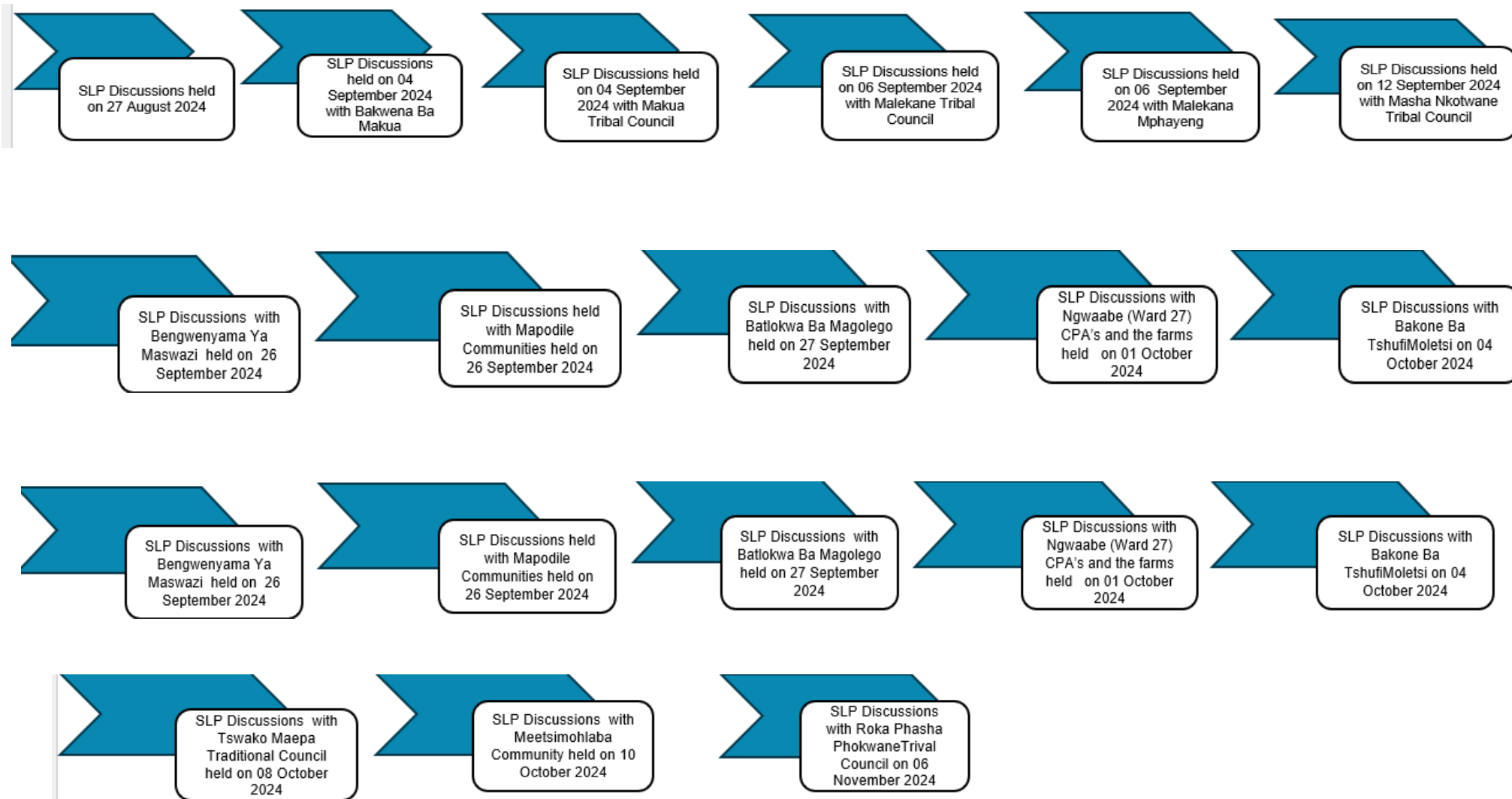
Annexure IV: Support letter from local Municipality

Annexure V: SLP Consultation Confirmation Letter

Annexure I

Sequence of Events

Name of Stakeholder	Stakeholder Type	Engagement Purpose	Engagement Date
Ba Bina Noko Ba Mampuru	Tribal Authority	FY2025-2029 SLP Consultation	27 August 2024
Bakwena Ba Makua Tribal Council	Tribal Authority	FY2025-2029 SLP Consultation	04 September 2024
Makua Tribal Council	Tribal Authority	FY2025-2029 SLP Consultation	04 September 2024
Malekane Tribal Council	Tribal Authority	FY2025-2029 SLP Consultation	06 September 2024
Malekana Mphayeng Tribal Council	Tribal Authority	FY2025-2029 SLP Consultation	06 September 2024
Masha Nkotwane Tribal Council	Tribal Authority	FY2025-2029 SLP Consultation	12 September 2024
Masha Phatane Tribal Council	Tribal Authority	FY2025-2029 SLP Consultation	12 September 2024
Bahlakwana Ba Maphopha Traditional Council	Tribal Authority	FY2025-2029 SLP Consultation	16 September 2024
Baroka Ba ga Masha Ntake Traditional Council	Tribal Authority	FY2025-2029 SLP Consultation	16 September 2024
Baroka Ba Ratau Traditional Authority	Tribal Authority	FY2025-2029 SLP Consultation	17 September 2024
Ba Bina Phuthi Ba Kgole	Tribal Authority	FY2025-2029 SLP Consultation	17 September 2024
Dithamaga Trust	Local Community	FY2025-2029 SLP Consultation	18 September 2024
Bengwenyama Ya Maswazi	Local Community	FY2025-2029 SLP Consultation	26 September 2024
Mapodile Communities (Ward 02)	Local Community	FY2025-2029 SLP Consultation	26 September 2024
Batlokwa Ba Magolego	Tribal Authority	FY2025-2029 SLP Consultation	27 September 2024
Bakone Ba Maimela, Bakone Ba Masha CPA, Bakoni Tau Phuthi, Ga Mawela CPA, Leshaba Welgevonden and Molototsi Community	Communal Property Association	FY2025-2029 SLP Consultation	01 October 2024
Bakone Ba TshufiMoletsi	Host Community	FY2025-2029 SLP Consultation	04 October 2024
Tswako Maepa Traditional Council	Tribal Authority	FY2025-2029 SLP Consultation	08 October 2024
Meetsimohlaba Community	Communal Property Association	FY2025-2029 SLP Consultation	10 October 2024
Roka Phasha Phokwane Royal Council	Tribal Authority	FY2025-2029 SLP Consultation	06 November 2024



Annexure II

Proof of Consultations

Annexure III

Mine Community Development Projects

MAEPA ACCESS BRIDGE

- Bridge will allow access to adjacent villages
- Two children drowned in the past trying to cross to school during raining season
- A 40m low water bridge will be constructed. Double carriage way with pedestrian walkway



CONSTRUCTION AND INSTALLATION OF HIGH MAST LIGHTS

- Solar powered high mast lights, as previously agreed with FTLM, will be installed at the following communities
 - Ga-Phasha – 5 number
 - Ga-Mampuru – 5 number
 - Mapodile – 5 number
 - Bengwenyama Ya Maswazi - 5 number
- Total of 20 high mast lights to assist with safety and security in these areas.



Annexure IV

Support Letter from Fetakgomo Tubatse Local
Municipality

Annexure V

SLP Consultation Confirmation Letters