

BOOYSENDAL PLATINUM MINE (PTY) LTD

SOCIAL AND LABOUR PLAN

FY2026 – FY2030

MP30/1/2/5/2/127 MR



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Acronyms and Definitions

AET	Adult Education and Training
AIDS	Acquired Immune Deficiency Syndrome
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
FY	Financial Year
HDP/s	Historically Disadvantaged Person/s
HR	Human Resources
HRD	Human Resources Development
IDP	Integrated Development Plan
LED	Local Economic Development
LOM	Life of Mine
LRA	Labour Relations Act
MP	Mpumalanga Province
MPRDA	Mineral and Petroleum Resources Development Act
MQA	Mining Qualifications Authority
NCBT	Northam Booysendal Community Trust
Northam	Northam Platinum Limited
NQF	National Qualifications Framework
PGDS	Provincial Growth and Development Strategy
SLP	Social and Labour Plan
TCLM	Thaba Chweu Local Municipality
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 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

Booyssendal Platinum (PTY) Ltd is located on the border of 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 BS4 mine is in Mpumalanga province in the geographical area of the Thaba Chweu Local Municipality. The western border of the mine abuts against Booyssendal South's BS3 Mine. The nearest railway station is at Lydenburg, located approximately 39km by road to the west. Access to the mine is from the R577 between Lydenburg and Roossenekal via a tarred road.

Figure 1: Locality Map – Regional Setting

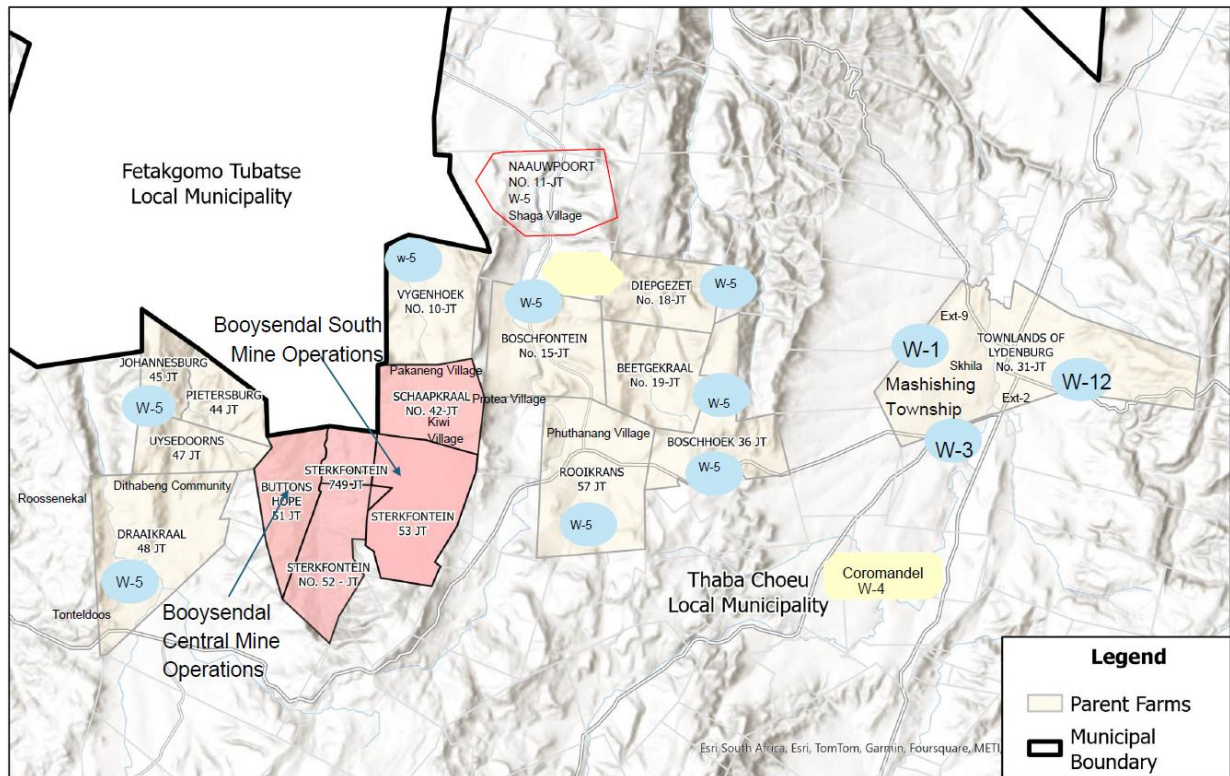
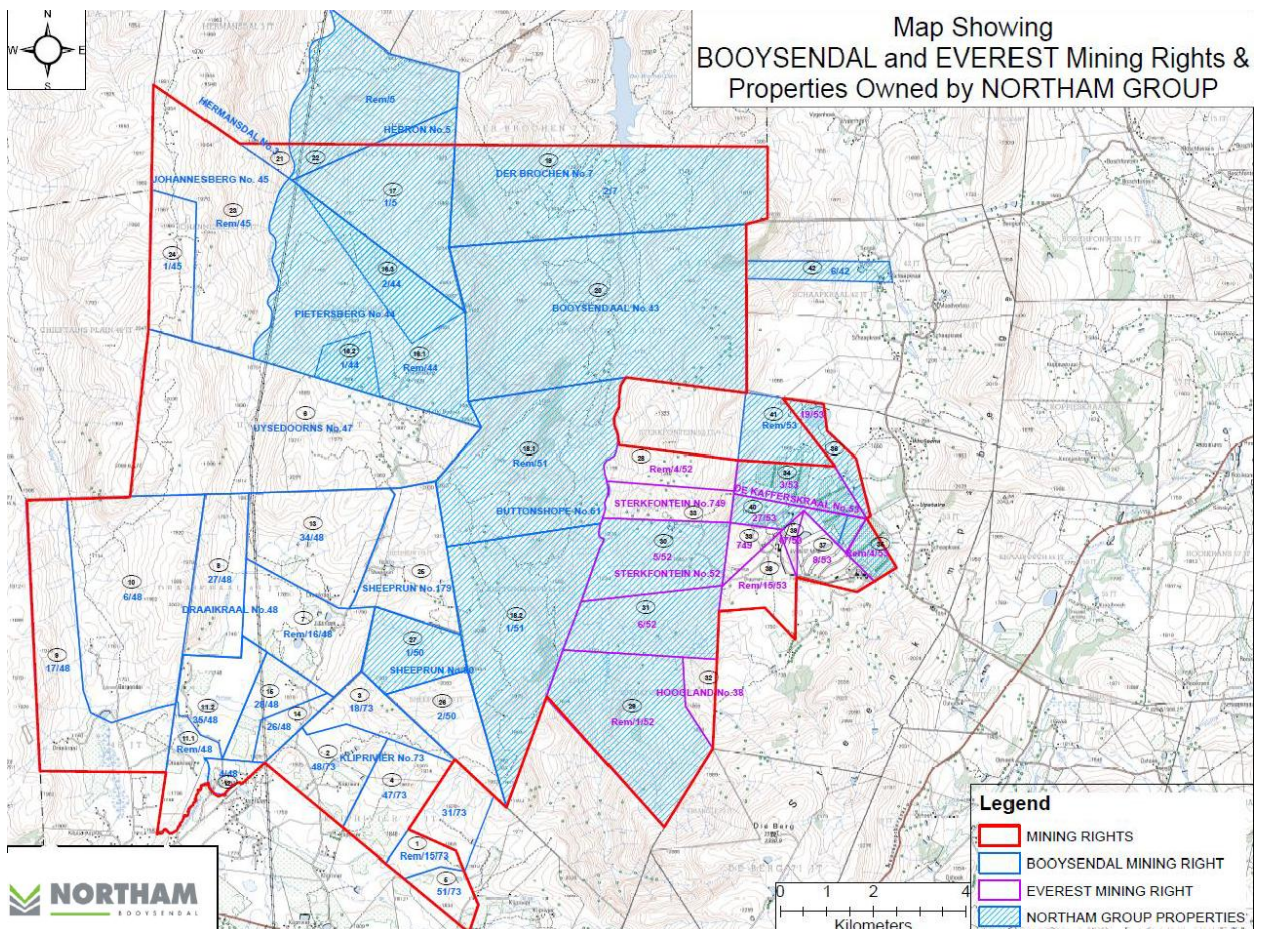


Figure 2: Booyseendal Locality Map - Mining Boundaries



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, Booysendal 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

Booyesendal Platinum (PTY) Ltd Proprietary Limited "Booyesendal Platinum (PTY) Ltd" (Micawber 278 Proprietary Limited), a wholly owned subsidiary of Northam is the holder a mining right (MP30/1/2/5/2/127MR), 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 mining right was granted on 23 August 2023 and remains in force for thirty years.

Booyesendal Platinum (PTY) Ltd will have two mining sections, i.e. North site (Module 1- UG2 & Merensky) and South site (Module 2 - UG2 & Merensky). The parting between the two is sufficiently wide to allow the two reefs to be mined simultaneously on two different levels and using similar mine access infrastructure. Both mine sections will be accessed via cluster decline portals.

Considering current market conditions, mining has been suspended at the BSM module. BSM reserves will be mined from the BNM module for the time being. The mining method considered for the exploitation of Merensky Reef is a duplicate of that currently employed on the Northern Merensky mining operation mechanised room and pillar. The Merensky ore will be processed through the existing BS Plant, with the ore transported by the RopeCon.

Table 1 & 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. Trackless Mobile Machinery (TMM) 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	MP30/1/2/5/2/127MR
Name of Mine	Booyssendal Platinum (PTY) Ltd (hereafter referred to as Booyssendal)
Physical Address	Farm Booyssendal 43 JT Greater Tubatse Municipality, South Africa
Postal Address	Post net Suite #199 Private Bag x20097 Lydenburg 1120
Contact Person	Mr Zacharia Tsotetsi
Email	Zacharia.Tsotetsi@norplats.co.za
Telephone Number	087 158 6850
Number of Employees	Permanent - 4194 Contractors - 3692
Location of Mine	Thaba Chweu Local Municipality Ehlanzeni District Municipality Mpumalanga Province
Commodity	Platinum, Palladium, Rhodium, Gold, Iridium, Ruthenium, Nickel, Chromium Oxide and Copper
Estimated Life of Mine	30 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, Mentorship and internships.

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 Trackless Mobile Machinery (TMM) Training
- Engineering and Process Training
- Leadership and Supervisory Training
- Mine Technical Services Training
- Financial Training
- Health and Safety Training
- Human Resources Training

2.2.1. Size and Composition of Workforce

The total planned complement for Booyssendal 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

Recruitment of labour will be guided by the Company's recruitment policies. Booyseendal will ensure that a transparent process of employment is followed.

Table 4: Number and Educational Level of Employees - Form Q – Booyssendal 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
		Grade2/ 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. Booyssendal 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 Booyssendal 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					
	FY2026	FY2027	FY2028	FY2029	FY2030	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

Table 6: AET 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 Booyse dal is committed to present nationally recognised learnerships that will be quality assured by the MQA and DMPR. Learnership periods are from one to three years with combinations of theoretical and practical training.

Table 7: Learnership Targets (Internal 18.1)

Types/ Area of Training	TARGETS AND TIMELINES									
	FY2026		FY2027		FY2028		FY2029		FY2030	
	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	3	1	0	1	0	1	0	1	0	1
Total Number	3	3	1	5	2	4	2	4	1	4
	6		6		6		6		5	
Budget	R340 694		R260 576		R214 713		R260 576		R195 463	

Table 8: Learnership Targets (External 18.2)

Types/ Area of Training	TARGETS AND TIMELINES									
	FY2026		FY2027		FY2028		FY2029		FY2030	
	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	9	1	7	1	8	0	1	1	1	1
Process Learnerships	6	1	0	1	0	1	0	1	0	1
4IR Learnerships	3	1	0	1	0	1	0	1	0	1
Total Number	18	4	8	4	9	3	2	5	3	4
	22		12		12		7		7	
Budget	R3 113 564		R2 118 225		R2 094 041		R764 015		R764 015	

2.2.5. Core Business Training Programme

Core business training is defined in respect of legislation as that which relates to mining, engineering, and process (excluding learnership). It is imperative that the operation focuses on ensuring that all employees are adequately trained and competent in the core training for their respective roles that they perform. Apart from core business training, there are specific training interventions that support core business offered per discipline, i.e. Services

The following (but not limited) broad category skills will be offered at Booyssendal:

- **Mining Programmes:**
 - Competency Person A, Competent Person B, Blasting Assistant
 - Trackless Mobile Machinery (TMM) Skills Programmes
- **Engineering Programmes:**
 - Engineering Training Programmes
- **Process Programmes:**
 - Process Skills Programmes
 - Metallurgy and Laboratory Training Programmes
- **Services:**
 - Safety Representative Skills Programme
 - Soft Skills Training
 - Computer Skills Training
 - Mine Technical Services Training Programmes

Table 9: Core Business Training Programmes

Types/ Area of Training	TARGETS AND TIMELINES					
	FY2026	FY2027	FY2028	FY2029	FY2030	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 381 998

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. The aim of providing portable skills is to provide employees 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 with alternative forms of employment or sustainable livelihood opportunities after their work life period. 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					
	FY2026	FY2027	FY2028	FY2029	FY2030	Total Target
Portable Skills Training	2	2	2	2	2	10
Total Number	2	2	2	2	2	10
Budget	R15 256	R15 256	R15 256	R15 256	R15 256	R76 280

2.2.7. Hard to fill vacancies

Booyseendal 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, through its talent management policy, will endeavour to address the skills shortage.

Additional initiatives to develop HDPs will include:

- Mentoring processes for HDPs.
- Succession planning.
- Employee Development Programmes in departments.
- Management Development programmes.

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					
			FY2026	FY2027	FY2028	FY2029	FY2030	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 311 947

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

Current Position	Training Intervention	Qualification to be achieved	TARGETS AND TIMELINES					
			FY2026	FY2027	FY2028	FY2029	FY2030	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					
			FY2026	FY2027	FY2028	FY2029	FY2030	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					
			FY2026	FY2027	FY2028	FY2029	FY2030	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					
			FY2026	FY2027	FY2028	FY2029	FY2030	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 Booyseendal will use as far as possible to nurture and grow its employees and trainees 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, as well as equity, career, and succession management systems.

2.4.2. Employee Mentorship Programmes

Booyseendal mentorship programme will be based on objective criteria as decided by management. These criteria will include employees in Talent Management programmes. 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.

Table 13: Mentorship Targets

Types/ Area of Training	TARGETS AND TIMELINES					
	FY2026	FY2027	FY2028	FY2029	FY2030	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 Booyssendal internal bursary plan and its implementation in line with the Skills Development Plan. Booyssendal 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 Booyssendal 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)

Field/ Area of Training	TARGETS AND TIMELINES									
	FY2026		FY2027		FY2028		FY2029		FY2030	
	Continuous	New intake	Continuous	New intake	Continuous	New intake	Continuous	New intake	Continuous	New intake
Study Assistance	1	1	2	2	4	1	3	2	3	1
Total Number	2		4		5		5		4	
Budget	R99 000		R217 800		R299 475		R329 422		R289 891	

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, Booyseendal 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

Field/ Area of Training	TARGETS AND TIMELINES									
	FY2026		FY2027		FY2028		FY2029		FY2030	
	Continuous	New intake	Continuous	New intake	Continuous	New intake	Continuous	New intake	Continuous	New intake
External Bursary Programme	0	3	3	3	6	3	9	3	9	3
Total Number	3		6		9		12		12	
Budget	R495 000		R990 000		R1 485 000		R1 980 000		R1 980 000	

2.5.3. 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, Vocational Work, and Work Integrated Learning Targets

Types/ Area of Training	TARGETS AND TIMELINES					
	FY2026	FY2027	FY2028	FY2029	FY2030	Total Target
Internship/ Vacational Work/ Work Integrated Learning Programmes	5	5	5	5	5	25
Total Number	5	5	5	5	5	25

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.

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

Table 17: 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 18: Employment Statics per Province

Permanent employees	Number	Contractors	Number	Interns, learners, and temps	Number	Grand Total
North West	19	North West	35	North West	0	54
Gauteng	18	Gauteng	81	Gauteng	0	99
Limpopo	2538	Limpopo	2006	Limpopo	76	4620
Eastern Cape	0	Eastern Cape	7	Eastern Cape	0	7
Free State	5	Free State	30	Free State	0	35
KwaZulu-Natal	0	KwaZulu-Natal	8	KwaZulu-Natal	0	8
Mpumalanga	1476	Mpumalanga	1437	Mpumalanga	59	2972
Western Cape	1	Western Cape	0	Western Cape	0	1
Northern Cape	0	Northern Cape	2	Northern Cape	0	2
Other Countries (Swaziland and Mozambique)	2	Other Countries (Swaziland and Mozambique)	19	Other Countries (Swaziland and Mozambique)	0	21
Unknown	0	Unknown	67	Unknown	0	67
Total	4059	Total	3692	Total	135	7886
Sekhukhune District	4277					
Ehlanzeni District	2888					
Capricorn District	145					
Bojanala Platinum District	40					
Other	536					

Table 19: Occupational Profile of Booyseendal Division's entire workforce (Table T 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

Booyseendal 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.

Table 20: Targets for Female Participation in Mining at Booyseendal

Booyseendal Platinum (Pty) Ltd		WIM Forecast				
Occupational Level	Grade	FY2026	FY2027	FY2028	FY2029	FY2030
		%	%	%	%	%
Top management	F	0%	0%	0%	0%	0%
Senior management	E	20%	20%	20%	20%	20%
Middle management	D	23%	23%	23%	23%	23%
Junior management	C	20%	20%	20%	21%	21%
Semi-skilled	B	24%	24%	24%	24%	24%
Unskilled	A	0%	0%	0%	0%	0%
Women in Mining		23%	23%	23%	23%	23%

Table 21: Targets for HDPs Participation in Management

Booyssendal Platinum (Pty) Ltd		HDPS Forecast				
Occupational Level	Grade	FY2026	FY2027	FY2028	FY2029	FY2030
		%	%	%	%	%
Top management	F	0%	0%	0%	0%	0%
Senior management	E	56%	56%	56%	56%	56%
Middle management	D	65%	65%	65%	65%	65%
Junior management	C	85%	85%	86%	86%	86%
Semi-skilled	B	100%	100%	100%	100%	100%
Unskilled	A	100%	100%	100%	100%	100%
Total HDPs in Management		64%	64%	64%	64%	64%

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. Thaba Chweu Local Municipality (TCLM)

Thaba Chweu Local Municipality, located in the north-western region of Mpumalanga Province in Ehlanzeni District, is well-known for its forestry, tourism, mining, and agriculture, with Mashishing (formerly Lydenburg) serving as the province's oldest town and heritage hub. The municipality is bordered by the Limpopo Province to the north with the Nkangala district which is situated in Mpumalanga on the south-western side.

4.2. Key Economic Activities

4.2.1. Mining

Thaba Chweu Local Municipality is home to the Eastern Platinum Belt, which includes more than 20 smelters, platinum mines, and other mineral resources. Known for its rich mining history, the municipality is also facing challenges from illegal mining activities, as evidenced by recent incidents and government efforts to combat them. The mining sector makes a significant contribution to the local economy, with Thaba Chweu accounting for 41% of the district's total mining sector.

4.2.2. Forestry

Thaba Chweu Local Municipality, particularly the eastern half (Sabie/Graskop), is known for its forestry activities, including pine plantations along the Long Tom Pass, which is part of the Drakensberg Mountain Range. Forestry focuses on the sustainable management of trees, forests, biodiversity and ecosystem services.

4.2.3. Agriculture

This focuses on the cultivation of crops and raising livestock for food and other products. Thaba Chweu Local Municipality is well-known for its agricultural potential, particularly in forestry, beef, peaches, kiwis, maize, and citrus production, thanks to its rainy climate of up to 735mm. The agricultural sector has a comparative advantage and is widely regarded as an important sector. Not only does the sector account for a large portion of employment in the municipality, but it is also growing at a 1.6% rate and accounts for 28% of total employment.

4.2.4. SMME Development

This sector focusses on expanding, developing, and supporting local businesses to meet community needs within the municipality. Thaba Chweu Municipality has identified SMME development as a key focus area, with the goal of integrating the rural and township

economies. To increase the local economy, the municipality created Thaleda, an independent organisation, which focusses on the relationship between local economic development and the privatisation of the municipality.

4.2.5. Tourism

The municipality is well-known for its tourism attractions, which are considered an important economic factor given the industry's potential. Because of its labour-intensive nature, the sector is thought to have the potential to help eradicate poverty and create jobs in Thaba Chweu's rural townships. TCLM's objective is to develop and promote the tourism sector.

4.3. Negative Impact of the Mining Operations in the Area

Mining in the Thaba Chweu Local Municipality, as in other areas, can have a negative environmental and socioeconomic impact, such as natural resource depletion, water contamination, and possible 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 Thaba Chweu Local Municipality - IDP

Thaba Chweu Local Municipality uses Integrated Development Planning (IDP) to guide its development strategies, with key areas including basic service delivery, economic development, and addressing social challenges such as HIV/AIDS and housing, as well as revenue generation and community engagement. The IDP serves as the municipality's strategic framework, guiding development initiatives while ensuring alignment with provincial and district priorities. It is created as a five-year plan that is reviewed and updated annually, taking into account current resources and strategic goals. This process involves a variety of structures and governing bodies, such as the municipal council, stakeholder representatives, and project task teams. Booyseendal Platinum (PTY) Ltd participates in the Local Economic and Development Forum of Thaba Chweu Local Municipality and IDP meetings.

4.3.1.1. Economic Development

- Promoting local economic development (LED) to alleviate poverty and create job opportunities.
- Supporting meaningful LED initiatives that promote SMME opportunities.
- Creating an environment that supports local economic development.
- Encourages private investment.

4.3.1.2. Basic Service Delivery

- Providing access to essential services such as bulk water, sanitation, electricity, and expansion of roads.
- Infrastructure maintenance and refurbishment.
- Ensure the quality of drinking water.
- Managing inherited backlogs in service delivery.

4.3.1.3. Social Development

- Addressing the social and structural barriers that contribute to HIV, STI, and tuberculosis infections.
- Preventing new HIV, tuberculosis, and STI infections.
- Creating and implementing informal settlement policies.
- Integrating human settlements to address a lack of social infrastructure.

4.3.1.4. Revenue generation

- Encourage communities to pay for services.
- Improving billing and resource management.
- Lobbying for private investment.

4.3.1.5. Community participation

Stakeholder participation is required to determine the need and desirability of project proposals, including the benefits (social and economic) of projects, in order for them to be prioritised in the IDP/Budget participatory processes during the five-year IDP development and annual review cycles. The IDP public participation processes provide a platform for community/public and private project proposals.

4.3.1.6. Other Key Areas

- Ensure the sustainability of natural resources.
- Developing the municipality's human resource potential.
- Increasing public awareness to prevent wildfires.
- Protecting the poor from the consequences of a slow economic recovery.
- Managing housing and settlements.
- Coordinating land use management with spatial planning.

4.3.2. Labour Sending Areas

A key characteristic of the labour areas is that they have relatively 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 22: Communities

Town/Settlement	District Municipality	Local Municipality	Province
Immediate Focus Areas			
Surrounding farm communities	Ehlanzeni	Thaba Chweu	Mpumalanga
Broader Focus Areas			
Mashishing	Ehlanzeni	Thaba Chweu	Mpumalanga
Roosenekal	Sekhukhune	Elias Motsoaledi	Limpopo
Labour Sending Areas			
Ngwaabe/Steelpoort	Sekhukhune	Fetakgomo-Tubatse	Limpopo
Roosenekal	Sekhukhune	Elias Motsoaledi	Limpopo
Burgersfort	Sekhukhune	Fetakgomo-Tubatse	Limpopo

4.3.3. Socio-economic Impact of Booyse dal 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 Booyssendal 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 Booyssendal 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 R89 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 broad stakeholder consultations and engagements 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 23: Community Development Projects

PROJECT NAME	FY2026	FY2027	FY2028	FY2029	FY2030	TOTAL
Waste Water Treatment Works	R2 000 000	R2 000 000	R2 000 000	R2 000 000	R2 000 000	R10 000 000
Access road to Kiwi Clinic	R4 800 000	R4 800 000	R4 800 000	R4 800 000	R4 800 000	R24 000 000
Draaikraal Access Bridge	R1 800 000	R1 800 000	R1 800 000	R1 800 000	R1 800 000	R9 000 000
R577 road rehabilitation	R9 200 000	R9 200 000	R9 200 000	R9 200 000	R9 200 000	R46 000 000
Total	R17 800 000	R17 800 000	R17 800 000	R17 800 000	R17 800 000	R89 000 000

NB: Above Table represents all the projects to be undertaken by Booyssendal for the next five years (FY2026 – FY2030) as committed. The total budget for the projects is R89 000 000.

Table 24: Community Development Project 1

Project Name:	Mashishing Wastewater Treatment Works			Wastewater Infrastructure			
Background	Thaba Chweu Local Municipality, with the Department of Water and Sanitation, is upgrading the Mashishing wastewater treatment works. Under our previous SLP Booyesendal donated towards the project. Booyesendal will donate to future phases of the project or the operations thereof.						
Geographic Location of Project	District Municipality: Ehlanzeni	Local Municipality: Thaba Chweu	Village name: Mashishing	Project Start date: June 2025		Project End date: December 2028	
Output	Key Performance Area: Refurbishment of the existing sewer plant	Key Performance Indicator: Completion and handover of the project to TCLM	Responsible entity (inclusive of all role players): Booyesendal in partnership with the Municipality	Quarterly timelines and year: Ongoing monitoring and evaluation			Budget: R 10 000 000
Classification of jobs	No of jobs to be created:	Male Adults:	Female Adults:	Male Youth:	Female Youth:	Total:	Comments:
Short-Term							The total number of jobs will be determined by the works done in agreement with the municipality
Medium-Term							
Long-Term							
The beneficiaries of this project will be all the residence of Mashishing. Upon completion the mine will officially handover the project to the Thaba Chweu Local Municipality. See annexure III (a)							

Table 25: Community Development Project 2

Project Name	Access road to Kiwi Clinic			Road Infrastructure			
Background	Booysendal recently constructed a clinic in Kiwi, an adjacent community to our operations. The access road to the clinic is a 3km dirt road. The road is in bad condition and very poor during raining season. Improving the road will lead to easy access to health facilities for the surrounding communities.						
Geographic Location of Project	District Municipality: Ehlanzeni	Local Municipality: Thaba Chweu	Village name Kiwi	Project Start date: June 2027		Project End date: December 2028	
Output	Key Performance Area: Design, construction, completion, and hand over to TCLM	Key Performance Indicator: Completion and handover of the project to TCLM	Responsible entity (inclusive of all role players): Booysendal in partnership with the Municipality	Quarterly timelines and year: Ongoing monitoring and evaluation			Budget: R 24 000 000
Classification of jobs	No of jobs to be created	Male Adults	Female Adults	Male Youth	Female Youth	Total	Comments
Short-Term	30			30	10	30	
Medium-Term							
Long-Term							
The beneficiaries of this project will be from Sterkfontein, Schaapskraal, Vygenhoek, Naauwpoort, Draaikraal, Bosfontein and Boshoek farms, amongst others.							
Upon completion the mine will officially handover the project to the Thaba Chweu Local Municipality. <i>See annexure III (b)</i>							

Table 26: Community Development Project 3

Project Name:	Draaikraal Access Bridge			Roads Infrastructure			
Background	A few low water access bridges for vehicles and pedestrian crossing over streams in the Draaikraal area is damaged after heavy rains received. This limit travelling of the people and also makes it difficult for children to access schools. Booyseendal will upgrade one low water bridge and one pedestrian access point.						
Geographic Location of Project	District Municipality: Ehlanzeni	Local Municipality: Thaba Chweu	Village name: Draaikraal	Project Start date: June 2028		Project End date: December 2029	
Output	Key Performance Area: Design, construction, completion, and hand over to TCLM	Key Performance Indicator: Completion and handover of the project to TCLM	Responsible entity (inclusive of all role players): Booyseendal in partnership with the Municipality	Quarterly timelines and year: Ongoing monitoring and evaluation			Budget: R 9 000 000
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 Draaikraal and Dithabeng farm community residents.							
Upon completion the mine will officially handover the project to the Thaba Chweu Local Municipality. See <i>annexure III (c)</i>							

Table 27: Community Development Project 4

Project Name:	R577 road rehabilitation				Roads Infrastructure		
Background	The R577 access road to various mines is badly damaged and in need of upgrade due to the increase in heavy vehicle traffic. The mines are partnering with Department of Public Works and Roads, Mpumalanga, for the works. The Department will contribute 40% of the budget and the mines, 60%.						
Geographic Location of Project	District Municipality: Ehlanzeni	Local Municipality: Thaba Chweu	Village name: Wards 2 and 5	Project Start date: March 2025		Project End date: December 2027	
Output	Key Performance Area: Design, construction, completion, and hand over to the Department	Key Performance Indicator: Completion and handover of the project to the Department	Responsible entity (inclusive of all role players): AAP is acting implementing agent in partnership with the Department	Quarterly timelines and year: Ongoing monitoring and evaluation			Budget: R 46 000 000
Classification of jobs	No of jobs to be created:	Male Adults:	Female Adults:	Male Youth:	Female Youth:	Total:	Comments:
Short-Term		1	2	3		6	Additional labour will be contracted soon
Medium-Term							
Long-Term							
See annexure III (d)							

SECTION 5

PREFERENTIAL PROCUREMENT

5. PREFERENTIAL PROCUREMENT

5.1. Introduction

Booyseindal Platinum (Pty) Ltd hereby submits herewith to the regulator a five-year SLP on the following elements of Inclusive Procurement, Supplier and Enterprise Development:

5.2. Inclusive Procurement

In line with the provisions of Mining Charter, Booyseindal plans to achieve targets as set by the regulator. The following table depicts the % targets for the SLP period FY2026 to FY2030.

Table 28: Five-year plan on the procurement of Capital, Consumables and Services as a % of total measurable spend.

	Cumulative Compliant Spend as percentage of Total spend				
	FY2026	FY2027	FY2028	FY2029	FY2030
Capital	40%	40%	40%	40%	40%
Consumables	50%	50%	50%	50%	50%
Services	70%	70%	70%	70%	70%

Table 29: Five-year plan on the procurement of Mining Goods and Mining Services as a % of total measurable spend

	Cumulative Compliant Spend as percentage of Total spend				
	FY2026	FY2027	FY2028	FY2029	FY2030
Mining Goods	70%	70%	70%	70%	70%
Services	80%	80%	80%	80%	80%

5.3. Supplier Development (SD)

Supplier development remains a key component within the broader Procurement and Enterprise Development element, requiring mining companies to source goods and services from historically disadvantaged South African (HDSA)-owned entities and to promote the growth of these small businesses within the local supply chain. The following table shows the projected budget for Supplier Development initiatives for the SLP period.

Table 30: Supplier Development Rand Value Projections

	Supplier Development Rand Value Projections				
Period	FY2026	FY2027	FY2028	FY2029	FY2030
Total	R6 883 480	R7 571 828	R8 329 011	R9 161 012	R 10 078 103

Supplier Development programs are designed based on development gaps depicted in the implementation period and will differ from one period to the other.

5.4. Enterprise Development (ED)

Enterprise Development is a key component, requiring mining right holders to allocate a portion of their spending on local, historically disadvantaged South African (HDSA)-owned entities. The following table depicts the projected budget for Enterprise Development.

Table 31: Enterprise Development Rand Value Projections

	Enterprise Development Rand Value Projections				
Period	FY2026	FY2027	FY2028	FY2029	FY2030
Total	R2 079 867	R2 287 854	R2 516 639	R2 768 303	R 3 045 133

The focus on supplier development will be on programs that will leverage non vendor HDSA to participate effectively in Booyendal procurement opportunities, for possible transition and graduation to a supplier status.

SECTION 6

HOUSING & LIVING CONDITIONS:

REGULATION 46 (c)

6. MEASURES TO ADDRESS THE HOUSING AND LIVING CONDITIONS

6.1. 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.

Booyseendal housing practice is aimed at enhancing the quality of life of all employees through provision of improved housing opportunities, infrastructure, and basic services projects. In essence Booyseendal 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 Booyseendal Platinum (PTY) Ltd include tribal lands, informal settlements, housing demands and the housing market. Furthermore, Booyseendal will engage with local, provincial, and national government to improve the quality and effectiveness of local Integrated Development Plans.

6.2. Strategy and Objectives

Booyseendal 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.

6.3. Implementation Plan for Employee Housing

The salient features of the Booyseendal 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 act 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 Booyssendal 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. Some of employees 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, Booyssendal' 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 generally 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 Booyssendal'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.
- Booyssendal also makes available company owned units to their employees. Rockcliff 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 7

PROGRAMME FOR MANAGING
DOWNSCALING AND RETRENCHMENT:

REGULATION 46 (d)

7. DOWNSCALING AND RETRENCHMENT PROGRAMME

7.1. 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 possible access to alternative employment.
- Facilitate as far as possible 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.

7.2. The Establishment of the Future Forum

7.2.1. 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.

Booyseendal 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 Booyseendal 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".

7.2.2. 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 possible 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 liaises between the Department of Labour and other affected parties. The Forum will meet annually. When the closure of the mine is imminent, the Forum will meet at least monthly.

7.3. 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.

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

- Seeking to prevent retrenchments from taking place, where possible
- Utilising 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.

7.3.1. Consultation processes

The consultation process will be managed by the mine in accordance with the provisions of sections 189 and 189A of the Labour Relations Act, 1995 (as amended).

7.3.1.1. 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

7.3.2. 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 time frame for the closure process, as well as the ongoing consultation and social plan, through the future forum 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.

7.3.3. 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.
- Making continuing adjustments to production methods to remain competitive
- Seeking ways of growing and extending the business to ensure enhanced future sustainability.

7.4. 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.

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.

Additional measures the mine may take include the following:

- Assistance prior to the retrenchment date with retraining, portable skills training.
- 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).

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

7.5.1. 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. Booyesendal intends to ensure that the livelihoods of its mineworkers, residents and families are sustained despite the downsizing or closure of the mine.

Booyesendal has made financial provision for its envisaged downscaling and subsequent retrenchment processes. The budget is estimated at R25 million by 2025 as per table 27.

The provision for retrenchment will be based on the following agreement:

- 01 July 2024 – 30 June 2029 Wage Agreement Part A documents clause 7.

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

7.5.2. 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.
- Portable skills.
- Closure planning.

7.5.3. 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.

7.5.4. Portable Skills.

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 training.

7.5.5. 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 8

FINANCIAL PROVISION FOR IMPLEMENTING
THE SOCIAL AND LABOUR PLAN:

REGULATION 46 (e)

8. 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 32: Financial Provision for the Social and Labour Plan

SLP BUDGET						
	FY2026	FY2027	FY2028	FY2029	FY2030	TOTAL
Human Resource Development	R6 454 183	R6 231 593	R6 764 005	R6 012 276	R5 910 799	R31 372 856
Mne Community Development	R17 800 000	R17 800 000	R17 800 000	R17 800 000	R17 800 000	R89 000 000
Downscaling and Retrenchment	R5 000 000	R5 000 000	R5 000 000	R5 000 000	R5 000 000	R25 000 000
TOTAL	R29 254 183	R29 031 593	R29 564 005	R28 812 276	R28 710 799	R145 372 856

SECTION 9

UNDERTAKING

9. 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 _____ 2025

(1)

Name of responsible person **Zacharia Tsotetsi**

Designation **General Manager South Operations**

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 I

Sequence of events

Name of Stakeholder	Stakeholder Type	Engagement purpose	Engagement date
Mashishing Community Forums	Broader Focus Area	FY2026 – FY2030 SLP Consultation	25 October 2024
Farm Communities	Immediate Focus Area	FY2026 – FY2030 SLP Consultation	28 October 2024
Thaba Chweu Local Municipality	Local Municipality	FY2026 – FY2030 SLP Consultation	29 October 2024
Bakone Ba Phetla CPA	Host Community	FY2026 – FY2030 SLP Consultation	29 October 2024
Buttonslope Community	Host Community	FY2026 – FY2030 SLP Consultation	30 October 2024
Thaba Chweu Local Municipality	Local Municipality	FY2026 – FY2030 SLP Consultation	25 November 2024
Thaba Chweu Local Municipality (IDP Department)	Local Municipality	IDP Consultation	02 December 2024
Thaba Chweu Local Municipality (LED Department)	Local Municipality	FY2026 – FY2030 SLP Wishlist Consultation	16 January 2025
Thaba Chweu Local Municipality	Local Municipality	FY2026 – FY2030 SLP final Consultation and Support confirmation	26 March 2025

Annexure II

Proof of consultations

Annexure III

Mine Community Development projects

WASTEWATER TREATMENT WORKS

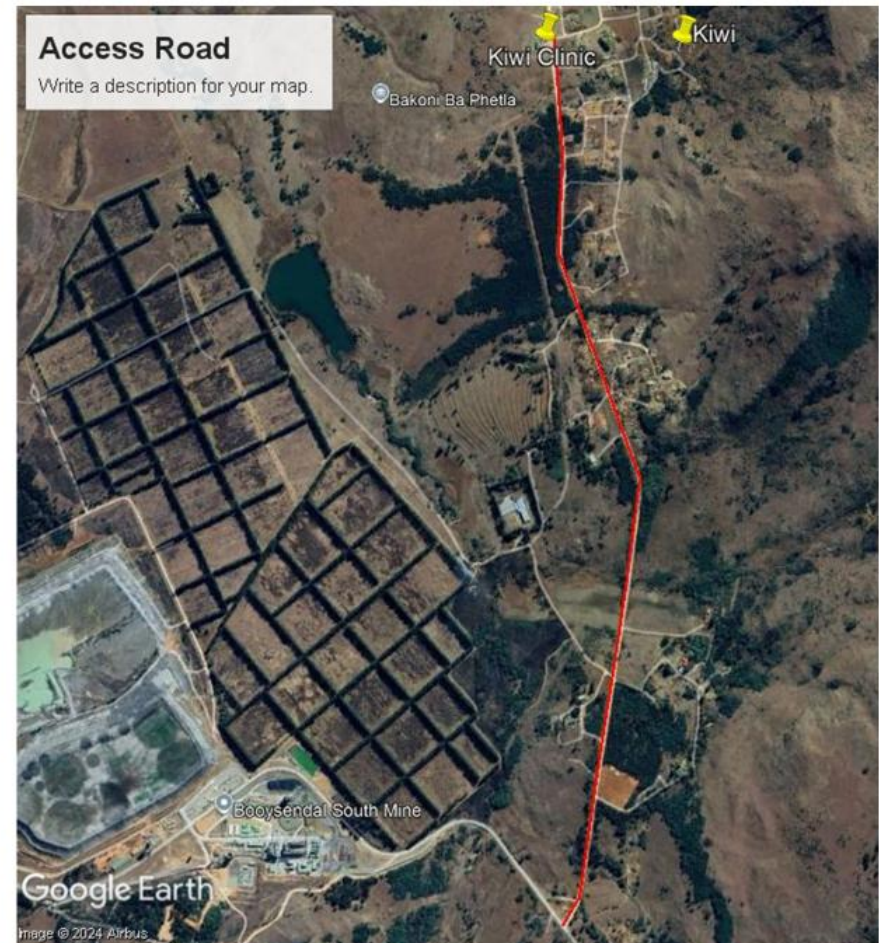
- Assistance requested from TCLM on sanitation
- Assist with sewer lines in town as well as mainline leading to WWTW
- Services study will inform what needs to be done



Annexure III (b)

ACCESS ROAD TO KIWI CLINIC

- Booyssendal, in conjunction with the NBCT, constructed a clinic at Kiwi
- The access road to the clinic is in very poor condition, especially during raining season
- 3 km of road is required, including storm water management system
- Budget – 3km @ R8m / km – R24m
- Permission from Public Works will be required to implement the project
- Possible PPP with Public Works
- Our employees from the areas uses the road
- Request donation from VR Cargo as this road is access to their truck stop



DRAAIKRAAL ACCESS BRIDGE

- The bridge is on Draaikraal Spruit which separates Draaikraal and Dithabeng
- Learners from Dithabeng use the bridge to get to the nearby primary school
- Residents have constructed a pedestrian bridge which is not safe for children.
- A 80m low water bridge will be constructed with pedestrian walkway.



DRAAIKRAAL ACCESS BRIDGE

Access bridge got damaged during heavy rains, limiting access to and from areas in Draaikraal



R577 ROAD REHABILITATION



Annexure IV

Support letter from Thaba Chweu Local Municipality