

TWO RIVERS
PLATINUM

MINERAL RESOURCES AND ENERGY
SOCIAL AND LABOUR PLAN
APPROVED

2024 -10- 3 1

LIMPOPO REGION

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SOCIAL AND LABOUR PLAN (SLP) III

SEPTEMBER 2024

PREPARED FOR

TWO RIVERS PLATINUM (PTY) LTD

LP 178 MR

PERIOD: 2023 -2027

ARM
African Rainbow Minerals

IMPLATS

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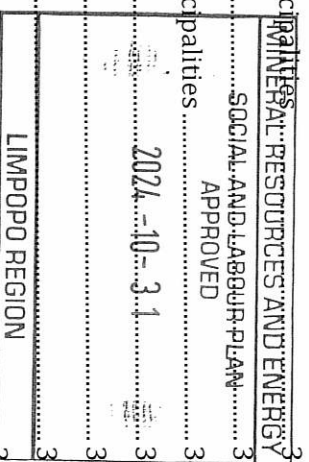
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| ○ A majority shareholding position, i.e. 50% plus one share. | 80 |
| ○ Joint ventures or partnerships i.e. minimum 35% equity share | 80 |
| ○ Broad based ownership i.e. HDSA dedicated mining unit trusts, or employee share, owner schemes..... | 80 |
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**PHILOSOPHY AND APPROACH OF TWO RIVERS PLATINUM
(PTY) LTD**

Two Rivers Platinum (Pty) Ltd's ("TRP") Social and Labour Plan ("SLP") is submitted as prescribed in the regulations of the Minerals and Petroleum Resources Development Act 28 of 2002. The SLP is intended to develop human potential and create opportunities for individuals to sustain themselves, their families and their communities throughout their working lives. The plan seeks to enhance development of portable skills that are recognized under the National Qualifications Framework. The objectives of the plan are as per section 41 of the regulations to:

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

This is TRP's 3rd SLP compliance document. It contains commitments pertaining to the programmes outlined within the SLP with regards to Human Resource Development, Local Economic Development and the Management of Downscaling and Retrenchment. It will be submitted to the Limpopo Regional Office of the Department of Mineral Resources and Energy.

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ABBREVIATIONS AND ACRONYMS

A

AET
Adult Education and Training,
11

B

BEE
Black Economic
Empowerment, 7, 56, 68

D

DMR&E
Department of Mineral
Resources and Energy, 8,
28
ETD
Education, Training and
Development, 25
ESD
Enterprise and
SupplierDevelopment 54

F

FET
Further Education and
Training, 20

G

GDP
Gross Domestic Product, 29

H

HDP
Historically Disadvantaged
Persons, 6, 7, 8, 10, 15, 35,
36, 69
HET
Higher Education and
Training, 20
HRD
Human Resource
Development, 10, 14, 15,
16, 22, 23, 33,

I

IEM
Integrated environmental
management, 43
IRS
Impala Refining Services, 5

L

LED
Local Economic Development,
77, 85

M

MPRDA
Mineral and Petroleum
Resources Development
Act, 28, 56, 60, 62, 63
MQA
Mining Qualifications
Authority, 12, 26
MWP
Mining Work Programme
(11)

N

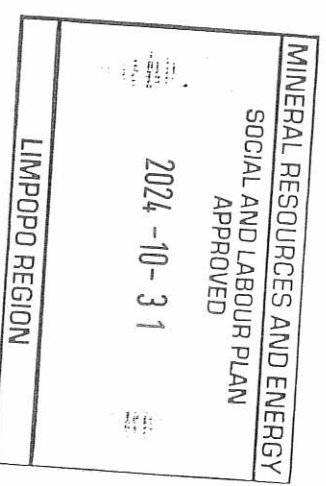
NQF
National Qualifications
Framework, 12, 21

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SEIA
Socio-Economic Impact
Assessment, 65
SETA
Sector Education and
Training Authority, 26
SLP
Social and Labour Plan, 28
SME
Small, Medium and Micro
Enterprise, 41

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INTRODUCTION

TRP's operation is situated on the southern part of the eastern limb of the Bushveld Igneous Complex in Limpopo, South Africa. In FY2021 the operation produced 400,754 ounces of platinum in concentrate. Two Rivers is a fully mechanized board and pillar mining method employed for the operation. The operation comprises of three on-reef decline shafts and a concentrator, and it is in a process of commissioning an additional concentrator. The operation is managed by ARM. TRP has a life-of-mine offtake agreement with Impala Refining Services ("IRS").

Two Rivers Platinum (Pty) Ltd (Two Rivers) is an ARM subsidiary with Impala Platinum Holdings Ltd (Implats). ARM Ltd owns 54% of Two Rivers and the remaining 46% is owned by Implats. ARM Ltd has an effective 47.64% ownership base of historically disadvantaged persons, which comprises of ARM1 owning 39.95%, Botho-Botho Commercial Enterprises owning 0.50% and the ARM Broad Based Empowerment Trust (ARM BBEE) owning 7.08% and Black ARM directors owning 0.11%.

TRP began development of the Mine in June 2005. The concentrator plant was commissioned early in FY2007 and in FY2008 the mine successfully made the transition from project to operation. UG2 Reef Measured and indicated Mineral Resources marginally increased by 2% to 100.55 million tonnes at 5.73 g/t (6E) mainly due to reduction in the geological loss factors that were applied.

In FY2021, platinum in concentrate production increased mainly due to the maiden declaration of the Merensky Probable Reserves of 49.62 million tonnes at 2.89 g/t (6E) after completion of a feasibility study on mining of the Merensky Reef. Platinum in concentrate production is forecast to decrease to 390,896 ounces by FY2023 before increasing again.

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PREAMBLE
REGULATION 46(A)

The 1st Social and Labour Plan (SLP) was successfully submitted to the Department of Minerals Resources ("DMR") by TRP for the conversion of the old order mining right into a new order mining right and it was successfully executed in March 2013. This SLP is TRP's 3rd submission since inception and it includes Tamboti SLP Commitments covering Buffelshoek and Kalkfontein communities. As with any changes in an operating mine, some of the actual employment numbers may have changed at implementation and so too can the scheduled dates.

TRP undertakes that this SLP will not be a static document, but rather a living one that evolves as the operation expands and encounters new opportunities and challenges within the region in which it intends to operate.

| | | |
|---|--|---|
| Name of Company | Two Rivers Platinum (Pty) Ltd | |
| Name of Mine | Two Rivers Platinum | MINERAL RESOURCES AND ENERGY SOCIAL AND LABOUR PLAN APPROVED |
| Company Physical Address | Dwarsrivier Farm 372 KT Steelpoort District, Limpopo | 2024 -10- 3 1 |
| Company Postal Address | PO Box 8168, Lydenburg, 1120 | |
| Telephone Number | +27 11 779 1232 | |
| Fax Number | +27 11 779 1043 | LIMPOPO REGION |
| Location of Mine | <u>Province</u> Limpopo | |
| | <u>Municipalities</u> District Municipality: Sekhukhune District Municipality Local Municipality: Fetakgomo Tubatse Local Municipality | |
| | <u>Land</u> Dwarsrivier Farm 372 KT | |
| Commodity | Platinum | |
| Life of Mine | 21 years | |
| Number of employees | 2 907 | |
| Breakdown of employees per labour sending area | The intention is to employ as many people from the host and local communities located within the Fetakgomo Tubatse Local Municipality and where necessary, from other communities beyond the vicinity of the mine. | |
| Financial year end | 30 June | |

LOCATION OF THE MINE

TRP is located in the Limpopo Province and falls within the municipal boundaries of the Fetakgomo Tubatse Local Municipality which is in the Sekhukhune District Municipality. TRP is situated on portions 4,5, 6 and 7 of the Dwaarsrivier Farm 372 KT, Kalkfontein Farm 367 KT, Buffelshoek 368 KT and a portion of Tweefontein Farm 360 KT approximately 25 kilometres South West from Steelport on the R577 road and 60 kilometres from Lydenburg.

TRP's core or host communities are Buffelshoek, Kalkfontein/Masha Makopole, Richmond / Ga Mawela, Shagga, Belvedere Farm 361KT, Steelport Park Portion 1 and 2 (Kutullo) as well as Ngwaabe Villages, namely: Ga-Malekane (including Mooimessiesfontein and Tsakane) Ga-Masha Phatane, Ga-Masha Nkotwane, Ga-Masha-Ntuke, Ga-Rantho, Ga-Maphopha, Ga Makua, Ga-Maepa, Ga-Ratau, Ga-Mogolego (Ma-Seven), and the following communities as its labour sending areas - Ga Phashe, Ga-Mampuru, De Hoop and Phenyau and communities within Lydenburg/Mashishing.

DEMOGRAPHICS OF THE TRP MINE 2024 -10- 3 1

| |
|---|
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| LIMPOPO REGION |

Mine Labour

Mine labour in this context is defined as those employees who will be employed directly by TRP and its contractors. Within this SLP, labour falls into one of three categories: local employees, migrant workers or transitional workers.

A local employee is one who originates from the mine community and commutes from home to work on a daily basis. On the other hand, migrant workers are recruited from a rural labour sending area and only come to the mine for purposes of employment. These migrant workers return to their rural homes and families for over weekends and month end, during annual leave or on termination of their employment with the mine.

Transitional workers bridge the definition by falling into both categories. Generally, they are migrant workers, particularly those that have a long service history with the mine and have become involved in relationships with local people and established (second) families locally. These employees are effectively semi-permanent local residents but continue to maintain and support other (first) families in their place of origin. As this type of worker is likely to comprise a fair proportion of the workforce, their particular dependence profile is important in the context of the SLP.

UNDERTAKING TO COMPLY WITH GOVERNMENT MIGRANT LABOUR PROVISIONS

TRP will comply with the government and industry agreements to ensure non-discrimination against foreign migrant labour.

Migrant Labour

These are the employees who originate from areas other than from the surrounding communities and only come to this region for the purpose of employment.

There are three types of migrant labour:

- In provincial migrant workers: those workers who come from areas within the mine's host province but outside the local and district municipality;
- Inter-provincial migrant workers: those migrant workers who come from other provinces in South Africa

FOREIGN MIGRANT WORKERS: THOSE WORKERS WHO COME FROM NEIGHBOURING COUNTRIES AS DEFINED IN THE ACT

Significant Labour Sending Areas

As defined by the Mining Charter this refers to areas from where a significant number of mineworkers are or have been recruited. In the case of rural labour sending areas, those communities from which more than 10% of the mine's workforce is sourced.

The table below indicates the total labour summarised in terms of the labour sending areas as defined above.

Table 1: Labour Sending Areas - Totals as end of June 2022

| TRP Total Labour Complement | | |
|-----------------------------|-----------------|-------------|
| Labour Sending Areas | Total June 2016 | % of Total |
| Locals | 1192 | 49.64 |
| Migrant - Regional | 432 | 18 |
| Migrant - Provincial | 187 | 7.9 |
| Migrant – National | | |
| Migrant – Foreigner | | |
| Total | 2401 | 100% |

Since both the mining and processing plant operations already exist, some of these workers will be employed by service providers / contractors of the mine.

- Recruitment of Locals

As part of TRP's Recruitment Policy, TRP and its contractors are committed to recruit and employ where possible, job seekers from the local communities.

The source of TRP employees is the internal database that was initially established in conjunction with the Department of Labour and has since been updated with the Two Rivers Community Forum (TRCF) representatives' database, which covers mainly the identified TRP core or host communities. Only in the event that the database has been exhausted or no suitable candidates with the required skills are found will the labour be sourced from elsewhere. TRP's community AET funded facilities are also used to update our recruitment pool. The incorporation of the Merensky Project into the existing TRP infrastructure will boost the recruitment opportunities for local labour an extend the life of mine.

HUMAN RESOURCE DEVELOPMENT PROGRAMME REGULATION 46(B)

INTRODUCTION

This section addresses the requirements for the mining right. They are in turn informed by the Broad Based Socio-Economic Empowerment Charter for the Mining Industry (The Mining Charter). Of particular importance is the need to develop and transform the South African mining industry with specific requirements being to fast-track the development of Historically Disadvantaged South Africans (HDSAs).

In terms of the Mining Charter, provisions must be made within the SLP for this group to be empowered to participate more fully at higher levels within the industry. These provisions are reflected in Regulation 46(b), which deals with Human Resource Development (HRD) for the workforce.

KEY OUTCOMES

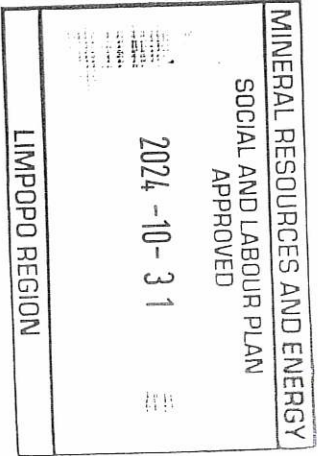
This programme intends to facilitate the achievement of four key outcomes:

1. To provide skills training opportunities to mine workers during their employment in order to improve their income earning capacity ;
2. To promote employment and skills development in the local communities and major labour sending areas;
3. To ensure substantially higher levels of inclusiveness and advancement of HDSAs¹, including women, in the mining industry;
4. To contribute to the development of a pool of skilled South African workers in support of National Economic and Skills Development strategies.

PROGRESS

A crucial point to note is that no facet of the programme will be initiated in isolation. All manpower planning and skills development initiatives will be aligned to the company's strategic business direction. The Mine's operational requirements, stemming from the revised Mining Work Programme ("MWP"), will form the basis for establishing the organisation's skill development priorities. These priorities will include the following plans for implementation:

- Adult Education and Training (AET);
- Learnerships;
- Core Skills Development Training (relevant to the core business functions);
- Portable Skills Training (promoting employment beyond mine closure);
- Internships and Bursaries;
- Career Progression and Mentorship Programmes;
- Mine's plan to achieve a minimum of 10% women participation in mining and a minimum of 50% HDSA participation in management within 5 years



TWO RIVERS BUSINESS PLAN 2023 : LABOUR PLAN

LABOUR COMPLEMENTS - SUMMARY

| Section | Steady state | | | | | 2022 Current June | Var |
|---|--------------|------------|------------|------------|------------|-------------------------|------|
| | Y1 2023 | Y2 2024 | Y3 2025 | Y4 2026 | Y5 2027 | | |
| TOTAL MINE (incl Contractors) | 5 623 | 5 069 | 4 923 | 4 997 | 4 997 | 4 635 | -362 |
| TWO RIVERS PLATINUM (incl SLP) | 3 102 | 3 606 | 3 810 | 3 884 | 3 884 | 3 011 | -873 |
| TWO RIVERS PLATINUM | 2 900 | 3 404 | 3 608 | 3 682 | 3 682 | 2 911 | -771 |
| Main Decline Mining | 440 | 902 | 1 164 | 1 238 | 1 238 | 705 | -62 |
| 725 | 767 | 767 | 767 | 767 | 767 | | |
| Main Decline CAPEX | 132 | 132 | 75 | 75 | 75 | 75 | - |
| Engineering MD (incl Surface and Planning) | 437 | 447 | 443 | 443 | 443 | 421 | -22 |
| Engineering ND | 233 | 233 | 233 | 233 | 233 | 207 | -26 |
| Plant | 159 | 159 | 159 | 159 | 159 | 157 | -2 |
| Chrome Plant | 48 | 48 | 48 | 48 | 48 | 48 | - |
| TT Plant | 6 | 6 | 6 | 6 | 6 | 6 | - |
| PLANT CAPEX | - | - | - | - | - | - | - |
| Technical Services | 76 | 76 | 76 | 76 | 76 | 77 | 1 |
| MRM | 63 | 63 | 63 | 63 | 63 | 64 | 1 |
| Ventilation & Occupational Hygiene | 13 | 13 | 13 | 13 | 13 | 13 | - |
| SHEQ (incl Environmental) | 30 | 29 | 29 | 29 | 29 | 29 | - |
| Environmental | 4 | 4 | 4 | 4 | 4 | 4 | - |
| Finance & Admin (incl IT, Security & Payroll) | 106 | 106 | 106 | 106 | 106 | 102 | -4 |
| Human Resources | 55 | 55 | 57 | 57 | 57 | 56 | -1 |
| Transformation | 6 | 6 | 5 | 5 | 5 | 3 | -2 |
| Training | 29 | 29 | 29 | 29 | 29 | 30 | 1 |
| North decline Mining | 411 | 402 | 402 | 402 | 402 | 348 | -54 |
| North Decline CAPEX | 7 | 7 | 9 | 9 | 9 | 61 | 52 |
| Merensky (Project/Opex) | 440 | 797 | 1 059 | 1 133 | 1 133 | 586 | -547 |
| Merensky (Deepening) | - | 105 | 105 | 105 | 105 | | |
| OUTSOURCED | 2 521 | 1 463 | 1 113 | 1 113 | 1 113 | 1 624 | 511 |
| SMME's | 267 | 267 | 267 | 267 | 267 | 267 | - |
| In Service Contractors | 435 | 435 | 435 | 435 | 435 | 407 | -28 |
| Temporary Contractors | 182 | 171 | 171 | 171 | 171 | 182 | 11 |
| Labour Hire Contractors | - | - | - | - | - | - | - |
| Capital Construction | 1 637 | 590 | 240 | 240 | 240 | 768 | 528 |
| Merensky contractors | 1 340 | 322 | 5 | 5 | 5 | 500 | 495 |
| SLP | 202 | 202 | 202 | 202 | 202 | 100 | -102 |

MINERAL RESOURCES AND ENERGY
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| APPROVED | |
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OUTSOURCING

SKILLS DEVELOPMENT PLAN
REGULATION 46(B) (1)

STRATEGY AND OBJECTIVES

Using the Workplace Skills Plan (“WSP”), TRP’s Skills Development Plan covers a continuum from literacy programmes to post graduate education. The programmes are consistent with the National Qualifications Framework (“NQF”) and the Mining Qualifications Authority (“MQA”). These plans will address the current skills and competency gaps within the organisation and provide for training needs of HDSAs, the fast-tracking of individuals within the talent pool and the various career-pathing and mentoring programmes.

- Confirmation of the SETA – Mining Qualifications Authority (“MQA”)
- Skills Development Officer – **Harold Mahlangu**
- SETA registration number – **24240**.
- TRP’s SETA number – **L580760645**

In essence, the skills development plan is the foundation out of which all the education, training and development programmes flow. These programmes specifically include:

- The opportunity for every employee to become functionally literate and numerate, which is described as having a minimum qualification of Adult Education and Training (“AET”) level 4;
- Learnerships and vocational development programmes;
- Development of portable skills and life skills training.

SKILLS IN LOCAL AREA

As noted in the Mining Charter, the South African labour market does not produce sufficient skills required by the mining sector. This is likewise a reflection of the available skills in the local² area where TRP intends to operate.

OVERALL SKILLS DEVELOPMENT TARGETS

TABLE 2: PLANNED SKILLS DEVELOPMENT TARGETS

| Category | 2023 | 2024 | 2025 | 2026 | 2027 | TOTAL |
|----------------------|---------------------|------------|------------|------------|------------|-------------|
| Bursaries (External) | Continuing | 3 | 6 | 8 | 6 | 6 |
| | New | 5 | 2 | 0 | 2 | 2 |
| | Total | 8 | 8 | 8 | 8 | 8 |
| Bursaries (Internal) | Continuing | 2 | 2 | 2 | 0 | 2 |
| | New | 0 | 0 | 0 | 2 | 0 |
| | Total | 2 | 2 | 2 | 2 | 2 |
| Bursaries | Continuing | 5 | 8 | 10 | 6 | 8 |
| | New | 5 | 2 | 0 | 4 | 2 |
| | Total | 10 | 10 | 10 | 10 | 10 |
| Grand Total | Financial provision | R2 725 745 | R2 916 546 | R3 120 705 | R3 339 155 | R3 201 778 |
| | | | | | | R15 303 930 |

| Category | 2023 | 2024 | 2025 | 2026 | 2027 | TOTAL |
|---------------------------|---------------------|------------|------------|------------|------------|-------------|
| Internships/ Graduates | Continuing | 4 | 8 | 14 | 11 | 8 |
| | New | 3 | 6 | 0 | 3 | 6 |
| | Total | 7 | 14 | 14 | 14 | 14 |
| | Financial provision | R3 196 202 | R3 419 936 | R3 659 331 | R3 915 484 | R4 189 568 |
| | | | | | | R18 380 522 |

| Category | 2023 | 2024 | 2025 | 2026 | 2027 | TOTAL |
|--------------------------------|--------------------------------------|------------|------------|------------|------------|-------------|
| AET Level 1 (Community) | Continuing | 0 | 0 | 0 | 0 | 0 |
| | New | 10 | 15 | 10 | 15 | 10 |
| | Total | 10 | 15 | 10 | 15 | 10 |
| | | | | | | |
| Category | 2023 | 2024 | 2025 | 2026 | 2027 | TOTAL |
| AET Level 2 (Community) | Continuing | 32 | 27 | 32 | 27 | 32 |
| | New | 0 | 0 | 0 | 0 | 0 |
| | Total | 32 | 27 | 32 | 27 | 32 |
| | | | | | | |
| Category | 2023 | 2024 | 2025 | 2026 | 2027 | TOTAL |
| AET Level 3 (Own Employees) | Continuing | 3 | 3 | 3 | 3 | 3 |
| | New | 0 | 0 | 0 | 0 | 0 |
| | Total | 3 | 3 | 3 | 3 | 3 |
| | | | | | | |
| AET Total | MINERAL RESOURCES APPROPRIATION PLAN | | | | | |
| | Continuing | 35 | 30 | 35 | 30 | 35 |
| | New | 10 | 15 | 10 | 15 | 10 |
| | Grand Total | 45 | 45 | 45 | 45 | 45 |
| | Financial provision | R2 898 012 | R3 100 873 | R3 410 960 | R3 649 727 | R3 905 208 |
| | | | | | | R16 964 781 |

| Category | 2023 | 2024 | 2025 | 2026 | 2027 | TOTAL |
|------------------------------------|---------------------|------------|------------|------------|------------|-------------|
| Portable Skills (Own Employees) | Continuing | 0 | 0 | 0 | 0 | 0 |
| | New | 0 | 50 | 0 | 0 | 0 |
| | Total | 0 | 50 | 0 | 0 | 0 |
| | Financial provision | R0 | R605 823 | R0 | R0 | R605 823 |
| | | | | | | |
| Category | 2023 | 2024 | 2025 | 2026 | 2027 | TOTAL |
| Portable Skills (Community) | Continuing | 0 | 0 | 0 | 0 | 0 |
| | New | 195 | 145 | 195 | 195 | 195 |
| | Total | 195 | 145 | 195 | 195 | 195 |
| | Financial provision | R2 362 711 | R1 756 888 | R3 233 431 | R3 459 762 | R3 701 945 |
| | | | | | | R14 514 737 |

| Category | 2023 | 2024 | 2025 | 2026 | 2027 | TOTAL |
|---------------------|---------------------|------------|------------|-------------|-------------|-------------|
| Learnerships (18.1) | Continuing | 8 | 8 | 5 | 4 | 5 |
| | New | 4 | 0 | 4 | 5 | 2 |
| | Total | 12 | 8 | 9 | 9 | 7 |
| | Financial provision | R4 046 816 | R4 979 963 | R7 552 561 | R7 557 682 | R7 557 682 |
| | | R348 863 | R622 495 | R820 931 | R821 487 | R1 111 424 |
| | | | | | | R31 694 704 |
| Category | 2023 | 2024 | 2025 | 2026 | 2027 | TOTAL |
| Learnerships (18.2) | Continuing | 12 | 12 | 8 | 6 | 8 |
| | New | 5 | 0 | 6 | 8 | 2 |
| | Total | 17 | 12 | 14 | 14 | 10 |
| | Financial provision | R6 070 225 | R7 469 945 | R11 328 841 | R11 336 523 | R11 336 523 |
| | | | | | | R47 542 056 |

NOTE 1 – The numbers are based on the 2011 Stats SA literacy levels in the area and will therefore be dependent on the revised stats, the uptake and the awareness programmes to be employed.

OVERALL AET TARGETS AND ACHIEVEMENT

AET will be a critical element of the ETD³ programme at TRP considering the availability of functionally literate and numerate individuals in the region. In the framework of career progression, the company deems AET to play a fundamental role in building the foundation for employee career paths.

Aligned to company strategy, TRP intends to have a literate workforce by 2024-10³ and will be achieved by employing the projected targets above.

NOTE 2 -

THESE FIGURES WILL BE AFFECTED BY (1) ANNUAL LABOUR TURNOVER, (2) THE RECRUITMENT OF LITERATE EMPLOYEES, AND (3) THE SUCCESS RATE OF INDIVIDUALS ON THE COMPANY'S ABET PROGRAMME

In addition to TRP's endeavours to produce a literate workforce, the company engages with contractors to provide for the educational needs of their own employees who do not meet the literacy criteria.

In consultation with labour, TRP undertakes to offer "every employee the opportunity to become functionally literate and numerate" in accordance with the objectives of the SA Mining Charter.

LEARNERSHIPS

Learnerships are viewed as an important component of TRP's skills development in that the employee will be placed on a dedicated development program on a full time basis in order to obtain a nationally recognised qualification which may be funded from grants obtained by the relevant SETA:

- All learnerships at TRP will have a structured learning and institutional learning component.
- All learnerships will have a practical work component of a specific nature and duration.
- The learnerships at TRP will lead to a qualification registered on the National Qualifications Framework.
- The offered learnerships will lead to an occupation.
- Only learnerships that are recognised and registered by the Mining Qualifications Authority ("MQA") will be offered to TRP employees.

REFER TO **TABLE 3** BELOW FOR TOTAL LEARNERSHIPS PER TRADE (NUMBERS AND BUDET).

| Trade | Type | 2023 | 2024 | 2025 | 2026 | 2027 | TOTAL |
|-----------------|---------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Diesel Mechanic | New | 2 | 0 | 2 | 0 | 0 | |
| | Continuing | 6 | 6 | 2 | 5 | 4 | |
| Electrician | New | 4 | 0 | 0 | 0 | 0 | |
| | Continuing | 2 | 4 | 3 | 4 | 4 | |
| Fitter | New | 1 | 0 | 1 | 0 | 2 | |
| | Continuing | 2 | 3 | 2 | 2 | 0 | |
| Boilermaker | New | 0 | 0 | 1 | 0 | 0 | |
| | Continuing | 2 | 2 | 1 | 2 | 1 | |
| Plumbing | New | 0 | 0 | 0 | 4 | 0 | |
| | Continuing | 5 | 5 | 5 | 0 | 4 | |
| Mining | New | 2 | 0 | 6 | 6 | 2 | |
| | Continuing | 3 | 0 | 0 | 0 | 0 | |
| Grand Total | | 29 | 20 | 23 | 23 | 17 | |
| Grand Total | Financial provision | R10 117 041 | R12 449 908 | R18 881 402 | R18 894 205 | R18 894 205 | R79 236 761 |

PORTABLE SKILLS PROGRAMME

The mine has the desire to minimise the impact of job losses in instances of downscaling and/or retrenchment or when the life of mine expires and therefore will ensure that the skills programmes offered at the mine provide practical training opportunities that increase employees' chances of labour mobility. TRP will identify portable skills training opportunities to all employees who are considered vulnerable during downscaling and/or retrenchment.

The purpose of this section is to outline a strategy for TRP to embark on portable skills development for its employees. Re-skilling is considered a separate undertaking to the career advancement actions to be taken by the mine for its staff during the course of mine life.

Re-skilling, in this context, involves the further improved or advanced education and training of individuals already in possession of a certain skill(s), and/or the introduction of new training and development initiatives for workers that were not previously exposed to certain types of work. The purpose of re-skilling is to provide an opportunity for the ex-miner to secure further employment after mine closure. The commitment to re-skill workers must be implemented after assessing the market employment needs, the employee's needs and the employee's willingness to learn.

As can be noted in the above table, many of the skills programmes that will be made available to employees will be transferable to other mining operations and life outside the mining industry. At the same time, these programmes are geared at meeting the core competencies required for their positions at the mine. Therefore, the following table presents an overview of the skills that will receive particular emphasis in the programme geared at imparting portable skills to vulnerable staff at the proposed mine.

The following portable skills have been identified as possible options for inclusion in the company's Skills Development Plan:

| Basic Life Skills | Basic Artisanal Skills | Basic Entrepreneurship Skills | Other |
|---|---|--|--|
| <ul style="list-style-type: none"> • First Aid • Health and Safety • Fire Fighting • Principles of Personal Finance • Retirement Planning and Financial Management • HIV/AIDS Awareness | <ul style="list-style-type: none"> • Basic Welding • Basic Electricity • Basic Boiler-Making • Basic Fitting • Basic Bricklaying | <ul style="list-style-type: none"> • Farming Entrepreneurship • Construction Entrepreneurship • Franchising Entrepreneurship • Transport Entrepreneurship • Basic Principles of Finance | <ul style="list-style-type: none"> • Self-employment • Leadership Programmes • Computer Skills • Further Studies |

MINERAL RESOURCES AND ENERGY

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CORE SKILLS TRAINING

It has been planned that employees will embark upon skills programmes arising out of career progression planning and the mine's mentorship programme. These programmes will be specifically geared at enhancing an employee's internal mobility opportunities. This refers to the Workplace Skills Plan ("WSP") submitted

annually. The purpose of “**WSP**” is to outline how organisations will address their training and skills development requirements. WSP supports employers in the recognition and implementation of various skills development programmes such as learnerships and internships to deal with skills gaps within a company. This is TRP’s articulated training plan for the period in question.

Relevant skills programmes that may arise out of career progression and mentorship planning will be elaborated upon in the mine’s workplace skills plan that will be submitted to the MQA each year as well as in the annual SLP updates to the Department of Mineral Resources and Energy (DMRE).

COMMITMENT TO COMPLY WITH SKILLS DEVELOPMENT LEGISLATION

The mine’s commitment to complying with the applicable skills development legislation is detailed in the following table.

Levies and Grants

- The mine is committed to paying 1% of its total payroll as a skills development levy after the end of each month in terms of the Skills Development Levies Act of 1999. This levy will be allocated to the relevant Sector Education and Training Authority (SETA). The mine will also apply to the SETA for applicable grants in terms of the Skills Development Act 97 of 1998 and its regulations.

Workplace Skills Plans & Annual Training Reports

- In adhering to the Skills Development Act, the mine commits to submitting WSP in the format required, set by the MQA, by no later than 30 June of each year. This plan will report on the main skills development initiatives planned for the following year. The required Annual Training Report (ATR) (reporting on the training initiatives carried out by the mine) will also be submitted by no later than 30 June of each year.

Supporting Forms

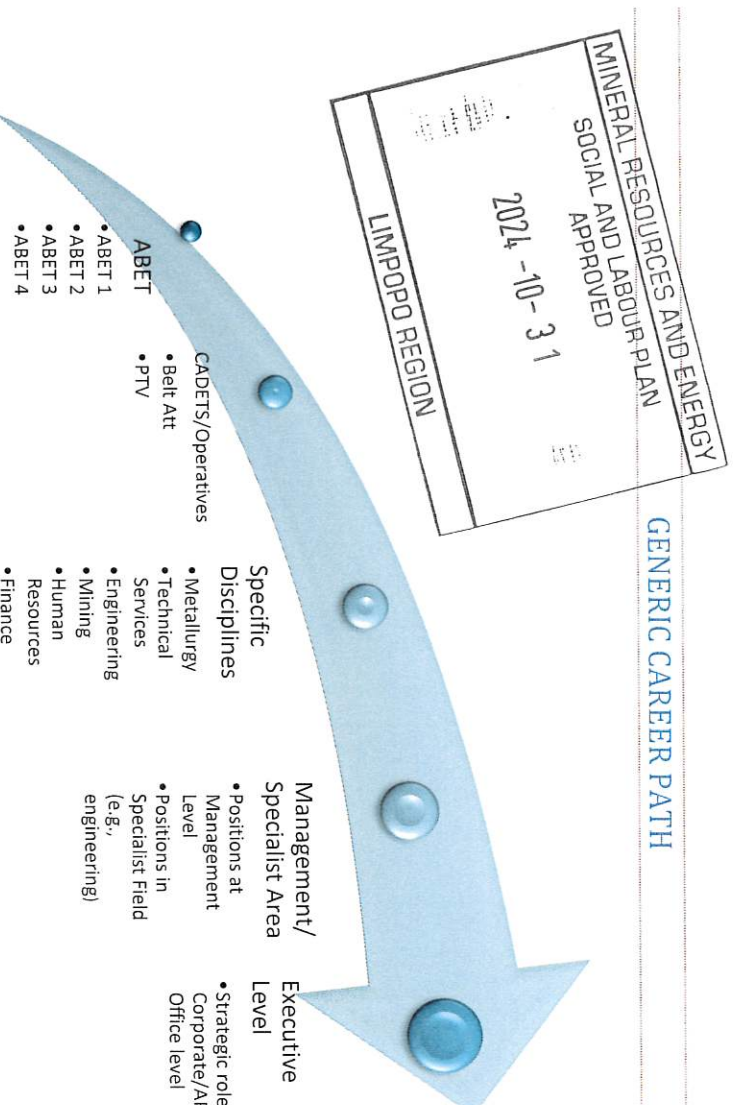
- As this is an existing mine, the mine will continue to comply and annually submit forms relevant to the Skills Development Plan legislation (Form Q).

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CAREER PATH PLAN REGULATION 46(B) (II)

Building and retaining a pool of talented future leaders and professionals is a key priority for TRP. It is for this reason that a carefully designed career progression plan, aligned to company strategy and industry needs, be embarked upon.

Key principles of the career management programme to be embarked upon by TRP are outlined below:



Indicated below are the ²⁰²⁴⁻¹⁰⁻³¹ climatic career paths for the various departments at TRP⁴:

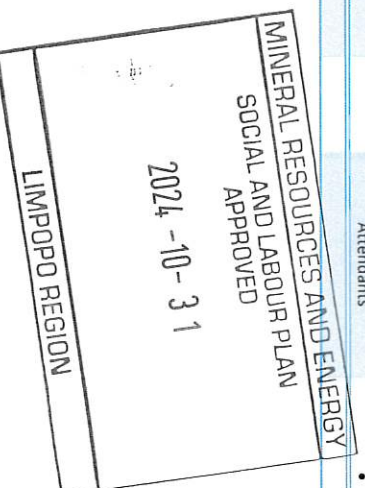
| LIMPOPO REGION | | Requirements | |
|---------------------------------|-----------------------------|--|--|
| Occupation Level | Position | | |
| Senior Management (EL Band) | Metallurgical Leader | <ul style="list-style-type: none"> • Relevant Degree or National Higher Diploma • Qualified Metallurgist • Legal Appointment | |
| | | | |
| Middle Management (DL Band) | Superintendent: Metallurgy | <ul style="list-style-type: none"> • National Diploma in Mineral Processing (NQF Level 6) or degree in Metallurgy | |
| | | | |
| Metallurgical Department | | | |
| Occupation Level | Position | Requirements | |
| Senior Management (EL Band) | Technical Services Leader | <ul style="list-style-type: none"> • Relevant Degree or National Higher Diploma. | |
| | | | |
| Middle Management (DU Band) | Chief Geologists | <ul style="list-style-type: none"> • Relevant Degree or National Diploma | |
| | | | |
| Middle Management (DL Band) | Senior Geologists | <ul style="list-style-type: none"> • Relevant Degree or National Diploma • Ore Body Modeller | |
| | | | |
| Supervisory & Skilled (CU Band) | Geologists | <ul style="list-style-type: none"> • National Diploma or Relevant Degree | |
| | | | |
| Supervisory & Skilled (CL Band) | Learner Geologists | <ul style="list-style-type: none"> • National Diploma or Relevant Degree | |
| | | | |
| Supervisory & Skilled (CL Band) | Senior Sampler | <ul style="list-style-type: none"> • Sampler & Valuator Certificate | |
| | | | |
| Semi-skilled (B Band) | Sampler | <ul style="list-style-type: none"> • Elementary Sampling Certificate | |
| | | | |
| Unskilled (A Band) | Learner Sampler | <ul style="list-style-type: none"> • Grade 10 or ABET Level 4 | |
| | | | |
| Technical Services Department | | | |
| Occupation Level | Position | Requirements | |
| Senior Management (EL Band) | Engineering Leader | <ul style="list-style-type: none"> • Relevant Degree or National Higher Diploma. • Government Certificate of Competency • Legal Appointment | |
| | | | |
| Middle Management (DU Band) | Superintendent: Engineering | <ul style="list-style-type: none"> • Relevant Degree or National Diploma. • Government Certificate of Competency | |
| | | | |
| Supervisory & Skilled (CU Band) | Foreman | <ul style="list-style-type: none"> • N4 – N6 qualification • 4 Years' experience as an artisan | |
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| Engineering Department | | | |

⁴ Source: TRP Survey 2010

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| Occupation Level | Position | Requirements |
|------------------------------------|---------------------------------|--|
| Senior Management (EL Band) | Mining leader | <ul style="list-style-type: none"> • Relevant Degree or National Higher Diploma. • Mine Manager's Certificate of Competency • National Certificate in Rock Breaking |
| | ↓ | |
| Middle Management (DU Band) | Section Manager | <ul style="list-style-type: none"> • Relevant Degree or National Higher Diploma • Mine Overseer Certificate • National Certificate in Rock Breaking |
| | ↓ | |
| Middle Management (DL Band) | Mine Overseer | <ul style="list-style-type: none"> • Mine Overseer Certificate • National Certificate in Rock Breaking • Competent A & B Certificate |
| | ↓ | |
| Supervisory & Skilled (CU Band) | Shift Boss | <ul style="list-style-type: none"> • Grade 12 or equivalent • National Certificate in Rock Breaking • Competent A & B Certificate |
| | ↓ | |
| Supervisory & Skilled (CL Band) | Miner | <ul style="list-style-type: none"> • Grade 12 or equivalent • National Certificate in Rock Breaking • Competent A & B Certificate |
| | ↓ | |
| Semi-skilled (B Band) | Crew Captain & Operators | <ul style="list-style-type: none"> • ABET Level 4 or Grade 12 • Temporary National Certificate in Rock Breaking • Competent A & B certificate |
| | ↓ | |
| Unskilled (A Band) | Cadets, Assistants & Attendants | <ul style="list-style-type: none"> • ABET Level 4 or Grade 10 • Competent B certificate |

Mining Department



| Occupation Level | Position | Requirements |
|------------------------------------|--|--|
| Senior Management (EL Band) | Human Resources Leader | <ul style="list-style-type: none"> Relevant Degree or National Higher Diploma |
| Middle Management (DL Band) | Coordinator: Human Resources / Labour Relations / Payroll | <ul style="list-style-type: none"> Relevant Degree or National Higher Diploma |
| Supervisory & Skilled (CU Band) | Human Resources Officer | <ul style="list-style-type: none"> Relevant Degree or Diploma |
| Semi-skilled (B Band) | Human Resources Administrator / Clerks | <ul style="list-style-type: none"> Grade 12 or equivalent certificate |
| Middle Management (DL Band) | Coordinator: Training | <ul style="list-style-type: none"> Relevant Certificate Degree or Diploma |
| Supervisory & Skilled (CU Band) | Training Officer | <ul style="list-style-type: none"> Relevant Diploma Relevant Training Certificate |
| Supervisory & Skilled (CL Band) | Trainers | <ul style="list-style-type: none"> Grade 12 or equivalent certificate Training Certificate |
| Semi-skilled (B Band) | Assistants Trainer / Training Instructor | <ul style="list-style-type: none"> Grade 12 Training Certificate |
| Occupation Level | Position | Requirements |
| Senior Management (EL Band) | Financial leader | <ul style="list-style-type: none"> Relevant Degree or National Higher Diploma. |
| Middle Management (DU Band) | Accountant: Financial / Management | <ul style="list-style-type: none"> Relevant Degree or National Higher Diploma |
| Middle Management (DL Band) | Cost Accountant | <ul style="list-style-type: none"> Relevant Degree or Financial Diploma |
| Supervisory & Skilled (CL Band) | Assistant Accountant | <ul style="list-style-type: none"> Grade 12 or equivalent certificate |
| Semi-skilled (B Band) | Clerks / Receptionist / Personal Assistant | <ul style="list-style-type: none"> Grade 12 or equivalent certificate |
| Unskilled (A Band) | Assistants & Attendants | <ul style="list-style-type: none"> Grade 10 or ABET Level 4 |

MINERAL RESOURCES AND ENERGY
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STRATEGIC ACTION FOR IMPLEMENTING THE CAREER PROGRESSION PLAN (CPP)

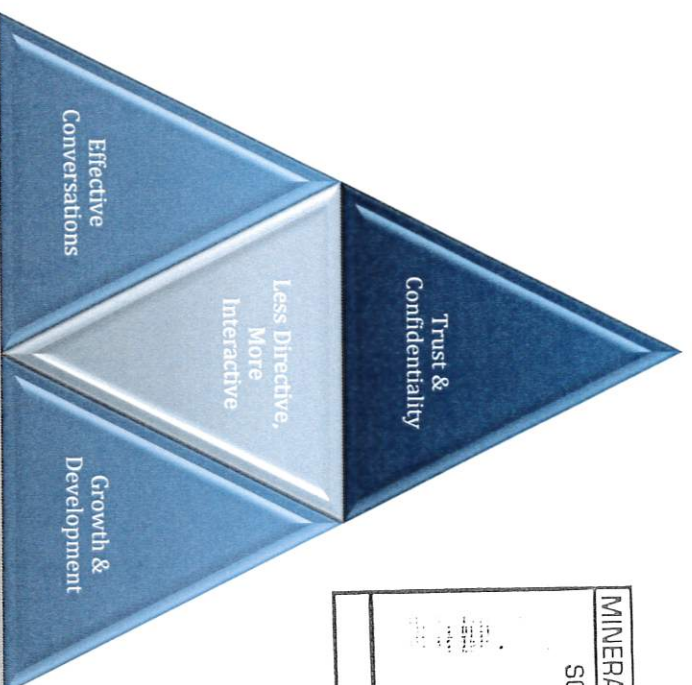
| Action | Envisaged Outcome(s) | Completion Date |
|---|---|-----------------|
| <ul style="list-style-type: none"> Evaluate skills audit results | <ul style="list-style-type: none"> Certificates submitted by employees recorded and results submitted to management. | July 2023 |
| <ul style="list-style-type: none"> Establish CPP and job requirements for all positions | <ul style="list-style-type: none"> CPP for each position established in relation to the entire department | October 2023 |
| <ul style="list-style-type: none"> Establish development methods for each CPP | <ul style="list-style-type: none"> Selected employees placed on learnerships, internship, bursary, etc. as method of development in accordance with organisational needs | October 2023 |
| <ul style="list-style-type: none"> Identify fast tracking positions and individuals to meet targets set for EE positions and women in mining positions | <ul style="list-style-type: none"> Individuals placed on fast tracking development programmes to meet the various targets set for EE and women in mining positions | Ongoing |
| <ul style="list-style-type: none"> Develop CPP documents and record keeping system | <ul style="list-style-type: none"> CPP documents & record keeping system that will be linked with each other | Ongoing |
| <ul style="list-style-type: none"> Train leaders & supervisors in handling CPP discussions and record keeping | <ul style="list-style-type: none"> Relevant leaders and supervisors equipped to conduct CPP discussions | November 2023 |
| <ul style="list-style-type: none"> Communicate CPP to staff through induction programmes | <ul style="list-style-type: none"> Staff informed of CPP | Ongoing |
| <ul style="list-style-type: none"> Commence with CPP | <ul style="list-style-type: none"> CPP sessions between the manager / supervisor and the individual | Ongoing |
| <ul style="list-style-type: none"> Monitor & report | <ul style="list-style-type: none"> Reports submitted to the HR Department on a regular basis to monitor progress of CPP | Ongoing |

MENTORSHIP PLAN REGULATION 46(B) (III)

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The role of “mentor” is one where an individual will use his or her own experience to guide and direct learners to meet the requirements of skilled and management positions. Mentors will be interested and willing to develop less experienced employees to broaden the latter’s contribution to the mine.

There are interlocking components to the mine’s Mentorship Plan that are considered crucial to the success of the programme.



The illustration above indicates that:

- Both mentor and mentee take active roles in the mentorship process;
- A mentor needs to develop a relationship of trust and confidentiality with the mentee;
- Mentees need to know and feel that they are able to express their thoughts in a secure environment;
- A successful mentor has the ability to hold an effective conversation and therefore possesses excellent listening, speaking and questioning skills;
- The less directive the mentoring approach is, the more the mentee will grow and develop.

At TRP, implementation of a mentorship programme will be guided by the following principles:

- Mentors will be selected based on their experience and interest in developing employees; they will pass their experience on to less experienced individuals;
- It will be focused on developing competencies that meet current needs but also future requirements;
- It will contribute to supporting employees in their own development and lead them to a realisation and achievement of their potential;
- It will lead to improving competencies and performance as employees and or learners grow into new roles.

STRATEGIC ACTION PLAN FOR MENTORSHIP

TRP does not experience high turnover on the Senior Management level in the organization and 71% of the current management team has more than 5 years' service with the mine. The recruitment strategy will be aligned to ensure compliance to the targets. Critical positions left vacant through natural attrition will in terms of the mine's recruitment plan, be filled with Employment Equity candidates.

Succession Plans have been finalised to also look at promotion from within should vacancies arises. This will however be dependent on the progress of the individual's development as well as his/her readiness for promotion.

MENTORSHIP OF EMPOWERMENT GROUPS

TRP has exceeded its target of 11% women participating in Mining Occupations and furthermore intends to increase it to over 20% in the next five years. The following initiatives were successfully implemented:

- A sexual harassment policy and a pregnancy policy are in place to protect the rights of women employed by TRP.
- Separate change house facilities and other facilities are available both on surface and underground.
- Additional to traditional stakeholder forums within the company, a Women in Mining forum has been established. This forum is dedicated to deliberations on issues, challenges and concerns facing women in the workplace.
- Women also have a representative, who carries mandates from the above mentioned forum to the Employment Equity forum.
- Various Women in Mining initiatives were implemented to create awareness of women specific issues i.e. wellness days

TRP is committed to develop a pipeline to deliver appropriately skilled females for promotion in higher level positions. Women will be selected for accelerated development programmes. To this end, the ARM Leadership Development programmes, namely Future Leaders Development (FLD) Programme as well as the Women in Leadership (WIL) Development Programme are being effectively leveraged.

The operation plan to increase its women in mining positions from over the next 5 years and we commit to improve on this achievement by further developing these pool for senior positions within the organization.

INTERNSHIP AND BURSARY PLAN
REGULATION 46(B) (IV)

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TRP recognises that the implementation of an Internship and Bursary Plan will aid the mine's endeavour to achieve key competencies and skills required for the success of the operation

Bursary plans comprises of two key elements namely, provision of financial assistance to students to pay for study related costs and offering them the opportunity to gain work experience in their field of study during vacation periods:

| | |
|--------------------|--|
| Bursaries | <ul style="list-style-type: none">•TRP will provide study assistance to employees in terms of the Study Assistance Policy•TRP will also provide bursaries to needy and deserving students from the region, with preference to local and core communities. |
| Communication Plan | <ul style="list-style-type: none">•Potential successors for management positions can be identified, in line with the Career Progression Plan•This programme can assist in closing the skills gap in cases of hard-to-fill vacancies |
| Internships | <ul style="list-style-type: none">• Work-related experience, specifically through internships, will prepare learners for the world of work• Learning opportunities can be made available to previously disadvantaged individuals via these initiatives, including selected graduates. |

STRATEGIC ACTION PLAN FOR INTERNSHIPS AND BURSARIES

The bursary programme at TRP will be offered to school leavers interested in mining-related disciplines such as:

- Technical Services;
- Mining Engineering;
- Metallurgy;
- Mechanical Engineering;
- Electrical Engineering;
- Mine Surveying.

Graduates will generally be offered employment at TRP, depending on the need (or vacancy) in the relevant field.

The internship programme will serve the purpose of bridging the gap between academic theory and the practical demands of the work environment. Upon completion of their theoretical training, graduates of mining-related degrees will be granted the opportunity to embark upon the internship programme at TRP.

TABLE 4 ESTIMATED INTERNSHIP AND BURSARY TARGETS

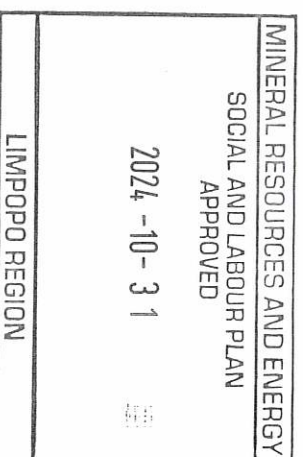
| Category | 2023 | 2024 | 2025 | 2026 | 2027 | TOTAL |
|-----------------------|---------------------|------------|------------|------------|------------|-------------|
| Bursaries (External) | Continuing | 3 | 6 | 8 | 6 | 6 |
| | New | 5 | 2 | 0 | 2 | 2 |
| | Total | 8 | 8 | 8 | 8 | 8 |
| Bursaries (Internal) | Continuing | 2 | 2 | 2 | 0 | 2 |
| | New | 0 | 0 | 0 | 2 | 0 |
| | Total | 2 | 2 | 2 | 2 | 2 |
| Bursaries Grand Total | Continuing | 5 | 8 | 10 | 6 | 8 |
| | New | 5 | 2 | 0 | 4 | 2 |
| | Total | 10 | 10 | 10 | 10 | 10 |
| | Financial provision | R2 725 745 | R2 916 546 | R3 120 705 | R3 339 155 | R3 201 778 |
| | | | | | | R15 303 930 |

| Category | 2023 | 2024 | 2025 | 2026 | 2027 | TOTAL |
|------------------------|---------------------|------------|------------|------------|------------|-------------|
| Internships/ Graduates | Continuing | 4 | 8 | 14 | 11 | 8 |
| | New | 3 | 6 | 0 | 3 | 6 |
| | Total | 7 | 14 | 14 | 14 | 14 |
| | Financial provision | R3 196 202 | R3 419 936 | R3 659 331 | R3 915 484 | R4 189 568 |
| | | | | | | R18 380 522 |

EMPLOYMENT EQUITY PLAN REGULATION 46(B) (V)

TRP has a culture of equity and aspires to build upon the strengths that diversity brings to an organisation. In order to achieve this, the following objectives are critical to the process:

- Eliminate unfair discrimination;
- Ensure that the company is recognized as an equal opportunities employer;
- Establish and exceed the required degree of representation of designated groups in all occupational categories and levels of the mine;
- Integrate the mine's equity initiatives with the terms of the Skills Development Act, as far as is practically possible; and
- Increase the number of women as well as HDSAs in management positions, over time and in line with the targets laid out.



2024 -10- 3 1

TABLE 5: EMPLOYMENT EQUITY STATISTICS

| HDSAs in Management | Current Status | 2023 | 2024 | 2025 | 2026 | 2027 | TOTAL |
|-------------------------------|----------------|------|------|------|------|------|-------|
| Top Management (F Band) | - | - | - | - | - | - | - |
| Senior Management (E Band) | 6 | 6 | 6 | 6 | 6 | 6 | 6 |
| Black Female | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| Middle Management (D Band) | 14 | 11 | 11 | 12 | 12 | 12 | 12 |
| Black Female | | | | | | | |
| HDSAs in Management | 16 | 18 | 19 | 20 | 20 | 21 | 21 |
| Management Positions | 48 | 48 | 48 | 48 | 48 | 48 | 48 |
| % of HDSA in Management | 50% | 51% | 51% | 52% | 52% | 52% | 52% |
| Women in Mining Occupations | 103 | 43 | 55 | 64 | 64 | 64 | 64 |
| Mining Occupations | 593 | 360 | 476 | 568 | 568 | 568 | 568 |
| % Women in Mining Occupations | 15% | 16% | 16% | 17% | 17% | 17% | 17% |

The principles that TRP will follow to achieve the above are:

- Mining occupations that are suitable to be occupied by women will be identified in the manpower planning exercise;
- Strategies will be implemented to attract and retain HDSAs (including women) – for example, development of policies that support the retention of HDSAs;
- Recruitment processes will be focused on HDSAs and women in mining positions;
- Individual development plans will be a key mechanism to ensure that those HDSAs identified as having potential based on the skills assessments are earmarked for management positions and developed in line with this;
- HDSAs will be mentored to provide them with support and assistance to ensure that they can assume their roles with success.

TRP recognises that participation of women in the mining industry and HDSA participation in management is not yet at a desirable level in South Africa. In an attempt to address this issue, TRP commits to ensuring that at least 10% (as per minimum regulatory requirement) of its mining workforce is comprised of female employees and that HDSA participation in management is at least at the 52% mark.

ESTABLISHMENT OF A TALENT POOL

TRP commits to review and improve on its current talent pool where members will be fast tracked in line with the mine's skills development, career progression, and mentorship plans.

HDSA PARTICIPATION IN MANAGEMENT

TRP's aim is to invest in the development of promising individuals within the organisation as opposed to merely focusing on the achievement of targets. This said, it is also key to note that TRP recognises and acknowledges the disparities brought about by past injustices are required in order for South Africa to see a transition in the progression of HDSA employees.

HDSA PARTICIPATION IN MANAGEMENT TARGETS

As indicated in the section entitled Human Resources Development, TRP anticipates employing experienced management team. Targets will take into account black females as well as the available relevant skills. This will progressively increase over the five (5) year period in order to achieve the prescribed Mining Charter targets.

TABLE 6 HDSA TARGETS

| Occupational Levels | Paterson Band | MINERAL RESOURCES AND ENERGY DEVELOPMENT ACT, 2004 (AS AMENDED) | | | | |
|---------------------------------------|---------------|---|------|------|------|------|
| | | 2023 | 2024 | 2025 | 2026 | 2027 |
| Total Number of Management Staff | D & E | 48 | 48 | 48 | 48 | 48 |
| Targeted Number of HDSA in management | D & E | 18 | 19 | 20 | 20 | 21 |
| HDSA Target as a percentage | | 38% | 40% | 42% | 42% | 48% |

2024 -10- 31

WOMEN IN MINING

TRP is committed to promoting and ensuring equity in the workplace. In line with the South African Mining Charter's attempt to redress the imbalance from the past, TRP embraces the challenge to include women in non-traditional roles that are directly linked to the business of mining. TRP's aim is not to merely meet the Mining Charter's target of achieving 10% women in mining, but to go beyond this and reflect the diversity of the communities in which the mine will operate. In a concerted effort to successfully integrate women into a predominantly male-dominated environment, TRP will place focus on the following strategies:

| Strategy | Detail |
|-------------------------|---|
| Recruitment | <ul style="list-style-type: none"> TRP will strive to: <ul style="list-style-type: none"> Adopt active marketing strategies to attract women. Recruit women from the communities surrounding the mine. Engage the universities and other institutions of learning with the aim of identifying graduates/learners from local communities. Recruit women for underground positions traditionally occupied by men. Conduct physical capability testing as part of the selection process. All positions will be made available to women, provided they meet the necessary criteria of the test. Show preferential consideration to capable women when filling vacant posts. |
| Risk Assessment | <ul style="list-style-type: none"> TRP will carry out a comprehensive risk assessment exercise to determine the risks for women on the mine. This will be documented, distributed and communicated to all relevant stakeholders. |
| Policies and Procedures | <ul style="list-style-type: none"> TRP will: <ul style="list-style-type: none"> Not discriminate against women in terms of pay. Not discriminate against women in terms of conditions of employment. Ensure that a sexual harassment policy is in place and is accessible to all employees. Sexual harassment officers will be |

| Strategy | Detail |
|--------------------------|---|
| | <ul style="list-style-type: none"> trained to educate, inform and address issues of sexual harassment that may arise in the workplace. Implement procedures for women working in hazardous areas, based on the risk assessment conducted. |
| Conducive Environment | <ul style="list-style-type: none"> TRP will invest in: <ul style="list-style-type: none"> Appropriately furnished change house facilities for women. Suitable ablution facilities with sanitary bins – including underground toilets in sufficient proximity to the workplace. TRP will: <ul style="list-style-type: none"> Provide thorough induction to prepare women for working in a mining environment. |
| Induction | <p>2024-10-31</p> <ul style="list-style-type: none"> Ensure that a module relating to sexual harassment forms part of the induction programme, both for new employees and those returning from annual leave. Include a cultural diversity training module as part of induction, with gender issues forming an integral component of the content. This will introduce the idea of women in the workplace and the potential challenges that could be experienced. All new employees and those returning from annual leave will be exposed to this training. |
| Learnerships | <ul style="list-style-type: none"> In line with the Skills Development Plan, women will be appropriately represented at each annual learnerships intake. |
| Career Progression | <ul style="list-style-type: none"> Advice will be provided on the development initiatives required to pursue chosen career paths. |
| Mentorship | <ul style="list-style-type: none"> As part of TRP's mentorship programme, special focus will be placed on mentoring all levels of women within the organisation. This will aid in the future succession planning, empowerment and leadership opportunities for women in mining. |
| Talent Pool | <ul style="list-style-type: none"> A "Women in Mining" talent pool will be established. Women within the workforce will be identified with the aim of fast tracking them in support of career progression and future appointments. |
| Meetings with Management | <ul style="list-style-type: none"> TRP management will initiate ad-hoc meetings and workshops in order to: <ul style="list-style-type: none"> Ascertain female employees' views, concerns and recommendations regarding working conditions at the mine. Gain a greater understanding of the successes and challenges faced by women in the organisation. Provide networking opportunities to female employees, allowing them to be exposed to management and other women in various areas of work within the mine. |
| Fair Representation | <ul style="list-style-type: none"> It is the intention of TRP to ensure a reasonable representation of women in all occupational categories and levels of employment at the mine. Women will be well represented on the following forums: <ul style="list-style-type: none"> Skills Development; |

| Strategy | Detail |
|----------|---|
| | <ul style="list-style-type: none">o Employment Equity;o Employee Wellbeing;o Health and Safety. |

WOMEN IN MINING TARGETS

TRP has achieved 17% women in mining, surpassing the current MPRDA target and these numbers are likely to increase as mine productivity and operations increase.

MINERAL RESOURCES AND ENERGY
SOCIAL AND LABOUR PLAN
APPROVED

2024 -10- 3 1

LIMPOPO REGION

LOCAL ECONOMIC DEVELOPMENT PROGRAMME
REGULATION 46(C)

OVERVIEW

- TRP believes in investing in Local Economic Development because it:
- increases opportunities for outsourcing various TRP activities, through increasing capacity of local businesses;
 - increases the labour pool from which to source local employees (increases in local employment generally has a positive impact on community relations); and
 - Contributes towards a more stable community, particularly where the development of human capital contributes to the increased quality of life and decreased poverty and associated ills.

SOCIO-ECONOMIC PROFILE OF LIMPOPO PROVINCE

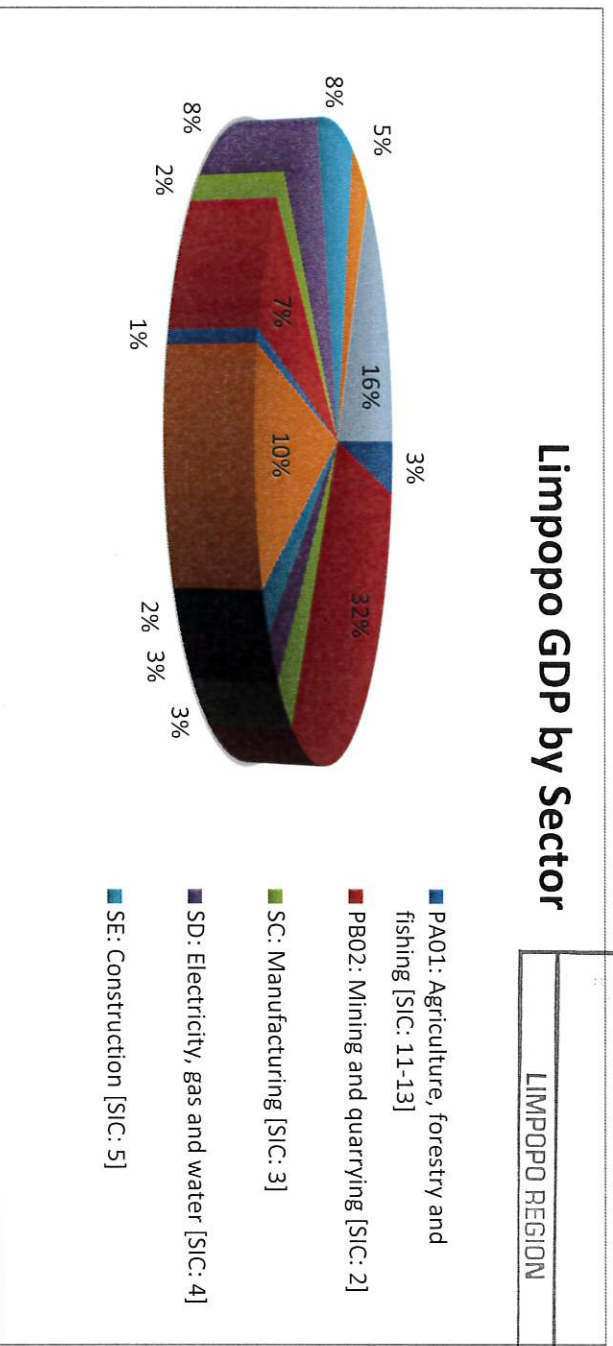
Limpopo Province is divided into five unique regions, namely the Plain Limpopo Fields, the Bushveld basin, the Central Highlands, the great Escarpment and Eastern Plateau slope. The region is endowed with mineral resources such as PGMs, Limestone, Vanadium and Chrome.

There are two main economic activities in the Limpopo region, namely agriculture and mining. Mining takes place in the central, eastern and extreme western regions. The southern district is primarily restricted to agriculture. Agricultural goods produced are citrus fruit, table grapes, vegetables, maize, wheat, cotton and livestock.

Limpopo Province shares international borders with Botswana, Zimbabwe, and Mozambique. It also borders Mpumalanga, Gauteng and the North West. The province is placed at the centre of regional, national and international developing markets. It is divided into 5 district municipalities, namely:

- Capricorn District;
- Mopani District;
- Sekhukhune District;
- Vhembe District;
- Waterberg District.

FIGURE 2 GDP BY SECTOR LIMPOPO
SOURCE: LIMPOPO EMPLOYMENT, GROWTH AND DEVELOPMENT PLAN
2009 – 2020



Limpopo recorded a real economic growth rate of 6.5% from 1998 to 2008. The Province has excellent agricultural potential, mineral reserves, and tourism resources. The mining sector has grown in importance in the provincial economy. The growth in mining between 1995 and 2002 has been remarkable as compared to agriculture and manufacturing.

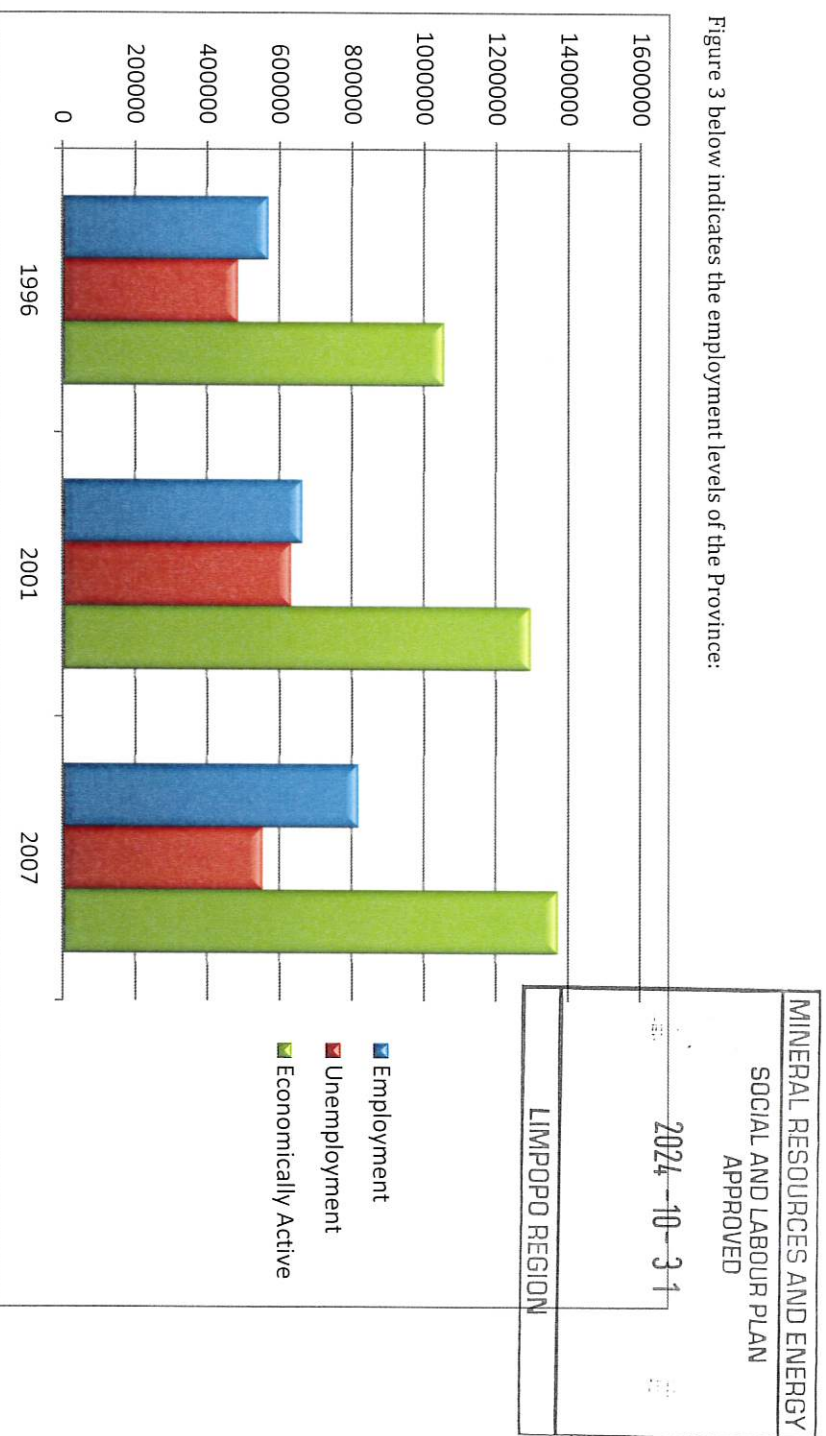
In 2007, Limpopo contributed 6.9% to the total Gross Domestic Product (GDP) of South Africa when the growth rate of the economy was 4.4%. An analysis of the provincial economy shows that the provincial economy has been growing. The structure of the provincial economy is markedly different from that of the national economy.

The contribution of mining and quarrying, agriculture, forestry and fisheries, as well as general government services contribute more to the provincial economy than the contribution of the same sectors in the national economy.

TRP is located in the Fetakgomo-Greater Tubatse Local municipality. This is a local municipality (Category B4) within the Sekhukhune District Municipality, in Limpopo Province. The municipality borders Makuduthamaga Local Municipality in the south, Elias Motsaedi Local Municipality in the east, Fetakgomo Greater Tubatse Municipality, Lepelle-Nkumpi Local Municipality in Capricorn District, Maruleng Local Municipality in Mopani District and Mpumalanga's Thaba Chweu Local municipality.

It is situated about 150 km from Polokwane, and 250 km's from Mbombela. Geographically the municipality is the biggest of the five (5) local municipalities in Sekhukhune district, constituting 34,3% of the area with 4 550 square kilometers of the district's 13 264 square kilometers. Land ownership is mostly traditional and the municipality is predominantly rural with about 166 settlements, most of which are villages. The municipality has 31 wards.

Despite being blessed with such a rich array of natural resources, the Limpopo Province is one of the poorest provinces in South Africa. The unemployment rate is at 40% and over 38 % of the population living below the poverty line.



SOURCE: STATS SA 2008.

FIGURE 3 LIMPOPO EMPLOYMENT LEVELS (1996, 2001 AND 2007)

The demographic and economic profiles of the province suggest that urgent programmes of action against poverty, as well as an improvement of quality of life for all residents of Limpopo, are required. The Provincial government has identified a number of clusters which are believed to be important for the growth and sustainability of Limpopo's economy. It is believed that through the growth of these clusters employment will be created and there will be more resources to fund the extension of social infrastructure in the region.

The clusters are:

- Platinum mining clusters on the Diloikong Corridor between Polokwane and Steelpoort (Sekhukhune district) and also in the Waterberg district ;
- Coal mining and petrochemical cluster at Lephalale on the East-West Corridor (Waterberg district);
- Fruit and vegetable (horticulture) clusters in Vhembe, Mopani and Bohlabela;
- Logistics cluster in Polokwane (Capricorn district);
- Red and white meat clusters on all the corridors (all districts);
- Eight tourism sub-clusters at a number of high-potential destinations; and
- Forestry clusters in the Mopani and Vhembe districts.

SOCIO-ECONOMIC BASELINE OF MINE'S HOST MUNICIPALITIES

SEKHUKHUNE DISTRICT MUNICIPALITY (SDM)

Sekhukhune District Municipality (Sekhukhune hereafter), covers an area of approximately 13 527 square-metres - most of which is rural and it lies to the North West of Mpumalanga and the South of Limpopo. It is estimated that only 5 % of Sekhukhune population lives in urban areas.

The district is made up of 4 local municipalities:

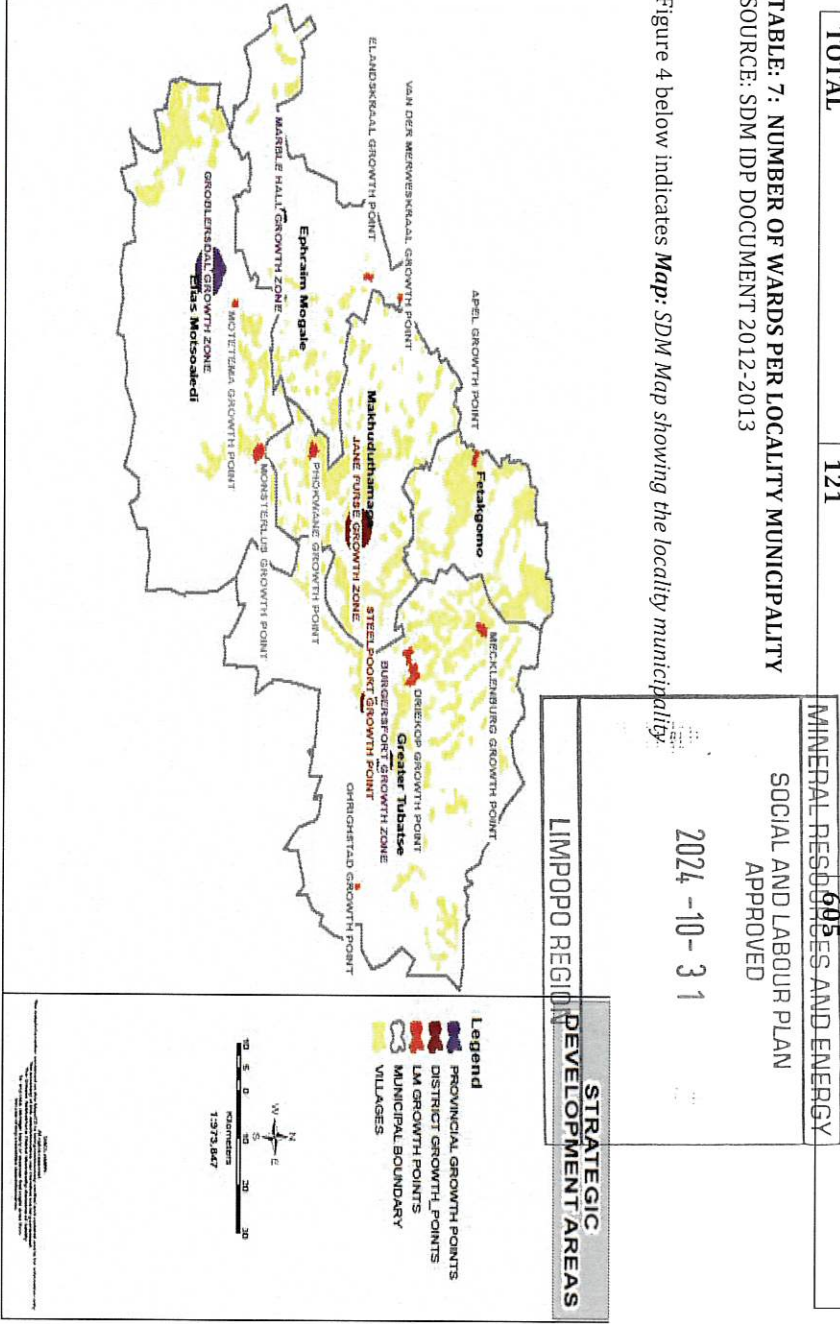
- Elias Motsaedi Local Municipality,
- Fetakgomo Tubatse Local Municipality,
- Ephraim Mogale Local Municipality, and
- Makhuduthamaga Local Municipality.

The district consists of 121 wards which are broken down per local municipality and 605 villages which are generally sparsely populated and dispersed throughout the District as follows:

| Local Municipality | Number of Wards | Number of Villages |
|--------------------|-----------------|--------------------|
| Elias Motsaedi | 30 | 104 |
| Fetakgomo Tubatse | 44 | 289 |
| Ephraim Mogale | 16 | 69 |
| Makhuduthamaga | 31 | 143 |
| TOTAL | 121 | 605 |

TABLE 7: NUMBER OF WARDS PER LOCALITY MUNICIPALITY
SOURCE: SDM IDP DOCUMENT 2012-2013

Figure 4 below indicates *Map: SDM Map showing the locality municipality.*



POPULATION PATTERNS

The present total population of Sekhukhune is estimated at 1,169,762. The most populated local municipalities are Fetakgomo Tubatse, Makhuduthamaga and Elias Motsaedi respectively. Between the census of 2011 and the community survey 2016, population in some municipalities has decreased while it increased significantly in others:

TABLE 8: BREAKDOWN OF POPULATION PER LOCALITY
SOURCE: STATS SA COMMUNITY SURVEY 2011

| 2011 STATSA | | | | 2016 COMMUNITY SURVEY | | | |
|---------------------|---------|---------|-----------|-----------------------|---------|-----------|-------------|
| Municipalities | Male | Female | Total | Male | Female | Total | Growth Rate |
| Sekhukhune District | 497 648 | 579 191 | 1 076 840 | 548 463 | 621 299 | 1 169 762 | 0.019 |
| Ephraim Mogale | 58 207 | 65 442 | 123 648 | 59 908 | 67 260 | 127 168 | 0.006 |
| Elias Motsaedi | 115 503 | 133 860 | 249 363 | 125 133 | 143 123 | 268 256 | 0.017 |
| Makhuduthamaga | 121 282 | 153 075 | 274 358 | 124 963 | 158 993 | 283 956 | 0.008 |
| Fetakgomo Tubatse | 202 656 | 226 814 | 429 470 | 238 458 | 251 923 | 490381 | 0.04 |

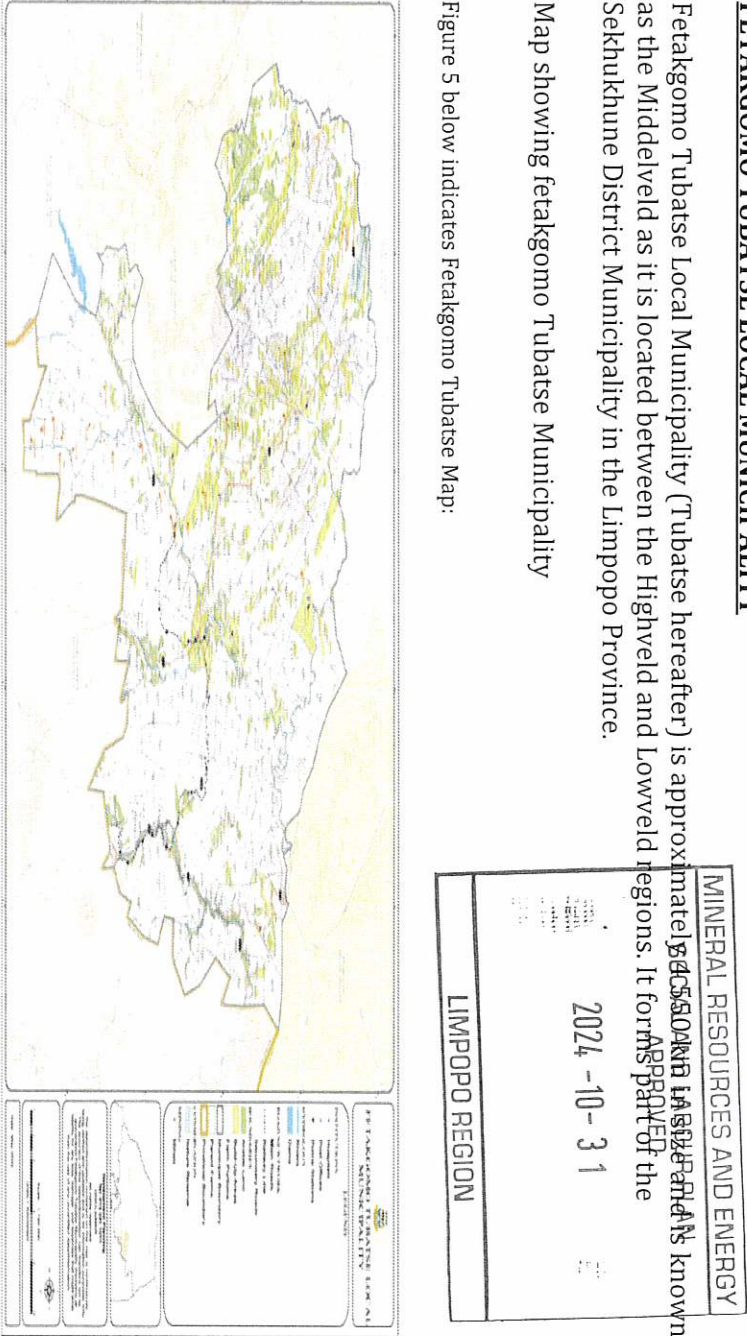
Source: Statistics South Africa, CS 2016

FETAKGOMO TUBATSE LOCAL MUNICIPALITY

Fetakgomo Tubatse Local Municipality (Tubatse hereafter) is approximately 505,50 km² in size. It is known as the Middelveld as it is located between the Highveld and Lowveld regions. It forms part of the Sekhukhune District Municipality in the Limpopo Province.

Map showing fetakgomo Tubatse Municipality

Figure 5 below indicates Fetakgomo Tubatse Map:



The total population in the area is approximately 490 381 with 125 361 households which makes Fetakgomo Tubatse a municipality with highest population in the district. A very large proportion of the labour force in Fetakgomo Tubatse Local Municipality is unemployed (73%), based on an expanded unemployment definition and 42.7% of the total households have no income.

The table below indicates projected population growth in some areas of the municipality:

TABLE 9: POPULATION GROWTH

| Population Group | Female | Male | Total |
|------------------|----------------|----------------|----------------|
| Black African | 172 654 | 157 156 | 329 810 |
| Coloured | 284 | 358 | 643 |
| Indian or Asian | 307 | 230 | 538 |
| White | 2 029 | 2 380 | 4 409 |
| Other | 81 | 196 | 277 |
| Total | 175 278 | 160 398 | 335 676 |

Source: Statistics South Africa, CS 2016

The majority of people are moving to urban areas, that is:

- Burgersfort (ward 1),
- Steelpoort (ward 3)

This is simply because these are the areas of employment opportunities.

The projected population growth with the growth points over the period show that population will be more than double. This will have far serious implications for the demand for services due to the mining activities taking place around the area

Fetakgomo Tubatse Local Municipality is made up of 44 wards, which comprises 166 farms, which is indicative of the rural composition of the area, the strong reliance on mining and agriculture and subsistence

farming and the dispersed settlement patterns informs the socio-economic development of the area. Of these farms, 61 are under the control of tribal leadership.

There are Traditional Authorities and Magoshi within the Fetakgomo Tubatse Local Municipality, which play a role in local management.

Communities in & around the mine are Buffelshoek, Kalkfontein, Richmond, Steelpoort park Portion 1 and 2 (Kutullo) and Ngwaabe Villages (13).

EMPLOYMENT PATTERNS OF MINE HOST MUNICIPALITIES

The prosperity of a region is dependent on its economy, which in turn is dependent on the people that create the economy, thus people and economy are closely interlinked.

The graphs below indicate employment patterns for SDM and FTLM:

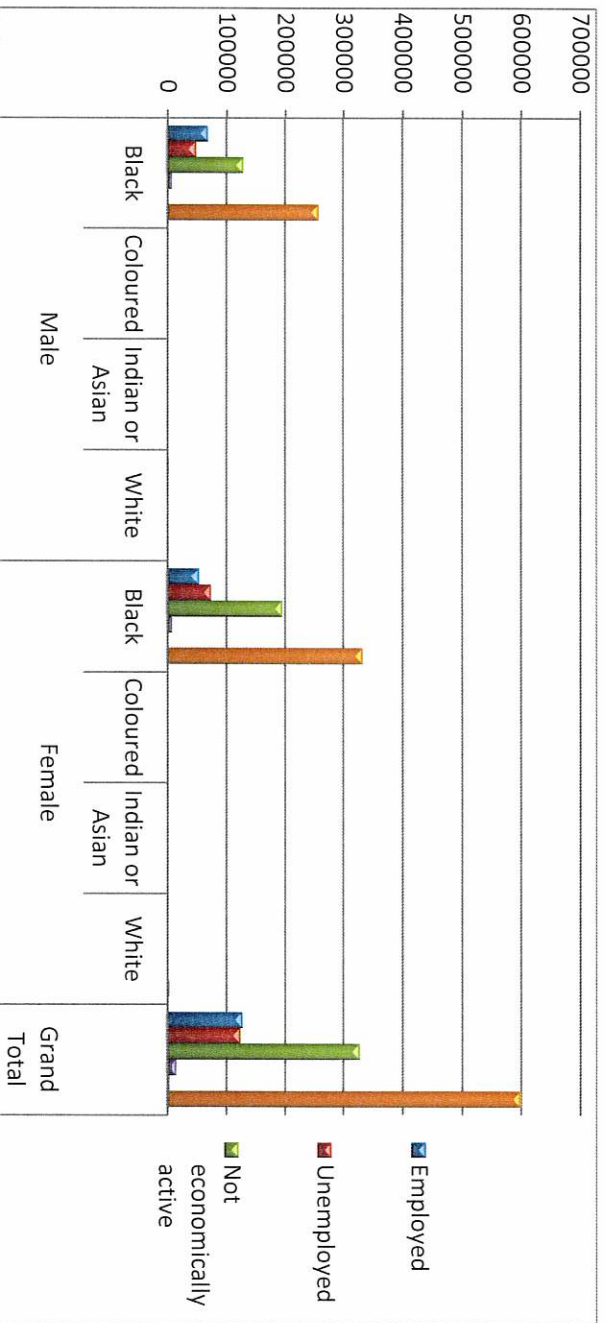
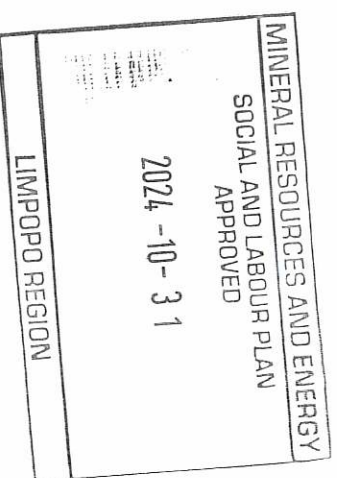


FIGURE 6 EMPLOYMENT IN SEKHUKHUNE DISTRICT MUNICIPALITY



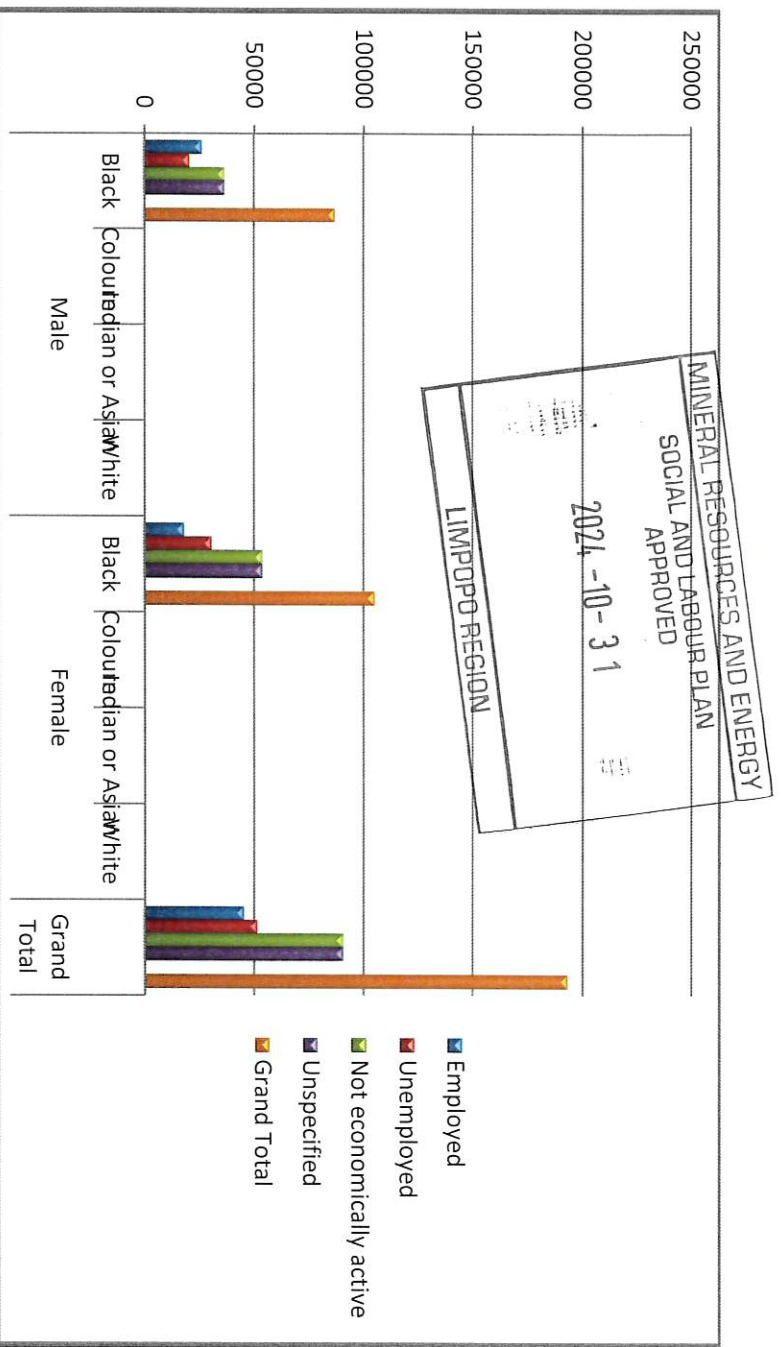


FIGURE 7 EMPLOYMENT IN FETAKOMO-GREATER TUBATSE LOCAL MUNICIPALITY SOURCE: STATS SA CS 2007

EDUCATION AND SKILLS LEVELS

TABLE 10 EDUCATION AND SKILLS

| | | |
|--|--------|-------|
| No schooling | 95 120 | 19.42 |
| Grade 0 | 18 553 | 3.79 |
| Grade 1/ Sb A/Class 1 | 12 883 | 2.63 |
| Grade 2/ Sub B/Class 2 | 12 709 | 2.59 |
| Grade 3/Standard 1/AET 1 | 15 633 | 3.19 |
| Grade 4/ Standard 2 | 14 459 | 2.95 |
| Grade 5/Standard 3/AET 2 | 15 429 | 3.15 |
| Grade 6/Standard 4 | 17 087 | 3.49 |
| Grade 7/ Standard 5/AET 3 | 14 222 | 2.90 |
| Grade 8/ Standard 6/ Form 1 | 22 789 | 4.65 |
| Grade 9/Standard 7 /Form 2/AET 4/Occupational certificate NQF Level 1 | 37 182 | 7.59 |
| Grade 10/Standard 8/Form 3/ Occupational certificate NQF Level 2 | 52 040 | 10.62 |
| Grade 11/Standard 9/Form 4/ NCV Level 3/Occupational certificate NQF Level 3 | 63 487 | 12.96 |
| Grade 12/Standard 10/Form 5/ NCV Level 4/ Occupational certificate NQF Level 4 | 69 789 | 14.25 |
| NTC I/ N1 | 652 | 0.24 |
| NTC II/ N2 | 1 188 | 0.24 |
| NTC III/ N3 | 1 921 | 0.39 |
| N4/NTC 4/Occupational certificate NQF Level 5 | 2 264 | 0.46 |
| N5/NTC 5/Occupational certificate NQF Level 5 | 1 148 | 0.23 |
| N6/NTC 5/Occupational certificate NQF Level 5 | 2 667 | 0.54 |

| | | |
|---|----------------|--------------|
| Certificate with less than Grade 12/Std 10 | 205 | 0.04 |
| Diploma with less than Grade 12/Std 10 | 358 | 0.07 |
| Higher/National/Advanced Certificate with Grade 12/Occupational Certificate NQF | 1 445 | 0.29 |
| Diploma with Grade 12/Std 10/Occupational Certificate NQF 6 | 3 695 | 0.75 |
| Higher Diploma/Occupational Certificate NQF 7 | 1 456 | 0.30 |
| Post-Higher Diploma (Masters) | 1 241 | 0.25 |
| Bachelor's Degree/Occupational Certificate NQF Level 7 | 2 071 | 0.42 |
| Honours Degree/Professional Masters at NQF Level 7 | 1 481 | 0.30 |
| Master's Degree (Master's Degree/Professional Master's Degree at NQF Level 9 | 106 | 0.02 |
| PHD (Doctoral Degree/Professional Doctoral Degree at NQF Level | 80 | 0.02 |
| Other | 1 372 | 0.28 |
| Do not know | 4 945 | 1.01 |
| Unspecified | 224 | 0.05 |
| Grand Total | 489 902 | 100.0 |



FIGURE 8 ESTIMATED PROPORTION OF LOW INCOME HOUSEHOLDS IN HOST MUNICIPALITIES IN 2011

The figures above indicate that people in the SDM and FTLM areas have different income gaps while a huge number of people do not receive any income from any source. This analysis shows that many people in these municipalities live below poverty line.

Unemployment is the primary cause of poverty and low incomes in the region. The unintended effects of poverty include service delivery backlogs as many households cannot pay for services and have a high dependence on social grants as a means of survival. With the development of mines in FTLM, the area is currently benefitting economically from the mines in many ways

HIV/AIDS

Table 11 shows the life experience that incorporated the impact of AIDS (using the AIM model). The crude death rate (CDR) is down from 11.6death per 1 000 people in 2010 to 9 deaths in per 1 000 people in 2017, while the crudebirth rate (CRB) has decreased between 2010 and 2017 from 23.9 to 21.3 people.

Infant mortality has declined between 2010 and 2017 as a result of expansion of health programmes to prevent mother to child transmission as well as access to antiretroviral treatment by 2017 life expectancy at birth is expected at 61 years for males and 66 years for females. The life expectancy increases may be related to marginal gains in survival rates among infants and children under 5 post HIV interventions in 2005. Infant mortality rate (IMR) has declined from an estimated 41.1 infant deaths per 1 000 live births in 2010 to 32.8 infant deaths per 1 000 live births in 2017. Similarly, the under 5 mortality rate (U5MR) declined from 58.4 child deaths per 1 000 live births to 42.4 child deaths per 1 000 live birth between 2010 and 2017.

TABLE 11 HIV INFECTION RATE IN 2017

| Year | Crude birth | Male Life expectancy | Female Life expectancy | Infant mortality | Under 5 mortality | Crude death rate | Rate of natural increase |
|------|-------------|----------------------|------------------------|------------------|-------------------|------------------|--------------------------|
| 2010 | 23.9 | 56.4 | 60.6 | 41.1 | 58.4 | 11.6 | 1.23 |
| 2011 | 23.5 | 57.6 | 62.7 | 39.9 | 54.4 | 10.7 | 1.28 |
| 2012 | 23.3 | 58.5 | 63.6 | 38.8 | 51.5 | 10.2 | 1.31 |
| 2013 | 23 | 59.2 | 64.6 | 37.4 | 49.1 | 9.8 | 1.32 |
| 2014 | 22.7 | 59.7 | 65.1 | 36 | 47.1 | 9.6 | 1.31 |
| 2015 | 22.2 | 60 | 65.5 | 34 | 44.7 | 9.5 | 1.27 |
| 2016 | 21.7 | 60.6 | 66.1 | 33.5 | 43.6 | 9.2 | 1.25 |
| 2017 | 21.3 | 61.2 | 66.7 | 32.8 | 42.4 | 9 | 1.23 |

Source: Statistics South Africa, 2017

SOCIAL INFRASTRUCTURE

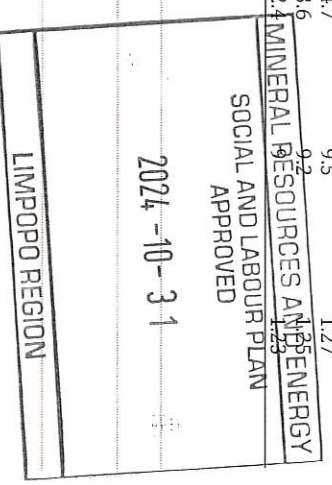
HEALTH FACILITIES

Within Limpopo province, the provision of health facilities is generally inadequate in comparison with other provinces. More specifically, access to health facilities within Sekhukhune District Municipality itself is fairly poor. On average, there is 1 clinic for every 17,000 people within the district and approximately 97,500 people per hospital. A better health is central to the well-being of the people within the district. It also makes an important contribution to economic development as healthy people live longer and are more productive. There are various diseases that affect the wellbeing of the communities within the district and these include HIV/AIDS, diabetes, Hypertension, Tuberculosis, etc.

TABLE 12 NUMBER OF HEALTH FACILITIES IN SEKHUKHUNE

| Municipalty | Number of Hospitals | Number of Clinics | Number of private hospitals |
|-------------------|---------------------|-------------------|-----------------------------|
| Fetakgomo/Tubatse | 2 | 38 | 0 |
| Ephraim Mogale | 1 | 15 | 0 |
| Elias Motsaedi | 2 | 15 | 0 |
| Makhuduthamaga | 2 | 21 | 0 |
| Total | 7 | 89 | 0 |

Source: Dept of Health, 2018



EDUCATION FACILITIES

The majority of persons within Sekhukhune District Municipality have some secondary school. It is also equally noticeable that 117 139 persons have no schooling in 2011. This is concerning because those who cannot read and write will not be able to access better job opportunities in the market as in most training programmes there is a need to have basic writing and reading skills. There are also very insignificant numbers of the persons that have higher education in the district.

the district has a relatively high illiteracy level, with almost 28% of the population having no formal school education whatsoever. Only 1% of the population has obtained tertiary educational qualifications. The Limpopo Provincial Growth and Development Strategy indicate that Sekhukhune has the least of highly skilled individuals in the province. The low skills reduce the ability of the District to be innovative and economically productive.

there is a total of 924 schools in the district. Fetakgomo Tubatse Local Municipality has the highest number of schools in the district with 375 and Ephraim Mogale has the lowest number with 81. SOURCES AND ENERGY

there is a total of 924 schools in the district. Fetakgomo Tubatse Local Municipality has the highest number of schools in the district with 375 and Ephraim Mogale has the lowest number with 81.

| SOCIAL SERVICES | SOCIAL AND LABOUR PLAN APPROVED |
|-----------------|---------------------------------|
| ELECTRICITY | 2024 -10- 31 |

1. MADONB REGION

The availability of electricity in Sekhukhune District Municipality is at par with the national average, with 78.8% of households using electricity for cooking in line with the country's 80%. Due to the predominant rural nature of the district, only about 52% use electricity for cooking and 38% for heating. The population in this area still use other forms of energy, such as:

- Wood
- Gas
- Paraffin

Looking at TRP's most communities it is clear that these areas are varied in terms of access to electricity. Greater Tubatse's average use of electricity is below that of the national average, with only 66.1% using electricity for lighting, 40.5% for cooking and 41% for heating. The current electricity infrastructure of Greater Tubatse Municipality provides electricity mainly to formal dwellings in Burgersfort, Ohrigstad and Steelport. The rural population has for the most part no electricity. The lack of access to electricity to some villages impacts negatively on the local economic development of and community projects of the area.

Fetakgomo Tubatse and Makhuduthamaga municipalities have the highest number of households that still require electrification. Out of these households that require electrification, 69 Villages are in Greater Tubatse and 32 in Elias Motsaaleli.

WATER

Sekhukhune District Municipality is both a Water Services Authority and a Water Services Provider in accordance with its powers and functions in terms of the Water Services Act, Act 108 of 1997. This makes its primary function in terms of service delivery to be that of the provision of water. The 764 villages within the district are supplied with water from 45 water supply schemes.

The Municipality is currently providing full water services in the main towns of Burgersfort (12 815 people), Marble Hall (4 025 people), Groblersdal (6 312 people), Steelpoort (3 374 people) and Ohrigstad (1 520 people). These areas have access to other high-level services such as refuse removal and roads infrastructure.

The most villages in the vast rural areas are being provided with ground water as alternative sources and water tankers where necessary. Most of the rural villages in the Flag Boshielo Water Scheme are receiving water services in a much more improved way than other villages within the district.

In 2017-2018 financial year, a number of villages have begun to receive basic water provided by a main pipe from De Hoop dam, namely: Mpelegane, Maepa, Ratau, Maphopha, Rantho, Masha, Malekana and Maseven. This is a notable progress as De Hoop dam's provision is beginning to reach villages.

SDM relies on two majors rivers where two large dams are located within its jurisdiction Flag Boshielo Dam on the Olifants River at full storage capacity of 185.2 million cubic metres (110%) in January 2020. De Hoop Dam on the Steelpoort River at full storage capacity of 348.7 million cubic metres (81, 2%), January 2020

SANITATION

The provision of sanitation in Sekhukhune also faces considerable challenges at present. The situation is more of a concern that it was the case with water. Only 22% of Sekhukhune households receive above RDP standards sanitation services. The sanitation backlog is primarily within the rural villages, comprising 78% of households without adequate sanitation.

The SDM has different households that use different types of toilet facilities. Almost all towns in the District use flushing toilets while in the rural areas there are few households that use flushing toilets. The rest of the population in the rural areas of the District use pit latrines.

Sekhukhune District Municipality has a total number of 37 560 flush toilets (12.43% of total households), 65 898 Ventilation Improved Pit (VIP) (21.82% of total households) and 185 631 (61.45%) of total households pit toilets. SDM is currently implementing a massive sanitation programme and providing Ventilated Improved Pit latrines (VIP's) to various households. In the 2016/17, 2017/18 & 2018/19 financial year's 25 395 VIP Sanitation units were built across the district as part of providing communities with sanitation.

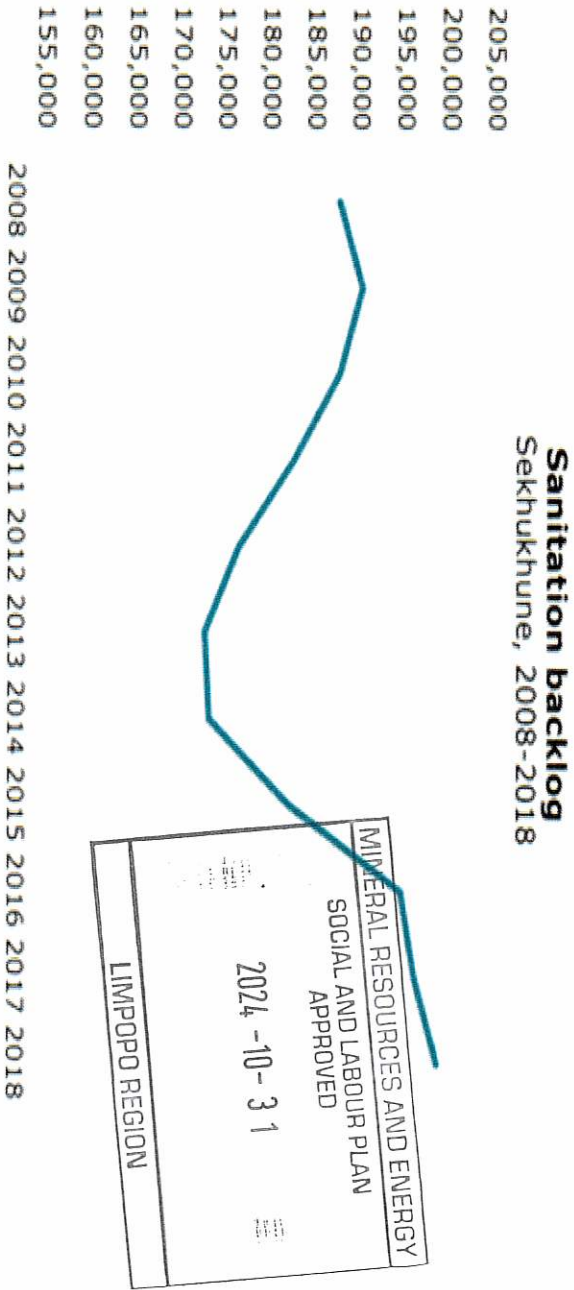


FIGURE 9 SANITATION BACKLOG

HOUSING

Since 1996, the number of households in the district has been on an upward trend. In 2011, there are 263 802 households in the district. The average household size is 4.1 in 2011 and was 5,3 in 1996. This means that the extended family set up is beginning to change on a daily basis with modern life styles. The provincial household average size is 3.8 which mean Sekhukhune household average size is still relatively high by comparison.

Sekhukhune District Municipality had a total number of 12 600 (4.17% of total households) very formal dwelling units, a total of 259 000 (85.87% of total households) formal dwelling units and a total number of 16 300 (5.40% of total households) informal dwelling units.

The rental housing market is growing rapidly in Sekhukhune District Municipality. In 2011, 28 825 households were recorded to be living in rented houses in the district. Not surprisingly, the majority of these households are found in Fetakgomo Tubatse Local Municipality especially with migrants into the mining industry. Ephraim Mogale and Elias Motsaedi also recorded markedly improved numbers for rental stock.

FIGURE 10 HOUSEHOLD DWELLING BY UNIT TYPE

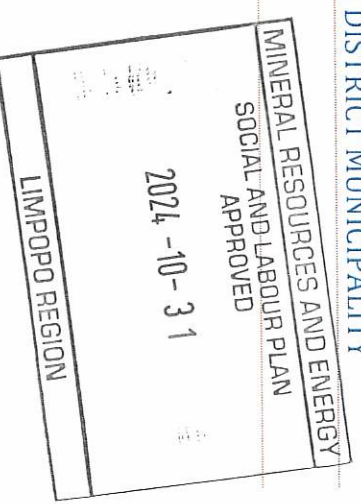
| Municipalities | Very Formal | Formal | Informal | Traditional | Other dwelling type | Total |
|---------------------------|---------------|----------------|---------------|---------------|---------------------|----------------|
| Ephraim Mogale | 1,520 | 31,600 | 695 | 1,050 | 128 | 35,000 |
| Elias Motsaedi | 4,630 | 57,200 | 2,810 | 2,790 | 469 | 67,900 |
| Makhuduthamaga | 1,890 | 61,600 | 2,900 | 3,410 | 246 | 70,000 |
| Greater Tubatse/Fetakgomo | 4,540 | 109,000 | 9,890 | 5,040 | 655 | 129,000 |
| Total Sekhukhune | 12,586 | 259,382 | 16,306 | 12,294 | 1,499 | 302,066 |

Source: IHS Markit Regional Explorer version 1750

KEY DEVELOPMENT CHALLENGES OF SEKHUKHUNE DISTRICT MUNICIPALITY

SOCIAL CHALLENGES

- Provision of services including water and sanitation;
- Provision of adequate housing for residents;
- Improvement of education levels and facilities in the district;
- Fighting HIV/AIDS; and
- Provision of better health services and facilities to all residents.⁵



LOCAL ECONOMIC DEVELOPMENT

- Creating environment conducive to local business; and
- Creation of jobs.

⁵ Source – SDM Budget document 2012-2013

KEY DEVELOPMENT CHALLENGES OF FETAKGOMO TUBATSE LOCAL MUNICIPALITY

SOCIAL CHALLENGES

- The provision of adequate health care facilities especially clinics as well as experienced health professionals;
- Fighting HIV/AIDS through education and treatment;
- Provision of housing;
- Provision of water and sanitation;
- Ensuring quality education and necessary education facilities; and
- Improving skills pool in the municipality.⁶

LOCAL ECONOMIC DEVELOPMENT

- Poverty reduction;
- Job creation;
- Increase investment;
- Develop and improve economic infrastructure;
- Equitable redistribution of opportunities and productive resources; and
- Development of SMEs.

SOCIO-ECONOMIC IMPACT OF THE OPERATION IN THE MINE COMMUNITY
REGULATION 46(C) (III)

EARLY VIEW OF IMPACTS

NUMBER OF JOBS CREATED

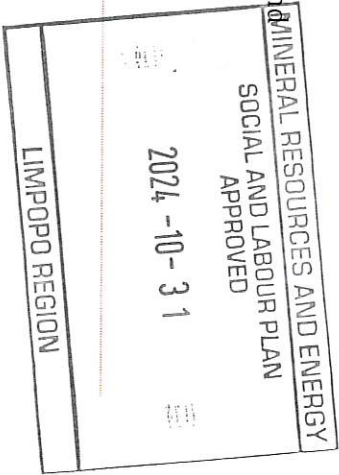
TRP will initially create approximately 3900 sustainable jobs at the end TRP mine. The company's investment in skills and local economic development will result in more indirect jobs being created.

SMALL, MICRO, MEDIUM ENTERPRISES (SMME) DEVELOPMENT:

TRP have already developed a comprehensive and integrated supply chain management and policies. The Mine is committed to improving its procurement objectives from SMEs of all goods, consumables and services. TRP is also committed to the development of these entities to ensure that as TRP grows, they also grow with it.

The company will access the local databases from the mine and Local government's Local Economic Development departments as well as those developed by the Two Rivers Community Consultative Forum ("TRCF") to determine the BEE status of suppliers in the area which will aid in focusing future procurement and our enterprise development initiatives. TRP will, wherever feasible outsource services to **BEE** compliant **SMEs**.

COMMUNITY DEVELOPMENT



During 2005, TRP went through a process to identify the relevant role players in the region in 2005 and established a Consultative Forum / Future Forum, to ensure meaningful consultation takes place with its identified stakeholders. In 2005, the mine conducted an independent social impact study to identify specific areas for intervention. In this regard, TRP consulted with the Fetakgomo Tubatse Local Municipality as well as other stakeholders in the area and with their assistance, Two Rivers Community Forum ("TRCF") was then established in May 2005. The TRCF composition was reviewed and its Constitution was revised accordingly. The Forum / Structure assisted the mine in identifying priority areas for the various communities.

The Forum consists of representatives from the Community Property Associations (CPA's) and Traditional Authorities from Fetakgomo Tubatse Local Municipality within the Sekhukhune District Municipality. That is Buffelshoek, Kalkfontein/Masha Makopole, Richmond / Ga Mawela, Shagga, Belvedere Farm 361KT, Steelpoort Park Portion 1 and 2 (Kutullo) as well as Ngwaabe Villages, namely, Ga-Malekane (including Mooimessiesfontein and Tsakane) Ga-Masha Phatane, Ga-Masha Nkotwane, Ga-Masha-Ntake, Ga-Rantho, Ga-Maphopha, Ga Makua, Ga-Maepa, Ga-Ratau, Ga-Mogolego (Ma-Seven), and the following communities as its labour sending areas - Ga Phasha, Ga Mampuru, De Hoop Dam and communities within Lydenburg/Mashishing. The communities were selected on the basis that they are communities directly next to the mine.

The purpose of the TRCF is to share information about TRP with these communities and to establish a network for possible social upliftment projects.

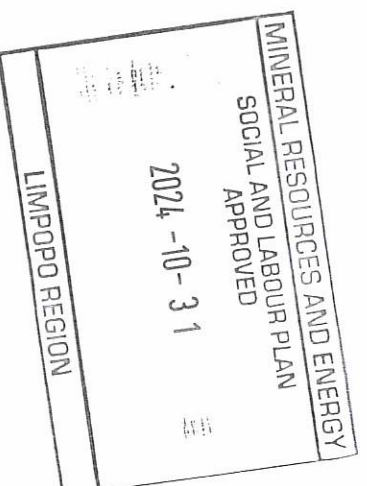
TRP'S ROLE IN THE DEVELOPMENT OF THE COMMUNITIES AROUND TRP

TRP will intensify its campaign to include all the land owners, the municipality and the community in a process to work with the municipality in the provision of services.

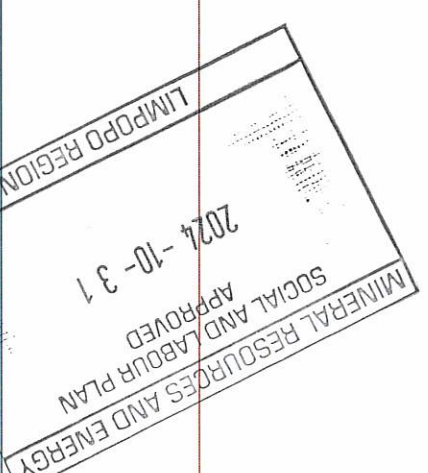
This programme will involve:

- A detailed needs analysis of the TRP mine's communities, land owners and the municipality in addressing service delivery and infrastructure shortfalls ;
- Continued interactions with Municipalities to secure assistance with infrastructure planning and implementation, specifically where it affects the mine's community.

Based on the above, TRP commits itself to the following LED projects:



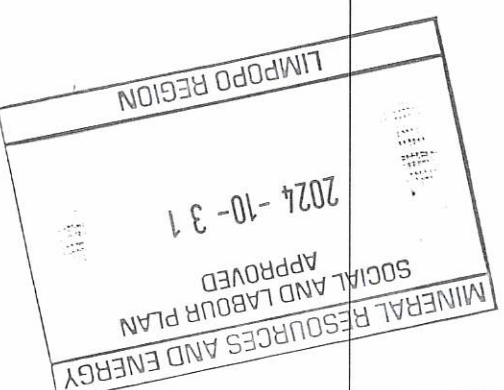
POVERTY ERADICATION PROJECTS
REGULATION 46(C) (IV)



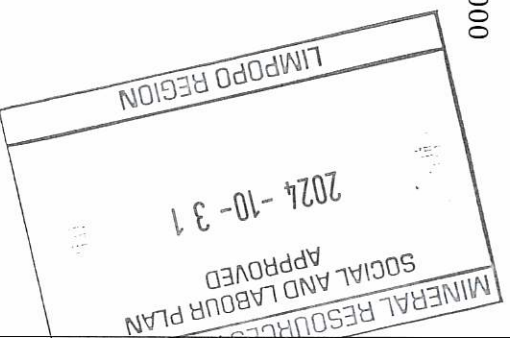
TRP LED PROJECT 1(A)


| | |
|---------------------------------|---|
| Project Name: | SMME Development: Agri-Business Project |
| Project Category: | Enterprise Development |
| Introduction to Project: | <p>The state of having a reliable access to sufficient quality of affordable nutritious food is very important to the country. Tubatse SEZ Project has identified Agro-Processing as a pillar for the economic revival of the municipality and the region. The mine in consultation and agreement with local stakeholders and beneficiaries, decided to embark on a major Agri business project as part of he mine SMME development or income generating project.</p> <p>With communities in the Steelport and Lydenburg areas, which most are farm communities that have claimed vast majority of land in the area, the project is suitable for implementation in the area. Most of the land that was claimed was used for farming and some still have farming instructure and equipment, although most of it is outdated or might need repairs.</p> <p>This project will provide a platform to small scale farmers in the mine's host communities to market their produce. TRP will capacitate the beneficiaries by providing them with the necessary equipment and technical skills (focussing on improving on quality of products, diversifying products and securing take-up agreements with mass-traders).</p> <p>To this end, TRP have approved 16 x farmers including Dwarshrivier Claimants Community Structure ("DCCS") in poultry, crop and animal farming. The Department of Agriculture in Sekhukhune participated in the initial baseline assessment which enabled the mine to select the successful candidates. Based on the growth of the market, TRP will increase the number of participants in this regard or grow the capacity of the existing farmers annually.</p> <p>The project is aimed at improving economic inclusion and creating additional jobs outside the mining discipline. The municipality has raised concerns of lack of employment among youth and women. This will assit in responding to these challenges whilst increasing food security in the region.</p> |

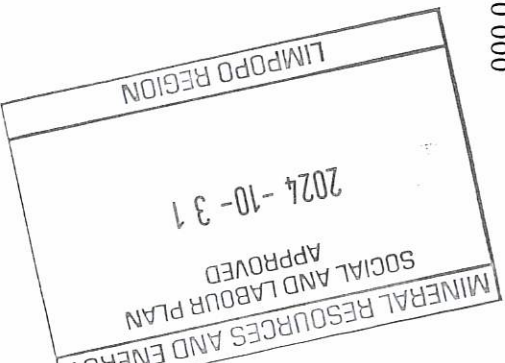
| | | |
|---------------------------------|--|--|
| Project Name: | SMME Development: Agri-Business Project | |
| Project Objectives: | <ul style="list-style-type: none"> • SMME Development • Income generating • Poverty alleviation • Business and skills development • Alignment with the Tubatse SEZ Project • Support municipal and provincial growth initiatives for the area | |
| Measurable Deliverables: | <p>Year 1 (BP2023) Agri-Business Initiative (13 x Farmers)</p> <p>Phase 1:</p> <ul style="list-style-type: none"> • Appoint consultants to: <ul style="list-style-type: none"> ○ Define scope of work and review of the baseline assessment (16 x farmers) ○ Analyse existing infrastructure and equipment per farm ○ Business training for beneficiaries ○ Ensure individual entity's Compliance Status. ○ Engage with the local community to foster support and build sustainable practices. ○ Procure the relevant equipment/Infrastructure for entities. ○ Secure and take-off agreements and ensure delivery on contracts. ○ Reports and evaluate performance • Tender/Procurement process • Appoint a Coach/Mentor • Project implementation | <p>Budget</p> <p>R6 500 000</p> |



| Project Name: | SME Development: Agri-Business Project Year 2 (BP2024) | Budget |
|--------------------------|---|---|
| Measurable Deliverables: | <p>Phase 2:</p> <ul style="list-style-type: none"> Project implementation and management <ul style="list-style-type: none"> Identify potential risks and challenges that could arise during the project. Ensure that the farmers comply with all relevant local, regional, and national regulations, permits, and environmental guidelines. Obtain any necessary approvals or licenses. Assess the required resources for the farmers, including manpower, machinery, water, fertilizers, and seeds. Develop a plan to acquire and manage these resources efficiently. Provide training and capacity-building programs for the project team and local farmers. This may include workshops on modern agricultural practices, financial management, and market access. Implement a robust monitoring and evaluation system to track the project's progress and assess its impact. Define scope of work and other related studies Review of the baseline assessment (project needs – 16 X Farmers) Procure the relevant equipment/Infrastructure for entities. Secure and take-off agreements and ensure delivery on contracts. Maintain comprehensive documentation of all project activities, expenses, and outcomes. Regularly report progress to stakeholders, investors, and other relevant parties Tender process Communicate the success stories, challenges, and impacts of the project to a wider audience. Use different media channels to increase awareness and gain support for the project. Conduct a thorough evaluation at the end of the project to identify lessons learned and areas for improvement in case of similar projects in the future. | <p>R5 700 000</p> <div data-bbox="229 1771 719 2141" data-label="Image"> </div> |

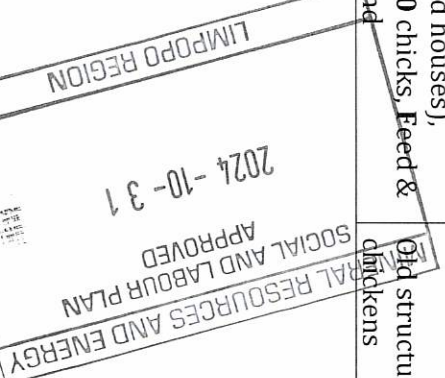
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|--------------------------|--|---|
| Project Name: | SME Development: Agri-Business Project Year 3 (BP2025) | |
| Measurable Deliverables: | <ul style="list-style-type: none"> Phase 3: <ul style="list-style-type: none"> Project implementation and management <ul style="list-style-type: none"> Identify potential risks and challenges that could arise during the project. Ensure that the farmers comply with all relevant local, regional, and national regulations, permits, and environmental guidelines. Obtain any necessary approvals or licenses. Assess the required resources for the farmers, including manpower, machinery, water, fertilizers, and seeds. Develop a plan to acquire and manage these resources efficiently. Provide training and capacity-building programs for the project team and local farmers. This may include workshops on modern agricultural practices, financial management, and market access. Implement a robust monitoring and evaluation system to track the project's progress and assess its impact. Define scope of work and other related studies Review of the baseline assessment (project needs – 16 X Farmers) Procure the relevant equipment/Infrastructure for entities. Secure and take-off agreements and ensure delivery on contracts. Maintain comprehensive documentation of all project activities, expenses, and outcomes. Regularly report progress to stakeholders, investors, and other relevant parties Tender process Communicate the success stories, challenges, and impacts of the project to a wider audience. Use different media channels to increase awareness and gain support for the project. Conduct a thorough evaluation at the end of the project to identify lessons learned and areas for improvement in case of similar projects in the future. | R6 500 000  |

| | | |
|---------------------------------|---|---|
| Project Name: | SME Development: Agri-Business Project | |
| | Year 4 (BP2026) | |
| Measurable Deliverables: | <p>Phase 4:</p> <ul style="list-style-type: none"> Project implementation and management <ul style="list-style-type: none"> Identify potential risks and challenges that could arise during the project. Ensure that the farmers comply with all relevant local, regional, and national regulations, permits, and environmental guidelines. Obtain any necessary approvals or licenses. Assess the required resources for the farmers, including manpower, machinery, water, fertilizers, and seeds. Develop a plan to acquire and manage these resources efficiently. Provide training and capacity-building programs for the project team and local farmers. This may include workshops on modern agricultural practices, financial management, and market access. Implement a robust monitoring and evaluation system to track the project's progress and assess its impact. Define scope of work and other related studies Review of the baseline assessment (project needs – 16 X Farmers) Procure the relevant equipment/Infrastructure for entities. Secure and take-off agreements and ensure delivery on contracts. Maintain comprehensive documentation of all project activities, expenses, and outcomes. Regularly report progress to stakeholders, investors, and other relevant parties Tender process Communicate the success stories, challenges, and impacts of the project to a wider audience. Use different media channels to increase awareness and gain support for the project. Conduct a thorough evaluation at the end of the project to identify lessons learned and areas for improvement in case of similar projects in the future. | <p>R6 500 000</p>  |

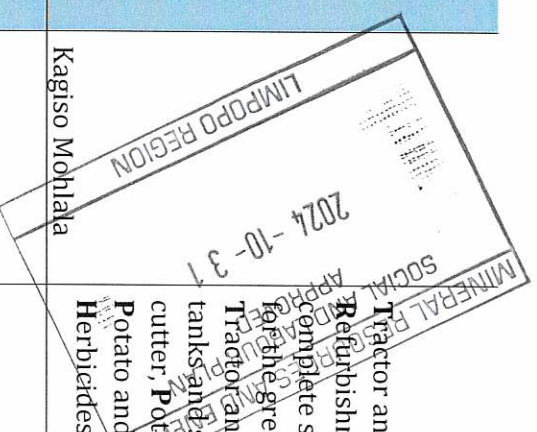
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|---------------------------------|---|---|
| Project Name: | SMME Development: Agri-Business Project | |
| | Year 5 (BP2027) | |
| Measurable Deliverables: | <p>Phase 5:</p> <ul style="list-style-type: none"> Project implementation and management <ul style="list-style-type: none"> Identify potential risks and challenges that could arise during the project. Ensure that the farmers comply with all relevant local, regional, and national regulations, permits, and environmental guidelines. Obtain any necessary approvals or licenses. Assess the required resources for the farmers, including manpower, machinery, water, fertilizers, and seeds. Develop a plan to acquire and manage these resources efficiently. Provide training and capacity-building programs for the project team and local farmers. This may include workshops on modern agricultural practices, financial management, and market access. Implement a robust monitoring and evaluation system to track the project's progress and assess its impact. Define scope of work and other related studies Review of the baseline assessment (project needs – 16 X Farmers) Procure the relevant equipment/Infrastructure for entities. Secure and take-off agreements and ensure delivery on contracts. Maintain comprehensive documentation of all project activities, expenses, and outcomes. Regularly report progress to stakeholders, investors, and other relevant parties Tender process Communicate the success stories, challenges, and impacts of the project to a wider audience. Use different media channels to increase awareness and gain support for the project. Conduct a thorough evaluation at the end of the project to identify lessons learned and areas for improvement in case of similar projects in the future. Plan for the conclusion of the project, including post-project activities, such as ongoing maintenance, scaling, or continuation of the agricultural operations. | <p>R6 500 000</p>  |
| Total Budget | | R31 700 000 |

| | |
|--|---|
| Project Name: | SME Development: Agri-Business Project |
| Provisional Project Start Date: | 01 July 2022 |
| Provisional Project End Date: | 30 June 2027 |
| Target Group / Beneficiaries: | Kalkfontein, Buffelshoek, Richmond/Ga Mawela, Ngwabe and Lydenburg communities. |
| Number of Jobs to be Created: | 150 permanent and temporary jobs |

| TRP AGRI-BUSINESS | | | | | |
|-------------------|---------------------------|---------------|--|-----------------------------------|------------|
| No | Company / Agribusiness | Director | Scope / Type of support required | Analysis of existing structure/s | Hectares |
| 1. | Greenhouse Farm | Phillip Masha | Purchasing a farm, 25 cattle (livestock), Tractor, Livestock medication, Farm Equipment (Tractor, Planters and Seed) | Fence, Boreholes, farmhouses | 55.3141 ha |
| 2. | Ketleman Holdings Pty Ltd | Mathews Tau | Broiler houses (2 x 1000 bird houses), Delivery bakkie, Fence, 2000 chicks, Feed & Vaccines, Jojo tanks and Stand | Old structure housing 50 chickens | 0.5 ha |



| | | | | | |
|----|---------------------------------------|---------------------|---|---|-------|
| 3. | Banereng Le Bakoenla Pty Ltd | Kagiso Mohlala | Tractor and implements. 12m Cold-room, Refurbishment of the park home with complete solar system and solar lights, Nets for the greenhouse tunnels and pipes, Tractor and implements, 8 x 10 000L Jojo tanks and stands, 1 ton truck, Sasher grass cutter, Potato harvester, Pressure pump, Potato and Dry beans seeds, Pesticides, Herbicides, Fertilizers, Security, Branding. | Fence, borehole, Damaged Park home, guardroom, 4 x greenhouse tunnels without cover, 12 m and a 6m containers | 10ha |
| 4. | Bailekae Botlokwa Cooperative Limited | Karabo Mokabane | Irrigation for Farm, Fertilizer for Crops, Solar Boreholes, Fencing. Transport to the Market, Additional Boreholes, Solar panels and submisible pump, 50 000 tomato seedlings. | Borehole, old fence | 20ha |
| 5. | Kakopi Trading and Projects | Shadrack Lehungwane | Fencing, 10 000L tank and stand, borehole and pumps, Tractor, Four-disc plough, Solar panel, Irrigation system, Portable water pump generator, Seed drills. Greenhouse/Cold frame, Deliver Bakkie, Transformer, Tractor and implements, 6 Disc Hydraulic Plough, Potatoes Planter, Potatoes Harvester, 2 x 61 Hasquvana Chainsaw, 2 x Hasquavana Brush Cutter, 2 Ton 232 Fertilizer, 2 Ton Can Fertilizer | None | 10ha |
| 6. | Koffs Engineering Pty Ltd | Lucas Maimela | | Borehole, Fence, old structures | 12 ha |



| | | | | | |
|-----|---|---------------------|--|--|-------------|
| 7. | Magakwe Primary Cooperative Limited | Sello Khalo | Debushing, Fence, Irrigation system, borehole, water storage tanks, pressure pump, bakkie, electricity extension, potatoes seeds, fertilizer, pesticides, greenhouse for planting seedlings, trailer, and warehousing storage | Tractor and implements bought by Two Rivers Platinum a few years ago | |
| 8. | Senamoriri Trading Pty Ltd | Petros Matjomane | Trailor, Seedlings, Bakkie, Delivery Bakkie, Removing and digging trees, ploughing. Disc harrowing, cross rapping, ploughing farrows, sugar beans seedlings, container, fence, Solar, borehole, tractor and equipment, 3 x10 000 Jojo tanks and stell stands | None | 38ha |
| 9. | Senong Labour Law Consultants | James Senong | 5T Trailer -2 wheels tipper Matched Power:40-50, Slasher - 1.8M,4 blades, Expansion of the Cattle Farming - with a decent Cattle Kraal | None | 3ha |
| 10. | Gabolekane Pty Ltd | Tiny Mankge | Piggery house, piglets and feeds, 2 x Stihl FS 280 Brush Cutters, Trailor 14 Heifers , 2 x Bulls , 2 x Pregnant cattle , 25 goats (20 females and 5 males), Poultry - 10L poultry water drinker, 9KG poultry feeder, spades and rakes, wheelbarrows, heating lightbulbs, poultry heaters, and sawdust. Feeds - Starter feed per 2600 chickens, grower feed per 2600 chickens, and finisher feed per 2600 chickens. | Tractor, Damaged fence, Farmhouses, feedlots, livestock, Reservoir, Greenhouses, old tractors and implements | 24ha |
| 11. | Phadzimane Holdings | Jafta Ngele | | Old buildings and damaged fence | 42ha |
| 12. | Mhlanga Khops | Reuben Mhlanga | | None | 70ha |
| 13 | Dwarstrivier Community Claimants Structure (DCCS) | Gift Mmadi | | None | 2.5ha & 1ha |

LIMPOPO REGION
2024-10-31
SOCIAL AND LABOUR PLAN
APPROVED
MINERAL RESOURCES AND ENERGY

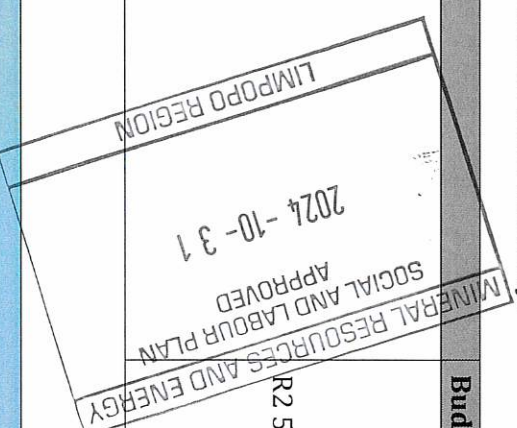
| | | | | | |
|-----|---|------------------|---|---|--------|
| 14. | Mphela Progressive Farming and Projects (Pty) Ltd | Nkgetheng Mabane | Fencing, Borehole, Solar for pumping water, 10 000L Jojo Tank, 30 x Boran, 30 x Brahman, Trailer for transportation to the auctions | Mr Maabane has the following livestock: <ul style="list-style-type: none"> • 35 cattle • Sheep 26 • Goats 13 | 3,6 ha |
| 15. | CES Poultry Farm | Calvin Magudu | Fencing, 18mx 6m Broiler structure for 1000 birds, 2000 broiler chickens and feeds, Solar panels and lights, Jojo and Jojo stand, Single cab bakkie for delivery, Feeders and drinkers, Brooders, Storage for feeds, Jojo Tanks | Dilapidated and ruined down structure. | 20ha |
| 16. | Maano Ke Bohlale Trading and Projects Pty Ltd | Lazarus Mogashoa | Goats (3 does and 30 bucks, 1 x Borehole, Water reticulation system, Electricity, Shelter, Storeroom and office, 1 x Tractor implements. | None | 2 ha |



TRP LED PROJECT 2 (A)

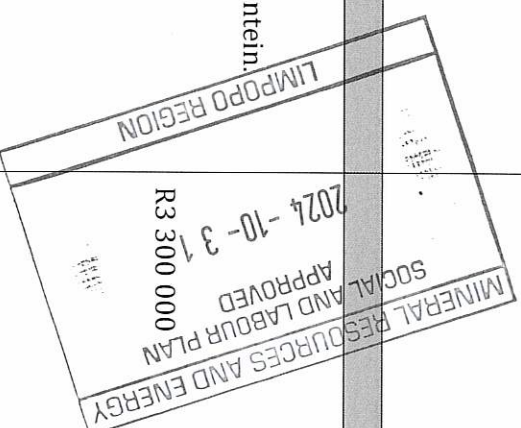
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|---------------------------------|---|
| Project Name: | Infrastructure Development : Buffelshoek and Kalkfontein Water Projects |
| Project Category: | Infrastructure Development |
| Introduction to Project: | <p>Sekhukhune District Municipality (SDM) is in the process of upgrading the water supply infrastructure in Lebelelo South villages. Kalkfontein and Buffelshoek fall within the Lebelelo Water Supply Scheme together with other communities. Presently the upgrading of bulk water supply infrastructure such as pumping mains, distribution mains, rehabilitation of boreholes, is ongoing in other village except these two communities.</p> <p>These villages water supply currently need urgent attention with the aim of providing portable water to the community. The source of water in each of the two villages is from local boreholes. Each village has its own system and there are no inter-village connections. There are existing steel storage reservoirs in Kalkfontein and Jojo tanks in Buffelshoek. Due to rapid population growth, the storage capacity is no longer adequate. Some of the storage reservoirs are leaking. Infrastructure in each village varies in terms of condition, extent and types.</p> <p>Kalkfontein is situated 10 KMs from the mine, whereas Buffelshoek is 13 KMs further (23KM away). Two Rivers will rehabilitate three (3) boreholes in Kalkfontein and two (2) in Buffelshoek, and upgrade the existing infrastructure.</p> <p>This project is aimed at rehabilitating boreholes and upgrading the existing infrastructure. TRP is in the process of engaging Lebelelo Water and SDM with the aim of improving water infrastructure and sustainable water availability in the villages surrounding the mine. This project will also improve the quality of life to the residence as well as restore their dignity – through the provision of water and sanitation. The community and the municipality have raised concerns of lack of infrastructure in the communities and as part of its their priority projects. Each Village is discussed separately however, the common problems faced are as follows:</p> <ul style="list-style-type: none"> • Members of the community continue to make unauthorized connections to the system and as such water cannot reach all households • Vandalism of the equipment and theft of critical parts • Individual entitlement to standpipes (hosepipe connections, etc.) |

| | | |
|---------------------------------|--|---------------|
| Project Name: | Infrastructure Development : Buffelshoek and Kalkfontein Water Projects | |
| | <ul style="list-style-type: none"> The existing reticulation only covers Kalkfontein B and some parts of Kalkfontein A and so in Buffelshoek. | |
| Project Objectives: | <ul style="list-style-type: none"> Provision of basic water services to the communities – resuscitate 5 boreholes and upgrade existing pipeline. To improve basic infrastructure in the villages, namely Buffelshoek and Kalkfontein Improve quality of life for beneficiaries. Support municipal service delivery initiatives – align with SDM as water authority. | |
| | Year 1 (2023) Buffelshoek and Kalkfontein Water Project | Budget |
| Measurable Deliverables: | Phase 1: <ul style="list-style-type: none"> Appoint a contractor to: <ul style="list-style-type: none"> Define scope of work and other related studies Review of the available water sources Report of water quality Analysis of the existing infrastructure Design water infrastructure plan Tender/Procurement process and appoint Contractor Project completion and hand over | R2 500 000 |



| | | |
|---------------------------------|--|------------|
| Project Name: | Buffelshoek and Kalkfontein Water Projects | |
| | Year 2 (2024) | |
| Measurable Deliverables: | Phase 2: <ul style="list-style-type: none"> Appoint a contractor to: Develop and Improve bulk water infrastructure and reticulation in Kalkfontein. Test Water quality. Do yield testing of three boreholes in Kalkfontein. | R3 648 932 |

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| Project Name: | | Buffelshoek and Kalkfontein Water Projects | |
| | | <ul style="list-style-type: none"> • Replace old pipes and pumps with new infrastructure. • Drill and connect new boreholes where required. • Repair leaking steel storage. • Hand-over to water authority and community. | |
| | Year 3 (2025) | | |
| Measurable Deliverables: | Phase 3: | <ul style="list-style-type: none"> • Appoint a contractor to: • Develop and Improve bulk water infrastructure and reticulation in Kalkfontein. • Test Water quality. • Do yield testing of three boreholes in Kalkfontein. • Replace old pipes and pumps with new infrastructure. • Drill and connect new boreholes where required. • Repair leaking steel storage. • Hand-over to water authority and community. | |
| | Year 4 (2026) | | |
| Measurable Deliverables: | Phase 4 | <ul style="list-style-type: none"> • Development, improvement and reticulation of bulk water infrastructure in Buffelshoek an Kalkfontein <ul style="list-style-type: none"> ○ Define scope of work and other related studies ○ Provide report of water quality • Hand-over to water authority and community | |
| | | | R4 127 000 |



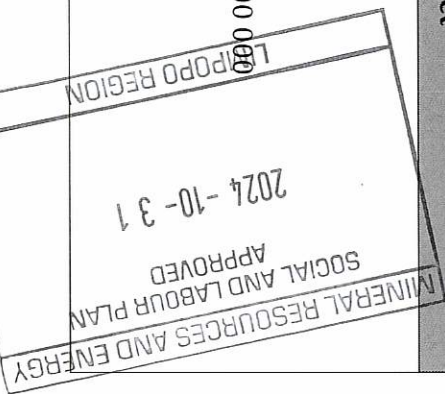
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| Project Name: | | Buffelshoek and Kalkfontein Water Projects | |
| | Year 5 (2027) | | |
| Measurable Deliverables: | Phase 5 | <ul style="list-style-type: none"> • Development, improvement and reticulation of bulk water infrastructure in Buffelshoek an Kalkfontein | |
| | | | R3 500 000 |

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| Project Name: | | Buffelshoek and Kalkfontein Water Projects | |
| | | <ul style="list-style-type: none"> ○ Define scope of work and other related studies ○ Provide report of water quality ● Hand-over to water authority and community | |
| Total Budget | | | R17 075 932 |
| Provisional Project Start Date: | July 2022 | | |
| Provisional Project End Date: | June 2027 | | |
| Target Group/Beneficiaries: | Ngwabe Communities | | |
| Number of jobs to be Created: | 80 Temporary Jobs | | |



TRP LED PROJECT 2 (B)

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|---------------------------------|--|---------------|
| Project Name: | School Infrastructure Development | |
| Project Category: | Infrastructure Development | |
| Introduction to Project: | <p>As part of school development programme TRP seeks to improve the quality of school infrastructure and quality of education in the area, and create an environment which is conducive for learning and create capacity to accommodate more learners from the community.</p> <p>The mine seeks to build additional classrooms, procure furniture, upgrade sports facilities and provide learning material in the local schools, and this will be done in partnership with the Department of Education. The role of the Department of Education will include provision of architectural plans and support.</p> | |
| Project Objectives: | <ul style="list-style-type: none">• To build additional classrooms at Malekane Primary School, Mmahlagare Combined School, Marifaan Primary School, Maremele Primary School, Ngwanangwato Senior Secondary School, Lydenburg Primary School, Dikgageng Primary School, and Ngwaabe Comprehensive School.• To improve the quality of education by creating an environment conducive for learning.• Support the department of Education and local schools• Capacity building | |
| | Year 1 (2023) Malekane Primary (Ga Malekane Community) | Budget |
| Measurable Deliverables: | <p>Phase 1:</p> <ul style="list-style-type: none">• Construction of a new block of 3 x classrooms at Malekane Primary School at Ga Malekane community in Ngwaabe• Procure and donate furniture for the newly built classrooms<ul style="list-style-type: none">○ Define scope of work and other related studies○ Implementation and handover | R3 200 000 |



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| Project Name: | School Infrastructure Development | |
| | Year 2 (2024) Mmahlagare Combined School in Kalkfontein and Mafraan Primary School in Skhila (Lydenburg) | Budget |
| Measurable Deliverables: | <p>Phase 2:</p> <ul style="list-style-type: none"> Construction of a new block of 4 x classrooms at Mmahlagare Combined School in Kalkfontein. Construction of a new block of 3 x classrooms at Marifaan Primary School in Skhila (Lydenburg). Procure and donate furniture for the newly built classrooms <ul style="list-style-type: none"> Define scope of work and other related studies Implementation and handover | R4 395 591 |


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| Project Name: | School Infrastructure Development Project | |
| | Year 3 (2025) New Science Lab for all Schools in Ngwaabe (Ngwanangwato Senior Secondary School) and Classroom at Maremele Primary School | Budget |
| Measurable Deliverables: | <ul style="list-style-type: none"> Construction of a New Centralised Science Laboratory in Ngwaabe for all schools. Construction of a new block of 4 x classrooms at Maremele Primary School in Ngwaabe. Procure and donate furniture and science equipment (teaching aids) for the newly built science lab and classrooms. <ul style="list-style-type: none"> Define scope of work and other related studies Implementation and handover | R7 480 000 |
| | Year 4 (2026) Lydenburg Primary, and Dikgageng Primar Ga Maepa, Ngwaabe. | Budget |
| Measurable Deliverables: | <ul style="list-style-type: none"> Construction of a new block of 4 x classrooms at Lydenburg Primary School in Lydenburg. Construction of a new block of 4 x classrooms at Dikgageng Primary School at Ga Maepa in Ngwaabe. Procure and donate furniture for the newly built classrooms <ul style="list-style-type: none"> Define scope of work and other related studies Implementation and handover. | R8 448 315 |

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| Project Name: | | School Infrastructure Development Project | |
| | | Year 5 (2027) Ngwaabe Comprehensive School, Ga Masha | |
| Measurable Deliverables: | <ul style="list-style-type: none"> Construction of a new block of 4 x classrooms Ngwaabe Comprehensive at Ga Masha in Ngwaabe. Procure and donate furniture for the newly built classrooms <ul style="list-style-type: none"> Define scope of work and other related studies Implementation and handover | | R3 200 000 |
| Total Budget | | | R26 723 752 |
| Provisional Start Date: | Project | January 2023 | |
| Provisional End Date: | Project | June 2027 | |
| Target Beneficiaries: | Group/ | Lydenburg and Ngwaabe Communities (Kalkfontein, Kutullo, Ga Maselekeane, Ga Rantho, Ga Maepa and Ga Masha) | |
| Number of Jobs Created: | Jobs | Estimated 80 Temporary Jobs | |

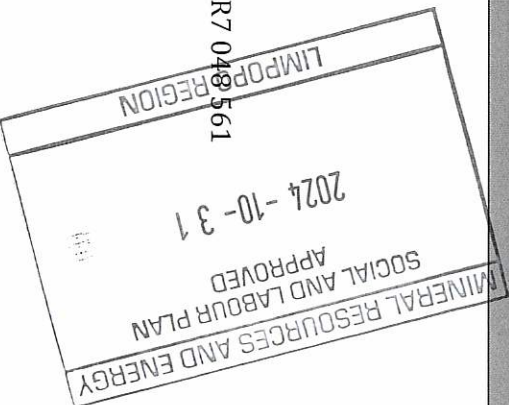
TRP LED PROJECT 2 (C)

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| Project Name: | Upgrading of 6 Traditional Office and CPA Offices in Ngwaabe (Ga Masha, Rantho, Ratau, Maphophha, Makua and Maseven) | | |
| Project Category: | Infrastructure Development | | |
| Introduction to Project: | <p>The project aim is to facilitate the improvement of service delivery to the communities through the traditional offices around Ngwaabe. To this end, the mine will construct new offices comprising of a reception, office and small boardroom as well as a toilet.</p> <p>The project will be implemented in various villages in Ngwaabe and Kalkfontein. This will be done in partnership with local Ward Councillors and Traditional Authorities as well as CPAs from the host communities.</p> | | |
| Project Objectives: | <ul style="list-style-type: none"> Construction of New Traditional Admin Office Provision of Furniture and Office equipment | | |

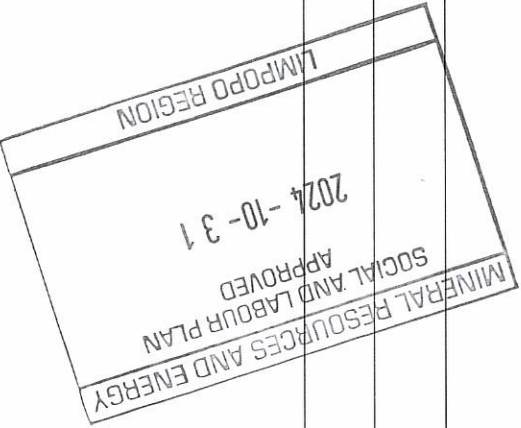
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| Project Name: | Upgrading of 6 Traditional Office and CPA Offices in Ngwaabe (Ga Masha, Rantho, Ratau, Maphopha, Makua and Maseven) | |
| | Year 1 (BP2023) Upgrade the Traditional Office for Baroka Ba Ratau Traditional Authority at Ga-Ratau in Ngwaabe | Budget |
| Measurable Deliverables: | <p>Phase 1:</p> <ul style="list-style-type: none"> Construction of a New Traditional Office for Ratau Traditional Authority (Ga-Ratau), Ngwaabe. Facilities to be equipped with airconditions for boardroom and office as well as ablution facilities. Appoint consultants to: Define scope of work and other related studies Implementation of project Hand over projects to the community | R2 310 472 |

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| | Year 2 (BP2024) Upgrade the Traditional Offices for Bahlakwana Ba Rantho at Ga-Rantho in Ngwaabe | Budget |
| Measurable Deliverables: | <p>Phase 2:</p> <ul style="list-style-type: none"> Upgrade / revamping of the Bahlakwana Ba Rantho Traditional Offices and community hall including a parameter fence and ablution facilities at Ga Rantho, Ngwaabe Facilities to be equipped with airconditions for boardroom and office as well as ablution facilities. Appoint consultants to: Define scope of work and other related studies Implementation of project Hand over projects to the community | R3 000 000  |

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| | Year 3 (BP2025) Upgrade the Traditional Offices for Bahlakwana Ba Malekane in Ngwaabe | Budget |
| Measurable Deliverables: | <p>Phase 3:</p> <ul style="list-style-type: none"> Upgrade / revamping of the Bahlakwana Ba Malekana Traditional Offices and acommunity hall including a parameter fence and ablution facilities at Ga Malekane, Ngwaabe Appoint consultants to: Define scope of work and other related studies Implementation of project Hand over projects to the community | R3 997 500 |

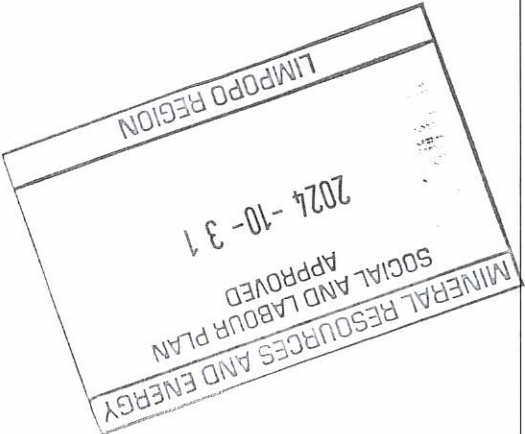
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| | Year 4 (BP2026) Upgrade the Traditional Offices for Bahlakwana Ba Mphopha at Ga Maphopha and Bakwena Ba Makua Traditional Authority at Ga Makua in Ngwaabe and Bakoni Ba Masha Makopole Traditional Council in Kalkfontein | Budget |
| Measurable Deliverables: | <p>Phase 4:</p> <ul style="list-style-type: none"> Construction of a New Traditional Office for Bahlakwana Ba Mphopha (Ga Maphopha), Ngwaabe. Construction of a New Traditional Office for Bakwena Ba Makua Traditional Authority (Ga Makua), Ngwaabe. Construction of a New Office for Bakoni Ba Masha Makopole CPA and the Masha Makopole Royal Council (One office). Facilities to be equipped with airconditions for boardroom and office as well as ablution facilities. Appoint consultants to: Define scope of work and other related studies Implementation of project Hand over projects to the community Implementation of project |  |

| | Year 5 (BP2027) Upgrade the Traditional Offices at Batlokwa Ba Magolego Traditional Authority (Maseven) in Ngwaabe | Budget |
|---------------------------------|--|-------------|
| Measurable Deliverables: | <p>Phase 5:</p> <ul style="list-style-type: none"> • Construction of a New Traditional Office for Batlokwa Ba Magolego Traditional Authority (Maseven), Ngwaabe. • Facilities to be equipped with airconditions for boardroom and office as well as ablution facilities. • Appoint consultants to: • Define scope of work and other related studies • Implementation of project • Hand over projects to the community | R1 871 858 |
| Total Budget | | R18 248 391 |
| Provisional Project Start Date: | 01 July 2022 | |
| Provisional Project End Date: | 30 June 2027 | |
| Target Group/ Beneficiaries: | Ngwaabe Traditional Authorities, Kalkfontein and Buffelshoek | |
| Number of Jobs Created: | Estimated 80 Temporary Jobs | |

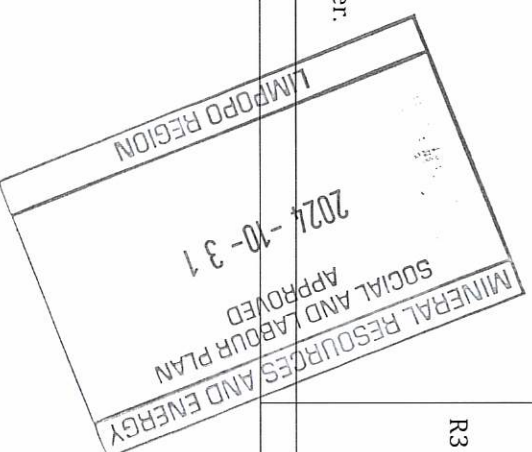


TRP LED PROJECT 2 (D)

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| Project Name: | Installation of 10 High Mast Solar Lights in Ngwaabe, Buffelshoek, Kalkfontein, Mashishing (Lydenburg) and Shaga |
| Project Category: | Infrastructure Development |
| Introduction to Project: | <p>The project is aimed at improving infrastructure in the villages surrounding the mine, it will also provide a sense of safety during the night for the community and create social change. This new project will help the community to have lighting during the night, with an illuminated area.</p> <p>The municipality has raised concerns of lack of infrastructure in the communities and as part of its priority projects have raised the issue of high mast lights on all the villages. This will also address the ever increasing crime stats that happen at night due to lack of light and ensure the safety of employees returning from work after sunset.</p> |
| Project Objectives: | <ul style="list-style-type: none">• Provision of High Mast Lights• To improve basic infrastructure in the villages• Decrease the level of crime in the community• Support municipal and provincial growth initiatives for the area |



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| | Year 1 (BP2023) Installation of 2 High Mast Solar Lights in Buffelshoek and Shaga | Budget |
| Measurable Deliverables: | Phase 1: <ul style="list-style-type: none"> • Appoint a contractor • Installation of high Two (2) High Mast Solar Lights • One in Shaga (Next to Day Care Centre) • One in Buffelshoek/Kalkfontein (Next to Masha Makopole Royal House and buffelshoek Primary School. • Implimentation of project, commissioning and handover. | R1 370 615 |
| | Year 2 (BP2024) Installation of 3 High Mast Solar Lights in, Ga-Rantho, Buffelshoek and Mashishing Lydenburg | Budget |
| Measurable Deliverables: | Phase 2: <ul style="list-style-type: none"> • Appoint a contractor • Install Total of three (3) High Mast Solar Lights • One in Mashishing (Next to Day Care Centre) between town and township • One Buffelshoek (by CPA Office) • One at Ga-Rantho Traditional Office or CPA Office – Community to determine. • Implimentation of project, commissioning and handover. | R2 650 000 |
| | Year 3 (BP2025) Installation of 5 High Mast Solar Lights in Ngwaabe: Ga-Maepa, Ga Masha, Ga Rantho, Ga Malekane and Ga Maphopha | Budget |
| Measurable Deliverables: | Phase 3: <ul style="list-style-type: none"> • Appoint a contractor • Install Total of Five (5) High Mast Solar Lights • One at Ga-Maepa (Next to Traditional Office) • One at Ga-Masha - D2219 road • One at Ga Malekane - D2219 road • One at Ga Rantho – D2219 road • One at Ga maphopha – D2219 road • Implimentation of project, commissioning and handover. | R3 500 000 |

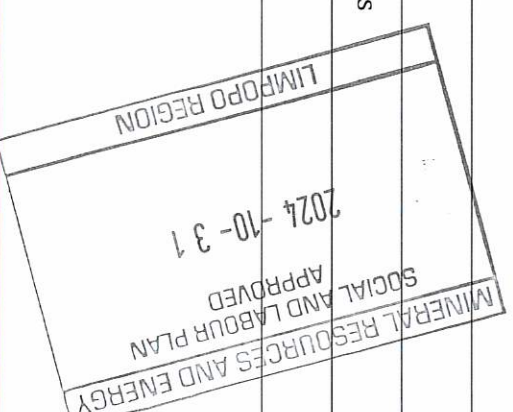


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| Project Name: | Installation Total of Thirteen (10) High Mast Solar Lights | |
| Project Category: | Infrastructure Development | |
| Total Budget | | R7 520 615 |
| Provisional Project Start Date: | 01 July 2022 | |
| Provisional Project End Date: | 30 June 2027 | |
| Target Group/Beneficiaries: | Ngwaabe, Shaga, Lydenburg/Mashishing and Buffelshoek | |
| Number of Jobs Created: | Estimated 30 Temporary Jobs | |

TRP LED PROJECT 2 (E)

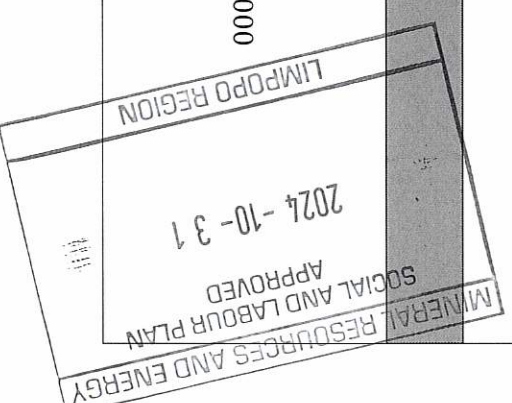
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| Project Name: | Steel Bridge Project (Ngwaabe) | |
| Project Category: | Infrastructure Development | |
| Introduction to Project: | <p>As part of the Special Presidential Package (SPP), the DMRE proposed a major joint infrastructure project in the form of a major road and bridge upgrade. This shall be done in conjunction with other southern cluster mines and shall benefit all communities including TRP communities.</p> <p>The joint venture shall be facilitated by the DMRE. All the mines the southern cluster are expected to contribute financially towards this project as part of Government initiative to improve infrastructure in mining towns.</p> | |
| Project Objectives: | <ul style="list-style-type: none"> • Collaborate with other partners to construct a new dual concrete bridge and rehabilitate the current steel bridge. • Improve access to markets, basic amenities and promote economic activity in the region • To improve basic infrastructure in the villages • Support municipal and provincial growth initiatives for the area | |

| | Year 1 (BP2023) Steel Bridge (Ngwaabe - Collaborative Initiative) | Budget |
|--------------------------|--|-------------------|
| Measurable Deliverables: | Phase 1: <ul style="list-style-type: none"> Contribute towards a collaborative effort – Construction of a New Concrete Dual Carriage Bridge at Cnr R555 and Jane Furse Road (Ngwaabe) in partnership with RAL and Other Mines. <ul style="list-style-type: none"> Support financially and technically RAL is the implementing/ Lead project partner | R4 200 000 |
| Measurable Deliverables: | Year 2 (BP2024) | |
| Measurable Deliverables: | None | R0 |
| Measurable Deliverables: | Year 3 (BP2025) | |
| Measurable Deliverables: | None | R0 |
| Measurable Deliverables: | Year 4 (2026) | |
| Measurable Deliverables: | None | R0 |
| Measurable Deliverables: | Year 5 (2027) | |
| Measurable Deliverables: | None | |
| Total Budget | | R4 200 000 |
| Provisional Start Date: | 31 July 2022 | |
| Provisional End Date: | 30 June 2027 | |
| Target Beneficiaries: | Buffelshoek, Ngwaabe, Kalkfontein, Steelpoort and Jane Furse/Schoonoord Communities | |
| Number of Jobs Created: | Estimated 40 Temporary Jobs | |

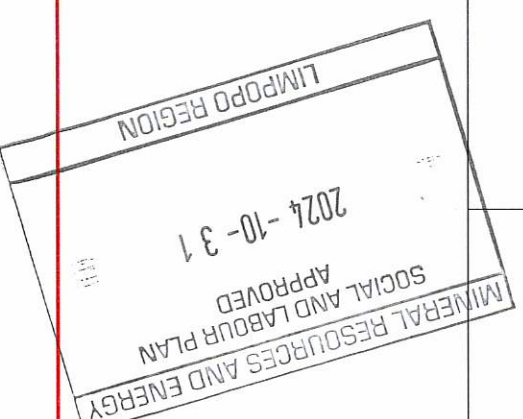


TRP LED PROJECT 2 (F)

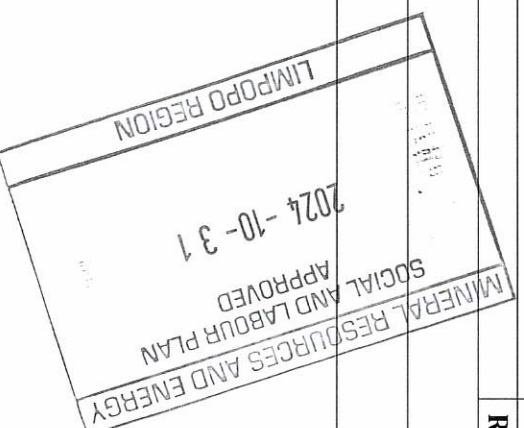
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| Project Name: | Upgrading of Access Roads (low lying bridges) Buffelshoek/ Kalkfontein and Ga Maepa road in Ngwaabe | | |
| Project Category: | Infrastructure Development | | |
| | <p>The project's aim is to improve the quality of road infrastructure and life of communities in Buffelshoek and Kalkfontein, and a portion of the road to Ga Maepa in Ngwaabe by topping up the road surface and compacting it to ensure safe driving conditions. In some areas, depending on the conditions, paving will be used to improve the quality of the roads. TRP will also build bridges on this road.</p> | | |
| Introduction to Project: | <p>This project covers a distance of approximately 15 KM from the mine to Buffelshoek on a gravel road south of the R577. It will also extend to Kalkfontein, 10KM from the mine, and Ga Maepa which is 28 KM from TRP.</p> <p>TRP will also build 3 bridges on this road between Kalkfontein and Buffelshoek during the life of SLP IV.</p> <p>The project will be implemented in various villages in the Ngwaabe and Kalkfontein as well as Buffelshoek and it will be implemented in partnership with local Ward Councillors, and Traditional Authorities, CPAs including the provincial Department of Roads and Public Works.</p> | | |
| Project Objectives: | <ul style="list-style-type: none"> • Provision of Road infrastructure • To improve the quality of roads in the villages • Support the municipal and provincial growth initiatives in the area. • TRP will also assist re-gravel parts of the road that are damaged by rains. | | |
| | Year 1 (BP2023) Upgrade/Rehabilitate Access Roads - Low Lying bridges (Buffelshoek). | Budget | |
| Measurable Deliverables: | <p>Phase 1:</p> <ul style="list-style-type: none"> • Construction/Expansion of the existing access bridge in Buffelshoek • Rehabilitation of the ends and installation of gabions using local labour • Appoint consultants to: <ul style="list-style-type: none"> ○ Define scope of work and other related studies ○ Analysis of the existing infrastructure and the overall environment ○ Design infrastructure plan • Implementation of project and hand-over to FTLM | R2 600 000 | |



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| | Year 2 (BP2024) Upgrade/Rehabilitate Access Roards - Low Lying bridges - Buffelshoek | |
| Measurable Deliverables: | <p>Phase 2:</p> <ul style="list-style-type: none"> • Build / Expand/Upgrade and rehabilitate the existing access bridge to Buffelshoek • Install gabions on both ends of the bridge – to control water system • Appoint consultants to: <ul style="list-style-type: none"> ◦ Define scope of work and other related studies ◦ Review road infrastructure in the village ◦ Analysis of the existing infrastructure • Appoint a contractor • Implementation of project and Hand over to FTLM <p>Year 3 (BP2025) Upgrade/Rehabilitate Access Roards - Low Lying bridges - Ga Maepa</p> <p>Phase 3:</p> <ul style="list-style-type: none"> • Build / Expand/Upgrade and rehabilitate the existing access bridge to Ga Maepa. • new bridge on the access road to Buffelshoek and upgrade a bridge to Ga Maepa. • Install gabions on both ends of the bridge – to control water system • Appoint consultants to: <ul style="list-style-type: none"> ◦ Define scope of work and other related studies ◦ Review road infrastructure in the village ◦ Analysis of the existing infrastructure • Appoint a contractor • Implementation of project and Hand over to FTLM | R3 450 000 |
| Measurable Deliverables: | | R6 000 226 |



| | | Year 4 (2026) Upgrade of Roads - Buffelshoek / Kalkfontein | |
|--------------------------|--|--|--|
| Measurable Deliverables: | <ul style="list-style-type: none"> Expand/Upgrade and rehabilitate the existing access bridge Install gabions on both ends of the bridge – to control water system Appoint consultants to: <ul style="list-style-type: none"> Define scope of work and other related studies Review road infrastructure in the village Analysis of the existing infrastructure Appoint a contractor Implementation of project and Hand over to FTLM | R3 000 000 | |
| | | Year 5 (BP2027)) Upgrade of Roads - Kalkfontein "A" | |
| Measurable Deliverables: | <ul style="list-style-type: none"> Expand/Upgrade and rehabilitate the existing access bridge Install gabions on both ends of the bridge – to control water system Appoint consultants to: <ul style="list-style-type: none"> Define scope of work and other related studies Review road infrastructure in the village Analysis of the existing infrastructure Appoint a contractor Implementation of project and Hand over to FTLM | R2 000 000 | |
| Total Budget | | R13 950 226 | |
| Provisional Start Date: | Project 01 July 2022 | | |
| Provisional End Date: | Project 30 June 2027 | | |

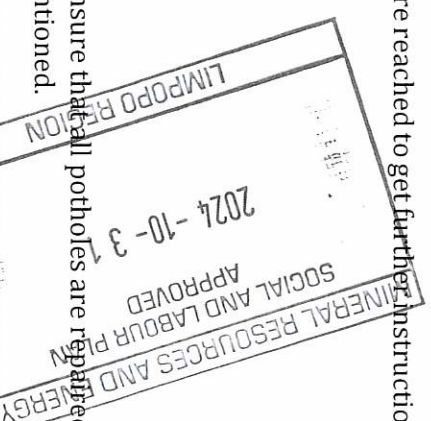


TRP LED PROJECT 2 (G)

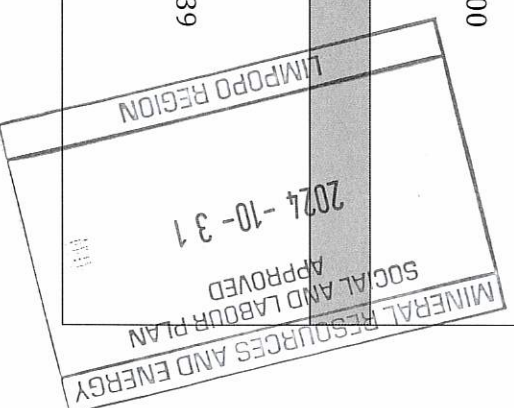
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|---------------------------------|---|
| Project Name: | Patching of Potholes on Road D2219 in Ngwaabe |
| Project Category: | Infrastructure Development |
| Introduction to Project: | <p>Two Rivers Platinum has committed to continue its focus on the road from the mine via Kalkfontein to the intersection of the R577 and R555 roads (Phepheng) and the road D2219 from its intersection with R555 at the single-lane steel bridge on the lane Furse route via Ngwaabe villages.</p> <p>No matter what size the pothole is, it is crucial to repair it as soon as possible. If left unchecked, this type of damage will continuously grow based on weather, traffic, and outside factors. The larger the pothole, the more dangerous it will become for the road users (the general public, Mine customers, employees, and vehicles).</p> <p>This project will ensure that road D2219 from Ngwaabe to the Steelbridge and R577 between TRP and R555 are well maintained at all times. Damages to roads will be repaired as and when required in the five years of the SLP IV. The mine in partnership with the department of roads and transport undertakes to monitor these specific roads in Fetakgomo Tubatse Local Municipality and address all the maintenance needs.</p> <p>The mine in partnership with the Fetakgomo-Tubatse Local Municipality, through the office of the Municipal Manager, and Department of Roads and Transport, undertakes to monitor the specific roads within Ngwaabe, Kalkfontein, Ma-Seven, Buffelshoek and Richmond (Ga-Mawela).</p> |
| Project Objectives: | <ul style="list-style-type: none">• The objectives of this project is to patch the potholes on road D2219 and road R577 from the mine to the intersection of R555 via Kalkfontein/ Nokaneng Village.• Pothole repairs will prevent further damage to the road.• Repairing potholes will prevent the formation of larger potholes and more substantial pavement damage.• Improved safety of the road users.• Pothole repair will reduce long-term repair costs. |
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2024-03-31
MINERAL RESOURCES AND ENERGY
SOCIAL AND LABOUR PLAN
APPROVED

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| Project Name: | Patching of Potholes on Road D2219 in Ngwabe | |
| Project Scope | <ul style="list-style-type: none"> The Contractor will perform inspections, maintenance and repairs on the tar roads R577 to the intersection of R555 via Kalkfontein, and D2219 (Jane Furse road) via Ngwabe Villages as follows and: All tar maintenance work must consist of surface patch work and sub-base patchwork, up to 150mm or less. Base repair patch work of 150mm – 300mm to be done with a suitable material and compacted before cold mix or equivalent material is applied. All potholes less than 300mm will be repaired as is. The scope to be applied to fix. Holes larger than 300mm in diameter will first be cut using a disk cutter. These holes will then be fixed as per the scope. All holes fixed will be clearly marked by the Contractor (Contractor to supply paint) for the Employer's verification before payment. The Contractor to inform the Employer once 100 (one thousand) square meters are reached to get further instructions for that particular month. Repair of damaged kerbing and edge beams. Unblocking of existing stormwater pipes. Medium Graded Hot Mix Asphalt Overlaying of damaged sections of the road. Permanent Road marking and replacement of damaged permanent road signs. Bush / vegetation clearing. Reconstruction of Road Shoulders and Edge Break Repairs. Site Establishment (As and when required in the duration of the contract) The contractor shall inspect all surfaces as stipulated in the proposal and shall ensure that all potholes are repaired. The Contractor shall install road signs and paint road markings on the roads mentioned. | |
| | Year 1 (BP2023) Patching of Potholes on Road D2219 in Ngwabe | Budget |
| Measurable Deliverables: | Phase 1: <ul style="list-style-type: none"> Appoint a consultant to: <ul style="list-style-type: none"> Define scope of work and other related studies Review road infrastructure per village Report on road quality Analysis of the existing infrastructure Design infrastructure plan Tender process | R2 100 000 |



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| Project Name: | | Patching of Potholes on Road D2219 in Ngwaabe | |
| | <ul style="list-style-type: none"> • Appoint a contractor • Implementation of project • Continuous patching of potholes on the road – as and when required ensuring safety of road users. | | |
| | | Year 2 (BP2024) Patching of Potholes on Road D2219 in Ngwaabe | |
| Measurable Deliverables: | Phase 2: <ul style="list-style-type: none"> • Continuous patching of potholes and road repairs along the Kalkfontein and Jane Furse route (though Ngwaabe Villages). • Monitor and rehabilitate road infrastructure as and when required | R3 810 650 | |
| | | Year 3 (BP2025) Patching of Potholes on Road D2219 in Ngwaabe | |
| Measurable Deliverables: | Phase 3: <ul style="list-style-type: none"> • Continuous patching of potholes and road repairs along the Kalkfontein and Jane Furse route (though Ngwaabe Villages). • Monitor and rehabilitate road infrastructure as and when required | R3 000 000 | |
| | | Year 4 (BP2026) Patching of Potholes on Road D2219 in Ngwaabe | |
| Measurable Deliverables: | Phase 4: <ul style="list-style-type: none"> • Continuous patching of potholes and road repairs along the Kalkfontein and Jane Furse route (though Ngwaabe Villages). • Monitor and rehabilitate road infrastructure as and when required • Review road infrastructure per village | R3 251 839 | |



| | | | |
|--------------------------|--|-------------|--|
| | Year 5 (BP2024) Patching of Potholes on Road D2219 in Ngwaabe | | |
| Measurable Deliverables: | Phase 5 <ul style="list-style-type: none"> Maintain and repair potholes along Kalkfontein to Phepheng and through Ngwaabe (from Steel Bridge to Ga-Talane) as and when required Monitor and rehabilitate road infrastructure as and when required Official hand over of equipment/plantAppoint consultants to: | R2 630 858 | |
| Total Budget | | R14 258 180 | |
| Provisional Start Date: | Project 01 July 2022 | | |
| Provisional End Date: | Project 30 June 2027 | | |
| Target Beneficiaries: | Group/ Ngwaabe communities | | |
| Number of Jobs Created: | 25 Temporary Jobs | | |

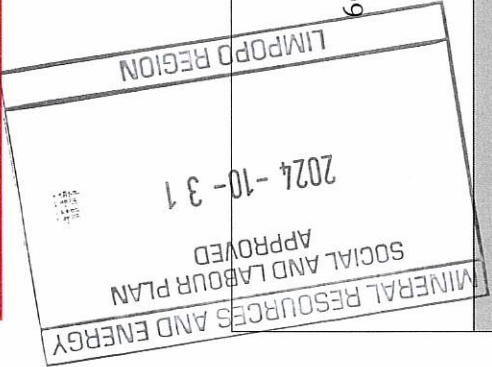
LIMPOPO REGION
 2024-10-31
 MINERAL RESOURCES AND ENERGY
 SOCIAL AND LABOUR PLAN
 APPROVED



Road D2219 riddled with potholes from the Steelbridge through Ngwaabe

TRP LED PROJECT 3 (A)

| | | |
|---------------------------------|--|---------------|
| Project Name: | Project Management and Related Costs | |
| Project Category: | Consultancy Fees, Leadership Training, Various CSI initiatives, etc. | |
| Introduction to Project: | Various Corporate Social Investment initiatives / donations, consultancy fees and leadership trainings. | |
| Project Objectives: | <ul style="list-style-type: none">• Assist with unplanned community needs, sports and humanitarian needs.• Ensure proper project management and other related costs. | Budget |
| | Year 1 (BP2023) | |
| Measurable Deliverables: | <ul style="list-style-type: none">○ Financial assistance to individuals / organisations in need.○ Well kept records – research, plans and costs○ Ensure excellent benchmarking methodologies sustainable development programmes.○ Business and Leadership training for beneficiaries○ Design infrastructure plan○ Successful project management plan implementation | R2 310 472 |
| | Year 2 (BP2024) | |
| Measurable Deliverables: | <ul style="list-style-type: none">○ Financial assistance to individuals / organisations in need.○ Well kept records – research, plans and costs○ Ensure excellent benchmarking methodologies sustainable development programmes.○ Business and Leadership training for beneficiaries○ Design infrastructure plan○ Successful project management plan implementation | R2 505 09 |



| | | | |
|--------------------------------------|---|------------------------|--|
| | | Year 3 (BP2025) | |
| Measurable Deliverables: | <ul style="list-style-type: none"> Financial assistance to individuals / organisations in need. Well kept records – research, plans and costs Ensure excellent benchmarking methodologies sustainable development programmes. Business and Leadership training for beneficiaries Design infrastructure plan Successful project management plan implementation | R3 311 542 | |
| | Year 4 (BP2026) | | |
| Measurable Deliverables: | <ul style="list-style-type: none"> Financial assistance to individuals / organisations in need. Well kept records – research, plans and costs Ensure excellent benchmarking methodologies sustainable development programmes. Business and Leadership training for beneficiaries Design infrastructure plan Successful project management plan implementation | R3 251 839 | |
| | Year 5 (2027) | | |
| Measurable Deliverables: | <ul style="list-style-type: none"> Financial assistance to individuals / organisations in need. Well kept records – research, plans and costs Ensure excellent benchmarking methodologies sustainable development programmes. Business and Leadership training for beneficiaries Design infrastructure plan Successful project management plan implementation | R2 878 918 | |
| Total Budget | | R14 258 180 | |
| Provisional Start Date: | 01 July 2022 | | |
| Provisional Project End Date: | 30 June 2027 | | |
| Target Beneficiaries: | Ngwaabe communities, Kalkfontein, Buffelshoek, Kutullo and Lydenburg/Mashishing | | |



INTENDED FUTURE COMMUNITY SOCIAL RESPONSIBILITY PROJECTS

SUMMARY OF PROJECTS TO BE UNDERTAKEN BY 2024-2027

| PROJECT NAME / DESCRIPTION | SLP IV FIVE YEAR FINANCIAL PROVISION - LED (2023 - 2027) | | | | | | |
|---|--|------------|------------|------------|------------|-------------|-------------|
| | BP2023 | BP2024 | BP2025 | BP2026 | BP2027 | TOTAL | |
| SMME Development | 6 500 000 | 5 700 000 | 6 500 000 | 6 500 000 | 6 500 000 | 6 500 000 | 31 700 000 |
| (b) DMRE (MCIII) Agri-Business | 6 500 000 | 5 700 000 | 6 500 000 | 6 500 000 | 6 500 000 | 6 500 000 | 31 700 000 |
| Infrastructure | 18 281 087 | 19 855 173 | 27 277 726 | 25 875 561 | 13 222 716 | 104 512 263 | 104 512 263 |
| Infrastructure Development | 18 281 087 | 19 855 173 | 27 277 726 | 25 875 561 | 13 222 716 | 104 512 263 | 104 512 263 |
| Kalkfontein/Bufelshoek Projects | 2 500 000 | 3 648 932 | 3 300 000 | 4 127 000 | 3 500 000 | 17 075 932 | 17 075 932 |
| Schools Infrastructure | 3 200 000 | 4 395 591 | 7 480 000 | 8 448 161 | 3 200 000 | 26 723 752 | 26 723 752 |
| Traditional Office upgrades | 2 310 472 | 3 000 000 | 3 997 500 | 7 048 561 | 1 891 858 | 18 248 391 | 18 248 391 |
| Installation High Mast Street Light | 1 370 615 | 2 650 000 | 3 500 000 | - | - | 7 520 615 | 7 520 615 |
| Steel Bridge Project | 4 200 000 | - | - | - | - | 4 200 000 | 4 200 000 |
| Upgrading of Access Road (building bridges) | 2 600 000 | 2 350 000 | 6 000 226 | 3 000 000 | 2 000 000 | 13 950 226 | 13 950 226 |
| Patching of Potholes on Road D2219 in Ngwaabe | 2 100 000 | 3 810 650 | 3 000 000 | 3 251 839 | 2 630 858 | 14 793 347 | 14 793 347 |
| Project Management Costs | 2 310 472 | 2 505 409 | 3 311 542 | 3 251 839 | 2 878 918 | 14 258 180 | 14 258 180 |
| Stipend, SLP IV publication and Leadership Training | 2 310 472 | 2 505 409 | 3 311 542 | 3 251 839 | 2 878 918 | 14 258 180 | 14 258 180 |

SUMMARY - SLP IV FINANCIAL PROVISION

| Focus Areas (SLP Targets) | 2 023 | 2 024 | 2 025 | 2 026 | 2 027 | TOTAL |
|-----------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|--------------------|
| Human Resources Development (HRD) | 21 428 351 | 24 553 009 | 32 453 110 | 32 661 228 | 33 309 791 | 144 405 489 |
| Local Economic Development (LED) | 24 781 087 | 25 555 173 | 33 777 726 | 32 375 561 | 19 722 716 | 136 212 263 |
| Project Management Costs | 2 310 472 | 2 505 409 | 3 311 542 | 3 251 839 | 2 878 918 | 14 258 180 |
| Management of Downscaling | 5 874 748 | 5 874 748 | 5 874 748 | 5 874 748 | 5 874 748 | 29 373 740 |
| TOTAL | 54 394 658 | 58 488 339 | 75 417 126 | 74 163 376 | 61 786 173 | 324 249 672 |

MEASURES TO ADDRESS THE HOUSING AND LIVING CONDITIONS
REGULATION 46(C) (V)

Historically, the workforce in the South African Mining industry has been housed in single-sex mining compounds. Unfortunately, to a large degree, this is still the case in mines throughout South Africa. TRP's policy is that its workforce (including that of its contractors) should reside in places of their choosing, with their families as much as possible.

HOUSING SCHEME

2024-10-31

SOCIAL APPROVED

The proposed Two Rivers Project is located about 60 kilometres from Lydenburg town and approximately 25 kilometres from Steelpoort. It was envisaged that all management employees would reside in these towns, whilst the majority of the remaining employees would live in the rural areas

Currently the employees of TRP are residing in the following types of accommodation:

Rented Family Units are located in Lydenburg/Mashishing. TRP have already started consultations with the representative trade union and a survey to determine the choices and needs of both current and the newly employed workforce. Discussions between key stakeholders were recently concluded. Subsequent to these consultations, and as required by the Amended MPRDA (Mining Charter III, 2018), TRP has developed its Housing Strategy, recently submitted to the Regional DMRE Office.

TRP's aim is to promote homeownership among its employees.

TRP's long term strategy is not to be the owner of any houses and not to be involved in the provision of accommodation. However due to the critical shortage of houses in the region, TRP has now implemented temporary measures to ensure that skilled staff could be recruited and accommodated. It was therefore decided to build additional 180 houses in Lydenburg for the skilled staff which they may rent from TRP at market related rental until such time when TRP will embark on a disposal programme of these houses.

TRP indicated that it would explore in more detail the issue of mining houses indicated in the IDP of Fetakgomo-Tubatse Local Municipality. This may have an impact on the strategic position and long term strategy on housing of TRP. Should there be any change in this regard, such changes will be reported in the annual SLP report to be submitted to the DMRE.

TRP recognises the right of an employee to reside with his / her family in a house of their choice wherever they choose which they can afford to rent or purchase.

The remuneration packages of the TRP's employees are structured in such a way that employees will be able to provide their own accommodation in terms of the above-mentioned right.

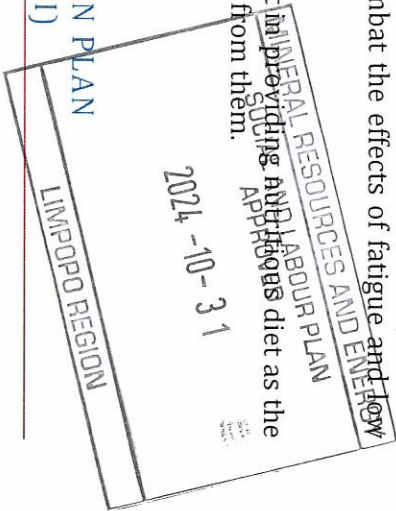
TRP is not in favour of hostel accommodation and will only facilitate the provision of such a service by an outside service provider if required to do so by its employees.

MEASURES TO ADDRESS THE NUTRITION OF MINE EMPLOYEES
REGULATION 46(C)(VI)

TRP is committed to contributing to a healthy and productive labour workforce, through the provision of educational information to employees on the benefits of a responsible diet, for example, through the use of posters at mine and plant entrances.

TRP intends to provide nutritious lunches to its workforce, during working hours, to those on duty. Furthermore, dietary supplements may be made available to certain categories of employees undertaking strenuous physical activities, to combat the effects of fatigue and low blood sugar.

The TRP LED initiatives listed in the above section will assist in providing a nutritious diet as the employees and the company canteen will source the produce from them.



PROCUREMENT PROGRESSION PLAN
REGULATION 46(C) (VII)

STRATEGY AND OBJECTIVES

TRP recognises the importance of contributing towards the broad based economic transformation of South Africa by bringing the Historically Disadvantaged South Africans (HDSAs) into the main stream of the economy. Progress have been made in the past ten years and further improvements will be made effective from 2018 going forward. All efforts will be made to align TRP's improvement strategies with those of the Amended MPRDA and the DTI Revised Codes of Good Practice.

The overall objective of the Procurement Progression Plan is to ensure that opportunities for HDSAs are maximised to supply services and goods to TRP, and where possible to its core contractors.

The Procurement Progression Plan must also ensure that TRP complies with the scorecard obligations in terms of the BEE procurement which are as follows:

- To identify the current levels of procurement from HDSA companies and capacitate local entities accordingly through strategic partnerships (venture capital as well as technical skills).
- To commit to a progression of procurement from HDSA companies over a five (5) year period (Strive towards promoting HDSAs from ED to SD status).
- To encourage existing suppliers to form partnerships with local HDSA companies, where no HDSA company tenders to supply goods or services.
- To work closely with the local and district LED departments in incubating and capacitating local suppliers.
- To help develop HDSA procurement capacity and access the Department of Trade and Industry (DTI) assistance programmes to achieve this.

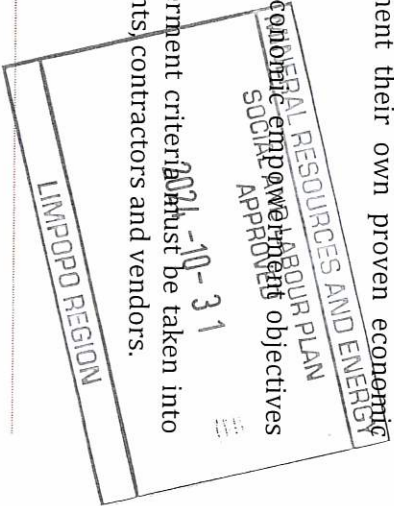
TRP is also committed to the preferential purchasing and procurement objectives of the Broad Based Socio Economic Empowerment Charter for the South African Mining Industry ("the Mining Charter"), which is as follows:

- Creating an enabling environment for local HDSA companies to do business with TRP (Enterprise Development).
- Ensuring that an increasing proportion of high value contracts are awarded to local HDSA companies (Supplier Development).
- Providing opportunities to businesses that implement their own proven economic empowerment programmes.
- Creating awareness, understanding and support of economic empowerment objectives among key stakeholders.
- The abovementioned implies that economic empowerment criteria must be taken into account in adjudicating all submissions from consultants, contractors and vendors.

ACTION PLANS

In order to ensure that TRP achieve the objectives of the Procurement Progression Plan the following will be implemented:

- The establishment of a database to identify local BEE companies and SME's in order that they may be invited for applicable tenders.
- Capacitate and enhance the TRP's SME incubation programme in partnership with the government's local economic development department.
- Improve and enhance the current TRP Incubation facilities and systems.
- To host exhibitions and training linkages with major suppliers.
- To encourage current principal suppliers to form meaningful partnerships with HDSA enterprises.
- Where possible to divide contracts or projects into smaller components to enable emerging local HDSA companies to tender.
- Establish a mine integrated procurement sub-committee
- Establish an effective and well equipped and resourced TRP incubation support system.
- Where possible to negotiate favourable terms of payment by HDSA companies and SME's
- Clear targets to be set that can be measured on a regular basis.



- To improve on the current administrative mechanisms, currently done by DECTY Rating Agency, to verify the empowerment status of all suppliers as well as the levels of BEE spend by TRP. The internal system will be modified to accommodate the DMR future requirements.

Indicated below is TRP's understanding of the following:

- HDSA companies are those companies that are owned or controlled by HDSAs.
- Ownership of a business entity can be achieved by any of the following ways:
 - A majority shareholding position, i.e. 50% plus one share.
 - Joint ventures or partnerships i.e. minimum 35% equity share
 - Broad based ownership i.e. HDSA dedicated mining unit trusts, or employee share, owner schemes.
- Although it is important to give all HDSAs a preferred supplier's status where possible, it would be local BEE companies that will be used to measure TRP's performance in this regard. Local BEE companies are those companies of which the black ownership is more than 25.1 % from the local core communities.

Table 13 is the summary of Form T which will assist in making meaningful conclusions on the procurement spending.

TABLE 13: TRP PROCUREMENT SUMMARY AS AT JUNE 2022

| | Current Targets | 2023 | 2024 | 2025 | 2026 | 2027 |
|---|-----------------|------|------|------|------|------|
| Mining Goods | 50% of spend | | | | | |
| 21% of total mining goods procurement budget must be spent on SA goods produced by HDP owned and controlled companies | 15% | 21% | 21% | 21% | 21% | 21% |
| 5% of total mining procurement budget spent on women or youth owned and controlled companies | 4% | 5% | 5% | 5% | 5% | 5% |
| 44% spent on SA manufactured goods produced by B-BBEE compliant companies | 31% | 44% | 44% | 44% | 44% | 44% |
| Services | 80% of spend | | | | | |
| 50% of total services budget must be spent on services supplied by Historically Disadvantaged Persons (HDP) | 50% | 40% | 42% | 44% | 46% | 48% |
| 15% of total services budget must be spent on services supplied by Women Owned Companies | 15% | 7% | 9% | 11% | 13% | 15% |
| 5% of total services budget must be spent on services supplied by Youth Owned and controlled Companies | 5% | 1% | 2% | 3% | 4% | 5% |
| 10% of total services budget must be spent on B-BBEE compliant companies | 10% | 10% | 10% | 10% | 10% | 10% |
| R&D | 100% | 100% | 100% | 100% | 100% | 100% |
| Sample Analysis | 100% | 100% | 100% | 100% | 100% | 100% |
| Total | | | | | | |
| <i>NB. Refer to Revised Mining Charter IIII</i> | | | | | | |

TRP is in the process of updating its current procurement database, including local procurement database. Currently approximately 35% of the service providers are not accredited which may have a severe impact on the above figures once they have been accredited. This problem will be resolved with the implementation of the enhanced administrative mechanisms to verify the empowerment status of all suppliers as well as the levels of BEE spend, focusing on local procurement by TRP.

The current total percentage procurement spend on HDSAs looks less favourable in respect of mining goods (15%), i.e. women and youth (4%), SA manufactured goods (4%) and total mining goods products procured budget spend on HDSA owned and controlled entities (21%). Although

TRP is currently spending 50% on total BEE services, TRP is committed on increasing its local BEE spend on HDSAs located around its operation over the next (5) five years and this is in line with its Procurement Plan. However, the above achievements may decline in the near future due to various operational reasons.



ESTABLISHMENT OF THE FUTURE FORUM
REGULATION 46(D)(1)

A future forum is a joint labour management committee established at mine site level that focuses on the implementation and monitoring of the Social and Labour Plan.

A Forum exists and comprises of the following stakeholders:

- Management representatives from TRP
- Representatives from the workers unions

Complemented by the Two Rivers Community Forum(TRCF) which comprises of the following:

- Representatives from Communal Property Administrations (CPAs)
- Representatives from Traditional Authorities
- Representatives from Ngwaabe Joint Forums
- Representatives from the Fetakgomo-Greater Tubatse Municipality (FGTM)
- Representatives from the local Department of Labour
- Representative from local Business Chamber

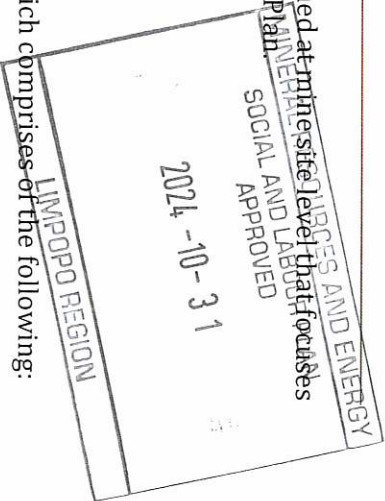
Below is an overview of the functions of the Forum and TRCF at TRP:

- Generate awareness of the Social and Labour Plan and associated activities in the community;
- Act as a communication mechanism on mine related issues between workers through their representatives, communities, traditional leaders, CPAs, government and the operation;
- Implement strategies and policies agreed upon by both parties;
- Identify solutions to problems and challenges which may arise or impact on operations.
- Discuss issues related to retrenchment and downscaling, as well as turn-around strategies;
- Negotiate and take measures to avoid job losses as well envisage and implement contingency plans;
- Develop and implement prevention and redeployment strategies in the management of retrenchments as well as coordinating the notification process.

The Forum is also responsible for:

- Notifying the Minerals and Petroleum 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 10% of the workforce, whichever is the greater in this case, is contemplated.

The Future Forum includes regular consultations between employees and management, and meetings on a quarterly basis or more regular basis, as its members decide. When closure of the operation is imminent the forum will meet at least monthly.



MECHANISMS TO SAVE JOBS, AVOID JOB LOSSES AND A DECLINE IN
EMPLOYMENT
REGULATION 46(D)(II)

TRP commits to making every effort to promote security of employment through sound management of the operations for the entire existence of the life of the mine. The contracting companies, once appointed will be expected to play a significant role in supporting initiatives that will contribute to avoiding job losses during a retrenchment exercises.

The SLP requires extensive investment (time, resources and money) from the contractors in the training and development of employees. It will be required that they endorse a policy that focuses on retaining skills rather than losing them during retrenchment exercise.

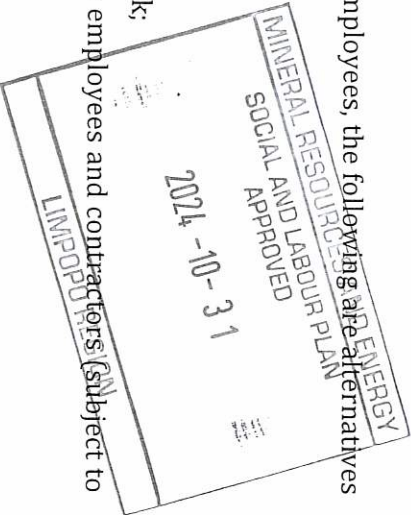
Although TRP does not have core contractors, where necessary, appointed core contractors are likely to have a number of on-going contracts. Thus, they will be encouraged to seek alternative employment for their employees through various initiatives, including seeking to transfer employees to other projects or companies within the same group (if this is feasible). Such transfers could be between mining and non-mining operations depending on the nature of the projects that the contractor is committed to.

Once the contractors have officially been appointed, TRP will undertake an analysis, in conjunction with the core contractors, of the various operations and projects the contractors are involved in. This will provide some indication as to the opportunities that might exist for transferring skills within the contracting companies should a retrenchment exercise take place.

In addition, in terms of the company's skills development strategy, there will be a focus on the provision of portable skills within the workforce throughout the life of the mine. These skills should provide those employees who either do not wish to be transferred or who cannot be accommodated in other contractor operations to remain economically active when downscaling and/or retrenchments are unavoidable.

As well as the aforementioned transfer alternative for employees, the following are alternatives that will also be considered to avoid job losses:

- Voluntary or compulsory retirement;
- Voluntary retrenchment;
- Working shorter hours;
- Reduction or elimination of overtime work;
- Termination of the services of temporary employees and contractors (subject to contractual terms);
- Moratorium on new recruitment;
- Redeployment;
- Job-sharing; and
- Any other suggestions identified during consultation.

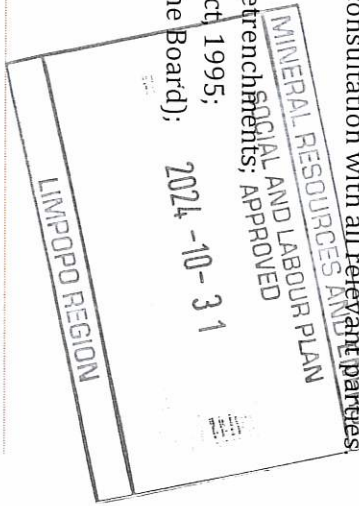


LEGISLATIVE COMPLIANCE

Where retrenchments are unavoidable, they will be managed humanely and through the formulation of appropriate retrenchment proposals and in consultation with all relevant parties. The following legislative process will be employed:

- Consultations – including communicating possible retrenchments; APPROVED
- Implementing section 189 of the Labour Relations Act 1995;
- Notification to the Minerals and Petroleum Board (the Board); 2024 -10- 31
- Complying with the Ministerial Directive.

CONSULTATION



TRP will implement a communication process that strives for participation by employees, mine management, local community representatives, government authorities, local business, as well as structures of civil society where applicable.

Consultation within the various platforms will commence when the company anticipates that it will need to reduce employee numbers due to prevailing operational constraints and conditions. The objective of consultation will be to understand and agree on possible solutions to minimise the impacts of retrenchment on employees. The following have been identified as means in which communication and consultation can take place:

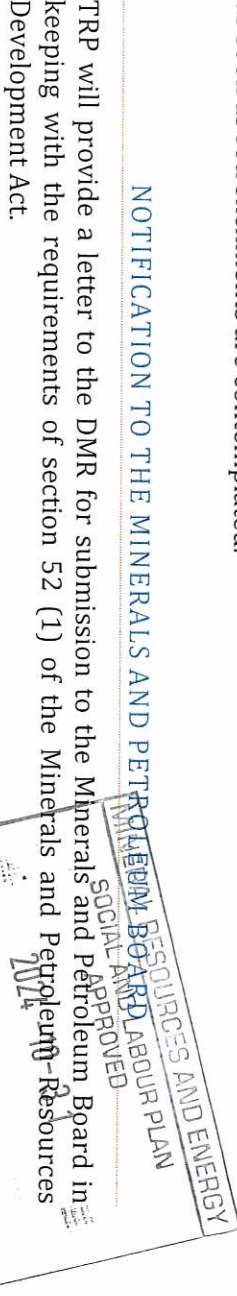
- Consultation with employees will take place through the Future Forum. This forum will report to the Local Economic Development (LED) Forum, which will be responsible for the coordination and integration of all official development plans (including SLPs) for a given region. The Future Forum will be used to identify strategies aimed at extending the life of the mine to avoid retrenchments and/or downscaling;
- A Community Liaison Forum may be established with the local communities to serve as a two-way communication mechanism with the Mine. Consultation with other stakeholders will take place by means of the LED Forum;
- Consultations in terms of Section 52 (1) of the MPRDA;
- Consultation will take place with the Department of Labour, DMR and surrounding mining companies to assess potential opportunities to mitigate the above.

During the consultation process the following will be discussed:

- Reason for the possible reduction in the number of employees;
- Alternative solutions;
- Numbers of employees to be affected and applicable time frames; and
- Support process for the affected communities and employees.

IMPLEMENTING SECTION 189 OF THE LABOUR RELATIONS ACT, 1995

TRP will engage in formal Section 189 consultations with recognised employee representatives as soon as retrenchments are contemplated.



TRP will provide a letter to the DMR for submission to the Minerals and Petroleum Board in keeping with the requirements of section 52 (1) of the Minerals and Petroleum Resources Development Act.

COMPLYING WITH MINISTERIAL DIRECTIVE

TRP will comply with Ministerial directive regarding corrective measures to be taken in the event of downscaling and retrenchment. As stipulated in section 52 (3) of the Act, TRP will confirm (in writing) that the corrective measures have been taken when required.

MECHANISMS TO PROVIDE ALTERNATIVE SOLUTIONS AND PROCEDURES FOR CREATING JOB SECURITY WHERE JOB LOSSES CANNOT BE AVOIDED
REGULATION 46(D)(III)

CONSULTATION MECHANISMS

In circumstances where TRP is of the opinion that retrenchments are unavoidable, it will embark on a comprehensive consultation process with all interested and affected parties, as prescribed in terms of Section 189 of the Labour Relations Act.

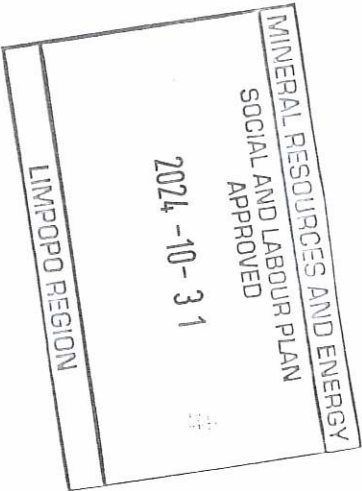
Consultation will take place based on the following principles:

- Relevant unions, employee representatives and employees who are likely to be affected by the retrenchment will be consulted;
- Discussions with the Future Forum will continue on an on-going basis;
- Universally accepted retrenchment principles will be applied;
- Information will be shared with the Future Forum members, unions and employee representatives. This information will be based on the financial and operational status of the mine;
- Proposals presented by the union and employee representatives will be considered in a serious fashion ;
- Creative initiatives and or mechanisms will be applied and or implemented to minimize the retrenchments.

NOTIFICATION OF ALL RELEVANT PARTIES

TRP will be required to provide the Minerals and Petroleum Board with sufficient notification of retrenchments during the life of the mine and three (3) to five (5) years prior to the end of the life of the mine.

Other parties that will require notice with specific time frames are the:



- Two Rivers Community Forum;
- Traditional Authorities
- Communal Property Associations
- Department of Labour;
- Fetakomo- Tubatse Local Municipality;
- Sekhukhune District Municipality;
- Relevant authorities of any major sending areas as determined by the mine's labour-sending records.

SUPPORT MECHANISM FOR AFFECTED EMPLOYEES

Subject to the availability of resources, TRP will provide support mechanisms that will assist employees who are affected by the retrenchment exercises. These could include (but are not limited to):

TRAINING AND DEVELOPMENT PRIOR TO RETRENCHMENT DATE

- Retraining;
- Entrepreneurship training;
- Other relevant training to enhance employability.

This will supplement the skills development training received throughout the employment of the employee at the mine as described in the Human Resources Development Programme.

INTERNAL REDEPLOYMENTS PROCEDURES

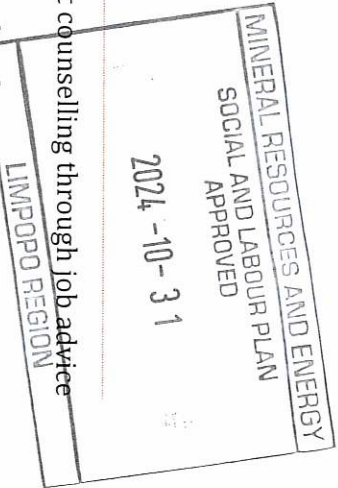
- Guide employees in understanding procedures;
- Provide support in making use of procedures.

JOB SEARCH

- Assistance in accessing available and suitable jobs in other companies or local mines;
- Notifying neighbouring mines of the retrenchments in process;
- Requesting neighbouring mines to provide information on current vacancies;
- Assistance in registering affected employees as 'job seekers' with the relevant Department of Labour and/or employment agencies;
- Assistance in completing job application forms and other relevant forms;
- Compiling a database with details of retrenched employees who will be given preferences in line with skill requirements of jobs in the event of new vacancies arising at the mine.

COUNSELLING

- Career transition counselling and/or outplacement counselling through job advice centres in the community;
- Personal counselling for individuals or groups to deal with trauma associated with retrenchment;
- Counselling available to retrenched employees and those left behind.



FINANCIAL PLANNING

- Advice and support on financial planning;
- Support in accessing pension and/or provident fund pay-outs;
- Support in claiming UIF (Unemployment Insurance Fund) or other state assistance.

MECHANISMS TO AMELIORATE THE SOCIAL AND ECONOMIC IMPACT OF RETRENCHMENT AND/OR MINE CLOSURE
REGULATION 46(D)(IV)

Mechanisms will be implemented to manage and, wherever possible, minimise the social and economic impact that a retrenchment exercise has on individuals, regions and economies. Due to the potential of downscaling and retrenchment exercises not only affecting TRP but also surrounding businesses and communities, TRP’s management and the Future Forum will have to conduct careful advance planning and assessments.

The LED section of this document specifically refers to processes that will assist in the facilitation of sustainable social and economic growth in the local communities during the life of the mine. This will need to be supported with additional measures to manage the impact of the mine closure on both the surrounding communities and those communities from which labour is sourced including, but not limited to the following:

COMMUNICATION

Communication will be at the forefront of the process by making all affected parties aware of the downscaling and/or retrenchment exercise and the affect it will have on the community. They will receive feedback and consider proposals on how to minimise the impact on the socio-economic situation of the area.

SOCIO-ECONOMIC IMPACT ASSESSMENT (SEIA)

Prior to the development of detailed closure management plans, specialist consultants will carry out the SEIA. This will incorporate interaction with both the Future Forum and relevant community structures.

2024-10-31

The plans to manage the socio-economic impact of retrenchments and/or the mine closure must be both comprehensive and will include a variety of strategies. These strategies will be guided by the principles as documented in the table below.

TABLE 14 PRINCIPLES FOR DEVELOPING MINE CLOSURE STRATEGIES

| Categories | Descriptor |
|--------------------|--|
| Consultation | Conduct comprehensive and sensitive consultation with: <ul style="list-style-type: none">• Local Communities• Government Departments• Other relevant parties identified• Local businesses (those reliant on the mine and those who are independent) |
| Capacity Building | Assist retrenched employees to establish their own businesses and assist local businesses in expanding their current operations: <ul style="list-style-type: none">• Support and guidance during life of mine and at time of retrenchment;• Encourage entrepreneurial initiatives with local business and interested employees. |
| Mentorship | Utilize mentorship structures that commenced during the life of the mine and in line with the needs of the groups or structures during the retrenchments: <ul style="list-style-type: none">• Continued mentorship of empowerment groups and local community structures;• Ad hoc mentoring for entrepreneurs as required based on projects. |
| Skills Portability | Conduct skills development for those employees facing retrenchment, (this will be in addition to skills development initiatives that take place during the life of the mine). It will not only focus on mine-related skills training but provide the opportunity to transfer to other industries and promote employability: <ul style="list-style-type: none">• Build on skills that will be recognized nationally;• Build on existing skills of employees;• Address skills gaps, enabling employees to manage their own careers;• Provide business-related training where applicable. |

PORTABLE SKILLS

As outlined in the Portable Skills section of the HRD Programme, the mine has the desire to minimise the impact of job losses in instances of downscaling and/or retrenchment. TRP will therefore ensure that the skills programmes offered at the mine provide practical training opportunities that increase employees' chances of labour mobility. TRP commits to identifying portable skills training opportunities for all employees who are considered vulnerable during downscaling and/or retrenchment.

Below is a list of potential options for portable skills training at TRP :

Basic Life Skills:

- First Aid;
- Health and Safety;

- Fire Fighting;
- Basic Principles of Finance;
- Leadership Programme;
- Retirement Planning;
- HIV/AIDS Awareness.

Basic Artisanal Skills:

- Basic Welding;
- Basic Electricity;
- Basic Boiler Making;
- Basic Fitting;
- Basic Bricklaying.

Basic Entrepreneurship Skills:

- Farming Entrepreneurship;
- Construction Entrepreneurship;
- Franchising Entrepreneurship;
- Transport Entrepreneurship.
- Manufacturing Entrepreneurship
- Services Entrepreneurship
- Hospitality and Tourism



LOCAL ECONOMIC DEVELOPMENT INITIATIVES

TRP will consult the Local Municipality regarding opportunities for the mine to assist in their LED and job creation activities. This will be undertaken with the intention of reducing the impacts of retrenchment on the local communities. In conjunction with the portable entrepreneurial skills development training offered at the mine, TRP will assist as many of its employees as possible to initiate small businesses in the local area.

FINANCIAL PROVISIONING
REGULATION 46(E)

TRP will provide adequate finances for the SLP projects through the formation of partnerships with possible contractors, employees, local organisations, government, business, non-governmental organisations and the local communities. In doing so, resources will be optimally pooled to provide strength in ensuring successful implementation of its Social and Labour Plan activities. The mine will fund the programmes mentioned below as follows.

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 table below presents a summary of the financial commitment by the mine to each element of the SLP for a five-year period.

TOTAL FINANCIAL PROVISIONING FOR HRD AND LED PROGRAMMES

TABLE 15 TOTAL FINANCIAL PROVISIONING

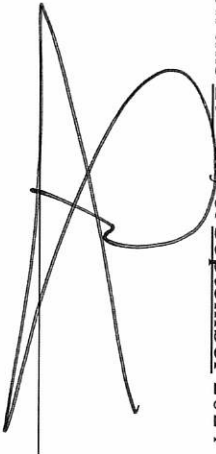
| SUMMARY - FINANCIAL PROVISION | | | | | | |
|-----------------------------------|------------|------------|------------|------------|------------|-------------|
| Focus Areas (SLP Targets) | 2023 | 2024 | 2025 | 2026 | 2027 | TOTAL |
| Human Resources Development (HRD) | 21 428 351 | 24 553 009 | 32 453 110 | 32 661 228 | 33 309 791 | 144 405 489 |
| Local Economic Development (LED) | 24 781 087 | 25 555 173 | 33 777 726 | 32 375 561 | 19 722 716 | 136 212 263 |
| Project Management Costs | 2 310 472 | 2 505 409 | 3 311 542 | 3 251 839 | 2 878 918 | 14 258 180 |
| Management of Downscaling | 5 874 748 | 5 874 748 | 5 874 748 | 5 874 748 | 5 874 748 | 29 373 740 |
| TOTAL | 54 394 658 | 58 488 339 | 75 417 126 | 74 163 376 | 61 786 173 | 324 249 672 |

Undertaking by TRP Regulation 46(f)

I, **Kennedy Sengani**, the undersigned, and duly authorised hereto by **Two River Platinum (Pty) Ltd** undertake to ensure compliance by the Mine with this Social and Labour Plan and to make it known to all the employees of the said Mine.

Signed at the Mine on this **19th** day of **September** 2024

Signature:



Approved

Signed at POLOKWANE on this _____ day of **September** 2024

Signature: _____





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Incorporated in the Republic of South Africa
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1120
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23 May 2024

Acting Director - LEDT
Fetakgomo Tubatse Local Municipality
P.O Box 206
Burgersfort
1150

E-mail: smmkabela@film.gov.za
Attention: Mrs Serofe Mkabela

Copy to:
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lmalepe@film.gov.za

TWO RIVERS PLATINUM MINE: ENDORSEMENT LETTER FOR SLP IV (FY2023 - FY2027)

Dear Mrs Mkabela

1. We refer to:
 - 1.1 the email correspondence of 10 April 2024 from Fetakgomo Tubatse Local Municipality ("FTLM") sent to Two Rivers Platinum Proprietary Limited ("Two Rivers") by Mr Tobelo Malepe.
 - 1.2 the virtual meeting between Two Rivers and FTLM held on 30 April 2024 between the representatives of Two Rivers and FTLM. Two Rivers was represented by Mr Khathu Matidza and Ms Ilivia Fredericks, whereas Mrs Serofe Mkabela, Adv. MD Mashoeu and Mr Tobelo Malepe represented FTLM.
2. We note the comments and questions raised by the FTLM in relation to Two Rivers' new fourth generation Social and Labour Plan for the period of 2023 to 2027 ("SLP IV") and set out below our response.
3. As previously mentioned during our meeting, Two Rivers is experiencing severe financial and operational pressures as a result of the volatile market price of the platinum group metals (PGMs). This has had a direct impact on Two Rivers' profitability. The ensuing low market price for PGMs continues to weigh significantly on the performance and profitability of PGM producers in South Africa and across the globe.
4. With regard to the request by FTLM that a yellow machine should be included as part of SLP IV LED commitments, in light of the fact that the board of directors (Board) of Two Rivers have already approved the budget for five years in relation to the SLP IV and Two River's current cash position, Two Rivers cannot include the yellow machines input in the SLP IV. Two Rivers will consider donating such equipment to the Municipality should the PGM market improve.

5. Regarding the request to reduce the school infrastructure amount in half and put it towards yellow machine commitment, as mentioned above, the 5 year budget for the SLP IV has been approved by the Board, and has also being communicated to the local communities. As a result, Two Rivers cannot reduce the amount already committed for the school infrastructure. Two Rivers has committed to build infrastructure at the following local schools:

5.1 Mmahlagare Combined School in Kalkfonten (Ward 27);

5.2 Malekane Primary School at Ga Malekane (Ward 27);

5.3 Marenele Primary School in Kutulo village (Ward 27);

5.4 Ngwanangwaato Secondary School at Ga Rantho (Ward 28); and

5.5 Marifaan Primary School (Skhila, Lydenburg).

6. With respect to the request to reduce the amount of the Traditional offices upgrade and put it towards yellow machine commitment, which can be done through the corporate social investment initiatives, likewise, please note that Two Rivers cannot reduce the amount budgeted for the Traditional offices upgrade due to the reasons set out above. Please further note that Two Rivers no longer has a corporate social investment (CSI) initiative. Instead the Board of Two Rivers has approved what is now called 'Project Management Cost set aside for Stipend, SLP IV Publication and Leadership Training'. Two Rivers has committed to upgrading the following Traditional offices:

6.1 Baroka Ba Ratau (Ward 29);

6.2 Bakwena Ba Makua (Ward 29);

6.3 Bahlakwana Ba Maphopha (Ward 29);

6.4 Bahlakwana Ba Rantho (Ward 28);

6.5 Bahlakwana Ba Malekane (Ward 27); and

6.6 Matloka Ba Magolego (Maseven), Ward 27.

7. Regarding the upgrade of access road, this initiative is set aside for a farm road between Kalkfontein and Buffelshoek. Two Rivers has already built two multi-million-rand bridges and has committed to build more bridges in these two communities.

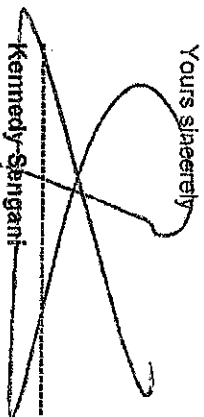
8. Regarding the road repairs, please note that Two Rivers will repair surface potholes on the R577 between the Mine and R555, and a road from the Malekane Steelbridge in Ngwabe to the border of the FTLM and Makhuduthamaga Local Municipality.

9. In the circumstances, we advise that the yellow machine cannot be included as part of SLP IV LED due to the reasons mentioned above.

10. We have noted the endorsement letter dated 28 November 2023 received from the FTLM reflected one financial year of **2023 – 2024**, instead of a five year period of **2023 – 2027**. We would appreciate if the FTLM can urgently reissue the endorsement letter reflecting the SLP IV period of **2023 – 2027**.

11. Your support of our SLP IV initiatives is highly appreciated. We look forward to receiving the FTLM's endorsement letter.

Yours sincerely



Kennedy Sangani
Business Leader