

Mototolo

Social and Labour Plan

2026-2030



Unearthing value to better our world.



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DEPARTMENT OF MINERAL & PETROLEUM RESOURCES
SOCIAL AND LABOUR PLAN APPROVED
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Abbreviations and acronyms

AET	Adult Education and Training
BBSEE	Broad-Based Socio-economic Empowerment
BEE	Black Economic Empowerment
CSI	Corporate Social Investment
DMR	Department of Mineral and Petroleum Resources
DALRRD	Department of Agriculture, Land Reform and Rural Development
DoE	Department of Education
DoH	Department of Health
DSD	Department of Social Development
EE	Employment Equity
HBSS	Housing Bond Subsidy Scheme
HDP	Historically Disadvantaged Person
HRD	Human Resources Development
IDC	Individual Development Charter
IDP	Integrated Development Plan
IPA	Individual Performance Agreement
LED	Local Economic Development
LIBSA	Limpopo Business Support Agency
MDGs	Millennium Development Goals
MPRDA	Mineral and Petroleum Resources Development Act
MQA	Mining Qualifications Authority
NGO	Non-Governmental Organisation
NPI	National Productivity Institute
NQF	National Qualifications Framework
PGMs	Platinum Group Metals
SADC	Southern African Development Community
SED	Socio-Economic Development
SEDA	Small Enterprise Development Agency
SMME	Small, Micro and Medium Enterprise
SLP	Social and Labour Plan
FTLM	Fetakgomo Tubatse Local Municipality
UIF	Unemployment Insurance Fund
WSP	Workplace Skills Plan

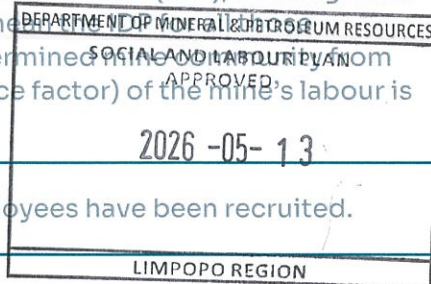


Glossary



Black women	African, Indian and Coloured women.
Broad-based black socio-economic empowerment (BBBSEE)	A social or economic strategy, plan, principle, approach or act, which is aimed at: 1. Redressing the results of past or present discrimination based on race, gender or disability of historically disadvantaged persons in the minerals and petroleum industry, related industries and in the value chain of such industries; and 2. Transforming such industries to assist in, provide for, initiate, facilitate or benefit from: ▪ Ownership participation in existing or future mining, prospecting, exploration and beneficiation operations; ▪ Participation in or control of management of such operations; ▪ Development of management, scientific, engineering or other skills of historically disadvantaged persons; ▪ Involvement or participation in the procurement chains of operations; and ▪ Integrated socio-economic development of host communities, major labour-sending areas by mobilising relevant stakeholder resources.
Community	A coherent, social group of persons with interests or rights in an area of land which the members have or exercise communally in terms of agreement, custom or law.
Employee	An employee is defined as any full-time person who directly works for the owner of a reconnaissance permission/permit, prospecting right, mining right, mining permit, technical cooperation permit, exploration right and production right, and who is entitled to receive any direct remuneration from the holder of any of the above mentioned rights, including any person working for an independent contractor.
Historically disadvantaged person (HDP)	c. Any person, category of person or community, disadvantaged by unfair discrimination before the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993) took effect; d. Any association, most of whose members are persons contemplated in paragraph (a); and e. Any juristic person other than an association, in which persons contemplated in paragraph (a) own and control a majority of the issued capital or members' interest and can control a majority of the members' votes.

Integrated development plan (IDP)	f. A plan aimed at the integrated development and management of a municipal area as contemplated in the Municipal Structures Act (Act No. 117 of 1998); and g. For the purposes of this Social and Labour Plan (SLP), an Integrated Development Plan (IDP) is taken to mean a municipal area from which more than 10% (the significance factor) of the mine's labour is sourced.
Labour-sending areas	Municipalities from which current employees have been recruited.
Local labour	Those employees recruited locally from within the host community.
Major labour-sending area (see also labour-sending areas)	a. In the context of the host community, a major labour-sending area is a municipality from which more than 10% of the mine's workforce is sourced; and b. In the context of rural areas outside the host community, a major labour-sending area is a municipality from which more than 5% of the mine's workforce is sourced. Special consideration is given to the municipalities hosting such communities because of: a. The scattered nature of rural labour-sending areas and the need to focus the effort of the mine's rural development strategy and its programmes; b. The need to work within the framework of the IDPs of these communities to leverage the mine's efforts; and c. The need to ensure that those communities directly affected by the mine's prospective closure are equipped to meet that eventuality.
Management	All employees within the Paterson D, E, and F bands.
Migrant labour	Migrant labour refers to workers who originate from the rural labour-sending areas, who live in hostels or other mine-provided accommodation, and who have no formal local dependents. Three types of migrant labour are referred to in this SLP: a. Provincial migrant workers are those who come from areas within the mine's host province but outside the host community; b. South African migrant workers are those who come from another South African province; and c. Foreign migrant workers are those who come from neighbouring Southern African Development Community (SADC) states. It is these workers that are referred to as migrant workers in the Mineral and Petroleum Resources Development Act.



Host community	The host community is defined as those towns, villages and settlements that fall within the area surrounding the mine. As far as the SLP is concerned, only the municipality or municipalities within the mine community from which the mine sources 10% or more of its labour are regarded as major labour-sending areas. Special consideration is given to these municipalities because of the requirements for planning and implementation of integrated development plans (IDPs). Host community issues that are directly and indirectly required by the regulations to be addressed in this SLP are: - Existing and expected patterns of human settlements and villages within this community; - Patterns of labour sourcing for the mine; - Common commuting habits to and from the mine on a daily or weekly basis to work; - Spending patterns of the mine's employees; - The use of social amenities, recreational facilities and infrastructure; - Commercial and industrial linkages; - Provincial and municipal boundaries; - Existing and proposed functional boundaries, including magisterial districts; - Existing and expected land use, transport modes and routes; - The need for coordinated social development programmes and services including the need for housing, nutrition and healthcare; and - The need to rationalise the delivery of sustainable services and other socio-economic programmes as committed to in this SLP, particularly with respect to pragmatic delivery, financial viability and the mine's administrative capacity.
Municipality	A local municipality that shares municipal executive and legislative authority in its area with a district municipality within whose area it falls and which is described in Section 155 (1) of the Constitution as a Category B municipality.



Rural labour-sending area (also see major labour-sending areas)	A rural labour-sending area is a municipality outside the host community from which the mine sources its labour. It is almost always located in what is traditionally regarded as a rural area such as the Eastern Cape Province. The following rural labour-sending issues are required by the Mineral and Petroleum Resources Development Act (MPRDA) regulations to be addressed in this SLP: a. Patterns of labour sourcing for the mine; b. Areas of traditional rural communities; c. Existing and proposed functional boundaries, including magisterial districts; d. Wage remittances to such areas; e. Existing and expected land use, transport modes and routes; f. The need for coordinated social development programmes and services, including the need for housing, nutrition and healthcare; and g. The need to rationalise the delivery of sustainable services and other socio-economic programmes as committed to in this SLP, particularly with respect to pragmatic delivery, financial viability and the mine's administrative capacity.
SLP	This social and labour plan.
Total discretionary spend	Total discretionary spend means that portion of mine capital and working cost component that comprises expenditure over which the mine management has discretion. The working cost component is made up of the mine's total ongoing operating expenditure less that money paid to: a. Government: i. Central government departments; ii. Parastatal companies; iii. Provincial government; and iv. Municipalities and other local authorities. b. Imported proprietary technology; c. Key raw materials; and d. Inter-company transfers
Total procurement spend	Expenditure on capital goods, consumables and services. This includes both discretionary and non-discretionary expenditure.
Transitional workers	Those workers who originate from rural labour-sending areas (such as the Eastern Cape), who have established local, urban (second) families but support other (first) families in the rural areas.

Section 1

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES
SOCIAL AND LABOUR PLAN APPROVED
2026 -05- 13
LIMPOPO REGION

1. Preamble (Regulation 46 (a))

1.1 Company details

Name of the company/applicant	Rustenburg Platinum Mines Ltd
Name of mine/production operation	Mototolo
Physical address	144 Oxford Road, Rosebank, Melrose 2196
Postal address	P.O. Box 62179, Marshalltown, 2107
Telephone number	011 373 6111
Fax number	086 760 1542
Location of mine or production operation	Local Municipality: Fetakgomo Tubatse District Municipality: Sekhukhune Province: Limpopo
Commodity	Platinum, palladium, rhodium, iridium, ruthenium, gold, silver, cobalt, nickel, and copper
Life of mine	Greater than 60 years
Financial year	January-December
Reporting years	2026 - 2030
Responsible person	Phillip Bantsha (Senior General Manager)
Geographic origin of employees (mine community and labour-sending areas)	
a) Mine community	b) Labour-sending area
Province	Province
Limpopo	Mpumalanga
District municipality	District municipality
Sekhukhune	Ehlazeni
Local municipality	Local municipality
Fetakgomo Tubatse	Thaba Chweu

1.2 Location of the mine

Mototolo is situated almost on the border of Limpopo and Mpumalanga, about 75 km north-west of Lydenburg and about 30 km south of Steelpoort. The project is accessible via the R577 (between Stoffberg and Steelpoort) and the tarred road to Lydenburg.

The project is located on the southernmost exposure of the Eastern Limb of the Bushveld Geological Complex.

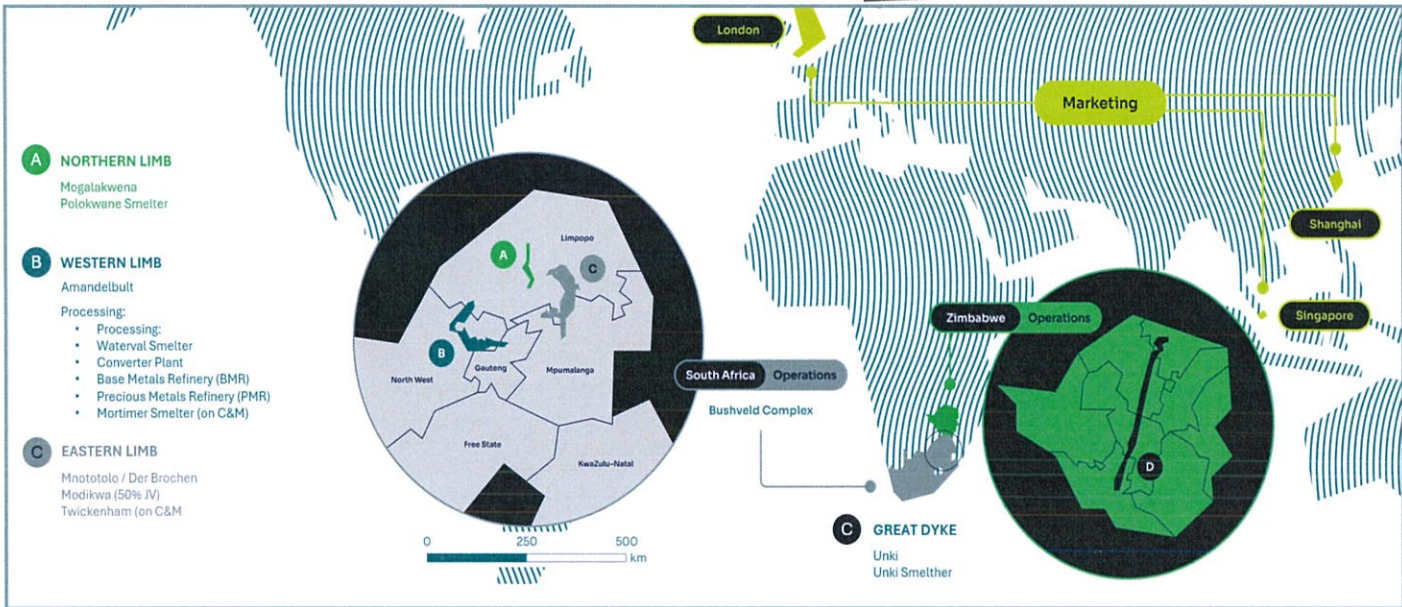


Figure 1: Mine locality

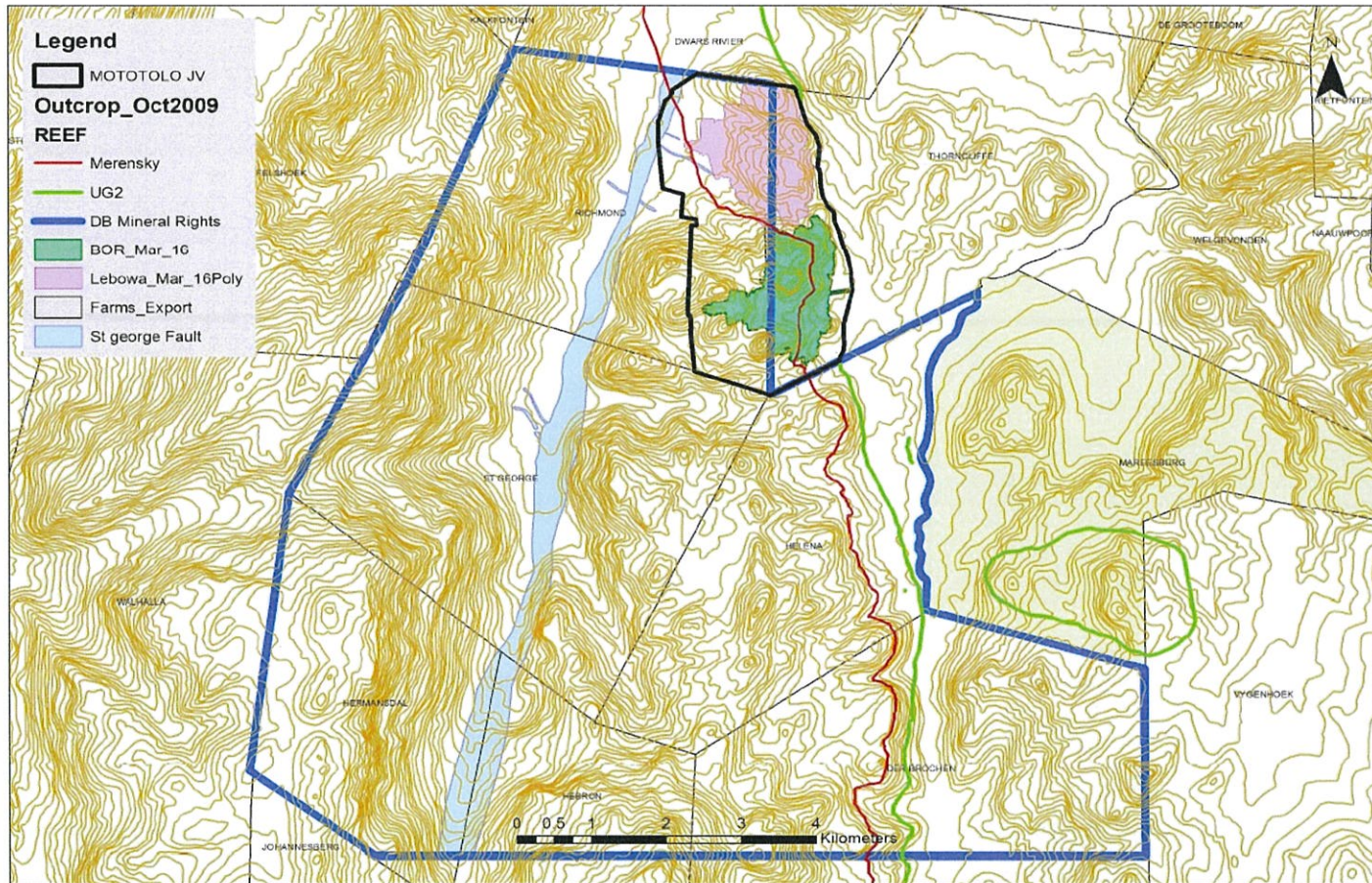


Figure 2: The Mining right

Mototolo is located about 40 km south of the town of Steelpoort. It forms part of the Eastern Limb of the Bushveld Complex and has targeted both the Merensky Reef and UG2 Reef since 2001.

The mine consists of about 12 km of strike of the Merensky Reef and 11 km of strike of UG2 Reef outcrops dipping at about 10° to the west. The Merensky Reef and UG2 Reef are vertically separated by about 170 m. The topography is mountainous and varies between 975 m and 2,000 m above mean sea level, with the Groot Dwars and Klein Dwars rivers flowing northwards through the area.

In the regional context, the Eastern Limb of the Bushveld Complex is located within the Limpopo and Mpumalanga provinces of South Africa. It comprises of layered ultramafic to felsic igneous rocks. The Eastern Limb of the Bushveld Complex is divided into three zones: the southern; central; and western zones. These zones are demarcated by two major lineaments, the Steelpoort and Wonderkop Faults.

The Social and Labour Plan (SLP) comprises the Mototolo mine. The SLP has been compiled as a commitment to contribute towards the advancement of the socio-economic welfare of South Africans with special focus on the social and economic impact that the operation has on the surrounding communities, as well as rural communities from which migrant labour tends to be drawn. The Company recognises that minerals are non-renewable, hence the SLP also focuses on managing the impact of eventual downscaling and closure as part of strategic business planning. The SLP further makes provision for the development of historically disadvantaged employees as well as equipping members of the surrounding communities through different training interventions.

This plan has been developed in terms of Regulation 46(a)–(f) of the MPRDA. It is aligned with the requirements of the Mining Charter III. In alignment with the spirit of the Mining Charter, this SLP covers human resources development, employment equity, procurement and supplier development, housing and living conditions, local economic development, management of downscaling and retrenchments.

1.3 Ownership

Mototolo is a business unit of Rustenburg Platinum Mines Ltd, which in turn is a wholly-owned subsidiary of Valterra Platinum Limited.

1.4 The demographics of the Mototolo workforce

Mine community

The mine community is defined as the towns, villages and settlements that fall within the area surrounding the mine.

Rural labour-sending areas

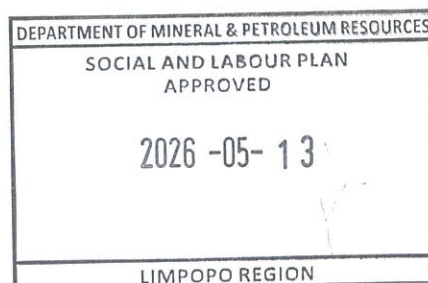
A rural labour-sending area is a municipality outside the mine community from which the mine sources its labour.

Mine labour

In the context of this SLP, mine labour is defined as those employees who are employed directly by Mototolo, including the Mototolo Concentrator and not by other suppliers of goods and services.

Mine labour is categorised as follows:

- a. Local employees;
- b. Migrant workers;
- c. Transitional workers.

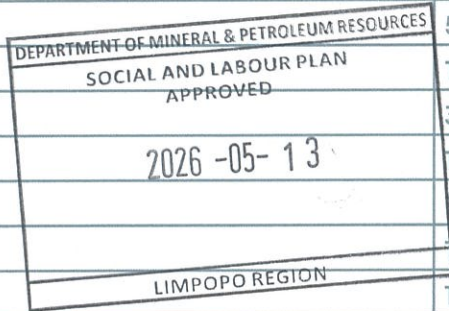


1.5 Provincial distribution

Area from which employee originate	Enrolled employees	Percentage
Acornhoek	11	0.7%
Allanridge	1	0.1%
Arnot	2	0.1%
Atok	1	0.1%
Bakone	3	0.2%
Balfour	1	0.1%
Barberton	2	0.1%
Belfast	3	0.2%
Benoni	2	0.1%
Bizana	2	0.1%
Bloemfontein	3	0.2%
Bochum	1	0.1%
Brandfort	1	0.1%
Brits	2	0.1%
Burgersfort	493	32.3%
Bushbuckridge	13	0.9%
Butterworth	1	0.1%
Centurion	1	0.1%
Chromite	6	0.4%
Chuenespoort	3	0.2%
Dennelton	1	0.1%
Driekop	69	4.5%
Durban	3	0.2%
Elliotdale	2	0.1%
Emalahleni	5	0.5%
Engcobo	1	0.1%
Ermelo	1	0.1%
Fetakgomo	1	0.1%
Gakgapane	1	0.1%
Ga-Malekama	1	0.1%
Ga-Mamadila	1	0.1%
Ga-Maraba	3	0.2%
Giyana	15	1.0%
Gompies	1	0.1%
Graskop	6	0.4%
Groblersdal	14	0.9%
Hammanskraal	2	0.1%
Hazyview	4	0.3%
Hoedspruit	3	0.2%



Jane Furse	49	3.2%
Johannesburg	10	0.7%
Jouberton	1	0.1%
Kabokweni	3	0.2%
Kathu	1	0.1%
Kempton Park	2	0.1%
King Williams Town	1	0.1%
Klerksdorp	5	0.3%
KoLoti	1	0.1%
Komatipoort	3	0.2%
Kwalugedlane	1	0.1%
KwaZulu-Natal	1	0.1%
Ladysmith	1	0.1%
Lebowakgomo	1	0.1%
Leeudoringstad	2	0.1%
Letaba	1	0.1%
Lethabong	1	0.1%
Letsitele	8	0.5%
Lichtenburg	1	0.1%
Limpopo	1	0.1%
Longtill	2	0.1%
Louis Trichardt	2	0.1%
Lusikisiki	2	0.1%
Lydenburg	286	18.8%
Maboloka-Ohrigstad	1	0.1%
Mabopane	1	0.1%
Madikwe	1	0.1%
Mafatsana	1	0.1%
Mahikeng	2	0.1%
Mahwelereng	3	0.2%
Malamulele	5	0.3%
Malelane	1	0.1%
Mamelodi	1	0.1%
Marble Hall	3	0.2%
Marquard	1	0.1%
Mashashane	43	2.8%
Mashishing	1	0.1%
Matatiele	2	0.1%
Meadowlands	1	0.1%
Middelburg	8	0.5%
Mogwase	1	0.1%
Mohlakeng	1	0.1%



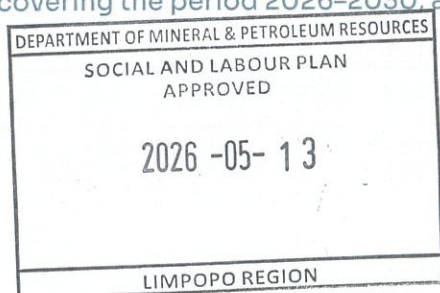
Mokopane	4	0.3%
Moloto	9	0.6%
Motsethabong	1	0.1%
Mphahlele	2	0.1%
Mpudulle	1	0.1%
Mthatha	2	0.1%
Musina	1	0.1%
Namakgale	2	0.1%
Nebo	6	0.4%
Nelspruit	10	0.7%
Ngwaabe	3	0.2%
Ngwabe	6	0.4%
Nkomo	1	0.1%
Northam	4	0.3%
Nqabeni	1	0.1%
Odendaalsrus	1	0.1%
Ogies	2	0.1%
Orkney	2	0.1%
Osizweni	1	0.1%
Peddie	1	0.1%
Penge	5	0.3%
Phalaborwa	15	1.0%
Piet Retief	1	0.1%
Pinetown	1	0.1%
Polokwane	41	2.7%
Port St Johns	2	0.1%
Potgietersrus	1	0.1%
Pretoria	6	0.4%
Pudimoe	1	0.1%
Qumbu	1	0.1%
Randfontein	1	0.1%
Rayton	1	0.1%
Rusloo	1	0.1%
Rustenburg	29	1.9%
Sabie	1	0.1%
Sasolburg	1	0.1%
Saulspoort	1	0.1%
Sekhukhune	102	6.7%
Senwabarwana	1	0.1%
Sibasa	2	0.1%
Skilpadsnest	1	0.1%
Sophia Town	1	0.1%



Soshanguve	1	0.1%
Soweto	1	0.1%
Steelpoort	19	1.2%
Stilfontein	2	0.1%
Stocking Village	1	0.1%
Swartklip	1	0.1%
Tabankulu	1	0.1%
Taung	1	0.1%
Thabazimbi	5	0.3%
Theresapark	1	0.1%
Theunissen	2	0.1%
Thohoyandou	9	0.6%
Thulamahashe	5	0.3%
Tlhabane	1	0.1%
Trichardtsdal	9	0.6%
Tshilwanhlisiku	1	0.1%
Tswane	1	0.1%
Tubatse	1	0.1%
Tzaneen	14	0.9%
Ulundi	1	0.1%
Umtata	2	0.1%
Vanderbijlpark	1	0.1%
Vereeniging	2	0.1%
Vryheid	2	0.1%
Warrenson	1	0.1%
Welkom	5	0.3%
Westonaria	2	0.1%
Wierdapark	1	0.1%
Willowvale	1	0.1%
Witbank	1	0.1%
Ximhungwe	3	0.2%
Zimbabwe	1	0.1%
Grand total	1,524	100%

Table 1: Labour complement

This Social and Labour Plan (SLP) represents the fourth submission in respect of Rustenburg Platinum Mines Ltd, covering the period 2026–2030, and succeeds the previous five-year SLP (2021–2025).



Section 2

2. Human resource development (HRD) programme (Regulation 46 (b))



2.1 HRD programme

The HRD strategy takes cognisance of the demand and supply of skills in the mining industry, with specific reference to scarce and critical skills. The development of historically disadvantaged South Africans (HDSAs) into leadership positions, including creating an ongoing pipeline of HDSA leadership, is a key strategic focus area.

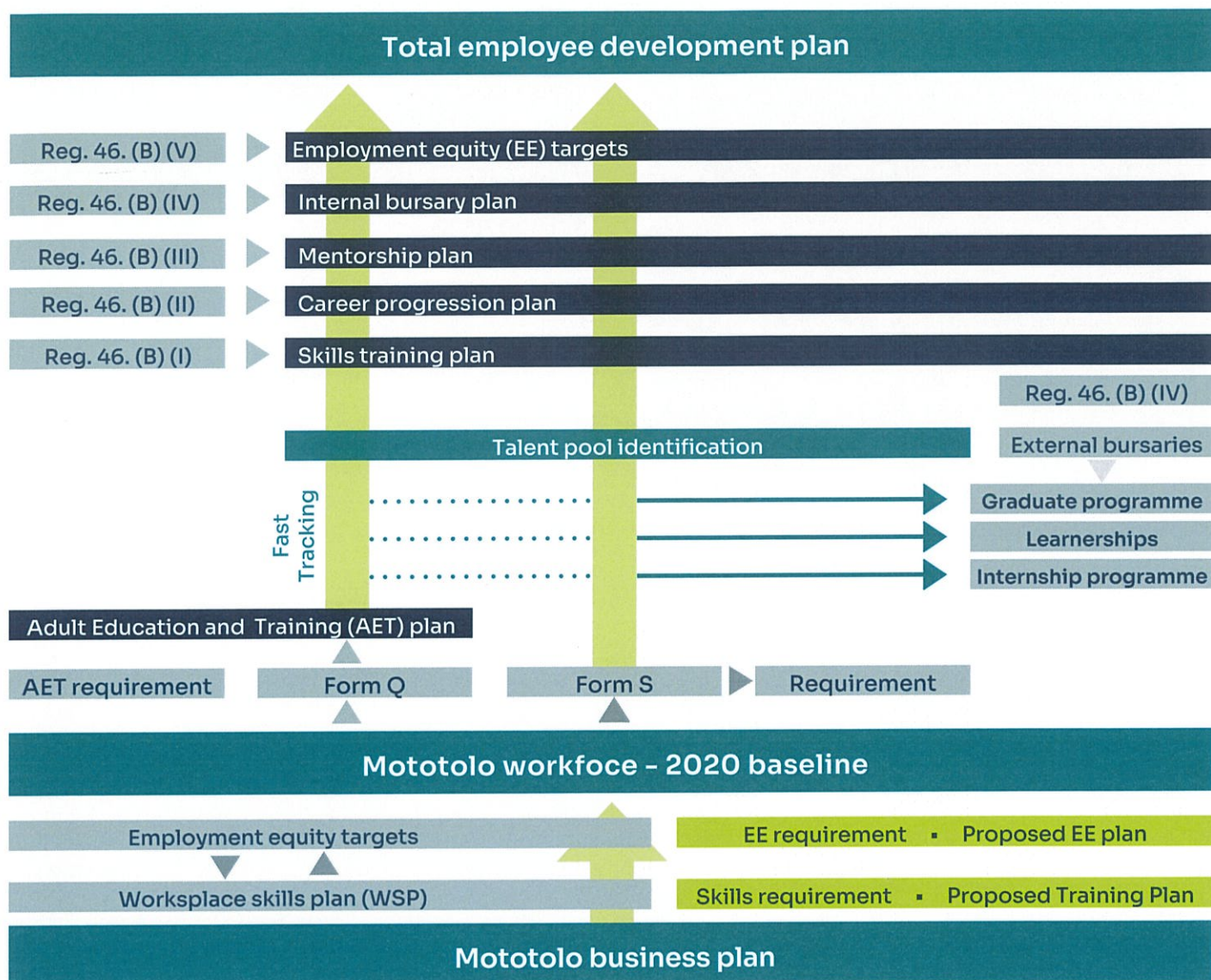
HRD is managed across all levels of employment and is also considered a critical component of achieving the mine's employment equity targets. Consequently, the mine's HRD plans are continuously aligned with the Workplace Skills Plans (WSPs) and integrated into the long-term business plan to cover the organisation's short-, medium- and long-term human capital development requirements.

Mototolo is committed to ensuring that its workers, including contractor employees, are able to acquire skills and competencies in order to achieve both individual and organisational goals in the context of the mine's operational and local economic development objectives.

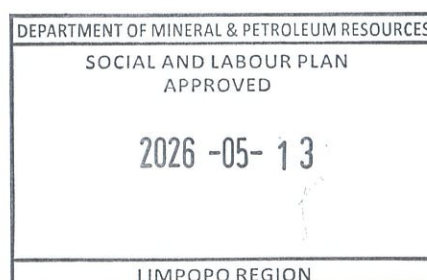
2.2 HRD framework

The HRD plans are aligned with the business plan. The development of future HDSA leadership is key to the continuity of Mototolo.





The above figure shows how the business plan, its projected labour requirements, its Workplace Skills Plan (WSP) and its employment equity targets are superimposed on one another to create a skills development framework. The data presented in Form Q and Form S outline the focus areas in which employees from the identified talent pool are being trained and fast-tracked. This targeted development approach forms part of the company's employment equity strategy.



2.3 Compliance with skills development legislation

Mototolo complies with the Skills Development Act and Skills Development Levies Act.

Name of SETA	Mining qualifications authority
Registration number with the relevant SETA	L690713724
Has your company appointed a skills development facilitator? If yes, provide name.	Richard White
To which institution have you submitted your workplace skills plan?	Mining Qualifications Authority
Proof of submission of Workplace Skills Plan (WSP)	Attached Annexure A

The skills development plan outlines how employees will be offered the opportunity to:

- Become functionally literate and numerate.
- Participate in learnerships.
- Participate in skills programmes.
- Acquire portable skills.
- Participate in various other training initiatives, including but not limited to bursaries.

These programmes will be consistent with the requirements of the National Qualifications Framework (NQF) and the Mining Qualifications Authority (MQA). The purpose of the skills development plan is to assess and formally record the current skills and educational levels of all employees and to use this as a basis for future skills development plans. These plans address current skills and competency gaps and have a special focus on the training needs of historically disadvantaged South Africans, the fast-tracking of individuals within the talent pool, and various career path development and mentoring programmes.

Skills development at Valterra Platinum takes place at the Mototolo Training Centre and the Engineering Skills Training Centre in Randfontein. All training centres employ development practitioners and training staff, and each centre has both ISO certification and MQA accreditation to ensure that the training provided meets national standards.

The Skills Development Plan complies with skills development legislation and includes the regular submission of the Workplace Skills Plan and Annual Training Reports. This includes the payment and claiming of levies and grants through the relevant Sector Education and Training Authority (SETA) with which the operation is registered, namely the MQA.

The attraction, retention and development of high-quality professional staff to manage and lead the operation are key elements of the mining operation's long-term success. The ongoing shortage of certain critical skills in the South African mining industry, combined with the mine's need for these skills, has highlighted the importance of effective talent management and people development.



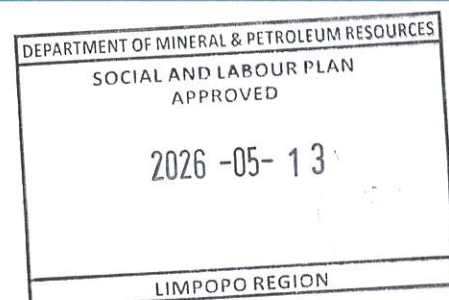
The table (Form Q) below provides an indication of the number and educational levels of both Mototolo permanent and contractor employees.

Table 2: The educational level of the permanent employees at Mototolo as at 31 December 2024 (baseline)

Permanent employees												
Band	NQF Level	Planned as per envisaged organogram	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
General Education and Training (GET)	1	No schooling captured	1	0	0	0	0	0	0	0	1	0
		Grade 0 / Pre	0	0	0	0	0	0	0	0	0	0
		Grade 2 / Sub B	0	0	0	0	0	0	0	0	0	0
		Grade 3 / Std 1 / AET 1	3	0	0	0	0	0	0	0	3	0
		Grade 4 / Std 2	1	0	0	0	0	0	0	0	1	0
		Grade 5 / Std 3 / AET 2	10	0	0	0	0	0	0	0	10	0
		Grade 6 / Std 4	1	0	0	0	0	0	0	0	1	0
		Grade 7 / Std 5 / AET 3	34	0	0	0	2	0	0	0	34	2
		Grade 8 / Std 6	4	0	0	0	0	0	0	0	4	0
		Grade 9 / Std 7 / AET 4	33	0	0	0	3	0	0	0	33	3
Further Education and Training (FET)	2	Grade 10 / Std 8 / N1	116	1	0	6	18	0	0	18	123	36
	3	Grade 11 / Std 9 / N2	209	3	0	3	32	1	0	1	215	34
	4	Grade 12 / Std 10 / N3	717	8	2	44	178	3	0	17	771	198
Higher Education and Training (HET)	5	Higher Certificates and Advanced	27	0	0	3	13	0	0	4	30	17
	6	Diploma and Advanced Certificates	25	0	0	0	15	0	0	1	25	16
	7	Bachelor's Degree and Advanced Diplomas	30	0	0	1	24	0	1	2	31	27
	8	Honours Degree, Postgraduate Diploma and Professional Qualifications	8	0	0	0	5	0	1	4	8	10
	9	Master's Degree	1	0	0	0	2	0	0	0	1	2
	10	Doctoral Degree	0	0	0	0	0	0	0	0	0	0
Total			1220	12	2	57	292	4	2	47	1291	345

Table 3: Educational level of contractor employees at Mototolo

Contractor employees												
Band	NQF Level	Planned as per envisaged organogram	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
General Education and Training (GET)	1	ABET00P	1	0	0	0	0	0	0	0	1	0
		Grade 7 /	0	0	0	0	0	0	0	0	0	0
		Std 5 / AET 3	2	0	0	0	0	0	0	0	2	0
Further Education and Training (FET)	2	Grade 10 / Std 8 / N1	63	0	0	0	14	0	0	1	63	15
	3	Grade 11 / Std 9 / N2	192	3	3	29	16	0	0	0	227	16
	4	Grade 12 / Std 10 / N3	71	0	0	10	5	0	0	0	81	5
Higher Education and Training (HET)	5	Higher Certificates and Advanced	3	0	0	5	0	0	0	0	8	0
	6	Diploma and Advanced Certificates	4	1	0	1	0	0	0	0	6	0
	7	Bachelor's Degree and Advanced Diplomas	1	0	0	0	0	0	0	0	1	0
	8	Honours Degree, Postgraduate Diploma and Professional Qualifications	0	0	0	1	0	0	0	0	1	0
Total			339	4	3	46	35	0	0	1	392	36



2.4 Illiteracy level and adult education and training (AET) needs

Literacy is a key component in enabling all employees to acquire skills and knowledge. Given the current high levels of illiteracy, employees and contractors are afforded opportunities to participate in AET to improve their literacy levels. The number of employees and contractor employees who do not have an AET Level 4 qualification amounts to 1,503.

The table below indicates the number of permanent employees who were classified as illiterate by the South African Qualifications Authority (SAQA) as at 31 March 2025.

Table 4: Illiteracy levels

AET level	Permanent employees	Total need
No schooling	1	1
AET 1	3	3
AET 2	10	10
AET 3	34	34
Foundational learning course	33	33

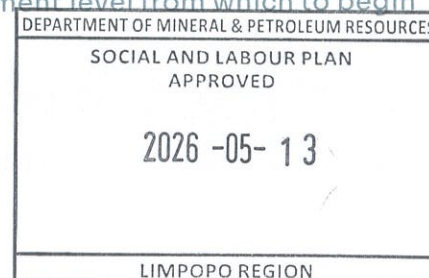
Mototolo acknowledges its obligation to uplift the literacy levels of all employees who have not achieved an AET Level 4 qualification or above and has offered most functionally illiterate employees the opportunity to obtain such a qualification. There is a commitment to improving the skills levels of all employees, as well as developing their full potential towards safer and more efficient work practices. All employees are continuously informed about the personal and career advantages of furthering their educational levels. All employees who register for AET are assessed through a recognition of prior learning process, and the most appropriate placement level from which to begin further studies is recorded.

AET is broken down into the following levels:

- Basic oral / pre-level 1
- AET level 1 (literacy and numeracy at Standard 1/Grade 3)
- AET level 2 (literacy and numeracy at Standard 3/Grade 5)
- AET level 3 (literacy and numeracy at Standard 5/Grade 7)
- National Qualifications Framework (NQF) Level 1 (AET Level 4) (equivalent of Standard 7/Grade 9) (see note below).

In terms of the AET 4 or NQF Level 1 category, the NQF Level 1 qualification provided under the auspices of the Mining Qualifications Authority has been phased out. Consequently, there are no targets for this level. There are, however, some learners still completing the NQF Level 1 qualification during the teach-out period, and these will be reported on without reflecting future targets.

In addition to the above, a key principle of the SLP is to demonstrate potential learning progression on a continuum for illiterate employees towards literacy and entry into further qualifications. As such, employees enrolled in Foundational Learning Competence (FLC) training, as well as those planned for enrolment, will be reflected in the targets and progression towards achieving FLC targets, as this represents progression towards entry into further qualifications.



2.5 Adult education and training (AET)

2.5.1 Training planned – AET full-time and part time for enrolled employees

Table 5.1: Training planned – AET part –time enrolled employees

AET level	AET Internal (full time)					
	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
AET 1	3	0	0	0	3	6
AET 2	0	3	0	0	0	3
AET 3	0	0	3	0	0	3
Foundational Learning Course	0	0	0	3	0	3
Total number	3	3	3	3	3	15

Table 5.2: Training planned – AET full-time community

AET level	AET full-time community					
	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
AET 1	20	0	0	0	20	40
AET 2	0	20	0	0	0	20
AET 3	0	0	20	0	0	20
Foundational Learning Course	0	0	0	20	0	20
Total number	20	20	20	20	20	100

Table 5.3: Training planned – AET part time contractors

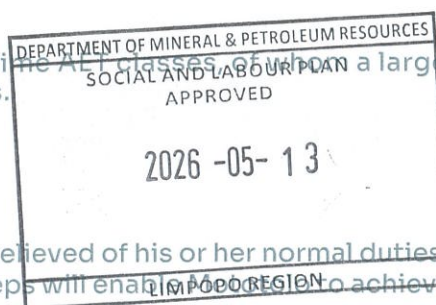
AET level	AET – contractors (part time)					
	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
AET 1	3	0	0	0	3	6
AET 2	0	3	0	0	0	3
AET 3	0	0	3	0	0	3
Foundational Learning Course	0	0	0	3	0	3
Total number	3	3	3	3	3	15



2.5.2 AET implementation plan

Besides offering AET classes to employees, the operation will expand its learning interventions into the wider mine community. This will form part of a strategy to enable members of the mine community to access further education opportunities.

A total of 100 community members will be admitted to own-time AET classes, of whom a large proportion will be women from the surrounding communities.



2.5.3 Full-time AET plan

Full-time AET refers to an arrangement in which an employee is relieved of his or her normal duties and attends AET classes on a full-time basis. The following action steps will enable the operation to achieve the full-time AET targets:

- A commitment has been made by management to offer an average of three employees per year the opportunity to attend AET classes on a full-time basis, with full salaries and ex gratia bonuses.
- All production areas have been tasked with nominating potential learners. These employees first undergo a recognition of prior learning assessment before being placed in full-time AET.

2.5.4 Infrastructure and capacity

The operation will offer full-time and own-time courses as a way of addressing the literacy challenge. Suitably qualified facilitators will be sourced to ensure that quality teaching and learning take place in AET classes, with a facilitator-to-learner ratio of 1:25. An accredited service provider will supply teaching materials.

2.5.5 Marketing and enrolment

The number of employees enrolled for AET training has not yet reached the desired level required to fully address the illiteracy challenge. To increase the number of employees enrolling for AET, the following initiatives will be implemented:

- Increased management involvement, particularly from production management and heads of department, will support the campaign to increase adult education enrolment.
- The Skills Development Committee, through EE/SD, will provide internal communication materials and pamphlets for information-sharing sessions.
- Facilitators should submit progress reports on learners to the section manager, learning.
- Employees who discontinue participation in the programmes will be engaged through supportive measures, such as mentorship, counselling or adjusted schedules, to encourage their return to training.

2.6 Core business training

2.6.1 Core business training (mining and engineering)

Core business training is defined in respect of legislation as that which relates to mining, engineering, and process (excluding learnerships). It is imperative that the operation focuses on ensuring that all employees are adequately trained and competent in the core training for the respective roles that they perform.

Apart from core business training, there are specific training interventions that support core business offered per discipline such as human resources, human resources development, safety, health and environment and protection services.

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The table below provides the action steps Mototolo will implement once the mining operation achieved full production.

Table 6: Core business training (engineering and mining)

Core business training (engineering and mining)						
AET level	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
Mining skills	15	15	15	15	15	75
Learner Miner Programme (Blasting Certificate) for mine employees	0	10	0	10	0	20
Learner Miner Programme (Blasting Certificate) for contractors	0	2	0	2	0	4
Engineering skills	12	12	12	12	12	60
Total number	27	39	27	39	27	159

Table 7: Core business training (support services)

Core business training (support services)						
AET level	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
HR	2	2	2	2	2	10
HRD	3	3	3	3	3	15
Finance	2	2	2	2	2	10
Safety (ORMA1-A3) for mine employees	290	100	214	80	217	901
Safety (ORMA1-A3) for contractors	200	25	210	46	210	691
Protection Services	4	4	4	4	4	20
Total number	501	136	435	137	438	1647

2.7 Learnerships

2.7.1 Learnerships (internal and external)

Included in this category are all internal (S18.1 learners) and external learners (S18.2 learners) that embark on a registered learnership as defined in the skills development legislation.

Table 8 Learnerships – internal

Learnerships – Internal										
Field/area of training	Targets and time lines									
	2026		2027		2028		2029		2030	
	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.
Engineering learnership – 18.1	10	0	0	10	10	20	0	20	10	20
Repair person	5	0	5	0	5	0	5	0	5	0
Total number	15	12	17	10	15	22	17	20	15	32

Table 9: Learnerships – external

Learnerships – external										
Field/area of training	Targets and time lines									
	2026		2027		2028		2029		2030	
	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.
Engineering learnership –18.2	5	3	5	8	5	10	5	10	5	10
Total number	5	3	5	8	5	10	5	10	5	10

2.8 Portable skills

The mine commits to implement portable skills training where required, according to the following target and action steps:

Table 10: Portable skills targets

Portable skills targets						
AET level	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
Enrolled employees						
Portable skills for mine employees	7	4	6	3	3	23
Portable skills for contractors	3	3	3	3	2	14
Community						
Community portable skills	50	50	50	50	50	250
TMM Cadetships	5	5	5	5	5	25
Total number	65	62	64	61	60	312

Portable skills during the life of mine:

- The human resources development (HRD) department, through HRD officers and contracting companies, will identify individuals who should go through the identified programmes.
- These skills will be catered for as part of the Workplace Skills Plan.
- These training interventions may be offered to employees and contractors approaching retirement age.
- These training interventions will also be offered to community members.



2.9 Form R: Hard-to-fill vacancies

Table 11: Form R: hard-to-fill vacancies

Job title of vacancy		Main reason for being unable to fill the vacancy	Strategy to address hard-to-fill vacancy
Senior management	HDSA female managers – mining and engineering	Historically, females focused on studies in administrative skills (accounting, safety and human resources)	The company identified the gap in the market and is in the process of training HDSA females through bursaries. Due to the duration of the courses, these females will enter the market within three to five years
Professionally qualified and experienced specialists and mid-management	Historically disadvantaged South Africans (HDSA) female in supervisors – mining and engineering	In recent years, females have entered the artisan and mining fields of study. Although more females have started occupying these positions, they are still in an on-the-job learning phase to gain the required experience	Focus on on-the-job learning opportunities to enhance experience
Qualified workers, junior management, supervisors, foreman and superintendents	HDSA female artisans and miners	Limited pool of qualified female artisans and miners	The Company identified the need for training and is focusing on the training of female artisans and miners

2.10 Career progression (path) plan (Regulation 46b (ii))

The intent is to show upward career mobility of talent/capacity pool employees through the various occupational levels with the aim to staff the business plan requirements and reach employment equity targets by 2025 and beyond.

Career progression planning reflects a pool of employees that have been identified (from the talent pool and capacity pool) and developed, not only for their current roles, but for future potential roles that they can occupy. The purpose is to create readiness so that identified individuals can be able to occupy future potential roles.

There are developed generic competency matrices per job and career path matrices (flow charts) for every discipline. The flow charts for each occupation will guide the mine and its employees on a desirable path for career progression and the expected time frames necessary for achieving the various job levels after the qualification criteria have been met.

Role descriptions are outlined with respect to minimum job entry requirements, desirable qualifications and relevant courses aligned to national unit standards and the required duration to complete each step in the recommended career path for each position. Consideration is given to complexity, qualifications, previous experience, and competence.

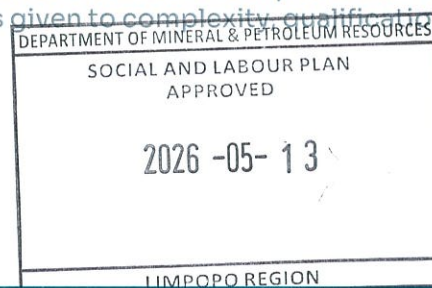


Table 12: MRM

MRM												
Current position	Training intervention	Qualification to be achieved	2026		2027		2028		2029		2030	
			New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.
MRM	Chamber of mines Certificate of Competence – Any disciplines elementary	Chamber of mines Certificate of Competence – Any disciplines elementary	1	0	1	1	1	1	1	1	1	1

Table 13: HRD (ODETDP)

HRD (ODETDP)												
Current position	Training intervention	Qualification to be achieved	2026		2027		2028		2029		2030	
			New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.
HRD officer	FET Certificate in OD ETDP NQF 4	FET Certificate in OD ETDP NQF 4	1	0	0	0	0	0	0	0	0	0
HRD officer	National Certificate in OD ETDP NQF 5	National Certificate in OD ETDP NQF 5	1	0	0	0	1	0	0	0	0	0
HRD officer	Diploma in OD ETDP NOF 5	Diploma in OD ETDP NQF 5	0	0	0	0	1	0	0	1	0	0

Table 14: Mining

Mining												
Current position	Training intervention	Qualifica- tion to be achieved	2026		2027		2028		2029		2030	
			New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.
Shift supervisor	Mine Overseer Certificate A/B	Mine Overseer Certificate A/B	1	0	1	0	1	0	1	0	1	0
Mine overseer	Mine Managers Part A, B, C	Mine Managers Part A/ B/ C	0	0	0	0	1	0	0	0	0	0
Miner/shift supervisor	Shift Supervisor Course	Shift Supervisor Certificate	3	0	3	0	3	0	3	1	3	0

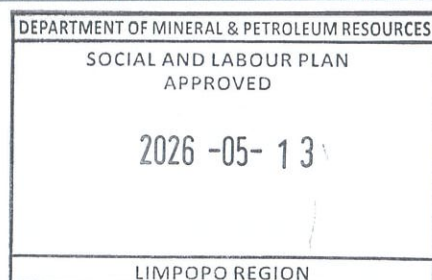


Table 15: Engineering

Engineering												
Current position	Training intervention	Qualification to be achieved	2026		2027		2028		2029		2030	
			New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.
Artisan/foreman	Engineering Foreman Course	Engineering Foreman Certificate	1	0	1	0	1	0	1	0	1	0
Engineering	Engineering / Maintenance Planner / Asset Management	Engineering / Maintenance Planner / Asset Management	1	0	1	0	1	0	1	0	1	0

Table 16: Processing

Processing												
Current position	Training intervention	Qualification to be achieved	2026		2027		2028		2029		2030	
			New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.
Processor	SP – Ore Reception Course	SP – Ore Reception	2	0	2	0	2	0	2	0	2	0
Processor	SP – Crushing Course	SP – Crushing Course	2	0	2	0	2	0	2	0	2	0
Processor	SP – Milling Course	SP – Milling	2	0	2	0	2	0	2	0	2	0
Processor	SP – Flotation	SP – Flotation	2	0	2	0	2	0	2	0	2	0
Processor	SP – Concentrate Handling Course	SP – Concentrate Handling	2	0	2	0	2	0	2	0	2	0
Processor	SP – Tailings Handling Course	SP – Tailings Handling	2	0	2	0	2	0	2	0	2	0
Processor	Process Supervisor Development Programme	Process Supervisor Development Certificate	2	0	2	0	2	0	2	0	2	0
Processor	Shift Leader Development Programme	Shift Leader Development Certificate	2	0	2	0	2	0	2	0	2	0



2.11 Career progression plan – management and leadership development

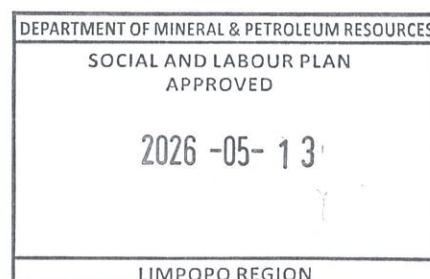
Management and leadership development is any training that is undertaken for employees to enhance their supervisory, managerial and leadership competence. There are various interventions that focus primarily on employees within the talent pool, particularly on those members of the pool that require certain skills to facilitate their progression into management.

Table 17: Career progression plan – management and leadership development

Career progression plan												
Current position	Training intervention	Qualifica- tion to be achieved	2026		2027		2028		2029		2030	
			New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.
Junior manage- ment	Junior management programme (capacity pool – D1)	Junior management programme (capacity pool – D1)	1	0	1	0	1	0	1	0	1	0
Middle manage- ment	Programme for Management Excellence (Talent Pool – Band 6)	Programme for Management Excellence (Talent Pool – Band 6)	3	0	3	0	3	0	3	0	3	0
Junior/ Middle Manage- ment	Situational Leadership (Capacity Pool – Band 7)	Situational Leadership (Capacity Pool – Band 7)	1	0	1	0	1	0	1	0	1	0

The following action steps will enable the achievement of the above targets:

- Identify high-potential candidates from supervisory and junior management ranks based on their performance and individual development progress.
- During career development panel sessions, candidates will be identified to attend further leadership programmes such as the junior management programme.
- Management development programme in conjunction with a leading South African business school.
- Specific individual needs identified during Individual Development Charter sessions will be addressed through attending short programmes at Valtterra Platinum.



2.12 Mentorship plan (Regulation 46b (iii))

Mentorship is a key process and tool in support of people development, employment equity, human resources planning and performance management at Valterra Platinum. In addition, mentorship and coaching support Valterra Platinum's career and succession management system, providing for a transfer of knowledge, work, and life experiences under the formal or informal guidance of selected suitable individuals and competent role models who act as mentors.

Table 18: Mentorship targets

Mentorship targets								
Target career deliverables		Mentorship duration	2026	2027	2028	2029	2030	Five-year target
2026 - 2030	Learnership	One year						
2026 - 2030	Bursars	One year						
2026 - 2030	Graduates	One year						
2026 - 2030	Fast-tracking	One year	15	27	15	27	15	99
2026 - 2030	Capacity pool (D1 and below)	Continuous						
2026 - 2030	Taleant pool (D2 and above)	Continuous						

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES

SOCIAL AND LABOUR PLAN
APPROVED

2026 -05- 13

LIMPOPO REGION



The table above provides the current and future targets for establishing mentorship relationships for all employees in the various training and development programmes, i.e. Learnerships, bursars, graduates, fast-tracking and capacity talent pool candidates, which is aimed at reaching the employment equity targets as well as meeting the staffing requirements for the future. The candidates that are in development programmes will be in mentorship programmes.

The following action steps will enable the achievement of the above targets:

- Mentors will be selected carefully and developed to ensure effective continuation of mentorship relationships.
- Employees that are not participating in the mentorship programmes will be developed via standard development mechanisms, including relevant coaching by supervisors and Company coaching.
- Registered mentees and mentors participating in the mentorship programme will be given mentorship training.
- Needs identified because of the mentorship relationship will be reported to the direct supervisor via the mentee and included in the IDC.
- An agreement will be entered into for formal mentorship and will specify the Company or party's expectations and commitments.
- The mentorship systems will be reviewed regularly to ensure the effectiveness and efficiency.

2.13 Bursary and internship plan

2.13.1 Internal bursaries / educational assistance

Internal bursaries are available to all employees. Individuals commit themselves to career development and the Company supports the initiatives. It is important to mention that studies within the educational assistance scheme are conducted on an own-time basis, normally through correspondence learning. The process will be implemented in line with the Company Educational Assistance Policy.

Table 19: Bursaries to be awarded (internal, educational assistance)

Bursaries to be awarded (internal, educational assistance)										
Field/area of training	Targets and time lines									
	2026		2027		2028		2029		2030	
	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.
Total number	12	0	12	0	12	0	12	0	12	0

The educational assistance scheme will continuously be aligned with the requirement of business, depending on the future requirements in terms of representation of HDSAs through the Mining Charter.

The following **action steps** will enable the operation to achieve the above targets:

- To encourage current employees to progress their careers, internal bursaries will be available for qualifying employees.
- These will be granted on condition that the course of study is relevant to the employee's current and future roles within the Company.
- The identification of candidates will be guided by succession planning and career management processes per discipline.
- The final approval of internal bursaries for identified employees and/or employee who apply will be given by their immediate supervisors and heads of department in consultation with the human resources development manager and any other relevant subject matter experts.
- Such studies are to be undertaken through institutions recognised by the Company.

2.13.2 External bursaries

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

The Young Professionals Scheme, which will consist of the Bursary Scheme and the Graduate Development Scheme, are aimed at filling critical skills gaps in core activities in line with critical skills shortages as identified in the hard-to-fill vacancies component (Form R). Accordingly, the Company will direct significant resources towards these schemes in terms of both direct financing and staff support.

The table below provides an indication of the type and number of external bursaries to be made available over the next five years.



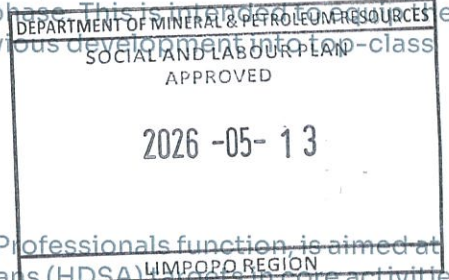
Table 20: Bursaries by year

Bursaries by year										
Field/area of training	Targets and time lines									
	2026		2027		2028		2029		2030	
	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.	New intake	Cont.
Scholarships (any field of study)	2	0	2	0	2	0	2	0	2	0
Internship	1	0	1	0	1	0	1	0	1	0
Total number	3	0	3	0	3	0	3	0	3	0

The Young Professionals Scheme, which will consist of the Bursary Scheme and the Graduate Development Scheme, are aimed at filling critical skills gaps in core activities in line with critical skills shortages as identified in the hard-to-fill vacancies component (Form R). Accordingly, the Company will direct significant resources towards these schemes in terms of both direct financing and staff support.

The following action steps will enable the achievement of the above targets:

- Bursaries will be advertised both internally as well as through national recruitment programmes annually.
- Commitment to 80% HDSAs being selected for these bursaries.
- 25% of these HDSA bursaries will be reserved for black women.
- The highest calibre of young professionals will be attracted to meet staffing and Employment Equity (EE) requirements. This area is regarded as one of the mining operation's strategic priorities, particularly considering the chronic skills shortages in the South African mining industry.
- The bursary scheme will be open to the broader public as well as employees' children and relatives.
- The minimum selection requirement for Grade 12 learners will be 60% in mathematics and science.
- Candidates who meet the necessary academic requirements, but who do not wish to undertake full-time tertiary studies will be offered more practically orientated bursaries in mining, mine ventilation and occupational hygiene. In terms of the external bursary programme, the first phase will be to assess all new bursars in terms of readiness for full-time tertiary study and their suitability for the chosen career.
- Based on this assessment, they will be either routed into the Exposure Year or channeled into full-time tertiary study.
- Full-time study at a tertiary institution is integrated with periods of practical training (as part of study programmes or during holiday breaks), and a graduate training phase. This is intended to ensure the young professionals with all they will need to translate their previous development into top-class performance in the workplace.



2.14 Graduate development scheme

The graduate development scheme, which forms part of the Young Professionals function, is aimed at filling critical skills gaps and historically disadvantaged South Africans (HDSA) targets in core activities.

Valterra Platinum runs a number of graduate development programmes, for example the metallurgy graduate development programme, the mining graduate development programme, the human resources management graduate development programme and others.

These programmes are well structured, that allows graduates upon completion to be appointed into substantive positions at the various operations. Graduate trainees are developed by means of the discipline specific graduate development programme for on average 18 months. During the programme, they are provided with basic training, exposure and courses which will enable them to gain the core competencies and knowledge required by Valtterra Platinum.

Every graduate has an Individual Development Charter and an appointed mentor and is given bi-annual appraisals. Mototolo will participate in this scheme as from 2025 with an annual planning process for many graduate trainees per discipline to be engaged based on the staffing and HDSA targets.

The following action steps will enable achievement of the above targets:

1. The number of graduate trainees per discipline to be engaged based on the staffing and HDSA targets for the next five years are assessed annually.
2. Following a special national recruitment drive, the Company engages the successful applicants at the Valterra Platinum Development Centre.
3. These graduate trainees are then further developed by means of the discipline-specific graduate development programmes for an average of 18 months.
4. During the programme, they are provided with basic training, exposure and courses which will enable them to gain the core competencies and knowledge required by the operation.
5. Every graduate has an Individual Development Charter and an appointed mentor of whom appraisals are conducted biannually.

2.15 HRD summary – targets and commitment

Table 21.1: Summary HRD targets and financial commitments

HRD summary						
Sub-pillar	2026	2027	2028	2029	2030	Five-year target – cumulative
Employees						
AET training (full-time employees)	3	3	3	3	3	15
AET training (contractor)	3	3	3	3	3	15
Career progression	30	28	31	28	28	145
Mentorship	15	27	15	27	15	99
Learnerships (18.1)	15	17	15	17	15	79
Bursary internal	12	12	12	12	12	60
Portable skills	10	7	9	6	5	37
Communities						
Adult Education and Training (AET)	20	20	20	20	20	100
Learnerships (18.2)	5	5	5	5	5	25
Portable skills	50	50	50	50	50	250
Cadetships	5	5	5	5	5	25
Bursary external-internships/ scholarships	3	3	3	3	3	15
Total targets	156	175	156	174	149	810
Total financial commitment	R76,398,651	R65,702,392	R74,160,422	R64,483,350	R56,038,512	R336,783,327



Table 21: Summary HRD targets and financial commitments

Financial provision for a five-year period						
SLP Element	2026	2027	2028	2029	2030	Five-year target - cumulative
AET training	R1,800,000	R1,800,000	R1,800,000	R1,800,000	R1,800,000	R9,000,000
Core business training	R24,774,552	R26,007,680	R27,302,464	R28,661,987	R30,089,486	R136,836,169
Learnerships	R44,744,166	R33,437,692	R40,452,253	R29,533,460	R19,115,578	R167,283,149
Career progression	R338,873	R245,320	R356,165	R245,320	R300,882	R1,486,560
Portable skills	R1,040,860	R511,500	R549,340	R542,383	R1,032,366	R3,676,448
Bursaries internal	R600,000	R600,000	R600,000	R600,000	R600,000	R3,000,000
Bursary External – Internships/ Scholarships	R3,100,200	R3,100,200	R3,100,200	R3,100,200	R3,100,200	R15,501,000
HRD total	R76,398,651	R65,702,392	R74,160,422	R64,483,350	R56,038,512	R336,783,327

3. Employment equity (EE)

Of key concern to Valterra Platinum, in line with the broader objectives of the Mineral and Petroleum Resources Development Act (MPRDA), as amended and the Mining Charter is the acquisition, development and attraction of historically disadvantaged persons (HDPs) in management within the business. Equity in management can only be achieved through the implementation of policies and different programmes.

The attraction and retention of HDPs and the nurturing of talent to supplement current achievements and to provide for succession within Valterra Platinum is key.

HDPs including women are expected to make a larger percentage of Valterra Platinum management. The planning of HDPs in management incorporates appointment and retention of women in key positions.

Encouraging and retaining women in the employ of Valterra Platinum, particularly within mine-related employment areas, is also a significant drive for the business and receives appropriate resources and attention in line with Employment Equity Plan which has been developed to meet employment equity targets.

The two tables below reflect the workforce profile of the permanent employees of the Mototolo Complex at end of 15 May 2024 in terms of race and gender as required in the Employment Equity Regulations and the Mining Charter guidelines. The occupational levels used are as per the Employment Equity Act and the Mining Charter (01.09.2024 -31.08.2029) Scorecard templates



3.1 Workforce profile per occupational level and Patterson grading

Table 22: Permanent employees

Permanent employees											
Occupational levels	Male				Female				Foreign nationals		Total
	African	Coloured	Asian	White	African	Coloured	Asian	White	Male	Female	
Senior management	4	0	0	5	1	0	0	0	0	0	12
Band 4	1	0	0	1	0	0	0	0	0	0	2
Band 5	3	0	0	4	3	0	0	0	0	0	10
Middle management	67	2	2	19	25	0	2	6	0	0	123
D4/E1	10	0		5	3	0	1	1	0	0	20
D3	7	0	1	3	2	0	1	1	0	0	15
D2	21	2		8	5	0		3	0	0	39
D1	29	0	1	3	15	0		1	0	0	49
Junior management	241	3	1	38	72	3	0	17	6	0	381
C5	43	2	1	18	15	1	0	3	0	0	83
C4	11	0	0	2	4	0	0	1	0	0	18
C3	65	0	0	9	5		0	4	2	0	85
C2	100	1	0	8	26	1	0	6	4	0	146
C1	22	0	0	1	22	1	0	3	0	0	49
Semi-skilled and discretionary decision making	448	5	0	2	56	1	0	1	0	0	513
B7	12	0	0	0	12	1	0	0	0	0	25
B6	11	0	0	0	4	0	0	0	0	0	15
B5	81	1	0	2	17	0	0	1	0	0	102
B4	69	0	0	0	5	0	0	0	0	0	74
B3	139	4	0	0	16	0	0	0	0	0	159
B2	16	0	0	0	2	0	0	0	0	0	18
B1	120	0	0	0		0	0	0	0	0	120
Unskilled and defined decision making	352	2	0	3	141	2	0	0	0	0	500
A3	6	0	0	1	1	0	0	0	0	0	8
A2	346	2	0	2	140	2	0	0	0	0	492
Total permanent employees	1,112	12	3	67	297	6	2	24	6	0	1,529
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
Grand total	1,112	10	2	79	253	7	2	23	5	0	1,529

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3.2 EE targets (permanent employees)

The targets have been developed in compliance with the Mining Charter 2018 targets and assigned to the transitional arrangements submitted to the DMRE in 2024.

Table 23: Permanent employees (core skills)

Occupational levels	Targets											
	DMPD target		2026		2027		2028		2029		2030	
	% HDP	% WIM	% HDP	% WIM	% HDP	% WIM	% HDP	% WIM	% HDP	% WIM	% HDP	% WIM
Senior management	60%	25%	50%	17%	50%	17%	50%	17%	50%	17%	50%	16%
Middle management	60%	25%	50%	28%	60%	28%	60%	29%	60%	30%	60%	30%
Junior management	70%	30%	50%	24%	70%	24%	70%	24%	70%	24%	70%	24%
Employees with disabilities	0.2%		0.2%		0.2%		0.2%		0.2%		0.2%	

3.3 Objectives of the EE plan

The following table captures the actions and objectives of the Valterra Platinum EE action plan.

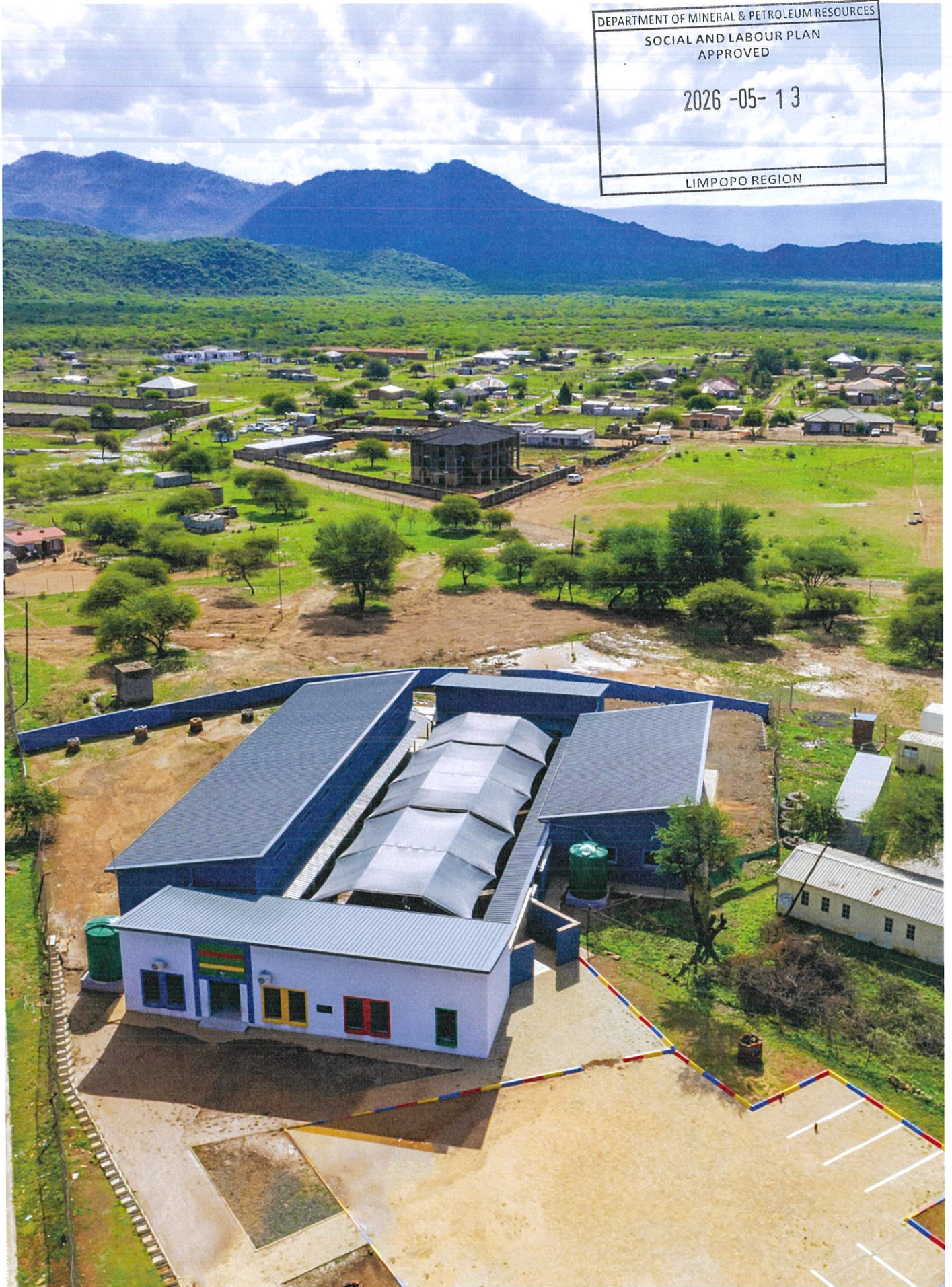
Table 24: Valterra Platinum EE action plan

Action	Objective
Review recruitment processes	- Ensure that recruitment processes are in line with EE targets. - Historically disadvantaged persons (HDPs) and women are given a priority in respect of recruitment, appointment, and promotion opportunities.
Numerical targets are set on an annual basis for achieving HDPs in management and women in mining.	Set targets are realistic and achievable.
Allocate resources to the training of HDPs and women in terms of the EE plan.	- HDPs and women have equal access to training programmes. - Fast-track the development of HDPs and women with potential. - Promote HDPs and women based on merit.
Establish mechanisms to identify and assess HDPs and women with potential in line with the talent management programme.	Establish and maintain a balance between the principles of promotion from within and sourcing HDPs and women recruits externally.
Design of HRD programmes in support of EE plan and the workplace skills plan (WSP).	- Ensure alignment with WSP, skills plan and EE plan. - Empower HDPs and women by providing appropriate training and development to ensure that they have skills and competencies to assume their roles successfully
EE will be monitored on a monthly, quarterly, and annual basis.	- Review selection procedures and processes. - Utilisation of opportunities to support HDPs management and women.

3.4 Action plan for achieving EE targets

- Identify positions which will become vacant during the five years of the plan, using retirement age as a steppingstone.
- Replace positions vacated by historically disadvantaged persons (HDPs) with HDPs, with more focus on the group with a high percentage of underrepresentation when compared to the economically active population demographics.
- Target positions left vacant by non-HDPs, who are overrepresented, and fill them with HDPs accordingly.
- Identify HDPs with potential and develop them to become suitably qualified for positions which might become vacant.
- Put more emphasis in the development of HDPs in core and critical skills.
- Develop EE plan in terms of the Employment Equity Act and accompanying regulations.
- Active EE and skills development committee in consultation on development of targets, implementation of the plan and reporting to the Department of Labour.
- Remove all barriers which may be identified in the process of consultations to attract and retain HDPs.
- Include attainment of the set targets in the managers' performance agreements.





Section 4

4 Local economic development (LED) (Regulation 46 (c))

4.1 Overview of Valterra Platinum operations

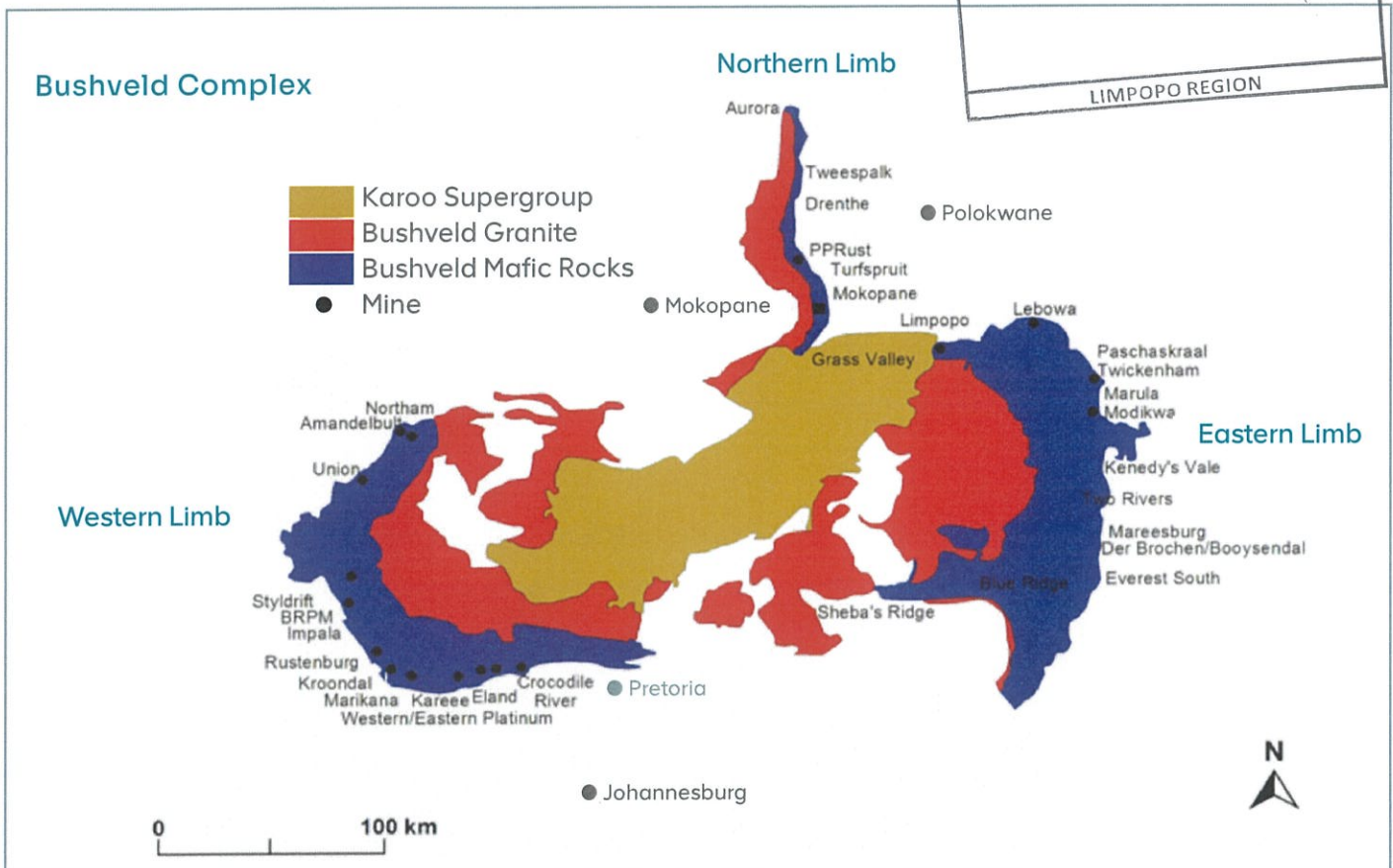


Figure 3: Location of Valterra Platinum operations in South Africa

Limpopo is one of the Company's major areas of operation, where its operations stretch from Musina in the north to Blue Ridge, about 30 km south-east of Groblersdal, on the Eastern Limb of the Bushveld Igneous Complex. The area of focus for this Social and Labour Plan (SLP) is Mototolo, which is a platinum mining operation owned by Rustenburg Platinum Mines Limited (RPM). RPM is a wholly owned subsidiary of Valterra Platinum.

The mine falls within the Fetakgomo Tubatse Local Municipality (FTLM), under jurisdiction of the Sekhukhune District Municipality. Fetakgomo Tubatse is a local municipality which was established in 2016. This followed the amalgamation of two municipalities, namely Fetakgomo Local Municipality (FLM) and Greater Tubatse Local Municipality (GTLM).

Burgersfort, Ohrigstad and Steelpoort are the three main urban centers located in FTLM. Mototolo is located approximately 25 km south-west of the town of Steelpoort and 40 km west of Mashishing (Lydenburg), in Limpopo.

Fetakgomo Tubatse Local Municipality (FTLM) is located in the Sekhukhune District in Limpopo and is the largest of the four municipalities making up the district. Measuring 5,693 square kilometres, FTLM accounts for 42% of Sekhukhune district's geographical expanse. The local municipality is located between the Highveld and Lowveld regions, that is in the Middleveld.

Mototolo's mining right (Figure 3.3) falls on the following properties:

- Richmond 370 KT (Remaining extent, portions 1 and 2).
- St George 2 JT (Remaining extent, portions 1 and 2).
- Hermansdal 3 JT (Remaining extent).
- Hebron 5 JT (Remaining extent and portion 1).
- Helena 6 JT (Remaining extent and portion 3).
- Der Brochen 7 JT (Remaining extent).



Furthermore, RPM holds the surface right to Portion 7 of the farm Mareesburg 8 JT. Located on this property is the Mareesburg tailings storage facility (TSF), return water dams (RWDs) and tailings-return water pipeline. These facilities form part of the Mototolo Complex operation.



Figure 4: Map of South Africa

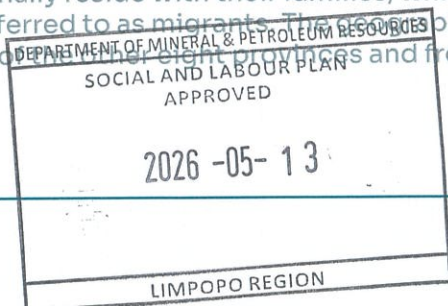


Figure 5: Mototolo mining right area

The mine community development section of the social and labour plan (SLP) relates to the following operations: Mototolo mine and Mototolo Concentrator.

The following constitute Mototolo's doorstep communities: Moletsi, St Georger/Ga-Mawela, Richmond/Leshaba, Pakaneng. The host communities are Molototsi, Shaga, Kalfontein, Kutullow, Ga-Masha, Ga-Phasha, Ga-Malekana, Ga-Mampuru, Maseven, Ngwaabe, Schaapskraal, Tukakgomo, Longtill, Tsakane, Ga-Maepa, Ga-Maphopha, Stocking, Mpodile, Mahlakwena, Boschfontein, Matoporong, Schapskraal, Buffelshoek.

Mototolo's labour force fall into three categories in terms of their areas of geographic origin, that is local employees, migrant workers and transitional workers. Local employees originate from the immediate mine community and normally reside with their families, while labour sending areas provide the mine operations with the category referred to as migrants. The geographic spread of migrants falls into three, namely provincial, from any of the eight provinces and from the Southern African Development Community (SADC) region.



4.2 Desktop regional analysis

4.2.1 Limpopo provincial context

Spatial perspective

Limpopo is one of the nine provinces in South Africa (Figure 3). It shares borders with three countries: Botswana, Mozambique and Zimbabwe. The province is predominantly characterized by bushveld and wildlife reserves. One of the country’s famous nature reserves, Kruger National Park, partly falls under this beautiful region. Limpopo has an abundance of historic sites and rich legacy dating back to early hominids. Limpopo covers an area of 125,806.1 square kilometers.

Social perspective

Polokwane, the provincial capital city, was established in 1886 and named “Pietersburg” by Andries Potgieter, leader of the Voortrekkers. The city has a significant and somewhat somber history. The settlement grew over time, buoyed by mining and farming. Almost a century later, 96 years to be exact, and on the 23rd of April 1992 the town was officially declared a city. On 25 February 2005, the city’s name (Pietersburg) was officially changed to Polokwane, a name meaning “Place of safety”.

Limpopo has a total population of 6,672,721 and a population density of 52.3 people per square kilometer. There are 1,811,565 households in Limpopo; that is 10.16% of the total 17,828,778 households countrywide. Black Africans constitute the majority of the population. Figure 6 shows the group composition of the province’s population.

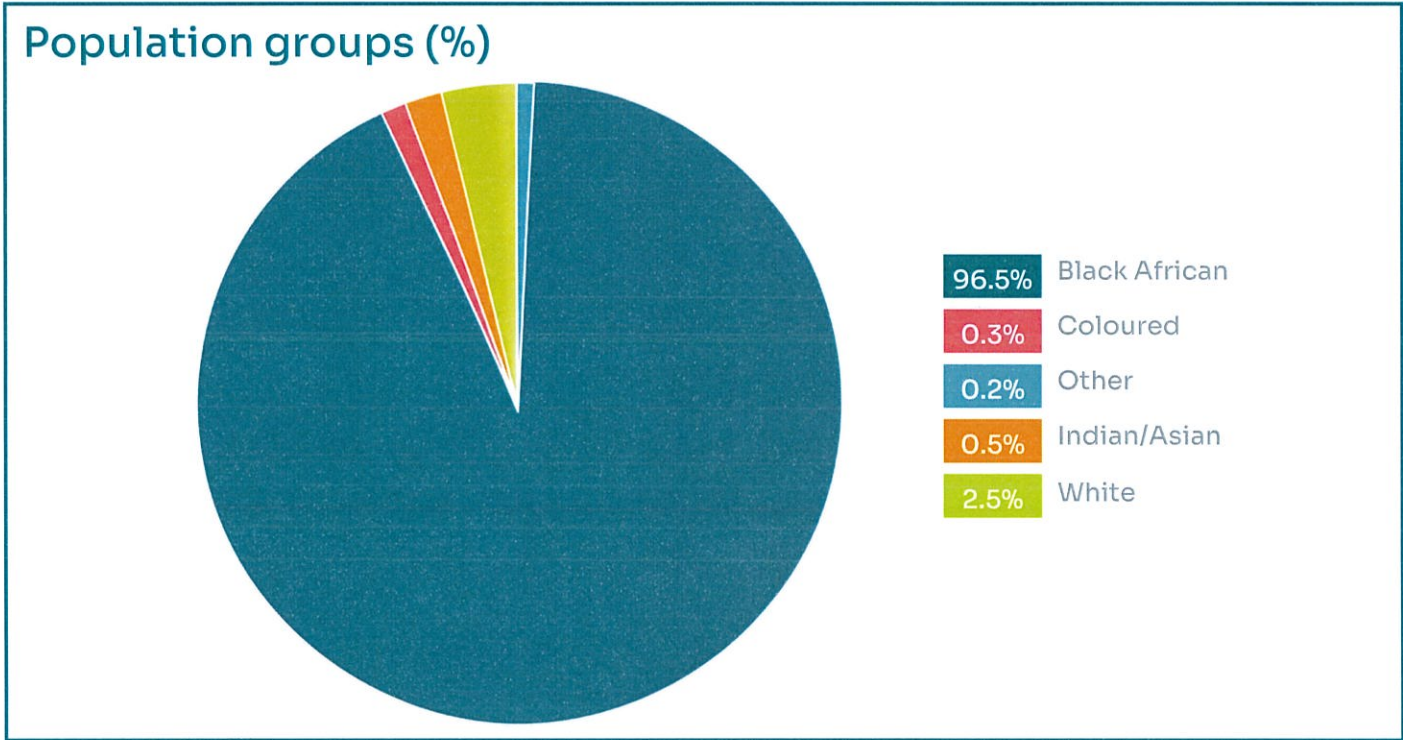


Figure 6: Limpopo population data
Source: Stats SA (Census survey) 2022

Black Africans and Whites account for 96.5% and 2.5% of the population, respectively. Females, at 52.8% of the population are the majority. This compares relatively close with the national population gender profile of 51.5% female, and 48.5% male. Youth children (0-14 years) account for 31.6%. The over 65-year-old group constitute a mere 6.9%, with the majority (61.4%) of the population made up of the over 18- to 64-year olds. The interplay of these factors leads to a median age of 22 years for Limpopo.

Population age distribution

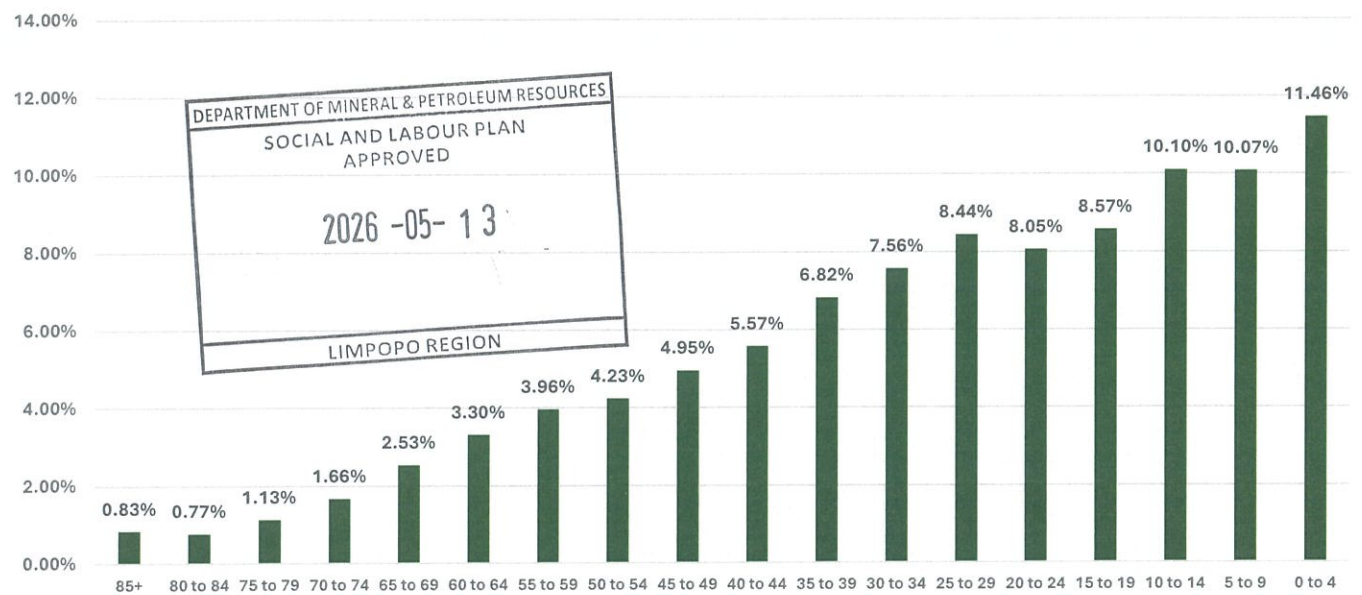


Figure 7: Limpopo province population age distribution.
Source: Stats SA (Census Survey) 2022

Taking into consideration that Limpopo accounts for over 10% of the South Africa's population, it would appear that people born in Limpopo are less nomadic; a whopping 95.6% of the population were born and reside in Limpopo. However, the situation is not different from that of other provinces.

Only 3.1% of the Limpopo's population are from other provinces. The difference is made up of people from citizens of other countries. As already highlighted above, SADC is the major contributor on non-South African citizens to the Province's population (- 95.6%).

Sepedi is the most spoken language in Limpopo (55.5%), followed by Tshivenda (17.4%) and Xitsonga (17.3). Afrikaans, which is spoken by 2,3% of the population, is the most predominant non-Bantu language, way ahead of English at 1%.

Languages spoken at home

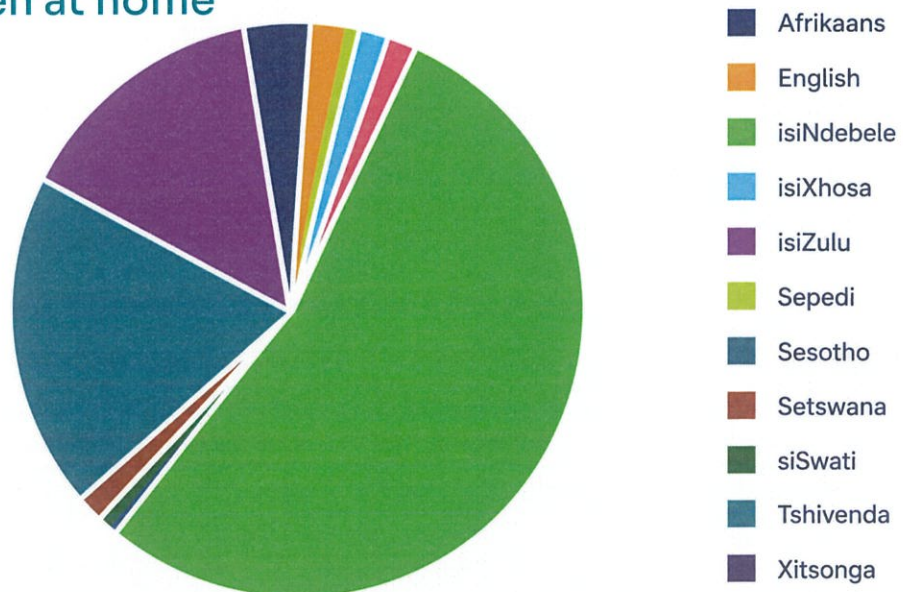


Figure 7: Limpopo: Language spoken at home
Source: Stats SA (Census) 2022

Health (HIV and AIDS)

The health of our communities is critical to economic growth and development and more so to the eradication of intergenerational poverty. The enjoyment of the highest attainable standard of health is a fundamental right of every human being. Health is not merely the absence of disease or infirmity. It is a state of complete physical, mental and social wellbeing.

Hancock & Duhl (1988) argued that the following are key elements of a healthy community include:

- A clean, safe, high-quality environment (including housing);
- An ecosystem that is stable now and sustainable in the long term A strong, mutually supportive and non- exploitative community;
- A high degree of public participation in and control over the decisions affecting life, health and wellbeing;
- Meeting basic needs (food, water, shelter, income, safety, work) for all people;
- Access to a wide variety of experiences and resources, with the possibility of multiple contacts, interactions and communication;
- A diverse, vital and innovative economy;
- Encouragement of connections with the past, with the varied cultural and biological heritage and with other groups and individuals;
- A human settlement form (design) that is compatible with and enhances the preceding parameters and forms of behaviour;
- An optimum level of appropriate public health sick care services accessible to all; and
- High health status (both high positive health status and low disease status).

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As of 2022, Limpopo had an HIV prevalence rate of about 8.9%, a decrease from 10.2% in 2017, with 77% of people living with HIV achieving viral load suppression, up from 60.8% in 2017. In the province, HIV prevalence was notably higher among individuals aged 25–49, with females showing a prevalence of 20.3% and males 17.0%. Additionally, HIV prevalence was 7.4% among those living in rural formal or farm areas. Across all selected demographic variables, females consistently exhibited higher HIV prevalence rates than males (Human Sciences Research Council, 2024).

HIV and AIDS have had a debilitating effect on the world. Globally, South Africa is regarded as one of the countries most affected by HIV and AIDS. The persistence of HIV infections and AIDS-related deaths, despite the extensive rollout of awareness campaigns, the free distribution of condoms and the provision of free antiretroviral (ARV) treatment, means that more still needs to be done to contribute to and achieve an AIDS-free generation.

Greater Sekhukhune is not immune to the HIV and AIDS pandemic. Women in the 16–64 age group bear the brunt of HIV. Most women in this age group succumb to HIV- and AIDS-related illnesses.

Although there are different schools of thought on the correlation between AIDS and socio-economic status, the Joint United Nations Programme on HIV/AIDS (UNAIDS) concluded in 2001 that “poverty, underdevelopment, the lack of choices and the inability to determine one’s own destiny fuel the (HIV) epidemic”. Reducing poverty may be one of the most viable long-term responses to HIV in Limpopo.

Regional economy

Limpopo has a robust economy, with mining as the primary driver of the province’s economy (Limpopo Treasury, 2022). Figure 8 shows the sectoral composition of Limpopo’s economy. Community services – primarily consisting of public sector-funded activities – are the second most important sector in the province. However, the economy is characterised by primary activities. It mainly produces or extracts raw materials, as in the case of mining, for export to other provinces and outside the country for beneficiation.

Limpopo is the mainstay of game hunting in South Africa. Beef production is also a dominant economic activity. Water shortages are one of the primary constraints to development in the area. Most farming activities are supported by the use of boreholes. Despite this challenge, mining continues to be the backbone of the Bushveld region. Mining contributes more than a fifth of the provincial economy.

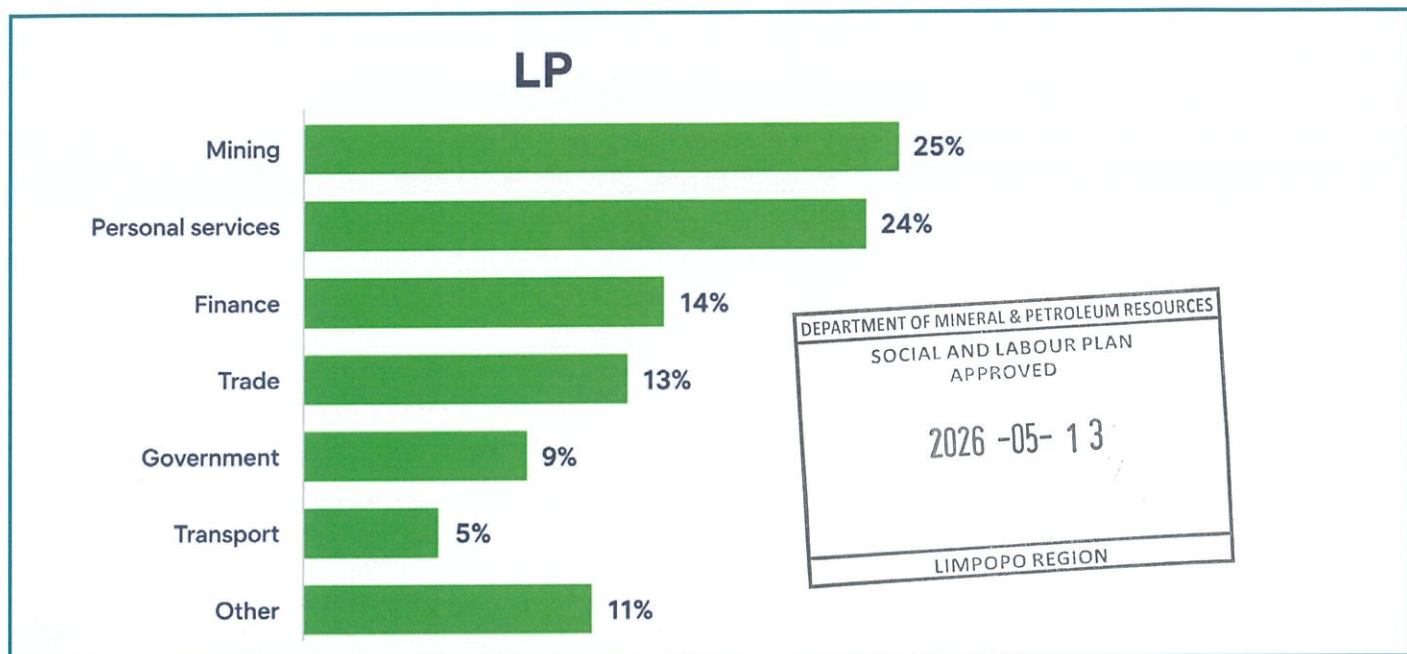


Figure 8: Sectoral composition of the Limpopo Economy
Source: Stats SA (Provincial GDP Figures) 2022

Limpopo is endowed with rich mineral deposits, including platinum, iron ore, chromium, coal, diamonds, gold, emeralds, silicon, mica, phosphate, magnetite and copper. Black granite, corundum and feldspar, which are premium commodities, are also found in the province. The province has the largest platinum deposits and 40% of South Africa's coal reserves.

Despite this rich mix of minerals and agricultural activities, Limpopo is one of the poorest provinces in South Africa.

The average household income in Limpopo is R128,309 per annum, which is 62% of the average household income in South Africa (Income and Expenditure Survey of Households 2022/2023).

A combination of lower economic growth, the negative economic impact of the COVID-19 pandemic and the high cost of living resulting from high inflation, increased interest rates, above-inflation increases in administered prices such as water and electricity tariffs, higher fuel prices and persistently high unemployment levels has resulted in further negative real growth in average household consumption expenditure.

Between 2015 and 2023, household consumption expenditure at national level experienced negative real growth of 7.2%. The average household consumption expenditure in 2023 at national level declined to the same level as in 2009, when the country was in an economic recession as a result of the global financial crisis (Income and Expenditure Survey of Households 2022/2023).

Table 25: Distribution of real annual average household consumption expenditure by province (2006, 2009, 2011, 2015 & 2023)

Source: Income and Expenditure Survey of Households 2022/2023, P0100

Province	2006	2009	2011	2015	2023
Western Cape	268,720	226,672	230,230	245,459	229,636
Eastern Cape	102,139	95,970	110,273	113,872	112,400
Northern Cape	100,176	119,833	142,603	121,732	126,635
Free State	130,948	9,8110	126,165	128,963	112,150
KwaZulu-Natal	116,415	113,152	141,807	112,372	123,020
North West	114,256	105,193	135,756	106,143	98,147
Gauteng	202,759	197,393	242,284	207,659	170,628
Mpumalanga	112,277	103,318	135,051	125,931	117,411
Limpopo	75,785	79,324	91,142	92,018	98,839
South Africa	146,530	141,446	168,765	154,818	143,691

Table 25 above shows the distribution of household consumption expenditure across the five data points by province. In real terms, across the data series, the Western Cape had the highest average annual household consumption expenditure. It was followed by Gauteng. For four of the data points (2006, 2009, 2011 and 2015), Limpopo had the lowest average annual household consumption expenditure. However, Limpopo showed year-on-year growth, while some of the other provinces experienced a decline in 2023.

Environmental perspective

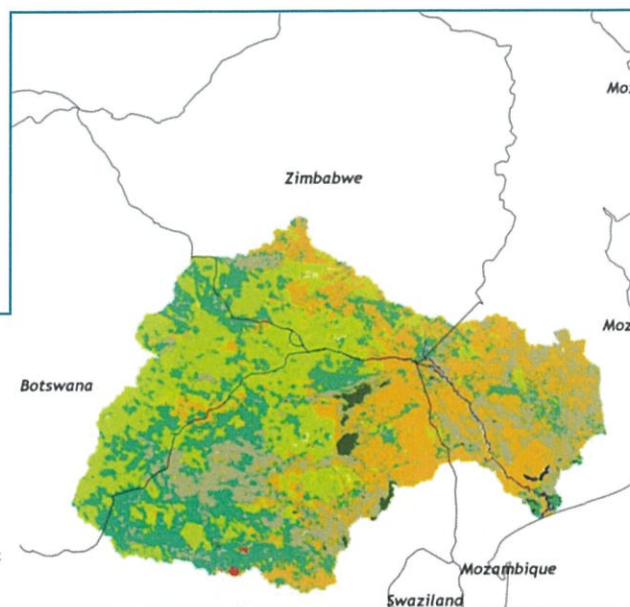
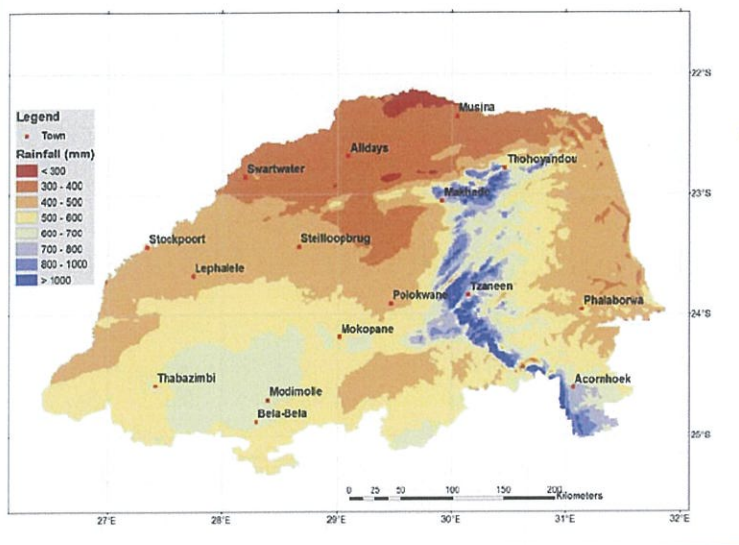
Figure 10 provides a series of maps depicting different elements of the environment in Limpopo. The annual mean rainfall is well below 300 mm in the northern part of the province, particularly in Musina. Rainfall exceeds 1,000 mm per year in the belt stretching across parts of Thohoyandou, Makhado and Tzaneen, and south-east towards Acornhoek. In the second map, croplands, most of which are rain-fed, are demarcated in orange. The third map depicts areas of drought hazard. These areas are characterised by their sensitivity to drought. They range from low/moderate to high/very high, with most of Fetakgomo Tubatse Local Municipality falling within the high to very high category.

Despite the low sensitivity to drought, there is minimal cropping in the western parts of the province. Mining, cattle ranching and game hunting are the main economic activities in that part of the province. Subsistence agriculture is the mainstay of the rural economy, as shown in the last map. There is a high concentration of subsistence farming in moderate- to high-drought-hazard areas, particularly in the eastern part of the province. Most farmers and households in the province experience water shortages. This negatively affects agricultural productivity, particularly among small-scale and village farmers who cannot afford to invest in boreholes and irrigation infrastructure.



Mean annual rainfall over Limpopo

Source: Mpandeli S. et. al (2015)



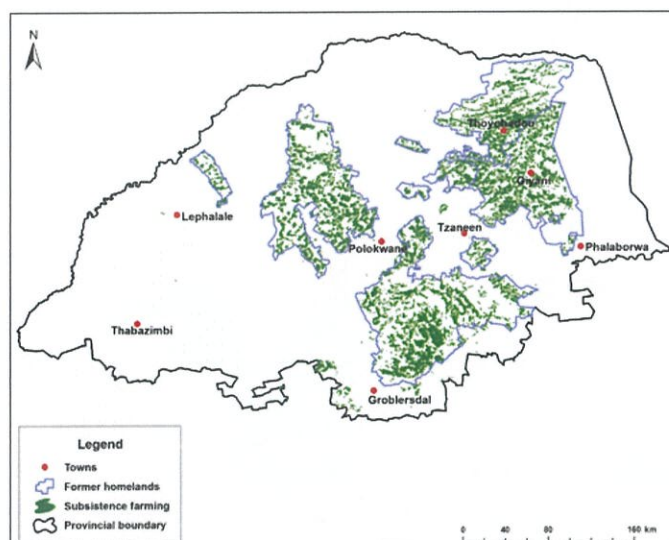
Land use in Limpopo

Source: Wetterhall, F. et. al (2015)



Subsistence agriculture in Limpopo

Source: Wetterhall, F. et. al (2015)



Areas of drought hazard

Source: Koppen, B. (2017)

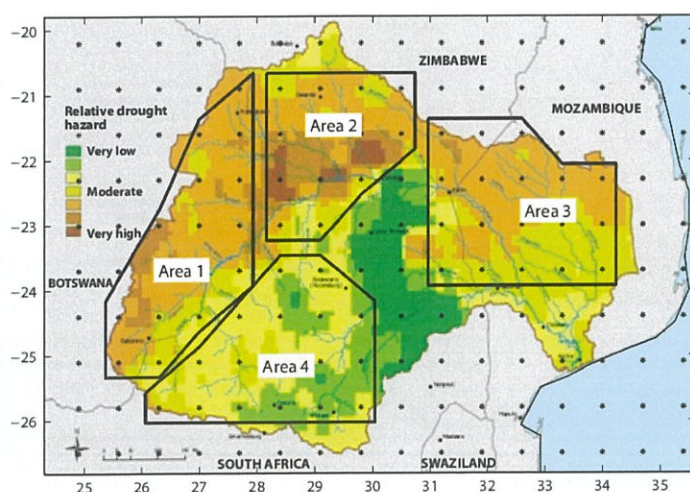


Figure 10: Environmental attributes of Limpopo

Despite the low sensitivity to drought, there is limited cropping activity in the western and north-western parts of the province. Mining, cattle ranching and game farming are the main economic activities in these areas. Subsistence agriculture remains the mainstay of the rural economy, as shown in the previous map. There is a high concentration of subsistence farming in areas with moderate to high drought risk, particularly in the eastern part of the province. Many farmers and households across the province experience water supply challenges. This negatively affects agricultural productivity, particularly among small-scale and village farmers who cannot afford to invest in boreholes and irrigation infrastructure.

4.2.2 Socio-economic overview of Fetakgomo Tubatse Local Municipality (FTLM) (Regulation 46c(i))

The analysis mainly focuses on the specific locality of Mototolo Complex, namely FTLM. Reference is also made to Sekhukhune District Municipality where necessary, due to the mine's sphere of influence extending to adjacent local municipalities and specific communities within them.

Where reference is made to the district municipality, data and information are presented in the order of Fetakgomo Tubatse and Sekhukhune District to avoid the repetitive use of the word 'respectively' in the narrative.

Administration

The institution of traditional leadership is recognised in terms of section 212 of the Constitution of the Republic of South Africa. Traditional leadership plays an important role in the constitutional state. There are 74 traditional leadership structures within Sekhukhune District. The Sekhukhune District Municipality Integrated Development Plan states that about 48% (658,887 hectares) of the district falls under traditional authority (Figure 11).

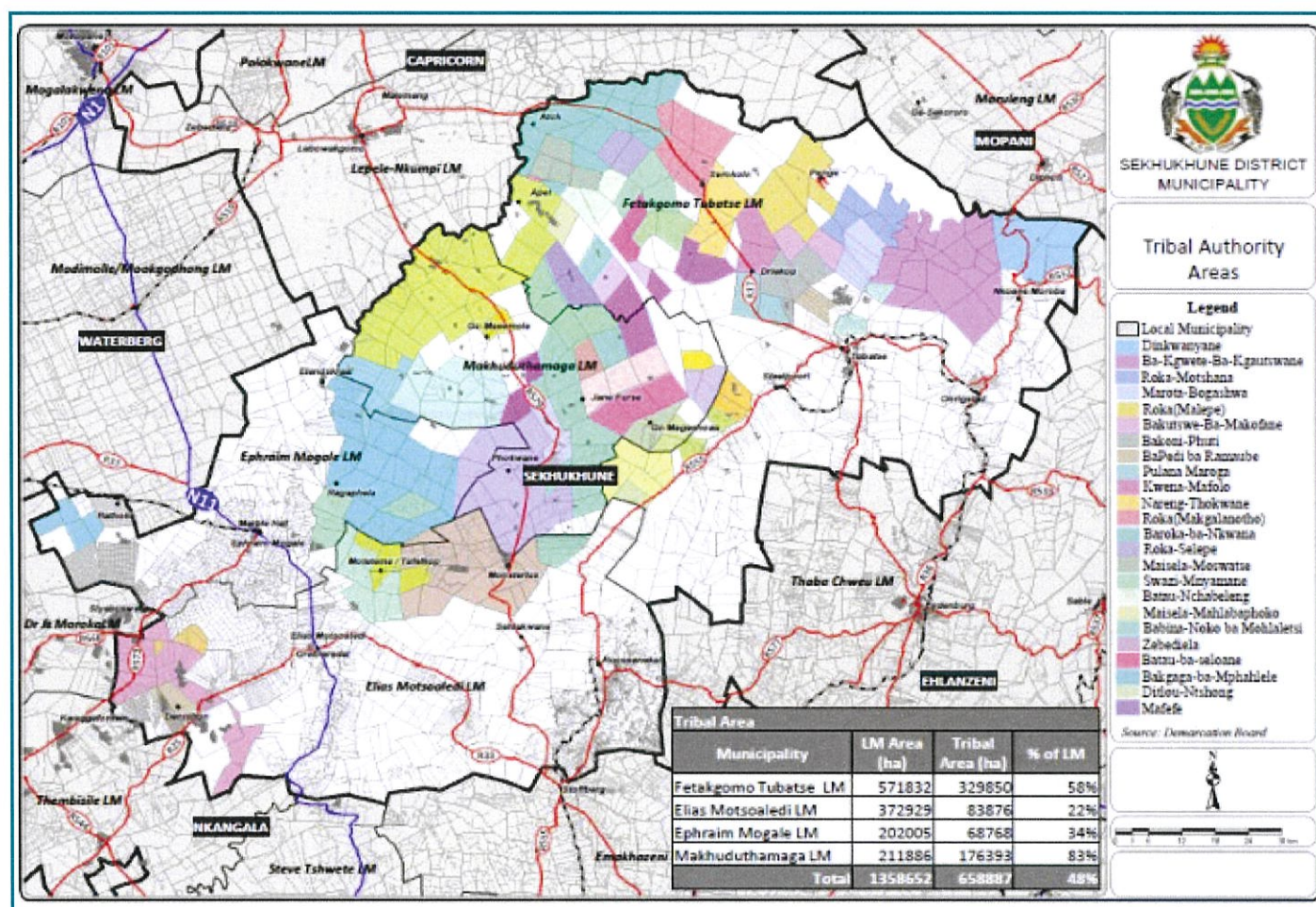


Figure 11: Areas under traditional authority
Source: Greater Sekhukhune District Municipality, 2020

It is estimated that 58% (329,850 hectares) of the Fetakgomo Tubatse Local Municipality area is under traditional authority. The bulk of mining operations fall within areas under traditional authority and, as such, need to be cognisant of the interplay between constitutional governance and traditional leadership structures.

Population

FTLM has a population of 575,960 (Stats SA, 2022). The 2022 Census indicates that there are 147,167 households in FTLM. The local municipality’s demographic profile, with Black African people comprising the majority at 98.4% of the population, does not differ significantly from the national population profile. The upper part of Figure 12 shows the population of Fetakgomo Tubatse, while the tabulated data allows the population of Fetakgomo Tubatse to be interpreted within the broader context of the district, province and country

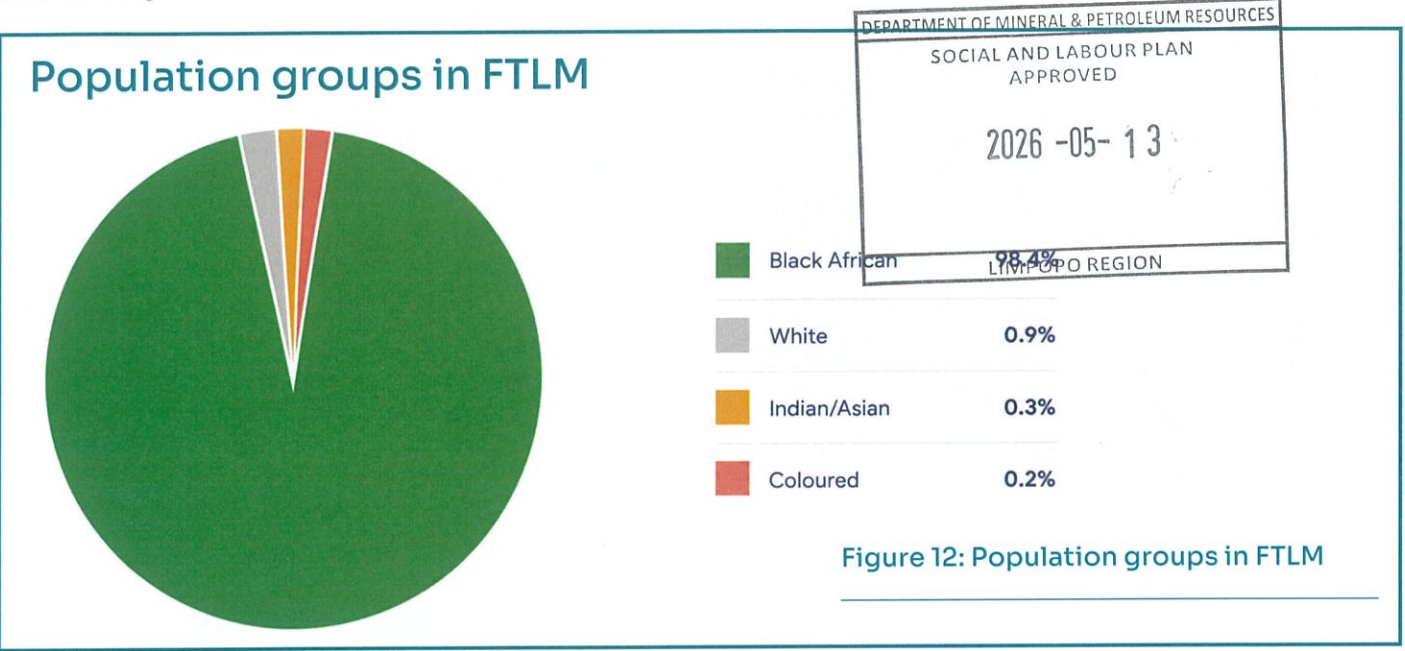


Table 26: Population groups in FTLM
Source: Stats SA (Census 2022)

Area	Black African		Coloured		Asian		White	
	Total	%	Total	%	Total	%	Total	%
Fetakgomo Tubatse	566,757	98.4	1,270	0.2	1,888	0.3	5,398	1
Greater Sekhukhune	1,314,803	98.4	2,481	0.2	4,059	0.3	13,775	1
Limpopo	6,341,597	96.5	18,409	0.3	35,958	0.5	167,524	2.5
South Africa	50,485,026	81.4	5,052,299	8.2	1,697,468	2.7	4,503,780	7.3

Table 27: Population group breakdown in FTLM
Source: Stats SA (Census survey) 2022

Fetakgomo Tubatse Local Municipality	Total	%
00-14	188,255	33
15-64	354,632	62
65 and above	33,062	5.74

The bulk of the population in FTLM falls within the economically active age group. Table 26 shows that people aged 15–64 constitute 62% of the total population in FTLM, while children aged 0–14 constitute 33% of the population. Persons aged 65 years and older account for 5.74% of the population.

Language

It is important to pay attention to language, history, culture and legacy in development. Figure 13 shows that Sepedi is the primary language in FTLM; 92% speak the language at home.

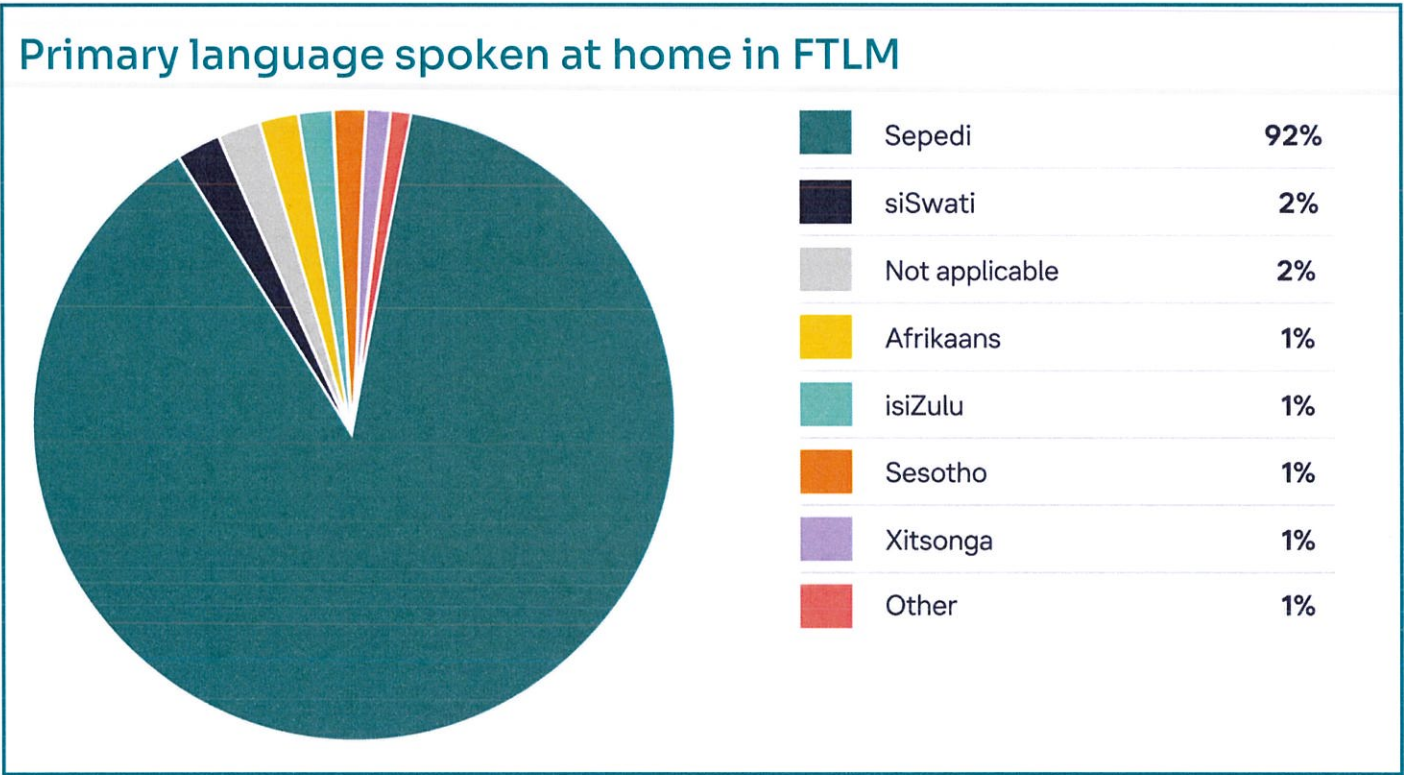
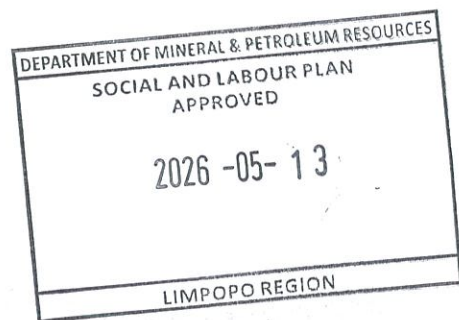


Figure 13: Primary language spoken at home in FTLM
Source: Stats SA (Community survey) 2016

One of the key issues emanating from the language profile pertains to the packaging and dissemination of information, including the SLP document, as well as development projects. It is therefore critical that, over and above being written in English, the Social and Labour Plan (SLP) is packaged in the language(s) most widely spoken in the community. In the case of Fetakgomo Tubatse Local Municipality, the SLP needs to be packaged in English and Sepedi.

Migration

Virtually all residents of FTLM are originally from Limpopo province, as shown in Figure 14. Only 5% of the population is from other provinces or outside South Africa. Stats SA Census 2022 data showed that only 1.6% of people living in FTLM were born outside South Africa.



Place of birth and migration in FTLM

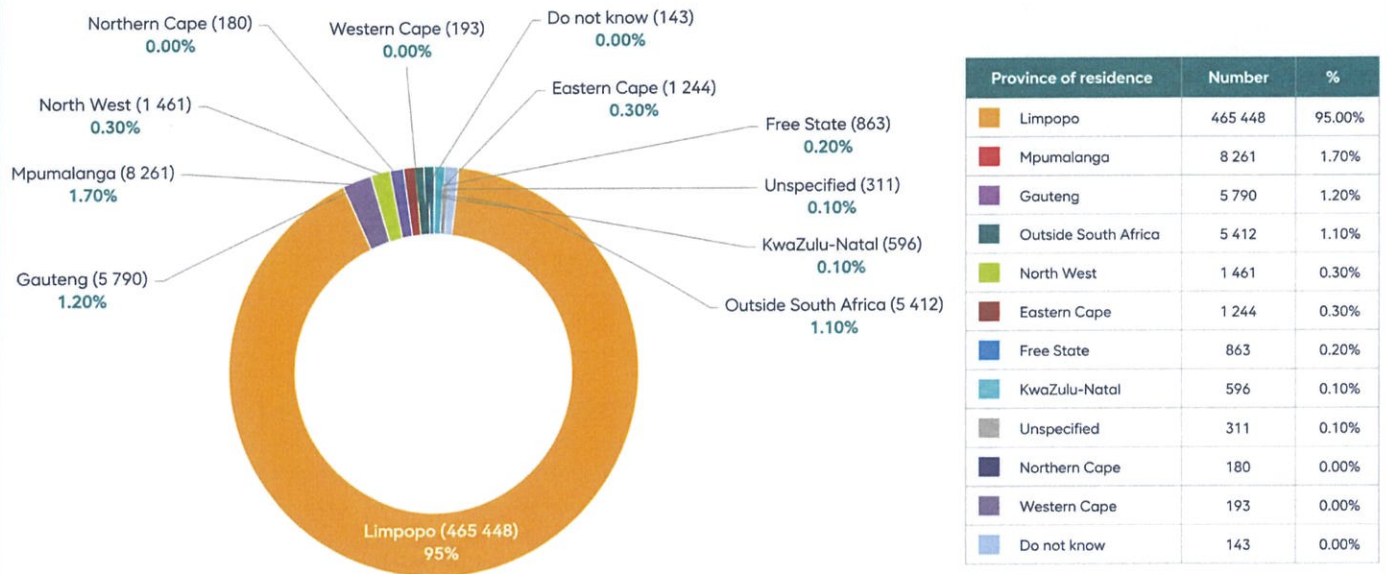


Figure 14: Place of birth and migration in FTLM. Source: Stats SA (Community survey) 2016

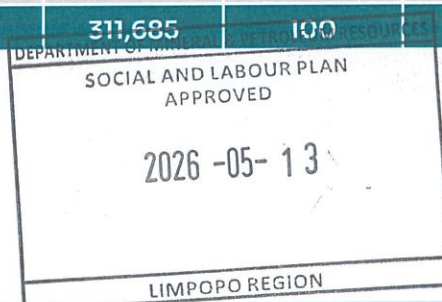
Education

In the words of South Africa's first democratically elected president, Nelson Rolihlahla Mandela, "Education is the most powerful weapon which you can use to change the world." It is therefore fitting that education is entrenched as a basic human right in terms of the Bill of Rights, which is Chapter 2 of the country's Constitution.

Table 25 provides an overview of the distribution of the population of FTLM in terms of the highest level of education attained. In FTLM, 37.3% of the population have completed matric or post-school qualifications. These figures are slightly lower than the district and provincial levels of 37.4% (Sekhukhune District) and 41.4% (Limpopo), respectively, as shown in Table 25.

Table 28: Population (over 20 and older) by Highest Education level
Source: Stats SA (Census) 2022

Level of education	Fetakgomo Tubatse Local Municipality		Sekhukhune District Municipality		Limpopo	
	Number	%	Number	%	Number	%
No schooling	38,175	12.2	107,553	15.1	504,793	14.1
Some primary	19,642	6.3	51,215	7.2	260,924	7.3
Completed primary	8,647	2.8	21,901	3.1	117,534	3.3
Some secondary	126,787	40.7	261,385	36.6	1,186,898	33.1
Grade 12/Std 10	95,938	30.8	220,805	30.9	1,128,816	31.5
Higher education	20,347	6.5	46,657	6.5	354,732	9.9
Other	2,149	0.7	5,025	0.7	31,243	0.9
Total	311,685	100	619,739	100	3,584,940	100



More than half of FTLM's residents, that is 62%, do not have matric qualifications. Almost a third (30.8%) of the population have completed matric, while only 6.5% have a higher education qualification. The emerging picture, namely the relatively low level of post-secondary education in FTLM, calls for concerted efforts to improve education outcomes in the area. One of the areas for intervention that could make a significant difference is early childhood development (ECD).

There is already research-based evidence that "six poverty-related factors are known to impact child development in general and school readiness in particular. They are the incidence of poverty, the depth of poverty, the duration of poverty, the timing of poverty (e.g. age of child), community characteristics (e.g. concentration of poverty and crime in neighbourhoods and school characteristics) and the impact poverty has on the child's social network (parents, relatives and neighbours)" (Ferguson, Bovaird and Mueller, 2007).

Employment

Unemployment, alongside poverty and inequality, is one of the three biggest challenges facing South Africa. In this regard, creating an environment in which businesses can thrive and create long-term, dignified jobs is at the heart of public policy in South Africa. Notwithstanding these policy intentions, unemployment remains a major challenge in the country. As shown in the discussion on the provincial economy, Limpopo experiences high levels of unemployment. Table 27 and Figure 3.16 provide an overview of employment status and employment by sector in FTLM.

Table 29: Employment status for individuals aged 15 years and older
Source: Stats SA (Community Survey 2016)

Status	Total	%
Discouraged work-seeker	13,860	3.2
Employed	58,695	13.7
Not applicable	173,526	40.5
Other not economically active	119,530	27.9
Unemployed total	63,337	14.8
Total	428,948	100

A mere 13.7% of the economically active population (EAP), that is, the population aged 15–64 years, is employed in FTLM, primarily in the formal sector. The area has one of the highest unemployment rates in the province. Almost eight out of 10 people within the EAP are unemployed. Notwithstanding the high level of unemployment, only 3% are involved in the informal sector.

The debilitating effects of unemployment and the associated poverty raise two issues of great concern. The first major concern that needs to be addressed is the low labour force participation and absorption rates. The second issue pertains to the lack of alternative and diverse forms of livelihoods outside the formal sector.

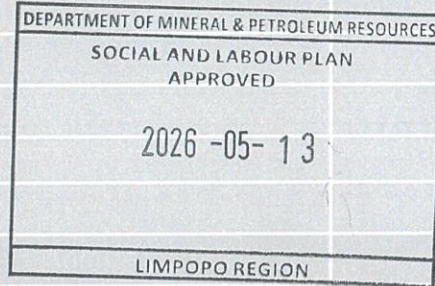
The informal sector provides fertile ground for the establishment, growth and eventual formalisation of small, medium and micro-enterprises (SMMEs). Having only 13.7% of the EAP employed spells gloom and doom for many individuals and households. It is a major source of growing socio-economic inequality, hopelessness and a plethora of social ills. There are grave economic, social and environmental consequences associated with dependence on a single industry. This is further exacerbated by dependence on primary production, that is, a scenario in which the local area concentrates on producing and exporting raw materials to other areas, provinces or countries. The fortunes of FTLM are intricately linked to and dependent on mining. There is a need for concerted partnerships to diversify the economy and livelihoods of the area. This calls for the State to take the lead through public policy and programmes.

Incomes

The annual income levels of FTLM residents are comparatively low, as shown in Table 28. Close to 8% of working persons earn less than R9,601 per month, while a further 11.7% have no form of income.

Table 30: Annual income levels and distribution. Source: Stats SA (Community survey) 2016

Income level	Number	%
No income	6,863	11.7
R1 – R4 800	1,562	2.7
R4 801 – R9 600	3,001	5.1
R9 601 – R19 200	8,035	13.7
R19 201 – R38 400	9,519	16.2
R38 401 – R76 800	13,744	23.4
R76 801 – R153 600	8,875	15.1
R153 601 – R307 200	4,046	6.9
R307 201 – R614 400	1,049	1.8
R614 401 – R1 228 800	153	0.3
R1 228 801 – R2 457 600	61	0.1
R2 457 601 and above	74	0.1
Not applicable	0	0
Unspecified	1,712	2.9
Total	58,694	100



This means that socio-economic inequalities have increased over time. Such a situation, where half of the community has no sustainable livelihoods, is not conducive to social unity and cohesion. The combination of high unemployment, low incomes among those who are employed and a lack of alternative economic activities outside mining contributes to an unsustainable level of dependency.

Dependency

Dependency is a measure of the pressure exerted by those who are not gainfully employed on the productive population. In South Africa, dependency is measured in relation to age groups, that is, through the use of the age dependency ratio.

The age dependency ratio is the ratio of dependants to the working-age population. Dependency is calculated as the ratio between the dependent age groups, namely young people (under 15 years of age) and older people (65 years and older), relative to the economically active population (15–64 years). A low dependency ratio means that there is a sufficient pool of employed people to support the dependent population. A high dependency ratio means that employed people must support more non-working people. A lower ratio is therefore preferable.

According to Stats SA (2022), FTLM has a dependency ratio of 62.4. This is similar to the dependency ratio of Limpopo (62.7) but lower than that of Sekhukhune District (66.1). However, FTLM's dependency ratio is significantly higher than the national average of 48.8.

The high dependency ratio indicates a substantial burden on employed individuals who need to support the unemployed, economically inactive people and youth. These findings suggest a need for local government to implement income-generating or transfer programmes to cater for dependent groups. The primary purpose of development interventions should be to diversify the economy, promote entrepreneurship and create employment opportunities, particularly for out-of-school youth and young adults. This situation may be exacerbated by persistently high unemployment levels following the Covid-19 pandemic.

Housing and living conditions

Section 26(1) of the Constitution of the Republic of South Africa, Act 108 of 1996 (Constitution), guarantees everyone’s right of access to adequate housing. Section 26 of the Constitution states that everyone has the right to have access to adequate housing and that the State must take reasonable legislative and other measures, within its available resources, to achieve the progressive realisation of this right.

This section provides an overview of the extent to which this right is being realised within FTLM. Most residents live in formal housing. An overview of the distribution of households by type of main dwelling in Fetakgomo Tubatse is provided in Table 31, highlighting the significant progress made between 2011 and the most recent Census in 2022. The data show that 94.6% of Fetakgomo Tubatse residents live in formal dwellings (Table 31).

Table 31: Households by type of main dwelling in FTLM
Source: Stats SA (Census 2022)

Type of dwelling	Number	%
Formal dwelling	139,165	94.6
Traditional dwelling/hut/structure made of traditional materials	2,494	1.7
Informal dwelling	4,670	3.2
Other	838	0.6
Total	174,167	100

4.2.3 Service delivery

For most citizens, the effectiveness of government is judged by its ability to provide basic and common services consistently and timeously. Service delivery – that is, the provision of basic resources and access to public administration services – is a common challenge in South Africa.

The Constitution states that municipalities have the responsibility to ensure that all citizens are provided with services that satisfy their basic needs. Local government has a core function in the provision of basic services, as encapsulated in the Municipal Systems Act (Act No. 32 of 2000), the Municipal Structures Act (Act No. 117 of 1998) and many other supporting legislative instruments and policies. Notwithstanding these constitutional provisions, service delivery remains one of the most daunting challenges in post-apartheid South Africa. FTLM is therefore not exempt from the constitutional imperatives relating to service delivery.

Water

The right to water is enshrined in the Constitution of South Africa, which states that everyone has the right to access sufficient water. This places a legal obligation on government to ensure that all people living in the country have access to sufficient water. Government therefore has an obligation to ensure that there is enough water for basic needs such as drinking, cooking and cleaning. Table 32 provides an overview of household access to water through different sources in Fetakgomo Tubatse.



Table 32: Population by water source in FTLM
Source: Stats SA (Census 2022)

Source of water	Number of households	%
Piped (tap) water inside the dwelling	35,640	24.2
Piped water in the yard	32,048	21.8
Piped water on community stand	28,810	19.6
No access to piped water	50,669	34.4
Total	147,167	100

Despite the high level of formal housing in FTLM (94.6%), only 24.2% of households have access to water within their dwellings, while 21.8% have access to piped water in their yards. A further 19.6% rely on community water points, while 34.4% do not have access to piped water.

Water access by village

Institutionalised water supply accounts for 62% of households, with 38% receiving water from the municipality and 24% from other organised water schemes (Figure 21). More than a fifth of households have to arrange water supply at household level.

As a result, 18.8% and 6.6% of households depend on their own water sources or rely on water vendors, respectively. About 18% have their own water supply, for example in the form of private boreholes, while 6.6% rely on waterpreneurs (water vendors). Considering that 14% of households rely on open or surface water sources, such as rivers and springs, it is clear that FTLM is not water secure.

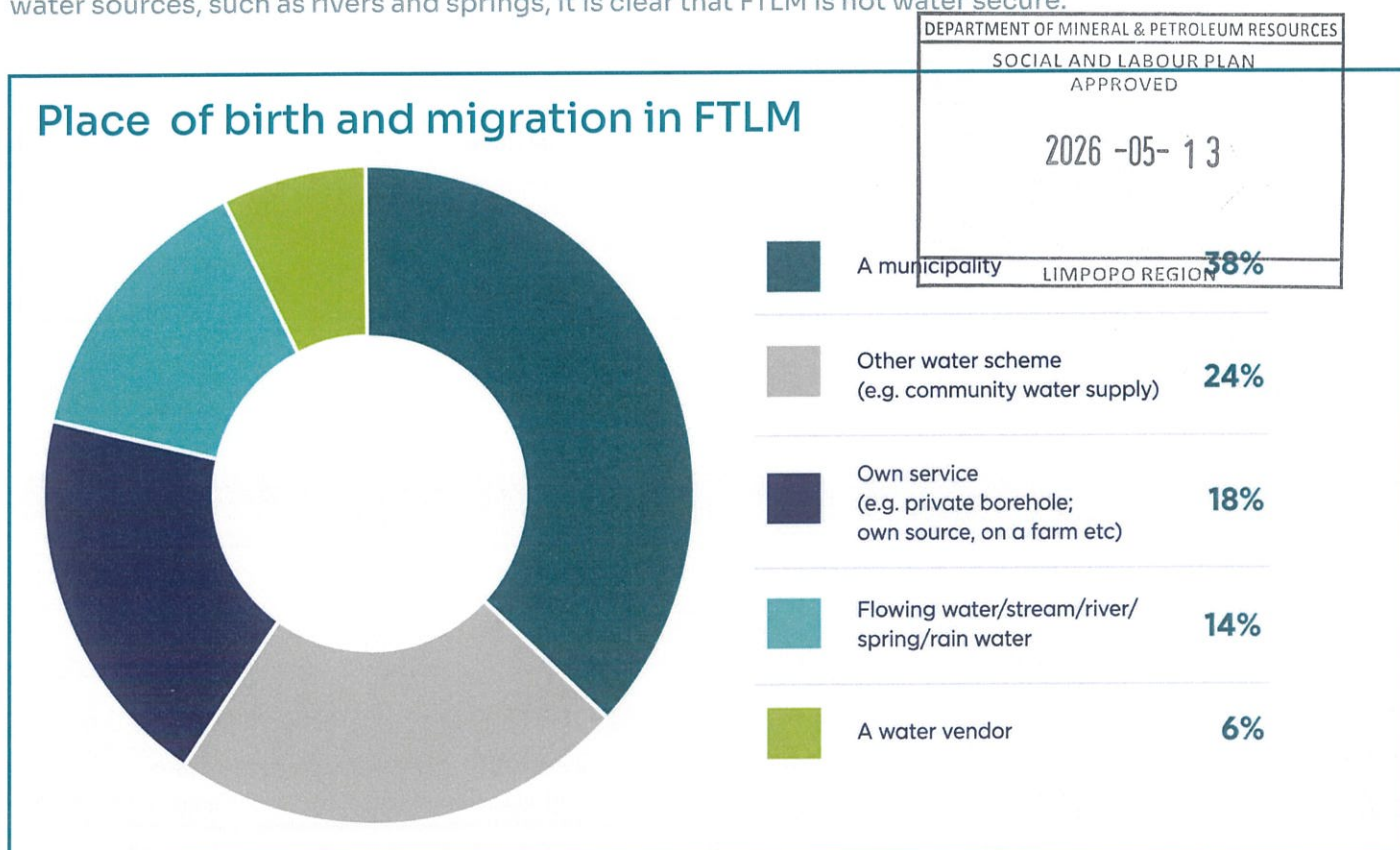


Figure 15: Population by water supplier in FTLM.
Source: Stats SA (Community survey) 2016

Power source

The National Energy Act, 2008 (Act No. 34 of 2008), mandates the Minister of Energy to ensure that diverse energy resources are available in sustainable quantities and at affordable prices in South Africa to support economic growth and poverty alleviation, while considering their effect on the environment. However, this mandate is limited by Part B of Schedule 4 of the Constitution, 1996, which specifies “electricity and gas reticulation” as functional areas of concurrent legislative competence. To give effect to these responsibilities and the role of local government, Section 156(1) of the Constitution specifies that a “municipality has executive authority in respect of, and has the right to administer, the local government matters listed in Part B of Schedule 4 and Part B of Schedule 5”.

Notwithstanding the constitutional provisions cited herein, access to electricity, unlike housing, water and sanitation, among others, is not specifically enshrined in the South African Constitution. However, over the past two decades, several community protests have been driven by a lack of access to electricity. Figure 22 shows the energy sources used for cooking (Census 2022).

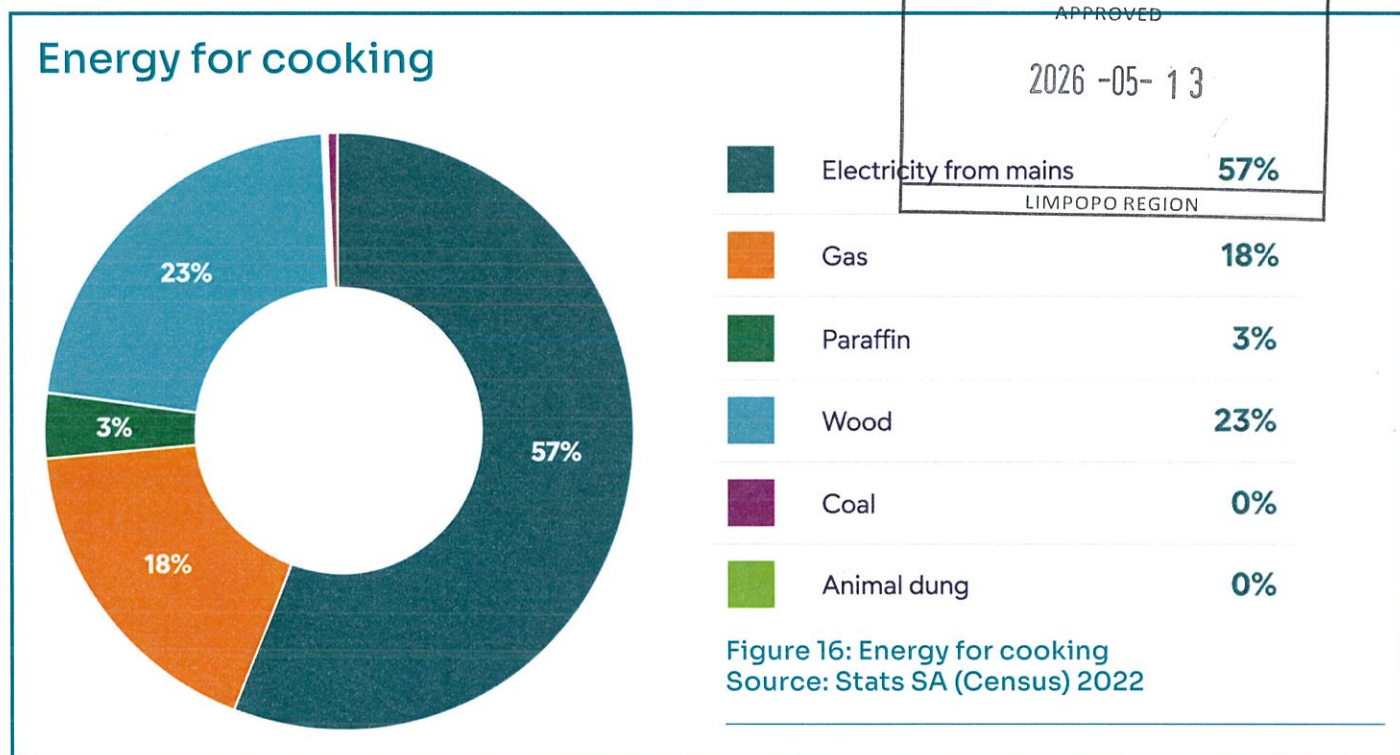


Table 33: Energy source for lighting
Source: Stats SA (Census 2022)

Energy source for lighting	Number of households	%
Electricity from mains	135,079	91.8
Gas	500	0.3
Paraffin	819	0.6
Candles	7,494	5.1
Solar	2,634	1.8
Other	244	0.2
None	397	0.3
Total	147,167	100

As if to compensate for water insecurity, almost all households in FTLM (91.8%) have access to electricity. The proportion of households accessing electricity from the mains is only 3% lower than the proportion of formal dwellings (Table 31). A further 1.86% of households are connected to other sources of electricity for which they pay. In essence, most households in Fetakgomo Tubatse use electricity as their primary source of energy.

Toilet facilities

Flush toilets are a privilege for a minority of households in FTLM. Table 34 shows that only 23.7% of households have access to a flush toilet, while 69% rely on pit latrines. A further 2% use chemical toilets and 1.7% use bucket toilets. There are no institutionalised services for the bucket system and households therefore have to empty these themselves.

Table 34: Distribution of households by type of toilet facility in FTLM
Source: Stats SA (Census 2022)

Toilet type	Number of households	%
Flush toilet	34,849	23.7
Chemical Toilet	2,978	2
Pit toilet	101,527	69
Bucket toilet	2,539	1.7
Other	2,449	1.7
None	2,825	1.9

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES

SOCIAL AND LABOUR PLAN

APPROVED

2026 -05- 13

LIMPOPO REGION

Refuse removal

Solid waste management is primarily a local government function in South Africa. Section 156(1)(a) of the Constitution of the Republic of South Africa, read with Schedule 5, assigns direct responsibility for refuse management (including refuse removal, refuse dumps, solid waste disposal and cleansing) to local government. Table 35 highlights the level of access to different forms of refuse removal.

Table 35: Distribution of households by refuse removal
Source: Stats SA (Census) 2022

Refuse removal system	Number of households	%
Removed by local authority at least once a week	31 382	21.3
Removed by local authority less often	459	0.3
Communal refuse dump	1 567	1.1
Communal container/central collection point	1 015	0.7
Own refuse dump	97 559	66.3
No rubbish disposal	13 489	9.2
Other	1 696	1.2

Institutionalised refuse management is lagging in FTLM. The results presented in Table 33 show that local authorities are only servicing 21.3% of households in FTLM on a weekly basis. Most of the households in FTLM are using their own refuse dump to manage waste.

Internet

Internet is the new vehicle and data the novel oil! The internet and data fuel the economy and keeps individuals, households and communities connected. The internet together with other elements of the Fourth Industrial Revolution (4IR), mainly artificial intelligence (AI), smart gadgets, business analytics (BA) and intelligence (BI), form the backbone of modern society. Access to internet is therefore an important development indicator in contemporary society, hence a need to look at how FTLM fares in this regard taking gender into account (Table 36).

Table 36: Access to the internet by sex of household head
Source: Stats SA (Community Survey 2016)

Gender	Access to internet		Number of access to internet		Total
	Number	%	Number	%	
Male	2,933	4.40	63,723	95.60	66,656
Female	2,133	3.98	51,444	96.02	53,577
Total	5,066	4.2	115,167	95.8	120,233

The level of access to the internet is very low in Fetakgomo Tubatse. Table 36 shows that, of the 120,233 households profiled in relation to internet access, only 4.2% have access to the internet. Access to the internet is skewed towards male-headed households. Of the households with internet access, 59% are male-headed households.

Food security and agricultural activities

The right to food is enshrined in two sections of the Constitution, namely Sections 27(1)(b) and 28(1)(c). The former, Section 27(1)(b), states that everyone has the right of access to sufficient food. Section 28(1)(c) states that every child has the right to basic nutrition. Several international human rights instruments, such as the Universal Declaration of Human Rights (UDHR), the International Covenant on Economic, Social and Cultural Rights (ICESCR) and the Copenhagen Declaration on Social Development, recognise the right to food as a component of an adequate standard of living. This section provides an analysis of the status of agricultural activities (Figure 17) and food security in FTLM (Figure 17).

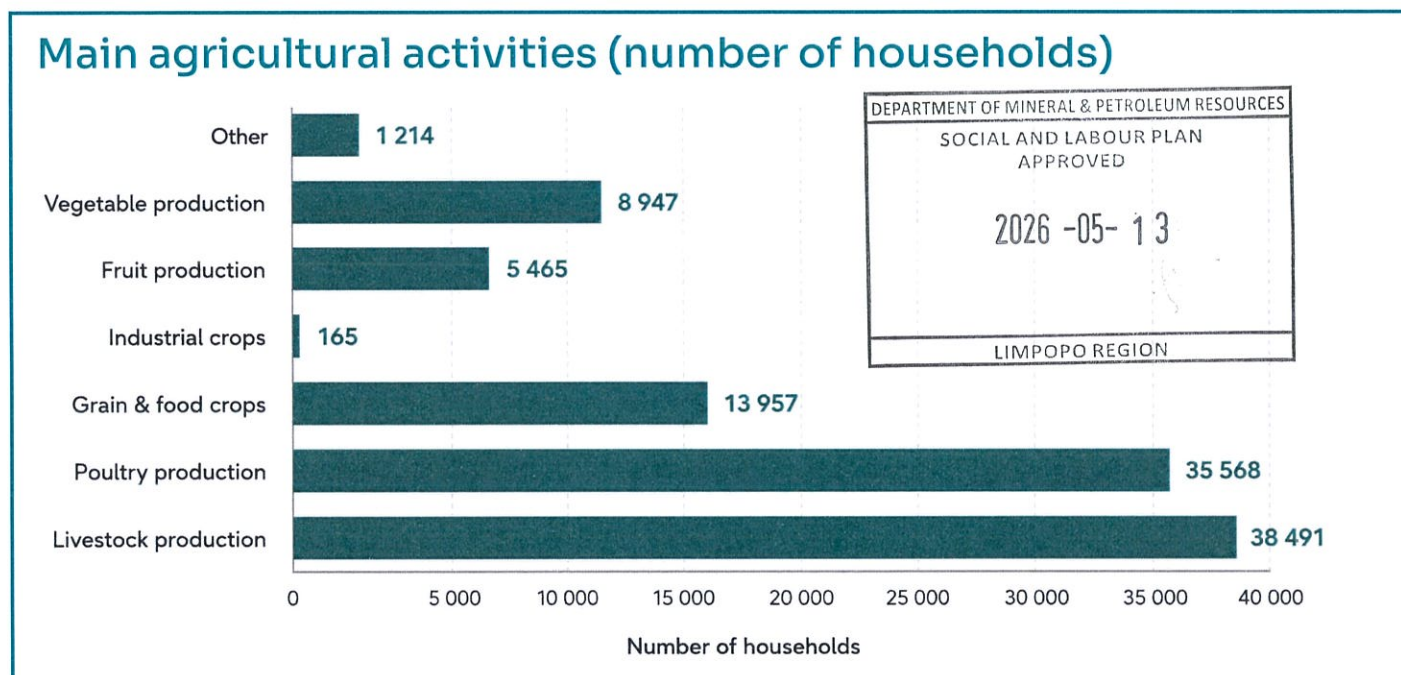


Figure 17: Households involved in agricultural activities in Greater Sekhukhune District
Source: Stats SA (Community survey) 2016

The total value of agriculture to the region's economy is marginal although production of livestock, poultry, as well as grain and food crops constitute the main agricultural activities in Greater Sekhukhune District. Notwithstanding this, the district municipality's agricultural potential has not been fully explored. Fetakgomo Tubatse has good soil conditions and sub-tropical climate.

Despite the water challenges, the area is blessed with three natural sources of water, namely Olifants, Steelpoort and Spekboom rivers. Unfortunately, the areas show potential for desertification. Highly impoverished rural households are forced to overgraze livestock over a pro-longed period.

As a consequence, FTLM is vulnerable to periodic droughts and food insecurity.

Table 37: Households that ran out of money to buy food in the last 12 months
Source: Stats SA (Community survey) 2016

Issue	Number	%
Ran out of money	24,247	19.8
Did not run out of money	98,142	80.2
Total	122,390	100

South Africa is self-sufficient in terms of basic food production. The irony is that, countrywide, the prevalence of food insecurity is 19.8%. The situation in FTLM is equally concerning, with 19.8% of households having gone without money for food (Table 35) and as many as 14.7% having been forced to skip a meal within a 12-month period (Table 38).

Table 38: Households that skipped a meal in the last 12 months
Source: Stats SA (Community survey) 2016

Issue	Number	%
Skipped a meal	18,010	14.7
Did not skip a meal	104,294	85.3
Total	12,307	100

The level of food insecurity in FTLM points out to a need to diversify the economy, promote grassroots employment opportunities and invest in household level livelihood projects.

Ownership of household goods

Table 39 also shows that the community of FTLM tends to invest in a more or less similar manner with the rest of the province.



2026 -05- 13

Table 39: Ownership of goods by households
Source: Stats SA (Community Survey 2016)

Goods	Fetakgomo Tubatse Local Municipality		Sekhukhune District Municipality		Limpopo	
	Number	%	Number	%	Number	%
Cellphone	115,755	92,3	269,518	92,8	1,485,990	92.8
Computer	14,876	11.9	32,517	11.2	256,445	16
DVD player	58,324	46.5	140,391	48.3	815,681	50.9
Electric/gas stove	86,178	68.7	216,951	74.7	1,198,019	74.8
Landline/telephone	1,546	1.2	4,176	1.4	41,372	2.6
Motorcar	26,363	21	59,214	20.4	361,552	22.6
Radio	65,273	52.1	160,118	55.1	984,904	61.5
Refrigerator	91,126	72.7	222,800	76.7	1,254,341	78.3
Satellite television	69,263	55.3	119,829	41.2	614,030	38.4
Television	89,737	71.6	223,690	77	1,282,309	80.1
Vacuum cleaner	8,708	6.9	16,920	5.8	132,1001	8.3
Washing machine	29,263	23.3	73,915	25.4	372,884	23.3

Over a period of almost two decades, the cell phone has moved from being a luxury to a basic necessity. Playing a prominent role in reducing geographical distance, connecting loved ones and facilitating business, the cell phone has become one of the most visible symbols of the 21st century. It is therefore unsurprising that 92.3% of FTLM households own at least one handset.

Crime and perceptions of safety

Crime compromises physical safety, psychological wellbeing and investment. Unfortunately, crime is one of the biggest challenges facing South Africa. The country has a notably high crime rate and one of the highest crime indices in Africa (<https://worldpopulationreview.com/country-rankings/crime-rate-by-country>).

It has been argued that poverty and disparities between the rich and the poor, mainly resulting from poor educational outcomes, jobless economic growth and poor service delivery, especially in townships and informal settlements, contribute to crime levels. Low conviction rates exacerbate the problem. Perceptions of safety are therefore an important development indicator. Figure 24 shows that 3% of FTLM residents experienced crime during a 12-month period (Community Survey 2016).

There have been claims that poverty promotes criminality. However, when one considers the situation in FTLM, claims of a direct link between poverty and criminality appear to be unfounded. Despite high unemployment and widespread poverty, FTLM is a relatively low-crime area.

Experience of crime by households (%)

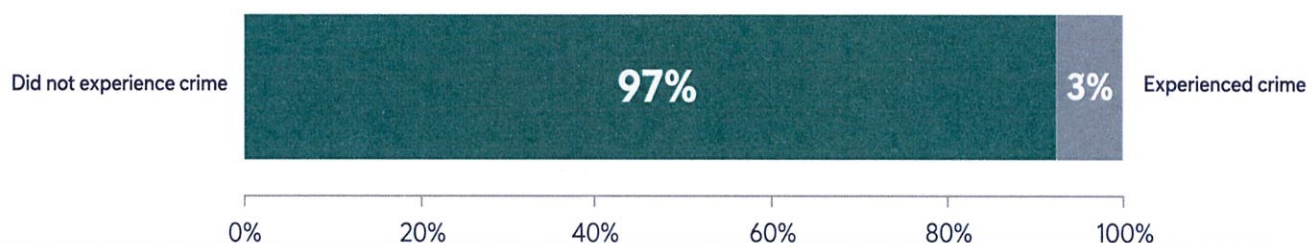


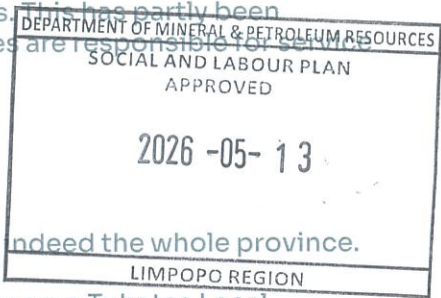
Figure 24: Households that experienced crime in the last 12 months in FTLM
Source: Stats SA (Community Survey 2016)

Perception of municipal services and problems

Perception is everything. In the case of South Africa, perceptions of poor service delivery and/or mismanagement of public funds have greatly contributed to collective violence in the form of community protests. Municipalities are at the coalface of service delivery and invariably bear the brunt of residents’ frustrations. According to the Community Survey 2016, a lack of safe and reliable water supply is perceived as the biggest challenge by communities in Limpopo.

Water insecurity, poor sanitation and near non-existent refuse management symbolise service delivery failures in FTLM. It would also appear that cost is another major constraint to accessing basic services, particularly water and electricity.

Notwithstanding the fact that municipalities are constitutionally mandated to provide basic services, mining companies have not been spared the impact of community protests. This has partly been aggravated by the perception among some community members that mines are responsible for service delivery and, in other instances, by unrealistic expectations.



4.3 Economic activities (Regulation 46c (ii))

As alluded to earlier on, mining is the backbone of Fetakgomo Tubatse and indeed the whole province.

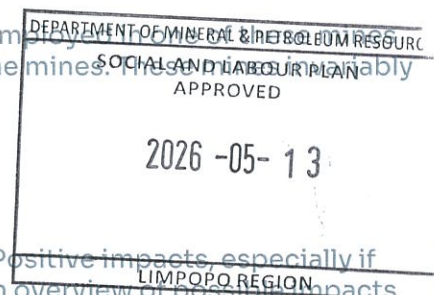
Table 40 provides an overview of mines located and operating within Fetakgomo Tubatse Local Municipality (FTLM), the minerals mined.

Table 40: Primary mining activity in Limpopo

Number	Name of the mine	Mineral commodity
1.	Dilokong	Chrome
2.	Dwarsrivier	Chrome
3.	Dooringbosch	Chrome
4.	Tweefontein	Chrome
5.	Lannex mine	Chrome
6.	Magereng	Chrome
7.	Thorncliff	Chrome
8.	Helena	Chrome
9.	Mooihoek	Chrome
10.	Lwala mine	Chrome
11.	Mototolo Complex	Platinum
12.	Marula	Platinum
13.	Modikwa	Platinum
14.	Two Rivers	Platinum
15.	Spitzkop	Platinum
16.	Grootboom	Platinum
17.	Nkwe	Platinum
18.	Booyse dal	Platinum
19.	Tjate	Platinum

20.	Rhino Minerals	Andalusite
21.	Annesley Havecroft	Andalusite
22.	Elephant River	Granite
23.	Atta Clay	Clay
24.	Saringa	Slate
25.	Goede Hoop	Magnetite

There are at least 25 mines within FTLM. Most of the residents are directly employed by the mines or companies that are subcontracted by or indirectly provide services to the mines. These mines can have a significant impact on the environment (that is social, economic and natural aspects).



4.4 Negative impacts of mining activities

Most, if not virtually all economic and even social activities, have impacts. Positive impacts, especially if they are long lasting or even sustainable, are desirable. Table 41 provides an overview of possible impacts associated with MototoLo Complex's operations.

Table 41: Possible impacts related to mining

Issue	Impact related to the issue	Consequence	Remedial action
1. Resettlement	- Loss of historical property rights - Loss of livelihoods - Disruption to general lifestyle and culture	- Loss of property - Poverty - Distorted history and heritage loss - Loss of unity and social cohesion	- Rights-based approach to relocation and post-settlement support - Fulfilment of relocation agreement - Fulfilment of relocation agreement - Investing in activities that foster social
2. Unemployment	- Poverty - Desperation	- Social/community unrest, housing and basic services - Social ills, such as prostitution, crime, substance abuse, etc.	Preferential employment for locals with requisite qualifications
3. In-migration	- High competition for jobs, housing and basic services - Acculturation	- Resentment of immigrants from other provinces and parts of the world - Cultural disintegration	- Preferential employment for locals with requisite qualifications - Workplace diversity
4. Procurement	(Perceived deliberate) exclusion of local entrepreneurs	Community unrest	- Transparent procurement regime/policies and practices - Entrepreneurship capacity development programme targeting locals
5. Graves	Right to participate in cultural life	Lack of cultural ties	Lack of cultural ties

6. Social investment and benefit sharing	▪ Discrimination	▪ Deepening socio- economic inequalities within the communities	▪ Community participation in planning and implementation of social and economic development plan ▪ Equity and transparency in social investment
7. Environmental quality and health	▪ Environmental degradation	▪ Environmental contamination, that is dust, water contamination contamination of grazing and farming land	▪ Environmental Impact Assessment ▪ Implementation of measures under the Environmental Management Plan (EMP) ▪ Environmental management reporting ▪ Mine rehabilitation
8. Safety	▪ Insecurity (lack of personal, community and business security)	▪ Fear ▪ High costs of doing business	▪ Collaborative security measures, working with SAPS and community
9. Bribery and corruption	▪ Exclusion, e.g. unemployment of those with qualifications and exclusions of companies that do not participate in corrupt activities	▪ High unemployment especially of locals.	▪ Zero-tolerance to unethical conduct ▪ Measures implemented to facilitate anonymous reporting and provision of evidence on unethical conduct

Negative impacts relate to the relocation of households, in-migration and loss of grazing land. Mitigation measures, shown in Table 41, have been instituted and will continue to be implemented for the duration of the SLP.

The success of all the above measures is dependent on partnerships between various role players. Valterra Platinum is cognisant of, and accords great attention to, finding sustainable solutions to social and environmental issues. Communities are the backbone of our operations and workers are our most valuable asset.

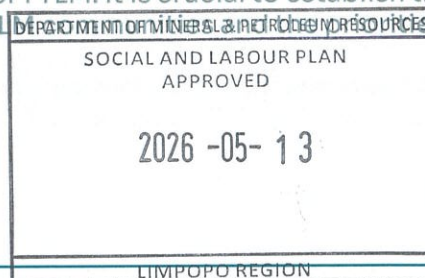
4.5 Infrastructure and poverty eradication (Regulation 46(c)(iv))

Infrastructure and poverty eradication projects that the mine will undertake in line with the Integrated Development Plans (IDPs) of the areas and other relevant frameworks in which the mine operates and the major labour-sending areas (Regulation 46(c)(iv)).

Priorities

FTLM is faced with both development opportunities and constraints. It is therefore critical to identify development themes relating to both opportunities and constraints in order to address development gaps while leveraging available strengths.

Table 42 provides a prioritised order of development needs for FTLM. It is crucial to establish the relationship between the identified development needs of FTLM and the Integrated Development Plans (IDPs) of the areas and other relevant frameworks in which the mine operates and the major labour-sending areas (Regulation 46(c)(iv)).



articulated in major development instruments. The identified development needs have therefore been mapped, as shown in Table 43, to the priorities of the FTLM Integrated Development Plan (IDP 2024/25), the Sekhukhune District Municipality Integrated Development Plan (SDM IDP), Limpopo development priorities as articulated in the most recent (2020) State of the Province Address (SoPA), and the country's anchor policy, the National Development Plan (NDP) 2030. Development interventions, in the form of programmes and projects, seek to respond to the identified and prioritised development needs.

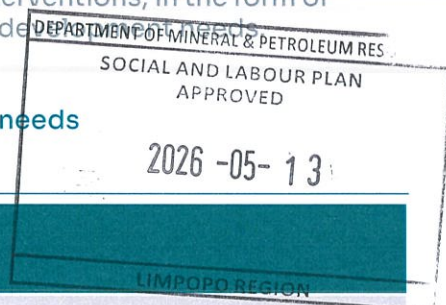


Table 42: Fetakgomo Tubatse Local Municipality community development needs
Source: Fetakgomo Tubatse Local Municipality IDP 2024-2025

FTLM community development needs	Description
Water supply	There is a significant need for improved water infrastructure, including boreholes, reservoirs and pipeline extensions across various wards. Many areas face water shortages and require improved access to clean and reliable water sources.
Roads and access bridges	There is a need for the construction and maintenance of roads, including paving and re-gravelling. In addition, there is a demand for access bridges to improve connectivity between villages and facilitate access to social facilities.
Electricity	Many households still lack electricity connections. There is a need for new connections, pole installations and the electrification of boreholes to ensure that all areas have access to reliable electricity.
Housing	The provision of Reconstruction and Development Programme (RDP) houses is a critical need. Many wards have highlighted the need for additional housing to accommodate the growing population and improve living conditions.
Sanitation	There is a need for improved sanitation facilities, including the installation of Ventilated Improved Pit (VIP) toilets. Many areas lack adequate sanitation infrastructure, which is essential for public health and hygiene.
Health services	Improved access to healthcare facilities, including mobile clinics and 24-hour clinic operations, is required. Patient shelters at clinics and improved healthcare infrastructure are also needed.
Community facilities	There is a need for the development and maintenance of community halls, libraries and sports facilities. These facilities are essential for social activities, education and recreation.
Employment	The implementation of the Expanded Public Works Programme (EPWP) and Community Work Programme (CWP) is required to create job opportunities and reduce unemployment.
Education	There is a need for infrastructure improvements at schools, including renovations and additional classroom blocks. The provision of bursaries, internships and skills development programmes is also required to enhance educational opportunities.
Lighting	The installation and maintenance of high-mast lights and Apollo lights are required to improve safety and security in various wards.
Storm water management	Improvements to stormwater drainage systems are needed to prevent flooding and manage water flow effectively.

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Table 43: Priority development needs per region

Region	Development needs
Fetakgomo Tubatse Local Municipality	▪ Water supply: boreholes, reservoirs and pipeline extensions. ▪ Roads and access bridges: construction and maintenance of roads, paving, re-gravelling and access bridges. ▪ Electricity: new connections, pole installations and electrification of boreholes. ▪ Housing: provision of Reconstruction and Development Programme (RDP) houses. ▪ Sanitation: installation of Ventilated Improved Pit (VIP) toilets.
Sekhukhune District Municipality	▪ Water and sanitation: improved water infrastructure and sanitation facilities. ▪ Roads and transport: maintenance and development of road networks. ▪ Economic development: promotion of local economic development and job creation. ▪ Health services: improved access to healthcare facilities. ▪ Education: enhancement of educational facilities and resources.
Limpopo Province	▪ Infrastructure development: investment in road, water and sanitation infrastructure. ▪ Economic growth: promotion of the mining, agriculture and tourism sectors. ▪ Social services: improved healthcare, education and social welfare services. ▪ Environmental management: sustainable environmental practices and conservation. ▪ Public service: building a capable and ethical public service.
National Development Plan of South Africa	▪ Poverty and inequality: elimination of poverty and reduction of inequality ▪ Economic growth: growing an inclusive economy. ▪ Education and skills development: improving the quality of education and skills development. ▪ Healthcare: enhancing healthcare services and facilities. ▪ Infrastructure: development of infrastructure to support economic growth and improve living conditions.

4.6 Approach to Local Economic Development (LED)

Valterra Platinum recognises that, to achieve sustainable human development, there is a need to attend to the total environment that supports human survival and prosperity. This entails investing in communities. LED is a sub-component of community development. Simply put, community development is a complex phenomenon that spans all phases of the mining and metals project cycle.

Genuine community development is concerned with and works towards “...empowerment of the people to be responsible for their own development” (Hennie and Frik, 2006: xiv). Therefore, it can be argued that community development is a social transformation process that depends heavily on three levels of social agency, namely the individual, organisations and networks of associations. Our approach to local economic development is guided by community development principles and features, as shown in the overall LED framework in Table 42.

The LED framework recognises the need to align with broader policy and development frameworks, as encapsulated in the National Development Plan and the Integrated Development Plans, among

various public policy instruments. It also takes into consideration Valterra Platinum's corporate vision, as articulated in various instruments such as the Initiative for Responsible Mining Assurance and the Sustainable Mining Plan. Cognisance is also taken of operational instruments such as the Mining Work Programme. There is also a wealth of knowledge and institutional memory within the Valterra Platinum development team. Therefore, engagement with personnel working in the community development and empowerment space is important in order to benefit from their insights.

This framework also considers the projected short-, medium- and long-term impact of coronavirus on the country's economy, particularly on the mining communities in question. As such, the LED framework acknowledges that the country may move from the low-growth conditions experienced in previous years into recession and potentially depression over the next three years. Thus, the proposed LED projects need to contribute towards mitigating these negative economic impacts on surrounding communities, particularly during the first part of this five-year Social and Labour Plan (SLP) cycle.

Table 44: Valterra Platinum LED framework

LED Vision	Working in partnership with government, communities and other partners to implement projects and programmes that build thriving communities, which recognise and value both the mining company's contribution and their own contribution to their success.
Mission	Ensure that Mototolo's local response towards achieving the Global Sustainable Mining Plan is guided by a robust LED framework that ensures cost-effective, relevant and sustainable strategies are prioritised.
Thematic areas	1. Quality of Life a) Housing b) Water and sanitation c) Energy d) Connectivity 2. Living conditions a) Employment b) Education and skills c) Health and wellbeing d) Food Security e) Finance (Livelihood development) 
Values and principals	▪ Risk, opportunity and impact management focused ▪ Outcome focused ▪ Sustainable ▪ Aligned with existing public-development plans ▪ Linked to site value chains and expertise ▪ Participating ▪ Inclusive and diverse ▪ Collaborative
Engagement model	▪ Transform the relationship between mines and communities, and wider society ▪ Transparent and regular communication ▪ Building local leadership capacity to enhance participation, ownership and sustainability of community projects.

Valterra Platinum aims to contribute to society by partnering with communities to advance their aspirations and direct resources towards their development priorities. In doing so Valterra Platinum also

recognises the key role of local government in service delivery. Thus, Valterra Platinum will partner with and contribute to building the capacity of local government to effectively deliver on their administration and development mandate.

Mining is conducted within an environment defined by government policy, strategies and programmes. To that end, Valterra Platinum’s contributions are aligned both to the national development agenda and the development priorities of local communities.

Valterra Platinum’s financial and other resource contributions are therefore critical inputs towards implementation of programmes that emphasise community empowerment and participation. The Social and Labour Plan document is an instrument to manage and report the impact (of our crosscutting projects).

4.7 Stakeholder engagement

The Valterra Platinum Social Standard serves as the governing framework for social performance, stipulating compliance with various specific requirements. One of Valterra Platinum’s overarching sustainability pillars is Thriving Communities. This goal cannot be achieved without a detailed understanding of the surrounding communities, whilst also building close partnerships and establishing joint goals with these communities and other relevant stakeholders in the area.

The Valterra Platinum Social Performance department works closely with the sustainability, supply chain and local procurement departments to promote socio-economic upliftment in communities close to the operations and in the areas from which Valterra Platinum draws labour (Lesotho, Mozambique and South Africa’s Eastern Cape province). All Valterra Platinum operations have Local Accountability Strategies with different Accountability Mechanisms that vary from one operation to another. These mechanisms include various engagement platforms with community stakeholders and government. The Social Performance teams continuously plan, track and analyse all engagements, especially at community level, to ensure effective, consistent and meaningful stakeholder engagement.

Valterra Platinum’s approach to engaging stakeholders is based on:

- Understanding and being responsive to the interests and concerns of our stakeholders is one of our principal priorities and challenges.
- Maintaining effective stakeholder relations.

Valterra Platinum’s ability to create a sustainable business is inextricably linked to its stakeholders – most directly with employees and the communities around our operations, but equally with stakeholders who indirectly affect, or are affected by, what Valterra Platinum does, including governments, shareholders, partners and suppliers.

Valterra Platinum commits to working with stakeholders in government, business and civil society to promote good governance and the responsible use of mineral wealth, and to prevent corruption. Valterra Platinum believes that establishing relationships built on trust and respect is fundamental to its ability to create value. The need to invest in building mutually beneficial relationships is of increasing importance given the fact that many stakeholders currently have low levels of trust in business generally.

Stakeholder engagement processes are underpinned by the following strategic intents:

- to become a partner of choice in promoting integrated, sustainable local economic development in the provinces where we operate;
- to build a reputation for consistent and reliable delivery – whether on production or on social or environmental commitments made to stakeholders;
- to effectively engage stakeholders in obtaining the right to, and support for, safe and profitable platinum group metals mining.

Valterra Platinum Mototolo undertook consultations during the preparation of this Social and Labour Plan with community and government stakeholders. These consultations were conducted through meetings with community leaders and government representatives during the third and fourth quarters of 2024. The last consultation was conducted in the first quarter of 2025. Table 45 below presents a summary of consultations held.

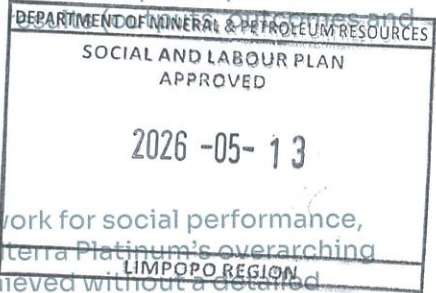
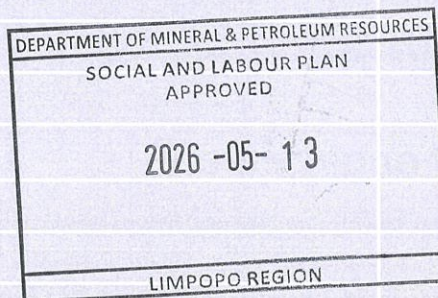


Table 45: Summary of consultations held

Stakeholder	Date consulted
Vulnerable groups (NGOs, CBOs, youth structures, disability structures, the Elderly Association, Pastors' Association)	2 September 2024
Thaba Chweu Local Municipality	11 September 2024
Sekhukhune District Municipality	12 September 2024
Fetakgomo Tubatse Local Municipality	13 September 2024
Directly impacted communities	17 September 2024
Fetakgomo Tubatse Mining Forum	18-19 September 2024
Fetakgomo Tubatse affected ward councilors	19 September 2024
Directly impacted community	21 October 2024
Traditional authorities and CPAs	22 October 2024
Government Sector Department (District/Local)	24 October 2024
Fetakgomo Tubatse SLP Committee	5 December 2024
Directly impacted community	25 March 2025



4.8. Local economic development (LED) projects

Local economic development projects seek to address the systemic challenges and weaknesses identified above. The identified LED projects have been categorised according to the LED framework themes and are listed in the summary table below. There is growing recognition that the best instrument for fighting poverty is through enterprise development and building resilient livelihoods to withstand socio-economic and environmental setbacks.

	Thematic area	Proposed projects	Budget
1	Water and sanitation	Provision of water laboratory for SDM	R3 683 161
2	Water and sanitation	Water supply augmentation in Mashishing Township	R13 461 587
3	Energy	Installation of solar high-mast lights in FTLM Ward 6	R13 350 992
4	Energy	Installation of solar high-mast lights TCLM	R41 085 967
5	Road Infrastructure	Upgrading and tarring of the Ga-Mawela-Molototsi road	R64 240 000
6	Road Infrastructure	Construction of Maseven access bridge	R16 147 713
7	Road Infrastructure	Internal road maintenance 6 km – Ga-Maepa to Ga-Maphopha	R35 413 656
8	Road Infrastructure	Stocking access road and stormwater construction	R18 016 997
	Total		R205 400 073

Valterra Platinum commits to implementing projects that meet the identified need and will amend the approach or solution of any project if the situational context and requirements differ to what was anticipated when designing the SLP.



4.9 Project plans

MOT 1



Project name	Water laboratory for SDM
Focus area	Infrastructure maintenance
Project description	
The Local Economic Development (LED) leaders of Sekhukhune District Municipality (SDM) made a strong case for establishing a local water laboratory to service Fetakgomo Tubatse Local Municipality (FTLM) and other local municipalities within the SDM. By having a nearby facility, they aim to reduce the need for long-distance travel to Polokwane or Pretoria for water testing. This could significantly improve turnaround times and service levels, ultimately benefiting the community's health and wellbeing. The mine considers this request a practical and beneficial solution for everyone involved. The municipality is facing severe water challenges and varying water quality, resulting in households receiving water below Reconstruction and Development Programme (RDP) standards. This was confirmed during the district municipal engagement for SLP 4. By refurbishing and equipping the water laboratory to improve service delivery, the municipality can ensure a more reliable and efficient supply of quality water. This will not only enhance the consistent quality of drinking water but also support economic and social development initiatives within the community.	
Geographical location of project	Limpopo, South Africa
District Municipality	Sekhukhune District Municipality
Local Municipality	Fetakgomo Tubatse Local Municipality
Ward/village name/beneficiaries	FTLM
Project start date	2026
Project end date	2030
Output	Refurbishment and equipping the of the lab
Key performance area	Support improved water testing
Key performance indicator	Water lab completed to design specification
Responsible entity (inclusive of all role players))	Mototolo
Project description	Supply of water lab equipment
Direct beneficiaries	SDM
Number of direct beneficiaries	About 1,336,805 people
Estimated budget	R3,683,161

Classification of jobs	Jobs to be created	Male adults	Female adults	Male youth	Female adults	Female youth	Total	Comment
Short term	7	0	0	0	0	0	7	0
Medium term	0	0	0	0	0	0	0	0
Long term	0	0	0	0	0	0	0	0
Exit strategy:				Handover to SDM upon delivery				

Refer to Annexure: SLP 4 LED SoW scope summary



Project name	Water supply augmentation in Mashishing Township					2026 -05- 13		
Focus area	Water infrastructure							
Project description						LIMPOPO REGION		
Thaba Chweu Local Municipality (TCLM) and the Mashishing township community are facing significant water supply challenges, which are impacting both economic and social development. The request for the mine to augment the water supply is a crucial step towards addressing these issues. This was confirmed with reference to the TCLM Integrated Development Plan (IDP) 2022–2027 (page 375). By improving the water infrastructure within the reticulation network and rehabilitating boreholes, the municipality can ensure that households receive water that meets Reconstruction and Development Programme (RDP) standards, thereby enhancing the quality of life for all community members. This proactive approach will not only address the immediate water supply challenges but also support long-term development and wellbeing. The project includes the refurbishment of five high-yield boreholes and the rehabilitation of five wellfield boreholes.								
Geographical location of project					Mpumalanga, South Africa			
District Municipality					Ehlanzeni District Municipality			
Local Municipality					Thaba Chweu Local Municipality			
Ward/village name/beneficiaries					TCLM			
Project start date					2026			
Project end date					2030			
Output					- Boreholes and well fields rehabilitated - Fixing the leaks			
Key performance area					Increased water supply			
Key performance indicator					Improved water balance			
Responsible entity (inclusive of all role players)					Mototolo			
Project description					Water supply augmentation			
Direct beneficiaries					TCLM			
Number of direct beneficiaries					About 94,059 people			
Estimated budget					R13,461,587			
Classification of jobs	Jobs to be created	Male adults	Female adults	Male youth	Female adults	Female youth	Total	Comment
Short term	10	0	0	0	0	0	10	0
Medium term	0	0	0	0	0	0	0	0
Long term	0	0	0	0	0	0	0	0
Exit strategy:				Handover to TCLM upon delivery				

Refer to Annexure: SLP 4 LED SoW Scope Summary

Project name	Installation of solar high-mast lights in Ga-Phasha and Ga-Mampuru							
Focus area	Energy infrastructure							
Project description								
In FTLM Ward 6, the Ga-Phasha and Ga-Mampuru communities face multiple infrastructure challenges. Mototolo is taking comprehensive steps to address these challenges. Improving access roads and stormwater management will significantly enhance road conditions and safety during periods of heavy rainfall. In addition, the installation of solar high-mast lights will improve visibility and safety at night, contributing to a more resilient and secure community. This need was confirmed with reference to the FTLM Integrated Development Plan (IDP) 2024–2025 (page 203). These initiatives are crucial for supporting economic and social development. By proactively addressing these issues, the municipality will improve public facilities and create safer neighbourhoods. The project includes the installation of 16 high-mast lights.								
Geographical location of project					Limpopo, South Africa			
District Municipality					Sekhukhune District Municipality			
Local Municipality					Fetakgomo Tubatse Local Municipality			
Ward/village name/beneficiaries					FTLM			
Project start date					2026			
Project end date					2030			
Output					Installation of high mast lights			
Key performance area					Enhanced community safety			
Key performance indicator					Improved safety and wellbeing			
Responsible entity (inclusive of all role players)					Mototolo			
Project description					Installation of solar high-mast lights			
Direct beneficiaries					FTLM			
Number of direct beneficiaries					About 12,516 people			
Estimated budget					R13,350,992			
Classification of jobs	Jobs to be created	Male adults	Female adults	Male youth	Female adults	Female youth	Total	Comment
Short term	0	0	0	0	0	0	0	0
Medium term	18	0	0	0	0	0	18	0
Long term	2	0	0	0	0	0	2	0
Exit strategy:				Handover to FTLM upon delivery				

Refer to Annexure: SLP 4 LED SoW Scope Summary

Project name	Installation of solar high-mast lights in TCLM							
Focus area	Energy infrastructure							
Project description								
As part of ongoing community engagement with Thaba Chweu Local Municipality (TCLM), the Mayor requested that the mine consider the installation of solar high-mast lights to improve visibility and safety within the community. This need was confirmed with reference to the TCLM Integrated Development Plan (IDP) 2022–2027 (page 386). Limited lighting infrastructure places serious constraints on economic and social development initiatives. It is against this background that the project has been initiated to improve safety within the community by lighting up the area at night. The installation of solar high-mast lights represents a proactive step towards addressing visibility and overall safety challenges. This investment will enable the municipality to improve the safety and usability of public spaces, contributing to a more resilient community.								
Geographical location of project	Mpumalanga, South Africa							
District Municipality	Ehlanzeni District Municipality							
Local Municipality	Thaba Chweu Local Municipality							
Ward/village name/beneficiaries	TCLM							
Project start date	2026							
Project end date	2030							
Output	Installation of high-mast lights							
Key performance area	Enhanced community safety							
Key performance indicator	Improved safety and wellbeing							
Responsible entity (inclusive of all role players)	Mototolo							
Project description	Installation of solar high-mast lights							
Direct beneficiaries	TCLM							
Number of direct beneficiaries	About 1,336,805 people							
Estimated budget	R41,085,967							
Classification of jobs	Jobs to be created	Male adults	Female adults	Male youth	Female adults	Female youth	Total	Comment
Short term	0	0	0	0	0	0	0	0
Medium term	28	0	0	0	0	0	28	0
Long term	2	0	0	0	0	0	2	0
Exit strategy:				Handover to TCLM upon delivery				

Refer to Annexure: SLP 4 LED SoW scope summary

Project name		Upgrading and tarring of the Ga-Mawela-Molototsi road						
Focus area		Road infrastructure						
Project description								
During stakeholder engagements with the Ga-Mawela CPA in FTLM Ward 27, the community requested the improvement of approximately 8 km of road that becomes inaccessible during the rainy season. Poor road conditions disrupt access to schools, workplaces and essential emergency services such as ambulances and mobile clinics, limiting social and economic development. In response, the project was initiated to improve road infrastructure, enhance access to services, ensure safer transportation and support community resilience and development.								
Geographical location of project					Limpopo, South Africa			
District Municipality					Sekhukhune District Municipality			
Local Municipality					Fetakgomo Tubatse Local Municipality			
Ward/village name/beneficiaries					FTLM			
Project start date					2026			
Project end date					2030			
Output					Road between Ga-Mawela and Molototsi			
Key performance area					Improved road safety			
Key performance indicator					Improved mobility			
Responsible entity (inclusive of all role players)					Mototolo			
Project description					Upgrading and tarring of the Ga-Mawela-Molototsi road			
Direct beneficiaries					FTLM			
Number of direct beneficiaries					About 2 600 people			
Estimated budget					R64,240,000			
Classification of jobs	Jobs to be created	Male adults	Female adults	Male youth	Female adults	Female youth	Total	Comment
Short term	0	0	0	0	0	0	0	0
Medium term	0	0	0	0	0	0	0	0
Long term	40	0	0	0	0	0	40	0
Exit strategy:				Handover to FTLM upon completion				

Refer to Annexure: SLP 4 LED SoW scope summary

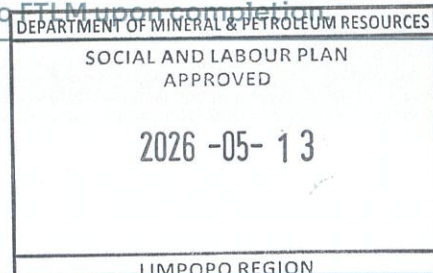
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Refer to Annexure: SLP 4 LED SoW scope summary



Project name	Construction of the Maseven/Ga-Masha access bridge							
Focus area	Road infrastructure							
Project description								
As part of ongoing community engagement with the Bakone ba Magolego Traditional Authority (Maseven Community) in Fetakgomo Tubatse Local Municipality (FTLM) Ward 29, stakeholders requested that the mine consider the construction of the Maseven access bridge. The bridge is required to improve access during the rainy season, when the route becomes inaccessible and affects schooling because learners are unable to cross the river. This places serious constraints on education, economic activity and social development. It is against this background that the project has been initiated to improve access and maintain essential services. The project represents a proactive step towards addressing these challenges. This investment will improve access to services and infrastructure, contributing to safer travel and a more resilient community.								
Geographical location of project	Limpopo, South Africa							
District Municipality	Sekhukhune District Municipality							
Local Municipality	Fetakgomo Tubatse Local Municipality							
Ward/village name/beneficiaries	FTLM							
Project start date	2026							
Project end date	2030							
Output	Construction of Maseven bridge							
Key performance area	Improved mobility							
Key performance indicator	Improved mobility							
Responsible entity (inclusive of all role players)	Mototolo							
Project description	Maseven access bridge							
Direct beneficiaries	FTLM							
Number of direct beneficiaries	About 15,366 people							
Estimated budget	R16,147,713							
Classification of jobs	Jobs to be created	Male adults	Female adults	Male youth	Female adults	Female youth	Total	Comment
Short term	0	0	0	0	0	0	0	0
Medium term	41	0	0	0	0	0	41	0
Long term	0	0	0	0	0	0	0	0
Exit strategy:				Handover to FTLM upon delivery				

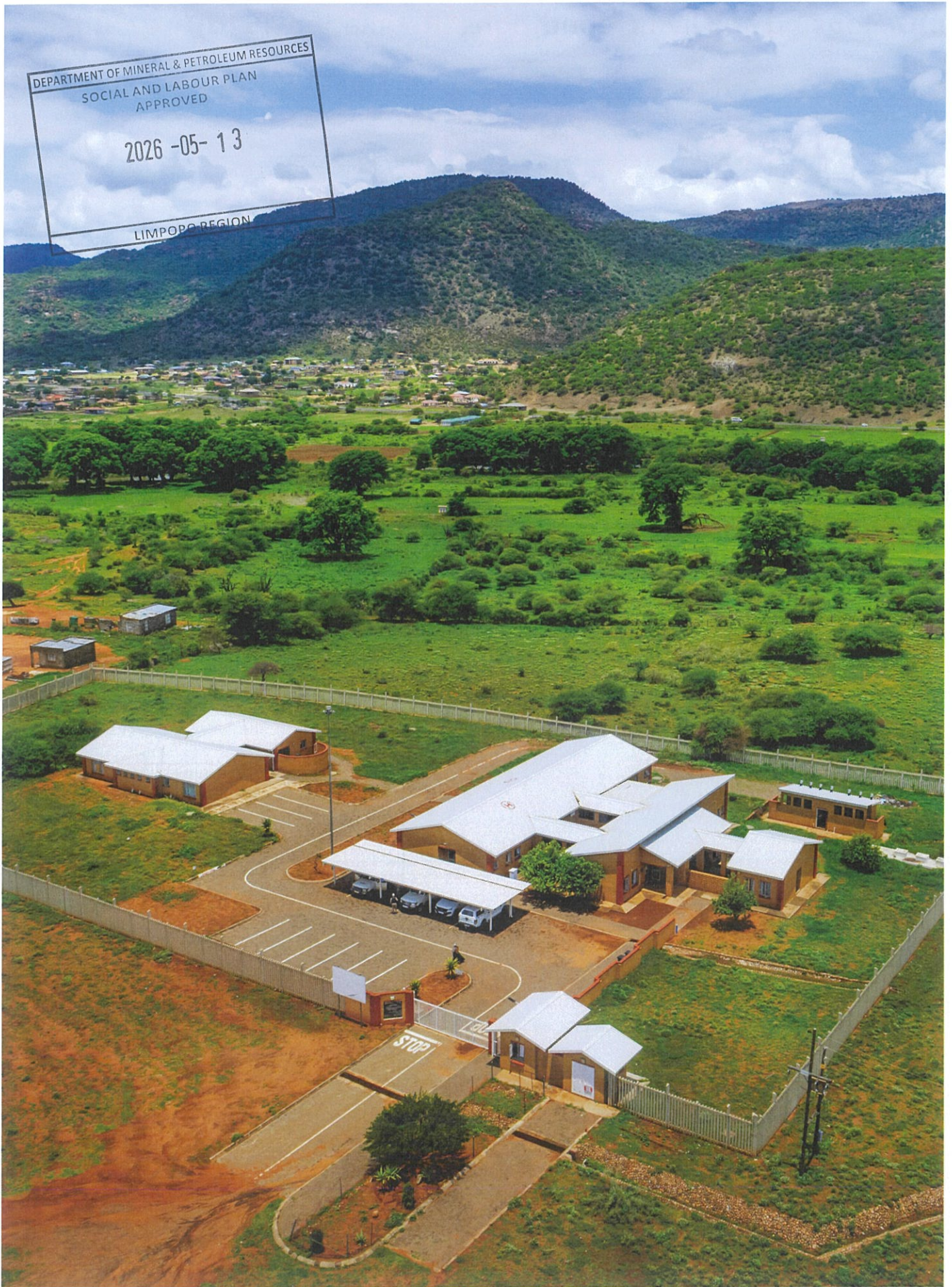
Refer to Annexure: SLP 4 LED SoW scope summary

Project name		Rehabilitation and maintenance of 6 km of internal road: Ga-Maepa to Ga-Maphopha						
Focus area		Road infrastructure						
Project description								
It is encouraging to see the Fetakgomo Tubatse Local Municipality (FTLM) stakeholders actively working to improve infrastructure in Wards 28 and 29. Maintaining the access road between Ga-Maepa and Ga-Maphopha villages and managing stormwater effectively will significantly enhance approximately 6 km of road with a 30 mm asphalt surface, improving road conditions and safety during heavy rains. By initiating this project, the municipality is taking a proactive step towards addressing these challenges. This investment will lead to more efficient road infrastructure, safer roads, better public facilities and a more resilient community. This need was confirmed with reference to the FTLM Integrated Development Plan (IDP) 2024–2025 (page 206).								
Geographical location of project					Limpopo, South Africa			
District Municipality					Sekhukhune District Municipality			
Local Municipality					Fetakgomo Tubatse Local Municipality			
Ward/village name/beneficiaries					FTLM			
Project start date					DEPARTMENT OF MINERAL & PETROLEUM RESOURCES SOCIAL AND LABOUR PLAN APPROVED 2026-05-13			
Project end date								
Output								
Key performance area					Road between Ga-Maepa and Ga-Maphopha LIMPOPO REGION			
Key performance indicator					Improved road safety			
Responsible entity (inclusive of all role players)					Improved mobility			
Project description					Mototofo			
Direct beneficiaries					Internal road rehabilitation of 6 km			
Number of direct beneficiaries					FTLM			
Estimated budget					About 27,625 people			
Exit strategy:					R 35,413,656			
Classification of jobs	Jobs to be created	Male adults	Female adults	Male youth	Female adults	Female youth	Total	Comment
Short term	0	0	0	0	0	0	0	0
Medium term	22	0	0	0	0	0	22	0
Long term	0	0	0	0	0	0	0	0
Exit strategy:					Handover to FTLM upon delivery			

Refer to Annexure: SLP 4 LED SoW scope summary

Project name	Stocking access road and stormwater construction							
Focus area	Road infrastructure							
Project description								
During engagements with Fetakgomo Tubatse Local Municipality (FTLM) stakeholders in Ward 2, a request was made for the mine to consider the upgrading of the access road and stormwater construction to improve the condition of approximately 1.5 km of road with a 30 mm asphalt surface, as well as the channelling of stormwater from the mountain and other high-lying areas during rainfall. This need was confirmed with reference to the FTLM Integrated Development Plan (IDP) 2024–2025 (page 199).								
This places serious constraints on economic and social development initiatives. It is against this background that the project has been initiated and aims to contribute to improving and maintaining services. By implementing this project, the municipality is taking a proactive step towards addressing these challenges. This investment will enable the municipality to improve road infrastructure, ensuring safer roads, better public facilities and a more resilient community.								
Geographical location of project					Limpopo, South Africa			
District Municipality					Sekhukhune District Municipality			
Local Municipality					Fetakgomo Tubatse Local Municipality			
Ward/village name/beneficiaries					FTLM	DEPARTMENT OF MINERAL & PETROLEUM RESOURCES SOCIAL AND LABOUR PLAN APPROVED		
Project start date					2026	2026-05-13		
Project end date					2030			
Output					Stocking access road and stormwater construction LIMPOPO REGION			
Key performance area					Improved road safety			
Key performance indicator					Improved mobility			
Responsible entity (inclusive of all role players)					Mototolo			
Project description					Stocking access road and stormwater construction			
Direct beneficiaries					FTLM			
Number of direct beneficiaries					About 12,255 people			
Estimated budget					R18,016,997			
Classification of jobs	Jobs to be created	Male adults	Female adults	Male youth	Female adults	Female youth	Total	Comment
Short term	0	0	0	0	0	0	0	0
Medium term	38	0	0	0	0	0	38	0
Long term	0	0	0	0	0	0	0	0
Exit strategy:				Handover to FTLM upon delivery				

Refer to Annexure: SLP 4 LED SoW scope summary



4.10 Housing and living conditions (Regulation 46 (d))

The revised Housing and Living Conditions Standard for the Minerals Industry was published in the Government Gazette on 11 December 2019. As an existing mining right holder, Valterra Platinum commits to the submission of a Detailed Housing and Living Conditions Plan, aligned with the new standard and developed in consultation with organised labour, by 10 December 2020.

The plan will include the following:

Home ownership

Valterra Platinum, through this pillar, intends to assist employees to achieve home ownership in the most affordable manner.

Company houses

Provide company houses to employees with core and critical skills to support attraction and retention across the various operating areas.

Living-out allowances (LOA)

Provide LOAs to accommodate employees from labour-sending communities.

Provide LOAs that will enable employees to source their own decent accommodation.

Single accommodation villages

Provide single accommodation that is decent and aligned with the principles of human dignity and respect.

Rental subsidies

Provide rental subsidies to employees in areas where the company has limited or no company-owned housing. This housing stock is used as a means of attracting and retaining employees with scarce skills.

This plan and its implementation will meet the requirements of this SLP in terms of Regulation 46(c)(iv).



Section 5

5 Procurement, enterprise, and supplier development (Regulation 46c (vi))

5.1 Rationale

Valterra Platinum is committed to creating a more inclusive supply chain that generates shared and sustainable prosperity for South African businesses owned by historically disadvantaged persons (HDPs) and those in the communities surrounding our operations. Through the diversification of our supplier base and the integration of host community-based companies (HCBCs), we support our vision of stimulating economic growth long after mine closure.

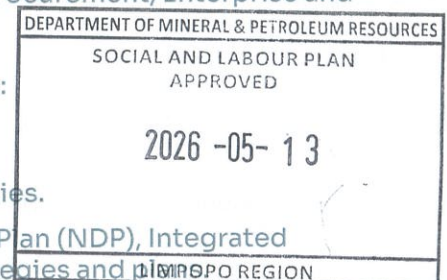
Our Inclusive Procurement (IP) team works to support Valtterra Platinum's purpose of unearthing value to better our world, as well as to achieve the transformation goals of the Mineral and Petroleum Resources Development Act (MPRDA). This approach is underpinned by the enhancement of symbiotic relationships with a wide range of stakeholders, including our employees, host communities, customers, suppliers, government and shareholders.

Valterra Platinum has adopted a collaborative approach to IP, connecting and engaging with internal and external stakeholders to address issues and risks, solve problems, deliver visible socio-economic impact and add maximum value. We leverage our partnerships to influence large suppliers to direct funds towards community-based socio-economic development programmes, local manufacturing and the assembly of mining-related goods. These activities are complemented by an enterprise and supplier development (ESD) approach, which enhances the capacity of HCBCs and HDPs to compete.

Our Inclusive Procurement, Enterprise and Supplier Development strategies are proactively informed by the ever-changing mining environment, the complexity of community needs, global best practice, benchmarking, engagement with industry peers and collaboration with other partners, including government, non-governmental organisations (NGOs), non-profit organisations (NPOs) and other non-mining industry players. Valtterra Platinum has therefore set achievable Procurement, Enterprise and Supplier Development targets for the period 2026–2030.

These targets are aligned with the following Valtterra Platinum objectives:

1. Create sustainable businesses in our areas of influence.
2. Support sustainable job creation for Valtterra Platinum host communities.
3. Support other government initiatives, such as National Development Plan (NDP), Integrated Development Plan (IDP), and Local Economic Development (LED) strategies and initiatives.
4. Create thriving economies beyond the life of our assets and operations.
5. Maintain our social and mining licence to operate.



5.2 Commitments for inclusive procurement of mining goods and services

This element of the Valtterra Platinum SLP is aligned with Mining Charter 2018 (MC III). Valtterra Platinum commits to meeting the MC III targets set for the mining industry.

Mining goods

Valterra Platinum commits to procuring the required threshold of mining goods from black-owned, empowered, women-owned and youth-owned companies in accordance with the increasing targets towards full compliance by 2030, as set out in the Mining Charter. Valtterra Platinum also commits to supporting local manufacturing by procuring the required threshold of mining goods with a minimum local content of 70%.

Mining services

Valterra Platinum commits to procuring the required threshold of mining services from black-owned, empowered, women-owned and youth-owned companies in accordance with the increasing targets towards full compliance by 2030, as set out in the Mining Charter. Valtterra Platinum also commits to supporting local manufacturing by procuring the required threshold of mining services with a minimum local content of 80%.

Note:

The mining services spend targets for entities with more than 25% HDP ownership and more than 51% HDP ownership were achieved in SLP 3. Therefore, SLP 4 will focus on maintaining these targets throughout the five-year period. The spend targets for 51% women-owned and 51% youth-owned entities were not fully achieved. Therefore, SLP 4 will focus on achieving these spend targets over the five-year period.

Table 46: Inclusive procurement of mining goods and service

Mototolo						
SLP commitment	Five-year target (2026-2030)	2026	2027	2028	2029	2030
Procurement of mining goods	70%	Target	Target	Target	Target	Target
>25+1 Vote % HDP	44%	31%	34%	37%	41%	44%
>51% HDP	21%	14%	16%	18%	19%	21%
Women and youth owned	5%	5%	5%	5%	5%	5%
Procurement of services	80%					
>25% HDP	10%	10%	10%	10%	10%	10%
>51% HDP	50%	50%	50%	50%	50%	50%
> 51% women owned	15%	9%	11%	12%	14%	15%
> 51% youth owned	5%	4%	4%	5%	5%	5%



5.3 Implementation plan

Table 47: Inclusive Procurement Implementation Plan

Responsible	Action	Timing
Head of procurement	Revise inclusive procurement, enterprise and supplier development strategy and targets.	Annually, following Mining Charter annual reporting
Procurement management team	Design comprehensive procurement, enterprise and supplier development plans (including core-contractor suppliers) focusing on developing local historically disadvantaged owned and controlled suppliers to Valtterra Platinum.	Annually, in January
Head of procurement	Implement the comprehensive procurement, enterprise and supplier development plans. Review quarterly and revise where required.	Annually
Procurement executive	Engagement with core contractors, DMPD, Minerals Council, SANAS, SABS on fulfilling the standards and requirements relating to procurement such as the verification of local content and product identification codes, verification of the percentage women and youth owned companies.	Ongoing
Procurement executive	Monitor and report progress monthly, quarterly and annually report to the DMPD on all requirements of the SLP and Mining Charter, for mine and core-contractor mine-related spend.	Monthly, quarterly and annually
Procurement management team	Assess and evaluate impact, and adjust accordingly.	Ongoing





Section 6

6 Downscaling and retrenchment (Regulation 46 (d))

6.1 Establishment of Future Forum

Table 48: Future Forum compliance

Legislative requirements	Social and labour plan commitments	
Establishment of the future forum, which includes external stakeholders (municipality)	Future forums have been established although they are limited to internal stakeholders (management and labour)	
Date of establishment	March 2015	
Number of planned meetings per annum	Four	

6.1.1 Composition of the future forums

The key purpose of the Mine Future Forum is to involve key stakeholders in playing a strategic role in identifying problems, challenges and possible solutions relating to productivity and employment security at the operational units.

The Mine Future Forum shall be a joint consultative forum comprising representatives of:

- a. Mine management and/or any other person or persons who may be nominated from time to time and appointed by Valterra Platinum.
- b. The workers and/or their representatives.

The Future Forum shall be chaired by the general manager or plant manager of the operation, or his/her duly delegated appointee, who shall be responsible for maintaining the Mine Future Forum action register.

The secretariat of the Mine Future Forum shall be the human resources manager, employee relations manager, or a duly delegated representative.

The Mine Future Forum may, from time to time, establish task teams and/or sub-committees with separate terms of reference when it is deemed necessary to achieve a specific outcome outside the scope of the Mine Future Forum. Each task team and/or sub-committee will have its own chairperson and will report to the Future Forum.

The task team and/or sub-committee shall have an investigative and reporting function, but not a decision-making function.

Reports from the task team and/or sub-committee shall be considered by the Mine Future Forum, which shall make appropriate recommendations or proposals.

6.1.2 Main objectives of the mine future forum

The objectives of the Valterra Platinum Future Forum are to:

- Establish appropriate measures to ensure continuous business improvement and optimum performance of the operational units.
- Determine appropriate remedial actions to overcome operational performance challenges and barriers that inhibit performance.
- Generate overall awareness of the Social and Labour Plan (SLP) and associated activities.
- Act as a communication mechanism on operational issues relevant to the operational units and promote ongoing discussions between the parties about the future of Valterra Platinum and, in particular, the operational units.
- Play a strategic role in the early detection of potential threats to job security at Valterra Platinum and, in particular, the operational units.
- Develop mechanisms to save jobs and avoid job losses and a decline in employment at Valterra Platinum and, in particular, the operational units.
- Implement mechanisms that provide reasonable alternative solutions and procedures for creating job security where job losses cannot be avoided.
- Provide mechanisms that ameliorate the social and economic impact on individuals, regions, local municipalities and economies where retrenchments or the closure of operational units is proposed or becomes unavoidable.
- Promote meaningful and solution-driven discussions between the parties and their representatives, in accordance with the processes contemplated in sections 189 and 189A of the Labour Relations Act (LRA), as well as section 52 of the Mineral and Petroleum Resources Development Act (MPRDA), in relation to any proposed downscaling of operations and/or retrenchments at Valterra Platinum, particularly within the operational units.
- Coordinate the notification process in terms of sections 189 and 189A of the LRA, as well as section 52 of the MPRDA.
- Mobilise the Department of Labour (DoL) Social Plan Services (e.g. technical assistance, job advice centres and retrenchment response teams).
- Debate and develop potential solutions to alleviate job losses and retrenchments, taking into account the viability and operational requirements of Valterra Platinum and, in particular, the operational units.
- Engage in strategic planning to avoid or minimise retrenchments and job losses while promoting business sustainability and growth, thereby seeking to prevent future retrenchments or job losses.
- Initiate the reassessment of existing downscaling and/or retrenchment strategies to prevent job losses while promoting the competitiveness and viability of Valterra Platinum and, in particular, the operational units.
- Structure and implement solutions to prevent job losses and retrenchments.
- Identify solutions to problems and challenges that may arise and affect the operations of Valterra Platinum and, in particular, the operational units.
- Develop and recommend appropriate remedial strategies.
- Do all such things as are necessary, incidental and conducive to achieving the aforementioned objectives.



6.2 Mechanisms to save jobs, providing alternative solutions and procedures for creating job security where job losses cannot be avoided

Table 49: Mechanisms to avoid retrenchments.

Legislative requirements	Social and labour plan commitments
Mechanisms to save jobs and avoid job losses and a decline in employment.	▪ Implementing section 189 of the Labour Relations Act – notification process in terms of Section 52 of the Mineral and Petroleum Resources Development Act. ▪ (MPRDA), 2002; and Section 189. ▪ Notification to the Minerals and Mining Development Board – the notification process in terms of Section 52 (1) (a) of the MPRDA. ▪ Complying with the Minister’s directive and confirming how corrective measures will be taken. ▪ Internal transfers to other Valterra Platinum mines. Applying for technical assistance and support from the National Productivity Institute. ▪ Applying to the Mining Qualifications Authority, the mining sector’s education and training authority, for applicable grants.



6.3 Management of retrenchments (in line with the terms of Section 52 (i) of the MPRDA and Section 189 of the LRA)

Table 50: Management of downscaling and retrenchments.

Legislative requirements	Social and labour plan (SLP) commitments
Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided.	▪ Facilitate links with a local business service centre and other appropriate support institutions. ▪ Provide business support services to workers while they are still at work and can explore their options. ▪ Provide assistance and mentoring in feasibility studies and the development of business plans. ▪ Include business and technical training for self-employment.
 Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided.	▪ Provide time off so that workers can undergo such training before they leave. ▪ Engage with banks and other lending institutions to explore and facilitate arrangements for workers who want to use all or part of their retrenchment packages as collateral security for business loans. ▪ Skills assessments and written recognition of prior learning, experience and qualifications. ▪ Referrals to accredited training providers ▪ Consideration for bursary initiatives. ▪ Step-by-step guidelines on starting their own businesses. ▪ Job hunting tips. ▪ Assistance in identifying labour market opportunities. ▪ Collection of mine pensions. ▪ Access to state benefits for pensioners. ▪ Financial planning for retirement. ▪ Possibilities for supplementing pension income. ▪ Assessment and counselling services for affected individuals.

6.4 Mechanisms to ameliorate the social and economic Impact on individuals, regions and economies where retrenchment or closure of the operation is certain

Table 51: Methods to ameliorate the impact of retrenchments.

Legislative requirements	SLP commitments
Mechanisms to ameliorate social and economic impact on individuals, regions and economies.	- Self-employment training and re-employment programmes - The CED unit will coordinate the provision of the above self- employment training and re-employment programmes for all employees affected by retrenchments. The CED unit will give feedback to the future forum. - Identify and consider SMME initiatives which have the potential to create future employment opportunities in the event of a large-scale retrenchment. - Identify the creation of opportunities for SMMEs to supply the mine with goods and services.

6.4.1 Counselling

Table 52: Counselling options available to staff.

Emotional	Psychological counselling or employee assistance programme.
Financial	Financial counselling and debt management.
Employment	It will be done in line with the Valterra Platinum re-deployment policy.



6.4.2 Programmes to be implemented

Table 53: Programmes to be implemented.

Programmes		Time frames
Self-employment training programmes	Portable skills training	Continuous
Placement opportunities	As the need arises	As the need arises
Portable skills development plan	Train employees a year as per the portable skills targets in human resources development	Continuous

6.5 Action plans

- Future forums have been established at each operation and they are functional.
- In addition to applying Section 189 as per the LRA, the MPRDA processes will be followed, which include informing the Board and consultations with the Minister of DMPD.
- Within 24 months of such retrenchments, the mine will develop implementation plans to mitigate the effects of downscaling, which may include retrenchments.
- Training and reskilling will be provided as part of the mitigation plan.
- Mandatory prescribed payments as per the LRA will be applied.





Section 7

7 Financial provision (Regulation 46 (e))

The following table summarises Valterra Platinum's committed financial provision to the relevant programmes.

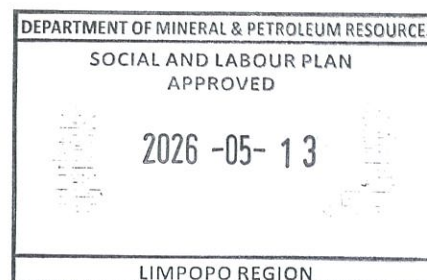
Table 54: Total five-year financial commitment.

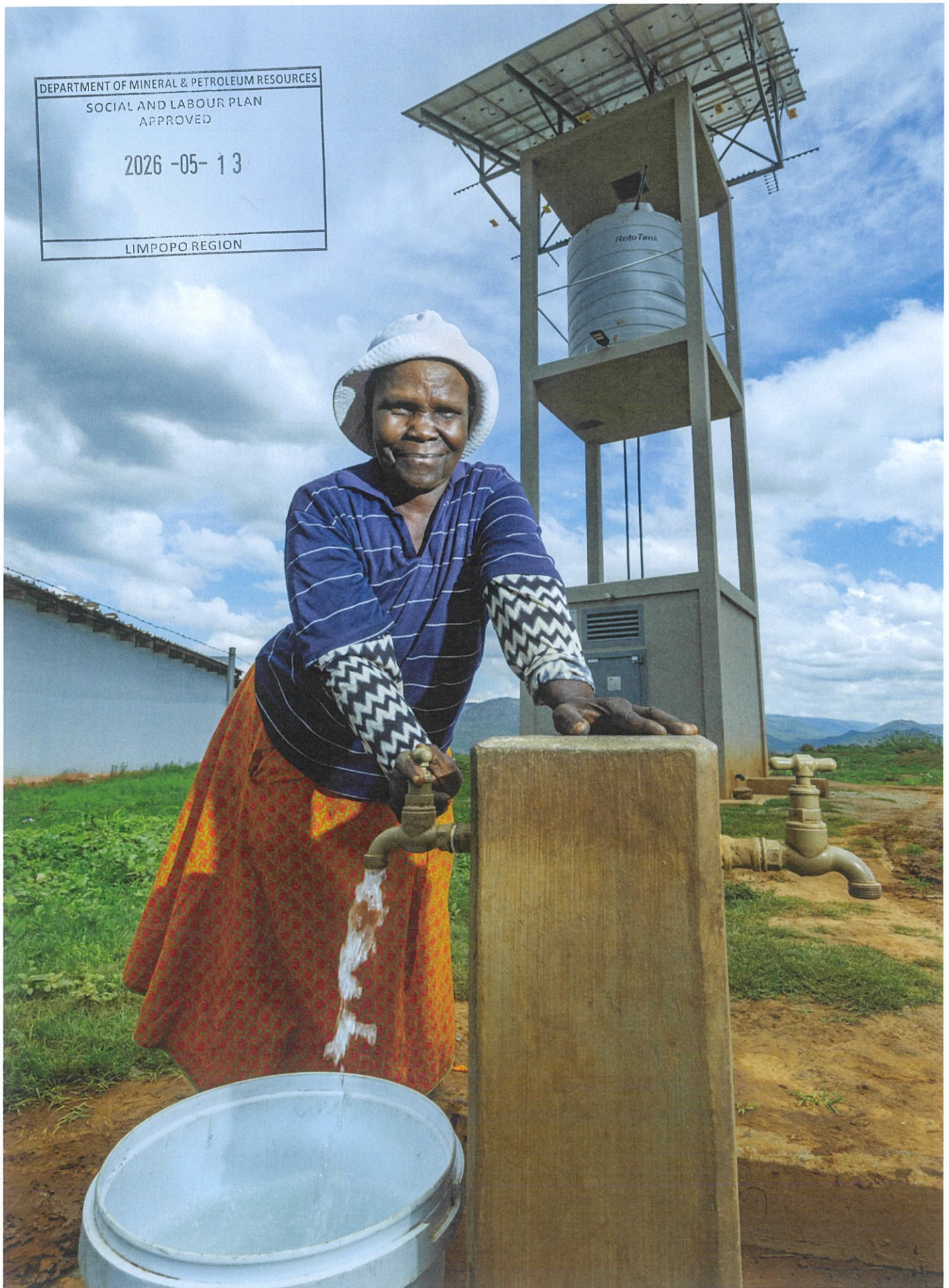
Financial provision for a five-year period						
SLP element	2026	2027	2028	2029	2030	Total five-year commitment
HRD	R76,398,651	R65,702,392	R74,160,422	R64,483,350	R56,038,512	R336,783,327
LED projects	R 10 409 170.77	R 53 342 821.17	R 67 414 210.51	R 55 335 002.21	R 18 898 869.32	R 205, 400 073
Management of downscaling and retrenchments*	R 300 000.00	R 300 000.00	R 300 000.00	R 300 000.00	R 300 000.00	R 1,500,000
Total						R543,683,400

* Valterra Platinum commits R10,000.00 per employee per financial year for specific training aimed at directly assisting employees to obtain skills relevant to their needs in the event of downscaling or retrenchment.

* The financial provision projected under the management of downscaling and retrenchment element is calculated at 1% of the total workforce for each financial year. Valterra Platinum has no plans to downscale or retrench. These provisions are made in accordance with Regulation 46(e) of the Mineral and Petroleum Resources Development Act (MPRDA).

**Annual budget forecasting is an ongoing exercise. Figures may change but will not exceed the total Social and Labour Plan (SLP) 3 commitment to the Department of Mineral and Petroleum Resources (DMPR). Forecasts are affected by various factors, including but not limited to scope, pricing, discounts, reprioritisation, schedules, community matters and contractor-related issues. All forecasted figures are currently below the total SLP 3 commitment to the DMPR. This is reviewed continuously to align with changing economic conditions.





Section 8

6. Regulation 46 (f)

I, Phillip Bantsha, the undersigned and duly authorised thereto by Valterra Platinum, undertake to adhere to the information requirements, commitments and conditions as set out in the social and labour plan.

Signed at Mototolo mine on 08/04/26

Signed by: PHILLIP MACEBO BANTSHA
Signed at: 2026-04-08 13:06:49 +02:00
Reason: I approve this document

PHILLIP MACEBO BANTSHA

Phillip Bantsha
Senior general manager
Mototolo



Notes





Valterra Platinum Limited

Incorporated in the Republic of South
Africa Date of incorporation: 13 July 1946
Registration number: 1946/022452/06 JSE
code: AMS – ISIN: ZAE000013181

www.valterraplatinum.com