



## Supplementary information 2025



WE ARE VALTERRA PLATINUM

Underground at Amandelbult

# Unearthing value to better our world

Combining decades of expertise and an agile, performance focused strategy, we prioritise precision and care across our operations. Our commitment to creating dependable value for our stakeholders delivers enduring impact for society.



Cover image:  
Mogalakwena North concentrator



## SASB CONTENT INDEX

### STANDARD USED

### METALS AND MINING: Version 2023-12

Accounting metric	Unit of measure	Code	Response
<b>Greenhouse Gas Emissions</b>			
Gross global Scope 1 emissions, see percentage covered under emissions-limiting regulations	Metric tonnes (t) CO <sub>2</sub> e Percentage (%)	EM-MM-110a.1	SR: Focus on climate, energy and decarbonisation. (SA operations – TBC) see <a href="#">p61 to 64</a> Sustainability databook: <a href="#">Environmental</a>
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	EM-MM-110a.2	SR: Focus on climate, energy and decarbonisation. (SA operations – TBC) see <a href="#">p61 to 64</a>
<b>Air Quality</b>			
Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N <sub>2</sub> O), (3) SOx, (4) particulate matter (PM <sub>10</sub> ), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Metric tonnes (t)	EM-MM-120a.1	SR: Focus on environmental management and compliance, see <a href="#">p80 to 83</a> Sustainability databook: <a href="#">Environmental</a> Disclosure provided for NOx, PM <sub>10</sub> and SO <sub>2</sub>
<b>Energy Management</b>			
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), see percentage (%)	EM-MM-130a.1	SR: Focus on climate, energy and decarbonisation. see <a href="#">p61 to 64</a>
<b>Water Management</b>			
(1) Total water withdrawn, (2) total water consumed, see percentage of each in regions with High or extremely high baseline water stress	Thousand cubic meters (m <sup>3</sup> ), see percentage (%)	EM-MM-140a.1	SR: Responsible water management, see <a href="#">p74 to 77</a> Sustainability databook: <a href="#">Water</a>
Number of incidents of non-compliance associated with water-quality permits, standards, and regulations	Number	EM-MM-140a.2	SR: Responsible water management, see <a href="#">p74 to 77</a>  None
<b>Waste and Hazardous Materials Management</b>			
Total weight of non-mineral waste generated	Metric tonnes (t)	EM-MM-150a.4	SR: Supporting materials stewardship, waste and the circular economy, see <a href="#">p78 to 79</a> Sustainability databook: <a href="#">Environmental</a>
Total weight of tailings produced	Metric tonnes (t)	EM-MM-150a.5	Sustainability databook: <a href="#">Environmental</a>
Total weight of waste rock generated	Metric tonnes (t)	EM-MM-150a.6	Sustainability databook: <a href="#">Environmental</a>
Total weight of hazardous waste generated	Metric tonnes (t)	EM-MM-150a.7	Sustainability databook: <a href="#">Environmental</a>
Total weight of hazardous waste recycled	Metric tonnes (t)	EM-MM-150a.8	Sustainability databook: <a href="#">Environmental</a>
<b>Waste and Hazardous Materials Management continued</b>			
Number of significant incidents associated with hazardous materials and waste management	Number	EM-MM-150a.9	SR: Focus on environmental management and compliance, see <a href="#">p80 to 83</a>  None



## SASB CONTENT INDEX

STANDARD USED			
METALS AND MINING: Version 2023-12			
Accounting metric	Unit of measure	Code	Response
Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and Analysis	EM-MM-150a.10	SR: Supporting materials stewardship, waste and the circular economy, see <a href="#">p78 to 79</a>
<b>Biodiversity impacts</b>			
Description of environmental management policies and practices for active sites	Description of environmental management policies and practices for active sites	EM-MM-160a.1	SR: Promoting biodiversity and rehabilitation, and ensuring responsible closure, see <a href="#">p65 to 68</a>
Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Percentage (%)	EM-MM-160a.2	Platinum mining and processing are not associated with acid mine drainage (AMD), so AMD does not pose a risk to the company
Percentage of (1) Proved and (2) Probable Ore Reserves in or near sites with protected conservation status or endangered species habitat	Percentage (%)	EM-MM-160a.3	Sustainability databook: <a href="#">Environmental</a>
<b>Security, Human Rights and Rights of Indigenous Peoples</b>			
Percentage of (1) Proved and (2) Probable Ore Reserves in or near areas of conflict	Percentage (%)	EM-MM-210a.1	Not applicable
Percentage of (1) Proved and (2) Probable Ore Reserves in or near indigenous land	Percentage (%)	EM-MM-210a.2	Not applicable
Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	N/A	EM-MM-210a.3	SR: Respecting human rights, see <a href="#">p85 to 86</a> SR: Engaging with communities, see <a href="#">p87 to 90</a>
<b>Community Relations</b>			
Discussion of process to manage risks and opportunities associated with community rights and interests	N/A	EM-MM-210b.1	SR: Respecting human rights, see <a href="#">p85 to 86</a> SR: Engaging with communities, see <a href="#">p87 to 90</a> SR: Investing in our communities and promoting inclusive procurement, see <a href="#">p91 to 101</a>
Number and duration of non-technical delays	Number, Days	EM-MM-210b.2	None SR: Investing in the security of people and assets, see <a href="#">p109 to 111</a> None
<b>Labour Relations</b>			
Percentage of active workforce covered under collective bargaining agreements	Percentage (%)	EM-MM-310a.1	SR: Constructive employee relations, see <a href="#">p42 to 46</a> Sustainability databook: <a href="#">Human resources</a>
Number and duration of strikes and lockouts	Number, Days	EM-MM-310a.2	SR: Constructive employee relations, see <a href="#">p44</a>
<b>Workforce Health and Safety</b>			
(1) All-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Rate	EM-MM-320a.1	SR: Focus on employee safety, health and wellbeing, see <a href="#">p30 to 41</a> Sustainability databook: <a href="#">Health and hygiene</a>



## SASB CONTENT INDEX

### STANDARD USED

### METALS AND MINING: Version 2023-12

Accounting metric	Unit of measure	Code	Response
<b>Business Ethics and Transparency</b>			
Description of the management system for prevention of corruption and bribery throughout the value chain	N/A	EM-MM-510a.1	SR: Promoting business ethics, see <a href="#">p105 to 108</a> SR: Ethical value chains, see <a href="#">p102 to 103</a>
Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Metric tonnes (t) saleable	EM-MM-510a.2	Not applicable
<b>Tailings Storage Facilities Management</b>			
Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Various	EM-MM-540a.1	SR: Proactively managing our tailings, see <a href="#">p69 to 73</a>
Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	N/A	EM-MM-540a.2	SR: Proactively managing our tailings see <a href="#">p69 to 73</a>
Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	N/A	EM-MM-540a.3	SR: Proactively managing our tailings, see <a href="#">p69 to 73</a>
<b>Activity Metric</b>			
Production of (1) metal ores and (2) finished metal products	Metric tonnes (t) saleable	EM-MM-000.A	SR: Sustainability performance at a glance, see <a href="#">p5</a> Sustainability databook: <a href="#">Production</a>
Total number of employees, percentage contractors	Number, Percentage (%)	EM-MM-000.B	SR: Creating and sharing value for our stakeholders, see <a href="#">p25 to 27</a> SR: Constructive employee relations, see <a href="#">p44</a>



## GRI CONTENT INDEX

### Statement of use

Valterra Platinum has reported in accordance with the GRI Standards 2021 and GRI14: Mining Sector Standard for the period 1 January 2025 to 31 December 2025 in the Integrated report 2025 (IR), Sustainability report 2025 (SR), Governance report 2025 (GR), Tax transparency report and Sustainability databook.

### GRI 1 used

GRI 1: Foundation 2021

### Applicable GRI Sector Standard(s)

GRI 14: Mining Sector 2024

Disclosure	Location/response	Requirement(s) omitted	OMISSION		GRI Sector Standard Ref. No.
			Reason	Explanation	
<b>General disclosures</b>					
GRI 2: General Disclosures 2021	2-1 Organisational details	SR: About this report, see <a href="#">p2</a> SR: Responsibly mined platinum, see <a href="#">p4</a> SR: Administration, see <a href="#">p122</a>			
	2-2 Entities included in the organisation's sustainability reporting	SR: About this report, see <a href="#">p2</a> SR: Responsibly mined platinum, see <a href="#">p4</a> SR: Our business, see <a href="#">p6 to 8</a>			
	2-3 Reporting period, frequency and contact point	SR: About this report, see <a href="#">p2</a>			
	2-4 Restatements of information	SR: Responsible water stewardship, <a href="#">see p23, 27, 75, 76</a>			The 2024 freshwater intensity figure has been restated following the recategorisation of Mogalakwena's freshwater use.
<b>General disclosures</b>					
	2-5 External assurance	SR: About this report, see <a href="#">p2</a> SR: Independent statement of assurance, see <a href="#">p115</a> SR: Sustainability governance and transformation, see <a href="#">p17 to 18</a> GR: Board Governance, see <a href="#">p20 to 28</a> GR: King IV application, see <a href="#">p84</a>			
	2-6 Activities, value chain and other business relationships	SR: Our business, see <a href="#">p6 to 8</a> SR: Sustainability and our value chain, see <a href="#">p9</a>			



## GRI CONTENT INDEX CONTINUED

Disclosure	Location/response	Requirement(s) omitted	OMISSION		GRI Sector Standard Ref. No.
			Reason	Explanation	
2-7 Employees	SR: Our people, see <a href="#">p28 to 55</a> Sustainability databook: <a href="#">Human resources</a>				
2-8 Workers who are not employees	SR: Our people, see <a href="#">p29 to 59</a> Sustainability databook: <a href="#">Human resources</a>				
2-9 Governance structure and composition	SR: Sustainability governance and transformation, see <a href="#">p17</a> GR: Board governance, see <a href="#">p20 to 28</a> GR: Committee governance, see <a href="#">p30 to p80</a>				
2-10 Nomination and selection of the highest governance body	GR: Board governance, see <a href="#">p20 to 28</a>				
2-11 Chair of the highest governance body	GR: Board governance, see <a href="#">p20 to 28</a>				
<b>General disclosures</b>					
2-12 Role of the highest governance body in overseeing the management of impacts	SR: Message from the chairs of the responsible board committees, see <a href="#">p11 to 12</a> SR: Sustainability governance and transformation, see <a href="#">p17 to 18</a>				
2-13 Delegation of responsibility for managing impacts	SR: Message from the chairs of the responsible board committees, see <a href="#">p11 to 12</a> SR: Sustainability governance and transformation, see <a href="#">p17 to 18</a> GR: Governance universe, see <a href="#">p4 to 5</a> GR: Foundational governance principles, see <a href="#">p12 to 16</a>				
2-14 Role of the highest governance body in sustainability reporting	SR: Message from the chairs of the responsible board committees, see <a href="#">p11 to 12</a> SR: Sustainability governance and transformation, see <a href="#">p17 to 18</a> GR: Social, ethics and governance committee report, see <a href="#">p75 to 76</a> GR: Sustainability committee report, see <a href="#">p77 to 78</a>				
2-15 Conflicts of interest	SR: Promoting business ethics, see <a href="#">p105 to 108</a> GR: Ethical leadership framework, see <a href="#">p14</a> GR: Foundational governance principles, see <a href="#">p12 to 16</a>				



## GRI CONTENT INDEX CONTINUED

Disclosure	Location/response	Requirement(s) omitted	OMISSION		GRI Sector Standard Ref. No.
			Reason	Explanation	
<b>General disclosures</b>					
2-12 Role of the highest governance body in overseeing the management of impacts	SR: Message from the chairs of the responsible board committees, see <a href="#">p11 to 12</a> SR: Sustainability governance and transformation, see <a href="#">p17 to 18</a>				
2-13 Delegation of responsibility for managing impacts	SR: Message from the chairs of the responsible board committees, see <a href="#">p11 to 12</a> SR: Sustainability governance and transformation, see <a href="#">p17 to 18</a> GR: Governance universe, see <a href="#">p4 to 5</a> GR: Foundational governance principles, see <a href="#">p12 to 16</a>				
2-14 Role of the highest governance body in sustainability reporting	SR: Message from the chairs of the responsible board committees, see <a href="#">p11 to 12</a> SR: Sustainability governance and transformation, see <a href="#">p17 to 18</a> GR: Social, ethics and governance committee report, see <a href="#">p75 to 76</a> GR: Sustainability committee report, see <a href="#">p77 to 78</a>				
2-15 Conflicts of interest	SR: Promoting business ethics, see <a href="#">p105 to 108</a> GR: Ethical leadership framework, see <a href="#">p14</a> GR: Foundational governance principles, see <a href="#">p12 to 16</a>				
2-16 Communication of critical concerns	SR: Materiality and material issues, see <a href="#">p21 to 22</a> SR: Engaging with communities, see <a href="#">p87 to 90</a> IR: Key stakeholder engagement, see <a href="#">p43</a> GR: Stakeholder engagement, see <a href="#">p28</a>				
2-17 Collective knowledge of the highest governance body	IR: Our leadership team, see <a href="#">p102</a> GR: Our leadership team, see <a href="#">p5</a> GR: Board governance, see <a href="#">p20 to 28</a>				
2-18 Evaluation of the performance of the highest governance body	GR: Board evaluation, see <a href="#">p24</a>				
2-19 Remuneration policies	IR: How we reward performance, see <a href="#">p48</a> GR: Remuneration report, see <a href="#">p36 to 43</a>				
2-20 Process to determine remuneration	IR: How we reward performance, see <a href="#">p48</a>				



## GRI CONTENT INDEX CONTINUED

Disclosure	Location/response	Requirement(s) omitted	OMISSION			GRI Sector Standard Ref. No.
			Reason	Explanation		
2-21 Annual total compensation ratio	GR: Remuneration report, see <a href="#">p36 to 43</a>	Remuneration ratios	Information not currently available	In anticipation of the wage gap disclosure requirements under the Companies Amendment Act, a detailed fair pay analysis, including organisational pay gap and race and gender-based differential reviews will be undertaken in 2026 to ensure full alignment with the Act once it comes into effect.		
2-22 Statement on sustainable development strategy	SR: Sustainability strategy, see <a href="#">p19 to 20</a> SR: Message from the chairs of the sustainability and SEG committees, see <a href="#">p11 to 12</a>					
2-23 Policy commitments	SR: Performance against targets, see <a href="#">p23 to 24</a> SR: Sustainability governance and transformation, see <a href="#">p17</a> SR: Sustainability strategy, see <a href="#">p19 to 20</a> SR: Message from Executive Head: Corporate affairs and sustainability, see <a href="#">p15 to 16</a> Throughout the report					
2-24 Embedding policy commitments	Throughout this report					
2-25 Processes to remediate negative impacts	Throughout this report					
2-26 Mechanisms for seeking advice and raising concerns	SR: Advancing diversity, equity and inclusion, see <a href="#">p54 to 59</a> SR: Respecting human rights, see <a href="#">p85 to 86</a> SR: Engaging with communities, see <a href="#">p87 to 90</a>					
2-27 Compliance with laws and regulations	SR: Promoting business ethics, see <a href="#">p105 to 108</a> SR: Focus on employee safety, health and wellbeing, see <a href="#">p30 to 41</a> Throughout this report					
2-28 Membership associations	SR: Promoting business ethics, see <a href="#">p105 to 108</a> IR: Developing markets, see <a href="#">p41</a>					
2-29 Approach to stakeholder engagement	SR: Engaging with communities, see <a href="#">p87 to 90</a>					



## GRI CONTENT INDEX CONTINUED

Disclosure	Location/response	Requirement(s) omitted	OMISSION		GRI Sector Standard Ref. No.
			Reason	Explanation	
	2-30 Collective bargaining agreements	SR: Constructive employee relations, see <a href="#">p42 to 46</a> IR: Key stakeholder engagement, see <a href="#">p43 to 46</a>			
GRI 14: Mining Sector 2024	Mine-site disclosure	SR: Throughout this report IR: Operations overview, see <a href="#">p72 to 90</a> Sustainability databook: <a href="#">Human resources</a>			14.0.1
<b>Material topics</b>					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR: Materiality and material issues, see <a href="#">p21 to 22</a> IR: Material risks and opportunities, see <a href="#">p29</a>			
	3-2 List of material topics	SR: Materiality and material issues, see <a href="#">p21 to 22</a> IR: Material risk and opportunities, see <a href="#">p29</a>			
	3-3 Management of material topics	SR: Materiality and material issues, see <a href="#">p21 to 22</a> IR: Material risks and opportunities, see <a href="#">p29</a>			
<b>14.3 Air emissions</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: Focus on climate, energy and decarbonisation – Our approach, see <a href="#">p61</a> SR: Focus on environmental management and compliance – Our approach, see <a href="#">p80</a>			14.3.1
	305-1 Direct (Scope 1) GHG emissions	SR: Focus on climate, energy and decarbonisation – Emissions, see <a href="#">p61 to 64</a> SR: Focus on environmental management and compliance, see <a href="#">p80 to 83</a> Sustainability databook: <a href="#">Environmental</a>			14.1.5
	305-2 Energy indirect (Scope 2) GG emissions	SR: Focus on climate, energy and decarbonisation – Emissions, see <a href="#">p61 to 64</a> Sustainability databook: <a href="#">Environmental</a>			14.1.6
	305-3 Other indirect (Scope 3) GHG emissions	SR: Focus on climate, energy and decarbonisation – Emissions, see <a href="#">p61 to 64</a> SR: Ethical value chains and responsible sourcing, see <a href="#">p102</a> Sustainability databook: <a href="#">Environmental</a>			14.1.7
	305-4 GHG emissions intensity	SR: Focus on climate, energy and decarbonisation – Emissions, see <a href="#">p61 to 64</a> Sustainability databook: <a href="#">Environmental</a>			14.1.8



## GRI CONTENT INDEX CONTINUED

		OMISSION				
Disclosure	Location/response	Requirement(s) omitted	Reason	Explanation	GRI Sector Standard Ref. No.	
	305-5 Reduction of GHG emissions	SR: Focus on climate, energy and decarbonisation – Decarbonisation roadmap 2030, see <a href="#">p61 to 64</a>			14.1.9	
	305-6 Emissions of ozone-depleting substances (ODS)	SR: Focus on environmental management and compliance – Air quality and emissions, see <a href="#">p82</a> None				
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions*	SR: Focus on environmental management and compliance Air quality and emissions, see <a href="#">p82</a> Sustainability databook: <b>Environmental</b>			14.3.2	
<b>14.4 Biodiversity</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: Performance against targets, see <a href="#">p23</a> SR: Promoting biodiversity and rehabilitation, and ensuring responsible closure, see <a href="#">p64 to 67</a> Sustainability databook: <b>Environmental</b>			14.4.1	
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	SR: Promoting biodiversity and rehabilitation, and ensuring responsible closure – Our approach, see <a href="#">p65</a>			14.4.2	
	101-2 Management of biodiversity impacts	SR: Promoting biodiversity and rehabilitation, and ensuring responsible closure – Our approach, see <a href="#">p65</a>			14.4.3	
	101-3 Access and benefit-sharing	SR: Promoting biodiversity and rehabilitation, and ensuring responsible closure – Community and provincial work, see <a href="#">p66</a>				
	101-4 Identification of biodiversity impacts	SR: Promoting biodiversity and rehabilitation, and ensuring responsible closure – Our approach, see <a href="#">p65</a>			14.4.4	
	101-5 Locations with biodiversity impacts	SR: Promoting biodiversity and rehabilitation, and ensuring responsible closure – Year in review, see <a href="#">p66 to 66</a>			14.4.5	
	101-6 Direct drivers of biodiversity loss	SR: Promoting biodiversity and rehabilitation, and ensuring responsible closure – Implementation, see <a href="#">p66</a>			14.4.6	
	101-7 Changes to the state of biodiversity	SR: Promoting biodiversity and rehabilitation, and ensuring responsible closure – Our approach to rehabilitation, see <a href="#">p66</a>			14.4.7	
	101-8 Ecosystem services	SR: Promoting biodiversity and rehabilitation, and ensuring responsible closure – Our approach to rehabilitation, see <a href="#">p66</a>			14.4.8	



## GRI CONTENT INDEX CONTINUED

Disclosure	Location/response	Requirement(s) omitted	OMISSION		GRI Sector Standard Ref. No.	
			Reason	Explanation		
<b>14.5 Waste</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: Supporting materials stewardship, waste and the circular economy, <a href="#">see p78 to 79</a> SR: Proactively managing our tailings, <a href="#">see p69 to 73</a>				14.5.1
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SR: Supporting materials stewardship, waste and the circular economy, <a href="#">see p78 to 79</a> SR: Proactively managing our tailings, <a href="#">see p69 to 73</a> Sustainability databook: <b>Environmental</b>				14.5.2
	306-2 Management of significant waste-related impacts	SR: Supporting materials stewardship, waste and the circular economy, <a href="#">see p78 to 79</a> SR: Proactively managing our tailings, <a href="#">see p69 to 73</a> Sustainability databook: <b>Environmental</b>				14.5.3
	306-3 Waste generated*	SR: Supporting materials stewardship, waste and the circular economy, <a href="#">see p78 to 79</a> Sustainability databook: <b>Environmental</b>				14.5.4
	306-4 Waste diverted from disposal*	SR: Supporting materials stewardship, waste and the circular economy, <a href="#">see p78 to 79</a> Sustainability databook: <b>Environmental</b>				14.5.5
	306-5 Waste directed to disposal*	SR: Supporting materials stewardship, waste and the circular economy, <a href="#">see p78 to 79</a> Sustainability databook: <b>Environmental</b>				14.5.6
<b>14.6 Tailings</b>						
GRI 14: Mining Sector 2024	Tailings disposal methods	SR: Proactively managing our tailings, <a href="#">see p69 to 74</a> Sustainability databook: <b>Environmental</b>				14.6.2
	Tailings facilities	SR: Proactively managing our tailings, <a href="#">see p69 to 73</a> Sustainability databook: <b>Environmental</b>				14.6.3



## GRI CONTENT INDEX CONTINUED

Disclosure		Location/response	Requirement(s) omitted	Reason	Explanation	GRI Sector Standard Ref. No.
<b>14.7 Water and effluents</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics*	SR: Responsible water management, see <a href="#">p74 to 77</a>				14.7.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	SR: Responsible water management, see <a href="#">p74 to 77</a> Sustainability databook: <a href="#">Water</a>				14.7.2
	303-2 Management of water discharge-related impacts	SR: Responsible water management, see <a href="#">p74 to 77</a> Sustainability databook: <a href="#">Water</a>				14.7.3
	303-3 Water withdrawal*	SR: Responsible water management, see <a href="#">p74 to 77</a> Sustainability databook: <a href="#">Water</a>				14.7.4
	303-4 Water discharge*	SR: Responsible water management, see <a href="#">p74 to 77</a> Sustainability databook: <a href="#">Water</a>				14.7.5
	303-5 Water consumption*	SR: Responsible water management, see <a href="#">p74 to 77</a> Sustainability databook: <a href="#">Water</a>				14.7.6
<b>14.8 Closure and rehabilitation</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics*	SR: Promoting biodiversity and rehabilitation, and ensuring responsible closure, see <a href="#">p65 to 68</a>				14.8.1
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	SR: Constructive employee relations, see <a href="#">p42 to 46</a>				14.8.2
GRI 404: Training and Education 2016	404-2 Programmes for upgrading employee skills and transition assistance programmes	SR: Constructive employee relations, see <a href="#">p42 to 46</a> SR: Attracting, developing and retaining talent, see <a href="#">p47 to 53</a> Sustainability databook: <a href="#">Social Performance and CSI</a> Sustainability databook: <a href="#">Human resources</a>				14.8.3
GRI 14: Mining Sector 2024	Closure and rehabilitation of sites	SR: Promoting biodiversity and rehabilitation, and ensuring responsible closure, see <a href="#">p65 to 68</a> Sustainability databook: <a href="#">Environmental</a>				14.8.4
	Approval and review of closure and rehabilitations plans	SR: Promoting biodiversity and rehabilitation, and ensuring responsible closure, see <a href="#">p65 to 68</a> Sustainability databook: <a href="#">Environmental</a>				14.8.5
	Land disturbed and rehabilitated	SR: Promoting biodiversity and rehabilitation, and ensuring responsible closure, see <a href="#">p65 to 68</a> Sustainability databook: <a href="#">Environmental</a>				14.8.6



## GRI CONTENT INDEX CONTINUED

Disclosure	Location/response	Requirement(s) omitted	OMISSION		GRI Sector Standard Ref. No.	
			Reason	Explanation		
Estimated life of mine	SR: Promoting biodiversity and rehabilitation, and ensuring responsible closure, see <a href="#">p65 to 68</a> Sustainability databook: <a href="#">Environmental</a>				14.8.7	
Financial provisions for closure and rehabilitation	SR: Promoting biodiversity and rehabilitation, and ensuring responsible closure, see <a href="#">p65 to 68</a> Sustainability databook: <a href="#">Environmental</a>				14.8.8	
Post-mining transition	SR: Promoting biodiversity and rehabilitation, and ensuring responsible closure, see <a href="#">p65 to 68</a> SR: Investing in our communities and promoting inclusive procurement, see <a href="#">p91 to 101</a> Sustainability databook: <a href="#">Environmental</a>				14.8.9	
<b>14.9 Economic impacts</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics*	SR: Creating and sharing value for our stakeholders, see <a href="#">p25 to 27</a> IR: Our strategy, see <a href="#">p22 to 23</a> IR: Business model, see <a href="#">p24 to 27</a> IR: Throughout the report				14.9.1
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed*	SR: Creating and sharing value for our stakeholders, see <a href="#">p25 to 27</a> IR: Our strategy, see <a href="#">p22 to 23</a> IR: Business model, see <a href="#">p24 to 27</a>				14.9.2
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported*	SR: Creating and sharing value for our stakeholders, see <a href="#">p25 to 27</a> SR: Investing in our communities and promoting inclusive procurement, see <a href="#">p91 to 101</a>				14.9.3
	203-2 Significant indirect economic impacts*	SR: Investing in our communities and promoting inclusive procurement, see <a href="#">p91 to 101</a>				14.9.4
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers*	SR: Creating and sharing value for our stakeholders, see <a href="#">p25 to 27</a> SR: Investing in our communities and promoting inclusive procurement, see <a href="#">p91 to 101</a>				14.9.5



## GRI CONTENT INDEX CONTINUED

Disclosure	Location/response	Requirement(s) omitted	OMISSION		GRI Sector Standard Ref. No.
			Reason	Explanation	
GRI 14: Mining Sector 2024	Local employment	SR: Investing in our communities and promoting inclusive procurement, see <a href="#">p91 to 101</a>			14.9.6
<b>14.10 Local communities</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics*	SR: Resilient local communities, see <a href="#">p84 to 101</a>			14.10.1
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes*	SR: Engaging with communities, see <a href="#">p87 to 90</a> SR: Investing in our communities and promoting inclusive procurement, see <a href="#">p91 to 101</a> Sustainability databook: <a href="#">Social Performance and CSI</a>			14.10.2
	413-2 Operations with significant actual and potential negative impacts on local communities*	SR: Investing in our communities and promoting inclusive procurement, see <a href="#">p91 to 101</a> Sustainability databook: <a href="#">Social Performance and CSI</a>			14.10.3
GRI 14: Mining Sector 2024	Grievances from local communities	SR: Investing in our communities and promoting inclusive procurement, see <a href="#">p91 to 101</a> SR: Respecting human rights, see <a href="#">p85 to 86</a> SR: Engaging with communities, see <a href="#">p87 to 90</a> Sustainability databook: <a href="#">Social Performance and CSI</a>			14.10.4
<b>Rights of Indigenous Peoples</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics*	SR: Respecting human rights, see <a href="#">p85 to 86</a>			14.11.1
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of Indigenous Peoples*	SR: Respecting human rights, see <a href="#">p85 to 86</a> None			14.11.2
GRI 14: Mining Sector 2024	Operations where Indigenous Peoples may be affected	None			14.11.3
	Free, prior, and informed consent	Not applicable			14.11.4
<b>14.12 Land and resource rights</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics*	SR: Respecting human rights, see <a href="#">p85 to 86</a> SR: Engaging with communities, see <a href="#">p87 to 90</a>			14.12.1
GRI 14: Mining Sector 2024	Involuntary resettlement	SR: Respecting human rights, see <a href="#">p85 to 86</a>			14.12.2



## GRI CONTENT INDEX CONTINUED

Disclosure	Location/response	Requirement(s) omitted	OMISSION		GRI Sector Standard Ref. No.	
			Reason	Explanation		
<b>14.14 Security practices</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics*	SR: Respecting human rights, see <a href="#">p85 to 86</a>				14.14.1
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	SR: Respecting human rights, see <a href="#">p85 to 86</a>				14.14.2
<b>14.15 Critical incident management</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics*	SR: Focus on safety, health and wellbeing, see <a href="#">p30 to 41</a> SR: Proactively managing our tailings, see <a href="#">p69 to 73</a>				14.15.1
GRI 306: Effluents and Waste 2016	306-3 Significant spills	SR: Responsible water management, see <a href="#">74 to 77</a>			None	14.15.2
GRI 14: Mining Sector 2024	Critical incidents	SR: Focus on safety, health and wellbeing, see <a href="#">p30 to 41</a> SR: Proactively managing our tailings, see <a href="#">p69 to 73</a>			None	14.15.3
	Sites with emergency preparedness and response plans	SR: Focus on safety, health and wellbeing, see <a href="#">p30 to 41</a> SR: Proactively managing our tailings, see <a href="#">p69 to 73</a> SR: Security of people and assets, see <a href="#">p109 to 110</a>			All	14.15.3
<b>14.16 Occupational health and safety</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: Focus on employee safety, health and wellbeing, see <a href="#">p30 to 41</a>				14.16.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SR: Focus on employee safety, health and wellbeing, see <a href="#">p30 to 41</a>				14.16.2
	403-2 Hazard identification, risk assessment, and incident investigation*	SR: Focus on employee safety, health and wellbeing, see <a href="#">p30 and p36</a>				14.16.3
	403-3 Occupational health services	SR: Focus on employee safety, health and wellbeing, see <a href="#">p36 to 41</a>				14.16.4
	403-4 Worker participation, consultation, and communication on occupational health and safety*	SR: Focus on employee safety, health and communication on occupational health wellbeing, see <a href="#">p30 to 41</a>				14.16.5
	403-5 Worker training on occupational health and safety	SR: Focus on employee safety, health and communication on occupational health wellbeing, see <a href="#">p31 to 41</a>	Participation of women in formal safety and health committees		Data on the participation of women in formal safety and health committees is not collated.	14.16.6



## GRI CONTENT INDEX CONTINUED

Disclosure	Location/response	Requirement(s) omitted	OMISSION		GRI Sector Standard Ref. No.
			Reason	Explanation	
403-6 Promotion of worker health	SR: Focus on employee safety, worker and wellbeing – Health, see <a href="#">p36 to 41</a>				14.16.7
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR: Focus on employee safety, business and wellbeing, see <a href="#">p30 to 41</a> SR Ethical value chains, see <a href="#">p102 to 103</a>				14.16.8
403-8 Workers covered by an occupational health and safety management system	SR: Focus on employee safety, worker and wellbeing – Health, see <a href="#">p30 to 41</a>			All	14.16.9
403-9 Work-related injuries	SR: Focus on employee safety, health and wellbeing – <b>Our approach</b> , see <a href="#">p31</a> SR: Focus on employee safety, health and wellbeing – Injuries, see <a href="#">p31 to 35</a> Sustainability databook: <b>Safety</b>				141610
403-10 Work-related ill health	SR: Focus on employee safety, worker and wellbeing – Health, see <a href="#">p35 to 41</a> Sustainability databook: <b>Health and hygiene</b>				141611
<b>14.17 Employment practices</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: Our people, see <a href="#">p29 to 59</a>			14.17.1
GRI 202: Market Presence 2016	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	SR: Attracting, developing and retaining talent, see <a href="#">p47 to 53</a> SR: Advancing diversity, equity and inclusion, see <a href="#">p54 to 59</a>		We are unable to provide this data at a company level	14.17.2
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR: Creating and sharing value for our shareholders, see <a href="#">p25 to 27</a> SR: Attracting, developing and retaining talent, see <a href="#">p47 to 53</a> SR: Constructive employee relations, see <a href="#">p42 to 46</a> Sustainability databook: <b>Human resources</b>			14.17.3
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR: Creating and sharing value for our shareholders, see <a href="#">p25 to 27</a> SR: Our people, see <a href="#">p29 to 59</a> SR: Constructive employee relations, see <a href="#">p42 to 46</a>			14.17.4
	401-3 Parental leave	SR: Focus on employee safety, health, and wellbeing, see <a href="#">p39</a> SR: Advancing diversity, equity and inclusion, see <a href="#">p54</a>			14.17.5



## GRI CONTENT INDEX CONTINUED

							OMISSION
Disclosure	Location/response	Requirement(s) omitted	Reason	Explanation	GRI Sector Standard Ref. No.		
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	SR: Constructive employee relations, see <a href="#">p42 to 46</a>		In line with legislation and union recognition agreements	14.17.6		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SR: Attracting, developing and retaining talent, see <a href="#">p47 to 53</a>			14.17.7		
	404-2 Programmes for upgrading employee skills and transition assistance programmes	SR: Constructive employee relations, see <a href="#">p42 to 46</a> SR: Attracting, developing and retaining talent, see <a href="#">p47 to 53</a>			14.17.8		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	SR: Ethical value chains and responsible sourcing, see <a href="#">p102 to 103</a> SR: Respecting human rights, see <a href="#">p85 to 86</a>			14.17.9		
	414-2 Negative social impacts in the supply chain and actions taken	SR: Ethical value chains and responsible sourcing, see <a href="#">p102 to 103</a> SR: Investing in our communities and promoting inclusive procurement, see <a href="#">p91 to 101</a>			141710		
<b>14.18 Child labour</b>							
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: Respecting human rights, see <a href="#">p85 to 86</a>			14.18.1		
GRI 408: Child labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	SR: Respecting human rights, see <a href="#">p85 to 86</a> SR: Ethical value chains and responsible sourcing, see <a href="#">p102 to 103</a>		None	14.18.2		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	SR: Ethical value chains and responsible sourcing, see <a href="#">p102 to 103</a>			14.18.3		
<b>14.19 Forced labour and modern slavery</b>							
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: Respecting human rights, see <a href="#">p85 to 86</a> SR: Ethical value chains and responsible sourcing, see <a href="#">p102 to 103</a>			14.19.1		
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	SR: Respecting human rights, <a href="#">p85 to 86</a> SR: Ethical value chains and responsible sourcing, see <a href="#">p102 to 103</a>		None	14.19.2		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	SR: Ethical value chains and responsible sourcing, see <a href="#">p102 to 103</a>			14.19.3		



## GRI CONTENT INDEX CONTINUED

Disclosure	Location/response	Requirement(s) omitted	OMISSION		GRI Sector Standard Ref. No.	
			Reason	Explanation		
<b>14.20 Freedom of association and collective bargaining</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: Constructive employee relations, see <a href="#">p42 to 46</a>				14.20.1
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SR: Constructive employee relations, see <a href="#">p42 to 46</a> ; None			None	14.20.2
GRI 14: Mining Sector 2024	Strikes and lockouts	SR: Constructive employee relations, see <a href="#">p42 to 46</a>				14.20.3
<b>14.21 Non-discrimination and equal opportunity</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: Constructive employee relations, see <a href="#">p42 to 46</a> SR: Attracting, developing and retaining talent, see <a href="#">p47 to 53</a> SR: Advancing diversity, equity and inclusion, see <a href="#">p54 to 59</a>				14.21.1
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community*	SR: Advancing diversity, equity and inclusion, see <a href="#">p54 to 59</a>				14.21.2
GRI 401: Employment 2016	401-3 Parental leave	SR: Constructive employee relations, see <a href="#">p42 to 46</a> SR: Focus on employee safety, health, and wellbeing, see <a href="#">p39</a> SR: Advancing diversity, equity and inclusion, see <a href="#">p54</a>			In line with legislation and collective bargaining agreements.	14.21.3
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SR: Attracting, developing and retaining talent, see <a href="#">p47 to 53</a> Sustainability databook: <b>Human Resources</b>				14.21.4
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees*	SR: Advancing diversity, equity and inclusion, see <a href="#">p47 to 53</a> Sustainability databook: <b>Social performance and CSI</b>				14.21.5
	405-2 Ratio of basic salary and remuneration of women to men*	GR: Remuneration report, see <a href="#">pg36 to 43</a>			In anticipation of the wage gap disclosure requirements under the Companies Amendment Act, a detailed fair pay analysis, including organisational pay gap and race and gender-based differential reviews, will be undertaken in 2026 to ensure full alignment with the Companies Amendment Act once it is enforced.	14.21.6



## GRI CONTENT INDEX CONTINUED

Disclosure	Location/response	Requirement(s) omitted	OMISSION		GRI Sector Standard Ref. No.
			Reason	Explanation	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	SR: Advancing diversity, equity and inclusion, see <a href="#">p47 to 53</a>			14.21.7
<b>14.22 Anti-corruption</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics*	SR: Promoting business ethics – Strengthening our antibribery and corruption approach, see <a href="#">p105 to 108</a>			14.22.1
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	SR: Promoting business ethics, see <a href="#">p105 to 108</a>		All	14.22.2
	205-2 Communication and training about anti-corruption policies and procedures	SR: Promoting business ethics – Strengthening our antibribery and corruption approach, see <a href="#">p105 to 108</a>			14.22.3
	205-3 Confirmed incidents of corruption and actions taken	SR: Promoting business ethics, see <a href="#">p105 to 108</a> Sustainability databook: SD: Ethical behaviour			14.22.4
	Beneficial ownership	IR: Shareholder’s information, see <a href="#">p108 to 109</a> TTR: Tax contribution by jurisdiction, see <a href="#">p11 to 17</a>			14.22.6
<b>14.23 Payments to governments</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	TTR: Tax policy and strategy, see <a href="#">p8 to 10</a>			14.23.1
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	SR: Creating and sharing value for our stakeholders, see <a href="#">p25 to 27</a>			14.23.2
	201-4 Financial assistance received from government*	TTR: None			14.23.3
GRI 207: Tax 2019	207-1 Approach to tax	TTR: Tax policy and strategy, see <a href="#">p8 to 9</a>			14.23.4
	207-2 Tax governance, control, and risk management	TTR: Tax governance framework, see <a href="#">p10</a>			14.23.5
	207-3 Stakeholder engagement and management of concerns related to tax	TTR: Tax governance framework, see <a href="#">p8 to 9</a>			14.23.6
	207-4 Country-by-country reporting*	TTR: Tax contribution by jurisdiction, <a href="#">pg11 to 17</a>			14.23.7
GRI 14: Mining Sector 2024	State mineral purchases	TTR: None			14.23.8
<b>14.24 Public policy</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics*	SR: Promoting business ethics, see <a href="#">p105 to 108</a>			14.24.1
GRI 415: Public Policy 2016	415-1 Political contributions	SR: Promoting business ethics, see <a href="#">p105 to 108</a>		None	14.24.2



## ADMINISTRATION

### Directors

#### Executive directors

C Miller (chief executive officer)  
S Naidoo (chief financial officer)

#### Independent non-executive directors

N Mbazima (chairman) (Zambian)  
S Kana (lead independent director)  
L Bam  
T Brewer  
R Dixon  
D Emmett  
H Faul  
D Gudgeon (British)  
T Mokgosi-Mwantembe  
F Petersen-Cook  
S Phiri

#### Company secretary

Fiona Edmundson  
fiona.edmundson@valterraplatinum.com

### Corporate and divisional office, registered office, business and postal addresses of company secretary and administrative advisers

144 Oxford Road  
Melrose  
Rosebank  
2196

Postnet Suite 153  
Private Bag X31  
Saxonwold  
Gauteng  
2132

Telephone +27 (0) 11 373 6111

#### Sponsor

Merrill Lynch South Africa Proprietary Limited  
The Place  
1 Sandton Drive  
Sandton 2196  
PO Box 651987  
Benmore 2010

Telephone +27 (0) 11 305 5822  
letrisha.mahabeer@bofa.com

### Registrars

Computershare Investor Services Proprietary  
Limited  
Rosebank Towers  
15 Biermann Avenue  
Rosebank 2196  
Private Bag X9000  
Saxonwold 2132

Telephone +27 (0) 11 370 5000

Computershare Investor Services plc  
The Pavilions  
Bridgwater Road  
Bristol  
BS13 8AE

Telephone +44 (0) 370 703 0084

Computershare Investor Services (Jersey)  
13 Castle Street  
St Helier  
Jersey

Telephone +44 (0) 370 707 4040

### Debt sponsor

Standard Bank of South Africa  
5 Simmonds Street  
Selby  
Johannesburg  
2001

### Auditor

PricewaterhouseCoopers Inc.  
PwC Towers  
4 Lisbon Lane  
Waterfall City  
2090

### Investor relations

Leroy Mnguni  
leroy.mnguni@valterraplatinum.com

Marcela Grochowina  
marcela.grochowina@valterraplatinum.com

### Lead Competent Persons

Kavita Mohanlal – Head of Geosciences  
Nico Nel – Manager Ore Reserves



#### People-related queries:

**Job opportunities**

**Bursaries**

**Careers information**

[www.valterraplatinum.com/careers](http://www.valterraplatinum.com/careers)

### Disclaimer

Certain elements made in this annual results constitute forward-looking statements. Forward-looking statements are typically identified by the use of forward-looking terminology such as 'believes', 'expects', 'may', 'will', 'could', 'should', 'intends', 'estimates', 'plans', 'assumes', or 'anticipates' or the negative thereof or other variations thereon or comparable terminology, or by discussions of, eg future plans, present or future events, or strategy that involve risks and uncertainties. Such forward-looking statements are subject to a number of risks and uncertainties, many of which are beyond the company's control and all of which are based on the company's current beliefs and expectations about future events. Such statements are based on current expectations and, by their current nature, are subject to a number of risks and uncertainties that could cause actual results and performance to differ materially from any expected future results or performance, expressed or implied, by the forward-looking statement. No assurance can be given that such future results will be achieved; actual events or results may differ materially as a result of risks and uncertainties facing the company and its subsidiaries.



[www.valterraplatinum.com](http://www.valterraplatinum.com)