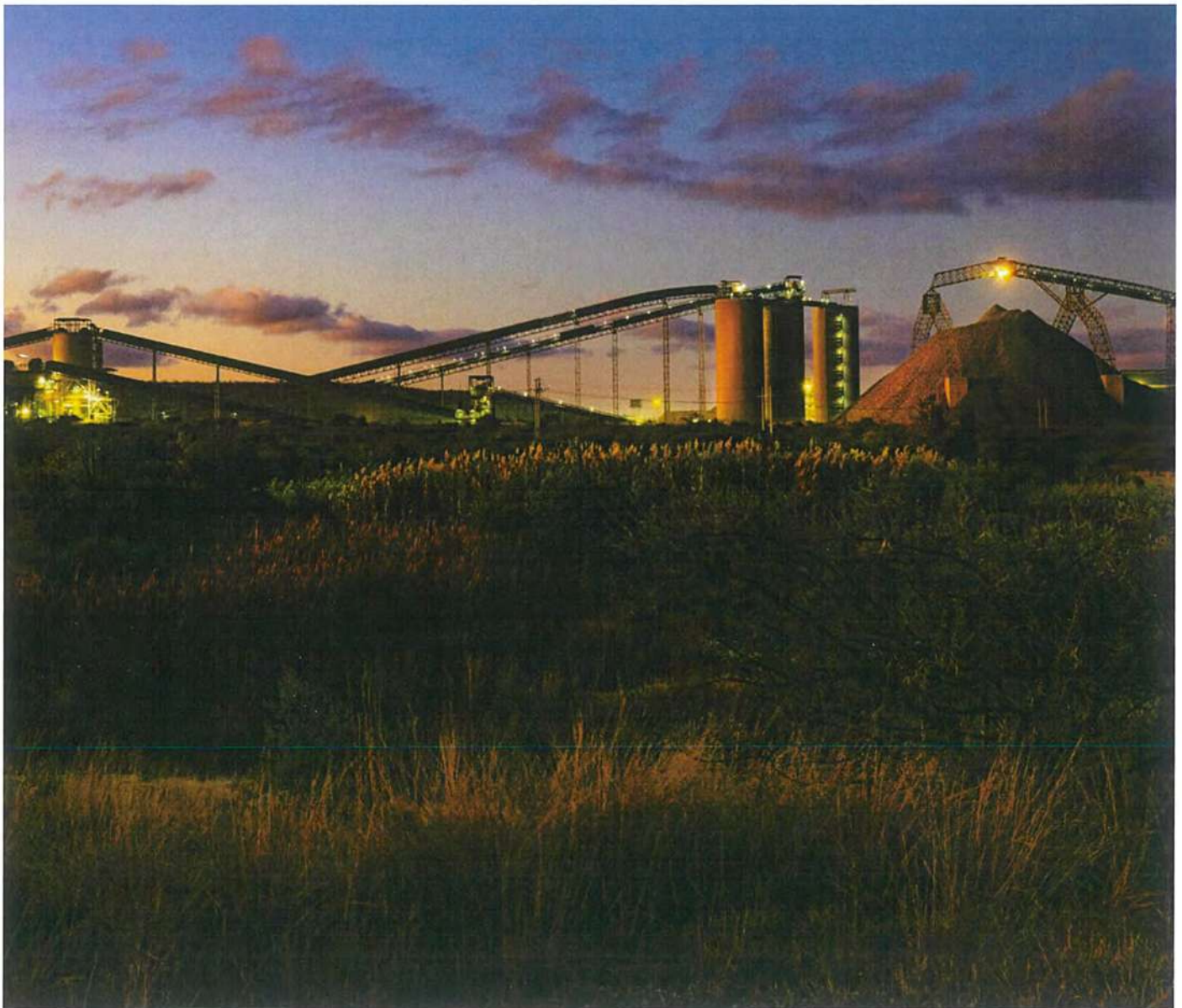


Mogalakwena Mine

Social and Labour Plan

2026-2030



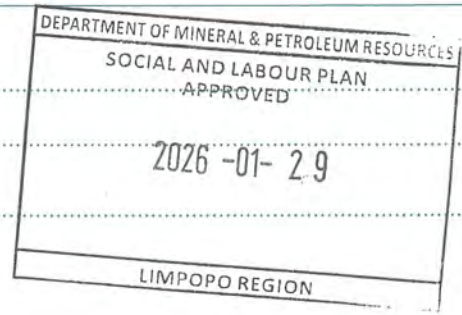
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Table of contents

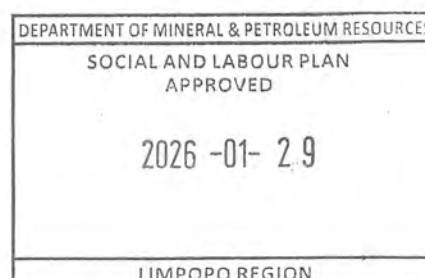
Figures and tables.....	6
Abbreviations and acronyms.....	8
Glossary.....	10
1 Preamble (Regulation 46 (a)).....	15
1.1 Company details.....	15
1.2 Location of Mogalakwena Mine.....	16
1.3 Ownership.....	17
1.4 The demographics of the Mogalakwena Mine workforce.....	17
1.4.1 Host community.....	17
1.4.2 Rural labour-sending areas.....	17
1.4.3 Mine labour.....	17
1.5 Provincial distribution.....	18
2 Human resource development (HRD) programme (Regulation 46 (b)).....	19
2.1 HRD programme.....	19
2.2 HRD framework.....	19
2.3 Compliance with skills development legislation.....	21
2.4 Training planned: AET (community).....	25
2.4.1 Enhanced further education and training.....	25
2.4.2 AET implementation plan.....	26
2.4.3 Infrastructure and capacity.....	26
2.4.4 Marketing and enrolment.....	26
2.5 Core business training.....	27
2.5.1 Core business training (mining, engineering, processing).....	27
2.6 Career progression (path) plan (Regulation 46 (b) (ii)).....	29
2.6.1 Comprehensive career progression plan.....	29
2.7 Career progression plan (management and leadership development).....	29
2.8 Bursaries (internal – educational assistance).....	32



2.9	Learnerships.....	33
2.9.1	Learnership targets.....	34
2.9.2	Learnership implementation plan.....	36
2.10	Other technical development programmes.....	36
2.11	Bursaries (external).....	37
2.12	Graduate development scheme.....	38
2.13	Internships.....	39
2.14	Portable skills.....	40
2.15	Mentorship plan (Regulation 46 (b) (iii)).....	41
2.16	Human resources development summary targets and financial commitment.....	42
2.17	Employment equity.....	43
2.17.1	Employment equity targets, permanent employees.....	43
2.17.2	Workforce profile per occupational level and Patterson grading.....	44
2.17.3	Employment equity targets (permanent employees).....	45
2.17.4	Objectives of the employment equity plan.....	46
2.17.5	Action plan for employment equity targets.....	46
3	Local economic development (Regulation 46 (c)).....	47
3.1	Overview of Valterra Platinum operations.....	47
3.2	Desktop regional analysis.....	50
3.2.1	Limpopo provincial context.....	50
3.2.2	Socio-economic overview of Mogalakwena Local Municipality (Regulation 46 (c) (i)).....	58
3.2.3	Housing and living conditions.....	63
3.2.4	Service delivery.....	64
3.3	Economic activities (Regulation 46 (c) (ii)).....	70
3.4	Negative impacts of mining activities.....	70
3.5	Infrastructure and poverty eradication projects (Regulation 46 (c) iv).....	72
3.6	Approach to local economic development.....	75
3.7	Stakeholder engagement.....	77
3.8	Sustainable strategy.....	79
3.9	Local economic development projects.....	80

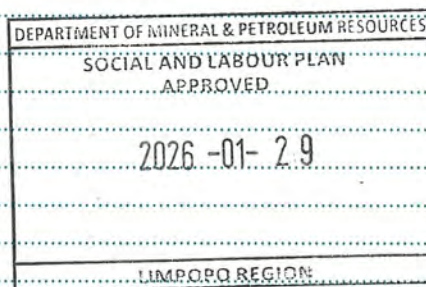


3.10	Project plans	81
3.11	Housing and living conditions (Regulation 46 (d)).....	81
3.12	Procurement, enterprise and supplier development (Regulation 46 (c) (vi))	92
3.12.1	Rationale.....	92
3.12.2	Commitments for inclusive procurement of mining goods and services.....	93
3.12.3	Targets for mining goods and services	94
3.12.4	Implementation plan	95
4	Downscaling and retrenchment (Regulation 46 (e))	97
4.1	Establishment of a future forum.....	97
4.1.1	Composition of the future forums	97
4.1.2	Main objectives of the mine future forum	98
4.2	Mechanisms to save jobs, providing alternative solutions and procedures for creating job security where job losses cannot be avoided	99
4.3	Management of retrenchments (in line with the terms of Section 52 (i) of the Mineral and Petroleum Resources Development Act and Section 189 of the Labour Relations Act	100
4.4	Mechanisms to ameliorate the social and economic impact on individuals, regions and economies where retrenchment or closure of the operation is certain	101
4.4.1	Counselling	101
4.4.2	Programmes to be implemented	102
4.5	Action plans	102
5	Financial provision (Regulation 46).....	103
6	Undertaking (Regulation 46 (f)).....	104



Figures and tables

Figure 1	Mogalakwena Mine locality	16
Table 1	Labour-sending areas	18
Figure 2	Employee development plan	21
Table 2	Number and education level of all Mogalakwena Mine employees as per Form Q.....	23
Table 3	Number and education level of all Mogalakwena Mine contractor Employees as per Form Q.....	24
Table 4	Hard-to-fill vacancies	25
Table 5	AET (full-time community)	26
Table 6	AET further education and training	26
Table 7	Core skills – engineering and mining	28
Table 8	Core skills – support services	29
Table 9	Core skills - process.....	29
Table 10	Engineering career progression	30
Table 11	HRD career progression	31
Table 12	Services career progression	31
Table 13	Mineral resources and mining career progression	32
Table 14	Safety career progression	32
Table 15	Process career progression	33
Table 16	Management and leadership programme	34
Table 17	Internal bursaries.....	35
Table 18	Engineering learnerships (external)	36
Table 19	Engineering learnerships (internal).....	36
Table 20	Trackless mining cadetship	37
Table 21	Process Academy.....	37
Table 22	External bursaries	38
Table 23	Graduate development scheme.....	39
Table 24	Internships.....	40
Table 25	Portable skills targets.....	41
Table 26	Mentorship plan with HDSA and gender.....	42
Table 27	Mentorship targets per year	42
Table 28	HRD overall summary	43
Table 29	Financial commitments.....	44
Table 30	Permanent employees.....	45
Table 31	Contractor employees.....	46
Table 32	Employment equity targets by year	47
Figure 3	Location of Valterra Platinum operations in South Africa	48
Figure 4	Locality of Mogalakwena Mine	49
Figure 5	Locality of Mogalakwena Mine in Limpopo	49
Figure 6	Communities within the Mogalakwena Mine mining rights areas.....	50
Table 33	Mineral resources in Mogalakwena	51
Figure 7	Limpopo population — group composition	52
Figure 8	Limpopo population by age group.....	52
Figure 9	Limpopo population by main age groups	53
Figure 10	Place of birth/area of origin of residents	54
Figure 11	Limpopo — by home language	54
Table 34	Limpopo — HIV/AIDS profile as of 2016.....	54



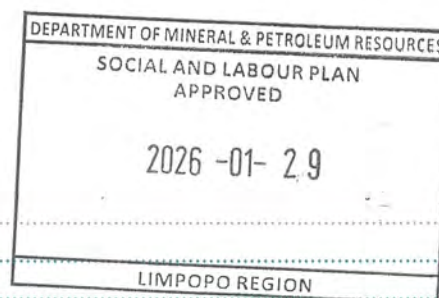
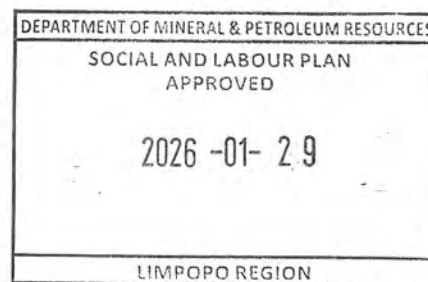


Figure 14	Sectoral composition of Limpopo economy.....	56
Table 35	Annual household incomes.....	57
Table 36	Employees by annual Income	57
Figure 15	Environmental attributes of Limpopo	58
Figure 16	MLM age and gender distribution	60
Table 37	Key population statistics	60
Figure 17	Primary — by home language in MLM	60
Table 38	Place of birth and migration in MLM	61
Table 39	Population (20 years and older) by highest education level	61
Table 40	Highest level of education	62
Figure 18	Highest level of education	62
Table 41	Employment status in MLM	62
Table 42	Annual household income	63
Table 43	Number of people with disabilities	63
Table 44	Housing: Acts and legislation	64
Table 45	Main dwelling types.....	65
Table 46	Water access.....	64
Table 47	Water sources and capacity	64
Table 48	Electricity and backlogs.....	66
Table 49	Mogalakwena electricity backlogs households	67
Table 50	WWTW performance.....	67
Table 51	Sanitation backlogs and access.....	68
Table 52	Roads and stormwater access and backlogs	68
Table 53	Road's classification	68
Table 54	Access to refuse removal	70
Table 55	Indigent welfare packages	70
Figure 19	Mining operations in Mogalakwena	72
Table 56	Mogalakwena Mine's negative impacts relating to local economic development (LED).....	73
Table 57	Development themes and needs for Mogalakwena section communities	75
Table 58	Alignment of development needs for Mogalakwena section communities to priorities in major development instruments	75
Figure 20	Inputs and considerations into the development of an Valterra Platinum LED framework	77
Table 59	Valterra Platinum LED framework.....	78
Figure 21	Sustainable strategy diagram	79
Table 60	Summary of stakeholder engagements for social and labour plan (SLP) 3 consultation.....	80
Table 61	Summary of LED programme.....	82
Table 62	Mining Charter III mining goods targets	92
Table 63	Mining Charter III mining services targets	93
Table 64	Future forum compliance.....	95
Table 65	Mechanisms to avoid retrenchments	100
Table 66	Management of downscaling and retrenchments	101
Table 67	Methods to ameliorate the impact of retrenchments	101
Table 68	Counselling options available to staff	102
Table 69	Programmes to be implemented	103
Table 70	103

Abbreviations and acronyms

AET	Adult education and training
BBSEE	Broad-based socio-economic empowerment Black
BEE CSI	economic empowerment
DMPR	Corporate social investment
DoA	Department of Minerals and Petroleum Resources
DoE	Department of Agriculture
DoH	Department of Education Department of
DSD	Health
HBSS	Department of Social Development Housing
HDP	Bond Subsidy Scheme Historically
HDSA	disadvantaged person Historically
HRD	disadvantaged South Africans Human
IDC	resources development Individual
IDP	development charter Integrated
IPA	development plan
LED	Individual performance agreement Local
LIBSA	economic development Limpopo
MDGs	Business Support Agency Millennium
MLM	Development Goals Mogalakwena Local
MPRDA	Municipality
MQA	Mineral and Petroleum Resources Development Act
NGO	Mining Qualifications Authority
NPI	Non-governmental organisation National
NQF	Productivity Institute National
PGMs	Qualifications Framework Platinum
SADC	group metals
SED	Southern African Development Community
SEDA	Socio-economic development
SMME	Small Entrepreneurial Development Agency
SLP UIF	Small, medium and micro-enterprise
WSP	Social and labour plan Unemployment
	Insurance Fund



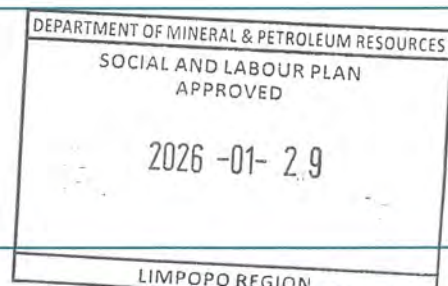


Glossary

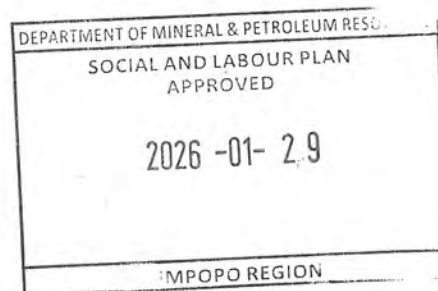
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SOCIAL AND LABOUR PLAN APPROVED
2026 -01- 2,9
LIMPOPO REGION

Black women	African, Indian and Coloured women.
Broad-based black socio-economic empowerment (BBBSEE)	<p>A social or economic strategy, plan, principle, approach or act, which is aimed at:</p> <ol style="list-style-type: none"> 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: <ul style="list-style-type: none"> ▪ 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)	<ol style="list-style-type: none"> a. 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; b. Any association, most of whose members are persons contemplated in paragraph (a); c. 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. d. In this plan, HDP refers to Black, Coloured, Indian males and all females (incl. white females).

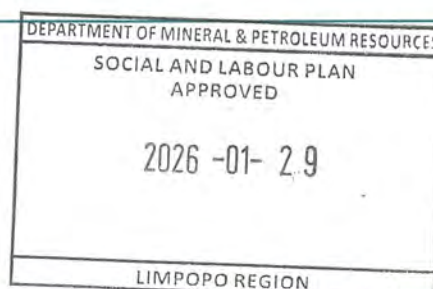
Integrated development plan (IDP)	<p>a. A plan aimed at the integrated development and management of a municipal area as contemplated in the Municipal Structures Act (Act No. 117 of 1998); and</p> <p>b. For the purposes of this Social and Labour Plan (SLP), IDP is taken to mean the IDP for all those municipalities falling within the determined host community from which more than 10% (the significance factor) of the mine's labour is sourced.</p>
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 (also see labour-sending areas)	<p>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</p> <p>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.</p> <p>Special consideration is given to the municipalities hosting such communities because of:</p> <p>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;</p> <p>b. The need to work within the framework of the IDPs of these communities to leverage the mine's efforts; and</p> <p>c. The need to ensure that those communities directly affected by the mine's prospective closure are equipped to meet that eventuality.</p>
Management	All employees within the Paterson D, E, and F bands.
Migrant labour	<p>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.</p> <p>Three types of migrant labour are referred to in this SLP:</p> <p>a. Provincial migrant workers are those who come from areas within the mine's host province but outside the host community;</p> <p>b. South African migrant workers are those who come from another South African province; and</p> <p>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.</p>

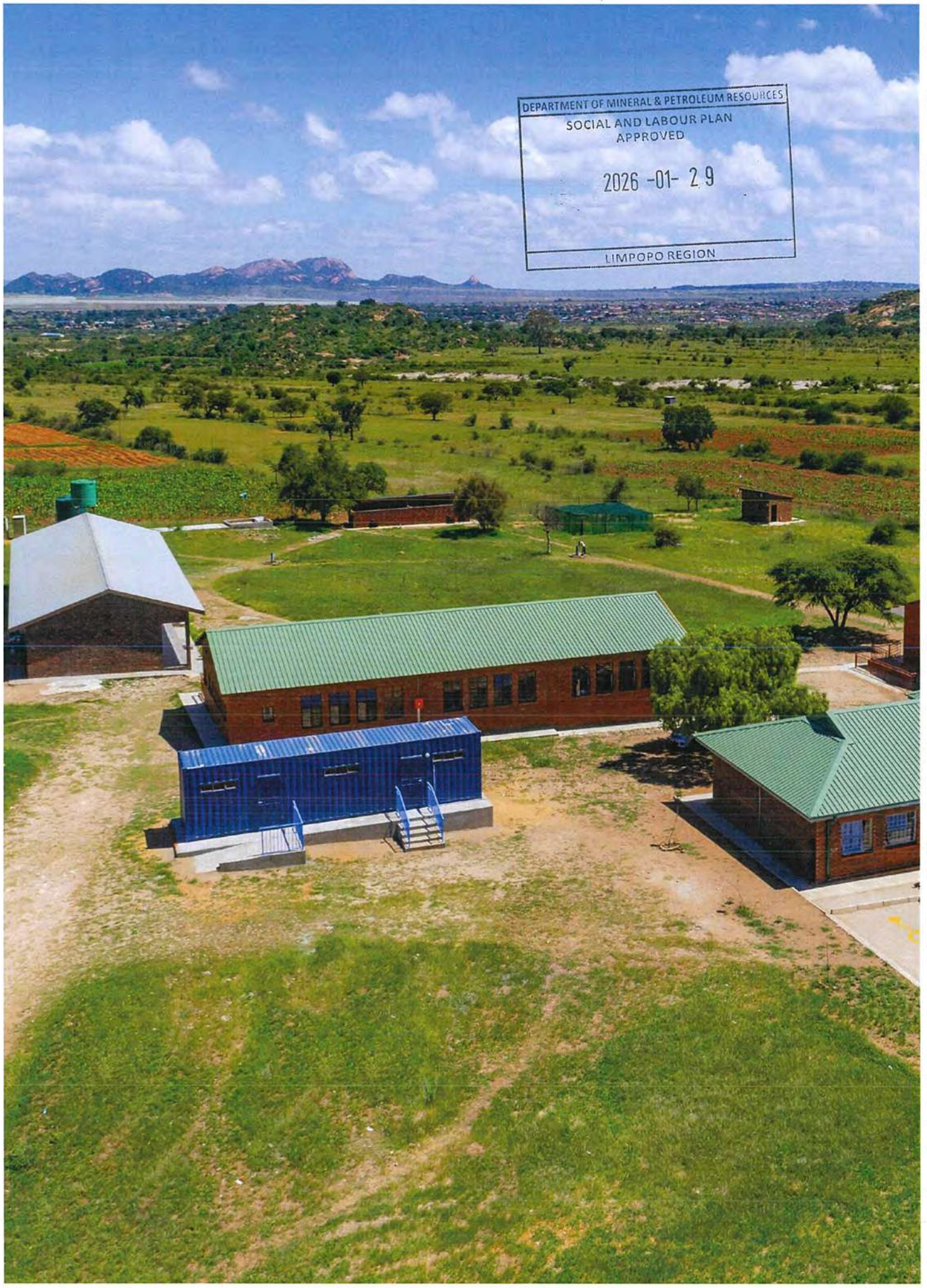


Host community	<p>The host community is defined as those towns, villages and settlements that fall within the area surrounding the mine.</p> <p>As far as the SLP is concerned, only the municipality or municipalities within the mine community from which the mine sources 10% or more of its labour are regarded 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).</p> <p>Host community issues that are directly and indirectly required by the regulations to be addressed in this SLP are:</p> <ol style="list-style-type: none"> 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	<p>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.</p>



Rural labour-sending area (also see major labour-sending areas)	<p>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.</p> <p>The following rural labour-sending issues are required by the Mineral and Petroleum Resources Development Act (MPRDA) regulations to be addressed in this SLP:</p> <ol style="list-style-type: none"> 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	<p>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:</p> <ol style="list-style-type: none"> a. Government: <ol style="list-style-type: none"> 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.





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2026 -01- 2.9
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Section 1



1. Preamble (Regulation 46 (a))

1.1 Company details

Name of the company/applicant	Rustenburg Platinum Mines Ltd
Name of mine/production operation	Mogalakwena Mine
Physical address	1 Steilloop Road, Armoede Farm, Mokopane, 0601
Postal address	Private Bag X2463, Mokopane, 0601
Telephone number	015 418 2129
Fax number	015 418 2129
Location of mine or production operation	Armoede Farm
Commodity	Platinum, palladium, rhodium, iridium, ruthenium, gold, silver, cobalt, nickel, copper and chrome ore.
Life of mine	30 years
Financial year	January-December
Reporting years	2026-2030
Responsible person	Kobus van den Berg
Geographic origin of employees (mine community and labour-sending areas)	See section 1.4 below
Host (mine) community	
Province	Limpopo
District municipality	Waterberg District Municipality
Local municipality	Mogalakwena Local Municipality

1.2 Location of Mogalakwena Mine

The mine is situated about 30km north of the town Mokopane (previously Potgietersrus) and is an open pit mine wholly owned by Rustenburg Platinum Mines Limited, a subsidiary of Valterra Platinum Limited (Valterra Platinum).

Mogalakwena exploits the Platreef mineralisation, mining the Platinum Group Metals (PGMs) platinum, palladium, rhodium and gold (PGE4), iridium, ruthenium and base metals nickel and copper.

Mogalakwena Mine comprises of five open-pit mining operations (Sandsloot, Zwartfontein, South Pit, Central Pit, and North Pit).

Mogalakwena Mine is the largest operating mine on the Platreef and commands a lower quartile cost position.



Figure 1 below shows the map in terms of where Mogalakwena Mine is located.

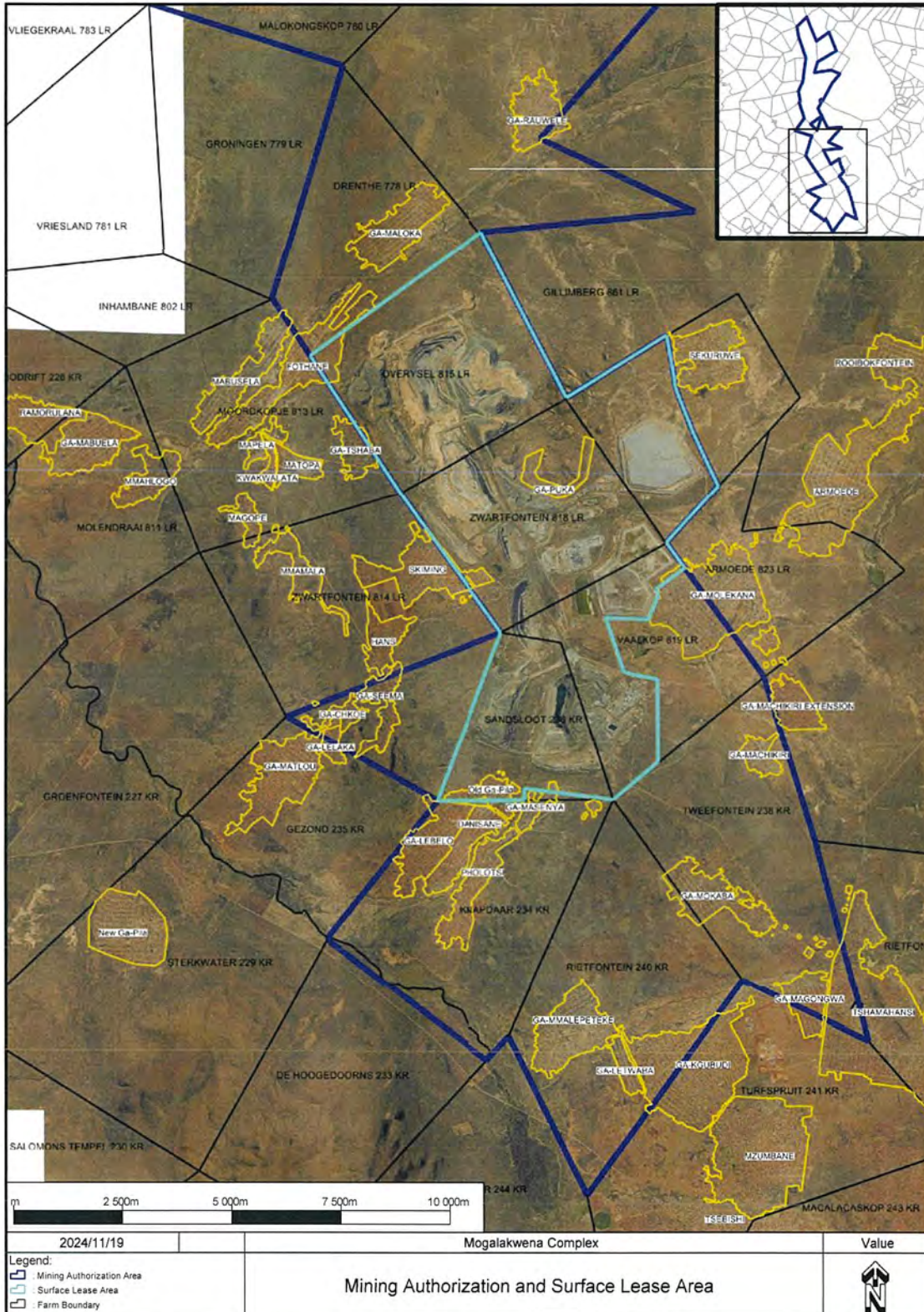


Figure 1: Mogalakwena Mine locality

This SLP for Mogalakwena Mine is the fourth submission (for 2026-2030) following the previous five-year SLP (2021-2025).

This plan covers all the areas that were previously covered in the third SLP:

- Mogalakwena Mine; and
- Mogalakwena Concentrators.

This SLP has been compiled as a commitment to contribute towards the advancement of the socio-economic welfare of South Africans with a 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

1.3 Ownership

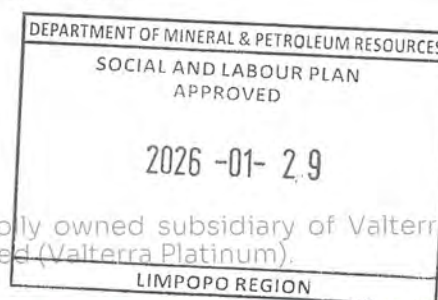
Mogalakwena Mine is a business unit of Rustenburg Platinum Mines Ltd which in turn is

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 various training interventions.

This plan has been developed in terms of the Mineral and Petroleum Resources Development Act (MPRDA) Regulation 46 (a-f). It is aligned with the requirements of the Mining Charter III.

In alignment with the spirit of the Mining Charter III and the previous one, this SLP will cover human resources development, employment equity, procurement, housing, local economic development, management of downscaling and retrenchments.



a wholly owned subsidiary of Valterra Platinum Limited (Valterra Platinum).

1.4 The demographics of the Mogalakwena Mine workforce

1.4.1 Host community

The host community (the mine community) is defined as those towns, villages and settlements that fall within the area surrounding the mine. In the case of Mogalakwena Mine, the demarcated

area of the mine community has been extended to include all mine workers living in the municipalities of Mogalakwena, Aganang and Polokwane.

1.4.2 Rural labour-sending areas

Although not particularly applicable to Mogalakwena Mine because of the mine's policy of employing residents from the mine community,

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

1.4.3 Mine labour

In the context of this SLP, mine labour is defined as those employees who are employed directly by Mogalakwena Mine and those who work for independent contractors. Labour falls into one of these categories:

- **Local employees** are those who originate from the host community.
- **Migrant workers** refer 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 dependants.

Three types of migrant labour are referred to in this SLP:

1. Provincial migrant workers are those who come from areas within the mine's host province, but outside the host community.
2. South African migrant workers are those who come from other South African provinces; and
3. Foreign migrant workers are those who come from neighbouring Southern African Development Community states. It is these workers who are referred to as migrant workers in the MPRDA.

Transitional workers are those who bridge the definition of local and migrant workers by falling into both categories. Generally, they are migrant workers with long service histories at the mine,

who have become involved in relationships with local people and have established urban (second) families locally.

1.5 Provincial distribution

The labour complement of 8,921 employees includes 6,643 contractors (February 2025 baseline). Of this group, 7,285 are sourced from Limpopo, where the mine is located as showing in Table 1 below.

The two tribal offices within which Mogalakwena Mine has the majority of its dealings are the

Mapela Tribal Office and the Mokopane Tribal Office.

Mogalakwena Mine is a business unit of Rustenburg Platinum Mines Ltd, which in turn is a wholly owned subsidiary of Platinum Limited.



Table 1: Labour-sending areas

Mogalakwena Mine labour-sending areas		
Province	Number	%
Mogalakwena Local Municipality	6,615	74.2%
Total local recruits	6,615	74.2%
Limpopo	672	7.5%
Mpumalanga	360	4.0%
Gauteng	513	5.7%
North West	189	2.1%
Northern Cape	48	0.5%
Western Cape	12	0.0%
Eastern Cape	36	0.4%
Kwa-Zulu Natal	53	0.5%
Free State	45	0.5%
Australia	15	0.1%
New Zealand	1	0.1%
Others	344	3.7%
Total	8,921	100%

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 for skills in the mining industry at Mogalakwena Mine, with specific reference to scarce and critical skills.

The development of historically disadvantaged South Africans (HDSA) leadership, 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 for achieving the mine's employment equity targets.

Consequently, the mine's HRD plans are continuously aligned with the workplace skills plans and integrated into the long-term business plan to cover the organisation's short-term, medium-term and long-term human capital development requirements.

The operation is committed to ensuring that its workers, inclusive of contractor employees, are given the opportunity to acquire skills and competencies 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 operation's human resource development plans are aligned to the business plan. The development of future HDSA leadership is key and strategic to the survival of the operation.

Figure 2 shows how the business plan, its projected labour requirements, its workforce skills plan, and

its employment equity targets are superimposed on each other to create a skills development framework.

The data in Form Q and Form S indicate the areas where identified talent pool employees are trained and fast-tracked.



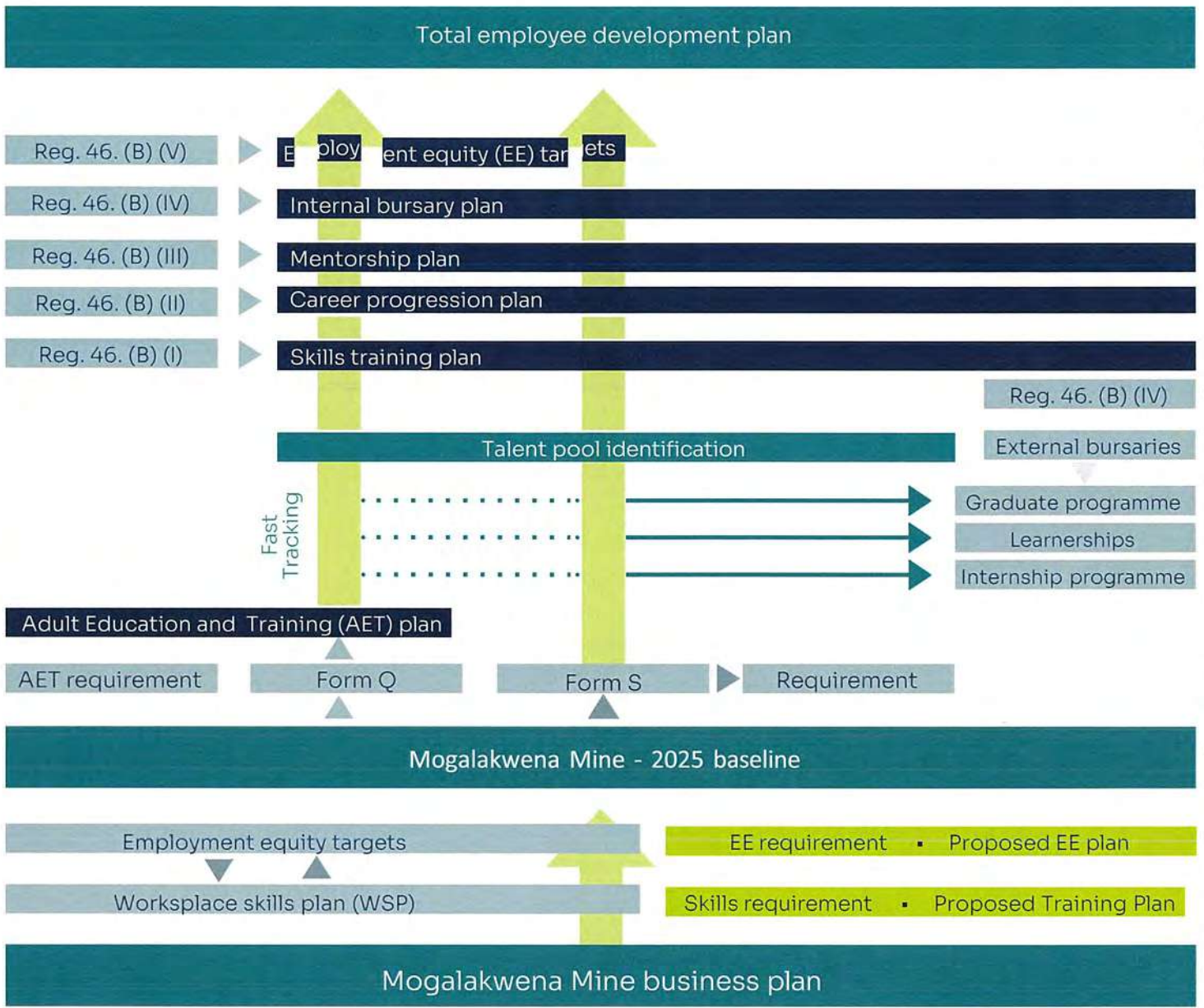


Figure 2: Total employee development plan



2.3 Compliance with skills development legislation

Mogalakwena Mine 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.	Segomotso Mocumi
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; and
- Participate in various other training initiatives, including but not limited to bursaries.

The plan includes a range of initiatives from the basic oral/pre-level 1 adult education and training programme through to post-graduate education. 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 (SDP) is to assess and formally record the current levels of skills and educational levels of all employees and to use this as a base for future SDPs. These plans address the current skills and competency gaps at the operation and have a special focus on the training needs of HDSAs, the fast-tracking of individuals within the talent pool, and the various career path development and mentoring programmes.

Skills development at Valterra Platinum takes place via company-wide training centres such as the Engineering Skills Training Centre (ESTC) in Randfontein, as well as at each of the specific operations. All training centres employ development practitioners and training staff, and each of the centres has both ISO-certification and MQA training provider accreditation ensuring that the training provided meets national requirements.

The SDP complies with skills development legislation and includes the regular submission of the workplace skills plan and the annual training report to the MQA. This includes the paying and claiming of levies and grants with the relevant sector education and training authority (SETA) with which the operation is registered, such as the MQA.

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

Figure 2 (Form Q) provides an indication of the number and educational levels of both the Mogalakwena Mine employees and contractor employees.



Table 2: Number and education level of all Mogalakwena Mine employees as per Form Q

Number and education level of all Mogalakwena Mine 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	0	0	0	0	0	0	0	0	0	0
		Grade 0 / Pre	0	0	0	0	0	0	0	0	0	0
		Grade 2 / Sub B	1	0	0	0	0	0	0	0	1	0
		Grade 3 / Std 1 / AET 1	1	0	0	0	0	0	0	0	1	0
		Grade 4 / Std 2	0	0	0	0	0	0	0	0	0	0
		Grade 5 / Std 3 / AET 2	1	0	0	0	0	0	0	0	1	0
		Grade 6 / Std 4	2	0	0	0	0	0	0	0	2	0
		Grade 7 / Std 5 / AET 3	1	0	0	0	0	0	0	0	1	0
		Grade 8 / Std 6	2	0	0	0	0	0	0	0	2	0
		Grade 9 / Std 7 / AET 4	9	0	0	0	0	0	0	0	9	0
Further Education and Training (FET)	2	Grade 10 / Std 8 / N1	57	0	0	1	6	0	0	0	58	6
	3	Grade 11 / Std 9 / N2	107	0	0	0	14	0	0	0	107	14
	4	Grade 12 / Std 10 / N3	833	3	2	29	432	1	2	13	867	448
Higher Education and Training (HET)	5	Higher Certificates and Advanced	62	0	0	3	36	0	0	0	65	36
	6	Diploma and Advanced Certificates	333	0	2	38	111	0	0	5	373	116
	7	Bachelor's Degree and Advanced Diplomas	74	0	2	17	41	0	0	9	94	50
	8	Honours Degree, Postgraduate Diploma and Professional Qualifications	29	1	0	9	10	0	0	2	39	12
	9	Master's Degree	6	0	0	3	3	1	0	1	9	5
	10	Doctoral Degree	0	0	0	0	0	0	0	0	0	0
Total			1,518	4	6	100	653	2	2	30	1,629	687

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES
 SOCIAL AND LABOUR PLAN
 APPROVED
 2026 -01- 2.9
 LIMPOPO REGION

Table 3: Number and education level of all Mogalakwena Mine contractor employees covered per Form Q

Number and education level of all Mogalakwena Mine 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	No schooling	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0			
		Grade 4 / Std 2	0	0	0	0	0	0	0	0	0	0			
		Grade 5 / Std 3 / AET 2	0	0	0	0	0	0	0	0	0	0			
		Grade 6 / Std 4	1	0	0	0	0	0	0	0	1	0			
		Grade 7 / Std 5 / AET 3	1	0	0	0	0	0	0	0	1	0			
		Grade 8 / Std 6	2	0	0	0	0	0	0	0	2	0			
		Grade 9 / Std 7 / AET 4	5	0	0	0	0	0	0	0	5	0			
Further Education and Training (FET)	2	Grade 10 / Std 8 / N1	8	0	0	0	1	0	0	0	8	1			
		Grade 11 / Std 9 / N2	27	1	0	0	7	0	0	0	28	7			
		Grade 12 / Std 10 / N3	56	0	1	9	8	0	0	0	66	8			
Higher Education and Training (HET)	5	Higher Certificates and Advanced	36	0	0	9	4	0	0	0	45	4			
		6	Diploma and Advanced Certificates	25	1	0	16	58	0	0	0	684	58		
			7	Bachelor's Degree and Advanced Diplomas	7	0	0	5	2	0	0	0	12	2	
				8	Honours Degree, Postgraduate Diploma and Professional Qualifications	1	0	0	0	0	0	0	0	1	0
					9	Master's Degree	0	0	0	0	0	0	0	0	0
10	Doctoral Degree	0	0	0		0	2	0	0	0	0	2			
Total			1,918	33	11	854	140	0	0	27	2,816	167			

Table 4: Hard-to-fill vacancies

Hard-to-fill vacancies					
Organisational level	Function	Scarce and critical skill	Job title of vacancy	Main reason for inability to fill the vacancy	Intervention
Top management	Safety, health and environment (SHE)	SHE manager	SHE manager	Equity considerations	None
Senior management	None	None	None	None	None
Professionally qualified and experienced specialists and mid-management	<ul style="list-style-type: none"> Engineering department Survey department Technical department 	<ul style="list-style-type: none"> Section engineer production Pit surveyor Pit rock engineer 	<ul style="list-style-type: none"> Section engineer production Pit surveyor Pit rock engineer 	<ul style="list-style-type: none"> Lack of relevant experience Lack of relevant qualifications (desired level of study not attained or inappropriate field of study or inappropriate subject specialisation) Lack of relevant qualifications (desired level of study not attained or inappropriate field of study or inappropriate subject specialisation) 	<ul style="list-style-type: none"> Head hunting recruitment Sourcing LinkedIn Referrals
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	<ul style="list-style-type: none"> Human resources development (HRD) SHE department 	<ul style="list-style-type: none"> HRD trainer Occupational hygienist technologist 	<ul style="list-style-type: none"> HRD trainer Occupational hygienist technologist 	<ul style="list-style-type: none"> Poor remuneration Equity considerations 	Head hunting recruitment
Semi-skilled and discretionary decision making	None	None	None	None	None
Unskilled and defined decision making	None	None	None	None	None

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES
 SOCIAL AND LABOUR PLAN
 APPROVED
 2026 -01- 2,9
 LIMPOPO REGION

2.4 Training planned: Adult Education Training (AET) (full-time community)

A total of 45 employees of Mogalakwena permanent employees do not have matric or equivalent.

Out of the 45 employees, nine (9) will be going on pension and they qualify for the AET Level 1-3 but they are not interested in the AET rather interested in the portable skills.

The remaining 36 employees who qualify for post matric or finishing school or matric for in the commitment under finishing school or Adult Matric.



Table 5: AET (own-time business partner employees)

AET (own-time business partner employees)						
	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
AET 1	2	0	2	0	2	6
AET 2	0	2	0	2	0	4
AET 3	2	0	2	0	2	6
Total	4	2	4	2	4	16

2.4.1 Enhanced Further Education and Training (FET)

The majority of the current AET candidates are unemployed youth who have already attained some form of secondary school qualification and can benefit better from adult matric or finishing school initiatives.

Mogalakwena Mine plans to downscale on AET initiatives while increasing the finishing school and adult matric initiatives to increase youth employability and give youths an opportunity to access on-mine skills programmes and academies.

Table 6: Enhanced FET

Enhanced FET						
Enhanced FET	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
Finishing school and adult matric	5	5	5	5	5	25
Total	5	5	5	5	5	25

2.4.2 AET implementation plan

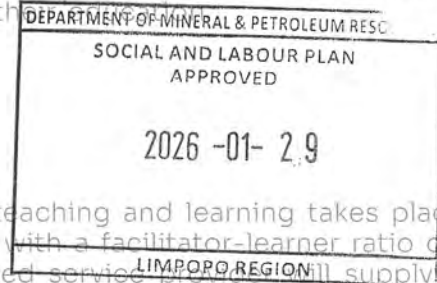
Besides offering AET classes, the operation will expand its learning interventions.

This will form part of a broader strategy to enable members of the mine community to access further education opportunities.

2.4.3 Infrastructure and capacity

The Mogalakwena Mine will operate full-time and own-time courses as a way of addressing the literacy challenge. Suitably qualified facilitators will be sourced to ensure that

Community members, a large proportion of whom will be women, from the surrounding communities, will be offered AET opportunities, with the intention of transitioning them into adult matric, to enable them to access employment opportunities and to further their



quality teaching and learning takes place in AET classes, with a facilitator-learner ratio of 1:15. An accredited service provider will supply teaching materials.

2.4.4 Marketing and enrolment

The number of persons enrolled for AET own-time training has not yet reached the desired number required to fully address the literacy problem.

To increase the number of persons enrolling for AET, the following initiatives will be put in place:

- a. Increased management involvement, particularly from production management and heads of department, in order to boost the campaign to increase adult education enrolment.
Learning in collaboration with corporate affairs will provide pamphlets for information sharing sessions.
- b. Facilitators will submit progress reports on learners (both own-time and full-time) to their supervisors and departmental heads.
- c. Employees who drop out of the own-time programmes will be contacted to assist in getting them back into the classroom.
- d. Incentive options for own-time AET learners to attend classes will be investigated since the

benefits to the Company will be a more literate workforce, a larger pool of talent, enhanced productivity, and safety through better communication.

Practical initiatives:

- f. Recruitment drives will be carried out to increase
i. own-time attendance.
Certification ceremonies will be hosted to celebrate successful completion of studies and to motivate learners to continue with their studies.
- ii. Articles and photos on AET will be published in various internal publications.
- iii. International Literacy Day will be celebrated annually and motivational speeches will be delivered.
- iv. A partnership with the local Department of Education has been formed to ensure learners complete their matric through finishing schools and or adult matric, which will assist the mine to recruit suitably qualified Learners to join mine academies and bursary schemes.

2.5 Core business training

2.5.1 Core business training (mining, engineering and processing)

Core business training is defined in respect of legislation that relates to mining, engineering and processing (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, specific training interventions that support core business, offered per discipline, such as human resources, human resources development, safety, health and environmental protection services and finance.

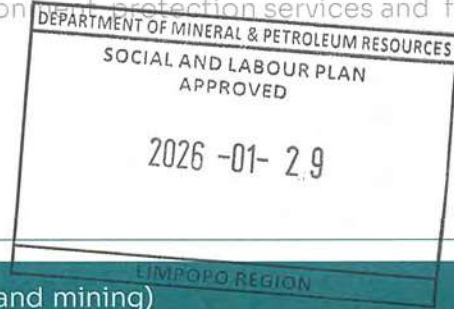


Table 7: Core skills (engineering and mining)

Core skills (engineering and mining)						
Field/area of training	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
Mining						
SPFOG A: Surface mines operation	60	60	60	60	60	300
SP Surface mining blasting assistant	10	15	10	15	10	60
DMPR blasting ticket	5	5	5	5	5	25
Trackless mobile machine surface mines (skills programme)	100	100	100	100	100	500
Total	175	180	175	180	175	885
Engineering						
Engineering Level 1 Training Phase 1 (artisan assistant)	2	2	2	2	2	10
Engineering Level 1 Training Phase 2 (artisan assistant)	2	2	2	2	2	10
Occupation specific training for A and B levels (obtaining qualification – artisan aid / repair person)	2	2	2	2	2	10
Own equipment manufacturer	15	15	15	15	15	75
Total	21	21	21	21	21	105

Table 8: Core skills (support services)

Core skills (support services)						
Field/area of training	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
Human resources development (HRD)						
Assessor	1	0	1	0	1	3
Moderator	1	1	0	1	0	3
Total	2	1	1	1	1	6
Safety						
ORMP A1 (C1 and below)	350	350	350	350	350	1,750
ORMP A2 (C2 to D2)	150	150	150	150	150	750
ORMP A3 (D3 and above)	5	5	5	5	5	25
Legal liability	25	25	25	25	25	125
Total	530	530	530	530	530	2,650

Table 9: Core skills (process)

Core skills (process)						
Field/area of training	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
Process						
Crushing course L4	2	2	2	2	2	10
Milling course L4	2	2	2	2	2	10
Flotation course L4	2	2	2	2	2	10
Thickening and filtration L 4	2	2	2	2	2	10
Sampling and evaluation L4	2	2	2	2	2	10
Control Room Operator	4	4	4	4	4	20
NQF L2 National certificate in mineral processing	0	0	8	8	0	16
Total	14	14	22	22	14	86

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

2.6.1 Comprehensive career progression plan

2026 -01- 2.9

LIMPOPO REGION

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

The career paths for each LIMPOPO REGION will guide the operation 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.

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 in the Company.

Role profiles are outlined with respect to minimum job entry requirements, desirable qualifications, relevant courses aligned to national unit standards (as applicable) and the required duration to complete each step in the recommended career path for each position.

The purpose is to create readiness to enable identified individuals to occupy future potential roles. Generic competency matrices have been developed per job and career path matrices (flow charts) have been developed for every discipline.

Consideration is given to complexity, qualifications, previous experience and competence.

Table 10: Engineering career progression

Engineering career progression																
Field/area of training	Targets and time lines															
	2026			2027			2028			2029			2030			Five-year target
	New intake	Cont 2025	Total	New intake	Cont 2026	Total	New intake	Cont 2027	Total	New intake	Cont 2028	Total	New intake	Cont 2029	Total	
Planned Maintenance Officer Development Programme	3	5	8	3	3	6	3	3	6	3	3	6	3	3	6	32
Engineering Foreman Certificate	10	10	20	10	20	30	10	20	30	10	20	30	10	20	30	50
Total	13	15	28	13	23	36	13	23	36	13	23	36	13	23	36	172

Table 11: HRD career progression

HRD career progression						
Field/area of training	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
FET Certificate in OD ETDP NQF 4	1	0	1	0	1	3
National Certificate in OD ETDP NQF 5	0	1	0	1	0	2
Diploma in OD ETDP NQF 5	1	0	1	0	1	3
Total	2	1	2	1	2	8

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES
 SOCIAL AND LABOUR PLAN
 APPROVED
 2026-01-29
 LIMPOPO REGION

Table 12: Services career progression

Services career progression						
Field/area of training	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
Data Analyst certificate	1	0	1	0	1	3
Lean Six Sigma certificate	1	0	1	0	1	3
Power BI certificate	1	0	1	0	1	3
Total	3	0	3	0	3	9

Table 13: Minerals resources and mining (MRM) career progression

MRM career progression						
Field/area of training	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
Government Certificate of Competency Coaching	1	1	1	1	1	5
Drone Pilots	1	1	1	1	1	5
Total	2	2	2	2	2	10

Table 14: Safety career progression

Safety career progression						
Field/area of training	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
COMSOC1	1	0	2	0	1	4
COMSOC 2	0	1	0	2	0	3
Intro to SAMTRAC	1	0	2	0	1	4
SAMTRAC for Mining	0	1	0	2	0	3
Total	2	2	4	4	2	14

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES
 SOCIAL AND LABOUR PLAN
 APPROVED
 2026-01-29
 2030 LIMPONDVLE REGION

Table 15: Process career progression

Process career progression						
Field/area of training	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
Crushing course L2	1	1	1	1	1	5
Milling course L2	1	1	1	1	1	5
Flotation course L2	1	1	1	1	1	5
Concentrate handling course L2	1	1	1	1	1	5
Tailings handling course L2	1	1	1	1	1	5
Process supervisory development programme	0	0	4	4	4	12
Shift leader development programme	0	0	2	2	2	6
Total	5	5	11	11	11	43

During all the formal training programmes listed per discipline above, the operation will ensure that mentoring and coaching takes place. Learners will be assigned to coaches after attending training programmes to enable them to gain further support and guidance. Senior training officers, officers and coordinators will serve as coaches to the lower entry level employees.

Assessment processes have been introduced in mining, engineering and processing to continuously evaluate and coach lower level employees within their real working environment. This process will enhance the levels of competence and assist in identifying the potential for fast tracking and feeding capacity pools.

2.7 Career progression plan (management and leadership development)



Management and leadership development comprises 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 16: Management and leadership programmes

Management and leadership programmes						
Field/area of training	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
Managing and leading people	2	2	1	3	2	10
Leadership Acceleration Programme	4	4	4	4	4	20
Programme for Management Development GIBS	3	2	3	2	3	13
UCT Senior Leaders Development Programme	0	1	0	1	0	2
Total	9	9	8	10	9	45

The following actions will enable the achievement of the above targets:

- Identify high-potential candidates from the supervisory and junior management levels, based on their performance and individual development progress.
- During career development panel sessions, candidates will be identified to attend further leadership programmes.
- Specific individual needs identified during individual development discussions will be addressed by attending programmes either conducted internally, within Valterra Platinum, or by external training providers.

2.8 Bursaries (internal – educational assistance)

Internal bursaries are available to all permanent enrolled employees. Individuals must commit themselves to career development and the Company-supported development initiatives.

It is important to mention that studies within the educational assistance scheme are conducted on an own-time basis, normally through correspondence learning and compulsory study schools.

The process is implemented in line with the Company Educational Assistance Policy.

The educational assistance scheme is continuously aligned with the requirements of business, depending on the future requirements, for example, in terms of representation of HDSAs through the Mining Charter.

The following actions 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 employees who apply will be given by the senior leadership team with the senior general manager of the

operation, in consultation with the section manager learning and any other relevant subject matter experts, up to and including an honours degree level. For Masters of Business Administration (MBA), Master of

Business Leadership (MBL) and Master's degree studies, approval will be given at an executive level. Such studies are to be undertaken through institutions recognised by the Company.

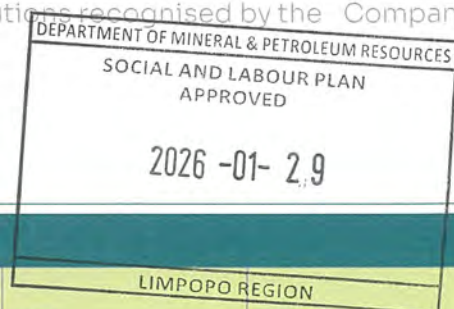


Table 17: Bursaries (internal)

Bursaries Internal																
Field/area of training	2026			2027			2028			2029			2030			Five-year target
	New intake	Cont 2025	Total	New intake	Cont 2026	Total	New intake	Cont 2027	Total	New intake	Cont 2028	Total	New intake	Cont 2029	Total	
Mining	1	0	1	1	1	2	1	0	1	1	1	2	1	1	2	5
Engineering	1	0	1	1	1	2	1	1	2	1	0	1	1	1	2	5
MRM	0	0	0	1	0	1	0	1	1	1	0	1	0	1	1	2
SHE	1	1	2	2	0	2	1	1	2	1	1	2	1	0	1	6
P&O	2	0	2	1	0	1	1	0	1	1	0	1	1	0	1	6
Geology	1	0	1	0	0	0	1	0	1	0	0	0	1	0	1	3
Finance	1	0	1	0	0	0	1	0	1	0	0	0	1	0	1	3
Process	1	0	1	0	0	0	1	0	1	0	0	0	1	0	1	3
Corporate Affairs and sustainability	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1	2
Protection Services	1	0	1	0	0	0	1	0	1	0	0	0	1	0	1	3
Total	10	1	11	6	2	8	8	3	11	5	2	7	9	3	12	38

2.9 Learnerships

A learnership is a structured learning programme that is registered with the Department of Employment and Labour, through which a learner obtains practical work experience of a specified nature and duration, which leads to a qualification registered on the National Qualifications Framework that can be related to an occupation.

'Internal' refers to learners that are employees of Valterra Platinum (Section 18.1 learners). Also included in this category are all internal learners that embark on a registered apprenticeship as defined in the skills development legislation.

'External' refers to learners that are not employees of the Company (Section 18.2 learners). Also included in this category are all external learners that embark on a registered apprenticeship as defined by the skills development legislation.

The operation provides mainly mining and engineering learnerships.

Engineering learners and technicians are trained at the Valterra Platinum's Engineering Skills Training Centre (ESTC) in Randfontein. Mining learnerships are conducted at the Company's operational training centres.

2.9.1 Learnership targets

Table 18: Learnerships engineering (external)

Learnerships engineering (external)																
Field/area of training	Targets and time lines															Five-year target
	2026			2027			2028			2029			2030			
	New intake	Cont 2025	Total	New intake	Cont 2026	Total	New intake	Cont 2027	Total	New intake	Cont 2028	Total	New intake	Cont 2024	Total	
NCert: Engineering Fitter and Turner	2	1	3	2	3	5	2	2	4	2	4	6	2	6	8	10
NCert: Engineering Rigger	2	1	3	2	3	5	2	2	4	2	4	6	2	6	8	10
NCert: Engineering Electrician	2	2	4	2	4	6	2	4	6	2	2	4	2	4	6	10
NCert: Engineering Diesel Mechanic	2	2	4	2	4	6	1	2	3	1	2	3	1	3	4	7
NCert: Engineering Earth Moving Equipment Mechanic	1	2	3	1	3	4	2	1	3	2	1	3	2	3	5	8
NCert: Engineering Auto Electrician	2	1	3	2	3	5	1	2	3	1	2	3	1	3	4	7
NCert: Engineering Boiler Maker	1	1	2	1	2	3	2	1	3	1	1	2	1	2	3	6
NCert: Engineering Millwright	2	4	6	2	6	8	2	8	10	2	2	4	2	4	6	10
NCert: Engineering Motor, Control and Instrumentation	1	1	2	1	2	3	1	3	4	2	1	3	2	3	5	7
Total	15	15	30	15	30	45	15	25	40	15	15	34	15	34	49	75

Table 19: Learnerships — engineering (internal)

Learnerships — engineering (internal)																
Field/area of training	Targets and time lines															
	2026			2027			2028			2029			2030			Five-year target
	New intake	Cont 2025	Total	New intake	Cont 2026	Total	New intake	Cont 2027	Total	New intake	Cont 2028	Total	New intake	Cont 2029	Total	
NCert: Engineering Fitter and Turner	1	3	4	1	4	5	1	1	2	1	2	3	2	3	5	6
NCert: Engineering Rigger	1	3	4	1	4	5	2	1	3	1	3	4	1	4	5	6
NCert: Engineering Millwright	1	0	1	2	1	3	1	3	4	1	1	2	1	2	3	6
NCert: Engineering Electrician	2	1	3	1	3	4	1	4	5	1	1	2	1	2	3	6
NCert: Engineering Earth Moving Equipment Mechanic	1	0	1	1	1	2	1	1	2	1	2	2	1	2	3	5
NCert: Engineering Diesel Mechanic	1	4	5	1	5	6	1	1	2	1	2	2	1	2	3	5
NCert: Engineering Auto Electrician	1	0	1	1	1	2	1	1	2	1	2	2	1	2	3	5
NCert: Engineering Boiler Maker	1	2	3	1	3	4	1	1	2	2	2	3	1	3	4	6
NCert: Engineering Motor, Control and Instrumentation	1	0	1	1	1	2	1	2	3	1	1	2	1	2	3	5
Total	10	13	23	10	23	33	10	33	25	15	22	10	22	20	50	

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES

2026 -01- 2.9

LIMPOPO REGION

2.9.2 Learnership implementation plan

The following action steps will enable Mogalakwena Mine to achieve the above-mentioned targets:

- Learnerships for 18.2 will be advertised both internally and through national

recruitment channels and programmes annually.

- A mentorship has been rolled out for the engineering learnership and processes and mining are still in the implementation stage (assigned to supervisors as their mentors).

2.10 Other technical development programmes

Valterra Platinum offers a number of other skills development programmes focussed on preparing learners with skills to be able to be employed

in roles that they can occupy in the Company, including the mining cadetship and process cadetship.

Table 20: Trackless mining cadets

Mining cadetship						
Field/area of training	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
Mining cadetship	10	15	10	15	10	60
Total enrolments	10	15	10	15	10	60

Table 21: Process Academy

Process cadetship						
Field/area of training	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
Process cadetship	11	11	11	11	11	55
Total enrolments	11	11	11	11	11	55



2.11 Bursaries (external)

External bursaries are awarded to people that are not currently employees of the Company.

Valterra Platinum has a well-established bursary scheme oriented towards the development of suitably qualified and competent people who, upon graduating, will be afforded professional

career paths in the Company, where applicable.

Through this comprehensive and attractive bursary scheme, Valterra Platinum will develop its own young professionals. The emphasis of this scheme will be to attract all young HDSA candidates.

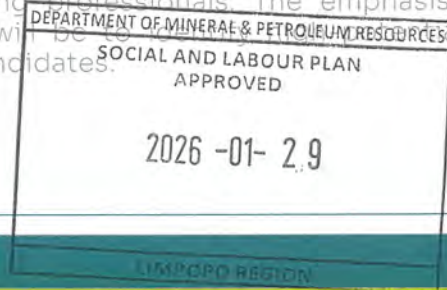


Table 22: Bursaries (external)

Bursaries (external)																
Field/area of training	Targets and time lines															
	2026			2027			2028			2029			2030			Five-year target
	New intake	Cont 2025	Total	New intake	Cont 2026	Total	New intake	Cont 2027	Total	New intake	Cont 2028	Total	New intake	Cont 2029	Total	
Scholarships (any field of study)	7	7	14	7	7	14	7	7	14	7	7	14	7	7	14	35
Total	7	7	14	7	7	14	7	7	14	7	7	14	7	7	14	35

The Young Professionals Scheme, which consists of the Scholarship and the Graduate Development Scheme, is aimed at filling critical skills gaps in core activities in line with critical skills shortages, including some of those 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 actions will enable the achievement of the above targets:

- Scholarships will be advertised annually, both internally and through national recruitment programmes.
- Commitment to 80% HDSAs being selected for these bursaries.
- 60% of these HDSA bursaries will be reserved for black women.
- The highest caliber of young professionals will be attracted to meet staffing and employment equity requirements. This area is regarded as one of the 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 bursary recipients 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 be channelled 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 equip the young professionals with all they will need to translate their previous development into top-class performance in the workplace.

2.12 Graduate development scheme

The Graduate Development Scheme, which forms part of the young professionals function, is aimed at filling critical skills gaps and HDSA targets in core activities.

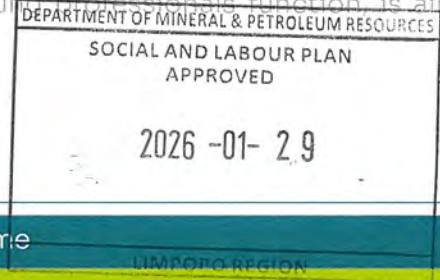


Table 23: Graduate development scheme

Graduate development scheme																
Field/area of training	Targets and time lines															
	2026			2027			2028			2029			2030			Five-year target
	New intake	Cont 2025	Total	New intake	Cont 2026	Total	New intake	Cont 2027	Total	New intake	Cont 2028	Total	New intake	Cont 2029	Total	
Mining engineering	0	8	8	0	8	8	0	8	8	0	0	8	0	3	3	0
Metallurgical engineering	0	2	2	0	2	2	0	2	2	0	0	2	0	0	0	0
Chemical engineering	0	1	1	0	1	1	0	1	1	0	0	1	0	0	0	0
Geology	0	2	2	0	2	2	0	2	2	0	0	2	0	1	1	0
Mine surveying	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rock engineering	0	1	1	0	1	1	0	1	1	0	0	1	0	0	0	0
Mechanical/electrical engineering	0	2	2	0	2	2	0	2	2	0	0	2	0	1	1	0
Ventilation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Finance and accountancy	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	4	4	0	4	4	0	4	4	0	0	4	0	0	0	0
Total	0	20	20	0	20	20	0	20	20	0	0	20	0	4	4	0

The following actions will enable achievement of the above targets:

- The number of graduate trainees per discipline to be engaged based on the staffing and HDSA targets for the next five years is assessed annually.
- Following a special national recruitment drive, the Company engages the successful applicants via the Corporate human resources development and transformation function.
- These graduate trainees are then further developed by means of the discipline-specific.
- Graduate development programmes for an average of 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 the operation.
- Every graduate has an individual development charter and an appointed mentor, of whom appraisals are conducted biannually.

2.13 Internships

The Internship programme provides people from the surrounding communities with a learning experience in partial fulfilment of a tertiary qualification and those who do not have a tertiary qualification with practical experience, so that they can be eligible to seek substantive employment.

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES
SOCIAL AND LABOUR PLAN
APPROVED

2026 -01- 2.9

Table 24: Internships

Internships																
Targets and time lines																
Field/ area of training	2026			2027			2028			2029			2030			Five year target
	New intake	Cont 2025	Total	New intake	Cont 2026	Total	New intake	Cont 2027	Total	New intake	Cont 2028	Total	New intake	Cont 2029	Total	
Mining engineering	0	2	2	1	2	3	1	1	2	1	2	3	2	1	3	5
Metallurgical	2	2	4	1	2	3	1	1	2	2	2	4	2	2	4	8
Geology	0	0	0	1	0	1	1	1	2	1	2	3	2	1	3	5
Mine surveying	0	0	0	1	0	1	1	1	2	0	2	2	1	0	1	3
Rock engineering	0	1	1	1	0	1	1	1	2	2	2	4	1	2	3	5
Mechanical	1	0	1	1	1	2	0	1	1	1	1	2	0	1	1	3
Electrical engineering	1	0	1	1	1	2	1	1	2	1	2	3	0	1	1	4
Finance and supply chain	1	0	1	1	1	2	0	1	1	1	1	2	0	1	1	3
Safety, hygiene and environment	3	3	6	0	6	6	3	0	3	0	3	3	3	1	4	9
Human resources	1	2	3	3	3	6	0	3	3	3	3	6	0	3	3	7
Cooperate affairs and sustainability	1	0	1	0	1	1	1	0	1	0	0	0	1	0	1	3
Total	10	10	20	11	17	28	10	11	21	12	20	32	12	13	25	55

2.14 Portable skills

Portable skills can be referred to as those skills that relate to industries outside of the mining industry that can be used to improve earning capacity during the life of mine and if, downscaling and retrenchments might occur.

It also assists the affected employees with

alternative forms of employment or sustainable livelihood opportunities.

The portable skills opportunity is given to Permanent employees and employees on fixed-term contract, this is to improve competencies recognised across industries

Table 25: Portable skills targets

Portable skills targets						
Field/area of training	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
Portable Skills (As per employee's interest)	15	15	15	15	15	75
Total	15	15	15	15	15	75

The operation recognises that mining has a limited lifespan and that the demands of the business could require a reduction in human resources in future.

The human resources department's strategy is of such a nature that employees are continually exposed to skills and competencies that will enable them to enhance their skills to apply internally or externally to the mining industry, and/or enable them to utilise the skills to be financially self-sustaining in any sector.

Portable skills training is provided for numerous skills, including computer skills, poultry farming, bricklaying, tiling, plumbing and painting.

The portable skills training strategy will be applied at two levels:

1. Portable skills training will firstly be implemented by providing the skills that are functional and important during the life of mine. The skills should be supplementary to the core business of the operation. The programmes identified should be determined

by the needs and interests of the employees and the delivery capacity of the operation.

2. Secondly, the organisation will make provision to train employees in non-mining-related skills at times of potential retrenchment, downsizing or mine closure. In the event of changes in the market conditions which necessitate potential retrenchment, downsizing or closure, the Company will create a portable skills fund to cater for the training of those identified or affected by such conditions.

The following actions will be taken in respect of portable skills during the life of mine:

- a. The human resources development function will identify individuals who should complete identified programmes.
- b. These skills will be catered for as part of the workplace skills plan.
- c. These training interventions may be offered to employees approaching retirement age.

2.15 Mentorship plan (Regulation 46 (b) (iii))

Mentorship is a key process and tool in support of people development, employment equity, human resources planning and performance management at Valterra Platinum.

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.

In addition, mentorship and coaching support Valterra Platinum's career and succession



Table 26: Mentorship plan with HDSA and gender breakdown

Mentorship plan with HDSA and gender breakdown						
Year	Career deliverables	Target			Gender	
		Duration	HDSA	Non-HDSA	Male	Female
2026	Learnerships	1 year	44	7	17	27
2027	Bursary recipients	1 year	7	3	3	4
2028	Graduates	1 year	3	1	1	2
2029	Capacity pool	1 year	15	5	6	9
2030	Talent pool	1 year	8	2	3	5

Table 27: Mentorship targets per year

Mentorship targets per year																
Field/area of training	Targets and time lines															Five-year target
	2026			2027			2028			2029			2030			
	New intake	Cont 2026	Total	New intake	Cont 2027	Total	New intake	Cont 2028	Total	New intake	Cont 2029	Total	New intake	Cont 2030	Total	
Learner-ships	36	15	51	46	15	61	36	15	51	46	15	61	36	15	51	572
Bursars recipients (Internal)	5	5	10	5	5	10	5	5	10	5	5	10	5	5	10	50
Graduates	2	2	4	2	2	4	2	2	4	2	2	4	2	2	4	20
Capacity Pool	10	10	20	10	10	20	10	10	20	10	10	20	10	10	20	100
Talent pool	5	5	10	5	5	10	5	5	10	5	5	10	5	5	10	50
Total	58	37	95	68	37	105	58	37	95	68	37	105	58	37	95	792

Table 27 provides the current and future targets for establishing mentorship relationships for all employees in the various training and development programmes (learnerships, bursaries, graduates programmes), as well as fast-tracking and capacity talent pool candidates. These are 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:

- a. Mentors will be selected carefully and developed to ensure effective continuation of mentorship relationships.
- b. Employees that are not participating in the

mentorship programmes will be developed via standard development mechanisms, including relevant coaching by supervisors and Company coaching.

- c. Registered protégés and mentors participating in the mentorship programme will be given mentorship training.
- d. Needs identified because of the mentorship relationship will be reported to the direct supervisor via the protégé and included in the IDC.
- e. An agreement will be entered into for formal mentorship and will specify the Company or party's expectations and commitments.
- f. The mentorship systems will be reviewed regularly to ensure their effectiveness and efficiency.



2.16 Human resources development summary targets and financial commitment

Table 28 contains the summary of the targets and financial commitment for Mogalakwena Mine.

Table 28: Overall summary

Overall summary						
Sub-pillar	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
AET training (including Adult Matric)	11	9	5	7	5	37
Core business training	747	751	754	759	746	3,757
Learnerships 18.1	10	10	10	10	10	50
Career progression	37	32	44	40	42	195
Bursaries internal (study assistance)	10	6	8	5	9	38
Graduate scheme	0	0	0	0	0	0
Internships	10	11	10	12	12	55
Portable skills	15	15	15	15	15	75
Learnerships 18.2	15	15	15	15	15	75
Mining cadets	10	15	10	15	10	60
Process cadets	11	11	11	11	11	55
Scholarships	7	7	7	7	7	35
Mentorship	58	68	58	68	58	310
HRD Total	941	950	947	964	940	4742

Table 29: Financial commitments

Financial commitments						
Sub-pillar	Targets and time lines					
	2026	2027	2028	2029	2030	Five-year target
AET Training (including Adult Matric)	R4,919,647.24	R5,137,357.38	R5,365,717.34	R5,605,624.69	R5,857,346.06	R26,885,692.70
Core Business Training	R15,027,075.82	R15,470,641.67	R15,935,905.61	R16,424,696.40	R16,937,557.23	R79,795,876.72
Learnerships 18.1	R8,767,301.82	R6,890,345.61	R7,225,237.54	R7,577,069.23	R7,946,222.81	R38,406,177.01
Career progression	R2,405,299.15	R2,771,339.26	R3,155,285.11	R3,558,645.81	R3,376,670.51	R15,267,239.83
Bursaries internal (study assistance)	R1,801,152.69	R1,939,841.21	R2,085,314.02	R2,238,142.91	R2,398,497.70	R10,462,948.53
Graduate scheme	R2,493,386.02	R2,493,386.02	R2,493,386.02	R2,493,386.02	R2,493,386.02	R12,466,930.10
Internship	R1,510,771.59	R1,607,279.63	R1,713,462.75	R1,826,674.61	R1,947,383.12	R8,605,571.71
Portable skills	R750,000.00	R787,500.00	R826,875.00	R868,218.75	R911,629.69	R4,144,223.44
Learnerships 18.2	R8,862,645.09	R9,564,589.05	R10,225,924.19	R10,911,733.16	R11,620,996.27	R51,185,887.76
Mining cadets	R3,874,772.15	R1,755,438.78	R1,835,936.30	R1,920,593.55	R2,009,295.40	R11,396,036.17
Process cadets	R228,807.03	R252,397.13	R269,908.12	R288,041.14	R306,763.83	R1,345,917.24
Scholarships	R3,000,000.00	R3,150,000.00	R3,307,500.00	R3,472,875.00	R3,646,518.00	R16,576,893.00
Levies	R18,358,846.15	R18,888,508.52	R19,444,222.13	R20,028,089.85	R20,640,581.67	R97,360,248.32
HRD Total	R71,999,704.74	R70,708,624.26	R73,884,674.12	R77,213,791.11	R80,092,848.30	R373,899,642.53

2.17 Employment equity (EE)

The next two tables reflect the workforce profile for permanent as well as contractor employees as at the end of December 2024. The workforce profile is reflected in terms of race and gender

as required in the EE regulations and the Mining Charter guidelines. The occupational levels used are as per the EE Act and the Mining Charter (3) Scorecard templates.

2.17.1 EE targets, permanent employees

The targets have been developed in compliance with the Employment Act Regulations, which require employers to set progressive annual EE targets until the economically active population (EAP) demographics equivalent of each race

and gender are reached. The Mining Charter 3 was released in 2010. The operation has ensured that



2.17.2 Workforce profile per occupational level and Patterson grading

Table 30: Permanent employees

Permanent employees											
Occupational levels	Male				Female				Foreign nationals		Total
	African	Coloured	Asian	White	African	Coloured	Asian	White	Male	Female	
Senior management	7	0	0	7	4	0	1	0	0	0	19
Band 4	1	0	0	0	0	0	0	0	0	0	1
Band 5	6	0	0	7	4	0	0	0	0	0	18
Middle management	176	3	4	35	75	0	0	15	4	0	312
D4/E1	29	0	0	7	9	0	0	2	2	0	50
D3	20	0	0	4	9	9	0	0	2	0	35
D2	41	0	2	21	0	0	0	4	0	0	79
D1	86	2	2	13	36	0	0	7	2	0	105
Junior management	420	5	3	38	173	0	2	14	3	0	659
C5	69	2	1	15	24	0	0	3	0	0	114
C4	14	0	0	0	1	0	0	3	0	0	18
C3	52	0	0	4	14	0	0	0	0	0	70
C2	235	2	2	18	70	0	0	3	3	0	333
C1	50	1	0	1	64	1	2	5	0	0	124
Semi-skilled and discretionary decision making	891	0	0	13	390	0	0	0	1	0	1,295
B7	127	0	0	3	77	0	0	0	0	0	205
B6	125	0	0	0	22	0	0	0	0	0	152
B5	51	0	0	2	15	0	0	0	0	0	68
B4	121	0	0	0	101	0	0	0	0	0	222
B3	389	0	0	2	125	0	0	0	0	0	517
B2	53	0	0	5	39	0	0	0	0	0	92
B1	25	0	0	1	11	0	0	0	0	0	39
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
A3	0	0	0	0	0	0	0	0	0	0	0
A2	0	0	0	0	0	0	0	0	0	0	0
Total permanent employees	1,492	8	7	92	639	2	2	29	8	0	2,279
Temporary employees	2	0	0	1	3	0	0	0	0	0	6
Grand total	1,494	8	7	93	642	2	2	29	8	0	2,285

DEPARTMENT OF MINERAL AND PETROLEUM RESOURCES
SOCIAL AND LABOUR PLAN
APPROVED
2026 -01- 29
LIMPOPO REGION

Table 31: Contractor employees

Contractor employees										
	Male									
	Permanent				Total permanent male employees	Non-permanent				Total permanent male employees
	African	Coloured	Indian	White		African	Coloured	Indian	White	
Senior management (Brand 4 and 5)	0	0	0	0	0	8	0	0	0	2
Middle management (D1 and Band 6)	0	0	0	0	0	379	3	8	0	152
Junior management (CL-CU)	0	0	0	0	0	908	6	4	0	214
Core skills	0	0	0	0	0	1,209	3	5	1	123
Total	0	0	0	0	0	2,504	12	17	1	348

Contractor employees (continued)				
	Total employees		Disabled	
	Permanent	Non-permanent	Non-permanent	Permanent
Senior management (Brand 4 and 5)	0	18	0	0
Middle management (D1 and Band 6)	0	543	1	0
Junior management (CL-CU)	0	1,131	1	0
Core skills	0	1,366	0	0
Total	0	3,058	2	0

2.17.3 Employment equity (EE) targets (permanent employees)

The targets have been developed in compliance with the Mining Charter 2018 targets and aligned to the transitional arrangements submitted to the DMPD in 2019.

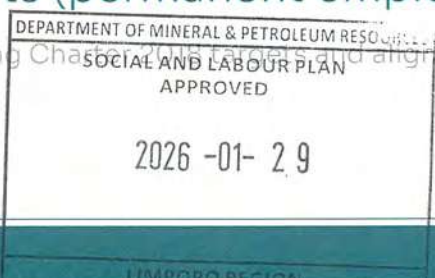


Table 32: Employment equity targets by year

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%	60%	25%	60%	25%	60%	25%	60%	25%	60%	25%
Middle management	60%	25%	60%	28%	60%	28%	60%	28%	60%	28%	60%	28%
Junior management	70%	30%	70%	26%	70%	27%	70%	28%	70%	29%	70%	30%
Employees with disabilities	2%		1.2%		1.4%		1.5%		1.6%		2%	

2.17.4 Objectives of the employment equity (EE) plan

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

Action	Objective
Empowering EE committees and engagement sub-structures.	Ensure that recruitment processes are in line with EE targets.
People living with disability campaigns	<ul style="list-style-type: none"> Increase and sustain pipeline.
Allocate resources to the training of HDPs and women in terms of the EE Plan.	<ul style="list-style-type: none"> 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.	<ul style="list-style-type: none"> 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).	<ul style="list-style-type: none"> 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.	<ul style="list-style-type: none"> Review selection procedures and processes. Utilisation of opportunities to support HDPs management and women.

2.17.5 Action plan for 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 HDSAs with HDSAs, with more focus on the group with a high percentage of underrepresentation when compared to the demographics.
- Target positions left vacant by non-HDSAs, who are overrepresented and fill them with HDSAs.
- Identify HDSAs with potential and develop them to become suitably qualified for positions that might become vacant.
- Put more emphasis on the development of HDSAs in core and critical skills.
- Develop EE plan in terms of the EE Act and accompanying regulations.
- Develop an EE and Skills Development Committee to be consulted on the development of targets, implementation of the plan and reporting to the Department of Employment and Labour.



Section 3

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

3.1 Overview of Valterra Platinum operations

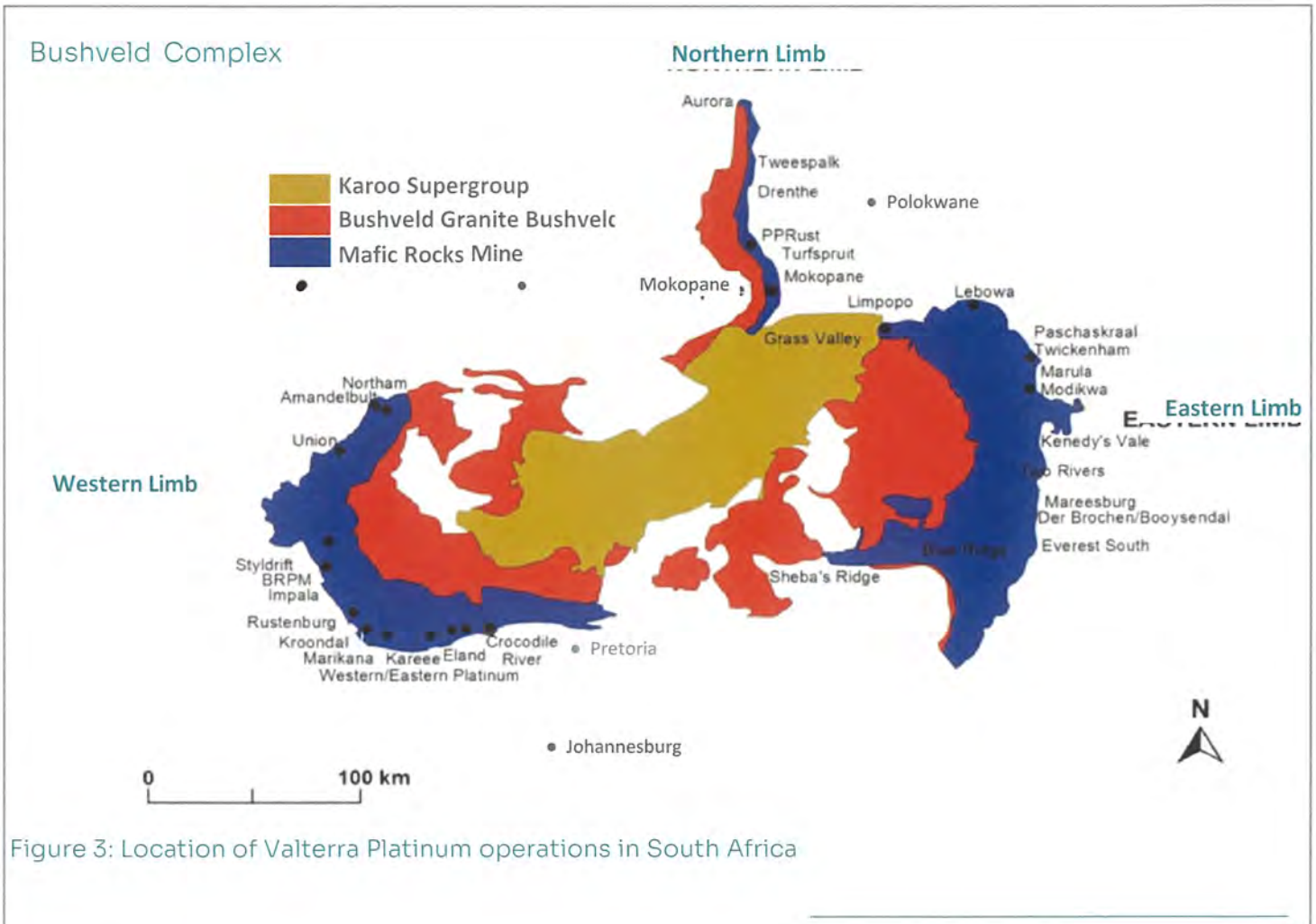


Figure 3: Location of Valterra Platinum operations in South Africa

Valterra Platinum is one of the leading producers of platinum.

The South African multinational mining company is headquartered in Johannesburg in South Africa.

Figure 3 provides a schematic overview of the location of Valterra Platinum's operations in South Africa.

Limpopo (shown in Figure 4) is one of the company's major areas of operation, where

its operations stretch from Messina in the north to Blue Ridge, about 30km south-east of Groblersdal, on the eastern limb of the Bushveld Igneous Complex.

The area of focus for this SLP is Mogalakwena Mine, which is on Armoede Farm, in Mogalakwena Local Municipality (MLM).

Mining forms the economic backbone of Mogalakwena; the area is endowed with a variety of mineral resources, particularly platinum group metals.

Mogalakwena Mine is an operating platinum mine, about 20km west of Mookopane, under the MLM. This local municipality is situated in the western quadrant of Limpopo, within the

western district of the Waterberg Municipality, and is bordered by Aganang to the east, Mookgopong to the south, and Lephalale to the north.

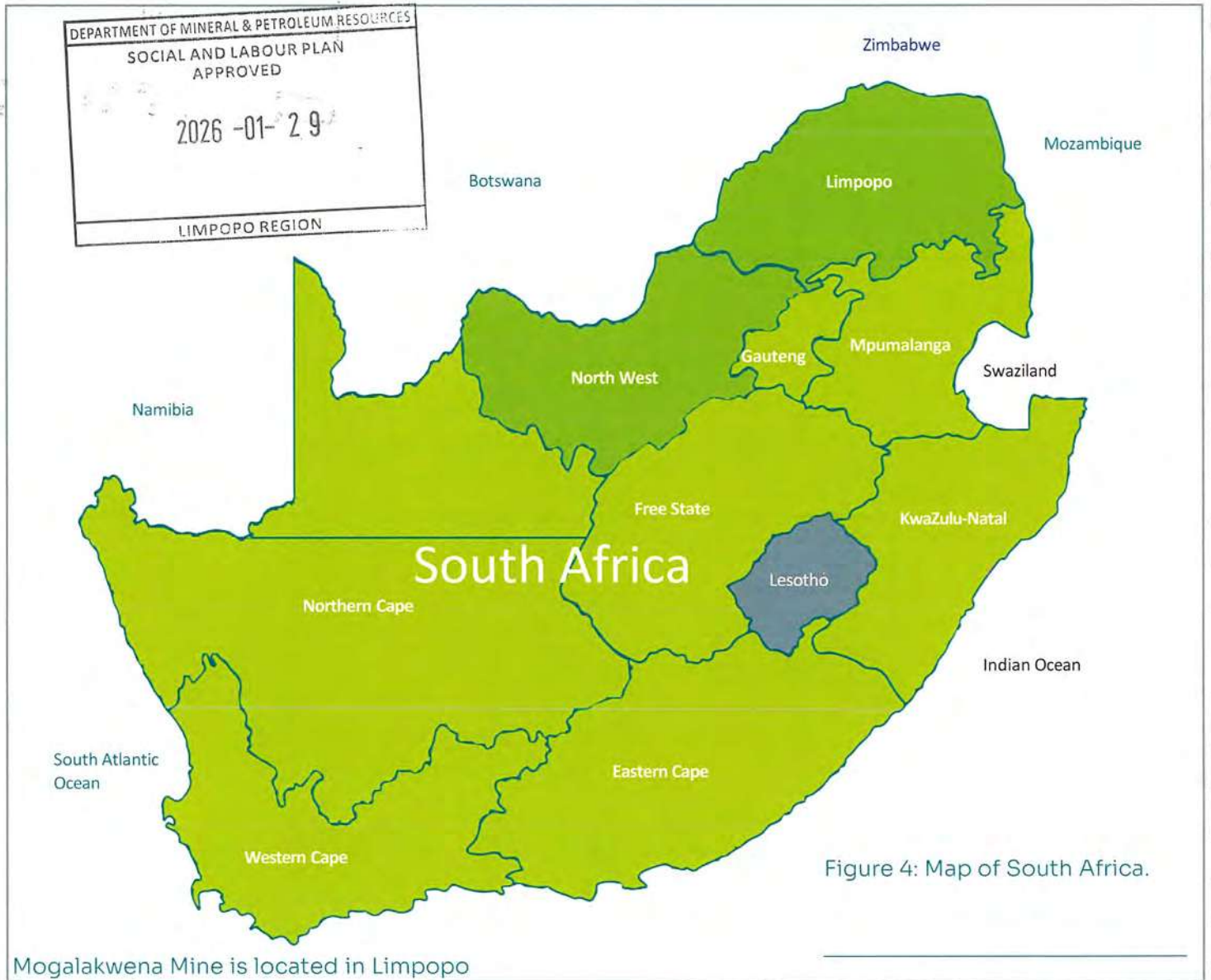


Figure 4: Map of South Africa.

Mogalakwena Mine is located in Limpopo

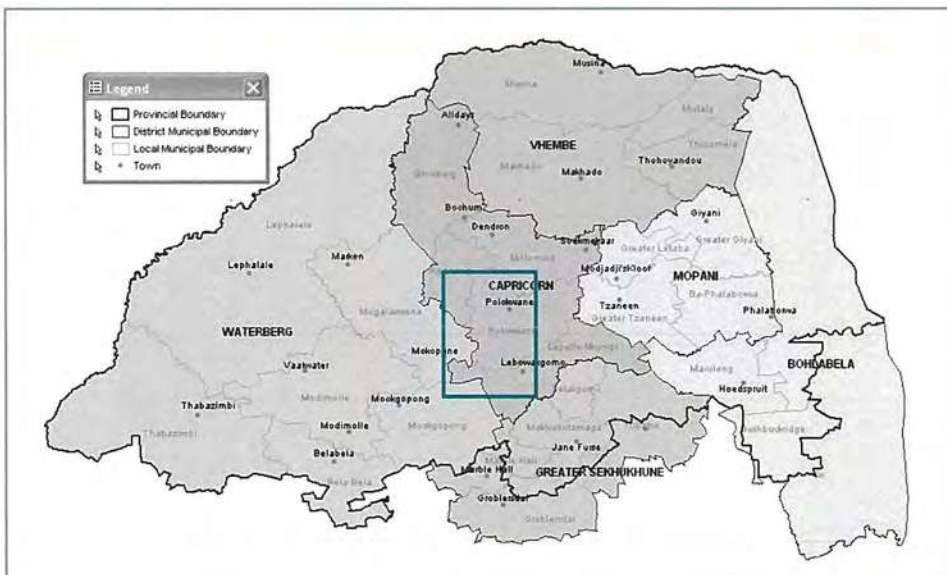


Figure 5: The local municipality is about 616,30 hectares in extent; only 3.2% of the land is developed (Mogalakwena IDP 2019-20).

Source: www.researchgate.net

MLM is predominantly rural; only 27.32% reside in the urban areas of the municipality (Stats SA 2016). Figure 5 provides as overview of communities within the Mogalakwena Mining Rights areas.

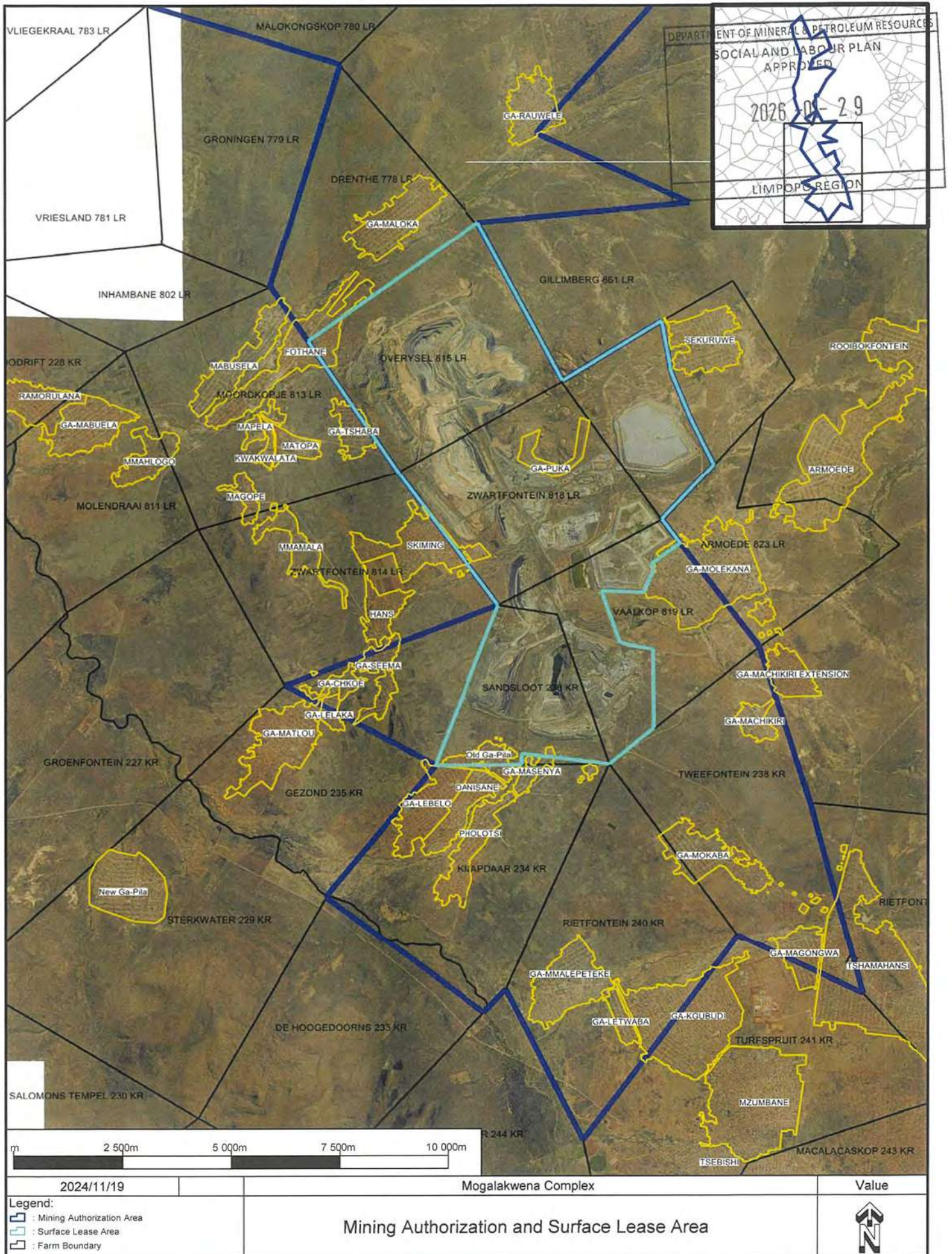


Figure 6: Communities within the Mogalakwena Mining Rights areas

Several game lodges operate within the area and support tourism to the bushveld and mining activity.

Table 34 provides an overview of mines located and operating within Mogalakwena, the minerals mined, as well as the respective host communities.

Table 33: Mineral resources in Mogalakwena
Source: Extracted from maps

Name of the mine	Mineral commodity
PlatReef	Platinum
Vanadis	Vanadium
Matlala stone crushers	Stone aggregates
Kadikgatlho stone crushers	Crushed stones and sand



Mogalakwena Mine’s labour force falls into three categories in terms of areas of geographic origin: local employees, migrant workers and transitional workers.

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 demarcated area of the mine community has been extended to include all mine workers living in the municipalities of Mogalakwena, Aganang and Polokwane. Local employees originate from the

The geographic spread of migrants falls into three categories: provincial, from any of the other eight provinces and from the Southern African Development Community (SADC) region.

3.2 Desktop regional analysis

The analysis focuses on the specific provincial locality of Mogalakwena Mine, which is the Limpopo and the Mogalakwena Local Municipality (MLM). It

meets the requirement of the social and economic background information on Limpopo and MLM (Regulation 46 (c) (i)).

3.2.1 Limpopo provincial context

Spatial perspective

Limpopo is one of the nine provinces of South Africa (Figure 4). It shares borders with three countries: Botswana, Mozambique and Zimbabwe.

history. The settlement grew over time, buoyed by mining and farming.

The province is predominantly characterised by bushveld and wildlife reserves. One of the country’s famous nature reserves, the Kruger National Park, partly falls in this beautiful region. The province has an abundance of historic sites and rich legacy dating back to early hominids. Limpopo covers an area of 125,806.1 square kilometers.

Almost a century later, 96 years to be exact, on 23 April 1992, the town was officially declared a city. On 25 February 2005, the city’s name (Pietersburg) was officially changed to Polokwane, which means "place of safety".

Social perspective

Limpopo has a total population of 5,799,909, and a population density of 46.1 people per square kilometre.

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 sombre

There are 1,601,081 households in Limpopo; that is 9.4% of the total 16,923,309 households countrywide (Census 2011). Black Africans constitute the majority of the population.

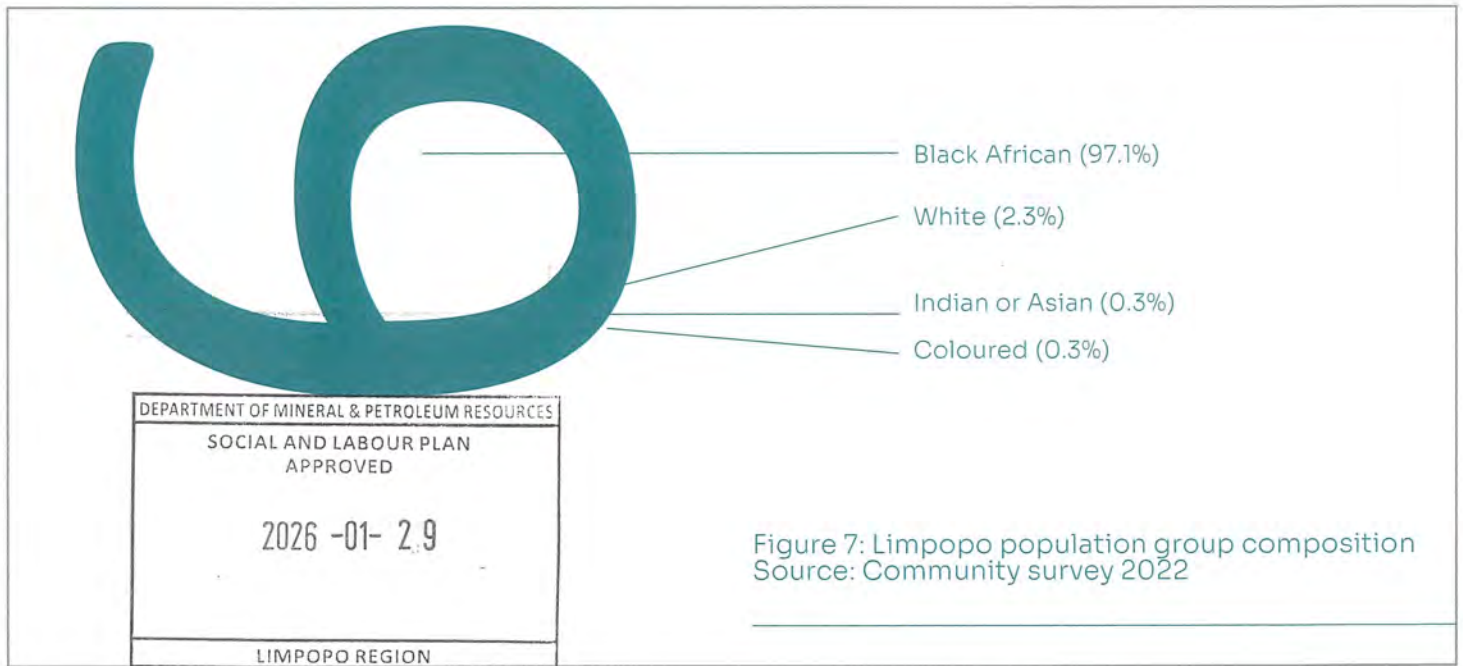


Figure 7: Limpopo population group composition
Source: Community survey 2022

Blacks and whites account for 97.1% and 2.3% of the population, respectively.

Women, at 53% of the population, are the majority. This compares relatively closely with the national population gender profile of 51% women, and 49% men.

Children and youth, the 0 to 18-year-old group, account for 43% of the population. The 65-year-old and over group constitute a mere 5%, with the majority (52%) of the population made up of the 18 to 64-year olds. The interplay of these factors leads to a median age of 22 years for Limpopo.

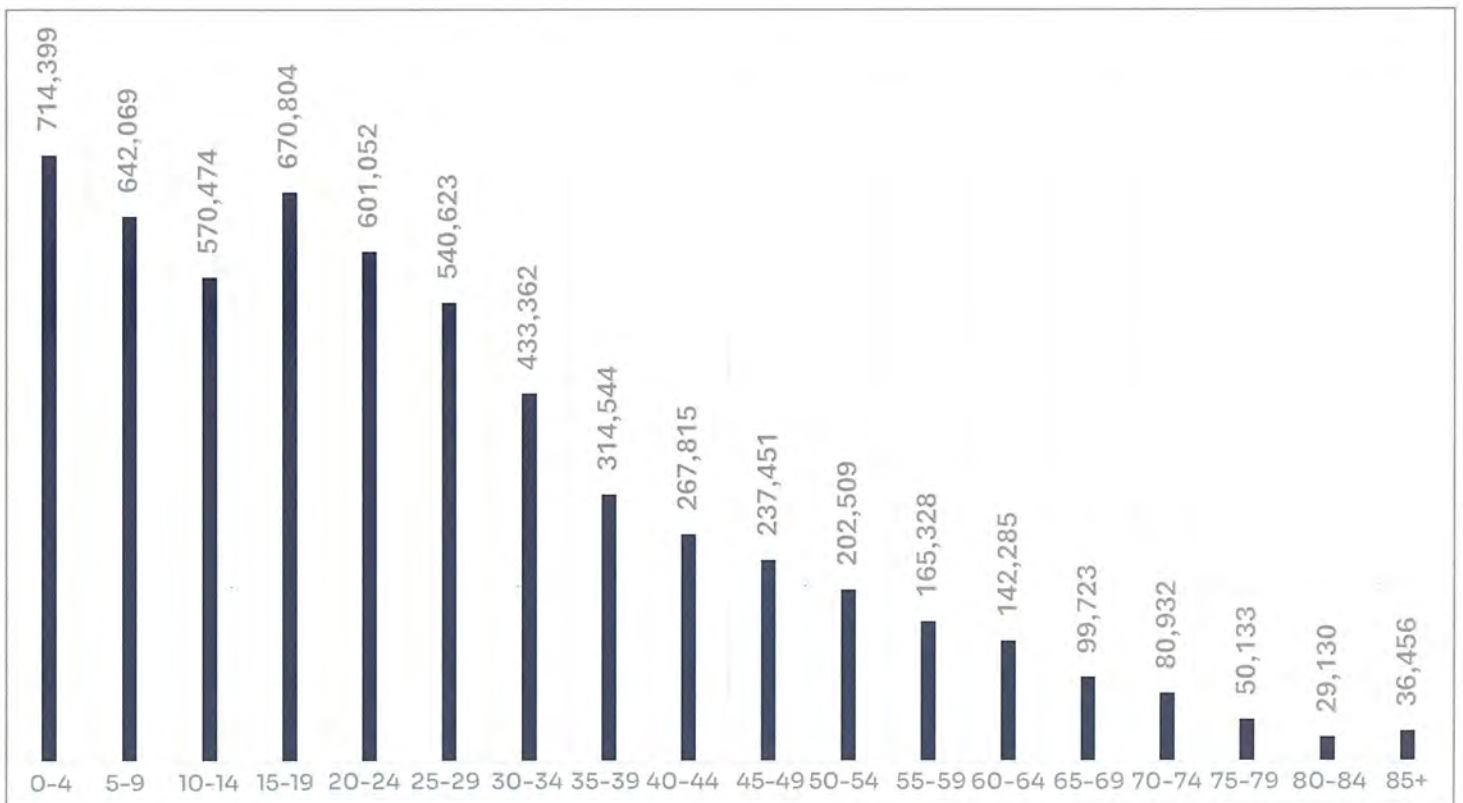


Figure 8: Limpopo population by age group
Source: Census, 2011

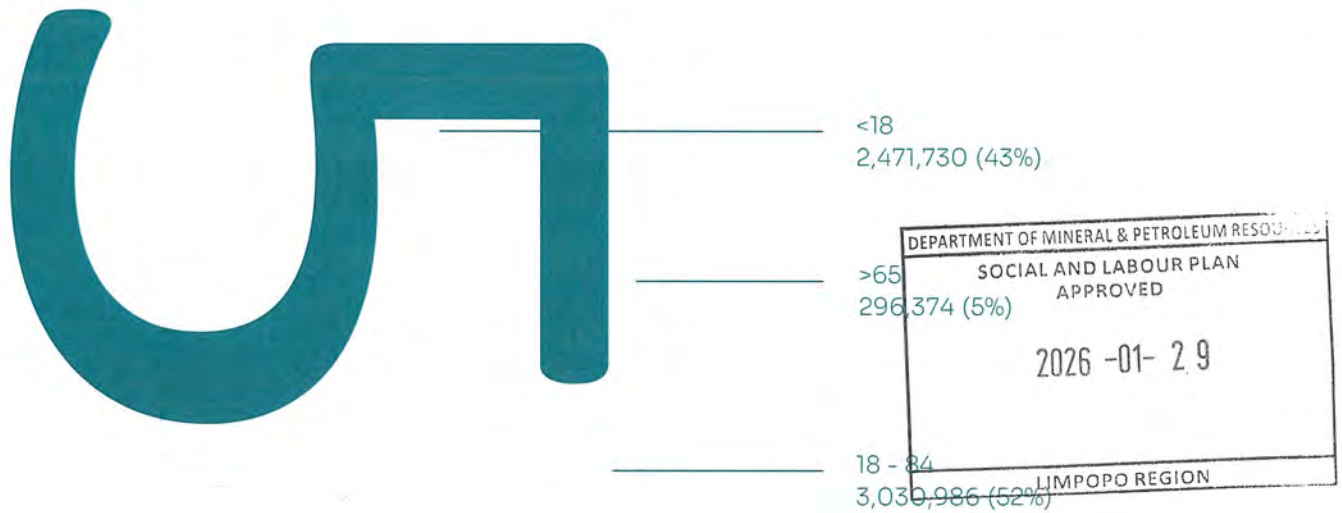


Figure 9: Limpopo population by three main age groups
Source: Stats SA (Community Survey Report) 2022

The vast majority, that is 98.7% of the population, are South African citizens and less than 2% come from outside the country. Taking into consideration that Limpopo accounts for more than 12% of the South Africa's population, it would appear that people born in Limpopo are less nomadic; a staggering 95.6% (Figure 10) of the population were born and reside in Limpopo.

However, the situation is not different from that of other provinces.

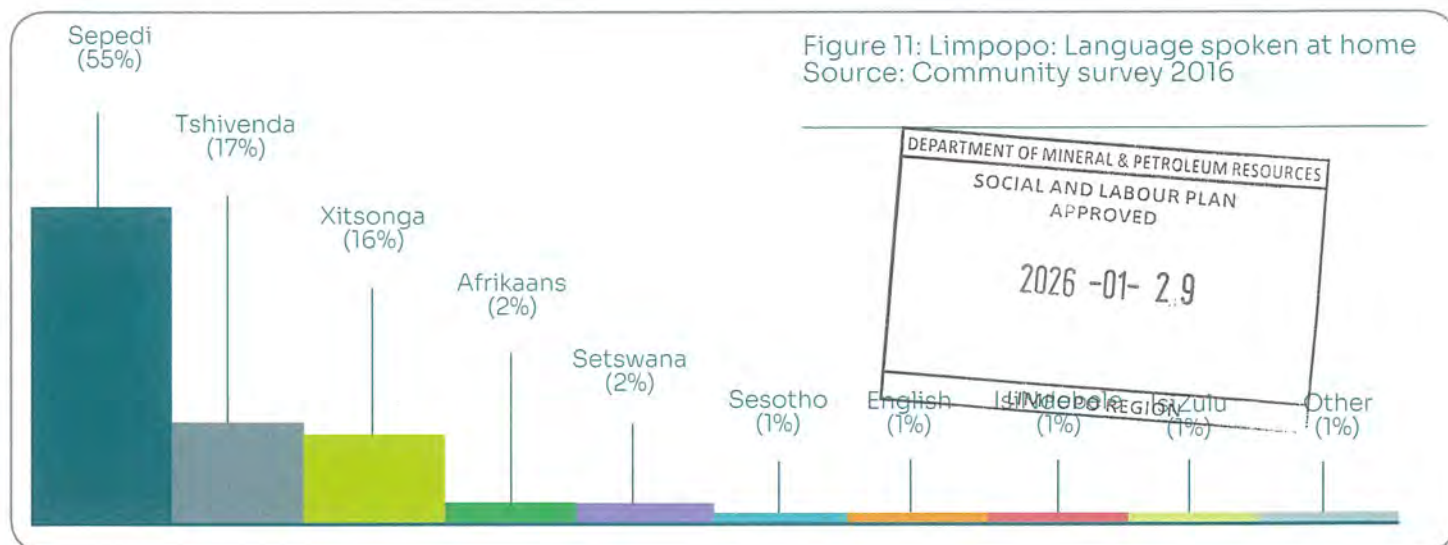
Only 3.1% of the Limpopo's population are from other provinces. The difference is made up of citizens of other countries. As already highlighted, the SADC region is the major contributor of non-South African citizens to Limpopo's population.



Figure 10: Limpopo population by age group
Source: StatsSA (Community survey) 2022

In Limpopo, Sepedi is the most spoken language, followed by Tshivenda and Xitsonga. Afrikaans, which is spoken by 2% of the

population, is the most predominant non-Bantu language, way ahead of English at 1% (Figure 11).



Health (HIV/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) have argued that the 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).

Limpopo as of 2016 had about 8% HIV prevalence (Treatment Action Campaign, 2016).

Amongst the five district municipalities, Waterberg District Municipality has the second highest HIV prevalence in the province.

Figure 13 provides an overview of HIV infections and provides projections to 2021 for Limpopo.

Table 34: Limpopo HIV/Aids profile as of year 2016

Source: Adapted from Treatment Action Campaign State of Provincial Health Care System Report, September 2018

People living with HIV	Limpopo	District municipalities				
		Waterberg	Capricorn	Sekhukhune	Vhembe	Mopani
Number	445,097	66,508	107,728	81,708	74,704	114,449
HIV prevalence (%)	7.7%	8.9%	8.1%	7%	5.4%	9.9%

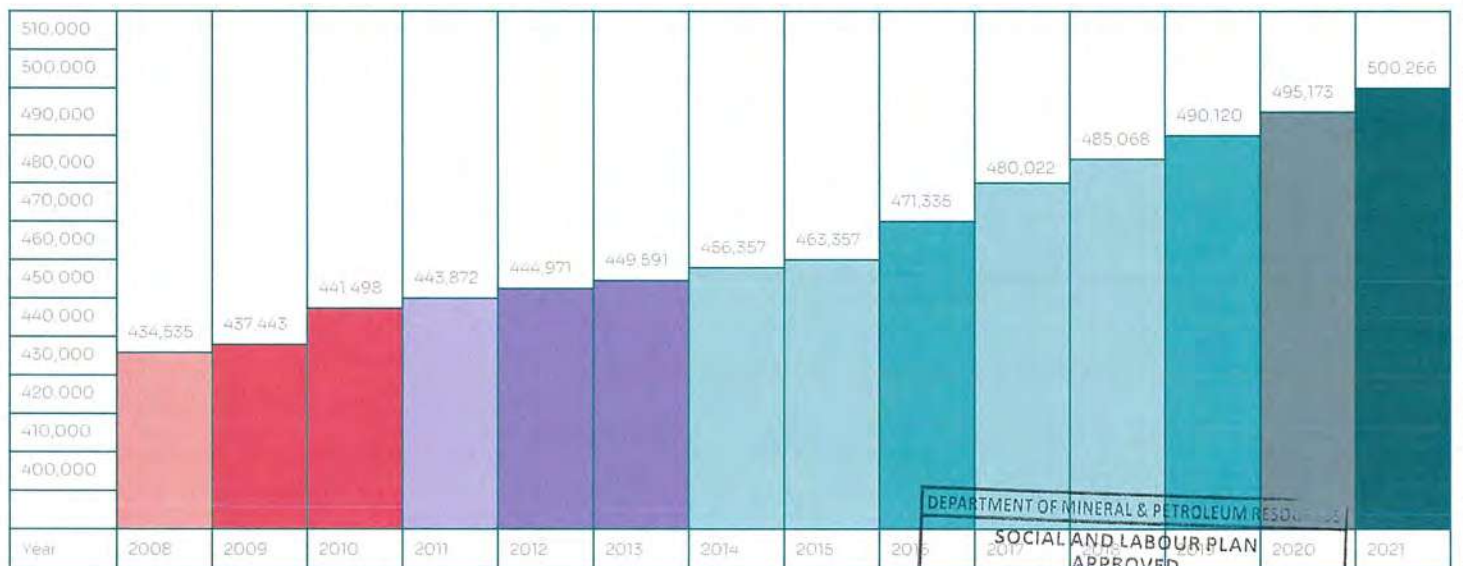


Figure 13: Limpopo HIV infections estimates
Source: Adapted from IHS Regional Explorer (2018)

HIV and Aids have had a debilitating effect on the world. Globally, South Africa is said to be one of the worst affected countries.

The persistence of HIV infections and AIDS-related deaths despite the massive roll out of awareness campaigns, free issue of condoms and the provision of free anti-retroviral (ARV) treatment, means more still needs to be done to contribute to and achieve an Aids-free generation.

Waterberg is not immune to the HIV/Aids pandemic. Women in the 16-64 age bracket bear the brunt of HIV. Most deaths of women in this age group are related to HIV infection and Aids-related illnesses.

Although there are different schools of thought on the correlation between Aids and socio-economic status, the United Nations Joint 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 makes sense as the only viable long-term responses to HIV in Limpopo in general.

Regional economy

Limpopo has a robust economy and mining is the primary driver of the province's economy (Limpopo Treasury, 2016).

Figure 14 shows the sectoral composition of Limpopo's economy. Community services – primarily consisting of public sector funded activities – is the second most important sector in the province. However, the economy is characterised by primary activities. It mainly produces or extracts raw materials for export to other provinces and outside the country for beneficiation.

The province is the mainstay of game hunting in South Africa. Beef production is also a dominant economic activity.

A water shortage is one of the primary constraints to the development of the area. Most farming activities are aided by the use of boreholes. Despite, this challenge, mining continues to be the backbone of this bushveld region. Mining contributes over a fifth of the provincial economy.

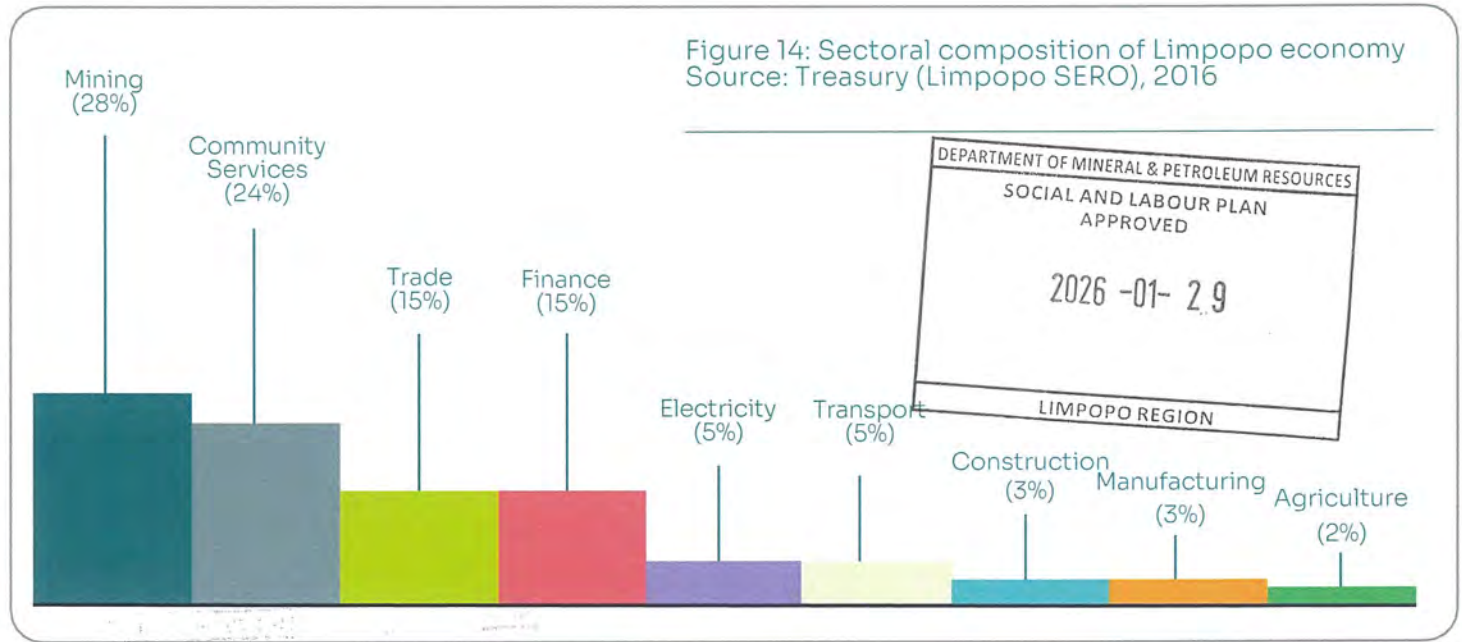
magnetite and copper. Black granite, corundum, and feldspar which are premium commodities are also found.

The province has the largest platinum deposit and 40% of South Africa's coal reserves.

Limpopo is endowed with rich mineral deposits, which include platinum, iron ore, chromium, coal, diamonds, gold, emeralds, silicon, mica, phosphate,

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

Figure 14: Sectoral composition of Limpopo economy
Source: Treasury (Limpopo SERO), 2016



Tables 35 and 36 provide an overview of annual income levels of households and individuals in Limpopo.

country, which is R29,400. More than 55% of the population live below a monthly income of R20,000. There is a close correlation between employee annual incomes and household incomes. In most cases, individual annual incomes are slightly lower than household incomes.

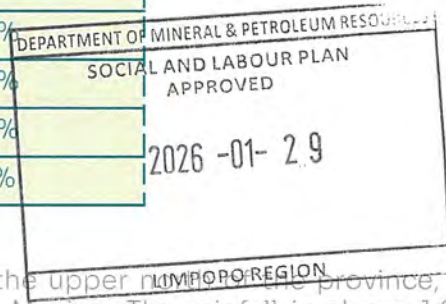
The average household income is R14,600, which is half the amount of the average for the whole

Annual income	Population	%
No income	200,924	13.9%
R1 - R 4,800	92,948	6.4%
R4,801 - R 9,600	173,722	12%
R9,601 - R 19,200	33,573	23.2%
R19,201 - R38,400	302,661	20.9%
R38,401 - R76,800	141,117	9.7%
R76,801 - R153,600	90,768	6.3%
R153,601 - R307,200	64,813	4.5%
R307,201 - R614,400	32,129	2.2%
R614,401- R1,228,800	8,046	0.6%
R1,228,801 - R2,457,600	2,599	0.2%
R2,457,601 or more	2,176	0.2%
Unspecified	24	0%

Table 35: Annual household incomes
Source: Community Survey 2016

Annual income	Population	%
No income	84,566	9.5%
R1 - R4,800	32,595	3.7%
R4,801 - R9,600	75,891	8.6%
R9,601 - R19,200	208,138	23.5%
R19,201 - R38,400	145,853	16.5%
R38,401 - R76,800	112,307	12.7%
R76,801 - R153,600	106,222	12%
R153,601 - R307,200	72,437	8.2%
R307,201 - R614,400	17,939	2%
R614,401 - R1,228,800	3,917	0.4%
R1,228,801 - R2,457,600	1,988	0.2%
R2,457,601 or more	1,758	0.2%
Unspecified	22,264	2.5%

Table 36: Employees by annual income
Source: Community survey 2016



The above income scenario is largely explained by the relatively high level of unemployment in Limpopo. Less than a third of the population, 27.4%, is employed. This is about two-thirds of the level of employment in South Africa (Census 2011).

The other interesting dimension that can be discerned from the Community Survey of 2016 is relates to the proportion of persons in employment in the formal and informal sector. Two thirds, which is 66% of those employed are in the formal sector. This is about 90% of the level of employment in the formal sector in South Africa: 74% of employees are in the formal sector.

As a result, it is not surprising given that Limpopo has 1.5 times the national level of employment in the informal sector: 18% of those in employment are in the informal sector. Another unique feature is the higher level of residents who are employed in private households, 14% as opposed to the national level of 11% are employed in private households.

Environmental perspective

Figures 15 provide a series of maps depicting different elements of the environment in Limpopo.

The annual mean rainfall is well below 300

millilitres for the upper part of the province, particularly in Musina. The rainfall is above 1,000 millilitres per annum in the belt stretching from parts of Thohoyandou, Makhado, Tzaneen and to the Southeast towards Acornhoek. On 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 droughts. They range from low/moderate to high/very high, with the bulk of Mogalakwena being in the very high category.

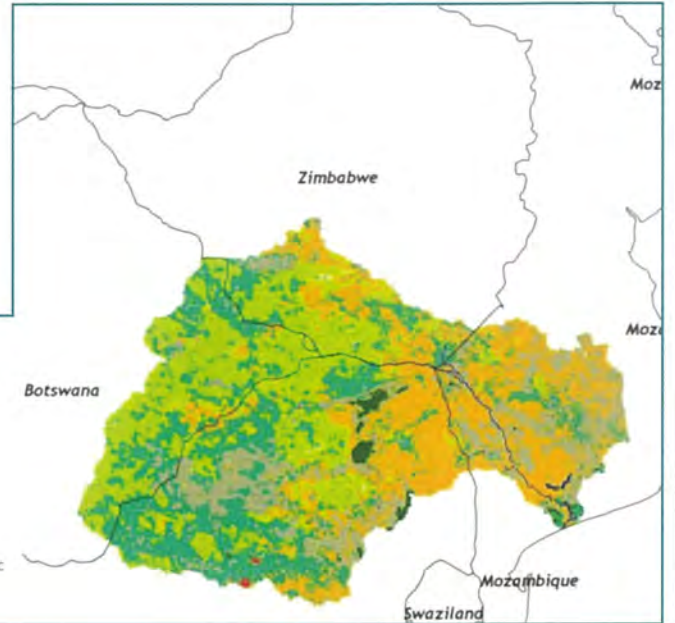
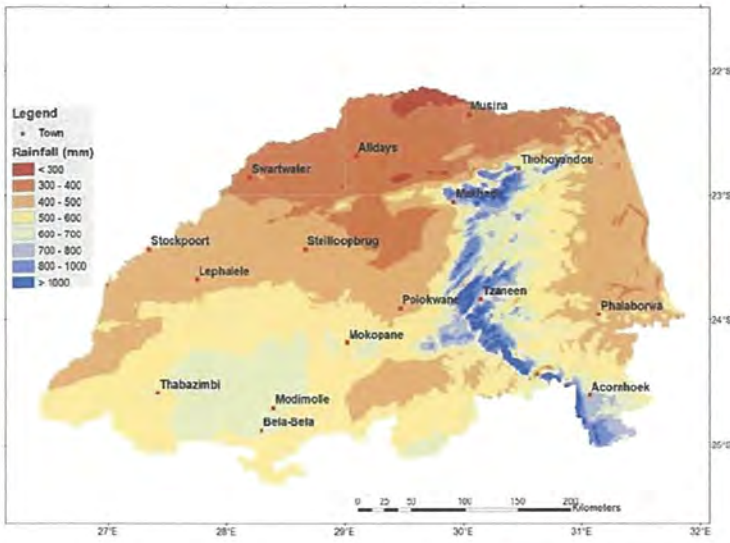
Despite the low sensitivity to drought, there is minimal cropping to the west and westerly parts of the province.

Mining, cattle ranching, and game hunting are the main agricultural activities in that part of the province. Subsistence agriculture is the mainstay of the rural economy, as shown by the last map. There is high concentration of subsistence farming in moderate to high drought hazardous areas, particularly to the east of the province. Most of the farmers and households in the province suffer from a poor water supply.

This negatively affects agricultural productivity, particularly among small-scale and village farmers, who cannot afford to invest in boreholes and irrigation infrastructure.

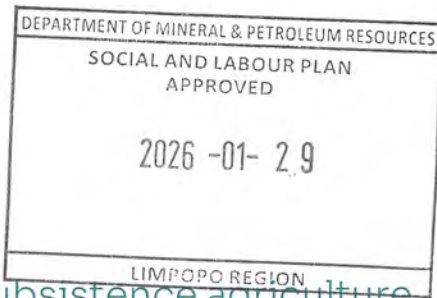
Mean annual rainfall over Limpopo

Source: Mpandeli S. et. al (2015)



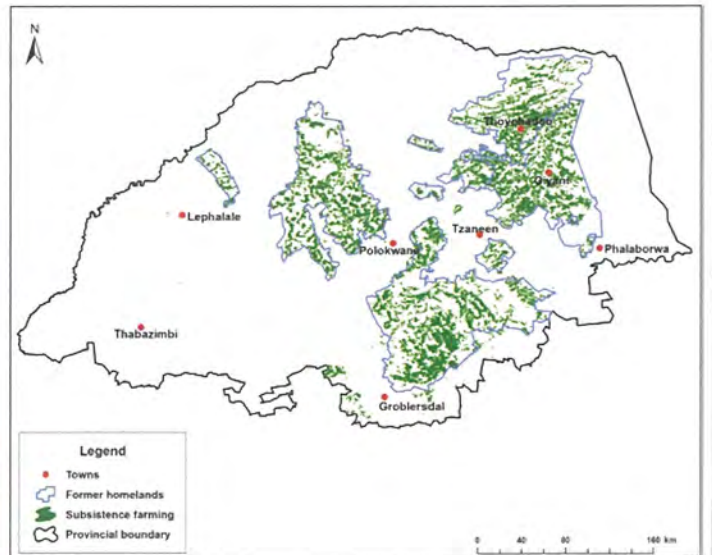
Land use in Limpopo

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



Subsistence agriculture in Limpopo

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



Areas of drought hazard

Source: Koppen, B. (2017)

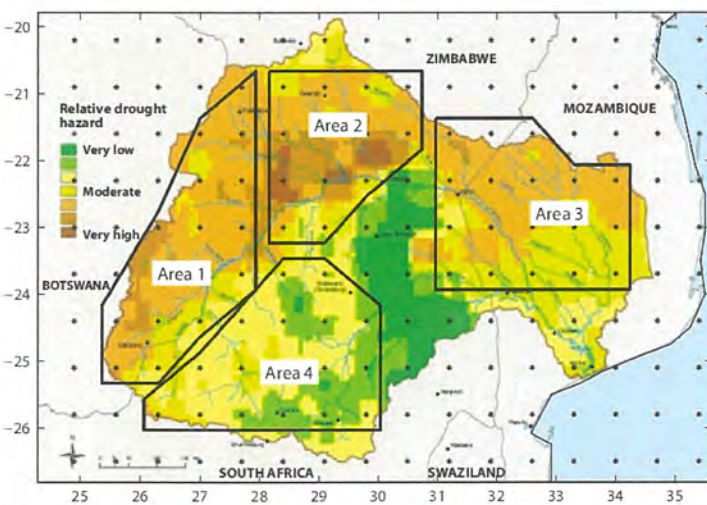


Figure 15: Different elements of the environment in Limpopo (environmental attributes)

3.2.2 Socio-economic overview of Mogalakwena Local Municipality (Regulation 46 (c) (i))

Demographics

According to Census 2022, the Mogalakwena Local Municipality (MLM) consists of 49% of the Waterberg District's population, with a total population of 378,198 and 109,294 households. The population growth rate is estimated at 2.1% in 2022.

Of the 378,198 residents of MLM, 95.7% are Black African, 3.3% are White, 0.6% are Indian/Asian and Coloureds make up the remaining 0.2%.

Just over 52.3% of the population is female. Of those aged 20 years and above, 11.2% have no formal schooling, 8.4% completed or have some primary education, 35.8% have some form of secondary education, 31.7% have completed matric, 8.7% have some form of higher education, and 8.7% have no form of schooling.

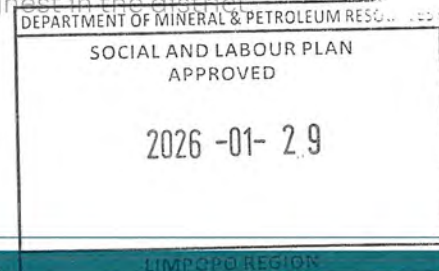
According to Census 2022, there are 17,525 households, of which 42.3% have access to piped water in the yard, while only 20.2% of households have access to piped water in their dwelling, which is the lowest figure in the Waterberg District Municipality.

According to Census 2022, of the 78,647 economically active (employed or unemployed but looking for work) people in the district, 40.2% are unemployed. The unemployment rate of Mogalakwena is almost double that of the other municipalities in the district. This could be attributed to a reduction in mining activities in recent years.

Of the 39,515 economically active youth (15–35 years) in the area, 51.7% are unemployed, which is also the highest in the district.

Table 37: Key population statistics

Source: Statistics South Africa (Stats SA), Census 2022 and 2011



Key population statistics		LIMPPOPO REGION
	Census 2022	Census 2011
Total population	378,198	304,585
Young children (0–14 years)	30.5%	34.3%
Working age population (15–64 years)	61.6%	58.3%
Elderly (65+)	7.8%	7.4%
Dependency ratio	62.3	71.5
Sex ratio	91.3	87.6
No schooling aged 20+	11.2%	15.9%
Higher education aged 20+	8.7%	8.5%
Number of households	109,294	78,632
Average household size	3,5	3,8
Formal dwellings	97.3%	93.6%
Flush toilet connected to sewerage	42.7%	27.9%
Piped water inside dwelling	36.2%	20.2%
Electricity for lighting	97.2%	91.8%
Weekly refuse disposal service	39.1%	27.1%

The majority of the population is aged between 0 and 19, followed by those aged between 20 and 34, which suggests that the municipality is dominated by people who are both socially and economically active. In addition, the municipal area has a high dependency ratio due to most of the population aged between 0 and 19.

However, MLM has to prioritise social programmes and projects that will be able to address the socio-economic needs of the people. For example, there is a need to increase the number and improve the quality of social amenities in the municipal area, preferably within the municipal growth points.

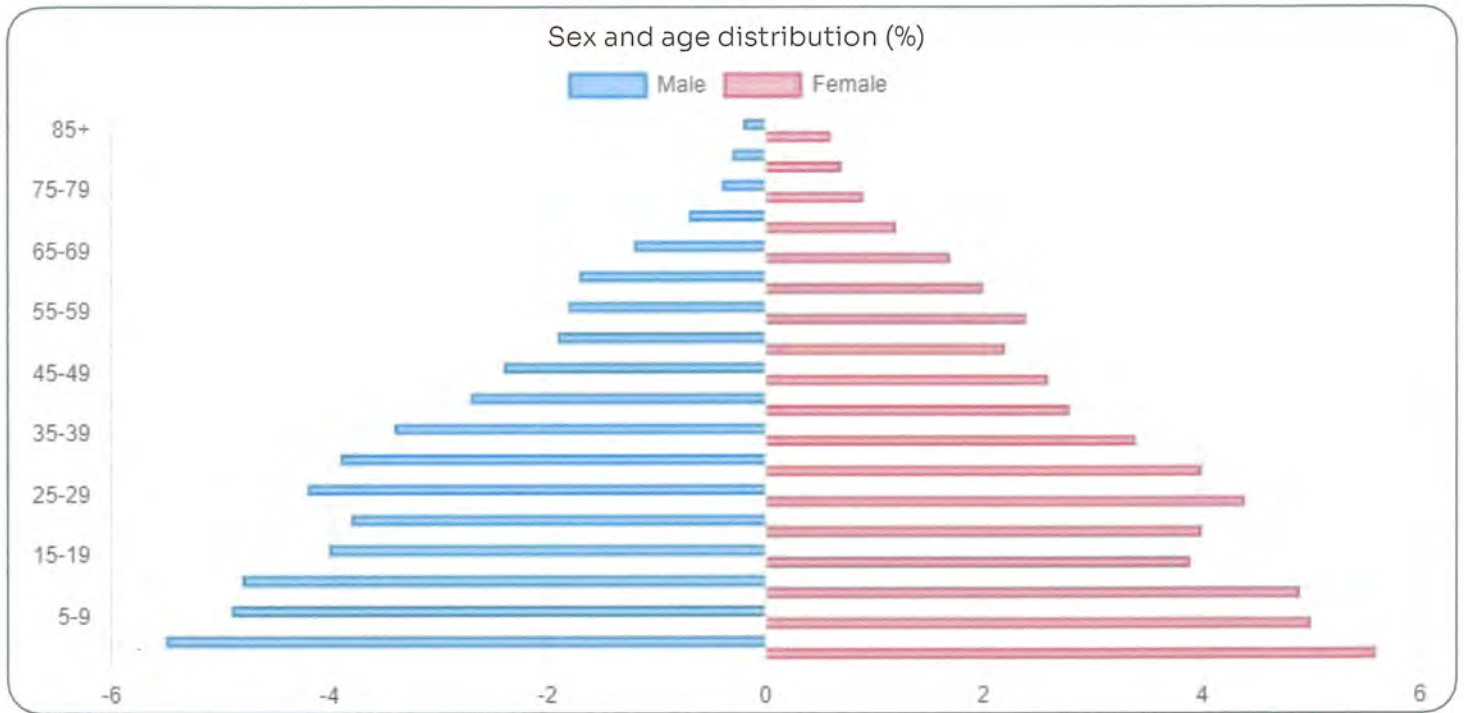


Figure 16: MLM age and gender distribution
 Source: Statistics South Africa (Stats SA), Census 2022

Language

It is important to pay attention to language, history, culture and legacy in development. Figure 18 provides an overview of the languages most spoken at home in MLM.

Sepedi is the primary language in MLM; 80% speak the language in their respective homes. This is 1.5 times the level in the province, where 55% of

people speak the language in their homes.

One of the key issues emanating from the language profile pertains to the need to package and disseminate information, including the SLP document, in predominant local languages.

This is in Sepedi (and Xitsonga), in addition to English in the case of MLM.

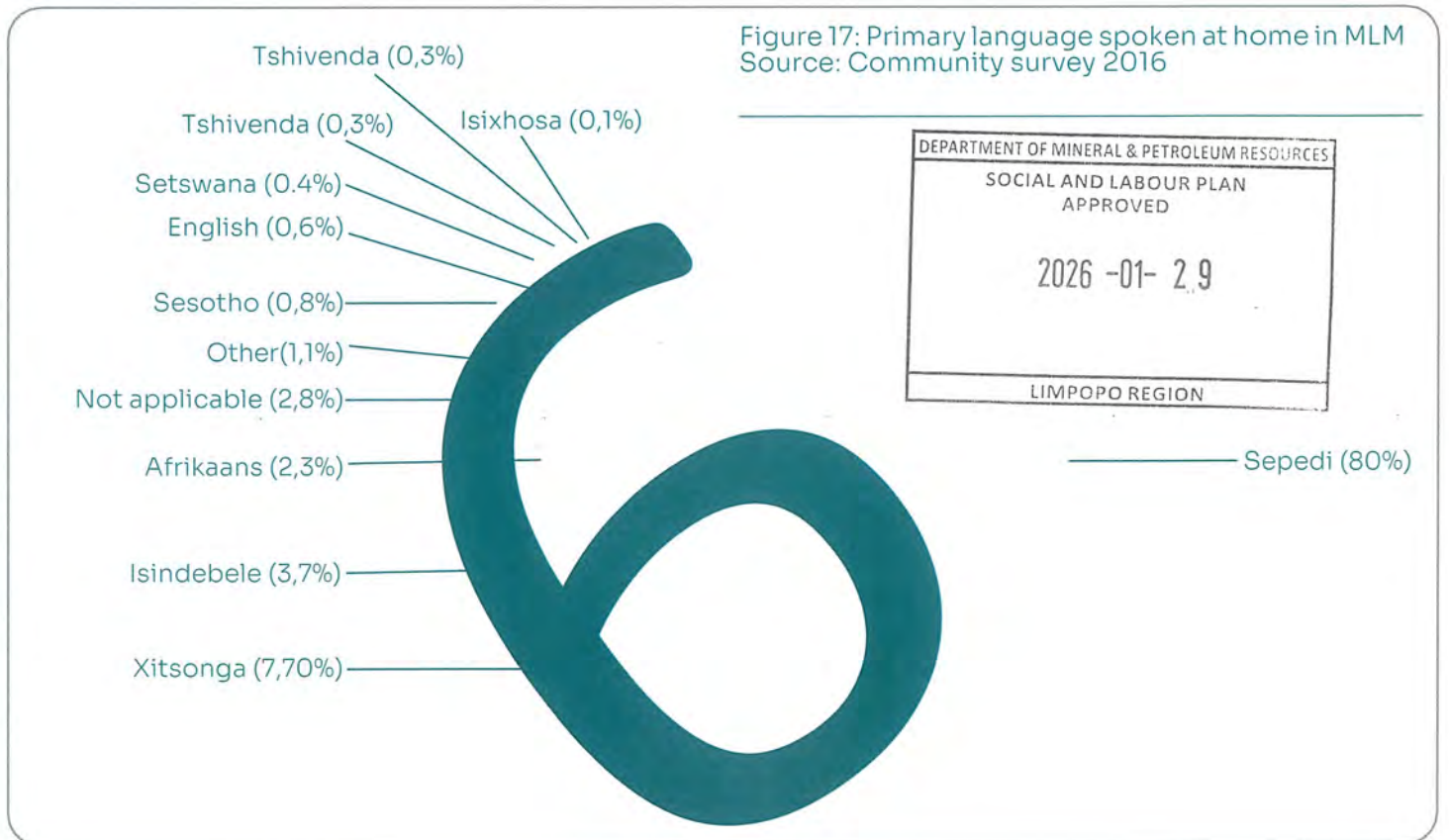


Figure 17: Primary language spoken at home in MLM
 Source: Community survey 2016

Migration

One of the population attributes that differs vastly from the provincial and national picture, is the level of migration, as shown in the table below. It shows Mogalakwena has a low pull factor. Most (95.6%) of the residents are from Limpopo.

Mogalakwena does not attract people from the neighbouring provinces of Mpumalanga and North West. In contrast, far away Gauteng contributes 2.1%, that is more persons into MLM than Mpumalanga and North West combined.

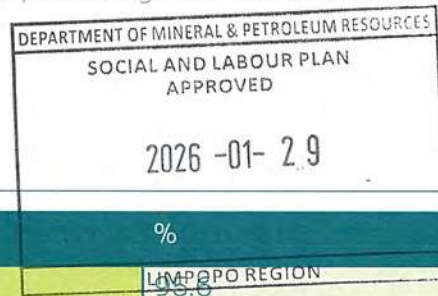


Table 38: Place of birth and migration in MLM
Source: Community survey 2016

Province	%
Limpopo	95.6
Gauteng	2.1
Outside of South Africa	1.3
Mpumalanga	0.4
North West	0.3
Free State	0.1
KwaZulu-Natal	0.1
Eastern Cape	0
Northern Cape	0
Western Cape	0
Total	100

Education

The figure below shows the number of people who had reached each level of education as presented in the Census 2022. Over the years there has been a steady decline in the number of people who have not received an education.

The percentage of people with no schooling has decreased from 15.0% in 2001 to 9.0% in 2011,

while those with education higher than Grade 12 have increased from 3.0% in 2001 to 5.0% in 2011.

Most of the individuals without schooling were females, but even so, their numbers have decreased from 18.0% to 11.0% in 2011. There is also an encouraging trend of more females attaining higher education.

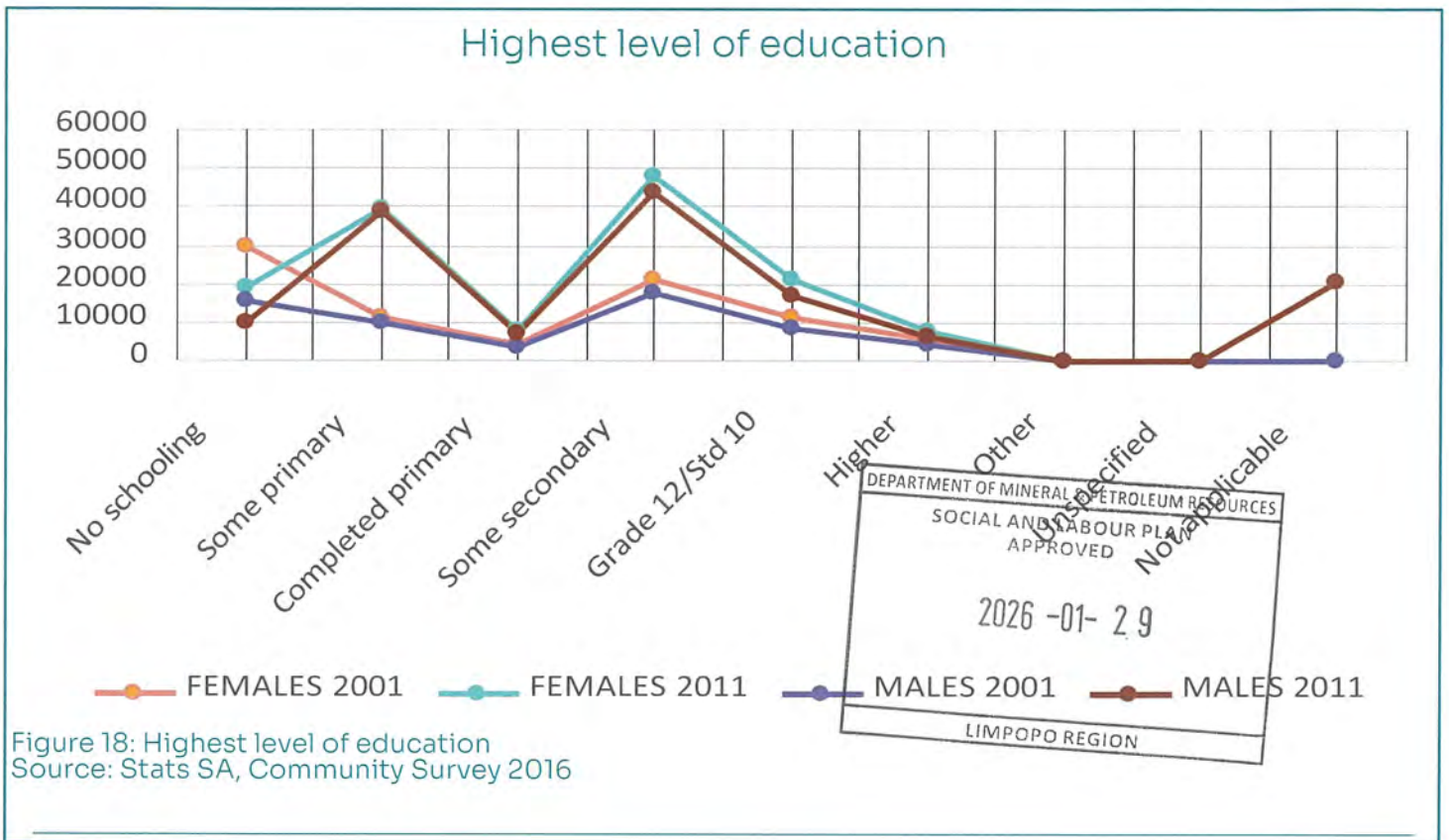
Table 39: Highest level of education

Source: Statistics South Africa (Stats SA), Census 2022

Highest level of education		
Name	Frequency	%
No schooling	23,852	11.2%
Some primary	17,796	8.4%
Completed primary	7,116	3.3%
Some secondary	76,202	35.8%
Grade 12/ Standard 10	67,442	31.7%
Higher education	18,420	8.7%
Other	1,975	0.9%

Table 40: Highest level of education
 Source: Statistics South Africa (Stats SA), Census 2022

Highest level of education					
No schooling	Grade 7/ Standard 5/ ABET 3	Grade 12/Standard 10/Form 5/Matric/ NCV Level 4/ Occupational certificate NQF Level 3	Higher/National/ Advanced Certificate with Grade 12/ occupational certificate NQF	Post-higher diploma (Masters)	Other
63,208	13,636	41,648	1,701	909	690



Employment

One of the key social problems facing the Mogalakwena Municipality is poverty. Unemployment estimates in the Municipality vary between 45% and 70% of the economically active

population (people between the ages of 15 and 64 years). Women, and especially rural women, form the greatest number affected by the lack of job opportunities as well as other social problems.

Table 41: Employment status in MLM
 Source: Community Survey 2011

Employment status						
Gender	Employed		Unemployed		Not economically active	
	2001	2011	2001	2011	2001	2011
Female	16,345	21,358	19,172	17,833	56,353	59,600
Male	20,744	25,679	14,526	13,777	37,919	51,396

Over-dependency on limited sectors – mining in the case of Mogalakwena – is also not sustainable. The fortunes of Mogalakwena are closely tied to mining. This calls for concerted partnerships to diversify the economy and livelihoods of the area. However, cognisance must be taken of the fact that this calls for the state to take the lead through public policy and programmes.

Incomes

To determine the living standards of people as well as their ability to pay for basic services such as water and sanitation, the income levels of the population are analysed and compared to the

income levels of Limpopo. In the table below, the distribution of the households per income group in the MLM is shown.

Table 42 confirms that general education levels are low, as income earned by low-skilled labourers is lower than income earned by highly skilled workers. Since the education levels are low, the income that is earned is concentrated in the lower brackets, which suggests that the general population is poor. In addition, the table shows that there is a significant number of people who have no income. This confirms that poverty is a problem in the municipal

Table 42: Annual household income

Source: Statistics South Africa (Stats SA), Census 2011

Annual household income												
Number of residents per income type	No income		R1 - R400		R401 - R800		R801 - R1 600		R1 601 - R3 200		R3 201 - R6 400	
	2001	2011	2001	2011	2001	2011	2001	2011	2001	2011	2001	2011
		1,028	132,367	7,158	83,069	8,135	8,658	7,240	41,578	6,146	10,729	4,958
Number of residents per income type	R6,401-R12,800		R12,801-R25,600		R25,601-R51,200		R51,201-R102,400		R102,401-R204,800		R204,801 or more	
	2001	2011	2001	2011	2001	2011	2001	2011	2001	2011	2001	2011
		1,711	6,660	466	4,110	144	975	65	229	18	149	11

Unemployment rates

According to the Census 2011, of the 78,647 economically active (employed or unemployed but looking for work) people in the district, 40.2% are unemployed.

The unemployment rate of Mogalakwena is almost double that of the other municipalities in the

district. This could be attributed to a reduction in mining activities in recent years.

People with disabilities

The table to follow indicates the number of people with disabilities. Most of the disabilities relate to physical disability.

Table 43: Number of people with disabilities

Source: Statistics South Africa (Stats SA), Census 2001 and Community Survey 2007

Number of people with disabilities		
Type of disability	Census 2001	Census 2007
Communication	554	1,033
Emotional	2,222	2,449
Hearing	2,743	1,193
Intellectual	1,566	1,012
Multiple disability	1,735	128
Physical	3,839	3,941
Sight	4,804	1,845

Dependency

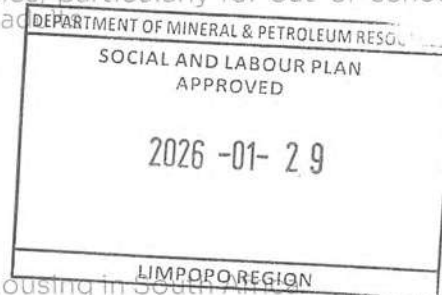
In simple terms, dependency is the measure of the socio-economic pressure on the productive population. In South Africa, dependency is measured in relation to age or proportion of age groups, that is, using age dependency. The age dependency ratio is the ratio of dependents to the working-age population.

Dependency is calculated as the ratio between the dependent age group(s) [that is the number of young people (under 15 years of age) plus older people (over 64 years of age)] in relation to EAPs (15 - 64 years).

A low dependency ratio means that there is a sufficient pool of people in employment to support the dependent population. A higher value means

that employed people must support more non-working people. A lower ratio is the ideal. According to StatsSA 2022, MLM has a dependency ratio of 62.3%, a level that is unsurprising given the relatively low levels of employment.

The high dependency ratio indicates a substantial burden on the employed individuals, who need to support the unemployed, inactive and youth. These findings suggest a need for local government to implement income-generating or transfer programmes to cater for the dependent group(s). The prime 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.



3.2.3 Housing and living conditions

Legislative framework

The following acts and legislation regulate all matters relating to housing in South Africa.

Table 44: Acts and legislation

Acts and legislation	
Legislation	Summary/Scope of legislation
Constitution of the Republic of South Africa, Act 106 of 1996, Chapter 2, section 26 (1)	Everyone has the right to have access to adequate housing.
Housing White Paper, 1994	Provides a framework for the future provision of sustainable housing in the country.
Housing Act no 107 of 1997	<ul style="list-style-type: none"> Provides for the facilitation of a sustainable housing development process. It lays down general principles applicable to housing development in all spheres of government. Define the function of national, provincial and local governments in respect of housing development. Provide for the establishment of a South African Housing Development Board, the continued existence of provincial boards under the name of provincial housing development boards and the financing for the national housing programme.

The table below shows different typologies found within the MLM setup as taken from Stats SA.

Table 45: Main dwelling types

Province, district and local municipality	MIIF Category	Government transfers and subsidies as a % of total	Type of main dwelling					
			2011			2022		
			Informal dwelling	Other	Formal dwelling	Traditional dwelling	Informal dwelling	Other
Limpopo			73,712	7,445	1,715,069	40,391	49,298	6,807
Waterberg	C1	96.6%	19,989	1,382	227,552	1,459	18,717	798
LIM367: Mogalakwena	B2	54.2%	3,536	316	106,336	501	2,269	188

3.2.4 Service delivery

Water

Mogalakwena Municipality is a Water Service Authority (WSA) and a Water Service Provider (WSP). Every Water Service Authority has a duty to all customers or potential customers in its area of jurisdiction to ensure efficient, affordable, economical and sustainable access to water

services [Water Services Act of 1997 Section 11]. Thus, a Water Service Authority has the duty to provide water services to ensure efficient, affordable, economical and sustainable delivery



Table 46: Water access

Source: StatsSA Census 2011 and 2022.

Province, district and local municipality	MIIF Category	Government transfers and subsidies as a % of total	Source of water for household use			
			2011		2022	
			Regional/local water scheme	Other	Regional/local water scheme	Other
Limpopo			889,449	528,636	1,059,262	752,303
Waterberg	C1	96.6%	125,234	54,624	167,058	81,468
LIM367: Mogalakwena	B2	54.2%	54,449	24,183	65,373	43,921

The following main water supply schemes supply both urban and rural areas with water.

Table 47: Water sources and capacity

Water sources and capacity	
Source	Capacity
Doorndraai Water Resources System (state-owned)	7-8 MI/p/d
Uitloop farm (private owned)	0,5 MI/p/d/
Weenen/Planknek (municipal owned)	4 MI/p/d
Moorddrift borehole	0.5 MI/p/d
Various rural boreholes	4-12 MI/p/d

The Mogalakwena River Catchment covers an area of 19,327 km² and the MAR is around 140 million m³/y. Two major dams, the Glen Alpine Dam and the Doorndraai Dam, are in this catchment.

The Doorndraai Dam supplies water to Mokopane (Potgietersrus) while the Glen Alpine Dam provides the immediate and downstream area with water for both primary use and irrigation.

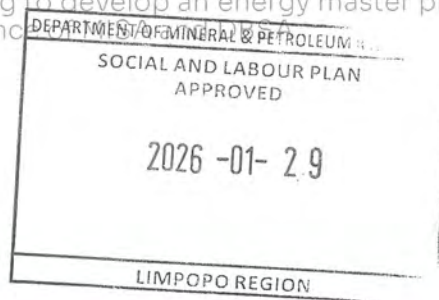
Development of Water Safety Plan as per SANS 241:2015 and WHO guidelines including risk assessment of entire supply system, water quality evaluation based on full SANS 241:2015 analysis of raw and final water, develop.



Energy and electricity

The municipal area of jurisdiction is serviced by both Eskom and the municipality. The municipality's licensed area of supply is Mokopane town, the industrial area and the farming areas surrounding the town. The majority of the rural area is serviced by Eskom. The municipality services a total area of 2,800 km². The municipality has 15,457 electricity consumers, which include industrial, commercial, agricultural and residential consumers. This is achieved by making use of almost 1,200 km of 33 kV, 11 kV and 400 V overhead electrical lines and about 400 km of underground cables.

Mogalakwena makes use of four major 33 kV/11 kV substations with a total installed capacity of 160 MVA and one switching station. There are four minor 33 kV/11 kV substations supplying electricity to the almost 2,800 km² farming area surrounding Mokopane town as far as 10 km from Mookgopong in the southwest, 50 km in a westerly direction and 30 km in a northerly direction from Mokopane town. The municipality is also responsible for the maintenance of all streetlights and high mast lights across Mogalakwena. The municipality is planning to develop an energy master plan with the assistance of the Department of Mineral & Petroleum Resources.



Electricity and backlogs

Table 48: Household access to electricity
Source: StatsSA, Census 2011 and 2022

Province, district and local municipality	MIIF Category	Government transfers and subsidies as a % of total	Type of main dwelling					
			2011			2022		
			Electricity	Gas	Other	Electricity	Gas	Other
Limpopo			708,913	21,956	684,806	892,812	327,080	588,684
Waterberg	C1	96.6%	117,818	4,575	57,232	129,487	67,119	51,595
LIM367: Mogalakwena	B2	54.2%	46,766	1,564	30,219	56,908	25,148	27,132

Table 49: Mogalakwena electricity backlog households
Source: Survey 2022

Service	Backlog				
	2017/18	2018/19	2019/20	2020/21	2021/22
Electricity	12,033	13,403	8,233	9,417	12,635

Sanitation

Sanitation is about dignity. The availability of sanitation facilities does not only improve the dignity of people but also promotes their health. Areas without proper sanitation systems give rise to waterborne diseases like cholera, diarrhoea, typhoid, etc. It is therefore important that a municipality prioritises this service, particularly considering the backlog (rural sanitation) and the national target.

The MLM quality of life study indicates that 79.0% of people in traditional areas and 18.0% of people in informal settlements have access only to basic pit latrines.

The existing operational wastewater facilities are:

- Mokopane wastewater treatment works
- Sekgakgapeng oxidation pond
- Masodi oxidation pond
- Rebone sewer
- Sterkwater sewer

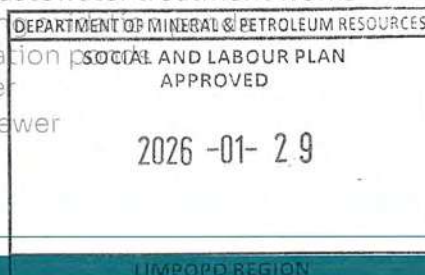


Table 50: Waste Water Treatment Works (WWTW) performance

WWTW performance							
Name of WWTW	Class	Design capacity (MI/d)	Average flow (MI/d)	Performance (%)	Number of process controllers	PC required	Improvement measures required
Mokopane WWTW	C	9.8 MI/d	10 MI/d	102	4 4 x IV	1 X Class IV 3 x class III	Upgrading of aeration system and chlorination system
Rebone ponds	E	2MI/d	No flow meter	Unknown	0	2 x Class II	Refurbishment of transfer sludge pumps and removing of overgrown vegetation
Masodi Ponds	E	2MI/d	No flow meter	Unknown	0	2 x Class II	Desludging of anaerobic ponds and removing of overgrown vegetation
Sekgakgapeng ponds	E	2MI/d	No flow meter	Unknown	0	2 x Class II	Desludging of anaerobic ponds and removing of overgrown vegetation

Table 51: Sanitation backlogs and access

Source: Statistics South Africa (Stats SA), Census 2011 and 2022

Province, district and local municipality	MIIF Category	Government transfers and subsidies as a % of total	Type of main dwelling					
			2011			2022		
			Flush/chemical toilet	Other	None	Flush/chemical toilet	Other	None
Limpopo			309,905	1,006,146	102,033	637,164	1,131,144	43,257
Waterberg	C1	96.6%	86,045	86,677	7,136	143,044	101,389	4,093
LIM367: Mogalakwena	B2	54.2%	21,955	54,314	2,364	46,628	61,467	1,199

Roads and Stormwater include after waste management (refusal removals)

The municipality developed a Road Master Plan which has not yet been approved by the Council. The objectives of the master plan are to categorise and classify the roads. It must ensure that road and stormwater infrastructure development is aligned to the MLM Spatial Development Framework.

This must benefit economic growth in the area by absorbing the potential growth resulting from mining companies that are about to settle within the borders to mine the different mineral resources found in the area. Implementation of the plan will also attract tourism, improve the economy and create opportunities for business initiatives for local people.

Table 52: Road and stormwater access and backlogs

Road and stormwater access and backlogs			
Total network	Gravel roads	Internal streets	Tarred roads
3585,38 km	3062,42 km	12,66 km	510.3 km

Resurfacing 14.5% of the roads has been done over the past five years. This represents an average rate of once every 24 years.

every 10 to 15 years depending on pavement structure and traffic loading.

To raise the level of maintenance and ensure that the resurfacing programme keeps pace with the expected life of the new surface, roads with a chip and spray surface will require resurfacing every five to 10 years and those with a premix surface

A large proportion of the roads are gravel, which over time is being surfaced, or the gravel upgraded to tar. Funding for the upgrading of these roads is also important as maintenance of a gravel road to an acceptable standard is very costly and for short durations.



Table 53: Road's classification

Provincial and district roads in MLM	
Road number	Description
D3521	Basterspad – Jakkalskuil
P19/1	Kloofpass-Marken
D192	R101-Sterkrivier
D3580	N11-Makobe
D1958	N11 –Mapela Thusong Centre
D3519	N11-Hlogo ya nku phase 182
D5006 D3389	Percy Fyfe R101
D3579	Setupulane –Sodoma
D3574	D1711- Rapadi via Ga-Mushi to Hlako main road
D3537	N11 to Bakenberg via Pudiakgopa
D3505	Marulaneng to Segole via Paulos and Nelly
D3576	N11 via MonteChristo/Pollen Matjitjileng to Tibane
D3556 D3564	N11 via Tiberius/Grasvlei Segole to Rapadi
D3540 D3556	Bakenberg via Clermont/Mphello to N11
D3569	Uitzicht via Sterwater/ Nkidikitlana to Rapadi

D3515	Rantlakane /Makekeng via Lesodi to Skilpad	
D3534 D4380	N11 via Rooiwal /Malokg to Ditlotswane	
D3579 D3577	Setupplane via Preezberg/Duren/ Breda to Khala	
D2644	Masebe nature reserve to Marken via Uitspan	
D3573	Nkidikitlana to Tauetswala	
D1958	N11 via ga- Makoate to Mashashane	
D3075 D3375	N11 via Phofu to Matlala	
D3397	Seema to Lekhureng Via Chipana	
D3550 D3556	Bakenberg via Masipa/Malapile to N11	
D1958	Mapela Thusong to Tin Mine	
D1501	Machikiri/ Thupi to Mashashane	
D598	Sterkrivier to Entabeni	
D192	Tinmine T-junction to Entabeni via / Lyden / Marken T-junction	
D888	Dikgokgopeng to Daggakraai	
N11	Mokopane- Marble Hall	DEPARTMENT OF MINERAL & PETROLEUM RESOURCES
D192, D251	Doorndraai dam	SOCIAL AND LABOUR PLAN APPROVED
R518	Mokopane-Zebediela road	2026 -01- 29
D19	Tibane to Makobe	LIMPOPO REGION

Waste management

The main objective of waste management is to ensure the protection of the environment through effective waste management measures. The provision of affordable waste collection services protects the health and well-being of the people.

The National Environmental Management: Waste Act 2008, gives a municipality the executive authority to deliver waste management services including waste removal, waste storage and waste disposal. The municipality's two general landfill sites are both licensed in terms of legislation governing waste management.

Waste management facilities

The MLM has two permitted landfill sites located at Rebone and Potgietersrus (Mokopane).

Rebone Landfill

The Rebone Landfill site was classified as G: S: B and receives only general waste from Rebone Township, which consists of 1,500 households and local businesses. The site is 100km north of Mokopane and is licensed under permit number 12/9/11/P74. The site has a fence, gate, guardhouse and signage boards at the entrance gate.

Potgietersrus (Mokopane) Landfill Potgietersrus landfill site (known as Mokopane landfill) is classified as G: M: B, located 4km southeast of Mokopane town and covers an area of about 118,250m². The permit was issued in 1994 in terms of the Environmental Conservation Act regulations with permit number B33/2/0160/003/P100. The site is secured with a palisade fence. There is a signage board at the entrance, a guard house, staff buildings, a weighbridge facility and a recycling platform.

Waste management access and backlogs

The number of households whose weekly refuse is removed by the local authority has increased from 16.9% in Census 2001 to 26.8% in Census 2011. In the same period, the number of households whose refuse was removed less frequently than once a week declined from 0.8% to 0.4%. The percentage of households depending on a communal refuse dump increased slightly from 1.1% to 1.3% between 2001 and 2011. There was a slight increase in the percentage of households that owned their own refuse dumps. There was also a decrease in the proportion of households without any refuse disposal, from 9.7% in Census 2001 to 7.7% in 2011. The table below shows the various waste disposal methods per household.

Table 54: Access to refuse removal services
Source: Statistics South Africa (Stats SA), Census 2022

Access to refuse removal services		
Name	Frequency	%
Removed by local authority at least once a week	42,752	39.1%
Removed by local authorities less often	1,524	1.4%
Communal refuse dump	2,112	1.9%
Communal container/central collection point	363	0.3%
Own refuse dump	54,417	49.8%
No rubbish disposal	7,099	6.5%
Other	1,027	0.9%

Provision of free basic services

Free basic municipal services are provided at no charge by the Government to poor households. Such services provided by municipalities include a minimum amount of electricity, water and sanitation that is sufficient to cater for the basic needs of a poor household.

However, policies regulating the provision of basic sanitation and refuse removal are yet to be finalised by the relevant sector departments. The provision of free basic water (the first 6kL as free basic water) in MLM is provided to indigents only.

Free basic electricity, water, refuse and sewerage are allocated in accordance with the provisions of

the MLM's Indigent Policy, which clearly defines the qualifying categories. The MLM grants free 6kl of water, 50kWh of electricity, 500m² of refuse and 500m² of sewerage. The municipality has spent an amount of R6,197,028.80 in assistance to and provision of basic service levels to indigent households in the 2021/2022 financial year.

This amount also includes assistance in burying the poorest of the poor in the municipal area through the provision of graves. The cost of the graves is R1,223.70 in total. The cost of the graves in Mahwelereng, and the graves in other areas registered indigents.



Table 55: Indigent welfare packages

Indigent welfare packages			
Package compilation for indigent	22/23 R (VAT included)	23/24 R (VAT included)	24/25 R (VAT included)
Rates - R100,000 valuation	60.30	63.50	67,88
Refuse (up to 500m ²)	73.75	77.66	83,02
Sewage (up to 500m ²)	40.25	42.38	45,3
Electricity-50kwh	67.11	79.66	86,83
Water-6kl	139.20	199.89	213,68
Total indigent package per month	380.61	463.08	R496.71

3.3 Economic activities (Regulation 46 (c) (ii))

As alluded to earlier on, mining is the backbone of Mogalakwena and indeed the whole province. Figure 25 provides an overview of mines located and operating in Mogalakwena, the minerals

mined, as well as the respective host communities.

These mines invariably impact the environment in social, economic, and natural aspects.

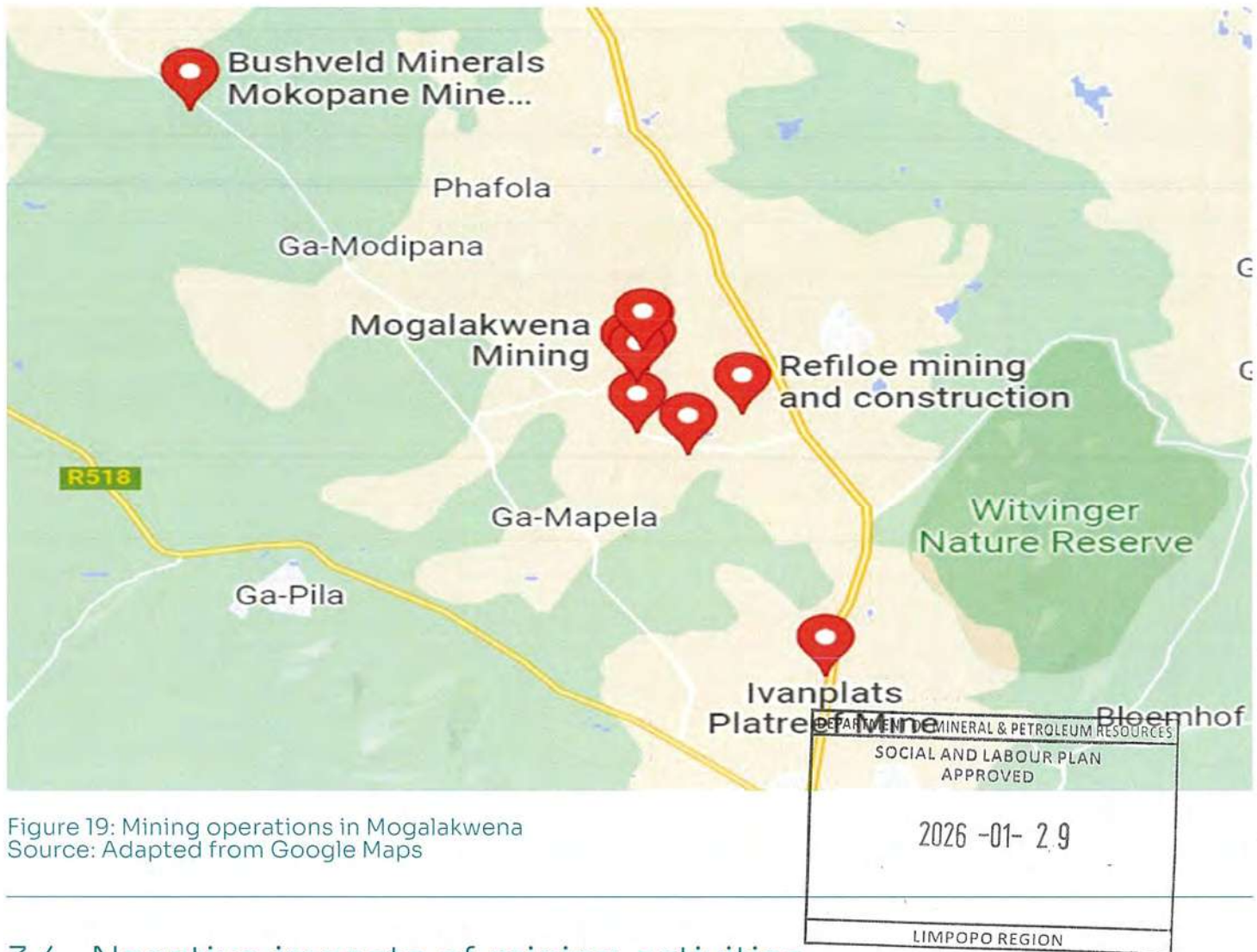


Figure 19: Mining operations in Mogalakwena
Source: Adapted from Google Maps

3.4 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 55 provides an overview of the negative impacts associated with Mogalakwena Mine's operations.

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

For this five-year SLP, Mogalakwena Mine is focusing on mitigation measures for procurement, social investment and benefit sharing and safety. 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 to our operations and workers are our most valuable asset.

Table 56: Mogalakwena Mine's negative impacts relating to local economic development

Issue	Impact related to the issue	Consequence	Remedial action
Resettlement	<ul style="list-style-type: none"> Loss of historical property rights Loss of livelihoods Disruption to general lifestyle and culture	<ul style="list-style-type: none"> Loss of property Poverty Distorted history and heritage loss Loss of unity and social cohesion	<ul style="list-style-type: none"> Rights based approach to relocation and post-settlement support Fulfilment of relocation agreement Fulfilment of relocation agreement Investing in activities that foster social cohesion
Unemployment	<ul style="list-style-type: none"> Poverty Desperation 	<ul style="list-style-type: none"> Social/community unrest Social ills, such as prostitution, crime, substance abuse, etc. 	Preferential employment for locals with requisite qualifications
In-migration	<ul style="list-style-type: none"> High competition for jobs, housing and basic services Acculturation 	<ul style="list-style-type: none"> Resentment of immigrants from other provinces and parts of the world Cultural disintegration 	<ul style="list-style-type: none"> Preferential employment for locals with requisite qualifications Workplace diversity
Procurement	(Perceived deliberate) exclusion of local entrepreneurs	<ul style="list-style-type: none"> Community unrest 	<ul style="list-style-type: none"> Transparent procurement regime/policies and practices Entrepreneurship capacity development programme targeting locals
Graves	<ul style="list-style-type: none"> Right to participate in cultural life 	<ul style="list-style-type: none"> Lack of cultural ties 	<ul style="list-style-type: none"> Protection of graves
Social investment and benefit sharing	Discrimination DEPARTMENT OF MINERAL & PETROLEUM RESOURCES SOCIAL AND LABOUR PLAN APPROVED 2026 -01- 2,9	<ul style="list-style-type: none"> Deepening socio-economic inequalities within the communities 	<ul style="list-style-type: none"> Community participation in planning and implementation of social and economic development plan Equity and transparency in social investment
Environmental quality and health	Environmental degradation LIMPOPO REGION	Environmental contamination, that is dust, water contamination, contamination of grazing and farming land	<ul style="list-style-type: none"> Environmental Impact Assessment Implementation of measures under the Environmental Management Plan (EMP) Environmental management reporting Mine rehabilitation
Safety	<ul style="list-style-type: none"> Insecurity (lack of personal, community and business security) 	<ul style="list-style-type: none"> Fear High costs of doing business 	<ul style="list-style-type: none"> Collaborative security measures, working with SAPS and community
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	<ul style="list-style-type: none"> Zero-tolerance to unethical conduct Measures implemented to facilitate anonymous reporting and provision of evidence on unethical conduct

3.5 Infrastructure and poverty eradication projects (Regulation 46 (c) (iv))

Infrastructure and poverty eradication projects that the mine would undertake in line with the IDP of the areas and other relevant frameworks in which the mine operates and the major sending areas (Regulation 46 (c) (iv)).

Priorities

Mogalakwena is laden with both development opportunities and constraints. It is therefore critical to identify development themes on both – opportunities and constraints – in order address development gaps while leveraging on the available strengths.

Figure 44 provides a prioritised order of development focus areas for Mogalakwena. It is crucial to establish the relationship between the identified development needs of Mogalakwena communities to the priorities articulated in major development instruments.

The identified development needs have therefore been mapped as per Table 52 to the priorities of the Mogalakwena Integrated Development Plan, the Waterberg Development Plan, the Limpopo development plan, the National Development Plan, Vision 2030. policy, the National Labour Plan, Vision 2030.

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2026 -01- 2.9

Table 57: Development themes and needs for Mogalakwena section communities

No.	Theme	Development need	Desired outcomes	Desired impact
1.	Employability	<ul style="list-style-type: none"> Jobs and sustainable livelihoods High level of workplace participation by women Child headed households have a guaranteed decent income 	<ul style="list-style-type: none"> Employability Entrepreneurship-driven job creation Shared economic benefits 	Inclusive economic growth
2.	Affordable housing units	<ul style="list-style-type: none"> Home ownership Potable water and appropriate sanitation Reliable energy to meet household purposes <p>Appropriate waste management</p>	<ul style="list-style-type: none"> Sustainable human settlements and environment Healthy living conditions Productivity and recreation Sustainable waste management practices 	Sustainable human settlements and environment
3.	Appropriate literacy (for employability, competitive entrepreneurship and the future)	<ul style="list-style-type: none"> Inclusive early childhood development (ECD) facilities and services Appropriate post-secondary school skills/skills for out of school youth and young adults for entrepreneurship Appropriate post-secondary school skills/skills for out of school youth and young adults for employability 	<ul style="list-style-type: none"> Inclusive participation in ECD Viable and competitive grassroots entrepreneurship <p>Occupationally directed skills set</p>	<ul style="list-style-type: none"> Skilled and capable human capital (for business and for employment)

1. Immediate to long term effects.
2. Long term sustainable difference to society, economy or environment.
3. The needs are derived from the table above and further interrogated in this table with respect to their alignment to priorities of the reflected development instruments.
4. At the time of the SLP review/preparation, the Limpopo province did not have an approved and operational provincial development plan. The development priorities are therefore derived from the most recent policy statement, that is the 2020 State of the Province Address (SoPA) delivered on the 27 February 2020 by the Premier.

4.	Health and wellbeing	<ul style="list-style-type: none"> Effective HIV prevention Effective HIV and AIDS management Effective management of chronic diseases Addressing sense of despair and hopelessness Reducing alcohol and substance abuse 	<ul style="list-style-type: none"> Healthy individuals and communities Mental wellbeing <p>Appropriate leisure, sports and recreation</p>	Long, healthy and productive lives
5.	Access to sufficient quantity of nutritious food	<ul style="list-style-type: none"> Access to sufficient quantity of nutritious food Means to access sufficient and nutritious food 	Minimum three meals a day	Household food and nutrition security

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 APPROVED
 2026 -01- 29
 LIMPOPO REGION

Table 58: Alignment of development needs for Mogalakwena section communities to priorities in major development instruments

Development needs ³ of Mogalakwena section communities	Priorities			
	Mogalakwena Integrated Development Plan	Waterberg Development Plan (WDP)	Limpopo Development Priorities ⁴	National Development Plan; Vision 2030
Jobs and sustainable livelihoods	Outcome 4: Reduced poverty	Priority 1 under economic KPA: small, medium and macro-enterprise development and support	Growing the economy	Outcome 4: Decent employment through inclusive growth
High level of workplace participation by women			Not mentioned in the SoPA; However, a priority in other provincial development strategies and programmes/	Outcome 13: A comprehensive, responsive and sustainable social protection system/
Child headed households have a guaranteed decent income				
Affordable housing units	Outcome 5: Coordinated, rational, regulated and orderly land development and utilisation		Delivery of low-cost housing	Outcome 8: Sustainable human settlements and improved quality of household life
Portable water and appropriate sanitation	Outcome 6: Enhanced and sustainable Socio-economic growth	Priority 1 under Infrastructure KPA: Integrated Water Services Development (WSDP) Plan for the District	Infrastructure development	
Reliable energy to meet household purposes				
Appropriate waste management	Outcome 1: Improved quality of life and protected natural resources for future generations	Priority 3 under Environment KPA: Development of the Regional Land fill site		

Inclusive early childhood development (ECD) facilities and services	Outcome 2: Developed community	Priority 1 under Economic KPA: SMME Development and Support	Investing in education	Outcome 1: Quality basic education	
Appropriate post-secondary school skills/skills for out of school youth and young adults for entrepreneurship			Skills development	Outcome 5: A skilled and capable workforce to support an inclusive growth path	
Appropriate post-secondary school skills/skills for out of school youth and young adults for employability			Increased focus on main causes of death in the province, particularly infant and maternal mortality, TB and HIV and AIDS	Outcome 2: A long and healthy	
Effective HIV prevention			Health promotion through public health education, to reduce infections, end lifestyle diseases, prevent disability and premature deaths		
Effective HIV and AIDS management			Growing the economy Expanded Public Works Programme (EPWP) to provide short to medium term employment and skills development to the less fortunate members of society in Limpopo	Outcome 13: A comprehensive, responsive and sustainable social protection system	
Effective management of chronic diseases					Fight against alcohol and substance abuse
Addressing sense of despair and hopelessness					Unlocking the potential of agriculture in order to ensure maximum contribution of this sector to food security
Reducing alcohol and substance abuse			Bus subsidy programme to ensure that the poor and the working class use their income on important social items such as food and clothing	Outcome 7: Vibrant, equitable, sustainable rural communities contributing towards food security for all	
Access to sufficient quantity of nutritious food					
Means to access sufficient and nutritious food					

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 SOCIAL AND LABOUR PLAN
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 2026 -01- 29
 LIMPOPO REGION

Development interventions, in the form of programmes and projects, essentially try to respond to the identified and prioritised development needs.

3.6 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 perceived, community development is a complicated 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 & Frik, 2006: xiv). Therefore, it can be argued that community development is a social transformation process, which heavily depends on three levels of social agency: the individual, organisations and networks of associations. Our approach to LED is girded by community development principles and features, as shown in the overall LED framework.

The figure below provides an overview of the approach employed to guide the analysis, selection and design of the most viable and priority LED projects.

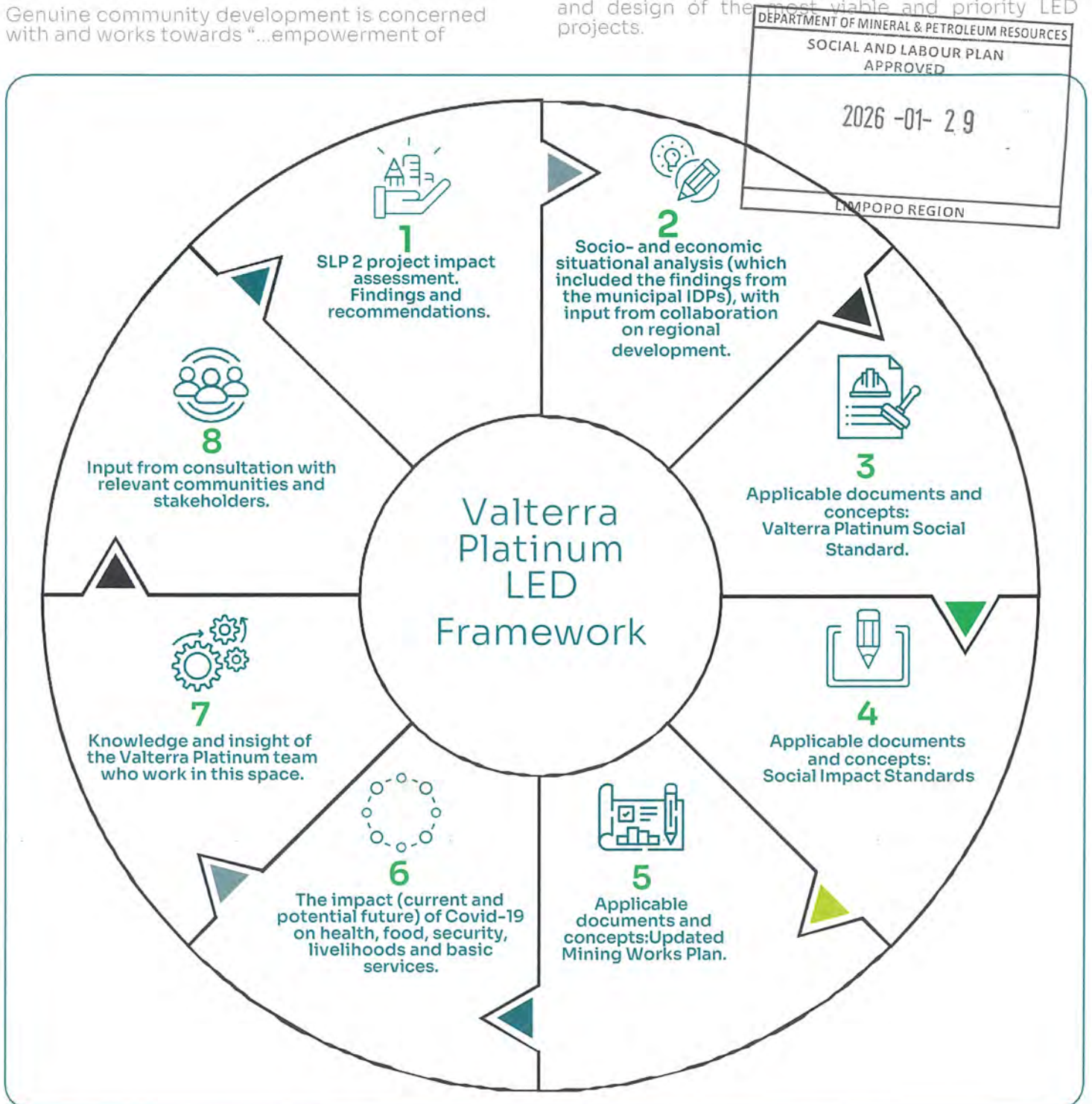


Figure 20: Inputs and considerations into the development of an Valterra Platinum LED framework

The LED framework reflected in Figure 26 takes into cognisance the various developmental themes reflected in Figure 25 to ensure that the emerging LED interventions are responsive to the needs of the community.

The framework recognises the need to align to broader policy and development frameworks as encapsulated by the National Development Plan and the IDPs amongst various public instruments. It also takes into consideration Valterra Platinum's own corporate vision as articulated in various instruments, such as the Valterra Platinum Social Standard. Cognisance is also taken of operational apparatus such as the mining works plan.

There is also a wealth of knowledge and institutional memory within the Valterra Platinum development team, hence there is engagement

with all personnel who work in the community development and empowerment space to tap into their insights.

This framework also considers the projected short, medium and long-term impact of the Covid-19 pandemic on the country's economy and more particularly on the mining communities in question.

The LED framework therefore acknowledges that the country is likely to move from the low growth experienced in the previous year, to recession and then to depression over the next three years. Thus, the proposed LED projects need to contribute to mitigating these negative economic impacts on the surrounding communities, particularly during the first part of this five-year SLP cycle.

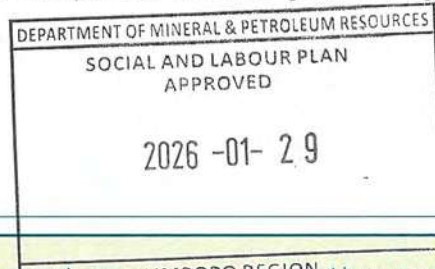


Table 59: Valterra Platinum LED framework

LED Vision	Working in partnership with government, communities and other partners to implement projects and programmes that build thriving communities, who recognise and value and the mining company's contribution, as well as their own contribution to their success.
Mission	Ensure Mogalakwena Mine's local response towards achieving the Global Sustainable Mining Plan is guided by a robust LED framework that ensures that cost-effective, relevant and sustainable strategies are prioritised.
Thematic areas	<ol style="list-style-type: none"> 1. Quality of Life <ol style="list-style-type: none"> a) Housing b) Water and sanitation c) Energy d) Connectivity 2. Living conditions <ol style="list-style-type: none"> a) Employment b) Education and skills c) Health and well-being d) Food Security e) Finance (Livelihood development)
Values and principles	<ul style="list-style-type: none"> ▪ 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	<ul style="list-style-type: none"> ▪ 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 so doing, 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 its administration and development mandate.

Mining is conducted within an environment defined by government policy, strategies and

3.7 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, while also building close partnerships and establishing joint goals with these communities and other relevant stakeholders in the area. A thorough stakeholder mapping and analysis exercise is undertaken to ensure enhanced profiling of all the stakeholders within the area of influence.

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 the Eastern Cape).

All Valterra Platinum operations have existing community accountability forums (CAFs) that meet at least quarterly. The social performance teams continuously monitor the quality of engagement as well as the structures and communication channels in place. Stakeholder satisfaction surveys are used as a barometer to gauge the effectiveness and overall quality of all the engagements, especially at community level, to ensure that these are effective.

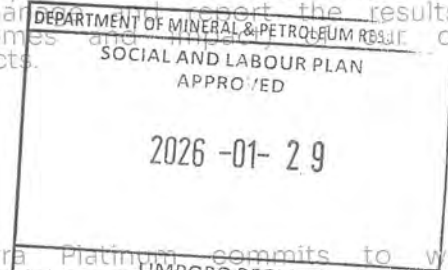
Valterra Platinum's approach to engaging stakeholders is based on:

- Understanding and being responsive to the interests and concerns of our stakeholders. This 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 our stakeholders – most directly with the employees and the communities around our operations, but equally with the stakeholders who indirectly affect, or are affected by, what Valterra Platinum does, including governments, shareholders, partners and suppliers.

programmes. To that end, Valterra Platinum's contributions are aligned both to the national development agenda and to the development priorities of local communities.

Valterra Platinum's financial and other resource contributions are therefore critical inputs towards the implementation of programmes that emphasise community empowerment and participation. The SLP document is an instrument to manage and report the results (outputs, outcomes and impact) of crosscutting projects.



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 the 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.

In addition to the existing well-established stakeholder forums and communication channels, in line with Valterra Platinum's own Social Standard and the legislative requirements, Valterra Platinum undertook consultation during the preparation of this SLP. This consultation has been conducted by holding meetings with representative groups of interested and affected stakeholders around.

Purpose of the engagements:

- Valterra Platinum's new five-year social and labour plan (SLP) development – local economic development (LED) component
- Background (SLP, Mining Charter 3).
- Valterra Platinum's key priority area.
- Valterra Platinum LED framework and key socio-economic development principles.
- SLP 3 projects review.
- Needs, opportunities and priorities in this area.
- Confirmation of next steps and deadlines.

Table 60: Summary of stakeholder engagements for SLP 4 consultation

Stakeholder group	Consultation dates	Total number of stakeholders attended
Mogalakwena Local Municipality	09/09/2024	10
Mapela Tribal Councils	02/10/2024	62
Mokopane Traditional and Tribal Councils	03/10/2024	55
Bakenberg Traditional Council	04/10/2024	9
Mokopane Accountability Forum	10/10/2024	55
Main Business Forum	11/10/2024	29
Mogalakwena Chamber of Commerce and Industry Executive	14/10/2024	5
Women Business Forum	15/10/2024	6
People Living Disability Forum	16/10/2024	41
Mogalakwena Taxi Association	17/10/2024	12
Organised Labour (NUM))	18/10/2024	14
Non-Government Organisations	22/10/2024	25
Mapela Executive Council	22/10/2024	10
Community based structures	24/10/2024	21
Mapela Executive Committee	25/10/2024	11
Mokopane Royal Traditional Council	28/10/2024	35
Department of Education	29/10/2024	4
Youth Business Forum	29/10/2024	66
Mogalakwena Public Participation Office	30/10/2024	7
Mokopane Accountability Forum	01/11/2024	9
Mapela Accountability Forum	04/11/2024	7
Non-Profit Organisations	05/11/2024	46
Mapela Consultative Forum	06/11/2024	26
Local Active Vendors	07/11/2024	17
Mogalakwena IDP and LED department	26/11/2024	8
Mashashane Traditional Council	09/12/2024	5
Bakenberg Traditional Council	10/12/2024	6
Ditlotswane Trabal Council	12/12/2024	18
Ga-Matlala Tribal Council	13/12/2024	The council refused to be consulted



3.8 Sustainability strategy

Our sustainability strategy is anchored in our business strategy approach to deliver Total Shareholder Return (TSR), a key outcome of our continuous efforts to create and protect value through an integrated approach that embeds environmental, social and governance priorities into core business activities. By integrating sustainability into what we do across our six business strategy priorities, we strengthen resilience, enhance stakeholder trust and deliver sustainable financial performance.

The sustainability strategy is built on three interconnected strategic pillars: Climate and Environment, Resilient Local Communities and Ethical Value Chains, with overarching focus areas defined in two categories, namely strategic focus areas and business-integrated focus areas.

Our sustainability strategy diagram is a visual representation of the interconnectedness of our sustainability strategy pillars. These are represented as equal segments of a circle encased within a continuous loop that symbolises our balanced approach to value creation (through opportunity maximisation) and value protection (through integrated risk management).

This diagram reflects our belief that sustainability is not a parallel initiative. It is integrated into our core business planning and operational execution.

Our four strategic focus areas, along with our five business-integrated focus areas, are grounded

in systems value thinking and our role within interconnected ecological, social and economic systems. They are supported by performance measures aligned with the United Nations 2030 Agenda for Sustainable Development Goals.

Together, these guide us to:

- Create shared value across stakeholders and systems, not just within our operations.
- Align our goals with global sustainability boundaries (for example climate limits, water stress and social equity).
- Contribute to long-term resilience and regeneration, not just short-term performance.
- Foster collaboration and transparency to drive systemic change across the mining sector and beyond.

This strategy is not a standalone sustainability plan. It is a business-integrated model designed to create and protect value.

It guides governance and oversight, is embedded into strategic and planning integration processes, managed through cross-functional accountability, linked to business plans and expectations, and measured through business key performance indicators and performance reviews that influence investor returns, leadership accountability, customer trust and partnerships and inclusive economic participation.



Figure 21: Sustainable strategy diagram



3.9 Local Economic Development (LED) projects

Local economic development projects seek to address the systemic challenges and weaknesses identified.

There is growing recognition that the best instrument for fighting poverty is enterprise development and building resilient livelihoods to withstand socio-economic and even environmental setbacks.

The identified LED projects have been categorised according to the LED framework themes and listed in the summary table below.

Table 61: Summary of LED programme

No.	Thematic area	Projects	Budget
1	Energy	Installation of high-mast solar lights	R51,783,878.57
2	Safety and security	Construction of tar road D1958 (Mesopotamia, Phafola, Rauwele and connecting N11)	R145,498,857.42
3	Health and well-being	Smart lockers for chronic medication dispensing	R16,926,259.97
4	Education and skills	Upgrade and refurbishment of Gojela Secondary School	R5,790,921.85
5	Education and skills	Construction of new admin block at Matedu Secondary School	R6,690,865.22
6	Health and well-being	Mapela/Moshate Sports Complex	R10,281,046.70
7	Health and well-being	Mapela/Mesopotamia Sports Complex	R2,836,896.54
Total			R239,808,726.26

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.



3.10 Project plans

MGK 1

Project name	Installation high-mast solar lights (62)
Focus area	Energy
Budget	R51,783,878.57
Project description	
Installation of 62 high mast solar lights at Thekwane (6), Mmamatlakala (6), Skilpadkraal (6), Lesodi (10), Makekeng (10), Rantlakana (12) and Leyden (12).	
Background and project justification	
<p>The communities had, for the past years, made requests to Valterra Platinum for high mast solar lights. Their villages are dark, making the areas susceptible to criminal activity. After Valterra Platinum engaged with the communities and the Mogalakwena Local Municipality (MLM), it was agreed that Valterra Platinum would implement this project to contribute to the safety of both its employees and the communities.</p> <p>Mogalakwena Mine will implement this project in partnership with the MLM as per the Integrated Development Plan (IDP) and will make provision for the design, project management, supply, delivery, erection and commissioning of high mast lights. The project will be implemented in various villages and wards.</p> <p>Light specification:</p> <ul style="list-style-type: none"> • Type: LED solar flood light • IP rating: 66 • Wattage ratings: 100 watts; light output initial: 21,963lm; light output end of life: 90% • Expected economic life: 60,000 hours; protection: surge protector 2.5kA SP-MCB • Control: daylight switch • Solar panel: Polycrystalline solar panel(380W); Batteries: Lithium-Ion with BMS <p>Scope of work:</p> <ul style="list-style-type: none"> • Site clearance • Concrete foundation • Steel poles and distribution board • Lightning conductor, solar panels and lithium batteries • 6 x 100W LED flood lights luminaries on a 20m structure • Solar lights will be installed between 200-300m apart depending on terrain and geology • Luminance cover 150m at a light output of 21,963lm 	
Accountable/responsible persons	SED manager
District municipality	Waterberg District
Local municipality	MLM
Host community	Mapela and Mokopane
Implementation time frame	

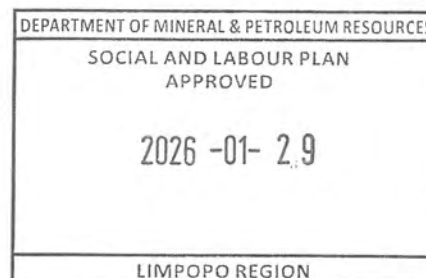


To page 82

2026	2027-2028	2029
Initiation and planning: <ul style="list-style-type: none"> ▪ Design baseline survey ▪ Engagements and planning ▪ Scope briefing ▪ Budget approval ▪ Procurement and contracting partners ▪ Appoint a contractor on a turnkey basis ▪ Purchasing of lights ▪ Site establishment 	Phase 2: <ul style="list-style-type: none"> ▪ Excavate 0.5 x 0.50 x 1.5m deep trench as per the Sans 1200 Section DB ▪ Installation of lights 	Phase 3: <ul style="list-style-type: none"> ▪ Continue maintenance of lights ▪ Municipality maintenance plan Project completion and handover
Project outputs	<ul style="list-style-type: none"> ▪ Project plan ▪ Memorandum of understanding with MLM ▪ Procurement of service provider ▪ Project execution ▪ Project close out and handover 	
Project outcomes	<ul style="list-style-type: none"> ▪ Provide high mast solar lights ▪ Improve safety and security ▪ Provide lighting to local clinics and villages 	
General comments (employment related)	The project is expected to provide 15 temporary local jobs.	
Project completion and exit strategy	Handover to MLM.	



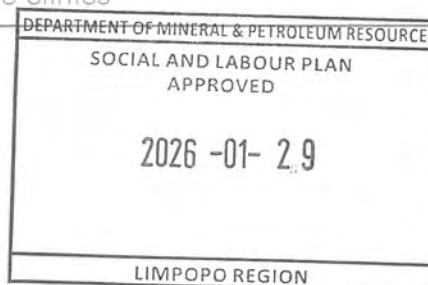
Project name	Construction of D1958 tar road and storm water drainage (bridges)
Focus area	Safety and security
Budget	R145,498,857.42
Project description	
Construction of D1958 tar road and stormwater drainage (bridges): 13km road from Mesopotamia, Phafola and Rauwele connecting to N11 and the broader Mapela.	
Background and project justification	
<p>Roads that are not properly and timely maintained are costing the municipality millions and negatively affecting the municipal economy and society. Roads are a vital public asset and can deliver a higher economic return on investment than any other single type of infrastructure. Construction of this tar road will unlock economic opportunities for the broader Mapela including access to schools, health care and transportation. The project is aligned to MLM IDP.</p> <p>Tar road construction scope of work: Upgrading from gravel to bituminous (tar) surfaced standard of segment of tar road D1958 from Ga-Rauwele to Ga-Mosoge in MLM.</p> <ul style="list-style-type: none"> • Road length is 13km road subgrade preparation • Mass earthworks • Pavement layers of neat natural or modified gravel materials • Bituminous surfacing: double seal or asphalt • Drainage provisions - stormwater earth and lined drains, relief culverts, underground and subsurface drains • Slope and erosion protection • Road-side furniture: signage, markings, guardrails, protection and relocation of existing services (mainly water lines). 	
Accountable/responsible persons	SED manager
District municipality	Waterberg District
Local municipality	MLM
Host community	Mapela communities



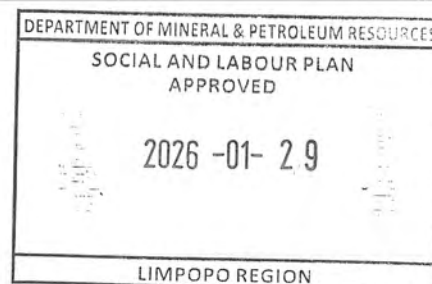
Implementation time frame		
2026	2027-2028	2029-2030
<ul style="list-style-type: none"> Project initiation Budget approval (technical review committee) MoU Roads assessments to be carried out by Platinum Procurement processes Permitting and licensing requirements	Construction of D1958 tar road Phase 1: <ul style="list-style-type: none"> Road length is 13km with road subgrade preparation Mass earthworks Pavement layers of neat natural or modified gravel materials Phase 2: <ul style="list-style-type: none"> Bituminous surfacing: double seal or asphalt Drainage provisions: stormwater earth and lined drains, relief culverts, underground and subsurface drains Slope and erosion protection Roadside furniture: signage, markings, guardrails, protection and relocation of existing services (mainly water lines) 	<ul style="list-style-type: none"> Project close out Post intervention performance measurement Monitoring and evaluation Handover to MLM and RAL
Project outputs	<ul style="list-style-type: none"> Project charter, stakeholder mapping and approvals Project scoping and approvals Project construction progress reports Project close-out and handover report 	
Project outcomes	<ul style="list-style-type: none"> Construction of D1958 road (length is 13km) 	
General comments (employment related)	30 temporary local employment and contracting opportunities will be created during construction.	
Project completion and exit strategy	Handover to MLM and RAL.	



Project name	Smart Lockers for chronic medication dispensing at three clinics.	
Focus area	Community health and wellbeing.	
Budget	R16,926,259.97	
Project description		
<p>E- Smart lockers to be installed in three (3) clinics of Pholotji, Mamaselela and Mosesetjane (one locker per clinic with 116 pigeon holes each) which will assist chronic patients to access medication without standing in long queues. The patient will be given a code and OTP number to access the small, locked cabinet to access medications. Coach Mpilo programme will provide training to the clinical staff and patients.</p>		
Background and project justification		
<p>At the heart of building resilient communities Valterra Platinum's aims to sustainable health and wellbeing plans of its host communities, which is addressed through the provision of quality-enabled clinical care by implementing programs that are well-integrated into the existing national healthcare system. This long-term commitment will be achieved by improving the social and structural factors that impact health, delivering services at the population level, and improving emergency preparedness and response to public health risks.</p> <p>A needs analysis, done in collaboration with the Limpopo Department of Health (DoH), has revealed the importance of shifting the immediate focus towards improved service delivery within existing primary healthcare facilities through a targeted efforts. This request is in response to the unfavorable ideal clinic realisation and management performance displayed by Limpopo, where only 29% of facilities achieved ideal facility status during the assessments.</p> <p>One of the Interventions to improve health care is through the provision of e - smart lockers to alleviate long queues to collect chronic medications.</p> <p>Description of the Intervention: treatment dispensing, distribution and collection support: Right ePharmacy – ePharmacy’s latest product is the "Collect & Go™" smart electronic lockers. Collect & Go™ lockers are similar to global lockers in e-commerce collections, and has been modified for use in healthcare. The lockers are temperature controlled and can operate at locations where no internet is available yet will manage to update the central system with parcel collection data.</p> <p>Three Clinics are identified to be supported with "Collect & Go™" smart electronic lockers. Identified clinics are within Mapela and Mokopane.</p>		
Accountable/responsible persons	SED manager	<div style="border: 1px solid black; padding: 5px;"> <p>DEPARTMENT OF MINERAL & PETROLEUM RESOURCES</p> <p>SOCIAL AND LABOUR PLAN APPROVED</p> <p>2026 -01- 2.9</p> <p>LIMPOPO REGION</p> </div>
District municipality	Waterberg District	
Local municipality	MLM	
Host community	Mapela and Mokopane clinics	



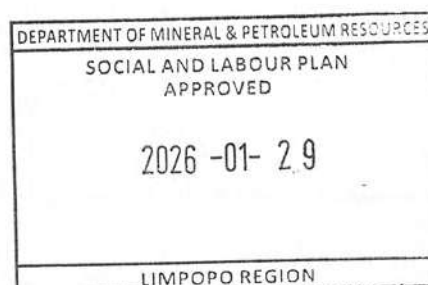
Implementation time frame		
2026	2027	2028
<p>Initiation and planning:</p> <ul style="list-style-type: none"> Stakeholder engagement and advocacy (communities and DoH) Clinics mapping Prioritisation process completed Needs assessment Permissions and approval <p>Feasibility:</p> <ul style="list-style-type: none"> Selection of clinics Develop clinics needs profiles Health facility baseline assessment Mogalakwena area of influence Host communities Partner selection Partner on boarding/contracting 	<p>Treatment dispensing, distribution and collection support – ePharmacy Smart Lockers:</p> <ul style="list-style-type: none"> Phase 1: Site assessment Phase 2: Setting up (e-Locker procurement, assembly, shipping and installation at three facilities) Registration into the CCMD (national pharmaceutical services platform) Phase 3: Community activation and operationalisation (e-Locker implementation) Phase 4: Reporting 	<ul style="list-style-type: none"> Project close out Monitoring and evaluation Handover to DoH (monitoring and evaluation)
Project outputs	<ul style="list-style-type: none"> Re-gear healthcare services to communities Information and communication Knowledge sharing and dissemination of information Signing of MoU with DoH Deployment of mobile devices and registration of households Community health worker training Stakeholder consultation and engagement through local institutional support asset analyses to develop a healthcare support network in each community 	
Project outcomes	<ul style="list-style-type: none"> Procured and installed operational "Collect & Go™" smart electronic lockers 	
General comments (employment related)	<ul style="list-style-type: none"> The delivery of the e-lockers is aligned to contributing to the achievement of the sustainable development goal three (SDG3) elements by 2030. Skills development: Training of clinical staff. 	
Project completion and exit strategy	Post installation hand over to the DoH	



Project name	Upgrade, refurbishments of (four (4) existing blocks) at Gojela Secondary school
Focus area	Education and skills (infrastructure development)
Budget	R5,790,921.85
Project description	
Improving and upgrading infrastructure at local schools.	
Background and project justification	
<p>One of the most pressing concerns for the government in its effort to improve the educational system is creating environments that are conducive to teaching and learning. Mogalakwena Mine is committed to partnering with the government to facilitate and contribute towards schools' infrastructure and whole school development in our host communities.</p> <p>Overcrowding is a challenge in most of the schools around the MLM. Refurbishment of schools in Mahwelereng will improve the infrastructure of the schools, thereby contributing to the goal of making the schools more functional. This improvement in the infrastructure is believed to have ultimately translated to an increased pass rate at the school. The school classrooms are not compliant with the norms and standards. A disaster is waiting to happen if the school is not refurbished.</p> <p>This refurbishment will make it easier for educators and learners to conduct their work effectively. A total of 18 schools were assessed as recommended by the Department of Education. Upon completion of the assessment, Department of Education (DoE) selected Gojela Secondary school to be included in the project as per the assigned budget.</p> <p>The school identified is Gojela Secondary School. Scope of work:</p> <p>Package A Refurbishment of the roof, truss removal and replacement, including waterproofing, painting on fascia boards and gutters:</p> <ul style="list-style-type: none"> • Laboratory block • Consumer block • Information and Communication Technology (ICT) block • 10 x classroom • Principal and SMT block <p>Package B Ceiling and floor tiling:</p> <ul style="list-style-type: none"> • Laboratory block • Consumer block • ICT block • 10 classroom • Principal and SMT block <p>Package C Internal wall painting:</p> <ul style="list-style-type: none"> • Laboratory block • Consumer block • ICT block • 10 x classroom • Principal and school management team (SMT) block <p>Package D Replacement and new installation</p> <ul style="list-style-type: none"> • Replacing 21 damaged doors • Installation of 4 new fans • Installation of 2 new air conditioners • Installation of 38 new plugs • Installation of 19 new switch 	



Accountable/ responsible persons	SED manager and DoE		
District municipality	Waterberg District		
Local municipality	MLM		
Host community	Mahwelereng		
Implementation time frame			
2026	2027	2028-2029	2030
Initiation and planning: <ul style="list-style-type: none"> Stakeholder engagement and advocacy a scope alignment FEL Design baseline survey Signing of MoU Detail design 	Procurement and execution: <ul style="list-style-type: none"> Budget approval Procurement and contracting Appointment of principal contractor Appointment of sub-contractor Site establishment 	<ul style="list-style-type: none"> Clean-up of areas Civil works Building works Electrical works Plumbing Interior works Landscaping Re-instate equipment/ replace	Project close out: <ul style="list-style-type: none"> Post intervention performance measurement Monitoring and evaluation Handover to DoE
Project outputs	<ul style="list-style-type: none"> Project charter, stakeholder mapping and approvals Project scoping and approvals Project construction progress reports Project close-out and handover report 		
Project outcomes	Refurbishments of: <ul style="list-style-type: none"> Classrooms (Block A, B, C, & D) Laboratory, library and kitchen Internally the refurbishment works include ceiling, battens, rafters replacement, internal wall and ceiling painting, doors and door handles replacement Electrical wiring and plugs replacement, tiling and addressing cracked floors External works include: refurbishment of fascia boards and installation of gutters, waterproofing and sealing apron slabs 		
Project completion and exit strategy	Handover to MLM		
General comments (employment related)	<ul style="list-style-type: none"> Local employment and contracting opportunities will be created during construction 10 temporary jobs will be created 		
Project completion and exit strategy	Handover to DoE		

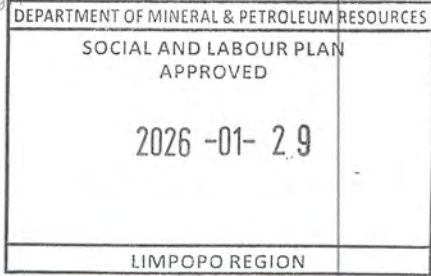


Project name	Construction of admin block at Matedu Secondary school		
Focus area	Education and skills (infrastructure development)		
Budget	R6,690,865.22		
Project description	Construction of admin block at Matedu Secondary School		
Background and project justification	The scope of works is to construct new administration block which will include the provision of design, all labour, supervision, materials, equipment and services necessary to complete the scope of work of the Matedu Secondary School near Mogalakwena Mine in Mapela under the Mogalakwena Local Municipality (MLM) in the Waterberg District.		
Accountable/responsible persons	SED manager		
District municipality	Waterberg District		
Local municipality	MLM		
Host community	Mapela		
Implementation time frame			
	2026	2027	2028-2029
	<ul style="list-style-type: none"> Inception: Stakeholder engagement and advocacy a scope alignment Design baseline survey Signing of MoU Detail design 	<ul style="list-style-type: none"> Procurement and execution: Budget approval Procurement and contracting Appointment of principal contractor Appointment of sub-contractor Site establishment 	<ul style="list-style-type: none"> Clean-up of areas Civil works Building works Electrical works Plumbing Interior works Landscaping Re-instate equipment/replace
			2030
			<ul style="list-style-type: none"> Project close out: Post intervention performance measurement Monitoring and evaluation Handover to DoE
Project outputs	<ul style="list-style-type: none"> Project charter, stakeholder mapping and approvals Project scoping and approvals Project construction progress reports Project close-out and handover report 		
Project outcomes	<ul style="list-style-type: none"> Construction of the administration block of Matedu Secondary School Principal and vice principal office Staff room Sick room Strong room Kitchen Two toilet rooms Ceramic tiles floor finishing Provision for security burglar alarm, ventilations fans and office furniture 		
General comments (employment related)	<ul style="list-style-type: none"> Local employment and contracting opportunities will be created during construction 10 temporary jobs will be created 		
Project completion and exit strategy	Handover to DoE		

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES
 SOCIAL AND LABOUR PLAN
 APPROVED
 2026-01-29
 LIMPOPO REGION

Project name	Mapela Moshate Sports Facility	
Focus area	Health and well-being	
Budget	R10,281,046.70	
Project description		
Upgrading and renovation of existing sport field		
Background and project justification		
<p>Sports and recreations drive health and well-being for the communities. As per Mogalakwena Local Municipality IDP sports and recreation is one of the key strategic deliverables under the pillar of basic services deliver and infrastructure development.</p> <p>Mogalakwena Mine support sports development of our local sports field by upgrading and refurbishing existing sport fields. Sports build cohesion, improve wellness, criminal activities and provide recreation. This project will provide infrastructure development and adequate sports and recreation facilities.</p>		
Accountable/responsible persons	SED manager	
District municipality	Waterberg District	
Local municipality	MLM	
Host community	Mapela	
Implementation time frame		
2026	2027-2028	2029-2030
Phase 1 Inception: <ul style="list-style-type: none"> Stakeholder engagement and advocacy a scope alignment FEL Design baseline survey Signing of MoU Detail design 		Phase 2 Procurement and execution: <ul style="list-style-type: none"> Budget approval , procurement and contracting Appointment of principal contractor Appointment of sub-contractor Site establishment Construction of a new combi court, installation of one high solar mast, provision of a borehole, construction of access road, construction of male and female ablution, construction of a new guard house, replacement of 50m of concrete palisade fence and provision for facility name board.
Project outputs	<ul style="list-style-type: none"> Project plan Memorandum of understanding with MLM Procurement of service provider Project execution Project close out and handover 	
Project outcomes	Upgraded and renovated existing sport field	
General comments (employment related)		
The project is expected to provide 10 temporary local jobs		
Project completion and exit strategy	Handover MLM	

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES SOCIAL AND LABOUR PLAN APPROVED 2026 -01- 2,9 LIMPOPO REGION
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Project name	Mapela Mesopotamia Sports Facility	
Focus area	Health and well-being	
Budget	R2,836,896.54	
Project description		
Renovation and refurbishment of existing sport field.		
Background and project justification		
Sports and recreation drive health and well-being for communities. According to the MLM IDP, sports and recreation are key strategic deliverables under the pillar of basic service delivery and infrastructure development.		
Mogalakwena Complex supports the development of our local sports fields by upgrading and refurbishing existing sports facilities. Sports build cohesion, improve wellness, reduces crime and provide recreation. This project will provide infrastructure development and adequate sports and recreation facilities.		
Accountable/responsible persons	SED manager	
District municipality	Waterberg District	
Local municipality	MLM	
Host community	Mapela	
Implementation time frame		
2026	2027-2028	2029-2030
Phase 1 Inception: <ul style="list-style-type: none"> Stakeholder engagement and advocacy and scope FEL Design baseline survey Signing of MoU Detail design 		Phase 2 Procurement and execution: <ul style="list-style-type: none"> Budget approval Procurement and contracting Appointment of principal contractor Appointment of sub-contractor Site establishment Renovation of the existing sports field including track lines, refurbishing the water connection for ablution and the guard house, refurbishment of one borehole, repainting of the fence and grandstand, construction of a new guard house, provision for bush clearing, and installation of a fence around the basketball, netball and tennis courts.
Project outputs	<ul style="list-style-type: none"> Project plan Memorandum of understanding with MLM Procurement of service provider Project execution Project close out and handover 	
Project outcomes	Renovated and refurbished stadium as per the scope of work	
General comments (employment related)	The project is expected to provide 10 temporary local jobs	
Project completion and exit strategy	Handover MLM	

3.11 Housing and living conditions (Regulation 46] (C) (IV))

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 submitted its housing and living conditions plans as required by 12 December 2020. The company will revise the initial submission in line with its five-yearly survey undertaken in 2022 and completed in 2024.

The Housing and Living Conditions survey is used to review the Housing Plans for completion in 2025.

The plan will include, in summary:

Home ownership

Valterra Platinum intends to assist employees to achieve home ownership in the most affordable manner through the various assistance packages which are Land Development projects (LDA) and (previously referred as Employer Assistance Housing Scheme-EAHS), Home Ownership Allowances (HOA) and Homeownership Subsidy Assistance (HAS).

Rental assistance

The company assist employees with rental/housing and living out allowances to ensure they can affordably provide for their own accommodation while employed by the company.

In line with the provisions of the gazette, efforts are being made to ensure employees who are using these allowances while staying in informal areas; these employees will have to sign a declaration and progressively move to decent formal accommodation. Consultations in this regard are ongoing with organised labour for implementation.

Company accommodation

Rental/Housing and Living Out Allowances (LOA)

Valterra Platinum provides accommodation for employees in owned or leased properties in family and single units. This accommodation is provided with procedural requirements to ensure fairness and transparency.

The accommodations are decent and regularly maintained to ensure they are always kept in decent condition.

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

3.12.1 Rationale

Valterra Platinum continues to embark on empowering host community-based companies (HCBC) businesses. The inclusive procurement team works to support Valterra Platinum's purpose of unearthing value to better people's lives by connecting and engaging internal and external stakeholders from different backgrounds to address issues and risks, solve problems, provide a visible impact, and add maximum value.

Valterra Platinum has adopted a collaborative approach to inclusive procurement. We aim to get the most value out of our resources and investments that are working in areas where we can gain synergies, such as the group supply chain teams, enterprise and supplier development teams as well as social performance teams, our suppliers and all our colleagues in Valterra Platinum, to accelerate economic growth and empowering of HCBC.

Valterra Platinum's inclusive procurement, enterprise and supplier development strategies are proactively informed by the ever-changing mining environment, the complexity of our

community needs, world best practices, benchmarking, assessing with peers and collaboration with other partners (government, non-governmental and non-profit organisations and other non-mining industry players).

Valterra Platinum has therefore set its procurement, enterprise and supplier development achievable targets for the period from 2026 to 2030.

These targets are aligned to the following Valterra Platinum objectives:

- Create sustainable businesses in our primary and secondary zones of influence.
- Create sustainable jobs for Valterra Platinum host communities.
- Support other government initiatives such as black industrialisation and special economic zones.
- Create thriving economies beyond our life of assets and operations.
- Maintain our social and political license to operate our assets.



3.12.2 Commitments for inclusive procurement of mining goods and services

- a. This element in Valterra Platinum's social and labour plan (SLP) is aligned to Mining Charter 2018 (MC III). Valterra Platinum commits to meet MCIII targets set out for the mining industry for the period from 2018 to 2023.
- b. Valterra Platinum commits to procuring the required threshold of mining goods from black

owned, empowered, women and youth-owned companies, according to the increasing targets towards full compliance by 2023 (as per the Mining Charter regulations).

- c. Valterra Platinum commits to supporting local manufacturing by procuring the required threshold of mining goods that have a minimum of 60% local content.

3.12.3 Targets for mining goods and services

Table 62: Mining Charter 3 mining goods targets

Mining goods			
Category of suppliers	>25+1 Vote % HDP	>51% HDP	Women and youth owned
Annual ownership targets	44%	21%	5%
Annual targets (ownership and local content)			
2026	15.4%	7.4%	1.8%
2027	22.2%	10.5%	2.5%
2028	30.8%	14.4%	3.5%
2029	30.8%	14.4%	3.5%
2030	30.8%	14.4%	3.5%

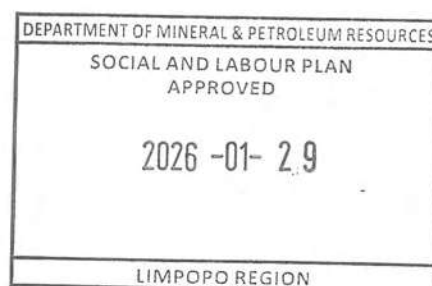


Table 63: Mining Charter 3 mining services targets

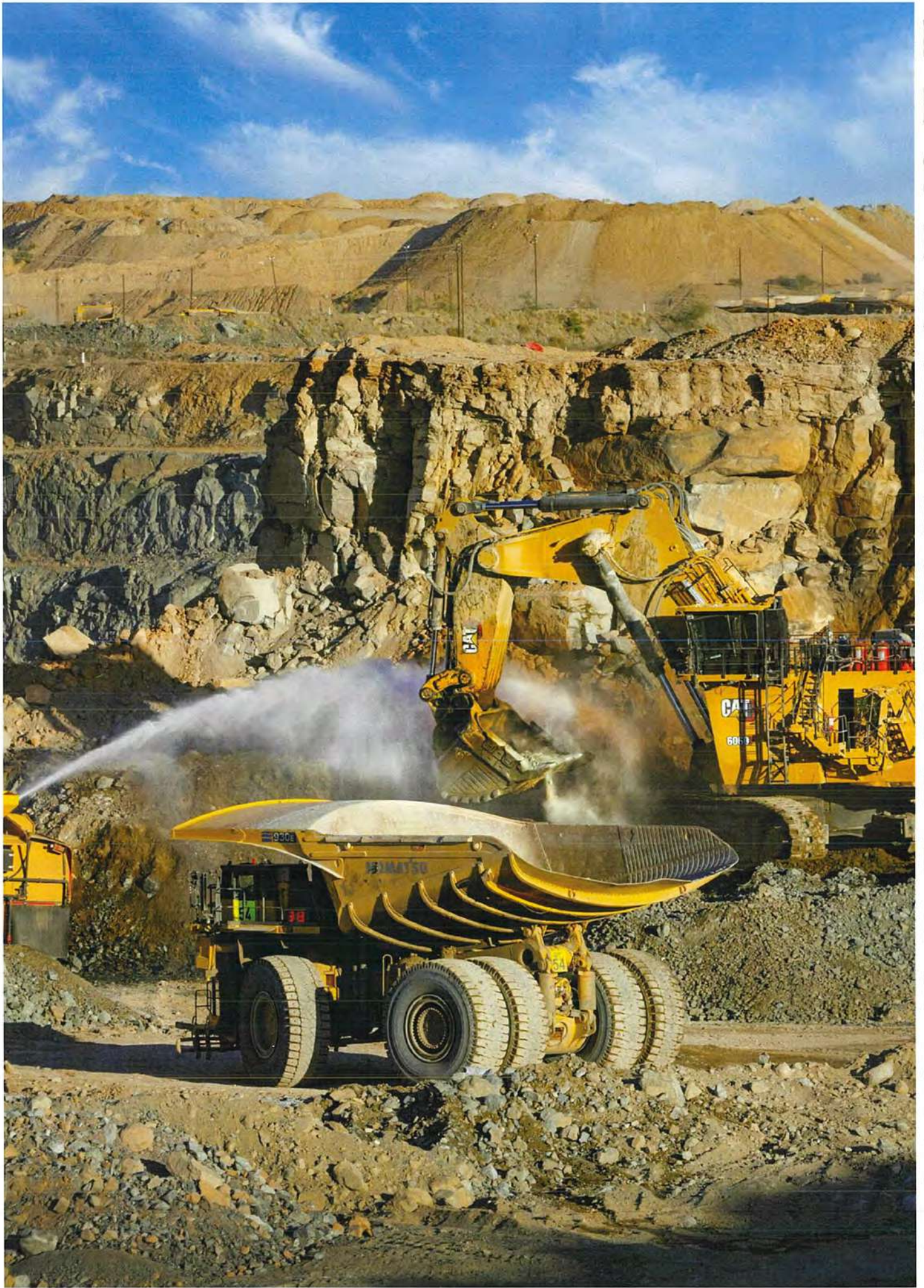
Services				
	>25 HDP	>51% HDP	>51% Women-owned	>51% Youth-owned
Targets	10%	50%	15%	5%
2026	30%	40%	7%	3%
2027	19%	45%	12%	4%
2028	10%	50%	15%	5%
2029	10%	50%	15%	5%
2030	10%	50%	15%	5%



3.12.4 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 Valterra 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 4

4 Downscaling and retrenchment (Regulation 46 (d))

4.1 Establishment of Future Forum

Table 64: 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	Six

4.1.1 Composition of the future forums

The key purpose of the mine future forum is to involve key stakeholders to play a strategic role in identifying problems, challenges and possible solutions with regard to productivity and the security of employment at the operational units.

The mine future forum shall be a joint consultative forum comprising representatives of:

- Mine management and/or any other alternative person/s that may be nominated from time to time and appointed by Valterra Platinum.
- The workers and/or their representatives.

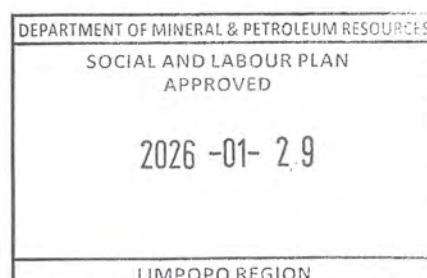
The future forum shall be chaired by the general manager/plant manager of the operation or his/her duly delegated appointee and he shall be responsible for the upkeep of the mine future forum action register.

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 incorporating different terms of reference for each when it is deemed necessary to achieve a certain outcome outside of the mine future forum. The task team and/or sub-committee will have its own chairperson and will report into the future forum.

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

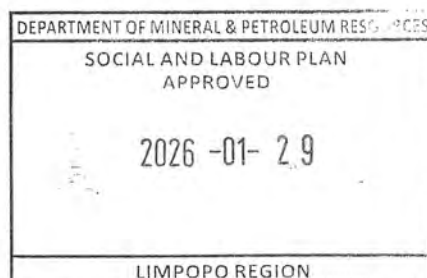
Reports from the task team and/or sub-committee shall be considered by the mine future forum, who shall make appropriate recommendations or proposals.



4.1.2 Main objectives of the mine future forum

The objectives of the Valterra Platinum Future Forum are to:

- Establish appropriate measures to ensure that there is continuous business improvement.
- Establish appropriate measures to ensure optimum performance of the operational units.
- Determine appropriate remedial steps to overcome operational performance challenges and barriers that inhibit performance.
- Generate overall awareness of the social and labour plan 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 and local municipalities and economies where retrenchments or the closure of operational units is proposed, or certain.
- Promote meaningful and solution-driven discussions between the parties and their representatives, in accordance with the processes contemplated in section 189 and section 189A of the LRA, as well as section 52 of the MPRDA in respect of or relating to any proposed downscaling of operations and/or retrenchments of Valterra Platinum employees, particularly in the operational units.
- Coordinate the notification process in terms of section 189 and section 189A of the LRA, as well as section 52 of the MPRDA.
- Mobilise the Department of Employment and Labour social plan services (such as technical assistance, job advice centre, retrenchment response teams and so on).
- Debate and develop potential solutions to alleviate job losses and retrenchments, considering the viability and operational requirements of Valterra Platinum and in particular the operational units.
- Engage in strategic planning for purposes of avoiding or minimising retrenchments and job losses whilst promoting business sustainability and growth and thereby also attempting to prevent and avert any possible future retrenchments or job losses.
- Initiate the reassignment of existing downscaling and/or retrenchment strategies to prevent job losses while still promoting business 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 impact on the operation of Valterra Platinum and, in particular, the operational units.
- Develop and recommend appropriate remedial strategies.
- Do all such things that are necessary, incidental to and conducive to the achievement of the aforementioned objectives.



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


Table 65: Mechanisms to avoid retrenchments

Legislative requirements	Social and labour plan commitments
<p>Mechanisms to save jobs and avoid job losses and a decline in employment.</p>	<ul style="list-style-type: none"> ▪ 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.



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

Table 66: Management of downscaling and retrenchments

Legislative requirements	Social and labour plan (SLP) commitments
<p>Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided.</p>	<ul style="list-style-type: none"> ▪ 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.
<p>Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided.</p> 	<ul style="list-style-type: none"> ▪ 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.

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

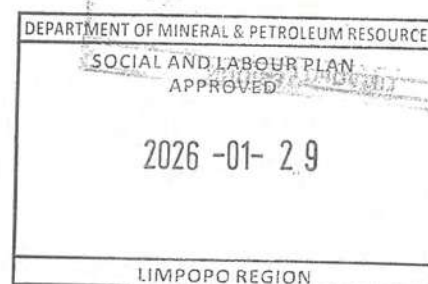
Table 67: Methods to ameliorate the impact of retrenchments

Legislative requirements	SLP commitments
<p>Mechanisms to ameliorate social and economic impact on individuals, regions and economies.</p>	<ul style="list-style-type: none"> ▪ 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.

4.4.1 Counselling

Table 69: 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.



4.4.2 Programmes to be implemented

Table 70 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

4.5 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 5

5 Financial provision (Regulation 46 (e))

Table 7: Year financial provision

Financial provision for a five-year period						
	2026	2027	2028	2029	2030	Total
HRD	R71,999,704.74	R70,708,624.26	R73,884,674.12	R77,213,791.11	R80,092,848.30	R373,899,642.53
LED projects						R239,808,726.26
Management of downscaling and retrenchments*	R199,500.00	R209,475.00	R219,948.75	R230,946.19	R242,493.50	R1,102,363.44
Total	R71,695,204.74	R70,414,099.26	R76,940,737.30	R73,600,622.87	R79,831,341.80	R612,290,732.23

*Valterra Platinum commits R10,000.00 per employee for specific training geared at directly assisting the employee in obtaining specific skills pertinent to their needs at point of downscaling and retrenchments per each financial year.

The financial provision projected under 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. The provisions are made in line with the Regulation 46 (e) of the MPRDA.



Section 6

6 (Regulation 46 (f))

I, Kobus van den Berg, 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 Mokopane on this 21st of August 2025.



Kobus van den Berg
Senior general manager
Mogalakwena Mine



Notes



Notes

DEPARTMENT OF MINERAL & PETROLEUM RESOURCES
SOCIAL AND LABOUR PLAN
APPROVED
2026 -01- 29
LIMPOPO REGION



DEPARTMENT OF MINERAL & PETROLEUM RESOURCES
SOCIAL AND LABOUR PLAN
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2026-01-29
LIMPOPO REGION

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

