

ZIJIN GARATAU PLATINUM MINE

(previously known as the Garatau Platinum Mine)

3RD GENERATION SOCIAL AND LABOUR PLAN 2024 -2028

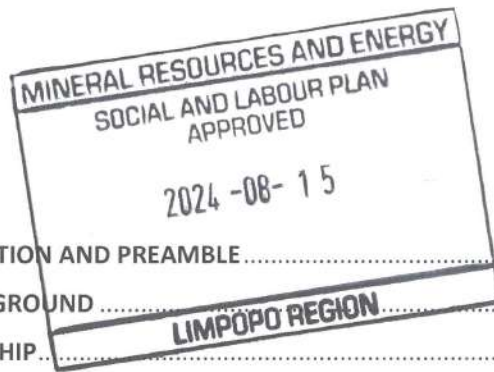
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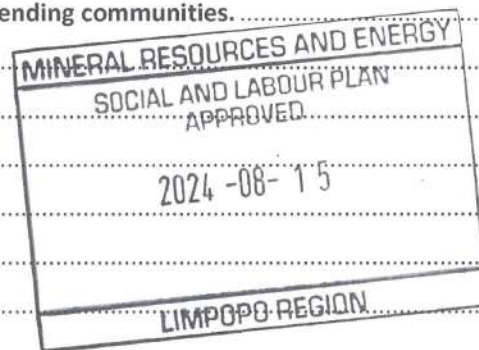


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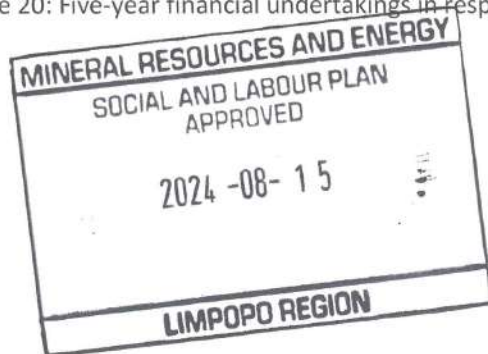
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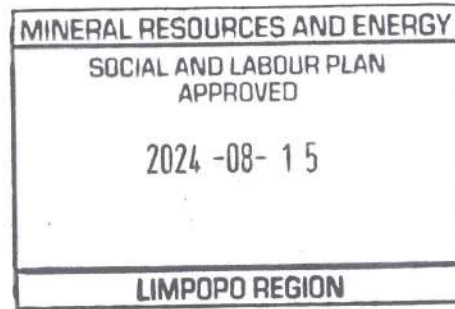


ABBREVIATIONS AND ACRONYMS

ABBREVIATION	MEANING
AET	Adult Education and Training
BEE	Black Economic Empowerment
CV	Curriculum Vitae
DMRE	Department of Mineral Resources and Energy
DoL	Department of Labour
DTI	Department of Trade and Industry
ED	Enterprise Development
EE	Employment Equity
EAP	Economically Active Population
EIA	Environmental Impact Assessment
FY	Financial Year
GET	General Education and Training
HDSAs	Historically Disadvantaged South Africans
HET	Higher Education and Training
HRD	Human Resources Development
HRDP	Human Resources Development Programme
ICDP	Individual Career Development Plan
IDPs	Integrated Development Plans
JV	Joint Venture
LDP	Leadership Development Programme
LED	Local Economic Development
LEDP	Local Economic Development Programme
LOM	Life of Mine
MDP	Management Development Programme
MPRDA	Minerals and Petroleum Resources Development Act (no. 28, 2002)
MQA	Mining Qualifications Authority
NQF	National Qualifications Framework
NSDP	National Spatial Development Perspective
PDP	Personal Development Plan
PGDS	Provincial Growth and Development Strategy
RSA	Republic of South Africa
SETA	Sector Education and Training Authority
SD	Supplier Development
SLP	Social and Labour Plan
SMMEs	Small, Medium, and Micro Enterprises
TBC	To Be Confirmed
UIF	Unemployment Insurance Fund
VCT	Voluntary Counselling and Testing
WIM	Women in Mining
WSP	Workplace Skills Plan

SECTION 1: INTRODUCTION





1. INTRODUCTION AND PREAMBLE

1.1. BACKGROUND

The Social and Labour Plan (SLP), dated 2019 to 2023, will expire in December 2023 and this Social and Labour Plan submission serves as the requirement us to commence with the SLP implementation for the next 5-year period, commencing 01 January 2024 and ending 31 December 2028.

We are committed to maintaining the highest standards of business conduct and ethics, as well as compliance with all applicable laws, rules and regulations, corporate reporting and disclosure, and all other matters deemed to protect the best interests of the company's shareholders. As such, we are fully committed to ensuring that their operations subscribe to the objectives of the Mining Charter and the Mineral and Petroleum Resources Development Act (MPRDA), Act No.28 of 2002.

The objectives of the Social and Labour Plan (Regulation 41 of the MPRDA Regulations) are to:

- Promote employment and advance the social and economic welfare of all South Africans.
- Contribute to the transformation of the mining industry; and
- Ensure that holder of mining rights contribute towards the socio-economic development of the areas in which they operate.
- To utilize and expand the existing skills base for the empowerment of Historically Disadvantaged South Africans and to serve the community.

The Mine will continue, for the next 5-year period (01 January 2024- 31 December 2028), ensure that these objectives are met through the implementation of this Social and Labour Plan.

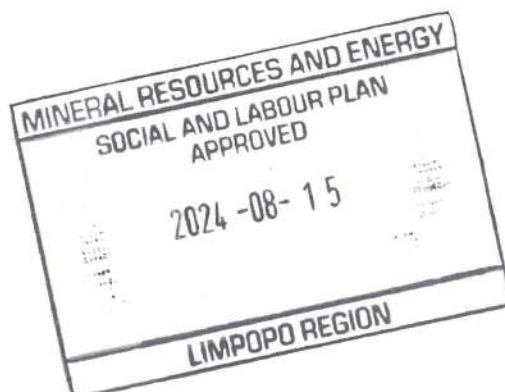
1.2. OWNERSHIP

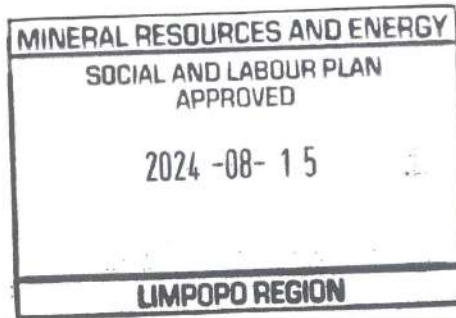
Nkwe Platinum Limited (a company incorporated in Bermuda) is a wholly owned subsidiary of the Zijin Mining Group. Nkwe Platinum Limited is the holder of a 74% undivided share in the Mining Right in respect of the Zijin Garatau Platinum Mine "the Mine", the remaining 26% undivided share is held by Genorah Resources (Pty) Limited. Nkwe Platinum Limited has appointed South Africa Zijin Platinum (Pty) Ltd (its wholly owned subsidiary) as its mining contractor to manage the day-to-day operations at the Mine on its behalf.

The Mine is located on the Eastern Limb of the Bushveld Complex, about 25 km north-west of Steelpoort and 30 km west-northwest of Burgersfort in Limpopo Province, South Africa. Nkwe Platinum Limited a PGM mining company, is a wholly owned subsidiary of the Zijin Mining Group.

Zijin Mining Group is a sizeable multinational mining group dedicated to exploration and development of gold, copper, and other mineral resources globally, and covers refining, processing, trading, and other businesses to an optimal extent.

The processing capacity of the Mine is anticipated to average 3.6 million tonnes of ore per annum once full capacity is achieved in a few years' time. The life of the mine is estimated to be more than 29 years and once fully operational, will employ close to 2500 people.



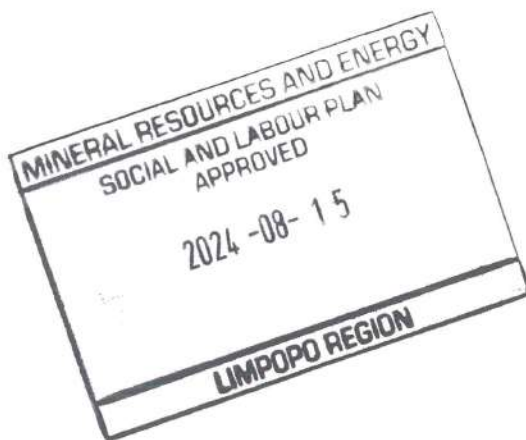


1.3. PREAMBLE

Name of the Company (Mining Right Holder)	Nkwe Platinum Limited (74%) and Genorah Resources (Pty) Ltd (26%)
Name of the Mine/Production Operation	Zijin Garatau Platinum Mine
Mine's Physical Address:	The Woodlands Office Park, Building 18 , 2nd Floor, 20 Woodland Drive, Woodmead, Sandton
Mine's Postal Address:	POSTNET SUITE 316, PRIVATE BAG X29, GALLO MANOR, GAUTENG, 1052
Email Address	zdube@zjlnplatinum.co.za
Mine's Telephone Number:	+27 10 591 3989
Mine's Fax Number:	+27 10656 4409
Mobile Number	+27 83 310 4220
Location of Mine or Production Operation	Province: Limpopo Local Municipalities: Fetakgomo Tubatse and Makhuduthamaga Sekhukhune District Municipality
Commodity	PGM – Platinum, Palladium, Rhodium, Ruthenium, Iridium and Osmium, Gold, Copper, Nickel, Cobalt, Sulphur (to produce Sulphuric Acid) associated with the PGM and Chrome Ore
Life of mine	29 Years
Financial Year:	December
Period of Reporting: SLP	2024
Period of Reporting - Mining Charter:	2024 - 2028
Reporting submission date - Mining Charter:	31 March of each year
Responsible Person:	Mr. Zamani Dube

Geographical origin of employees	Town	Local Municipality	Province
Mine community	Burgersfort	Fetakgomo and Makhuduthamaga	Limpopo
Labour sending area	Refer to Tables below Summary Table: Labour Sending Areas (Employees)		

Table 1: Preamble



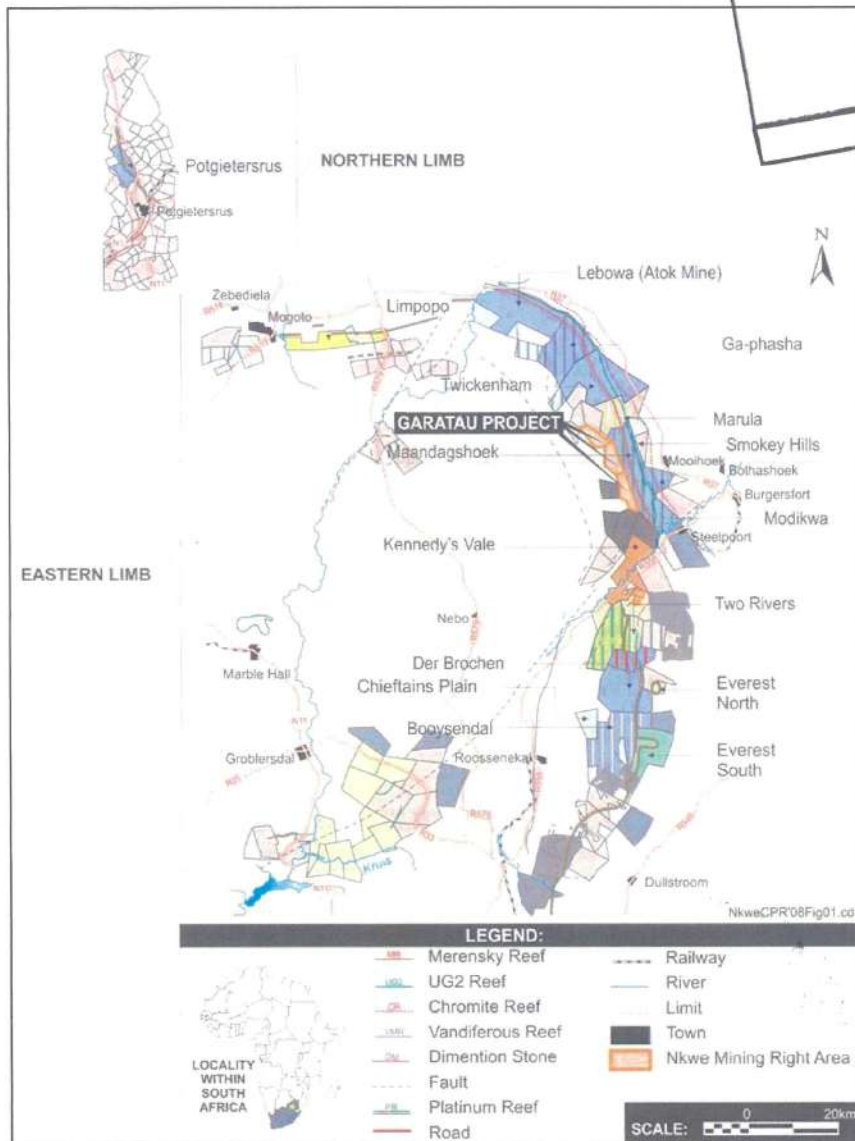
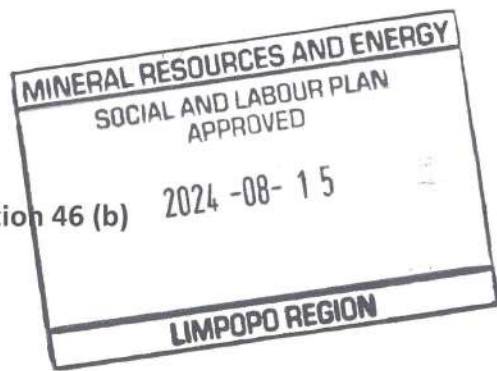


Figure 1: Location of the Zijin Garatau Platinum Mine

SECTION 2: HUMAN RESOURCE DEVELOPMENT





2.0. HUMAN RESOURCE DEVELOPMENT: Regulation 46 (b)

2.1. INTRODUCTION

The Mine, through its operations, is committed to the development and transformation of the affected communities within which they are operating. To achieve its transformation and development objectives, the Mine has a strong focus on the recruitment and development of its employees and local community members.

Our Training and Development Policy seeks to address the development of its employees and to adhere to legislative obligations and commits itself to create an environment in which employees will be developed to establish a competent workforce, enhance knowledge, and create career opportunities where possible. Our Human Resource Development strategy recognizes the contribution that training, and development of its employees can make towards achieving its strategic objectives and priorities.

This section will outline the Mine's Human Resources Development Programmes as required by Regulation 46 of the MPRDA Regulations . The structure of the section is based on the underlying human resources development methodology that is used by both the Mine and its contractors, showing how:

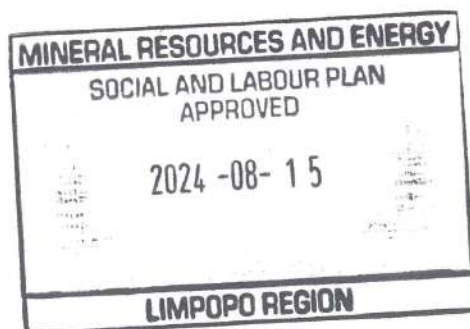
- operational requirements are converted into a Manpower Plan.
- the Manpower Plan reflects position profiles and career paths.
- employment equity planning regarding historically disadvantaged South Africans (HDSAs) in management and women in mining is incorporated into the Manpower Plan.
- Skills Audits and Individual Development Plans (IDPs) are used to measure the skills gap and to feed into the employees' Skills Development Plan.
- The Skills Development Plan incorporates the use of Training programmes as outlined in the tables below.
- mentorship and coaching are utilised to support the Skills Development Plan.

Although some of the mining and operational activities are carried out by contracting, there is a common approach to the collective Human Resources Development Programme and the contractors are working closely with the Mine to ensure that the appropriate implementation and reporting mechanisms are in place to fulfil the requirements of the MPRDA.

The Mine has appointed a Skills Development Facilitator (SDF) to assist with the effective implementation of the Skills Development Undertaking of the operation. We will adhere to the guidelines of the Mining Qualification Authority (MQA) with regards to the annual submission of the Workplace Skills Plan (WSP) and Annual Training Report (ATR).

Compliance with Skills Development Legislation

Name of SETA	Mining Qualifications Authority
Registration number with the relevant SETA	L280812449
Skills Development Facilitator Appointment Confirmation (Name)	Thembakazi Chagonda
Proof of submission of Workplace Skills Plan (WSP) and Annual Training Report (ATR)	Submitted Annually

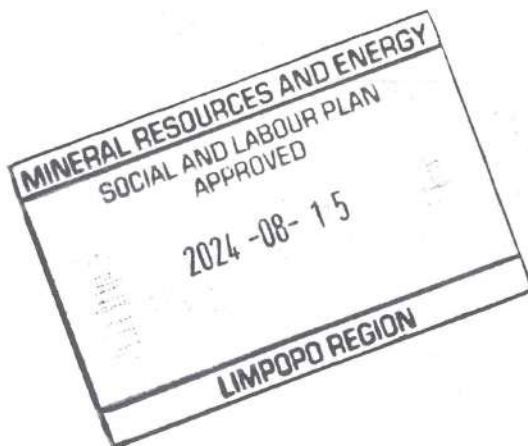


2.2. ADULT EDUCATION AND TRAINING (AET)

Table 2: Adult Education and Training (AET).

PROGRAMME	2024			2025			2026			2027			2028			TOTAL
	New Intake	Conti.	New Intake	Conti.	New Intake	Total	Conti.	New Intake	Total	Conti.	New Intake	Total	Conti.	New Intake	Total	
Adult and Education Training (AET)	0	0	1	0	1	1	0	1	1	0	1	1	0	1	1	4
TOTAL	0	0	1	0	1	1	0	1	1	0	1	1	0	1	1	4
BUDGET	0		R30 0000		R40 000			R50 0000			R60 0000					R180 0000
COMMENTS	<p>Previous attempts to implement AET (during SLP 1) within our mine host communities were unsuccessful. Our mine communities rejected the programme such that the company had to adopt an existing AET school at a community situated far away from its operations to remain compliant. Following previous challenges encountered and engagement with DMRE, the company dropped AET in its second SLP (SLP 2) programmes. Currently, the Mine has few employees, and is still growing and thus only a few participants are expected to be eligible for AET. However, should there be any</p>															

	substantial employment or recruitment of experienced candidates with Education levels below FET/NQF L2, AET programmes will be augmented accordingly in future SLP programmes.
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2.3. CORE BUSINESS TRAINING

Table 3: A summary of Core Business Training programmes to be implemented.

DEPARTMENTS	SKILLS PROGRAMMES	FY2024	FY2025	FY2026	FY2027	FY2028	TOTAL
		Target	Target	Target	Target	Target	
All Departments	Core Business Training (supervisory courses, Finance for non-finance, project management, etc.)	15	20	25	30	35	125
TOTAL		15	20	25	30	35	125
BUDGET		R250 000,00	R280 000,00	R333 000,00	R349 300,00	R439 230,00	R1 651 530.00
COMMENTS	Core business training refers to the type of training that is required by employees to function in their current roles. This kind of training is refreshable annually and, in most cases, required for appointment purposes of employees and for when employees are new having just joined the company.						

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2.4 LEARNERSHIP

2.4.1. LEARNERSHIP PROGRAMME - EMPLOYEES (18.1)

Table 4: The Company's Learnerships Commitment (Internal) 18

PROGRAMMES	2024			2025			2026			2027			2028			TOTAL
	New Intake	Conti.	New Intake	Conti.	New Intake	Total	Conti.	New Intake	Total	Conti.	New Intake	Total	Conti.	New Intake	Total	
Mining Engineering	5	5	0	5	5	5	5	0	5	0	5	5	5	0	5	10
TOTAL	5	5	0	5	5	5	5	0	5	0	5	5	5	0	5	10
BUDGET	R250 000,00		R275 000,00		R302 500,00		R332 750,00		R366 025,00							R1 526 275,00
COMMENTS	<p>The Mine will employ two (2) implementation intakes with the first one in the year (2024) and the second intake in (2027). This approach will assist the company in efficient and effective management of running the programmes given that the mine is still in an establishment phase. At each intake, the number of beneficiaries is equal and will be considered from our labour sending communities.</p>															

2.4.2. LEARNERSHIP PROGRAMME - EXTERNAL (18.2)

PROGRAMMES	2024			2025			2026			2027			2028			TOTAL
	New Intake	Conti.	New Intake	Conti.	New Intake	Total	Conti.	New Intake	Total	Conti.	New Intake	Total	Conti.	New Intake	Total	
NC: Mining Operations NQF Level 2, NC: Mining Technical Support (Survey, Sampling, Geology) Occupational Health Electrician, Boilermaker, Fitter, Rigger	5	5	0	5	0	5	5	0	5	0	5	5	5	0	5	10
TOTAL	5	5	0	5	0	5	5	0	5	0	5	5	5	0	5	10
BUDGET	R350 000,00				R385 000,00				R423 500,00			R465 850,00			R512 435,00	R2 136 785,00
COMMENTS	<p>The Mine will employ two (2) implementation intakes with the first one in the year (2024) and the second intake in (2027). This approach will assist the company in efficient and effective management of running the programmes given that the mine is still in an establishment phase. At each intake, the number of beneficiaries is equal and will be considered from our labour sending communities.</p> <p>Of the total intakes, there shall be five (5) Non-Artisan Development and five (5) Artisan Development.</p>															

Table 5: Learnership programme - External 18.2

2.5. PORTABLE SKILLS

Table 6: Portable skills trainings programme

PROGRAMMES	FY2024 Target	FY2025 Target	FY2026 Target	FY2027 Target	FY2028 Target	TOTAL
Basic Plumbing, House Tubing and Wiring, Basic Building, Basic Welding, Basic Carpentry			0	10	0	25
TOTAL	15	0	0	10	0	25
BUDGET	R300 000.00	0	0	R203 670.75	0	R503 670.75
COMMENTS	<p>The Mine consider portable skills to be skills that can be used by beneficiary to benefit themselves to be socially and economically independent. In implementing portable skills, the company recognises that both employees and non-employed can both benefit from such programmes. We acknowledge that, because the mine is still in its establishment project phase with a long-life span once the project phase is completed, the time may come when employees will be forced to seek alternative employment. We are therefore, committed to ensuring that employees are provided with portable skills. The company's strategy is to use "expression of interest" process whereby employees shall indicate their preferences in terms of skills they would like to acquire. Our strategy regarding portable skills training is to focus on skills that employees would have indicated their expression and preferences on, and where the seems to be no need to downscale, give an opportunity to non-employees within the labour sending communities. In</p>					

providing such to non-employees, preferred skills will be those that may be required by the industry.

The principles underlying portable skills training are:

- to ensure that employees' existing skills are recognised and, where feasible, further training qualifications are recognised nationally; and
- to enable employees to remain economically active following retrenchment or mine closure.

By aligning its skills development programmes with the National Qualifications Framework (NQF) and unit standards, the Mine will ensure that such skills development is recognised nationally and is, therefore, portable. In this way employees at the Mine will be provided with the potential to remain economically active. Further, the provision of non-mining related portable skills will be built into the Skills Development Plan. Finally, a fund will be made available to facilitate employees in redundant positions to obtain short course training to enable them to remain economically active in the community.

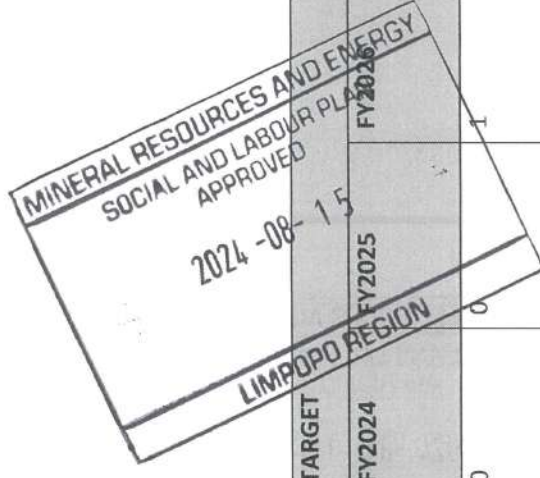
Table above shows some of the skills training that is currently viewed as portable within and outside the mining industry.

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2.6. CAREER PROGRESSION PROGRAMME

Table 7: Career progression programme

NAME OF PROGRAMME	CURRENT POSITION	SUCCESSION POSITION	TARGET				
			FY2024	FY2025	FY2026	FY2027	FY2028
Shift Boss Development	Miner	Production Supervisor (mining)	0	0	1	0	0
Minerals Surveyor Development	Land Surveyor	Mining Surveyor	1	0	0	0	0
Team Leader Development	RDO	Mining Team Leader	1	0	1	0	1
Training Officer Development / SDF	Training Administrator	Training Officer / SDF / Talent Officer	0	1	0	0	0
Artisan Development Programme	Learner Artisan - Electrician	Electrician	0	0	0	1	0
Artisan Development Programme	Learner Artisan - Boilermaker	Boilermaker	0	0	0	1	0
Artisan Development Programme	Learner Artisan Rigger	Rigger	0	0	0	1	0
Miner Development	Learner Miner	Miner	0	0	0	0	2
HR Official Development	HR Intern	HR Assistant / Administrator / Training Administrator	0	0	0	1	0



Senior Management Development Programme	Mine Overseer	Mine manager	0	1	0	0	0	0
Middle Management Development Programme	Occupational Hygienist / Environmental Manager	Environmental Manager	1	0	1	0	0	0
Mine Manager Certificate Development	Chief Surveyor	Mine Manager / Minerals Resources Manager / Mine Technical Services Manager	0	1	0	0	0	0
TOTAL			3	2	3	4	3	
BUDGET			R165 000,00	R181 500,00	R199 650,00	R219 615,00	R241 576,50	
R1 007 341,50								
COMMENTS	<p>Career progressions are specific to the discipline and operational area for which they are determined, and different career streams can be defined. The career streams for underground mining, for example, will be mining, engineering and shared services, where the mining career stream will relate to mining-related operational activities.</p> <p>The purpose of career progression is to support succession into critical roles in the organisation. Employees identified to benefit from career progression shall be employees who are also considered to be potential successors to critical roles and positions that are identified as such in the company.</p> <p>A career progression shows how people can advance from one position to another within the career stream through the development of further skills and competencies. The career progressions further outline the minimum requirements for each position as well as the minimum training/experience required; therefore, serving as a planning framework to determine how people should be trained and developed to be promoted into positions within the manpower plan. All contractors should follow the same approach as the Mine. Although movement across the career streams is possible, especially at lower levels, such movements are by exception.</p>							

2.7. MENTORSHIP PROGRAMME

Table 8: Mentorship programme.

MENTORING AND COACHING PROGRAMMES	FY2024	FY2025	FY2026	FY2027	FY2028	TOTAL
	Target	Target	Target	Target	Target	
Mentorship and Coaching Training (specifically aimed at Learners and Managers)	10	10	10	10	10	50
TOTAL						
BUDGET	R28 958,82	R31 854,70	R35 040,17	R38 544,19	R42 398,61	R176 796,49
MENTORS	Assigned	Assigned	Assigned	Assigned	Assigned	
	3	3	3	3	3	
TOTAL						R176 796,49
MENTORSHIP/COACHING IMPLEMENTATION PLAN						
Within the skills development framework , the Mine differentiates between mentoring and coaching as follows:						
Mentoring is a mutually agreeable relationship that is sustained over time and intended to further the education and professional development of the protégé. It is a broad activity in which an experienced employee transfer skills to a junior employee (the protégé), in a very professional way, not just the skills but also the experience, attitudes and attributes that create successful individual. The aim of mentorship is to improve the competencies (knowledge, skill, attitude) of employees to meet the current and future demands of the job. Mentorship assists and supports employees to manage their own learning to maximise their potential, develop their skills, improve their performance, and grow into new roles.						

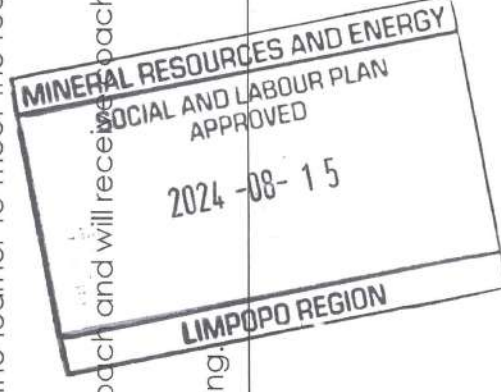
Coaching is an on-the-job, interactive, and developmental process related to the specific learning outcomes of a training or development programme where the coach enables the learner to find his/her own solutions, discover new opportunities and implement actions. Coaching facilitates the opportunity for learners, in an open and safe environment, to sound out ideas, voice their concerns and plan scenarios. This enables these learners to be better prepared to alter behaviour or to map out plans of action. The underlying principle is that the learners will become better equipped and this will increase their ownership of projects, ultimately having a positive effect on their confidence, job satisfaction and performance.

Although there is a great deal of similarity between the roles, the coach acts as facilitator by listening, asking questions, and enabling those being coached to discover what is right for their situation. The coach may also be a subject-matter expert who is able to guide learners to the correct solutions.

On the other hand, mentors use their own experience to guide and direct the learner to meet the requirements of skilled and management positions.

In terms of our Skills Development Programme all learners will be assigned a coach and will receive coaching for the duration of a specific training or development programme.

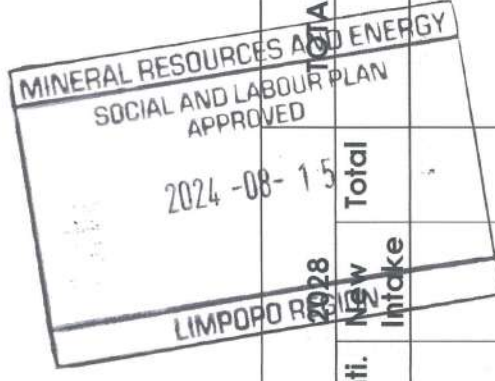
Table 7 above reflect the targets for the provision of Mentorship and Coaching.



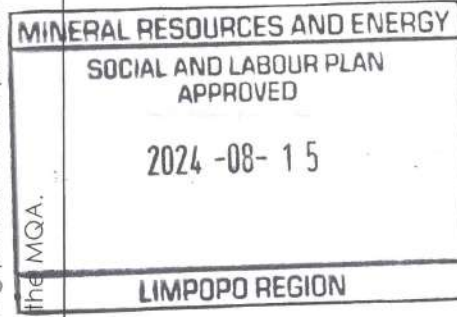
2.8. INTERNSHIPS/WORK INTEGRATED LEARNING/GRADUATE DEVELOPMENT TRAINING

Table 9: Internship/Work Integrated Learning/Graduate Development Learning

PROGRAMMES	2024			2025			2026			2027			2028			TOTAL
	New Intake	Conti.	New Intake	Conti.	New Intake	Total	Conti.	New Intake	Total	Conti.	New Intake	Total	New Intake	Conti.	Total	
Mining Engineering, Geology, Minerals Surveying, Metallurgical Engineering, Electrical Engineering, Mechanical Engineering, Safety Management, Environmental Management, Occupational Hygiene, Financial Management, Procurement, Human Resources, Information Technology, etc.	1	0	1	1	0	1	0	1	1	0	1	1	1	0	1	5
TOTAL	1	0	1	1	0	1	0	1	1	0	1	1	1	0	1	5
BUDGET	R592 336,96															R592 336,96



COMMENTS	<p>Internships are an organised professional training and work experience programme with the goal of providing high quality training and practical exposure. These programmes have a logical sequence that would build on the skills and competencies acquired during university training. Internships are critical building blocks to alleviate past discriminatory practices and contribute to us attracting and retaining top calibre people.</p> <p>The Manpower Planning Process has identified where internships can be used to assist us in meeting our skills and competency requirements and in addressing the issue of hard to fill vacancies.</p> <p>Recruitment of potential learners will include targeting the local communities, making learnerships available to children of employees and sourcing available learners from the MQA and other relevant SETAs. The duration of the internships may be from one to 18 months depending on the nature and field of study. The implementation of the Internship Programme shall be done once in the first year. The company shall attempt applying for MQA discretionary grants to also augment the intakes (adding more learners on top of the existing learners if grants application can be approved. The company may also partner with other placement companies to assist with implementation of internships. We will outsource the provision of all students under Internship programme and the mine will only host, monitor, supervise and support the students during their training period. Where possible such companies shall be allowed an opportunity to place learners if they are also allocated grants from the MQA.</p>
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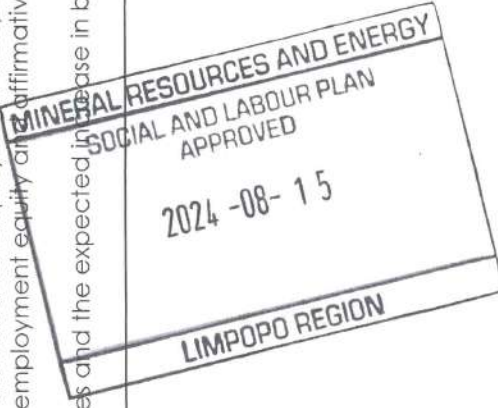


2.9. BURSARY PROGRAMME – EXTERNAL (Unemployed)

Table 10: Bursary Programme – External

FIELD OF STUDY	2024		2025			2026			2027		TOTAL
	New Intake	Conti.	New Intake	Conti.	Total	New Intake	Conti.	Total	Conti.	New Intake	
Mining Engineering, Metallurgical Engineering, Electrical Engineering, Mechanical Engineering, Financial Management, Human Resources Management, Minerals Surveying, Geology, Safety Management, Environmental Management, Occupational Hygiene, etc.	5	5	0	5	5	0	5	5	5	5	10
TOTAL	5	5	0	5	5	0	5	5	5	5	10
BUDGET	R264 000,00		R290 400,00			R319 440,00			R351 384,00		R1 611 746,00
COMMENTS	<p>We recognise the value of assisting students during their studies through its Bursary Programme. The programme endeavours to assist the students, to meet enrolment fees and study costs, as well as offering them work experience in their fields of study during vacation periods.</p> <p>The Mine's Bursary Programme will encompass the following underlying principles:</p>										

	<ul style="list-style-type: none"> • liaison with MQA and tertiary institutions is a key aspect of ensuring top students are identified and the training is relevant to the business requirements. • the provision of bursaries to identified students who could contribute to eliminating future resource gaps and skills shortage. • These bursars could, based on performance during the bursary awards, be provided with graduate development or internship programmes; and • linkage to the manpower planning process and documented on the Workplace Skills Plan. <p>We are committed to awarding 5 new bursaries in 2 years and supporting up to a maximum of 10 bursaries in a period of 5 years. This may result in more bursary students than can be accommodated by the future need for employees in the specified field. However, we will continue its Bursary Programme to demonstrate its support for employment equity and affirmative action measures to contribute to the enhancement of the pool of skills within the industry.</p> <p>Table 1 above reflects the disciplines we will consider for the provision of bursaries and the expected increase in bursaries over a five-year period.</p>
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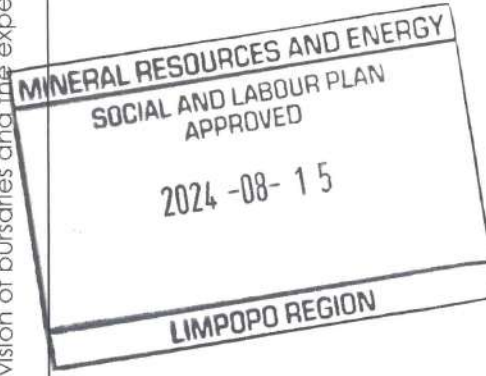
2.10. BURSARY PROGRAMME/EDUCATIONAL ASSISTANCE (Employed/Internal)

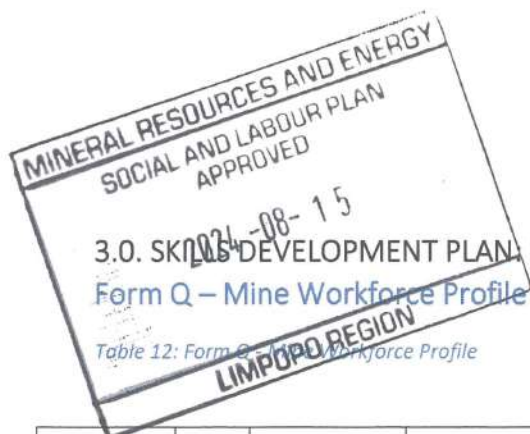
Table 11: Internal bursary programme

FIELD OF STUDY	2024			2025			2026			2027			2028			TOTAL
	New Intake	Conti	New Intake	Conti	New Intake	Total	Conti	New Intake	Total	Conti	New Intake	Total	Conti	New Intake	Total	
Mining Engineering, Metallurgical Engineering, Electrical Engineering, Mechanical Engineering, Financial Management, Human Resources Management, Minerals Surveying, Geology, Safety Management, Environmental Management, Occupational Hygiene, etc. Management Development Programmes	3	0	3	6	3	6	6	3	6	3	3	6	6	3	9	15
TOTAL	3	0	3	6	3	6	6	3	6	3	3	6	6	3	9	15
BUDGET	R159 500,00		R175 450,00		R192 995,00			R212 294,50				R233 523,95				R973 763,45



COMMENTS	<p>We recognise the value of assisting students during their studies through its Bursary Programme. The programme endeavours to assist the students, to meet enrolment fees and study costs, as well as offering them work experience in their fields of study during vacation periods.</p> <p>Our Bursary Programme will encompass the following underlying principles:</p> <ul style="list-style-type: none"> • liaison with MQA and tertiary institutions is a key aspect of ensuring top students are identified and the training is relevant to the business requirements. • the provision of bursaries to identified students who could contribute to eliminating future resource gaps and skills shortage. • These bursars could, based on performance during the bursary awards, be provided with graduate development or internship programmes; and • linkage to the manpower planning process and documented on the Workplace Skills Plan. <p>We are committed to awarding 3 new bursaries each year and supporting up to a maximum of 15 bursars for a period of 5 years. This may result in more bursary students than can be accommodated by the future need for employees in the specified field. However, we will continue its Bursary Programme to demonstrate its support for employment equity and affirmative action measures to contribute to the enhancement of the pool of skills within the industry.</p> <p>Table 1 above reflects the disciplines we will consider for the provision of bursaries and the expected increase in bursaries over a five-year period.</p>				



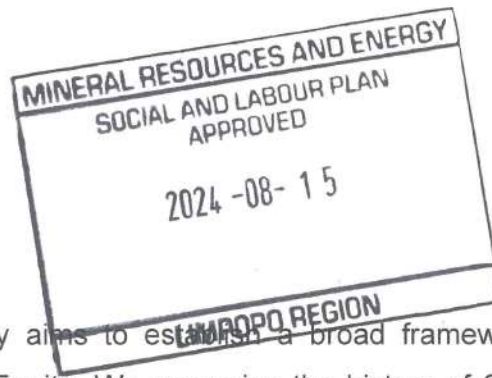


3.0. SKILLS DEVELOPMENT PLAN, Regulation 46 (b) (i) and Regulation 11 (1) (g)

Form Q – Mine Workforce Profile

Table 12: Form Q – Mine Workforce Profile

Band	NQF	Min credit per Qual. (For exit)	Planned as per envisaged organogram	Male				Female				Total		
				African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female	Total
General Education and Training (GET)	1		No Schooling	0	0	0	0	0	0	0	0	0	0	0
			Grade 0 / Pre-ABET	0	0	0	0	0	0	0	0	0	0	0
			Grade 1 / Sub A	0	0	0	0	0	0	0	0	0	0	0
			Grade 2 / Sub B	0	0	0	0	0	0	0	0	0	0	0
			Grade 3 / Std 1 / ABET 1	0	0	0	0	0	0	0	0	0	0	0
			Grade 4 / Std 2	0	0	0	0	0	0	0	0	0	0	0
			Grade 5 / Std 3 / ABET 2	0	0	0	0	0	0	0	0	0	0	0
			Grade 6 / Std 4	0	0	0	0	0	0	0	0	0	0	0
			Grade 7 / Std 5 / ABET 3	0	0	0	0	0	0	0	0	0	0	0
			Grade 8 / Std 6	0	0	0	0	0	0	0	0	0	0	0
Further Education and Training (FET)			Grade 9 / Std 7 / ABET 4	2	0	0	0	0	0	0	0	2	0	2
	2		Grade 10 / Std 8 / N1 / NCV Level 1	13	0	0	0	2	0	0	0	13	2	15
	3		Grade 11 / Std 9 / N2 / NCV Level 2	7	0	0	0	4	0	0	0	7	4	11
Higher Education and Training (HET)	4		Grade 12 / Std 10 / N3 / NCV Level 3	23	0	0	3	5	0	0	0	26	5	31
	5	120 (120)	Higher Certificates	7	0	0	0	2	0	0	0	7	2	9
	6	120 (120) / 360 (240)	Advanced Certificate / Diploma	5	0	0	2	4	0	0	1	7	5	12
	7	120 (120) / 360/480+ (120)	Advanced Diploma / bachelor's degree (B-tech / First Degrees)	10	0	0	6	3	1	0	2	16	6	22
	8	120 (120)	Postgraduate Diploma / Honours Degree	4	0	1	0	2	0	0	1	5	3	8
	9	180 (120)	Master's Degree	0	0	1	3	0	0	0	0	4	0	4
Unknown	10	360 (360)	Doctoral Degree	0	0	0	0	0	0	0	0	0	0	0
	11	N/A	Unknown	0	0	0	0	0	0	0	0	0	0	0
TOTAL				71	0	2	14	22	1	0	4	87	27	114



3.1. EMPLOYMENT EQUITY

The Mine's Employment Equity policy aims to establish a broad framework for the company's approach to Employment Equity. We recognize the history of South Africa which resulted in the exclusion of designated groups, mining communities, and women in the mainstream of the economy and the mining industry.

The operation is committed to the process of employment equity as a mechanism to eliminate discrimination within the organization and to promote equal opportunities. The Mine believes that Employment Equity is an integral part of building an effective and representative workforce and ensuring equality across the board within its workforce. The Mine will therefore develop an Employment Equity implementation Plan and Analysis to ensure that HDSA employees are developed and that targets can be met at all levels. This will be in line with the Mine's Employment Equity Plan and Analysis as approved and authorised by the Department of Employment and Labour.

3.3.1. Strategies in support of employment equity:

Positioning of vacant posts as development posts:

Vacant positions can become a development potential with fewer educational and experience requirements. These positions should facilitate the appointment of a HDSA member. They are advertised internally, and a development plan is set up to ensure that the incumbents achieve the necessary educational qualification or experience. Funds are available for any training or developmental needs.

3.3.2. Community internship programmes:

This focuses on graduates, certificated persons, and diplomats. In the internship programmes, consideration can also be given to prepare individuals for first level professional positions.

3.3.3. Succession planning / Talent management for employees:

Employees are being developed to be ready to fill vacancies when such arise.

3.3.4. Recruitment and selection:

Recruitment and selection strategies are geared towards achieving the employment of suitably qualified candidates from the designated groups.

3.3.5. Qualitative targets:

- Create awareness of employment equity issues through established structures
- Implement appropriate diversity programmes for all employees to create awareness of diversity issues and the management thereof.

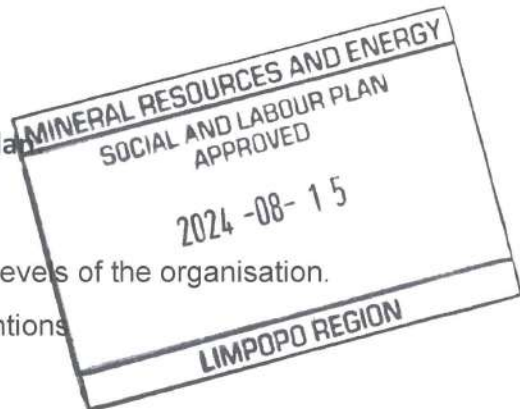
3.3.6. Transformation at the Operation:

The operation seeks a sustainable rate of change regarding employment equity and transformation.

The operation is committed to the following central focus points in its long-term transformation and EE strategy:

- Setting annual targets intended to address the economically active population profile of the country.
- Pursuing transparency in recruitment, promotion, and placement processes
- Accelerating the training and development of historically disadvantaged groups to contribute to their skills base and career advancement.
- Establishing and maintaining an organisational culture that promotes better understanding and tolerance of the diverse backgrounds of all employees.
- Continuously offering awareness in diversity management
- Facilitate quarterly EE meetings with organised labour to monitor progress and maintain ongoing dialogue on matters relating to EE.

3.3.7. Monitoring of the employment equity plan



Objectives:

- Achieve HDSA representation in senior levels of the organisation.
- Talent retention through specific interventions
- Managing diversity
- The management and monitoring of EE programmes.

Management of relevant development interventions for employees Implementation plan:

- Ongoing analysis and implementation of employment equity plans
- Monitor EE targets quarterly per functional business unit.
- Ongoing review and monitoring of the process followed to identify and retain talent at the operation.

3.3.8. Women in mining, gender diversity and inclusion.

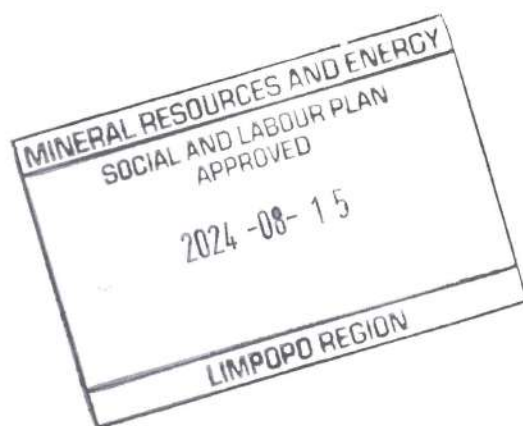
Historically, women have been excluded from taking up positions in mining. Within the mining environment, women were traditionally employed within roles in services disciplines, thus the challenge has been to include women in non-traditional supervisory roles that are directly linked to the core business of mining.

The operation is aware of the potential contribution of women to the functioning of the mines, and thus ensures that all people are treated equally, fairly and without discrimination. Thus, diversity management is of great importance in ensuring women are integrated into a predominantly male environment, in a manner which considers the diverse nature of the mining industry.

Challenges which will be addressed, as a long-term strategy for the inclusion of women in mining as listed below:

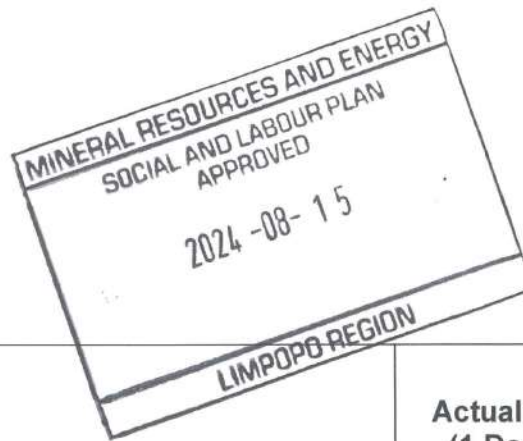
- Driving diversity and gender equality awareness

- Championing social behaviour and mind set changes among male employees.
- Developing a pipeline to identify, develop and improve representation of skilled female employees in supervisory positions in core disciplines.
- Thorough induction to prepare women for the challenges of working underground.
- Investing in accommodation and change house facilities to cater for female employees, including PPE and ablution facilities with sanitary bins.
- The provision of family planning facilities for female employees
- The facilitation of alternative surface work for pregnant employees



3.3.9. Workforce Profile

Table 13: Workforce profile

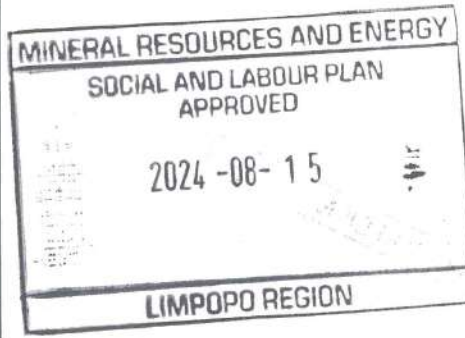


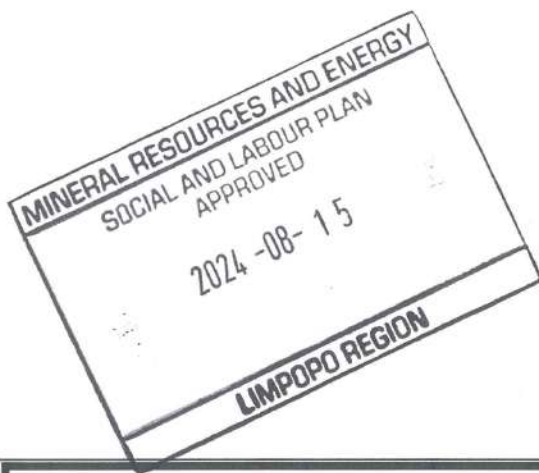
Occupational Level	Actual status FY2023 (1 December 2023)
Top Management	6
Senior management (e)	8
Professionally qualified and experienced specialists and middle management (d)	10
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents (c)	27
Semi-skilled and discretionary decisions making (b)	19
Unskilled and defined decision making (a)	6
TOTAL PERMANENT	76
Non-Permanent Employees	38
TOTAL	114
<p>The current workforce is based on operational requirements which change as per project needs. The workforce as of 1 December 2023 was_114_ (excluding contractors). The Mine takes cognisance of the fact that any core mining contractors (reportable contractors) engaged to execute specific projects within the 5 years of this SLP, will be required to comply with the requirements of the MPRDA, Section 101 of the Act, including reporting to the Department of Mineral Resources and Energy (DMRE) on an annual basis.</p> <p>We will ensure compliance of reportable contractors through the contractual agreements.</p>	

3.4.0. Current Workforce Profile

Occupational Levels	Male						Female						Total	
	A			C			I			W			Total	
	A			C			I			W			Total	
Top management	0	0	0	0	0	0	0	0	0	0	0	0	2	6
EAP TARGET	26.0%	3.0%	0.9%	4.5%	17.5%	2.0%	0.5%	3.5%	58%					
ACTUALS	0	0	16.7%	0	0	0	0	16.7%	33.3%					
Senior management	3	0	1	1	1	1	0	0	7	1	0	0	8	
EAP TARGET	30.4%	3.5%	1.0%	4.5%	18.3%	2.1%	0.5%	3.5%	63.9%					
ACTUALS	37.5%	0	12.5%	12.5%	12.5%	12.5%	0	0	87.5%					
Professionally qualified and experienced specialists and mid-management	5	0	0	3	0	0	0	0	8	1	1	0	10	
EAP TARGETS	35.7%	4.1%	1.2%	4.5%	20.9%	2.4%	0.7%	3.5%	73%					
ACTUALS	50%	0	0	30%	0	0	0	0	80%					
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	19	0	0	2	5	0	0	0	27	1	0	0	28	
EAP TARGETS	42.7%	5.0%	1.4%	4.5%	22.5%	2.6%	0.8%	3.5%	83%					
ACTUALS	67.9%	0	0	7.1%	17.9%	0	0	3.6%	96.4%					
Semi-skilled and discretionary decision making	13	0	0	0	6	0	0	0	19	0	0	0	19	
EAP TARGETS	43.6%	5.0%	1.8%	4.9%	35.8%	4.1%	0.9%	3.9%	100%					

ACTUALS	68.4%	0	0	0	0	0	31.6%	0	0	0	100%			
Unskilled and defined decision making	0	0	0	0	0	0	6	0	0	0	6	0	0	6
EAP TARGETS	43.6%	5.0%	1.8%	4.9%	35.8%	4.1%	0.9%	3.9%	100%					
ACTUALS	0	0	0	0	100%	0	0	0	100%					
TOTAL PERMANENT	39	0	2	6	18	1	0	2	68	7	1	1	76	
Temporary Employees	32	0	0	0	4	0	0	1	37	1	0	0	38	
GRAND TOTAL	71	0	2	6	22	1	0	3	105	8	1	1	114	

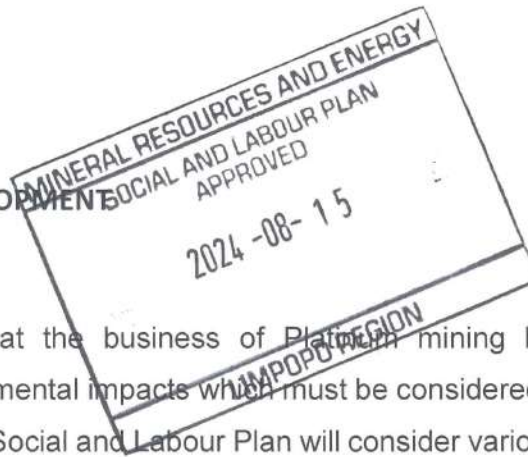




SECTION 3:

LOCAL ECONOMIC DEVELOPMENT PROGRAMMES

4.0. LOCAL ECONOMIC DEVELOPMENT



4.1. Introduction

The operation recognises that the business of Platinum mining has considerable economic, social, and environmental impacts which must be considered during the life of the mines. This section of the Social and Labour Plan will consider various issues on LED around the mining community and the labour-sending areas.

The primary objective of mine community development is to meaningfully contribute towards community development, both in terms of size and impact, in keeping with the principles of the social license to operate.

4.2. The Mine's approach to LED

LED is an integral part of us doing business. A key theme is the upliftment of the communities from which the operation draws a significant percentage of its employees. The Operation's LED focuses on how the mine will address the socio-economic needs of its local environment and the regions from which the mine sources its workforce.

4.3. Our LED support in the mining and labour-sending communities.

The operation approaches the issue of LED through the local governments and municipal authorities to impact on local economies, especially in the mining and labour-sending communities. The operation, is tasked with establishing liaison and communication structures with the district and local government structures in the areas where it operates. This participative approach will ensure that all operational initiatives, in the field of economic development, are formulated and implemented as an integral part of the local authorities' economic and integrated development plans.

The LED support by the operation at the mining and labour-sending communities is guided by the principles outlined in the following paragraphs.

4.4. LED focus areas

The focus areas for LED support by the operation include the following:

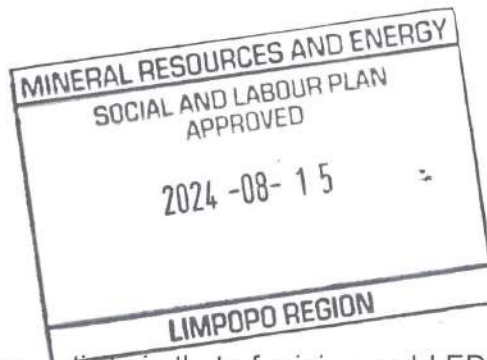
- Infrastructure development
- Poverty alleviation
- Community development
- Job creation
- Economic Development

The LED project plans agreed to with the local municipalities in the mining and labour-sending communities, as per this SLP, will specify the focus areas in terms of the above and will also indicate the scope of each project, for instance, in terms of the number of jobs created or the target beneficiaries of a project. The continuous review of the LED projects during the implementation process will ensure that the projects are not static but are revised in terms of changing needs and to ensure sustainability. New LED projects in addition to the ones identified in this SLP will also be identified in consultation with all relevant stakeholders.

4.5. LED support drivers

The LED support by the operation at various mining and labour-sending communities is driven by the following:

- Integrated development plans (IDPs) and/or local economic development plans of municipalities, both at district and municipal levels
- Provincial growth and development strategies
- National goals on economic development, infrastructure development, social development, and poverty eradication
- Socio-economic development objectives at labour-sending countries for the areas where the Mine sources its employees.
- Collaborative and participative (bilateral and stakeholder) forum structures with local economic development partners
- Direct engagement with community structures



4.6. LED ownership

The operation's main business activity is that of mining and LED support is an integral part of our sustainable development strategy. LED is a primary responsibility of the following entities:

- Local government (municipalities)
- Provincial government
- National government

The LED projects will be owned by the local government structures from inception and where this is not the case, the company will ensure that all local stakeholders, including local municipalities, are consulted or are participant in such projects.

4.6.1. The Operation's LED responsibilities:

As a responsible corporate citizen, the operation together with other private sector entities that embrace corporate citizenship, does not believe that the task of LED as being solely that of government. We believe LED is an integral part of our business and achieve this by:

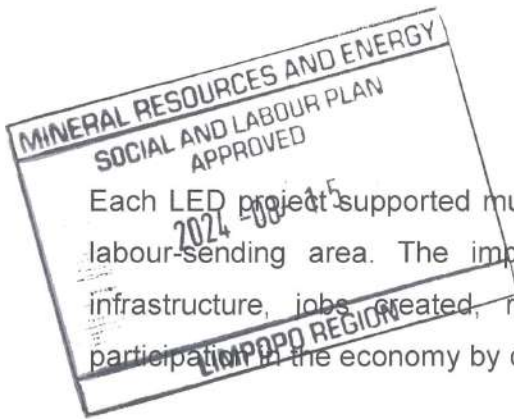
- Running profitable and sustainable mining operations that create employment opportunities, boost local economies through support of business activities and contribute to the government tax revenues.
- Participating in all activities that aims to promote LED in the community.
- Allocating resources in the mining and labour-sending communities to promote and/or support LED.

4.6.2. Business approach to LED

Just like all business activities within the company, business principles are applied to LED support to the host communities and labour-sending communities.

This is achieved by ensuring a return on each LED investment through the following:

a) Impact:



Each LED project supported must have a positive impact on the mining community or labour-sending area. The impact may, for instance, be in a form of improved infrastructure, jobs created, reduced poverty, skilled community, and increased participation in the economy by community members.

b) Development:

Each LED project supported must have its primary objective to develop the target community.

c) Focus:

To ensure focus, specific beneficiaries will be identified for each LED project supported.

d) Sustainability:

It is imperative that before each LED project is supported, proper feasibility and sustainability studies are conducted. LED projects must not in the long-term depend on the existence of the mining operations.

e) Obtaining and keeping mining licences:

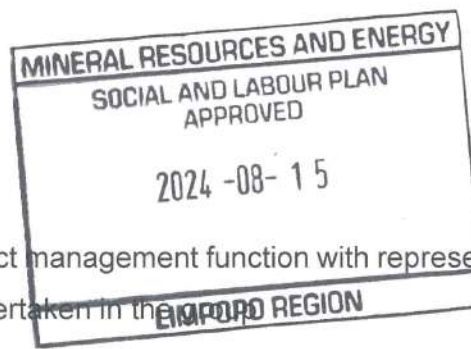
LED support in the mining and labour-sending communities must contribute to the company having the right to conduct mining operations in terms of the provisions of the MPRDA. The objective, though, will be to always exceed legal requirements in line with its corporate citizenship strategy.

Project management principle and process for governance and assurance.

Project management and measurement is a one of the key focus areas within the Mine, and it is also applied by the operation.

We have various organic growth and operational improvement projects that are aimed at increasing the life of mines and thereby ensuring long term profitability and long-term employment opportunities.

We manage investment opportunities and projects using a formalised stage gated process to ensure appropriate levels of governance and assurance. This process is in



line with world best practice. We have a project management function with representation at executive level that oversees projects undertaken in the EMPLOYMENT REGION

Success in implementing the numerous projects is achieved by implementing rigorous professional project management principles to support the gated approach described above. The gated approach (project life cycle) is summarised as such:

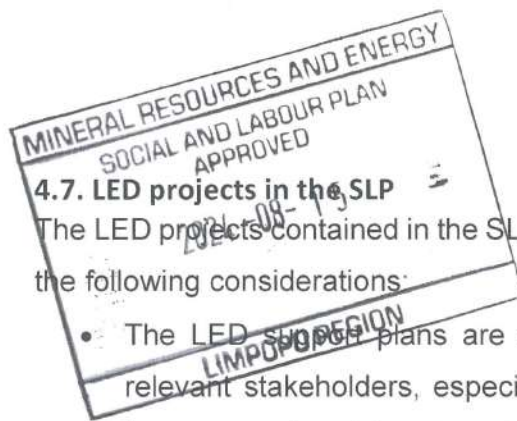


This approach, however, cannot be applied to all projects in which we invest. Our LED partners/contractors will however be encouraged to follow these practices in their respective environments to ensure LED alignment and support. We will assist in developing these skills where feasible. The key principle here is for each LED project to have a suitable project plan that encompasses the required level of definition.

By applying suitable project management principles, the following advantages will be realised:

- The number of successfully implemented LED projects will increase.
- The sustainability of LED projects will increase.
- The viability of LED projects will be determined before implementation.
- Measurement of LED projects success is easily achieved.
- Governance and assurance are formally demonstrated.

We, when requested to by the LED partners, will also assist or provide project management capacity to monitor group LED projects and to ensure that professional project management principles are followed as part of the implementation of this SLP. Again, this approach cannot be applied to all projects in which we invest.



4.7. LED projects in the SLP

The LED projects contained in the SLP for the Operation follows the principles above with the following considerations:

- The LED projects are not static, but will be reviewed regularly with the relevant stakeholders, especially municipalities, for opportunities for continuous improvement and to ensure that maximum economic development benefits are achieved.
- The LED projects will always be aligned with the LED objectives as set out by the MPRDA and the MPRDA regulations.
- LED projects review will be frequent and continuous, with all stakeholders playing a role including but not limited to municipalities, the Mine, and the DMRE.

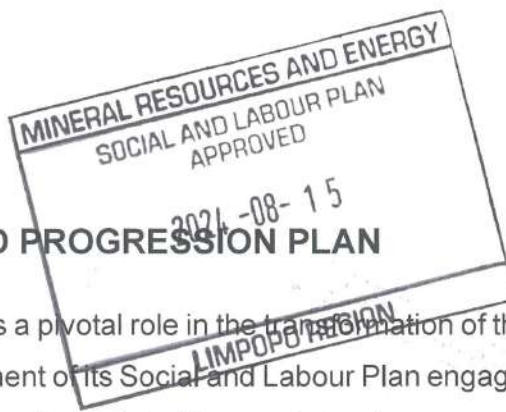
4.8. Socio-economic development

Socio-economic development includes investment in projects associated with HIV/AIDS, job creation, the alleviation of poverty, promotion of community safety and the facilitation of black economic empowerment (BEE).

The funding of projects, programmes and events are considered depending on the needs identified either locally or nationally.

4.9. Responsibility and reporting

The implementation of this SLP, as well as the annual preparation and submission of an annual report by the operation, is the responsibility of the individual mine and is ultimately accountable to the Executive in charge of the South African mines to ensure plans are successfully implemented.



4.10. PROCUREMENT AND PROGRESSION PLAN

4.10.1. Introduction

We believe that procurement plays a pivotal role in the transformation of the South African economic landscape and this element of its Social and Labour Plan engages all the Mine's supply chain tools and competence to sustainably create business opportunities to fuel the broader national development engine during and beyond the required five-year period, starting as close to our operations as possible, to sustain our mining communities.

The objective of this plan is to highlight the Mine's commitment in increasing the money spent on the procurement of goods and services from BEE entities in our local communities where possible and financially viable, over a further period of five years. The sustainability of SMME businesses entails more than just the creation of purchase opportunities and incorporates related elements of enterprise development initiatives, and community engagements on matters pertaining local procurement.

4.10.2. Preferential Procurement

The Mine has developed a preferential procurement plan to ensure that it delivers beyond the Social and Labour Plan commitments. The Preferential Procurement plan is incorporated in our Procurement Policy and Procedure, and it is fully aligned to our preferential procurement strategic pillar to ensure sustainable mining communities.

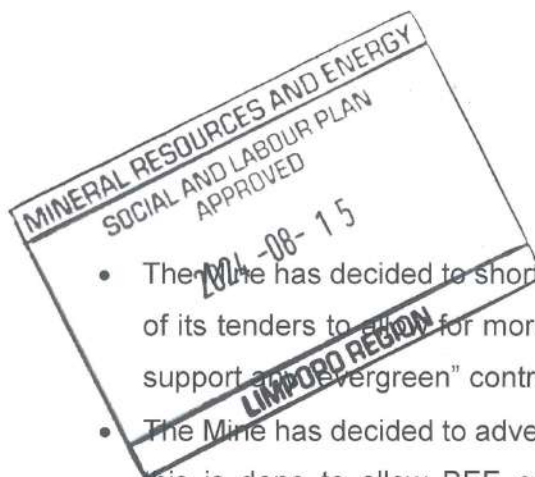
Status of the Mine against revised mining charter targets

We use the following questions to measure its commitment against the revised mining charter targets:

- Has the company given HDSAs preferred supplier status?

We have given HDSAs preferred supplier status as is evident in the following activities that were initiated specifically for this purpose:

- The Mine has allocated a resource dedicated to the management and maintenance of suppliers BEE status and certification.
- The Mine has adopted a special payment term that ensures HDSA owned SMME's are paid on a seven-day payment term to ensure their financial sustainability and cash flow.



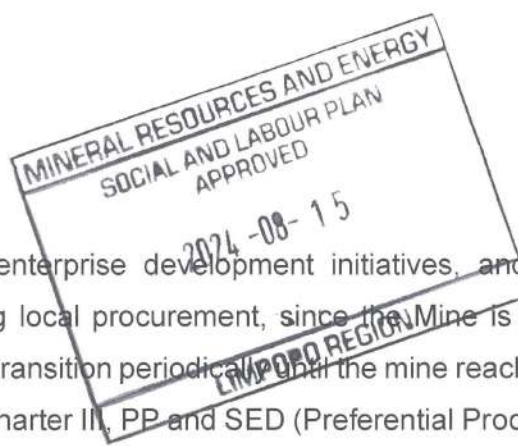
- The Mine has decided to shorten most contract duration to increase the frequency of its tenders to allow for more new entrants to partake in its tenders. We do not support a “evergreen” contracts.
- The Mine has decided to advertise tenders on its website and procurement Portal, this is done to allow BEE compliant suppliers to gain access to procurement opportunities on an open and equal tender basis.
- Targets have been set for minimum procurement spend on BEE compliant suppliers for the Mine in line with the current mining charter targets.
- We liaise with HDSA enterprises through Supplier Days initiative to identify issues and problems that small suppliers experience in dealing with us and collectively find solutions for the elimination of obstacles.
- Has the company identified the current level of procurement from HDSA companies in terms of capital goods, consumables, and services?

Our procurement department will continuously be measured on BEE procurement spent performance and is being managed and monitored to the same extent as our other financial indicators. The BEE spent is analysed in terms of capital, consumable and service expenditure and the report is supported by graphs that indicate:

- BEE spend per mining right as a percentage of total discretionary spend.
- BEE procurement spends per province.
- Has the company indicated a commitment to a progression of procurement from HDSA companies over a three- to five-year timeframe in terms of capital goods, consumables, and services, and to what extent has the commitment been implemented?

We have firm targets for BEE-entity spent, in accordance with the revised Mining Charter scorecard. Targets are set for capital goods, consumables and service expenditure, and performance against these targets are measured and reported quarterly.

The objective of this plan is to highlight our commitment in increasing the money spent on the procurement of goods and services from BEE entities in our local communities where possible and financially viable, over a further period of five years. The sustainability of SMME businesses entails more than just the creation of purchase opportunities and



incorporates related elements of enterprise development initiatives, and community engagements on matters pertaining local procurement, since the Mine is on inception phase, the procurement targets will transition periodically until the mine reaches preferred numbers/targets based on Mining Charter III, PP and SED (Preferential Procurement and Supplier Enterprise Development).

The procurement BEE-entity spent targets for the period 2024 to 2028 are based on the Mining Charter requirements and are as follows:

Table 14: Procurement of good and services

PROCUREMENT					
Procure locally manufactured goods / consumables / services from BEE compliant companies.					
DESCRIPTION	2024	2025	2026	2027	2028
Procurement of Capital Goods	15%	45%	55%	70%	75%
Procurement of Services	30%	45%	55%	70%	80%
Procurement of Consumables	20%	45%	55%	70%	100%
Multinational Suppliers	5%	5%	3%	3%	3%

4.11. Enterprise and Supplier Development

4.11.1. Introduction

The Mine takes its Enterprise and Supplier Development obligation very seriously. The ESD will collaborate closely with Supply Chain to ensure increased local HDSA and BEE spend.

As part of our social responsibility to the communities, we are committed to sustainable local economic development in and around the communities where we mine. Our Local Economic Development Department is an important contributor towards enterprise development and makes as far as possible use of local BEE and HDSA companies in the

implementation of projects meant for the benefit and socio-economic development of the mine community.

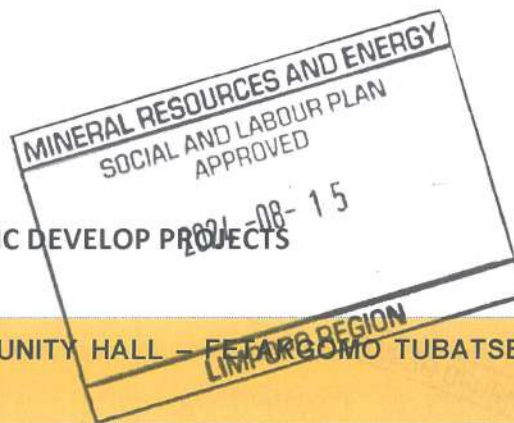
The Procurement Department continues to have input into the internal strategic committees (i.e., Tender Committee, Procurement Awards Committee, and the Vendor Committee). Enterprise and Supplier Development Department ensures that the transformation agenda is understood in all those committees when decisions are taken. The Mine will outsource ESD to local service providers and train their potential communities to become preferred SMME's.

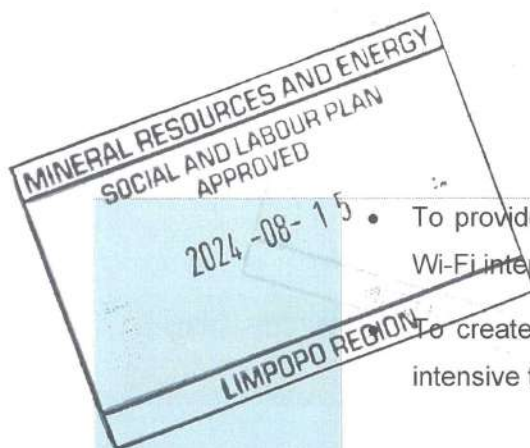


4.12. COMMITTED LOCAL ECONOMIC DEVELOPMENT PROJECTS

Table 15: LED Project for De Kom community

PROJECT 1	DE KOM COMMUNITY HALL – FETAKGOMO TUBATSE LOCAL MUNICIPALITY
LED BUDGET	R 2 500 000
Classification	Poverty Alleviation and Community Upliftment Project
Location and beneficiaries	De Kom – Ga Komane village (Ward 12, FTLM)
Dates	<p>Project will be implemented in Year 2024.</p> <ul style="list-style-type: none"> January 2024 to December 2024
Responsible entity	Zijin Garatau Platinum Mine
Role players	Zijin Garatau Platinum Mine, Fetakgomo Tubatse Local Municipality
Project Background	<p>The community of De Kom does not currently have a community hall for hosting meetings and functions. Instead, the community is forced to hold meetings under trees or in the open environment irrespective of the weather. This project will therefore assist the community to pride itself with a proper shelter when having meetings and other community ceremonies.</p> <p>During construction of the hall, there will be employment for the local community who will assist with the construction and the project will also be part of poverty eradication, especially for the unemployed youth who will be part of the construction team.</p>
Project Objectives	<ul style="list-style-type: none"> The primary aim of the project is to provide a multi-purpose hall to the community of De Kom. To provide human dignity to the community so that they can hold meetings under a sheltered environment.

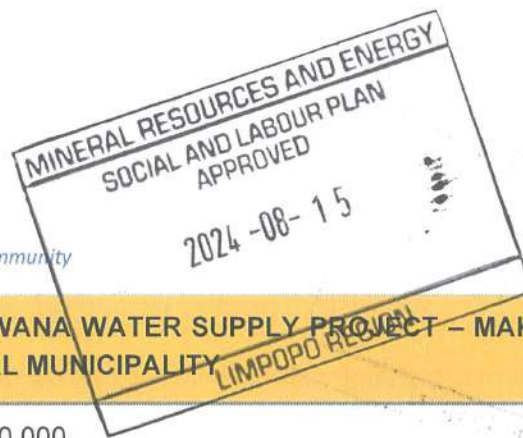


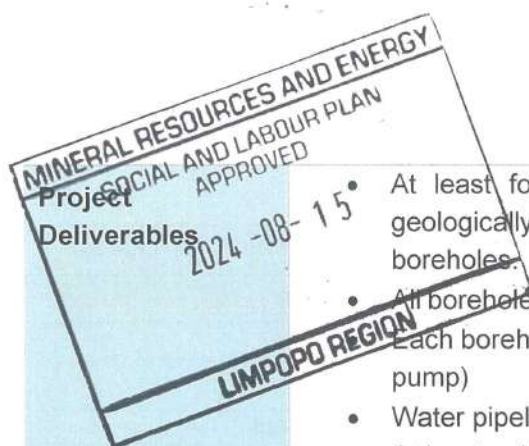


	<ul style="list-style-type: none"> To provide the community, particularly the youth with access to Wi-Fi internet connectivity. To create jobs as local labour will be employed for all labour-intensive tasks.
Project Deliverables	<ul style="list-style-type: none"> A fully completed multi-purpose community hall. Tiled, painted and with roof ceiling. Wi-Fi or internet facilities Fencing of the hall and hand over Employment of locals especially the youth Project implementation report
Outcomes / KPA's / KPIs	<ul style="list-style-type: none"> Income creation for the community members that will participate in the implementation of the project. Protection of community from harsh weather conditions when holding meetings. Construction related skills transfer including bricklaying. The community can venture into income generating projects such hiring out the community hall for private events and functions.
Number and classification of jobs	<ul style="list-style-type: none"> Semi-skilled temporary jobs will be created during project implementation. A minimum of 15 youth (8 African males and 7 African females) to be employed during project implementation. NB: A full complement of jobs to created will be determined by a comprehensive feasible study.
Exit Strategy	<p>The term of the project is tied to the construction of a community hall, equipped with Wi-Fi or internet facilities, and fencing of the community hall. Once the aforementioned have been constructed and installed, the project will be deemed complete and handed over to the Municipality. Therefore, there is no exit strategy needed.</p>

Table 16: LED project for Makwana community

PROJECT 2	MAKWANA WATER SUPPLY PROJECT – MAKHUDUTHAMAGA LOCAL MUNICIPALITY
LED Budget	R1 500 000
Classification	Poverty Alleviation and Community Upliftment Project
Location and beneficiaries	Makwana Community (Ward 15)
Dates	January 2024 to December 2024
Responsible entity	Zijin Garatau Platinum Mine
Role players	Zijin Garatau Platinum Mine, Makhuduthamaga Local Municipality
Project Background	<p>South Africa faces several problems with ensuring that its water resources are clean and plentiful enough for use. Amongst these problems are</p> <ul style="list-style-type: none"> • Low rainfall areas and drought • Poor quality of water • Inefficient and ineffective municipal water cleaning facilities • Insufficient water reticulation <p>The Sekhukhune District is equally faced with huge water scarcity challenges. During LED community and municipality engagements, it came out very strongly that the Makwana community is heavily affected by water scarcity challenges.</p> <p>In the MLM IDP the water scarcity issue is largely discussed, and water scarcity affects a range of other developmental issues in the municipality, which include – municipal service delivery, subsistence farming activities and commercial agriculture.</p>
Project Objectives	<ul style="list-style-type: none"> • The primary aim of the project is to provide a basic sustainable water supply to the community of Makwana. • To reduce the total water demand backlog at Makwana village. • To create jobs as local labour will be employed for all labour-intensive tasks. • To Improve the quality of life through better access to water. • To create the potential for new economic opportunities.





	<ul style="list-style-type: none"> • At least four (4) water boreholes to be drilled at hydro geologically suitable sites and/or resuscitation of old/existing boreholes. • All boreholes to have concrete platforms and palisade fencing. Each borehole to be equipped with a water pump (4 x 1 water pump) • Water pipelines • At least a 10 000 litre Jojo tank per borehole (4 x 10 000 litre Jojo tanks) • At least two (2) water taps per borehole (4 x 2 taps) • Two (2) animal water troughs to be installed. • Project implementation report. <p>NB: Additional piping and installation of pressure pumps (number unknown at this stage) may be carried out for those areas within Makwana village where drilled boreholes may not provide sufficient water.</p>
Outcomes / KPAs / KPIs	<ul style="list-style-type: none"> • Income creation for the community members that will participate. • Sustainable water supply for the community of Makwana. • Water solution installation skills transfer. • The community can venture into income generating projects that require water.
Number and classification of jobs	<p>Semi-skilled temporary jobs will be created at during project implementation.</p> <ul style="list-style-type: none"> • A minimum of 10 youth (5 African males and 5 African females) to be employed during project implementation.
Exit Strategy	<p>There is no exit strategy needed as the mandate of the Company ends with the handover of the water project to the community and Municipality.</p>



Table 17: LED project for Hoepakrantz community

PROJECT 3	HOEPAKRANTZ COMMUNITY LOCAL MUNICIPALITY
LED BUDGET	R 2 500 000
Classification	Infrastructure (Community Upliftment) Project
Location and beneficiaries	Hoepakrantz - Mabhedla Village (Ward 15, MLM)
Dates	<p>Project will be implemented in Year 2025.</p> <ul style="list-style-type: none"> January 2025 to December 2025
Responsible entity	Zijin Garatau Platinum Mine
Role players	Zijin Garatau Platinum Mine, Makhuduthamaga Local Municipality
Project Background	<p>The community of Mabhedla does not currently have a community hall for hosting meetings and functions. Instead, the community is forced to hold meetings under trees or in the open environment irrespective of the weather. This project will therefore assist the community with a proper shelter when having meetings and other community ceremonies.</p> <p>During the LED scoping exercise, the urgent need of a community hall at Hoepakrantz was highlighted to the municipality, and a request to have the community hall documented in the Municipal IDP. The Company intends implementing this project for the benefit of the host communities.</p> <p>During construction of the hall, there will be employment for the local community who will assist with the construction and the project will also be part of poverty eradication, especially for the unemployed youth who will be part of the construction team.</p>
Project Objectives	<ul style="list-style-type: none"> The primary aim of the project is to provide a multi-purpose hall to the community of Hoepakrantz.

	<ul style="list-style-type: none"> • To provide human dignity to the community so that they can hold meetings under a sheltered environment. • To provide the community, particularly the youth with access to Wi-Fi internet connectivity. • To create jobs as local labour will be employed for all labour-intensive tasks.
Project Deliverables	<ul style="list-style-type: none"> • A fully completed multi-purpose community hall. • Tiled, painted and with roof ceiling. • Wi-Fi internet facilities • Fencing of the community hall and hand over • Employment of locals especially the youth • Project implementation report
Outcomes / KPA's / KPIs	<ul style="list-style-type: none"> • Income creation for the community members that will participate. • Protection of community from harsh weather conditions when holding meetings. • Construction related skills transfer including bricklaying. • The community can venture into income generating projects such hiring out the community hall for private events and functions.
Number and classification of jobs	<ul style="list-style-type: none"> • Semi-skilled temporary jobs will be created during project implementation. • A minimum of 15 youth (8 African males and 7 African females) to be employed. <p>NB: A full complement of jobs to created will be determined by a comprehensive feasible study.</p>
Exit Strategy	<p>The term of the project is tied to the construction of a community hall, equipped with Wi-Fi internet facilities, and fencing of the community hall. Once the aforementioned have been constructed and installed, the project will be deemed complete and handed over to the Municipality. Therefore, there is no exit strategy needed.</p>



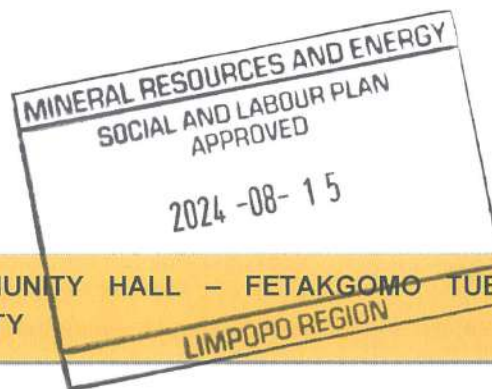


Table 18: LED project for Garatouw community

PROJECT 4	GARATOUW COMMUNITY HALL – FETAKGOMO TUBATSE LOCAL MUNICIPALITY
LED BUDGET	R 4 000 000
Classification	Infrastructure (Community Upliftment) Project
Location and beneficiaries	Garatouw – Ga Mpuru village (Ward 12, FTLM)
Dates	<p>Project will be implemented in Year 2026 -2028.</p> <ul style="list-style-type: none"> • Period: January 2026 to December 2028
Responsible entity	Zijin Garatau Platinum Mine
Role players	Zijin Garatau Platinum, Fetakgomo Tubatse Local Municipality
Project Background	<p>The community of Ga Mpuru does not currently have a community hall for hosting meetings and functions. Instead, the community is forced to hold meetings under trees or in the open environment irrespective of the weather. This project will therefore assist the community to pride itself with a proper shelter when having meetings and other community ceremonies.</p> <p>During construction of the hall, there will be employment for the local community who will assist with the construction and the project will also be part of poverty eradication, especially for the unemployed youth who will be part of the construction team.</p>
Project Objectives	<ul style="list-style-type: none"> • The primary aim of the project is to provide a multi-purpose hall to the community of Ga Mpuru. • To provide human dignity to the community so that they can hold meetings under a sheltered environment. • To provide the community, particularly the youth with access to Wi-Fi internet connectivity. • To create jobs as local labour will be employed for all labour-intensive tasks.

Project Deliverables	<ul style="list-style-type: none"> • A fully completed multi-purpose community hall. • Tiled, painted and with roof ceiling. • Wi-Fi internet facilities • Fencing of the hall and hand over • Employment of locals especially the youth • Project implementation report
Outcomes / KPA's / KPIs	<ul style="list-style-type: none"> • Income creation for the community members that will participate in the implementation of the project. • Protection of community from harsh weather conditions when holding meetings. • Construction related skills transfer including bricklaying. • The community can venture into income generating projects such hiring out the community hall for private events and functions.
Number and classification of jobs	<ul style="list-style-type: none"> • Semi-skilled temporary jobs will be created during project implementation. • A minimum of 15 youth (8 African males and 7 African females) to be employed during project implementation. • NB: A full complement of jobs to created will be determined by a comprehensive feasible study.
Exit Strategy	<p>The term of the project is tied to the construction of a community hall, equipped with Wi-Fi or internet facilities, and fencing of the community hall. Once the aforementioned have been constructed and installed, the project will be deemed complete and handed over to the Municipality. Therefore, there is no exit strategy needed.</p>

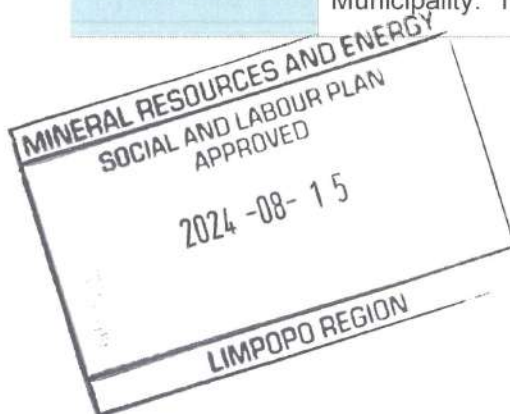
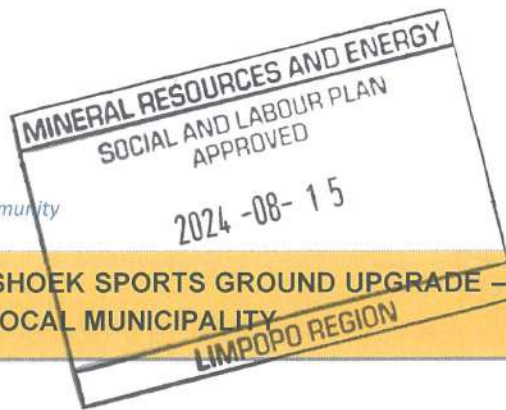
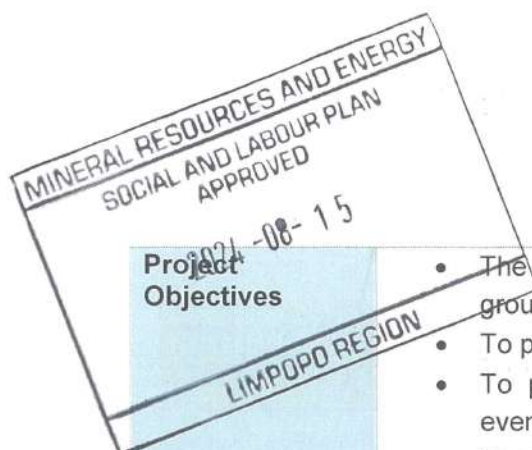


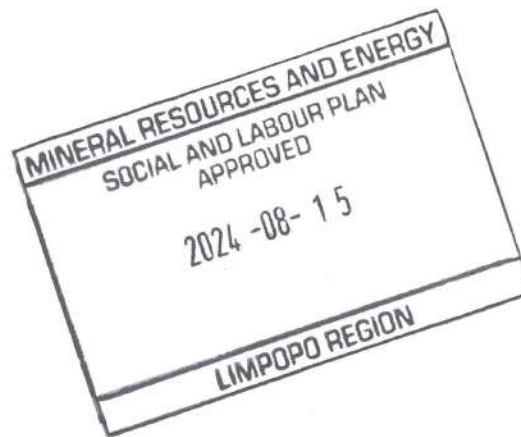
Table 19: LED project for Maandagshoek community

PROJECT 5	MAANDAGSHOEK SPORTS GROUND UPGRADE – FETAKGOMO TUBATSE LOCAL MUNICIPALITY – LIMPOPO REGION
LED BUDGET	R3 500 000
Classification	Infrastructure (Community Upliftment) Project
Location and beneficiaries	Maandagshoek – Ga Mamphahlane village (Ward 12, FTLM)
Dates	Project will be implemented in Year 2026 -2028. <ul style="list-style-type: none"> • Period: January 2026 to December 2028
Responsible entity	Zijin Garatau Platinum Mine
Role players	Zijin Garatau Platinum Mine, Fetakgomo Tubatse Local Municipality
Project Background	<p>The community of Ga Mamphahlane does not currently have a proper sports field with a grandstand and ablutions facilities. As part of socio-economic endeavour and CSI programmes, the company sponsors sporting events including soccer tournaments. The main purpose of the sporting events is to empower and inspire the local community youth to reach new heights and to support them in their sporting endeavours.</p> <p>As such, the mine will upgrade the current sports ground at Ga Mamphahlane village to accommodate number of different sports activities and in accordance with the needs of the local communities and schools. Due to the nature and magnitude of the project, a phased implementation approach will be embarked upon. Phase 1, of the upgrades will entail the construction of a grandstand and ablutions facilities as detailed in the current SLP.</p> <p>During construction, there will be employment for the local community who will assist with the construction and the project will also be part of poverty eradication, especially for the unemployed youth who will be part of the construction team.</p> <p>NB: The size and capacity of the grandstand will be determined by a comprehensive feasibility study.</p>





Project Objectives	<ul style="list-style-type: none"> • The primary aim of the project is to provide an upgraded sports ground for the community of Ga Mamphahlane. • To provide grandstand for spectators during sporting events • To provide ablutions facilities for utilization during sporting events. • To maintain, overall, proper sanitation and hygienic conditions during sporting events • To create jobs as local labour will be employed for all labour-intensive tasks.
Project Deliverables	<p>Phase 1:</p> <ul style="list-style-type: none"> • A fully completed grandstand for spectators. • Fully completed ablutions facilities equipped with running water. • Employment of locals especially the youth • Project implementation report
Outcomes / KPAs / KPIs	<ul style="list-style-type: none"> • Income creation for the community members that will participate in the implementation of the project. • Provision of proper sanitation and hygienic conditions during sporting events. • Construction related skills transfer including bricklaying and plumbing.
Number and classification of jobs	<ul style="list-style-type: none"> • Semi-skilled temporary jobs will be created during project implementation. • A minimum of 30 youth (15 African males and 15 African females) to be employed during project implementation. • NB: A full complement of jobs to be created will be determined by a comprehensive feasible study.
Exit Strategy	<p>The term of the project is tied to the construction of a grandstand and ablutions facilities. Once the aforementioned, have been constructed and installed, phase one of the project will be deemed complete and handed over to the Municipality. Therefore, there is no exit strategy needed.</p>



SECTION 4: HOUSING AND LIVING CONDITIONS

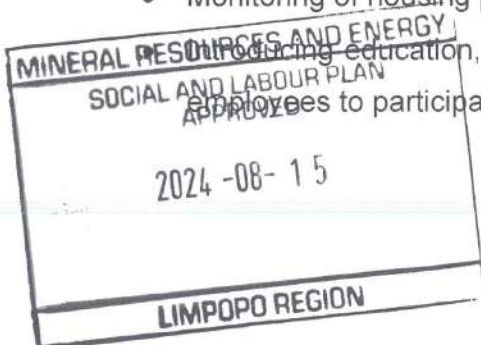
5.0. HOUSING AND LIVING CONDITIONS

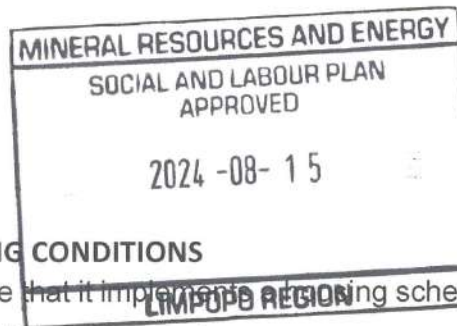
5.1. Introduction

We have introduced housing allowances to promote home ownership and some of the employees cater for their own accommodation in sustainable areas. The mining industry at large faces enormous challenges to reverse the widely acknowledged historical problem of housing and to provide reasonable and affordable accommodation to all employees. We believe that our workforce (including that of its contractors) has the right to reside in decent housing, which is of an adequate size and serviced with basic infrastructure in terms of water, sanitation, and electricity, in line with the Constitution of South Africa. We acknowledge our responsibilities in this regard and will in a near future facilitate suitable employee accommodation that will allow employees to reside with their families in a stable, healthy, and secure environment within commuting distance from their place of work. We will also ensure that the mine employees get proper education on living conditions and nutrition. The Mine will conduct a housing survey of employees who will be recruited to determine the housing status of employees. The aim of the survey is to determine employees' current living conditions and housing needs in general, with an emphasis on area specific needs and living preferences. Employees must indicate whether they currently own or rent their houses, as well as the type of structures in which they reside in (brick and mortar, shack, or hostel). The results of the survey will be used to identify ways of assisting employees with regards to their housing and living conditions in a manner that will have an extensive long-term positive influence for the employees. Further, the Mine will introduce a joint decision-making forum to assist employees in any decisions affecting housing needs. This joint decision-making forum will be responsible for:

- Formulating and implementing a company / mine housing policy.
- Monitoring of housing policy compliance; and

• Providing education, training, and development in all housing aspects to equip employees to participate fully in all housing matters.






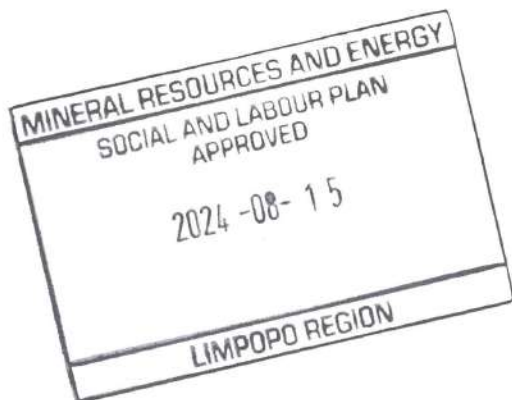
5.2. MEASURES TO ADDRESS HOUSING AND LIVING CONDITIONS

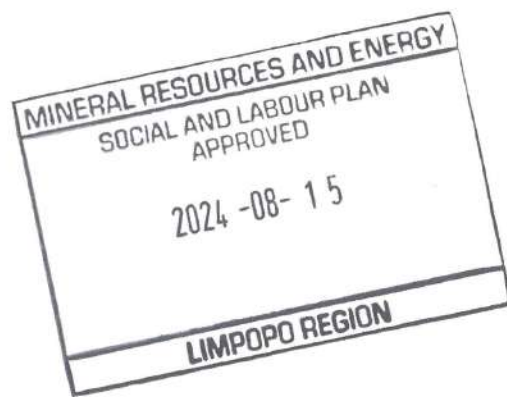
Once the mine becomes operational, we will ensure that it implements a housing scheme that is in line with the new Charter (Mining Charter III) requirements.

Table 20: Implementation of housing strategy

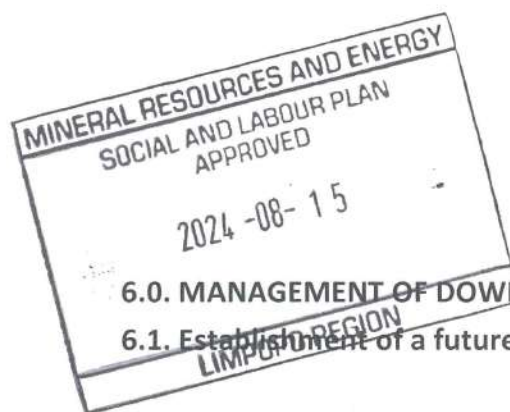
Implementation of Housing Strategy	
Undertaking	<p>The Mine undertakes to facilitate the employees with affordable and decent accommodation as well as a market related housing allowance as agreed to from time to time with employees' representatives. Furthermore, the Mine will introduce a joint decision-making forum to assist employees in any decisions affecting housing needs. This joint decision-making forum will be responsible for:</p> <ol style="list-style-type: none"> 1. Formulating and implementing a company/mine housing policy. 2. Monitoring of housing policy compliance; and 3. Introducing education, training, and development in all housing aspects to equip employees to participate fully in all housing matters.
Guidelines	<p>The Mine will therefore endeavour to improve the quality of accommodation of its employees through the housing policy by following the subsequent policies:</p> <ol style="list-style-type: none"> 1. Employees will be free to choose the type and location of accommodation they prefer, save for possible legislative constraints. 2. Their choice will be limited only to affordability and availability. 3. Assistance will be given to employees based on their needs as well as financial assistance in terms of housing allowances.
Housing action plan	<ol style="list-style-type: none"> 1. A company housing forum to be established, comprising of union representatives and management representatives. 2. An appropriate and affordable housing strategy to be developed.

- 
3. Implementation of strategies and the housing policy to be monitored and evaluated.
 4. To implement a programme that includes time frames to address the needs of the employees.
 5. Employees to be trained and educated on all housing issues and nutrition.
 6. Requirements for housing acquisition applications to be determined.





SECTION 5: MANAGEMENT OF DOWNSCALING AND RETRENCHMENT



6.0. MANAGEMENT OF DOWNSCALING AND RETRENCHMENT

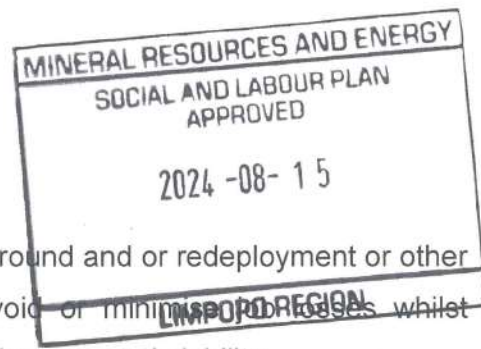
6.1. Establishment of a future forum

The operation's future forum will comprise of representatives from mine management and unions or associations branch committee members. This forum will be set up to deal with issues of productivity improvement, minimising job losses and limiting the impact of downscaling and retrenchments where these cannot be avoided.

Mindful that the forums experience challenges of inefficiencies and continuity (due to continuous change of representation). The Mine will conduct annual audits on the functioning of the future forums. Steps will be undertaken to address these challenges, for example reviving the forums and improving their efficiencies. The corporate social responsibility (CSR) or Stakeholder Relations manager will be tasked to ensure sustainability in all the futures.

Members of future forums will on a continuous basis, be inducted or capacitated based on the following:

- Social and Labour Plan,
- Department of Labour's national social plan policy,
- The Mine's social plan framework,
- Social and labour plan regulation, and their functions.
- The aims and objectives of the forum are as follows:
 - Implementing early warning systems regarding changes to the existing life of mine.
 - Discussing strategic plans to avoid or minimise retrenchments and job losses and to promote sustainability and growth within the mine.
 - Developing early warning systems for the mine
 - Timeously analysing problems that could potentially disrupt operations.



- Assisting in developing turnaround and or redeployment or other appropriate strategies to avoid or minimise job losses whilst promoting business competitiveness and viability.
- Assisting in developing measures to avoid or minimise job losses and retrenchments taking account of the viability and operational requirements of each mine and make recommendations to the specific shaft management team.
- Co-ordinating and implementing approved solutions in a planned way.

The forum will be consensus driven and will operate in a completely transparent environment. Parties to the forum will work together to improve the mine's performance and job security. The culture and approach of the forums is one of joint problem solving, with management and organised labour negotiating to prolong the life of the mine and get the best possible return for all stakeholders from the ore body. All necessary information will be placed at the disposal of the forums to ensure they make fully informed decisions. They do not deal with collective bargaining issues as these tend to be adversarial in nature.

6.2. Functions of the future forum, as required by the law

To notify the Minister of Mineral Resources and Energy on any matter concerning the social and economic impacts of the mining operation throughout the life of the mine and within the operation, especially when major retrenchments are anticipated.

Liaising with the Social and Labour Plan directorate of the DMRE and other stakeholders regarding the SLP issues includes:

- Ensuring that appropriate early warning systems are established in advance and the results made available to the members of future forums on a regular monthly basis.
- Advising the mine on any matter concerning the social and economic impacts of the mining operation and specifically the setting and achievement of objectives and priorities in this regard.

- Using the appropriate methods of monitoring compliance to the achievement of such objectives and priorities.
- Conducting audits, studies, or surveys on the needs of all employees, which will allow them to indicate the kind of skills they require for training.
- Creating awareness amongst employees of the contents of the social plan with each mine
- Identifying suitable service providers for training as per the employees' needs analysis.
- Mechanisms to provide alternative solutions and procedures for creating job security where job losses cannot be avoided.

As discussed, the primary method by which The Operation intends to avoid retrenchments is by providing other employment opportunities.

6.3. Job saving and retention

6.3.1. Project: Re-deployment of employees

Beneficial change:

- Saving jobs
- Retention of jobs
- Extension of life of mine
- Creation of more job opportunities

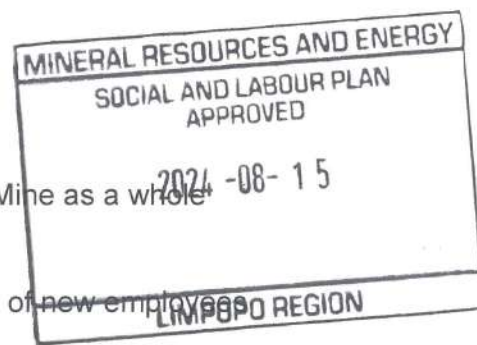
Beneficiaries: The employees

Implementation Plan:

Proactively monitor the current LOM (Life of Mine) plan on an ongoing basis and will make regular recommendations aimed at helping to lengthen the LOM.

The recommendations will include the following measures:

- Exploring synergies and trade-offs between mines and contractors
- Mining of low-grade areas
- Reduction of costs
- Exploration of new technology in mining for longer term sustainable mine
- Conducting strategic assessment and set performance goals to reduce high costs.



- Growth and acquisition objectives of the Mine as a whole
- Redeployment if possible
- Managing/cessation/stopping recruitment of new employees
- Voluntary/compulsory early retirement
- Voluntary severance packages
- Termination of services of temporary and contract labour
- Adjustment to working arrangements.

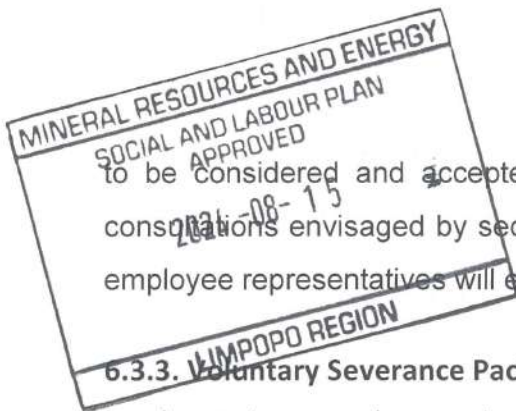
However, if it becomes impossible to avoid downscaling, despite the efforts of the management and the work of the future forums, the future forum will be tasked with finding alternatives to retrenchment and the loss of jobs. This process has been well established in South African labour relations practices and is comprehensively set out in Sections 189 and 189A of the Labour Relations Act (LRA). The provisions of the Act allow the representatives of affected employees the opportunity to examine the reasons for the proposed downscaling and to present and consider alternatives to job losses, as well as to propose measures to mitigate the effects of the loss of jobs on employees and communities.

The future forum is tasked with ensuring that retrenchments are avoided wherever possible, but where they cannot be avoided, it is the future forum's task to ensure that the retrenchments take place in an orderly manner. Every effort is being made to reduce the negative consequences on employees and affected communities.

Set out below is a range of possible courses of action to achieve these objectives which the company plans to implement at the mine should downscaling and retrenchments become unavoidable. The detailed implementation of these alternatives to retrenchment will be discussed and agreed upon as and when required in terms of the provisions of the LRA, other relevant legislation, guidelines, and collective agreements.

6.3.2. Voluntary or compulsory early retirement

Preference may be given to retain younger employees and allowing those closer to retirement to terminate their employment. This principle is obviously one which will have



to be considered and accepted by employee representatives in the context of the consultations envisaged by section 189 and 189A of the LRA which the company and employee representatives will embark on as set out above.

6.3.3. Voluntary Severance Packages

In circumstances where extensive job losses are being contemplated there will be employees who, because of their skills, experience and or financial circumstances are less dependent on the Mine for employment than others. These employees will be given the opportunity to voluntarily terminate their services.

6.3.3. Suspension of new recruitment

Obviously, where employees are facing losing their jobs it is absurd to continue recruiting new staff. However, there may be special skills which are required, or shortages which cannot be readily filled through training and development. If it is not possible to fill the needs of the mine such selective and restricted recruitment may continue but will be closely monitored and conducted in a completely transparent way.

6.3.4. Termination of services of temporary and contracted labour

We have an agreement with NUM that restricts the employment of contractors and temporary employees in specific circumstances. Replacing such contractors with our own employees, that have become redundant, is a consideration.

6.3.4. Adjustments to working arrangements

This alternative includes arrangements such as: working part-time, adjusting shift schedules, reductions to the length of the working week, extended home stay periods and temporary layoffs. It is a source of potential job loss reduction which has, regrettably, not met with much acceptance from organised labour in South Africa but is used extensively in other countries with some success. We plan to pursue this type of alternative with organised labour should job reductions become unavoidable. Obviously, any proposal will only be implemented with the agreement of the employee representatives concerned.

6.3.5. Reduction of overtime

The use of extensive overtime is an undesirable work practice. Overtime is both expensive and where it occurs on a large scale, reduces job opportunities. The company constantly ensures that all overtime is strictly controlled and that only unavoidable overtime is worked. In circumstances where job losses are being contemplated, overtime will receive particularly close attention with a view to restricting it so that only necessary and unavoidable overtime is worked.

6.3.4. Working on off days

Employees may be approached from time to time to agree to work additional shifts on Saturdays and public holidays, to improve productivity and generate additional revenue.

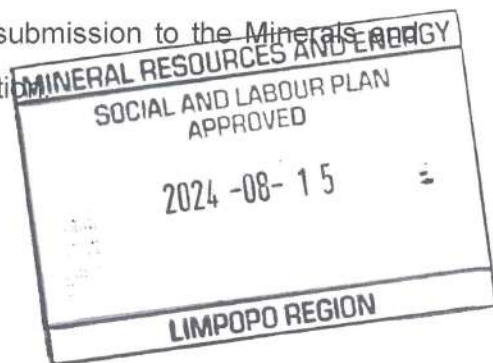
6.3.5. Management of Retrenchment

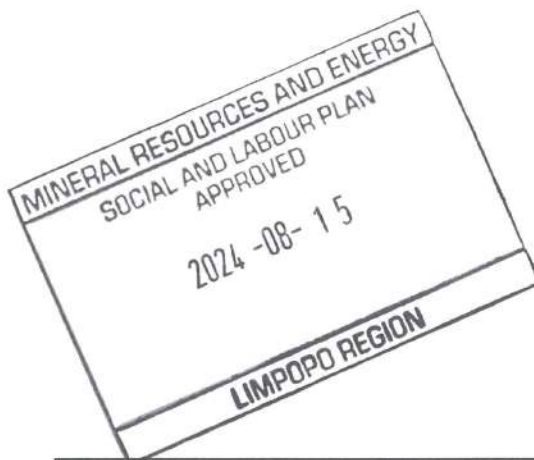
Section 189 and 189A of the LRA

The operation will engage in formal Section 189 and 189A consultations with recognised employee representatives as soon as retrenchments are contemplated.

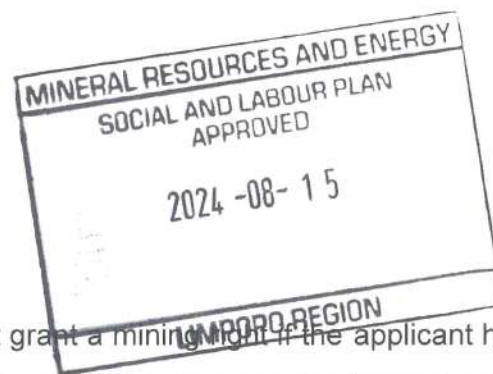
6.3.6. Section 52 of the MPRDA

The Mine will provide the DMRE with a letter for submission to the Minerals and Mining Development Board, as required by this section.





SECTION 6: FINANCIAL PROVISION



7.0. FINANCIAL PROVISION

7.1. Overview of financial provisions

In terms of Section 23(1) (e) “The Minister must grant a mining right if the applicant has provided financially and otherwise for the prescribed social and labour plan.” This chapter will outline the way we will provide financially for each component of the SLP during the life of the mine. It should be highlighted that these assumptions are based on the present business status and plans being implemented currently.

As the associated market and economic conditions surrounding the operations may change the need to update the financial provisions may arise. Where changes in these assumptions are required, they will be reported on in the annual SLP Report. Actual financial expenditure in each of the three areas of the SLP, Human Resource Development, Local Economic Development, and Closure and Retrenchment management will be reported on in the annual SLP Report for the mine. Table 7.1 presents a summary of the financial commitment by the mine to each element of the SLP as from 2024- 2028.

Table 21: Five-year financial undertakings in respect of the Mine's SLP starting from 2024 -2028

	2024	2025	2026	2027	2028	TOTAL
Human Resource Development Programmes	R1 646 982.12	R1 846 680.33	R2 063 348.37	R2 258 683.20	R2 544 551.52	R10 360 245.54
Local Economic Development Programmes	R3 500 000.00	R3 000 000.00	R2 500 000.00	R2 500 000.00	R2 500 000.00	R14 000 000.00
Closure & Retrenchment Management Programmes	We will commit R503 670.75 for skills development programmes in event of closure and retrenchment. This amount will be CPI adjusted over life of mine. However, it should be noted that the Mine is a new operation (still under construction and with a LOM of 29 years) and no retrenchments are anticipated					
Total	R5 146 982.82	R4 846 680.33	R4 563 348.37	R4 758 683.20	R5 044 551.52	R24 360 245.54

7.2. Financial provision for human resource development programmes

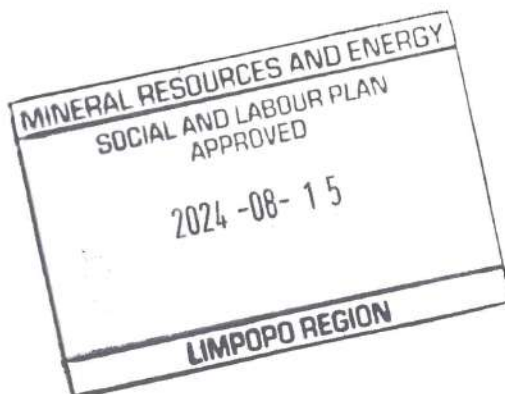
While the exact breakdown of the financial provision for the Human Resource Development Programmes as outlined in Chapter 2 may change according to company needs and the evolving business plan during the life of the mine, we have committed an amount of **R10 360 245,54** for the SLP period FY2024 to FY2028.

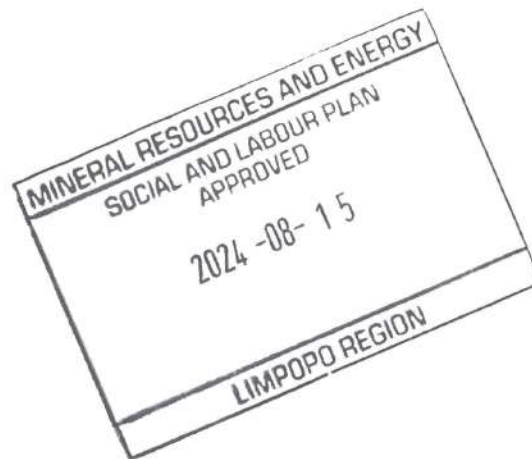
7.3. Financial provision for local economic development programmes

To meet the scope of the Local Economic Development Programme as outlined in Chapter 3, we have committed an amount of **R14 000 000,00** for the SLP period FY2024 to FY2028.

7.4. Financial provision for the management of downscaling and retrenchment programmes

Over and above the financial provisions for the on-going Human Resource Development Programmes which will facilitate the ongoing training of our workforce aimed at benefiting the workforce beyond the life of the mine, we will commit 1% per employee for specific skills development training geared at directly assisting the employee in obtaining specific skills pertinent to their needs at the point of retrenchment. This amount will be linked to CPI for life of mine.





SECTION 8: UNDERTAKING

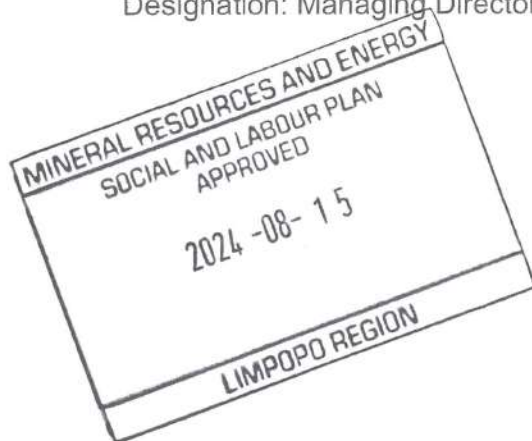
8.0. UNDERTAKING

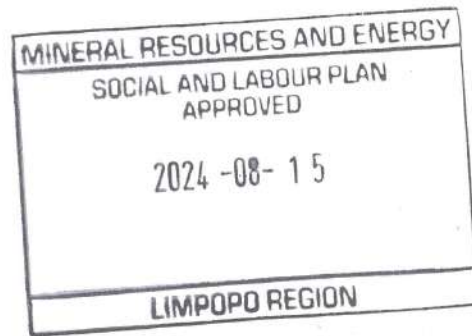
I, Zhiyu Fan the undersigned and duly authorized thereto by NKWE PLATINUM LIMITED undertake to adhere to the information, requirements, commitments, and conditions as set out in the social and labour plan.

Signed at Sadton on this 18th day July 2024.



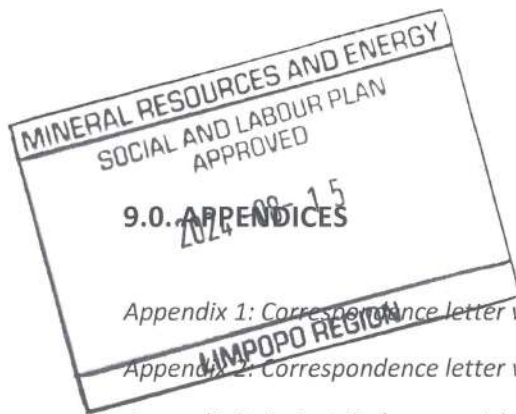
Designation: Managing Director and CEO of Nkwe Platinum Limited





SECTION 9:

APPENDIX



Appendix 1: Correspondence letter with Makhuduthamaga Local Municipality (A)

Appendix 2: Correspondence letter with Makhuduthamaga Local Municipality (B)

Appendix 3: Project Endorsement letter from Makhuduthamaga Local Municipality

Appendix 4: Project Endorsement letter from Makwana Tribal Authority

Appendix 5: Project endorsement letter from Hoepakrantz Tribal Authority

Appendix 6: Correspondence letter with Fetakgomo Tubatse Local Municipality (A)

Appendix 7: Correspondence letter with Fetakgomo Tubatse Local Municipality (B)

Appendix 8: Project Endorsement letter from Fetakgomo Local Municipality

Appendix 9: Project Endorsement letter from Garatau (Khone Phuti) Tribal Authority

Appendix 10: Project endorsement letter from Ma Mphahlane Tribal Authority

Appendix 11: Project Endorsement letter from De Kom (Ga Komane) Tribal Authority

Appendix 12: Meeting attendance registers with Municipalities

Appendix 13: Proof of public participation or community consultations

Appendix 1: Correspondence letter with Makhuduthamaga Local Municipality (A)

23 August 2023

The Municipal Manager
Makhuduthamaga Local Municipality
Jane Furse

Attention: Mr AP Thabela

Dear Sir,

RE: Request for Nkwe Platinum Mine 3rd Generation SLP and LED Projects Endorsement Letter

Nkwe Platinum Limited confirms successful consultation with representatives from the Mine communities for its Garatau Mine, which are:

- Hoepakrantz
- Makwana

Consultation was in relation to the status of the Mine's current SLP, the development of the 3rd Generation SLP and communities' priority needs which they want the Mine to implement for the coming 5-year (2024 – 2028) period of the Social and Labour Plan.

As the holders of the right, LP30/5/1/2/2/203MR, we hereby request the Municipality to endorse below projects and expenditure which the Mine has already made provision for, for the coming 5 years starting from January 2024 to December 2028 and implementation will be within the Municipal jurisdiction.

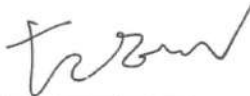
We confirm that we have considered the Municipality's Integrated Development Plan (IDP) and the following projects were identified and selected.

Project Name	Ward	Village	2024	2025	2026	2027	2028
Community Hall	15	Hoepakrantz (Mabhedla)	R 0	R 2 500 000	R 0	R 0	R 0
Water supply project		Makwana (Mohlaka)	R 1 000 000	R 500 000	R 0	R 0	R 0
Total Budget (yearly)			R 1 000 000	R 3 000 000	R 0	R 0	R 0
Grand Total (2024-2028)			R 4 000 000				

Further to the above, Nkwe Platinum Limited has committed to the implementation of Human Resource Development (HRD) Programmes for both the community and Nkwe employees which covers: Bursaries, Cadetship, Core Business Skill, Internships, Portable Skills and Learnerships 18.1 and 18.2.

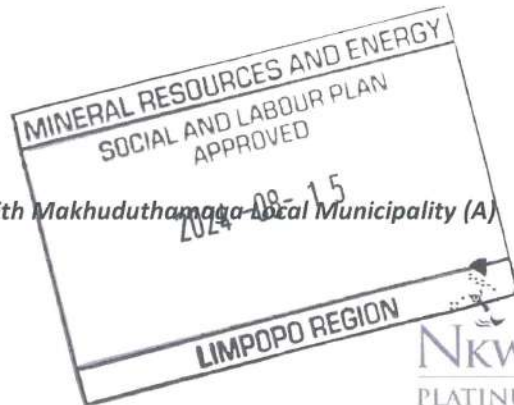
Your continued support is highly appreciated.

Yours faithfully



ZHIYU "GARY" FAN

MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER



NKWE
PLATINUM
LIMITED

NKWE PLATINUM LIMITED
(INCORPORATED IN BERMUDA)
(Bermuda Reg. Number 32747)

(Registered as an external company
in South Africa Reg. Number
2021/063582/10)

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2052

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Bermuda

PO Box HM666
Hamilton HMCX
Bermuda

Appendix 2: Correspondence letter with Makhuduthamaga Local Municipality (B)

23 August 2023

The Municipal Manager
Makhuduthamaga Local Municipality
Jane Furse

Attention: Mr AP Thabela

Dear Sir,



RE: Endorsement Letter for the identified Project out of Municipal IDP

Nkwe Platinum Limited was approached by one of their Mining Communities, Houpakrantz Community under ward 15 which has requested us to construct a Community Hall for them. When the Mine selects and implements the Projects, we take note of the Municipal IDP and implement what is documented.

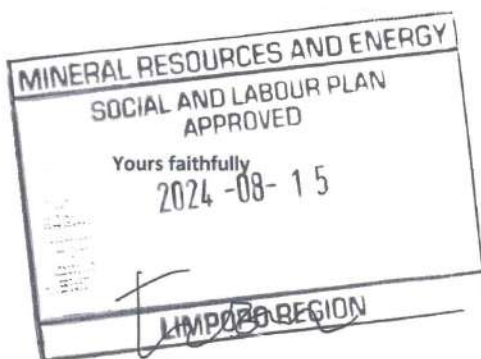
Since a Community Hall is a need and a priority for our community, we are also interested in assisting them with the Hall since the said community does not have a Community Hall and they usually have their meetings under the trees irrespective of the weather conditions.

As the Mine and holder of the Mining Right LP30/5/1/2/2/203MR, we are requesting the Municipality to include the Community Hall for Houpakrantz Village and confirm the endorsement of the project so that it can be expedited within the 5-year period of the 3rd Generation SLP which will start from January 2024 to December 2028.

We confirm that we have considered the Municipality's Integrated Development Plan (IDP) and hence our request for the Municipality to consider the unidentified Project.

We trust that you find the above in order.

Your support and assistance would be highly appreciated.



ZHIYU "GARY" FAN

MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER

NKWE PLATINUM LIMITED
(INCORPORATED IN BERMUDA)
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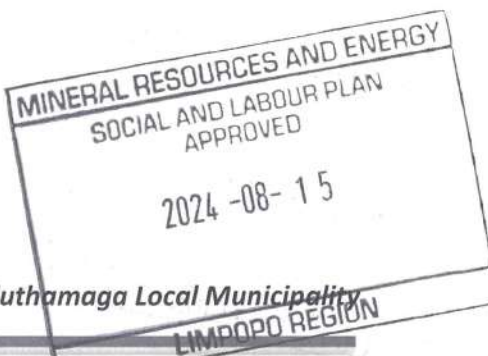
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Hamilton HM12
Bermuda

PO Box HM666
Hamilton HMCX
Bermuda



Appendix 3: Project Endorsement letter from Makhuduthamaga Local Municipality



**MAKHUDUTHAMAGA
LOCAL MUNICIPALITY**

Mmogo re Somela diphetogo!

DEPARTMENT:
OFFICE OF THE MUNICIPAL MANAGER

PHYSICAL ADDRESS
01 Groblersdal Road
Jane Furse
1085

POSTAL ADDRESS
Private Bag X434
Jane Furse
1085

Date: 13 October 2023

Enquiries: Mampuru S.I

Tell: 013 265 8660

From: Municipal Manager's Office

**SUBJECT: REQUEST FOR NKWE PLATINUM MINE 3RD GENERATION SLPD and LED
PROJECTS ENDORSEMENT LETTER**

1. This refers to the above subject matter.
2. Makhuduthamaga Local Municipality acknowledges the receipt of your letter and its contents.
3. Municipality and its Council is hereby approving and authorising the below selected Projects under Ward at both Makwana and Hoepakrantz Villages and as listed in the Municipal IDP Document to be implemented as outlined in the Mine SLP Document which will run from 2024 - 2028:
 - Hoepakrantz Village: Community Hall which will commence in 2025, budgeted at R2.5m
 - Makwana Village: Portable Water Supply, the project will run for two years from 2024 to 2025 and it is budgeted at R1.5M
4. As the Municipality we would like to show appreciation of the initiatives the Mine is doing for our needy communities.

Regards

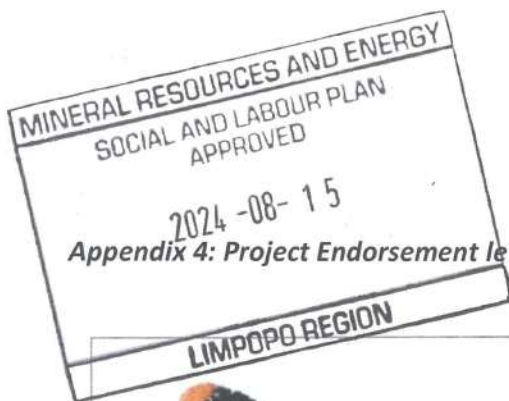
Moganedi R.M
Municipal Manager

TEL
013 265 8600

EMAIL / WEBSITE
info@makhuduthamaga.gov.za
CUSTOMER CARE: 013 265 8616

FAX
013 265 1975

1 | P a g e



 BATAU BA MAKWANA TRADITIONAL AUTHORITY	<table><tr><th colspan="2">CONTACT DETAILS</th></tr><tr><td>Business Address Ga Makwana Village Mohlake Ganokakop Sekhukhune 1124</td><td>Contact Mr Chukudu Stephen Makwana (Chairperson) Cell : 072 788 4650/076 893 5295 Email: stephenmakwana20@gmail.com Email: makwanacommunity@gmail.com</td></tr></table>	CONTACT DETAILS		Business Address Ga Makwana Village Mohlake Ganokakop Sekhukhune 1124	Contact Mr Chukudu Stephen Makwana (Chairperson) Cell : 072 788 4650/076 893 5295 Email: stephenmakwana20@gmail.com Email: makwanacommunity@gmail.com
CONTACT DETAILS					
Business Address Ga Makwana Village Mohlake Ganokakop Sekhukhune 1124	Contact Mr Chukudu Stephen Makwana (Chairperson) Cell : 072 788 4650/076 893 5295 Email: stephenmakwana20@gmail.com Email: makwanacommunity@gmail.com				

DATE : 03 JULY 2024

ATTENTION TO : DEPARTMENT OF MINERAL RESOURCE AND ENERGY (DMRE)

'This letter serves you that The **Makwana's Tribal Authority and its community** are happy in agreement with the rolling out of a water supply project so that our poor peoples can have access to clean drinking water.

Also, we are supportive of the planned Human Resource Development Programmes including learnerships, internship, bursaries etc. however, there was no support for ABET from our community peoples"


[CHAIR PERSON]

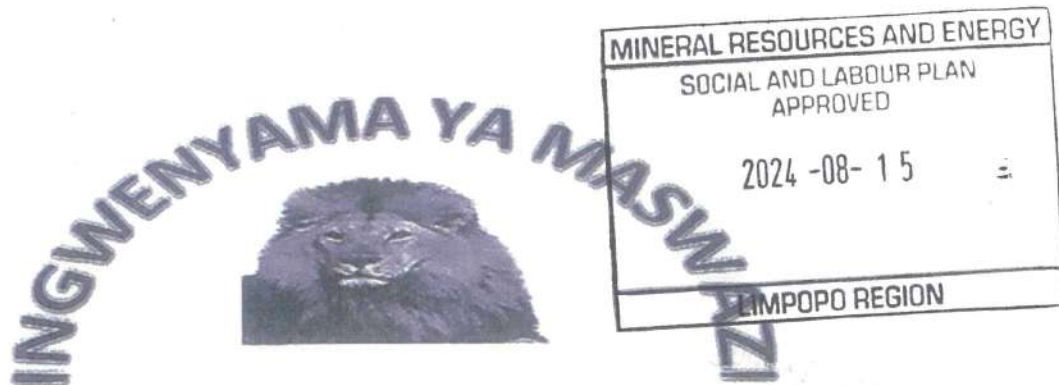

[SECRETARY]

**Ba Tau ba Makwana
Tribal Authority**



**PO Box 952
Sekhukhune 1124
MOHLAKE**

Appendix 5: Project endorsement letter from Hoepakrantz Tribal Authority



HOEPAKRANS 291KT KANGOBE
AUTHORITY
LEOLO MOUNTAINS
SEKHUKHUNE
1124

ENQUIRY: 0824338901 /0729814561

MABHEDLA TRADITIONAL

PO BOX 1282
SEKHUKHUNE
1124

E-MAIL: mbuzeninkosi99@gmail.com

DATE: 03 JULY 2024

**ZIJIN
GARATAU PLATINUM MINE**

RE: SOCIAL LABOR PLAN 3/ MABHEDLA TIBAL AUTHORITY

1. The above matter refers.
2. It is worth noting that during our previous various consultations with the Mine, members of our community have raised concerns over the lack of essential facilities such as community halls, libraries and so forth.
3. Having learnt that the new SLP, has incorporated some of our people's concerns, we therefore hereby express our approval as the Council of the Mabhedla Tribal Authority of the proposed construction of a community hall, fully equipped with internet facilities.
4. This initiative will be helpful, particularly with regard to the young people of our community as these facilities will enable them to easily access information, apply for jobs and so much more.
5. We trust that the above is in order.

FORWARDED TO:
MABHEDLA TRIBAL AUTHORITY
LEOLO MOUNTAINS
HOEPAKRANS 291KT KANGOBE
1124

Kind Regards,



MBUZENI ISALIAH NKOSI

CHIEF OF DISTRICT
TASHODLA DISTRICT AUTHORITY
CHIEF LODUNGANDABA S.J. NKOSI
HOFMEERS, 112911
PO BOX 4782 ERFORD

MINERAL RESOURCES AND ENERGY
SOCIAL AND LABOUR PLAN
APPROVED
2024-08-15
LIMPOPO REGION

Appendix 6: Correspondence letter with Fetakgomo Tubatse Local Municipality (A)

23 August 2023

The Municipal Manager
Fetakgomo Tubatse Local Municipality
Burgersfort

Attention: Mr MM Mashigo
Mr MJ Makgatla

Dear Sir,

RE: Request for Nkwe Platinum Mine 3rd Generation SLP and LED Projects endorsement letter

Nkwe Platinum Limited confirms successful consultation with representatives from the Mine communities for its Garatau Mine, which are:

- Garatouw
- De Kom
- Maandagshoek

Consultation was in relation to the status of the Mine's current SLP, the development of the 3rd Generation SLP and communities' priority needs which they want the Mine to implement for the coming 5-year (2024 – 2028) period of the Social and Labour Plan.

As the holders of the right, LP30/5/1/2/2/203MR, we hereby request the Municipality to endorse below projects and expenditure which the Mine has already made provision for, for the coming 5 years starting from January 2024 to December 2028 and implementation will be within the Municipal jurisdiction.

We confirm that we have considered the Municipality's Integrated Development Plan (IDP) and the following projects were identified and selected.

Project Name	Ward	Village	2024	2025	2026	2027	2028
Community Hall	12	Garatouw (Ga-Mpuru)	R 0	R 0	R 1 500 000	R 1 500 000	R 1 000 000
		De Kom (Komane)	R 2 500 000	R 0	R 0	R 0	R 0
Sports ground upgrade & cemetery fencing		Maandagshoek	R 0	R 0	R 1 000 000	R 1 000 000	R 1 500 000
		(Mamphahlane)	R 0	R 0	R 1 000 000	R 1 000 000	R 1 500 000
Total Budget (yearly)			R 2 500 000	R 0	R 2 500 000	R 2 500 000	R 2 500 000
Grand Total (2024 - 2028)					R 10 000 000		

Further to the above, Nkwe Platinum Limited has committed to the implementation of Human Resource Development (HRD) Programmes for both the community and Nkwe employees which covers: Bursaries, Cadetship, Core Business Skill, Internships, Portable Skills and Learnerships 18.1 and 18.2.

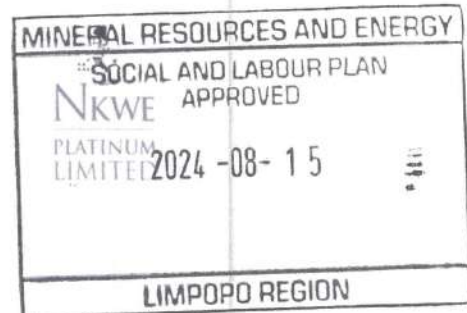
Your continued support is highly appreciated.

Yours faithfully



ZHIYU "GARY" FAN

MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER



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Hamilton HMCA
Bermuda

Appendix 7: Correspondence letter with Fetakgomo Tubatse Local Municipality (B)

06 November 2023

The Municipal Manager
Fetakgomo Tubatse Local Municipality (FTLM)
Burgersfort

Attention: Mr MJ Makgata
Mr MM Mashigo

Dear Sir,

RE: Request for Nkwe Platinum Mine 3rd Generation SLP LED Projects endorsement letter

Following a presentation before your esteemed Social and Labour Plan (SLP) Committee on the 2nd of November 2023 and the guidelines received thereof, kindly find below our Local Economic Development (LED) projects to be implemented within ward communities of Garatouw, De Kom and Maandagshoek.

As the holders of the right, LP30/5/1/2/2/203MR, Nkwe Platinum Limited hereby requests the Municipality to endorse the projects and expenditure which the Mine has already made provision for, for the coming 5 years starting from January 2024 to December 2028. Further, we confirm that we have considered the Municipality's Integrated Development Plan (IDP) and accordingly, the identified and selected projects fall within the Municipality's IDP.

Project Name	Ward	Village	2024	2025	2026	2027	2028
Community Hall (multi-purpose)	12	Garatouw (Ga-Mpuru)	R 0	R 0	R 1 500 000	R 1 500 000	R 1 000 000
		De Kom (Komane)	R 2 500 000	R 0	R 0	R 0	R 0
Sports ground upgrade		Maandagshoek (Ma Mphahlane)	R 0	R 0	R 1 000 000	R 1 000 000	R 1 500 000
Total Budget (Yearly)			R 2 500 000	R 0	R 2 500 000	R 2 500 000	R 2 500 000
Grand Total (2024 -2028)					R 10 000 000		

Successful consultations with community stakeholders for Garatau Mine were carried out. The consultations were in relation to the status of the Mine's current SLP, the development of the 3rd Generation SLP and communities' priority needs which they want the Mine to implement for the coming 5-year (2024 – 2028) period of the Social and Labour Plan.

In addition to the above, Nkwe Platinum Limited has committed to the implementation of Human Resource Development (HRD) Programmes for both the community and Nkwe employees which covers: Bursaries, Cadetship, Core Business Skill, Internships, Portable Skills and Learnerships 18.1 and 18.2.

Your continued support is highly appreciated.

Yours faithfully



ZHIYU "GARY" FAN

MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER



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Bermuda

Appendix 8: Project Endorsement letter from Fetakgomo Local Municipality

 <p>FETAKGOMO-TUBATSE LOCAL MUNICIPALITY</p>																	
<p>Enq: Mashigo MM Cell : 082 319 4573</p> <p>TO: DEPUTY DIRECTOR GENERAL/REGIONAL MANAGER DEPARTMENT OF MINERAL RESOURCES (DMR) PRETORIA 0124443966</p> <p>Cc: THE GENERAL MANAGER NKWE PLATINUM MINE THE WOODLANDS OFFICE PARK BUILDING 21A WOODMEAD</p>	<p>28 November 2023</p> <div style="border: 2px solid black; padding: 10px; transform: rotate(-2deg); transform-origin: bottom right;"> <p>MINERAL RESOURCES AND ENERGY</p> <p>SOCIAL AND LABOUR PLAN APPROVED</p> <p style="font-size: 1.2em;">2024 -08- 15</p> <p>LIMPOPO REGION</p> </div>																
<p>NKWE PLATINUM MINE SLP 3 ENDORSEMENT LETTER</p>																	
<p>Dear Sir/Madam</p> <p>Fetakgomo -Tubatse Local Municipality through the Department of Local Economic Development and Tourism (LEDT) hereby acknowledges the receipt and presentation of Nkwe Platinum mine SLP and LED projects.</p> <p>The identified LED Projects are integrated and aligned to the Integrated Development Plan (IDP) and Local Economic Development (LED) Plan of the Municipality.</p> <p>The Municipality therefore support Nkwe Platinum Mine Social Labour Plan (SLP) and Local Economic Development (LED) Projects and recommends to the Department of Mineral Resources (DMR) to consider the Social Labor Plan and its Local Economic Development Projects as indicated below:</p>																	
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;">PROJECT NAME</th> <th style="width: 15%;">VILLAGE</th> <th style="width: 10%;">2024</th> <th style="width: 10%;">2025</th> <th style="width: 10%;">2026</th> <th style="width: 10%;">2027</th> <th style="width: 10%;">2028</th> <th style="width: 10%;">TOTAL BUDGET</th> </tr> </thead> <tbody> <tr> <td>Provision of Water infrastructure</td> <td>Makwana</td> <td></td> <td>R1 500 000</td> <td></td> <td></td> <td></td> <td>R1 500 000</td> </tr> </tbody> </table>		PROJECT NAME	VILLAGE	2024	2025	2026	2027	2028	TOTAL BUDGET	Provision of Water infrastructure	Makwana		R1 500 000				R1 500 000
PROJECT NAME	VILLAGE	2024	2025	2026	2027	2028	TOTAL BUDGET										
Provision of Water infrastructure	Makwana		R1 500 000				R1 500 000										
<p style="text-align: center;">HEAD OFFICE</p> <p style="font-size: 0.8em;">IKastima Street P.O Box 206, Burgersfort, 1159 Tel: +27 13 231 1000 Fax: +27 13 231 7467</p>	<p style="text-align: center;">REGIONAL OFFICE</p> <p style="font-size: 0.8em;">Stand No. 1, Mashung, Go-Nkwana P.O Box 818, Apal, 0739 Tel: +27 15 622 8000 FAX: +27 15 622 8006</p>																

Construction of community Hall	Ga-Ratouw (Ga-Mpuru)			R1 000 000	R 1 000 000	R2 000 000	R4 000 000
Sports ground upgrading	Ga-Mamphahlane			R1 000 000	R1 000 000	R1 500 000	R3 500 000
Construction of community hall	De Kom Ga-Komane	R2 500 000					R2 000 000

Kindly consider that all the projects which will be transferred to either Fetakgomo Tubatse Local Municipality and Sekhukhune District Municipality will provide consulting engineering under SLP, and the mine will then appoint the contractors for the implementation of the projects. These conditions will enable municipality to be able to account for all SLP funded infrastructure projects in line with applicable accounting standards, technical requirements and to full compliance with the office of Auditor General on Assets Ownership.

For any enquiries, please contact the **Acting Director: Local Economic Development and Tourism (LEDT), Mkabela SM on 013 231 1215/ 076** or the **Manager: Mining and Industrialization, Mr. Mashigo MM on 013 231 1000/ 082 319 4573.**

Hoping that you will find the above in order.


Makgale M.
Municipal Manager



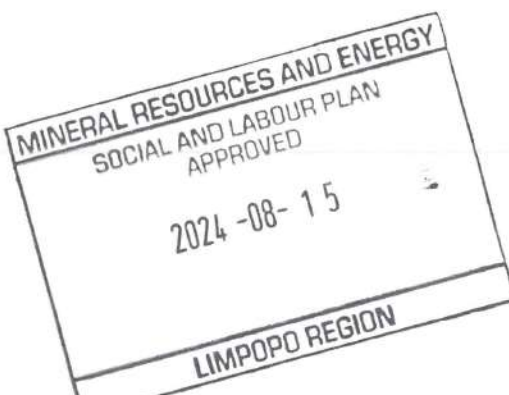
<p>HEAD OFFICE</p> <p>Mineral Resources and Energy, Limpopo</p> <p>PO Box 1000, Tlokweng, 0300</p>	<p>REGIONAL OFFICE</p> <p>Mineral Resources and Energy, Limpopo</p> <p>PO Box 1000, Tlokweng, 0300</p>
--	--

Appendix 9: Project Endorsement letter from Garatau (Khone Phuti) Tribal Authority



KONE - PHUTI TRADITIONAL COUNCIL

<u>Postal Address</u>	<u>Tribal Office</u>	<u>Contacts</u>
P.O. Box 2469	Stand No: 66A	Cell: 071 379 3450
Burgersfort	Ga-Mpuru Village	083 4477 004
1150	282 KT Ratouw Farm	Fax: 086 653 8248



THIS IS TO CONFIRM THAT ZIJIN PLATINUM HAS UNDERTAKEN TO BUILD INTERGRATED COMMUNITY WITH INTERNET FACILITIES AS PART OF SIP.

M E. Mpuru



Appendix 10: Project endorsement letter from Ma Mphahlane Tribal Authority



SLP 3: Zijin Garatau Platinum Mine

Dear sir/madam

Please note that the Baroka Ba Mamphahlane fully welcomes and is supportive of the planned upgrade of one of our local sports which will go a long way in the Socio-Economic Development of our youth.

Further, our young people need to be capacitated in skills that would help to enhance their employability and not ABET.

We therefore request the regulator to fast-track the SLP 3 Approval.

With many thanks,

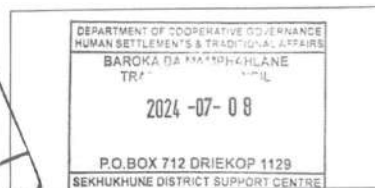
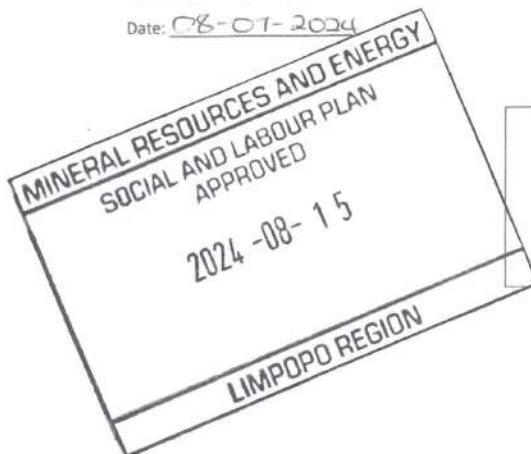
Signature: 

Baroka Ba Mamphahlane Traditional Council

Date: 08-07-2024



Print Name



Baroka Ba Mamphahlane Traditional Council
Kgoete Makadikwa
Maandagshoek 245KT
Email: kgoetmakadikwa@gmail.com
Cell: +27 82 617 5161

Moshate O Mogolo Kanyane Bo'Apea Kgobe

Appendix 11: Project Endorsement letter from De Kom (Ga Komane) Tribal Authority

KOMANE TRIBAL AUTHORITY

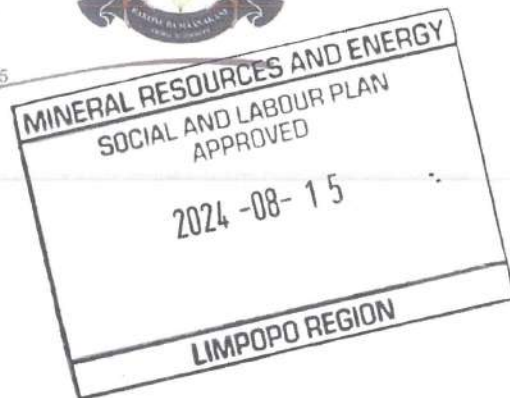
Bakone ba Komane

Chief Mohube Philemon Komana
Ga-komane village (Dekom
252KT) PO Box 9786
Sekhukhune
1124
Contact: 082 534 3625



04/07/2024

The Social and Labour Plan Director
Department of Mineral Resources
Limpopo Region
Polokwane
0699



RE: SOCIAL AND LABOUR PLAN

1. A mass Social and Labour Plan meeting was convened at our Komane Royal Palace on 13/06/2023. Villagers were notified of the meeting using traditional loud hailer (sound horn) the day before the meeting as per the norm. The meeting resolved and adopted one of the following projects to be included in Social and Labour Plan for 2024 -2028 with respect to the farm De Kom 252KT:
 - a. Construction of tarred road
 - b. Community/Tribal Office
2. Further engagements to conclude the process involved SLP committees and the local Municipality assisted by the Mine and its appointed service provider.
3. Our community people are not keen on Adult Basic Education and Training (ABET) instead they urgently require jobs, skills training and business opportunities.
4. We, therefore, appeal to the regulator to speed up the approval of the SLP 3 document to promote development of our community. Zijin Garatau Platinum Mine is our last hope to provide or deliver services to our community.

Hope you will find the above in order

Sincerely Yours

Leope Albert Tau

Secretary



Appendix 12: Meeting attendance registers with Municipalities



Fetakgomo Tubatse Municipality
LEDT
Mining and industrialisation

ATTENDANCE REGISTER

SESSION : SLP COMMITTEE MEETING
DATE : 02 NOVEMBER 2023
TIME : 10H00
VENUE : BURGERSFORT CIVIC CENTRE, 2ND FLOOR BOARDROOM

PLEASE PRINT

Name and Surname	Institution	Contact Details
1. Mkabela SM	FTLM	Tel : 013 231 1089
Signature	Designation	Cell : 072 597 1479
	Acting Director LEDT	e-mail : smkabela@ftlm.gov.za
	PRESENT <input type="checkbox"/> APOLOGY <input type="checkbox"/>	
2. Mashigo MM	FTLM	Tel : 013 231 1188
Signature	Designation	Cell : 082 319 4573
	Manager: Mining and Industrialization	e-mail : mmmashigo@ftlm.gov.za
	PRESENT <input checked="" type="checkbox"/> APOLOGY <input type="checkbox"/>	
3. Malepe TL	FTLM	Tel : 013 231 7467
Signature	Designation	Cell : 082 682 0861
	LEDT Intern	e-mail : tmalepe@ftlm.gov.za
	PRESENT <input checked="" type="checkbox"/> APOLOGY <input type="checkbox"/>	
4. Masonto MS	FTLM	Tel : 013 231 7467
Signature	Designation	Cell : 083 329 7029
	Director: Technical Services and Infrastructure	e-mail : smmasonto@ftlm.gov.za
	PRESENT <input type="checkbox"/> APOLOGY <input checked="" type="checkbox"/>	

MINERAL RESOURCES AND ENERGY

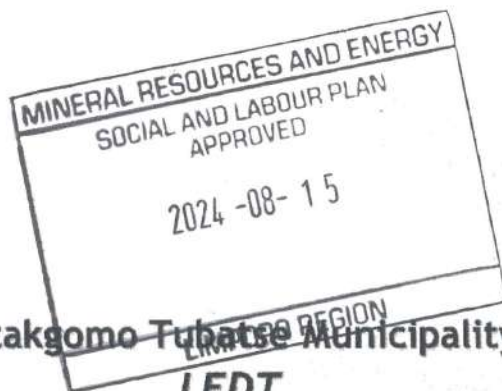
SOCIAL AND LABOUR PLAN
APPROVED

2024 -08- 15

LIMPOPO REGION



Fetakgomo Tubatse Municipality
LEDT
Mining and industrialisation

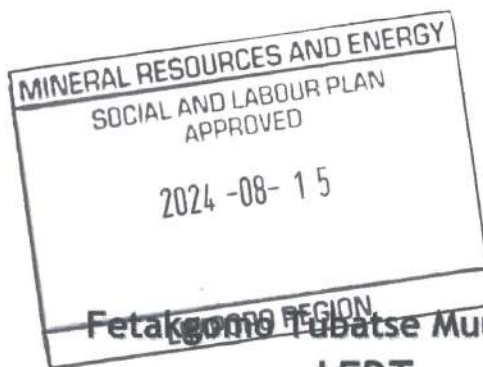


	Name and Surname	Institution	Contact Details
5.	Mphahla M.J.	FTLM	Tel : 013 231 7467
	Signature	Designation	Cell : 072 107 0065
		Financial Reporting Manager	e-mail : jmphahla@ftlm.gov.za
		PRESENT <input type="checkbox"/> APOLOGY <input type="checkbox"/>	
6.	Mukheli A	MISA	Tel : 012 848 5326
	Signature	Designation	Cell : 083 330 4129
		Acting Director	e-mail : azwindini.mukheli@misa.gov.za
		PRESENT <input type="checkbox"/> APOLOGY <input type="checkbox"/>	
7.	Moswane MR	FTLM	Tel : 013 231 7467
	Signature	Designation	Cell : 079 238 8951
		Acting Director Development Planning	e-mail : mrmoswane@ftlm.gov.za
		PRESENT <input checked="" type="checkbox"/> APOLOGY <input type="checkbox"/>	
8.	Dr Nyarirangwe M	FTLM / Mafumi Consulting	Tel :
	Signature	Designation	Cell : 071 883 3928
		Project Advisor in Office Of The Municipal Manager	e-mail : mnyarirangwe@ftlm.gov.za
		PRESENT <input type="checkbox"/> APOLOGY <input type="checkbox"/>	
9.	Ms Malatjie P	FTLM / Mafumi Consulting	Tel :
		Designation	Cell : 071 877 6859
		Assistant Project Advisor in Office Of The Municipal Manager	e-mail: pearlmalatjie@gmail.com
		PRESENT <input type="checkbox"/> APOLOGY <input type="checkbox"/>	
10.			Tel :
	Signature	Designation	Cell :
			e-mail :
		PRESENT <input type="checkbox"/> APOLOGY <input type="checkbox"/>	



Fetakgomo Tubatse Municipality
LEDT
Mining and industrialisation

Name and Surname	Institution	Contact Details
11.	Signature	Designation
	PRESENT	APOLOGY
12.	Signature	Designation
	PRESENT	APOLOGY
13.	Signature	Designation
	PRESENT	APOLOGY
14.	Signature	Designation
Busiso Mafje	Deputy Director: IWS	
	PRESENT	APOLOGY
15.	Signature	Designation
ISAAC MATLAKWANE	PED	
	PRESENT	APOLOGY
16.	Signature	Designation
Project Manager		
	PRESENT	APOLOGY



Fetakgomo Tubatse Municipality
LEDT
Mining and industrialisation

17.	ELIAS MALELE	FTLM	Tel :
	Signature	Designation	Cell : 082 500 0864
		SLP OFFICER NKWE PLATINUM	e-mail : emalele@zijinplatinum.co.za
		PRESENT <input checked="" type="checkbox"/> APOLOGY <input type="checkbox"/>	
18.	LUCAS ESPACH		Tel : -
	Signature	Designation	Cell : 067 027 1456
		DSRM NKWE PLATINUM	e-mail : lespach@zijinplatinum.co.za
		PRESENT <input checked="" type="checkbox"/> APOLOGY <input type="checkbox"/>	
19.	Winnie Malama		Tel :
		Designation	Cell : 082 888 9393
		SLP CONSULTANT MASAUSO - NKWE	e-mail : winny@masauso.co.za winny@masauso.co.za
		PRESENT <input type="checkbox"/> APOLOGY <input type="checkbox"/>	
20.	ZAMANI DUBE	STAKEHOLDER RELATIONS	Tel :
	Signature	Designation	Cell : 083 370 4220
		MANAGER	e-mail :
		PRESENT <input type="checkbox"/> APOLOGY <input type="checkbox"/>	
21.	Tinobogang Ramona	STAKEHOLDER AFFAIRS	Tel :
	Signature	Designation	Cell : 076 959 2614
		MANAGER	e-mail : Tinobogang@bauba.co.za
		PRESENT <input checked="" type="checkbox"/> APOLOGY <input type="checkbox"/>	
22.	Judith Ras	Sustainability Manager	Tel :
	Signature	Designation	Cell : 0825761371
			e-mail : judith@bauba.co.za
		PRESENT <input checked="" type="checkbox"/> APOLOGY <input type="checkbox"/>	



**FETAKGOMO TUBATSE
LOCAL MUNICIPALITY**
Local Economic Development and Tourism

AGENDA

MEETING	:	SLP COMMITTEE INCEPTION MEETING
DATE	:	02 OCTOBER 2023
TIME	:	10H00
VENUE	:	SECOND FLOOR BOARDROOM

AGENDA ITEMS

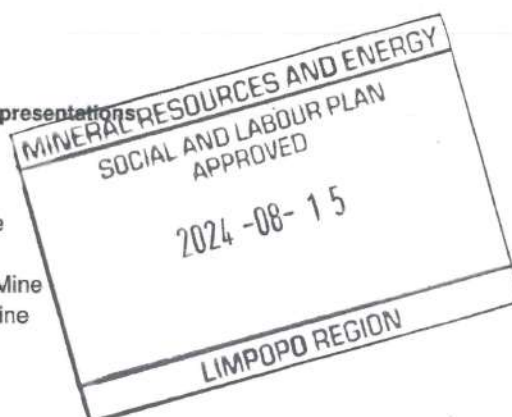
1. Opening and Welcome
2. Roll Call and Apologies
3. Chairperson's Remarks

4. Business of the Day

4.1 SLP programs (LED projects) presentations

- 4.1.1. Bokoni Platinum Mine
- 4.1.2. Modikwa Platinum Mine
- 4.1.3. Nkwe Platinum Mine
- 4.1.4. Twickenham Platinum Mine
- 4.1.5. Two Rivers Platinum Mine

5. Announcements
6. Closure





**FETAKGOMO TUBATSE
LOCAL MUNICIPALITY**

**ENQ : Mashego MM – Mining and Industrial Manager
013 231 1000 / 082 319 4573**

TO : SOCIAL LABOUR PLAN COMMITTEE MEMBERS

Cc. : MKABELA SM – ACTING DIRECTOR LOCAL ECONOMIC DEVELOPMENT AND TOURISM

FROM : MINING AND INDUSTRIALISATION UNIT

DATE : 19ST OCTOBER 2023

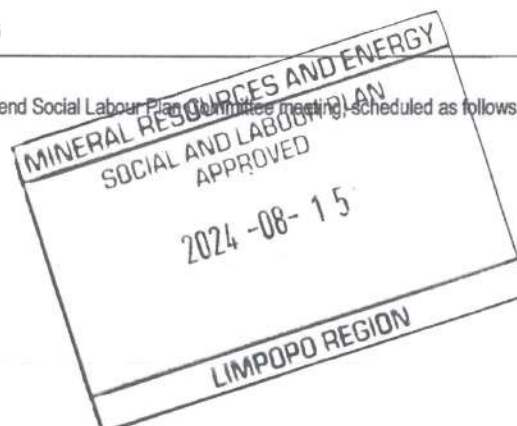
RE : SOCIAL LABOUR PLAN COMMITTEE MEETING

This serves to invite all Social Labour Plan Committee members to attend Social Labour Plan Committee meeting, scheduled as follows:-

DATE : 02 & 03 October 2023


VENUE : BURGERSFORT, 2nd Floor Boardroom

TIME : 10H00AM



Hope you find the above to be in order.

Regards


**MR MASHEGO MM
MANAGER MINING AND INDUSTRIALISATION**



Mingos m kromis aphaelopol

Attendance Register

MEETING	SLP MEETING WITH RATAU MINE		
DATE	26 October 2023	START TIME	10H00
VENUE	Municipal Chamber		
CHAIR			
SCRIBE			
NO.	Surname and Initials	Institution	Contact No
1.	Egash L.	IKNE	0670216956
2.	Malase PM	MLM	0528122152
3.	Malana Winy	Olwe Mine	0828889393
4.	Motubete KP	MLM	0827601273
5.	Mago T-K	MLM	0824552245
6.	Motsee K.D	MLM	0618189120
7.	Tong K-T	MLM	0662390946
8.			
9.			

Email Address

Signature

MINERAL RESOURCES AND ENERGY
SOCIAL AND LABOUR PLAN
APPROVED
2024-08-15
LIMPOPO REGION

Appendix 13: Proof of public participation or community consultations

 SOUTH AFRICA ZIJIN PLATINUM (PTY) LIMITED 			
MINUTE TAKER:	C Maelane	EMAIL:	cmaelane@zijinplatinum.co.za Date: 14 September 2023
CELL:	0764275425		
CHAIRPERSON:	E Malele	EMAIL:	
CELL:	0828921618		

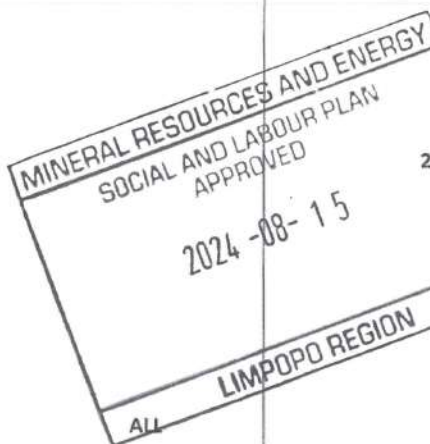
Attendees

Name	Abrv	Position	Attendance
Bongani Dube	BC	Consultant	Present
Zamani Dube	ZD	Community Relations Manager	Present
Elias Malele	EM	SLP Officer	Present
Concelia Maelane	CM	Community Relations Assistant	Present
Lucas Espach	LC	Deputy Stakeholder engagement manager	Present
Winy Maloma	WM	Masauso consulting company	present
Ernest Kgoete	EK	FTLM	Present
Mashego MM	MM	FTLM	Present
Tebogo Tebele	TT	FTLM	Present

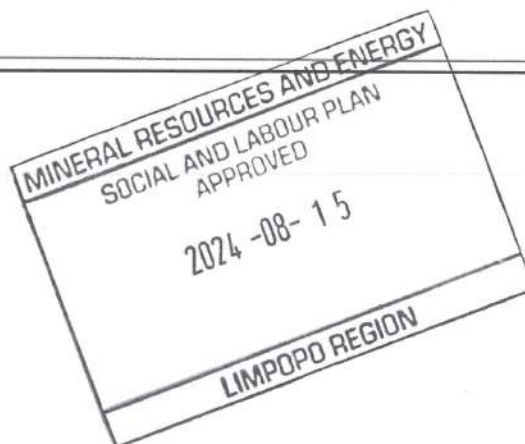
Attendance register circulated amongst the members

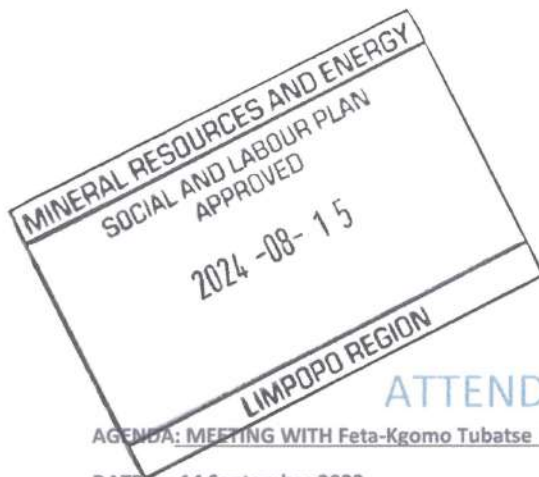


RESPONSIBLE PERSON	WHAT HAS BEEN DONE
E Malele	<p>Opening Remarks</p> <ul style="list-style-type: none"> • Welcomed everyone at the meeting. • Nkwe Apologies, Zamani Dube • Attendance register circulated amongst the members.
	<p>Agenda: 3rd SLP PRESENTATION PROPOSAL WITH FETAKGOMO TUBATSE LOCAL MUNICIPALITY</p> <p>1. Presentation by Nkwe</p> <ul style="list-style-type: none"> • The company together with SLP went to the communities to discuss the Municipality IDP Documents, from the IDP Doc communities selected projects according to their needs. • Received letters from nkwe regarding the projects selected. • Presented bursaries and learnership budget, as well as the core business training. <p>2. Response from Municipality</p> <ul style="list-style-type: none"> • The mining forum were concern about basic needs/services from their respective communities. • Garatouw – the issue of Internal roads and Primary /secondary Schools that are near by the mine before we could even build community hall for them. • Dekom- the issue of Road, electricity, and water for the community, they mentioned that the two mine should work together in terms of funding /collaborate in assisting the dekom community on access road. • Maandagshoek- on the sports ground they need that to be in detail on what we are planning to do, if is a multipurpose or just upgrading the ground, also to look into water project as well as electricity to new stans. • Bursaries- the mining forum would like to know if the bursaries will cover everything and why the focus is only on new intake, what about the 2nd year students from local. • Training of non-employees – what is the plan for them currently. • SMEs- Small management enterprises – Socio Economic development should be included on the documents -how the communities will benefit. <p>3. Comments/Remarks</p> <ul style="list-style-type: none"> • On the budget the municipality understand that the mine still in a development stage however they can't complain much on the figures but at least they should try to meet the community to show the concerns. • They appreciate the presentation that the company shared with them, that shows being proactive and readiness to prepare new SLP as the 2nd SLP is about to lapse/end. • The municipality mining forum requested the company to go back to the communities and verify if the above-mentioned needs/services are enough for the community before we implement the new development. • The issues of sports ground are a good initiative for the community of Maandagshoek but before they can approve, they requested to be in detail so that they are aware of what they have committed into so that they won't be limitation when we want to add another activity.



	<ul style="list-style-type: none"> • The company also appreciated the feedback and guidance from the municipality mining forum. <p>4. Conclusion</p> <p>The meeting was adjourned with an agreement between the municipality and the company to look the projects into details, communicate with the community by verifying the most needs/services that the community might need in future before we conclude with what they have selected.</p>
--	--





ATTENDANCE REGISTER

AGENDA: MEETING WITH Feta-Kgomo Tubatse Local Municipality (FTLM) 3rd SLP Preparation.

DATE: 14 September 2023

VENUE: Lapeng logde

	Name & Surname	Company name	Contact/Email Address	Signature
1	Concilia maplane	Nkwe	073 494 2457 emaciane@zimpplatnum.co.za	
2	Lucas Gspach	Nkwe	0670216757 lucas@zimpplatnum.co.za	
3	ELIAS MALELE	Nkwe	0825000864 emalele@zimpplatnum.co.za	
4	ER-EST KGOETE	FTLM	079 703 8125 erest@ftlm.gov.za	
5	Tebogo Tetele	FILM	076 620 8160 tetele@ftlm.gov.za	
6	MASHIGO. MM	FILM	080 319 4573 mmashigo@ftlm.gov.za	
7	Winnie Malana	NKWE (MASAUSO)	082 888 9393 winny@masauso.co.za	
8				
9				
10				
11				
12				
13				



SOUTH AFRICA ZIJIN PLATINUM (PTY) LIMITED

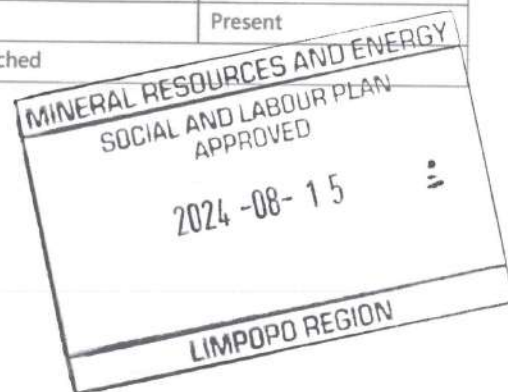


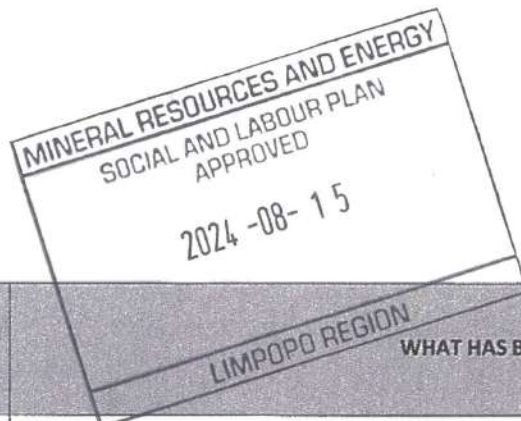
MINUTE TAKER:	C Maelane	EMAIL:	cmaelane@zijinplatinum.co.za	CELL:	0764275425
			Date: 08 June 2023		
CHAIRPERSON:	Z Dube	EMAIL:		CELL:	0828921618

Attendees

Name	Abrv	Position	Attendance
Zamani Dube	ZD	Community Relation manager	Present
Elias Malele	EM	SLP Officer	Present
Concelia Maelane	CM	Community Relations Assistant	Present
Boreadi Agnes Kgoetiane	BA	Community Liaison officer	present
Mashego Tshwarelo Mpuru	MT	Community liaison officer	present
Winny Maloma	WM	Consultant SLP	Present

Attendance register circulated amongst the members and attached







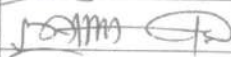
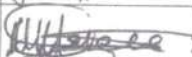
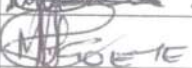
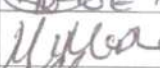


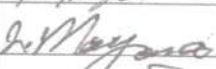

RESPONSIBLE PERSON	WHAT HAS BEEN DONE
Z Dube	<p>Opening Remarks</p> <ul style="list-style-type: none"> • Welcome everyone at the meeting. • One Apologies from Nkwe Platinum Mine • Attendance register is circulated among the members.
ALL	<p>AGENDA</p> <p>1. BOD</p> <ul style="list-style-type: none"> • Third SLP Preparation and Introductory of a new service provider for SLP P reparation. <ul style="list-style-type: none"> - Our first SLP Document started from 2014- 2019, the company managed to complete road project from Garatouw main road. - Second SLP started from 2019-2023 completed water project that was handed over to the municipality of Sekhukhune District - As the requirement of the municipality before the new SLP Document start, the company is required to compile the Document that is aligned with the municipality IDP document. -The company advertised an advert for SLP service provider to assist with drafting the new SLP document. The company appointed MASAUSO PTY Ltd Company from steel-poort. • Training Programs <ul style="list-style-type: none"> - From the previous training programs, the company saw an opportunity to enrol similar training looking into the benefit of the community and the job availability. - The company planned to enrol the following programs. <ol style="list-style-type: none"> 1 RDO 2. TMM 3. Text tile and clothing <p>-This are the most important skills that our community will benefit more. Each mining program they will receive Competent B as well as the certificate of the program.</p> <p>-The previous training was completed successfully, while waiting their statements of results as MQA delayed due to change of new system.</p> <p>2. Comments/Remarks</p> <ul style="list-style-type: none"> -The tribal council request the company to work together with SLP Committee, sharing of information and work related. -SLP Committee together with the company members and the service provider will be facilitating the Third SLP Projects. -The committee will need to have the community Database for skills programs and training according to the need of the community. - Committee suggested to train our communities a multi skill training programs. -Sekhukhune District will run wellness campaign for the community to gain knowledge on how to protect their property /prevent vandalism and promote Development . <p>3. Closure</p> <p>The meeting is adjourned reached an agreement based on the training program, working relation with the new service provider and the SLP Committee.</p>

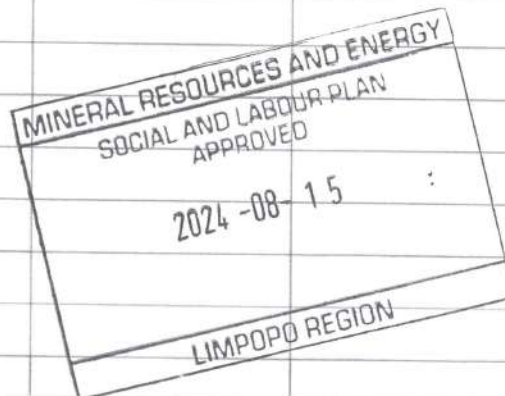
ATTENDANCE REGISTER

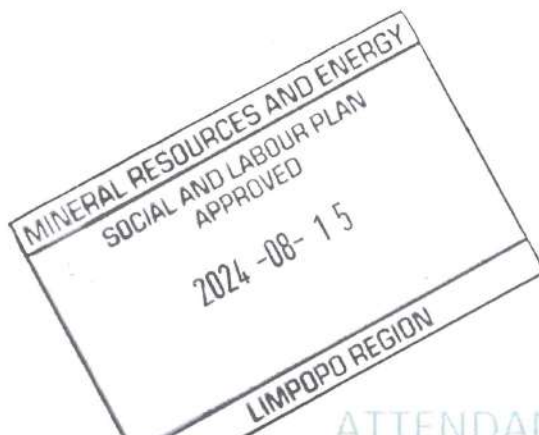
AGENDA: SLP PREPARATION & INTRODUCTION OF A SERVICE PROVIDER.

DATE: 08 JUNE 2023

VENUE: BAROKA TRIBAL COUNCIL OFFICE

	Name & Surname	Company name	Contact/Email Address	Signature
1	Conalia Maelane	NKWE	0724942457	
2	ZAMANI DUBE	NKWE/SAPS	0833104220	
3	Ninny Maloma	Masouso Pyltel	082 888 9393	
4	ELIAS MALELE	NKWE	0825000864	
5	MAKADIKWA KEE	BAROKA BA MAMPHAKATE	0826175151	
6	Motshwari MASHA	BAROKA BA M	0760151653	
7	Agnes Kgokwe	CLC	082589 7074	
8	Robert Makhuba	Baroka	0711522166	
9	Lufa Morana	Baroka	0723612691	
10	Lezane MASHA	Baroka	0607186802	
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ATTENDANCE REGISTER

AGENDA: SLP PREPARATION & INTRODUCTION OF A SERVICE PROVIDER

DATE: 03/06/2023

VENUE: GREATDOW COMMUNITY HALL

	Name & Surname	Company name	Contact/Email Address	Signature
1	CONCILIA MUELANE	NKWE	0724912457	
2	Winyi Maloma	Mabaso P.H. Ltd	082 888 9393	
3	ZAMANI DUBE	NKWE / SACP	083 310 4220	
4	Ishepo Malingau	SLP Committee	0661646419	
5	MASTERS Mphahlele	C.L.O	0760234341	
6	Mohiara Kutullo	SLP Committee	0728256376	
7	MABILO Shadrack	SLP Committee	0610095008	
8	MPURU ABEL	COUNCILLOR	0725709549	
9	MPURU M.L.	KonePhuti	0834477004	
10	Lucky Mabini	COUNCILLOR	076 1586 848	
11	Elias Mofokeng		0728534834	
12	Philemon Mphahlele	MODERATE CHAIRPERSON	0826944364	
13	Joseph Mphahlele	COUNCILLOR	08282808999	
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MINERAL RESOURCES AND ENERGY
SOCIAL AND LABOUR PLAN
APPROVED
2024-08-15

LIMPOPO REGION

NKWE
PLATINUM

ATTENDANCE REGISTER

AGENDA: SLP THIRD PREPARATION & INTRODUCTORY OF A NEW SLP SERVICE PROVIDER

DATE: 13/06/2023

VENUE: HOEPAKENTZ TRIBAL OFFICE

	Name & Surname	Company name	Contact/Email Address	Signature
1	ELIAS MACEE	Nkwe	emacee@nkweplatinum.co.za	
2	Masthekela Zulu	Masthekela T. Tshering	zmasitshela@gmail.com	
3	MIBUZENI NKOSI	MABHEDLA T. AUTHORITY	mibuzeni@nkosi.co.za	
4	Samany Shabangu	SLP Committee	0726916747	
5	Zithah Shabangu	Mabedla T. Tshering	0728791012	
6	Nkosi L.S.J.	MABHEDLA T.A	0729814561	
7	Nkosi George	"	"	M.G. NKOSI
8	SHONAKHE BIGS-	MABHE DIA	0724058391	M.B.
9	GONKE SHONAKHE	MABHEDIA	0722511808	G.K.
10	Simon RATAU	MABHEDIA		R.T.
11	NKOSI MPHLO	MABHE DIA	0726509197	M.S.
12	Simon RATAU	MABHEDIA		S.
13	Abel SIKHOSI	MABHEDIA		K.A.
14	Khoromane Manager	MABHEDIA T. Authority	Khoromane@nkweplatinum.co.za	
15	Winnie Maloma	MASAUO PTY LTD	winny@masauso.co.za 0825343625	
16	Mpho Komane	CHO	mkomane@2110.co.za	
17	Dennis Komane		0827190196	
18	Mpho Thobejane	SLP Committee	0797241162	
19	Komane PIST	SLP members	0727644393	
20	S Maelane	NKWE	0734943457	

MINERAL RESOURCES AND ENERGY
SOCIAL AND LABOUR PLAN
APPROVED

2024-08-15

AGENDA: 3RD GENERATION SLP - MUNICIPAL IDP PRIORITIES

DATE: 18/08/2024

LIMPOPO REGION

VENUE: MAKHUTHA THANAGA



ATTENDANCE REGISTER

	Name & Surname	Company name	Contact/Email Address	Signature
1	Winnny Maloma	NEWWE MINE	Winnny@MASAUSD	
2	ZAMANI JHUSE	CMASAUUSD PT LTD	CO.29	
3	ELIAS MALELE	NKWE	ZDUB@ZIJIN PLATINUM.CO.ZA	
4	CONCIYA MAELANE	NKWE PLATINUM	cmalele@zijinplatinum.co.za	
5	NAME & SURNAME	NKWE	cmalele@zijinplatinum.co.za	
6	Kgolane Motubetse	Makhutha thanaga local municipality	pmobilese@gmail.com	
7	Kgolane Motubetse	Kgolane Motubetse	Kgolane.m@makhuthathangavillage.co.za	
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南非紫金铂业有限公司

South Africa Zijin Platinum (Pty) Limited

Registration Number: 2020/858678/07

(a subsidiary of Nkwe Platinum Limited – Bermuda Reg. No.: 32747)



15/06/23

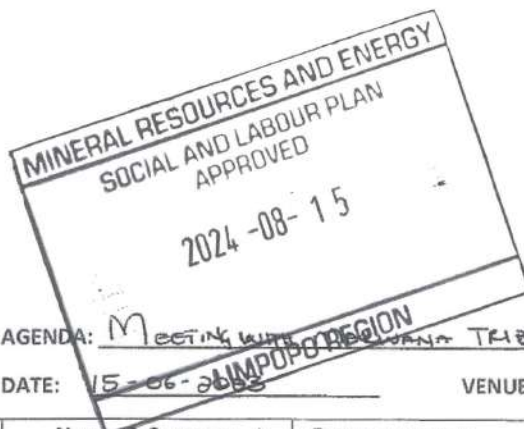
MAKWANA TRIBAL COUNCIL

15 JUNE 2023

Agenda:

1. Opening and Welcome
2. Apologies
3. Attendance register
4. BOD
 - 4.1 Third SLP Preparation
 - 4.2 Introduction of a new service provider
 - 4.3 Training
5. Additional matters/General
6. Closure





AGENDA: MEETING WITH AMPHOBO REGION

DATE: 15-06-2023

VENUE: MAKWANA TRIBAL COUNCIL OFFICE








	Name & Surname	Company name	Contact/Email Address	Signature
1	Concilia Maelane	Nkwe	0724942451	
2	ELIAS MALELE	NKWE	0825000864	
3	MAGATO MOKGOTI	MASAUO	0713557722	
4	Zamanzi Dube	SACO/NKWE	0833104220	
5	KOLE SIMON Makwana	Makwana/Royal	0725992120	
6	RONALD KANTSHI Makwana	Makwana/WHL	0766546315	
7	Seage Makwana	Makwana/Seage	0790849212	
8	Katlego Makwana	NKWE	0794031665	
9	Lekwana Makwana	NKWE	0796204535	
10	KAPOKO Makwana	NKWE		
11	SAMSON MAKWANA	NKWE	0799544343	
12	PETER MAGELE	NKWE	0826819974	
13	KOLE MA/CLERK	MA/CLERK	0823559644	
14	HARRY MAKWANA	NKWE	06371498755	
15	MAGDELIN Makwana		0762213372	
16	LULIUS MOLAUNU	NKWE	0827726613	
17	MAKWANA OTHAKO	NKWE	0723984567	
18	MORATA LUKY	Makwana/NKWE	0762838096	
19	MAKWANA GLORIA	NKWE	0724624430	
20	MAKWANA EMILY	NKWE	0766681989	

ATTENDANCE REGISTER

AGENDA: MEETING WITH MAKWANA TRIBAL COUNCIL

DATE: 15/06/2023

VENUE: MAKWANA TRIBAL OFFICE

	Name & Surname	Company name	Contact/Email Address	Signature
1	Morutsi Makwana	NKWE	0820769730	
2	L.M. kgoloko	NKWE	0760279173	L.M. kgoloko
3	MW Makwana	"	0661606061	
4	Magdeline Makwana	"	0762213372	Makwana
5	Nancy Makwana	"	0637498755	Nancy
6	Mosemu Julius	NKWE	0827926613	
7	MAKWANA MATSISI	NKWE	0723984567	
8	Morota Lucky	NKWE	0762838096	Morota
9	Makwana Gloria	NKWE	0724624430	
10	JOSEPH MAKWAN	"	0673726705	
11	CHAKABU STEPHEN Makwana	MAKWANA TRADITIONAL COUNCIL	0768935295	
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