

Company Employees Report

Total Employee Count:

| Year End: | No. Employees: | No. Contractors | Total Workforce |
|-----------|----------------|-----------------|-----------------|
| 2007 | 0 | 0 | 47190 |
| 2008 | 0 | 0 | 54991 |
| 2009 | 0 | 0 | 53261 |
| 2010 | 0 | 0 | 54000 |
| 2011 | 0 | 0 | 57000 |
| 2012 | 0 | 0 | 63000 |
| 2013 | 0 | 0 | 57000 |
| 2014 | 0 | 0 | 55000 |
| 2015 | 0 | 0 | 54043 |
| 2016 | 0 | 0 | 50720 |
| 2017 | 0 | 0 | 52012 |
| 2018 | 36002 | 15336 | 51338 |
| 2019 | 34850 | 16766 | 51616 |
| 2020 | 35116 | 16451 | 51567 |
| 2021 | 38060 | 19658 | 57718 |
| 2022 | 58557 | 0 | 58557 |
| 2023 | 60344 | 0 | 60344 |
| 2024 | 0 | 0 | 66253 |

Countries of Operation:

| Country of Operation: | Is This the Home Country? | Is There a Recognition Agreement? | Country notes |
|-----------------------|---------------------------|-----------------------------------|--|
| South Africa | Yes | Yes | Owns 100% Impala and 73% Marula mines, 45% Two Rivers, 100% IRS, 74% AfPlats (feasibility study complete 2012); Employees include contractors |
| Zimbabwe | No | No | Ownership is 87% Zimplats and 50% Mimosa - A new indigenisation plan presented to the Government of Zimbabwe in March 2012 was accepted in principle. Management remains in discussions with the government to finalise certain critical details of the plan. (AR 2012) / Employees - 2011 - 4324 (Own), 2830 (contractors); 2012 - 4363 (Own), 6611 (contractors) |

Total Employee Count:

Company Employees Report

| Country: | Year End: | No. Operations | No. Employees: | No. Contractors: | Total Workforce: | Union(s): | Degree of Unionisation: | Min Wage (Local) Per Month: | Min Wage USD (Per Annum): | Min Wage USD (Per Annum): |
|--------------|-----------|----------------|----------------|------------------|------------------|-----------|-------------------------|-----------------------------|---------------------------|---------------------------|
| South Africa | 2014 | 4 | 32900 | 11708 | 44608 | AMCU, NUM | 0 | 0 | 0 | No |
| Zimbabwe | 2014 | 2 | 0 | 0 | 10392 | 0 | 0 | 0 | 0 | No |