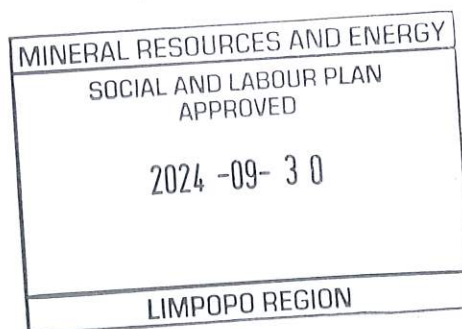


HACRA MINING AND EXPLORATION COMPANY (PTY) LTD

10039SLP

2ND GENERATION SOCIAL AND LABOUR PLAN

2020-2024



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ABBREVIATIONS

Table 1: Abbreviations

Abbreviation	Meaning
AET	Adult Education Training
DOL	Department of Labour
DMRE	Department of Mineral Resources and Energy
DWS	Department of Water and Sanitation
HDSA	Historically Disadvantaged South African
HRD	Human Resources Development
IDP	Integrated Development Plans
LED	Local Economic Development
LRA	Labour Relations Act
Mining Charter	Broad-Based Socio-Economic Empowerment Charter for the Mining and Minerals Industry, 2018 (as amended)
MLM	Mogalakwena Local Municipality
MPRDA	Mineral and Petroleum Resource Development Act
MQA	Mining Qualifications Authority
NDP	National Development Plans
SDF	Skills Development Facilitator
SLP	Social and Labour Plan
WSP	Workplace Skills Plan

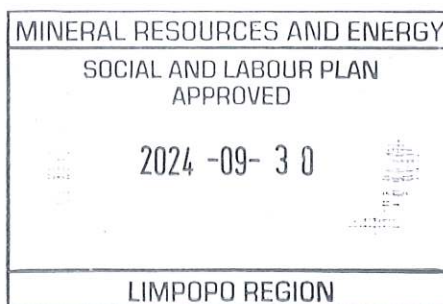
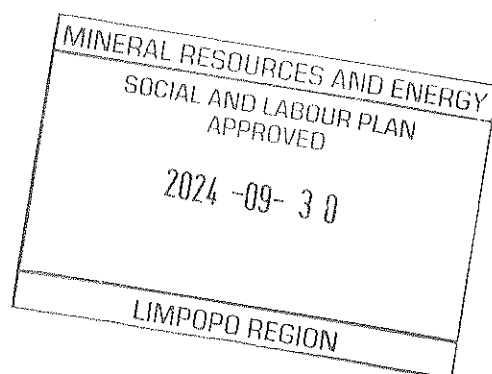


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INTRODUCTION

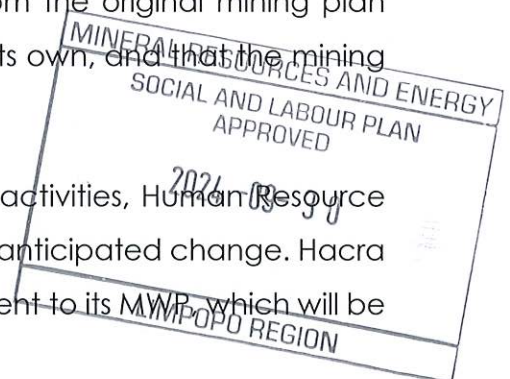
Hacra Mining and Exploration Proprietary Limited ("**Hacra**") is the holder of a Mining Right granted to it in 2015, in terms of the Mineral and Petroleum Resources Development Act, 2002 ("**MPRDA**") bearing Department of Mineral Resources and Energy ("**DMRE**") reference numbers LP30/5/2/2/1/10039MR ("the **Hacra Mining Right**").

On several occasions Hacra has engaged with the DMRE regarding the challenges which it has experienced in commencing with its mining operations. The DMRE, through this engagement, has, however, confirmed that this second generation SLP is to be submitted for consideration and approval, as contemplated in terms of the MPRDA as read with the Mineral and Petroleum Resources Development Regulations, 2004 ("**MPRD Regulations**").

Hacra is currently conducting various activities and studies in the mining right area to determine the most feasible and cost-effective method of mining, which will ensure that it can operate and mine the minerals efficiently, whilst still generating an income and being able to implement its commitments to the mine communities and the DMRE. As the DMRE is aware, based on the data that has become available from the infill drilling programme which commenced during 2021, the original identified mineralisation has been downscaled substantially in terms of value and volume. As such, the most economic method of exploitation will be to open cast mine in areas with higher value, making use of an experienced mining contractor, and to sell the run-of-mine ore to a nearby mine. Such a departure from the original mining plan would mean that Hacra will not have any employees of its own, and that the mining operation will be outsourced entirely.

At a point when the Company commence with mining activities, Human Resource Development programmes will be adjusted to reflect the anticipated change. Hacra is aware that such a change will also require an amendment to its MWP, which will be applied for in due course.

As a result of the aforesaid, Hacra has aligned the targets for investment in so far as Hacra's LED commitments are concerned with the profitability of a much smaller mining operation. This second generation SLP, which relates to the Hacra Mining Right, is submitted in terms of Regulation 46B(a) of the MPRD Regulations.



Regulation 46B(a) of the MPRD Regulations reads as follows:

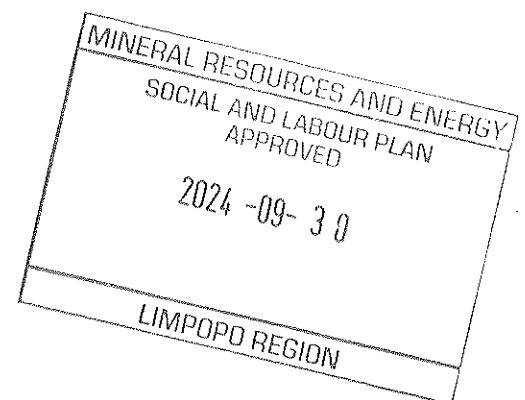
"Review of a Social and Labour Plan.-(a) A Social and Labour Plan lodged with the Regional Manager and approved by the Minister on granting the mining right must be reviewed after every five years from the date of such approval. When reviewing a Social and Labour Plan, the Minister must take into account:

- the extent of the mining right holder's compliance with the approved Social and Labour Plan.
- assessment of annual reports submitted in terms of regulation 45.
- input, comment, and reports from the mining right holder, mine community and interested and affected persons.
- the changing nature of the relevant needs of the mine community as per the Integrated Development Plans."

Hacra has collaborated and meaningfully engaged with the relevant mine communities, local municipality as well as interested and affected parties in the identification of the LED project and compilation for this second generation SLP.

The objectives of this second generation SLP, which are as contemplated in Regulation 41, 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 holders of mining rights contribute towards the socio-economic development of the areas in which they operate as well as in the labour sending areas.



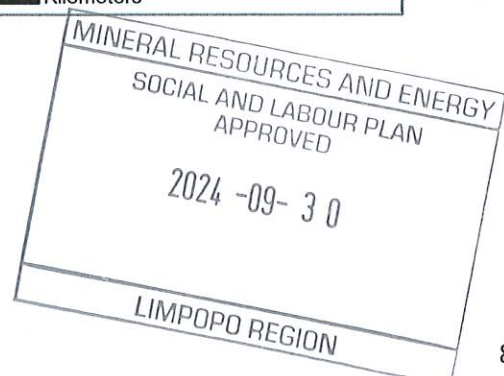
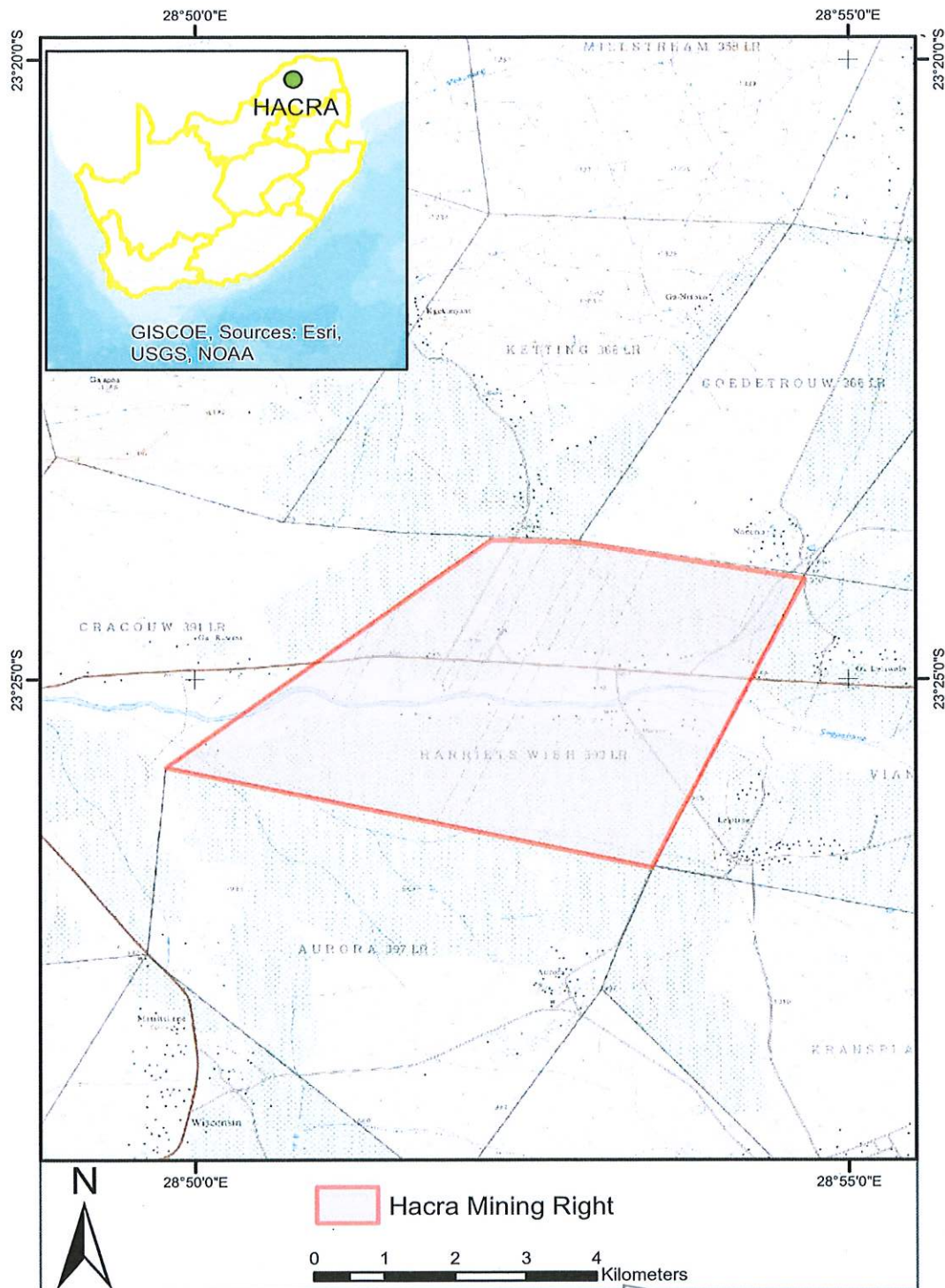
SECTION 1: PREAMBLE

Table 2: Background Information

Name of company	Hacra Mining and Exploration Proprietary Limited
Name of mine	Hacra Platinum Group Elements Project
Physical address	Constantia Office Park, Cycad House, Block 17 Cnr Hendrik Potgieter Road and 14 th Avenue Weltevreden Park, Gauteng
Postal address	PO BOX 976, Florida Hills, Gauteng, 1716
Telephone number	011 673 1171
Fax number	011 673 0365
Location of mine	The project is situated on the Farm Harriets Wish 393 LR in the Administrative District of Blouberg in the Limpopo Province, approximately 80 km from Mokopane in the South.
Commodity	PGM, Copper, Nickel, Gold and Silver
Life of mine	25 years
Financial year	30 June
Responsible person	A Jordaan
Geographic origin of employees (mine community and labour sending areas).	Blouberg Local Municipality, Capricorn District Municipality, Limpopo Province



Locality Map



SECTION 2: HUMAN RESOURCE DEVELOPMENT PROGRAMMES

As indicated, Hacra intends to appoint a contractor to undertake the mining operations and employ the appropriate workforce to do so. AET and other Core and Portable Skills commitments have, however, been included in preparation for local recruitment by a contractor for lower-level positions.

Nevertheless, the contractor appointed by Hacra shall ensure that it meets the standards set out herein, as read with the requirements set out in terms of the Mining Charter 2018. The contractor shall be obliged to develop its own Human Resource Development Programme ("HRDP") which is aimed at enabling transformation and empowerment of its workforce. In particular, the contractor shall ensure that Historically Disadvantaged South Africans ("HDSA") progress to higher levels of employment within the contractor's organization.

The purpose of the HRDP shall be to ensure that every effort is made to provide on-going and relevant training for persons working on the Hacra Mine. This process also includes ensuring all contractors and visitors are competent to be on the mine. HRDPs will be formulated by the contractor to optimize the productive potential of its employees. Similarly, the appointed contractor/s will be required to provide proof that their employees have been sourced from the mine communities and labour sending areas.

This HRDP must include:

- formulating a Skills Development Plan commensurate with an outsourced model of mining;
- establishing a career progression/path plan;
- formulating an internship and bursary plan
- formulating a Mentorship Plan; and
- establishing a legally compliant Employment Equity Plan.



The final HRDP and the associated plans will be submitted to the relevant authorities and implemented within three months of the appointment of the mining contractor, which shall occur once income producing mining activities commence on the mine.

Hacra shall use its endeavors to comply with the Employment Equity Act and the Mining Charter when selecting and appointing the mining contractor. The personal

information of the contractor's workforce will be captured on the Employee Information System and will be monitored to ensure that the purposes of the MPRDA are fulfilled. Furthermore, this information will be used where appropriate for the compilation and submission of equity plans and reports and WSPs to the relevant SETAs.

Once income generating mining activities commence on the mine, Hacra shall endeavour to ensure that its contractor's workforce composition will be constituted (approximately) as follows (these employees will be appointed by a mining contractor):

Table 3: Estimated number of employees

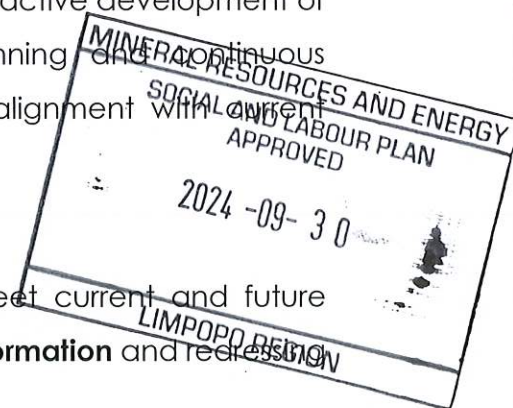
Profile of Workforce	Number of Employees	Percentage
Total Employees	309	100%
Male	177	57%
Female	132	43%
Male HDSA	134	43
Female HDSA	91	29

2.1. Skills Development Plan

2.1.1. Hacra shall endeavor to ensure that its contractor develops a Skills Development Plan to provide skills development to its contractor's employees through the creation of a skills base necessary for the achievement of Hacra's business strategies and objectives. This includes the proactive development of the contractor's employees, including career planning and continuous benchmarking to ensure best practice, as well as alignment with current legislation.

2.1.2. The objectives for skills development are:

- developing and growing a talent pool to meet current and future business needs with a strong emphasis on **transformation** and redressing past practices;
- establishing a cache of skilled workers that can potentially fulfil the Company's **hard-to-fill vacancies** and transformation requirements;
- enabling new entrants into the labour market to gain **relevant work experience**;



- improving the **quality of life** of employees; and
- providing **core and critical skills** opportunities to improve and enhance employees' capabilities and competencies in line with their responsibilities.

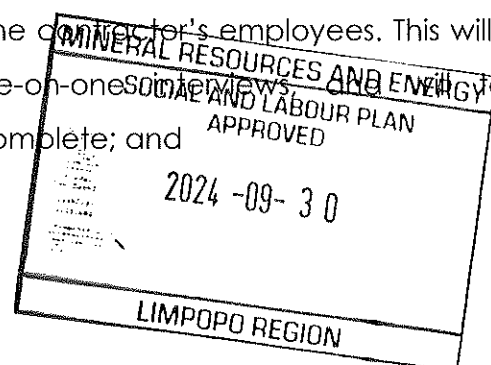
2.1.3. Hacara's contractor will formulate and implement a Skills Development Plan which focuses on the transfer of skills to the contractor's employees or to external candidates, to further their capacity in the mining industry, and equip them with alternative skills to facilitate their employment after mine closure. The number of people, levels of skills and types of skills required for Hacara's operation will be presented to the DMRE, once the contractor has been appointed, as contemplated in the prescribed Form Q. Form Q may need to be amended once the recruitment process is complete (which can obviously only be done when the mine has appointed a contractor and starts generating income from its operations).

2.1.4. Form Q will be updated and submitted on an annual basis to reflect changes in the workforce (as it applies to a contractor mining model/ strategy), and these changes will be integrated into the SLP once the relevant statistics are available. Skills development within Hacara will be achieved through the following steps:

2.1.4.1. **Baseline employee skills/aspiration survey**

A baseline skills and aspiration investigation of all the contractor's employees will be shared with Hacara within a month of the contractor having appointed the workforce, the results of which will be submitted to the DMRE. This survey will enable the collection of information regarding the characteristics of the contractor's employees and their dependents, and the identification of their current skills, needs, gaps, and aspirations. The study will focus on identifying potential opportunities at Hacara for skills development and sustainable development initiatives. This will be done by means of:

- conducting surveys with all the contractor's employees. This will be done in the form of one-on-one interviews and will take approximately 2 months to complete; and



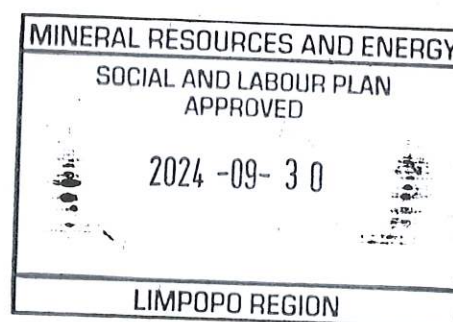
- capturing information received through the surveys into a database. This database will then inform the planning of sustainable development initiatives, career development and skills training.

2.1.4.2. Educational levels

Hacra will assist in improving the foundations for skills development by increasing literacy rates and participation in Adult Basic Education and Training ("AET"), as indicated below. There will be minimum unskilled labour required as the contractor's employee literacy skills are expected to be above AET Level 4. Participation of HDSAs will be increased by encouraging interested community members to participate, in an effort to promote the practice of improving AET skills and competencies among local communities. Table 2 provides SETA registration details required for compliance with the relevant skills development regulatory requirements.

Table 4 : 2nd Generation SLP Compliance with Skills Development Legislation

SETA Information Required	SETA Details
Name of SETA:	Hacra undertakes to register with a relevant SETA once it commences with its mining operations.
Registration Number with relevant SETAs:	The registration number will be provided once Hacra has successfully registered with a SETA.
Skills Development Facilitator:	A Skills Development Facilitator will be contracted through Labournet for Skills Development compliance purposes
Proof of submission of Workplace Skills Plan and date of submission	The Work Skills Plan will be submitted to the Mining Qualification Authority after the mine has been operational for one year and annually thereafter.



2.2. Form Q: Number and Educational Levels of Employees

Table 5: Number and Educational Levels of Employees

BAND	NQF LEVEL	OLD SYSTEM	Male				Female				Total	
			African	Coloured	Indian	White	African	Coloured	Indian	White	Male	Female
General Education and Training (GET)	1	No Schooling / Unknown									0	0
		Grade 0 / Pre									0	0
		Grade 1 / Sub A									0	0
		Grade 2 / Sub B									0	0
		Grade 3 / Std 1 / AET 1									0	0
		Grade 4 Std 2									0	0
		Grade 5 / Std 3 / AET 2									0	0
		Grade 6 / Std 4									0	0
		Grade 7 / Std 5 / AET 3									0	0
		Grade 8 / Std 6									0	0
Further Education and Training (FET)	2	Grade 9 / Std 7 / AET 4									0	0
	3	Grade 10 / Std 8 / N1									0	0
	4	Grade 11 / Std 9 / N2									0	0
Higher Education and Training (HET)	5	Grade 12 / Std 10 / N3	152				41	3	2	15	176	61
	6	Diplomas / Certificates	24				9	1	1	7	33	18
	7	First degrees / higher diplomas	5				4			3	11	7
	8	Honours / Master's degrees	1				1				2	1
	8	Doctorates									0	0
TOTAL			182	6	4	30	55	4	3	25	222	87

MINERAL RESOURCES AND ENERGY
 SOCIAL AND LABOUR PLAN
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 2024-09-30
 LIMPOPO REGION

2.3. External Adult Education and Training ("AET")

2.3.1. Hacra will improve the educational levels of the community by initiating an AET programme for members of the community as follows:

- Hacra will implement AET programmes to equip members of the community with basic literacy and life skills; thereby increasing their chances of realising a sustainable livelihood;
- all courses/subjects to be offered will run from Level 1 to at least Level 4, to ensure that functional literacy is achieved;

2.3.2. The AET programme to be offered by Hacra will be based on the standards set by the Mining Qualifications Authority ("MQA"). Level 1 will include Language Literacy and Communication; and Numeracy/Mathematical Literacy. Level 2 will continue with the subjects from Level 1 but will include at least another learning area at this level. At Level 3, learners will complete at least four learning areas. Level 4 will ensure that learners have reached the practical stage of learning and that they are able to implement the skills obtained through AET at home and in their working environment.

2.3.3. Currently the Mine is not operating and there are no employees on site, for the five-year period of the SLP there will no commitment for internal AET training. However, commitment will be made for external AET training.

2.3.4. The table 3 below illustrate AET targets for Hacra for the five-year period of the SLP. The figures below are an estimation of the literacy levels and AET needs.

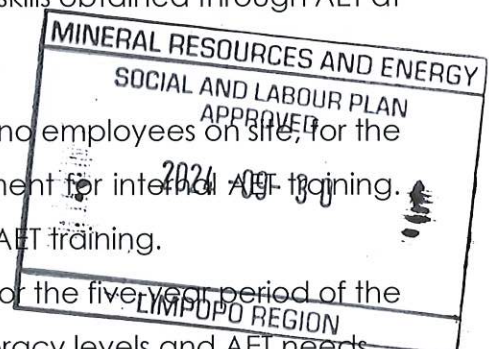


Table 6: 2nd Generation SLP Literacy and Numeracy – External (Training planned)

AET Level	Targets and Timelines					
	2020	2021	2022	2023	2024	Total Budget
AET 1	0	0	0	0	0	0
AET 2	0	0	0	0	0	0
AET 3	3	3	3	3	0	12
AET 4	2	3	3	3	4	15
Total	5	6	6	6	4	27
Budget	R48 000	R48 000	R48 000	R48 000	R48 000	240 000

2.4. External Learnerships

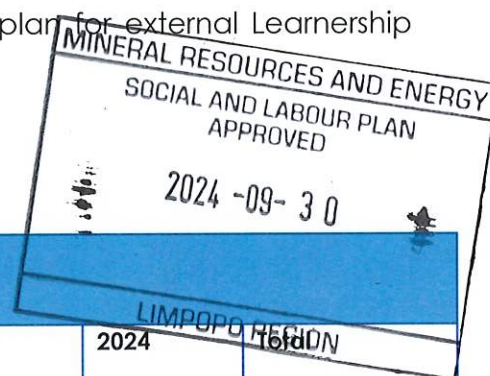
2.4.1. The purpose of the external learnerships programme is to focus on skills development to equip unemployed youth with transferable skills to enter the labour market. Effort will be made to ensure an 80/20 ratio in respect of HDSA participation in the learnerships programme, with emphasis being placed on recruiting women into the engineering learnerships.

2.4.2. Currently the mine is not operating and there are no employees on site. For the five-year period of the SLP Hacra will provide learnerships to external beneficiaries.

2.4.3. The tables below illustrate the implementation plan for external Learnership Programmes at Hacra.

Table 7: 2nd Generation SLP Learnerships Targets (18.2)

Learnership Programme	Targets and Timelines					
	2020	2021	2022	2023	2024	Total
Boilermaker	0	1	0	0	0	1
Electrician	0	1	0	0	2	3
Fitter	0	1	0	0	0	1
Total Number	0	3	0	0	2	5
Budget	R0	R390 000	R390 000	R390 000	R260 000	R1 430 000



2.5. External Core Business and Portable Skills Training

2.5.1. The contractor shall develop a Skills Development Plan which offers its employees the opportunity to acquire the necessary skills and competencies to successfully implement their employment responsibilities, either via on-the-job training or formal accredited training. These programmes should also be designed to equip employees with the required capacity and skills to progress to higher levels of employment within their respective organizations.

2.5.2. Skills development will need to be planned on an annual basis and documented in the form of the Workplace Skills Plan ("WSP") as required by the

MQA. The WSP will be compiled in consultation with all relevant interested stakeholders. The **planning** and training of skills for individuals will be based on the following factors:

- requirements for the relevant job (as per job description);
- health, safety and legal requirements.
- candidates' capabilities;
- employment equity requirements; and
- individual development.

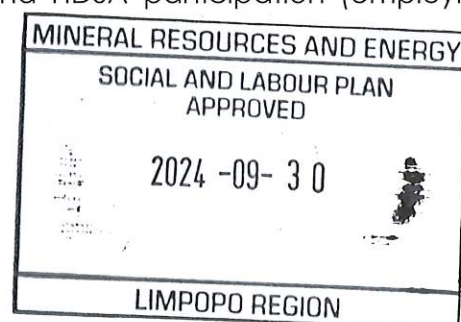
2.5.3. All legal and **safety** training requirements will be determined by company policy, e.g. renewal of licenses to drive heavy earthmoving machinery or first aid certification. This will also be included in the WSP.

2.5.4. Portable Skills Training

2.5.4.1. Portable skills programmes equip mine (contractor) employees and unemployed members from the local host communities with skills that promote their absorption into alternative sectors of the economy outside the mining sector (i.e. skills in other economic sectors, independent of mining). Extensive research and stakeholder consultation will be undertaken by Hacra to identify key skills development opportunities, which will enable the beneficiaries to take advantage of opportunities arising due to the implementation of the regional economic development plan. The table below outlines the targeted opportunities and budget for this SLP.

2.5.5. Core Business Training

2.5.5.1. In terms of core business training, Skills Development Programmes offer employees the opportunity to acquire the necessary skills and competencies to successfully implement their employment responsibilities, either via on-the-job training or formal accredited training. These programmes are also designed to equip employees with the required capacity and skills to progress to higher levels of employment within SNP, in line with mentorship programmes and HDSA participation (employment equity).



- 2.5.5.2. Currently Hacra is not in operation and does not have employees on site, once the mining activities commences Hacra will ensure that these programmes are implemented.

Table 8: External Portable Skills Training

Fields of Training	Targets and Timelines					
	2020	2021	2022	2023	2024	Total Budget
Computer Skills	1					1
Carpentry		1				1
Bricklaying			1			1
Welding				1		1
Plumbing					1	1
Tiling and Plastering					1	1
Total Number	1	1	1	1	2	6
Budget	R40 000	R40 000	R80 000	R40 000	R40 000	R240 000

2.6. Hard to Fill Vacancies

- 2.6.1. The mine will be in a position to complete and submit Form R which will reflect the required hard to fill vacancies 18 months after the commencement of income generating mining operations. An assessment of scarce skills will be undertaken during year 1 of income-generating activities and special recruitment processes will be undertaken by the contractor to fill these positions. The hard to fill vacancies will be used to inform the Bursary, Scholarships and Mentorship plans.
- 2.6.2. The table below presents the anticipated Hard to Fill Vacancies (Form R) at Hacra. This reflects the projected skills shortages which will likely be amended once the recruitment of the initial phase of mine employees by the contractor is complete.

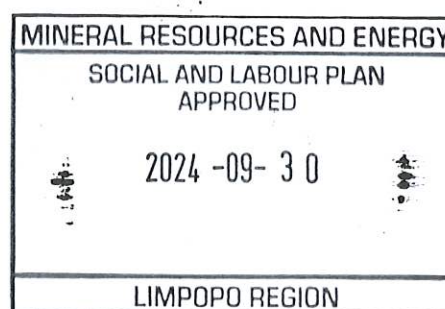


Table 9: 2nd Generation SLP Hard-to-fill Vacancies

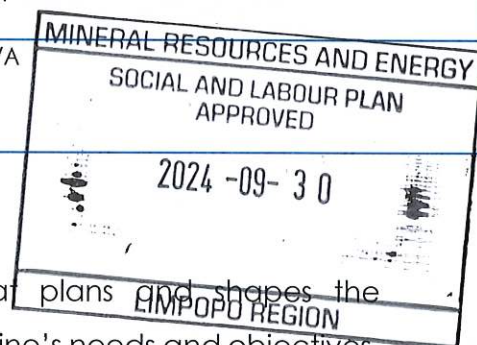
Occupational level	Job title or vacancy	Main reason for inability to fill the vacancy
Top Management	Plant Manager Plant Engineer	Qualified and experienced people in the local area are scarce
Senior Management	Mine Geologist	Qualified and experienced people in the local area are scarce
Professionally qualified and experienced specialist and mid management	Accountants	Qualified personnel do not wish to relocate to rural towns
Skilled technical and academically qualified workers, junior management, supervisors	Mining technicians, Engineering Artisans, Surveyors	There is a skills shortage in the national market
Semi-skilled and discretionary decision making	N/A	Poor education levels could be an impediment to recruitment
Unskilled and defined decision making	N/A	N/A

2.7. Career Progression Plan

2.7.1. Career progression planning is the process that plans and shapes the progression of individuals in accordance with the mine's needs and objectives, mine employees' potential and their aspirations. This will be developed on the basis that an outsourced model of mining will be used.

2.7.2. Hacra recognises that it is necessary to provide mine employees with the opportunity to develop within their respective disciplines according to their individual ambitions. This approach fosters continued motivation, and in turn creates stable and competent employees. Progression into upper levels will be determined by performance, aptitude and enthusiasm, as well as the availability of career opportunities within a given occupation.

2.7.3. Career progression of the employees will be determined by taking the following criteria into consideration:



- level of education / qualification;
- experience;
- job competencies; and
- approval by line management where service is provided.

2.7.4. A comprehensive career progression plan cannot be completed at this stage as Hacra does not have any employees. This information will be made available to the DMRE once the contractor has been appointed and recruitment by the contractor has been completed during the first year of the mine commencing operations.

2.7.5. The table below presents Hacra's commitment to develop a Career Progression Plan. A full Career Progression Plan, including individual career paths and profiles of each employee employed by the contractor, will be compiled, and appended to the SLP by the end of first year following Hacra's commencement with mining operations.

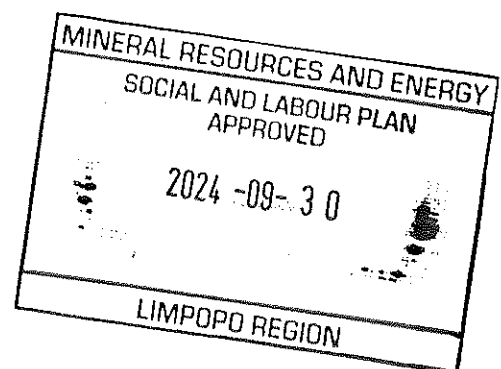
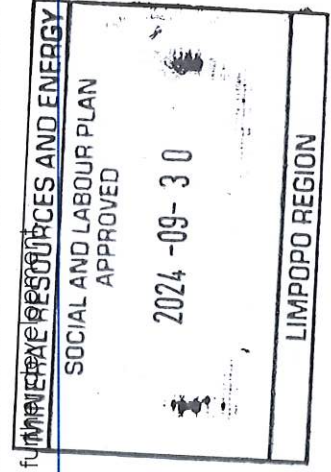
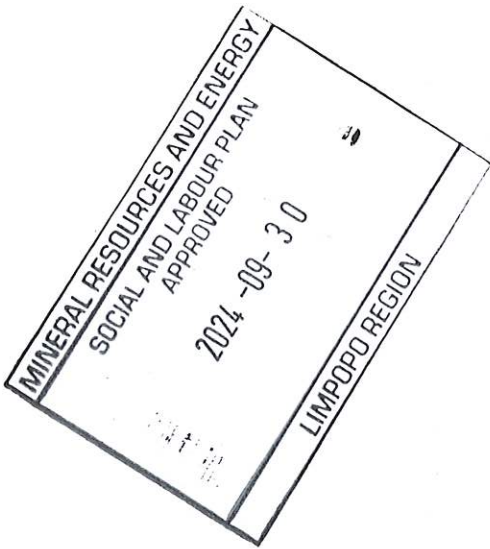


Table 10: 2nd Generation SLP Commitment to Career Progression Plan (which are commensurate with an outsourced model of mining)

Programme Description: The Career Progression Action Plan directs the progression of individuals within the Mine, in accordance with the Mine's needs and objectives, employees' potential and their preferences. The objective of compiling career paths is to ensure that the selected employees advance (with some being fast-tracked) into specialist and leadership positions in line with the requirements of the Mining Charter 2018, and other strategic objectives.		
Person accountable for the overall Career Progression: HR Manager		Timeframe
1. Talent pool and PDP development a. Communicate generic career paths and job profiles to all employees. b. Communicating the benefits and available career development opportunities to employees in line with the strategic objectives of Hacra. c. Review the current talent pool candidates and identify promising employees. d. Earmark high-fliers (specifically HDSA's and women). e. Develop fast-tracking plans for succession of talent pool candidates. f. Link talent pool and fast-track plans to hard-to-fill vacancies and leadership positions.		HR Transformation Superintendent
2. Review and update Career Plans Annually a. Assess the effectiveness of the fast-tracking plans for those HDSA employees (in talent pool) identified as having significant potential to progress to higher skilled and managerial roles within a short timeframe. b. Amend the individual development plans as required. c. Identify new candidates (including new employees over the past 12 months) for the talent pool. d. Assess and refine the Career Progression paths for key roles (not only HDSAs), taking the latest business strategies into consideration		HR Transformation Superintendent
3. Deliver support programmes for the Annual Career Development Programme a. Align the AET, skills development, learnership, mentorship and performance management plans to support the career progression of employees at the Mine. b. Continue to provide training and career advice to employees that have not been identified to have potential for further development, or who are not interested in further development.		HR Transformation Superintendent



c. Implement the aligned plans to support career progression paths and Individual Development Plans of employees.		
4. Report, review and revise the Annual Career Development Programme a. Compile SLP compliance report of progress and achievements and submit to the DMRE. b. Evaluate implementation against targets for current year. Identify critical success factors and lessons learnt from current year. c. Revise the action plan for the following year, incorporating recommendations	HR Transformation Superintendent	



2.8. Mentorship Plan

- 2.8.1. Mentorship is a key process and tool used to support and encourage employee development, HRD planning, performance management and employment equity. It is a formal relationship between a mentor and a mentee and is established to enhance the mentee's career by building skills and knowledge. A mentorship programme is a process to foster a continuous mentorship relationship between the mentor and the mentee. The objective is to ensure that the maximum potential of the mentee is realized for the mutual benefit of the mentee, mentor, and the mine.
- 2.8.2. Internal mentorship refers to "in-house" mentorship, whereby lower-level employees are paired with higher level employees, to enhance the skills and sharing of experiences. External mentorship refers to the coaching of Hacra's BEE partners, with specific focus on the communities that will have an interest on and in the Company. The Mentorship Plan will represent a carefully planned and professional intervention to facilitate a larger initiative to support skills development and employment equity within the operation and shall be commensurate with an outsourced model of mining.
- 2.8.3. Hacra believes that newly appointed and/or promoted employees should be assisted to reach their full potential in the shortest possible time. Mentorship, therefore, is part of this developmental process and can take the form of either formal or informal mentorship.
- 2.8.4. The tables below present Hacra's intended implementation plan and its mentorship targets which are commensurate with an outsourced model of mining. A full Mentorship Plan containing details relating to targets, actions, and resources specifically required for the operation will be compiled and appended to this SLP by the end of the first year following the appointment of the contractor and the commencement of income generating mining operations.

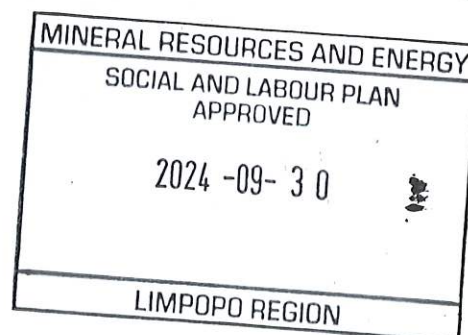


Table 11: 2nd Generation SLP Commitment to Mentoring Plan Undertaking (which are commensurate with an outsourced model of mining)

Description: The Mentorship Programme aims to establish formal relationships between mentors and mentees, with the purpose of enhancing the mentees' career.		
Person accountable for the overall Mentorship Programme: Manager HR of the contractor	Person Responsible (the contractor)	Timeframe
Plan Annual Mentorship Programme a. Plan annual mentorship activities b. Assign mentors to "high-flyers" from the talent pool of employees, as identified in the career progression programme. Match mentor with mentee.	HR Transformation Superintendent	Ongoing
Deliver annual Mentorship Programme a. Develop a measurement system to measure the effectiveness (deliverables) of the mentoring process. b. Monitor progress and keep record of mentee-mentor engagements. c. Provide evidence that the required mentorship activities took place	HR Transformation Superintendent	
Report, review and revise Mentorship Programme annually a. Compile SLP compliance report of progress and achievements and submit to the DMRE. b. Evaluate implementation against targets for the current year. Identify critical success factors and lessons learnt from current year. c. Review and revise mentorship policies and procedures to align with most recent company strategy. d. Revise the action plan for the following year, incorporating recommendations	HR Transformation Superintendent	



Table 12: 2nd Generation SLP Mentorship Targets

Number of Employees and Non – Employees in Mentorship Programmes						
Mentoring Programmes	Career Deliverables	Duration	HDSA	Non-HDSA	Male	Female
Mining	Management	5	1		1	
Engineering	Management	5	1		1	
Finance and Administration	Governance and Finance	8	1			1
Technical Services	Supervisors	5	1		1	

Geology	Specialist	4	2		1	1
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2.9. Bursary and Internship Plan

- 2.9.1. Hacra is aware of the need to provide opportunities to members of the local community and surrounding areas to access tertiary education opportunities (through bursaries) and experiential work opportunities (through internships). Hacra's bursary and internship plan is also intended to develop individuals with the skills which are required by the operation. Hacra is aware of the need to develop qualified individuals from communities, which are affected by the operation, in other sectors of the economy. In accordance with the Portable Skills Programme, Hacra will equip members of its community with skills which are transferrable to other sectors of the economy upon downscaling or closure of the operation.
- 2.9.2. Hacra will provide bursaries to qualifying learners to pursue tertiary education courses across various fields of study. In this regard, Hacra shall consider candidates from the host community. The courses will be provided through registered South African Universities or Universities of Technology. Bursaries will be awarded to candidates based on professional qualifications and skills that are required from time to time within the area.
- 2.9.3. Hacra will only provide bursaries to members of the local community and surrounding areas, as currently there is no active mining activities taking place and there are no employees on site. As mentioned before Hacra is not in operation and there are currently no employees on site. It is for this reason that for this five-year period internal and external internships will not be implemented.
- 2.9.4. The tables below represent the targets set for various external bursary enrolments for this SLP period and they outline the targets for internships that may be available at the operation.

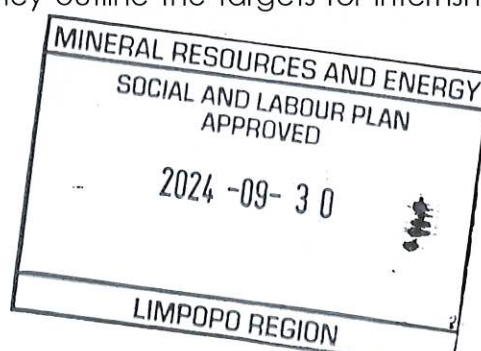


Table 13: 2nd Generation SLP Bursary Programme - External Targets

Fields of Study	2020	2021			2022			2023			2024			Total Budget
	New Target Enrolment	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	New Target Enrolment	Continuation	Pass Out	
Mining	-	1	-	-	-	1	-	-	1	-	-	1	-	1
Engineering	-	2	-	-	-	2	-	-	2	-	-	2	-	2
Administration and Finance	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Geology	-	-	-	-	-	-	-	-	-	-	-	-	-	0
Other	-	2	-	-	-	2	-	-	2	-	-	-	-	2
Total number	-	5	0	0	0	5	0	0	5	0	-	3	-	5
Budget	R0	R 480 300	R0	R0	R0	R480 300	R0	R0	R480 300	R0	R0	R360 300		R 1 801 200

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2.10. EMPLOYMENT EQUITY PLAN

2.10.1. Hacra understands the importance of the principles of the Mining Charter and will strive to achieve the minimum requirements contained therein. Hacra believes that Employment Equity is an integral part of building an effective and representative workforce and to ensuring equality for all employees.

2.10.2. Participation of HDSAs

2.10.2.1. Hacra undertakes to ensure that the mining contractor appoints suitable candidates, preferably from the local community to ensure compliance with the regulatory targets relating to HDSA's. Table 11 below (which is in prescribed Form S) represents Hacra's projected diversity figures. It is anticipated that minor amendments will be made to this form when the mining contractor's staff complement has been recruited. Hacra will submit an updated Form S to the DMRE at the end of the first year following commencement of income generating operations, reflecting its actual employment equity statistics as represented by the workforce of the mining contractor.

2.10.2.2. Hacra will endeavor to comply with the targets prescribed by the Mining Charter relating to female representation in the mining industry, through the implementation of the Employment Equity Plan. The formulation and implementation of the Employment Equity Plan incorporates and defines specific measures for the participation of women into core mining and management positions. Apart from the HDSA targets, Table 12 also represents the intended target relating to the participation of women at the operation for this SLP period. Hacra will ensure that the mining contractor aligns with these targets as far as practically possible and as it deems to be reasonably expected considering the value and duration of the contract.

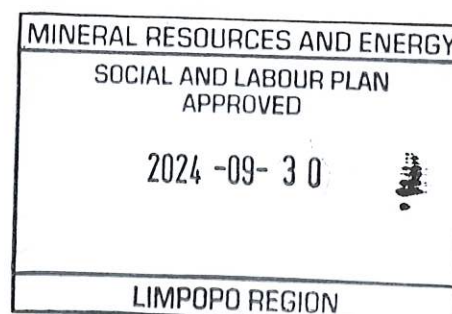


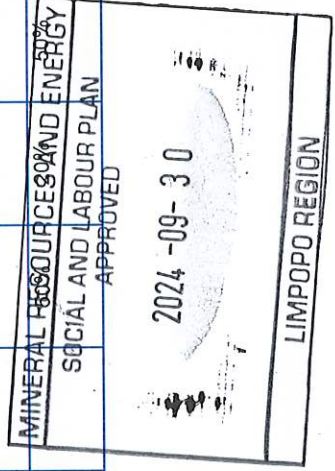
Table 14: 2nd Generation SLP Diversity Information (Form S) (as represented by the workforce of the mining contractor).

*** the workforce shall also include a minimum of 1.5% of employees with disabilities

Levels	Male				Female				Grand Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Executive Management (Board)	2			3	2				7
Senior Management (Exco)	4			3	3			1	11
Middle Management	12	3	2	10	8	1	1	6	43
Junior Management	33	5	2	12	27	3	2	10	94
Core & critical Skills	50	11	10	15	31	7	6	24	154
Total:	101	19	14	43	71	11	9	41	309

Table 15: 2nd Generation SLP Progressive EE Targets (as represented by the workforce of the mining contractor).

Levels	New Mining Charter 2018 Targets				Target 2020		Target 2021		Target 2022		Target 2023		Target 2024	
	HDSA Target	HDSA Actual	Female Target	Female Actual	HDSA Target	Female Target	HDSA Target	Female Target	HDSA Target	Female Target	HDSA Target	Female Target	HDSA Target	Female Target
Board	50%		20%											



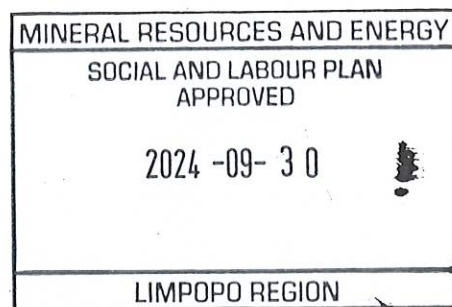
Executive Management	50%		20%		50%	20%		50%	20%		50%	20%		50%	20%		50%	20%
Senior Management	60%		25%		60%	25%		60%	25%		60%	25%		60%	25%		60%	25%
Middle Management	60%		25%		60%	25%		60%	25%		60%	25%		60%	25%		60%	25%
Junior Management	70%		30%		70%	30%		70%	30%		70%	30%		70%	30%		70%	30%
Core & Critical Skills	60%		20%		60%			60%			60%			60%			60%	

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3. SECTION 3: MINE COMMUNITY DEVELOPMENT PROGRAMME

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

Local Economic Development ("**LED**") Projects are aimed at promoting poverty eradication and community upliftment within the area where the mining operation is situated, as well as in areas where most employees are resident. LED Projects are identified in consultation with the relevant local municipalities and are usually developed to support the Integrated Development Plans ("**IDPs**") which are implemented from time to time by the local municipalities where the host communities and labour sending areas are situated. Hacra is situated within the Limpopo Province, between the Capricorn District and the Waterberg District Municipality under the Blouberg Local Municipality ("**the Municipality**")



3.1. Social and Background Information - Blouberg Local Municipality

Table 16: Social and Background Information - Blouberg Local Municipality

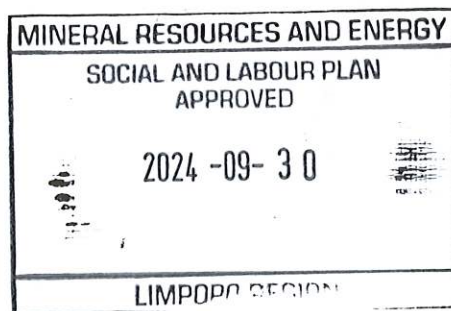
Geographic and Population Profile MINERAL RESOURCES AND ENERGY SOCIAL AND LABOUR PLAN APPROVED 2024 -09- 3 0 LIMPOPO REGION	The Blouberg Local Municipality was originally established in the year 2000. This municipality is one of the four municipalities constituting the Capricorn District municipality. Other municipalities constituting the Capricorn District municipality are Lepelle-Nkumpi, Molemole and Polokwane. Blouberg Local Municipality is situated approximately 95 kilometres from Polokwane towards the far northern part of the Capricorn District Municipality. It is bordered by Polokwane on the south, Molemole on the southwest, Makhado on the northeast, Lephalele on the Northwest, Mogalakwena on the southwest and Musina on the north. The Blouberg Local municipality is a predominantly rural municipality situated to the north-western boundary of the Republic of South Africa, with Botswana and Zimbabwe. Roads R521 (P94/1 and P94/2) provides a north-south link between Blouberg and Molemole, Polokwane and Makhado municipality. To the east, the municipality is served by road R523 (D1200) that provides access to the towns such as Mogwadi, Morebeng, Duiwelskloof, Tzaneen and Lephalele. There is another important road (N11) from Mokopane town to Botswana that passes through the municipality, which has the potential to stimulate economy. This roads network serves as key important linkages, which serve as corridors and gateways to major economic destinations (Venetia Mine, Coal of Africa and Lephalele such as Coalmines and Medupi power station). It is therefore imperative for the municipality to optimize the potential these important routes pose not only for access and mobility but also for economic development, especially for stimulating tourism development. There are big rivers and tributaries that traverse the municipality with Mogalakwena being the biggest one. The Limpopo River serves as the border between the municipality and the neighbouring country of Botswana. As a result, the municipality is a gateway to the neighbouring countries. Farmers use the rivers in the main for agricultural purposes, but again for domestic use by communities that experience water shortages. There are various mountain ranges found within the municipality with the Blouberg Mountain being the biggest mountain. The other mountains are the Makgabeng that was declared the national heritage site because of its historically significant. The municipality is divided into three visible categories of land ownership. There is a portion
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of land owned by private individuals that consists mainly of farms that are used for agricultural purposes, land owned by traditional leaders where large communities reside, live, and state land. Large parts of the municipality consist of private farms used for agricultural purpose.

The municipality covers an area of about 9,248.44km² and the total population is estimated at 172 601 with the total number of households at 43 747. The average household size is 5.72. There are Black Africans, Coloreds, Indians, Whites, and other racial groups. Black Africans constitute 99% of the male population.

Limpopo employment levels, which stood at 941 000 in 2016, contributes 7% to the total national employment of 15.78 million employed people. The Capricorn district with its employment levels of 267 000 employed people in 2016 constitutes 28.4% to the provincial employment whereas Blouberg employment which comprised 13 655 of employed people in 2016 constituted 5% of the district employment.

The economy of the municipality is growing by 1% annually. The municipality contributes 20% of the district GDP. The unemployment statistics stands at 24% with the youths and women mostly affected. The level of poverty is high and people living under poverty line is 65000. About 13700 people are employed in the formal sector while about 6000 are in the informal sector. The employment rate of Blouberg declined by 1% from 9178 to 9130 between 2000 and 2010 before recovering by 6.7% to 13 655 in 2016. The year-on-year decline is in line with that of the economic activities. The total employment in the informal sector increased by 8.3% from 3511 people to 4233 between 2000 and 2010 and grew further by 7% to 5946 in 2016. The year-on-year growth in the informal sector reflects a growing economy that is however not able to accommodate all the economically active population. The agricultural sector employment trends in Limpopo and the Capricorn district reflects its performance at national level. The sector has been stagnant in the last 16 years and has only absorbed a few people. In the Blouberg the sector absorbed only 2 823 in 2016 noting that it had absorbed only 2 528 in 2000.



MINERAL RESOURCES AND ENERGY SOCIAL AND LABOUR PLAN APPROVED 2024 -09- 30 LIMPOPO REGION	Population Distribution per Local Municipality <table border="1"> <thead> <tr> <th>Local Municipality</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Polokwane</td> <td>60%</td> </tr> <tr> <td>Lepelle-Nkumpi</td> <td>18%</td> </tr> <tr> <td>Blouberg</td> <td>13%</td> </tr> <tr> <td>Molemole</td> <td>9%</td> </tr> </tbody> </table> Blouberg municipality has the second lowest number of people with matric and postgraduates' degrees followed by Molemole as compared to Polokwane and Lepelle- Nkumpi municipalities. This level represents the highest level of skilled people in the population.	Local Municipality	Percentage	Polokwane	60%	Lepelle-Nkumpi	18%	Blouberg	13%	Molemole	9%
Local Municipality	Percentage										
Polokwane	60%										
Lepelle-Nkumpi	18%										
Blouberg	13%										
Molemole	9%										

	Blouberg municipality has only 881 people in this segment compared to 13 325 people in the district. The Blouberg municipality's figure represents only 0.07% of the district percentage.
Unemployment	The unemployment statistics stands at 24% with the youths and women mostly affected. The level of poverty is high and people living under poverty line is 65000. About 13700 people are employed in the formal sector while about 6000 are in the informal sector.



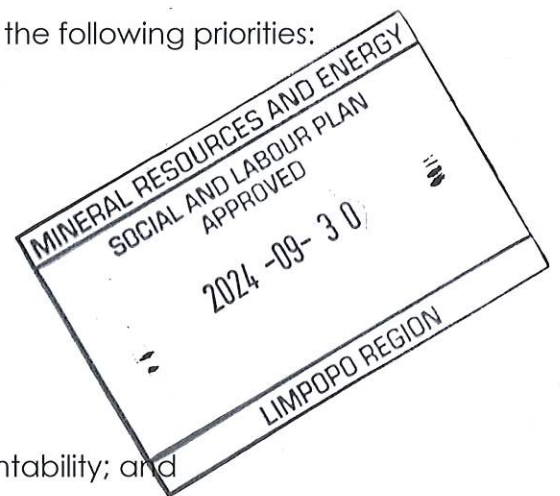
3.2. Key Economic Activities

- 3.2.1. The key major economic activities within Blouberg Local Municipality includes Mining and Agriculture.
- 3.2.2. Other mining companies within the area are Ironveld (Pty) Ltd, Waterberg JV and Cuchron (Pty) Ltd.

3.3. Infrastructure Development, Poverty Eradication and Welfare Creation projects, Regulation 64 (c) (iii)

- 3.3.1. The National Development Plan ("NDP") aims to eliminate poverty and reduce inequality by 2030. The NDP states that South Africa has the potential and capacity to eliminate poverty and reduce inequality over the next two decades. This requires a new approach – one that moves away from a passive population which receives services from the State to a system which includes the socially and economically excluded, so that individuals are active champions of their own development, and where government works effectively to develop the capabilities of individuals to lead the lives they desire. The achievement of this vision is based on the following priorities:

- creating jobs and livelihoods;
- expanding infrastructure;
- transitioning to a low-carbon economy;
- transforming urban and rural spaces;
- improving education and training;
- providing quality health care;
- building a capable state;
- fighting corruption and enhancing accountability; and
- transforming society and uniting the nation.

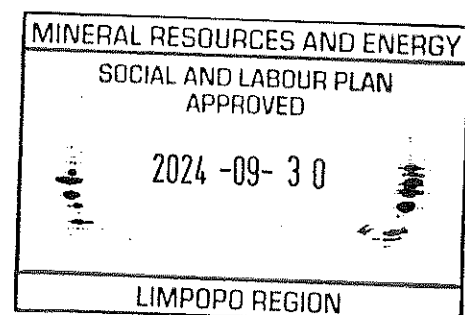


- 3.3.2. Hacra intends aligning its LED projects to address the top priorities of the NDP. Hacra aims to achieve this through LED programme/s which encourage collaboration between local communities, government and the private sector to leverage regional resources and opportunities to ensure that projects aimed at community development has a significant economic impact on the broader area. Throughout the life of the mine, Hacra intends playing an ongoing role in the formulation and implementation of the IDP for the areas surrounding the

operation. Hacra will participate in local economic development through the established IDP frameworks. The LED projects will be monitored and managed on an ongoing basis to keep track of key performance indicators such as; the number of jobs created; the number of beneficiaries and the financial expenditure on the projects.

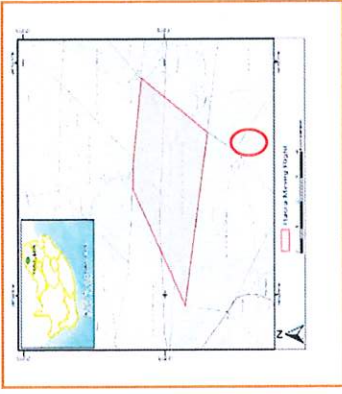
Baseline Situation

- 3.3.2.1. Detailed consultation has taken place between Hacra, the community and the Municipality to understand the community development priorities. Hacra confirms that it has completed the feasibility phase of the project referred to above and is presently awaiting the necessary approvals from the Municipality. Upon the Municipality providing Hacra with such approval, it shall implement the project.
- 3.3.2.2. In preparing for the design of the LED Project, Hacra has applied the following principles to their programme to ensure maximum impact, success, and sustainability:
- implementation of a collaborative model through which Hacra can leverage additional funding opportunities to develop projects that are commercially viable and have long term sustainability.
 - enhancing communication between communities, funders and municipalities to align expectations and effort and maximise impact; and
 - improving governance and controls of all finances and commitments.



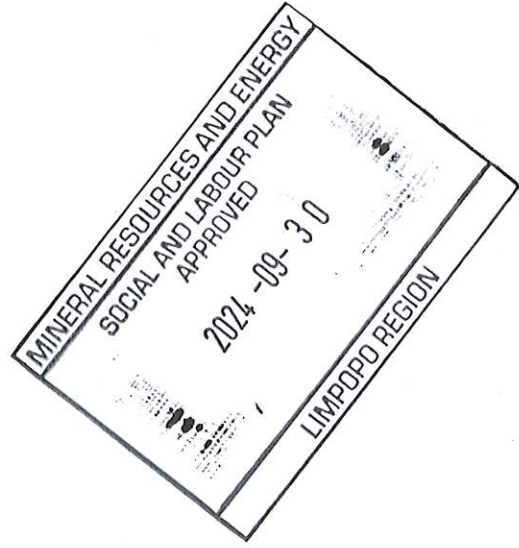
3.4. Local Economic Development Project

Table 17: Five Year Project Plan for the Harriets Wish 1.2km Tar Road Upgrade

Project Name	Harriets Wish 1.2km Road Upgrade				FY of Project Sheet	
Background to project	The community through intensive consultation has identified and requested Hacra to upgrade the 1.2km road at Harriet's Wish to a Tar Road. This project will be implemented as phase 2. Phase 1 of the project was implemented as part of the first generation SLP. The project was endorsed by Blouberg Local Municipality. The aim of the project is to ensure access to road infrastructure within the community. Upon completion of the project the project will be handed over to the Municipality for maintenance.				Project start date	June 2020
					Project End Date	July 2024
Geographic Location of the Project	District Municipality: Waterberg	Local Municipality: Blouberg	Village: Harriet's Wish			
Project Partners	Local Municipality and the Community				Project Incorporated into which IDP	Yes. Endorsed by the Local Municipality
Total Expected Number of Jobs to be created: 12	Male	Female	Youth	Disabled	Geographical Location of Project 	
Responsible Entity	Activity	Timeframe			Budget Allocation	
		KPA (key performance area)	KPI (key performance indicator)	2020	2021	2022



Infrastructure Requirement Design & Implementation Strategy	Engineers to be appointed upon the completion of the scoping and feasibility estimates received in March 2023	Design and Engineering	Design report on the required upgrades, with schedule and budget for approval by client	R2 000 000	R2 000 000	R1 363 712.34	R1 000 000	R1 000 000	R7 363 712.34
Implementation phase (to be confirmed from previous phase)	Engineers and contractors to be appointed on completion of the Design and Implementation Study	Construction and project management	Implement the required upgrades to affect the agreed outcome in terms of the road upgrade.						
Exist Strategy	Upon completion of the project the project will be handed over to the Municipality for maintenance.								
Total Budget				R2 000 000	R2 000 000	R1 363 712.34	R1 000 000	R1 000 000	R7 363 712.34



3.5. Housing and Living Conditions

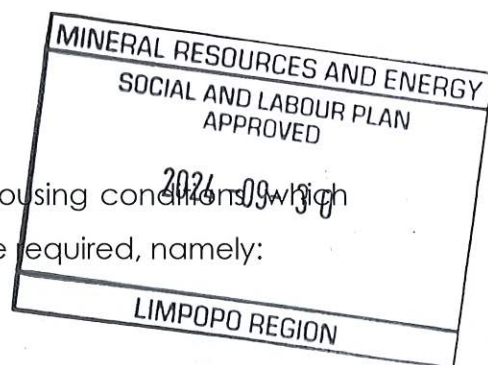
3.5.1. On 11 December 2019, The Housing and Living Condition Standard for the Minerals Industry, 2019 ("**the Housing Standard**") was published to give effect to section 100(1)(a) of the MPRDA as well as sections 26(1) and (3) and 27(1) and (3) of the Constitution of the Republic of South Africa, 1996 ("**the Constitution**") and other related legislation by requiring that adequate housing, health care services, and sufficient food and water are adequately provided to mine workers.

3.5.2. The Housing Standard states that:

3.5.2.1. *"The location of the mining operations which in most cases tends to be far from existing settlement has necessitated the need for mining right holders to make provision for housing as an undertaking to be part of the infrastructure required to develop a mine. In the late nineteenth century, the beginning of modern mining industry which was characterised by barracks of single sex hostels was the cornerstone of the segregation policy compromised the privacy and dignity of mine employees. The lack of proper housing and living conditions and non-adherence to nutritional diet for majority of mine employees in the mining and minerals industry were of substandard nature, adversely impacting on their social lives, health and productivity."*

3.5.2.2. Principles of Housing Conditions:

- There are four principles which apply to housing conditions which Hacra will recognise, and implement where required, namely:
- decent and affordable housing;
- provision for home ownership allowance;
- secure tenure for mine employees;
- provision for social, physical and economic integration of human settlements.



3.5.3. Hacra is committed to developing a Housing and Living Conditions Plan ("**HLCP**") with its appointed contractor which shall be aimed at ensuring the principles outlined above are fulfilled. Accordingly, Hacra undertakes to:

- establish measures for improving the standards of housing and the promotion of home-owner options for its mine employees;
- encourage mine employees to reside in housing of at least a Reconstruction and Development Programme (RDP) standard;
- provide education and awareness on where to access suitable houses, the benefits of home ownership, accessing bonds, paying rates and taxes, etc.;
- establish measures for improving access to basic services, specifically health care, sanitation, and water supply; and
- establish measures for improving the nutrition of the mine employees.

3.6. Health Care and Nutrition Plan

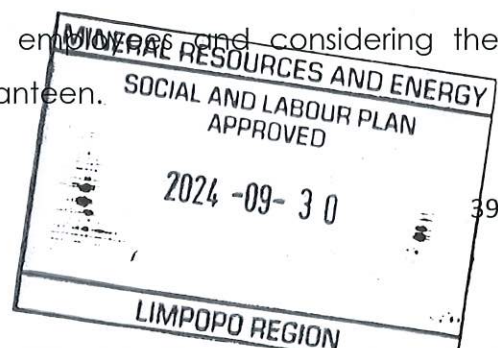
3.6.1. Regulation 46(c)(v) requires that mines must put measures in place to ensure that mine employees have adequate access to a well-balanced diet and meals. Hacra shall ensure that its contractor will assess various measures regarding the healthcare of its employees and will implement those that yield a high impact.

3.6.2. The following general measures regarding healthcare will be taken by the contractor/Hacra:

- HIV-Aids Awareness Campaigns; establishing a Voluntary Counselling and Testing (VCT) programme;
- assisting HIV positive employees, as well as Aids patients to develop and adhere to supportive diets through an HIV/Aids programme; and
- assess the quality, cost, and appropriateness of medical services available to the employees.

3.6.3. Hacra or its contractor shall assess the following general measures regarding nutrition:

- creating awareness around the importance of a balanced diet and what healthy eating is; and
- assessing the nutritional intake of employees and considering the feasibility of opening a subsidized canteen.



4. Section 4: Downscaling and Retrenchment Management Programme

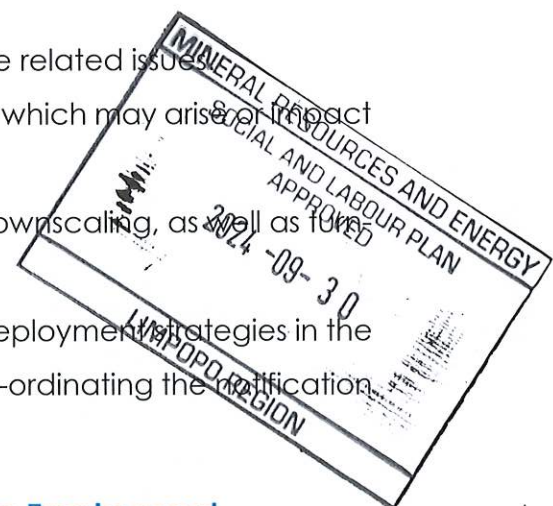
Hacra's intention is to abide by the guidelines as set out in the Labour Relations Act, 1995 ("the LRA") and section 52 of the MPRDA, read with Regulation 73A under the MPRDA Regulations, in so far as these provisions are applicable to it, in light of the fact that it shall adopt an outsourced mining model. The relevant authorities and any mine employees who may be affected by any future retrenchments will be notified in accordance with legislative requirements.

Negotiations regarding retrenchment packages will be conducted in accordance with applicable legislation. In addition, provisions for downscaling and retrenchment will be finalized in the Future Forum as and when the need arises.

4.1. Establishment of a Future Forum

4.1.1. Hacra will establish a Future Forum within 3 months after the commencement of income generating mining activities. This Forum will include management representatives as well as representatives of the contractor and the contractor's employees and will serve to promote ongoing consultation between the employees and the employer. The following functions are envisaged for the Future Forum:

- generate awareness of the Social and Labour Plan and associated activities;
- act as a communication mechanism on mine related issues;
- identify solutions to problems and challenges which may arise or impact on operations;
- discuss issues related to retrenchment and downscaling, as well as future around strategies; and
- develop and implement prevention and redeployment strategies in the management of retrenchments as well as co-ordinating the notification process.



4.2. Mechanism to Save Jobs and Avoid a Decline in Employment

4.2.1. Towards the end of the life of mine, Hacra (and/or the appointed contractor) will need to undergo measures of downscaling and/or retrenchment. The

contractor, in consultation with Hacra, shall therefore develop and implement turnaround strategies and mechanisms to save jobs, prevent unemployment and avoid downscaling. This will be done through:

- seeking to prevent retrenchments from taking place, where possible;
- utilising the Future Forum to identify strategies to prolong the life of mine or avoid retrenchments and downscaling;
- consulting with the Department of Labour ("**DoL**"), the DMRE, and surrounding mining companies to assess any potential opportunities to mitigate the effects of retrenchment or closure;
- following the consultation process in terms of Section 52 (1) of the MPRDA;
- implementing the process in terms of Section 189 of the LRA;
- notification to the Minerals and Mining Development Board – the notification process to the Board in terms of Section 52 (1) (a) of the MPRDA; and
- complying with Ministerial Directive – compliance with the Minister's directive and confirming how corrective measures will be taken.

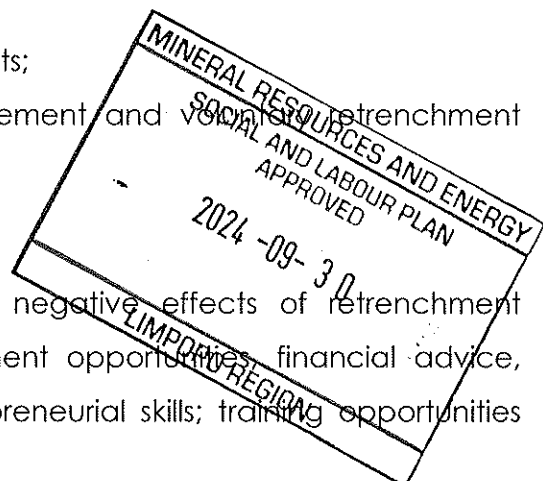
4.2.2. As mentioned above, the consultation process which is to be followed regarding saving jobs, avoiding job losses and a decline in employment will be managed by the appointed contractor, in consultation with Hacra, in accordance with the provisions of Sections 189 and 189A of the Labour Relations Act (66 of 1995) as amended. In this regard the following will apply:

- the LRA prescribes a 60-day consultation process;

4.2.3. Regarding the Section 189 and 189(A) requirements, the appointed contractor may need to enter into an agreement with unions representing the workforce that specifically addresses the following:

- prevention of forced retrenchments;
- voluntary separations (early retirement and voluntary retrenchment packages); and
- redeployment of employees;

4.2.4. Company assistance to alleviate the negative effects of retrenchment includes: pursuing alternative employment opportunities; financial advice, counselling services; provision of entrepreneurial skills; training opportunities

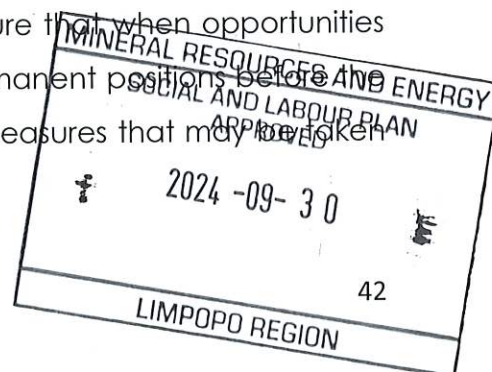


including re-skilling; assistance with continuing medical care; and Recall of retrenched employees, if required by Hacra.

- 4.2.5. The government authorities will be given notice of the timeframe for the closure or downscaling process in accordance with Section 52(1) (a) of the MPRDA). The authorities will be notified, and on-going consultation and Social Plan through the Future Forum structure will continue. Regular progress reports will subsequently be distributed to the necessary departments. Compliance to the Board's directive will be adhered to in order to meet the corrective measures stipulated by the Board.

4.3. Mechanisms to Provide Alternative Solutions and Procedures for Creating Job Security where Job Losses cannot be Avoided

- 4.3.1. When Hacra nears the end of its life of mine or the prevailing economic conditions result in early mine closure, an appropriate retrenchment proposal will be formulated in consultation with the relevant parties and finalized 60 days before this eventuality.
- 4.3.2. This phase will be implemented in partnership with the DoL and CCMA and the representative unions. Affected employees will be assisted to increase their chances of re-employment through the methods referred to hereunder. During this phase, Hacra (and/or its appointed contractor) will regularly communicate with the Future Forum to direct the retrenchment process and identify a Job Advice Centre, which will provide counselling and support to employees in locating alternative employment, e.g. through the formulating of employee CVs, interaction mechanisms with potential employers, interview strategies, etc.
- 4.3.3. Names of employees whose positions become redundant (the "affected employees") will, as from the date of redundancy, be placed on the Human Resources database for twelve (12) months. The main purpose for the creation of the database of affected employees is to ensure that when opportunities arise, people on the list will be considered for permanent positions before the employment of external candidates. Additional measures that may be taken include, amongst others:



- assistance, prior to the retrenchment date, with retraining, portable skills training and other courses to enhance further employment practices;
- assistance in accessing available and suitable jobs with other local mines or companies, such as the neighbouring mines;
- informing neighbouring mines of the retrenchment process and ascertaining any job vacancies in existence;
- assistance with accessing outplacement and/or career transition counselling from relevant consultancies or job advice centres in the community;
- assistance with completing job applications and other relevant forms;
- financial planning advice, as well as advice and support, in accessing pension/provident fund pay-outs and UIF claims, or other state assistance; and
- personal counselling for individuals and groups to be able to deal with the trauma associated with retrenchment. This will be extended to both retrenched employees and those left behind.

4.4. Mechanisms to Ameliorate the Social and Economic Impact on Individuals, Regions and Economies where Retrenchment or Closure of Hacra is Certain

4.4.1. A Social Closure Plan will be formulated 5 years before planned closure, and will consist of the following:

- undertaking a Socio-economic Baseline Survey to determine the social dynamics between Hacra and the affected regions, the workforce and the affected local municipalities;
- predicting the likely socio-economic impact on employee households, communities and the region;
- identifying critical issues affecting the on-going sustainability of employees and communities during closure, by means of a detailed consultation process;
- identification of alternative livelihood and socio-economic development opportunities and projects which may become sustainable over the long term;
- mitigating and managing the adverse impacts of closure; and



well as the budgetary commitments made through the operating costs associated with the mine and implementation of the overall business plan.

Table 19: Summary Breakdown of Human Resources Development Budget

HRD Programme	2020	2021	2022	2023	2024	Total SLP Budget
External AET Training	R48 000	R48 000	R48 000	R48 000	R48 000	R 240 000
External Portable and Core Business Skills Training	R40 000	R40 000	R40 000	R40 000	R80 000	R240 000
Learnerships (External)	R0	R390 000	R390 000	R390 000	R260 000	R1 430 000
Bursaries (external)	R0	R 480 300	R 480 300	R 480 300	R360 300	R1 801 200
Total	R88 000	R958 300	R958 300	R958 300	R748 300	R3 711 200

Financial Provision on Local Economic Development Programmes Regulation 46(E) (2)

The following table presents a summary of the budget for Local Economic Development.

Table 20: Summary of Financial Provision on Local Economic Development Programmes

Local Economic Development Programme	2020	2021	2022	2023	2024	Total budget
1.2km road upgrade	R2 000 000	R2 000 000	R1 363 712.34	R1 000 000	R1 000 000	R7 363 712.34
Total	R2 000 000	R2 000 000	R1 363 712.34	R1 000 000	R1 000 000	R7 363 712.34

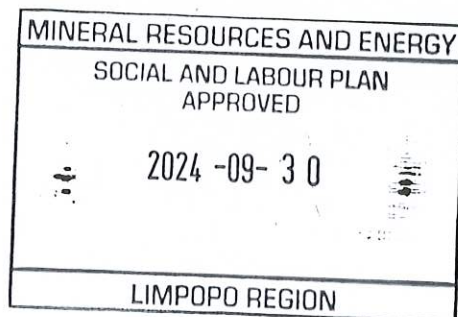


**Financial Provision for the Management of Downscaling and Retrenchment Regulation
46 (e) (iii)**

The investment in HRD Programmes and the facilitation of training during the life of Hacra is intended to support the acquisition of skills that will ensure employability of the workforce beyond the life of the mine.

Table 21: Summary of Financial Provision on Downscaling and Retrenchment Programmes

Downscaling and Retrenchment	2020	2021	2022	2023	2024	Total
Downscaling and Retrenchment Programmes (Estimates)	R2 845 840	R2 845 840	R2 845 840	R2 845 840	R2 845 840	R14 229 200
Total	R2 845 840	R2 845 840	R2 845 840	R2 845 840	R2 845 840	R14 229 200



Section 6: Undertaking

I, **Albert Jordaan** the undersigned and duly authorised thereto by **Hacra Mining and Exploration Proprietary Limited** to adhere to the information, requirements, commitments, and conditions as set out in the **Hacra Social and Labour Plan**.

Signed at **Roodepoort** on this 13th day of **September 2024**

Signature of responsible person _____

Designation Director

Approved

Signed at _____ on this _____ day of _____ 20

Signature _____

Designation _____

