



**Delivering
on our
purpose**

ASMRGR

**Approach to Sustainability
Management Report and
GRI Report**

For the year ended
30 June 2026



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Impala Rustenburg, Styldrift shaft

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- Direct access to all our reports available on release
- Our website has detailed investor, sustainability and business information



<https://twitter.com/Implats>



https://www.youtube.com/channel/UCgshehA_JCYUeox71-CZw6bw/featured



<https://www.linkedin.com/company/impala-platinum/>



<https://www.facebook.com/implats/>

How to navigate this report

For easy navigation and cross-referencing, we have included the following icons within this report:



Information available on our website www.implats.co.za



Information available elsewhere in this report

Our 2026 reporting suite

Implats is committed to maintaining stakeholder trust through high-quality, transparent and relevant reporting. Our 2026 reporting suite is designed to meet the diverse information needs of our stakeholders, with a particular focus on providers of financial capital.

The annual integrated report is our primary communication to financial capital providers. It explains how Implats creates, preserves or erodes value over time and reflects our commitment to integrated thinking and alignment with evolving reporting standards.

	Report	Purpose	Primary audience	Assurance level	Frameworks and standards	
Dynamic and double materiality The financial significance of environmental, social, and governance (ESG) issues is not static; it changes over time. Double materiality considers Implats from two angles: how the world affects us (financial materiality) and how we affect the world (impact materiality). Impact and financial materiality disclosures overlap when information about our most significant impacts is necessary to understand sustainability related risks and opportunities.	Annual integrated report	Explains how Implats creates, preserves or erodes value in the short, medium and long term, and includes material information about sustainability related risks and opportunities that could reasonably be expected to affect our prospects.	Providers of financial capital (investors, lenders and creditors), as well as shareholders and other stakeholders seeking information on factors affecting the Group's long-term value creation, governance, remuneration, accountability and shareholder participation in governance matters.	Internal reviews/ combined assurance	- King V™** - Integrated Reporting Framework - IFRS IASB and ISSB Standards - JSE Listings Requirements - JSE Sustainability and Climate Disclosure Guidance	
	Audited annual financial statements	Provides detailed financial performance, position and cash flow information to support resource allocation decisions.		External assurance	- IFRS Accounting Standards - Companies Act of South Africa No. 71 of 2008 - JSE Listings Requirements	
	Mineral Resource and Mineral Reserve Statement	Offers updated estimates and reconciliations of Group Mineral Resources and Mineral Reserves.		Internal reviews and external assurance	- The South African Code for the Reporting of Exploration Results, Mineral Resources and Mineral Reserves, SAMREC Code (2016) - Section 14.10 of the JSE Listings Requirements	
	Remuneration report	Provides insight into remuneration philosophy, policy and practices for executives and employees.		Internal reviews/ combined assurance	- JSE Listings Requirements - King V - Companies Act of South Africa No. 71 of 2008	
	Notice to shareholders	Provides details of the annual general meeting, including the business to be conducted and proposed resolutions. It enables transparent governance, informed shareholder participation and effective engagement.		Internal reviews/ combined assurance	- JSE Listings Requirements - King V - Companies Act of South Africa No. 71 of 2008	
	King V report	Provides stakeholders with information to assess how Implats applies the King V principles and recommended practices and how these contribute to the realisation of the King V governance outcomes.		Internal reviews/ combined assurance	- King V - JSE Listings Requirements	
	Tax transparency and economic contribution report	Discloses tax practices, estimates and contributions across jurisdictions, promoting transparency, responsible tax conduct and highlighting Implats' socioeconomic contributions.		Internal reviews/ combined assurance	- GRI - UN Sustainable Development Goals - IFRS Accounting Standards	
Double materiality	Environmental, social and governance report	Presents a comprehensive view of our social, environmental and governance performance and impacts. The report further details climate-related risks, opportunities and disclosures aligned with global benchmarks. Serves as a supplement to the ESG report, outlining Implats' sustainable development governance and management practices, including disclosures aligned with the GRI Standards and referenced in the GRI content index.	All stakeholders interested in understanding Implats' most significant environmental, social and governance impacts, risks and opportunities.	Internal reviews/ combined assurance.	- GRI - JSE Sustainability and Climate Disclosure Guidance - International Council on Mining and Metals - United Nations Global Compact - UN Sustainable Development Goals - Carbon Disclosure Project - IFRS S2 Climate-related Disclosures - European Financial Reporting Advisory Group - European Sustainability Reporting Standards and other voluntary codes	
	Approach to sustainability management report and GRI report			Limited external assurance over specific data.		

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About this report

This report serves as a supplementary disclosure to the Implats environmental, social and governance (ESG) report, providing a focused overview of the Group's governance and management practices related to sustainable development. It is designed to enhance transparency and accountability by detailing how sustainability is embedded across our operations and decision-making processes.

A key component of this report is the GRI index, which provides a comprehensive mapping of our ESG disclosures. This index enables stakeholders to locate specific information related to our economic, environmental and social impacts, reinforcing our commitment to sustainable development and responsible corporate citizenship.

The report includes disclosures aligned with the Global Reporting Initiative (GRI) Standards, as referenced in the GRI content index, and is structured to help stakeholders understand our sustainability performance. In particular, it features our management approach to sustainability, which outlines our strategic response to ESG topics.

The report also includes a high-level mapping of our disclosure against the SASB Metals & Mining Standard (Version 2023-12), as well as our efforts in support of the United Nations Sustainable Development Goals (UNSDGs) and the United Nations Global Compact (UNGC) principles for responsible business practice.



Impala Rustenburg, clean water dam

Who we are and where we operate

Implats is a leading, fully integrated platinum group metals (PGM) producer. The Group is structured around six mining operations, refining and processing facilities and a refining business, Impala Refining Services (IRS). Implats operates across three of the world's most significant PGM-bearing orebodies: the Bushveld Complex in South Africa, the Great Dyke in Zimbabwe and the Canadian Shield. Its portfolio includes Impala Rustenburg, Zimplats, Marula, Impala Canada, Mimosa and Two Rivers.

Contributing approximately 20% to global primary PGM production annually, our nearly 68 000 people (employees and contractors at managed operations) form the cornerstone of our business. Guided by our core values – respect, care and deliver – we cultivate a culture rooted in teamwork and accountability.

Implats holds total attributable PGM resources of 308.7 million ounces. Our products are exported to many sectors in diverse markets, including Japan, China, the US and Europe, where they are integral to industrial, medical and electronic applications, supporting a cleaner, greener world.

Implats' primary listing is on the JSE in South Africa, and it has a secondary listing on South Africa's A2X and maintains a level one American Depositary Receipt programme in the US.

At 30 June 2026, our major shareholders included the Public Investment Corporation (PIC) (14.57%), The Vanguard Group, Inc. (4.41%) and Ninety One SA (Pty) Ltd (4.07%), with the remainder of the stock held by various public and non-public shareholders.

Six mining operations

Operational details, including each operation's strategic focus and key performance areas, outlook, value drivers, risks, value-added statement, stakeholder interests, and five-year trend graphs are contained in the integrated report.

Operational key statistics

Detailed operational statistics tables are available on our website ( www.implats.co.za).



Styldrift shaft, Impala Rustenburg

South Africa



Zimbabwe



Canada



▼ Our ESG governance

Impala Rustenburg

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Governance of sustainability-related matters



The board comprises individuals who possess the right balance of skills and experience to make a meaningful contribution to the business and fulfil our vision and purpose. Guided by the Group company secretary and the board charter, as well as policies governing board nomination and appointment, board diversity, board evaluation and conflicts of interest, the board regularly reviews its performance, composition and committee terms of reference to strengthen its effectiveness. Our board committees consist of a majority of independent non-executive directors who are cognisant of sustainability-related risks and opportunities and seek to support our efforts to mitigate negative impacts while pursuing initiatives to create a better future for all stakeholders.

The STR and HSE committees oversee sustainability-related matters as outlined in our ESG framework. To ensure integrated thinking across the STR and HSE committees, the chairman of each committee is also a member of the other committee. Both committees continue to prioritise developing measurable ESG targets as the Group works towards its long-term goals.

The Group's safety performance remains a focus for the board and its committees. Every year, the chairman of the HSE and members of the committee conduct site visits and safety audits at managed operations. A special HSE committee meeting is held quarterly to focus on fatal and high-potential incidents. Learnings are shared with the goal of eliminating fatal and high-potential incidents.

Executive-level responsibility for sustainable development

Sustainable development remains the responsibility of the Exco. The Group executive for sustainable development is responsible for developing the ESG/sustainability strategy, reviewing performance in terms of the Group's

non-financial indicators, and for the Group's environmental performance. There are also Group executives for safety and health, people management (including stakeholder engagement and social performance) and risk.

Sustainability and executive remuneration

Implats incorporates ESG-specific performance indicators into the executive-level balanced scorecards to drive greater accountability on ESG. There are three ESG performance indicators in the Group's executive long-term incentive plans (LTIP), with two performance indicators in the executives' short-term incentive (STI) scheme. These key performance indicators relate to:

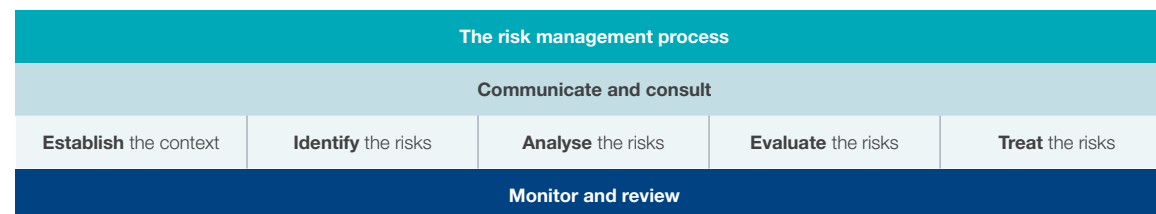
- Safety (STI)
- Reduction in GHGs from Group operations (LTIP)
- Women representation in management levels across the Group (LTIP)
- Percentage of water recycled/reused (LTIP)
- Labour turnover of critical skills (STI).

These are in addition to the balanced scorecards applicable to the CEO, CFO and Group executive: people. Further information on these can be found in our [ESG report](#).

All of these indicators form part of the Group's independent non-financial assurance audit scope. The executive STI also includes a fatality modifier to moderate bonus outcomes given the importance of safety to our business. See our Group remuneration report and annual integrated report for further details.

Risk management

The board and ARC are responsible for establishing the risk management process and internal controls systems, and for setting the criteria regarding risk appetite, risk tolerance and effective communication regarding all risk matters (Group risk management framework).



Upholding business ethics

Implats fosters an ethics-driven culture as a cornerstone of sound governance.

The board sets the tone by establishing standards, policies, and strategic direction for ethics across the organisation. Its NGE and ARC committees oversee the approval of codes of conduct and ethics policies, and monitor key focus areas and ethical outcomes. In line with our board charter, all board meetings begin with declarations of interest. Employees, contractors and non-executive directors are also required to annually disclose any potential conflicts of interest via an electronic system.

Codes of conduct and ethical standards

We maintain zero tolerance for unethical behaviour and are committed to managing material ethics risks. Our approach ensures that employees and relevant partners act with integrity, respect and care for colleagues, communities and stakeholders, while complying with the laws of the countries in which we operate.

Our code of ethics, anti-bribery and anti-corruption (ABAC) policy, and related governance policies are publicly available on our [website](#). These are communicated to directors, employees, contractors and business partners through our contracting processes, induction programmes and ongoing

awareness campaigns. The board and its committees review and approve these policies every three years to ensure alignment with evolving best practices and market expectations.

The ABAC policy complements our code of ethics and clearly prohibits the giving or receiving of bribes, as well as any facilitation of such actions on behalf of the Group. It also strictly forbids political donations of any kind. Details of our payments to host governments and financial controls are disclosed in our tax transparency and economic contribution report, as well as our annual integrated report – both available on our [website](#).

Whistleblowing

Our fraud, corruption and whistleblowing policy demonstrates our commitment to shaping an environment that encourages ethical behaviour, informed by our values and our respect for open and honest communication. Implats does not tolerate any form of retribution or victimisation against those who speak out against ethics violations. We adhere to section 159 of the Companies Act on whistleblower protection and have mechanisms in place to ensure whistleblowers are protected.

All reported allegations are investigated by the Group forensics function, supported by site-based internal auditors as well as independent consultants where requested. They assess and track management actions in response to confirmed findings, as

recorded in forensic audit reports. The ARC and board chairman oversee all whistleblowing reports, follow-ups and close-outs.

Toll-free ethics whistleblower channels (independently managed and available to all employees and external stakeholders):

South Africa: 0800 005 314

Zimbabwe*: 0772 161 603/ 0718 267 886

Canada*: 1-866-921-6714 (toll free) or email impalacanada@integritycounts.ca

Toll-free HBV hotline

South Africa: 0800 204 069

* Zimbabwe and Canada do not have separate HBV hotlines. The operations in both countries utilise the South Africa HBV hotline.

Responsible sourcing

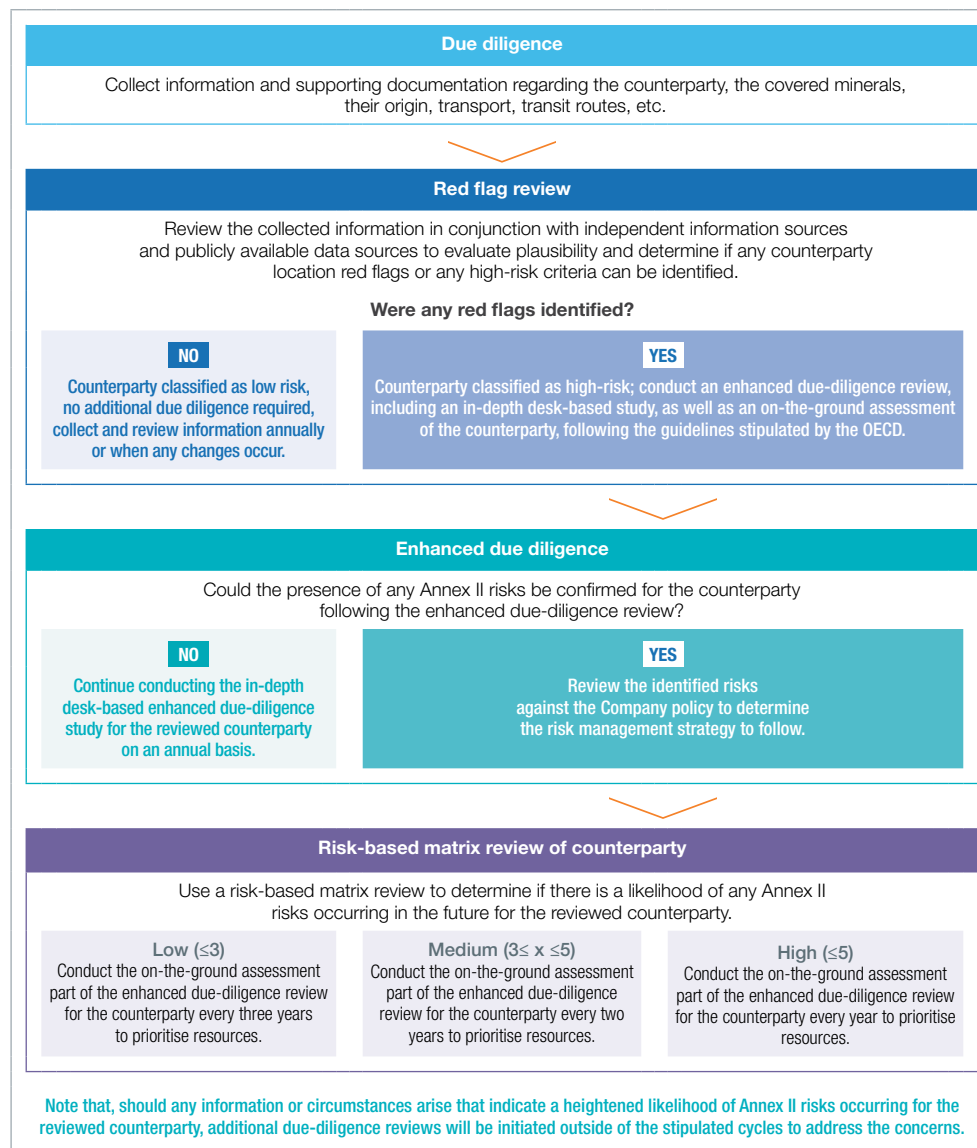
Implats conducts comprehensive due diligence and on-the-ground audits to identify and mitigate Organisation for Economic Co-operation and Development (OECD) Annex II risks, including human rights abuses, money laundering and fraudulent misrepresentation of mineral origin. Our due-diligence process mitigates against risks associated with conflict-affected and high-risk areas.



Security personnel at Marula

Upholding business ethics continued

Simplified due-diligence process



Working with our suppliers at Impala Rustenburg

Stakeholder engagement

Creating sustainable value requires the Group to respond effectively to the legitimate needs and concerns of our stakeholders. Consistent, proactive and meaningful engagement with key stakeholders is essential to fulfilling our purpose and unlocking opportunities for maximum impact.

Key success measures of effective stakeholder engagement



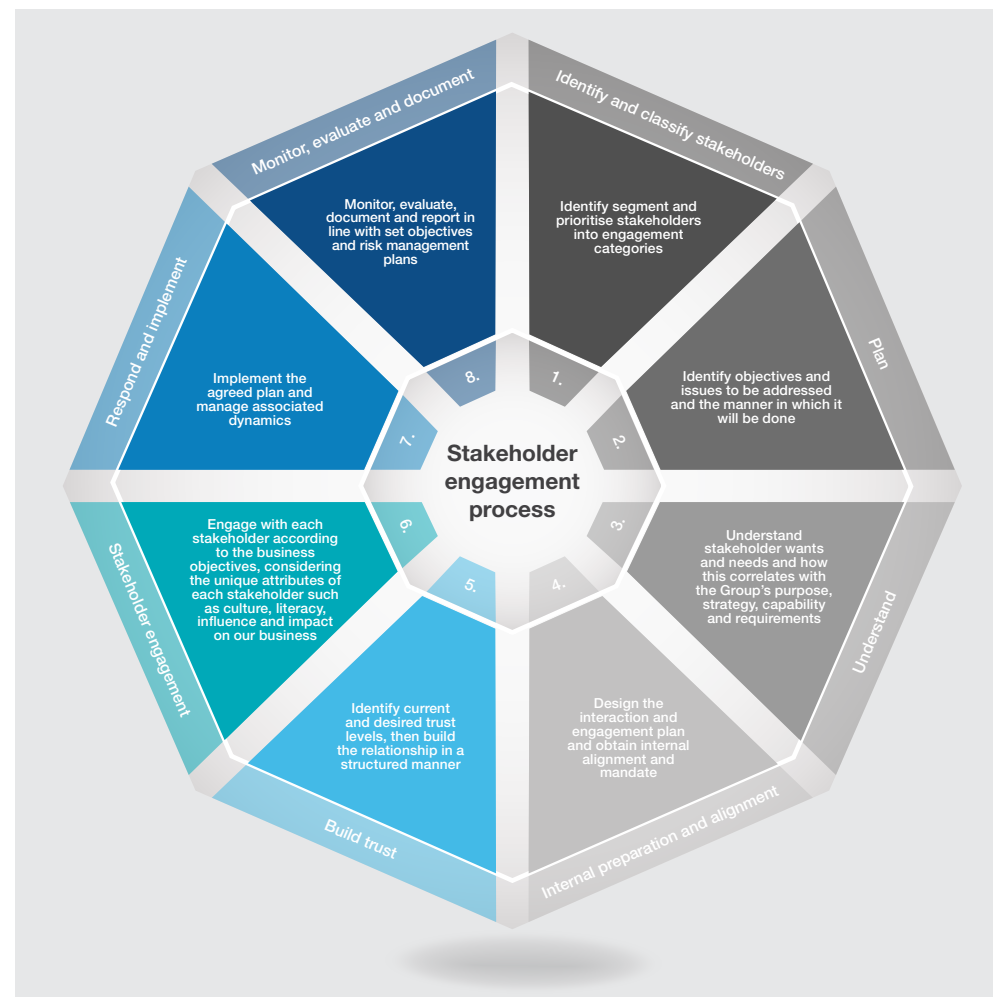
A Group-wide, eight-stage stakeholder engagement model ensures a proactive and integrated approach to stakeholder management.

Implats' stakeholder engagement model is supplemented by a detailed stakeholder engagement handbook. The Group head for stakeholder relations assists operations to monitor and manage stakeholder engagement activities, and the stakeholder engagement function has a direct reporting line to each operation's CEO. A module on stakeholder engagement is included in our leadership development programmes to enhance management capability.

We have established a centralised, Group-wide stakeholder complaints and grievance management mechanism for our employees and communities. This platform includes a reporting framework, a grievance hotline, a central email, site logbooks, site-specific engagement forums and stakeholder liaison contacts.

At board level, stakeholder engagement oversight is provided by the STR committee.

Our key stakeholders



Stakeholder engagement continued

Our engagement philosophy takes into account King V and the overarching AA1000 Assurance Standard principles of materiality, inclusiveness and responsiveness.

Inclusivity	Materiality	Responsiveness
Participatory approach towards every stakeholder group on which the business has an impact and/or which has an impact on the business.	Consideration of issues important to the business and stakeholders.	Implats is responsive to stakeholder issues and expectations, including stakeholder communications.
Corporate governance	Strategy	Operations
Implats integrates stakeholder engagement into its governance, structure and relevant decision-making processes.	Implats integrates stakeholder engagement into all relevant policies and/or processes for strategy development.	Implats integrates stakeholder engagement into operational management and reporting systems.



Farmer community group, Zimplats

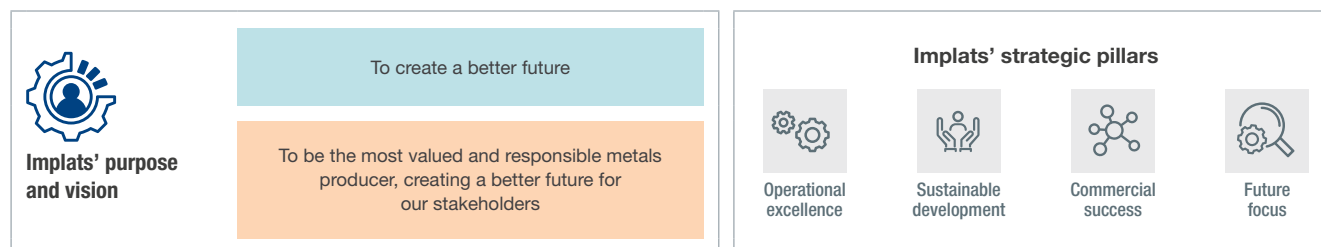
▼ Our approach to people management

Miner at Marula

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Managing our people

Our people strategy is a five-year roadmap aimed at maximising individual and team potential, enhancing organisational capacity and positioning Implants as an employer and partner of choice. Our focus areas are shaped by global human resource (HR) trends, internal risk assessments and the evolving operating environment.



People strategy



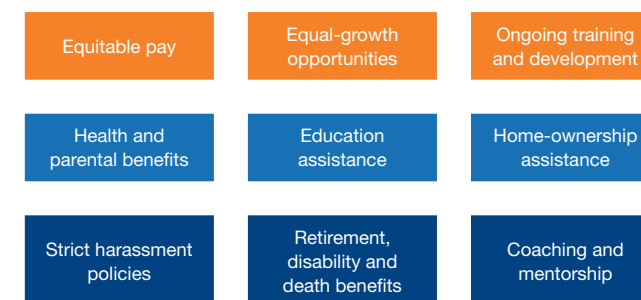
Sustainability alignment underpins the entire people strategy value chain

Our approach to people management is reviewed annually, with oversight from the STR committee, to ensure it responds to the current operating environment and associated business risks. Among others, people management includes elements such as:

- Safety, health and wellbeing
- Diversity, equity and inclusion
- Talent attraction, retention and capacity development
- Performance management, reward and recognition
- Employee relations environment
- Employee housing and living conditions.

Talent attraction, retention and capacity development

Our intention is to find and retain the right people with the right experience, skills and capabilities by offering competitive remuneration and career development opportunities. Our talent management efforts ensure our employees remain future-fit and develop their full potential. This is an integral part of our succession planning and capacity building. All relevant Group-wide policies and procedures relating to fair recruitment and people management are in place, and these, together with our practices, ensure Implants is an equitable and transparent employer. Information about the Group's employee value proposition and career paths is available on our [website](#).



Talent management process

We have a structured and continuous performance appraisal cycle that aims to foster employee growth and enhance organisational effectiveness. The process encompasses the following key stages:

- **Goal setting:** At the beginning of the fiscal year, employees set performance goals aligned with the Company's strategic objectives. Clear, measurable targets are established to drive performance
- **Mid-year review:** To track progress and maintain alignment with goals, employees meet with their line managers for mid-year reviews. These sessions act as checkpoints to assess progress against set objectives and adjust them where necessary in response to changes in the operating environment
- **Final performance review:** At the close of the fiscal year, employees participate in a final review where managers assess performance against established goals and provide constructive feedback.

Managing our people continued

Performance conversations, from executive level to junior management, are held quarterly to acknowledge and reinforce good performance, identify development needs, define mutually agreed career paths and support succession planning. Final evaluations are linked to rewards, with details of the Group's STI and executive compensation outlined in the remuneration report.

Portable skills training

Portable skills training is provided to employees identified for retrenchment, those who are permanently incapacitated, or employees approaching retirement. This programme is designed to equip participants with practical and transferable skills that support future employment opportunities or self-employment. Key training modules include entrepreneurial mindset development, business acumen, essential management skills and vocational competencies.

Diversity, equity and inclusion

We are firmly committed to creating meaningful transformation through various programmes related to employment equity, diversity, inclusion and development. Our diversity and inclusion policy outlines our expectations and we also actively develop leaders who value the diversity and unique contribution of every employee.

Gender diversity and mainstreaming

The main focus is addressing all areas where women are under-represented and closings gender gaps in retention, hiring, promotion and pay.

Transformation steering committees, as well as gender equality and women-in-mining forums across our operations, are active and play a pivotal role in shaping, implementing and tracking progress on action plans that advance the inclusion of women in mining. The Implats Group also actively supports industry-wide initiatives within our operating jurisdictions that promote gender equality, and we have assumed leadership roles in several task team projects driving this agenda forward.

Our gender commitments

- Remove all forms of direct and indirect discrimination practices and implement gender equity measures
- Develop, implement and monitor strategies to assist the advancement of women
- Accelerate the recruitment, development and promotion of women in occupations and categories where they are under-represented
- Identify and remove employment barriers to accommodate members of designated groups
- Design and implement skills development and supportive human resources programmes to empower women
- Promote transparency in employment decisions.

Employee value proposition for women

Implats aspires to be an employer of choice for women in the mining industry. We use a range of mechanisms to communicate our value proposition and to target current and prospective female employees. Our employee value proposition for women is available on our website <https://www.implats.co.za/EVP/pdf/evp-for-women.pdf>.

Employee relations

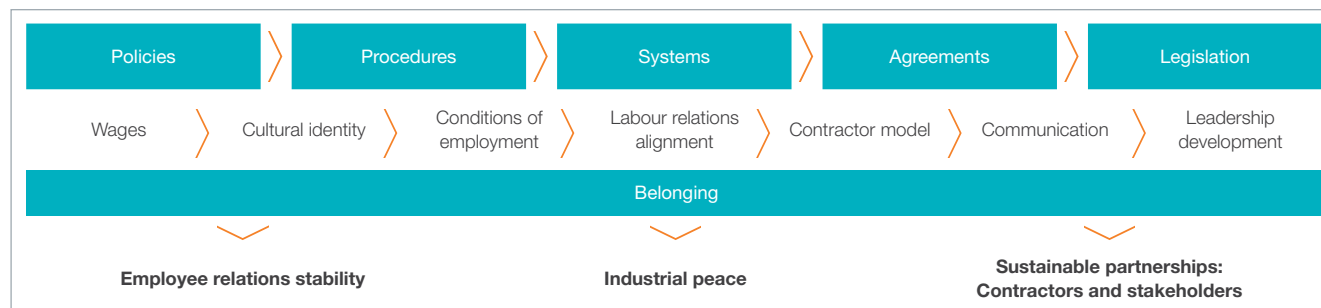
Our employees have a right to freedom of association and can join a trade union and engage in collective bargaining. Through engagements with our employees, contractors and their representative unions, we ensure that our workforce is treated with respect, and is empowered to raise concerns through direct communication with the Group's supervisory leadership, as well as through the established engagement structures relating to labour relations.



Underground at Impala Rustenburg

Managing our people continued

Our inclusive employee relations model



Accommodation and living conditions

We continue to facilitate sustainable human settlements and ensure access to decent accommodation for employees through our housing strategy and the supporting policies and standards. At executive level, our South African operations have a dedicated Group property manager whose primary role is to manage the Group's extensive property portfolio and address current and future employee housing needs. Housing forums comprising management and organised labour are also in place at all operations to assist employees in accessing housing and to proactively identify potential risks and opportunities.

At board level, the Group STR committee oversees employee housing and living conditions. Our housing projects are designed to minimise environmental impacts: all houses are equipped with solar geysers; we plant trees at all our developments; and supply boreholes to alleviate water stress on municipal sources. Our housing offering includes:

- Renting Company houses
- Renting single-accommodation at residences
- Renting family units created from converted hostels on the mine lease area

- Home ownership initiative where:
 - The employee has the opportunity to purchase a home in our integrated housing developments at cost, with the assistance of an interest-free loan from the Company ranging between 20% and 30% of house value over a 20-year period
 - The employee may purchase the Company house which he/she occupies on a rent-to-buy basis
- Private home ownership within commuting distance from place of work with employees receiving a home-ownership allowance
- Renting privately – employees receive a living-out allowance benefit to enable them to access decent accommodation for themselves.

Integrated communities created through impactful housing project management

The impact of these initiatives is profound. Employees and their families now enjoy safe, modern homes, which have led to improved mental wellbeing, social stability and productivity. The inclusion of schools and clinics – and inclusion of a business hub and government precinct within the Platinum Village development – has enhanced access to education and essential services, benefiting Implats employees and the broader community.

Implats has driven these housing projects, managing the property portfolio through a dedicated Group property manager and overseeing the housing strategy at board level. The Group facilitates access to housing through a variety of schemes, including rental accommodation, home ownership, rent-to-buy options and living-out allowances. These options are tailored to meet the diverse needs of our employees.

A collaborative approach to development

The success of Implats' housing programme results from close collaboration with several key partners. Local government authorities have worked alongside Implats to deliver infrastructure and public service facilities, including schools and clinics, within the housing developments. Independent developers have partnered in constructing and delivering housing units and supporting infrastructure. Organised labour is actively engaged through housing forums at all operations, helping employees access housing and proactively identifying risks and opportunities. The Department of Basic Education has played a crucial role in building schools within housing estates, and the Impala Bafokeng Trust has also contributed, co-funding and supporting some of the schools and community amenities.

Through these collaborative efforts, Implats' housing programme continues to stand as a benchmark for the industry. Implats' purpose is to create a better future. Our housing programme demonstrates how mining companies can create lasting value for employees and communities.

Safety, health and wellbeing

Our safety, health and wellbeing strategies aim to foster an operational culture that will help us achieve our vision of zero harm.

We have Group and site-specific health, safety and wellbeing policies, procedures and standards to keep our workforce safe. The Group executive: safety and operational risk and Group head: health and medical services along with the executives who lead the operations and their management teams, develop operational strategies, policies, codes of practice and procedures to support of the overall Group strategy.

Quarterly management reports on the implementation, performance and effectiveness of our safety, health and wellbeing strategies are presented to the HSE board committee, including the progress made on mine-host community initiatives.

We support the industry safety, health and wellbeing initiatives led by the Mine Health and Safety Council and the Minerals Council of South Africa and those led by the corresponding industry bodies in Zimbabwe and Canada. Implats' representation on the different committees forms part of developing the leading mining industry safety, health and wellbeing practices in our operating jurisdictions. The Group's health, safety and wellbeing policies are available on our [website](#).

People safety

Implats' safety and operational risk strategy aims to eliminate all incidents and ensure continuous improvement on the Group's safety and risk-maturity journey. Periodic reviews of the strategy are informed by the root-cause analysis outcomes related to fatal and non-fatal incidents, including lost-time injuries, minor injuries and near-misses.

People health and wellbeing

The Group aims to improve the health and wellbeing of our people and to eradicate occupationally acquired ill health by ensuring that occupational health risks are identified and mitigated and that any occupational health issues are detected early and treated effectively.

Implats recognises that mental health and wellness is as important as physical health. Poor mental health and wellness can have adverse effects on quality of life, productivity and behaviour, and extend to high employee turnover, increased absenteeism, elevated safety and work-related accidents and instances of violence, harassment and substance abuse. Our robust mental health and wellness programmes are available to our workforce and dependents.

In addition, we recognise the importance of maintaining a good work-life balance, and offer facilities and organised clubs for popular sporting codes such as football, netball, running, cycling and fishing, where like-minded individuals can socialise and compete.

Our current health and awareness strategy for occupational and non-occupational health risks has three main pillars:

Wellness	Education	Treatment
- Annual medical screenings - Early detection of ill health - Employee assistance programmes - Immune boosting and nutritional supplements - Wellness programmes, including mental wellness.	- Chronic and lifestyle illnesses - HIV/Aids programmes - Mental health programmes - Noise-induced hearing loss (NIHL) - Smoking and alcohol - Tuberculosis (TB).	- Access to affordable healthcare - Alignment with government's chronic illness treatment programmes - Antiretroviral therapy (ART) treatment programmes - Community healthcare - Outbreak responses - Clinics, hospitals and specialist service providers.

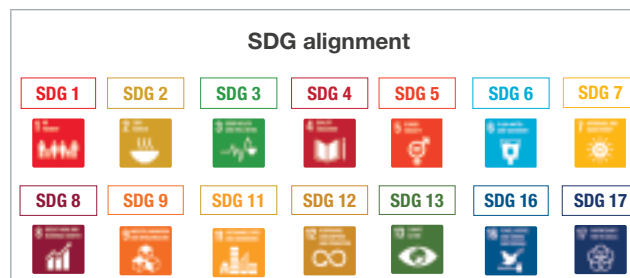
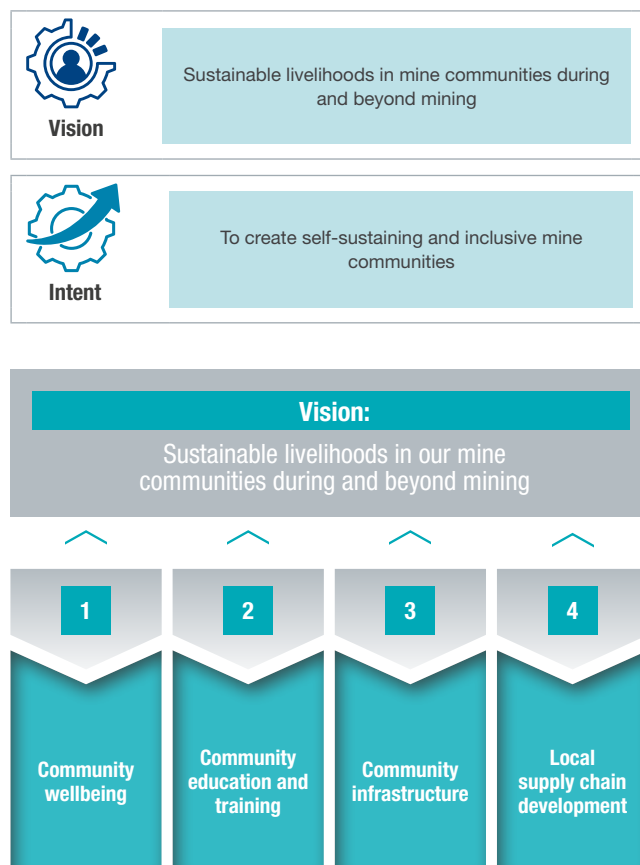


Health personnel at Marula

Our approach to sustaining livelihoods during and beyond mining

The positive social and economic contributions we make in the communities in which we operate are aimed at creating thriving, self-sustaining and inclusive mine communities.

Our vision is to enable sustainable livelihoods in our mine communities during and beyond mining. The objective of the Group's mine community social performance framework is to create measurable and positive impacts across four key focus areas: community wellbeing, education and skills development, enterprise and supplier development (ESD) and inclusive procurement, and resilient infrastructure development, with job creation a central, cross-cutting theme.



School support at Marula

▼ Our approach to environmental management

Impala Rustenburg, tailings storage facility

17 Reducing our environmental footprint

Reducing our environmental footprint

Our environmental policy commits the Group to demonstrating responsible stewardship of our natural resources and to mitigating the environmental impacts of our activities.

We are committed to:

- Ensuring full compliance with regulatory requirements
- Implementing and maintaining certification against best-practice environmental management systems (maintain ISO 14001:2015 at all managed operations except Impala Canada)
- Promoting responsible water stewardship by optimising water reuse and recycling and minimising freshwater withdrawals
- Responding to climate change risks and opportunities and promoting responsible energy management
- Minimising negative impacts on air quality
- Managing waste streams
- Promoting responsible land management and biodiversity practices.

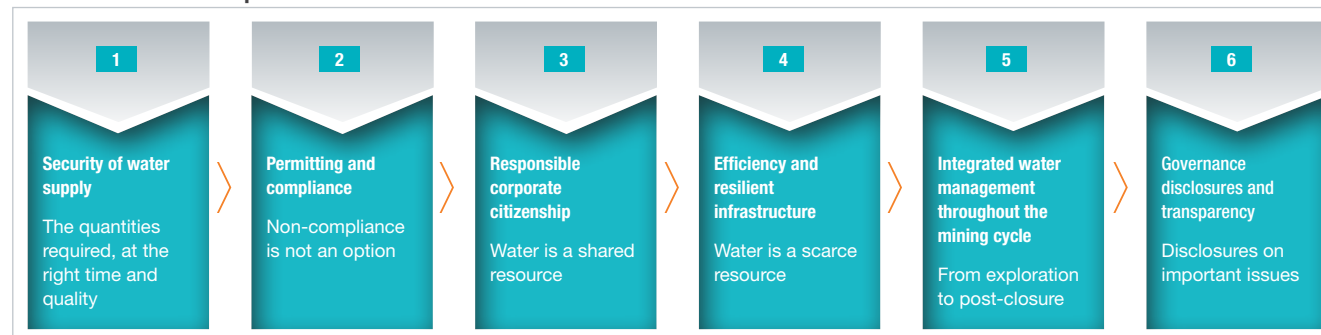
Our approach to water stewardship

Responsible water stewardship is a strategic priority. Our water stewardship framework consists of six pillars, which are aligned with global frameworks and provide guidance on managing water-related risks and associated capital allocation decisions.

Our overall commitments are:

- Strengthen water stewardship practices
- Improve water security in the catchments where we operate
- Apply strong and transparent corporate water governance
- Integrate water considerations in business planning and design of new projects and mines.

Our water stewardship framework



Our approach to air quality

Air emissions have the potential to impact air quality at any stage of our mining process. Over and above GHGs, we monitor and manage the emission of sulphur dioxide (SO₂) and particulates from our operations, as well as dust from tailings dams and stockpiles. We also record nitrogen oxide (NOx) emissions associated with our smelter operations, electricity consumption and diesel consumption.

Our overall commitments are:

- Operate within country-specific legal standards
- Strive towards international air quality standards
- Design projects and new mines to eliminate air pollution from the start
- Apply the mitigation hierarchy to reduce air pollution.

Our operations have extensive ambient air quality monitoring networks in place and measure SO₂ (Impala Rustenburg, Impala Refineries and Zimplats) and particulate matter in line with regulatory requirements and best practice.

Impala Rustenburg and Impala Refineries are located in air quality priority areas and, as such, are mandated to establish air quality management plans to achieve and maintain compliance with ambient air quality standards. As part of our activities related to complying with the National Environmental Management Air Quality Act (NEMAQA) (Act No 39 of 2004), our South African operations report all air emissions (listed activities and/or mining activities) on the National Air Emissions Inventory System by

March of every year. Implats records all air quality incidents and complaints, and develops appropriate mitigation and corrective measures.

Our approach to managing mineral waste

Our Group tailings management standard is aligned with the Global Industry Standard on Tailings Management (GISTM). A Group tailings management policy is in place, as is a Group-wide goal to achieve full conformance with the GISTM by June 2028.

Implats has 13 tailings storage facilities (TSFs) at Group-owned/managed operations, of which 10 are active. All our TSFs, except for Impala Canada's West facility, are upstream, raised, hydraulic-deposition, ring-dyke structures.

Upstream tailings dams are built progressively 'upstream' of the starter dam, by incorporating tailings materials into the dam for support through the controlled deposition, or spigotting of tailings. Upstream tailings dams have been built for over a hundred years and are best suited for arid climates and aseismic regions like southern Africa. Surface water is drained from the Implats TSFs through central decant structures and it drains in and under the tailings mass. The drained water is then recycled back to the operations for use within the milling and concentrating unit operations. Further technical details regarding our tailings facilities can be found on our [www.Implats.com](#) website.

Reducing our environmental footprint continued

Our approach to managing non-mineral waste

Incorporating the principles of the circular economy is increasingly part of our environmental approach, which includes waste management, with similar thinking being embedded across other dimensions of our environmental stewardship.

Our overall commitments are:

- Apply the mitigation hierarchy (prevention, reuse, recycle, recovery and disposal) to minimise the waste we produce
- Implement waste projects that do not create additional environmental impacts
- Actively pursue partnerships in our communities to increase recycling of non-mineral waste and drive economic development, during operations and post-closure
- Design projects and new mines to eliminate waste from the start

We continue to define initiatives to eliminate, reduce, recover, reuse and recycle waste and to engage independent, specialised third-party waste service providers to find innovative new ways to decrease the amount of waste sent to landfill.

Our South African operations focus on retaining their waste licences by ensuring compliance with statutory requirements and site-specific conditions. We have waste licences in place for Impala Rustenburg (landfill site and salvage yard) and for the salvage yards at our Marula and Impala Refineries operations. These operations undertake annual external compliance audits. Zimplats has a valid waste licence, issued by the environmental authorities for storage and disposal of waste generated by mining and processing operations.

At Impala Canada, the general and domestic waste generated is disposed of at the on-site landfill. An approved contractor transports waste material such as hazardous waste, recyclable waste and septic waste off-site to an approved facility. We use a formalised system for tracking and reporting off-site waste disposal and recycling streams, with waste reporting requirements aligned to those of the Group.

Our approach to mine closure and rehabilitation

Our efforts around mine closure and rehabilitation continue to focus on ensuring a sustainable post-mining legacy from the project planning phase onwards, working with our stakeholders to address social impacts, managing our financial liabilities and rehabilitating the land around our operations when operations cease. Conducting concurrent rehabilitation ensures that we reduce the end-of-life closure liability.

Our overall commitments are:

- Integrate closure objectives into the planning and design of projects and new mines
- Implement measures at closure to afford economic opportunities for stakeholders and address closure-related environmental and social aspects
- Provide sufficient financial provisions to enable agreed closure and post-closure commitments
- Rehabilitate all impacted land concurrently.

All our mining operations have closure plans in place, which are reviewed annually. The assessments are based on identified closure risks at each operation and developing a mitigation plan

over the remaining life of operation. Responsibility for financial provisioning lies with the Group CFO and our HSE committee oversees our approach and performance in managing these impacts.

Our approach to biodiversity

Our operations implement initiatives to reduce the loss of biodiversity, habitats and ecosystems. We ascertain the biodiversity impacts of our mining operations through environmental authorisation processes and manage these according to site-specific biodiversity management plans and standards.

Our overall commitments are:

- Implement the mitigation hierarchy to manage risks and impacts to biodiversity and ecosystems
- Neither explore nor develop new mines in World Heritage sites
- Respect legally designated protected areas
- Design and operate any new operations or changes to existing operations to be compatible with the value for which such areas were designated.

Reducing our environmental footprint continued

In South Africa, we monitor and measure performance against a formal biodiversity management plan, which is informed by the Mining and Biodiversity Guideline developed by the South African National Biodiversity Institute. The plan includes terrestrial and aquatic biodiversity monitoring programmes. Our annual biodiversity monitoring programmes are undertaken by external biodiversity specialists (scientists registered with the South African Council for Natural Scientific Professionals). The programmes are not only designed to monitor and provide reactive commentary, but also to provide recommendations for remediating poor performing areas. This monitoring is done via landscape function analysis, which is performed annually at all rehabilitated opencast pits.

Impala Refineries' operations are near the Blesbokspruit, a designated Ramsar Convention Wetlands of International Importance. Although our operation does not have any direct impact on the wetlands, it continues to partner in environmental education and conservation initiatives in the area.

At Zimplats, biodiversity management plans derived from the environmental impact assessments (EIAs) continue to form the basis of its actions to mitigate any negative impacts on biodiversity. The mine lease area includes a 276ha section of land within the Ngezi Recreational Park's boundary. Our rehabilitation and mine closure activities comply with the conditions outlined by the Ministry of Environment in the lease agreement regarding the protection and restoration of biodiversity in the lease area.

Comprehensive environmental monitoring is carried out by Impala Canada in accordance with federal and provincial regulatory requirements and with its relevant permits. This includes, but is not limited to, surface water and groundwater quality, sediment quality, benthic invertebrate community monitoring, fish population studies and air quality monitoring. The operation oversees water sample collection and monitoring of wildlife around the mine as part of its comprehensive biodiversity management.



Wildlife around Impala Canada

▼ Our approach to climate change, decarbonisation and responsible energy use

Solar farm, Zimplats

Our approach to climate change

The Implats board oversees the Group's response to climate change, with executive management responsible for identifying and managing climate-related risks and opportunities. The board delegates some of its authority to board sub-committees.

Health, safety and environment (HSE) committee	Nominations, governance and ethics (NGE) committee	Strategy and investment committee (SIC)	Social, transformation and remuneration (STR) committee	Audit and risk committee (ARC)
- Developing and implementing the climate change response strategy - Identifying and managing climate-related risks and opportunities - Overseeing performance against climate-related targets.	- Ensuring effective governance and board training on climate-related issues - Ensuring the board has the required mix of skills and experience to effectively govern climate-related issues.	- Ensuring the inclusion of decarbonisation projects to ensure effective capital allocation - Applying the internal carbon price in investment decision trade-offs.	- Monitoring climate-related activities that impact on stakeholder relations and the host communities in which the Group operates - Ensuring the inclusion of social performance criteria in our decarbonisation projects as part of the just transition, where appropriate - Approving climate-related key performance indicators in executive LTI schemes.	- Overseeing the risk management system and process, including climate-related risks and opportunities - Ensuring alignment of climate disclosures across Company reports - Ensuring insurance instruments adequately cover climate-related risks.

The executive team is responsible for delivering the various programmes related to climate change and provides integrated thinking and leadership across the business to ensure the Group effectively delivers on its climate action plans. Our climate action response measures are incorporated into executive LTI remuneration schemes. A GHG reduction target accounts for 12% of the executive LTI. To emphasise the importance of water frugality at our operations located in water-stressed regions of southern Africa, a water recycling/reuse LTI measure accounts for 12%.

Board expertise on climate-related topics

	Risk management	Capital allocation	Legal and regulatory compliance	Social and environmental stewardship	Business development and strategic planning
Thandi Orley	⊙	⊙	⊙	⊙	⊙
Dawn Earp	⊙	⊙	⊙		⊙
Ralph Havenstein	⊙	⊙		⊙	⊙
Mametja Moshe	⊙	⊙	⊙		⊙
Sydney Mufamadi	⊙		⊙	⊙	
Preston Speckmann	⊙	⊙	⊙	⊙	⊙
Bernard Swanepoel	⊙	⊙		⊙	⊙
Boitumelo Koshane	⊙	⊙	⊙	⊙	⊙
Lucky Kgatle	⊙	⊙		⊙	⊙
July Ndlovu	⊙	⊙		⊙	⊙

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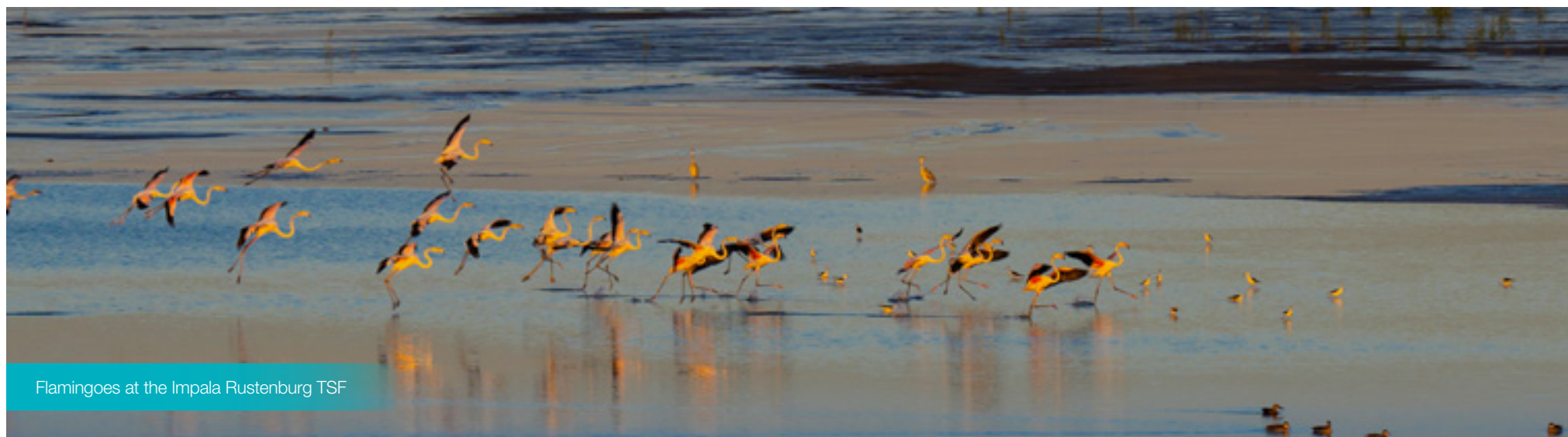
⊙ Expertise



Alien species identification, Impala Rustenburg

Our approach to climate change continued

Designation within the Company	Role	Detailed role in the management of climate change
CEO	Leading executive management team	The CEO is responsible for leading the executive team in delivering the corporate strategy, including the goals to mitigate carbon emissions, build resilience and ensure climate-related disclosures. The CEO signs off the related CDP submissions.
COO	Climate-related risks management	Supports the CEO's climate-related risk management efforts and the strategic integration of climate-change-related programmes into various business line functions.
Executive: sustainable development	Develops frameworks, strategy and monitors implementation	Accountable for the Group's overall sustainability strategy, including functional strategies such as the environmental strategy and its material thematic elements, including climate change.
Group head: sustainability	Drives responsible sourcing, interfacing with customers, investors	Reports to the Group executive: sustainable development and assists in developing and reporting on functional strategies for the Group's material sustainability thematic elements.
Group head: environmental	Execution of the environmental strategy	Reports to the Group executive: sustainable development and is responsible for driving strategic initiatives to ensure compliance with environmental regulations, facilitating the development and implementation of the Group's environmental strategy and integrating climate-related mitigation actions into the overall environmental portfolio, including water, biodiversity and integrated asset closure planning.
Group water specialist	Execution of water strategy	Reports to the Group executive: sustainable development and is responsible for ensuring strategic initiatives developed as part of the Group's robust water stewardship strategy, specifically for operations in the designated water scarce region of southern Africa, are implemented.
Business unit executives	Developing and implementing operational plans	Business unit executives are responsible for implementing policies relating to climate change, under the guidance of the corporate team. These executives are supported at operations by environmental specialists, to implement plans and monitor performance.



Flamingoes at the Impala Rustenburg TSF

Our approach to climate change continued

Implats' energy and decarbonisation policy, together with the environmental policy, guide our approach to climate change. Our human rights, water and biodiversity policies support our climate-related engagements and adaptation measures. The Group participates in climate-related advocacy through our membership of industry bodies, such as the Minerals Council South Africa, the Energy Intensive Users Group of South Africa and the Chamber of Mines in Zimbabwe. Our materiality assessment process considers matters related to climate change. We engage with our investors, customers and other stakeholders on climate-related issues through our annual ESG roadshows and *ad hoc* engagements.

Our climate-related disclosures are prepared with reference to the JSE Sustainability and Climate Disclosure Guidance, International Financial Reporting Standards (IFRS) S2 climate-related disclosures and other voluntary codes. To maintain the highest standards of data governance, we have internal and external review and assurance processes in place. Our climate-related data (combined scope 1 and 2 emissions) is prepared in line with ISO 14064-1:2018/SANS 14064-1:2021 and GHG Protocol Corporate Standards, and is assured by an independent external party as part of our non-financial data assurance process. It contains GHG emissions from our managed operations (Impala, Impala Canada, Marula and Zimplats) following the GHG Protocol Standards' operational control consolidation approach. Our operational risk assessments include elements related to our climate action, such as the integrity of our water and energy systems.

Emissions type	Scope	Definition	Examples
Direct emissions	Scope 1	Emissions from operations that are owned or controlled by the reporting company	Emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc; emissions from chemical production in owned or controlled process equipment
Indirect emissions	Scope 2	Emissions from the generation of purchased or acquired electricity, steam, heating, or cooling consumed by the reporting company	Use of purchased electricity, steam, heating, or cooling
	Scope 3	All indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions	Production of purchased products, transportation of purchased products, or use of sold products

Source: GHG Protocol Corporate Standard.

Our scope 3 accounting is prepared in line with the Corporate Value Chain (scope 3) Accounting and Reporting Standard and follows the equity share consolidation approach with respect to our investments.



Operations, Impala Rustenburg

▼ Appendices



Impala Canada

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Our contribution to the United Nations SDGs

Our activities and initiatives actively support the United Nations Sustainable Development Goals (SDGs). These goals form the foundation of our long-term value creation strategy and guide our short to medium-term priorities. The Group's contributions to these goals are detailed throughout our ESG report.

SDG 1



No poverty

We contribute to poverty alleviation by:

- Providing direct and enabling downstream, indirect employment opportunities
- Preferential procurement, which focuses on supporting and sourcing goods and services from mine community businesses
- Providing infrastructure in host communities
- Paying taxes and royalties to the state
- Offering skills training, school support, entrepreneurship initiatives and social welfare programmes that improve economic outcomes, employment prospects and general health.

Further reading on [pages 12, 64, 80 to 91, 102](#), and [116 to 121](#) of our [ESG report](#).

SDG 2



Zero hunger

We contribute to zero hunger by:

- Providing employment opportunities and ensuring employees earn a fair wage, significantly above the minimum wage
- Supporting local communities to access water for irrigation, seeds for subsistence farming, and training in agriculture and animal husbandry
- Working with social partners and governments to deliver food programmes and disaster relief efforts
- Preserving land, water and grazing resources necessary for agriculture, ensuring long-term food security.

Further reading on [pages 64, 80 to 91](#), and [116 to 121](#) of our [ESG report](#).

SDG 3



Good health and wellbeing

We play a crucial role in contributing to good health and wellbeing by:

- Providing medical services to our employees and communities
- Building clinics and hospitals in our communities
- Undertaking community wellbeing initiatives to improve community access to health and welfare services, potable water and food security programmes
- We also provide gender-based violence support, policing and emergency services support to our communities.

Further reading on [pages 38 to 43, 82 and 83](#), and [85 to 87](#) of our [ESG report](#).

SDG 4



Quality education

We contribute to quality education by:

- Offering bursaries, learnerships, internships, mentorships and skills development programmes
- Infrastructure development initiatives (building and renovating schools and allied facilities) to ensure students have access to safe and conducive learning environments
- By offering training workshops, resources and incentives for teachers to improve their skills and stay motivated.

Further reading on [pages 67 to 69, 83 to 87](#), and [126 and 127](#) of our [ESG report](#).

SDG 5



Gender equality

We promote gender equality by:

- Gender mainstreaming, diversity, management development and succession planning
- Participating in industry initiatives such as women-in-mining forums
- Setting targets for female representation in the Group
- Promoting gender safety
- Offering a fair pay policy to promote equality.

Further reading on [pages 70 and 71, 82, 86, 89, 91](#), and [116 to 125](#) of our [ESG report](#).

SDG 6



Clean water and sanitation

We have implemented various measures to ensure access to clean water and proper sanitation for employees and local communities by:

- Implementing water management systems to minimise freshwater withdrawals
- Investing in technologies and infrastructure to recycle and reuse water, reducing our overall water footprint
- Assisting community access to water
- Promoting safe hygiene and sanitation practices
- Providing decent housing and living conditions for our workforce and communities.

Further reading on [pages 44 to 46, 82, 85 to 87, 92](#), and [133 and 134](#) of our [ESG report](#).

Our contribution to the United Nations SDGs continued

SDG 7



Clean and affordable energy

We promote clean and affordable energy solutions in our operations by:

- Procuring and investing in solar photovoltaic (PV) and other renewable energy sources to reduce reliance on fossil fuel-based energy sources and lower our GHG emissions
- Implementing energy efficiency programmes to reduce GHG emissions
- Partnering with local organisations to implement sustainable energy projects
- Participating in industry forums to improve energy utilisation and advocate for clean energy policies.

Further reading on [pages 48 to 54](#), and [132 to 135](#) of our **ESG report**.

SDG 8



Decent work and economic growth

We promote decent work and economic growth by:

- Creating employment opportunities
- Providing a fair wage, substantially above the minimum wage of our operating jurisdiction
- Paying taxes and royalties to the state
- Promoting ESD
- Promoting skills development
- Providing our employees with opportunities to build wealth through our home ownership and employee share ownership schemes.

Further reading on [pages 12, 32 to 43, 64, 66 to 69, 88 to 91, 101, and 116 to 125](#) of our **ESG report**.

SDG 9



Industry, innovation and infrastructure

We enhance industry, innovation and infrastructure by:

- Continuously investing in research and development to improve mining techniques, increase efficiencies and reduce the environmental impact of operations
- Partnering with industry peers, government and academic institutions to develop technologies that use our metals to create a better future
- Implementing sustainable practices to minimise our environmental footprint, such as water and energy conservation, reclamation of mined areas, biodiversity programmes and responsible waste management.

Further reading on [pages 47 to 60, 103](#), and [132 to 137](#) of our **ESG report**.

SDG 11



Sustainable cities

We promote the goal of sustainable cities through:

- Environmental protection initiatives that reduce our environmental impacts, such as adopting renewable energy sources, energy and water efficiency programmes, circular economy initiatives and biodiversity programmes
- Active community engagement that promotes social and economic wellbeing
- Providing integrated housing for our employees and communities, which incorporates energy-saving and environmentally friendly solutions.

Further reading on [pages 74 to 76](#), and [85 to 87](#) of our **ESG report**.

SDG 12



Responsible consumption and production

We promote sustainable consumption and production through:

- Sustainable management and efficient use of natural resources
- Reducing our environmental footprint with responsible and sustainable consumption
- Investing in technology and innovation
- Protecting biodiversity
- Adopting circular economy thinking
- Reducing waste generation through prevention, reduction, recycling and reuse.

Further reading on [pages 44 to 60](#), and [109 and 110](#) of our **ESG report**.

SDG 13



Climate action

We take specific measures to reduce our impact on the environment and combat climate change by:

- Implementing sustainable mining practices
- Reducing GHG emissions
- Adopting renewable energy sources
- Minimising water and waste pollution
- Knowledge-sharing on climate risks and mitigations with stakeholders
- Investing in the restoration and conservation of ecosystems.

Further reading on [pages 48 to 54](#) of our **ESG report**.

Our contribution to the United Nations SDGs continued

SDG 16



Peace, justice and strong institutions

We promote peace, justice and strong institutions by:

- Upholding and sharing our code of ethics with stakeholders
- Increasing transparency of our business practices
- Respecting human rights
- Supporting and collaborating with industry partners, local governments, civil society organisations and other stakeholders to improve regulation of the mining industry.

Further reading on [pages 99 to 102](#), and [105 to 108](#) of our [ESG report](#).

SDG 17



Partnerships for the goals

We promote partnerships for the goals by:

- Partnering with local and international organisations to advocate for policy and to enhance governance, transparency and accountability in the mining sector
- Investing in capacity-building initiatives to strengthen local institutions and promote responsible mining practices.
- Further reading on [pages 32, 39, 55, 70, 80, 101](#), and [105 to 108](#) of our [ESG report](#).



Material handling at Impala Refineries

Our support for the UNGC principles

The UNGC is a voluntary international initiative that promotes responsible business practices in the areas of human rights, labour, the environment and anti-corruption, through adherence to 10 guiding principles.

These principles are rooted in key international instruments, including the Universal Declaration of Human Rights, the core conventions of the International Labour Organization, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption. Implants became a signatory to the UNGC in July 2008. The table below outlines how the Group has implemented each of the 10 principles.

 Human rights		
Principle 1 Businesses should support and respect the protection of international human rights within their sphere of influence.	Implants' human rights policy commits us to fully comply with applicable legislation in the regions in which we operate and implement the UNGC human rights principles. In addition, our HBV policy ensures every individual, including those who have dealings with Implants, is treated with dignity and respect. Employees are trained on human rights at induction and all contractors are expected to abide by our human rights policy and the laws of the countries in which we operate. Independently managed channels are available to anonymously report any unfair practices and human rights violations, including incidents of HBV. The Group's responsible sourcing policy ensures our PGM concentrate suppliers do not infringe on human rights at their operations. We have conducted gap analyses of our security practices against the Voluntary Principles on Security and Human Rights as part of an effort to ensure alignment.	Further reading on pages 105 to 108 of our  ESG report .
Principle 2 Businesses should make sure their corporations are not complicit in human rights abuses.	We strive to uphold this principle through our Group-wide human rights policy and code of ethics, which are compatible with the applicable legislation in our operating jurisdictions.	Further reading on pages 105 to 108 of our  ESG report .
 Labour		
Principle 3 Businesses should uphold freedom of association and the effective recognition of the right to collective bargaining.	We recognise our employees' right to collective bargaining and freedom of association, in line with relevant local labour legislation, and we foster open, honest and effective relations between management, employees and elected union representatives. We monitor our operations' labour relations, with monthly labour relations reports submitted to Exco and escalated to the board, when and if necessary.	Further reading on pages 65, 72 and 73 , and 105 of our  ESG report .
Principle 4 Businesses should uphold the elimination of all forms of forced and compulsory labour.	All our labour is sourced from the open labour market and all employees are provided with contracts in accordance with local labour legislation. They are free to resign at any time, in accordance with legal processes.	Further reading on pages 105 and 107 of our  ESG report .
Principle 5 Businesses should uphold the effective abolition of child labour.	Implants does not make use of child labour at any of its operations and has not detected any significant risks pertaining to the use of child labour. We monitor and ensure compliance with the labour legislation in the countries in which we operate.	Further reading on pages 105 and 107 of our  ESG report .
Principle 6 Businesses should uphold the elimination of discrimination in respect of employment and occupation.	We strive to eliminate discrimination in all forms and promote employment equity and diversity. Our human resource policies related to diversity, fair pay, gender equality and harassment are available on our  website.	Further reading on pages 65, 69, and 70 and 71 of our  ESG report .

Our support for the UNGC principles continued

 Environment		
Principle 7 Businesses should support a precautionary approach to environmental challenges.	Our environmental policy commits the Group to running our exploration, mining, processing and refining operations in an environmentally responsible way, ensuring the wellbeing of our stakeholders. We integrate environmental management into all aspects of the business, with the aim of achieving a sustainable and world-class environmental performance. This contribution is enhanced by the role PGMs play in transitioning to a greener economy.	Further reading on pages 30 and 31, 44 to 60, and 109 to 110 of our  ESG report.
Principle 8 Businesses should undertake initiatives to promote greater environmental responsibility.	Initiatives aimed at promoting environmental responsibility include programmes relating to: ▪ Optimising energy usage ▪ Promoting sustainable water use ▪ Reducing our atmospheric emissions ▪ Responding to climate change risks and opportunities ▪ Ensuring effective land management (including rehabilitation) and promoting biodiversity ▪ Minimising waste streams and managing tailings facilities ▪ Reducing environmental impacts.	Further reading on pages 30 and 31, 44 to 60, and 109 to 110 of our  ESG report.
Principle 9 Businesses should encourage the development and diffusion of environmentally friendly technologies.	Implats has invested in targeted fuel cell development in South Africa in collaboration with government and academic institutions to promote local technology development and develop local skills and fuel cell manufacturing and deployment. The Group has a decarbonisation and energy strategy in place, the current focus of which is incorporating renewable energy into our energy mix.	Further reading on pages 30 and 31, and 50 to 51 of our  ESG report.
 Anti-corruption		
Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.	Implats has zero tolerance towards bribery, fraud and corruption and requires employees, business partners, contractors and associates to adhere to Implats' code of ethics and fraud policy. The Group ethics policy outlines conflicts of interest, donations, gifts, and the protection of the Company's information, intellectual property and patent rights, and is clear on the disciplinary action (including dismissal or prosecution) that will be taken in the event of any contravention. An independently managed, toll-free whistleblowing hotline is in place to facilitate the confidential reporting of suspected fraud, corruption and related misconduct.	Further reading on pages 97 to 100 of our  ESG report.

Our 2026 GRI report

The tables below provide an overview of Implats' alignment with the GRI Standards, including GRI 14: Mining Sector 2024. They identify disclosure topics and metrics that may be relevant to Implats and indicate where related information is currently reported. This exercise has been undertaken to demonstrate general alignment to the GRI Standards and does not represent a formal evaluation of compliance.¹

Topic Standard	Disclosure	Notes	Reference
GRI 2: General disclosures 2021	2-1 Organisational details	Impala Platinum Holdings (Implats)	
	2-2 Entities included in the organisation's sustainability reporting		Page 2 of our ESG report 2026
	2-3 Reporting period, frequency and contact point	1 July 2025 to 30 June 2026. We welcome your feedback to ensure we cover all aspects. Go to www.implats.co.za or email investor@implats.co.za to provide your feedback.	Page 2 of our ESG report 2026
	2-4 Restatements of information	All restatements are indicated and explained in our summary performance data and performance data tables.	Pages 116 to 137 of our ESG report 2026
	2-5 External assurance		The scope of the 2026 external assurance, selected performance information and the independent statement of assurance are provided on pages 112 to 115 of our ESG report 2026
	2-6 Activities, value chain and other business relationships		Pages 10 and 11, and 23 to 26 of our ESG report 2026 Pages 13 to 18, and 35 to 37 of our annual integrated report (AIR) 2026 Website (governance and leadership)
	2-7 Employees		Pages 64, and 116 to 124 of our ESG report 2026
	2-8 Workers who are not employees	The majority of our workforce are full-time employees or supervised employees of contractors. We do not have any significant variations in employment numbers as we do not operate a seasonal business.	Pages 64, and 116 to 119 of our ESG report 2026
	2-9 Governance structure and composition		Pages 54 to 65 of our AIR 2026 Website (governance and leadership)

¹ Where specific gaps or omissions have been identified through this exercise, we have endeavoured to highlight them, although the identification of omissions has not been undertaken on a systematic basis across all disclosures.

Our 2026 GRI report continued

Topic Standard	Disclosure	Notes	Reference
GRI 2: General disclosures 2021	2-10 Nomination and selection of the highest governance body	Our nominations, governance and ethics committee are responsible for board selection.	Pages 63 and 64 of our AIR 2026
	2-11 Chair of the highest governance body	Our chairman is an independent non-executive director and chairman of the board.	Page 56 of our AIR 2026
	2-12 Role of the highest governance body in overseeing the management of impacts		A brief review of the two key board committees involved in sustainability governance issues – the STR and the HSE committees – is provided on Pages 61 and 62, and 65 of our AIR 2026 A detailed review of board committee structures is provided on pages 58 to 64 of our AIR 2026 Pages 4 to 6, 15, 30, 65, 80, and 97 of our ESG report 2026
	2-13 Delegation of responsibility for managing impacts	The STR committee, supported by the HSE committee, address ESG-related issues at board level. Risks and opportunities are presented to the board on a quarterly basis. Where the response to a topic is deemed unsatisfactory, we work with key stakeholders to redesign our approach and improve our performance.	Pages 58 to 74 of our AIR 2026 Pages 15, 30, 65, 80, and 97 of our ESG report 2026 Pages 5, and 21 to 27 of our Approach to sustainability management report and GRI report (ASMRGR) 2026
	2-14 Role of the highest governance body in sustainability reporting		Pages 61 to 63, and 65 of our AIR 2026 Page 2 of our ESG report 2026
	2-15 Conflicts of interest	Implats' code of ethics underpins the business practice to which all employees and suppliers are expected to adhere. Our fraud, corruption and whistleblowing policy outlines our approach to conflicts of interest and disciplinary action (including dismissal or prosecution) that will be taken in the event of any contravention. Further information is provided in the section on business ethics and integrity in the ESG report 2026 and the related policies can be found on our website.	Website (Implats' policies and codes) Pages 97, 99, and 100 of our ESG report 2026 Pages 5 to 6, and 29 of our ASMRGR 2026
	2-16 Communication of critical concerns	Critical concerns are reported to the board by the STR and HSE committees.	
	2-17 Collective knowledge of the highest governance body		Pages 50 to 55 of our AIR 2026 Page 21 of our ASMRGR 2026

Our 2026 GRI report continued

Topic Standard	Disclosure	Notes	Reference
GRI 2: General disclosures 2021	2-18 Evaluation of the performance of the highest governance body	The board and the sub-committees undergo an evaluation process every two years to assess their effectiveness. To drive greater ESG accountability, we have incorporated ESG-specific performance indicators into the executive-level balanced scorecards. Further details are provided in the REM report 2026.	Page 9 of our REM report 2026
	2-19 Remuneration policies		Pages 3 to 8, and 10 of our REM report 2026
	2-20 Process to determine remuneration		Pages 5 and 6, and 8 to 17 of our REM report 2026
	2-21 Annual total compensation ratio		Pages 22 to 24 of our REM report 2026
	2-22 Statement on sustainable development strategy		Pages 14 and 15 of our ESG report 2026
	2-23 Policy commitments		Website (Implats' policies and codes) Website (sustainability policies and key documents) Pages 30, 65, 80, and 97 of our ESG report 2026
	2-24 Embedding policy commitments		ESG report 2026 (throughout) Pages 5 to 23 of our ASMRGR 2026
	2-25 Processes to remediate negative impacts		Pages 23 to 26, 92 to 93, and 97 and 98 of our ESG report 2026 Pages 33 and 37 of our AIR 2026
	2-26 Mechanisms for seeking advice and raising concerns		Pages 92 to 93, and 98 of our ESG report 2026 Page 6 of our ASMRGR 2026
	2-27 Compliance with laws and regulations	Implats adheres to sound standards of corporate governance and all applicable laws. The Group has a formal risk management framework, and management actively and continuously monitors and reports on compliance. The board is guided by the principles of the Companies Act of South Africa as amended, JSE Listings Requirements, King V and all other applicable laws, standards and codes.	Pages 99 and 100 of our ESG report 2026 Pages 6 and 7 of our ASMRGR 2026

Our 2026 GRI report continued

Topic Standard	Disclosure	Notes	Reference
GRI 2: General disclosures 2021	2-28 Membership associations		Pages 16 and 101 of our ESG report 2026
	2-29 Approach to stakeholder engagement		Pages 8 and 9 of our ASMRGR 2026 Pages 23 to 26, and 92 of our ESG report 2026
	2-30 Collective bargaining agreements		Pages 65, 72, and 105 of our ESG report 2026
GRI 3: Material topics 2021	3-1 Process to determine material topics		Pages 17 and 18 of our ESG report 2026
GRI 1: Foundation 2021	3-2 List of material topics		Pages 19 to 22 of our ESG report 2026
	3-3 Management of material topics		Website (Implats' policies and codes) Website (sustainability policies and key documents) ESG report 2026 (throughout)
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed		Pages 7, 26, 28 and 30 of our tax transparency and economic contribution report (TTECR) 2026 Pages 12, 78 to 91, and 102 of our ESG report 2026
	201-2 Financial implications and other risks and opportunities due to climate change		Pages 49 to 52 of our ESG report 2026 Website (2025 CDP Corporate Questionnaire)
	201-3 Defined benefit plan obligations and other retirement plans	This is disclosed as part of the annual financial statements (AFS), available on our website.	Pages 37 to 80 of our AFS
	201-4 Financial assistance received from government	We did not receive any significant financial assistance from government during the reporting period.	

Our 2026 GRI report continued

Topic Standard	Disclosure	Notes	Reference
GRI 202: Market presence 2016	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	Implats' minimum wage is significantly higher than the national level in South Africa. There are no local minimum wages that are stipulated.	Page 70 of our  AIR 2026 Page 6 of our  REM report 2026
	202-2 Proportion of senior management hired from the local community	We provide data on historically disadvantaged South Africans (HDSAs) employed in management positions in the performance tables of our ESG report. We also provide information on employees' regions of origin across all of our countries of operation. Statistics on the proportion of senior management hired from the local community are available for specific regions on request.	Pages 64, 71, and 116 to 119 of our  ESG report 2026
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported		Pages 80 and 91 of our  ESG report 2026
	203-2 Significant indirect economic impacts		Pages 12, 80 to 91, and 102 of our  ESG report 2026 Pages 6 to 9, and 22 to 30 of our  TTECR 2026
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers		Page 91 of our  ESG report 2026
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Implementation of our anti-bribery and corruption policy is monitored by our compliance officer, while our internal audit team test our anti-corruption controls. We actively monitor and manage concerns raised via our independently managed and anonymous ethics whistleblowing hotlines across all operations. All reported allegations are investigated by our forensic audit team – supported by site-based investigators.	Page 101 of our  ESG report 2026
	205-2 Communication and training about anti-corruption policies and procedures	We deliver specific, regular and mandatory ethics training to all existing employees, officers and directors who are directly exposed to related risks. Ethics training is also included in the induction process for operational employees.	Pages 97 and 99 of our  ESG report 2026
	205-3 Confirmed incidents of corruption and actions taken		Pages 97 and 100 of our  ESG report 2026
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	During the reporting year, we were not subject to any official, regulator-related fines or other sanctions, including those related to: ▪ Fraud ▪ Insider trading ▪ Anti-competitive behaviour/anti-trust ▪ Market manipulation ▪ Malpractice ▪ Violations of other related industry laws.	Page 100 of our  ESG report 2026

Our 2026 GRI report continued

Topic Standard	Disclosure	Notes	Reference
GRI 207: Tax 2019	207-1 Approach to tax		Pages 10 and 11 of our TTECR 2026 Pages 101 and 102 of our ESG report 2026
	207-2 Tax governance, control and risk management		Pages 12 to 19 of our TTECR 2026
	207-3 Stakeholder engagement and management of concerns related to tax		Pages 20 and 21 of our TTECR 2026
	207-4 Country-by-country reporting		Pages 25 to 30 of our TTECR 2026 Page 102 of our ESG report 2026
GRI 301: Materials 2016	301-1 Materials used by weight or volume	The performance tables in our ESG report include Group-wide data on our consumption of certain resources, including electricity, diesel, petrol, coal and water. We do not currently disclose data on other input materials used in our operations, such as explosives, process chemicals, concrete, metals and lubricants.	Pages 132 and 133 of our ESG report 2026
	301-2 Recycled input materials used	Apart from recycled water, there is no recycled input identified as being material. Recycled water percentages are provided in our environment performance data tables. We continue to pursue opportunities to reuse non-mineral waste that is recycled, as an input.	Pages 45 and 46, 56 to 57, 110, 134, and 137 of our ESG report 2026
	301-3 Reclaimed products and their packaging materials	PGMs are infinitely recyclable and retain their original properties. We are not directly involved in any PGM recycling ourselves, given our existing business focus, the complex chemical and smelting infrastructure required, and the fact that the thriving PGM recycling market is dominated by a small number of large, specialised international refiners. An overview of anticipated market developments in this area is provided in our AIR 2026.	Pages 14 and 23 of our AIR 2026
GRI 103: Energy 2025	103-1 Energy policies and commitments		Website (sustainability policies and key documents) Pages 48 to 52 of our ESG report Website (2025 CDP Corporate Questionnaire)
	103-2 Energy consumption and self-generation within the organisation		Pages 53, and 132 and 133 of our ESG report 2026 Website (2025 CDP Corporate Questionnaire)
	103-3 Upstream and downstream energy consumption	Upstream and downstream energy consumption is not currently a material aspect of our energy-related impacts and therefore this disclosure is not reported.	

Our 2026 GRI report continued

Topic Standard	Disclosure	Notes	Reference
GRI 103: Energy 2025	103-4 Energy intensity		Page 53 of our  ESG report 2026
	103-5 Reduction in energy consumption		Pages 51 to 53 of our  ESG report 2026  Website (2025 CDP Corporate Questionnaire)
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource		Pages 44 to 46, 93 and 106 of our  ESG report 2026  Website (2025 CDP Corporate Questionnaire)
	303-2 Management of water discharge-related impacts		 Website (sustainability policies and key documents) Pages 44 to 46 of our  ESG report 2026  Website (2025 CDP Corporate Questionnaire)
	303-3 Water withdrawal		Pages 46 and 134 of our  ESG report 2026  Website (2025 CDP Corporate Questionnaire)
GRI 303: Water and effluents 2018	303-4 Water discharge		Pages 46 and 134 of our  ESG report 2026  Website (2025 CDP Corporate Questionnaire)
	303-5 Water consumption		Pages 45 and 46, and 133 and 134 of our  ESG report 2026  Website (2025 CDP Corporate Questionnaire)
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Biodiversity was not identified as a material topic in our 2026 double materiality assessment. Nonetheless, in this section we provide references that are relevant to the requirements of GRI 101: Biodiversity 2024. While we are conscious that some of the updated requirements are not addressed, we intend to review and strengthen our alignment in future.	 Website (sustainability policies and key documents) Page 109 of our  ESG report 2026  Website (2025 CDP Corporate Questionnaire)
	101-2 Management of biodiversity impacts		Page 109 of our  ESG report 2026  Website (2025 CDP Corporate Questionnaire)
	101-3 Access and benefit-sharing	GRI 101-3 is not considered material for Implants as our activities do not involve the commercial use of genetic resources or associated traditional knowledge that would trigger access and benefit-sharing obligations.	

Our 2026 GRI report continued

Topic Standard	Disclosure	Notes	Reference
GRI 101: Biodiversity 2024	101-4 Identification of biodiversity impacts		Page 109 of our ESG report 2026 Website (2025 CDP Corporate Questionnaire)
	101-5 Locations with biodiversity impacts		Page 109 of our ESG report 2026 Website (2025 CDP Corporate Questionnaire)
	101-6 Direct drivers of biodiversity loss		Page 109 of our ESG report 2026 Website (2025 CDP Corporate Questionnaire)
	101-7 Changes to the state of biodiversity		Page 109 of our ESG report 2026 Website (2025 CDP Corporate Questionnaire)
	101-8 Ecosystem services		Page 109 of our ESG report 2026 Website (2025 CDP Corporate Questionnaire)
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	GRI 102-1 introduces expanded disclosure requirements relating to climate transition planning. While we report on our decarbonisation strategy and climate transition initiatives in our ESG report and CDP Corporate Questionnaire, certain new disclosure elements are planned for inclusion in future reporting periods.	Pages 50 to 52 of our ESG report 2026 Website (2025 CDP Corporate Questionnaire)
	102-2 Climate change adaptation plan		Pages 50 to 52 of our ESG report 2026 Website (2025 CDP Corporate Questionnaire)
	102-3 Just transition	GRI 102-3 introduces expanded disclosure requirements relating to just transition. We do not anticipate our climate transition plans to result in material negative consequences or material opportunities for employees, mine communities or other stakeholders. The relevance of these disclosure requirements will be kept under review as our climate transition planning and reporting evolve in future reporting periods.	Page 51 of our ESG report 2026 Website (2025 CDP Corporate Questionnaire)
	102-4 GHG emissions reduction targets and progress		Pages 5 and 6, 48, 50, and 53 of our ESG report 2026 Website (2025 CDP Corporate Questionnaire)
	102-5 Scope 1 GHG emissions		Pages 53 and 134 of our ESG report 2026 Website (2025 CDP Corporate Questionnaire)

Our 2026 GRI report continued

Topic Standard	Disclosure	Notes	Reference
GRI 102: Climate Change 2025	102-6 Scope 2 GHG emissions		Pages 53 and 135 of our  ESG report 2026  Website (2025 CDP Corporate Questionnaire)
	102-7 Scope 3 GHG emissions	Note, scope 3 emissions reported in the 2025 CDP Corporate Questionnaire and ESG report 2026 have a 12-month lag.	Pages 53 and 54 of our  ESG report 2026  Website (2025 CDP Corporate Questionnaire)
	102-8 GHG emissions intensity		Page 53 of our  ESG report 2026  Website (2025 CDP Corporate Questionnaire)
	102-9 GHG removals in the value chain	We do not currently implement programmes to remove GHG emissions from the broader value chain.	
	102-10 Carbon credits	We do not currently use carbon credits.	
GRI 305: Emissions	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Information regarding our SO ₂ , NOx, and particulate matter emissions can be found in our review of air quality management. Our NOx and SO ₂ emissions at each of our operations over the last five years are presented in the environmental performance data table in our ESG report. All other emissions are deemed not material due to the nature of our activities.	Pages 47 and 135 of our  ESG report 2026
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		Pages 55 and 56, 110, and 137 of our  ESG report 2026
	306-2 Management of significant waste-related impacts		Pages 55 to 57, 58 to 60, 110, and 136 of our  ESG report 2026
	306-3 Waste generated		Pages 56 and 137 of our  ESG report 2026
	306-4 Waste diverted from disposal		Pages 56, 110 and 137 of our  ESG report 2026
	306-5 Waste directed to disposal		Pages 56, 110 and 137 of our  ESG report 2026
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	Under our responsible metals sourcing practices, we conduct targeted environmental due diligence within our metals supply chain.	Pages 107 to 108 of our  ESG report 2026
	308-2 Negative environmental impacts in the supply chain and actions taken	Under our responsible metals sourcing practices, we conduct targeted environmental due diligence within our metals supply chain. This due diligence did not identify any incidents of non-compliance during the reporting period. We do not undertake environmental due diligence across our broader supply chain.	Pages 107 to 108 of our  ESG report 2026

Our 2026 GRI report continued

Topic Standard	Disclosure	Notes	Reference
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Overall employee turnover by operation, turnover among women, and terminations by age group are provided in the performance tables in our ESG report.	Pages 64, 69, 71, and 121 to 124 of our ESG report 2026
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Full-time employees receive a range of benefits that are not available to temporary or part-time employees. These include annual leave entitlement, medical aid, accommodation assistance, provident fund benefits, funeral cover, long-service leave and service award payments, production and safety bonuses for achieving performance targets, education assistance, retirement contributions and participation in employee share ownership trusts (ESOTs), where applicable.	Pages 68 and 69, 73 and 74 to 76 of our ESG report 2026
	401-3 Parental leave	The Group provides parental leave benefits to all employees and is committed to supporting employees through key family and life events. Female employees are granted paid maternity leave that exceeds the minimum requirements prescribed by applicable legislation, reflecting the Group's commitment to employee wellbeing and family support. In addition to maternity leave, employees are afforded parental, adoption and family responsibility leave in accordance with country-specific legislative requirements. In South Africa, the Group has incorporated the enhanced parental and adoption leave provisions introduced through recent amendments to employment legislation, complementing existing family responsibility leave entitlements provided under the Basic Conditions of Employment Act (BCEA). This approach ensures a comprehensive and inclusive framework that supports employees across a range of family circumstances.	Page 71 of our ESG report 2026
GRI 402: Labour/ management relations 2016	402-1 Minimum notice periods regarding operational changes	In South Africa, a minimum consultation period of 30 days is generally required when implementing significant organisational, structural, or operational changes. Where applicable, collective bargaining agreements and recognised employee engagement structures may prescribe additional consultation and notice requirements, depending on the nature and impact of the proposed changes. In Zimbabwe, employees are subject to a three-month probationary period, during which either party may terminate employment on two weeks' notice. Following successful completion of probation, either party is required to provide three months' written notice of termination. Notice periods relating to organisational changes are governed by applicable labour legislation, contractual provisions, and collective bargaining arrangements. Cases involving dismissal are managed in accordance with statutory disciplinary and employment processes and are not subject to standard notice requirements.	

Our 2026 GRI report continued

Topic Standard	Disclosure	Notes	Reference
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system		Pages 30, 32 to 35, and 38 to 41 of our ESG report 2026
	403-2 Hazard identification, risk assessment and incident investigation		Pages 32 to 35 of our ESG report 2026
	403-3 Occupational health services		Pages 38 to 41 of our ESG report 2026
GRI 403: Occupational health and safety 2018	403-4 Worker participation, consultation and communication on occupational health and safety	A health and safety agreement is in place with all employee representative groups, while health and safety structures are implemented in accordance with the Mine Health and Safety Act requirements.	Pages 32 to 35, 37, and 38 to 41 of our ESG report 2026
	403-5 Worker training on occupational health and safety	Health education forms a cornerstone of our wellness programme and our monthly health topics provide employees with insights into specific health issues, which are then supported by our healthcare workers in our Group medical facilities.	Pages 32, 34 and 36 of our ESG report 2026
	403-6 Promotion of worker health		Pages 38 to 41 of our ESG report 2026
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	All on-site contractor employees are covered by our health and safety management systems and their associated requirements. For example, all employees and on-site contractors undergo mandatory occupational and non-occupational health and fitness assessments. Similarly, all health and safety indicators that we monitor and publish include (unless otherwise stated) contractor employees.	Pages 32 to 35 of our ESG report 2026
	403-8 Workers covered by an occupational health and safety management system	All workers are covered by our occupational health and safety management system.	Pages 30, 32 to 35, and 38 to 41 of our ESG report 2026
	403-9 Work-related injuries		Pages 36 and 37, and 128 to 130 of our ESG report 2026
	403-10 Work-related ill health		Pages 42 and 43, and 131 of our ESG report 2026
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee		Pages 69 and 126 to 127 of our ESG report 2026
	404-2 Programmes for upgrading employee skills and transition assistance programmes		Pages 66 to 68 of our ESG report 2026
	404-3 Percentage of employees receiving regular performance and career development reviews	Performance and career development reviews are primarily undertaken for employees in management roles and for those identified as having management potential. Formal development plans are developed for these employees as part of the performance management process.	
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees		Pages 56 and 57 of our AIR 2026 (board composition) Pages 71 and 116 to 119 of our ESG report 2026
	405-2 Ratio of basic salary and remuneration of women to men		Page 125 of our ESG report 2026

Our 2026 GRI report continued

Topic Standard	Disclosure	Notes	Reference
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There were no confirmed incidents of discrimination reported during the year under review. All operations' grievance cases are reviewed through the human resources department and the necessary action taken in accordance with the organisation's disciplinary procedures.	
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	All employees across our operations have the right to freedom of association and collective bargaining. We do not believe that any of our operations present a risk in this regard.	Pages 72 and 105 of our ESG report 2026
GRI 408: Child labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	The use of child labour is not considered a material risk for any of our operations, nor is it considered a material risk within our supply chain. Our hiring policies clearly stipulate the minimum age for employment, and this is vetted during the hiring process through the submission and verification of the required documentation.	Page 105 of our ESG report 2026 Implats (Human Rights Policy Statement)
GRI 409: Forced or compulsory labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	The use of forced or compulsory labour is not a material risk for any of our operations, nor is it considered a material risk within our supply chain.	Page 105 of our ESG report 2026 Implats (Human Rights Policy Statement)
GRI 410: Security practices 2016	410-1 Security personnel trained in human rights policies or procedures		Page 105 of our ESG report 2026
GRI 411: Rights of indigenous peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	There were no recorded incidents of violations involving rights of indigenous peoples during the reporting period.	Page 93 of our ESG report 2026
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes		Pages 23 and 24, 80 to 93, and 105 of our ESG report 2026
	413-2 Operations with significant actual and potential negative impacts on local communities		Pages 92 and 93, and 105 and 106 of our ESG report 2026
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	Impala carries out due diligence of our own operations and all PGM and base-metal suppliers, including our JV companies and third-party sources. More broadly, we endeavour to evaluate progress on transformation objectives and the impacts thereof when we negotiate with suppliers in our wider supply chain.	Pages 107 and 108 of our ESG report 2026

Our 2026 GRI report continued

Topic Standard	Disclosure	Notes	Reference
GRI 414: Supplier social assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Under our responsible metals sourcing practices, we conduct targeted social due diligence within our metals supply chain. This due diligence did not identify any incidents of non-compliance during the reporting period. We do not undertake social due diligence across our broader supply chain. Our approach to monitoring and managing social impacts in the supply chain is reviewed in the section on 'Responsible sourcing' in our ASMRGR and in the 'CAHRAs and value chain assurance' section of our ESG report.	Pages 105, 107 and 108 of our  ESG report 2026
GRI 415: Public policy 2016	415-1 Political contributions	Implats does not support or make any donations to political parties.	Page 102 of our  ESG report 2026
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Implats systematically addresses the safety, health and environmental issues relating to its products at all stages of the value chain with proper hazard identification processes, as well as risk mitigation. These issues are addressed during conception, research and development, product certification, manufacturing and production. Implats also ensures that the marketing, promotion, storage, distribution, supply, disposal and use of products are undertaken in a responsible and safe manner, providing end-users with a certificate of analysis. The Group's responsible sourcing policy and material data safety sheets can also be found on our website.	Page 30 of our  ESG report 2026  Website (sustainability policies and key documents)
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There were no incidents of non-compliance with regulations and voluntary codes during the reporting period.	
GRI 417: Marketing and labelling 2016	417-1 Requirements for product and service information and labelling	All products are accompanied by a detailed certificate of analysis. Products sold to customers are subsequently beneficiated into end products over which Implats does not have any influence.	
	417-2 Incidents of non-compliance concerning product and service information and labelling	There were no incidents of non-compliance concerning product and service information and labelling reported in the reporting period.	
	417-3 Incidents of non-compliance concerning marketing communications	Implats does not partake in product marketing or advertising due to the fact that product sales are managed through standard sale agreements with clients. However, Implats contributes to the Platinum Guild International, which is responsible for the promotion and marketing of platinum jewellery.	
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no incidents reported in the reporting year.	Page 100 of our  ESG report 2026

Our 2026 GRI report continued

The disclosures below reflect the additional sector disclosure requirements from GRI 14: Mining Sector 2024. They should be read together with the relevant disclosures reported under the GRI Topic Standards and GRI 3: Material Topics, which are included in the main GRI index above.

GRI 14 Mining Sector 2024: Additional sector disclosures

Topic Standard	Disclosure	Notes	Reference
14: Mine-site disclosure	14.0.1: List of mine sites	The geographic locations, coordinates and sizes of our Group-managed operations are as follows: ■ Impala (geographic location: South Africa; coordinates: -25.657804/27.226435; size in hectares: 43 342) ■ Marula (geographic location: South Africa; coordinates: -24.503009/30.082798; size in hectares: 5 494) ■ Zimplats (geographic location: Zimbabwe; coordinates: -18.664262/30.352324; size in hectares: 24 632) ■ Impala Canada (geographic location: Canada; coordinates: 49.170396/-89.592892; size in hectares: 78 324) Further details are provided in the 'Footprint' section of our ESG report	Pages 10 and 11 in our ESG report 2026
	14.6.2: Tailings disposal methods		Page 56 in our ESG report 2026
14.6: Tailings	14.6.3: List of tailings facilities	An inventory of our Group-wide TSFs is provided in our ESG report (see reference opposite). The inventory includes the frequency of risk assessments, but does not include a summary of the findings from the most recent assessments. It also includes the dates of the most recent independent technical reviews and scheduled next reviews, but does not include a summary of material findings or associated mitigation measures.	Page 56 in our ESG report 2026 See Impala Platinum Holdings Managed Tailings Dams (February 2021)
	14.8.4: Mine closure and rehabilitation status		Page 58 in our ESG report 2026
14.8: Closure and rehabilitation	14.8.5: Closure plan approval and review		Pages 57 to 59, and 109 in our ESG report 2026
	14.8.6: Land disturbance and rehabilitation		Pages 58, 60, 109 and 136 in our ESG report 2026
	14.8.7: Life-of-mine estimates		Page 31 of our Mineral Resource and Mineral Reserve (MRMR) Statement 2026
	14.8.8: Closure and rehabilitation provisions	Details on our closure and rehabilitation provisions are provided in our ESG report 2026. We do not, however, provide details regarding the financial instruments that we use to guarantee adequate financial provisions for closure and rehabilitation.	Page 59 in our ESG report 2026

Our 2026 GRI report continued

Topic Standard	Disclosure	Notes	Reference
14.8: Closure and rehabilitation	14.8.9: Post-mining socioeconomic transition support	All our operations have mine closure plans. These plans include considerations for post-closure land use, which were determined in consultation with local stakeholders when the mining rights were granted.	Page 59 in our ESG report 2026
14.9: Economic impacts	14.9.6: Local community employment	We do not currently report the percentage of workers hired from specific local communities, due to challenges in consistently distinguishing between individuals who originate from those communities and those who have relocated there for employment. Information on employees' region of origin at our operations in South Africa, Zimbabwe and Canada is provided in the performance tables in our ESG report.	Pages 120 and 121 in our ESG report 2026
14.10: Local communities	14.10.4: Grievances from local communities		Page 93 in our ESG report 2026
14.11: Rights of Indigenous Peoples	14.11.3: Operations affecting Indigenous Peoples		Page 93 in our ESG report 2026
	14.11.4: Free, Prior and Informed Consent (FPIC)	Impala Canada operates under both Memorandums of Understanding (MoUs) and more formalised Community Benefit Agreements (CBAs) with indigenous communities in Ontario, Canada. These agreements provide a framework for the consultation process.	
14.12: Land and resource rights	14.12.2: Involuntary resettlement activities	During the reporting period, we did not carry out any involuntary resettlements (or plan to do so in future).	Page 93 in our ESG report 2026
	14.12.3: Land and resource rights incidents	We do not currently disclose information regarding potential disputes relating to land and resource rights, due to the potential legal, commercial and stakeholder sensitivities associated with such matters.	
14.13: Artisanal and small-scale mining	14.13.2: ASM near mine sites		Page 105 in our ESG report 2026
	14.13.3: ASM incidents and responses	During the reporting period, we did not experience any significant incidents, challenges or disruptions as a result of our interactions with local ASM miners.	Page 105 in our ESG report 2026
14.15: Critical incident management	14.15.3: Critical incidents and remediation		Page 57 in our ESG report 2026
	14.15.4: Emergency preparedness and response plans		Page 57 in our ESG report 2026

Our 2026 GRI report continued

Topic Standard	Disclosure	Notes	Reference
14.20: Freedom of association and collective bargaining	14.20.3: Strikes and lockouts		Pages 73 in our  ESG report 2026
14.22: Anti-corruption	14.22.5: Contract and licence transparency	Details on our mineral rights and legal tenure can be found in our Mineral Resource and Mineral Reserve Statement. The public can apply to access copies of our full mining rights documents in South Africa through the Department of Mineral and Petroleum Resources or through our Information Officers (eg via Promotion of Access to Information Act requests). Such applications will be considered on a case-by-case basis.	Pages 17 and 18 of our  MRMR 2026
	14.22.6: Beneficial ownership disclosure	As a publicly listed company on the Johannesburg Stock Exchange, we have a diversified shareholder base comprising institutional investors, asset managers, pension funds and other public shareholders. No single shareholder exercises ultimate control over the Group. Details on our governance framework and significant shareholders can be found in our AIR 2026 and AFS 2026. Our mining assets are held through a combination of wholly owned subsidiaries, majority-owned subsidiaries and joint ventures. Material joint venture interests include Two Rivers Platinum and Mimosa Mining Company. Ownership interests in these entities are publicly disclosed through our annual reporting and statutory filings.	Pages 3, 13, and 58 and 59 of our  AIR 2026 Pages 16 to 19 of our  AFS 2026
14.23: Payments to governments	14.23.8: State mineral purchases and payments	During the reporting period, we did not purchase any minerals from the state in any of our operating countries or beyond – or from third parties appointed by the state to sell on their behalf.	
14.25: Conflict-affected and high-risk areas (CAHRAs)	14.25.2: Operations in CAHRAs		Page 107 in our  ESG report 2026
	14.25.3: CAHRA due diligence		Page 108 in our  ESG report 2026
	14.25.4: CAHRA impacts and mitigation measures	We have not identified any material CAHRA-related responsible sourcing risks, including risks to workers and local communities.	Page 107 in our  ESG report 2026

Our 2026 SASB report

The table below provides a high-level review of the SASB Metals & Mining Standard (Version 2023-12), identifying disclosure topics and metrics that may be relevant to Implats and indicating where related information is currently being reported. This exercise has been undertaken to demonstrate general alignment to the SASB Standard and does not represent a formal evaluation of compliance.²

SASB Metals & Mining Standard

Topic Standard	Disclosure	Notes	Reference
Greenhouse Gas Emissions	EM-MM-110a.1. Scope 1 greenhouse gas emissions		Page 53 in our  ESG report 2026  Website (2025 CDP Corporate Questionnaire)
	EM-MM-110a.2. Scope 1 emissions reduction strategy and targets		Pages 48 to 54 in our  ESG report 2026  Website (2025 CDP Corporate Questionnaire)
Air Quality	EM-MM-120a.1. Air pollutant emissions	Data on our NOx and SOx emissions are provided in the performance tables within our ESG report. We also report legislative exceedances of PM10 emissions in our ESG report. We do not report our CO emissions as such emissions are non-material due to the nature of our activities. Similarly, mercury (Hg), lead (Pb) and volatile organic compounds (VOCs) are assessed to be non-material due to the nature of our activities.	Pages 31, 46, 47 and 135 in our  ESG report 2026
Energy Management	EM-MM-130a.1. Energy consumption and energy mix		Pages 53 and 54, and 132 and 133 in our  ESG report 2026  Website (2025 CDP Corporate Questionnaire)
Water Management	EM-MM-140a.1. Water withdrawal and consumption		Pages 45 and 46, and 133 and 134 in our  ESG report 2026  Website (2025 CDP Corporate Questionnaire)
	EM-MM-140a.2. Water compliance incidents		Pages 44 and 46 in our  ESG report 2026
Waste & Hazardous Materials Management	EM-MM-150a.4. Non-mineral waste generated		Page 137 in our  ESG report 2026
	EM-MM-150a.5. Tailings generated		Page 137 in our  ESG report 2026
	EM-MM-150a.6. Waste rock generated “We disclose our accumulated tailings in our ESG report.”	We disclose our accumulated tailings in our ESG report.	Page 137 in our  ESG report 2026
	EM-MM-150a.7. Hazardous waste generated “We disclose our accumulated waste rock (on surface) in our ESG report.”		Page 137 in our  ESG report 2026
	EM-MM-150a.8. Hazardous waste recycled		Page 137 in our  ESG report 2026

² Where specific gaps or omissions have been identified through this exercise, we have endeavoured to highlight them, although the identification of omissions has not been undertaken on a systematic basis across all disclosures.

Our 2026 SASB report continued

Topic Standard	Disclosure	Notes	Reference
Waste & Hazardous Materials Management	EM-MM-150a.9. Hazardous materials and waste incidents		Pages 5, 28, 31 and 57 in our ESG report 2026
	EM-MM-150a.10. Waste and hazardous materials management		Pages 55 to 57, 58, 110 and 137 in our ESG report 2026
Biodiversity Impacts	EM-MM-160a.1. Environmental management practices		Pages 30 and 109 in our ESG report 2026 Website (2025 CDP Corporate Questionnaire)
	EM-MM-160a.2. Acid rock drainage management	None of our Group operations contribute to acid mine drainage in a material way. This reflects the fact that our PGM ore bodies and tailings are of an alkaline nature.	Page 45 in our ESG report 2026
	EM-MM-160a.3. Reserves near protected or sensitive habitats		Page 109 in our ESG report 2026
Security, Human Rights & Rights of Indigenous Peoples	EM-MM-210a.1. Reserves in conflict-affected areas		Page 107 in our ESG report 2026
	EM-MM-210a.2. Reserves on or near Indigenous lands	Our Lac des Iles mine, which is 90km northwest of Thunder Bay, Ontario, is the only operation in the Group that interacts with Indigenous Peoples. The mine reflects less than 1% of the Group's probable Mineral Reserves and less than 1% of the Group's proved Mineral Reserves.	
	EM-MM-210a.3. Human rights and Indigenous Peoples due diligence		Pages 93 and 105 in our ESG report 2026
Community Relations	EM-MM-210b.1. Community rights and stakeholder engagement		Pages 24, 79 to 81, and 92 to 93 in our ESG report 2026
	EM-MM-210b.2. Non-technical operational delays	During the reporting period, we did not experience any significant community-related unrest or related disruptions to our operations.	Pages 23, 78 and 93 in our ESG report 2026
Labour Practices	EM-MM-310a.1. Workforce covered by collective agreements		Page 72 in our ESG report 2026
	EM-MM-310a.2. Strikes and lockouts		Pages 72 and 73 in our ESG report 2026

Our 2026 SASB report continued

Topic Standard	Disclosure	Notes	Reference
Workforce Health & Safety	EM-MM-320a.1. Workforce health and safety performance	We do not currently track or report average hours of emergency response training. For other occupational health and safety performance metrics, see page reference opposite.	Pages 36 and 37, and 128 to 130 in our  ESG report 2026
Business Ethics & Transparency	EM-MM-510a.1. Anti-corruption and anti-bribery management		Pages 97 and 98, and 99 and 100 in our  ESG report 2026
	EM-MM-510a.2. Operations in high-corruption-risk countries	None of Implats' production is located in countries ranked among the 20 lowest countries in Transparency International's Corruption Perceptions Index (CPI). Production during the reporting period was limited to South Africa (ranked 81/188 in 2025 CPI), Zimbabwe (157/188) and Canada (16/188), none of which were ranked among the 20 lowest countries in the 2025 CPI. See: Corruption Perceptions Index 2025 – Transparency.org.	
Tailings Storage Facilities Management	EM-MM-540a.1. Tailings storage facility inventory	An inventory of our Group-wide TSFs is provided in our ESG report (see reference opposite). The inventory includes the dates of the most recent independent technical reviews and scheduled next reviews, but does not include a summary of material findings or associated mitigation measures.	Page 56 in our  ESG report 2026  See Impala Platinum Holdings Managed Tailings Dams (February 2021)
	EM-MM-540a.2. Tailings management and governance		Pages 30, 55 and 57 in our  ESG report 2026
	EM-MM-540a.3. Tailings emergency preparedness and response		Page 57 in our  ESG report 2026
Activity metrics	EM-MM-000.A. Production volumes		Page 15 in our  AIR 2026
	EM-MM-000.B. Employees and contractors		Page 64 in our  ESG report 2026

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