

MEDIA STATEMENT

UNPROTECTED STRIKE AT IMPALA BAFOKENG'S BRPM

Johannesburg, 2 July 2024 — Impala Platinum Holdings Limited (Implats or the Group) is closely monitoring an illegal work stoppage, which began on Thursday 27 June 2024, at the North Shaft of Impala Bafokeng's BRPM operation in the North West province.

The health, safety and security of our employees remains our foremost priority. Impala Bafokeng has urged its employees to avoid involvement in unprotected activities and, in line with our employee behavioural code, will address those employees who engage in illegal conduct and criminal acts in a decisive way. Management has proactively increased security around the mine to ensure employee safety from any acts of intimidation or violence from the illegal strikers.

In the main, the illegal strike action involves members of the contractor workforce demanding permanent positions. These demands take place amid a difficult operating environment for platinum group metal (PGM) producers, given the depressed PGM prices. Impala Bafokeng, along with Implats' other South African operations, is currently undergoing a Section 189(3) consultation process, in terms of the Labour Relations Act, 66 of 1995 (LRA), which may lead to staff reductions.

The longer-term impact of this illegal strike poses a risk to sustainable employment, particularly given Impala Bafokeng's recent underperformance. The operation recorded weak production and a significant cash outflow during the first half of the 2024 financial year.

The Company has served a court order on the individuals who instigated the illegal strike action, which declared it unprotected and interdicted employees from participating or engaging in any acts of violence, intimidation and harassment. All participating employees have been notified and instructed to report for duty in line with their normal shift roster.

Impala Bafokeng has well-documented and recognised procedures for raising any form of grievance, as well as established engagement platforms in place with trade union representatives, to engage on issues concerning our employees and contractor workforce.

The Group continues to engage with its employees, the representative union and other key stakeholders to prioritise a return to constructive and mutually respectful negotiation.

Business sustainability is imperative to preserve livelihoods as far as possible. Any work stoppages in the current metals price environment will, however, impact the Group's efforts to preserve jobs.

Implats will provide updates when and if new information is available.

Ends

For more information, please contact:

Alice Lourens

E-mail: alice.lourens@implats.co.za

T: 011 731 9033

M: 082 498 3608

About Implats

Impala Platinum Holding Limited (Implats) is a leading, fully integrated platinum group metals (PGMs) producer. Implats is structured around seven mining operations and Impala Refining Services, a toll-refining business. The Group's mining operations are located on the Bushveld Complex in South Africa, the Great Dyke in Zimbabwe — the two most significant PGM-bearing ore bodies in the world — and the Canadian Shield. Our mining operations include Impala Rustenburg, Impala Bafokeng, Marula, Two Rivers, Zimplats, Mimosa and Impala Canada.