

**NORTHAM PLATINUM LIMITED**

Incorporated in the Republic of South Africa

(Registration number 1977/003282/06)

Share code: NHM ISIN: ZAE000030912

Debt issuer code: NHMI

Bond code: NHM007 Bond ISIN: ZAG000158593

Bond code: NHM009 Bond ISIN: ZAG000158866

Bond code: NHM011 Bond ISIN: ZAG000159237

Bond code: NHM012 Bond ISIN: ZAG000160136

Bond code: NHM014 Bond ISIN: ZAG000163650

Bond code: NHM015 Bond ISIN: ZAG000164922

Bond code: NHM016 Bond ISIN: ZAG000167750

Bond code: NHM018 Bond ISIN: ZAG000168097

Bond code: NHM019 Bond ISIN: ZAG000168105

Bond code: NHM020 Bond ISIN: ZAG000172594

(“Northam”)

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**Northam’s Zondereinde mine concludes a five-year wage agreement**

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Northam is pleased to advise that wage negotiations at its Zondereinde mine (“**Zondereinde**”) with the representative union, the National Union of Mineworkers (“**NUM**”), have been concluded.

The wage agreement is effective from 1 July 2021 and assures Zondereinde employees of increases to all major components of remuneration over the next five years. The agreement is aligned with industry settlements and takes into consideration the reality of inflationary pressures faced by our employees.

The wage agreement secures five years of stability at Zondereinde and has been achieved through a collaborative, respectful and constructive engagement process between Northam and NUM, without requiring intervention or mediation by third parties. The agreement provides both Northam and our Zondereinde employees with certainty and allows a singular focus on the pursuit of safe and sustainable production.

**Paul Dunne, Northam’s chief executive officer**, said: “*We appreciate the mature and constructive manner in which the wage agreement has been concluded and recognise the positive impact on the sustainability of Northam’s operations.*”

Johannesburg  
12 August 2021

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