



IMPALA PLATINUM HOLDINGS LIMITED  
(Incorporated in the Republic of South Africa)  
(Registration number 1957/001979/06)  
JSE share code: IMP  
ISIN: ZAE000083648  
ADR code: IMPUY  
("Implats" or "the Group" or "the Company")

### **IMPLATS REACHES AN HISTORIC FIVE-YEAR WAGE SETTLEMENT**

Implats' operating subsidiaries - Impala Platinum Limited's Rustenburg operations and Marula Platinum Limited - have signed an historic five-year wage settlement with the Association of Mineworkers and Construction Union (AMCU).

The settlement is effective from 1 July 2022, and assures employees of increases to all major components of remuneration over the next five years including basic salaries, living-out and home-ownership allowances, medical aid and pension fund contributions. The agreement is in line with current mining inflation of c.6.5% and considers the reality of sustained inflationary pressures faced by our employees.

This agreement secures five years of stability at Implats' operating entities and has been achieved through a collaborative process typified by mutual respect and consideration and without requiring intervention or mediation by third parties. The agreement removes substantial uncertainty for our employees and allows a singular focus on the pursuit of safe and sustainable production.

Ends

#### **Queries:**

##### **Johan Theron**

E-mail: [johan.theron@implats.co.za](mailto:johan.theron@implats.co.za)  
T: +27 (0) 11 731 9013/43  
M: +27 (0) 82 809 0166

##### **Emma Townshend**

E-mail: [emma.townshend@implats.co.za](mailto:emma.townshend@implats.co.za)  
T : +27 (0) 21 794 8345  
M : +27 (0) 82 415 3770

**Alice Lourens**

E-mail: [alice.lourens@implats.co.za](mailto:alice.lourens@implats.co.za)

T: +27 (0) 11 731 9033/43

M: +27 (0) 82 498 3608

28 June 2022

Johannesburg

Sponsor to Implats

Nedbank Corporate and Investment Banking, a division of Nedbank Limited