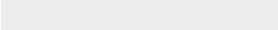
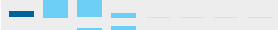
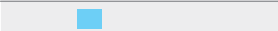
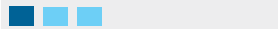
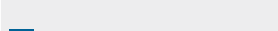
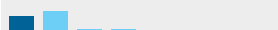


Appendix 4:

Tharisa Minerals eight-year ESG data		Eight-year trend	2025	2024	2023	2022	2021	2020	2019	2018
 Human resources (Tharisa Minerals)	Number of employees including business partners (contractors)		1 993	3 051	4 261	3 712	4 412	3 082	2 826	2 430
	Business Partners (Contractors)		883	1 061	2 327	1 763	2 581	1 346	1 079	758
	Historically Disadvantaged South Africans (HDSA) (reflected in percentage %)		95%	95%	94%	94%	92%	92%	91%	90%
	HDSA (Top Management Paterson Grade F) (reflected in percentage %)		100%	100%	100%	100%	100%	100%	100%	60%
	HDSA Management (Senior Management Paterson Grade E) (reflected in percentage %)		65%	81%	69%	69%	50%	47%	44%	44%
	Women (Percentage of women employed)		27%	26%	26%	24%	23%	22%	21%	20%
	Lost Days due to labour action		2	0	0	0	0	0	0	0
	Association of Mine Workers and Construction Union or relevant union (AMCU) (number of people who are part of the Union as a percentage (%))		19%	18%	24%	30%	29%	32%	51%	65%
	National Union of Mine Workers or relevant union (NUM) (number of people who are part of the Union as a percentage (%))		42%	52%	40%	17%	14%	12%	9%	19%
	Solidarity or relevant union (number of people who are part of the Union as a percentage (%))		2%	2%	8%	19%	27%	29%	n/a	n/a
 Safety	Number of grievances lodged and resolved		9	29	30	7				
	Employee turnover		196 (10%)	175	268	309	150			
	Number of fatalities		0	0	1	0	0	0	0	0
	Number of medical treatment cases (where employees/contractors were medically treated on site)		4	7	8	17	10	22	11	12
	Number of lost time injuries (LTI)		2	0	7	17	11	4	9	6
	End of year lost time injury frequency rate (LTIFR)		0.03	0	0.13	0.41	0.34	0.09	0.27	0.18
 Health	Total recordable case frequency rate (TRCFR)		0.1	0.12	0.29					
	Fatal injury frequency rate (FIFR)		0	0	0.02					
	Number of employees and contractors voluntarily tested for HIV/AIDS		4 158	3 948	3 876	3 432	2 296	3 842	4 660	3 509
	Number of employees who tested positive for HIV/AIDS		123 new cases 4 343	34 new cases 4 079	155	425	480	504	536	392
	Total number of employees who know their HIV status		4 343	4 079	3 999					
	HIV/AIDS Prevalence rate among employees and contractors (reported as a percentage (%))		23.22%	16.9%	13.94%	12.20%	13.00%	14.00%	12.00%	10.00%
	Number of employees screened for TB/silicosis (VIA medical surveillance programme)		4 290	3 475	3 094	3 014	7 608	4 715	5 784	6 768
	Number of employees and contractors who underwent hearing tests (VIA medical surveillance programme)		7 944	7 883	7 934	8 281	5 140	4 715	5 784	6 368
	Occupational diseases (number of new silicosis cases or applicable diseases to the industry)		0	0	0	0	0	0	0	0
	Total number of new cases of noise-induced hearing loss (NIHL)		0	0	1	3	0	0	0	0
 Environment	Number of employees who attended wellness days		238	364	257	756	n/a	n/a	414	400
	Waste rock (Mm³)		14.05	15.7	14.5	19.4	17.6	16.1	11.1	10.8
	Tailings volume (Mm³)		1.19	1.17	1.15	1.37	1.39	1.25	1.19	1.26
	Reef mined (Mt)		5.35	4.64	4.18	5.51	5.38	4.97	4.63	4.85
	Total energy consumption (MWh)		225 751	218 996	213 390	208 750	200 256	185 807	175 329	169 480
	Total energy consumption (GJ)		2 359 278	2 368 781	2 241 328	2 238 622				
	Total CO ₂ emission (Scope 1) (tCO ₂ e)		130 157	133 381	123 555	135 077	98 815	82 829	84 000	2 600
	Total CO ₂ emission (Scope 2) (tCO ₂ e)		243 811	221 187	221 926	221 276	212 272	182 343	156 200	162 800
	Total CO ₂ emission (Scope 3) (tCO ₂ e)		5 636 947	5 922 062	5 196 491	5 071 106	4 926 110	2 285 059	2 235 100	2 068 500
	Cumulative rehabilitation provision (US\$m)		33.0	23.0	20.0	13.2	21.1	17.3	13.1	21.8
	Total water consumption (m³)		4 859 270	2 751 505	1 776 553	3 485 152	1 591 031	1 290 346	4 082 908	4 283 399
	Number of significant environmental incidents (Reportable incidents to the competent authorities (Level 3 and above))		5	16	4	4				
	Diesel used (m litres)		43	44	42	42	40	38.2	29	28
	Explosives used (t)		16 659	18 553	14 145	15 689	18 272	15 763	10 597	11 878
	Domestic waste (t)		631.49	766.63	674.41	863.09	629.14	637.4	697.6	525.9
	Hazardous waste (liquid) (used oil) (Kℓ)		6271.04	8169.99	544	458.02	393	358	330	83
	Hazardous waste (solid and other) (t) (contaminated soil and lead cupels and oil rags)		472.48	403.44	2 488.83	2 109.56	672	356.4	258.9	271
	Annual Financial Closure Rehabilitation Provision (ZAR)		459 737 120.00	409 700 490.00	376 265 430.99	352 572 976.97	332 615 008.00	283 520 665.00	262 817 335.00	235 662 926.00
 Training and development	Employees and contractors received induction		7 279	7 288	6 216	6 968	6 439	7 289	5 343	4 190
	Number of employees and community members on Adult Education Training (AET) programmes		85	14	66	114	60	275	224	82
	Number of Interns and graduates		19	0	72	32	45	40	24	21
	Employees awarded study assistance		16	38	62	36	43	58	20	9
	Total spend on training (US\$m)		0.3	1.6	1.9	2.3	2.7	3.1	3.4	3.3

Our independent external assurer has assured sustainability data used in this report (see page 79)

* Per 200 000 hours