

The PMC Enterprise Development Program Has Proved Effective Value Creation



Palabora Mining Company has through its Enterprise Development program achieved collective value for the Ba-Phalaborwa local SMEs. The ED program is a social intervention, bringing together various partners within the ecosystem to align and guide local business to create shared value. The PMC ED program is particularly effective at creating economic opportunities within its own operations to grow its beneficiaries.

On Tuesday 30 July 2024, the mine offboarded 45 SMEs onboarded on its ED program in 2020. Some 3 years later, the beneficiaries gave testament of good rewards from their collaboration with PMC. Throughout the duration of the program, the mine facilitated support and training to capacitate them to resolve common as well as urgent problems within their

entities on a daily basis.

PMC is proud of its 45 beneficiaries exiting the program because their business success is clear. Records show a trajectory of growth and progress, with some expanding their offerings to outside the PMC perimeters and/or even Ba-Phalaborwa communities. The beneficiaries are real social change agents – impacting communities through building sustainability, job creation, skills transfers and talent development.

Their achievements are commendable. All of them survived the 2020 COVID-19 scourge and kept their business afloat-despite the excruciating business interruption that collapsed even many affluent businesses. Far more impressive, amongst the beneficiaries, some were too young or too old, illiterate, novice first-time

business owners or surviving destitute family backgrounds – many underlying personal issues influencing them to fail or lose hope.

Whether you judge their impact individually or collectively – they are all highly successful and effectively contributing towards strengthening the economy of Ba-Phalaborwa significantly. The day ended with PMC Manager Nozipho Zitha- Organizational Design and Transformation-signing off the Assets Release Register and officially signing them off the program.

“PMC is proud of all that you have achieved. You are the backbone of our communities. Today only marks the end of our 3-year agreement but our collaboration is lifelong. Always know that our doors are open to you whenever you need guidance.”

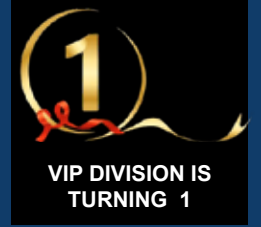


Happy *Women's* month to all our women

SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE!



2020-2024 Enterprise Development Offboarding Ceremony



1	Ditsong Trading And Projects (Pty) Ltd	Design Printing And Branding
2	Batubatse Global Construction (Pty) Ltd	Construction
3	Big-Worm Trading (Pty) Ltd	Equipment maintenance, electrical wire, bore-holes, design and panel building
4	Boiketlo Trading (Pty) Ltd	Pest and Weed Control
5	Bonmail (Pty) Ltd	Surface testing/inspection (NDE)
6	Buga Green Empire (Pty) Ltd	Construction
7	Cedoh Trading 199 (Pty) Ltd	Specialised in corporate branding and design, publishing and printing media
8	Dikelman Construction (Pty) Ltd	Civil, Construction & Aircon and refrigeration
9	Dlazi trading (Pty) Ltd	Supply filters, supply mechanical solution and supplying of machinery spares
10	House of Domique (Pty) Ltd	Sewing
11	Inhlanhla Yam (Pty) Ltd	Vegetables and Crop Farming
12	ItireleMosadi	Catering, Event Management, Renovations & Bush Cleaning
13	Jakhuso Trading Enterprise cc	Electrical services
14	Just The Phee Construction Enterprise (Pty) Ltd	General Plant Cleaning, Unblocking Crusher Machines, Rod loading, Welding, Fitting & Boiler making.
15	Khindlimuka Agricultural Primary co-operative limited	Farming, plumbing, electrical, carpentry, manufacturing, car washing and motor mechanical
16	Khorone Car wash and Resturant (Pty) Ltd	Car wash
17	Khotso and Mohau Services (Pty) Ltd	Conveyer Belt Maintenance
18	Maittedy (Pty) Ltd	Carpentry
19	Makhamane Holdings (Pty) Ltd	Laundry And Dry Clean
20	Malekgele Pojects (Pty) Ltd	Ice Manufacturing
21	Mampudidi Property and Development (Pty) Ltd	Construction Services
22	Mankukhe Trading (Pty) Ltd	Car wash and restaurant services
23	Mathipeng7687 Fitment Centre (Pty) Ltd	Tire Fitment & Mechanical
24	MEC Ngobeni (Pty) Ltd	Plumbing and Maintenance
25	Mmamohlape Trading (Pty) Ltd	Catering
26	Mologadi Group Projects	Construction Services
27	Montsheng Magase Construction (Pty) Ltd	Construction
28	Morula Electrical (Pty) Ltd	Electrical and Plumbing
29	Mosa multi-purpose (Pty) Ltd	Clothing manufacturing, catering, deco, car wash
30	Motheti (Pty) Ltd	Poultry farming
31	Msido Trading (Pty) Ltd	Mixing of commercial concrete
32	Mudzunga MS Business (Pty) Ltd	Civil construction, steel reinforcing, plant hire with operators
33	Namakgale Mojakathata Auto Electronic and Body Parts (Pty) Ltd	Wiring And Vehicle Repairs
34	Nkotini Trading Enterprise (Pty) Ltd	Brick Manufacturing
35	Nomcebo Developers CC	General Building and civil Construction
36	Northgate Services (Pty) Ltd	Car wash and restaurant services
37	Ntiyiso Electrical Services (Pty) Ltd	Electrical
38	Payporwax (Pty) Ltd	Supply, office stationery, branding and promotional materials
39	RJ ITCommsstationers (Pty) Ltd	Construction Services
40	S.S.Nthoke (Pty) Ltd	Maintenance of upholstered Chairs Seats
41	Tengo Interior (Pty) Ltd	Sewing, interior décor, upholstery
42	TS Mabunda Trading and Projects (Pty) Ltd	Plumbing and Ceiling
43	Victofin (Pty) Ltd	Farming - Vegetables
44	Warthog Kolobe Trading (Pty) Ltd	Carpentry/ Plumbing
45	Websites and Incremental Tech (Pty) Ltd	Marketing, multimedia, printing and information technology



Our Chief Engineer is Moving UP

If there was ever a sign that Palabora Mining Company commands attention from its industry peers and stakeholders, then this is it!! Simon Mthombeni is exemplary! We are proud to announce the unopposed appointment of our Chief Engineer, Mr. Mthombeni to the role of Chairperson of the Limpopo Group Mining Engineering (GME) Committee.

Mr. Mthombeni is moving on UP! His new appointment is a game changer and an opportunity to strengthen networks with critical stakeholders within the mining

industry as well as advancing trust with the regulator. From now, the business will enjoy front row access to cutting edge innovative solutions on safe mining and effective production in collaboration with various industry leaders at local or even international platforms.

These are the kinds of industry related leadership advancement we desire for our people at PMC. Now that Mr. Mthombeni is a key player, we trust that his leadership will spur curiosity - driving PMC teams to perform at the highest standards of compliance.



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Congratulations Simon
- PMC is most proud of you!!



PMC ATTENDS THE 2024 NATIONAL YOUTH WATER AND SANITATION INDABA

Palabora Mining Company attended the 2024 National Youth Water and Sanitation Indaba hosted at the Ranch Polokwane from 22 -25 July 2024. The Indaba is an annual knowledge sharing platform hosted by the Department of Water and Sanitation in collaboration with Lepelle Northern Water. The objective of the Indaba is to continuously encourage engagements, active participation as well as inspire the youth to develop actionable strategies to tackle pressing issues as well as contribute towards the future of water and sanitation in the province.

PMC was also present, contributing

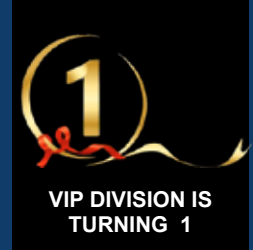
effectively to the dialogue, sharing on the success of its internal water conservation initiatives to the audience. The audience varied from water professional bodies, university students and lecturers, teachers, government officials as well as the business sector. Our team, comprising of: Bridget Moeketsi (Environmental Specialist), Nakisani Mudimeli (Auxiliary Services- Intern), Alfred Mashao (Smelter-Metallurgist) and Ehleketani Mbhungele (Communications), concede that platforms such as these bring value-add to the industry and will have great impact in finding innovative solutions to drive communities to use water sparingly.



VIP DIVISION TURNS 1

All eyes are on France with the rolling out of the 2024 Olympics. However at PMC, we are seated at the edge of our seats

because VIP Division has officially turned 1. We are proud of all the potential you have unleashed to create SHARED VALUE!





Celebrating 500 Days LTI-Free: Underground and Contractor Employees Unite in a Unique Safety Pledge

In a remarkable show of commitment and unity, underground employees and UMM contractors recently celebrated reaching 500 days without a Lost Time Incident (LTI) at their worksite. This milestone not only marks a significant achievement in workplace safety but also highlights the innovative and personal approaches these employees have taken to affirm their dedication to a safe working environment.

Themed “Thumbs Up for Safety,” the event was a vibrant affirmation of the company’s safety culture. Reaching this milestone is a testament to the hard work, vigilance, and adherence to safety protocols by the Underground teams.

To commemorate this achievement and reinforce their commitment to safety, the employees participated in a meaningful and symbolic gesture. In a ceremony that was both heartfelt and impactful, they “gave away” their identities to safety by inking their fingerprints on a large safety banner captioned ‘The key to safety is in your hands’.

This banner, now adorned with countless fingerprints, symbolizes their personal pledge to uphold and champion the safety standards.

Each fingerprint on the banner represents a personal commitment from the employees to prioritize safety in every aspect of their work. By making this symbolic gesture, they are not only marking the achievement but also reinforcing the idea that safety is a collective responsibility, requiring the active participation of every individual on site. The banner stands as a visual representation of the collective effort to ensure that every day at work is free from incidents that could lead to injury or loss of time.

As the team moves forward, they carry with them the pride of their achievement and the renewed commitment to safety represented by their fingerprints on the banner. The milestone of 500 days LTI-free is not the end but a steppingstone towards further progress. The employees remain vigilant, knowing that safety is an ongoing journey that requires continuous improvement and dedication.

