

PMC is building a trademark work culture by honing-in on employee performance

PMC CEO kicked off the new year by hosting his executive team on the 2nd of January 2024 for a **Business Approach Session**. The session honed-in on their collective reflections, evaluations and fair analysis of the past year and the impact each division's delivery contributed towards performance, improving customer delight and forming our corporate identity - **WHO ARE WE? WHERE ARE WE COMING FROM? WHERE ARE WE GOING?**

The deliberations were fruitful, and the leaders could account multiple notable components delivered by each division towards business success as well as the

health and safety of workers such as the highly celebrated 2023 Zero Harm Cup Safety Tournament. To keep balance, they also reflected on areas of weakness, creating room for learning and improvement.

PMC is focused on building a vibrant trademark work culture of Innovation, Recognition and Reward to elevate its engaged workforce. To achieve this, the business hosted a joint award ceremony, to officially crown the Zero Harm Cup Safety Tournament Winners and announce the Business Approach Divisional Champions. The Business Approach Awards forms part of the

VIP strategy to celebrate those who effectively achieve excellence, create legacy and success stories – such as the recent successful execution of the Media Roadshow Launch by the Communications Team.

The Refined Hawks team led by CEO Smelter: Brave Mushikita stood equal to the test but were announced the Zero Harm Cup runners-up on the day. The TFP & CFP Concentrator Team led by Senior Manager Construction: Aidan Schoonbee scooped the victory and were crowned the official victors of the 2023 Zero Harm Cup – a tournament dubbed the BEST EVER safety campaign in PMC history.



2023 BUSINESS APPROACH AWARDS

GOLD	Concentrator	Flotation Recovery Optimization
SILVER	Logistics	Optimisation of Supply Chain Costs
SILVER	SHEQ	2023 Safety Performance (Zero Harm Cup)
BRONZE	Mining	Improvement in safety through the introduction of PDS/VDS Underground
BRONZE	Smelter	Readiness for Hot Commissioning of the Smelter (training, completion of out of retrofit repairs)
BRONZE	Magnetite	Improvement of Magnetite Grade
BRONZE	Vermiculite	Ore Quality and Plant Recovery Optimisation
BRONZE	Marketing	Optimisation of Copper Concentrate Realised Price
BRONZE	Asset Management	Implementation of Minewide and Underground PDS/VDS
BRONZE	Human Resources	Business Stability
BRONZE	Finance	Favorable Transfer Pricing Settlement

SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE!



Zero Harm Cup & The Business Approach Awards Ceremony



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Participants in the Zero Harm Cup Safety Tournament (8):

- Asset Management:
- Projects Execution Predators
- Concentrator: SMP
- Growth: CRV225
- Magnetite: Stream 1 Iron Buffaloes
- Magnetite: Stream 2 Flying Eagles
- UG Mining: Eliminators
- Vermiculite: The Giraffes
- Vermiculite: The Spanners

Participants: Friendly Games (3)

- Lift II Mining – 2 teams:
 - Geology
 - Surveyors
- VB Mining Super Supporters (2)
 - Communications
 - Security

Top Linesmen (3):

- Anikie Mametja - VB
- Morapedi Mocumi - Refinery
- Sello Mokhele – Concentrator

Top Technical Advisors (3) – nominated by their Teams:

- Ephraim Sekatane – (Retro Chiefs or Smelter Retrofit Project)
- Jurie vd Watt – Sinkers (Ventilation Shaft)
- Ntsako Sibiya – TFP & CFP (Concentrator)

Zero Harm Cup – Round 1 Winner:

Retro Chiefs (Smelter Retrofit Project)

Zero Harm Cup Quarterfinalists:

BB Bronco's (Growth Construction)

Zero Harm Cup Quarterfinalists:

Cavers (Lift I UG Mining)

Zero Harm Cup Quarterfinalists:

Dyna Clones (Vermiculite)

Zero Harm Cup Quarterfinalists:

Smelter Risk Assessors (Smelter)

Zero Harm Cup Semi-Finalist:

Sinkers (Ventilation Shaft)

Zero Harm Cup Semi-Finalist:

Sec. Crushers & Auto Mills (Concentrator)

Zero Harm Cup WINNERS:

TFP & CFP (Concentrator)

Zero Harm Cup Runners-up:

Refined Hawks (Smelter & Refinery)

PMC steps in to tackle raw sewage water running above ground within local communities

Palabora Mining Company is committed to supporting its host communities and enabling them to thrive and improve their quality of life.



Local residents are regularly affected by challenges such as raw sewage water overflowing above ground, into the streets and at times into their yards.

Exposure to sewage water and its pungent offensive scent is an infringement to human rights, dignity and health. Despite many attempts by residence to lodge complaints to the Municipality, the Municipality is often unable to swiftly resolve the challenge due to limited resources.

PMC is a responsible corporate citizen and has stepped in to tackle the overflowing sewage water crisis by purchasing sewage pumps to bring much needed relief and service delivery to local residents.

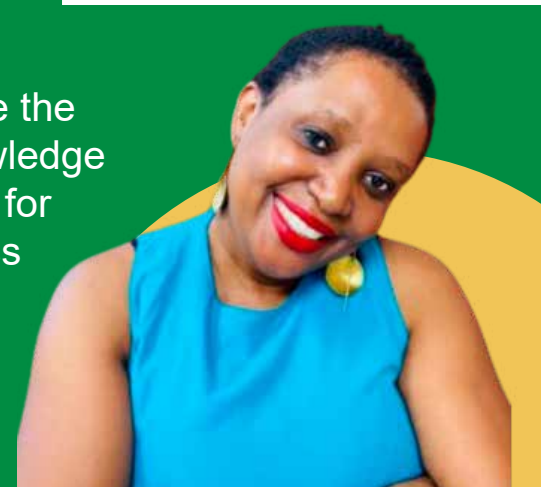
PMC Transformation Superintendent Tshidi Ngobeni jointly with PMC External & Stakeholder Engagement Superintendent Shikati Zulu handed over the sewage pumps to the local Ba-Phalaborwa Mayor, Honorable Cllr. Merriam Malatji.



EDITORS NOTE

PMC is plunging forward to continuously be the best that it can be. In this issue, we acknowledge our engaged teams and congratulate them for their commendable efforts towards business sustainability and success.

Thank you for making PMC better!





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PALABORA MINING COMPANY CHALLENGED THE DMRE SOCCER AND NETBALL TEAMS TO A FRIENDLY MATCH.

DRME lands in hot waters with PMC Teams on the sports grounds



Although a friendly match, there was subtle competitive rivalry and the outcomes proved that PMC had a score to settle.

The regulator team found themselves breathless and wanting, also without jurisdiction to stop the match, influence, or raise issues of rank.

Initiatives such as these are pivotal for:

- Building camaraderie among mining employees,
- Creating opportunities for diverse networking,
- Encouraging physical and mental wellbeing,
- Maintaining a healthy work-life balance.
- The day was a great success filled with laughter.



PMC CEO preps the comrades ultra marathon athletes for a win

Palabora Mining Company CEO has put weight behind the company's good wishes for the comrades athletes to perform well at the 90km Up Run Ultra Marathon.

The company offered full sponsorship entailing - running accessories, lodging and transportation. This gesture from the CEO is beyond ticking work life balance compliance boxes but rather indicative of our Top Employer stature and proof of our excellent HR practices.

The current 2024 PMC comrades participation, exceeds any other previous entry from the club. Amongst the total 24 qualified runners, 4x are women, 4x elite community runners as well as top performing PMC athletes - who run the comrades consecutively even enjoying strong records of Silver finishes and showing great potential for Gold.

Come 9 June 2024, all 6000 employees from Palabora Copper will be glued to



their television screens for the entire 12 hours cheering their colleagues #TheBlueTrain - as they bravely paint the road from Durban to Pietermaritzburg blue - elevating the PMC brand sky-high.

Who knows, perhaps the CEO sponsorship and praises was the only missing ingredient needed to jumpstart their "magic" to beat the immensely talented - repeat winner record holder Tete Dijana.