ACCOMMODATION NEWSLETTER

2026 SECOND EDITION

MINERALS COUNCIL
SOUTH AFRICA

Promoting sustainable home ownership and investing in initiatives that enhance the quality of life of employees, their families and host communities.



Editorial

The second edition of the Minerals Council South Africa Accommodation Newsletter showcases the meaningful impact and long-term investments made by our member companies in housing, accommodation and community development initiatives across the country.

Through collaborative efforts, member companies continue to invest in sustainable living environments that improve the quality of life of employees, their families and surrounding communities. These initiatives extend beyond the provision of housing and include investments in schools, healthcare facilities, wastewater treatment infrastructure, environmental sustainability programmes, youth development initiatives and community upliftment projects.

Companies have made significant progress in delivering modern housing developments, supporting homeownership opportunities and improving accommodation standards for employees, including women and single female employees. Investments in energy-efficient housing solutions, water treatment facilities and environmentally responsible infrastructure continue to demonstrate the sector's commitment to sustainable development and social responsibility.

In addition, ongoing investments in education, workplace training, youth empowerment and community support programmes continue to create opportunities that contribute towards stronger, safer and more resilient communities.

The mining sector remains committed to improving employee living conditions and advancing meaningful social impact initiatives that support both present and future generations. Through these efforts, member companies continue to demonstrate why #MiningMatters.

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01 | Northam Platinum

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Northam Platinum believes in an accommodation strategy that moves beyond merely building units by creating sustainable, inclusive communities that provide safety, economic opportunity and prosperous neighbourhoods. Home ownership is promoted as the preferred sustainable tenure option, while rental units and company accommodation remain part of the mix.

Northam's housing developments

Lesedi Village in Northam Town, near Zondereinde mine, will consist of 215 houses when complete in 2028. The first 72 units were completed in 2024 and sold out during 2025; the second phase of 72 units is complete and currently being sold to employees. Homes are built to two- and three-bedroom designs close to schools, clinics and shops.

Open market purchases and community partnerships

At Eland mine, Northam supports employees to buy on the open market, given the ample housing stock in Brits, Hartbeespoort and Pretoria; 194 Eland employees have been assisted, alongside 263 at Zondereinde and 186 at Booysendal. To date, the group has provided more than R243 million to help employees purchase their own homes and R361 million in living-out allowances. Northam partners with local and provincial government on infrastructure projects, including upgraded Grade R facilities with the Limpopo Department of Education.

Booysendal

All 68 completed units in the Emaweni Village home ownership project were registered by the end of 2025. A second phase adding 127 units is under construction, due for completion by 2029 at a cost of R120 million. Booysendal also made 21 company-owned houses available at Rockcliff Phase 1, all sold and registered.

More than

R243 million

invested in employee homeownership



Figure 1: Lesedi Village at Zondereinde operations during construction of phase 2



Figure 2: Emaweni Village Phase 1 in Mashishing for Booysendal operations

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Figure 3: Emaweni Village Phases 1 and 2



Figure 4: Lesedi Village at Zondereinde operations during construction of phase 2



Figure 5: Upgraded Grade R Facilities at schools in and around Northam in Partnership with Limpopo Department of Education

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02 | Valterra Platinum

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Building futures through home ownership

Valterra Platinum has made housing affordability a key pillar of its people strategy through the Home Ownership Allowance and the Corporate Rustenburg House Sale Discounting Scheme, recognising that home ownership is one of the most meaningful milestones in an employee's life.

Security that lasts beyond employment

A former employee of more than 20 years, who started as a general worker in 1994 and later served as an artisan and Clerk of Works, bought his house at a 40% discount without taking on a bond. Having taken voluntary severance in 2025, he reflects: "Now that I am unemployed, I have a home that belongs to me. That security is priceless."

From company housing to ownership

An Engineering Maintenance Planner already living in company accommodation joined the scheme when the houses were offered for sale. The discount, she says, made the property genuinely affordable and reduced bond repayments to manageable levels; clearer roles and regular updates between the housing team and conveyancers would make the process smoother still. Valterra has also established the Rethabile female single accommodation.

Northam Wastewater Treatment Works

Water stewardship recognises that water is a shared resource that supports communities, ecosystems and sector. Valterra Platinum is committed to protecting shared water resources through partnerships and infrastructure investments that deliver lasting benefits to its host communities. One such initiative is the Northam Wastewater Treatment Works project, implemented in support of the Thabazimbi Local Municipality.

Northam has emerged as a growing community due to its strategic location and increasing development demand. While several housing projects are nearing completion, the town's expansion has been constrained by limited wastewater treatment infrastructure. The capacity constraints of the existing wastewater treatment system have historically prevented further urban growth.



Figure 6: Northam Wastewater Treatment Works

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02 | Valterra Platinum

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Rethabile:

Safe, comfortable accommodation









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03 | Glencore Alloys

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Our home away from home

At Glencore Alloys, a house is more than a structure; it is a foundation for stability, dignity and long-term prosperity. Guided by its motto "Glencore Alloys: Our Home Away from Home", the company helps employees build not only careers but sustainable livelihoods through home ownership.

How employees are supported

The Homeownership Policy makes suitable housing more accessible to employees. A once-off Housing Financial Grant assists employees within defined income levels towards buying or building a home; all employees, excluding management, receive a housing allowance, and qualifying employees benefit from subsidies structured around bond values, property pricing and interest rates.

A commitment beyond the workplace

Improving living conditions is treated as an investment in employees, their families and the surrounding communities — fostering belonging, pride and long-term security.



Figure 7: A commitment beyond the workplace.



Figure 8: Housing at Glencore Alloys.

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04 | Impala Platinum

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Figure 9: Platinum Village housing development for Impala Platinum employees.

A sector-leading housing programme

Impala Platinum has transformed accommodation for thousands of mineworkers and their families. Since 2008, Implats has invested more than R7 billion in decent housing, including R299 million in 2025 and more than 5,700 houses have been built and sold to employees in South Africa.

Flagship developments

At Platinum Village, 2,101 of 2,128 planned houses have been built and sold. Waterkloof Hill Estate adds 1,577 houses, Marula provides 150 free-standing units and 101 renovated single units. Four schools were built with the North-West Department of Education and the Impala Bafokeng Trust at an investment of R216 million.

Decent accommodation and wealth creation

In 2025, employees living in decent accommodation reached 96% at Impala Rustenburg, 98% at Refineries, 99% at Marula and Bafokeng and 100% at Impala Canada, supported by interest-free loans, rent-to-buy and living-out allowances.

Impactful housing project management

The impact of these initiatives is profound. Employees and their families enjoy safe, modern homes, which has led to improved well-being, social stability and productivity. The inclusion of schools and clinics — and the imminent inclusion of business hubs and government precincts within the Platinum Village development — has enhanced access to education and essential services, benefiting Implats employees and the broader community.

The Group is committed to developing vibrant, integrated communities, with access to amenities, schools and public services. By moving away from the legacy of hostel accommodation and informal settlements, our housing developments are aimed at promoting social stability and personal well-being among our employees.

Providing decent housing and amenities uplifts mine-host communities and helps break the cycle of poor living conditions historically associated with mining. Environmental initiatives, such as solar geysers and boreholes, further support sustainability and reduce strain on local resources.

Implats has been the driving force behind these housing projects, managing the property portfolio through a dedicated Group property manager and overseeing the housing strategy at board level.

More than

R7 billion

invested in decent housing since 2008

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05 | Sibanye-Stillwater

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HOUSING FOOTPRINT

In 2025, 15,513 employees, representing 28% (2024: 17,563, 31%) of the workforce at our SA operations were renting mine accommodation from the Group in mine villages or proclaimed towns near our operations.

SIBANYE-STILLWATER OWNED ACCOMMODATION FOR 2025

8,888
SINGLE ACCOMMODATION

9,871
FAMILY ACCOMMODATION

Our large accommodation footprint necessitates extensive maintenance. In 2025, we spent some R626 million (2024: R660 million) on maintenance. The maintenance budget also delivers strategic value by strengthening local procurement. All accommodation maintenance activities are intentionally ring-fenced for suppliers from local communities, creating meaningful commercial opportunities and supporting local employment.

HOUSING PROGRAMMES

Our housing and socioeconomic strategy considers the need to ensure that our employees benefit from home ownership. Barriers to home ownership include creditworthiness and access to housing stock in preferential areas.

Units owned and maintained by Sibanye-Stillwater	Total employees renting	Percentage of workforce supported
2025	2025	2025
18,759	15,513	28%
	2024: 17,563	2024: 31%

Our home ownership programme promotes affordable housing for employees in areas that offer long-term value. We endeavour to assist employees in purchasing their homes, through subsidies, improved creditworthiness, debt rehabilitation, and better financial planning and management, etc. Our home ownership help desk offers employees free advice and assistance on buying a home.

How does the home ownership programme work?

We incentivise home purchases by offering employees a 20% discount on the property valuation, with a further 1% discount for each year of consecutive service with Sibanye-Stillwater. This programme enables employees to invest in the property market, and in doing so contribute to the dignity and legacy of their families.

Housing and living conditions

Sibanye-Stillwater's housing and living conditions section focuses primarily on South Africa, as housing is not considered a material concern at the Group's other international operations. At the US operations, the Group provides basic housing accommodation at minimal cost to employees whose primary residence is beyond ordinary daily commuting distances. At the Australian operations, remote locations (fly-in, fly-out operations) provide accommodation at no cost to employees.

SA operations

The SA operations continued to focus on two key priorities in 2025:

- Maintaining safe, decent accommodation across the SA-owned properties, aligned with operational needs and life-of-mine plans; and
- Promoting home ownership by incentivising the sale of SA-owned houses in proclaimed areas.

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06 Harmony Gold: Housing policy and strategy

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Government Strategy to Address Housing

- To support the National Government strategy to develop sustainable human settlements.
- Harmony makes suitable land available and, in some instances, co-develops human settlements with municipalities.

Harmony Group Housing Policy and Strategy

- Provide decent accommodation and living options for our employees, through a choice of residences, single-occupancy rooms, rentals, mine houses, family units and home-ownership options.

Encouraged Home-ownership

Harmony sells mine houses in proclaimed areas at discounts of up to 40%, and facilitates IEMAS, Bayport and pension-backed funding alongside living-out and housing allowances.

Living conditions are improving in parallel: Elandsridge Village refurbishments and a restored West Wits Village pool.

Restoring Safe Sanitation

- Harmony assisted the Matjhabeng Municipality to clear major sewerage blockages that were creating unhealthy living conditions and environmental risks for employees and local communities.
- The blockages were caused by illegal structures built on top of sewerage lines.









Figure 10: Matjhabeng Municipality, Welkom: Harmony intervenes to uphold healthy living conditions.

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07 | Harmony Gold: Ownership in numbers

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Enabling employee homeownership

Harmony enables employees to purchase mine houses in proclaimed areas at discounts of up to 40%, supported by living-out and housing allowances and funding through IEMAS, Bayport and pension-backed loans — creating new homeowners with immediate equity.

Progress YTD 2026

Of 1,353 houses identified for sale, 673 are registered and 80 pending, bringing total sales to 752 or 55.7%: 336 of 630 at Moab Khotsong, 396 of 700 at Mponeng and 20 of 22 at Randfontein. Vacant stands are almost fully taken up, with 282 of 292 sold (96.6%).

Improving living conditions

Elandsridge Village at Kusasalethu continues to be refurbished with modernised kitchens, the community swimming pool at West Wits Mine Village has been restored, and Harmony helped the Matjhabeng Municipality in Welkom clear major sewerage blockages that were creating unhealthy conditions for employees and communities.

Refurbishment of houses at Harmony's mine villages

Aligning Harmony's values, decent accommodation and healthy living conditions for our employees.

Refurbishment: Properties acquired from separate legal entities



Figure 11: Refurbishment of houses at Harmony's mine villages

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08 | Assmang: Lebelelang Centre

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The Lebelelang Centre for the Disabled, Postmasburg — a partnership built on purpose

On 12 September 2025, the Lebelelang Centre for people with disabilities was formally handed over to the Tsantsabane community in Postmasburg, Northern Cape, marking a landmark moment in collaborative development between the private sector, government and civil society.

Origins and vision

First established in 2005, the centre has been significantly expanded through a broad multi-partner coalition, transforming a former waste dumping site into a safe, inclusive space that empowers persons with disabilities. It now includes purpose-built classrooms, therapy areas and multi-purpose spaces enabling training, therapy and skills programmes.

Partners and impact

Kumba Iron Ore and Assmang Beeshoek Mine led the collaboration as part of their Social and Labour Plan obligations, with the Lesedi Power Project and the National Development Agency providing further support, the Department of Social Development funding operational costs and the Tsantsabane Local Municipality donating the land, aligned with the District Development Model and the municipality's Integrated Development Plan. The project created 83 temporary jobs during construction and 7 permanent jobs. At the handover, attended by Minister Gwede Mantashe, Deputy Minister Ganief Hendricks and Premier Zamani Saul, the Minister described mining companies as showing "a humane face, leading in communities, making a difference".



Figure 12: From left to right: Moegamad Ganief Ebrahim Hendricks — Deputy Minister of Social Development, Nompumelelo "Mpumi" Zikalala — CEO, Kumba Iron Ore, Gwede Mantashe — Minister of Mineral and Petroleum Resources, Nolitha Fakude — Chair, Anglo American South Africa Management Board, Cllr Helena English — Mayor, Tsantsabane Local Municipality, Mr André Joubert — Chief Executive Minerals Technologies



Figure 13: Newly constructed Lebelelang Centre for the Disabled.

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09 Platreef (Ivanplats) and Ilima Coal

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Platreef: advancing workforce well-being

In 2025, Platreef commissioned its own occupational health facility, bringing services previously provided externally in-house. An existing building was converted into a fully compliant medical facility housing an Occupational Health Clinic equipped with a soundproof audiometric booth, spirometry equipment, an X-ray unit and clinical screening tools, supporting statutory medical surveillance and the management of non-communicable diseases. A dedicated Heat Tolerance Screening centre with a purpose-built climatic chamber accommodates up to sixteen employees per session and a mini rehabilitation centre supports physical conditioning and recovery.

Platreef: investing in youth and communities

The structured internship programme gives graduates from host communities 12 to 24 months of practical experience across Mining, Engineering, Geology, Finance, HR and Sustainability. In Tshamahansi, the first village to adopt the backyard garden initiative, more than 150 households now run productive gardens that improve nutrition, supplement income and strengthen community resilience.

Ilima Coal: strengthening local schools

Ilima Coal assisted in the construction and upgrading of classrooms at Carolina Akademiese Skool, its second school infrastructure project in the Carolina area after six new classrooms at Violet Jiyani Secondary School. These projects form part of the mine's Local Economic Development commitments, aimed at improving teaching and learning conditions, increasing learner capacity and supporting long-term educational outcomes in host communities.

Inspiring career pathways for youth

In 2025, Platreef partnered with the Umlambo Foundation to host a Career Exhibition Day in Makhado, welcoming more than 1,000 learners from surrounding communities. The Umlambo Foundation, an organisation dedicated to investing in the education and prospects of South Africa's youth, was established by Dr Phumzile Mlambo-Ngcuka, who currently serves on Ivanhoe's Board. The event exposed students to careers in the aviation and mining



Figure 14: Carolina Akademiese Skool during construction of phase 2



Figure 15: Carolina Akademiese Skool during construction of phase 2

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sectors, guiding secondary school subject choices and pathways to further education and training.

Learners engaged with sector professionals and Platreef programme graduates, including bursary recipients, artisans and interns, who shared their career journeys and offered practical advice on accessing opportunities, including through the Maru a Mokopane communication portal. An interactive display showcased mining PPE and uniforms, while informational materials and small gifts reinforced learning and engagement.

Platreef's "Keeping a Girl Child in School" campaign

In 2025, the Platreef Mine continued implementing the "Keeping a Girl Child" in School campaign to combat period poverty, support menstrual health, dignity and school attendance among female learners in host communities. With the support of partners, the initiative exceeded its initial target, distributing more than 60,000 sanitary packs across 24 schools. The programme also included age-appropriate illustrated information booklets, helping to normalise and destigmatise menstruation, reduce barriers to education and promote improved well-being and school retention for girls.

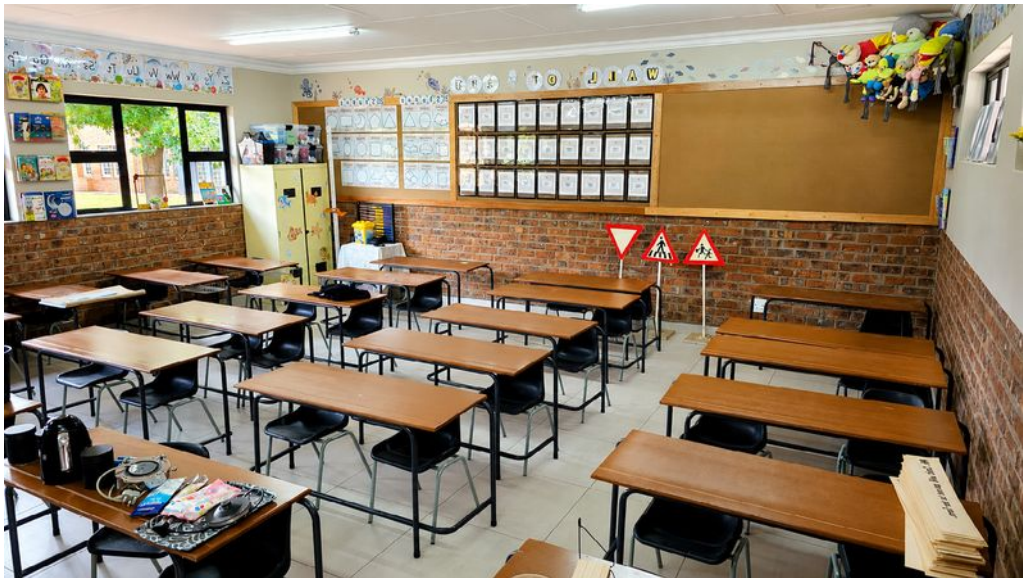


Figure 16: Ilima Coal



Figure 17: Keeping a Girl Child in School

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