

30 November 2020

Ms. Audrey Elster  
Executive Director  
The Raith Foundation

**African Rainbow Minerals Limited**  
Incorporated in the Republic of South Africa  
Company Reg No. 1933/004580/06

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Dear Ms Elster,

## **AFRICAN RAINBOW MINERALS LIMITED ('ARM') SOCIAL & LABOUR PLANS**

I refer to the annual general meeting of ARM held on 6 December 2019.

In response to your request for copies of ARM's operations' social and labour plans, I attach hereto copies for the following operations:

- i) Beeshoek Mine
- ii) Black Rock Mine
- iii) Khumani Mine
- iv) Modikwa
- v) Two Rivers Mine

The social and labour plan for the Nkomati Mine is being amended and is accordingly not enclosed. The social and labour plans for the coal operations will be forwarded to you in the near future.

We apologise for the delayed response.

Yours faithfully,

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**M P Schmidt**  
**Chief Executive Officer**