

MESSAGE TO ALL STRIKING EMPLOYEES

19 MAY 2022

You can end the strike

Dear Colleagues

Since the beginning of May we have had three further negotiation sessions with the NUM and AMCU where we have engaged extensively with the unions and where we proposed a possible five-year agreement, coupled with a profit share which would enable employees to earn more when the gold price performs well while ensuring greater operational stability and sustainability for all stakeholders.

It disappoints us to report that the leadership of AMCU and the NUM has remained firm in its demands, and we have made very little progress. The review of wages has been long and drawn-out process over 11 months where we have increased our offer seven times before coming to our Final Settlement Offer on 19 April 2022. The NUM and AMCU remain inflexible and continue to make demands that will negatively impact the sustainability of our gold operations and the many stakeholders that depend on them, which we cannot accept.

Sadly, all striking employees have lost more than the increase they would have received over three years if the offer made by the Company was accepted, so there is no commercial rationale to not accept the Company's offer.

We are extremely concerned about the impact of this strike on our employees, their families and our communities. Many people depend on our SA gold operations and are suffering from this extended action.

Union leadership has informed us that they do not have a mandate to accept anything other than their initial demands for a R1,000 wage increase. This demand is not sustainable and the Company cannot agree to it.

During the coming days, union leadership will engage with you during mass meetings. As colleagues, and members of AMCU and the NUM, we urge you to provide the union leadership with your mandate to accept our offer and to bring an end to this strike which is at your expense.

Make sure your voice is heard.



RICHARD COX
EXECUTIVE VICE PRESIDENT:
SA GOLD OPERATIONS

Please contact this toll-free number if you have any questions or queries 0800 0070 68



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY