

REGULATORY RELEASE

Thursday 28 February 2013

Lonmin Plc - Revised Management Structure Update

Lonmin today announces that it has made significant progress in its review of the Company's operating model and management structure. The Company is now in consultation with its unions (AMCU, NUM, Solidarity, and UASA) and employees on a proposed new operating structure.

The review of the operating model forms part of the Lonmin Renewal Plan which was announced at the end of October 2012 and has been undertaken as part of a strategy aimed at achieving a sustainable business in an environment characterised by weak global market conditions and high input costs.

The "ramp-up" element of the Renewal Plan delivered excellent results in the first Quarter, as announced on 31 January 2013, and is progressing ahead of schedule.

Approximately 150 positions are likely to be affected initially, all of which are expected to be in the management levels.

All parties are mindful of the need to preserve jobs wherever possible and manage the process with sensitivity. In view of this the Company is engaging with its affected unionised employees through their registered trade unions as well as with non-unionised employees as required by South African Labour legislation to consult on ways to minimise the impact of the restructuring and redundancies that may flow from it.

The Company also proposes to engage the services of experts in the relevant fields to assist affected employees by providing counselling, and financial planning advice and access to employment advisors.

Lonmin currently employs approximately 28,000 employees.

- ENDS -

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Notes to editors

Lonmin, which is listed on both the London Stock Exchange and the Johannesburg Stock Exchange, is one of the world's largest primary producers of PGMs. These metals are essential for many industrial applications, especially catalytic converters for internal combustion engine emissions, as well as their widespread use in jewellery.

Lonmin's operations are situated in the Bushveld Complex in South Africa, where nearly 80% of known global PGM resources are found.

The Company creates value for shareholders through mining, refining and marketing PGMs and has a vertically integrated operational structure - from mine to market. Lonmin's mining operations extract ore from which the Process Division produces refined PGMs for delivery to customers. Underpinning the operations is the Shared Services function which provides high quality levels of support and infrastructure across the operations.

For further information please visit our website: <http://www.lonmin.com>