

BRIEF TO THE PEOPLE OF SOUTH DEEP

11 April 2020



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EVP: South Africa

LET'S TALK

THUMA MINA, MR PRESIDENT

Coronavirus

Together we can protect ourselves and those we care about

Dear colleagues

We send our good wishes to you and your families this weekend, as many of our people celebrate Easter. We know that this time is difficult for many people due to the lock-down and the associated uncertainties, and we thank you for your leadership and sacrifice you are making in the best interests of our country.

At this time, we are also thinking about the people around us who have not been as fortunate as we all are, in our community and around the country.

We, as a leadership team at South Deep have taken the decision to heed the call by President Ramaphosa to executives of large companies to make a contribution to the Solidarity Fund. As of today, our leadership team have committed to personally donate R984,000.00 from Exco/Opco and split between Solidarity Fund and Local Community Aid, over the next three months through a salary sacrifice to this Fund. You will recall that last week, the mine donated R15 million which we know was gratefully received.

The Solidarity Fund was established by the President in order to raise funds to support four critical areas of work:

- prevent (stop the spread of COVID-19 by “flattening the curve” and bringing down infection rates)
- detect (understand how many people are infected)
- care (for those in hospital or needing medical help) and
- support (for those whose lives have been disrupted).



The fund is chaired by an independent chairperson, Ms Gloria Serobe, and has extensive governance measures in place. Already this fund has purchased protective equipment such as face masks and shields for healthcare workers, and is distributing food parcels to needy and vulnerable people around the country.



And now we are inviting the people of South Deep to answer the President's call – to each and every South African – to contribute to the Solidarity Fund in any way you can. We also know that some people would like to contribute directly to the communities in which our mine is located, and so we have given this option too.

Making a donation

We know that our people would like to contribute to those in need, and we have established a way of doing so. If you are able and willing to contribute, please use this link – <https://www.surveymonkey.com/r/Y7TS9LQ> to complete a response form where you will be able to make your choice, or complete and submit the form attached to this brief.

You will be able to choose to:

- Make a contribution to the Solidarity Fund, or to South Deep's direct efforts in the community around our mine.
- Contribute an amount in Rands.
- Make a once-off donation, or every month for the next three months.

Any amount that a South Deep employee contributes will be seen as a 'salary sacrifice'. This means that it will be paid before tax, and you will thus get a tax benefit.

All responses and donations will remain completely confidential.

I want to thank each and every one of our people for the contribution they are making, either through these funds, or directly in their every day lives in caring for their neighbours.

Remember that every single Rand, and every act of kindness and generosity, counts.

Together, we are saying Thuma Mina, Mr President. We heed your call.

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