



WOMEN'S DAY 2021

STRIVING FOR GENERATION EQUALITY

Dear colleagues,

On 9 August, we acknowledge Women's Day 2021 which carries the national theme of: Generation equality – Realising women's rights for an equal future.

This supports the country's goals of achieving gender equality by 2030. As we look back at our past in the gender equality context, we pay tribute to what has been accomplished by previous generations. We are reminded of individual and collective efforts that challenged the norm and brought about change. While the tone and cause may differ from generation to generation, the power of women to bring about transformation remains a common theme. This is a power that leads industries, shapes policies, unites where there is division, raises families, heals, builds, educates, discovers, innovates and drives progress.

The Minerals Council, of which we are a member, has highlighted strategic and actionable priorities in its women in mining strategy that many members are in the process of implementing. These include these seven foundational measures:

- 1 Affirming zero tolerance for gender-based violence
- 2 Developing gender diversity and inclusion policies
- 3 Providing a reporting system for gender diversity issues
- 4 Initiating unconscious bias training to transform culture

- 5 Deploying ongoing companywide pulse check surveys
- 6 Building an inclusive physical environment
- 7 Supplying personal protective equipment (PPE) specifically designed for women

In our own space at DRDGOLD, we remain committed to creating a more representative company, at every level, to fully benefit from the power and diversity of a balanced workforce. We have a long way to go but are proud to be making incremental progress from year to year, and our current representation, that of 23% of the workforce, is significantly higher than the industry average of 12%. At a governance level, we now have 38% female representation on our board.

So much work remains to be done to achieve equality, and we all hold the power to shape this world for future generations. I encourage the women of DRDGOLD to recognise the part they play as role models for other women in all facets of their lives, and especially within their communities. I encourage the men of DRDGOLD to actively shape the kind of world they would want their sisters and daughters to grow up in.

May Women's Day 2021 provide a time of reflection for us all.

Kind regards.



Niël Pretorius
CHIEF EXECUTIVE OFFICER
9 August 2021