

**Tharisa plc**  
(Incorporated in the Republic of Cyprus with limited liability)  
(Registration number HE223412)  
JSE share code: THA  
ISIN: CY0103562118  
("Tharisa")

### **Tharisa reaches three-year wage agreement at the Tharisa Mine**

Shareholders are advised that Tharisa has concluded a market related three-year Collective Agreement on Substantive Terms and Conditions of Employment with the National Union of Mineworkers (NUM), the recognised trade union at its Tharisa Mine in South Africa. The agreement is effective from 1 July 2015 until 30 June 2018 and applies to its employees who are subject to the bargaining unit at the Tharisa Mine.

Tharisa recognises the constructive manner in which management and the NUM conducted and concluded the negotiations. The successful conclusion of the three-year agreement is a positive development for the Tharisa group and Tharisa commends its workforce for continuing to work without interruption throughout the negotiation process to maintain its operating performance. The finalisation of the agreement supports labour stability, allowing the Tharisa Mine to focus on growing the business for the benefit of all stakeholders and promotes continued engagement and a sound working relationship with our employees.

Paphos, Cyprus  
27 July 2015

**Sponsor**  
Investec Bank Limited