



Message from our Chief People Officer

Dear Colleagues,

As we approach the end of 2025, it gives me great pleasure to **reflect** on a year that has been both highly productive and deeply rewarding for Platinum Health.

From a **business** perspective, we continue to **strengthen** our position in the industry while remaining true to our mandate of delivering affordable, high-quality healthcare to our clients.

On the **Human Resources** front, we have made **significant** strides across several key areas:

- We successfully **revived** our participation in the Health Workers SETA (HWSETA) and appointed an external Skills Development Facilitator (SDF). This enabled us to submit the 2025 Workplace Skills Plan, positioning us to receive both discretionary and mandatory grants in the coming period.
- Working **collaboratively** with our line managers, we made meaningful progress towards our sector employment equity targets and advanced our five-year Employment Equity Plan.
- We **strengthened** relationships with our strategic partners across the business, fostering the collaboration needed to support our organisational goals. In addition, our sustained engagement with organised labour has contributed to continued industrial stability.
- In line with the Employment Equity Act, we established a fully functional Employment Equity Committee, which now jointly oversees and reports on progress toward our EE commitments.
- Following our **migration** from the Anglo Superfund to the OM Superfund, we successfully appointed employee representatives to the PH Management Committee.
- To ensure a strong and sustainable **talent pipeline**, we intensified our succession planning efforts, focusing on capacity building, intentional knowledge transfer and leadership readiness. Our recent call for employees to apply for company-assisted studies reflects our ongoing commitment to lifelong learning and development.

While we **celebrate** these achievements, we also tackled several **challenges** that required immediate attention during the year:

- The need to **upgrade** the storage and automation of employee files.
- Streamlining the Injury on Duty (IOD) process to improve the experience for affected employees.
- Introducing training on initiating and chairing disciplinary enquiries, with an emphasis on consistent and progressive discipline.
- **Addressing** technical challenges within our HR system (Scubed) and working with renewed commitment from the service provider to enhance system usability and employee experience.
- **Encouraging** more employees to voluntarily declare their disability status—while nine employees have done so, we continue to work towards achieving our 3% target.

As we close off the year, I would like to extend my **heartfelt appreciation** to each of you for your resilience, dedication and unwavering commitment to our people and our purpose.

I wish you all a peaceful and restful **festive season**. For those travelling, may you and your loved one's journey safely. For those PH'ers who will be working throughout, we thank you for your service and dedication.

Festive greetings to everyone! Let us return refreshed and ready to embrace 2026 with renewed energy and determination.

Kind regards,

Thabo Mosoane