

WIPGM's Introductions and Progress

Wilma Swarts, Metals Focus & Women in PGMs



Introduction and Progress

Presentation to IPMI Members, Winter Meeting

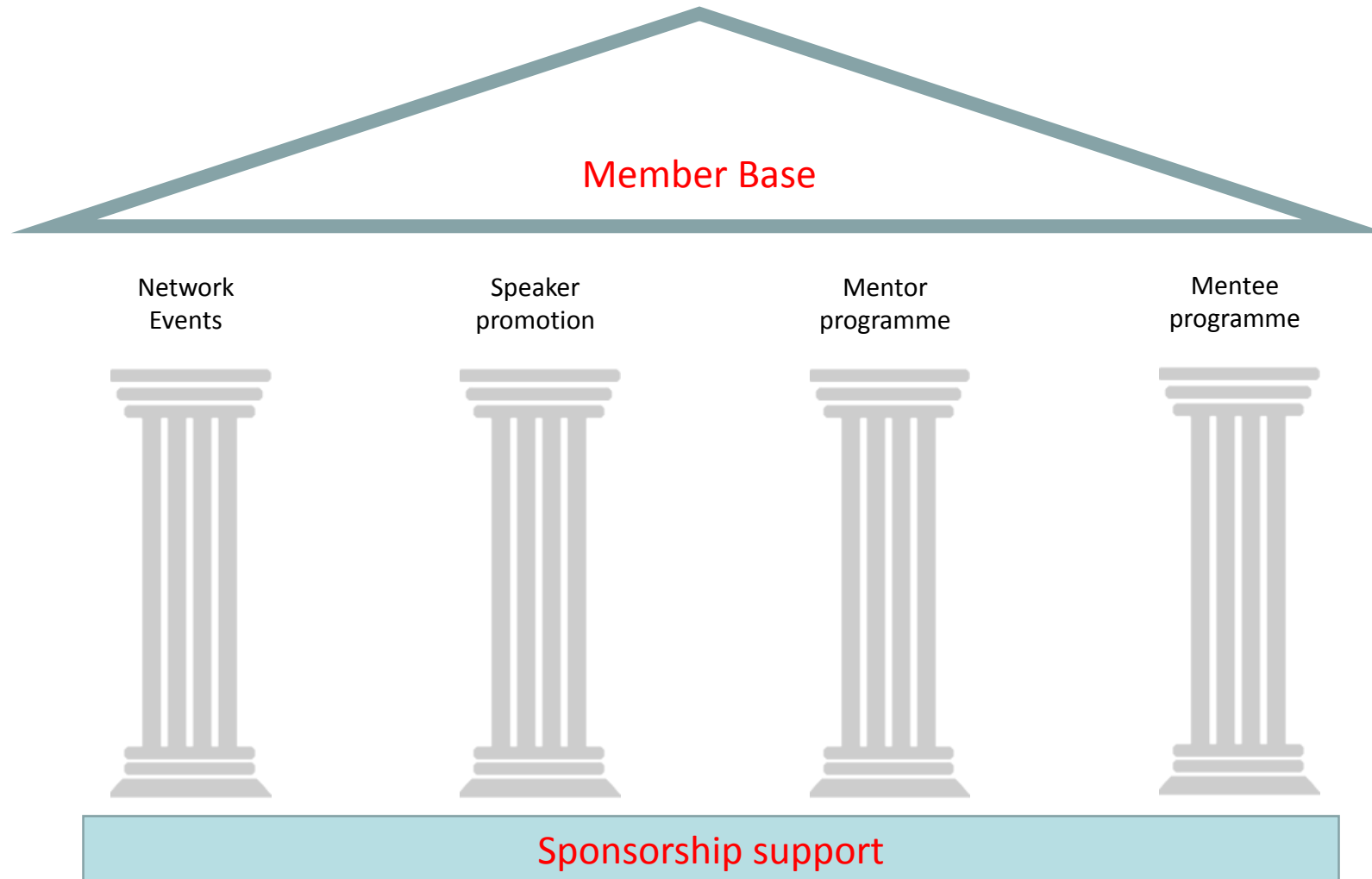
28 February 2023

Presented by Wilma Swarts

Our origin story

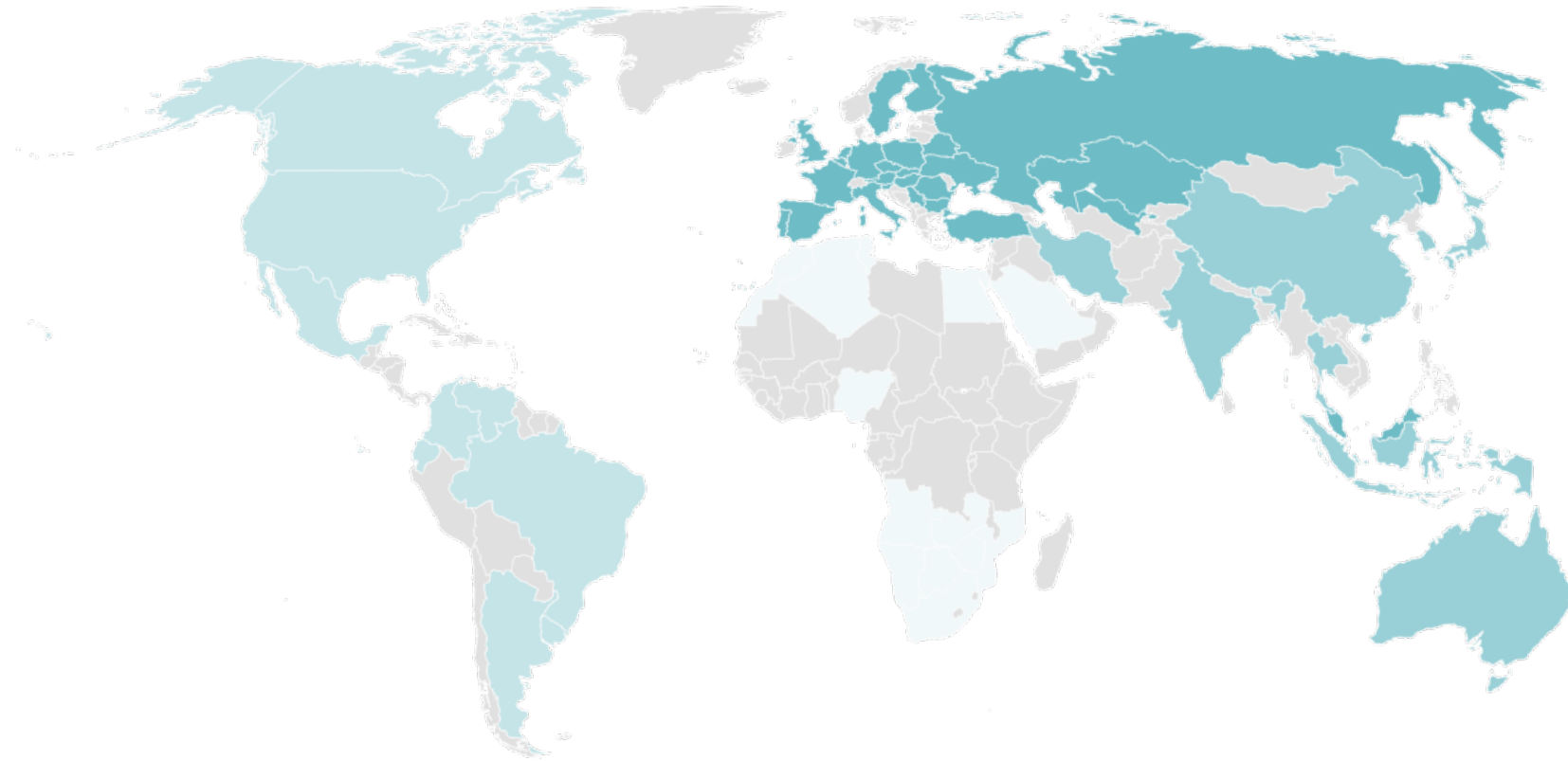
- A brave idea
- A supportive corporation
- Experience
- Traction
- Momentum

WiPGMs Pillars of growth



- WiPGMs is committed to supporting the careers of women in the platinum group metals industry across the value chain by providing opportunities to discuss, debate, mentor and grow the industry and our roles within it.
- The network is governed by a team of dedicated and committed women with experience across various segments and disciplines within the platinum group metals industry.
- WiPGMs invites those who share our ethos to become members of the network to help achieve our purpose.
- When you become a member of WiPGMs, you are joining like-minded individuals who endorse and adopt its Charter. This means that you will:
 1. Contribute to furthering the careers of women in the PGM industry.
 2. Help promote and grow WiPGMs by encouraging others to become members.
 3. Inform WiPGMs about invitations that you accept to speak at industry events.
 4. Inform WiPGMs about mentoring that you take part in either as a mentor or mentee.
 5. Help promote the WiPGMs network by, for example, promoting content posted on social media, promoting the network to your network, and attending WiPGMs events.
 6. Not act in a manner that would harm the reputation of WiPGMs or any of its sponsors.
 7. You give WiPGMs permission to promote your activities and share your information with events organisers, mentors or mentees.

Regional Chapters



ASIA

Zhuoying Jing
• *Kate Harada*
• *ZhenZhen Lui*



EMEA

Kirthanya Pillay
Nelsa Martins



Europe

Yana Stunis
Anna Marchisio
Lynda Si-Ahmed



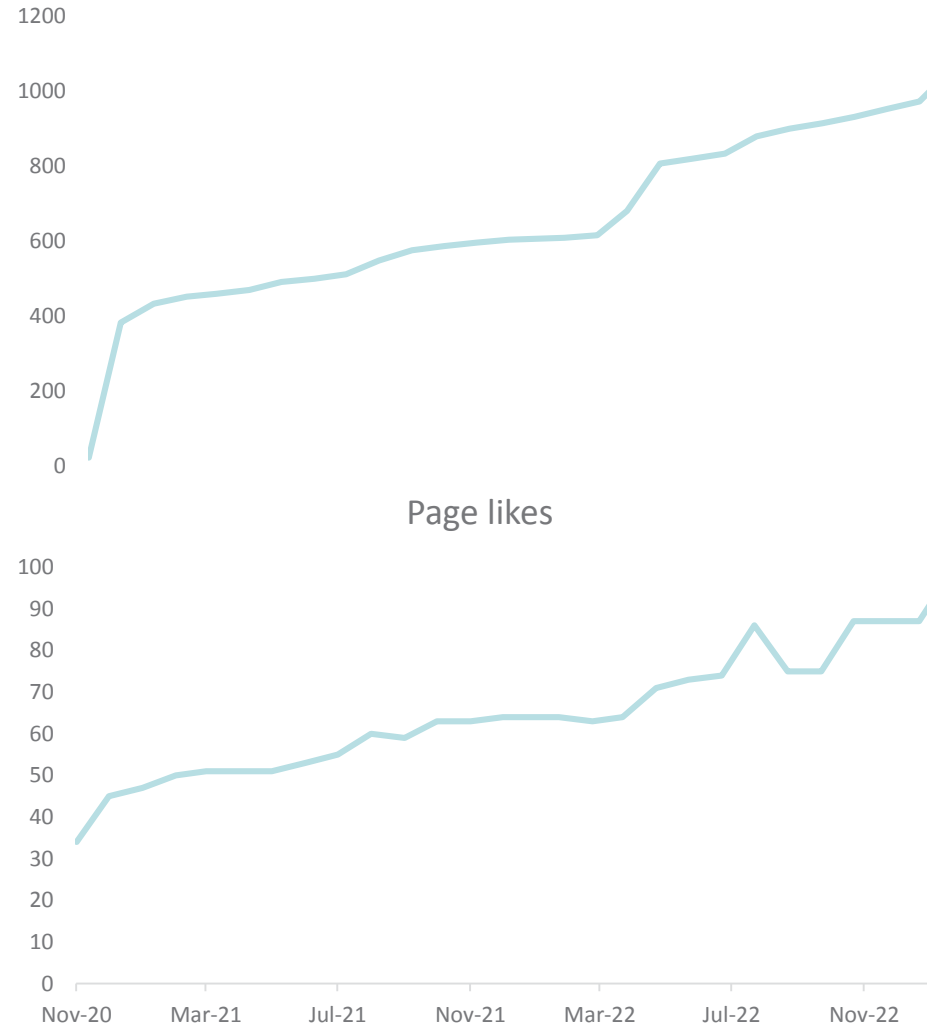
The Americas

Sarah Masterson
Jenny Luker

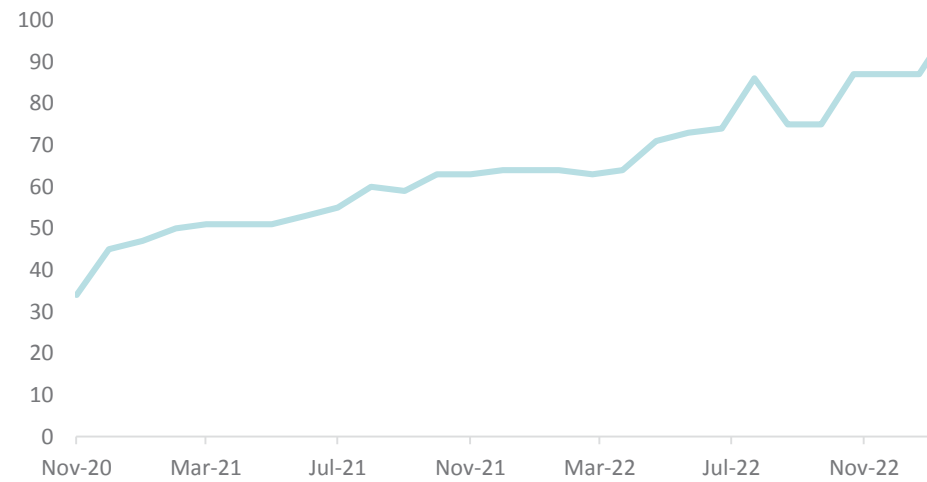


Social Media Activities

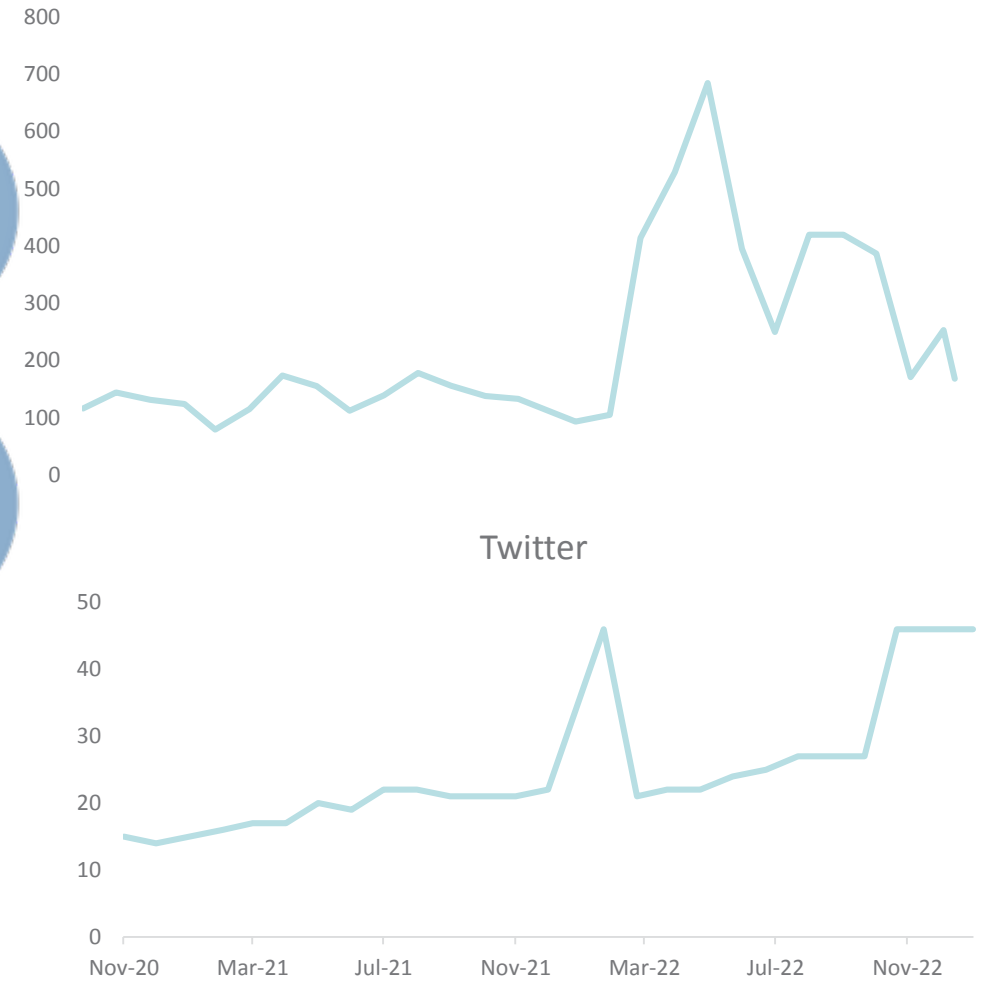
Page followers



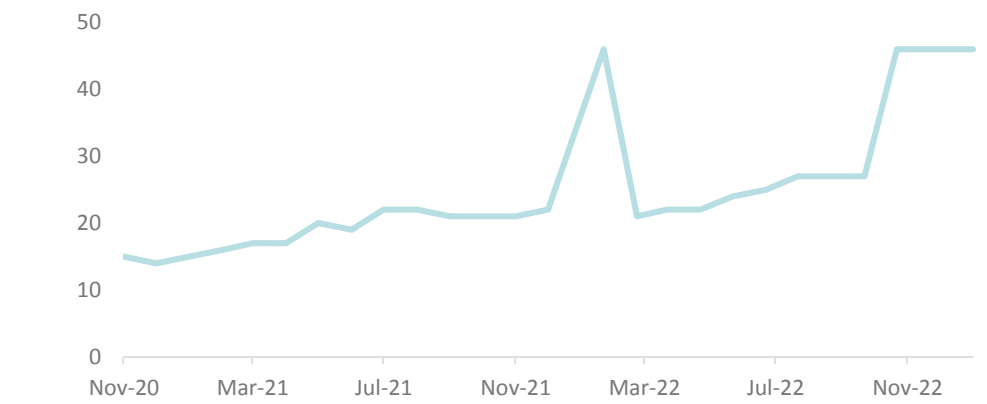
Page likes



Visitors



Twitter



May Event - London



May Hybrid Event - Fortnum & Mason, London

What a fantastic event; we had 60 in-person attendees and 179 people online. It was our first opportunity to meet so many of you face to face after more than two years of peering at each other from behind our computer screens. Additionally, we could not have asked for a more powerful team of women to speak on shaping the future of PGMs. Natasha Viljoen, CEO of Anglo American Platinum, Liz Rowsell, Director of Corporate Research at Johnson Matthey and Svea Scherleithner, Head of Sustainability at Heraeus, gave us first-hand insights into the challenge and opportunities they grapple with daily.

June Event - Orlando



June, 46th IPMI Conference, Orlando

Founded in 1976, the International Precious Metals Institute, with over 600 members worldwide, is the preeminent trade association for the precious metals industry. WiPGMs was honoured to speak at the Women in IPMI gathering. We are excited about programmes that work towards the inclusion and development of women in the industry and look forward to finding ways of collaborating and supporting the IPMI's initiative.

September Event - New York



September Hybrid Event – Bergdorf Goodman, New York

In the lovely setting of the Bergdorf Goodman, we reflected on the highs and lows of the platinum group metals market this past year from the perspective of three outstanding PGM specialists. Rhona, Head of Market Analysis at StoneX briefly unpacked the key global macro factors that have driven the market during most of the past year. Next up, Joni Teves, Precious Metals Strategist at UBS, incorporated how Western led challenges impacted Asian buying behaviour and vice versa. Elizabeth Scott, Precious Metals Sales Origination at HSBC, reflected on how market events have affected end-user and consumer buying patterns.

November European Event - Lisbon



Lynda Si-Ahmedis
Metalor Technologies SA



Lee-Ann Samuel
Implats Group Executive



Anna Marchisio
Hensel Recycling



Franziska Killiches
Volkswagen

November, IPMI Event, Portugal

Balancing societies need for precious metals with the green and circular agenda – a value chain perspective

WiPGMs hosted a panel discussion in Lisbon at the European IPMI event, exploring the impact on business strategies and planning in the quest to contribute to the Net Zero by 2050 strategy. During the session we heard from mining, recycling and end users of PGMs, how the drivers towards carbon neutrality and circular economy impacted platinum group metals business today and how this is shaping the future business structure.

December Asian Chapter Event - Virtual



Kate Harada

*Precious Metals Division Officer
TANAKA Holdings Co.,Ltd.*

Platinum retail investment demand and how the investors' behaviors are shaping the Platinum market in Japan.
The history / TANAKA's function.



Zhenzhen Liu

*Director, Global Corporate Marketing
Platinum Guild International*

Platinum jewelry market review in Asia



Linda Hu (Heraeus)

Heraeus Precious Metals China Head

The outlook of PGM recycling industry in China



Emma Schofield

*Platinum Group Metals Research Fellow
at Johnson Matthey*

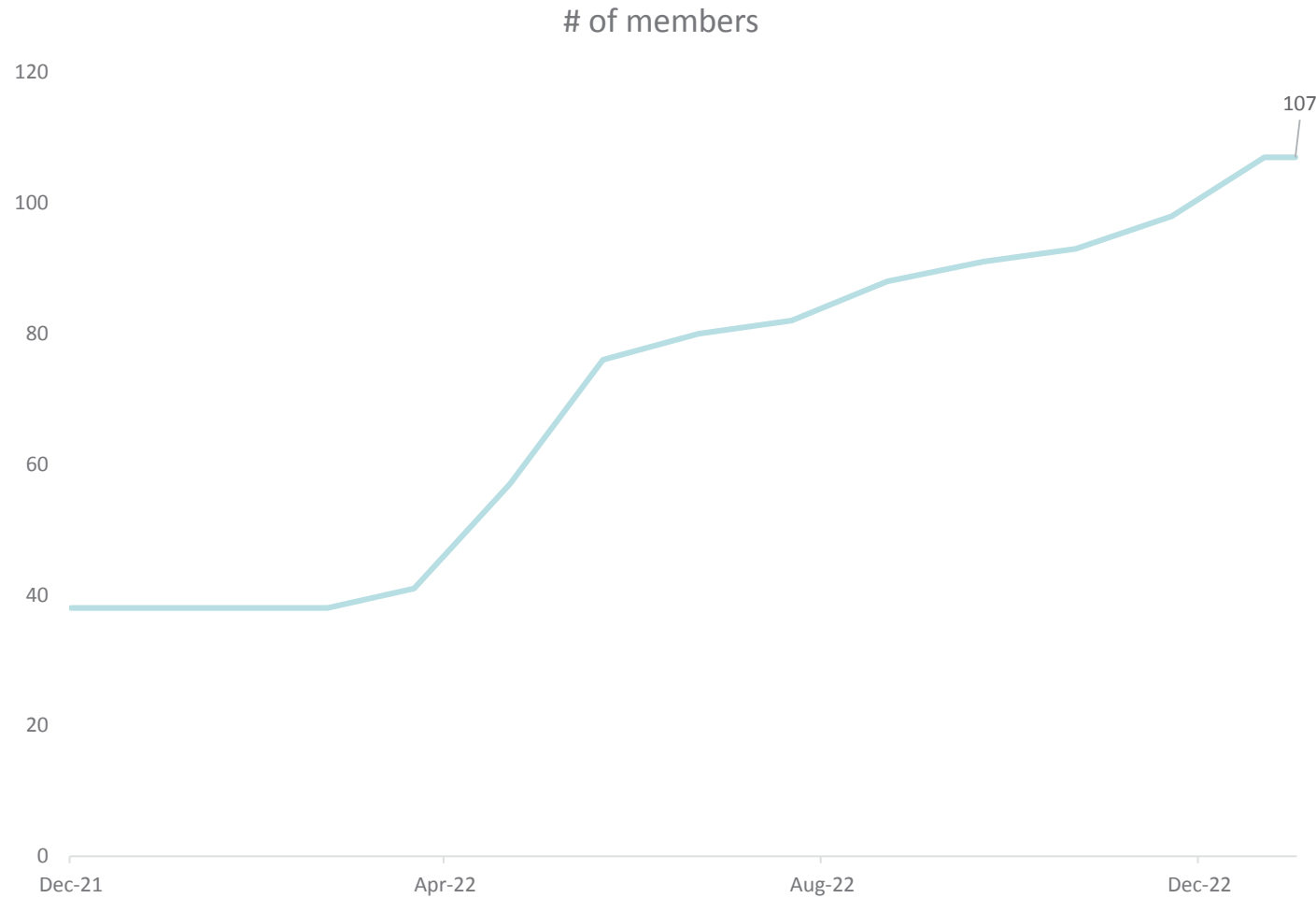
PGM Award Scheme Introduction

November Asia Chapter Virtual Event

PGM Supply and Demand Factors – A perspective on the Asian

Our Asia Chapter hosted a panel of experts in the platinum group metals space in the Asian market. Our Asia Board Member Zhuoying Jing, from Gerald, skillfully hosted our illustrious panelists. Linda, from Heraeus, shed light on the potential growth in recycling in China while Kate, from Tanaka, gave insight on the Japanese investment market. Zhenzhen, from PGI, provided us with excellent perspectives on the Chinese jewellery market and Emma shared information on Johnson Matthey's metal award programme

Member Portal



Willing mentors

60%



Seeking speaker opportunities

51%



Mentor programme partner



Moving Ahead is proud to deliver the world's largest cross-company mentoring programme as a part of the 30% Club campaign. Through the initiative, participants commit to advancing diversity, championing each other's stories, and learning by walking in the shoes of others.

This programme, now celebrating its **tenth anniversary**, has truly transformed the way organisations retain and accelerate diverse talent whilst also effecting change in their leaders. From large-scale events of 3,000+ with world-class speakers, to intimate CEO circles – our global programmes have supported a community of participants from more than 300 organisations across 30 sectors.

Since 2014, Moving Ahead's 30% Club cross-company mentoring programmes have supported:

681
organisations

16,800
mentors and mentees

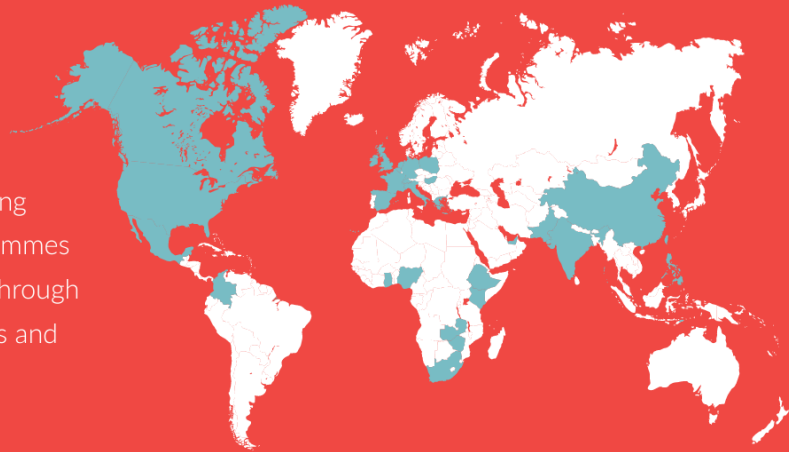
across
50
countries

over
30
sectors

The programme is a proven way to achieve greater gender balance at senior levels within organisations, as well as delivering on gender pay gap reporting, and broader diversity, equity, and inclusion goals. Moving Ahead is inclusive of all gender identities.

Our global presence

Our 30% Club programmes offer mentoring opportunities on a global scale. All programmes bring a cohort together as a community through event connection, strong communications and small group sessions.



At Moving Ahead we are on a mission to revolutionise the world's workplaces to be more diverse, equitable and inclusive.



Programme overview

The commitment

- 1:1 cross-company mentoring partnerships – each organisation puts forward mentors and mentees
- Mentors and mentees required to meet at least five times
- Attendance at the launch event and all core events

Programme of events

- Three core event (launch, midway and close) with high energy, inspirational content focusing on the mentoring journey
- Expert Moving Ahead facilitator to deliver all three events alongside the WiPGM network of speakers

Learning resources

- Access to tools, tips and resources via our website. Mentors receive all the training they need from Moving Ahead.
- Regular check-ins from Moving Ahead via surveys and programme partner calls



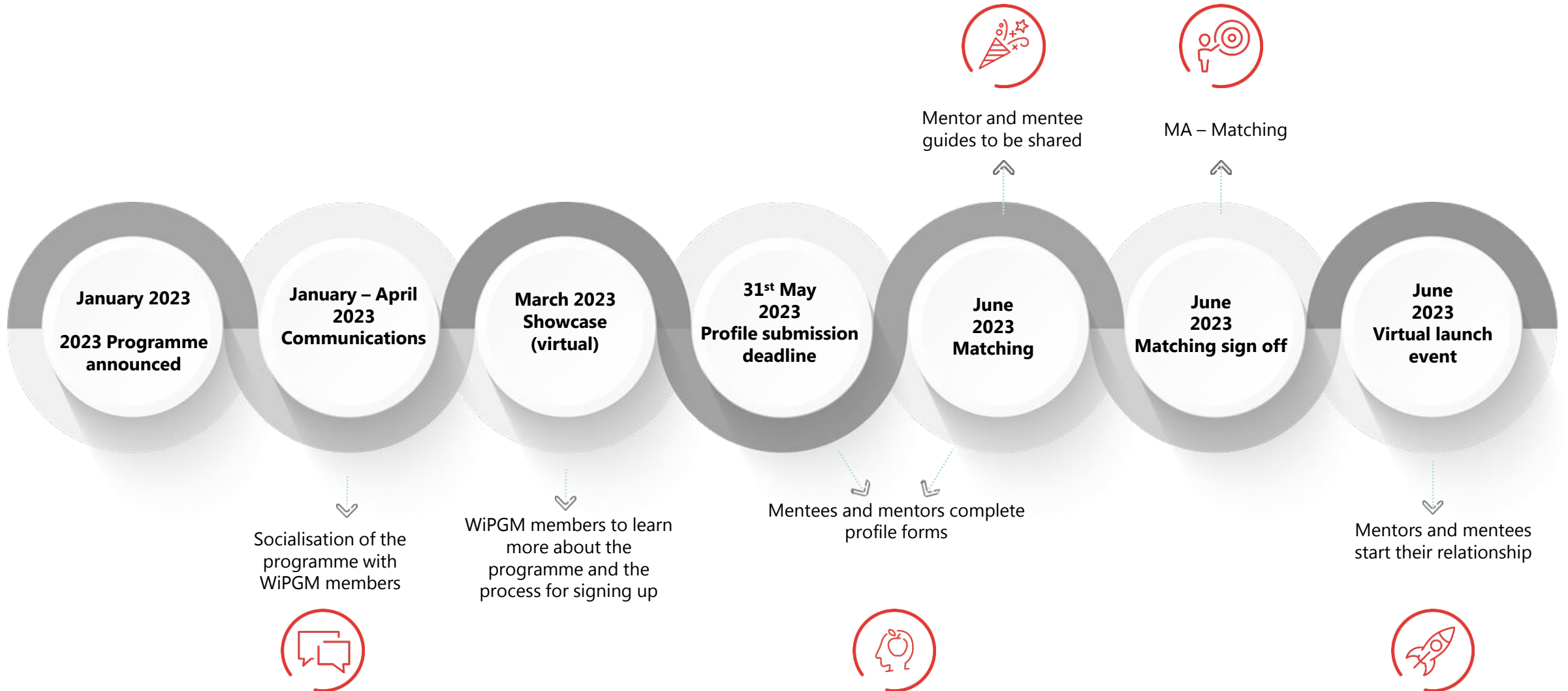
PGM Industry
Mentor Programme

Powered by

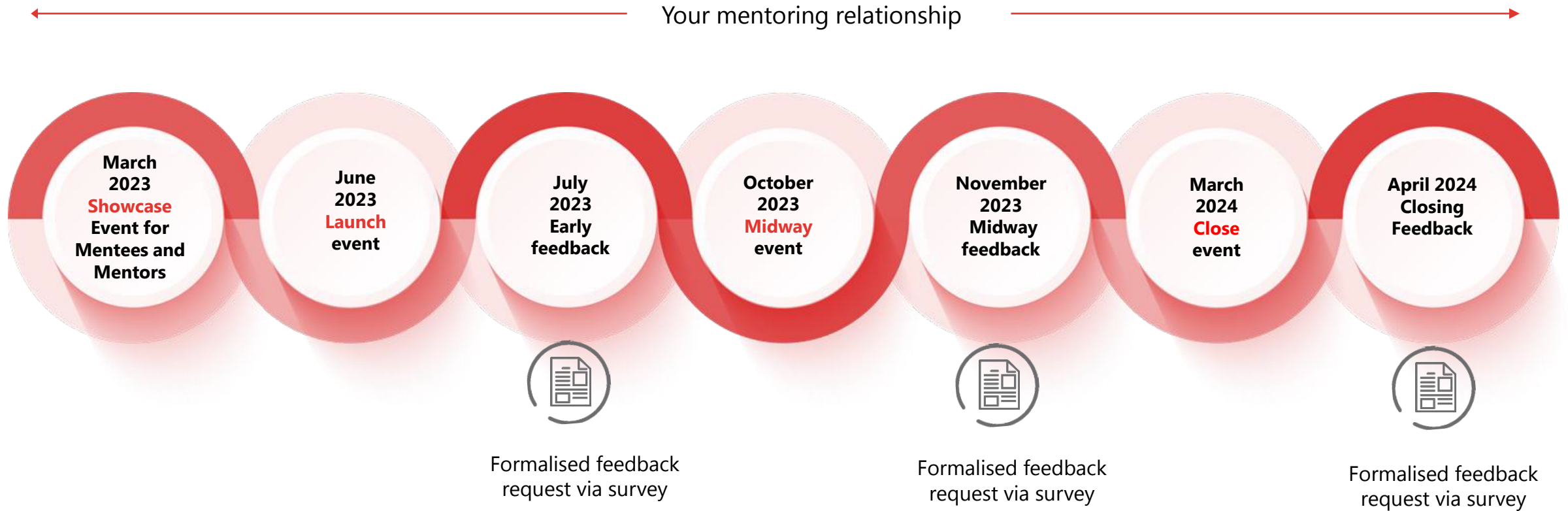


MOVING AHEAD

Timeline to launch



Programme Journey



Access to digital learning hub and feedback will be collected throughout the program by Moving Ahead

Current Sponsor Breakdown

Lead Sponsors	Global Sponsor	Governance
 	 	