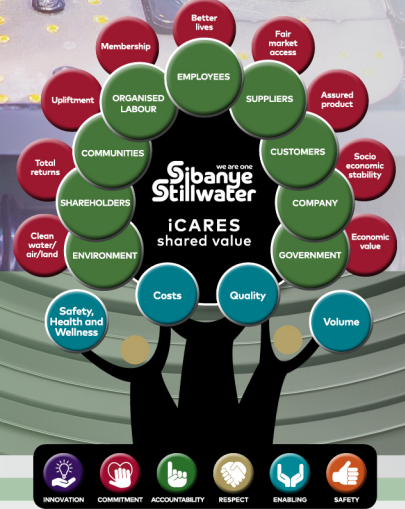


2024




GROUP IMPACT SUPPLEMENT

for the year ended 31 December 2024



Sibanye-Stillwater is a multinational mining and metals processing group with a diverse portfolio of operations, projects and investments across five continents. The Group is also one of the foremost global recyclers of a suite of metals and has interests in leading mine tailings retreatment operations.

Sibanye-Stillwater is one of the world's largest primary producers of platinum, palladium, and rhodium and is a top tier gold producer. It also produces and refines iridium and ruthenium, nickel, chrome, copper and cobalt. The Group has also diversified into battery metals mining and processing and has increased its presence in the circular economy by growing its recycling and tailings reprocessing exposure globally.

 For more information, see www.sibanyestillwater.com.

 For more about the reports in the suite and a glossary of abbreviations, see the [Navigation and glossary](https://reports.sibanyestillwater.com/navigation) document at <https://reports.sibanyestillwater.com/navigation>

SUPPORTING FACT SHEETS AND SUPPLEMENTARY INFORMATION AVAILABLE ONLINE



1. Climate change supplement
2. Sustainability scorecards for the long term incentive (LTI) awards
3. Social and labour plans (SLPs): Summary of projects
4. Tailings management
5. Biodiversity management
6. Combating illegal mining
7. The Good Neighbor Agreement
8. Care for iMali: Taking care of personal finance
9. Progressing the UN's SDGs
10. Sibanye-Stillwater's ICMM self-assessment for 2024
11. Sustainability content index
12. Application of King IV Principles in 2024
13. Tax supplement
14. Definitions for sustainability/ESG indicators

OUR 2024 REPORTS

About our cover designs:

Our strategic differentiator, inclusive, diverse, and bionic, is depicted in the cover image. The small markings signify computer code, highlighting the balance between technology and human individuality. This design emphasises how technology can enhance humanity while preserving our unique identities. We value our employees' contributions, each leaving their unique 'fingerprint' on our business, and honour their commitment to our values, which drive our innovation and shared value.



 This report encompasses data pertaining to the financial year ended on 31 December 2024. As necessary or where pertinent, certain information has been incorporated subsequent to the year-end. Selected comparative data is provided between the periods from 2013 to 2024.

ABOUT THIS REPORT

This Group Impact supplement is a showcase to stakeholders, in a clear and visual manner, our contributions in the regions where we operate. It presents our economic, social, and environmental impact on stakeholders. This is not meant to be a Sustainability report and we therefore encourage stakeholders to also refer to the Combined Integrated report for more detailed information which is available on the website at See www.sibanyestillwater.com/news-investors/reports/annual

This report contains information for the financial year ended 31 December 2024. Where relevant or otherwise required, additional information is included post year end before publishing date on 25 April 2025. Selected comparative data is provided for period between 2013 and 2024.

Methodologies applied:

- Employee tax for SA region includes, personal income tax, skills development levy, and a contribution to the unemployment insurance fund
- Employee tax for the US region includes FICA, Medicare, FUTA, State Unemployment
- Employee tax for the EU region includes mandatory social security fees, pension contributions, health, accident, unemployment and group life insurances, paid by the employer and employees
- Employee tax for the AUS region includes personal income tax, inclusive of various government related levies
- Jobs supported is calculated using the implied employment multiplier from the IMPLAN modeling (economic Input-Output model used by BBER to account for the production and spending relationships in the national economies), which is region specific and footnotes are provided with the implied multiplier
- Compensation impact is calculated using the compensation multiplier from the IMPLAN modeling, which is region specific and footnotes are provided with the implied multiplier
- The economic benefit for supplier development spent is calculated using the output impact implied multiplier and footnotes are provided with the multiplier

NAVIGATING THE REPORT



Refers to one or more UN SDG targets, sdgs.un.org/goals – also see Progressing the UN's SDGs supplementary disclosure available at www.sibanyestillwater.com/news-investors/reports/annual



Refers to related information available online at the URL provided

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OUR PURPOSE

TO SAFEGUARD GLOBAL SUSTAINABILITY THROUGH OUR METALS

We aspire to make a positive social and environmental impact through the commodities we mine and produce (green metals and recycled metals) and how we do so (Sustainability embedded as *the way we do business*), not least through our role in contributing to decarbonising the global economy.



OUR VISION

TO BE A LEADER IN SUPERIOR SHARED VALUE FOR ALL STAKEHOLDERS

Our strategic ambition is to make a positive difference through the supply of responsibly produced minerals that create benefits for society through their applications and through the social, environmental and economic capital generated at our operating sites.



THE CONTEXT

In a volatile and rapidly changing world, we are cognisant that the future holds uncertainties and elevated strategic risks characterised by the grey elephants. The main forces and trends that we identified in 2023 have intensified as we moved through 2024 and into 2025. This presents both increasing threats and opportunities.

By monitoring early signals and identifying likely forces of change, and by employing anti-fragility principles, we can position our business to actively manage critical risks and seize advantages. (see the 2024 *Combined Integrated report, section External environment for our business and operations*)

WE REPRESENT OUR BUSINESS ETHOS THROUGH THE INDIGENOUS SOUTH AFRICAN UMDONI TREE

- Our values are the roots of our organisation, which provide a solid basis for the way we do business
- The trunk of the tree is represented by our people, the material foundation and strength of the Group
- Quality results from our operations - safe production at competitive cost - are the source of value created through our business activities and necessary for shared value and sustainability
- The canopy/leaves on the branches represent our stakeholders – each of them of equal importance
- The tree's seeds and fruits signify the varying benefits and value that our success allows us to share with all stakeholders



OUR DIVERSIFIED PORTFOLIO

A UNIQUE PORTFOLIO OF GEOGRAPHICALLY DIVERSIFIED ASSETS UNDERPINNED BY GREEN METALS

LISTINGS

JSE Limited share ticker: SSW
NYSE ADR ticker: SBSW

MARKET CAP

R57.4 billion/US\$3.1 billion *Rounded as per close on 28 March 2025*

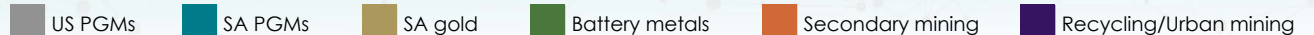


* Non-managed

PGM = platinum group metals, Au = gold, Cu = copper, LCE = lithium carbonate equivalent, Zn = Zinc, U₃O₈ = uranium

Mineral Resources are inclusive of Mineral Reserves

1. Reldan is a non-mineral property, forming part of the Group's recycling operations. Acquisition effective March 2024



OUR PRODUCTS AND MARKETS 2024

This report primarily focuses on the impact resulting from our business activities and the products we currently produce – namely gold, platinum group metals (PGMs), and battery metals – which generate a variety of impacts, depending on the markets in which they are sold, and their use and application.



73% GREEN REVENUE FACTOR

The FTSE Russell green revenue factor; defined by FTSE Russell as the percentage of revenue that is derived from products that have a positive environmental utility which help prevent, restore and/or adapt to issues deriving from climate change, natural resource limitations and environmental degradation.



SA PGM operations

Primary metals produced are platinum, palladium, rhodium and gold (4E) Secondary PGMs – iridium, ruthenium – as well as chrome, copper and nickel produced as by-products



SA gold operations

Primary product is gold



Keliber lithium project

Primary product will be lithium hydroxide, a compound used in lithium-ion batteries



Sandouville nickel refinery

Primary product is nickel and related salts



US PGM operations

Primary metals produced are palladium and platinum (2E)

Recycling of PGMs – platinum, palladium and rhodium (3E)



Century tailings retreatment

Sibanye-Stillwater owns and operates the zinc tailings retreatment operation in Queensland, Australia



Reldan operations

Recyclers of a suite of metals including gold, silver, 4E PGMs, copper and industrial and e-scrap

PGMs market

Sibanye-Stillwater sells the PGMs and by-products produced internationally to primary markets in Germany, Hong Kong, Japan, the United Kingdom and the United States. PGMs are mostly sold in the form of refined bars, powder or sponge. Primary uses of PGMs:



Autocatalysts



Jewellery



Chemical industry



Glass manufacture



Electrical industry



Medical applications



Lithium, nickel and zinc markets

Lithium and its compounds have long been used in pharmaceuticals and the manufacturing of high-temperature lubricants, high strength-to-weight alloys, heat-resistant glass and ceramics. In the past decade it has found a major market application in lithium-ion batteries. Our Keliber lithium project is strategically located in Finland close to the growing European market for electric vehicles (EV). Our Sandouville nickel processing facility in France is ideally located to serve the European EV battery market. Nickel-based cathodes is also an essential component in Li-ion batteries for producing high-performance and recyclable batteries. Zinc is highly recyclable and can be recovered and reprocessed with very minimal losses.



Gold market

Gold ore is processed at the mines' gold plants to produce doré (unrefined gold bars). The doré is refined by Rand Refinery to a purity of at least 99.5%, in accordance with the London Bullion Market Association's standards of 'good delivery'. The refined gold bars are sold directly to international bullion banks. Principal areas of gold demand are:



Jewellery, mainly India and China



Investment – mostly institutional, including exchange traded funds



Central banks



Technological applications, especially nanotechnology

CHIEF SUSTAINABILITY OFFICER'S MESSAGE

“We recognise the importance of creating superior value for all stakeholders and adopted this as our corporate vision. This philosophy is symbolised by our Umdoni tree, underscoring our business ethos, and reflects the early adoption of a culture that embraces stakeholder capitalism and shared value.”

Melanie Naidoo-Kemrak

It is my pleasure to present this year's Impact report for Sibanye-Stillwater, highlighting how we are positively impacting the communities and ecosystems where we operate, and contributing to the national economies of four regions: South Africa, the US, the EU, and Australia. Our business has long recognised that sustainability creates business value and opportunity far beyond compliance. Our Sustainability framework gives credence to such thinking, with our four strategic themes of planet, people, prosperity and governance. These interconnected themes speak to how Sustainability is embedded in our business strategy as we seek to unlock value, build long-term resilience, and promote opportunity and transformation.

One of the major impacts we are making is through our climate commitments and the procurement of renewable energy, offsetting our reliance on Eskom's coal-fired power. In 2024, we made significant progress in this regard, procuring our fourth renewable energy PPA, a 140MW wind energy project. This project, together with Sibanye-Stillwater's previously announced PPAs brings the total dedicated capacity of renewable energy projects in construction for Sibanye-Stillwater's exclusive use to 407MW, making Sibanye-Stillwater one of the market leaders in private energy procurement in the country. Combined, the 407MW of renewable capacity will enable a 24% reduction in Sibanye-Stillwater's scope 2 emissions or 1,450,000tCO₂e per year from 2027 onwards. Further, the 89MW Castle wind farm achieved commercial operation at the end of March and has begun supplying our SA operations through a wheeling agreement with Eskom. The project is the largest private-offtake wind farm in operation in South Africa to date.

Our Sustainability credentials supported the green financing for the Keliber lithium project, underscoring our dedication to low-carbon investments. Our water and climate change disclosures earned top-tier ratings, reflecting our transparent and impactful environmental strategies. Despite facing extreme weather conditions, we continue to adapt, innovate, and ensure resilience in our operations.

Our investment through the Sibanye Foundation, as well through other CSI projects and our social labour plans (SLPs), are highly impactful, particularly for doorstep communities. For example, the Sibanye Foundation in partnership with the Gift of the Givers, recently built multi-purpose astroturf sports facilities at nine schools near our operations, giving thousands of youngsters an opportunity to play sports such as netball, volleyball, and basketball. Sport is pivotal for social cohesion in communities.

There is also the fact that thousands of people in the Marikana community will benefit from the building of a community health care center (to be completed in 2025). While those in Rustenburg in need of primary healthcare will benefit from our sponsorship of emergency response vehicles, and our support for the district hospital.

Given the need to put rand amounts to our impact, we sometimes forget that behind these figures are individuals deserving of their dignity; and how privileged we are to help them find that dignity. The Sixteen-Eight Memorial Trust restores dignity to the beneficiaries of those who lost their lives in the Marikana tragedy in 2012.

In the South African operating context, we collaborate with government in righting the wrongs of the past, restoring dignity to historically disadvantaged South Africans through transforming ownership, employment and procurement patterns. In 2024 our SA region registered an overall good performance in meeting Mining Charter targets, which cover patterns of ownership, procurement, employment equity, human resources development (HRD) and home ownership and decent living conditions. Although we fell short on certain sub-targets for HRD as connected to specific mining rights, and on certain sub-targets around employment equity and procurement, our overall trajectory is most positive.



Indeed, our efforts in this regard helped us improve our broad-based black economic empowerment performance (B-BBEE) from level 6 in 2023 (and level 8 in the Group's early years) to level 4.

As our latest report on our socioeconomic contributions shows, Sibanye-Stillwater's operations create economic outputs that go beyond our direct investments in salaries and procurement. Indeed, as the report states, "the presence of our operations is a fundamental driver of economic prosperity for thousands of businesses, people and families (dependents) across the various regions where we operate." In this context it is worth noting that for 2024 our total B-BBEE procurement spend was R22.2 billion.

In 2024 it was necessary to restructure certain operations for the long-term sustainability of our business. The US PGM operations were able to help the impacted employees seek alternatives and in South Africa effective stakeholder engagement (including joint monitoring committees of union representatives and management) avoidance mechanisms limited the number of employees and contractors retrenched.

While it is regrettable to retrench employees, we are obliged to consider our resilience and sustainability over the long term, noting that we are dedicated to working with stakeholders to create shared value for generations to come. In the SA region, the Group's economic programmes created 1,725 alternative jobs, within the communities in which we operate.

In the Australian region, stakeholder collaboration involves participation in the Gulf Communities Agreement (GCA). The GCA provides for community and stakeholder forums to address concerns of the Traditional Owners of the lands and waters affected by Century operations. It includes various Native Title Groups and is a framework for sharing benefits and opportunities through a comprehensive land-use agreement. At our US PGM operations, we have built trust with local communities through the Good Neighbor Agreement (GNA), promoting a partnership that is good for environmental sustainability and good for the long-term sustainability of our operations. Because we are a trusted partner in positive environmental and social impact, we were able to collaborate with environmentalist NGOs to get our Lewis Gulch tailing storage facility through regulatory approval.

While our socioeconomic impact is the most obvious way in which the Group changes peoples lives, there is also the element of institutional order to consider. In the SA region, where government entities sometimes struggle to deliver services and security, we aim to do what we can to help. For our own internal workings we follow robust governance practices and the highest standards of transparency. In terms of our outward-facing efforts, we collaborate with partners in government and the private sector to combat illegal mining and improve security and safety for local communities. This includes high-level forums, such as the Security Advisory Forum.

Improved security is also a function of a thriving economy. We are committed to redefining the mining landscape by not only achieving business objectives but also supporting the growth of modern mining towns at our operations. Our approach focuses on the concurrent rehabilitation and responsible management of land and resources, while ensuring we enable more effective governance in our local structures by investing in local capacity building, training, and development. To date 20 of local government and traditional leaders have been taking through the leadership programme

We institutionalise our intent through our sustainability scorecard, one that is linked to the remuneration of our management and leadership. Our performance has been maturing over the years. This year saw good performance, whereby executive management achieved 148% against the 2024 sustainability scorecard. This is a score of 3.6 on a scale which ranges from 0-5 where 3 is an "on target performance" score. The 3.6 score is an improvement on the prior three year annual average score of 120% or 3.3 on the scale of 0-5.

Going forward, as global strategies continue to evolve, we are poised to leverage new opportunities in renewable energy, carbon markets, natural capital markets and circular economies. Additionally, we are dedicated to building social capital by fostering a network of relationships and shared goals, thereby contributing to the socioeconomic development of local communities, and the socioeconomic benefit of all stakeholders.

Thank you for your continued support and engagement.

Chief Sustainability Officer, Sibanye-Stillwater

25 April 2025



Syväjärvi open pit mine site, Keliber lithium project, Finland

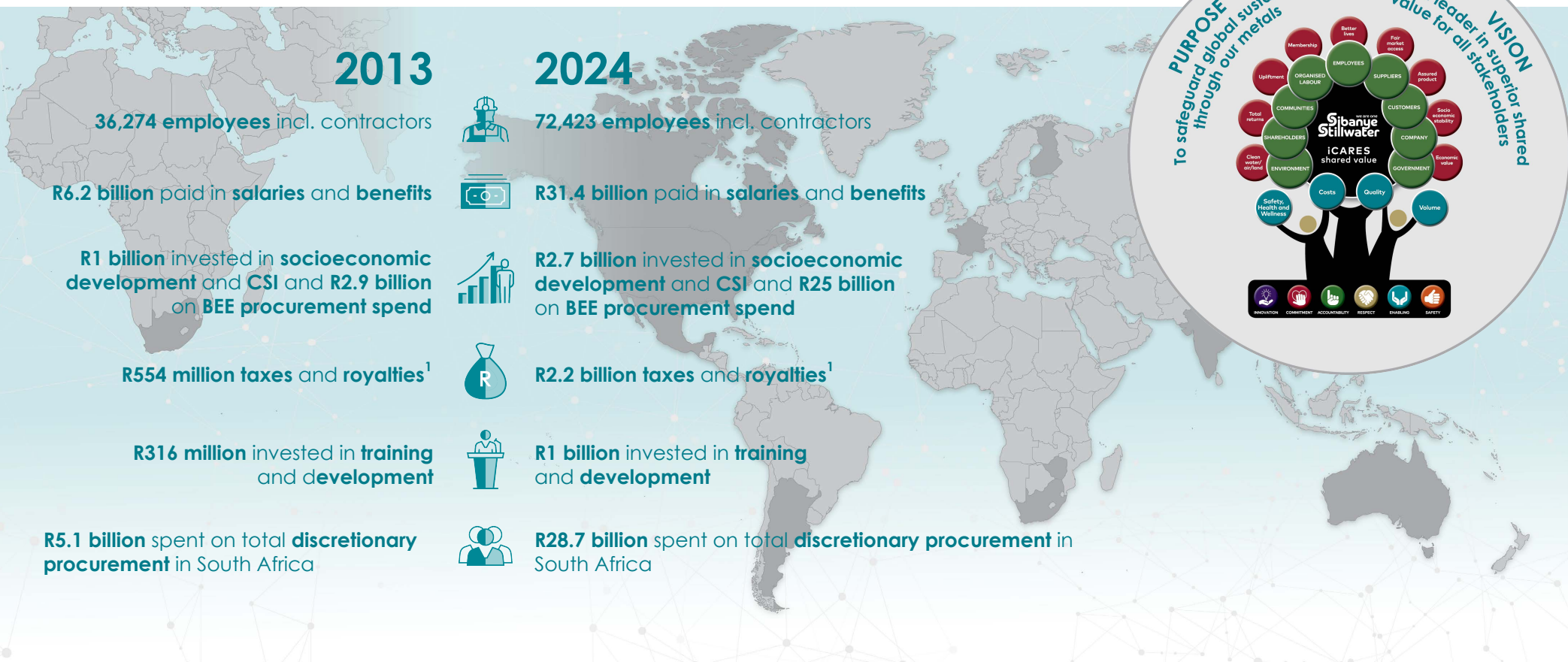
CELEBRATING SHARED VALUE 2024



CELEBRATING SHARED VALUE 2024

Sibanye-Stillwater measures its success by the substantial societal change effected through its endeavours, including social upliftment and community development. This strategic approach delivers long-term benefits to the communities and environments in which the Group conducts its current primary mining, secondary mining and recycling activities. The impact that Sibanye-Stillwater has made and continues to make on all its stakeholders is evident when comparing our shared value in 2013 to that of 2024.

SHARED VALUE: 2013 – 2024



1. Taxes and royalties paid as per the consolidated statement of cash flows in the Group Annual financial report; data is representative of 2013 – 2024

Sibanye-Stillwater exceeded a decade of shared value creation. In a relative short period of time Sibanye-Stillwater established itself as a major player in the mining industry and has grown rapidly through a series of strategic acquisitions and partnerships. The journey has not always been smooth and we have had to overcome many obstacles along the way, but we are confident that we have the right people and strategy to continue delivering superior shared value for our stakeholders.

Leaves of the Umdoni tree

Fruits of the Umdoni tree

Represents all our stakeholders

Signifying the shared value to our stakeholders

		Unit	2013	2023	2024	2024 vs 2023 % change	2024 vs 2013 % change	Cumulative (12 years)
Employees and organised labour	Employees including contractors	Number	36,274	82,788	72,423	(13)%	100 %	72,423
	Salaries and benefits	Rbn	6.2	30.6	31.4	3 %	410 %	220.2
		US\$bn	0.6	1.7	1.7	3 %	167 %	14.5
	Average salaries and benefits per employee	R	169,708	369,510	433,288	17 %	155 %	
		US\$	17,678	20,060	23,651	18 %	34 %	
Communities	Invested in socioeconomic development and CSI	Rbn	1.0	2.7	2.7	2 %	161 %	19.7
		US\$bn	0.1	0.1	0.1	2 %	37 %	1.3
Government	Taxes and royalties paid ¹	Rbn	0.6	4.1	2.2	(46)%	304 %	50.1
		US\$bn	0.06	0.2	0.1	(46)%	112 %	3.3
Shareholders	Market capitalisation	Rbn	10	61	57	(7)%	474 %	47.4
		US\$bn	1.2	3.3	3.1	(6)%	160 %	1.9
	Dividends and share buybacks	Rbn	0.3	5.0	—	(100)%	(100)%	46.0
		US\$bn	0.03	0.3	—	(100)%	(100)%	3.0
Suppliers	Total discretionary procurement - specific to SA region	Rbn	5.1	32.7	28.7	(12)%	462 %	206.4
		US\$bn	0.53	1.8	1.6	(12)%	194 %	13.5
	Black economic empowerment (BEE) procurement - specific to SA region	Rbn	2.9	25.0	22.2	(11)%	675 %	153.5
		US\$bn	0.30	1.4	1.2	(11)%	306 %	10.0
Customers	Framework for responsible sourcing of metals ²	In line		✓	✓	— %	100 %	
	Green revenue factor	%	—	68	73	8 %	100 %	73 %
Environment	Water used (from 2015 to 2024)	000MI	42.0	52.1	44.5	(15)%	6 %	480.7
	Water use intensity (from 2015 to 2024)	kl/t treated	2.09	1.26	0.97	(23)%	(54)%	
Company	Total capital expenditure/investment	Rbn	2.9	22.1	22.5	2 %	677 %	117.4
		US\$bn	0.3	1.2	1.2	3 %	307 %	7.5
	Exchange rate*	R/US\$	9.60	18.42	18.32	(1)%	91 %	

1. Taxes and royalties paid as per the consolidated statement of cash flows in the Group's Annual financial report

2. Sibanye-Stillwater has endorsed the Responsible Gold Mining Principles (RGMPs) developed by the World Gold Council (WGC) and has achieved responsible sourcing accreditation from the London Platinum and Palladium Market (LPPM) refer to www.sibanyestillwater.com/about-us/governance/

* Exchange rates for 2013: R9.60/US\$, 2014: R10.82/US\$, 2015: R12.75/US\$, 2016: R14.68/US\$, 2017: R13.31/US\$, 2018: R13.24/US\$, 2019: R14.46/US\$, 2020: R16.46/US\$, 2021: R14.79/US\$, 2022: R16.37/US\$, 2023: R18.42/US\$, 2024: R18.32/US\$



SUSTAINABLE DEVELOPMENT GOALS 2024

CASE STUDIES FROM THE SA REGION

In 2015, the 2030 agenda for sustainable development was adopted by all United Nations member states to provide a blueprint for peace, prosperity, people and the planet. At the heart of the agenda are the 17 United Nations sustainable development goals (UN SDGs). The following case studies are examples of the UN SDGs in practice at Sibanye-Stillwater. Also refer to our fact sheet, [Progressing the UN's SDGs, www.sibanyestillwater.com/news-investors/reports/annual](https://www.sibanyestillwater.com/news-investors/reports/annual).



SUSTAINABLE DEVELOPMENT GOALS IN ACTION: UN SDG 2.1 and UN SDG 8.6

MARIKANA ECONOMIC DEVELOPMENT

Sibanye-Stillwater's concept of alternative economies is founded on the principles of sustainable development and creating sustainable employment that combine economic development with social welfare and environmental protection.

MARIKANA AGRI-HUB

The Marikana Agri-Hub demonstrates our commitment to assign the development of alternative industries and economic activities that will sustain post mining. The Agri-Hub intends creating sustainable agriculture, environmental stewardship, economic empowerment, and improved food security for the local community. The diverse agriculture initiatives of the Marikana Agri-Hub include chicken farming, egg production and crop farming, using sustainable farming practices such as crop rotations, intercropping, organic fertilisers and composting. This approach promotes organic produce, with people from local communities enjoying healthier foods.

The Marikana Agri-Hub is a collaborative initiative, managed by the Mineworkers Development Agency, in partnership with Rand Mutual Assurance, Epiroc, the Industrial Development Corporation, and Forge Academy. The Marikana Agri-Hub supports the aims of the Marikana Social Employment Programme (which falls under the Presidential Employment Stimulus); and has created 62 jobs, with a notable gender balance of 34 males and 28 females. The Agri-Hub demonstrates a commitment to sustainable development, job creation, and community empowerment, showcasing the power of collaboration among committed organisations to drive positive impact and sustainability.

MARIKANA REGENERATIVE CENTER OF EXCELLENCE

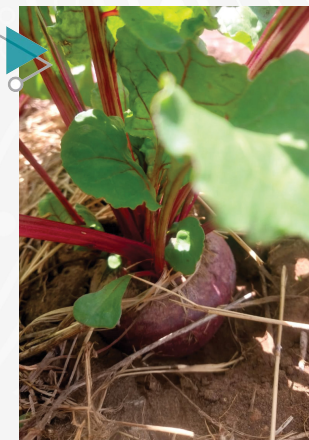
Within the Marikana Agri-Hub we have the Marikana Regenerative Centre of Excellence. This is a pioneering initiative aimed at creating supply chain for high-value agricultural systems that share value among those who need it most. By tapping into the vast potential of arable land and food systems, the project catalyses rural agro-industrial development, enhances income for small-scale farmers, and generates sustainable jobs. Through training, mentoring, and capacity building, the project links smallholder farmers to established farms, enabling them to leverage bulk buying power, bulk selling power, shared access to infrastructure, and market links. Notably, six farmers have benefited from the provision of poly tunnels, which they independently manage and own. These tunnels promote sustainable agricultural practices, environmental conservation, as well as regenerative, climate-smart agriculture.

IMPACT

By providing training, mentoring, and capacity building, the projects empower smallholder farmers to become self-sufficient, promoting food security and access to basic services. These initiatives meet the UN's SDGs, specifically UN SDG 2 (Zero Hunger) and UN SDG 8 (Decent Work and Economic Growth). Ultimately, these projects demonstrate the potential for new jobs to drive sustainable development, grow employment, and foster economic dynamism for vulnerable communities.



Scan QR code to view the video
For more information on our contribution to social upliftment,
See www.sibanyestillwater.com/sustainability/economic-impact/



2.1, and 8.6



SUSTAINABLE DEVELOPMENT GOALS IN ACTION: UN SDG 1.5 AND UN SDG 13.1

EMERGENCY PREPAREDNESS

Although unlikely, a significant incident at, or the failure of, a tailings storage facility (TSF) is a possibility, with potential negative consequences for communities, livelihoods, the environment and infrastructure. In preparation for any such failures, we have established robust processes, controls, maintenance and ongoing surveillance of our facilities. To prepare for emergencies we have completed sixteen vulnerability assessments and four emergency mock drills with relevant stakeholders. The comprehensive vulnerability assessments (including door-to-door censuses to identify at-risk individuals), support our emergency response plans with valuable insights.

Our emergency preparedness and response plans (EPRPs) are prepared in accordance with global best practice in TSF safety standards and are aligned to the APELL Guidelines. They prioritise:

- Containment of the extent of any breach or failure
- Saving lives
- Environmental restoration
- Business continuity and recovery

On 6 December 2024, we held an external mock drill at the Leeudoorn and Driefontein TSFs (SA gold operations) and on 27 November we held an external mock drill for the TSF at our Kroondal operations (SA PGM operations).

These drills focused on assembly points, emergency sirens, and evacuation routes. The drills were coordinated with the respective local/district Disaster Management Teams, SAPS, Public Safety, and Emergency Management Services. We also received support from local municipalities, councillors, community leaders, and internal stakeholders from within various departments at Sibanye-Stillwater, including Safety, Environmental engineering, Protection services, Media and communication, and Community engagement.



SUSTAINABLE DEVELOPMENT GOALS IN ACTION: UN SDG 4.4 AND UN SDG 4.6

SHARED VALUE: PROMOTING LEARNING OPPORTUNITIES

Over the past decade, Sibanye-Stillwater has invested significantly into quality education, distributed across multiple areas, including tertiary study bursaries, learnerships within our operations, graduate internship programmes, AET, portable skills and "cadetships" aimed at enhancing skills in surrounding communities.



BURSARIES

From 2013 to 2024, Sibanye-Stillwater has enabled 985 individuals through our bursary programme at our SA gold operations and from 2015 to 2024, 684 individuals at our SA PGM operations received bursaries.

CADETSHIP PROGRAMME

The Cadetship programme provides skills development for unemployed youth in communities surrounding Sibanye-Stillwater's operations. They are provided with basic skills required to be eligible for employment at entry-level job categories of mining and metallurgy. Since 2018, over **R60 million has been spent towards 3,863 cadets**. Our Cadetship programme creates an opportunity to expose women to the mining industry, and in 2024, **25% of our 128 cadets were women**.



INTERNSHIP AND LEARNERSHIP PROGRAMME

The Intern graduate development programme provides work-related exposure and professional development for students who are completing or have completed their university studies.

The learnership programme aims to increase the employability of young people by providing them with relevant work experience. To this end, Sibanye-Stillwater has provided 10,985 learners with opportunities within mining and engineering and has spent **R2.1 billion towards the programme** since 2013.

HRD spend across the SA operations amounted to 4.9% of total payroll in 2024 (4.4% in 2023).

As bursars complete their studies they enter our internship programmes and between 2013 and 2024, we absorbed 211* interns at our SA gold operations and between 2016 and 2024, 186** interns into employment at our SA PGM operations. The 2024, number of bursars in our programme 537 of which 45% are female learners.

Through our bursary programmes we have invested over **R150.3 million**, into some of the top universities in the country and, from 2013 to 2024, the University of Johannesburg has received **R31.9 million**, North-West University: **R12.8 million**, the University of South Africa: **R2.7 million**, the University of Cape Town: **R2.9 million**, the University of Pretoria: **R2.1 million** and the Gordon Institute of Business Science: **R24.8 million**.

Since 2013, Sibanye-Stillwater has invested **R35 million** in educational support at the University of the Witwatersrand (WITS). Through Digimine, we have provided support to around 60 underground vacation work undergraduate students and produced 30 MSc and 11 PhD graduate degrees.

In 2024, we awarded additional bursaries to **nine top matriculants from disadvantaged schools** in communities around our SA operations. The Group launched this bursary scheme in 2019 to provide top performers from disadvantaged schools in local communities with full scholarships to pursue tertiary education. It has benefited **109 learners (55 male and 54 female)** since its inception.

* Period from 2013–2024; ** Period from 2016–2024 when we entered PGM sector; *** Excluding bursary allowances or any other related expenditure not directly payable to the university



SUSTAINABLE DEVELOPMENT GOALS IN ACTION: UN SDG 4.4 AND UN SDG 4.6

PORTABLE SKILLS

Our initiative to promote vocational skills (e.g., plumbing, carpentry, sewing, welding, entrepreneurship, computer skills) has been extended to members of our labour sending communities. Since 2016, a **total of 5,441 beneficiaries** have participated in the programme, for an **investment of over R110 million**. In 2024, as a result of job preservation measures, demand for portable skills offered to effected employees did not increase. Portable skills training was also extended to employees nearing retirement age, and these employees often complete the portable skills training a few years before retirement.

ADULT EDUCATION AND TRAINING (AET)

The programme is designed to equip participants with basic competencies, including **reading, writing, and effective communication**. To date, **11,479 have participated** in the programme since 2016. In 2016 our literacy level at SA gold was 70% and in 2024 for SA gold we have a 96% literacy level. A total of **R651 million has been spent towards AET programmes**.

SOCIAL AND LABOUR PLANS: EDUCATION

One of the key objectives of SLPs is to utilise and expand the existing skills base in education for the empowerment of historically disadvantaged South Africans and to serve the community. Please see our various reports available on our SLP programmes, www.sibanyestillwater.com/sustainability/community/



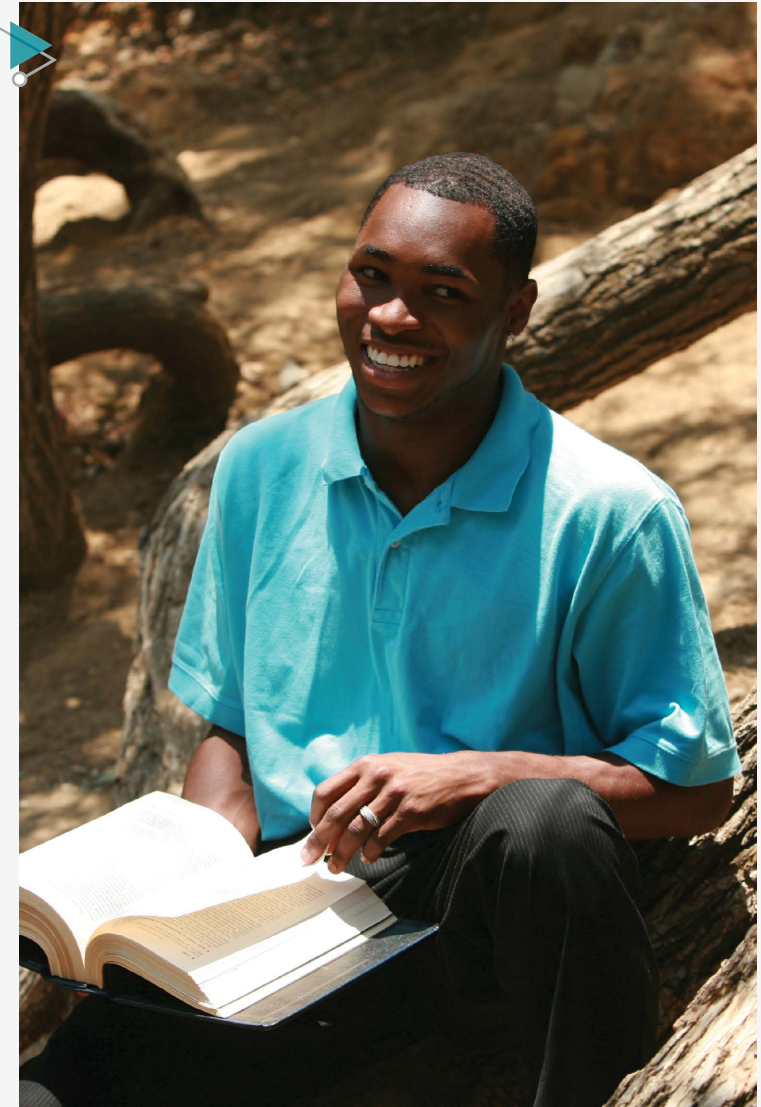
Total of 5,441 beneficiaries

2024: 513

11,479 participants

2024: 984

Expand the existing skills



Helping to deliver on UN SDG: 4

UN SDG 4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

UN SDG 4.6 Ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy



4.4, 4.6



SUSTAINABLE DEVELOPMENT GOALS IN ACTION: UN SDG 8.3 AND UN SDG 17

COLLABORATING FOR SOCIAL CHANGE – CAPACITY BUILDING FOR TRADITIONAL LEADERSHIP AND LOCAL GOVERNMENT

In 2023, Sibanye-Stillwater signed a MoU with the Department of Cooperative Governance and Traditional Affairs (CoGTA) to collaborate on capacity building for municipalities and traditional authorities. Some of our South African operations are within areas governed by traditional authorities. These authorities are recognised by law as constituting a part of local government.

In 2024, Sibanye-Stillwater, in partnership with CoGTA and Wits Business School (WBS) launched a capacity-building programme for traditional leadership and local government. The programme aligns with CoGTA's commitment to cooperative governance systems that enable sustainable, safe and prosperous communities and is focused on improving governance and financial management skills.

The programme was conducted by the WBS who offered theoretical background on the subjects and who enlisted the services of ShakesShem (a consultancy focused on development) to provide mentorship and support.

Three participating groups of traditional authorities (Ndlovu-Ledwaba, Bakgaga Ba Mphahlele, and the Zebediela) are part of local government at our Messina platinum mining operations in the Limpopo Province and one (Bapo Ba Mogale) is from our Marikana operations in the North West province.

An opportunity for shared value

This programme is aligned to our vision to be a leader in shared value for our stakeholders, aiming to achieve certain shared goals that benefit the Group and simultaneously benefit the communities where we have our operations. These goals include:

- Improved governance
- Trust-building with the community, and with public officials
- Good financial management and administration, including record keeping
- The promotion of economic opportunities and long-term financial viability for businesses and projects that benefit the community, including agriculture projects



Members of the different traditional authorities attending the Land Bank funding workshop.



Sibanye-Stillwater Executive Vice President, Thabisile Phumo, Wits Business School Head and Director Professor Maurice Rade and the Honourable Deputy Minister of Corporate Governance and Traditional Affairs Mr. Zolile Burns-Ncamashe.



First cohort attending the corporate governance lectures.



Results and impact

Twenty traditional leaders completed the module on corporate governance. Through this programme they also interacted with the Land Bank. The Land Bank (full name: Land and Development Bank of South Africa) is a government-owned development finance institution. This workshop with Land Bank officials was an opportunity for traditional authorities to review their land portfolio and explore opportunities to leverage it for impact.

In addition, ShakesShem ran six workshops with each of the four groups of traditional authorities, teaching the principles of research and writing assignments. Such skills are useful for applying for loans, investment and funding.

Participants were also part of Sernick Emerging Farmers Day. Sernick is a diversified agricultural organisation. The visit offered participants a chance to learn about agricultural processing activities, including a Bonsmara stud, animal feed production, feedlot operations, red meat production (abattoir, de-boning, and processing), as well as retail outlets.

In 2025, participants will engage in the financial management module and continue to receive hands-on support from ShakesShem. This support includes reviewing their governance structures, enhancing their record-keeping practices, and working towards master planning and sustainability.

Wits Business School Graduation Ceremony



Group graduation photo for the corporate governance module graduation ceremony.

Sernick Emerging Farmers Day site visit (an example of a successful agriculture enterprise)

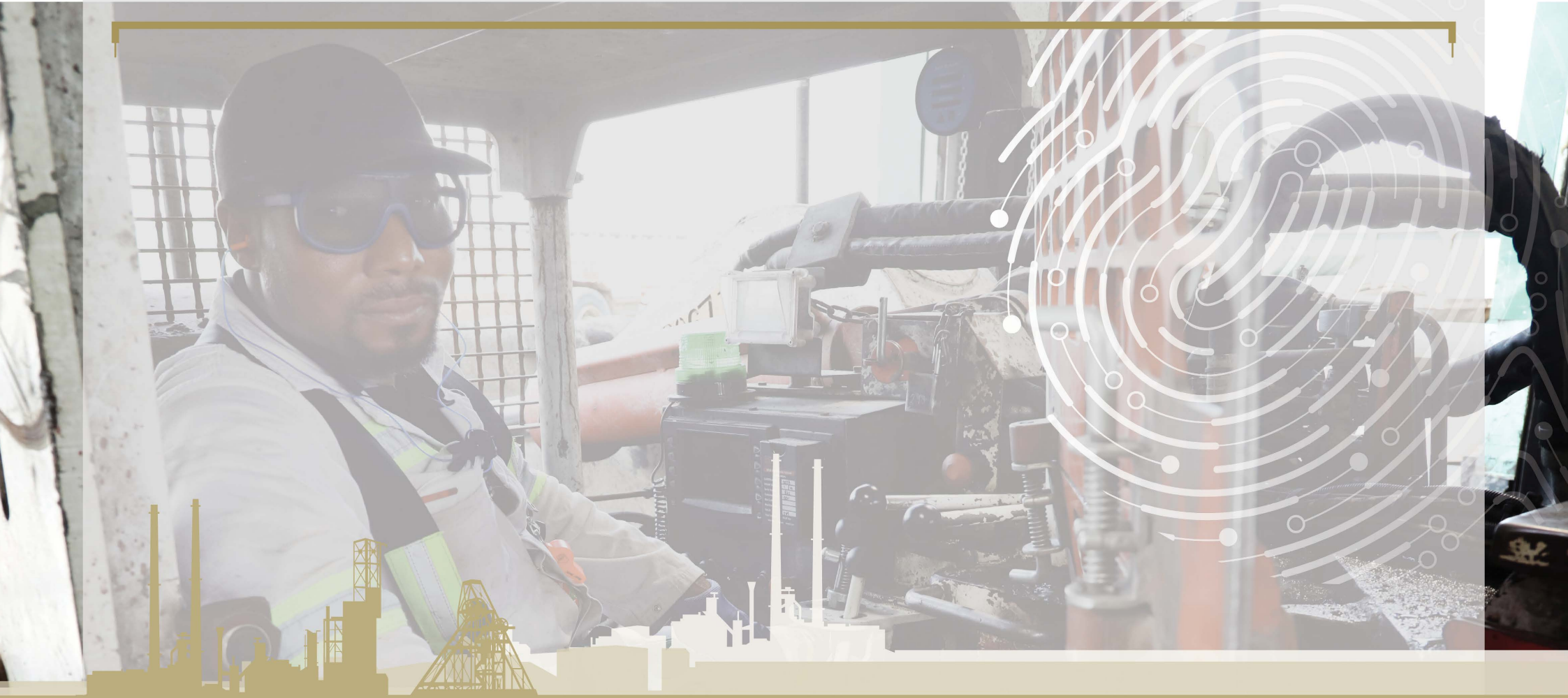


Members of the four traditional authorities attending the Sernick Emerging Farmers Day.



2.3, 4.7, 8.3, 17.9

SUMMARY OF IMPACT FOR 2024



Case study on socioeconomic contributions of Sibanye-Stillwater's global operations

Introduction

This case study reflects the significant socioeconomic contributions of Sibanye-Stillwater's global operations. It is based on the “Socioeconomic contributions of Sibanye-Stillwater global operations” report by the Bureau of Business and Economic Research of the University of Montana in the state of Montana, USA.

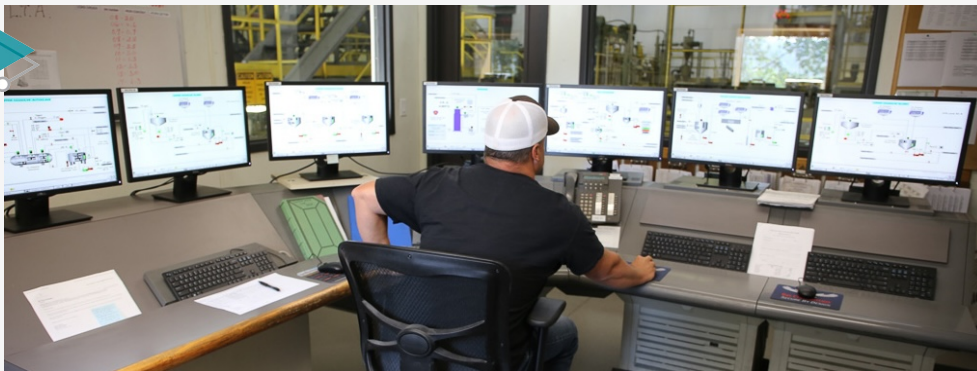
The report, which pertains to the socio-economic impacts of our operation as at the end of 2023, highlights the crucial role mining plays in modern economies. Mining activities, such as extracting and refining minerals, underpin numerous industries and support extensive employment, fostering economic prosperity and opportunity within communities.

Production, refining, and transportation of mineral products are significant economic activities, and Sibanye-Stillwater adds value and boosts economic prosperity in the countries and regions where it operates. Beyond direct benefits, mining wealth also spreads through the economy, increasing revenues, wages, and tax collections for businesses, workers, and governments.

Moreover, if mining were to cease or significantly scaled-down, the economy would shrink more than just subtracting mining jobs and wages suggests. Interruptions and contractions in mining-related spending impact broader income and subsequent economic activities.

Mining's economic impact is larger than many industries and our penetration goes beyond mining itself. The reason for this enlarged footprint is based on the following three reasons:

- Mining uses many domestically sourced products, keeping spending within the region
- High capital investment over long time horizons, supports employment, stable wages and benefits and supports local communities
- Mining contributes significantly to local, state, and national taxes, supporting public sector employment and other government-led socio-economic developmental programmes



Employment and compensation¹ impacts

For 2023, Sibanye-Stillwater supported more than 147,130 jobs globally including the Group's 82,788 employees and contractors, and indirectly supporting other sectors of the economy.

Our job-creation and supported² impacts differ per region, with the SA region being the most significant beneficiary of jobs that have been directly and indirectly created and supported by the Group:

- AUS region: 499 jobs (0.3%)
- SA PGM operations: 83,811 jobs (57%)
- SA gold operations: 51,996 jobs (35%)
- EU region (France & Finland): 923 jobs (0.6%)
- US PGM operations: 9,900 jobs (7%)

The wages and benefits that employees throughout the different economies and sectors received as a result of the presence and footprint of our operations totaled R57.9 billion (US\$ 3.1 billion), with mining (R31.2 billion/US\$1.7 billion) being the lion's share (54%), but with significant amounts for manufacturing (R3.9 billion/US\$209 million: 6.6%), finance and real estate (R3 billion/US\$169 million: 5.4%), healthcare (R2.4 billion/US\$133 million: 4.2%) and other (R6.1 billion/US\$331 million: 10.5%).

Once again, the spread across our regions of this socioeconomic benefit, in terms of wages and other employee benefits that are the result of our operations, is most important for the SA region, although also highly significant for our US PGM operations. Impact of employee wages and benefits for:

- SA PGM operations: R24.4 billion (US\$1.3 billion) (42%)
- SA gold operations: R16.2 billion (US\$877 million) (28%)
- EU region: R1.1 billion (US\$59 million) (2%)
- US PGM operations: R15.6 billion (US\$846 million) (27%)
- AUS region: R700 million (US\$38 million) (1.2%)

Economic Output impacts³

In total, across all of the markets, the presence of our operations was ultimately responsible for nearly US\$12bn in additional economic output. These impacts stem from the total value of all goods and services used and produced at our facilities, including minerals, metals, and compounds used in various final products. This production drives Group spending on labour, inputs, and vendor services, creating jobs and income that further stimulate economic impact through additional spending.

The additional output was mainly the result of our economic activities felt in mining (US\$6bn), manufacturing (nearly US\$2bn), finance and real estate (US\$951 million), and other (US\$890 million), noting that this last category refers mainly to services rendered to private households.

The economic output impacts for our operations, per region, in 2023 were:

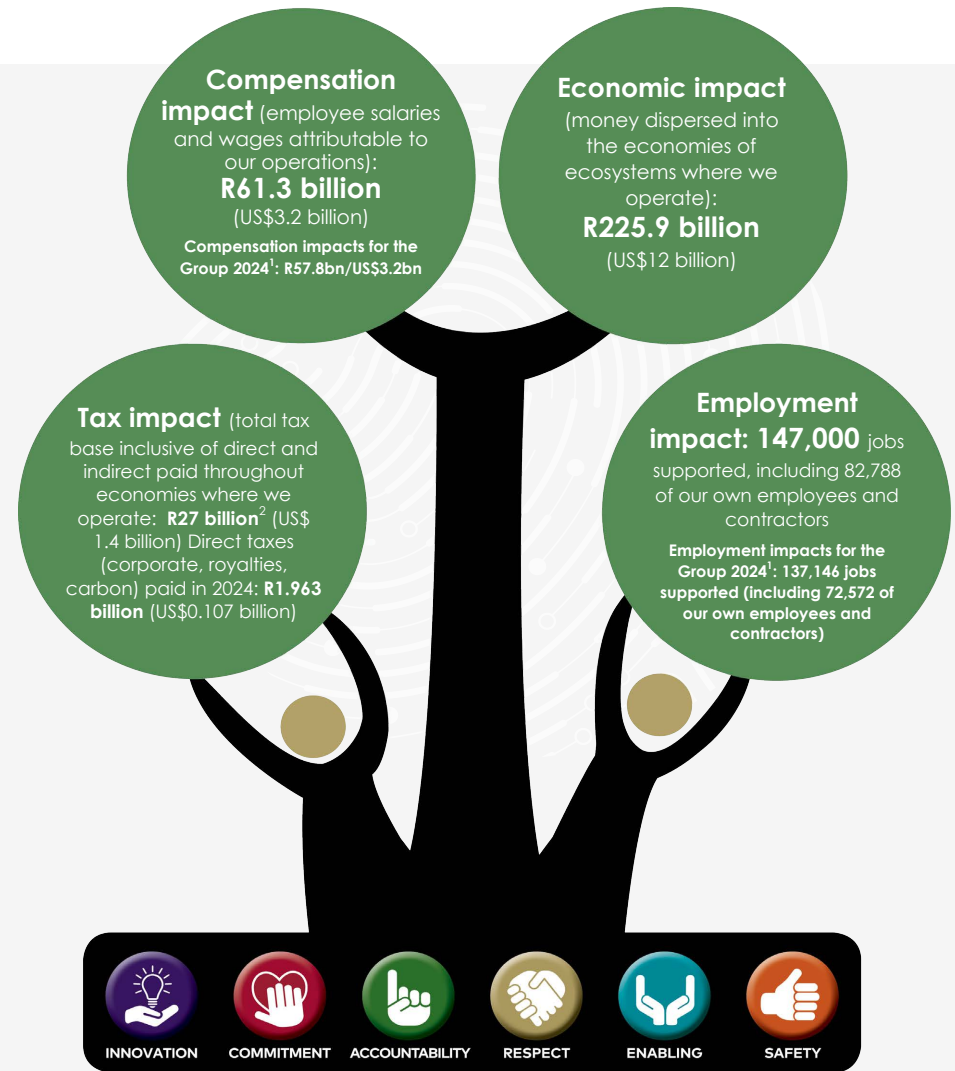
- AUS region: US\$173 million (1.5%)
- SA PGM operations: just over US\$5bn (42.9%)
- SA gold operations: nearly US\$3bn (24.3%)
- EU region: US\$329 million (2.8%)
- US PGM operations: just over US\$3bn (28.6%)

Tax impacts⁴

The presence of our operations contributes to an expanded tax base. Furthermore, the mining and refining of raw minerals are often subject to additional taxes, which enhances the Group's impact on tax receipts. In 2023 the total tax impact was US\$1,400.4 million, with corporate tax (US\$426 million: 30.4%) and "other taxes on production less subsidies" (US\$615 million: 43.9%), which mainly consists of royalties and other mining production taxes, was the most significant means by which we contribute to the tax base. Although household tax (US\$ 285 million: 20.4%) and employee compensation (US\$72 million: 5.1%) was also significant.

It is in South Africa where the majority of our production facilities are located, that we contribute directly and indirectly to the tax base. Therefore, in 2023, our tax impacts for the regions were:

- SA PGM operations: nearly US\$770m (55%)
- SA gold operations: almost US\$370m (26%)
- AUS region: just under US\$35m (2%)
- EU region: just over US\$72m (5%)
- US PGM operations: nearly US\$160m (11%)



¹ The combined impact (purchasing/spending power and financial ability to buy products and services) created by salaries, wages and other benefits paid to our own employees but also salaries and wages and other benefits that accrue to indirect and induced jobs in other sectors.

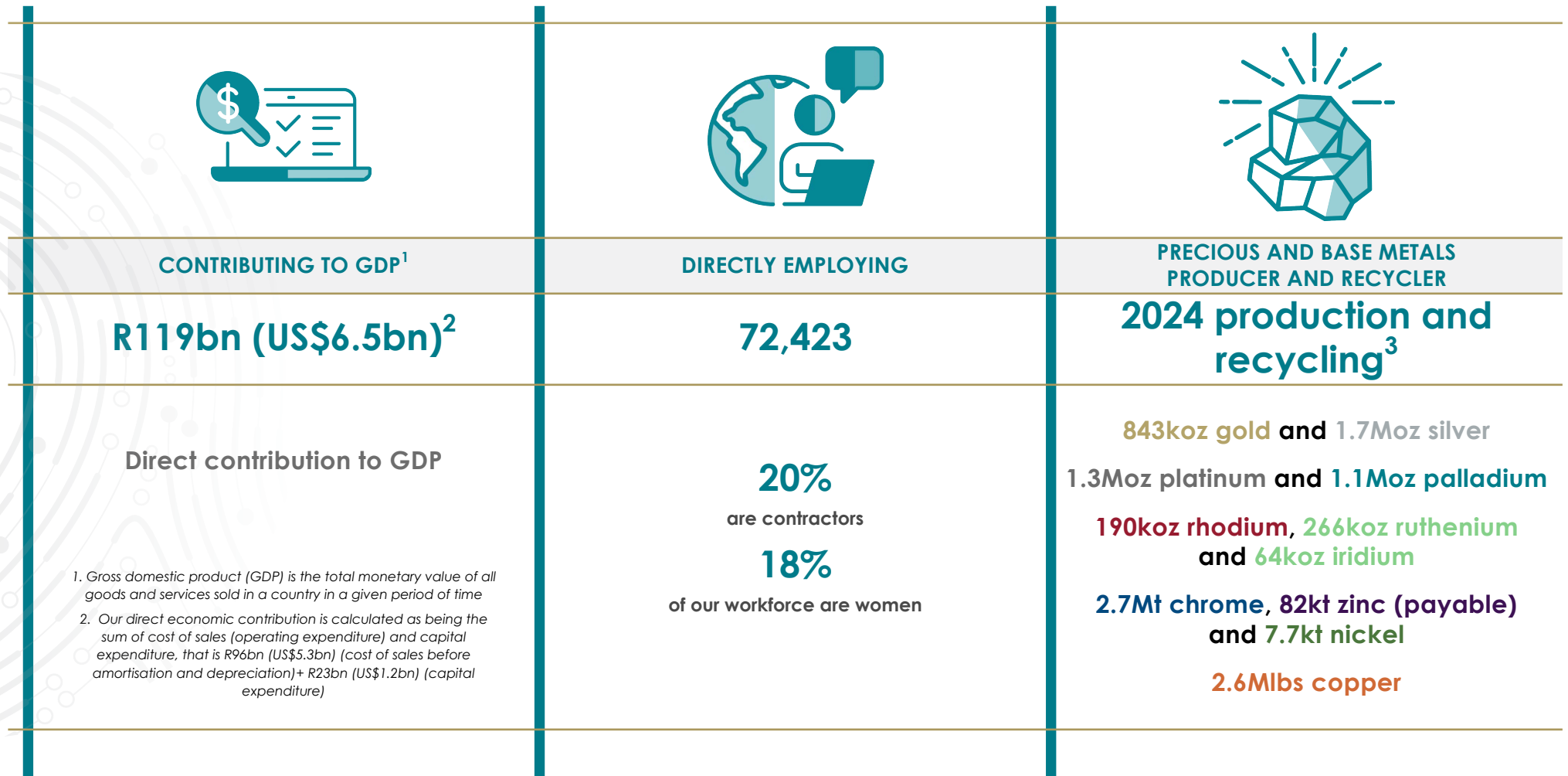
² Jobs supported impacts differ per region, and it is jobs that have been directly and indirectly created and supported by and through our operations. The multiplier effect was considered.

³ These impacts include the total value of all goods and services used and produced at our facilities, including minerals, metals, compounds, manufactured goods and services needed to deliver our final products into the market. The implied multiplier was also considered.

⁴ Tax impacts is the combined tax base created across the different economies as a result of taxes, and reflect the taxes paid directly by mining activities (operations), but also taxes paid throughout the economic value chain that are induced and indirectly supported by the economic flows from mining activity ie the multiplier effect was also considered.

SUMMARY OF GROUP IMPACT IN 2024

In 2024, Sibanye-Stillwater was a significant contributor to GDP and a major employer in the platinum group metals and gold industries



1. Gross domestic product (GDP) is the total monetary value of all goods and services sold in a country in a given period of time

2. Our direct economic contribution is calculated as being the sum of cost of sales (operating expenditure) and capital expenditure, that is R96bn (US\$5.3bn) (cost of sales before amortisation and depreciation)+ R23bn (US\$1.2bn) (capital expenditure)

3 The Platinum Group Metals (PGM) production in the SA operations is platinum, palladium, rhodium and gold, referred to as 4E (3PGM+Au) of 1.7Moz 4E PGMs for 2024, and in the US PGM operations are platinum and palladium, referred to as 2E (2PGM) of 426koz 2E PGMs for 2024 and US PGM recycling is platinum, palladium and rhodium referred to as 3E (3PGM) of 316koz 3E PGMs for 2024. Recycling is inclusive of the Reldan operation from 1 March 2024 – 31 December 2024

PROSPERITY: SUMMARY OF ECONOMIC IMPACT IN 2024

R112bn (US\$6.0bn) revenue generated by our operations in 2024

INVESTING IN THE LONG-TERM VIABILITY OF OUR BUSINESS



R22.5bn (US\$1.2bn) Capital expenditure

EMPLOYEES



Group salaries and wages paid **R31.4bn (US\$1.7bn)**



Training and development **R1bn (US\$58m)**

COMMUNITIES



Socioeconomic development (SED) **R379m (US\$21m)**

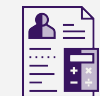


Social and labour plan (SLP) projects **R2.4bn (US\$132m)**

GOVERNMENT



Taxes paid **R1.5bn (US\$79m)**



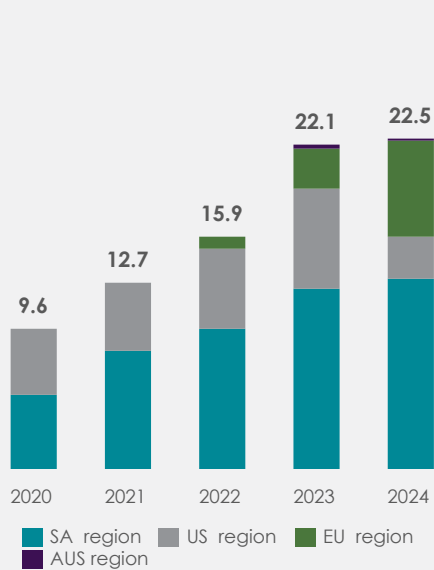
Royalties paid **R0.8bn (US\$43m)**

PROSPERITY: SUMMARY OF ECONOMIC IMPACT IN 2024 continued

ECONOMIC IMPACT

INVESTED IN OPERATING, GROWING AND SUSTAINING OUR BUSINESS

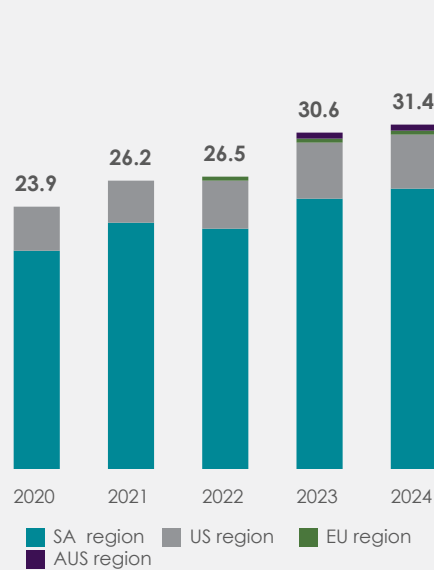
Annual capital expenditure 2020 – 2024 (Rbn)



Total capital expenditure to sustain and grow our operations since 2020:
R82.9bn (US\$4.8bn)

EMPLOYMENT

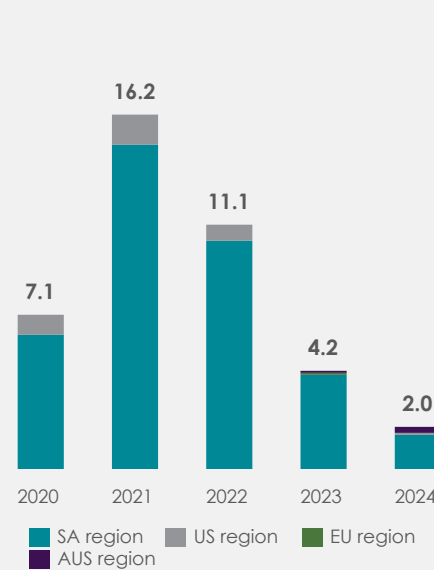
Salaries and wages 2020 – 2024 (Rbn)



Total salaries and wages paid to our employees since 2020:
R138.6bn (US\$8bn)

PAID TO GOVERNMENT

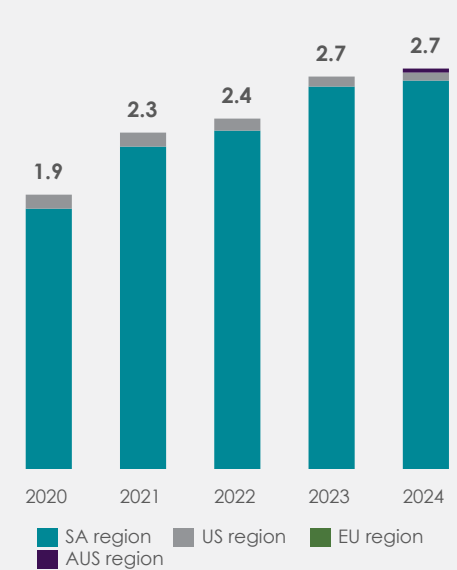
Annual tax and royalties 2020 – 2024 (Rbn)



Total paid to government in the form of taxes and royalties since 2020:
R40.7bn (US\$2.5bn)

SOCIAL INVESTMENT

Socioeconomic development and CSR 2020 – 2024 (Rbn)



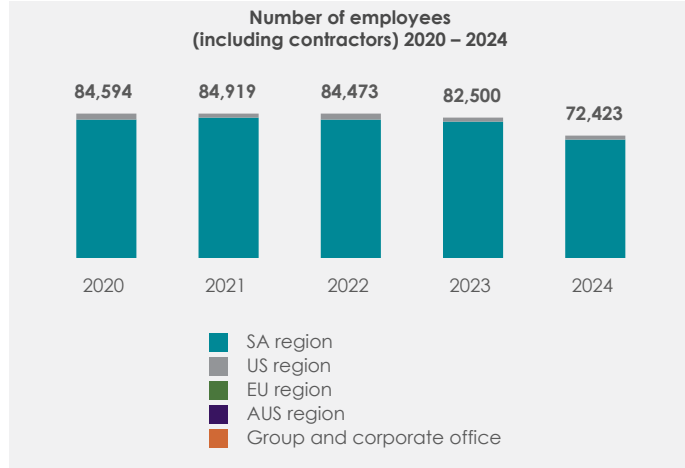
Total social investment since 2020:
R12bn (US\$647m)



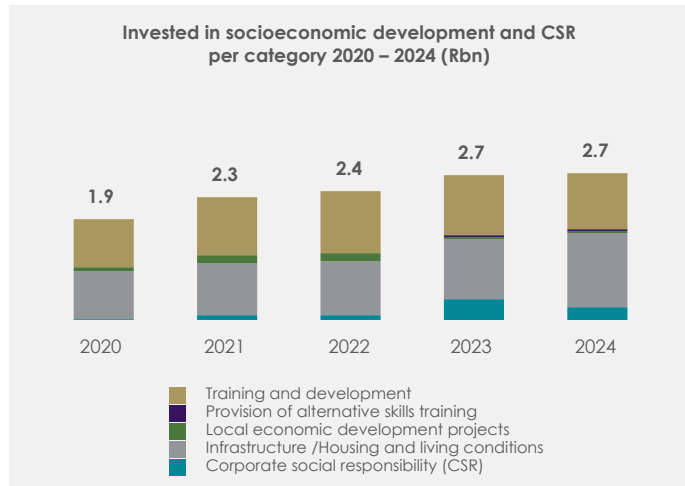
PEOPLE: SUMMARY OF SOCIAL IMPACT IN 2024

PEOPLE: SOCIAL IMPACT

CONTRIBUTED TO EMPLOYMENT




CONTRIBUTED TO SOCIETY




CHARACTERISTICS OF EMPLOYEES


In 2024, the workforce of 72,423 employees included 14,566 contractors




18% are women and **28.4%** are women in management



88% of our SA workforce and **53%** of our US workforce respectively, has **union representation**



68% of new appointments in South Africa were **local recruits**



SA region: **82.4%** are South African citizens, and of those **65.5%** are from our doorstep communities

SA region: **56%** of employees are between 30-50 years old

EU region: **63%** of employees are between 30-50 years old

US region: **56%** of employees are between 30-50 years old

AUS region: **49%** of employees are between 30-50 years old

TRAINING AND SKILLS DEVELOPMENT SPEND IN 2024

R1.1bn (US\$60.7m) was spent, up from R678.4m (US\$46.9m) in 2020 and during 2024 the average hours spent by learners on training was 43 in the SA region.

1.1a, 2.4.1, 5.5, 8.5, 8.8, 9.2, 9.3, 11.3



PEOPLE AND PROSPERITY: SUMMARY OF SOCIAL IMPACT IN 2024 continued

PROSPERITY: ENTERPRISE AND SUPPLIER DEVELOPMENT



Partnerships: Sibanye-Stillwater, together with Phakamani Impact Capital (Phakamani) continued to **drive the enterprise and supplier development (ESD) initiatives** with our SMMEs. Sibanye-Stillwater ESD centres are located near our mining operations. SMMEs can obtain assistance at the nearest ESD centre for the procure to pay process, joint ventures and guidance on how to set up partnerships.



Sourcing events: To promote fairness transparency and inclusivity for suppliers, we publish all sourcing events on our websites. Our evergreen contracts have been changed into fixed-term contracts, which promotes opportunity and competition. We request that our suppliers subcontract through our local communities. We have an "Affiliate opportunities" page on our website where suppliers can advertise their subcontracting opportunities.



Training: Our **training programmes are kept current** in terms of enabling the essential skills needed for entrepreneurship. Our Skills development programme includes health and safety, marketing, financial management, project management, as well as training in Microsoft tools. Sibanye-Stillwater has also enrolled **50 local individuals** in the National Certificate in Generic Management (NQF5).





Funding: Funding is mainly from the CEO Fund and the Supply chain fund, which continues to support the growth and sustainability of our SMMEs. Since inception these funds have **facilitated R330 million (CEO Fund) and R416 million (Supply chain fund) in loans.** This total of **R746 million makes it one of the largest ESD funds in South Africa.**

These loans have **supported 727 SMMEs,** supporting **14,580 jobs,** including **803 directors who are female and 796 directors who are from the youth.**



Solar entrepreneurs: Our Solar entrepreneur programme involves training suppliers in solar installations. In 2024 we had **91 participants in domestic-scale solar training.** These are small operators already involved in electrical installations who are now able to offer domestic solar solutions, to expand their offering by including solar. Many of these suppliers are now benefiting from having additional skills and capabilities, and thus an expanded business offering.



Woman and youth entrepreneurs: Sibanye-Stillwater's **Women in Mining and Youth in Mining enterprise and supplier development** programmes are having an impact nationwide, equipping SMMEs with the skills they need to sustain their businesses. Through expert-led masterclasses and tailored business training, entrepreneurs gain critical knowledge in finance, marketing, and technical disciplines like quality management, warehousing, and ISO accreditation. One-on-one executive mentoring and life coaching ensure that business owners develop both professionally and personally, fostering well-rounded leaders. To support long-term growth, SMMEs receive COIDA registrations, media exposure, and even access to AI-powered tools like ChatGPT Plus, enhancing their operational efficiency. This holistic approach to SMME development is **shaping sustainable businesses and future industry leaders, driving transformation** in mining communities.



In 2024 we supported:



160 women entrepreneurs (815 since inception)



193 youth entrepreneurs (813 since inception)



mentored 46 companies (since 2024)



187 SMMEs supported (761 since inception)



Induscon West (Pty) Ltd

▶	Founder(s) name(s): Dimakatso Isaacs
▶	Industry/sector: Engineering and manufacturing
▶	Background and business overview: Induscon West is a 100% Black female-owned enterprise specialising in the manufacturing and supply of high-density polyethylene (HDPE) pipes for mining operations in Rustenburg. The company plays a crucial role in supporting the mining industry by delivering high-quality piping solutions tailored to operational needs.
▶	Challenges faced by the company: Induscon West faced the challenge of key management not being sufficiently involved in the running of the company, which impacted its operations, compliance status, and overall credibility. As a result, the company was at risk of losing its three-year contract with Sibanye-Stillwater. Additionally, financial mismanagement and a lack of transparency among directors further hindered the company's sustainability and growth prospects.
▶	Support provided through ESD initiative: Through our mentorship programme, Induscon West received comprehensive support, including: <ul style="list-style-type: none"> • Legal guidance on compliance and governance restructuring • Implementation of ethical business practices to ensure full compliance with B-BBEE regulations • Development of HR and financial policies to enhance transparency and accountability • A successful shareholding restructure, resulting in the business becoming 100% Black female-owned, with Dimakatso acquiring full ownership • Guidance and support on quality management.
▶	Impact and achievements: The interventions yielded significant improvements, including: <ul style="list-style-type: none"> • Restored to full compliance, ensuring adherence to regulatory requirements • Strengthened governance structures, fostering transparency and operational independence • Regained market trust, allowing the company to successfully deliver quality products and fulfil all outstanding project commitments • Sustained employment for 17 staff members, and growing revenue • Contract extension granted
▶	Outlook: After the ESD support, Induscon West has emerged as a resilient and sustainable business. With the Sibanye-Stillwater contract set to conclude in April 2025, the company is now well-positioned to tender for new contracts, expand its customer base, and drive long-term sustainability and job creation. Currently enrolled on Executive Mentorship for continued mentorship support.

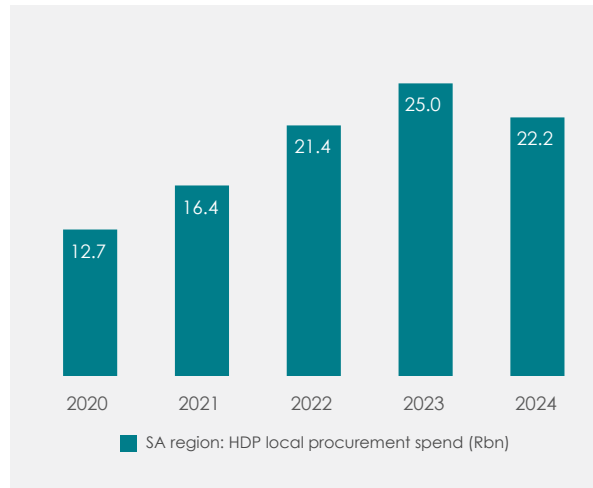
Side8 Group (Pty) Ltd

▶	Founder(s) name(s): Thaisi Thaisi
▶	Industry/sector: Construction and civil engineering
▶	Background and business overview: Side 8 Group is a construction company that specialises in large-scale infrastructure projects. The company is 100% black youth owned.
▶	Challenges faced by the company: The company secured a large construction contract to build a parking lot at Sibanye-Stillwater's Marikana operations, for which they needed financing.
▶	Support provided through ESD initiatives: Access to funding for Side 8 Group was provided through Sibanye-Stillwater's supply chain fund, which covered all the operational costs, including working capital and funding for contingencies. This financial support enabled the company to maintain sufficient operational cash flow, ensuring they could effectively execute the contract for Sibanye-Stillwater.
▶	Impact and achievements: The enterprise development intervention resulted in significant benefits to the company, including: <ul style="list-style-type: none"> • Sustaining 16 jobs, and ensuring financial stability going forward • Substantial revenue growth • Diversification beyond Sibanye-Stillwater, with the company now securing larger contracts in new markets • Enhanced Construction Industry Development Board grading, to level 7 CE.
▶	Outlook: With strengthened financial stability and an improved track record, Side 8 Group is now focused on expanding its client base, securing larger infrastructure projects, and driving long-term business sustainability. The company aims to further enhance job creation and foster local economic development through strategic partnerships and continued business growth.

PEOPLE AND PROSPERITY: SUMMARY OF SOCIAL IMPACT IN 2024 continued

PEOPLE AND PROSPERITY: SOCIAL IMPACT

LOCAL PROCUREMENT SPEND



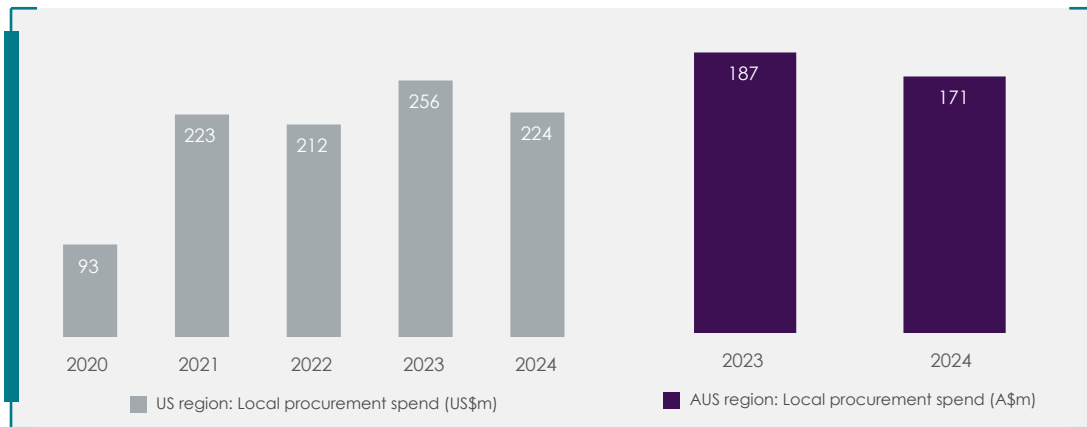
Telling our enterprise development stories (QR codes)



An overview of our local SMEs



Gege Group: Featuring local business



1 YOUTH AND WOMEN-OWNED SUPPLIERS

- Identify further opportunities
- Review suppliers across different operations
- Tender opportunities identified to increase spend

2 INCLUSIVE PROCUREMENT

- Project manager appointed to review non-compliant suppliers with the commodity team and supplier development
- Identify contract for inclusive procurement from non-compliant suppliers

3 LOCAL COMMUNITY SUPPLIERS

- Update/Validate our local community supplier with missing information/old information
- Confirm the existing local community suppliers' capacity
- Support local community suppliers through the supplier development programme
- Community spend of R3,38bn, 16.90% of our discretionary spend, 811 suppliers

4 RING-FENCED PROCUREMENT

- Ring-fenced commodities for our local communities in SA region
- Identify any community supplier gaps
- Engage enterprise development to assist with the gaps

5 TRAINING AND DEVELOPMENT

- Business acceleration programme – training for community supplier individuals
- Utilise our suppliers to train/incubate our local community entrepreneurs, align with inclusive procurement

6 FUNDING

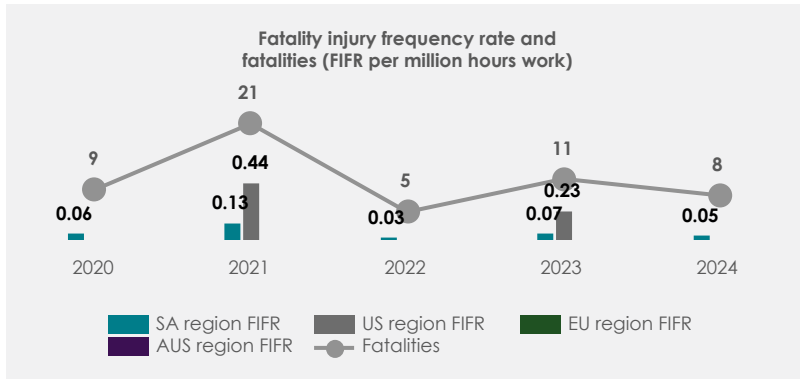
- Sibanye-Stillwater funding programme – R87 million approved loans
- Supply chain fund – R68 million (318 approved loans)
- CEO fund – R19 million (80 approved loans)
- Overall jobs created – 2



PEOPLE: SUMMARY OF SOCIAL IMPACT IN 2024 continued

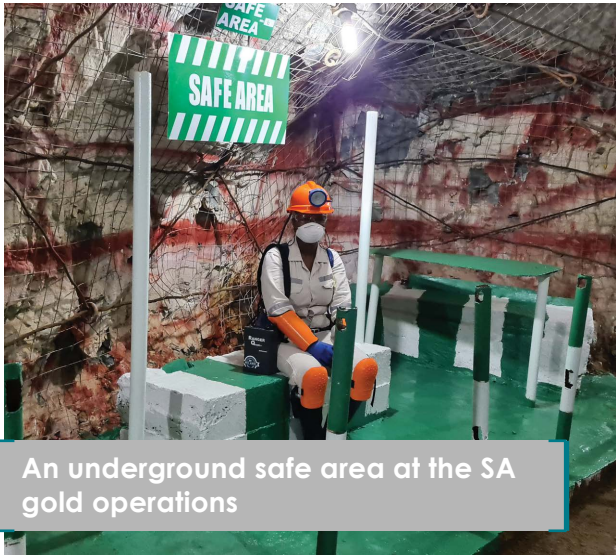
PEOPLE: SAFETY AND HEALTH PERFORMANCE

As reflected in our values and strategy statements, keeping our employees and contractors safe and healthy is our number one priority. We are singularly committed to zero fatalities at our operations, which is to be achieved by eliminating potentially fatal incidents and by encouraging frontline employees to proactively stop work without hesitation, if conditions are unsafe.



Visual aids, animated video presentations, live performances through industrial theatre and other visual depictions of the Group Minimum Standards (GMS) are important for communicating the GMS message to all employees.

In 2024, we invested R864 million at our SA PGM operations (2023: R893 million), R676 million at our SA gold operations (2023: R573 million), US\$1 million at our US Reldan operations, A\$2.7 million at the AUS region, €1.3 million at the Keliber lithium project and €0.4 million at the Sandouville nickel refinery on safety management initiatives, including personal protective equipment (PPE), capital outlay and training.



KEY HEALTH STATISTICS

- 48** cases of silicosis (2023: 111)
- 231** cases of noise-induced hearing loss (2023: 239)
- 8** cases of chronic obstructive pulmonary disease (2023: 35)
- 238** cases of TB (2023: 339)
- 1,137** new recipients of HAART (2023: 1,693)

98% Universal health coverage across the business



2.21 Serious injury frequency rate



3.86 Lost time injury frequency rate



4.36 Total recordable injury frequency rate



0.50 Medically treated injury frequency rate

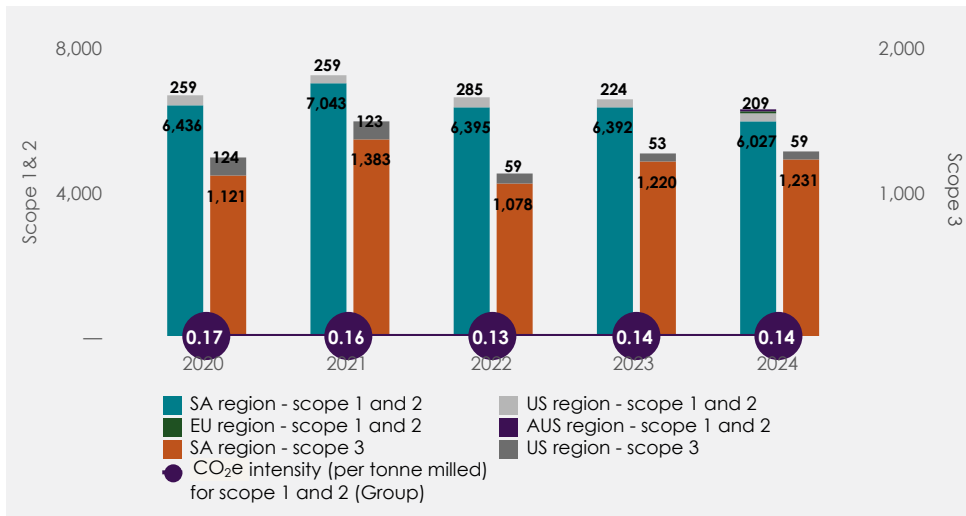


Best recorded annual performance for SIFR, LDIFR and TRIFR for the Group

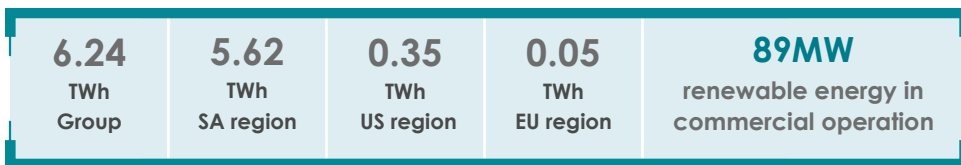
Rates: Per million hours worked: total number of accidents x 1,000,000 hours worked

PLANET: SUMMARY ENVIRONMENTAL IMPACT IN 2024

GHG EMISSIONS



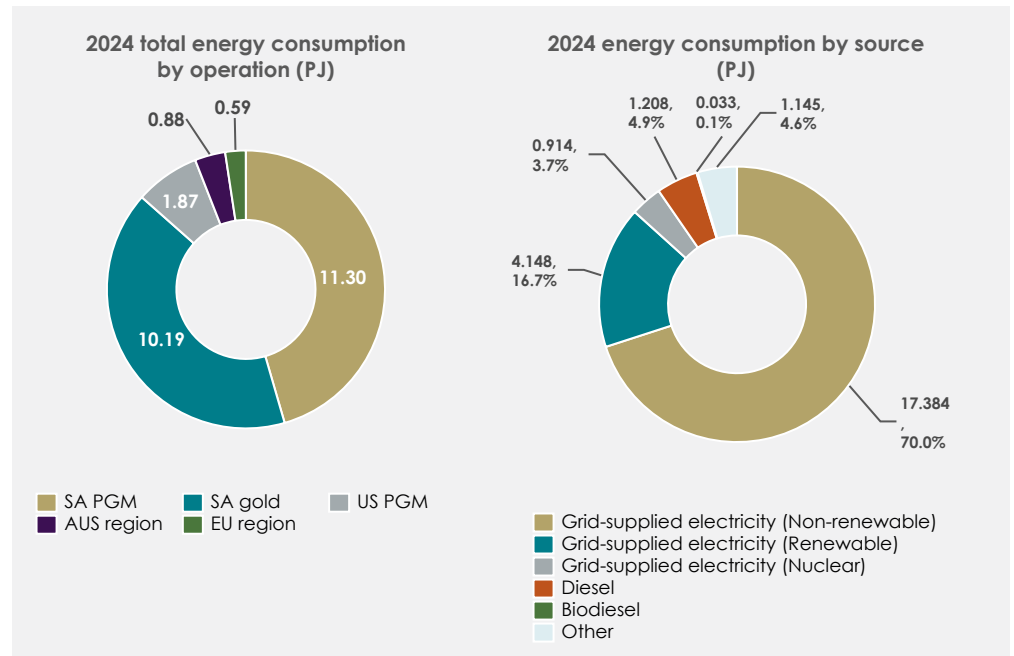
ELECTRICITY CONSUMPTION



In 2024, our scope 1 emissions (including fugitive mine methane) decreased by 40.6%, largely due to a decrease in fugitive mine methane from our Batrix operations, which has decreased by 67.8% year-on-year. Overall, there was an increase in scope 2 emissions ((1.9)%), and increase in scope 3 emissions (1%). It should be noted that by-products are excluded from scope 3 and Year-on-year for scope 1 and 2 the emissions decreased by (285.2) 000tCO₂e. In 2023 we have set a science-based aligned target⁴ to reduce scope 1 and 2 emissions against a 2021 baseline (7,406,966 tCO₂e) by 42%. In 2024, we achieved a reduction of 16% against the 2021 baseline.

4. Target excludes AUS region and Reldan, being integrated. <5% exclusion from the minimum boundary

ELECTRICITY CONSUMPTION




Our Energy and decarbonisation strategy is designed to deliver on Group carbon neutrality by 2040 (scope 1 and 2) and net zero status by 2050. The strategy aims to achieve reduced GHG emissions, security of energy supply, and reduced energy and carbon costs. The strategy will also help us meet UN SDGs 7, 9 and 13.

96% of the Group's emissions stemmed from electricity consumption (scope 2), almost exclusively (92%) attributable to South Africa's power utility, Eskom, which derives the vast majority of its electricity from coal. Our SA operations are extensively electrified, which means our investment in renewables will yield rapid decarbonisation results.




GROUP ENERGY AND DECARBONISATION STRATEGY

Delivering on our commitment to carbon neutrality by 2040 in an economic and socially responsible manner

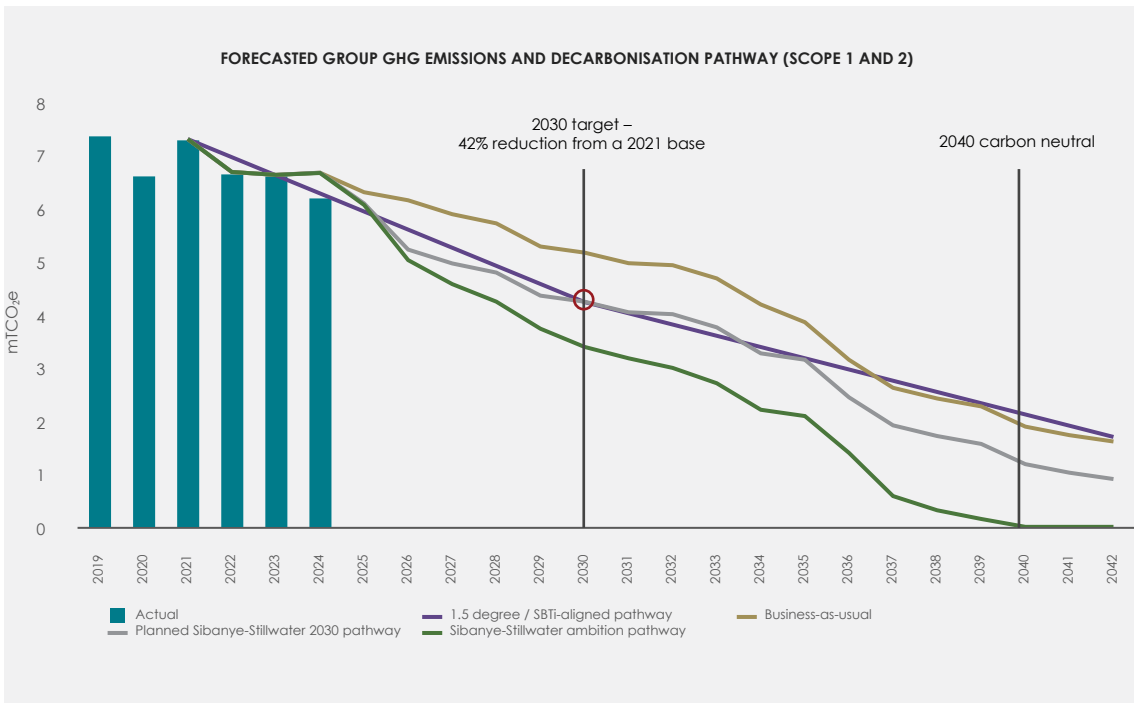


LONG-TERM OBJECTIVE
Carbon neutrality by 2040









NEAR-TERM OBJECTIVES

1. Ensure energy security
2. Decrease energy and carbon costs
3. Reduce absolute GHG emissions
4. Improve the carbon footprint of our products
5. Enable value chain decarbonisation



IMPLEMENTATION LEVRS

	Decarbonisation advocacy and just transition	Creating an enabling external and internal environment for decarbonisation
	Demand side energy management (DSEM)	Eliminating energy waste and enhancing operational efficiency
	Strategic energy sourcing	Sourcing low-cost, low-carbon reliable energy
	Technology adoption	Leveraging technology including digital, electrification, storage and renewables
	Scope 3 emissions	Addressing upstream and downstream emissions
	Carbon offsets	Securing responsible carbon offsets to neutralise our remnant emissions

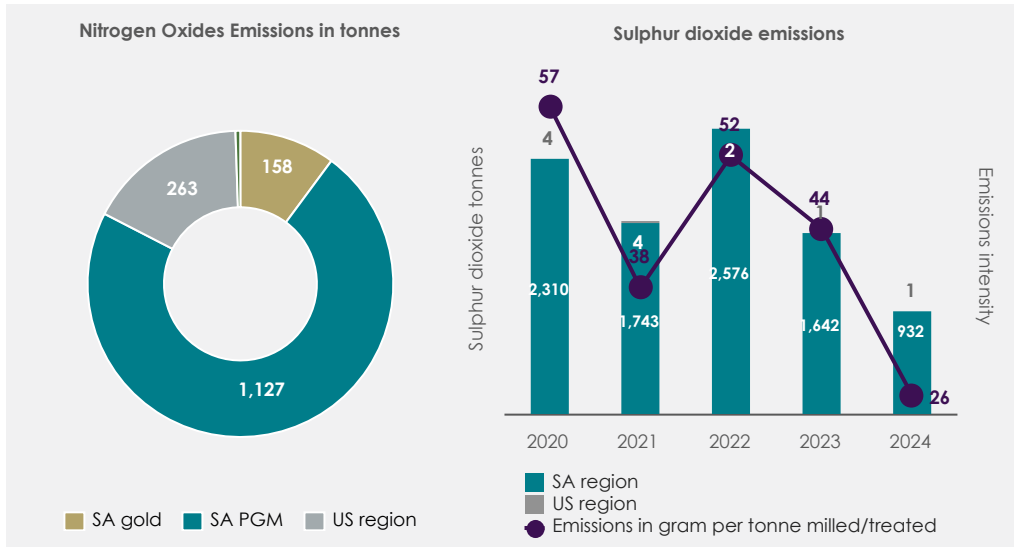
LARGEST NEAR-TERM IMPACT

2025 GROUP DECARBONISATION TARGETS

- 1 Limit absolute GHG emissions (Scope 1 and 2) to **6.263Mt CO₂e**
- 2 Save **92GWh** of energy through DSEM
- 3 Contract an additional **0.287TWh** of renewable energy

PLANET: SUMMARY ENVIRONMENTAL IMPACT IN 2024 continued

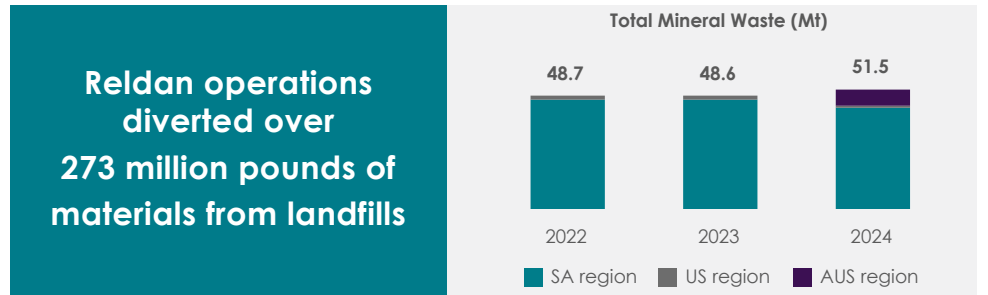
AIR QUALITY



WASTE MANAGEMENT

Material (tonnes)	Total 2024	AUS region	US region*	EU region	SA PGM	SA gold	Total 2023	Total 2022
General waste to landfill	59,154	27,805	5,438	294	11,389	8,790	29,298	41,025
Hazardous waste to landfill	35,725	96	81	244	35,141	81	46,765	30,427
SA % general waste recycled, reused and refurbished	80						82	75
SA % hazardous waste recycled, reused and refurbished	13						49	58

*Excluding Reldan



Dust fallout compliance levels for SA gold decreased from 96% to 94% and SA PGM maintained 96%

To mitigate dust fallout we have various control and mitigation measures in place, including cannon spraying, ridge ploughing on TSFs, application of chemical dust suppressants, use of netting, and planting of indigenous tamarisk trees. Compliance levels are measured by dust buckets, monitored according to the standards of the American Society for Testing and Materials and in compliance with South Africa's National Dust Control regulations. Exceedances are investigated and reported to authorities



PLANET: SUMMARY ENVIRONMENTAL IMPACT IN 2024 continued

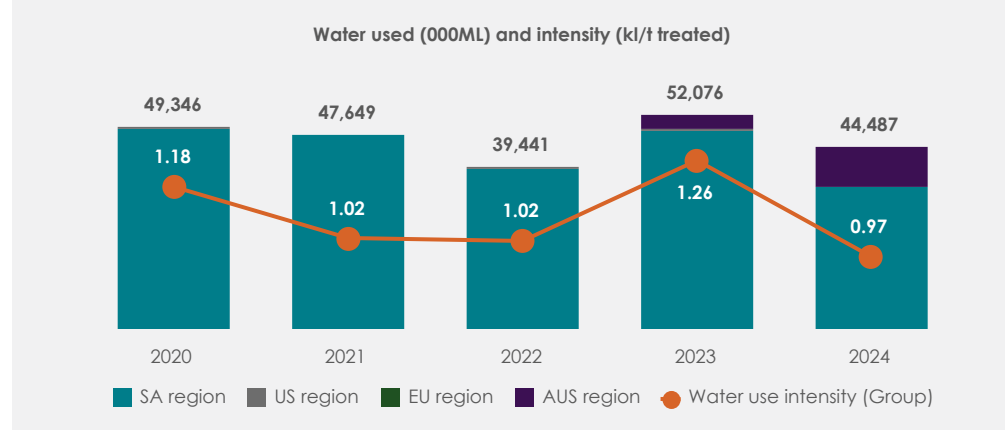
LAND

Total land disturbed by waste rock and stockpiles (ha)	2024
SA region	1,149
US region	31
EU region	N/A
AUS region	1,170
Total area covered by tailings (ha)	2024
SA region	4,716
US region	144
EU region	N/A
AUS region	398

Total land rehabilitated is 389ha

In SA region, the demolition of surface infrastructure, ongoing concurrent rehabilitation as well as the revision of rehabilitation methodologies and unit rates resulted in a significant reduction R346 million in closure liability for 2024.

WATER MANAGEMENT

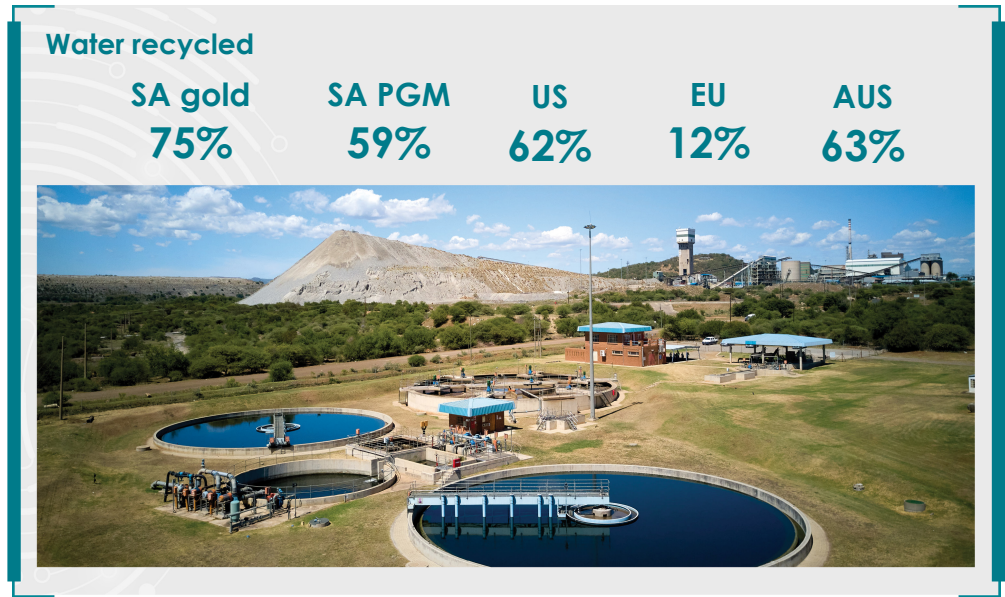


Land for impact

We manage land effectively through strategic allocations, rehabilitation efforts to reduce our footprint, proactive protection against land claims or invasions, and fostering economic development from subsistence to commercial initiatives.

Water treatment

Our SA operations processed impacted mine water to produce a total of 9,206 ML of SANS 241 compliant drinking water in 2024 to reduce our demand on municipal systems, freeing up water for domestic use by members of the community. At an average daily potable water demand of 237l/person, and an average household size of 5 people, our water production projects equate to the potable water demand of 1,106,417 people or 21,283 households.





Biodiversity management fact sheet



US operations footage

Scan the QR codes to view the video and download the fact sheet



CASE STUDY: WATER SAVINGS JOURNEY



SA REGION: WATER INDEPENDENCE AND SECURITY

Over the past five years, water availability and quality have become growing concerns, with constraints in national water supply networks leading to operational stoppages. These disruptions not only impact profitability and sustainability but also pose health and safety risks. Additionally, water shortages extend beyond our operations, affecting the surrounding local communities where we operate.

In response, Sibanye-Stillwater enhance water resilience and mitigate these risks through and responsible water use. We have substantially reduced of purchased water volumes, from 21,794ML in 2019 to 18,658ML in 2024 a 14% decrease. This equates to a daily saving equivalent of water demand of 76,642 people¹.

¹ 237 liters per person per day - Water Research Commission (WRC) (2023). The State of Water Use in South Africa, Pretoria: WRC

A key driver behind the reduction in purchased water from external sources has been the recycling and treatment of impacted mine water. The effectiveness of this initiative became evident in 2022, as additional treatment systems were implemented and technological advancements were introduced across various mining operations. Several advanced water treatment technologies were deployed, which played a crucial role in enhancing water recovery, quality and reuse including:

- advance media filtration
- membrane filtration technologies, including nanofiltration, ultrafiltration and reverse osmosis
- selective precipitation technologies
- ion exchange systems

Potable water produced from impacted mine water



In 2025, two new water treatment facilities will become operational along with the introduction of alternative water sources and innovation solutions which will see the increase of self-produced water by approximately 15% year on year while driving a 7% annual reduction in purchased water.

IMPACT BY OPERATION 2024



Case study on socioeconomic contributions of Sibanye-Stillwater's South African gold operations

This case study is a summary of an independent report on the socioeconomic contributions at our operations, based on 2023 financial results and other economic data.

Gold mining and processing have been central to Sibanye-Stillwater since its inception as Sibanye Gold in South Africa in 2013. Over the years, through acquisitions and partnerships, the Group has expanded significantly, now employing thousands and generating billions in revenue: a vital contribution to the national economy. The Group's SA gold operations are located at the Witwatersrand Basin, a gold-rich region west of Johannesburg. Sibanye-Stillwater operates three mining and processing operations, as well as the Cooke gold plant for tailings re-treatment. It also holds a 50% interest in DRDGOLD and 33% in the Rand Refinery.

The Group also supports social programmes to enhance employment equity, local economic development, skills training, housing, and community infrastructure as part of our social labour plans (SLPs). In 2023, our SA gold operations were funding 14 ongoing SLP projects in the Eastern Cape, Gauteng, and Free State provinces, for agriculture, education, environmental management, healthcare, and public infrastructure.

Direct contributions

The scale of direct contributions to the economy for the SA gold operations in 2023, is evident in these figures:

- Employment: 27,934
- Compensation: R10.04 billion (US\$544.8 million)
- Vendor spending: R29 million (US\$1.6 million)
- Output: 810,584 ounces of gold, including residue metal from DRDGOLD operations
- Revenue: R31 billion (US\$1.67 billion) in gross revenues
- Taxes: R424 million (US\$23 million) in royalties and carbon taxes
- Training and development: R464 million (US\$25.2 million)

Compensation impact: The combined impact (purchasing/spending power and financial ability to buy products and services) created by salaries, wages and other benefits paid to our own employees but also salaries and wages and other benefits that accrue to indirect and induced jobs in other sectors.

Jobs supported: Jobs supported impacts differ per region, and it is jobs that have been directly and indirectly created and supported by and through our operations. The multiplier effect was considered.

Economic output: These impacts include the total value of all goods and services used and produced at our facilities, including minerals, metals, compounds, manufactured goods and services needed to deliver our final products into the market. The implied multiplier was also considered.

Tax impacts is the combined tax base created across the different economies as a result of taxes, and reflect the taxes paid directly by mining activities (operations), but also taxes paid throughout the economic value chain that are induced and indirectly supported by the economic flows from mining activity ie the multiplier effect was also considered.

Socioeconomic contributions of Sibanye-Stillwater's SA gold operations

Our SA gold operations make a significant impact on the regional economy by creating jobs, generating compensation, increasing output, and contributing to tax revenues. These benefits arise from the Group's spending and extend to diverse economic sectors, as earnings among mining workers and their families surpassed R9.2 billion (US\$500 million) in 2023. This income circulates through the economy, supporting additional jobs outside the mining sector. Our operations increase the national tax base, affecting tax revenues significantly. Our SLPs and CSR initiatives foster ongoing community development. Ultimately, these contributions highlight the vital role our gold operations play in enhancing economic prosperity and community wellbeing, which can be summarised as:

- Nearly 52,000 permanent, year-round jobs across various industries in the broader economy
- R16.2 billion (US\$877 million) in annual wages and benefits paid to workers
- R53 billion (US\$2.9 billion) in annual economic output, measured as gross receipts of South African businesses and non-business organisations
- R6.8 billion (US\$367.7 million) in annual taxes collected by governments from businesses and households



SA GOLD OPERATIONS

SA gold – Summary of impact 2024	38
Kloof	39
Driefontein	43
Beatrix	47



SA GOLD OPERATIONS – SUMMARY OF IMPACT 2024

Our socioeconomic impact at our SA gold operations is provided through social and labour plans (SLPs), employment and job creation, and corporate social investment (CSI) programmes.

Regional challenges include unemployment, low levels of education, and lack of service delivery. We are mobilising partnerships and investments to strengthen institutional capacity. Our Beatrix operation remains one of the largest employers in the Masilonyana and Matjhabeng local municipalities.

In terms of the environment, we are committed to limiting our impact and accelerating our decarbonisation efforts through various renewable projects.

Our SA gold operations are largely water-positive, requiring that we pump large volumes of ingress water from deep workings. Our opportunity is to leverage our excess ground water and reduce our dependency on water suppliers. We have various projects to treat our water for reuse purposes.

R31.1bn (US\$1.7bn) revenue generated by our SA gold operations in 2024

Prosperity: Economic impact 2024



R7.3bn (US\$396m)

Invested in the sustainability of our SA gold operations (Capital expenditure)

Planet

- **3,212kt** of GHG emitted
- **14,274ML** water used
- **93.5%** general waste reused, recycled and/or refurbished

PEOPLE: EMPLOYEES, TRAINING AND DEVELOPMENT 2024



Salaries and wages paid

R8.9bn (US\$483m)

Compensation impact **R14.2bn¹**

- Of the 578 mining learnerships, 438 are from SA gold
- Of the 521 engineering learnerships, 261 are from SA gold
- Of the 537 bursars, SA gold has 247 bursars
- Of the 324 interns, SA gold has 141 interns



Training and development

R386m (US\$21m)

PEOPLE: COMMUNITIES 2024



Socioeconomic development (SED)

R100m (US\$5m)

Social and labour plan (SLP) projects

R1.2bn (US\$64m)

CSR spend **R51 million**

In 2024 the SLP spend for SA gold:


- **R12 million (US\$0.7m)** on local economic development projects
- **R37 million (US\$2.0m)** on human resource development for communities
- **R349 million (US\$19.1m)** on employee development
- **R757 million (US\$41.3m)** on housing and living conditions

- SA gold: **100 community learners** (219 SA region) received portable skills
- **74 community members** (223 SA region) received Adult Education Training

¹. Salaries and wages for 2024 x SA gold multiplier 1.609

KLOOF 2024

The Kloof operation is an intermediate to ultra-deep level gold mining complex situated on the West Wits Line of the Witwatersrand Basin, near the towns of Randfontein and Westonaria, approximately 60km west of Johannesburg in the Gauteng province of South Africa.*

 * More information available, www.sibanyestillwater.com/business/southern-africa/gold-operations/kloof/

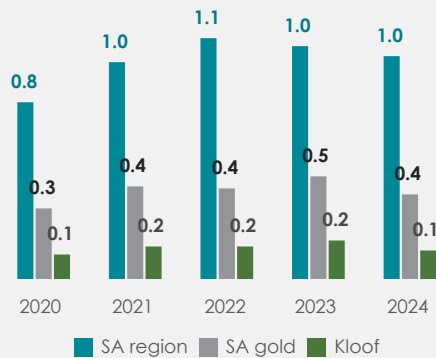


KLOOF – SUMMARY OF IMPACT 2024

PEOPLE AND PROSPERITY: ECONOMIC IMPACT

TRAINING AND DEVELOPMENT

Annual training and development spend (Rbn) 2020-2024

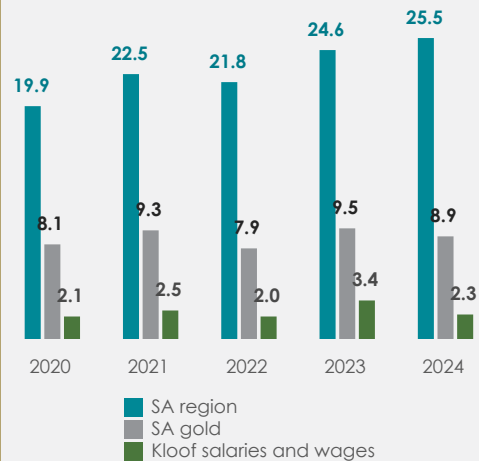


Training and development expenditure at Kloof since 2020: **R738m (US\$40.06m)**

For 2024 Kloof: **118 bursars, 86 internships, 118 employees** received AET

SALARIES AND WAGES

Salaries and wages 2020 – 2024 (Rbn)



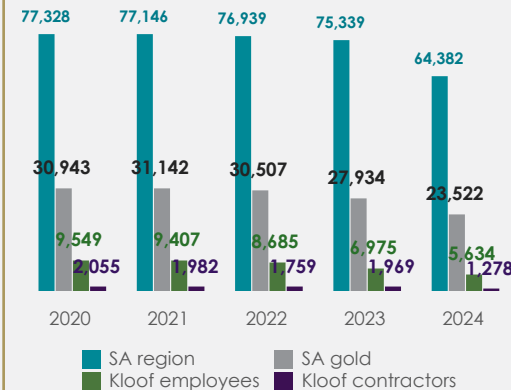
Total salaries and wages paid to our employees in 2024: **R2.3bn (US\$123m) at Kloof**

Compensation impact in 2024: **R3.6bn (US\$199m)¹ at Kloof**

1. Salaries and wages for 2024 x SA gold multiplier 1.609

WORKFORCE NUMBERS

Number of employees (including contractors) 2020 – 2024

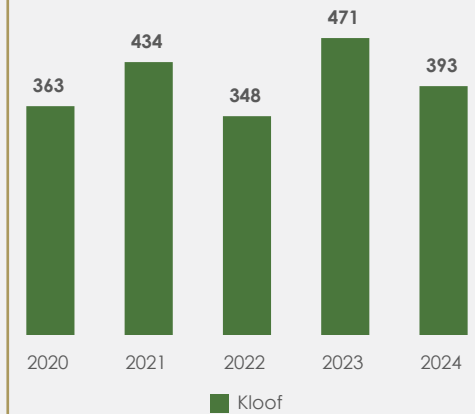


On average the jobs supported between 2020 – 2024: 18,712² at Kloof

2. Average employee and contractor jobs over five years x SA gold multiplier 1.898

EMPLOYEE PERSONAL TAX

Annual employee tax contribution (Rm)

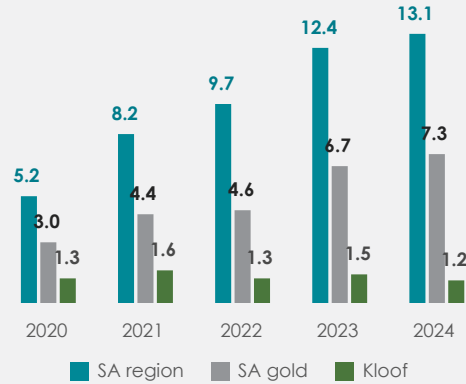


KLOOF – SUMMARY OF IMPACT 2024 continued

PEOPLE AND PROSPERITY: ECONOMIC IMPACT

INVESTED IN OPERATING, GROWING AND SUSTAINING OUR BUSINESS

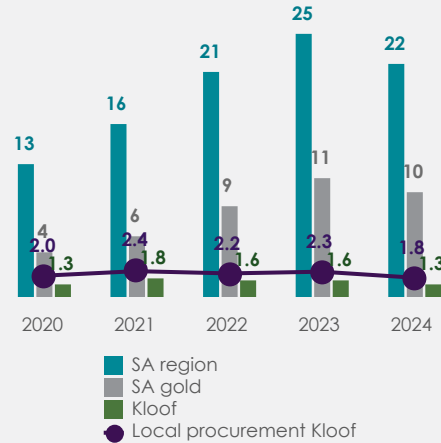
Annual capital expenditure 2020 – 2024 (Rbn)



Total capital expenditure at our Kloof operations since 2020: **R6.8bn (US\$408m)***

BROAD BASED BLACK ECONOMIC EMPOWERMENT (B-BBEE) PROCUREMENT

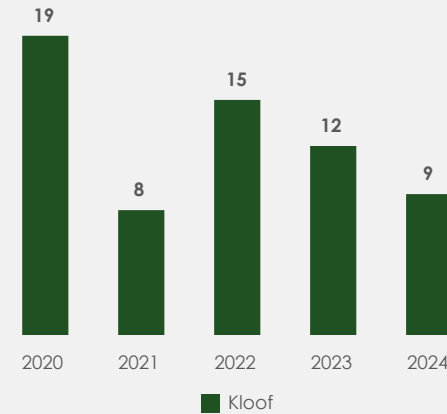
Spend on B-BBEE procurement (Rbn)



35% of the SA gold local procurement spend was from the Kloof operations

SUPPLIER DEVELOPMENT¹

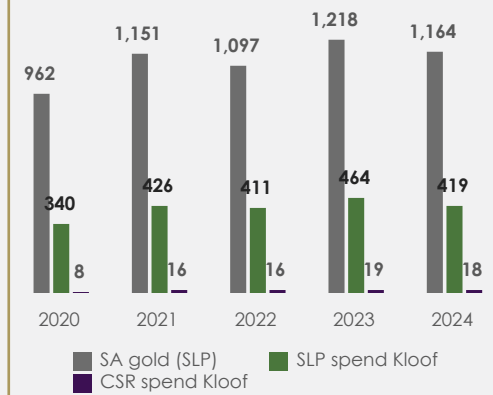
Spend on supplier development (Rm)



On average **R18m² (US\$1m) economic output** was generated through supplier development between 2020 – 2024

SOCIAL INVESTMENT

Spend on SLP and CSR (Rm)



In 2024, Kloof: **118 community members** trained on AET
29 community members received portable skills

* Average exchange rate of R16.87/US\$

See Social and labour plans (SLPs): Summary of projects available www.sibanyestillwater.com/news-investors/reports/annual and for the Kloof approved SLP it is available: [Kloof2017to2021SocialandlabourPlanPDFapprovedversion.pdf](#)

1. Develop sustainable suppliers from host communities through enterprise development initiatives, contract support, mentorship and coaching
2. Average spent over 5 years x SA gold multiplier 1.718

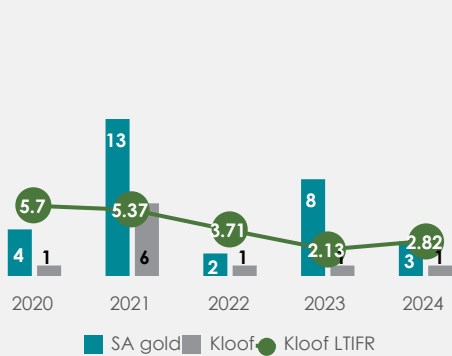


KLOOF – SUMMARY OF IMPACT 2024 continued

PEOPLE AND PLANET IMPACT

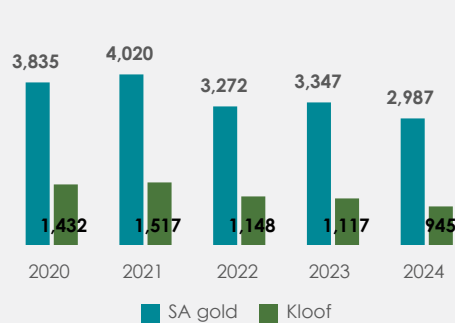
FATALITIES AND LOST TIME INJURY FREQUENCY RATE

Number of fatalities and LTIFR per million hours worked



CARBON FOOTPRINT AND DUST

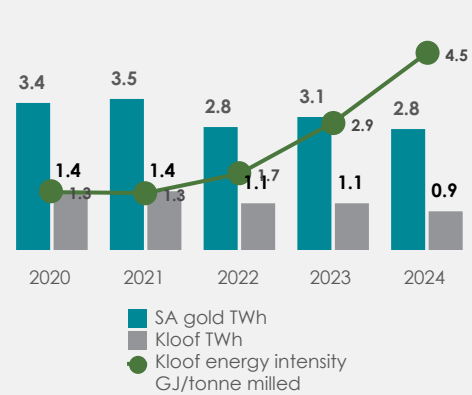
Carbon footprint scope 1 and 2 (000tCO₂e)



Scope 1: 3 000tCO₂e emissions
 Scope 2: 942 000tCO₂e emissions

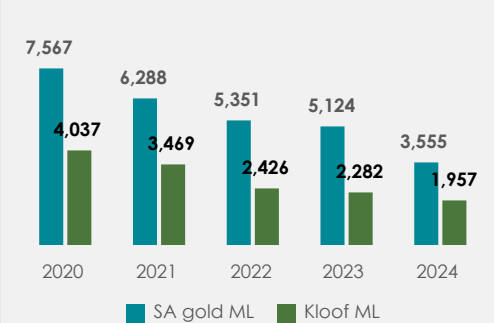
ELECTRICITY CONSUMPTION

Electricity consumption and energy intensity



WATER

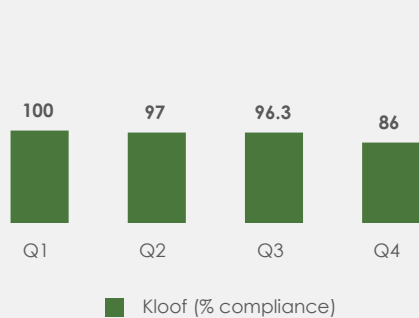
Potable water purchased ML



Water withdrawn ML: 24,845
 Water discharged ML: 23,956
 Water used ML: 889

	Gross liability	Cash funded	Guarantee funding
Kloof (Rm)	1,326	1,185	371

2024 Kloof dust compliance



Climate change related physical risks

Through a scenario analysis, with a 4°C warming potential by 2050, it was predicted that temperate windstorms may cause property damage at Kloof. Further, by 2050, droughts and heatwaves have the potential to cause between 8–10 days of business disruption at this operation.

Tailings storage facilities

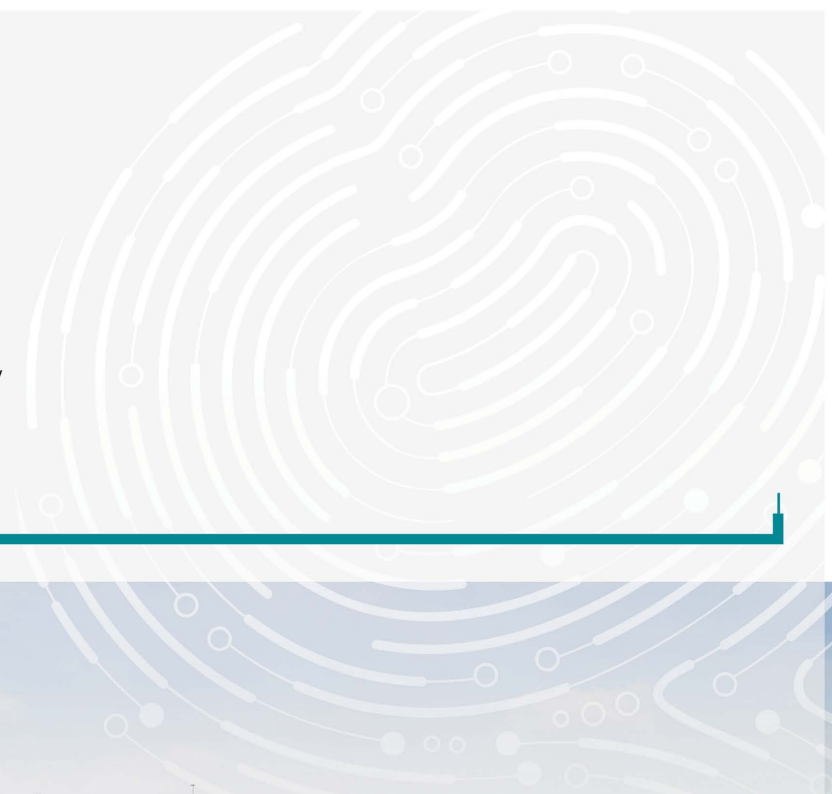


Scan for detailed information on tailings storage facilities

DRIEFONTEIN 2024

Driefontein is a mature intermediate to ultra-deep level gold mine located near Carletonville, approximately 70km west of Johannesburg, in the Gauteng province of South Africa.*

 * More information available, www.sibanyestillwater.com/business/southern-africa/gold-operations/driefontein/



DRIEFONTEIN – SUMMARY OF IMPACT 2024

PEOPLE AND PROSPERITY: ECONOMIC IMPACT

TRAINING AND DEVELOPMENT	SALARIES AND WAGES	WORKFORCE NUMBERS	EMPLOYEE PERSONAL TAX																																																																																										
<p>Annual training and development spend (Rbn) 2020-2024</p> <table border="1"> <caption>Annual training and development spend (Rbn) 2020-2024</caption> <thead> <tr> <th>Year</th> <th>SA region</th> <th>SA gold</th> <th>Driefontein</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>0.8</td> <td>0.3</td> <td>0.1</td> </tr> <tr> <td>2021</td> <td>1.0</td> <td>0.4</td> <td>0.1</td> </tr> <tr> <td>2022</td> <td>1.1</td> <td>0.4</td> <td>0.1</td> </tr> <tr> <td>2023</td> <td>1.0</td> <td>0.5</td> <td>0.1</td> </tr> <tr> <td>2024</td> <td>1.0</td> <td>0.4</td> <td>0.1</td> </tr> </tbody> </table>	Year	SA region	SA gold	Driefontein	2020	0.8	0.3	0.1	2021	1.0	0.4	0.1	2022	1.1	0.4	0.1	2023	1.0	0.5	0.1	2024	1.0	0.4	0.1	<p>Salaries and wages 2020 – 2024 (Rbn)</p> <table border="1"> <caption>Salaries and wages 2020 – 2024 (Rbn)</caption> <thead> <tr> <th>Year</th> <th>SA region</th> <th>SA gold</th> <th>Driefontein</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>19.9</td> <td>8.1</td> <td>1.9</td> </tr> <tr> <td>2021</td> <td>22.5</td> <td>9.3</td> <td>2.3</td> </tr> <tr> <td>2022</td> <td>21.8</td> <td>7.9</td> <td>1.9</td> </tr> <tr> <td>2023</td> <td>24.6</td> <td>9.5</td> <td>3.3</td> </tr> <tr> <td>2024</td> <td>25.5</td> <td>8.9</td> <td>2.9</td> </tr> </tbody> </table>	Year	SA region	SA gold	Driefontein	2020	19.9	8.1	1.9	2021	22.5	9.3	2.3	2022	21.8	7.9	1.9	2023	24.6	9.5	3.3	2024	25.5	8.9	2.9	<p>Number of employees (including contractors) 2020 – 2024</p> <table border="1"> <caption>Number of employees (including contractors) 2020 – 2024</caption> <thead> <tr> <th>Year</th> <th>SA region</th> <th>SA gold</th> <th>Driefontein employees</th> <th>Driefontein contractors</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>77,328</td> <td>30,943</td> <td>8,609</td> <td>1,537</td> </tr> <tr> <td>2021</td> <td>77,146</td> <td>31,142</td> <td>8,481</td> <td>1,690</td> </tr> <tr> <td>2022</td> <td>76,939</td> <td>30,507</td> <td>8,373</td> <td>1,557</td> </tr> <tr> <td>2023</td> <td>75,339</td> <td>27,934</td> <td>8,190</td> <td>1,624</td> </tr> <tr> <td>2024</td> <td>64,382</td> <td>23,522</td> <td>8,331</td> <td>1,383</td> </tr> </tbody> </table>	Year	SA region	SA gold	Driefontein employees	Driefontein contractors	2020	77,328	30,943	8,609	1,537	2021	77,146	31,142	8,481	1,690	2022	76,939	30,507	8,373	1,557	2023	75,339	27,934	8,190	1,624	2024	64,382	23,522	8,331	1,383	<p>Employee personal tax contribution (Rm)</p> <table border="1"> <caption>Employee personal tax contribution (Rm)</caption> <thead> <tr> <th>Year</th> <th>Driefontein</th> </tr> </thead> <tbody> <tr> <td>2020</td> <td>325</td> </tr> <tr> <td>2021</td> <td>409</td> </tr> <tr> <td>2022</td> <td>358</td> </tr> <tr> <td>2023</td> <td>456</td> </tr> <tr> <td>2024</td> <td>504</td> </tr> </tbody> </table>	Year	Driefontein	2020	325	2021	409	2022	358	2023	456	2024	504
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2020	325																																																																																												
2021	409																																																																																												
2022	358																																																																																												
2023	456																																																																																												
2024	504																																																																																												
<p>Total training expenditure at Driefontein since 2020: R630m (US\$34.19m)</p> <p>Driefontein 2024: 91 bursars</p> <p>30 internships</p> <p>169 employees received AET</p>	<p>Total salaries and wages paid to our employees in 2024: R2.9bn (US\$159m) at Driefontein</p> <p>Compensation impact 2024: R4.7bn¹ (US\$255m) at Driefontein</p>	<p>On average the jobs supported between 2020 – 2024: 18,895² at Driefontein</p>																																																																																											

1. Salaries and wages for 2024 x SA gold multiplier 1.609

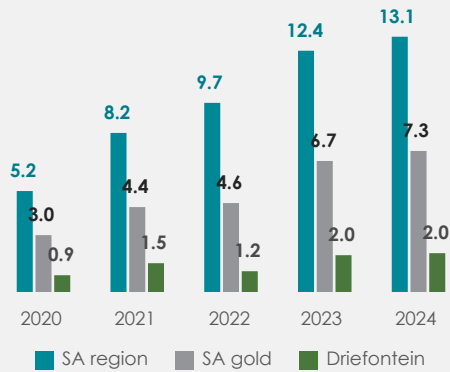
2. Average employee and contractor jobs over five years x SA gold multiplier 1.898

DRIEFONTEIN – SUMMARY OF IMPACT 2024 continued

PEOPLE AND PROSPERITY: ECONOMIC IMPACT

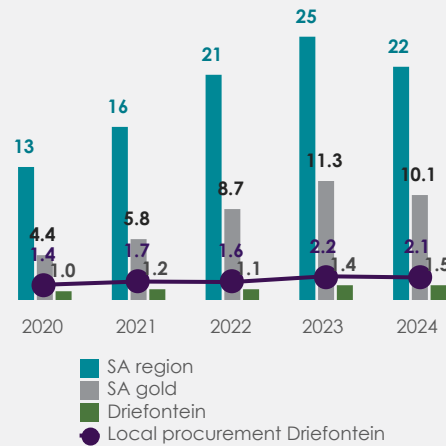
INVESTED IN OPERATING, GROWING AND SUSTAINING OUR BUSINESS

Annual capital expenditure 2020 – 2024 (Rbn)



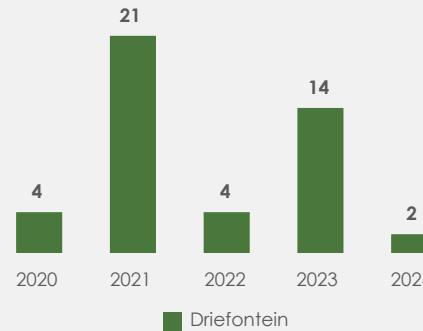
BROAD BASED BLACK ECONOMIC EMPOWERMENT (B-BBEE) PROCUREMENT

B-BBEE procurement spend (Rbn)



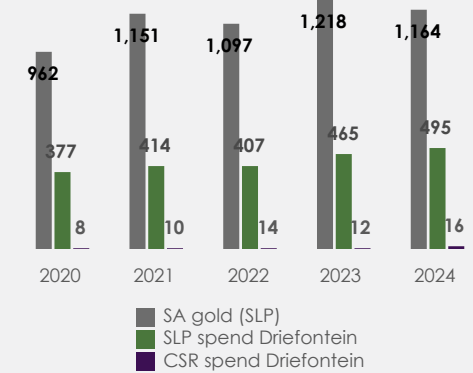
SUPPLIER DEVELOPMENT^{1,2}

Spend on supplier development (Rm)



SOCIAL INVESTMENT

Spend on SLP and CSR (Rm)



Total capital expenditure at Driefontein operation since 2020:

R7.6bn (US\$446m)*

In 2024, **40.7% of the local SA gold procurement** spend was from the Driefontein operations

On average **R13m³ (US\$0.7m) economic output**

was generated through supplier development between 2020 – 2024

In 2024, Driefontein:

32 community members trained on AET

25 community members received portable skills

*Average exchange rate of R16.87/US\$

See Social and labour plans (SLPs): Summary of projects available www.sibanyestillwater.com/news-investors/reports/annual and for the Driefontein approved SLP it is available: https://thevault.exchange/?get_group_doc=245/1562751804-driefontein-slp-july2019.pdf

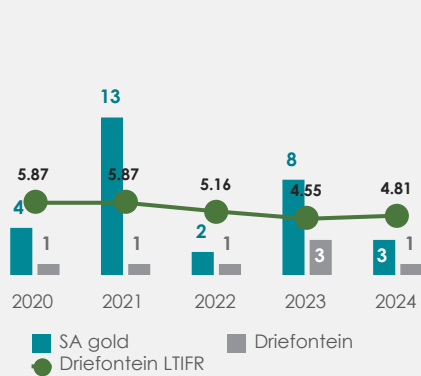
1. Develop sustainable suppliers from local communities through enterprise development initiatives, contract support, mentorship and coaching. 2. The R21 million included once-off purchasing of assets for local community businesses. 3. Average spent over 5 years x SA gold multiplier 1.718

DRIEFONTEIN – SUMMARY OF IMPACT 2024 continued

PEOPLE AND PLANET IMPACT

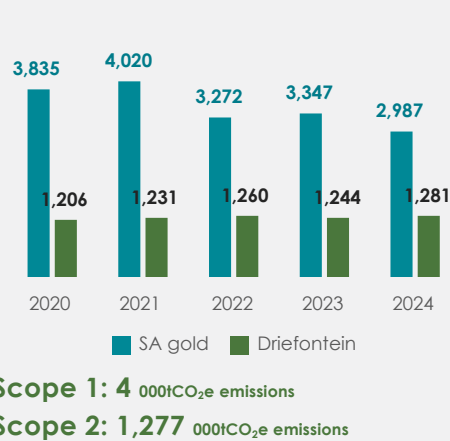
FATALITIES AND LOST TIME INJURY FREQUENCY RATE

Number of fatalities and LTIFR per million hours worked



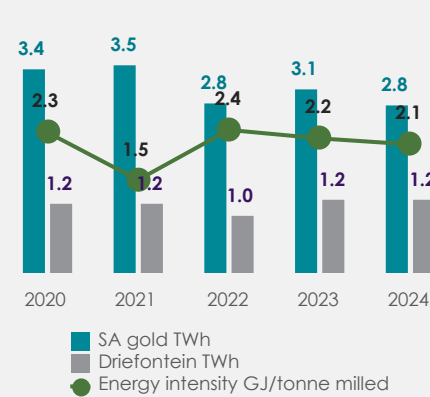
CARBON FOOTPRINT AND DUST

Carbon footprint scope 1 and 2 (000tCO₂e)



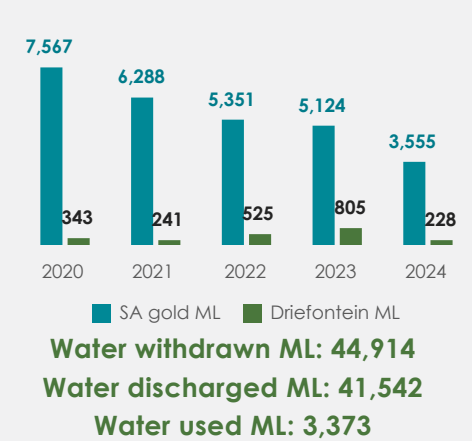
ELECTRICITY CONSUMPTION

Electricity consumption and energy intensity



WATER

Potable water purchased ML



	Gross liability	Cash funded	Guarantee funding
Driefontein (Rm)	1,288	1,143	419

2024 Driefontein dust compliance



Climate change-related physical risks

Through a scenario analysis, with a 4°C warming potential by 2050, it was predicted that temperate windstorms may cause property damage at Driefontein. Further, by 2050, droughts and heatwaves have the potential to cause 7.4 days of business disruption at this operation.

Tailings storage facilities



Scan for detailed information on tailings storage facilities

BEATRIX 2024

Beatrix is a mature, shallow to intermediate level underground gold operation, which is located near the towns of Welkom and Virginia, approximately 280km south-west of Johannesburg, in the Free State province of South Africa.*



* More information available, www.sibanyestillwater.com/business/southern-africa/gold-operations/beatrix/

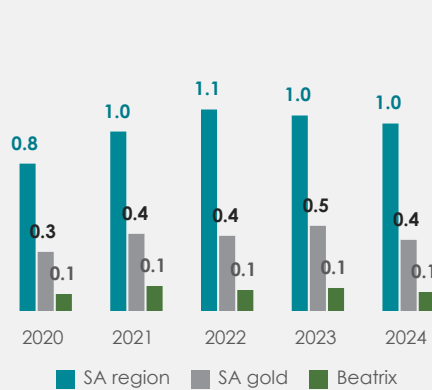


BEATRIX – SUMMARY OF IMPACT 2024

PEOPLE AND PROSPERITY: ECONOMIC IMPACT

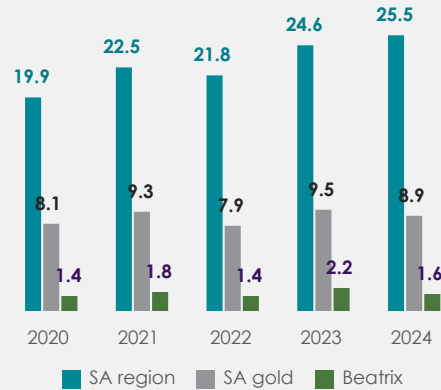
TRAINING AND DEVELOPMENT

Annual training and development spend (Rbn) 2020-2024



SALARIES AND WAGES

Salaries and wages 2020-2024 (Rbn)



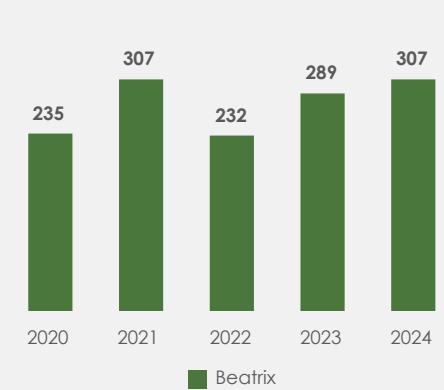
WORKFORCE NUMBERS

Number of employees (including contractors) 2020 – 2024



EMPLOYEE PERSONAL TAX

Employee personal tax contribution (Rm)



Total training expenditure at Beatrix since 2020:

R592m (US\$32m)

For 2024, Beatrix: **29 bursars**

23 internships

16 employees received AET

Total salaries and wages paid to our employees in 2024:

R1.6bn (US\$88m) at Beatrix

Compensation impact 2024:

R2.6bn¹ (US\$142m)

at Beatrix

1. Salaries and wages for 2024 x multiplier for SA gold 1.609

On average jobs supported

between 2020 – 2024:

13,884² at Beatrix

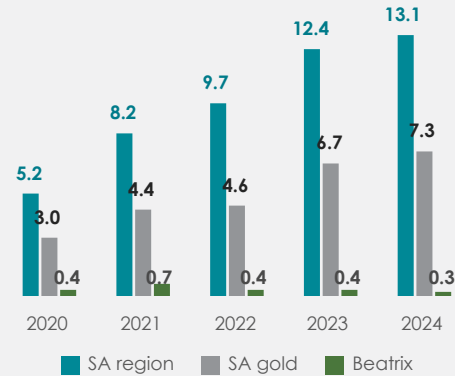
2. Average employee and contractor jobs over five years x SA gold multiplier 1.898

BEATRIX – SUMMARY OF IMPACT 2024 continued

PEOPLE AND PROSPERITY: ECONOMIC IMPACT

INVESTED IN OPERATING, GROWING AND SUSTAINING OUR BUSINESS

Annual capital expenditure 2020 – 2024 (Rbn)

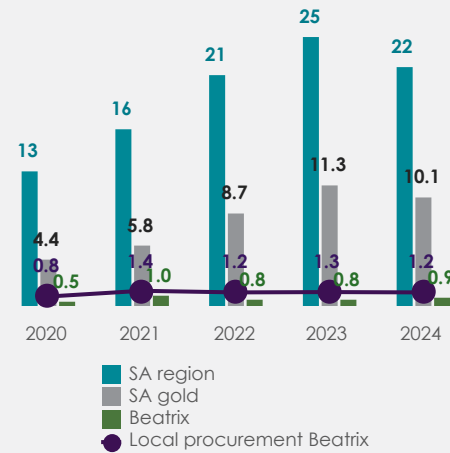


Total capital expenditure at Beatrix operation since 2020: **R2.2bn (US\$134m)***

*Average exchange rate of R16.87/US\$

BROAD BASED BLACK ECONOMIC EMPOWERMENT (B-BBEE) PROCUREMENT

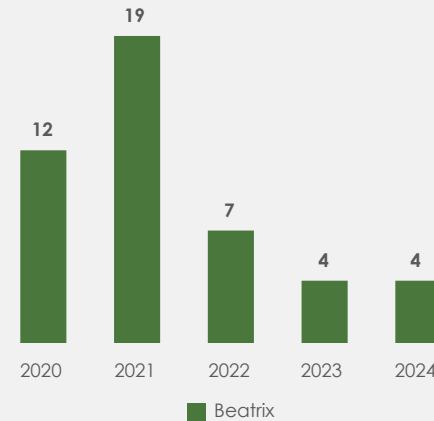
B-BBEE procurement spend (Rbn)



In 2024, **24.3% of the local SA gold procurement** spent was from the Beatrix operations

SUPPLIER DEVELOPMENT¹

Spend on supplier development (Rm)

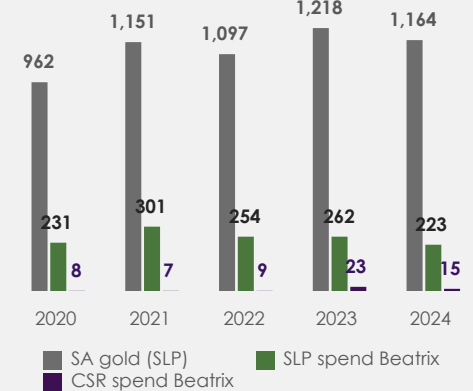


On average **R13m² (US\$0.7m) economic output** was generated through supplier development between 2020 – 2024

See Social and labour plans (SLPs): Summary of projects available www.sibanyestillwater.com/news-investors/reports/annual and for the Beatrix approved SLP it is available: https://thevault.exchange/wp-json/tv/https://thevault.exchange?get_group_doc=245%2F1730375944-BeatrixSocialandLabourPlanIII2022to2026.pdf&tvh=MzY1

SOCIAL INVESTMENT

Spend on SLP and CSR (Rm)



In 2024, Beatrix: **22 community members** trained on AET
25 community members received portable skills

1. Develop sustainable suppliers from local communities through enterprise development initiatives, contract support, mentorship and coaching. 2. Average spent over 5 years x SA gold multiplier 1.718

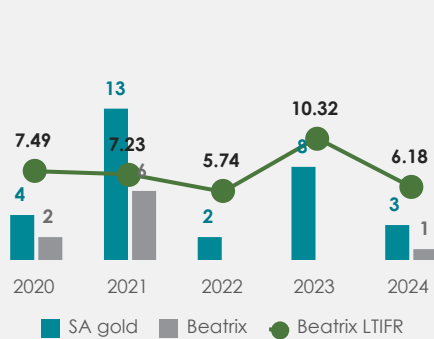


BEATRIX – SUMMARY OF IMPACT 2024 continued

PEOPLE AND PLANET IMPACT

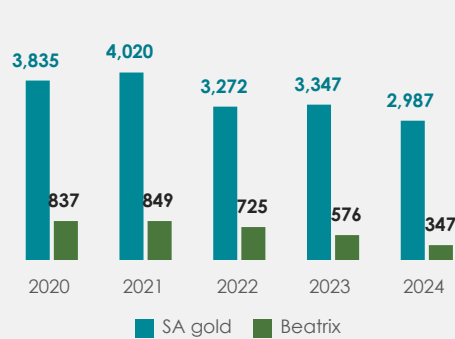
FATALITIES AND LOST TIME INJURY FREQUENCY RATE

Number of fatalities and LTIFR per million hours worked



CARBON FOOTPRINT AND DUST

Carbon footprint scope 1 and 2 (000tCO₂e)

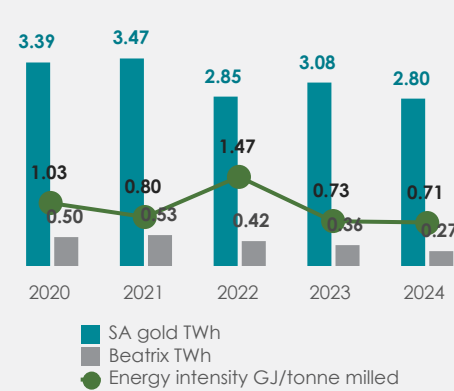


Scope 1: 70 000tCO₂e emissions

Scope 2: 277 000tCO₂e emissions

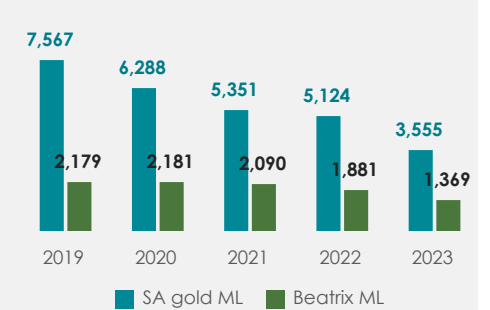
ELECTRICITY CONSUMPTION

Electricity consumption and energy intensity



WATER

Potable water purchased ML



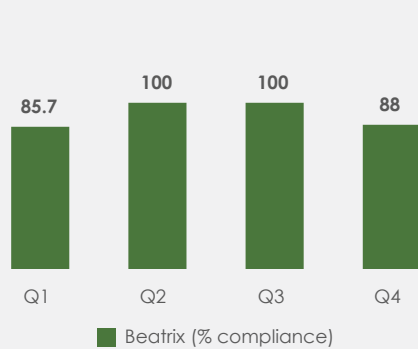
Water withdrawn ML: 7,075

Water discharged ML: 400

Water used ML: 6,675

	Gross liability	Cash funded	Guarantee funding
Beatrix (Rm)	1,286	667	313

2024 Beatrix dust compliance



Climate change related physical risks

Through a scenario analysis, with a 4°C warming potential by 2050 it was predicted that riverine flood and temperate windstorm may cause property damage at Beatrix. The northern part of the operation most at risk for flooding. Further by 2050, droughts and heatwaves have the potential to cause 7 days of business disruption at this operation.

Tailings storage facilities



Scan for detailed information on tailings storage facilities

SA PGM OPERATIONS

SA PGM operations – Summary of impact 2024	53
Kroondal operation	54
Rustenburg operation	58
Marikana operation	62



Case study on socioeconomic contributions of Sibanye-Stillwater's SA PGM operations

This case study is a summary of an independent report on the socioeconomic contributions at our operations, based on 2023 results

Sibanye-Stillwater's PGM operations in South Africa include:

- Underground and surface mining with concentrators in Kroondal, Rustenburg, and Marikana (North West Province)
- Platinum Mile, a tailings retreatment facility near Rustenburg that recovers PGMs and chrome
- Three exploration projects on the Bushveld Igneous Complex (Limpopo province)

Facilities in Zimbabwe are not covered in this analysis.

Direct contributions

The scale of our SA PGM operations in 2023 is evident in these contributions:

- Employment: 47,405 jobs
- Compensation impacts: R15.2 billion (US\$823 million) annually
- Production/output: 1,672,927oz of 4E PGM (platinum, palladium, rhodium, and gold)
- Revenue: R59.1 billion (US\$3.2 billion)
- Taxes paid: R3.5 billion (US\$188 million) in royalties and carbon taxes
- Vendor spending: R72 million (US\$3.9 million)

Socioeconomic impact

Our SA PGM operations are crucial for various community programmes and projects that focus on employment equity, local economic development, workforce skills, housing, public health, and community infrastructure. In 2023, 21 ongoing projects at Kroondal, Rustenburg, and Marikana covered areas like agriculture, education, environmental management, healthcare, and public infrastructure, with a budget of R168 million (US\$9.1 million) and R28 million (US\$1.5 million) spent in 2023. Additionally, the Group's CSR activities addressed early childhood development, youth development, social employment, support for vulnerable populations, wellness, environmental needs, housing, food security, and employee volunteerism, totaling R534 million (US\$29 million) in 2023.

The ripple effects of all this spending and activity generate socioeconomic impacts that go far beyond direct impacts, which – for 2023 – can be summed up as:

- 83,811 permanent, year-round jobs across various industries
- R24.3 billion (US\$1.3 billion) in annual, recurring employee compensation, significantly enhancing the purchasing power of workers and their families
- R93.9 billion (US\$5.1 billion) in national economic output, much of which is induced through spending by Sibanye-Stillwater and its employees on goods and services produced throughout the economy
- R14.1 billion (US\$767 million) in tax revenue collected by the government

Compensation impact: The combined impact (purchasing/spending power and financial ability to buy products and services) created by salaries, wages and other benefits paid to our own employees but also salaries and wages and other benefits that accrue to indirect and induced jobs in other sectors.

Jobs supported: Jobs supported impacts differ per region, and it is jobs that have been directly and indirectly created and supported by and through our operations. The multiplier effect was considered.

Economic output: These impacts include the total value of all goods and services used and produced at our facilities, including minerals, metals, compounds, manufactured goods and services needed to deliver our final products into the market. The implied multiplier was also considered.

Tax impacts is the combined tax base created across the different economies as a result of taxes, and reflect the taxes paid directly by mining activities (operations), but also taxes paid throughout the economic value chain that are induced and indirectly supported by the economic flows from mining activity ie the multiplier effect was also considered.



SA PGM OPERATIONS – SUMMARY OF IMPACT 2024





Our SA PGM mining operations in South Africa are all located in the Bojanala Platinum District Municipality in the North West Province, specifically within the Rustenburg and Madibeng local municipalities, which have a combined population of 1.2 million people. The mining industry is the largest employer, providing 35% of total employment in the province. The SA PGM operations have a workforce of 40,860.

At our SA PGM operations, socioeconomic impact is primarily delivered through our SLP and CSR programmes, in which strategic partnerships remain key. For example, as part of our economic renewal efforts, the Marikana Agri-Hub is managed and operated by our partners, the Mineworkers Development Agency and is an example of how we wish to model our agribusiness projects (the SA PGM operations contributed 16 hectares of land and infrastructure).

Limiting the impact on the environment is a key priority, and with the SA PGM operations being located in a water-stressed region, efficient water management is crucial. Water management initiatives in the region include optimising water recovery from tailings storage facilities through scavenger wells and the integration of Marikana with the Kroondal-Rustenburg footprint to balance water requirements across the area.

We also continue to accelerate our decarbonisation efforts.

R51.3bn (US\$2.8bn) revenue generated by our SA PGM operations in 2024

Prosperity: Economic impact 2024		Planet	
 <p>R5.8bn (US\$0.32bn) (Capital expenditure)</p>	<p>Invested in the long-term viability of our SA PGM operations</p>	<ul style="list-style-type: none"> • 4,047kt GHG emitted • 20,389ML water used² • 90.3% of general waste recycled, reused and refurbished 	
PEOPLE: EMPLOYEES, TRAINING AND DEVELOPMENT 2024			
 <p>Salaries and wages paid R16.7bn (US\$911m) Compensation impact R26.9bn¹</p>	<ul style="list-style-type: none"> • The SA PGM operations trained 140 of the 578 SA region mining learners and 260 of the 521 engineering learners • 128 of the 128 cadets • 290 of 537 bursars • 183 of the 324 interns 	 <p>Training and development R617m (US\$34m)</p>	
PEOPLE: COMMUNITIES 2024			
 <p>Socioeconomic development (SED) R274m (US\$15m) Social and labour plan (SLP) projects R1.3bn (US\$69m) CSR spend R178m</p>	<p>In 2024, the SLP spend for SA PGM:</p> <ul style="list-style-type: none"> • R24 million on local economic development projects • R73 million on human resource development for communities • R545 million on employee development • R600 million on housing and living conditions 	<ul style="list-style-type: none"> • 119 community learners (219 SA region) received portable skills • 149 community members received Adult Education Training (223 SA region) 	

1. Salaries and wages for 2024 x SA PGM multiplier of 1.6

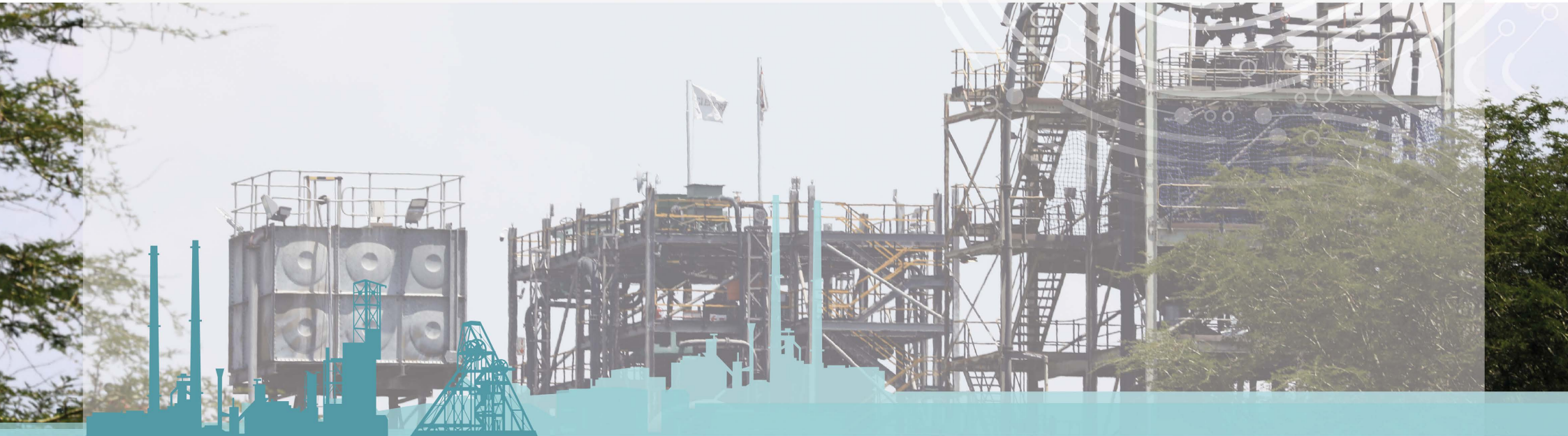
2. Water used is total water withdrawn - water discharged

KROONDAL 2024

The Kroondal operation is situated in the magisterial district of Rustenburg, approximately 120km north-west of Johannesburg and about 120km west of Pretoria (Tshwane) in the North West province of South Africa.



* More information available, www.sibanyestillwater.com/business/southern-africa/pgm-operations/kroondal/

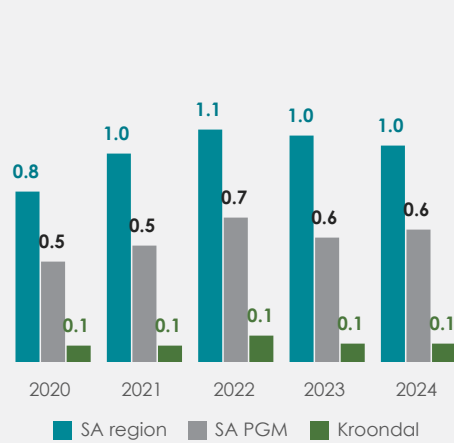


KROONDAL – SUMMARY OF IMPACT 2024

PEOPLE AND PROSPERITY: ECONOMIC IMPACT

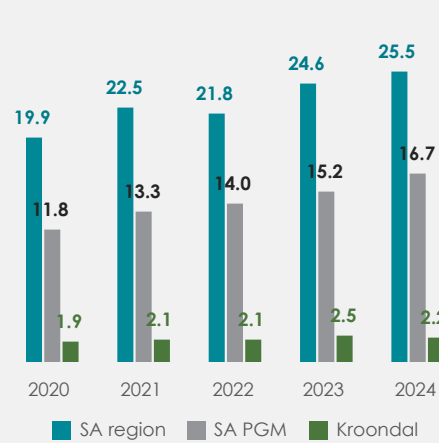
TRAINING AND DEVELOPMENT

Annual training and development spend (Rbn) 2020-2024



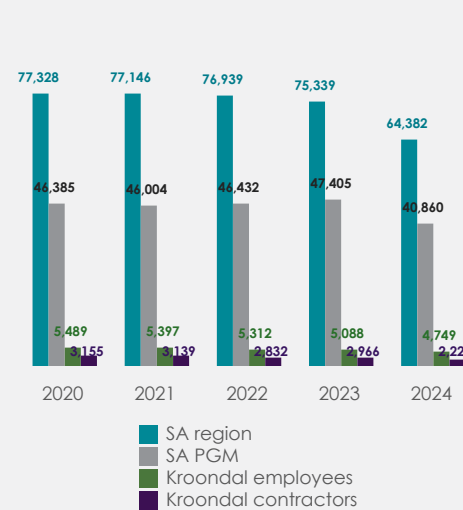
SALARIES AND WAGES

Salaries and wages 2020 – 2024 (Rbn)



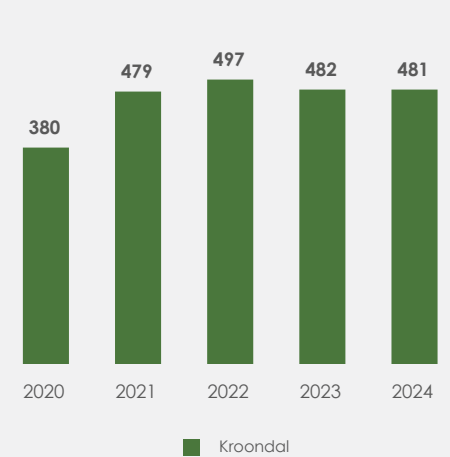
WORKFORCE NUMBERS

Number of employees (including contractors) 2020 – 2024



EMPLOYEE PERSONAL TAX

Employee personal tax contribution (Rm)



Total training expenditure at Kroondal since 2020:

R476m (US\$26m)

For 2024 Kroondal: **53 bursars**

10 internships

68 employees received AET

Total salaries and wages paid to our employees in 2024:

R2.2bn (US\$121m)

at Kroondal

Compensation impact 2024:

R3.6bn¹ (US\$195m)

On average jobs supported

between 2020 – 2024:

14,268² at Kroondal

1. Salaries and wages for 2024 x SA PGM multiplier of 1.61

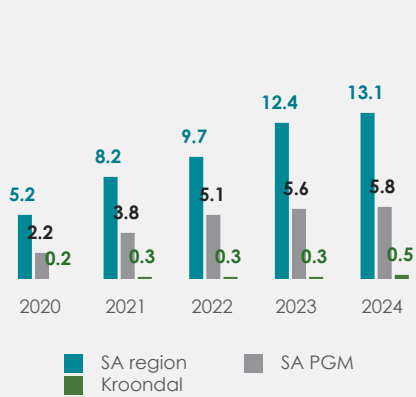
2. Average employee and contractor jobs over five years x SA PGM multiplier 1.768

KROONDAL – SUMMARY OF IMPACT 2024 continued

PEOPLE AND PROSPERITY: ECONOMIC IMPACT

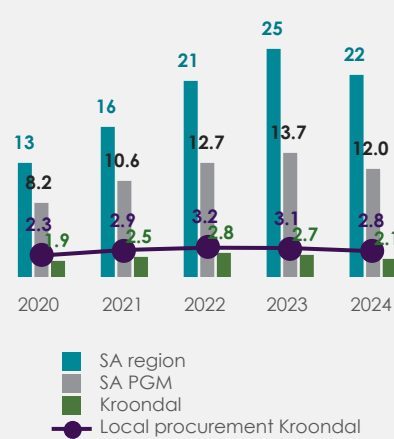
INVESTED IN OPERATING, GROWING AND SUSTAINING OUR BUSINESS

Annual capital expenditure 2020 – 2024 (Rbn)



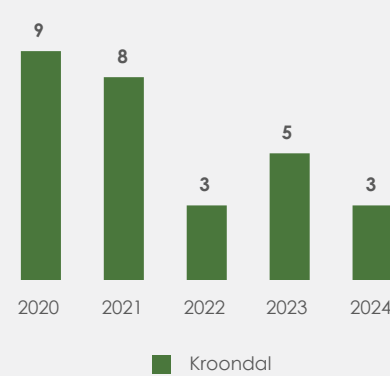
BROAD BASED BLACK ECONOMIC EMPOWERMENT (B-BBEE) PROCUREMENT

B-BBEE procurement spend (Rbn)



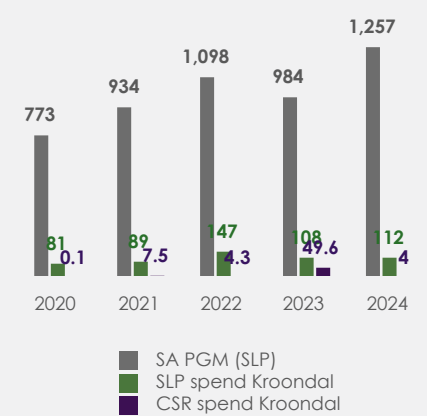
SUPPLIER DEVELOPMENT¹

Spend on supplier development (Rm)



SOCIAL INVESTMENT

Spend on SLP and CSR (Rm)



Total capital expenditure at Kroondal since 2020:
R1.5bn (US\$90m)*

In 2024, **18.7% of the local SA PGM procurement** spent was from the Kroondal operations

On average **R44m² (US\$2.4m) economic output** was generated through supplier development between 2020 – 2024

In 2024, at Kroondal:
29 community members trained on AET
34 community members received portable skills

*Average exchange rate of R16.87/US\$

See Social and labour plans (SLPs): Summary of projects available www.sibanyestillwater.com/news-investors/reports/annual

1. Develop sustainable suppliers from local communities through enterprise development initiatives, contract support, mentorship and coaching
2. Average spent over 5 years x SA PGM multiplier 1.577

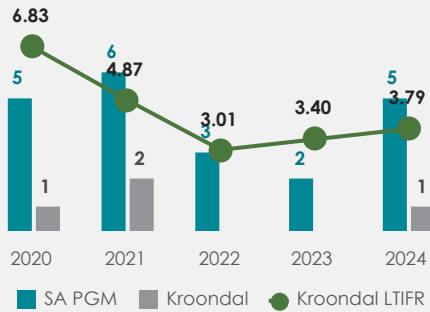


KROONDAL – SUMMARY OF IMPACT 2024 continued

PEOPLE AND PLANET IMPACT

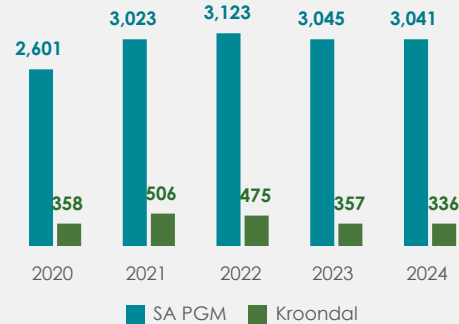
FATALITIES AND LOST TIME INJURY FREQUENCY RATE

Number of fatalities and LTIFR per million hours worked



CARBON FOOTPRINT AND DUST

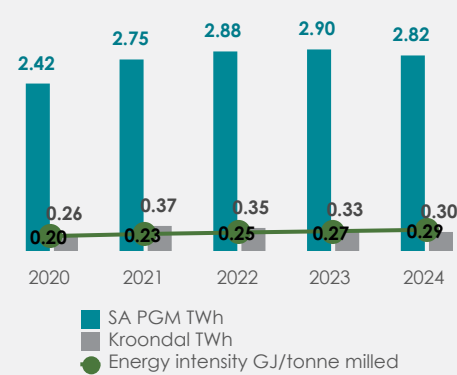
Carbon footprint scope 1 and 2 (000tCO₂e)



Scope 1: 27,000t CO₂e emissions
Scope 2: 309,000t CO₂e emissions

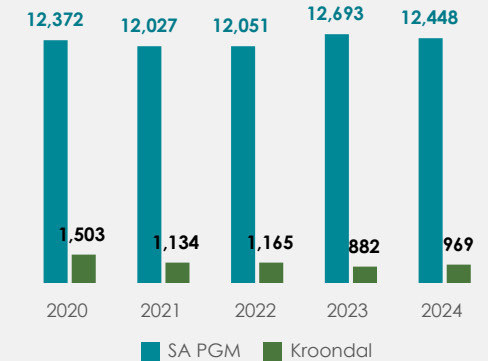
ELECTRICITY CONSUMPTION

Electricity consumption and energy intensity



WATER

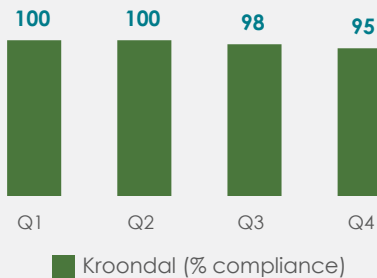
Potable water purchased (ML)



Water withdrawn ML: 2,003
Water used ML: 1,861

	Gross liability	Cash funded	Guarantee funding
Kroondal (Rm)	2,229	250	1,846

2024 Kroondal dust compliance



Climate change related physical risks

Through a scenario analysis, with a 4^oC warming potential by 2050 it was predicted that riverine flood and temperate windstorm may cause property damage at Kroondal. Riverine flooding is expected to have the largest impact in the north east corner of the operations. Further by 2050, droughts and heatwaves have the potential to cause 4 days of business disruption at this operation.

Tailings storage facilities



Scan for detailed information on tailings storage facilities

RUSTENBURG 2024

The Rustenburg operation is located in the North West province, north-east of Rustenburg, 123km west of Pretoria and 126km north-west of Johannesburg.



* More information available, www.sibanyestillwater.com/business/southern-africa/pgm-operations/rustenburg/

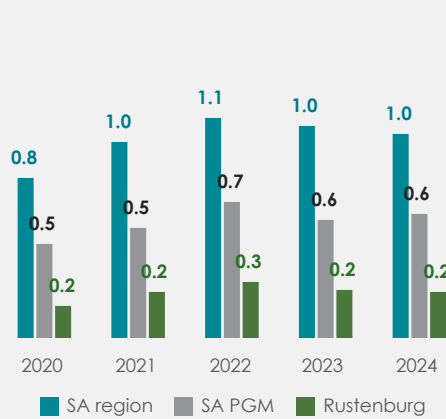


RUSTENBURG – SUMMARY OF IMPACT 2024

PEOPLE AND PROSPERITY: ECONOMIC IMPACT

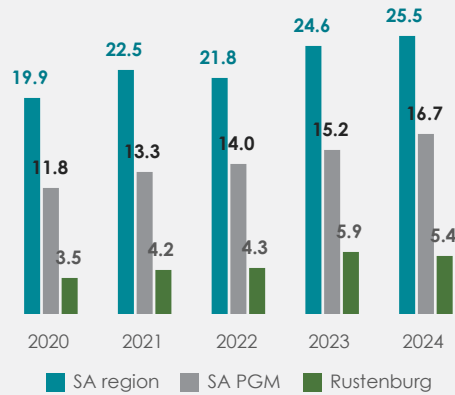
TRAINING AND DEVELOPMENT

Annual training and development spend (Rbn) 2020-2024



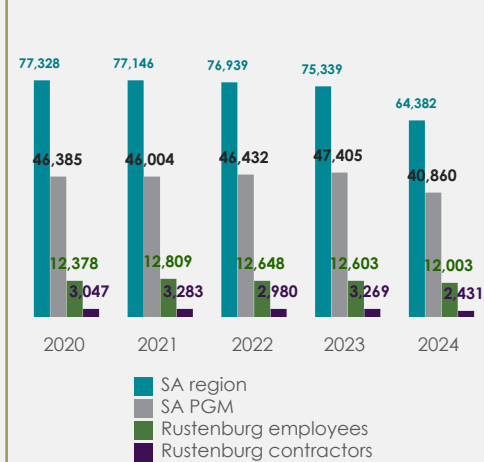
SALARIES AND WAGES

Salaries and wages 2020 – 2024 (Rbn)



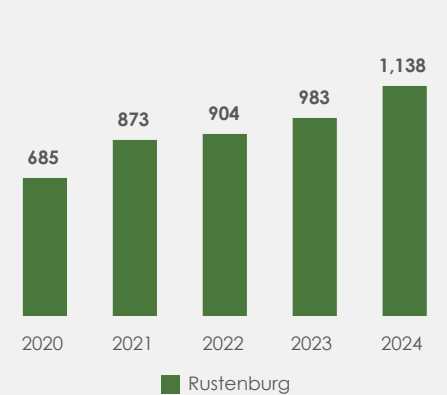
WORKFORCE NUMBERS

Number of employees (including contractors) 2020 – 2024



EMPLOYEE PERSONAL TAX

Employee personal tax contribution (Rm)



Total training expenditure at Rustenburg since 2020:

R1,153m (US\$63m)

For 2024, Rustenburg:

137 bursary

141 internships

164 employees received AET

Total salaries and wages paid to our employees in 2024:

R5.4bn (US\$295m) at Rustenburg

Compensation impact 2024:

R8.7bn¹ (US\$474m)

1. Salaries and wages for 2024 x SA PGM multiplier of 1.609

On average jobs supported

between 2020 – 2024:

27,387² at Rustenburg

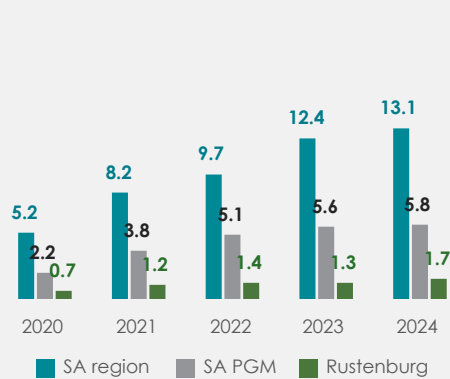
2. Average employee and contractor jobs over five years x SA PGM multiplier 1.768

RUSTENBURG – SUMMARY OF IMPACT 2024 continued

PEOPLE AND PROSPERITY: ECONOMIC IMPACT

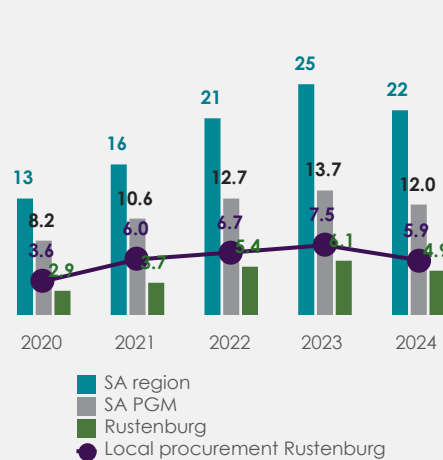
INVESTED IN OPERATING, GROWING AND SUSTAINING OUR BUSINESS

Annual capital expenditure 2020–2024 (Rbn)



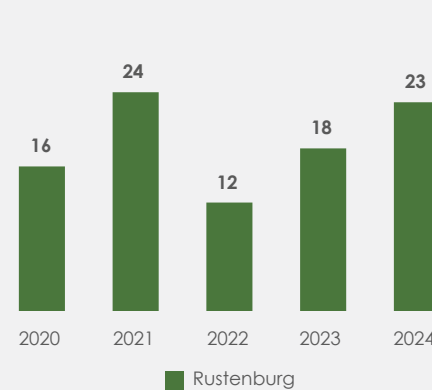
BROAD BASED BLACK ECONOMIC EMPOWERMENT (B-BBEE) PROCUREMENT

B-BBEE procurement spend (Rbn)



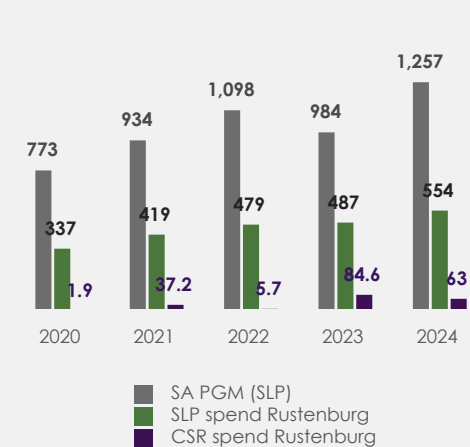
SUPPLIER DEVELOPMENT¹

Spend on supplier development (Rm)



SOCIAL INVESTMENT

Spend on SLP and CSR (Rm)



Total capital expenditure at Rustenburg since 2020: **R6.4bn (US\$378m)***

In 2024, **39.5% of the local SA PGM procurement** spent was from the Rustenburg operations

On average **R29m² (US\$1.6m) economic output** was generated through supplier development between 2020 – 2024

In 2024, Rustenburg: **76 community members** trained on AET
48 community members received portable skills
60 cadets were trained

*Average exchange rate of R16.87/US\$

See Social and labour plans (SLPs): Summary of projects available www.sibanyestillwater.com/news-investors/reports/annual and for the Rustenburg approved SLP it is available: https://thevault.exchange/wp-json/tv/https://thevault.exchange?get_group_doc=245%2F1730375944-BeatrixSocialandLabourPlanIII2022to2026.pdf&tvh=MzY1

1. Develop sustainable suppliers from local communities through enterprise development initiatives, contract support, mentorship and coaching
2. Average spent over 5 years x SA PGM multiplier 1.577

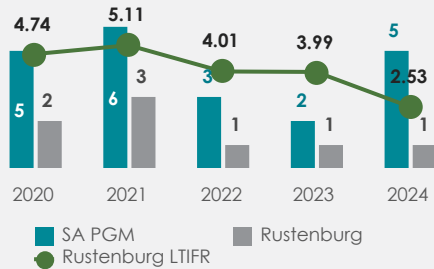


RUSTENBURG – SUMMARY OF IMPACT 2024 continued

PEOPLE AND PLANET IMPACT

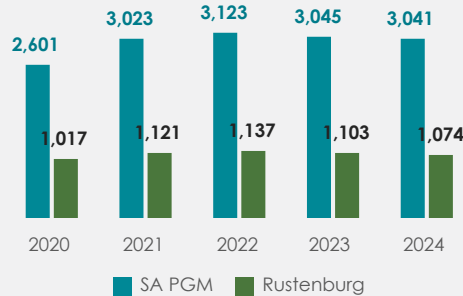
FATALITIES AND LOST TIME INJURY FREQUENCY RATE

Number of fatalities and LTIFR per million hours worked



CARBON FOOTPRINT AND DUST

Carbon footprint scope 1 and 2 (000tCO₂e)

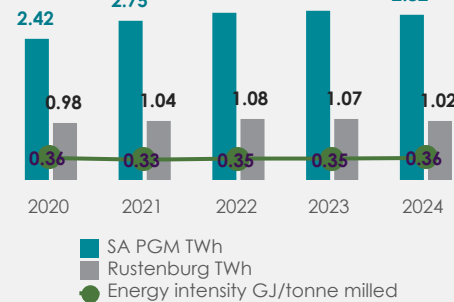


Scope 1: 18 000tCO₂e emissions

Scope 2: 1,056 000tCO₂e emissions

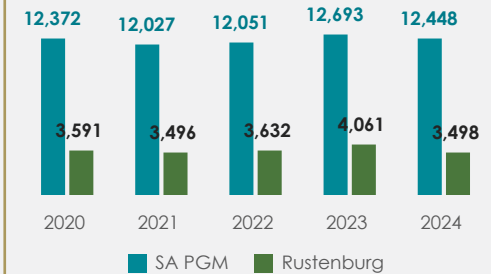
ELECTRICITY CONSUMPTION

Electricity consumption and energy intensity



POTABLE WATER PURCHASED

Potable water purchased (ML)

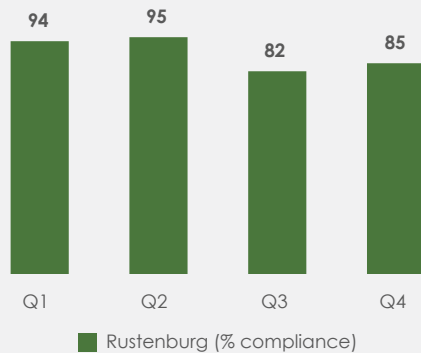


Water withdrawn ML: 9,211

Water used ML: 8,558

	Gross liability	Cash funded	Guarantee funding
Rustenburg (Rm)	1,862	525	1,862

2024 Rustenburg dust compliance



Climate change related physical risks

Through a scenario analysis, with a 4°C warming potential by 2050 it was predicted that temperate windstorm may cause property damage at Rustenburg operations. Riverine flooding is expected to have the largest impact in the south east of the operations. Further by 2050, droughts and heatwaves have the potential to cause 6–7 days of business disruption at this operation.

Tailings storage facilities



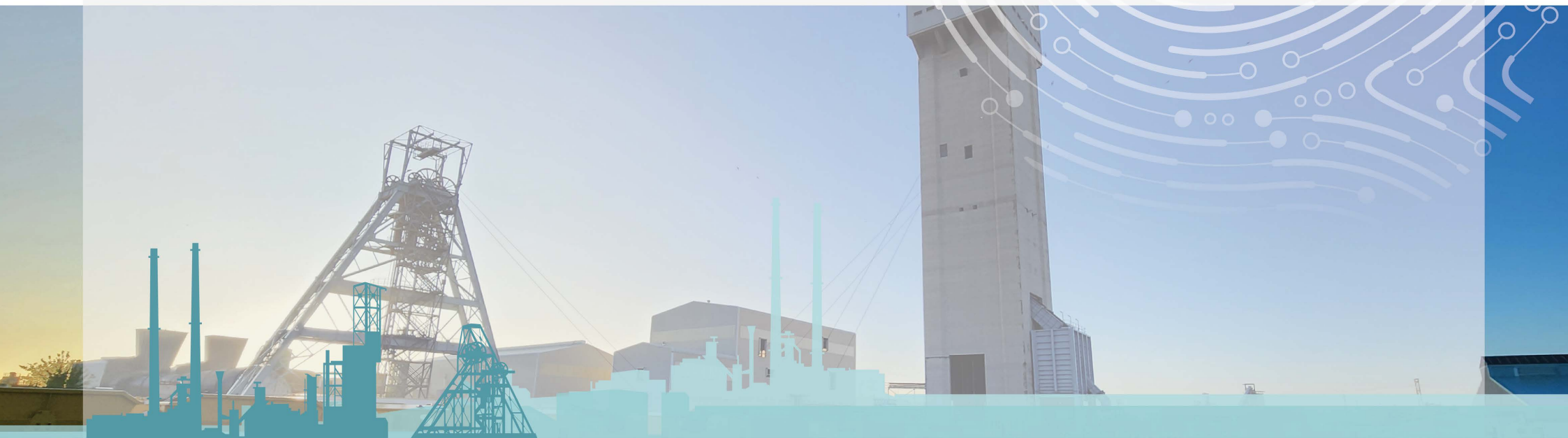
Scan for detailed information on tailings storage facilities

MARIKANA 2024

The Marikana operations (Western Platinum Limited and Eastern Platinum Limited) are located in the Marikana district, 40km to the east of the town of Rustenburg in the North West province of South Africa.



* More information available, www.sibanyestillwater.com/business/southern-africa/pgm-operations/marikana/

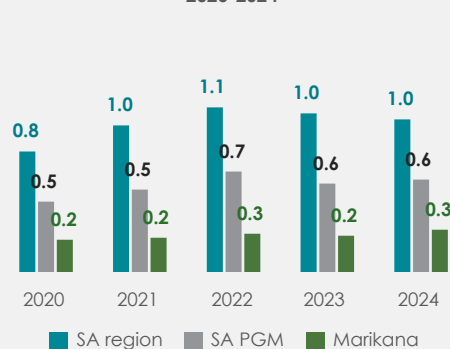


MARIKANA – SUMMARY OF IMPACT 2024

PEOPLE AND PROSPERITY: ECONOMIC IMPACT

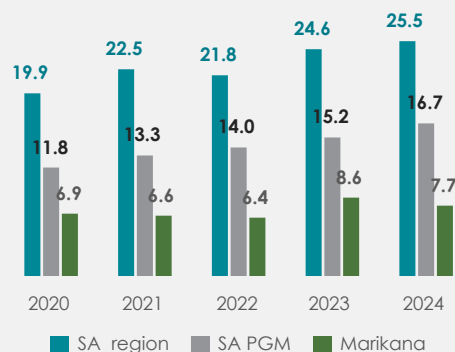
TRAINING AND DEVELOPMENT

Annual training and development spend (Rbn) 2020-2024



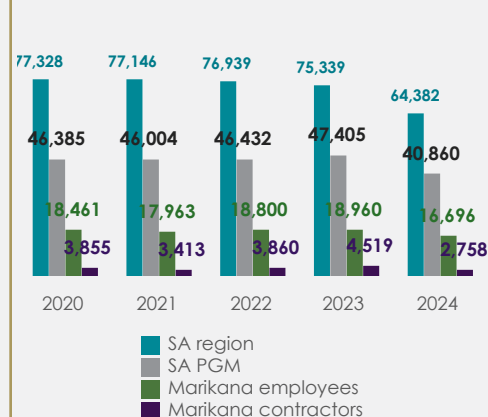
SALARIES AND WAGES

Salaries and wages 2020 – 2024 (Rbn)



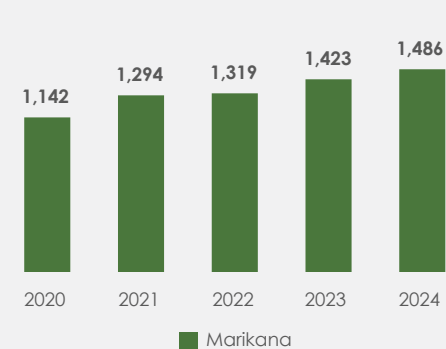
WORKFORCE NUMBERS

Number of employees (including contractors) 2020 – 2024



EMPLOYEE PERSONAL TAX

Employee personal tax contribution (Rm)



Total training expenditure at Marikana since 2020:

R1,257m (US\$68m)

For 2024, Marikana:

100 bursars

32 internships

171 employees received AET

Total salaries and wages paid to our employees in 2024:

R7.7bn (US\$421m) at Marikana

Compensation impact 2024:

R12.4bn¹ (US\$678m) at Marikana

On average jobs supported

between 2020 – 2024:

38,643² at Marikana

1. Salaries and wages for 2024 x SA PGM multiplier of 1.609

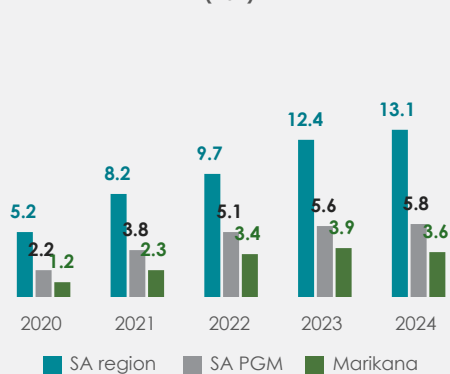
2. Average employee and contractor jobs over five years x SA PGM multiplier 1.768

MARIKANA – SUMMARY OF IMPACT 2024 continued

PEOPLE AND PROSPERITY: ECONOMIC IMPACT

INVESTED IN OPERATING, GROWING AND SUSTAINING OUR BUSINESS

Annual capital expenditure 2020–2024 (Rbn)

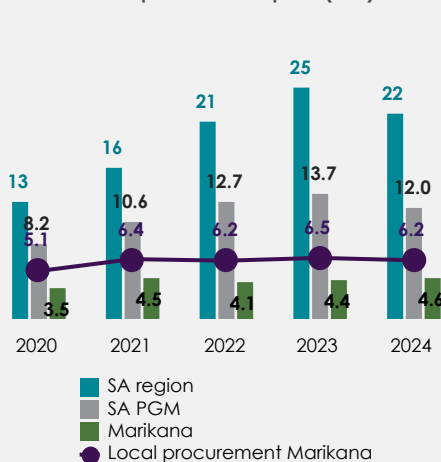


Total capital expenditure at Marikana to sustain and grow our operations since 2020: **R14bn (US\$841m)***

*Average exchange rate of R16.87/US\$

BROAD BASED BLACK ECONOMIC EMPOWERMENT (B-BBEE) PROCUREMENT

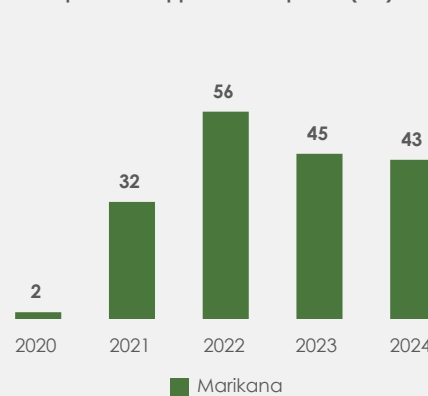
B-BBEE procurement spend (Rbn)



In 2024, **41.8% of the local SA PGM procurement** spent was from the Marikana operations

SUPPLIER DEVELOPMENT¹

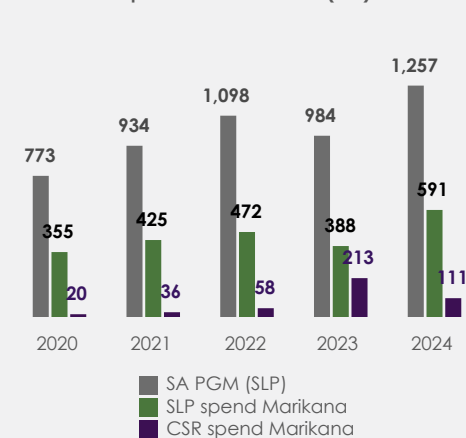
Spend on supplier development (Rm)



On average **R56m² (US\$3.1m) economic output** was generated through supplier development between 2020 – 2024

SOCIAL INVESTMENT

Spend on SLP and CSR (Rm)



In 2024, Marikana: **44 community members** trained on AET
37 community members received portable skills
68 cadets were trained

See Social and Labour plans (SLPs): Summary of projects available www.sibanyestillwater.com/news-investors/reports/annual and for the Marikana approved SLP it is available: https://thevault.exchange/wp-json/tv/https://thevault.exchange/get_group_doc=245%2F1730375944-BeatrixSocialandLabourPlanIII2022to2026.pdf&tvh=MzY1



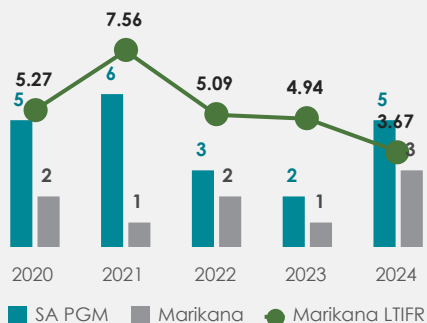
1. Develop sustainable suppliers from local communities through enterprise development initiatives, contract support, mentorship and coaching
2. Average spent over 5 years x SA PGM multiplier of 1.577

MARIKANA – SUMMARY OF IMPACT 2024 continued

PEOPLE AND PLANET IMPACT

FATALITIES AND LOST TIME INJURY FREQUENCY RATE

Number of fatalities and LTIFR per million hours worked



CARBON FOOTPRINT AND DUST

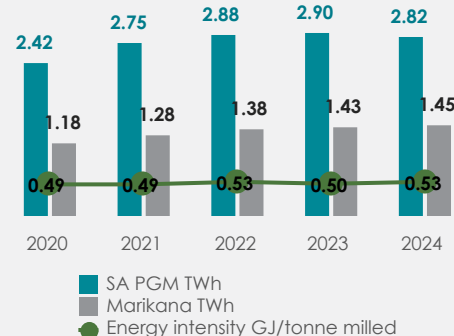
Carbon footprint scope 1 and 2 (000tCO₂e)



Scope 1: 58 000tCO₂e emissions
 Scope 2: 1,569 000tCO₂e emissions

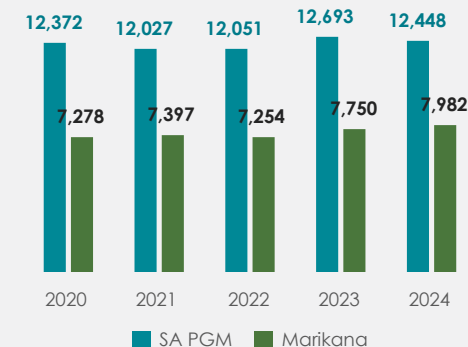
ELECTRICITY CONSUMPTION

Electricity consumption and energy intensity



WATER

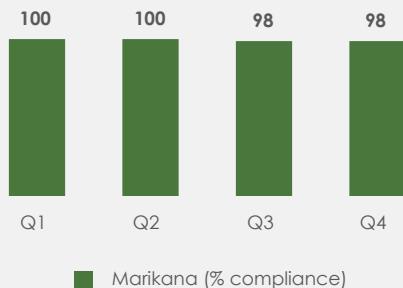
Potable water purchased (ML)



Water withdrawn ML: 10,855
 Water discharged ML: 94
 Water used ML: 9,971

	Gross liability	Cash funded	Guarantee funding
Marikana (Rm)	2,779	14	2,256

2024 dust compliance



Climate change related physical risks

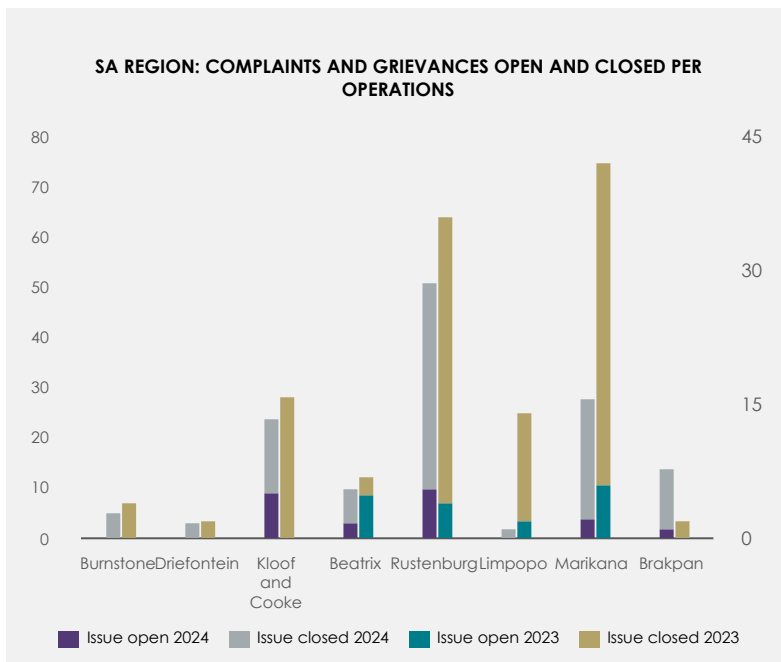
Through a scenario analysis, with a 4°C warming potential by 2050 it was predicted that riverine flood may cause property damage at Marikana operations. Riverine flooding is expected to have an impact on all the assets at this operations. Further by 2050, droughts and riverine flood have the potential to cause 7 days of business disruption at this operation.

Tailings storage facilities



Scan for detailed information on tailings storage facilities

GOVERNANCE: COMPLAINTS AND GRIEVANCES



<p>Step 1 Receive grievance/complaint</p> <ul style="list-style-type: none"> Walk-Ins: ESD centres and CED Department offices Social media: WhatsApp, Facebook, LinkedIn & Twitter Anonymous hot-line Written: Letters, SMS and email Third party referrals i.e South Africa Human Rights Commission, Local Councillors, Municipal offices, Traditional Authority, Community Leaders, Non-Governmental Organisations/Community Based Organizations and DMRE 	
<p>Step 2 48 hours grievance/complaint registered and acknowledged</p> <ul style="list-style-type: none"> Registration of grievance/ complaint into issue register/ IsoMetrix Acknowledgement of receipt to complainant by CED Department in language and form of communication complainant is comfortable with 	
<p>Step 3 48 hours internal review of grievance/complaint</p> <ul style="list-style-type: none"> Assess nature of grievance/ complaint Allocation to relevant business unit/ department 	
<p>Step 4 Depending on nature of grievance/complaint, investigation process outlined business unit/department</p> <ul style="list-style-type: none"> CED Department to liaise with the business unit representative assigned to investigate the grievance/complaint if additional information required from complainant Business unit representative assigned to the case to provide clear time frames of when the investigation will be completed 	
<p>Step 5 Investigation into finding</p> <ul style="list-style-type: none"> Investigation to commence led by business unit representative assigned to the case. Business unit representative to provide outcome of investigation to CED, then CED to liaise with the complainant to schedule a suitable time to give feedback on outcome of investigation 	
<p>Step 6 Feedback to complainant on outcome of investigation</p> <ul style="list-style-type: none"> Feedback provided to complainant in a set-up that is most suitable to them such as, a meeting, written (letter or email) or telephone feedback depending nature of complaint/grievance Feedback provided in a language preferred by the complainant 	
<p>Step 7 Grievance/complaint resolved</p> <ul style="list-style-type: none"> CED department to liaise with complainant (s) if satisfied with outcome of investigation and response from the business If complainant is satisfied with outcome of investigation the CED Department to capture the issue as resolved/closed in issue register/IsoMetrix system. 	
<p>Step 8 Grievance/complaint not resolved</p> <ul style="list-style-type: none"> If complainants is/are not satisfied with the outcome of the investigation, the issue will be captured as open on the issue register/IsoMetrix and escalated to the management representative responsible for the business unit The alternative step following failure to resolve the issue internally is to be referred to an independent mediator/facilitator such as the South African Human Rights Commission. 	
<p>Step 9 Independent mediation/facilitation</p> <ul style="list-style-type: none"> Following outcome of the mediation efforts, if the complainant(s) is/are satisfied with outcome the issue will captured as closed on the system and the recommendations implemented by Sibanye-Stillwater. 	
<p>Step 10 Litigation</p> <ul style="list-style-type: none"> If complainant(s) not satisfied with outcome with independent mediator/facilitator they can exercise their right to approach the courts to litigate against Sibanye-Stillwater. 	

SA REGION: CORPORATE SOCIAL RESPONSIBILITY (CSR) IMPACTS

Our CSR programmes* focus on vulnerable people, education, youth development, health, sport and food security. Our investment benefits educational institutions, healthcare facilities and NPOs which includes schools, ECD organisations and faith based organisations.

**All non SLP programmes. CSR expenditure is not mandatory and over and above the social spend requirements of our social and labour plans.*



CSR programmes summary

CSR spend is not mandatory over and above the social spend requirements of our social and labour plans.

Technology



R3.77m (US\$0.2m) invested

Invested in school Wi-Fi programmes. Upgraded two schools ICT facilities and connecting ten schools and a youth center to Wi-Fi.

Beneficiaries

50,868 learners benefitted from this programme as well as 12 schools and a youth center

Education, capacity building and skills development



Invested R15.26m (US\$0.84m)

Support provided to 16 early childhood development (ECD) centres and trained 48 ECD educators. Sixteen schools benefitted from a skills programme. Learnership programmes on data analysis delivered and math and science programmes to 5 schools. Capacity building programme delivered to community structures and non-profit organisations.

684,481 people benefitted from our investment in education, capacity building and skills development programmes

Infrastructure, maintenance and refurbishment



Invested R32.25m (US\$2m)

Through this investment we renovated health clinics, did road maintenance and bus stop upgrades. The investment include school renovations and the building of a hall. Science and math laboratories were renovated and water and sanitation improvements made at community schools. Renovations of a business hive was also part of this programme.

Our impact through these investments is benefitting **257,363** community members.



Health and wellbeing

Invested R2m (US0.10m) in health and wellbeing

14 GBV pods where victims can seek help and 42 start-up kits delivered to improve support provided to assist GBV victims



Sport, art and culture

Invested R10.14m (US0.56m) in the construction of sport facilities and resourcing sporting clubs with equipment

8,639 beneficiaries benefits from the investment

US REGION 2024

The US PGM operations comprising the Stillwater (Stillwater East and Stillwater West) and East Boulder mines are underground mining operations, located near the towns of Nye and McLeod in Montana, US.*



* More information available, www.sibanyestillwater.com/business/americas/pgm-operations-americas/



Case study on socioeconomic contributions of Sibanye-Stillwater's US PGM operations

This case study is a summary of an independent report on the socioeconomic contributions at our operations, based on 2023 results.

Sibanye Gold Limited acquired the Stillwater Mining Company (situated in Montana, US) in 2017. At the time of acquisition, development of the Stillwater East mine (the Blitz project) was already underway.

As of 2023, the US PGM facilities encompassed:

- Stillwater mine: Western section (since 1986) and Eastern section (2023)
- East Boulder mine: Operating since 2002
- Hertzler TSF: 11km north of Stillwater, handles 56% of tailings
- Columbus metallurgical complex: Smelting and refining facility in Columbus, Montana

Direct contributions as at end December 2023

Sibanye-Stillwater's US PGM operations in Montana has two categories: extraction, which includes mining activities at the East Boulder and Stillwater mines, and processing/manufacturing, which encompasses smelting, refining, and recycling at the Columbus metallurgical complex. In 2023, the US PGM operations directly contributed:

- Employment: 1,975 jobs
- Compensation: US\$277 million (R5.1 billion)
- Production: 427,272 2Eoz of palladium and platinum; 310,314 3Eoz from recycling
- Revenue: US\$1.3 billion (R23.9 billion)
- Taxes: US\$22.4 million (R412.6 million) to state and local governments
- US\$159.5 million in annual tax revenues

Compensation impact: The combined impact (purchasing/spending power and financial ability to buy products and services) created by salaries, wages and other benefits paid to our own employees but also salaries and wages and other benefits that accrue to indirect and induced jobs in other sectors.

Jobs supported: Jobs supported impacts differ per region, and it is jobs that have been directly and indirectly created and supported by and through our operations. The multiplier effect was considered.

Economic output: These impacts include the total value of all goods and services used and produced at our facilities, including minerals, metals, compounds, manufactured goods and services needed to deliver our final products into the market. The implied multiplier was also considered.

Tax impacts is the combined tax base created across the different economies as a result of taxes, and reflect the taxes paid directly by mining activities (operations), but also taxes paid throughout the economic value chain that are induced and indirectly supported by the economic flows from mining activity ie the multiplier effect was also considered.

Socioeconomic impact as at end December 2023

Sibanye-Stillwater's US PGM operations in south central Montana benefit the national economy and local community through mining, processing, smelting, refining, and recycling PGM metals. The key finding of the socioeconomic contributions study is that our operations significantly drive economic growth by supporting jobs, wages, small business revenues, and tax receipts. Additionally, the Group maintains a positive relationship with local stakeholders through the Good Neighbor Agreement (GNA). The study shows that the socioeconomic impact of our US PGM operations in 2023 amounted to:

- 9,900 year-round jobs across various industries (employment multiplier impacts)
- US\$845.9 million (R15.6 billion) in compensation impacts [wages and benefits that workers receive directly or indirectly as a result of Sibanye-Stillwater operations, and how this propagates across a wide range of industries/sectors];
- Over US\$3.4 billion (R62.6 billion) in economic output impacts [loosely defined as increased sales of goods and services, i.e.. additional economic output into a local, regional or national economy as a result of the presence of our operations and activities]
- Almost US\$159.5 million (R2.9 billion) in tax impacts



US REGION – SUMMARY OF IMPACT 2024

US\$1.3bn (R23bn) in revenue generated by our US PGM and recycling operations in 2024

Prosperity: Economic impact 2024



US\$155m (R2.8bn)

Invested in our US operations
(Capital expenditure)

PLANET

- **268kt** GHG emitted
- **255ML** water used
- **36%** of general waste reused, recycled and/or refurbished¹
- Reldan, an industrial and electronic scrap processing business, was acquired by Sibanye-Stillwater on 18 March 2024

PEOPLE: EMPLOYEES, TRAINING AND DEVELOPMENT 2024



Salaries and wages paid
US\$270m (R4.9bn)

- Recorded 34,333 training hours
- Our effort in learning and development was focused on implementation of a Learning Management system



Training and development
US\$2.5m (R44m)

PEOPLE: COMMUNITIES 2024



Corporate social responsibility expenditure
US\$0m (R3.9m)

Our Community Giving Team and Reldan Cares programme are led by employees and is committed to supporting charitable and non-profit interests in and around the communities in which our employees live and work.

In 2024 the spend on community giving were:

- **US\$0.10m (R2m)** on community projects
- **US\$0.07m (R1m)** on education
- **US\$0.01m (R0.3m)** on emergency and rural healthcare services
- **US\$0.01m (R0.3m)** on environmental stewardship
- **US\$15,000 (R274,800)** donated by Reldan to charitable activities

¹.excluding Reldan

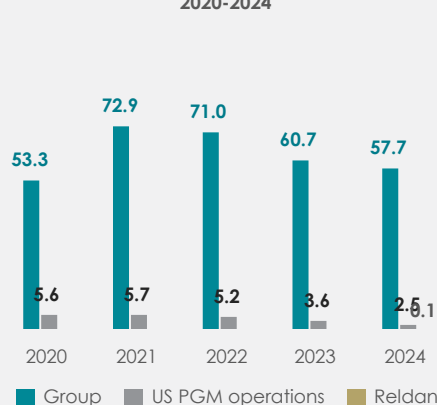
In May 2017, Sibanye-Stillwater continued its transformative journey with the acquisition of the Stillwater Mining Company in Montana, US, marking a significant milestone in the company's strategic journey. This acquisition facilitated geographic diversification into the Americas. By increasing its focus on recycling beyond the autocatalyst recycling at the Columbus metallurgical plant, Sibanye-Stillwater is aiming to build a leading position in the global circular economy. Autocatalyst recycling is forecast to increase substantially and become a cornerstone in the global supply chain of platinum group metals (PGMs), including platinum, palladium, and rhodium. Recycling plays a crucial role in reducing the pressure on primary mining operations, thereby fostering more sustainable supply of these metals. Compared to extraction of PGMs through mining, recycling emits significantly less CO₂, uses substantially less water, and generates very little waste. In fact, the production of the same amount of metal through recycling is estimated to emit 6 times less CO₂, uses 63 times less water, and generates 90 times less rock waste compared to our US PGM mining operations, underscoring the environmental importance of recycling. In March 2024, Sibanye-Stillwater acquired Reldan, further enhancing the Group's exposure to the circular economy. Reldan primarily process industrial and electronic waste and its operational activities include collecting, aggregating, dismantling, shredding, processing and transportation of industrial and electronic waste. Reldan's refining facility in greater Philadelphia is the first of its kind to be designed purposely to achieve LEED Silver-certification by the US Green Building Council.

US REGION – SUMMARY OF IMPACT 2024

PEOPLE AND PROSPERITY: ECONOMIC IMPACT

TRAINING AND DEVELOPMENT

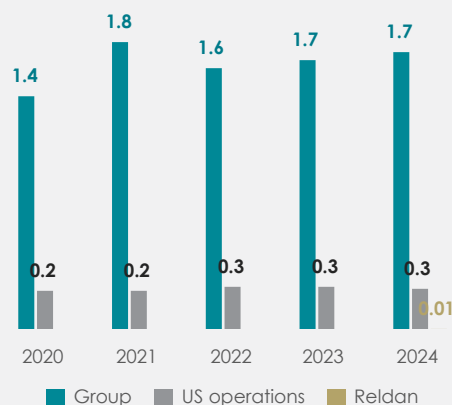
Annual training and development spend (US\$m) 2020-2024



Total training expenditure at US operations since 2020:
US\$22m (R372m)

SALARIES AND WAGES

Salaries and wages 2020 – 2024 (US\$bn)

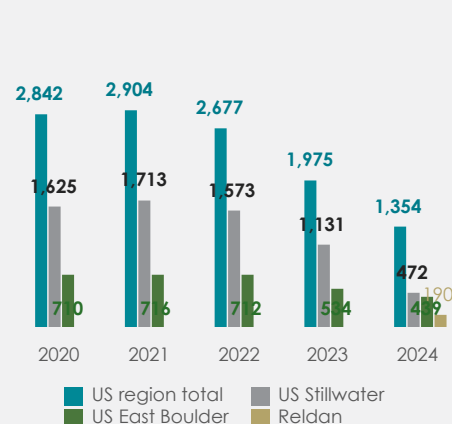


Total salaries and wages paid to our employees and contractors since 2020:
US\$1.3bn (R22.2bn)
Compensation impact for 2024:
US\$824.7¹m

1. Salaries and wages for 2024 x US region multiplier of 3.054

WORKFORCE NUMBERS

Number of employees (including contractors) 2020 – 2024

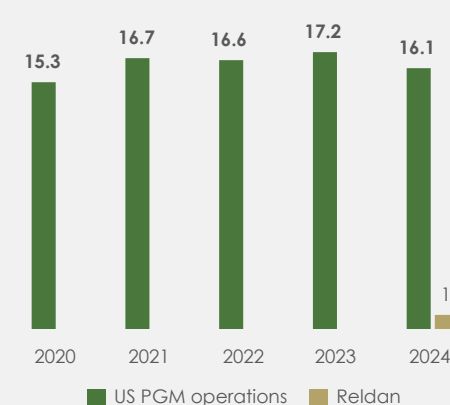


On average jobs supported
between 2020 – 2024:
11,783²

2. Average employee and contractor jobs over five years x US region multiplier of 5.013

EMPLOYEE PERSONAL TAX

Employee tax contribution (US\$m)

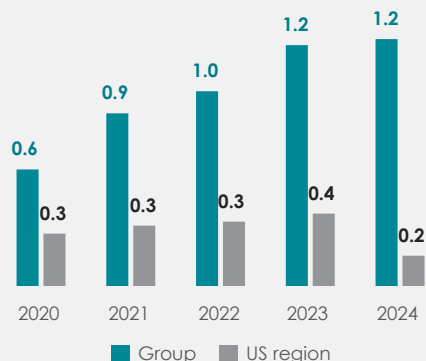


US REGION – SUMMARY OF IMPACT 2024 continued

PEOPLE AND PROSPERITY: ECONOMIC IMPACT

INVESTED IN OPERATING, GROWING AND SUSTAINING OUR BUSINESS

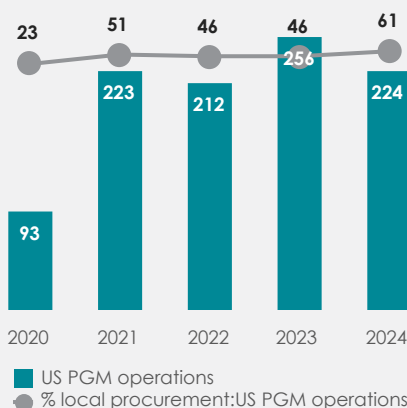
Annual capital expenditure 2020 – 2024 (US\$bn)



Total capital expenditure at US operations to sustain and grow our operations since 2020: **US\$1.4bn (R24.1bn)***

LOCAL PROCUREMENT

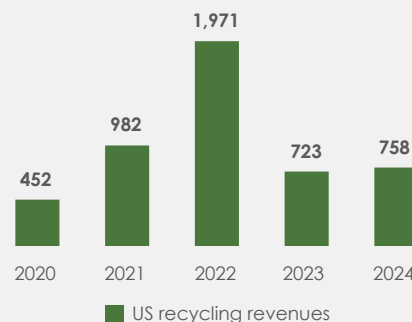
Local procurement (US\$m)



On average **R192m¹ economic output** was generated through supplier development between 2020 – 2024

RECYCLING REVENUE

Revenue from recycling (US\$m)

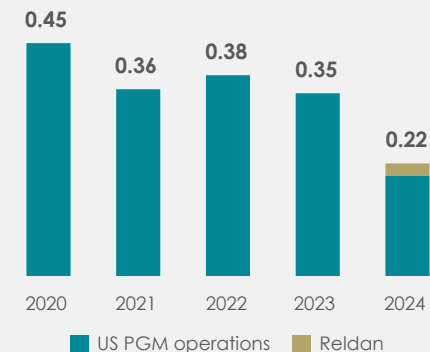


Recycling / Urban mining

- Gold 107,680oz
- Platinum 83,966oz
- Palladium 252,142oz
- Rhodium 24,571oz
- Silver 1,660,299oz
- Copper 2,590,335lbs
- Industrial and e-scrap 4,690,801lbs

SOCIAL INVESTMENT

CSR 2020 – 2024 (US\$m)



* Average exchange rate of R16.87/US\$

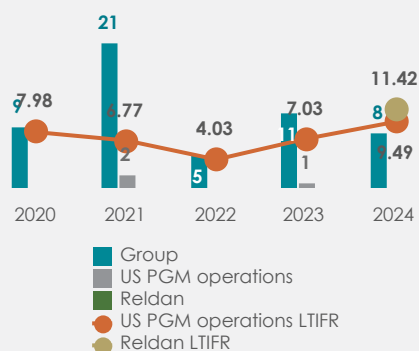
¹ Average spent over 5 years x US region multiplier of 2.594

US REGION – SUMMARY OF IMPACT 2024 continued

PEOPLE AND PLANET IMPACT

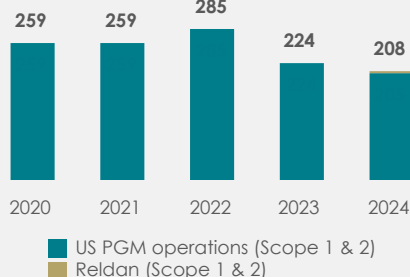
FATALITIES AND LOST TIME INJURY FREQUENCY RATE

Number of fatalities and LTIFR per million hours worked



CARBON FOOTPRINT

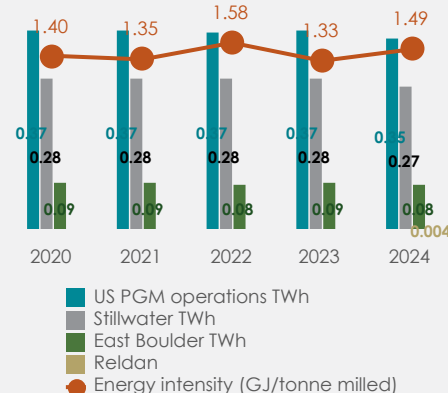
GHG emissions scope 1 and 2 CO₂e (000t)



Scope 1: 43 000tCO₂e emissions
Scope 2: 165 000tCO₂e emissions

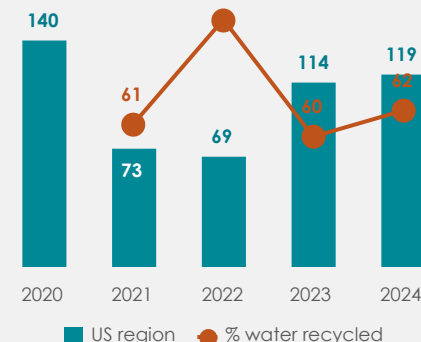
ELECTRICITY CONSUMPTION

Electricity consumption and energy intensity



POTABLE WATER PURCHASED

Potable water purchased (ML)



Reldan is working towards their goal to join OSHA's Safety and Health Achievement recognition programme (SHARP) by 2025.

Reldan's Quality, Environmental Stewardship, Health and Safety Management System (QEHSMS) has earned Green Circle Certified status, which is awarded to recyclers meeting the highest standards in quality, environmental sustainability, and health and safety management.

Our growth in recycling exemplifies the Group's strategic commitment to sustainability, innovation, and responsible supply of metals. Through its role in the recycling industry, the Group not only meets the demands of the present but will also contribute to a brighter and greener future for generations to come. We intend to remain at the forefront, driving positive change and making a lasting impact on the environment and society.

Tailings storage facilities



Scan for detailed information on tailings storage facilities

Climate change related physical risks

Through a scenario analysis, with a 4°C warming potential by 2050 it was predicted that riverine flooding with offset by a reduction in freeze thaw damage stays relatively consistent over time for the Columbus MET Complex with a potential of two days of business interruption. The scenario analysis indicated that for the East Boulder operations almost all damage is as a result of freeze thaw that might decrease over time. Stillwater is exposed to freeze damage and temperate windstorms. The potential business interruption at Stillwater and East Boulder is just over two days.

RELDAN– SUMMARY OF IMPACT 2024 continued

Our value chain impact

In 2024, Reldan diverted 273 million pounds of materials from landfills

Reldan's carbon footprint:

- Scope 1: 2,000t CO₂e
- Scope 2: 1,000t CO₂e

Third-party certifications and accreditations

Reldan maintains more than a dozen certifications and accreditations, assuring our customers that we meet the strictest industry standards for safety, environmental stewardship, quality, responsible sourcing, governance and data security.

Environmental



ISO 14001:2015 Certified
Third-party audited for best practices in processes and services that proactively reduce or eliminate pollution, waste, and environmental footprints.



R2 Certified Responsible Recycler
Third-party audited and certified for best practices in the management of toxic byproducts from electronic waste specific to "reuse" recycling.



LEED Silver Certified (USGBC)
Awarded to companies that promote continuous environmental sustainability and implement environmentally conscious strategies.



CHWMEG Reviewed
Partners with companies that strive to reduce, recycle, or reuse the wastes associated with their operations.



E-Stewards Certified
Third-party audited for best practices in the management of toxic byproducts from electronic waste specific to "final destination" recycling.



RIOS Certified Recycler
Third-party audited and certified for best practices in environmental health and safety practices specific to metals, paper, and electronics recycling.



Green Circle Certified
Awarded to recyclers meeting the highest standards in quality, environmental sustainability, and health and safety management.



Responsible Minerals Initiative (RMI) Conformant
Third party audited due diligence systems and processes to ensure conformance with the Responsible Minerals Assurance Process (RMAP) standards.

Health and safety



ISO 45001:2018 Certified
Awarded to organizations that demonstrate strict occupational health and safety standards throughout their operations.



GBAC Accredited
Issued by the ISSA for establishing and maintaining a cleaning, disinfection, and infectious disease prevention program to minimize risks associated with infectious agents.

Governance



ISO 9001:2015 Certified
Awarded to companies that consistently provide products and services meeting customer and regulatory requirements and strive for continuous improvement.



ISO/IEC 17025:2017 Accredited
Accreditation provided to testing and laboratory facilities that meet strict quality, oversight, and continuous improvement standards.



C-T PAT Certified
Certification awarded to companies who agree to ensure the integrity of their security practices in conjunction with their supply chain partners.



NAID AAA Certified
Verifies secure data destruction compliance with all known data protection laws through scheduled and surprise audits by trained and accredited security professionals.



ITAR Compliant
For companies in compliance with U.S. government regulations controlling import and export of various technologies, services, and articles on the U.S. Munitions List.

EUROPEAN REGION 2024

Sibanye-Stillwater's Keliber lithium project is a advanced development project, located in the Kaustinen, Kokkola and Kruunupyki municipalities in the region of Central Ostrobothnia in western Finland. The Sandouville nickel refinery is located in Normandy near Le Havre, France's second largest industrial port.

 * More information available, www.sibanyestillwater.com/business/europe/



EUROPEAN REGION – SUMMARY OF IMPACT 2024

US\$152m (R2.8bn) revenue generated by Sandouville for 2024

Prosperity: Economic impact 2024



US\$349m (R6.4bn)

Invested in the long-term viability of our EU operations (Capital expenditure)

Planet

- 14.3kt GHG emitted
- 153ML water used
- 31% of general waste reused, recycled and/refurbished

PEOPLE: EMPLOYEES, TRAINING AND DEVELOPMENT 2024



Salaries and wages paid
US\$19m (R350m)



Training and development
US\$0.4m (R7.3m)

STRATEGIC PROJECT

The European Commission has designated the Keliber lithium project in Finland and GalliCam project in France as "Strategic Projects" under the European Union (EU) Critical Raw Materials Act. Out of 170 applications received, 47 strategic projects to ensure EU access of critical raw materials were selected based on criteria, including adherence to environmental, social and governance criteria and technical feasibility.

PEOPLE: COMMUNITIES 2024



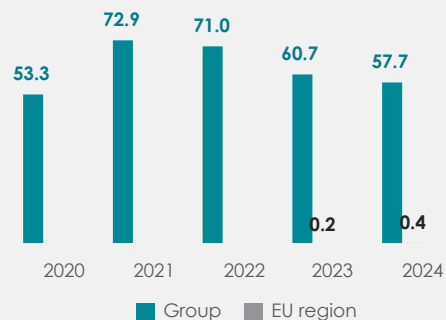
Corporate social responsibility expenditure
US\$19,155 (R350,915)

EU REGION – SUMMARY OF IMPACT 2024

PEOPLE AND PROSPERITY: ECONOMIC IMPACT

EMPLOYEE DEVELOPMENT

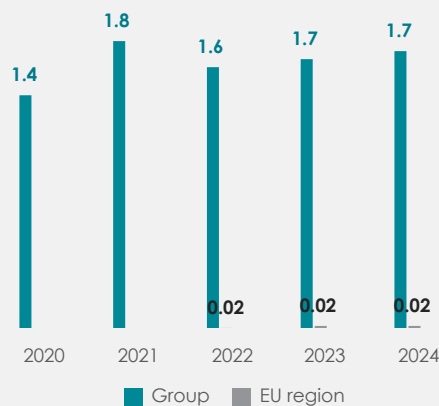
Training and development investment in employees (US\$m)



Total training expenditure at EU operations in 2024:
US\$0.6m (R12.6m)

SALARIES AND WAGES

Salaries and wages 2020 – 2024 (US\$bn)

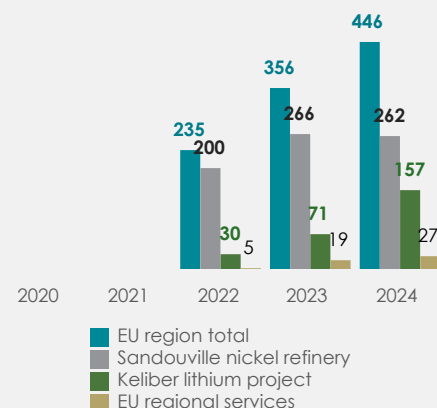


Total salaries and wages paid to our employees the last three years:
US\$54m (R996m)
Compensation impact for 2024:
US\$44.4m¹ (R813m)

1. Salaries and wages for 2024 x EU region's multipliers (Sandouville: 2.323 and Keliber: 1.875)

WORKFORCE NUMBERS

Number of employees (including contractors) 2020 – 2024



On average jobs supported
between 2022 – 2024:
940²

2. Average employee and contractor jobs over three years x EU region's multipliers (Sandouville: 2.820 and Keliber: 2.451)

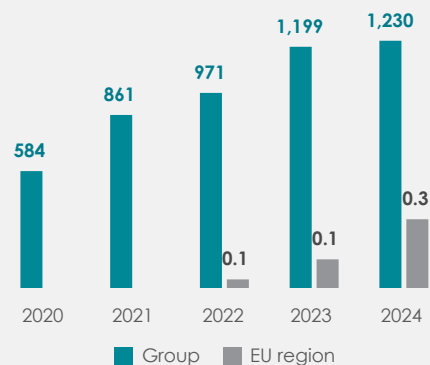


EU REGION – SUMMARY OF IMPACT 2024 continued

PEOPLE AND PROSPERITY: ECONOMIC IMPACT

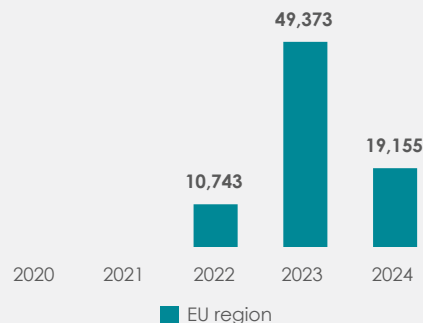
INVESTED IN OPERATING, GROWING AND SUSTAINING OUR BUSINESS

Annual capital expenditure 2020 – 2024 (US\$m)



SOCIAL INVESTMENT

CSR 2020 – 2024 (US\$)



The construction activities at the Keliber lithium refinery in Kokkola, Finland have continued to progress on schedule. The refinery is expected to be completed in H2 2025.

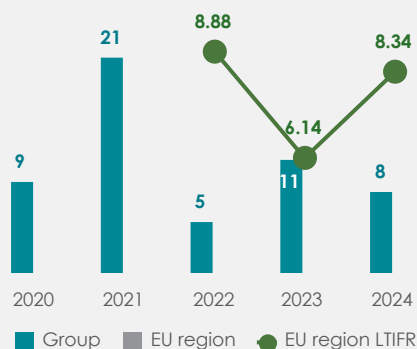
In 2024, Sandouville had a total procurement spend of R2.9bn (US\$159m). R714m (US\$39m) or 24.5%, was procured within the European Union. The Keliber lithium project spent R6.2m (US\$336m) capital investment sourced from the EU, which amounted to 97% of the total procurement for the EU region.

EU REGION – SUMMARY OF IMPACT 2024 continued

PEOPLE AND PLANET

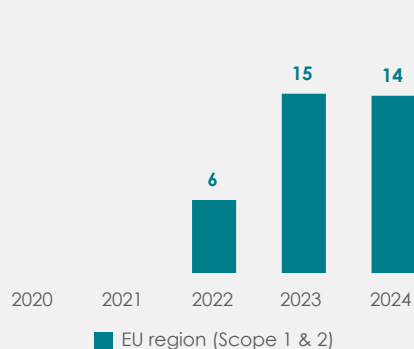
FATALITIES AND LOST TIME INJURY FREQUENCY RATE

Number of fatalities and LTIFR per million hours worked



CARBON FOOTPRINT

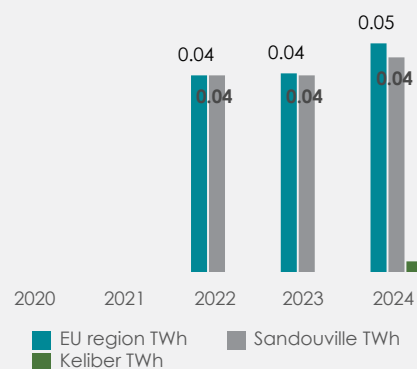
GHG emissions scope 1 and 2 CO₂e (000t)



Scope 1: 13,000t CO₂e
Scope 2: 1,000t CO₂e

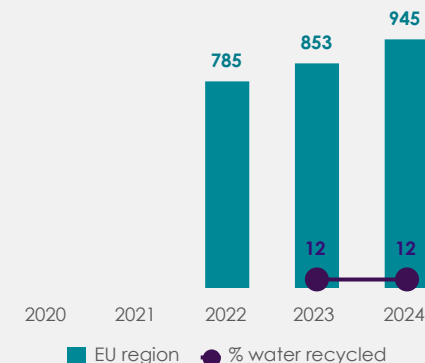
ELECTRICITY CONSUMPTION

Electricity consumption and energy intensity

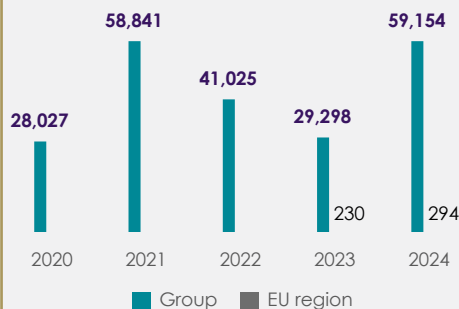


WATER PURCHASED

Water purchased (ML)



General waste to landfill (tonne)



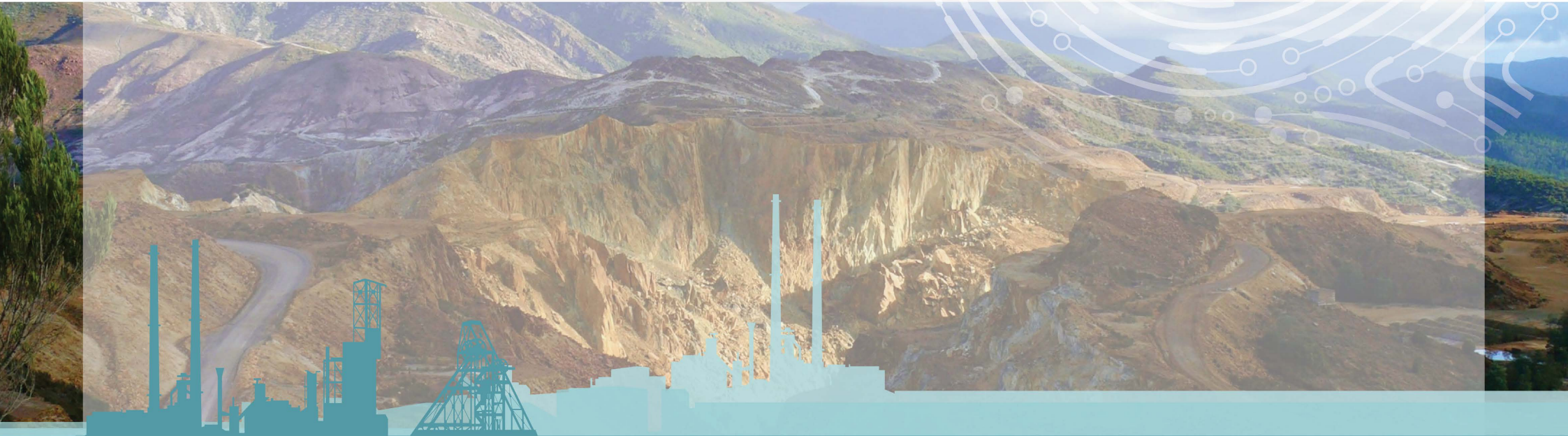
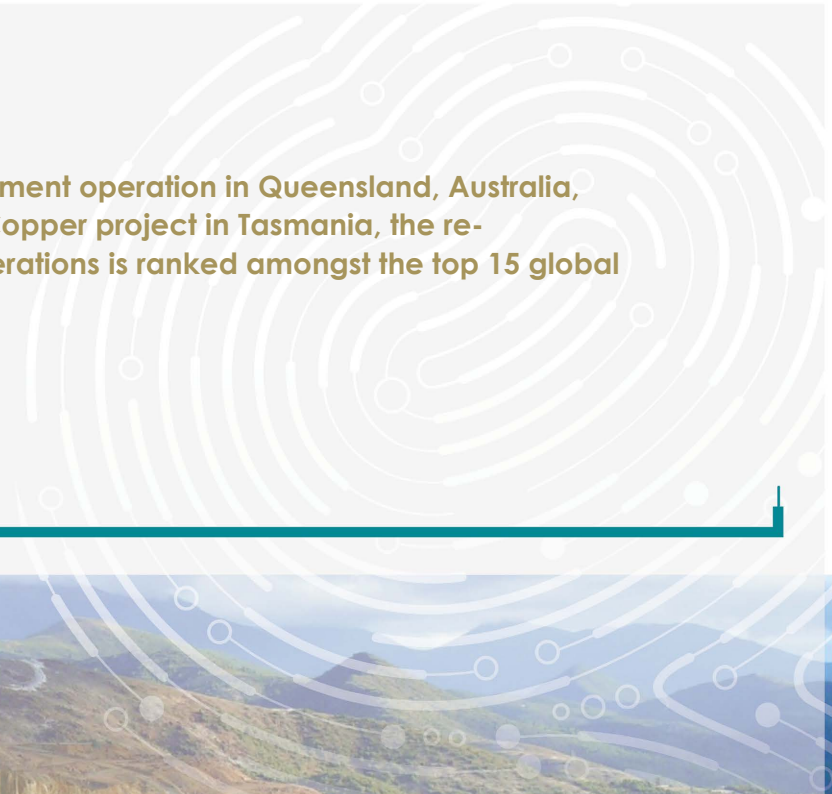
Climate change related physical risks

Through a scenario analysis, with a 4°C warming potential by 2050 it was predicted for Keliber that the decrease in freeze disruption is offset by the increase in disruption due to heatwaves and temperate windstorms that can cause a two-day disruption in 2050. Riverine flooding accounts potentially for majority of property damage to Sandouville, with temperate windstorm also causing minor damage may cause up to seven days of disruption. The south west of the Sandouville operation is at greatest risk from riverine flooding.

AUSTRALIAN REGION 2024

Sibanye-Stillwater's Australian region consists of the Century zinc tailings retreatment operation in Queensland, Australia, which is the largest tailings retreatment operation in Australia and the Mt Lyell Copper project in Tasmania, the re-establishment of which is currently subject to feasibility studies. The Century operations is ranked amongst the top 15 global zinc producers.

🌐 * More information available, www.sibanyestillwater.com/business/australia/



Case study on socioeconomic contributions of Sibanye-Stillwater's Century operation in the Australian region

This case study is a summary of an independent report on the socioeconomic contributions at our operations, based on 2023 results.

Sibanye-Stillwater's Australian activities include the Century zinc tailings operations, initially acquired in 2022 with 100% acquired during 2023. These operations have positively impacted the economy through purchases, wages, taxes, and sales.

Direct contributions

The breadth and scale of our Australian operations is reflected in these figures for 2023:

- Employment: 288
- Compensation: US\$27 million (R497 million)
- Production/output: 76kt of zinc metal
- Revenue: US\$122 million (R2.2 billion)
- Taxes paid: US\$7.1 million (R131 million) in royalties



Socioeconomic impact

The above direct impacts led to induced socioeconomic impacts on the Australian economy in 2023. The employment opportunities in the Australian economy attributable to our mining operations significantly exceed the number of jobs directly at the facilities.

While most job impacts stem from mining operations, a significant number also arise in unrelated sectors, with Sibanye-Stillwater spending US\$1.6 million (R29 million) on goods and services in 2023 (42% sourced from Australia) and allocating US\$400,000 (R7.4 million) towards training and obligations related to the Gulf Community Agreement, which all has an impact on jobs and spending for indigenous peoples within our area of influence. .

Further, the economic activity generated by Sibanye-Stillwater's zinc tailings processing operations expands the tax base, contributing to government revenues. Mining activities play a significant role in the national tax base, and the Group's impact on annual tax revenues is considerable. Thus the true socioeconomic impact of our Australian operations on the economy can be summed up as.

- US\$38.4 million (R707 million) in annual compensation
- US\$173 million (R3.2 billion) in national economic output, driven by the Group's spending and the spending of our employees on goods and services
- US\$33.9 million (R624 million) in taxes paid to national and regional governments
- 499 jobs

Compensation impact: The combined impact (purchasing/spending power and financial ability to buy products and services) created by salaries, wages and other benefits paid to our own employees but also salaries and wages and other benefits that accrue to indirect and induced jobs in other sectors.

Jobs supported: Jobs supported impacts differ per region, and it is jobs that have been directly and indirectly created and supported by and through our operations. The multiplier effect was considered.

Economic output: These impacts include the total value of all goods and services used and produced at our facilities, including minerals, metals, compounds, manufactured goods and services needed to deliver our final products into the market. The implied multiplier was also considered.

Tax impacts is the combined tax base created across the different economies as a result of taxes, and reflect the taxes paid directly by mining activities (operations), but also taxes paid throughout the economic value chain that are induced and indirectly supported by the economic flows from mining activity ie the multiplier effect was also considered.

AUSTRALIAN REGION – SUMMARY OF IMPACT 2024

US\$217m (R4bn) revenue generated by AUS region in 2024

Prosperity: economic impact 2024

PLANET



US\$11m (R202m)

Invested in the long-term viability of our AUS region (Capital expenditure)

- 10,930ML water withdrawn
- 317 hectares of land rehabilitated

PEOPLE: EMPLOYEES, TRAINING AND DEVELOPMENT 2024



Salaries and wages paid

US\$29m (R537m)

Compensation impact

US\$42m¹ (R764m)



Training and development

US\$0.1m (R2.1m)

PEOPLE: COMMUNITIES 2024

In 2024 following community and stakeholder consultation indicating a need for site-based training, a trainee programme was launched in partnership with the Waanyi Joint Venture.



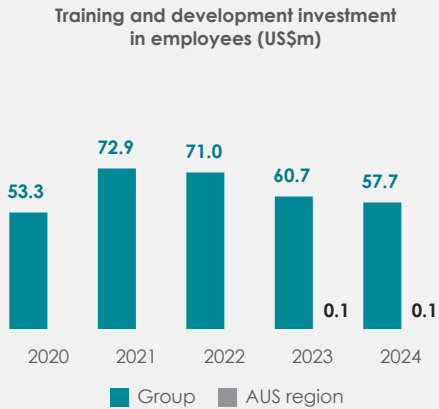

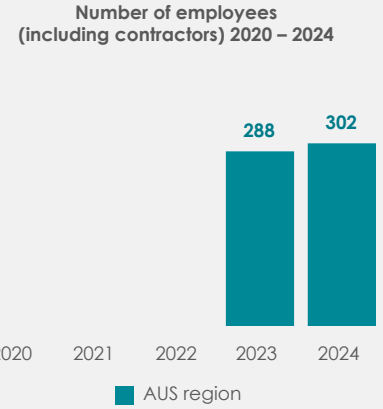
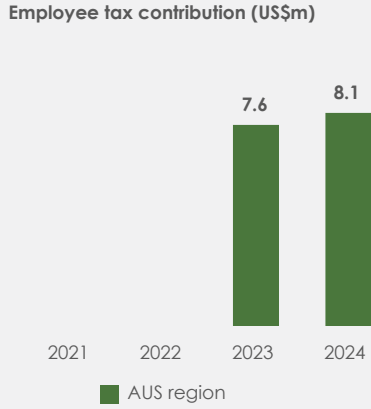
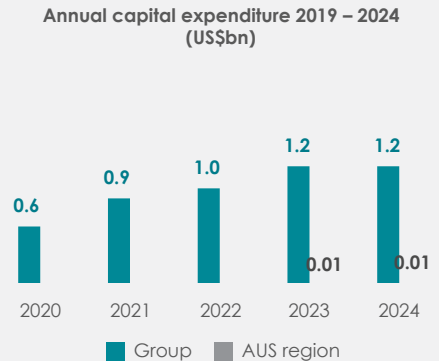
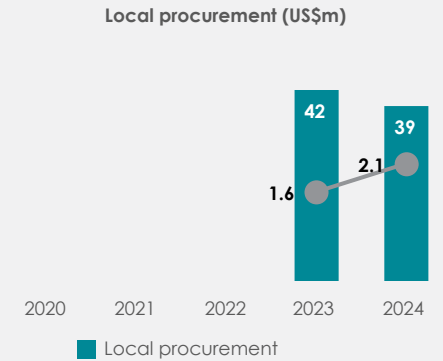
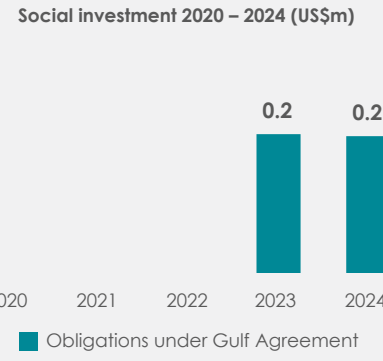
Obligation expenditure through the Gulf Community Agreement

US\$1.35m (R25m)

1. Salaries and wages for 2024 x AUS region multiplier of 1.422

AUSTRALIAN REGION – SUMMARY OF IMPACT 2024

PEOPLE AND PROSPERITY: ECONOMIC IMPACT

TRAINING AND DEVELOPMENT	SALARIES AND WAGES	WORKFORCE NUMBERS	EMPLOYEE PERSONAL TAX
<p>Training and development investment in employees (US\$m)</p>  <p>2020 2021 2022 2023 2024</p> <p>■ Group ■ AUS region</p>	<p>Salaries and wages 2020–2024 (US\$bn)</p>  <p>2020 2021 2022 2023 2024</p> <p>■ Group ■ AUS region</p>	<p>Number of employees (including contractors) 2020 – 2024</p>  <p>2020 2021 2022 2023 2024</p> <p>■ AUS region</p>	<p>Employee tax contribution (US\$m)</p>  <p>2020 2021 2022 2023 2024</p> <p>■ AUS region</p>
<p>Total training expenditure in AUS for 2024: US\$0.1m (R2.1m)</p>	<p>Total salaries and wages paid to our employees in 2024: US\$27m (R502m)</p>	<p>On average jobs supported between 2023 – 2024: 257¹</p>	
INVESTED IN OPERATING, GROWING AND SUSTAINING OUR BUSINESS	LOCAL PROCUREMENT	SOCIAL INVESTMENT	
<p>Annual capital expenditure 2019 – 2024 (US\$bn)</p>  <p>2020 2021 2022 2023 2024</p> <p>■ Group ■ AUS region</p>	<p>Local procurement (US\$m)</p>  <p>2020 2021 2022 2023 2024</p> <p>■ Local procurement ● % of total procurement is local</p>	<p>Social investment 2020 – 2024 (US\$m)</p>  <p>2020 2021 2022 2023 2024</p> <p>■ Obligations under Gulf Agreement</p>	

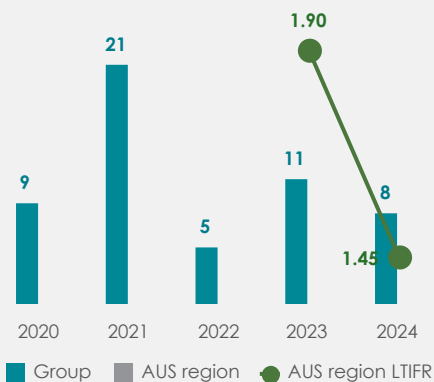
2. Average employee and contractor jobs over two years x AUS region multiplier 1.7

AUSTRALIAN REGION – SUMMARY OF IMPACT 2024 continued

PEOPLE AND PLANET

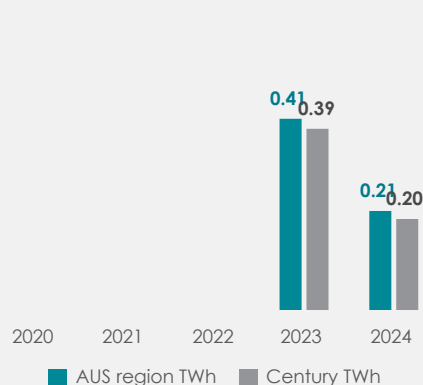
FATALITIES AND LOST TIME INJURY FREQUENCY RATE

Number of fatalities and LTIFR per million hours worked



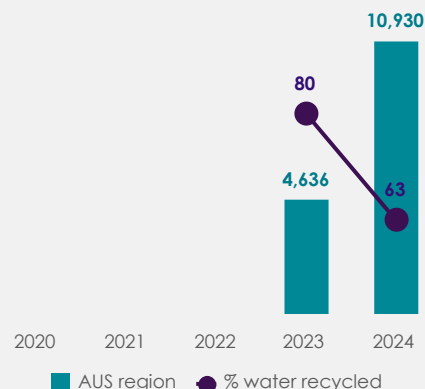
ELECTRICITY CONSUMPTION

Electricity consumption and energy intensity



WATER WITHDRAWN

Total water withdrawn (ML)



Water is used at Century for hydraulic mining as a method of extraction, coupled with a slurry pipeline to transport the produced concentrates to market via the Port of Karumba. Our biggest risk is the failure of our water system assets. Therefore, we have a conditions monitoring and preventative maintenance strategy in place. The system is coupled with real-time and alarm monitoring.

Climate change related physical risks

Through a scenario analysis, with a 4°C warming potential by 2050 it was predicted for the Century operation that riverine flood is the primary risk of property damage to the slurry pipeline. Business interruption risk is principally related to drought and water stress, with potential disruption of ten days. Risk to Karumba Port facility and Wunma Barge is driven by coastal flood and tropical windstorm.

GOVERNANCE OF OUR IMPACT 2024

BOARD

Ultimately responsible for providing effective, responsible and ethical leadership and committed to ensuring that sound governance standards guide all that we do. Also responsible for strategic guidance, and oversight of risk, opportunities and overall performance. Responsibilities include oversight of our economic, social and environmental impact and of their mitigation when required. See www.sibanyestillwater.com/about-us/leadership/ for Board members' biographies. In overseeing these impacts, our Board is supported by the following sub-committees:



AC AUDIT COMMITTEE	IC INVESTMENT COMMITTEE	N&G NOMINATING AND GOVERNANCE COMMITTEE	REM REMUNERATION COMMITTEE	RC RISK COMMITTEE
Ensures financial sustainability of the Group by monitoring and reviewing financial controls and procedures, as well as the effectiveness and integrity of internal audit and control systems. Appoints independent, external auditor. Oversees regulatory and legislative compliance.	Established in February 2021 to discharge a pivotal role in guiding and overseeing the allocation of capital and to oversee the Group's investment activities.	Develops our approach to matters relating to corporate governance and makes recommendations to the Board on all such matters, while keeping abreast of best practice. Monitors and evaluates effectiveness and composition of the Board and for director and senior executive succession planning.	Ensures payment of fair rewards to attract, retain and motivate executive management with the skills and experience necessary to support and sustain the Group and its strategy, and evaluates performance in relation to reward.	Ensures Group sustainability by evaluating and overseeing implementation of efficient risk management processes and controls to identify, monitor and mitigate risks and to act on opportunities identified.
S&H SAFETY AND HEALTH COMMITTEE		SESC SOCIAL ETHICS AND SUSTAINABILITY COMMITTEE		
Ensures adherence to occupational health and safety laws, regulations and external standards, reviews relevant policy and monitors performance of related key indicators so as to minimise mining-related accidents and their impacts. The Safety and Health Committee analyses safety incidents to understand the root causes and to evaluate action plans to prevent future occurrences.		Supports and assists the Board in ensuring compliance with best practice recommendations relating to the ethical conduct in our stakeholder relations, together with transformation and inclusive economy targets. Oversees and monitors anti-corruption policy and performance, the Group's standing as a responsible corporate citizen, particularly in relation to the Code of ethics. Monitors compliance in terms of the UNGC, ICMM and WGC principles.		

BOARD CHARACTERISTICS

Gender	11 Males
	2 Females
Race and culture	4 Historically disadvantaged people
	9 South Africans
	4 Other nationalities
Independent, non-executives 2024	64%

GOVERNANCE DOCUMENTS AND POLICIES IN PLACE

Policies and position statements

Sustainability policy and sustainability strategic framework	Code of Ethics	
Planet	People and prosperity	Governance
Position Statements <ul style="list-style-type: none"> Air quality Biodiversity Climate change Energy and decarbonisation Mineral and non-mineral waste Water conservation and water demand management Water health management Tailings stewardship 	Policy <ul style="list-style-type: none"> Human rights Health and safety Security Stakeholder engagement Position Statements <ul style="list-style-type: none"> Heritage Indigenous people, host communities and mining Land management Partnership for development Post-mining Socioeconomic sustainability and closure Transparency of mineral revenues 	Policy <ul style="list-style-type: none"> Privacy Compliance management Ethics and corporate governance Material stewardship Responsible business Risk management Tax risk management Policy for responsible sourcing of metals Other <ul style="list-style-type: none"> Group tax strategy Complaints and grievance procedure

See www.sibanyestillwater.com/sustainability/reports-policies/ for our policies and position statements



DISCLAIMER

Forward-looking statements

The information in this report may contain forward-looking statements within the meaning of the "safe harbour" provisions of the United States Private Securities Litigation Reform Act of 1995. These forward-looking statements, including, among others, those relating to Sibanye Stillwater Limited's (Sibanye-Stillwater or the Group) financial positions, business strategies, plans and objectives of management for future operations, are necessarily estimates reflecting the best judgment of the senior management and directors of Sibanye-Stillwater and involve a number of risks and uncertainties that could cause actual results to differ materially from those suggested by the forward-looking statements. As a consequence, these forward-looking statements should be considered in light of various important factors, including those set forth in this report.

All statements other than statements of historical facts included in this report may be forward-looking statements. Forward-looking statements also often use words such as "will", "would", "expect", "forecast", "potential", "may", "could", "believe", "aim", "anticipate", "target", "estimate" and words of similar meaning. By their nature, forward-looking statements involve risk and uncertainty because they relate to future events and circumstances and should be considered in light of various important factors, including those set forth in this disclaimer. Readers are cautioned not to place undue reliance on such statements.

The important factors that could cause Sibanye-Stillwater's actual results, performance or achievements to differ materially from estimates or projections contained in the forward-looking statements include, without limitation, Sibanye-Stillwater's future financial position, plans, strategies, objectives, capital expenditures, projected costs and anticipated cost savings, financing plans, debt position and ability to reduce debt leverage; economic, business, political and social conditions in South Africa, Zimbabwe, the United States, Europe and elsewhere; plans and objectives of management for future operations; Sibanye-Stillwater's ability to obtain the benefits of any streaming arrangements or pipeline financing; the ability of Sibanye-Stillwater to comply with loan and other covenants and restrictions and difficulties in obtaining additional financing or refinancing; Sibanye-Stillwater's ability to service its bond instruments; changes in assumptions underlying Sibanye-Stillwater's estimation of its Mineral Resources and Mineral Reserves; any failure of a tailings storage facility; the ability to achieve anticipated efficiencies and other cost savings in connection with, and the ability to successfully integrate, past, ongoing and future acquisitions, as well as at existing operations; the ability of Sibanye-Stillwater to complete any ongoing or future acquisitions; the success of Sibanye-Stillwater's business strategy and exploration and development activities, including any proposed, anticipated or planned expansions into the battery metals or adjacent sectors and estimations or expectations of enterprise value; the ability of Sibanye-Stillwater to comply with requirements that it operate in ways that provide progressive benefits to affected communities; changes in the market price of gold, silver, PGMs, battery metals (e.g., nickel, lithium, copper and zinc) and the cost of power, petroleum fuels, and oil, among other commodities and supply requirements; the occurrence of hazards associated with underground and surface mining; any further downgrade of South Africa's credit rating; the impact of South Africa's greylisting; a challenge regarding the title to any of Sibanye-Stillwater's properties by claimants to land under restitution and other legislation; Sibanye-Stillwater's ability to implement its strategy and any changes thereto; the outcome of legal challenges to the Group's mining or other land use rights; the outcome of any disputes or litigation; the occurrence of labour disputes, disruptions and industrial actions; the availability, terms and deployment of capital or credit; changes in the imposition of industry standards, regulatory costs and relevant government regulations, particularly environmental, sustainability, tax, health and safety regulations and new legislation affecting water, mining, mineral rights and business ownership, including any interpretation thereof which may be subject to dispute; the outcome and consequence of any potential or pending litigation or regulatory proceedings, including in relation to any environmental, health or safety issues; failure to meet ethical standards, including actual or alleged instances of fraud, bribery or corruption; the effect of climate change or other extreme weather events on Sibanye-Stillwater's business; the concentration of all final refining activity and a large portion of Sibanye-Stillwater's PGM sales from mine production in the United States with one entity; the identification of a material weakness in disclosure and internal controls over financial reporting; the effect of US tax reform legislation on Sibanye-Stillwater and its subsidiaries; the effect of South African Exchange Control Regulations on Sibanye-Stillwater's financial flexibility; operating in new geographies and regulatory environments where Sibanye-Stillwater has no previous experience; power disruptions, constraints and cost increases; supply chain disruptions and shortages and increases in the price of production inputs; the regional concentration of Sibanye-Stillwater's operations; fluctuations in exchange rates, currency devaluations, inflation and other macro-economic monetary

policies; the occurrence of temporary stoppages or precautionary suspension of operations at its mines for safety or environmental incidents (including natural disasters) and unplanned maintenance; Sibanye-Stillwater's ability to hire and retain senior management and employees with sufficient technical and/or production skills across its global operations necessary to meet its labour recruitment and retention goals, as well as its ability to achieve sufficient representation of historically disadvantaged South Africans in its management positions, or maintain required board gender diversity; failure of Sibanye-Stillwater's information technology, communications and systems; the adequacy of Sibanye-Stillwater's insurance coverage; social unrest, sickness or natural or man-made disaster in surrounding mining communities, including informal settlements in the vicinity of some of Sibanye-Stillwater's South African-based operations; and the impact of contagious diseases, including global pandemics.

Further details of potential risks and uncertainties affecting Sibanye-Stillwater are described in Sibanye-Stillwater's filings with the Johannesburg Stock Exchange and the United States Securities and Exchange Commission, including the 2024 Integrated Report and the Annual Financial Report for the fiscal year ended 31 December 2024 on Form 20-F filed with the United States Securities and Exchange Commission on 25 April 2025 (SEC File no. 333-234096).

These forward-looking statements speak only as of the date of the content. Sibanye-Stillwater expressly disclaims any obligation or undertaking to update or revise any forward-looking statement (except to the extent legally required). These forward-looking statements have not been reviewed or reported on by the Group's external auditors.

Non-IFRS¹ measures

The information contained in this report may contain certain non-IFRS measures, including, among others, adjusted EBITDA, adjusted EBITDA margin, adjusted free cash flow, AISC, AIC, Nickel equivalent sustaining cost and normalised earnings. These measures may not be comparable to similarly-titled measures used by other companies and are not measures of Sibanye-Stillwater's financial performance under IFRS Accounting Standards. These measures should not be considered in isolation or as a substitute for measures of performance prepared in accordance with IFRS Accounting Standards. Sibanye-Stillwater is not providing a reconciliation of the forecast non-IFRS financial information presented in this report because it is unable to provide this reconciliation without unreasonable effort. These forecast non-IFRS financial information presented have not been reviewed or reported on by the Group's external auditors.

¹ IFRS refers to International Financial Reporting Standards Accounting Standards (IFRS Accounting Standards) as issued by the International Accounting Standards Board (IASB)

Mineral Resources and Mineral Reserves

Sibanye-Stillwater's Mineral Resources and Mineral Reserves are estimates at a particular date, and are affected by fluctuations in mineral prices, the exchange rates, operating costs, mining permits, changes in legislation and operating factors. Sibanye-Stillwater reports its Mineral Resources and Mineral Reserves in accordance with the rules and regulations promulgated by each of the United States Securities and Exchange Commission (SEC) and the JSE at all managed operations, development, and exploration properties.

Websites

References in this document to information on websites (and/or social media sites) are included as an aid to their location and such information is not incorporated in, and does not form part of, this report.



www.sibanyestillwater.com

Our strategic differentiator, inclusive, diverse, and bionic, is depicted in this image. The small markings signify computer code, highlighting the balance between technology and human individuality. This design emphasizes how technology can enhance humanity while preserving our unique identities. We value our employees' contributions, each leaving their unique 'fingerprint' on our business, and honour their commitment to our values, which drive our innovation and shared value.