

SOCIAL AND LABOUR PLANS: SUMMARY OF PROJECTS IN SOUTH AFRICA (2019)

Note that this is a summary of the local economic development (LED) projects pertaining to our social and labour plans (SLPs). For further information please refer to the 2019 Integrated Annual Report available at

www.sibanyestillwater.com

Sibanye-Stillwater seeks to contribute meaningfully to the socio-economic development of communities around its operations. SLPs, which include a mine community development plan, are delivered through LED projects, undertaken in accordance with the implementation plans agreed in the specific SLPs of each mining right. In order to ensure sustainability, the projects are sourced from government's integrated development plans and in agreement with relevant government departments that provide operational support for these projects beyond the SLP timeframes. The primary aims of LED projects are to:

- implement sustainable socio-economic programmes in host communities and labour-sending areas
- promote enterprise development
- implement skills development programmes aimed at promoting employability and alleviating poverty
- assist with the development of social infrastructure (such as schools and clinics/healthcare infrastructure)
- improve community environmental management and food security

The following projects are at varying stages of implementation, depending on their scopes and SLP provisions. The projects are either part of the current SLPs, are part of backlogs inherited from acquired companies or are yet to be implemented if the Department of Mineral Resources and Energy has not yet given them approval.



SOCIAL AND LABOUR PLANS: SUMMARY OF PROJECTS IN SOUTH AFRICA

GOLD OPERATIONS

PROJECT	STATUS 2019	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
EASTERN CAPE					
Driefontein, Kloof and Beatrix					
Livestock development¹					
Building and equipping shearing sheds to enable subsistence farmers in labour-sending areas of the Eastern Cape to participate in the commercial wool production value chain	<ul style="list-style-type: none"> Construction of four shearing sheds was approved and was completed in 2019 Assessment report determining and confirming areas where shearing sheds will be built was compiled by Chris Hani Development Agency Agreement with the Wool Shearing Association to offtake the wool provided by the farmers First shearing took place at the end of 2019 	Access to wool industry	<ul style="list-style-type: none"> Subsistence farmers in Sakhisizwe, Intsika Yethu and Engcobo local municipalities Sibanye-Stillwater employees who come from the Eastern Cape Recipients of 25 jobs during construction 	<ul style="list-style-type: none"> Additional income stream from wool production Skills enhancement Support for families in rural areas 	<ul style="list-style-type: none"> Total budget: R8.6 million Spend to date: R2.5 million
Great Kei Skills Academy¹					
Establishment of agriculture and maritime skills centre to be funded by several parties for unemployed youth and other community members in line with identified growth trajectory of Amathole district	<ul style="list-style-type: none"> Department of Higher Education provided models that could be explored Engagement with other stakeholders to fund the project have not proven successful Engagements with stakeholders continue in order to find a sustainable solution 	The establishment of a community college	<ul style="list-style-type: none"> Unemployed and unskilled youth Residents of Great Kei 	Youth equipped with necessary skills to access job market	<ul style="list-style-type: none"> Total budget: R8.8 million Spend to date: R0 Spend in 2019: R0 The project scoping was not finalised with local stakeholders
Skenjana Senior Secondary School²					
New school required to replace dilapidated facilities in Idutywa, a labour-sending area, to create an environment conducive to learning	<ul style="list-style-type: none"> Backlog not completed in the previous SLP All regulatory processes competed and construction expected to commence in 2020 	<ul style="list-style-type: none"> Access to educational facilities for approximately 1,600 learners from five feeder schools 	<ul style="list-style-type: none"> Approximately 1,600 learners from five feeder schools Local community will benefit from job and business opportunities during the construction of the school, including local hardware stores 	Access to an environment conducive to learning	<ul style="list-style-type: none"> Total budget: R35.1 million Spend to date: R11.7 million Spend in 2019: R362,000

SOCIAL AND LABOUR PLANS: SUMMARY OF PROJECTS IN SOUTH AFRICA CONTINUED

GOLD OPERATIONS

PROJECT	STATUS 2019	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
GAUTENG					
Kloof, Cooke and Driefontein					
Eradication of invasive alien species²					
Development of small, medium and micro-sized enterprises (SMMEs) to control alien vegetation growth	SMMEs will be appointed as service providers to Sibanye-Stillwater's environment department	<ul style="list-style-type: none"> • Skills development • Job creation • Economic growth stimulation 	Four local SMMEs	Job creation and enterprise development	<ul style="list-style-type: none"> • Total budget: R9.5 million • Spend to date: R10.8 million • Spend in 2019: 0
Driefontein, Kloof and Cooke					
Brick manufacturing and incubation centre¹					
Establishment of incubation hub to train SMMEs in line with the West Rand economic pillars. This project which commenced in the previous SLP cycle is focusing on on manufacturing in partnership with Department of Small Business Development and West Rand Development Agency (WRDA)	Adjusting of the project with the WRDA to ensure it feeds into the economic pillars for West Rand	SMMEs incubation process commenced with soft and technical skills provided. This was halted to await approval for the new cycle of the SLP	30 SMMEs established in West Rand communities	<ul style="list-style-type: none"> • Skills development • Enterprise development • Local manufacturing capacity 	<ul style="list-style-type: none"> • Total budget: R15 million (previous SLP: R7 million and current SLP: R8 million) • Spend to date: R10.1 million • Spend in 2019: R 0 • SLP only approved in late 2019
Kloof					
Westcol Technical and Vocational Education and Training (TVET) College²					
Sibanye-Stillwater, in partnership with local municipality, WRDA, Gold Fields South Deep mine, Westonaria Community Trust, South Deep Education Trust and Department of Higher Education, committed to co-fund establishment of TVET college in Westonaria to provide relevant skills for economic activities (backlog project in 2012-2016 SLP)	<ul style="list-style-type: none"> • Commitment letters for additional funding secured from Sibanye-Stillwater, Westonaria Community Trust, South Deep Education Trust and South Deep mine • Role of project consulting engineer has been put out to tender • Construction due to begin in 2020 	<ul style="list-style-type: none"> • Education infrastructure • Cost savings and convenience for local students • Skills development 	Communities of West Rand district	Skills development aimed at supporting an alternative economy to mining in the region	<ul style="list-style-type: none"> • Total budget: R10.0 million and 14 hectares • (Sibanye-Stillwater contribution) • Spend to date (since 2015): R4 million • Spend in 2019: 0

SOCIAL AND LABOUR PLANS: SUMMARY OF PROJECTS IN SOUTH AFRICA CONTINUED

GOLD OPERATIONS continued

PROJECT	STATUS 2019	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
GAUTENG continued					
Kloof (previously included in Cooke SLP)					
You Reap What You Sow Agricultural Co-operative²					
To reduce poverty and unemployment through sustainable agricultural activities within Rand West City Local Municipality	The project is complete and handover and the co-operative has received a township agricultural economy award	Produce sold to community, local and other businesses in Gauteng	13 co-operative members permanently employed and 30 seasonal workers	<ul style="list-style-type: none"> • Business skills development • Food security for families • Poverty alleviation • Social upliftment 	<ul style="list-style-type: none"> • Total budget: R6.8 million • Spend to date (since 2015): R7.9 million • Spend in 2019: R1.1 million
Aredirisaneng Agriculture Co-operative²					
To reduce poverty and unemployment by establishing sustainable agricultural activities	<ul style="list-style-type: none"> • Project was operational but faces challenges with weeds preventing sustainability • Operating model under review and adopted. • Planting of new crop commenced in 2019 	<ul style="list-style-type: none"> • Produce sold to local market • Business skills development 	<ul style="list-style-type: none"> • 12 seasonal workers • Eight co-operative members permanently employed 	<ul style="list-style-type: none"> • Food security for families • Poverty alleviation • Social upliftment 	<ul style="list-style-type: none"> • Total budget: R4.9 million • Spend to date (since 2015): R5.3 million • Spend in 2019: R200,000
FREE STATE					
Road infrastructure¹					
Various infrastructure development projects will address priorities articulated in Matjhabeng municipality Integrated Development Plan with the aim of contributing to local economic development	In planning stages, construction intended to commence in 2020	<ul style="list-style-type: none"> • Skills development • Improvement of local road infrastructure 	<ul style="list-style-type: none"> • Community members • Local businesses • The number of jobs during construction is yet to be determined 	<ul style="list-style-type: none"> • Improved Infrastructure for local communities • Increased ease of doing business 	<ul style="list-style-type: none"> • Total budget: R27 million • The administrative processes were finalised in 2019 and implementation is expected to begin in 2020
Road infrastructure and water reticulation projects in Masilonyana municipality	Implementation of projects expected to commence in 2020	<ul style="list-style-type: none"> • Skills development • Improvement of local road infrastructure and water delivery systems 	<ul style="list-style-type: none"> • Masilonyana community members • The number of jobs during construction is yet to be determined 	<ul style="list-style-type: none"> • Improved Infrastructure for local communities • Increased ease of doing business 	<ul style="list-style-type: none"> • Total budget: R27 million • Project scoping was finalised and construction will begin in 2020

SOCIAL AND LABOUR PLANS: SUMMARY OF PROJECTS IN SOUTH AFRICA CONTINUED

PGM OPERATIONS

PROJECT	STATUS 2019	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
NORTH WEST PROVINCE					
Kroondal operations					
Ramochana Early Childhood Development⁵					
Sibanye-Stillwater supports construction of early learning centre at Ramochana settlement on behalf of non-profit organisation	Project is 100% complete	<ul style="list-style-type: none"> Access to early childhood education for communities around Ramochana and Sunrise Park 	<ul style="list-style-type: none"> Seven permanent employees 200 children at any one time Recipients of 44 temporary jobs during construction 	<ul style="list-style-type: none"> Critical foundation for children's future academic development 	<ul style="list-style-type: none"> Total budget: R5.6 million Spend to date: R5.9 million Spend in 2019: R1.07 million
Ikemeleng brick-making project^{4,5}					
Development of brick-manufacturing business to generate income for local unemployed community members	The plant experienced vandalism due to the location. Land has been approved to relocate the plant to near the Ikemeleng settlement, and funds have been secured for the relocation and set up.	<ul style="list-style-type: none"> Monthly average revenue of R45,000 for beneficiaries Community members can buy bricks locally and save transport costs 	<ul style="list-style-type: none"> Jobs for five members of co-operative Jobs for nine members of local community 	<ul style="list-style-type: none"> Sustainable business operation that creates employment opportunities and makes a profit Sustaining livelihoods of 14 families 	<ul style="list-style-type: none"> Total budget: R5.9 million Spend to date: R4.3 million Spend in 2019: R53,280
Tirelong School yard improvement²					
Improvement of school yard to create an environment conducive to learning	Project is 100% complete	1,300m ² of paved school yard and a secure shade-netted assembly area	<ul style="list-style-type: none"> Approximately 1,100 learners and educators Recipients of eight temporary jobs during construction 	Better safe assembly point and learning environment	<ul style="list-style-type: none"> Total budget: R500,000 Spend to date: R436,251 Spend in 2019: R436,251
Rustenburg operations					
Phatsima farming project⁵					
Essential oil production and marketing	<ul style="list-style-type: none"> Farming changed from vegetables to essential oil New sustainable model implemented Establishment of nursery is 100% complete De-bushing of 10ha is 80% complete 	<ul style="list-style-type: none"> 10ha essential oil farm In-house seedling nursery Income generation for beneficiaries 	<ul style="list-style-type: none"> Five emerging farmers Recipients of 14 jobs 	Creation of sustainable farming project	<ul style="list-style-type: none"> Total budget: R9.5 million Spend to date: R7.3 million Spend in 2019: R1.62 million

SOCIAL AND LABOUR PLANS: SUMMARY OF PROJECTS IN SOUTH AFRICA CONTINUED

PGM OPERATIONS continued

PROJECT	STATUS 2019	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND***
Rustenburg operations <small>continued</small>					
Boitekong Piggery ¹					
Existing project (required intervention to meet market demand and generate sustainable revenue)	Procurement process underway to appoint service provider to undertake the following: <ul style="list-style-type: none"> • Construction of breeding and farrowing facility • Testing of the existing borehole • Cooperative support, mentoring and coaching 	Creation of profitable and sustainable business to meet market demand	Seven co-operative members (two males and five females)	<ul style="list-style-type: none"> • Supports growth of existing piggery co-operative to improve revenue generation and sustainability • Job creation and poverty alleviation 	<ul style="list-style-type: none"> • Total budget: R3.4 million • Spend to date: R1.4 million • Spend in 2019: R1.05 million
Health promotion and disease prevention ¹					
A project designed to expand the promotion of health and prevention of disease within our local communities	The mobile VCT programme has been progressing well since 2018. Two primary health care mobile clinics have been donated to the Department of Health to service local communities	Support for healthy living	Rustenburg local municipality and the Department of Health	Expansion of health promotion and disease prevention	<ul style="list-style-type: none"> • Total budget: R1.9 million • Spend to date: R756,000 • Spend in 2019: R378,000
Maternity and obstetric units ¹					
A project designed to provide emergency patient transport for maternity and obstetric units	The project was completed and two ambulances were handed over to the Department of Health	Support for healthy living	Rustenburg local municipality and the Department of Health	<ul style="list-style-type: none"> • An emergency service for mothers-to-be for areas in need • Reduction of infant mortality rates 	<ul style="list-style-type: none"> • Total budget: R5.5 million • Spend to date: R5.2 million • Spend in 2019: R5.2 million

SOCIAL AND LABOUR PLANS: SUMMARY OF PROJECTS IN SOUTH AFRICA CONTINUED

PGM OPERATIONS continued

PROJECT	STATUS 2019	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
Rustenburg operations <small>continued</small>					
Boitekong Technical School ¹					
Conversion of dilapidated school in Boitekong into technical school with workshop for technical training	<ul style="list-style-type: none"> Renovation of 11 classrooms, workshop and computer science blocks is 100% complete Currently giving technical assistance to NW Department of Education for construction of 12 new classrooms. Progress at 85% 	<ul style="list-style-type: none"> 11 classrooms and workshop renovated Twelve additional classrooms 	<ul style="list-style-type: none"> 1,100 learners at any one time Recipients of 45 temporary jobs created during construction 	Safe environment, conducive to learning, for the teaching of technical subjects	<ul style="list-style-type: none"> Total budget: R7.3 million Spend to date: R7.3 million Spend in 2019: R1.737million
Boikagong Primary School ¹					
Dilapidated building demolished and replaced with ablution facilities, new classroom and offices	Project is 100% complete	Three classrooms, administration centre and ablution facilities built	<ul style="list-style-type: none"> 1,200 learners at any one time Recipients of 23 temporary jobs during construction 	Provision of safe environment, conducive to learning	<ul style="list-style-type: none"> Total budget: R5.5 million Spend to date: R5.4 million Spend in 2019: R230,923
Mfidikoe sewerage ¹					
Waterborne sanitation in Mfidikoe in line with national standards co-funded by Sibanye-Stillwater and Rustenburg Community Development Trust	90% complete	Waterborne sewerage for 411 households	<ul style="list-style-type: none"> 2,466 community members Recipients of 32 jobs created during construction 	Improved social infrastructure	<ul style="list-style-type: none"> Total budget: R15 million (total cost for project is R30 million with RCDT contributing 50% towards the total budget) Spend in 2019: R15 million
Marikana operations (previously Lonmin)					
Makotse potable water ¹					
Provision of Portable Water reticulation and storage facility to Makotse Village	75% complete	Three classrooms, administration centre and ablution facilities built	<ul style="list-style-type: none"> 1,200 learners at any one time Recipients of 23 temporary jobs 	Provision of safe environment, conducive to learning	<ul style="list-style-type: none"> Total budget: R5.5 million Spend to date: R5.4 million Spend in 2019: R230,923
Construction of Brits Forensic Mortuary ²					
Construction of the Brits Forensic Mortuary to provide Forensic Pathology services in Madibeng Sub-District	99% complete	Construction of a forensic mortuary and installation of immovable equipment	<ul style="list-style-type: none"> The entire Madibeng sub district comprising approximately 10 communities Recipients of approximately 30 temporary jobs 	Improved access to forensic services	<ul style="list-style-type: none"> Total budget R21.8 million Total spend to date: R21.1 million Spend in 2019: R 8.74 million

SOCIAL AND LABOUR PLANS: SUMMARY OF PROJECTS IN SOUTH AFRICA CONTINUED

PGM OPERATIONS continued

PROJECT	STATUS 2019	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
Marikana operations (previously Lonmin) <small>continued</small>					
Conversion of Marikana clinic into community health centre ²					
Construction of Marikana Community Health Centre	5% completion	Access to improved 24 hour health services .	<ul style="list-style-type: none"> Recipients of 45 short-term jobs 19,522 community members from Marikana and surrounding areas 	Improved access to health services	<ul style="list-style-type: none"> Total budget R24.5 million Total spend to date: R6.9 million Spent in 2019: R1.42 million
Construction of multi-purpose centres at Segwaelane and Grace Point ²					
Construction of Segwaelane Elderly and construction of a four bed facility for vulnerable women and children	99% completed	Access to services for vulnerable people	<ul style="list-style-type: none"> 11,737 community members around Segwaelane, Mooinooi and other areas in Madibeng. Recipients of 45 temporary jobs 	Improved access to user-friendly facilities	<ul style="list-style-type: none"> Total budget: R6.2 million Total spend to date: R2.8 million Spent in 2019: R0.907 million
Construction of Leokeng new school ²					
Construction of new school in Lokeng/Bapong	5% completion	Construction of a new school with 20 class rooms, a computer laboratory, science laboratory, library, administration block, kitchen and sports fields	<ul style="list-style-type: none"> 720 learners Recipients of approximately 18 permanent jobs and 100 temporary jobs 	Improved and easy access to a safe school infrastructure	<ul style="list-style-type: none"> Total budget: R31 million Total spend to date: R7.1 million Spent in 2019: R0.551 million
Bapong and Majakaneng bulk water supply ²					
Construction of bulk water pipelines and installation of water storage facilities in Bapong and Majakaneng.	5% completion	Drilling of borehole and pipelines to an existing reservoir	<ul style="list-style-type: none"> Approximately 20,000 community members Recipients of approximately 46 temporary jobs 	Improved and easy access to a safe school infrastructure	<ul style="list-style-type: none"> Total budget: R31 million Total spend to date: R7.1 million Spent in 2019: R0.551 million
Upgrading of Segwaelane and Marikana sports fields ²					
Sports fields upgrade in Segwaelane and Majakaneng	Project is 100% complete	Upgrading of sports facility comprising soccer fields, netball, and basketball combination courts	<ul style="list-style-type: none"> Some 25,000 people Recipients of approximately 10 short-term jobs 	Improved access to safe sports facilities	<ul style="list-style-type: none"> Total budget: R8.6 million Total spend to date: R11.7 million Spent in 2019: R0. 21 million

¹ New or current SLP

² Backlog from previous SLP

³ Amounts have been rounded to millions in most cases for reporting purposes only

⁴ The Ikemeleng brick-making project has been completed but, still under sustainability support

⁵ Corporate social investment (not SLP project)

• Numbers quoted exclude value-added tax (VAT)

• Sibanye-Stillwater awaits completion of the construction of the Simunye Secondary School in order to fulfil its obligation to equip the science laboratory.

• The personal protective equipment (PPE) manufacture project, implemented in terms of the Cooke 1, 2 and 3 SLPs, experienced financial and operational challenges, and has since been rescoped and will continue to be supported by the organisation until it is sustainable