



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY



# Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021

Sibanye-Stillwater was accepted as an ICMM member in February 2020, after which we were given two years to address certain gaps in our membership application. This is currently being reviewed. As a first step, we reviewed all ESG-related policies and position statements as per ICMM requirements. Our ESG policy and position statements now consider statements on matters that were not fully covered before we joined the ICMM, including indigenous people and climate.

The ICMM has five subject matters as part of its Assurance and Validation Procedure to confirm members are implementing their mining principles and performance expectations (PEs). These are:

**Subject matter 1:** The alignment of the member company's sustainability policies, management standards and procedures to the ICMM Principles, any mandatory requirements set out in ICMM Position Statements, the corporate-level PEs, and corporate-level aspects of combined PEs.

**Subject matter 2:** Document the review process of sustainability risks and opportunities, taking stakeholder expectations into account. The company's material sustainability risks and opportunities based on its own review of the business and the views and expectations of its stakeholders.

**Subject matter 3:** Provide detail about systems and approaches in managing risks and opportunities. (Member companies can choose the specific risk, as per the SD Framework. Ours is managing workplace safety.)

**Subject matter 4:** Reported performance (during the reporting period) for the identified risk (workplace safety).

**Subject matter 5:** Disclosures regarding the company's prioritisation process for selecting assets for third-party PE Validation. This means companies must select assets for third-party Performance Expectation validation. For Sibanye-Stillwater's production split, this selection must be accurate and materially appropriate and relevant.

## Our response to the Assurance and Validation Procedure's subject matters:

**Subject matter 1:** We have updated our policies and position statements for the Group on the areas relevant to ICMM's Mining Principles. These can be viewed at: [www.sibanyestillwater.com/sustainability/reports-policies/](http://www.sibanyestillwater.com/sustainability/reports-policies/). Also refer to the table below in which we detail our alignment to the ICMM Mining Principles and Performance Expectations.

**Subject matter 2:** In meeting the above requirements, we made numerous modifications to our reporting environment - for our 2020 Integrated Report, we added an accountability, governance and assurance section to the performance chapters and continued with this disclosure in 2021. These can be found in the sections *Empowering our workforce*, page 153, *Safe production*, page 131, *Health, well-being and occupational hygiene*, page 143, and *Minimising our environmental impact*, page 179. We also conducted a workshop and process on determining material issues, which was also observed by independent consultants. See Our material issues, page 71.

**Subject matter 3:** In meeting the requirements we made numerous modifications to our reporting environment, including the following. For our 2020 Integrated Report, we added an accountability, governance and assurance section to the performance chapters which we continued in 2021. We set our policies, standards and procedures for the Group on the areas relevant to ICMM's Mining Principles. These can be found in the sections *Empowering our workforce*, page 153, *Continuous safe production*, page 131, *Health, well-being and occupational hygiene*, page 143, and *Minimising our environmental impact*, page 179. Our risk process, which takes the ICMM's Mining Principles into account, is explained in *Managing our risks and opportunities within the external operating environment*, page 38. Other sustainability related risk discussions are included in, *Continuous safe production*, page 131, *Health, well-being and occupational hygiene*, page 143, *Socioeconomic development* page 207, and *Minimising our environmental impact* page 179 amongst others.

**Subject matter 4:** Refer to the *PwC assurance statement*, page 274 on the related performance indicators that have been assured.

**Subject matter 5:** Sibanye-Stillwater's disclosure regarding the company's prioritisation process as required by Subject matter 5 for selecting assets for third-party Performance Expectation validation rest on Sibanye-Stillwater's production split. Further to this, the operations in Southern Africa accounts for the majority of ounces produced and account for most of the workforce employed – the majority of our activities occur in South Africa. Therefore, the asset selection for 2021 third-party assurance of the ICMM Performance Expectations will be of the South African PGMs operations. The year thereafter, 2022, will be the SA gold operations and the US PGM operations will be the last asset to be reviewed in the three-year third party assurance cycle.



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Below is a summary of our corporate and asset level performance against the ICMM Principles and performance expectations:

Assessment summary					Comments
Principle 1: Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development					
Performance expectations	Corporate	SA PGM	SA gold	US PGM	
<p><b>1.1 Establish systems to maintain compliance with applicable law.</b> Applicable: Corporate and Asset</p>	<p><b>Meets</b> Sibanye-Stillwater has zero-tolerance for regulatory non-compliance; this is overseen by dedicated compliance officers at our US and SA operations. <a href="#">Corporate governance</a>, pages 19- 21.</p>				
<p><b>1.2 Implement policies and practices to prevent bribery, corruption and publicly disclose facilitation payments.</b> Applicable: Corporate and Asset</p>	<p><b>Meets</b> Our CARES values inform the Company culture and leadership behaviour, providing a principled basis for the way the Company does business. Our CARES values are explained in <a href="#">Our purpose, vision and strategy</a>, page 23. Our code of ethics requires the reporting of contraventions and non-compliance with relevant legislation and regulations and outlines our approach to ethical business practices. To facilitate this, toll free lines are available for the US operations and SA operations. <a href="#">Corporate governance</a>, page 12. Facilitation payments are addressed within the Code of Ethics. <a href="http://www.sibanyestillwater.com/about-us/governance/">see www.sibanyestillwater.com/about-us/governance/</a> which can be viewed at <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a> Self-assessment SA PGMs: Same process is followed as described above.</p>				



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary					Comments
Principle 1: Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development					
Performance expectations	Corporate	SA PGM	SA gold	US PGM	
<p><b>1.3 Implement policies and standards consistent with the ICMM policy framework.</b></p> <p><i>Applicable: Corporate</i></p>	<p><b>Meets</b></p> <p>Sibanye-Stillwater has been a member of the ICMM since February 2020, following a third-party assurance and independent panel review. A comprehensive review of existing policy statement and governance documents have been completed. The policies were reviewed to incorporate the ICMM requirements, but also to increase their readability index, as well as to incorporate standalone policies into one consolidated policy.</p> <p>Sibanye-Stillwater is updating supporting position statements, where applicable, that set out the technical detail on commitments relevant to ESG policy.</p> <p>The updated policies, position statements and Code of Ethics can be found at: <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a></p>				



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary					Comments
Principle 1: Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development <i>continued</i>					
Performance expectations	Corporate	SA PGM	SA gold	US PGM	
<p><b>1.4 Assign accountability for sustainability performance at the Board and/or Executive Committee level.</b></p> <p><i>Applicable: Corporate</i></p>	<p><b>Meets</b></p> <p>The Group Executive and C-suite, through its ESG sub-committee, has oversight and accountability. Furthermore, the Board, through its Social, Ethics and Sustainability (sub)-Committee sets the agenda and performance expectations for the ESG Committee to report back on.</p> <p> Corporate governance: Page 16, 262</p> <p> Governance in sustainability: our considered decision making: Page 224</p>	N/A	N/A	N/A	
<p><b>1.5 Disclose the value and beneficiaries of financial and in-kind political contributions whether directly or through an intermediary.</b></p> <p><i>Applicable: Corporate</i></p>	<p><b>Meets</b></p> <p>No political contributions were made.</p> <p> Corporate governance: Page 12</p>	N/A	N/A	N/A	



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary				Comments
Principle 2: Integrate sustainable development in corporate strategy and decision-making processes				
Performance expectations	Corporate	SA PGM	SA gold	US PGM
<p><b>2.1 Integrate sustainable development principles into corporate strategy and decision-making processes relating to investments and in the design, operation and closure of facilities.</b></p> <p><i>Applicable: Corporate</i></p>	<p><b>Meets</b></p> <p>One of our business strategy strategic focus areas for 2021 was embedding ESG excellence.</p> <p>A closure guideline is in place which considers social aspects.</p> <p> Progress on our strategy in 2021, page 27</p> <p> Our Sustainability strategy: a summary, page 178</p>	N/A	N/A	N/A
<p><b>2.2 Support the adoption of responsible health and safety, environmental, human rights and labour policies and practices by joint venture partners, suppliers and contractors, based on risk.</b></p> <p><i>Applicable: Corporate and Asset</i></p>	<p><b>Meets</b></p> <p>Suppliers, business partners and contractors must adhere to our Company policies and practices as stipulated in the our business contracts.</p> <p> Socioeconomic development, page 222</p>	<p><b>Meets</b></p> <p>During 2020, Sibanye-Stillwater circulated a questionnaire through COUPA (a supplier portal that enhances transactional efficiencies) to all vendors about their ESG practice. As of 31 December 2021, 1000 suppliers had completed the questionnaire.</p> <p>The general terms and conditions in our supplier contracts have been updated to include adherence to human rights regulation, as well as adherence to our own policy statements and Code of Ethics.</p> <p>High-risk suppliers were assessed by considering biggest spend and the ESG questionnaires, by which we identified suppliers most in need of verification. The first verification commenced during 2021; with the aim to complete 50 suppliers a year. As at 31 December 2021, 11 suppliers had been verified in terms of their ESG practices.</p> <p>Self-assessment for SA PGMs: Same process as described above.</p>		<p><b>Meets</b></p> <p>The US operations have environmental requirements in vendor contracts.</p>



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary				Comments
Principle 3: Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities				
Performance expectations	Corporate	SA PGM	SA gold	US PGM
<p><b>3.1 Support the UN Guiding Principles on Business and Human Rights by developing a policy commitment to respect human rights, undertaking human rights due diligence and providing for or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to.</b></p> <p><i>Applicable: Corporate and Asset</i></p>	<p><b>Meets</b></p> <p>The Human Rights Policy was reviewed. The human rights due diligence process was initiated.</p>	<p><b>Partially meets</b></p> <p>The process has been initiated with a human rights assessment. An external expert is assisting Sibanye-Stillwater in developing a framework for human rights due diligence. Annual human rights due diligence self-assessments will commence in 2022.</p> <p>Self-assessment for SA PGMs: A gap remains until human rights due diligence has been completed; however, the process has been initiated.</p>		
<p><b>3.2 Avoid the involuntary physical or economic displacement of families and communities. Where this is not possible apply the mitigation hierarchy and implement actions or remedies that address residual adverse effects to restore or improve livelihoods and standards of living of displaced people.</b></p> <p><i>Applicable: Asset</i></p>	<p>N/A</p>	<p><b>Meets</b></p> <p>Indigenous people position statement and ESG policy completed and available at:</p> <p><a href="https://www.sibanyestillwater.com">🔗 Reports and policies; Sibanye-Stillwater (sibanyestillwater.com)</a></p> <p>Self-assessment for SA PGMs: It was not applicable as no resettlements took place or will take place in the near future.</p>		<p><b>Meets</b></p> <p>The National Historic Preservation Act (NHPA) requires federal agencies to consider effects of federal actions on cultural resources, including traditional cultural properties eligible for or listed in the National Register of Historic Places, and to consult with American Indian tribes to identify and resolve adverse effects. Whenever a new action is proposed at the US operations, an environmental assessment is completed by federal and state agencies that includes consultation with American Indian tribes regarding cultural resources that would potentially be affected by the proposed action.</p>



Sibanye-Stillwater's ICM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary				Comments
Principle 3: Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities <i>continued</i>				
Performance expectations	Corporate	SA PGM	SA gold	US PGM
<p><b>3.3 Implement, based on risk, a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights.</b></p> <p><i>Applicable: Asset</i></p>	N/A	<p><b>Meets</b></p> <p>Sibanye Protection Services manages a screening process by which all employees, including security contractors, are screened.</p> <p>With regard to security officers in South Africa, all security personnel have to be registered with PSiRA (the national authority for regulating the private security industry). Training through the induction programme includes human rights related material.</p>		<p><b>Meets</b></p> <p>Training on human rights for US security services contractors is part of initial employment training.</p>
<p><b>3.4 Respect the rights of workers by: not employing child or forced labour; avoiding human trafficking; not assigning hazardous/dangerous work to those under 18; eliminating harassment and discrimination; respecting freedom of association and collective bargaining and; providing a mechanism to address workers' grievances.</b></p> <p><i>Applicable: Corporate and Asset</i></p>	<p><b>Meets</b></p> <p>Refer to the Human Rights Policy in which we stipulate our commitment to not employ children as well as not subject any worker to modern slavery. Within this policy we commit to freedom of association and collective bargaining.</p> <p><a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">🔗 Please refer to: www.sibanyestillwater.com/sustainability/reports-policies/</a></p> <p><a href="#">📄 Our grievance process for employees is explained in Empowering our workforce, page 161</a></p> <p><a href="#">📄 Refer to diversity discussion within our Integrated Report 2021. Empowering our workforce, page 160</a></p>			
<p><b>3.5 Remunerate employees with wages that equal or exceed legal requirements or represent a competitive wage within that job market (whichever is higher) and assign regular and overtime working hours within legally required limits.</b></p> <p><i>Applicable: Corporate and Asset</i></p>	<p><b>Meets</b></p> <p>The Remuneration Committee assists the Board in discharging its responsibilities for setting and administering remuneration policies and practices. The Group takes care to design remuneration structures which incorporate performance targets, and consider the sustainability of the business, the career paths of leaders and the management of emerging talent.</p> <p><a href="#">📄 Refer to Remuneration Chapter in IAR Remuneration report, page 227; Empowering our workforce, page 156, 168</a></p>			



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary				Comments
Principle 3: Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities <i>continued</i>				
Performance expectations	Corporate	SA PGM	SA gold	US PGM
<p><b>3.6 Respect the rights, interests, aspirations, culture and natural resource-based livelihoods of Indigenous Peoples in project design, development and operation; apply the mitigation hierarchy to address adverse impacts and; deliver sustainable benefits for Indigenous Peoples.</b></p> <p><i>Applicable: Asset</i></p>	N/A	<p><b>Meets</b></p> <p>Sibanye-Stillwater's purpose is: To safeguard global sustainability through our metals and energy solutions. Our vision is: To be a leader in superior shared value for all stakeholders and to support climate change reversal.</p> <p>A Position Statement on Indigenous People has been completed, defining indigenous people for the SA operations as well as the governance, monitoring and evaluation of performance with regards to them.</p> <p>Self-assessment for SA PGMs: In addition to above disclosure – SA PGM operations have various stakeholder maps covering different regions.</p>		<p><b>Meets</b></p> <p>The American Indian Religious Freedom Act (AIRFA) grants American Indians, Eskimos, Aleuts, and Native Hawaiians freedom to believe, express, and exercise their traditional religions.</p>
<p><b>3.7 Work to obtain the free, prior and informed consent of Indigenous Peoples where significant adverse impacts are likely to occur, as a result of relocation, disturbance of lands and territories or of critical cultural heritage, and capture the outcomes of engagement and consent processes in agreements.</b></p> <p><i>Applicable: Asset</i></p>	N/A	<p><b>Meets</b></p> <p>ESG Policy includes commitment to free, prior and informed consent.</p> <p>Heritage Position Statement includes a Chance Find Protocol.</p> <p><a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">Both available at www.sibanyestillwater.com/sustainability/reports-policies/</a></p> <p>Self-assessment for SA PGMs: No relocation occurred.</p>		
<p><b>3.8 Implement policies and practices to respect the rights and interests of women and support diversity in the workplace.</b></p> <p><i>Applicable: Corporate and Asset</i></p>	<p><b>Meets</b></p> <p>Our CEO, Neal Froneman (in his capacity as Minerals Council Vice President, and Women-in-Mining Champion), has expressed Sibanye-Stillwater's commitment "to advancing the development of women in the mining industry" and to "the culture of gender inclusion and equality amongst our workforce", and also to "create a balanced work environment that actively promotes gender equality." In his words, "I am using my influence to drive a step change in the participation of women in our industry."</p> <p><a href="#">Refer to the diversity section of the Integrated Annual Report 2021: Empowering our workforce, page 160</a></p>			
<p><b>Position statement on Mining and Indigenous people</b></p>	Position statement in place on indigenous peoples. A heritage procedure available and grievance procedure in place.			



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary				Comments
Principle 4: Implement effective risk-management strategies and systems based on sound science and which account for stakeholder perceptions of risks				
Performance expectations	Corporate	SA PGM	SA gold	US PGM
<p><b>4.1 Assess environmental and social risks and opportunities of new projects and of significant changes to existing operations in consultation with interested and affected stakeholders, and publicly disclose assessment results.</b></p> <p><i>Applicable: Corporate and Asset</i></p>	<p><b>Meets</b></p> <p>Sibanye-Stillwater has a risk management process in place. Risk assessments are conducted per operation as well as at corporate level. Environmental and social risk management is integrated within the various departments and business unit risk management processes. A uniformed risk matrix has been implemented.</p> <ul style="list-style-type: none"> <li> <i>Managing our risks and opportunities within the external operating environment, page 38</i></li> <li> <i>A materiality workshop was held; it gave specific attention to ESG risks. Our material issues, page 71</i></li> <li> <i>Social risks were analysed through the bow-tie methodology and social risks are discussed at community engagement forums as an agenda point. Socioeconomic development, page 210</i></li> </ul> <p>Self-assessment for SA PGMs – similar process to corporate.</p>			
<p><b>4.2 Undertake risk-based due diligence on conflict and human rights that aligns with the OECD Due Diligence Guidance on Conflict-Affected and High-Risk Areas, when operating in, or sourcing from, a conflict-affected or high-risk area.</b></p> <p><i>Applicable: Corporate and Asset</i></p>	<p><b>Meets</b></p> <p>Illegal mining is a growing risk to the sustainability of the mining industry in South Africa. <i>It has led to increased incidents of bullying and human rights abuses, with community members, employees and contractors coerced into illegal activities. Employees living in local communities face greater risk; some are threatened and intimidated into partaking in illegal mining. Refer to <i>Combating illegal mining fact sheet.</i></i></p> <p><i>Unemployment rates in South Africa are one of the world's worst, if not the worst, with at least a quarter of adults unable to find work. And almost half the population lives below the poverty line. Under such circumstances, people migrate to areas where they hope to find employment. Given the mining industry's role as a big employer, people continue to look to the mines not only for jobs but also for a share in socioeconomic benefit. And so the influx of people continues on the doorstep of our SA operations. The quality of life of many of these already destitute people is worsened by poor municipal services. The responsibility of which is borne by local government. Frustrations are sometimes vented through community protests, often directed at our operations, which are expected to provide jobs, procurement opportunities, services and infrastructure.  Refer to <i>Stakeholder Engagement, page 73</i> and <i>Managing our risks and opportunities within the external operating environment, page 38</i></i></p> <p>Our Precious Metals Refinery has been certified to be in compliance with the LPPM Responsible Platinum and Palladium Guidance. This is a requirement for refiners seeking LPPM Good Delivery Accreditation, which assures investors and consumers that the metal is conflict-free.</p> <p> Self-assessment for SA PGMs – similar process to corporate. However, opted for an equivalent programme that is aligned to LPPM requirements. See <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a>.</p>			



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary				Comments
Principle 4: Implement effective risk-management strategies and systems based on sound science and which account for stakeholder perceptions of risks <i>continued</i>				
Performance expectations	Corporate	SA PGM	SA gold	US PGM
<p><b>4.3 Implement risk-based controls to avoid/prevent, minimise, mitigate and/or remedy health, safety and environmental impacts to workers, local communities, cultural heritage and the natural environment, based upon a recognised international standard or management system.</b></p> <p><i>Applicable: Asset</i></p>	N/A	<p><b>Meets</b></p> <p>Our risk management process is based on ISO 31000 Risk Management: Principles and Guidelines, COSO Enterprise Risk Management and King IV.</p> <p>📄 See <i>Managing our risks and opportunities within the external operating environment</i>, page 38 and <i>Our material issues</i>, page 71</p> <p>Self-assessment for SA PGMs – similar to the above process.</p>		
<p><b>4.4 Develop, maintain and test emergency response plans. Where risks to external stakeholders are significant, this should be in collaboration with potentially affected stakeholders and consistent with established industry good practice.</b></p> <p><i>Applicable: Asset</i></p>	N/A	<p><b>Meets</b></p> <p>Emergency preparedness plans are available per operation and TSF.</p> <p>Emergency medical services is equipped with advanced paramedical teams and 24/7 rescue capability.</p> <p>📄 See <i>Continuous safe production</i>, page 131 and <i>Health, well-being and occupational hygiene</i>, page 143</p> <p>Self-assessment for SA PGMs – ISO 45001 incorporates emergency preparedness and internal audit conducted on emergency planning.</p>	Each TSF has an emergency preparedness plan (EPP) for imminent emergency situation.	



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary				Comments
<b>Principle 5: Pursue continual improvement in health and safety performance with the ultimate goal of zero harm</b>				
Performance expectations	Corporate	SA PGM	SA gold	US PGM
<p><b>5.1 Implement practices aimed at continually improving workplace health and safety, and monitor performance for the elimination of workplace fatalities, serious injuries and prevention of occupational diseases, based upon a recognised international standard or management system.</b></p> <p><i>Applicable: Corporate and Asset</i></p>	<p><b>Meets</b></p> <p>The Zero Harm Strategic Framework was developed in collaboration with organised labour and the Department of Mineral Resources and Energy in South Africa through a series of multi-stakeholder summits. Engaged leadership at all levels of the organisation drives a values-driven culture by living these values and making values-based decisions.</p> <p>Our health strategy is intended to provide equitable health care based on health needs and financial risk protection. In addition, the strategy focuses on preventative health care with enhanced occupational health services, <i>in support of a healthy workforce.</i></p> <p><a href="#">Continuous safe production</a>, page 131; <a href="#">Health, well-being and occupational hygiene</a>, page 143</p> <p>Self-assessment for SA PGMs – ISO 45001 certification achieved.</p>			
<p><b>5.2 Provide workers with training in accordance with their responsibilities for health and safety, and implement health surveillance and risk-based monitoring programmes based on occupational exposures.</b></p> <p><i>Applicable: Corporate and Asset</i></p>	<p><b>Meets</b></p> <p>Site leadership and safety professionals conduct monthly meetings to focus on safety culture and monitor progress. This includes routine monitoring of site-specific and region-wide action plans aimed at improving safety performance, <i>and</i> workshops with site leadership to identify strategies for sustainable safety performance.</p> <p>Training is encapsulated within the “empowered people” pillar of the Zero Harm Strategic Framework.</p> <p><a href="#">Continuous safe production</a>, page 131</p> <p>Self-assessment for SA PGMs– Corrective action procedures in place with reporting to DMRE on occupational exposures.</p>			
<b>Principle 6: Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change</b>				
<p><b>6.1 Plan and design for closure in consultation with relevant authorities and stakeholders, implement measures to address closure-related environmental and social aspects, and make financial provision to enable agreed closure and post-closure commitments to be realised.</b></p> <p><i>Applicable: Corporate and Asset</i></p>	<p><b>Meets</b></p> <p>Closure liability is disclosed within the IAR.</p> <p><a href="#">Minimising our environmental impact</a>, page 204</p>	<p><b>Partially meets</b></p> <p>Closure plans for each operation in place for South African operations. A closure guideline for South African operations in place.</p> <p>Self-assessment for SA PGMs – Stakeholder consultation process has commenced at both the Gold operations and PGM operations and the outcomes will be considered into the 2022 closure plan reviews.</p> <p><a href="#">Minimising our environmental impact</a>, page 203</p>	<p><b>Partially meets</b></p> <p>Closure plans and designs are contained in the Operating Plans for each of the US mining operations, and have been approved by the regulatory agencies and Good Neighbor Councils. Financial assurance is in place for closure obligations.</p> <p>The Metallurgical Complex (smelter/base metals refinery) currently lacks closure or post-closure planning.</p>	<p>Closure plan for Metallurgical Complex to be drafted.</p> <p>Due date: 30 June 2022.</p> <p>SA PGM closure plans stakeholder engagement completion, incorporation of outcomes in the 2022 closure plan reviews.</p> <p>Due date: 30 April 2022.</p>



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary				Comments	
Principle 6: Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change <i>continued</i>					
Performance expectations	Corporate	SA PGM	SA gold	US PGM	
<p><b>6.2 Implement water stewardship practices that provide for strong and transparent water governance, effective and efficient management of water at operations, and collaboration with stakeholders at a catchment level to achieve responsible and sustainable water use.</b></p> <p>Applicable: Corporate and Asset</p>	<p><b>Meets</b></p> <p>Refer to the Sustainability strategy's Environmental pillar in Our Sustainability strategy: a summary, page 178</p> <p>Through the materiality workshop, water management was identified as a key material issue.</p> <p>Water related risks (as well as stakeholder engagement activities relating to water management) are discussed on page 191 of the 2021 Integrated Report.</p> <p>Our water performance summary is on page 193 of the 2021 Integrated Report.</p> <p>Our material issues, page 71</p>	<p><b>Meets</b></p> <p>Water conservation and water demand management plan in place. Key components of the plan:</p> <ul style="list-style-type: none"> <li>potable water independence</li> <li>reduce water loss</li> <li>water quality management</li> </ul> <p>Minimising our environmental impact, page 179</p> <p>Self-assessment SA PGMs – Water intensity target for PGM operations in place as part of the LTIP.</p>	<p><b>SA gold</b></p>	<p><b>Meets</b></p> <p>The most critical component of the US PGM operations' water management is generally water quality when discharged.</p> <p>Minimising our environmental impact, page 179</p>	



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary				Comments	
Principle 6: Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change <i>continued</i>					
Performance expectations	Corporate	SA PGM	SA gold	US PGM	
<p><b>6.3 Design, construct, operate, monitor and decommission tailings disposal/storage facilities using comprehensive, risk-based management and governance practices in line with internationally recognised good practice, to minimise the risk of catastrophic failure.</b></p> <p>Applicable: Corporate and Asset</p>	<p><b>Meets</b></p> <p>🔗 For our approach to tailings management see <a href="http://www.sibanyestillwater.com/sustainability/environment/">www.sibanyestillwater.com/sustainability/environment/</a></p> <p>The Tailings Management Framework outlining the Group Tailings Management System (GTMS) was reviewed by South Africa's Independent Tailings Review Board and updated. The GTMS specifies the requirements for performance criteria, recordkeeping, monitoring, review and updates, verification, and assurance. The GTMS has been approved by the Sibanye-Stillwater Board and Executive and is being implemented.</p>	<p><b>Partially Meets</b></p> <p>Sibanye-Stillwater has embarked on a wide-ranging programme to align management of TSFs with that of the Global Industry Standard on Tailings Management (GISTM). Monthly Compliance Audits are being undertaken at site-level to develop roadmaps for compliance with the GISTM requirements by August 2023. Tailings management training in line with the Group Tailings Management System was conducted across the business. Independent Tailings Review Boards (ITRBs) for the SA and US operations are established and functional. A cloud-based tailings management platform is being implemented across all operations to integrate, monitor and report on TSF performance data, satellite deformation monitoring (in SA), and environmental and social impacts.</p> <p>📄 Refer to our Tailings Management Fact Sheet</p> <p>SA PGM self-assessment: Engineers of record appointed, internal tailings management training modules presented.</p>		<p><b>Partially Meets</b></p> <p>Stillwater's TSFs are all designed to the 72-hour probable maximum flood event when evaluating meteorological factors. All the TSFs are designed to the maximum credible earthquake.</p> <p>Extensive monitoring systems in place – with automated alarms and supported with operational manuals.</p>	<p>Compliance with the GISTM requirements by August 2023.</p> <p>Due date: 31 August 2023.</p>
<p><b>6.4 Apply the mitigation hierarchy to prevent pollution, manage releases and waste, and address potential impacts on human health and the environment.</b></p> <p>Applicable: Asset</p>	N/A	<p><b>Meets</b></p> <p>A waste database for SA operations details the collection of waste information. We operate on the aspiration of zero waste to landfill.</p> <p>We have identified a number of waste streams, and have commenced research to reduce waste through circular initiatives. We are considering various initiatives: neutralisation, cyanide destruction, infill, structural support, energy alternatives, and soil enhancement.</p> <p>📄 Minimising our environmental impact, page 179</p> <p>SA PGM self-assessment: ISO 14001 standard implementation through aspects and impacts registers that goes into mitigation measures.</p>		<p><b>Meets</b></p> <p>Our waste generation rate remains low; this is because of our product review process by which we do extensive chemical review before procurement.</p>	



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary				Comments
Principle 6: Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change <i>continued</i>				
Performance expectations	Corporate	SA PGM	SA gold	US PGM
<p><b>6.5 Implement measures to improve energy efficiency and contribute to a low carbon future, and report the outcomes based on internationally recognised protocols for measuring CO<sub>2</sub> equivalent (GHG) emissions.</b></p> <p>Applicable: Corporate and Asset</p>	<p><b>Meets</b></p> <p>Sibanye-Stillwater participate in the CDP disclosure and have an energy strategy in place which consists of four pillars which include alternative energy as well as energy efficiency programmes. <a href="#">📄</a> Refer to Minimising our environmental impact, page 179</p> <p><a href="#">📁</a> Refer to the supplementary disclosure – Climate change related disclosure: TCFD recommendations.</p> <p>SA PGM self-assessment – Position statement on climate change and carbon inventory in place.</p>			
<b>Mercury risk management position statement</b>	The Company does not produce mercury as a primary product, further the Company does not use mercury or mercury compounds in any processes, therefore the risk of mercury is negligible.			
<b>Tailings governance position statement</b>	Training module rolled-out to upgrade internal skills set on tailings management, a tailings management framework in place and processes ongoing to align to the GISTM.			
<b>Climate change position statement</b>	New updated position statement from ICMM – alignment processes underway to meet alignment by 2023.			
<b>Water stewardship position statement</b>	Water management position statement available with supporting action plan.			



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary				Comments
Principle 7: Contribute to the conservation of biodiversity and integrated approaches to land-use planning				
Performance expectations	Corporate	SA PGM	SA gold	US PGM
<p><b>7.1 Neither explores nor develop new mines in World Heritage sites, respect legally designated protected areas, and design and operate any new operations or changes to existing operations to be compatible with the value for which such areas were designated.</b></p> <p><i>Applicable: Corporate and Asset</i></p>	<p><b>Meets</b></p> <p>ESG policy.</p> <p>Position Statement on Protected Area.</p> <p>No mining site is within a World Heritage Site.</p>	<p><b>Partially Meets</b></p> <p>ESG policy statement and supporting position statement on protected areas and incorporated into performance expectation.</p> <p>No mining site is within a World Heritage Site.</p> <p>No operation is within or near a legally designated protected area.</p> <p>Self-assessment for SA PGMs – sensitive area assessment to be completed.</p>		<p><b>Meets</b></p> <p>US regulations require consideration of World Heritage interests as part of permitting process.</p>
<p><b>7.2 Assess and address risks and impacts to biodiversity and ecosystem services by implementing the mitigation hierarchy, with the ambition of achieving no net loss of biodiversity.</b></p> <p><i>Applicable: Corporate and Asset</i></p>	<p><b>Meets</b></p> <p>Position Statement on Biodiversity.</p>	<p><b>Meets</b></p> <p>Biodiversity Assessment reports in place.</p> <p><a href="#">📄</a> Refer to our Biodiversity management fact sheet.</p> <p>Self-assessment for SA PGMs – With the position statement on biodiversity signed in 2021 and now in place at corporate level which has supporting action plans that supports the assets to meet the requirement.</p>		



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary					Comments
Principle 8: Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals					
Performance expectations	Corporate	SA PGM	SA gold	US PGM	
<p><b>8.1 In project design, operation and de-commissioning, implement cost effective measures for the recovery, re-use or recycling of energy, natural resources, and materials.</b></p> <p><i>Applicable: Corporate and Asset</i></p>	<p><b>Meets</b></p> <p>Embedding ESG excellence is one of the 2021 strategic focus areas. Environmental pillar of Sustainability strategy includes natural resource management, as well as reuse and recycling.</p> <p><a href="#">Our Sustainability strategy: a summary, page 178</a></p>	<p><b>Meets</b></p> <p>Sibanye-Stillwater's environmental function has firmly embraced the challenge to effectively reduce costs through proactive management of environmental incidents, water conservation, carbon footprint management and reducing reliance on Rand Water at the SA operations.</p> <p><a href="#">Minimising our environmental impact, page 179</a></p> <p>Self-assessment for SA PGMs – Examples of demolition projects, sludge compost, salvage yard management projects and recovery of CaSOx provided.</p>		<p><b>Meets</b></p> <p>Sibanye-Stillwater operates one of the world's largest spent autocatalyst recycling operations.</p>	
<p><b>8.2 Assess the hazards of the products of mining according to UN Globally Harmonised System of Hazard Classification and Labelling or equivalent relevant regulatory systems and communicate through safety data sheets and labelling as appropriate.</b></p> <p><i>Applicable: Corporate and Asset</i></p>	<p><b>Meets</b></p> <p>Within the Material Stewardship policy statement the Group commits to source, utilise, re-use and dispose of materials in a manner that is optimal, appropriate and responsible with regard to environmental, social, health and safety considerations. <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a></p>	<p><b>Partially Meets</b></p> <p>Use of hazardous materials such as cyanide and explosives is controlled through the use of standard operating procedures and mandatory codes of practises. Material data sheets displayed on the products and on company intranet and warning boards.</p> <p><a href="#">Minimising our environmental impact, page 179</a></p> <p>Self-assessment for SA PGMs – Review of the HAZMAT Standard operating procedure (SOP) required to ensure a clear alignment to the UN Globally Harmonised System for Hazard Classification.</p> <p>SA gold operations to complete its ICMI certification.</p>		<p><b>Meets</b></p> <p>The use of hazardous materials and explosives are controlled through standard operating procedures and State and Federal Laws including, but not limited to, MSHA, OSHA and ATF codes. All GHS standards, including labelling, are followed and Safety Data Sheets are available online through a contracted third party SDS and new product review system, as well in hard copy where appropriate.</p>	<p>SA PGM operations to complete the review of the HAZMAT SOP to ensure alignment to the UN Globally Harmonised System for Hazard Classification.</p> <p>Due by December 2022.</p> <p>Certification audits for compliance to ICMI Code to be completed.</p> <p>Due by October 2022.</p>



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary				Comments
Principle 9: Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities				
Performance expectations	Corporate	SA PGM	SA gold	US PGM
<p><b>9.1 Implement inclusive approaches with local communities to identify their development priorities and support activities that contribute to their lasting social and economic well-being, in partnership with government, civil society and development agencies, as appropriate.</b></p> <p><i>Applicable: Corporate and Asset</i></p>	<p><b>Meets</b></p> <p>Stakeholder engagement is an integral part of our business and within our Stakeholder Engagement Policy we commit to create appropriate platforms for open and participative engagement. Our ESG Policy commitment is to engage openly and transparently with all stakeholders in regard to ESG disclosure.</p> <p><a href="#">Available at –  www.sibanyestillwater.com.com/sustainability/reports-policies/</a></p> <p>Sustainability strategy sets out specific objectives for stakeholder engagement.</p> <p><a href="#">Our Sustainability strategy: a summary, page 178</a></p>	<p><b>Meets</b></p> <p>Community Engagement Forums (CEFs) are platforms to engage with communities around operational issues and the development and implementation of social and labour plans.</p> <p>Partnerships with government and other private-sector players are progressing to unlock alternative economic activities.</p> <p><a href="#">Socioeconomic development, page 207</a></p> <p>Self-assessment of SA PGMs – Engagement strategy and supporting stakeholder engagement plans in place based on social profiles of stakeholders.</p>		<p><b>Meets</b></p> <p>Through the Good Neighbor Agreement, we have engaged closely with local environmental and community groups since 2000. (<a href="#">Good Neighbor Agreement fact sheet</a>).</p> <p>Montana's Hard Rock Mining Impact Act ensures that the needs of a host community are addressed as they occur. Under the Impact Act, the developer of each proposed new large-scale hard-rock mine is required to prepare an impact plan that identifies the local government services and facilities that will be needed as a result of the mineral development. The US PGM operations operates under this Act.</p>
<p><b>9.2 Enable access by local enterprises to procurement and contracting opportunities across the project life-cycle, both directly and by encouraging larger contractors and suppliers, and also by supporting initiatives to enhance economic opportunities for local communities.</b></p> <p><i>Applicable: Corporate and Asset</i></p>	<p><b>Meets</b></p> <p>Refer to Sustainability strategy, in which we set out our commitment to socio-economic development of communities.</p> <p><a href="#">Our Sustainability strategy: a summary, page 178</a></p> <p><a href="#">Socioeconomic development, page 207</a></p>	<p><b>Meets</b></p> <p>Mining Charter III stipulates local enterprise procurement targets for South African operations.</p> <p><a href="#">Socioeconomic development, page 207.</a></p> <p>Self-assessment of SA PGMs – alignment with corporate; specific supplier days in place with host communities, and open advertisement opportunities on COUPA.</p>		<p><b>Meets</b></p> <p>As addressed in the US PGM operations economic impact study, nearly one-third of purchases of goods and services at the Segment occur from Montana vendors. As addressed further in the study, the Company's operations comprise over 5% of Montana's annual gross domestic product.</p>



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary				Comments
Principle 9: Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities <i>continued</i>				
Performance expectations	Corporate	SA PGM	SA gold	US PGM
<p><b>9.3 Conduct stakeholder engagement based upon an analysis of the local context and provide local stakeholders with access to effective mechanisms for seeking resolution of grievances related to the company and its activities.</b></p> <p><i>Applicable: Asset</i></p>	N/A	<p><b>Meets</b></p> <p>Stakeholder Engagement Model in place. <i>It identifies stakeholders and maps how we manage the relationship with them.</i> The stakeholder matrix identifies issues material to each stakeholder group. A community complaints procedure has been instituted. Its objective is to ensure that every issue or complaint is captured in a register, resolved and feedback provided to stakeholders within a stipulated turnaround time. In this way, issues are resolved before they develop into disputes.</p> <p> Socioeconomic development, Community complaints procedure, page 213</p> <p>Self-assessment of SA-PGMs – tracking of grievances per operating area in place.</p>		<p><b>Meets</b></p> <p>Good Neighbor Agreement (GNA) in place for twenty years.</p> <p>Grievances are addressed through the GNA; and a toll-free line is also available.</p>
<p><b>9.4 Collaborate with government, where appropriate, to support improvements in environmental and social practices of local Artisanal and Small-scale Mining (ASM).</b></p> <p><i>Applicable: Asset</i></p>	N/A	<p><b>Meets</b></p> <p>Sibanye-Stillwater operations do not have any local artisanal and small-scale mining, however illegal mining (<i>often the work of crime syndicates</i>) happens on the surface and underground, and at closed off mines. ( Fact sheet: <i>Combatting illegal mining</i>).</p> <p>Self-assessment of SA-PGMs – Corporate level ASM working group committee – this committee's work is directed as per the Mineral's Council and informs operations if action is required.</p>		
<p><b>Mining: Partnership for development position statement</b></p>	Self-assessment of SA PGMs – District regional planning model in place seeking partnership with local government and capacity building programmes with local government.			



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary					Comments
Principle 10: Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner. Effectively report and independently verify progress and performance					
Performance expectations	Corporate	SA PGM	SA gold	US PGM	
<p><b>10.1 Identify and engage with key corporate-level external stakeholders on sustainable development issues in an open and transparent manner.</b></p> <p><i>Applicable: Corporate</i></p>	<p><b>Meets</b></p> <p>We have various engagements on ESG related matters with external stakeholders, extending to ESG organisations like ICMM, IPA and WGC. We also engage with various investors and ESG rating agencies on ESG issues.</p> <p>Customer engagements on ESG matters.</p> <p>Issue specific engagements with external stakeholders, for e.g. communities.</p> <p> <i>Engaging with our stakeholders, page 73</i></p>	N/A	N/A	N/A	



Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Assessment summary					Comments
Principle 10: Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner. Effectively report and independently verify progress and performance <i>continued</i>					
Performance expectations	Corporate	SA PGM	SA gold	US PGM	
<p><b>10.2 Publicly support the implementation of the Extractive Industries Transparency Initiative (EITI) and compile information on all material payments, at the appropriate levels of government, by country and by project.</b></p> <p><i>Applicable: Corporate and Asset</i></p>	<p><b>Partially Meets</b></p> <p>Through its membership of the ICMM, Sibanye-Stillwater supports the principles and processes of the Extractive Industry Transparency Initiative (EITI). In terms of countries where we operate and that are EITI members, it is only Argentina who are undergoing EITI validation. We are awaiting their country level template to align our disclosure accordingly.</p> <p>A position statement has been issued on Transparency of Mineral Revenues.</p>	<p><b>Meets</b></p> <p>Neither South Africa nor the US is a member country of the EITI.</p>			<p>We will align to the national, Argentina EITI template once available.</p>
<p><b>10.3 Report annually on economic, social and environmental performance at the corporate level using the GRI Sustainability Reporting Standards.</b></p> <p><i>Applicable: Corporate</i></p>	<p><b>Meets</b></p> <p>Refer to the GRI index. <a href="http://www.sibanyestillwater.com/news-investors/reports/annual">www.sibanyestillwater.com/news-investors/reports/annual</a>.</p>	N/A	N/A	N/A	



Sibanye-Stillwater's ICMC self-assessment for the year ending 31 December 2021 *continued*

Assessment summary					Comments
<b>Principle 10: Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner. Effectively report and independently verify progress and performance</b> <i>continued</i>					
Performance expectations	Corporate	SA PGM	SA gold	US PGM	
<b>10.4 Each year, conduct independent assurance of sustainability performance following the ICMC guidance on assuring and verifying membership requirements.</b>  <i>Applicable: Corporate</i>	<b>Meets</b>  Refer to the PwC assurance statement on Sibanye-Stillwater's ICMC self assessment, page 25 of this document.	N/A	N/A	N/A	
<b>Transparency of Mineral Revenues position statement</b>	Refer to our Position Statement on Transparency of mineral revenues – <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a> .	Self-assessment of SA PGMs – SA PGM asset not in an EITI subscribing country. Position statement will be updated to align to the latest ICMC position statement issued December 2021			The Sibanye-Stillwater position statement will however be updated to align to the latest ICMC position statement issued December 2021.  Due date: 30 June 2022.



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY



## Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

### INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON SIBANYE-STILLWATER'S INTERNATIONAL COUNCIL FOR MINING AND METALS (ICMM) SELF ASSESSMENT

#### To the directors of Sibanye Stillwater

We have undertaken a limited assurance engagement in respect of Sibanye Stillwater Limited's (the "Company", "Sibanye-Stillwater" or "you") response to the International Council for Mining and Metals (ICMM) Assurance and Validation Procedure (published by the ICMM), as described below, and presented on page 1 to 21 of Sibanye-Stillwater's ICMM Self-Assessment for the year ending 31 December 2021 ("the Report"). This engagement was conducted by a multidisciplinary team including health, safety, social, environmental and assurance specialists with relevant experience in sustainability reporting.

#### SUBJECT MATTER

We have been engaged to provide a limited assurance conclusion in our report over management's description of their alignment with the relevant governance, processes and control activities in operation for the 2021 reporting year, to meet the ICMM Assurance and Validation Procedure, and presented on page 1 to 21 of the Report.

#### YOUR RESPONSIBILITIES

The directors are responsible for the selection, preparation and presentation of the subject matter information in accordance with the accompanying reporting criteria, as set out in the ICMM's Assurance and Validation Procedure (the "Reporting Criteria") and available at <https://www.icmm.com/en-gb/about-us/member-requirements/assurance-and-validation/procedure>.

This responsibility includes:

- the identification of stakeholders and stakeholder requirements, material issues, commitments with respect to sustainability performance
- the design, implementation and maintenance of internal control relevant to the preparation of the Report that is free from material misstatement, whether due to fraud or error

The directors are also responsible for determining the appropriateness of the measurement and reporting criteria in view of the intended users of the subject matter information and for ensuring that those criteria are publicly available to the Report users.

#### INHERENT LIMITATIONS

Non-financial performance information is subject to more inherent limitations than financial information, given the characteristics of the subject matter and the methods used for determining, calculating, sampling and estimating such information. The absence of a significant body of established practices on which to draw allows for the selection of different but acceptable measurement techniques which can result in materially different measurements and can impact comparability. Qualitative interpretations of relevance, materiality and the accuracy of data are subject to individual assumptions and judgements. The precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time.

#### OUR INDEPENDENCE AND QUALITY CONTROL

We have complied with the independence and other ethical requirements of the *Code of Professional Conduct for Registered Auditors*, issued by the Independent Regulatory Board for Auditors' (IRBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for

Accountants' *International Code of Ethics for Professional Accountants (including International Independence Standards)*.

The firm applies the International Standard on Quality Control 1, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

#### OUR RESPONSIBILITY

Our responsibility is to express a limited assurance conclusion on the subject matter based on the procedures we have performed and the evidence we have obtained. We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements 3000 (Revised), *Assurance Engagements other than Audits or Reviews of Historical Financial Information (ISAE 3000 (Revised))* issued by the International Auditing and Assurance Standards Board. This standard requires that we plan and perform our engagement to obtain limited assurance about whether the subject matters are free from material misstatement.

A limited assurance engagement undertaken in accordance with ISAE 3000 (Revised) involves assessing the suitability in the circumstances of the Company's use of its reporting criteria as the basis of preparation for the subject matter, assessing the risks of material misstatement of the subject matter whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the subject matter. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. The procedures we performed were based on our professional judgement and included inquiries, observation of processes followed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY



## Sibanye-Stillwater's ICMM self-assessment for the year ending 31 December 2021 *continued*

Given the circumstances of the engagement, our work in respect of the subject matters consisted of:

### ICMM Subject Matter #1

- For each of the ICMM Mining Principles and Performance Expectations, we obtained the documents referred to in Sibanye-Stillwater's response and confirmed that they included elements referenced
- Through discussions, we obtained an understanding of the processes that are designed to monitor compliance with these documents
- We obtained an understanding of how these documents are maintained and kept up to date
- On a sample basis, discussions were held on the application of the sustainability management systems with personnel at Business-Unit and Group level and through review of additional documents
- Discussed other Sibanye-Stillwater initiatives relevant to Sibanye-Stillwater's response to each of the ICMM Mining Principles and Performance Expectations

### ICMM Subject Matter #2

- Reviewed the internal Sibanye-Stillwater documentation that described the process undertaken to identify the sustainability risks and opportunities that Sibanye-Stillwater considers to be most material
- Confirmed through discussions the materiality process followed

### ICMM Subject Matter #3

- Obtained the sustainability management system documents referred to in Sibanye-Stillwater's response and confirmed that they included elements referenced
- Confirmed that the management system documents relate to the material sustainability issues identified by Sibanye-Stillwater
- Discussed the internal assurance processes that are designed to monitor compliance with these documents

- Discussed how these documents are maintained and kept up to date
- On a sample basis, we held discussions on the application of the sustainability management systems with personnel at Business-Unit and Group level and through review of additional documents

### ICMM Subject Matter #4

- Reviewed the 2021 Integrated Report and confirmed that performance indicators related to Sibanye-Stillwater's material sustainability issues have been set out in the Integrated Report
- Provided independent assurance over the selected sustainability information set out in the Integrated Report

### ICMM Subject Matter #5

- Through discussions, we obtained an understanding of the prioritisation process Sibanye-Stillwater applied to select assets for Performance Expectations validation, including the application of the criteria in practice
- Reviewed the relevant internal Sibanye-Stillwater documentation in support of the prioritisation process applied
- Specific to the SA PGM segment's reporting for the asset level Performance Expectations associated with it, we discussed segment specific processes and control activities with operational senior management and reviewed relevant documentation.

The procedures performed in a limited assurance engagement vary in nature and timing, and are less in extent than for a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the subject matter has been prepared, in all material respects, in accordance with the accompanying reporting criteria.

### Limited assurance conclusion

Based on the procedures we have performed and the evidence we have obtained, and subject to the inherent limitations outlined elsewhere in this report, nothing has come to our attention that causes us to believe that the subject matter for the year ending 31 December 2021 is not prepared, in all material respects, in accordance with the reporting criteria.

### Other matter

The maintenance and integrity of Sibanye-Stillwater's website is the responsibility of Sibanye-Stillwater's directors. Our procedures did not involve consideration of these matters and, accordingly we accept no responsibility for any changes to either the information in the Report or our independent assurance report that may have occurred since the initial date of presentation on Sibanye-Stillwater's website.

### Restriction of liability

Our work has been undertaken to enable us to express a limited assurance conclusion on the subject matter to the directors of the Company in accordance with the terms of our engagement, and for no other purpose. We do not accept or assume liability to any party other than the Company, for our work, for this report, or for the conclusion we have reached.

PricewaterhouseCoopers Inc.

Director: Jayne Mammatt  
Registered Auditor  
Johannesburg  
22 April 2022