

GLOSSARY OF TERMS AND ACRONYMS

2E PGM	Platinum and palladium
4E PGM	3PGM+Au, that is platinum, palladium, rhodium and gold
6E PGM	5PGM+Au, that is platinum, palladium, rhodium, ruthenium, osmium and gold
ADR	American depositary receipt
AEL	Atmospheric emissions licence
AGM	Annual general meeting
AI	Above infrastructure: part of the Mineral Resources and/or Mineral Reserves, above the lowest mining level, which can be accessed via current mine infrastructure (shafts and underground haulages)
Aids	Acquired immune deficiency syndrome
AIFR	All injury frequency rate, measured per million hours worked
AISC	All-in sustaining cost
AMCU	Association of Mineworkers and Construction Union
AMD	Acid mine drainage
Au	Gold
BAP	Biodiversity Action Plan
BBBEE	Broad-based black economic empowerment
BBSEEC	Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (2002) and related scorecard (2004)
BEE	Black economic empowerment
BEPS	Base Erosion and Profit Shifting
BI	Below infrastructure: part of the Mineral Resources and/or Mineral Reserves, below the lowest mining level, which can only be accessed following approved capital expenditure
BUSA	Business Unity South Africa
CARES	Sibanye's values: commitment, accountability, respect, enabling and safety
CbC	Country-by-Country
CCMA	Commission for Conciliation, Mediation and Arbitration
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CMO	Chief Medical Officer
CO₂e	Carbon dioxide equivalent
COAD	Chronic obstructive airways disease
COBIT	Control objectives for information and related technology
Companies Act	South African Companies Act 71 of 2008
COSO	Committee of Sponsoring Organisations of the Treadway Commission
CPI	Consumer Price Index
CPR	Competent persons' report
CSI	Corporate social investment
Discretionary expenditure	The procurement targets given by the Mining Charter apply to procurement that "excludes non-discretionary procurement expenditure", which is defined as expenditure that cannot be influenced by a mining company, such as procurement from the public sector and state enterprises. The procurement targets thus apply to discretionary expenditure over which Sibanye has influence.
DEA	Department of Environmental Affairs
DMR	Department of Mineral Resources
DMS	Dense media separation
DPM	Diesel particulate matter
DWS	Department of Water and Sanitation
EA	Environmental authorisation
EBITDA	Earnings before interest, tax, depreciation and amortisation
EDC	Enterprise development centre
EKI	Energy Keepers Inc, a Native American tribal entity

GLOSSARY OF TERMS AND ACRONYMS continued

EMC	Ezulwini Mining Company
EMP	Environmental management programme
ERMF	Enterprise Risk Management Framework
ESD	Enterprise and supplier development
ESG	Environmental, social and governance
EV	Enterprise value
Exco	Executive Committee
FIFR	Fatal injury frequency rate, measured per million hours worked
FP	Financial provision
FPIC	Free, prior and informed consent
ft	Feet, imperial unit of length and customary US measurement
FTSE	Financial Times stock exchange indices
GDARD	Gauteng Department of Agriculture and Rural Development
GET	Guide, educate and train safety and health management system being implemented in the US region
GHG	Greenhouse gas
GNA	Good Neighbours Agreement
GRI	Global Reporting Initiative
HAART	Highly active antiretroviral treatment
HDSA	Historically disadvantaged South African
HIV	Human immunodeficiency virus
HLM	High-level meeting
ICMM	International Council on Mining and Metals
ICT	Information and communication technology
IFRS	International Financial Reporting Standards
Implats	Impala Platinum Holdings Limited
ISAE	International Standards on Assurance Engagements
ISO	International Organization for Standardization
ITC	International Tax Compact
JSE	Johannesburg Stock Exchange
K_e	Cost of capital
kg	Kilogram
King III	King Report on Governance for South Africa 2009
King IV	Report on Corporate Governance for South Africa 2016
kL	Kilolitre
KPI	Key performance indicator
kWh	Kilowatt-hour
LHD	Load haul dump machine
LoM	Life of mine
LTIFR	Lost-time injury frequency rate, measured per million hours worked
m	Metre
Mining Phakisa	Operation Phakisa, an initiative of the South African government, was designed to fast track the implementation of solutions on critical development issues in various sectors of the economy. It is a unique initiative to address issues highlighted in the National Development Plan 2030 such as poverty, unemployment and inequality. Operation Phakisa is an innovative and pioneering approach to translate detailed plans into concrete results through dedicated delivery and collaboration. “Phakisa” means “hurry up” in Sesotho and the application of this methodology, highlighting government’s urgency to deliver. It plays a crucial role in accelerating the delivery of some of the development priorities. Through Operation Phakisa, which is being managed by the Department of Planning, Monitoring and Evaluation, government aims to implement various sector-specific priority programmes. The Mining Phakisa is an aspect of Operation Phakisa aimed specifically at the mining sector.

GLOSSARY OF TERMS AND ACRONYMS continued

MSHA	Mine Safety and Health Administration established by the US Federal Mine Safety and Health Act of 1977
MHSA	Mine Health and Safety Act 29 of 1996
MHSC	Mine Health and Safety Council
Mining Charter	Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (2002) and related scorecard (2004)
ML	Megalitre
MPRDA	Mineral and Petroleum Resources Development Act 28 of 2002
MQA	Mining Qualifications Authority
MTIFR	Medically treated injury frequency rate, measured per million hours worked
MUM	Mud dewatering plant
MW	Megawatt
MWh	Megawatt-hour
NEHS	Natural environment, health and safety
NEMA	National Environmental Management Act 107 of 1998
NGO	Non-governmental organisation
NIHL	Noise-induced hearing loss
NIOSH	The National Institute for Occupational Safety and Health, a US federal agency
NNR	National Nuclear Regulator
NUM	National Union of Mineworkers
NWA	National Water Act 36 of 1998
NYSE	New York Stock Exchange
ODMWA	Occupational Diseases in Mines and Works Act 78 of 1973
OEM	Original equipment manufacturer
OLD	Occupational lung disease
OSHAS	Occupational Health and Safety Assessment Series
oz	Ounce
PGM	Platinum group metal
Pd	Palladium
POPI	Protection of Personal Information
PPA	Power purchase agreement
PPE	Personal protective equipment
PSA	Pool and share agreement
Pt	Platinum
QDM	Quebrada de la Mina
R	South African rand
RCF	Revolving credit facility
Rh	Rhodium
ROCE	Return on capital employed
SA	Southern Africa
SAICA	South African Institute of Chartered Accountants
SAIMM	Southern African Institute of Mining and Metallurgy
SAMREC Code	South African Code for Reporting of Exploration Results, Mineral Resources and Mineral Reserves

GLOSSARY OF TERMS AND ACRONYMS continued

SANS	South African National Standard
SARS	South African Revenue Service
SASB	Sustainability Accounting Standards Board
SDG	Sustainable Development Goal
SDH	Social determinants of health
SEC	Securities and Exchange Commission
SETA	Sector education and training authority
SGL	Sibanye Gold Limited
SIFR	Serious injury frequency rate, measured per million hours worked
SLP	Social and labour plan
SMME	Small medium and micro enterprise
SO2	Sulphur dioxide
SOFS	Southern Free State
SOX	Sarbanes-Oxley Act of 2002
STI	Short-term incentive
STID	Safe Technology and Innovation Department Innovation Department
TB	Tuberculosis
TC	Total carbon
TRIFR	Treat-and-return injury frequency rate, measured per million hours worked
TSF	Tailings storage facility
TSR	Total shareholder return
TWh	Terawatt-hour
UASA	United Association of South Africa
UN	United Nations
UNGC	United Nations Global Compact
US	United States of America
US\$	United States dollar
USW	United Steel Workers International Union
VAT	Value-added tax
VCT	Voluntary counselling and testing
WHO	World Health Organisation
WRTRP	West Rand Tailings Retreatment Project
WUL	Water use licence
WULA	Water use licence application