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.

- **You Reap What You Sow Agricultural Cooperative**
- **Boitekong piggy project**
- **Boitekong piggy project**
- **Early childhood development is one of our key focus areas**
## GOLD OPERATIONS

<table>
<thead>
<tr>
<th>PROJECT</th>
<th>STATUS 2019</th>
<th>OUTCOMES</th>
<th>BENEFICIARIES</th>
<th>IMPACTS</th>
<th>BUDGET/SPEND</th>
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</thead>
<tbody>
<tr>
<td><strong>EASTERN CAPE</strong></td>
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<tr>
<td>Driefontein, Kloof and Beatrix Livestock development</td>
<td></td>
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</tr>
<tr>
<td>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</td>
<td>• Construction of four shearing sheds was approved and was completed in 2019</td>
<td>Access to wool industry</td>
<td>• Subsistence farmers in Sakhisizwe, Intsika Yethu and Engcobo local municipalities</td>
<td>• Additional income stream from wool production</td>
<td>• Total budget: R8.6 million</td>
</tr>
<tr>
<td></td>
<td>• Assessment report determining and confirming areas where shearing sheds will be built was compiled by Chris Hani Development Agency</td>
<td></td>
<td>• Sibanye-Stillwater employees who come from the Eastern Cape</td>
<td>• Skills enhancement</td>
<td>• Spend to date: R2.5 million</td>
</tr>
<tr>
<td></td>
<td>• Agreement with the Wool Shearing Association to offtake the wool provided by the farmers</td>
<td></td>
<td>• Recipients of 25 jobs during construction</td>
<td>• Support for families in rural areas</td>
<td></td>
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<tr>
<td></td>
<td>• First shearing took place at the end of 2019</td>
<td></td>
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<tr>
<td>Great Kei Skills Academy</td>
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</tr>
<tr>
<td>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</td>
<td>• Department of Higher Education provided models that could be explored</td>
<td>The establishment of a community college</td>
<td>• Unemployed and unskilled youth</td>
<td>Youth equipped with necessary skills to access job market</td>
<td>• Total budget: R8.8 million</td>
</tr>
<tr>
<td></td>
<td>• Engagement with other stakeholders to fund the project have not proven successful</td>
<td></td>
<td>• Residents of Great Kei</td>
<td></td>
<td>• Spend to date: R0</td>
</tr>
<tr>
<td></td>
<td>• Engagements with stakeholders continue in order to find a sustainable solution</td>
<td></td>
<td></td>
<td></td>
<td>• Spend in 2019: R0</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• The project scoping was not finalised with local stakeholders</td>
</tr>
<tr>
<td>Skjenjana Senior Secondary School</td>
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<td></td>
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</tr>
<tr>
<td>New school required to replace dilapidated facilities in Idutywa, a labour-sending area, to create an environment conducive to learning</td>
<td>• Backlog not completed in the previous SLP</td>
<td>Access to educational facilities for approximately 1,600 learners from five feeder schools</td>
<td>• Approximately 1,600 learners from five feeder schools</td>
<td>Access to an environment conducive to learning</td>
<td>• Total budget: R35.1 million</td>
</tr>
<tr>
<td></td>
<td>• All regulatory processes competed and construction expected to commence in 2020</td>
<td></td>
<td>• Local community will benefit from job and business opportunities during the construction of the school, including local hardware stores</td>
<td></td>
<td>• Spend to date: R11.7 million</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• Spend in 2019: R362,000</td>
</tr>
</tbody>
</table>
## SOCIAL AND LABOUR PLANS: SUMMARY OF PROJECTS IN SOUTH AFRICA

### GOLD OPERATIONS

<table>
<thead>
<tr>
<th>PROJECT</th>
<th>STATUS 2019</th>
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<th>BUDGET/SPEND</th>
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<tbody>
<tr>
<td><strong>GAUTENG</strong></td>
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</tbody>
</table>
| Kloof, Cooke and Driefontein | Eradication of invasive alien species | Development of small, medium and microsized enterprises (SMMEs) to control alien vegetation growth | SMMEs will be appointed as service providers to Sibanye-Stillwater's environment department | • Skills development  
• Job creation  
• Economic growth stimulation | Four local SMMEs | Job creation and enterprise development |
| | • Total budget: R9.5 million  
• Spend to date: R10.8 million  
• Spend in 2019: 0 | | | | | |
| Driefontein, Kloof and Cooke | Brick manufacturing and incubation centre | 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 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 | • Skills development  
• Enterprise development  
• Local manufacturing capacity | 30 SMMEs established in West Rand communities | | | | | |
| | • Total budget:  
• R15 million (previous SLP: R7 million and current SLP: R8 million)  
• Spend to date: R10.1 million  
• Spend in 2019: R 0 | | | | | |
| Kloof | Westcol Technical and Vocational Education and Training (TVET) College | 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) | • 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 | • 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 |
| | • 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

<table>
<thead>
<tr>
<th>PROJECT</th>
<th>STATUS 2019</th>
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<tbody>
<tr>
<td><strong>GAUTENG continued</strong></td>
<td></td>
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</tr>
<tr>
<td><strong>Kloof (previously included in Cooke SLP)</strong></td>
<td>You Reap What You Sow Agricultural Co-operative²</td>
<td>The project is complete and handover and the co-operative has received a township agricultural economy award</td>
<td>Produce sold to community, local and other businesses in Gauteng</td>
<td>• Business skills development</td>
<td>• Total budget: R6.8 million</td>
</tr>
<tr>
<td>To reduce poverty and unemployment through</td>
<td></td>
<td></td>
<td>13 co-operative members permanently employed and 30 seasonal workers</td>
<td>• Food security for families</td>
<td>• Spend to date (since 2015): R7.9 million</td>
</tr>
<tr>
<td>sustainable agricultural activities within</td>
<td></td>
<td></td>
<td></td>
<td>• Poverty alleviation</td>
<td>• Spend in 2019: R1.1 million</td>
</tr>
<tr>
<td>Rand West City Local Municipality</td>
<td></td>
<td></td>
<td></td>
<td>• Social upliftment</td>
<td></td>
</tr>
<tr>
<td><strong>Aredirisaneng Agriculture Co-operative²</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To reduce poverty and unemployment by</td>
<td></td>
<td>• Project was operational but faces challenges with weeds preventing</td>
<td>• Produce sold to local market</td>
<td>• Food security for families</td>
<td>• Total budget: R4.9 million</td>
</tr>
<tr>
<td>establishing sustainable agricultural activities</td>
<td></td>
<td>sustainability</td>
<td>• Business skills development</td>
<td>• Poverty alleviation</td>
<td>• Spend to date (since 2015): R5.3 million</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Operating model under review and adopted.</td>
<td>• Eight co-operative members permanently employed</td>
<td>• Social upliftment</td>
<td>• Spend in 2019: R200,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Planting of new crop commenced in 2019</td>
<td></td>
<td></td>
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<tr>
<td><strong>FREE STATE</strong></td>
<td></td>
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<td></td>
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<tr>
<td><strong>Road infrastructure¹</strong></td>
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<tr>
<td>Various infrastructure development projects</td>
<td>In planning stages, construction is intended to</td>
<td>• Skills development</td>
<td>• Community members</td>
<td>• Improved infrastructure for local communities</td>
<td>• Total budget: R27 million</td>
</tr>
<tr>
<td>will address priorities articulated in</td>
<td>commence in 2020</td>
<td>• Improvement of local road infrastructure</td>
<td>• Local businesses</td>
<td>• Increased ease of doing business</td>
<td>• The administrative processes were finalised in 2019 and implementation is</td>
</tr>
<tr>
<td>Matjhabeng municipality Integrated Development</td>
<td></td>
<td></td>
<td>• The number of jobs during construction is yet to be determined</td>
<td></td>
<td>expected to begin in 2020</td>
</tr>
<tr>
<td>Plan with the aim of contributing to local</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>economic development</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Road infrastructure and water reticulation</td>
<td>Implementation of projects is expected to</td>
<td>• Skills development</td>
<td>• Masilonyana community members</td>
<td>• Improved infrastructure for local communities</td>
<td>• Total budget: R27 million</td>
</tr>
<tr>
<td>projects in Masilonyana municipality</td>
<td>commence in 2020</td>
<td>• Improvement of local road infrastructure and water delivery systems</td>
<td>• The number of jobs during construction is yet to be determined</td>
<td>• Increased ease of doing business</td>
<td>• Project scoping was finalised and construction will begin in 2020</td>
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*Social and labour plans: Summary of projects in South Africa 2019 4*
## SOCIAL AND LABOUR PLANS: SUMMARY OF PROJECTS IN SOUTH AFRICA CONTINUED

### PGM OPERATIONS

<table>
<thead>
<tr>
<th>NORTH WEST PROVINCE</th>
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<tbody>
<tr>
<td><strong>PROJECT</strong></td>
</tr>
<tr>
<td><strong>Kroondal operations</strong></td>
</tr>
</tbody>
</table>
| Ramochana Early Childhood Development* 5 | Project is 100% complete | - Access to early childhood education for communities around Ramochana and Sunrise Park | - Seven permanent employees | - Critical foundation for children’s future  
- academic development | - Total budget: R5.6 million  
- Spend to date: R5.9 million  
- Spend in 2019: R1.07 million |

- Sibanye-Stillwater supports construction of early learning centre at Ramochana settlement on behalf of non-profit organisation

- 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.

- Development of brick-manufacturing business to generate income for local unemployed community members

- Improvement of school yard to create an environment conducive to learning

- Rustenburg operations

- Phatsima farming project* 5

- Essential oil production and marketing

<table>
<thead>
<tr>
<th><strong>Ikemeleng brick-making project</strong> 4,5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Development of brick-manufacturing business to generate income for local unemployed community members</td>
</tr>
<tr>
<td>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.</td>
</tr>
</tbody>
</table>
| - Monthly average revenue of R45,000 for beneficiaries  
- Community members can buy bricks locally and save transport costs | - Jobs for five members of co-operative  
- Jobs for nine members of local community | - Sustainable business operation that creates employment opportunities and makes a profit  
- Sustaining livelihoods of 14 families | - Total budget: R5.9 million  
- Spend to date: R4.3 million  
- Spend in 2019: R53,280 |

<table>
<thead>
<tr>
<th><strong>Tirelong School yard improvement</strong> 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improvement of school yard to create an environment conducive to learning</td>
</tr>
</tbody>
</table>
| Project is 100% complete | - 1,300m² of paved school yard and a secure shade-netted assembly area | - Approximately 1,100 learners and educators  
- Recipients of eight temporary jobs during construction | - Better safe assembly point and learning environment | - Total budget: R500,000  
- Spend to date: R436,251  
- Spend in 2019: R436,251 |

<table>
<thead>
<tr>
<th><strong>Rustenburg operations</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Phatsima farming project 5</td>
</tr>
<tr>
<td>Essential oil production and marketing</td>
</tr>
</tbody>
</table>
| - Farming changed from vegetables to essential oil  
- New sustainable model implemented  
- Establishment of nursery is 100% complete  
- De-bushing of 10ha is 80% complete | - 10ha essential oil farm  
- In-house seedling nursery  
- Income generation for beneficiaries | - Five emerging farmers  
- Recipients of 14 jobs | - Creation of sustainable farming project  
- Total budget: R9.5 million  
- Spend to date: R7.3 million  
- Spend in 2019: R1.62 million |
<table>
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<tr>
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<th>IMPACTS</th>
<th>BUDGET/SPEND***</th>
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<tbody>
<tr>
<td><strong>Rustenburg operations continued</strong></td>
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</tr>
</tbody>
</table>
| **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:  
- Construction of breeding and furrowing 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) | Supports growth of existing piggery co-operative to improve revenue generation and sustainability  
Job creation and poverty alleviation | 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 | 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 | An emergency service for mothers-to-be for areas in need  
Reduction of infant mortality rates | Total budget: R5.5 million  
Spend to date: R5.2 million  
Spend in 2019: R5.2 million |
## PGM OPERATIONS continued

### Rustenburg operations continued

**Boitekong Technical School**

- Conversion of dilapidated school in Boitekong into technical school with workshop for technical training
  - • 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%
  - • 11 classrooms and workshop renovated
  - • Twelve additional classrooms
  - • 1,100 learners at any one time
  - • Recipients of 45 temporary jobs created during construction

**Boikagong Primary School**

- Dilapidated building demolished and replaced with ablution facilities, new classroom and offices
  - Project is 100% complete
  - Three classrooms, administration centre and ablution facilities built
  - • 1,200 learners at any one time
  - • Recipients of 23 temporary jobs during construction

**Mfidikoe sewerage**

- 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
  - • 2,466 community members
  - • Recipients of 32 jobs created during construction

**Marikana operations (previously Lonmin)**

**Makotse potable water**

- Provision of Portable Water reticulation and storage facility to Makotse Village
  - 75% complete
  - Three classrooms, administration centre and ablution facilities built
  - • 1,200 learners at any one time
  - • Recipients of 23 temporary jobs

**Construction of Brits Forensic Mortuary**

- 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
  - • The entire Madibeng sub district comprising approximately 10 communities
  - • Recipients of approximately 30 temporary jobs

### Impacts

- Safe environment, conducive to learning, for the teaching of technical subjects
- Provision of safe environment, conducive to learning
- Improved social infrastructure
- Improved access to forensic services

### Budget/Spend

- • Total budget: R7.3 million
- • Spend to date: R7.3 million
- • Spend in 2019: R1.737 million
- • Total budget: R5.5 million
- • Spend to date: R5.4 million
- • Spend in 2019: R230,923
- • Total budget: R15 million (total cost for project is R30 million with RCDT contributing 50% towards the total budget)
- • Spent in 2019: R15 million
- • Total budget: R5.5 million
- • Spend to date: R5.4 million
- • Spend in 2019: R230,923
- • Total budget: R21.8 million
- • Total spend to date: R21.1 million
- • Spent in 2019: R 8.74 million
### SOCIAL AND LABOUR PLANS: SUMMARY OF PROJECTS IN SOUTH AFRICA

**PGM OPERATIONS continued**

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<tr>
<td><strong>Marikana operations (previously Lonmin) continued</strong></td>
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</tbody>
</table>
| Conversion of Marikana Community Health Centre | 5% completion | Access to improved 24 hour health services | • Recipients of 45 short-term jobs  
• 19,522 community members from Marikana and surrounding areas | Improved access to health services | • Total budget: R24.5 million  
• Total spend to date: R6.9 million  
• Spent in 2019: R1.42 million |
| Construction of Marikana Community Health Centre | | | | | |
| Construction of multi-purpose centres at Segwaelane and Grace Point | 99% completed | Access to services for vulnerable people | • 11,737 community members around Segwaelane, Mooi-nooi and other areas in Madibeng.  
• Recipients of 45 temporary jobs | Improved access to user-friendly facilities | • Total budget: R6.2 million  
• Total spend to date: R2.8 million  
• Spent in 2019: R0.907 million |
| Construction of Leokeng new school | 5% completion | Construction of a new school with 20 class rooms, a computer laboratory, science laboratory, library, administration block, kitchen and sports fields | • 720 learners  
• Recipients of approximately 18 permanent jobs and 100 temporary jobs | Improved and easy access to a safe school infrastructure | • Total budget: R31 million  
• Total spend to date: R7.1 million  
• Spent in 2019: R0.551 million |
| Construction of new school in Lokeng/Bapong | | | | | |
| Bapong and Majakaneng bulk water supply | 5% completion | Drilling of borehole and pipelines to an existing reservoir | • Approximately 20,000 community members  
• Recipients of approximately 46 temporary jobs | Improved and easy access to a safe school infrastructure | • Total budget: R31 million  
• Total spend to date: R7.1 million  
• Spent in 2019: R0.551 million |
| Construction of bulk water pipelines and installation of water storage facilities in Bapong and Majakaneng. | | | | | |
| Upgrading of Segwaelane and Marikana sports fields | Project is 100% complete | Upgrading of sports facility comprising soccer fields, netball, and basketball combination courts | • Some 25,000 people  
• Recipients of approximately 10 short-term jobs | Improved access to safe sports facilities | • Total budget: R8.6 million  
• Total spend to date: R11.7 million  
• Spent in 2019: R0.21 million |
| Sports fields upgrade in Segwaelane and Majakaneng | | | | | |

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)
6 Numbers quoted exclude value-added tax (VAT)
7 Sibanye-Stillwater awaits completion of the construction of the Simunye Secondary School in order to fulfil its obligation to equip the science laboratory.
8 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.