

GRI CONTENT INDEX

Sibanye-Stillwater's Integrated Report 2019 has been prepared using the Global Reporting Initiative (GRI) Standards: Core option on a reference basis.

Principles relating to the content of the report

Stakeholder inclusiveness	Stakeholder perspectives are considered during our risk review processes which influence the content of the report. Analysis of media reports, non-governmental organisations assessments, stakeholder concerns, minutes of engagement forums and research reports are review as input are gathered for the Integrated Report as part of the annual suite of report and supported by supplemental documents including fact sheets.
Sustainability context	Our sustainability context is provided in the section "Our external business and operating environment".
Materiality	Materiality is explained under "About this report".
Completeness	The comprehensive nature of this report reflects the Group's aim to provide sufficient, material information for the various users of the report. It is also a function of the Group not producing a separate sustainable development report, and 2019 reporting including the newly-acquired Marikana operations (previously Lonmin Plc).

Principles relating to the quality of the report

Accuracy	Qualitative and quantitative data are provided in line with reporting guidelines and using best practice guidance where possible. Some specific indicators have also been assured as indicated.
Balance	This report provides a balance between ESG and financial information in line with the Group's context, risks and opportunities of all operations under Sibanye-Stillwater's control.
Clarity	The Integrated Report provides an overview of our impacts and performance and further online fact sheets are available to provide further clarity on specific topics.
Comparability	Annual comparative data is provided where applicable. For the 2019 financial year, annual data is provided where possible by region, type of operation and at Group level. Where data for previous years has been restated, this is indicated. Given the acquisition of Lonmin effective June 2019, renamed the Marikana operations, data for these is for the seven months to December 2019, unless otherwise stated. Any material events occurring post year-end and before the date of Board approval of this report are also mentioned. Given that our operations in southern Africa account for 83% of ounces produced, account for 97% of the workforce and the majority of the material ESG related activities occur in SA (due to the extent and nature of the operating environment in the country), the major emphasis of this report is on our activities there.
Reliability	External assurance is provided across a range of key performance indicators.
Timeliness	The Integrated Report is published annually timeously as per the reporting guidelines which provides performance data to interested parties.

For more information on GRI, please visit www.globalreporting.org/information/about-gri/Pages/default.aspx

The core disclosures are provided as follows: for example 101 – x (in black font)


Additional disclosures, **not** required for GRI core reporting, are provided as follows: for example 101 – x

GRI G4 mining and metals sector disclosures are represented as 'MM'

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Section and page number references for the Integrated Report 2019 and additional commentary
General Disclosures		
GRI 102: General Disclosures 2016	Organisational profile	
	102-1 Name of the organisation	Front cover, inside front cover (fully defined) Throughout the integrated report
	102-2 Activities, brands, products and services	Corporate profile: 4 – 5 Our external business and operating environment: 17 – 20 How we create value – our business model: 48 – 49 Mineral resources and mineral reserves – a summary: 232 – 244
	102-3 Location of headquarters	Administration and corporate information: 261
	102-4 Location of operations	Corporate profile: 4 – 5 Delivering value from operations and projects: 128
	102-5 Ownership and legal form	About this report: 3
	102-6 Markets served	Our external business and operating environment: 17 – 20 Delivering value from our operations and projects: 128 – 137 Mineral resources and mineral reserves – a summary: 232 – 244
	102-7 Scale of the organisation	Corporate profile: 4 – 5 How we performed- a summary: 10 – 11 Chief financial officers report: 60 – 67
	102-8 Information on employees and other workers	How we performed- a summary: 11 Engaging with stakeholders: 26 How we create value – our business model: 48 – 49 Key impacts and capital trade-offs: 50 – 55 Empowering our workforce: 138, 147 – 149 and 161 – 163 Four-year statistical review: 246 – 247
102-9 Supply chain	Engaging with stakeholders: 28 – 30 Key impacts and capital trade-offs: 50 Chief financial officer's report: 67 Social upliftment and community development: 194 and 199 – 201 Four-year statistical review: 248 – 249	

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
	Organisational profile continued	
GRI 102: General Disclosures 2016 continued	102-10 Significant changes to the organisation and its supply chain	<p>About this report: 3</p> <p>Pursuing opportunities and managing risk: 21, 23 and 36</p> <p>Engaging with stakeholders: 25 – 30</p> <p>Key impacts and capital trade-offs: 50 – 55</p> <p>Leadership point of view: 57 – 59</p> <p>Chief financial officer's report: 60 – 62</p> <p>Additional information:</p> <p> https://thevault.exchange/?get_group_doc=245/1569395996-sibanye-stillwater-section-189-consultation-at-marikana-operation-25Sep2019.pdf</p>
	102-11 Precautionary Principle or approach	<p>Minimising our environmental impact: 207 – 225</p> <p>Our external business and operating environment: 21 – 23</p> <p>Fact Sheet: Level 3 and higher environmental incidents in 2019</p>
	102-12 External initiatives	<p>About this report: 3</p> <p>Corporate profile: 4</p> <p>Delivering on our strategy: 16</p> <p>Our external business and operating environment: 21</p> <p>Engaging with stakeholders: 25 and 27 – 29</p> <p>Leadership point of view: 58</p> <p>Corporate governance: 70 – 72</p> <p>Empowering our workforce: 141 – 142, 145 and 158 – 161</p> <p>Commitment towards safe production: 165, 167 and 172</p> <p>Health and well-being and occupational hygiene: 174 – 175</p> <p>Social upliftment and community development: 195 – 196 and 199 – 200</p> <p>Minimising our environmental impact: 202, 207 – 208 and 225</p>
	102-13 Membership of associations	<p>About this report: 3</p> <p>Corporate profile: 4</p> <p>Our external business and operating environment: 21</p> <p>Engaging with stakeholders: 27 – 29</p> <p>Corporate governance: 70 – 72</p> <p>Commitment towards safe production: 172</p> <p>Health and well-being and occupational hygiene: 185 and 188</p> <p>Minimising our environmental impact: 212 and 223</p>

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
	Strategy	
	102-14 Statement from senior decision-maker	Leadership point of view: 57 – 59 Chief Financial Officer's report: 60 - 67 Social, ethics and sustainability committee: 68
GRI 102: General Disclosures 2016 continued	102-15 Key impacts, risks and opportunities	Our external business and operating environment: 17 – 18, 21 – 23 Engaging with stakeholders: 25 – 29 Pursuing opportunities and managing risk: 31 – 46 Leadership point of view: 57 – 59 Commitment towards safe production: 170 – 172 Health and well-being and occupational hygiene: 178 – 180, 183 – 188 Social upliftment and community development: 196 – 201 Minimising our environmental impact: 207 – 225
	Ethics and integrity	
	102-16 Values, principles, standards and norms of behaviour	About this report: 3 Corporate profile: 5 Delivering on our strategy: 13 – 16 Engaging with stakeholders: 24 Leadership point of view: 57 – 59 Social, ethics and sustainability committee: 68 Corporate governance: 71 – 72 Empowering our workforce: 139 – 142 Commitment towards safe production: 165 – 167 Health and well-being and occupational hygiene: 175 – 176 Social upliftment and community development: 192 Minimising our environmental impact: 203 – 204
	102-17 Mechanisms for advice and concerns about ethics	Social, ethics and sustainability committee: 68 Corporate governance: 70 – 72 Social upliftment and community development: 67 and 70

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
GRI 102: General Disclosures 2016 continued	Governance	
	102-18 Governance structure	Our leadership: 6 – 8 Corporate governance: 80 and 83
	102-19 Delegating authority	Corporate governance: 68 and 70
	102-20 Executive-level responsibility for economic, environmental and social topics	Our leadership: 6 – 8 Corporate governance: 70
	102-21 Consulting stakeholders on economic, environmental and social topics	Our external business and operating environment: 21 – 23 Engaging with stakeholders: 24 – 30 Pursuing opportunities and managing risk: 31 – 46 Key impacts and capital trade-offs: 50 – 55 Leadership point of view: 57 – 59 Corporate governance: 70 and 74
	102-22 Composition of the highest governance body and its committees	How we performed- a summary: 11 Corporate governance: 80 and 83 Empowering our workforce: 161
	102-23 Chair of the highest governance body	Corporate governance: 80 – 81
	102-24 Nominating and selecting the highest governance body	Corporate governance: 75 and 86
	102-25 Conflicts of interest	Corporate governance: 73
	102-26 Role of highest governance body in setting purpose, values and strategy	Leadership point of view: 57 – 59 Corporate governance: 70
	102-27 Collective knowledge of highest governance body	Our leadership: 6 – 8 Corporate governance: 70 and 73
	102-28 Evaluating the highest governance body's performance	Corporate governance: 70 and 81 Remuneration report: 117
	102-29 Identifying and managing economic, environmental and social impacts	Corporate governance: 68 and 70 – 71
	102-30 Effectiveness of risk management processes	Corporate governance: 75 – 76
	102-31 Review of economic, environmental and social topics	Corporate governance: 68, 70, 73
	102-32 Highest governance body's role in sustainability reporting	Inside cover About this report: 3 Corporate governance: 68
	102-33 Communicating critical concerns	Engaging with stakeholders: 29 Corporate governance: 71
102-34 Nature and total number of critical concerns	Pursuing opportunities and managing risk: 31 – 46 Corporate governance: 70 – 75	
102-35 Remuneration policies	Remuneration report: 90, 93, 97 – 100	

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
GRI 102: General Disclosures 2016 continued	Governance continued	
	102-36 Process for determining remuneration	Corporate governance: 78 and 87 Remuneration report: 90 – 108
	102-37 Stakeholders' involvement in remuneration	Remuneration report: 96 Empowering our workforce: 153 – 155
	102-38 Annual total compensation ratio	Remuneration report: 109 – 110
	102-39 Percentage increase in annual total compensation ratio	Remuneration report: 109 – 110
	Stakeholder engagement	
	102-40 List of stakeholder groups	Engaging with stakeholders: 25 – 29
	102-41 Collective bargaining agreements	Empowering our workforce: 153 – 155
	102-42 Identifying and selecting stakeholders	Engaging with stakeholders: 24
	102-43 Approach to stakeholder engagement	Engaging with stakeholders: 24 Corporate governance: 74
	102-44 Key topics and concerns raised	Engaging with stakeholders: 25 – 29 Social upliftment and community development: 193 – 194
	Reporting practice	
	102-45 Entities included in the consolidated financial statements	Annual Financial Report 2019
	102-46 Defining report content and topic boundaries	About this report: 3 Our external business and operating environment: 17 – 18 Pursuing opportunities and managing risk: 31 – 46
	102-47 List of material topics	How we performed – a summary: 10 Our external business and operating environment: 17 – 18 Pursuing opportunities and managing risk: 31 – 46 How we create value – our business model: 48 – 49
	102-48 Restatements of information	Social upliftment and community development: 198 Four-year statistical review: 246 - 252
	102-49 Changes in reporting	About this report: 3
	102-50 Reporting period	About this report: 3
	102-51 Date of most recent report	Integrated report 2019 – 22 April 2020
	102-52 Reporting cycle	About this report: 3
	102-53 Contact point for questions regarding the report	Ancillary information
	102-54 Claims of reporting in accordance with the GRI Standards	About this report: 3 and this document
	102-55 GRI content index	This document
	102-56 External assurance	About this report: 3 Corporate governance: 76 Statement of assurance: 255 – 257

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics		
GRI 200 Economic Standard Series		
Economic Performance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Our external business and operating environment: 21 – 23 Delivering on our strategy: 15 – 16
	103-2 The management approach and its components	Corporate profile: 4 – 5 Pursuing opportunities and managing risk: 31 – 46 How we create value – our business model: 48 – 49 Leadership point of view: 57 – 59 Corporate governance: 72
	103-3 Evaluation of the management approach	Chief financial officers report: 60 – 67 Remuneration report: 94 – 95 and 103 – 106 Delivering value from our operations and projects: 129 – 137 Statement of assurance: 255 – 257
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Corporate profile: 4 – 5 How we performed – a summary: 10 – 11 How we create value – our business model: 48 – 49 Leadership point of view: 57 – 59 Chief financial officers report: 60 – 67 Delivering value from operations and projects: 129 – 137 Empowering our workforce: 153 – 155 Four-year statistical review: 250 – 251
	201-2 Financial implications and other risks and opportunities due to climate change	Our external business and operating environment: 21 – 23 Minimising our environmental impact: 207 – 210 Four-year statistical review: 248 – 249
	201-3 Defined benefit plan obligations and other retirement plans	Remuneration report: 93
	201-4 Financial assistance received from government	None.

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 200 Economic Standard Series continued		
Market Presence		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Delivering on our strategy: 15 – 16 Engaging with stakeholders: 26 – 27
	103-2 The management approach and its components	Pursuing opportunities and managing risk: 34 – 35 and 41 Corporate governance: 71 and 75 Leadership point of view: 58
	103-3 Evaluation of the management approach	Chief financial officers report: 65 Remuneration report: 90 Empowering our workforce: 153 – 155
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Empowering our workforce: 153 – 155
	202-2 Proportion of senior management hired from the local community	Empowering our workforce: 36

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 200 Economic Standard Series continued		
Indirect Economic Impacts		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Delivering on our strategy: 13 – 16 Our external business and operating environment: 17 – 18 and 21 – 23 Engaging with stakeholders: 25
	103-2 The management approach and its components	Pursuing opportunities and managing risk: 31 – 46 How we create value – our business model: 48 – 49 Leadership point of view: 58
	103-3 Evaluation of the management approach	Social, ethics and sustainability committee: Chairman’s report: 68 Empowering our workforce: 141 – 142, 145 – 146 and 150 – 152 Health and well-being and occupational hygiene: 178 – 184 Social upliftment and community development: 192 – 201 Minimising our environmental impact: 207 – 208, 212 and 215 Statement of assurance: 255 – 257
GRI 103: Management Approach 2016	203-1 Infrastructure investments and services supported	Engaging with stakeholders: 25 Leadership point of view: 58 Empowering our workforce: 141 – 142, 145 – 146 and 150 – 152 Health and well-being and occupational hygiene: 178 – 184 Social upliftment and community development: 192 – 201 Minimising our environmental impact: 207 – 208, 212, and 215
	203-2 Significant indirect economic impacts	Social upliftment and community development: 192 – 201

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 200 Economic Standard Series continued		
Procurement Practices		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Engaging with stakeholders: 25 – 26 and 28 Delivering on our strategy: 13 – 16
	103-2 The management approach and its components	Pursuing opportunities and managing risk: 31 – 32 How we create value – business model: 48 – 49 Corporate governance: 68
	103-3 Evaluation of the management approach	Social upliftment and community development: 199 – 200 Four-year statistical review: 248 – 249 Statement of assurance: 255 – 257
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	How we create value – our business model: 48 – 49 Social upliftment and community development: 199 – 200 Four-year statistical review: 248 – 249

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 200 Economic Standard Series continued		
Anti-corruption		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Delivering on our strategy: 14 – 16 Engaging with stakeholders: 28 Our external business and operating environment: 21
	103-2 The management approach and its components	Corporate governance: 70 Pursuing opportunities and managing risk: 32
GRI 205: Anti-corruption 2016	103-3 Evaluation of the management approach	Corporate governance: 72
	205-1 Operations assessed for risks related to corruption	Pursuing opportunities and managing risk: 34 Corporate governance: 72 Additional information: Code of ethics – available at https://www.sibanyestillwater.com/sustainability/reports-policies/
	205-2 Communication and training about anti-corruption policies and procedures	Corporate governance: 72 Additional information: Our code of ethics is incorporated in annual refresher training that employees undergo when returning from leave
	205-3 Confirmed incidents of corruption and actions taken	Corporate governance: 72

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 300 Environmental Standards Series		
Materials		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Our external business and operating environment: 17 – 18 and 21 – 23 Engaging with stakeholders: 28 – 29 Corporate governance: 68 and 70
	103-2 The management approach and its components	Pursuing opportunities and managing risk: 31 – 32 How we create value-our business model: 48 – 49
	103-3 Evaluation of the management approach	How we performed – a summary: 10 – 11 Minimising our environmental impact: 219
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Minimising our environmental impact: 219
	301-2 Recycled input materials used	How we create value – our business model: 48 Remuneration report: 115 Delivering value from our operations and projects:129

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 300 Environmental Standards Series continued		
Energy		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About the report: 3 Our external business and operating environment: 17 – 18, 21 – 23 Delivery on our strategy: 13 and 16 Corporate governance: 68 and 70
	103-2 The management approach and its components	Pursuing opportunities and managing risk: 31 – 35 and 42 How we create value – our business model: 48 – 49
	103-3 Evaluation of the management approach	How we performed – a summary: 10 – 11 Remuneration report: 106 Minimising the environmental impact: 212 – 213
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	How we performed – a summary: 10 – 11 How we create value – our business model: 48 – 49 Minimising our environmental impact: 212 – 213
	302-2 Energy consumption outside of the organisation	Minimising our environmental impact: 212 – 213
	302-3 Energy intensity	Minimising our environmental impact: 212 – 213
	302-4 Reduction of energy consumption	Minimising our environmental impact: 212 – 213
	302-5 Reductions in energy requirements of products and services	Minimising our environmental impact: 212 – 213

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 300 Environmental Standards Series continued		
Water		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About the report: 3 Delivery on our strategy: 13 and 16 Engaging with stakeholders: 26 – 28
	103-2 The management approach and its components	How we create value – our business model: 48 – 49 Pursuing opportunities and managing risk: 31 – 35 Corporate governance: 68 and 70
	103-3 Evaluation of the management approach	How we performed – a summary: 10 – 11 Remuneration report: 106 Minimising the environmental impact: 214 – 218 Four-year statistical review: 248 – 249
GRI 303: Water and effluents 2018	303-1 Water withdrawal e	Minimising our environmental impact: 214 – 215 Four-year statistical review: 248 – 249 Fact sheet: Biomonitoring of rivers and biodiversity
	303-2 Water discharge	Minimising our environmental impact: 216 – 218
	303-3 Water consumption	Minimising our environmental impact: 214 – 215 Four-year statistical review: 248 – 249

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 300 Environmental Standards Series continued		
Biodiversity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Delivery on our strategy: 13 and 16
	103-2 The management approach and its components	Corporate governance: 70
	103-3 Evaluation of the management approach	Minimising our environmental impact: 222 Remuneration report: 106
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Fact sheet: Biomonitoring of rivers and biodiversity
	304-2 Significant impacts of activities, products and services on biodiversity	Minimising our environmental impact: 222 Fact sheet: Biomonitoring of rivers and biodiversity
	304-3 Habitats protected or restored	Minimising our environmental impact: 223
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Fact sheet: Biomonitoring of rivers and biodiversity
MM1: Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated		How we performed – a summary: 10 – 11
MM2: The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria and the number (percentage) of those sites with plans in place		Fact sheet: Biomonitoring of rivers and biodiversity

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 300 Environmental Standards Series continued		
Emissions		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Our external business and operating environment: 17 – 18 and 21 – 23
	103-2 The management approach and its components	Pursuing opportunities and managing risk: 31 – 32 How we create value – business model: 48 – 49 Leadership point of view: 59 Corporate governance: 68 and 70
	103-3 Evaluation of the management approach	Remuneration report: 106 Minimising our environmental impact: 207 – 210 Four year statistical review: 248 – 249 Statement of assurance: 255 – 257
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	How we performed- a summary: 10 – 11 Minimising our environmental impact: 208 and 210 Four-year statistical review: 248 – 249 Fact sheet: Generating clean energy: Beatrix Methane capture and destruction project
	305-2 Energy indirect (Scope 2) GHG emissions	How we performed- a summary: 10 – 11 Minimising our environmental impact: 208 – 210 Four-year statistical review: 248 – 249
	305-3 Other indirect (Scope 3) GHG emissions	Minimising our environmental impact: 210
	305-4 GHG emissions intensity	How we create value – our business model: 49 Minimising our environmental impact: 210 Four-year statistical review: 248 – 249
	305-5 Reduction of GHG emissions	Minimising our environmental impact: 208 – 210
	305-6 Emissions of ozone-depleting substances (ODS)	Sibanye-Stillwater does not produce CFC-11, or any other ODS for that matter. Sibanye-Stillwater also does not import or export any ODS.
	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	Health and well-being and occupational hygiene: 60 – 61 Minimising our environmental impact: 211 – 212 Four-year statistical review: 123 – 124

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 300 Environmental Standards Series continued		
Supplier Environmental Assessment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Delivering on our strategy: 13 and 16 Engaging with stakeholders: 26 – 28
	103-2 The management approach and its components	Pursuing opportunities and managing risk: 31 – 36 and 45 Key impacts and capital trade-offs: 52 Corporate governance: 70
	103-3 Evaluation of the management approach	How we performed – a summary: 10 – 11 Remuneration report: 106 Minimising our environmental impact: 216 – 222 Four-year statistical review: 248 – 249
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	Minimising the environmental impact: 216 – 217 Fact sheet: Environmental incidents
	306-2 Waste by type and disposal method	Minimising the environmental impact: 219 – 222
	306-3 Significant spills	How we create value – our business model: 48 – 49 Minimising our environmental impact: 222 Four-year statistical review: 248 – 249 Fact sheet: Environmental incidents
	306-4 Transport of hazardous waste	No waste deemed hazardous under the Basel Convention Annex I, II, III, and VIII is has been imported or exported by Sibanye-Stillwater
	306-5 Water bodies affected by water discharges and/or runoff	Minimising our environmental impact: 217 Fact sheet: Biomonitoring of rivers and biodiversity
MM3: Total amounts of overburden, rock, tailings, and sludges and their associated risks		Minimising our environmental impact: 219

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 300 Environmental Standards Series continued		
Environmental Compliance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Delivering on our strategy: 13 and 16 Our external business and operating environment: 17 – 18 and 21 – 23 Engaging with stakeholders: 26 – 28
	103-2 The management approach and its components	Pursuing opportunities and managing risk: 34 How we create value – our business model: 48 – 49 Corporate governance: 68, 70 and 76
	103-3 Evaluation of the management approach	Remuneration report: 106 Minimising our environmental impact: 211 and 216
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Pursuing opportunities and managing risk: 34 Minimising our environmental impact: 211 and 216

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 400 Social Standards Series		
Employment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Delivering on our strategy: 13 – 16 Engaging with stakeholders: 24 and 26 – 27
	103-2 The management approach and its components	How we create value – our business model: 48 – 49 Pursuing opportunities and managing risk: 33 – 35 and 38 – 41 Corporate governance: 68
	103-3 Evaluation of the management approach	Remuneration report: 92 – 93 Empowering our workforce: 141 – 142 and 149 – 152 Health and well-being and occupational hygiene: 178 – 179
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Empowering our workforce: 149
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Remuneration report: 92 – 93 Empowering our workforce: 141 – 142 and 149 – 152 Health and well-being and occupational hygiene: 178 – 179
	401-3 Parental leave	Empowering our workforce: 148
Labor/Management Relations		
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Empowering our workforce: 152 – 154

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 400 Social Standards Series		
Occupational Health and Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Corporate profile: 5 Deliver on our strategy: 14 Our external business and operating environment: 22 Engaging with stakeholders: 25 – 27
	103-2 The management approach and its components	Pursuing opportunities and managing risk: 32 – 36 and 40 How we create value – business model: 48 – 49 Leadership point of view: 58 – 59 Corporate governance: 70 – 79, 83 – 84, and 88
	103-3 Evaluation of the management approach	How we performed – a summary: 11 Corporate governance: 83 – 84 and 88 Remuneration report: 91 Commitment towards safe production: 165 – 173 Health and wellbeing and occupational hygiene: 174 – 188 Four-year statistical review: 246 – 247 Statement of assurance: 255 – 257

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 400 Social Standards Series continued		
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Commitment towards safe production: 165 – 167 Health and wellbeing and occupational hygiene: 174 – 177
	403-2 Hazard identification, risk assessment and incident investigation	Commitment towards safe production: 170 – 171
	403-3 Occupational health services	Health and wellbeing and occupational hygiene: 178
	403-4 Worker participation, consultation, and communication on occupational health and safety	Commitment towards safe production: 166 Health and well-being and occupational hygiene: 175 and 177
	403-5 Worker training on occupational health and safety	Engaging with stakeholders: 25 – 27 Commitment towards safe production: 167, 171 – 173 Health and well-being and occupational hygiene: 184 – 185
	403-6 Promotion of worker health	Health and well-being and occupational hygiene: 178 – 188
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Commitment towards safe production: 166 – 167 Health and well-being and occupational hygiene: 183
	403-8 Workers covered by an occupational health and safety management system	Commitment towards safe production: 165, 167, and 172 – 173
	403-9 Work-related injuries	Commitment towards safe production: 168 – 170
	403-10 Work-related ill health	Health and well-being and occupational hygiene: 178 – 182

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 400 Social Standards Series continued		
Training and Education		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Delivering on our strategy: 13 – 14 Engaging with stakeholders: 27
	103-2 The management approach and its components	Pursuing opportunities and managing risk: 33 and 40 – 41 How we create value – business model: 48 – 49 Key impacts and capital trade-offs: 51 Leadership point of view: 58 Social, ethics and sustainability committee: 68 Corporate governance: 71, 73, 86, 88 and 91
	103-3 Evaluation of the management approach	How we performed – a summary: 5 Chief financial officer's report: 60 Remuneration report: 106 and 117 Empowering our workforce: 138, 144 – 145, 149 – 152 and 159
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Empowering our workforce: 151
	404-2 Programmes for upgrading employee skills and transition assistance programmes	Empowering our workforce: 138, 144 – 145 and 150 – 152
	404-3 Percentage of employees receiving regular performance and career development reviews	Empowering our workforce: 145, 150 – 152 and 159 Remuneration report: 117

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 400 Social Standards Series continued		
Diversity and Equal Opportunity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Delivering on our strategy: 13 – 14 and 16 Our external business and operating environment: 18 Engaging with stakeholders: 28
	103-2 The management approach and its components	Pursuing opportunities and managing risk: 35 How we create value- business model: 48 – 49 Leadership point of view: 57 Social, ethics and sustainability committee: 68 Corporate governance: 70, 75, 80 and 88
	103-3 Evaluation of the management approach	How we performed – a summary: 11 Our Leadership: 7 Empowering our workforce: 145 and 160 – 161 Four year statistical review: 248 – 249 Statement of assurance: 255 – 257
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Our Leadership: 7 How we create value- business model: 48 – 49 Corporate governance: 80 Empowering our workforce: 160 – 161 Four year statistical review: 248 – 249
	405-2 Ratio of basic salary and remuneration of women to men	Social, ethics and sustainability committee: 68 Empowering our workforce: 145

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 400 Social Standards Series continued		
Non-discrimination		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	About this report: 3 Delivering on our strategy: 13 – 14 and 16
	103-2 The management approach and its components	Corporate governance: 72
	103-3 Evaluation of the management approach	Corporate governance: 72 Empowering our workforce: 149 Remuneration report: 98
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Corporate governance: 72 Empowering our workforce: 149
Freedom of Association and Collective Bargaining		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Delivering on our strategy: 13 – 14 and 16 Our external business and operating environment: 21 – 22 Engaging with stakeholders: 27 Key impacts and capital trade-offs: 52 – 54
	103-2 The management approach and its components	Leadership point of view: 58 Chief financial officers report: 61 and 65 Pursuing opportunities and managing risk: 31 – 35 and 41
	103-3 Evaluation of the management approach	How we create value – our business model: 48 – 49 Empowering our workforce: 152 – 155
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Engaging with stakeholders: 27 Empowering our workforce: 152 – 155

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 400 Social Standards Series continued		
Security Practices		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Fact sheet: Combatting illegal mining: Moving towards Zero Zama Additional information: Security Policy Statement can be viewed at https://thevault.exchange/?get_group_doc=245/1559314624-SS-policy-statement-security.pdf
Human Rights Assessment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Delivering on our strategy: 13 – 14 and 16
	103-2 The management approach and its components	Pursuing opportunities and managing risk: 32 Corporate governance: 70 – 71 Additional information: https://thevault.exchange/?get_group_doc=245/1559314624-SS-policy-statement-security.pdf
	103-3 Evaluation of the management approach	Remuneration report: 106 Empowering our workforce: 199
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Empowering our workforce: 199
	412-2 Employee training on human rights policies or procedures	Human rights training is included in Sibanye-Stillwater's induction programme.
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	The terms on conditions of all contracts and agreements require adherence to Sibanye-Stillwater policies which include the code of ethics and human rights policy statement.

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 400 Social Standards Series continued		
Local Communities		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Delivering on our strategy: 13 – 14 and 16 Our external business and operating environment: 22 Engaging with stakeholders: 24 – 30
	103-2 The management approach and its components	Pursuing opportunities and managing risk: 34 – 36 and 38 – 46 How we create value – business model: 48 – 49 Leadership point of view: 58 Corporate governance: 70 - 71
	103-3 Evaluation of the management approach	How we performed – a summary: 10 – 11 Remuneration report: 106 Social upliftment and community development: 190 – 201
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programmes	Engaging with stakeholders: 24 – 30 Social upliftment and community development: 192 – 195
	413-2 Operations with significant actual and potential negative impacts on local communities	Social upliftment and community development: 190 – 201

GRI CONTENT INDEX CONTINUED

GRI Standard	Disclosure	Page number(s) and/or URL(s)
Material Topics continued		
GRI 400 Social Standards Series continued		
Public Policy		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Engaging with stakeholders: 24 and 28 Our external business and operating environment: 32
	103-2 The management approach and its components	Corporate governance: 72
	103-3 Evaluation of the management approach	Corporate governance: 72
GRI 415: Public Policy 2016	415-1 Political contributions	Corporate governance: 72
Socio-economic Compliance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	About this report: 3 Delivering on our strategy: 13 and 16 Our external business and operating environment: 17 – 18 and 21 – 23 Engaging with stakeholders: 26 – 28
	103-2 The management approach and its components	Pursuing opportunities and managing risk: 34 How we create value – our business model: 48 – 49 Corporate governance: 68, 70 and 76
	103-3 Evaluation of the management approach	Remuneration report: 106 Social upliftment and community development: 195 and 200
GRI 419: Socio-economic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	Corporate governance: 68, 70 and 76 Social upliftment and community development: 195 and 200
Artisanal and Small-scale Mining		
MM8: Number (and percentage) of company operating sites where artisanal and small-scale mining takes place on, or adjacent to, the site, the associated risks and the actions taken to manage and mitigate these risks		Engaging with stakeholders: 25 Our external business and operating environment: 21 – 23 Pursuing opportunities and managing risk: 38 Social upliftment and community development: 199 Fact sheet: Combatting illegal mining – Moving towards Zero Zama
Closure Planning		
MM10: Number and percentage of operations with closure plans		Minimising our environmental impact: 223