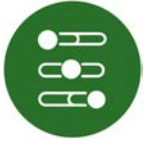




# SUSTAINABILITY CONTENT INDEX

## GLOBAL STANDARDS FOR SUSTAINABILITY IMPACTS

(Universal standards of 2021, Topic standards and the Mining and Metals Sector supplement G4)



GRI Standard	Disclosure	Section and page reference in the Integrated Annual Report
<b>General disclosures</b>		
GRI 2: General Disclosures 2021	2-1 Organisational details	Front cover, inside front cover Throughout the Integrated Report 2022 About this report: Page 2 About Sibanye-Stillwater: Page 4-6 Administration and corporate information: Page 288
	2-2 Entities included in the organisation's sustainability reporting	About this report: Page 2 About Sibanye-Stillwater: Page 5 Our timeline: Page 6 The Group Annual Financial Report: Page 59
	2-3 Reporting period, frequency and contact point	Integrated report 2022 – 24 April 2022 Contents and how to read this report: Page 1 About this report: Page 2 Administration and corporate information: Page 288
	2-4 Restatements of information	Empowering our workforce: Page 152, Safe production, page 134, Minimising our environmental impact, page 194
	2-5 External assurance	About this report: Page 2 Corporate governance: Page 23, 28 Statement of assurance: Page 281 Governance in sustainability: Our considered decision-making, page 231
	2-6 Activities, value chain and other business relationships	About Sibanye-Stillwater: Page 4-6 How we create value – our business model: Page 84-86 Mineral resources and mineral reserves – a summary: Page 116-124 Engaging with our stakeholders: Page 81 Commodity fundamentals: Page 47-52 Chief Financial Officer's report: Page 94 Socioeconomic development: Page 223-228 Governance in sustainability: Our considered decision-making: Page 232 Annual Financial Report 2022: Pages 3-11 Further information is also available at: <a href="http://www.sibanyestillwater.com/suppliers/">www.sibanyestillwater.com/suppliers/</a>
	2-7 Employees	Our timeline: Page 6 Empowering our workforce: Page 154 -156 Four-year statistical review: Page 273
	2-8 Workers who are not employees	About Sibanye-Stillwater: Pages 4-6 Empowering our workforce: Pages 154 - 155 Contractors In terms of our safety strategy, we treat contractors the same as our own employees. In other words, as soon someone enters our premises they are seen as an employee, with the same responsibilities and rights that this implies. Given regulatory and legal technicalities, we require our on-site contractors to complete and maintain a site-file consisting of various safety and health requirements to be approved and adhered to. We conduct regular reviews to ensure that all legal, medical and training documentation for contractors is up to date and compliant and a new compliance portal is under development at our PGM operations to hold and manage this information. Currently there are 700 approved safety files on the SA PGM Contractor safety management system.
	2-9 Governance structure and composition	Board and executive leadership: Pages 7-12 Corporate governance: Page 23 - 26 Detail of Board committees: Page 268 Detailed biographies and information on other public directorships are available on our corporate website <a href="http://www.sibanyestillwater.com/about-us/leadership/">www.sibanyestillwater.com/about-us/leadership/</a>
	2-10 Nominating and selection of the highest governance body	Corporate governance: Page 23, 24 Detail of Board committees: Pages 268, 270 Detailed biographies and information on other public directorships are available on our corporate website <a href="http://www.sibanyestillwater.com/about-us/leadership/">www.sibanyestillwater.com/about-us/leadership/</a> Also see the terms of reference to the Nominating and governance committee available at <a href="http://thevault.exchange/?get_group_doc=245/1654857251-Sibanye-Stillwater2022NominatingGovernanceTermsofReference.pdf">thevault.exchange/?get_group_doc=245/1654857251-Sibanye-Stillwater2022NominatingGovernanceTermsofReference.pdf</a>
	2-11 Chair of the highest governance body	Corporate governance: Page 20,23 Board and executive leadership: Pages 7
	2-12 Role of highest governance body in overseeing the management of impacts	Our purpose, vision, strategy and values: Page 32-36 Chairman's and Chief Executive Officer's review: Pages 13-18 Corporate governance: Pages 20, 30 Social, Ethics and Sustainability Committee Chairman's report: Page 180 Governance in Sustainability: Our considered decision-making: Page 231 Detail of Board committees: Page 268 Remuneration report: Pages 237, 249 The terms of reference of the board committees as per our website, <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>
	2-13 Delegating of responsibility to managing impacts	Corporate governance: Pages 20, 30 Chairman's and Chief Executive Officer's review: Pages 13-18 Managing our risks and opportunities within the external environment: Page 57-64 Continuous safe production: Page 127 Health, wellbeing and occupational hygiene: Page 138 Empowering our workforce: Page 151 Social, Ethics and Sustainability Committee Chairman's report: Page 180 Minimising our environmental impact: Page 186 Socioeconomic development: Page 217 Governance in Sustainability: Our considered decision-making: Page 231 Detail of Board committees: Page 268
	2-14 Role of the highest governance body in sustainability reporting	Directors statement of responsibility: Page 2 Our material matters: Page 69
	2-15 Conflicts of interest	Corporate governance: Pages 20 Code of ethics: <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>
	2-16 Communicating critical concerns	Corporate governance: Page 19-20 Detail of Board committees: Page 268 The terms of reference of the board committees, see social, ethics and sustainability committee, as per our website, <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>
	2-17 Collective knowledge of highest governance body	Board an and executive leadership: Page 7-12
	2-18 Evaluation of the performance of the highest governance body	Corporate governance: Pages 24-26
	2-19 Remuneration policies	Remuneration report: Pages 234-266
	2-20 Process for determining remuneration	Remuneration report: Pages 234-251
	2-21 Annual total compensation ratio	Remuneration report: Pages 252-266 Empowering our workforce: Page 166



## GLOBAL STANDARDS FOR SUSTAINABILITY IMPACTS continued

GRI Standard	Disclosure	Section and page reference in the Integrated Annual Report
	2-22 Statement on sustainable development strategy	Our purpose, vision, strategy and values: Pages 32 - 36 Chairman's and Chief Executive Officer's review: Page 18 Social, ethics and sustainability: Chairman report: Pages 180-183
	2-23 Policy commitments	Governance in sustainability: Our considered decision-making: Pages 231-232 Our purpose, vision, strategy and values: Pages 32 - 36 Continuous safe production: Page 127 Health, wellbeing and occupational hygiene: Page 138 Empowering our workforce: Page 151, 161 Social, Ethics and Sustainability Committee Chairman's report: Page 180 Minimising our environmental impact: Page 186 Socioeconomic development: Page 215, 217, 228 - 230 See ESG policy and Human Rights policy <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a>
	2-24 Embedding policy commitments	Our sustainability strategy: A summary: Page 183 Governance in sustainability: Our considered decision-making: Pages 231-232 Continuous safe production: Page 128 Empowering our workforce: Page 152, 153, and 161 Minimising our environmental impact: 206, 207 and 210 Socioeconomic development: Page 228 - 230
	2-25 Processes to remediate negative impacts	Supplementary information – Environmental incidents 2022 Corporate governance: Page 18 Engaging with our stakeholders: Page 81 Empowering our workforce: Page Socioeconomic development: Pages 214, 218, 220, 227-229 See grievance procedure – <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a>
	2-26 Mechanisms for seeking advice and raising concerns	Corporate governance: Page 18 Empowering our workforce: Page 150 Socioeconomic development: Page 227-229 Engaging with our stakeholders: Page 73-81 Code of ethics available at <a href="http://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf">//thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf</a>
	2-27 Compliance with laws and regulations	Corporate governance: Page 28
	2-28 Membership associations	Using the Integrated Report: Inside cover Governance in sustainability: Our considered decision-making: Pages 230-231 Our Sustainability strategy: a summary: Pages 181 Supplementary information: Processing the UN's SDGs Supplementary information: ICMM self-assessment
	2-29 Approach to stakeholder engagement	Engaging with stakeholders: Pages 73-80 Our material matters: Pages 68-72 Continuous safe production: Page 128 Empowering our workforce: Page 152 Minimising our environmental impact: Pages 190, 193, 195, 205, 206, 209 Socioeconomic development: Page 214, 215, 219, 221 - 224, 229-230
	2-30 Collective bargaining agreements	Empowering our workforce: Page 165
<b>Material topics</b>		
GRI 3 Disclosure on material topics 2021	3-1 Process to determine material topics	Our material matters: Pages 69-73
	3-2 List of material topics	About this report: Page 2 How we create value: Our business model: Page 85 Our material matters: Page 71-73 In 2022, we listed the twelve most material matters. See the process flow to note the reason to the inclusion of additional material matters, for e.g. Talent management and core skills.
	3-3 Management of material topics	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46, 57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283
<b>GRI 200</b>		
<b>Economic Performance</b>		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Chairman's and Chief Executive Officer's review: Pages 28-37 A decade of shared value: Page 83 How we create value – our business model: Pages 84-86 Chief Financial Officer's report: Pages 13-18 Delivering value from our operations and projects: Pages 105-115 Empowering our workforce: Page 166 Socioeconomic development: Pages 219-222 Four-year statistical review: Pages 273-280 Statement of assurance: Pages 281-283 Annual financial statements: Pages 51-54 (with supporting notes)
	201-2 Financial implications and other risks and opportunities due to climate change	Our purpose, vision, strategy and values: Pages 32-36 Chairman's and Chief Executive Officer's review: Pages 13-18 Corporate governance: Page 21 Managing our risks and opportunities within the external operating environment: Pages 40-42, 57, 61, 65 Our material matters: Page 73 Chief Financial Officer's report: Page 103 Governance in sustainability: Our considered decision-making: Page 232 Minimising our environmental impact: Pages 187-193, 195-199 See Annual Financial Report 2022: Pages 62, 86 Supplementary information: Climate change related disclosure See: Position statements available <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a> Also refer to final results presentation, <a href="http://thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf">thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf</a>
	201-3 Defined benefit plan obligations and other retirement plans	Remuneration report: Page 254 Empowering our workforce: Page 166
	201-4 Financial assistance received from government	Our purpose, vision, strategy and values, page 36 Shareholder information: Pages 285



## GLOBAL STANDARDS FOR SUSTAINABILITY IMPACTS continued

GRI Standard	Disclosure	Section and page reference in the Integrated Annual Report
<b>Market presence</b>		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Remuneration report: Pages 253 - 254 Empowering our workforce: Page 166
	202-2 Proportion of senior management hired from the local community	Empowering our workforce: Page 158 and 160
<b>Indirect economic impacts</b>		
GRI 3-3: Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
GRI 203: Indirect Economic impacts 2016	203-1 Infrastructure investments and services supported	Advancing our three-dimensional strategy: Page 35 A decade of shared value: Page 83 How we create value: Our business model: Page 84-86 Social, ethics and sustainability committee: Chairman report: Pages 180-182 Our Sustainability strategy: a summary: Page 183 Socioeconomic development: Pages 215- 224 Minimising our environmental impact: Page 210 Supplementary report: Social and Labour Plans: Summary of projects in SA
	203-2 Significant indirect economic impacts	Empowering our workforce: Pages 157, 160, 162-164, 167-170 Socioeconomic development: Pages 214-227 Supplementary report: Social and Labour Plans: Summary of projects in SA
<b>Procurement practices</b>		
GRI 3-3: Management of material topics	3-3 Management of material matters	See reference in this table on 3-3
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Socioeconomic development: Pages 224-227 Four-year statistical review: Pages 273-276
<b>Anti-corruption</b>		
GRI 3-3: Management of material topics	3-3 Management of material matters	See reference in this table on 3-3
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Corporate governance: Pages 19-20,22 Managing our risks and opportunities within the external operating environment: Page 55 Socioeconomic development: Pages 229-230 Governance in sustainability: our considered decision-making: Page 232 Continuous safe production: Pages 130-131 Additional information: Code of ethics – available at <a href="https://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf">thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf</a>
	205-2 Communication and training about anti-corruption policies and procedures	Corporate governance: Page 19-20 Empowering our workforce: Page 161 Additional information: Our Code of ethics is incorporated in annual refresher training that employees undergo when returning from leave Socioeconomic development: Page 228 General terms and conditions – see <a href="http://www.sibanyestillwater.com/suppliers/">www.sibanyestillwater.com/suppliers/</a>
	205-3 Confirmed incidents of corruption and actions taken	Corporate governance: page 20 Socioeconomic development: Pages 228-230
<b>Anti-competitive behaviour</b>		
GRI 3-3: Management of material topics	3-3 Management of material matters	See reference in this table on 3-3
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Corporate governance: Page 29-30 In 2019 the competition appeal court upheld the decision of the competition tribunal to integrate Lonmin PGM assets and Sibanye-Stillwater's adjacent PGM operations. <a href="https://thevault.exchange/?get_group_doc=245/1558087495-competition-appeal-court-upholds-the-south-african-competition-tribunal-s-approval-of-the-lonmin-transaction-17055019.pdf">https://thevault.exchange/?get_group_doc=245/1558087495-competition-appeal-court-upholds-the-south-african-competition-tribunal-s-approval-of-the-lonmin-transaction-17055019.pdf</a>
<b>Tax</b>		
GRI 3-3: Management of material topics	3-3 Management of material matters	See reference in this table on 3-3
GRI 207 Tax 2019	207-1 Approach to tax	Corporate governance: Pages 20-21 Policy statement: Tax risk management – <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>
	207-2 Tax governance, control, and risk management	Corporate governance: Pages 19, 21 Annual Financial Report 2022: Pages 82-86 Audit Committee, terms of reference - <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>
	207-3 Stakeholder engagement and management of concerns related to tax	Corporate governance: Page 21 Engaging with our stakeholders: Page 80 Governance in sustainability: our considered decision-making: page 231 We engage with stakeholders when approached on tax matters
	207-4 Country-by-country reporting	Annual Financial Report 2022: 62 Corporate governance: Page 21
<b>GRI 300</b>		
<b>Materials</b>		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Minimising our environmental impact: Page 205, 208
	301-2 Recycled input materials used	Minimising our environmental impact: Page 208
	301-3 Reclaimed products and their packaging materials	Omission: Insignificant in the products Sibanye-Stillwater sells
MM11: Programmes and progress relating to material stewardship		Minimising our environmental impact: Page 189, 209 Governance in sustainability: our considered decision-making: Page 231-232
<b>Energy</b>		
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Minimising our environmental impact: Pages 191-193 Four-year statistical review: Page 273-276 Supplementary report: Climate change related disclosure
	302-2 Energy consumption outside of the organisation	Minimising our environmental impact: Page 188, 193 Supplementary report: Climate change related disclosure
	302-3 Energy intensity	Minimising our environmental impact: Page 193
	302-4 Reduction of energy consumption	Minimising our environmental impact: Pages 184, 191-192, 205
	302-5 Reductions in energy requirements of products and services	Not applicable to our operations
<b>Water</b>		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3



## GLOBAL STANDARDS FOR SUSTAINABILITY IMPACTS continued

GRI Standard	Disclosure	Section and page reference in the Integrated Annual Report
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	Managing our risks and opportunities within the external environment: Pages 42, 45, 61 Our material matters: Page 72 Engaging with our stakeholders: Pages 76,79 and 82 Social, ethics and sustainability committee: Chairman's report: Pages 180-183 Minimising the environmental impact: Pages 195-204 Remuneration report: Pages 249-250, 261 Supplementary disclosure: Social and labour plans - summary of projects in SA Fact sheet: Biodiversity management Fact sheet: The Good Neighbor Agreement
	303-2 Management of water discharge-related impacts	Minimising the environmental impact: Pages 184,200-204 Fact sheet: Biodiversity management
	303-3 Water withdrawal	Minimising our environmental impact: Pages 198-199
	303-4 Water discharge	Minimising our environmental impact: Pages 200-204 Supplementary disclosure: Environmental incidents 2022 Fact sheet: Biodiversity management
	303-5 Water consumption	Minimising our environmental impact: Pages 196-200 Fact sheet: Biodiversity management
<b>Biodiversity</b>		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
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	Minimising our environmental impact: Page 209,211 Fact sheet: Biodiversity management
	304-2 Significant impacts of activities, products and services on biodiversity	Minimising our environmental impact: Pages 209-210 Fact sheet: Biodiversity management
	304-3 Habitats protected or restored	Minimising our environmental impact: Page 184, 211 Fact sheet: Biodiversity management
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Fact sheet: Biodiversity management 2022 and 2020 (the 2020 fact sheet contains the red list species table)
MM1: Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated		Minimising our environmental impact: Page 211
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		Minimising our environmental impact: Pages 209-211 Fact sheet: Biodiversity management
<b>Emissions</b>		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure
	305-2 Energy indirect (Scope 2) GHG emissions	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure
	305-3 Other indirect (Scope 3) GHG emissions	Minimising our environmental impact: Page 188-189,193 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure
	305-4 GHG emissions intensity	Minimising our environmental impact: Page 188 Four-year statistical review: Page 273-276 Supplementary disclosure: Climate change related disclosure
	305-5 Reduction of GHG emissions	Minimising our environmental impact: Pages 189-193
	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 Stack monitoring is done annual, and monitoring includes particulate matter (PM10) and Lead (PB) SA operations - surface water monitoring include mercury (Hg)
	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	Health and well-being and occupational hygiene: Pages 145-147 Minimising our environmental impact: Pages 193-195 Four-year statistical review: Page 273-276
<b>Waste</b>		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Minimising the environmental impact: Pages 205-207 Fact sheet: Tailings management
	306-2 Management of significant waste-related impacts	Minimising the environmental impact: Pages 205-208 Delivering value from our operations and projects: Page 106 Fact sheet: Tailings management
	306-3 Waste generated	Minimising our environmental impact: Pages 205-208
	306-4 Waste diverted from disposal	Minimising our environmental impact: Pages 205-208
	306-5 Waste directed to disposal	Minimising our environmental impact: Pages 205-208
<b>Compliance</b>		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
GRI 307: Environmental compliance 2016	307-1 Non-compliance with environmental laws and regulations	Corporate governance: Page 29 Supplementary disclosure: Environmental incidents in 2022
<b>Supplier assessments</b>		
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	Socioeconomic development: Page 228 Governance in sustainability: Our considered decision-making: Page 232
	308-2 Negative environmental impacts in the supply chain and actions taken	Socioeconomic development: Page 228 Governance in sustainability: Our considered decision-making: Page 232
MM3: Total amounts of overburden, rock, tailings, and sludges and their associated risks		Minimising our environmental impact: Page 208 Fact sheet: Tailings management
<b>GRI 400</b>		
<b>Employment</b>		
GRI 3-3: Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Empowering our workforce: Page 155
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Remuneration report: Page 254 Empowering our workforce: Page 162-164, 166-167 Health and well-being and occupational hygiene: Page 139, 141 Fact sheet: Care for iMali: Taking care of personal finances
	401-3 Parental leave	Empowering our workforce: Page 157 We also participate in the Bloomberg Gender Equality Index; in which we disclose on leave practices



## GLOBAL STANDARDS FOR SUSTAINABILITY IMPACTS continued

GRI Standard	Disclosure	Section and page reference in the Integrated Annual Report
<b>Labour/management relations</b>		
GRI 402: Labour/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	<p>We comply with the provisions of the South African Basic Conditions of Employment Act 75 of 1997 in terms of required notice periods to terminate contracts of employment. For all permanent employees at least 30 days' notice is provided, for fixed term employees it depends on the length of the contract, i.e.</p> <ul style="list-style-type: none"> <li>• 1 week, if employee has been employed for six months or less</li> <li>• 2 weeks, if the employee has been employed for more than 6 months but not more than a year</li> <li>• 4 weeks, if the employee has been employed for one year or more</li> </ul> <p>In terms of large-scale retrenchment, we comply with the provisions of s189A of the Labour Relations Act 66 of 1995, which provides for a compulsory 60-day consultation period.</p> <p>Wage agreements are concluded for a specific period of time. Usually, a month or two prior to the agreement lapsing, parties would commence negotiations to change or amend terms and conditions of employment for the following period of time. Once the agreement is concluded, we attempt to implement as soon as reasonably practicable, as in most instances the agreement would have lapsed by the time we manage to conclude a new agreement.</p> <p>Recognition Agreements / Organisational Rights Agreements, may be terminated if a union no longer meet the thresholds agreed to, but it normally requires notice to the affected union of between 30 days and 90 days to address their representativeness, whereafter the agreement may be terminated.</p> <p>Where a collective agreement does not provide for a notice period to amend or terminate, we may terminate by giving reasonable notice. Reasonable notice is not defined, but normally 30 days would be accepted as reasonable.</p> <p>With regards to s197 transactions, (transfer of a business as a going concern (outsourcing or in sourcing), we normally consult for a period of 30 days, although this is not prescribed by law.</p>
<b>Occupational health and safety</b>		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<p>Continuous safe production: Pages 126 - 127</p> <p>Regular comparison against third-party benchmarks is an important safety tool. The majority of our operations have been ISO 45001 certified. The SA and US operations as well as Sandouville refinery have voluntarily implemented the occupational health and safety system and are ISO 45001.</p>
	403-2 Hazard identification, risk assessment and incident investigation	<p>Continuous safe production: Pages 126-136</p> <p>Health, well-being and occupational hygiene: Pages 140, 143-147</p>
	403-3 Occupational health services	Health, well-being and occupational hygiene: Pages 137-147
	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>Engaging with our stakeholder engagement: Pages 77-78</p> <p>Empowering our workforce: Pages 152-153</p> <p>Continuous safe production: Pages 126-127, 129 - 130</p> <p>Health, well-being and occupational hygiene: Pages 138,141,143</p>
	403-5 Worker training on occupational health and safety	<p>Engaging with our stakeholder engagement: Pages 77-78</p> <p>Empowering our workforce: Pages 152-153, 161-164</p> <p>Continuous safe production: Pages 126-127, 129 - 130</p>
	403-6 Promotion of worker health	<p>Health, well-being and occupational hygiene: Pages 137-142</p> <p>Fact sheet: Care for iMali – Taking care of personal finance</p> <p>Note: Our operations are not located in malaria prone areas</p>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>Our Sustainability Strategy: a summary: Page 183</p> <p>Governance in sustainability: our considered decision-making: Pages 231-232</p>
	403-8 Workers covered by an occupational health and safety management system	<p>Continuous safe production: Pages 126 - 127</p> <p>Empowering our workforce: Page 154</p> <p>Regular comparison against third-party benchmarks is an important safety tool. The majority of our operations have been ISO 45001 certified. The SA (SA gold and SA PGM) and US operations as well as Sandouville refinery have voluntarily implemented the occupational health and safety system and are ISO 45001.</p>
	403-9 Work-related injuries	<p>Continuous safe production: Pages 132-135</p> <p>Four-year statistical review: Pages 273-276</p> <p>Statement of assurance: Pages 281-283</p>
	403-10 Work-related ill health	<p>Health, well-being and occupational hygiene: Pages 143-147</p> <p>Four-year statistical review: Pages 273-276</p> <p>Statement of assurance: Pages 281-283</p>
<b>Training and education</b>		
GRI 3-3: Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<p>Empowering our workforce: Pages 161-164</p> <p>Socioeconomic development: Pages 228-229</p>
	404-2 Programmes for upgrading employee skills and transition assistance programmes	Empowering our workforce: Pages 161-164
	404-3 Percentage of employees receiving regular performance and career development reviews	Empowering our workforce: Page 161-162
<b>Diversity and equal opportunity</b>		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<p>Board and executive leadership: Pages 7-10</p> <p>Empowering our workforce: Pages 155-156</p>
	405-2 Ratio of basic salary and remuneration of women to men	<p>Empowering our workforce: Page 157</p> <p>Remuneration report: Page 254</p>
<b>Non-discrimination</b>		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Empowering our workforce: Page 157
<b>Freedom of association and collective bargaining</b>		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
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	<p>Empowering our workforce: Pages 165-166</p> <p>Socioeconomic development: Pages 228-229</p>
<b>Child labour</b>		
GRI 408: Child labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	<p>Empowering our workforce: Page 155</p> <p>Socioeconomic development: Pages 228-229</p>
<b>Forced or compulsory labour</b>		
GRI 409: Forced or compulsory labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	<p>Empowering our workforce: Page 156 (Note no person under age of 18 employed)</p> <p>Socioeconomic development: Pages 228-229</p>
MM4 Number of strikes and lock-outs exceeding one week's duration, by country		<p>Chairman's and Chief Executive Officer's review: Pages 13-18</p> <p>Empowering our workforce: Page 167</p>



## GLOBAL STANDARDS FOR SUSTAINABILITY IMPACTS continued

GRI Standard	Disclosure	Section and page reference in the Integrated Annual Report
<b>Security practices</b>		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Socioeconomic development: Page 230 Fact sheet: Combatting illegal mining Additional information: thevault.exchange/?get_group_doc=245/1559314624-SS-policy-statement-security.pdf
<b>Rights of indigenous people</b>		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
GRI 411: Rights of indigenous people 2016	411-1 Incidents of violations involving rights of indigenous peoples	None Engaging with our stakeholders: Page 82 Socioeconomic development: Pages 228-230 See the Position Statement on Indigenous People, <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a>
MM5 Total number of operations taking place in or adjacent to indigenous people's territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities		Engaging with our stakeholders: Page 82 Socioeconomic development: Page 215
MM6 Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples		Engaging with our stakeholders: Page 82 Socioeconomic development: Pages 228-230
MM7 The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights or local communities and Indigenous Peoples, and the outcomes		Engaging with our stakeholders: Page 82
MM9 Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process		None Socioeconomic development: Pages 228-230
<b>Human rights assessment</b>		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
GRI 412: Human Rights 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Socioeconomic development: Pages 228-230
	412-2 Employee training on human rights policies or procedures	Empowering our workforce: Page 156-157 Socioeconomic development: Pages 228-230 Our training induction programme and annual refresher incorporates a module on human rights
	412-3 Significant investments agreements and contracts that include human rights clauses or that underwent human rights screening	Socioeconomic development: Pages 228-230 Governance in sustainability: our considered decision-making: Page 231-232
<b>Local communities</b>		
GRI 3-3 Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programmes	Engaging with our stakeholders: Page 82 Minimising our environmental impact: Pages 191, 194, 196, 206, and 210 Socioeconomic development: Pages 214 - 225 Fact sheet: Good Neighbor Agreement
	413-2 Operations with significant actual and potential negative impacts on local communities	Socioeconomic development: Pages 214 - 225
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	Socioeconomic development: Pages 228-230
	414-2 Negative social impacts in the supply chain and actions taken	Socioeconomic development: Pages 228-230
<b>Public Policy</b>		
GRI 3-3: Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
GRI 415: Public Policy 2016	415-1 Political contributions	Corporate governance: Page 20
<b>Customer health and safety</b>		
GRI 3-3: Management of material topics	3-3 Management of material topics	See reference in this table on 3-3
GRI 415: Public Policy 2016	415-1 Political contributions	Corporate governance: Page 12
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and services categories	On the physical Platinum ingots, we have the London Platinum and Palladium Market (LPPM) requirements which indicates that we must have the company name/logo, metal, weight, purity, and unique batch reference pin stamped – we have this in place. Address label with air waybill number and known cargo stamp (with company name), containers or ingot reference numbers, security seal sticker. This is a civil aviation authority requirement. Spec sheet, packing list and signed dispatch letters (from senior manager) with container numbers, purity, destination address etc. goes to the customer. This is not a regulatory requirement but part of our procedures. All of the above are in our SR01 procedures. Our precious metal refinery is Good Delivery accredited by the LPPM (for ingots) and has received sponge accreditation for Pt, Pd and Rh from the LPPM.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None in 2022
GRI 417: Marketing and labelling 2016	417-1 Requirements of product and service information and labelling	All our products are provided with Safety Data Sheets. Governance in sustainability: Our considered decision-making: Page 232
	417-2 Incidents of non-compliance concerning product and service information and labelling	None in 2022
	417-3 Incidents of non-compliance concerning marketing communications	On the physical Platinum ingots, we have the LPPM requirements which indicates that we must have the company name/logo, metal, weight, purity, and unique batch reference pin stamped – we have this in place. Address label with air waybill number and known cargo stamp (with company name), containers or ingot reference numbers, security seal sticker. This is a civil aviation authority requirement. Spec sheet, packing list and signed dispatch letters (from senior manager) with container numbers, purity, destination address etc. goes to the customer. This is not a regulatory requirement but part of our procedures. All of the above are in our procedures.
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None in 2022
<b>Socio-economic compliance</b>		
GRI 3-3 Management of material topics	3-3 Management of material topics	Refer to 3-3 of this index
GRI 419: Socio-economic compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	Corporate governance: Page 29 Supplementary disclosure: Social and Labour Plans: Summary of projects in SA
<b>Artisanal and small-scale mining</b>		
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		Fact sheet: Combatting illegal mining
<b>Closure planning</b>		
MM10: Number and percentage of operations with closure plans		Minimising our environmental impact: Pages 210-211



## SASB STANDARDS BOARD – Updates to the SASB Metals and Mining and Coal operations issued on 06 December 2021

Code	Accounting metric	GRI	Reference
<b>Greenhouse gas emissions</b>			
EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	305-1	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure
EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	3-3	See reference in this table on 3-3
		201-2	Our purpose, vision, strategy and values: Pages 32-36 Chairman's and Chief Executive Officer's review: Pages 13-18 Corporate governance: Page 21 Managing our risks and opportunities within the external operating environment: Pages 40-42, 57, 61, 65 Our material matters: Page 73 Chief Financial Officer's report: Page 103 Governance in sustainability: Our considered decision-making: Page 232 Minimising our environmental impact: Pages 187-193, 195-199 See Annual Financial Report 2022: Pages 62, 86 Supplementary information: Climate change related disclosure See: Position statements available <a href="http://www.sibanyestillwater.com/sustainability/reports-policies">www.sibanyestillwater.com/sustainability/reports-policies</a> Also refer to final results presentation, <a href="https://thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf">thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf</a>
		302-4	Minimising our environmental impact: Pages 184, 191-192, 205
<b>Air Quality</b>			
EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	305-6	Sibanye-Stillwater does not produce CFC-11, or any other ODS for that matter Sibanye-Stillwater also does not import or export any ODS Stack monitoring is done annual, and monitoring includes particulate matter (PM10) and Lead (Pb) SA operations - surface water monitoring include mercury (Hg)
		305-7	Health and well-being and occupational hygiene: Pages 145-147 Minimising our environmental impact: Pages 193-195 Four-year statistical review: Page 273-276
<b>Energy management</b>			
EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	302-1	Minimising our environmental impact: Pages 191-193 Four-year statistical review: Page 273-276 Supplementary report: Climate change related disclosure
		302-2	Minimising our environmental impact: Page 188, 193 Supplementary report: Climate change related disclosure
<b>Water management</b>			
EM-MM-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	303-3	Minimising our environmental impact: Pages 198-199
		303-5	Minimising our environmental impact: Pages 196-200 Fact sheet: Biodiversity management
EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	303-2	Minimising the environmental impact: Pages 184, 200-204 Fact sheet: Biodiversity management
		303-4	Minimising our environmental impact: Pages 200-204 Supplementary disclosure: Environmental incidents 2022 Fact sheet: Biodiversity management
<b>Waste and hazardous material management</b>			
EM-MM-150a.4	Total weight of non-mineral waste generated	306-3	Minimising our environmental impact: Pages 205-208
EM-MM-150a.5	Total weight of tailings produced	MM3	Minimising our environmental impact: Page 208 Fact sheet: Tailings management
EM-MM-150a.6	Total weight of waste rock generated	MM3	Minimising our environmental impact: Page 208 Fact sheet: Tailings management
EM-MM-150a.7	Total weight of hazardous waste generated	306-3	Minimising our environmental impact: Pages 205-208
EM-MM-150a.8	Total weight of hazardous waste recycled	306-4	Minimising our environmental impact: Pages 205-208
EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	306-1	Minimising the environmental impact: Pages 205-207 Fact sheet: Tailings management
EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	3-3	See reference in this table on 3-3
		306-1	Minimising the environmental impact: Pages 205-207 Fact sheet: Tailings management
		306-2	Minimising the environmental impact: Pages 205-208 Delivering value from our operations and projects: Page 106 Fact sheet: Tailings management
<b>Biodiversity impacts</b>			
EM-MM-160a.1	Description of environmental management policies and practices for active sites	3-3	See reference in this table on 3-3
		304-2	Minimising our environmental impact: Pages 209-210 Fact sheet: Biodiversity management
		MM2	Minimising our environmental impact: Pages 209-211 Fact sheet: Biodiversity management
EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	N/A	Minimising our environmental impact: Page 200
EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	304-3	Minimising our environmental impact: Page 184, 211 Fact sheet: Biodiversity management
		304-4	Fact sheet: Biodiversity management 2022 and 2020 (the 2020 fact sheet contains the red list species table)
<b>Security, human rights and indigenous people</b>			
EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	N/A	Fact sheet: Combatting illegal mining
EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	MM5	Engaging with our stakeholders: Page 82 Socioeconomic development: Page 215
EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	411-1	None Engaging with our stakeholders: Page 82 Socioeconomic development: Pages 228-230 See the Position Statement on Indigenous People, <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a>
<b>Community relations</b>			
EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	3-3	See reference in this table on 3-3
		413-1	Engaging with our stakeholders: Page 82 Minimising our environmental impact: Pages 191, 194, 196, 206, and 210 Socioeconomic development: Pages 214 - 225 Fact sheet: Good Neighbor Agreement
		MM6	Engaging with our stakeholders: Page 82 Socioeconomic development: Pages 228-230
		MM7	Engaging with our stakeholders: Page 82
EM-MM-210b.2	Number and duration of non-technical delays	N/A	See Fact sheet: Social and labour plans: Summary of projects in South Africa fact sheet See Fact sheet: Combatting illegal mining



SASB STANDARDS BOARD, UPDATES TO THE SASB METALS AND MINING AND COAL OPERATIONS ISSUED ON 06 DECEMBER 2021) continued

Code	Accounting metric	GRI	Reference
<b>Labour relations</b>			
EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	407-1	Empowering our workforce: Pages 165-166 Socioeconomic development: Pages 228-229
EM-MM-310a.2	Number and duration of strikes and lockouts	MM4	Chairman's and Chief Executive Officer's review: Pages 13-18 Empowering our workforce: Page 167
<b>Workforce health and safety</b>			
EM-MM-320a.1	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	403-5 403-9	Engaging with our stakeholder engagement: Pages 77-78 Empowering our workforce: Pages 152-153, 161-164 Continuous safe production: Pages 126-127, 129 - 130 Continuous safe production: Pages 132-135 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283
<b>Business ethics and transparency</b>			
EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	2-23 2-24 2-26 2-27 205-1 205-2 205-3	Governance in sustainability: Our considered decision-making: Pages 231-232 Our purpose, vision, strategy and values: Pages 32 - 36 Continuous safe production: Page 127 Health, wellbeing and occupational hygiene: Page 138 Empowering our workforce: Page 151, 161 Social, Ethics and Sustainability Committee Chairman's report: Page 180 Minimising our environmental impact: Page 186 Socioeconomic development: Page 215, 217, 228 - 230 See ESG policy and Human Rights policy <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a> Our sustainability strategy: A summary: Page 183 Governance in sustainability: Our considered decision-making: Pages 231-232 Continuous safe production: Page 128 Empowering our workforce: Page 152, 153, and 161 Minimising our environmental impact: 206, 207 and 210 Socioeconomic development: Page 228 - 230 Corporate governance: Page 18 Empowering our workforce: Page 150 Socioeconomic development: Page 227-229 Engaging with our stakeholders: Page 73-81 Code of ethics available at <a href="http://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf">thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf</a> Corporate governance: Page 28 Corporate governance: Pages 19-20, 22 Managing our risks and opportunities within the external operating environment: Page 55 Socioeconomic development: Pages 229-230 Governance in sustainability: our considered decision-making: Page 232 Continuous safe production: Pages 130-131 Additional information: Code of ethics – available at <a href="http://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf">thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf</a> Corporate governance: Page 19-20 Empowering our workforce: Page 161 Additional information: Our Code of ethics is incorporated in annual refresher training that employees undergo when returning from leave Socioeconomic development: Page 228 General terms and conditions – see <a href="http://www.sibanyestillwater.com/suppliers/">www.sibanyestillwater.com/suppliers/</a> Corporate governance: page 20 Socioeconomic development: Pages 228-230
EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	N/A	South Africa is ranked 72/180, United States of American is ranked 24/180, France is ranked 21/180 and Finland is ranked 2/180.
<b>Tailings storage facility management</b>			
EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name (2) location (3) ownership status (4) operational status (5) construction method (6) maximum permitted storage capacity (7) current amount of tailing stored (8) consequence classification (9) date of most recent independent technical review (10) material findings (11) mitigation measures (12) site-specific Emergency Preparedness and Response Plans	N/A	Fact sheet Tailings management Also see <a href="https://www.sibanyestillwater.com/sustainability/environment/tailings-management/">https://www.sibanyestillwater.com/sustainability/environment/tailings-management/</a>
EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain stability of tailings storage facilities	MM3	Minimising our environmental impact: Page 208 Fact sheet: Tailings management
EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	N/A	Fact sheet Tailings management





## RECOMMENDED TCFD DISCLOSURES

Disclosure	Disclosure requirement	GRI	Reference	CDP <a href="https://reports.sibanyestillwater.com/2021/download/SSW-CDP22-climate-unscored.pdf">https:// reports.sibanyestillwater.com/2021/ download/SSW-CDP22-climate- unscored.pdf</a>
<b>Governance</b>				
Disclose an organisation's governance around climate change risks and opportunities	1a) Describe the board's oversight of climate-related risks and opportunities	GRI 2-12	2-12 Role of highest governance body in overseeing the management of impacts	C1.1 C1.1a and C1.1b
	1b) Describe management role in assessing and managing climate-related risks and opportunities	GRI2-13	Corporate governance: Pages 20, 30 Chairman's and Chief Executive Officer's review: Pages 13-18 Managing our risks and opportunities within the external environment: Page 57-64 Continuous safe production: Page 127 Health, wellbeing and occupational hygiene: Page 138 Empowering our workforce: Page 151 Social, Ethics and Sustainability Committee Chairman's report: Page 180 Minimising our environmental impact: Page 186 Socioeconomic development: Page 217 Governance in Sustainability: Our considered decision-making: Page 231 Detail of Board committees: Page 268	C1.2, C1.2a, C1.3 and C1.3a
<b>Strategy</b>				
Disclose the actual and potential impacts of climate-related risks and opportunities on the organisations business, strategy and financial planning where such information is material	a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term	N/A	Our purpose, vision, strategy and values: Pages 32-36 Managing our risks and opportunities within the external environment: Pages 42, 45, 65-68 Minimising our environmental impact: Pages 187, 190-193 Social, ethics and sustainability committee: Chairman's report: Pages 180-183 See Fact sheet: Climate change related disclosure See our CDP disclosure available at <a href="https://reports.sibanyestillwater.com/2021/download/SSW-CDP22-climate-unscored.pdf">//reports.sibanyestillwater.com/2021/ download/SSW-CDP22-climate-unscored.pdf</a>	C2.1, C2.1a, C2.1b, C2.3, C2.3a, C2.4, C2.4a
	b) Describe the impact of climate-related risks and opportunities on the organisations businesses, strategy and financial planning.	GRI 201-2	Our purpose, vision, strategy and values: Pages 32-36 Chairman's and Chief Executive Officer's review: Pages 13-18 Corporate governance: Page 21 Managing our risks and opportunities within the external operating environment: Pages 40-42, 57, 61, 65 Our material matters: Page 73 Chief Financial Officer's report: Page 103 Governance in sustainability: Our considered decision-making: Page 232 Minimising our environmental impact: Pages 187-193, 195-199 See Annual Financial Report 2022: Pages 62, 86 Supplementary information: Climate change related disclosure See: Position statements available <a href="http://www.sibanyestillwater.com/sustainability/reports-policies">www.sibanyestillwater.com/sustainability/ reports-policies</a> Also refer to final results presentation, <a href="https://thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf">thevault.exchange/? get_group_doc=245/1677571837-ssw-results-presentation- h22022-28feb2023.pdf</a>	C2.3, C2.3a, C2.4a, C3.1, C3.1d, C3.1e, C3.2a, C3.2b, C3.3, C3.4, C-FS3.7, C-FS3.7a
	c) Describe the resilience of the organisation's strategy taking into consideration different climate-related scenarios, including a 2°C or lower scenario	N/A	Minimising our environmental impact: Pages 187, 190-193 Governance in sustainability: Our considered decision-making: Page 231-232 See our CDP disclosure available at <a href="https://reports.sibanyestillwater.com/2021/download/SSW-CDP22-climate-unscored.pdf">//reports.sibanyestillwater.com/2021/ download/SSW-CDP22-climate-unscored.pdf</a>	C3.1a, C3.2, C3.2a, C3.2b
<b>Risk management</b>				
Disclose how the organisation identifies, assesses and manages climate-related risks	a) Describe the organisation's processes for identifying and assessing climate-related risks	N/A	Managing our risks and opportunities within the external environment: Pages 37 - 39 Governance in sustainability: Considered decision-making: Page 232 See Fact sheet: Climate change related disclosure See our CDP disclosure available at <a href="https://reports.sibanyestillwater.com/2021/download/SSW-CDP22-climate-unscored.pdf">reports.sibanyestillwater.com/2021/ download/SSW-CDP22-climate-unscored.pdf</a>	C2.1, C2.2, C2.2a, C-FS2.2b, C-FS2.2c, C-FS2.2d, C-FS2.2e
	b) Describe the organisation's processes for managing climate-related risks	N/A	Governance in sustainability: Considered decision-making: Page 232 See Fact sheet: Climate change related disclosure See our CDP disclosure available at <a href="https://reports.sibanyestillwater.com/2021/download/SSW-CDP22-climate-unscored.pdf">reports.sibanyestillwater.com/2021/ download/SSW-CDP22-climate-unscored.pdf</a>	C2.1, C2.2, C-FS2.2d, C-FS2.2e
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management	N/A	Governance in sustainability: Considered decision-making: Page 232 See Fact sheet: Climate change related disclosure See our CDP disclosure available at <a href="https://reports.sibanyestillwater.com/2021/download/SSW-CDP22-climate-unscored.pdf">reports.sibanyestillwater.com/2021/ download/SSW-CDP22-climate-unscored.pdf</a>	C2.1, C2.2
<b>Metrics and targets</b>				
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	N/A	Governance in sustainability: Considered decision-making: Page 232 Minimising environmental impact: Page 187-193 See Fact sheet: Climate change related disclosure See our CDP disclosure available at <a href="https://reports.sibanyestillwater.com/2021/download/SSW-CDP22-climate-unscored.pdf">reports.sibanyestillwater.com/2021/ download/SSW-CDP22-climate-unscored.pdf</a>	C2.2a (risk type) and C2.3a, C2.4a, C4.2, C4.2a, C4.2b, C9.1
	b) Disclose scope 1, scope 2, and if appropriate scope 3 greenhouse gas (GHG) emissions and related risks	GRI 305-1	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	C5, C5.2, C5.2a, C6.1, C6.2, C6.3, C6.4, C6.5, C6.5a, C6.7, C6.10, C7.1, C7.1a, C7.2, C7.3, C7.3a, C7.3b, C7.3c, C-7.9, C7.9a, C7.9b, C-FS14.0, C-FS14.1, C-FS14.1a, C-FS14.1b
		GRI 305-2	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	
		GRI 305-3	Minimising our environmental impact: Page 188-189, 193 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	
GRI 305-4	Minimising our environmental impact: Page 188 Four-year statistical review: Page 273-276 Supplementary disclosure: Climate change related disclosure			
GRI 305-5	Minimising our environmental impact: Pages 189-193			
GRI 305-6	Sibanye-Stillwater does not produce CFC-11, or any other ODS for that matter Sibanye-Stillwater also does not import or export any ODS Stack monitoring is done annual, and monitoring includes particulate matter (PM10) and Lead (PB) SA operations - surface water monitoring include mercury (Hg)			
c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	N/A	Minimising environmental impact: Page 187-193 Remuneration report: Pages 249-250 See Fact sheet: Climate change related disclosure See our CDP disclosure available at <a href="https://reports.sibanyestillwater.com/2021/download/SSW-CDP22-climate-unscored.pdf">reports.sibanyestillwater.com/2021/ download/SSW-CDP22-climate-unscored.pdf</a>	C4.1, C4.1a, C4.2, C4.3, C4.3a, C4.3b, C4.3, C4.5, C4.1b, C-FS4.1d, C4.2, C4.2a, C4.2b	

Reference on TCFD and CDP alignment

[https://cdn.cdp.net/cdp-production/cms/guidance\\_docs/pdfs/000/001/429/original/CDP-TCFD-technical-note.pdf?1512736184](https://cdn.cdp.net/cdp-production/cms/guidance_docs/pdfs/000/001/429/original/CDP-TCFD-technical-note.pdf?1512736184)



## JSE SUSTAINABILITY DISCLOSURE GUIDANCE JUNE 2022

### Core (C) and (L) Leadership (ESRS) European sustainability reporting standards

Disclosure	Disclosure requirement	GRI	Reference	Other framework reference
<b>Governance disclosure metrics</b>				
<b>G1 Board composition</b>				
G1.1 Board diversity (C)	Composition of the board and its committees by race, gender, age group (under 30, 30–50, over 50) and, where relevant, any under-represented social groups.	GRI 2-9	Board and executive leadership: Pages 7-12 Corporate governance: Page 23 - 26 Detail of Board committees: Page 268 Detailed biographies and information on other public directorships are available on our corporate website <a href="http://www.sibanyestillwater.com/about-us/leadership/">www.sibanyestillwater.com/about-us/leadership/</a>	ESRS G1-1
G1.2 Board competence (C)	Description of the specific skills, competencies, and experience on the Board to address the organisation's significant sustainability-related impacts, risks, and opportunities.	GRI 2-9	Board and executive leadership: Pages 7-12 Corporate governance: Page 23 - 26 Detail of Board committees: Page 268 Detailed biographies and information on other public directorships are available on our corporate website <a href="http://www.sibanyestillwater.com/about-us/leadership/">www.sibanyestillwater.com/about-us/leadership/</a>	ESRS G1-3
G1.3 Board independence (C)	Composition of the board regarding: executive or non-executive; independence; tenure on the governance body; and number and nature of each individual's other significant positions and commitments.	GRI 2-9	Board and executive leadership: Pages 7-12 Corporate governance: Page 23 - 26 Detail of Board committees: Page 268 Detailed biographies and information on other public directorships are available on our corporate website <a href="http://www.sibanyestillwater.com/about-us/leadership/">www.sibanyestillwater.com/about-us/leadership/</a>	ESRS G1-1
<b>G2 Remuneration</b>				
G2.1 Remuneration practices (C)	How the remuneration policies for board members and senior executives relate to their objectives and performance in relation to delivery of the organisation's strategy and management of its impacts on people, the environment and the economy, noting the split between fixed pay and variable pay, and with variable pay split into short- and long-term incentives.	GRI 2-19	Remuneration report: Pages 234-266	ESRS G1-6
<b>G3 Ethical behaviour</b>				
G3.1 Anti-corruption G3.1a (C)	Total percentage of governance body members, employees and business partners who have received training or awareness-raising on the organisation's anti-corruption policies and procedures, broken down by employee category and region.	GRI 205-2	Corporate governance: Page 19-20 Empowering our workforce: Page 161 Additional information: Our Code of ethics is incorporated in annual refresher training that employees undergo when returning from leave Socioeconomic development: Page 228	ESRS G2-5 SASB 510
G3.1b (C)	Total number and nature of incidents of corruption confirmed during the current year, related to this year and previous years, with a description of the activities taken to address confirmed incidents, and of the outcomes of these activities.	GRI 205-3	Corporate governance: page 20 Socioeconomic development: Pages 228-230	ESRS G2-3
G3.1 c (C)	A description of: i) the internal and external grievance mechanisms (including whistle-blowing facilities) for reporting concerns about unethical or unlawful behaviour and lack of organisational integrity; ii) mechanisms for seeking advice about ethical and lawful behaviour and organisational integrity; and iii) the extent to which these various mechanisms have been used, and the outcomes of processes using these mechanisms.	GRI 2-23 GRI 205-3 N/A	Corporate governance: Page 18 Empowering our workforce: Page 150 Socioeconomic development: Page 227-229 Engaging with our stakeholders: Page 73-81 Engaging with our stakeholders: Page 82 Minimising our environmental impact: Pages 191, 194, 196, 206, and 210 Socioeconomic development: Pages 214 - 225 Fact sheet: Good Neighbor Agreement	ESRS G2-6 ESRS G2-7 SASB 510
G3.1 d (L)	Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, to combat corruption.	GRI 205	Corporate governance: Pages 19-20,22 Managing our risks and opportunities within the external operating environment: Page 55 Socioeconomic development: Pages 229-230 Governance in sustainability: our considered decision-making: Page 232 Continuous safe production: Pages 130-131 Additional information: Code of ethics – available at <a href="http://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf">thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf</a>	ESRS G2-5
G3.2 Lobbying and political contributions G3.2a (C)	Total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation, by country and recipient/beneficiary.	GRI 415-1	Corporate governance: Page 20	ESRS G2-9
G3.2b (C)	Identify the significant issues that are the focus of the company's participation in public policy development and lobbying, including within any business association that the company is a member of; describe the company's strategy relevant to these areas of focus, identifying any differences between its lobbying positions and its purpose, policies, goals and other public positions.	GRI 415-1	Corporate governance: Page 20	
<b>Compliance and risk management</b>				
G4.1 Incidents (C)	Number and nature of significant environmental, social and/or governance related incidents during the reporting period, including incidents of legal non-compliance (whether under investigation, pending finalisation, or finalised) and directives, compliance notices, warnings or investigations, and any public controversies.	GRI 2-27 GRI 307-1	Corporate governance: Page 28 Corporate governance: Page 29 Supplementary disclosure: Environmental incidents in 2022	SASB 510 SASB270
G4.2 Fines and Monetary loss (C)	Total number and monetary value of fines, settlements, penalties, and other monetary loss suffered in relation to ESG incidents or breaches, including individual and total cost of the fines, settlements and penalties paid in relation to ESG incidents or breaches; and description of plans to address any incidents or breaches.	GRI 2-27 GRI 307-1	Corporate governance: Page 28 Corporate governance: Page 29 Supplementary disclosure: Environmental incidents in 2022	



## JSE SUSTAINABILITY DISCLOSURE GUIDANCE continued

## Core (C) and (L) Leadership (ESRS) European sustainability reporting standards

Disclosure	Disclosure requirement	GRI	Reference	Other framework reference
<b>Governance disclosure metrics</b>				
<b>Tax transparency</b>				
G5.1 Tax paid and estimated tax gap G5.1a (C)	A description of the organisation's approach to tax, including: i) whether the organisation has a tax strategy and, if so, a link to this strategy if publicly available; ii) the governance body or executive-level position within the organisation that formally reviews and approves the tax strategy, and the frequency of this review; iii) how its approach to tax is linked to the business and sustainability strategies of the organisation.	GRI 207-1	Corporate governance: Pages 20-21 Policy statement: Tax risk management – <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>	
G5.1b (C)	For each tax jurisdiction: the total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company, by category of taxes.	GRI 207-4	Annual Financial Report 2022: 62 Corporate governance: Page 21	
G5.1c (L)	Extent of exposure to countries and jurisdictions recognised for their corporate tax rate, tax transparency and tax haven status; estimated tax gap (gap between estimated effective tax rate and estimated statutory tax rate).	N/A	Corporate governance: Page 21 Annual Financial Report 2022	
<b>Social metrics</b>				
<b>S1 Labour standards</b>				
S1.1 Diversity and inclusion S1.1a (C)	Percentage of employees per employee category by race, gender, age group (under 30, 30-50, over 50), and where relevant other diversity indicators.	GRI 405-1	Board and executive leadership: Pages 7-10 Empowering our workforce: Pages 155-156	SASB 330
S1.1b (C)	Number of allegations and confirmed incidents of discrimination and/or human rights incidents relating to workers incidents during the reporting period, noting the investigation status of reported and actual incidents, actions taken, and total amount of monetary losses due to legal proceedings associated with labour law violation, employment discrimination, and/or human rights violations.	GRI 406-1	Empowering our workforce: Page 157	ESRS-S1-18 ESRS-S1-25 SASB 310
S1.2 Pay equality S1.2a (C)	Ratio between the CEO's total annual remuneration and the median, lower quartile, and upper quartile of the total annual remuneration of all the organisation's employees (excluding the CEO).	GRI 2-21 GRI 202-1	Remuneration report: Pages 252-266 Empowering our workforce: Page 166 Remuneration report: Pages 253 - 254 Empowering our workforce: Page 166	ESRS S1-14 ESRS S1-17
S1.2b (L)	The ratio of the average annual remuneration of the top 10% of the organisation's top earners, and the average annual remuneration for the bottom 10% of the lowest earners in the organisation.			
S1.2c (C)	The total annual remuneration of both the highest paid employee and the lowest paid employee; the average remuneration; and the median remuneration of all employees.			
S1.2d (C)	Ratio of the total annual remuneration of women to men, and by race group, for each employee category, by 'significant locations of operation' (as defined by the organisation).	GRI 202-1	Remuneration report: Pages 253 - 254 Empowering our workforce: Page 166	SASB 310
S1.3 Wage level and living wage S1.3a (C)	When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the standard entry level wage by race and gender compared to the applicable legislated minimum wage for the sector.	GRI 202-1	Remuneration report: Pages 253 - 254 Empowering our workforce: Page 166	SASB 310
S1.3b (C)	Ratio of lowest wage to living wage for employees and non-employee workers for each significant location of operation.	N/A	Express as ratio to national minimum wage. Empowering our workforce: Page 166 Remuneration report: Page 254	Accounting for a Living Wage (Shift and Capitals Coalition)
S1.3c (L)	Percentage of employees and non-employee workers whose wages fall below a specific living wage methodology or benchmark.	N/A	Empowering our workforce: Page 166	
S1.4 Freedom of association and collective bargaining S1.4a (C)	Describe how the organisation manages freedom of association and collective bargaining, noting any policy or policies considered likely to affect workers' decisions to form or join a trade union, to bargain collectively or to engage in trade union activities.	GRI 407	Empowering our workforce: Pages 165-166 Socioeconomic development: Pages 228-229	ESRS-S1-2
S1.4b (C)	Percentage of total employees covered under collective bargaining agreements.	GRI 2-30	Empowering our workforce: Page 165	ESRS-S1-22 SASB 310
S1.4c (C)	Disclose the extent of major work stoppages (including both strikes and lockouts) due to disputes between the undertaking and its workforce, including the number of major work stoppages, and for each: number of workers involved; length in days of stoppage, reasons, and steps taken to resolve each dispute.	MM4	Chairman's and Chief Executive Officer's review: Pages 13-18 Empowering our workforce: Page 167	ESRS-S1-23
S1.4d (L)	An explanation of the due diligence assessment performed on suppliers for which the right to freedom of association and collective bargaining is at risk including measures taken by the organisation to address these risks.	GRI 407-1	Empowering our workforce: Pages 165-166 Socioeconomic development: Pages 228-229	
S1.5 Characteristics of employees and workers in workforce S1.5a (C)	Describe key characteristics of employees in own workforce, including: total number of all employees by country; permanent employees; temporary employees; non-guaranteed hours employees; full-time employees; and part-time employees – with breakdown by race and gender for each.	GRI 2-7 GRI 405-1	Our timeline: Page 6 Empowering our workforce: Page 154 - 156 Four-year statistical review: Page 273 Board and executive leadership: Pages 7-10 Empowering our workforce: Pages 155-156	ESRS-S1-7
S1.5b (C)	Describe key characteristics of non-employee workers in the organisation's own workforce, including: total number of non-employee workers, noting the most common type of workers and their relationship with the organisation.	GRI 2-8	About Sibanye-Stillwater: Pages 4-6 Empowering our workforce: Pages 154 - 155 Contractors In terms of our safety strategy, we treat contractors the same as our own employees. In other words, as soon someone enters our premises they are seen as an employee, with the same responsibilities and rights that this implies. Given regulatory and legal technicalities, we require our on-site contractors to complete and maintain a site-file consisting of various safety and health requirements to be approved and adhered to. We conduct regular reviews to ensure that all legal, medical and training documentation for contractors is up to date and compliant and a new compliance portal is under development at our PGM operations to hold and manage this information. Currently there are 700 approved safety files on the SA PGM Contractor safety management system.	ESRS-S1-8
<b>S2 Community development</b>				
S2.1 community human rights S2.1 a (C)	Total number and percentage of operations that have been subject to a human rights due diligence process or impact assessments, by country.	GRI 2-24	Our sustainability strategy: A summary: Page 183 Governance in sustainability: Our considered decision-making: Pages 231-232 Continuous safe production: Page 128 Empowering our workforce: Page 152, 153, and 161 Minimising our environmental impact: 206, 207 and 210 Socioeconomic development: Page 228 - 230	ESRS S3-2 ESRS S3-3 SASB 210
S2.1b (C)	Nature of processes for engaging with affected communities and their representatives, and channels for affected community members to raise concerns.	GRI 2-26 GRI2-29	Corporate governance: Page 18 Empowering our workforce: Page 150 Socioeconomic development: Page 227-229 Engaging with our stakeholders: Page 73-81 Code of ethics available at <a href="http://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf">//thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf</a> Engaging with stakeholders: Pages 73-80 Our material matters: Pages 68-72 Continuous safe production: Page 128 Empowering our workforce: Page 152 Minimising our environmental impact: Pages 190, 193, 195, 205, 206, 209 Socioeconomic development: Page 214, 215, 219, 221 - 224, 229-230	ESRS S3-2 ESRS S3-3 SASB 210 ESRS S3-2 ESRS S3-3 SASB 210



## JSE SUSTAINABILITY DISCLOSURE GUIDANCE continued

## Core (C) and (L) Leadership (ESRS) European sustainability reporting standards

Disclosure	Disclosure requirement	GRI	Reference	Other framework reference
<b>Governance disclosure metrics</b>				
S2.1c (C)	Number and type of grievances reported with associated impacts related to a salient human rights issue in the reporting period, and an explanation of the % of these that are remedied in agreement with those who expressed the grievance	GRI 2-26	Corporate governance: Page 18 Empowering our workforce: Page 150 Socioeconomic development: Page 227-229 Engaging with our stakeholders: Page 73-81 Code of ethics available at //thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf	ESRS S3-2 ESRS S3-3 SASB 210
S2.1d (L)	Number and percentage of relevant sites (typically those involved in extracting, harvesting, or developing natural resources or energy) that implement a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights	GRI410-1	Socioeconomic development: Page 221-222 Fact sheet: Combatting illegal mining Additional information: 8 https://thevault.exchange/?get_group_doc=245/1559314624-SS-policy-statement-security.pdf	ESRS S3-2 ESRS S3-3 SASB 210
S2.1e (L)	Number and percentage of sites at which the ownership, use of or access to land is contested, and an explanation of actions taken to address related social risks.		See renewable energy, page xx	
S2.2 Skills for the future (C)	Describe the employee and external skills development programmes aimed at developing skills that increase the recipient's future mobility, career development, and/or income earning potential.	GRI 404-2 GRI 404-3	Empowering our workforce: Pages 161-164 Empowering our workforce: Page 161-162	SASB 101
S2.3 Employment and wealth creation S2.3a (C)	Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity, and region.	GRI 401-1 GRI 202-2	Empowering our workforce: Page 155 Empowering our workforce: Page 158 and 160	SASB 310 SASB 310
S2.3b (C)	Total number and rate of employee turnover (for permanent employees) during the reporting period, by age group, gender, other indicators of diversity, and region.	GRI 401-1	Empowering our workforce: Page 155	SASB 310
S2.4 Economic contribution S2.4 a (C)	Direct economic value generated and distributed (EVG&D) on an accrual basis, covering the basic components for the organisation's global operations, ideally split out by: (i) Revenue (ii) Operating costs (iii) Employee wages and benefits (iv) Payments to providers of capital (v) Payments to government (taxes, royalties, levies, and so on) (vi) Community investment (including charitable giving, impact investment and other social investment)	GRI 201-1	Chairman's and Chief Executive Officer's review: Pages 28-37 A decade of shared value: Page 83 How we create value – our business model: Pages 84-86 Chief Financial Officer's report: Pages 13-18 Delivering value from our operations and projects: Pages 105-115 Empowering our workforce: Page 166 Socioeconomic development: Pages 219-222 Four-year statistical review: Pages 273-280 Statement of assurance: Pages 281-283 Annual financial statements: Pages 51-54 (with supporting notes)	
S2.4b (C)	Description of significant identified indirect economic impacts of the organisation, including for example: number of jobs supported in supply or distribution chain; number of suppliers/enterprises supported from defined vulnerable groups; nature of economic development in areas of high poverty; availability of products and services for those on low incomes or previously disadvantaged; enhanced skills and knowledge in a professional community or geographic location.	GRI 203-2 GRI 204-1 GRI 413-1 GRI 413-2	Empowering our workforce: Pages 157, 160, 162-164, 167-170 Socioeconomic development: Pages 214-227 Supplementary report: Social and Labour Plans: Summary of projects in SA Socioeconomic development: Pages 224-227 Four-year statistical review: Pages 273-276 Engaging with our stakeholders: Page 82 Minimising our environmental impact: Pages 191, 194, 196, 206, and 210 Socioeconomic development: Pages 214 - 225 Fact sheet: Good Neighbor Agreement Socioeconomic development: Pages 214 - 225	SASB 210
S2.4c (C)	Percentage of the procurement budget used for significant locations of operation that is spent on local suppliers, noting the organisation's definitions of 'local' and for 'significant locations of operation'.	GRI 204-1	Socioeconomic development: Pages 224-227 Four-year statistical review: Pages 273-276	
S2.4d (L)	Description (quantitative and qualitative) of the extent of significant infrastructure investment and services supported.	GRI 203-1	Advancing our three-dimensional strategy: Page 35 A decade of shared value: Page 83 How we create value: Our business model: Page 84-86 Social, ethics and sustainability committee: Chairman report: Pages 180-182 Our Sustainability strategy: a summary: Page 183 Socioeconomic development: Pages 215- 224 Minimising our environmental impact: Page 210 Supplementary report: Social and Labour Plans: Summary of projects in SA	
S2.4e (L)	Total monetary value of financial assistance received by the organisation from any government during the reporting period.	GRI 201-4	Our purpose, vision, strategy and values, page 36 Shareholder information: Pages 285	
<b>S3 Health and Safety</b>				
S3.1 Workplace health and safety S3.1a (C)	Number and rate of fatalities as a result of a work-related injury or ill-health during the reporting period across the organisation; the disclosure should include both employees and workers who are not employees, but whose work and/or workplace is controlled by the organisation.	GRI 403-9 GRI 403-10	Continuous safe production: Pages 132-135 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283 Health, well-being and occupational hygiene: Pages 143-147 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	ESRS-S1-11 SASB 320
S3.1b (C)	Number of recordable work-related injuries, and number of work-related illnesses or health conditions arising from exposure to work-related hazards during the reporting period; the disclosure should include both employees and workers who are not employees, but whose work and/or workplace is controlled by the organisation.	GRI 403-9 GRI 403-10	Continuous safe production: Pages 132-135 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283 Health, well-being and occupational hygiene: Pages 143-147 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	SASB 320
S3.1c (L)	An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers, and a description of any voluntary health promotion services and programmes offered to workers to address major non-work-related health risks, including the specific health risks addressed.	GRI 403-6	Health, well-being and occupational hygiene: Pages 137-142 Fact sheet: Care for iMali – Taking care of personal finance Note: Our operations are not located in malaria prone areas	
<b>S4 Customer responsibility</b>				
S4.1 High risk products and services S4.1a (C)	Description of products and services that present specific risks to individuals, communities, or the environment; an outline of the nature of these risks, and the measures taken to mitigate these.	GRI 416-1 GRI 417-1	On the physical Platinum ingots, we have the London Platinum and Palladium Market (LPPM) requirements which indicates that we must have the company name/logo, metal, weight, purity, and unique batch reference pin stamped – we have this in place. Address label with air waybill number and known cargo stamp (with company name), containers or ingot reference numbers, security seal sticker. This is a civil aviation authority requirement. Spec sheet, packing list and signed dispatch letters (from senior manager) with container numbers, purity, destination address etc. goes to the customer. This is not a regulatory requirement but part of our procedures. All of the above are in our SR01 procedures. Our precious metal refinery is Good Delivery accredited by the LPPM (for ingots) and has received sponge accreditation for Pt, Pd and Rh from the LPPM. All our products are provided with Safety Data Sheets. Governance in sustainability: Our considered decision-making: Page 232	SASB 250 SASB 270
S4.1b (C)	Number and nature of any product recalls.	GRI 416-2 GRI 417-2	None in 2022 None in 2022	SASB 270
S4.2 Product Innovation S4.2a (C)	Total research and development spend.	N/A	Harnessing innovation: Page 172	US GAAP ASC 730
S4.2b (L)	Total costs related to research and development aimed at enhancing social or environmental attributes of products and services.	N/A	Harnessing innovation: Page 172- 178	



## JSE SUSTAINABILITY DISCLOSURE GUIDANCE continued

## Core (C) and (L) Leadership (ESRS) European sustainability reporting standards

Disclosure	Disclosure requirement	GRI	Reference	Other framework reference
<b>Governance disclosure metrics</b>				
S4.2c (L)	Percentage of revenue from products and services designed to deliver specific social or environmental benefits or to address specific sustainability challenges; if the company applies a taxonomy or benchmark to label their activities as sustainable, they should report on the benchmark used and how they meet the criteria of the benchmark.	N/A	Not yet reported	Adapted from GRI (FIFS7 + FIFS8) and SASB FN0102-16.a, EPIC)
S4.3 Consumer data and privacy S4.3a (C)	A description of the mechanisms and steps taken to ensure privacy of consumer data.	GRI 418-1	Corporate governance: Page 30	SASB 230
S4.3b (C)	Total number of substantiated complaints received concerning breaches of customer privacy (categorised by complaints received from outside parties and substantiated by the organisation, and complaints from regulatory bodies), and total number of identified leaks, thefts, or losses of customer data.	GRI 418-1	None in 2022	
<b>S5 Supply chain</b>				
S5.1 Supply chain (Social) S5.1a (C)	Description of the operations and suppliers considered to have a significant risk of child labour, forced or compulsory labour, or other significant actual and potential negative social impacts, given the type of operation, commodities, or geographic region, and the nature of the measures taken by the organisation intended to contribute to eliminating these risks.	GRI 408-1 GRI 409-1	Empowering our workforce: Page 155 Socioeconomic development: Pages 228-229 Empowering our workforce: Page 156 (Note no person under age of 18 employed) Socioeconomic development: Pages 228-229	ESRS S2-2 ESRS 2-3 ESRS 2-5 SASB 430 SASB 440
S5.1b (C)	The number and percentage of identified child labour, or forced and compulsory labour incidents in its operations or value chain; and percentage of these where the reporting entity has played a role in securing remedy for those affected.	GRI 408-1 GRI 409-1	Empowering our workforce: Page 155 Socioeconomic development: Pages 228-229 Empowering our workforce: Page 156 (Note no person under age of 18 employed) Socioeconomic development: Pages 228-229	
S5.1c (C)	Report wherever material across the supply chain: mechanisms (e.g. supplier screening, and audits) to identify and address significant actual and potential negative social impacts, nature of these impacts, and measures to address these.	GRI 414-1 GRI 414-2	Socioeconomic development: Pages 228-230 Socioeconomic development: Pages 228-230	ESRS S2-5 SASB 430 SASB 440
S5.1d (L)	% of products certified by external agencies, % of traceable origin.	N/A	Governance in sustainability: our considered decision-making: Page 232	SASB 430
<b>Environmental E1 Climate change</b>				
E1.1 GHG emissions E1.1a (C)	Absolute gross greenhouse gas emissions expressed as metric tonnes of CO <sub>2</sub> equivalent and measured in accordance with the Greenhouse Gas Protocol for: Scope 1, Scope 2, and Scope 3 emissions. Scope 1 and Scope 2 emissions should be disclosed separately for (i) the consolidated accounting group (the parent and its subsidiaries) and (ii) associates, joint ventures, unconsolidated subsidiaries or affiliates not included in (i).	GRI 305-1 GRI 305-2 GRI 305-3	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure Minimising our environmental impact: Page 188-189, 193 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	IFRS S2 ESRS E1-7 ESRS E1-8 ESRS E1-9 ESRS E1-10 SASB 110 TCFD
E1.1b (L)	Scope 3 emissions should include upstream and downstream emissions. The categories of Scope 3 emissions and basis for measurement for information provided by entities in the value chain should be disclosed. Recognising the challenges related to the disclosure of Scope 3 emissions, including data availability, reasons should be provided when Scope 3 emissions or categories of Scope 3 emissions are omitted.	GRI 305-3	Minimising our environmental impact: Page 188-189, 193 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	IFRS S2 ESRS E1-9
E1.1c (C)	GHG emissions intensity for Scope 1, 2 and 3, expressed as metric tonnes of CO <sub>2</sub> equivalent per unit of physical or economic output.	GRI 305-4	Minimising our environmental impact: Page 188 Four-year statistical review: Page 273-276 Supplementary disclosure: Climate change related disclosure	ESRS E1-10
E1.2 energy mix (C)	Total energy use and share of energy usage by generation type noting use of energy from renewable non-fossil sources, (namely wind, solar (solar thermal and solar photovoltaic) and geothermal energy, ambient energy, tide, wave and other ocean energy, hydropower, biomass, landfill gas, sewage treatment plant gas, and biogas).	GRI 302-1 GRI 302-2	Minimising our environmental impact: Pages 191-193 Four-year statistical review: Page 273-276 Minimising our environmental impact: Page 188, 193 Supplementary report: Climate change related disclosure	ESRS E1-5 SASB 130
E1.3 Science-based targets (L)	Define and report progress against time-bound short-, medium-, and long-term science-based GHG emissions targets that are in line with the goals of the Paris Agreement and Glasgow Climate Pact. This includes reducing global carbon dioxide emissions by 45% by 2030 relative to the 2010 level, and to net zero around mid-century, based on the best available scientific knowledge and equity, taking into account common but differentiated responsibilities and respective capabilities, and in the context of sustainable development and efforts to eradicate poverty. Science-based emissions reduction targets should be informed by recognised scientific methodologies and verified through approved processes; they should (as an absolute minimum) be consistent with relevant host country/ies' Nationally Determined Contribution.	GRI 305-5	Minimising our environmental impact: Pages 189-193	SASB 110
E1.4 Just transition E1.4a (C)	Existence and nature of a 'transition plan' that commits to stakeholder engagement with affected workers and communities (see the JSE Climate Disclosure Guidance for further detail).	GRI 2-29	Engaging with stakeholders: Pages 73-80 Our material matters: Pages 68-72 Continuous safe production: Page 128 Empowering our workforce: Page 152 Minimising our environmental impact: Pages 190, 193, 195, 205, 206, 209 Socioeconomic development: Page 214, 215, 219, 221 - 224, 229-230	
E1.4b (C)	Number of workers in the past year recruited, retrained, retrenched, and/or compensated due to implementation of the decarbonisation plan.	N/A	Not yet reported	
E1.4c (L)	Number of engagements undertaken with affected parties by group and geography.	N/A	Not yet reported	
E1.4d (L)	Nature of climate-related lobbying activities, and those of relevant associations and membership groups, and their alignment with the objectives of the Paris Agreement and Glasgow Climate Pact.	GRI 2-28	Using the Integrated Report: Inside cover Governance in sustainability: Our considered decision-making: Pages 230-231 Our Sustainability strategy: a summary: Pages 181 Supplementary information: Processing the UN's SDGs Supplementary information: ICMM self-assessment	
E1.4e (L)	Nature of provision for delivery of the transition plan within executive remuneration.	N/A	Remuneration report: Pages 249-250	
E1.4f (L)	Nature of provision for impacts on workers and communities within climate scenario plans.	N/A	Socioeconomic development: Page 221	
E1.4g (L)	Amount of capital and expenditure deployed on direct and indirect climate adaptation and climate mitigation efforts.	N/A	See results presentation available: <a href="https://thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf">https://thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf</a>	



## JSE SUSTAINABILITY DISCLOSURE GUIDANCE continued

## Core (C) and (L) Leadership (ESRS) European sustainability reporting standards

Disclosure	Disclosure requirement	GRI	Reference	Other framework reference
<b>Governance disclosure metrics</b>				
<b>E2 Water security</b>				
E2.1 Water usage E2.1a (C)	Total water consumption from all areas, and from areas with water stress.	GRI 303-5	Minimising our environmental impact: Pages 196-200 Fact sheet: Biodiversity management	ESRS E3-4 SASB 140
E2.1b (L)	Total water withdrawal from all areas with water stress, with a breakdown by following sources if applicable: surface water, groundwater, seawater, produced water, third-party water.	GRI 303-3	Minimising our environmental impact: Pages 198-199	ESRS E3-4 SASB 140
E2.1c (L)	Freshwater consumption intensity: total freshwater use per material unit (e.g. sales revenue, unit of production, m <sup>2</sup> of building, or other).	N/A	Minimising our environmental impact: Page 198	ESRS E3-4 SASB 140
<b>E3 Biodiversity and land use</b>				
E3.1 Biodiversity footprint E3.1a (C)	Number and area of sites owned, leased, or managed in or adjacent to areas of high biodiversity value (Key Biodiversity Areas – KBAs), for operations (if applicable) and full supply chain (if material).	GRI 304-1	Minimising our environmental impact: Page 209,211 Fact sheet: Biodiversity management	ESRS-E2-6
E3.1b (C)	Area of land used for the production of basic plant, animal or mineral commodities (e.g. the area of land used for forestry, agriculture or mining activities).	GRI 304-2	Minimising our environmental impact: Pages 209-210 Fact sheet: Biodiversity management	ESRS-E4-5
E3.1c (C)	Level of capital and expenditure deployed towards implementation of measures undertaken to manage positive impacts and avoid, minimise, restore/rehabilitate and/or offset negative impacts on biodiversity and ecosystems.	N/A	Minimising our environmental impacts: Page 211	
E3.1d (L)	Describe wherever material across the value chain mechanisms aimed at enhancing management of biodiversity and ecosystem impacts (such as policies, targets, certifications, and audits).	N/A	Fact sheet: Biodiversity management Not yet reported.	
E3.1e (L)	Describe and report results of any processes aimed at identifying, assessing and/or managing the biodiversity footprint of the organisation, including for example: size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals; and status of each area based on its condition at the close of the reporting period, noting the standards and methodologies used.	GRI 304-3	Minimising our environmental impact: Page 184, 211 Fact sheet: Biodiversity management	
<b>E4 Pollution and waste</b>				
E4.1 Solid waste E4.1a (C)	Total weight of waste generated (non-recycled), with a breakdown by composition of waste, noting % directed to disposal (including landfill and incineration), and % diverted from disposal (e.g. reuse, recycling, recovery).	GRI 306-3	Minimising our environmental impact: Pages 205-208	ESRS-E5-6 SASB 150
E4.1b (C)	Total weight of hazardous waste generated, noting % directed to disposal (including landfill and incineration), and % diverted from disposal (e.g. reuse, recycling, recovery).	GRI 306-4 GRI 306-5	Minimising our environmental impact: Pages 205-208 Minimising our environmental impact: Pages 205-208	ESRS-E5-6 SASB 150
E4.1c (C)	Waste intensity: total waste per material unit (e.g. sales revenue, unit of production, or other).	GRI 306-3	Minimising our environmental impact: Pages 205-208	
E4.2 single use plastic (L)	Report wherever material along the value chain: estimated metric tonnes of single-use plastic consumed and share (%) of single-use plastic weight of total plastic weight.	N/A	Not applicable	ESRS-E5-4 ESRS-E5-5 SASB 410
E4.3 atmospheric pollution E4.3a (C)	Report wherever material along the value chain: nitrogen oxides (NOx), sulphur oxides (SOx), volatile organic compounds (VOC), persistent organic pollutants (POP), particulate matter, and other significant air emissions identified in relevant regulations.	GRI 305-7	Health and well-being and occupational hygiene: Pages 145-147 Minimising our environmental impact: Pages 193-195 Four-year statistical review: Page 273-276	ESRS-E2-4 SASB 120
E4.3b (L)	Wherever possible estimate the proportion of specified emissions that occur in or adjacent to urban/densely populated areas.	N/A	Not yet reported	ESRS-E2-5
E4.4 Water pollution (L)	Total water discharge to all areas in megalitres, and list of priority substances of concern for which discharges are treated, including how these substances were defined, approach to setting discharge limits, and number of incidents of non-compliance with discharge limits.	GRI 303-4	Minimising our environmental impact: Pages 200-204 Supplementary disclosure: Environmental incidents 2022 Fact sheet: Biodiversity management	ESRS-E2-5 ESRS-E2-6
<b>E5 Supply Chain and Materials</b>				
E5.1 Supply chain (L)	Report wherever material across the supply chain: mechanisms (e.g. supplier screening, and audits) to identify and address significant actual and potential negative environmental impacts, nature of these impacts, and measures to address these.	GRI 308-1 GRI 308-2	Socioeconomic development: Page 228 Governance in sustainability: Our considered decision-making: Page 232 Socioeconomic development: Page 228 Governance in sustainability: Our considered decision-making: Page 232	SASB 440 SASB 430
E5.2 Materials of concern E5.2a (C)	Process to identify and manage emerging materials and chemicals of concern in products (materials of concern could include conflict minerals or recognised high impact raw materials such as palm oil).	GRI 417-3	On the physical Platinum ingots, we have the LPPM requirements which indicates that we must have the company name/logo, metal, weight, purity, and unique batch reference pin stamped – we have this in place. Address label with air waybill number and known cargo stamp (with company name), containers or ingot reference numbers, security seal sticker. This is a civil aviation authority requirement. Spec sheet, packing list and signed dispatch letters (from senior manager) with container numbers, purity, destination address etc. goes to the customer. This is not a regulatory requirement but part of our procedures. All of the above are in our procedures.	SASB 430
E5.2b (L)	Percentage of materials identified in point 1 above that are covered by a sustainability certification standard or formalised sustainability management programme.	N/A	100% of our Platinum and Palladium is covered by the LPPM Responsible Sourcing Programme  100% of the Nickel in Sandouville Refinery is covered by the LME Policy on Responsible Sourcing  100% of the Gold is covered by the Conflict-Free Gold Standard	SASB 430



## JSE CLIMATE DISCLOSURE GUIDANCE - JUNE 2022

Disclosure	Disclosure requirement	GRI	Reference	Other frameworks
<b>Governance recommended disclosures</b>				
Describe the board's oversight of climate-related impacts, risks and opportunities	Board direction and tone	GRI 2-9	Board and executive leadership: Pages 7-12 Corporate governance: Page 23 - 26 Detail of Board committees: Page 268 Detailed biographies and information on other public directorships are available on our corporate website <a href="http://www.sibanyestillwater.com/about-us/leadership/">www.sibanyestillwater.com/about-us/leadership/</a>	CDP: C1.1,C1.1a and C1.1b TCFD: 1a
	1. How the board sets the direction and tone for considering climate-related impacts, risks and opportunities in the organisation, including disclosing			
	a. committee/s responsible for oversight of climate-related issues			
	b. how these responsibilities are reflected in the board's terms of reference, mandates, and other related policies	GRI 2-12	Our purpose, vision, strategy and values: Page 32-36 Chairman's and Chief Executive Officer's review: Pages 13-18 Corporate governance: Pages 20, 30 Social, Ethics and Sustainability Committee Chairman's report: Page 180 Governance in Sustainability: Our considered decision-making: Page 231 Detail of Board committees: Page 268 Remuneration report: Pages 237, 249 The terms of reference of the board committees as per our website, <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>	
	c. how the board ensures that the appropriate skills and competencies are available to oversee strategies designed to respond to climate-related impacts, risks and opportunities;			
d. how the board ensures that the organisational structure/s and management-level responsibilities are appropriate for managing climate-related issues				
Board role in integrating climate-related issues in strategy, business planning, and remuneration		GRI 2-13	Corporate governance: Pages 20, 30 Chairman's and Chief Executive Officer's review: Pages 13-18 Managing our risks and opportunities within the external environment: Page 57-64 Continuous safe production: Page 127 Health, wellbeing and occupational hygiene: Page 138 Empowering our workforce: Page 151 Social, Ethics and Sustainability Committee Chairman's report: Page 180 Minimising our environmental impact: Page 186 Socioeconomic development: Page 217 Governance in Sustainability: Our considered decision-making: Page 231 Detail of Board committees: Page 268	
		GRI 2-14	Directors statement of responsibility: Page 2 Our material matters: Page 69	
		GRI 2-17	Board an and executive leadership: Page 7-12	
Describe the process for integrating climate issues into the overall governance approach	2. The processes and frequency with which the board and/or board committees are informed about the organisation's material climate-related impacts, risks and opportunities, and how these material climate-related considerations are integrated in the organisation's	GRI 2-12	Our purpose, vision, strategy and values: Page 32-36 Chairman's and Chief Executive Officer's review: Pages 13-18 Corporate governance: Pages 20, 30 Social, Ethics and Sustainability Committee Chairman's report: Page 180 Governance in Sustainability: Our considered decision-making: Page 231 Detail of Board committees: Page 268 Remuneration report: Pages 237, 249 The terms of reference of the board committees as per our website, <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>	CDP: C1.2, C1.2a,C1.3 and C1.3a TCFD: 1b
	a. strategy development and risk management processes, including any assessment of trade-offs or sensitivity to uncertainty that may be required			
	b. capital allocation plans and decisions on major transactions			
	c. performance targets, including climate-related goals and targets			
	d. remuneration policies and performance incentives at an executive level			
Board oversight of implementation of strategy				
3. The process followed by the board and/or its committees to monitor				
a. management's activities in assessing and managing climate-related impacts, risks and opportunities, including whether that role is delegated to specific management-level positions or committees and how oversight is exercised over that position or committee				
b. the outcomes of impact, risk and opportunity assessments, evaluations, and responses	GRI 2-14	Directors statement of responsibility: Page 2 Our material matters: Page 69		
c. the controls and procedures relating to the management of climate impacts, risks and opportunities, and how these are integrated with other internal functions				
d. the organisation's progress against climate goals and targets				
e. the views of affected stakeholders and the quality of the organisation's stakeholder engagement processes				
Board oversight of disclosure and communication				
4. The process followed by the board and/or its committees to provide oversight of the organisation's disclosure and communication activities, including its approach to				
a. approving management's determination of the reporting frameworks and standards to be used, considering the intended audience and purpose of each report				
b. ensuring the integrity of external reports and deciding the scope and type of assurance of climate-related controls and information				



## JSE CLIMATE DISCLOSURE GUIDANCE continued

Disclosure	Disclosure requirement	GRI	Reference	Other frameworks
<b>Strategy recommended disclosures</b>				
Describe how an assessment of climate-related impacts, risks and opportunities has influenced the organisation's strategy.	<p>Strategy and decision-making</p> <p>4. How the identified material climate-related issues have informed the organisation's business model, its strategic objectives and targets, transition plans, and financial planning, over the short, medium, and long term, recognising that climate-related issues often manifest themselves over the medium and longer term. This should address how the organisation is responding to material climate-related issues and plans to achieve any climate-related targets including disclosure of: a. the changes the organisation is making in strategy and resource allocation</p> <p>b. information, including the amount of capital or expenditure deployed, on the direct adaptation and mitigation efforts being undertaken</p> <p>c. information, including the amount of capital or expenditure deployed, on the indirect adaptation and mitigation efforts being undertaken</p> <p>d. how changes are being resourced</p> <p>e. the processes to review objectives and targets</p> <p>f. the potential use of carbon offsets to achieve objectives and targets, including the type of carbon offset, verification schemes used and other factors relevant to establish credibility of offsets</p> <p>g. qualitative and quantitative information regarding the progress of plans disclosed in prior reporting periods</p> <p>h. whether transition plans commit to stakeholder engagement with workers and communities</p>	N/A	<p>Our purpose, vision, strategy and values: Pages 32-36</p> <p>Managing our risks and opportunities within the external environment: Pages 42,61 and 65</p> <p>Minimising our environmental impact: Pages 187-193</p> <p>See Fact sheet: Climate Change related disclosure</p> <p>See our CDP disclosure available at <a href="https://reports.sibanyestillwater.com/2021/download/SSW-CDP22-climate-unscored.pdf">reports.sibanyestillwater.com/2021/download/SSW-CDP22-climate-unscored.pdf</a></p>	<p>CDP: C2.1, C2.1a, C2.1b, C2.3, C2.3a, C2.4, C2.4a</p> <p>TCFD: 2a</p>
Describe the impact this has had on the organisation's overall performance, both positive and negative.	<p>Climate-related impacts, risks and opportunities</p> <p>1. The organisation's most significant climate-related impacts (positive and negative) on people, the environment and the economy, over the short, medium, and long term, noting the nature of its dependencies and impacts on specific resources and relationships ('impact materiality')</p> <p>2. The organisation's most significant climate-related risks and opportunities across its value chain that the organisation reasonably expects could positively or negatively impact its business model, strategy, cash flows, access to finance, and its cost of capital, over the short, medium, and long term ('financial materiality'); this should include a description of where in the value chain these risks and opportunities are concentrated and indicate whether the risks are physical risks or transition risks</p> <p>3. How the organisation defines short, medium, and long term, and how these definitions are linked to the organisation's strategic planning horizons and capital allocation plans, noting that these time frames can vary significantly between organisations and industry sectors</p> <p>Financial position, performance and cash flows</p> <p>5. How any of the significant climate-related risks and opportunities have affected the organisation's most recently reported financial position, financial performance, and cash flows. This should include any information on whether there is a significant risk of material adjustments that may be reported in the next financial year</p> <p>6. How the financial position and performance is expected to change over time given the organisation's strategy to address significant climate-related impacts, risks and opportunities</p>	GRI 201-2	<p>Our purpose, vision, strategy and values: Pages 32-36</p> <p>Chairman's and Chief Executive Officer's review: Pages 13-18</p> <p>Corporate governance: Page 21</p> <p>Managing our risks and opportunities within the external operating environment: Pages 40-42,57,61,65</p> <p>Our material matters: Page 73</p> <p>Chief Financial Officer's report: Page 103</p> <p>Governance in sustainability: Our considered decision-making: Page 232</p> <p>Minimising our environmental impact: Pages 187-193, 195-199</p> <p>See Annual Financial Report 2022: Pages 62,86</p> <p>Supplementary information: Climate change related disclosure</p> <p>See: Position statements available <a href="https://www.sibanyestillwater.com/sustainability/reports-policies">www.sibanyestillwater.com/sustainability/reports-policies</a></p> <p>Also refer to final results presentation, <a href="https://thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf">thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf</a></p>	<p>CDP: C2.3, C2.3a, C2.4a, C3.1, C3.1d, C3.1e, C3.2a, C3.2b, C3.3, C3.4, C-FS3.7, C-FS3.7a</p> <p>TCFD: 2b</p>
Describe the nature, extent, and outcomes of any analysis, including scenario analysis, undertaken to test the resilience of the organisation.	<p>Resilience</p> <p>7. The nature, extent, and outcomes of any analysis, including scenario analysis, undertaken to test the resilience of the organisation's strategy, operations, products and services, value chain, and investment research and development activities – and how these might impact the organisation's financial position, and its capacity to respond, adjust or adapt its strategy and business model, over time. This should include disclosure of</p> <p>a. how the analysis was conducted, over what time frame, using which inputs and assumptions, and the significant areas of uncertainty considered</p> <p>b. if relevant, which scenarios were used including</p> <p>i. whether they included a comparison of a diverse range of scenarios</p> <p>ii. whether the scenarios used are associated with transition risks or increased physical risks</p> <p>iii. whether a scenario aligned with the latest international agreement on climate change was among the scenarios</p> <p>iv. whether the scenarios consider impacts on workers and communities</p> <p>v. an explanation of why the chosen scenarios are relevant to assessing the organisation's resilience to climate-related risks and opportunities</p> <p>vi. the inputs used in the analysis including the scope of risks, the scope of operations, and assumptions, including those relating to how transition risks will impact the organisation</p> <p>8. Commentary on the value created, preserved, or eroded for the organisation, its stakeholders, and society and the environment more broadly, as a result of implementing its strategy</p>	N/A	<p>Minimising our environmental impact: Pages 187-193</p> <p>Sustainability governance: Our considered decision-making: Pages 231-232</p> <p>See Fact sheet: Climate Change related disclosure</p> <p>See our CDP disclosure available at <a href="https://reports.sibanyestillwater.com/2021/download/SSW-CDP22-climate-unscored.pdf">reports.sibanyestillwater.com/2021/download/SSW-CDP22-climate-unscored.pdf</a></p>	<p>TCFD: 2c</p> <p>CDP: C3.1a, C3.2, C3.2a, C3.2b</p>





## JSE CLIMATE DISCLOSURE GUIDANCE continued

Disclosure	Disclosure requirement	GRI	Reference	Other frameworks
<b>Management recommended disclosures</b>				
Describe how climate-related impacts, risks and opportunities are identified, assessed and integrated into the organisation's management processes	<p>In describing the integration of climate-related issues in the organisation's management processes, the organisation should disclose the following information</p> <ol style="list-style-type: none"> <li>The processes in place for identifying, assessing, prioritising, monitoring, and managing climate-related impacts, risks and opportunities including <ul style="list-style-type: none"> <li>(a) how it assesses the likelihood and effects associated with its identified climate-related impacts, risks and opportunities (such as the qualitative factors, quantitative thresholds and other criteria used)</li> <li>(b) how it prioritises climate-related risks and opportunities relative to other types of risks and opportunities</li> <li>(c) the input parameters it uses (for example, data sources, the scope of operations covered, and the detail used in assumptions)</li> <li>(d) whether it has changed the processes used compared to the prior reporting period</li> </ul> </li> <li>How these various processes are integrated into the organisation's existing impact, risk and opportunity management systems</li> <li>The steps taken to access a diversity of perspectives (both internal and external to the organisation) in identifying and organisation climate-related impacts, risks, and opportunities</li> </ol>	N/A	<p>Our purpose, vision, strategy and values: Pages 32-36</p> <p>Managing our risks and opportunities within the external environment: Pages 42, 61 and 65</p> <p>Social, ethics and sustainability committee: Chairman's report: Pages 180-183</p> <p>Minimising our environmental impact: Pages 187-193</p> <p>Remuneration report: Pages 249-250</p> <p>See Fact sheet: Climate Change related disclosure</p> <p>See our CDP disclosure available at <a href="https://reports.sibanyestillwater.com/2021/download/SSW-CDP22-climate-unscored.pdf">reports.sibanyestillwater.com/2021/download/SSW-CDP22-climate-unscored.pdf</a></p>	TCFD3a-c CDP: C2.1, C2.2, C2.2a, C-FS2.2b, C-FS2.2c, C-FS2.2d, C-FS2.2e
<b>Metrics and targets recommended disclosures</b>				
Disclose information about how an entity measures, monitors and manages its significant climate-related risks and opportunities to allow users to understand how the organisation assesses its performance, including progress towards the targets it has set.	1. Absolute gross greenhouse gas emissions expressed as metric tonnes of CO <sub>2</sub> equivalent and measured in accordance with the Greenhouse Gas Protocol for <ol style="list-style-type: none"> <li>Scope 1 emissions</li> <li>Scope 2 emissions</li> </ol> <p>Scope 1 and Scope 2 emissions should be disclosed separately for (i) the consolidated accounting group (the parent and its subsidiaries) and (ii) associates, joint ventures, unconsolidated subsidiaries or affiliates not included in (i). The approach used (e.g. the Greenhouse Gas Protocol's equity share or operational control) should be included</p>	GRI 305-1	<p>Minimising our environmental impact: Page 188-189</p> <p>Four-year statistical review: Page 273-276</p> <p>Statement of assurance: Page 281-283</p> <p>Supplementary disclosure: Climate change related disclosure</p>	
		GRI 305-2	<p>Minimising our environmental impact: Page 188-189</p> <p>Four-year statistical review: Page 273-276</p> <p>Statement of assurance: Page 281-283</p> <p>Supplementary disclosure: Climate change related disclosure</p>	
	2. Absolute gross greenhouse gas emissions expressed as metric tonnes of CO <sub>2</sub> equivalent and measured in accordance with the Greenhouse Gas Protocol for Scope 3 emissions including <ol style="list-style-type: none"> <li>a breakdown of GHG emissions according to relevant upstream and downstream categories</li> <li>the basis for measurement used by entities providing information within the organisation's value chain</li> <li>reasons for omitting any particular Scope 3 emissions in the value chain</li> </ol>	GRI 305-3	<p>Minimising our environmental impact: Page 188-189, 193</p> <p>Four-year statistical review: Page 273-276</p> <p>Statement of assurance: Page 281-283</p> <p>Supplementary disclosure: Climate change related disclosure</p>	
	3. Greenhouse gas emissions intensity for Scope 1, 2 and 3, expressed as metric tonnes of CO <sub>2</sub> equivalent per unit of physical or economic output.	GRI 305-4	<p>Minimising our environmental impact: Page 188</p> <p>Four-year statistical review: Page 273-276</p> <p>Supplementary disclosure: Climate change related disclosure</p>	
	4. The amount and percentage of assets or business activities vulnerable to transition risks.	N/A	<p>Not yet reported. In 2021 we completed a TCFD diagnostic assessment. Recommendations from the assessment formed the basis of our TCFD project we embarked on early 2023. The focus is on climate-related risks, considering climate-related scenarios (our previous scenarios are from 2019) and enhancing our resilience to climate change. The scenario analysis will include transitional risks.</p>	
	5. The amount and percentage of assets or business activities vulnerable to physical risks.	N/A	<p>Not yet reported. In 2021 we completed a TCFD diagnostic assessment. Recommendations from the assessment formed the basis of our TCFD project we embarked on early 2023. The focus is on climate-related risks, considering climate-related scenarios (our previous scenarios are from 2019) and enhancing our resilience to climate change. The scenario analysis will include physical risks.</p>	
	6. The amount and percentage of assets or business activities aligned with climate-related opportunities.	N/A	<p>Not yet reported. In 2021 we completed a TCFD diagnostic assessment. Recommendations from the assessment formed the basis of our TCFD project we embarked on early 2023. The focus is on climate-related risks, considering climate-related scenarios (our previous scenarios are from 2019) and enhancing our resilience to climate change. The assessment will consider opportunities.</p>	
	7. The amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	N/A	<p>See results presentation available: <a href="https://thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf">https://thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf</a></p>	
	8. The internal price of carbon per metric tonne of greenhouse gas emissions that the entity uses to assess the costs of its emissions and an explanation of how this is applied in strategy implementation and decision-making	N/A	<p>See fact sheet: Climate change related disclosure</p> <p>Also see CDP report available at <a href="https://www.sibanyestillwater.com/sustainability/environment/">//www.sibanyestillwater.com/sustainability/environment/</a></p>	
9. Disclosure on how climate-related considerations are factored into executive remuneration policies including <ol style="list-style-type: none"> <li>the percentage of executive management remuneration recognised in the current period that is linked to climate-related considerations, and the split between long-term and short-term incentives</li> <li>the rationale for the chosen metrics, noting how these metrics are tied to the organisation's business drivers</li> <li>whether executive remuneration is aligned to the organisation's transition plan</li> </ol>	N/A	<p>Remuneration report: Pages 249-250 and 261</p>		





## COMMUNICATION ON PROGRESS AS ISSUED BY UNITED NATIONS GLOBAL COMPACT continued

Disclosure	Disclosure requirement	GRI	Reference	UNGC principles and other framework reference
G6: Risk assessment process	Does the company have a process or processes to assess risk?	GRI 205-1	Corporate governance: Pages 19-20,22 Managing our risks and opportunities within the external operating environment: Page 55 Socioeconomic development: Pages 229-230 Governance in sustainability: our considered decision-making: Page 232 Continuous safe production: Pages 130-131 Additional information: Code of ethics – available at <a href="https://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf">thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf</a>	UNGC Principle 1 UNGC Principle 7 UNGC Principle 10 SDG targets: 5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
		GRI 3-3	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46,57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	
		GRI 201-2	Our purpose, vision, strategy and values: Pages 32-36 Chairman's and Chief Executive Officer's review: Pages 13-18 Corporate governance: Page 21 Managing our risks and opportunities within the external operating environment: Pages 40-42,57,61,65 Our material matters: Page 73 Chief Financial Officer's report: Page 103 Governance in sustainability: Our considered decision-making: Page 232 Minimising our environmental impact: Pages 187-193, 195-199 See Annual Financial Report 2022: Pages 62,86 Supplementary information: Climate change related disclosure See: Position statements available <a href="http://www.sibanyestillwater.com/sustainability/reports-policies">www.sibanyestillwater.com/sustainability/reports-policies</a> Also refer to final results presentation, <a href="https://thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf">thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf</a>	
		GRI MM3	Minimising our environmental impact: Page 208 Fact sheet: Tailings management	
		GRI 403-2	Continuous safe production: Pages 126-136 Health, well-being and occupational hygiene: Pages 140, 143-147	
G6.1: Risk assessment detail	During the assessment of risk, has your company reviewed those suppliers and/or other business relationships where the risk related to human rights, labour, environment and/or anti-corruption may be particularly severe?	GRI 308-1	Socioeconomic development: Page 228 Governance in sustainability: Our considered decision-making: Page 232	UNGC Principle 1 UNGC Principle 7 UNGC Principle 10 SDG targets: 5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
		GRI 308-2	Socioeconomic development: Page 228 Governance in sustainability: Our considered decision-making: Page 232	UNGC Principle 1 UNGC Principle 7 UNGC Principle 10 SDG targets: 5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7



## COMMUNICATION ON PROGRESS AS ISSUED BY UNITED NATIONS GLOBAL COMPACT continued

Disclosure	Disclosure requirement	GRI	Reference	UNGC principles and other framework reference
G7: Due diligence	Does the company have a due diligence process through which it identifies, prevents, mitigates, and accounts for actual and potential negative impacts on sustainability topics?	GRI 2-12	Our purpose, vision, strategy and values: Page 32-36 Chairman's and Chief Executive Officer's review: Pages 13-18 Corporate governance: Pages 20, 30 Social, Ethics and Sustainability Committee Chairman's report: Page 180 Governance in Sustainability: Our considered decision-making: Page 231 Detail of Board committees: Page 268 Remuneration report: Pages 237, 249 The terms of reference of the board committees as per our website, <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>	UNGC Principle 1 UNGC Principle 7 UNGC Principle 10 SDG targets: 5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
		GRI 2-23	Governance in sustainability: Our considered decision-making: Pages 231-232 Our purpose, vision, strategy and values: Pages 32 - 36 Continuous safe production: Page 127 Health, wellbeing and occupational hygiene: Page 138 Empowering our workforce: Page 151, 161 Social, Ethics and Sustainability Committee Chairman's report: Page 180 Minimising our environmental impact: Page 186 Socioeconomic development: Page 215, 217, 228 - 230 See ESG policy and Human Rights policy <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a>	UNGC Principle 1 UNGC Principle 7 UNGC Principle 10 SDG targets: 5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
		GRI 3-1	Our material matters: Pages 69-73	UNGC Principle 1 UNGC Principle 7 UNGC Principle 10 SDG targets: 5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
		GRI 3-3	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46, 57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	UNGC Principle 1 UNGC Principle 7 UNGC Principle 10 SDG targets: 5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
G7.1 Due diligence detail	During the due diligence process, has your company reviewed those suppliers and/or other business relationships where the risk of adverse impacts on human rights, labour, environment and/or anti-corruption may be particularly severe?	GRI 2-23	Governance in sustainability: Our considered decision-making: Pages 231-232 Our purpose, vision, strategy and values: Pages 32 - 36 Continuous safe production: Page 127 Health, wellbeing and occupational hygiene: Page 138 Empowering our workforce: Page 151, 161 Social, Ethics and Sustainability Committee Chairman's report: Page 180 Minimising our environmental impact: Page 186 Socioeconomic development: Page 215, 217, 228 - 230 See ESG policy and Human Rights policy <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a>	UNGC Principle 1 UNGC Principle 7 UNGC Principle 10 SDG targets: 5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
		GRI 3-1	Our material matters: Pages 69-73	
G8: Raising the concerns about the company	Are there any processes through which members of the company's workforce can raise concerns about the company's conduct related to human rights, labour rights, environment, or anti-corruption?	N/A	Corporate governance: Page 19 Engaging our stakeholders: Page 80	UNGC Principle 1 UNGC Principle 3 UNGC Principle 7 UNGC Principle 10 SDG targets: 5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
G8.1: Raising concerns about company conduct	Please provide additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct.	GRI 2-26	Corporate governance: Page 18 Empowering our workforce: Page 150 Socioeconomic development: Page 227-229 Engaging with our stakeholders: Page 73-81 Code of ethics available at <a href="http://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf">//thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf</a>	UNGC Principle 1 UNGC Principle 3 UNGC Principle 7 UNGC Principle 10 SDG targets: 5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
G9: Lessons	How does the company capture lessons regarding each of the following sustainability topics?	GRI 3-3	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46, 57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	UNGC Principle 1 UNGC Principle 3 UNGC Principle 7 UNGC Principle 10 SDG targets: 5.2, 5.5, 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
G10: Executive pay linked to sustainability performance	Is executive pay linked to performance on one or more of the following sustainability topics?	GRI 2-19	Remuneration report: Pages 234-266	UNGC Principle 1 UNGC Principle 7 UNGC Principle 10
G11: Board composition	Percentage of individuals within the company's board/highest governance body by:	GRI 2-9	Board and executive leadership: Pages 7-12 Corporate governance: Page 23 - 26 Detail of Board committees: Page 268 Detailed biographies and information on other public directorships are available on our corporate website <a href="http://www.sibanyestillwater.com/about-us/leadership/">www.sibanyestillwater.com/about-us/leadership/</a>	UNGC Principle 1 UNGC Principle 6 SDG targets: 5.5, 8.5, 8.7, 8.8, 16.7



## COMMUNICATION ON PROGRESS AS ISSUED BY UNITED NATIONS GLOBAL COMPACT continued

Disclosure	Disclosure requirement	GRI	Reference	UNGC principles and other framework reference
G12: Sustainability reporting	Do you produce sustainability reporting according to <ul style="list-style-type: none"> <li><input type="checkbox"/> National/local regulation on sustainability</li> <li><input type="checkbox"/> Security exchange regulations</li> <li><input type="checkbox"/> Non-Financial Reporting Directive of the European Union (NRFD)</li> <li><input type="checkbox"/> Global Reporting Initiative (GRI)</li> <li><input type="checkbox"/> Sustainability Accounting Standards Board (SASB)</li> <li><input type="checkbox"/> International Integrated Reporting Council (IIRC)</li> <li><input type="checkbox"/> Climate Disclosure Standards Board (CDSB)</li> <li><input type="checkbox"/> Task Force on Climate-related Financial Disclosures (TCFD)</li> <li><input type="checkbox"/> Other voluntary frameworks (please specify in text box) [Makes text box mandatory]</li> <li><input type="checkbox"/> No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress</li> </ul>	GRI 2-28	Using the Integrated Report: Inside cover Governance in sustainability: Our considered decision-making: Pages 230-231 Our Sustainability strategy: a summary: Pages 181 Supplementary information: Processing the UN's SDGs Supplementary information: ICMM self-assessment	UNGC Principle 1 UNGC Principle 7 UNGC Principle 10 SDG targets: 8.1, 8.3, 8.5, 8.7, 8.8, 16.1, 16.2, 16.3, 16.4, 16.5, 16.6, 16.7
G13: Information assurance	Is the information disclosed in this questionnaire assured by a third-party? <ul style="list-style-type: none"> <li><input type="checkbox"/> No assurance for any metrics</li> <li><input type="checkbox"/> Limited assurance for minority of metrics (e.g., GHG emissions only)</li> <li><input type="checkbox"/> Limited assurance for majority of metrics</li> <li><input type="checkbox"/> Reasonable assurance from minority of metrics</li> <li><input type="checkbox"/> Reasonable assurance for majority of metrics</li> <li><input type="checkbox"/> Other (Please provide additional information) [Makes text box mandatory]</li> </ul>	GRI 2-5	About this report: Page 2 Corporate governance: Page 23, 28 Statement of assurance: Page 281 Governance in sustainability: Our considered decision-making, page 231	UNGC Principle 10 SDG targets: 16.1, 16.6
<b>Human Rights</b>				
HR1: Material topics	HR1. Which of the following has the company identified as material human rights topics connected with its operations and/or value chain, whether based on their salience (i.e., the most severe potential negative impacts on people) or another basis? Select that apply <ul style="list-style-type: none"> <li><input type="checkbox"/> Freedom of association and the effective recognition of the right to collective bargaining</li> <li><input type="checkbox"/> Child labour</li> <li><input type="checkbox"/> Forced labour</li> <li><input type="checkbox"/> Non-discrimination in respect of employment and occupation</li> <li><input type="checkbox"/> Safe and healthy working environment</li> <li><input type="checkbox"/> Working conditions (wages, working hours)</li> <li><input type="checkbox"/> Freedom of expression</li> <li><input type="checkbox"/> Access to water and sanitation</li> <li><input type="checkbox"/> Digital security / privacy</li> <li><input type="checkbox"/> Gender equality and women's rights</li> <li><input type="checkbox"/> Rights of indigenous peoples</li> <li><input type="checkbox"/> Rights of refugees and migrants</li> <li><input type="checkbox"/> Other _____</li> </ul>	GRI 3-2	About this report: Page 2 How we create value: Our business model: Page 85 Our material matters: Page 71-73 In 2022, we listed the twelve most material matters. See the process flow to note the reason to the inclusion of additional material matters, for e.g. Talent management and core skills.	UNGC Principle 1 UNGC Principle 2 SDG targets: 1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3
HR 2: Policy commitment	Does the company have a policy commitment in relation to the following human rights topics? Matrix will be populated only for the human rights topics selected in HR1.	GRI 2-23	Governance in sustainability: Our considered decision-making: Pages 231-232 Our purpose, vision, strategy and values: Pages 32 - 36 Continuous safe production: Page 127 Health, wellbeing and occupational hygiene: Page 138 Empowering our workforce: Page 151, 161 Social, Ethics and Sustainability Committee Chairman's report: Page 180 Minimising our environmental impact: Page 186 Socioeconomic development: Page 215, 217, 228 - 230 See ESG policy and Human Rights policy <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a>	UNGC Principle 1 UNGC Principle 2 SDG targets: 1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3
		GRI 3-3	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46, 57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	
HR 2.1 Policy details	For each human rights policy, is it	GRI 2-23	Governance in sustainability: Our considered decision-making: Pages 231-232 Our purpose, vision, strategy and values: Pages 32 - 36 Continuous safe production: Page 127 Health, wellbeing and occupational hygiene: Page 138 Empowering our workforce: Page 151, 161 Social, Ethics and Sustainability Committee Chairman's report: Page 180 Minimising our environmental impact: Page 186 Socioeconomic development: Page 215, 217, 228 - 230 See ESG policy and Human Rights policy <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a>	UNGC Principle 1 UNGC Principle 2 SDG targets: 1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3



## COMMUNICATION ON PROGRESS AS ISSUED BY UNITED NATIONS GLOBAL COMPACT continued

Disclosure	Disclosure requirement	GRI	Reference	UNGC principles and other framework reference
HR 3 Stakeholder engagement	In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following human rights topics?	3-1 Process to determine material topics 3-3 Management of material topics	Our material matters: Pages 69-73 Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46,57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	UNGC Principle 1 UNGC Principle 2 SDG targets: 1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3
		2-28 Membership associations	Using the Integrated Report: Inside cover Governance in sustainability: Our considered decision-making: Pages 230-231 Our Sustainability strategy: a summary: Pages 181 Supplementary information: Processing the UN's SDGs Supplementary information: ICMM self-assessment	
		2-29 Approach to stakeholder engagement	Engaging with stakeholders: Pages 73-80 Our material matters: Pages 68-72 Continuous safe production: Page 128 Empowering our workforce: Page 152 Minimising our environmental impact: Pages 190, 193, 195, 205, 206, 209 Socioeconomic development: Page 214, 215, 219, 221 - 224, 229-230	
		2-30 Collective bargaining agreements	Empowering our workforce: Page 165	
		2-25 Processes to remediate negative impacts	Supplementary information – Environmental incidents 2022 Corporate governance: Page 18 Engaging with our stakeholders: Page 81 Empowering our workforce: Page 227-229 Socioeconomic development: Pages 214, 218, 220, 227-229 See grievance procedure – <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a>	
		2-26 Mechanisms for seeking advice and raising concerns	Corporate governance: Page 18 Empowering our workforce: Page 150 Socioeconomic development: Page 227-229 Engaging with our stakeholders: Page 73-81 Code of ethics available at <a href="http://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf">//thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf</a>	
HR 4: Prevention/mitigation	What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with this human rights topic? Matrix will be populated only for the human rights topics selected in HR1.	3-3 Management of material topics	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46,57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	UNGC Principle 1 UNGC Principle 2 SDG targets: 1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3
HR5: Training	Who receives training for the following human rights topics? Here, "Training" refers to • all types of vocational training and instruction • paid educational leave provided by an organization for its employees • training or education pursued externally and paid for in whole or in part by an organization • training on specific topics	GRI 2-24 GRI 404-1 GRI 412-2	Our sustainability strategy: A summary: Page 183 Governance in sustainability: Our considered decision-making: Pages 231-232 Continuous safe production: Page 128 Empowering our workforce: Page 152, 153, and 161 Minimising our environmental impact: 206, 207 and 210 Socioeconomic development: Page 228 - 230 Empowering our workforce: Pages 161-164 Socioeconomic development: Pages 228-229 Empowering our workforce: Page 156-157 Socioeconomic development: Pages 228-230 Our training induction programme and annual refresher incorporates a module on human rights	UNGC Principle 1 UNGC Principle 2 SDG targets: 1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3
HR6: Prevention/mitigation progress assessment	How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights topics?	GRI 3-3	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46,57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	UNGC Principle 1 UNGC Principle 2 SDG targets: 1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3



## COMMUNICATION ON PROGRESS AS ISSUED BY UNITED NATIONS GLOBAL COMPACT continued

Disclosure	Disclosure requirement	GRI	Reference	UNGC principles and other framework reference
HR 7: Remedy	During the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact associated with the following human rights topic(s)?	GRI 3-3	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46,57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	UNGC Principle 1 UNGC Principle 2 SDG targets: 1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3
HR 8: Practical actions	Briefly describe additional relevant practical actions the company has taken during the reporting period and/or plans to take to implement the human rights principles, including any challenges faced and actions taken towards prevention and/or remediation.	GRI 3-3	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46,57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	UNGC Principle 1 UNGC Principle 2 SDG targets: 1.1, 1.2, 1.3, 1.4, 1.5, 1.a, 1.b, 2.1, 2.3, 2.5, 2.a., 2.c., 4.1, 4.4, 4.5, 4.7, 5.1, 5.2, 5.4, 5.6, 6.1, 6.2, 8.7, 8.8, 9.1, 10.2, 10.3, 10.7, 11.1, 16.1, 16.2, 16.3
		GRI 405-1	Board and executive leadership: Pages 7-10 Empowering our workforce: Pages 155-156	
		GRI 406-1	Empowering our workforce: Page 157	
		GRI 407-1	Empowering our workforce: Pages 165-166	
		GRI 408-1	Empowering our workforce: Page 155 Socioeconomic development: Pages 228-229	
		GRI 410-1	Socioeconomic development: Page 230 Fact sheet: Combatting illegal mining Additional information: thevault.exchange/? get_group_doc=245/1559314624-SS-policy-statement-security.pdf	
		GRI 413-1	Engaging with our stakeholders: Page 82	
<b>Labour</b>				
L1: Policy commitment	Does the company have a policy commitment in relation to the following labour rights principles?	GRI 3-3	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46,57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	UNGC Principle 3 UNGC Principle 4 UNGC Principle 5 UNGC Principle 6 SDG targets: 1.2, 1.3, 1.4, 1.5, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.1, 4.2, 4.3, 5.1, 5.4, 5.5, 8.3, 8.5, 8.6, 8.7, 8.8, 9.2, 10.1, 10.2, 10.3, 10.4
		GRI 403-1	Continuous safe production: Pages 126 - 127	
		GRI 403-2	Continuous safe production: Pages 126-136 Health, well-being and occupational hygiene: Pages 140, 143-147	
		GRI 403-3	Health, well-being and occupational hygiene: Pages 137-147	
		GRI 403-4	Engaging with our stakeholder engagement: Pages 77-78 Empowering our workforce: Pages 152-153 Continuous safe production: Pages 126-127, 129 - 130 Health, well-being and occupational hygiene: Pages 138,141,143	
		GRI 403-5	Engaging with our stakeholder engagement: Pages 77-78 Empowering our workforce: Pages 152-153, 161-164 Continuous safe production: Pages 126-127, 129 - 130	
		GRI 403-6	Health, well-being and occupational hygiene: Pages 137-142 Fact sheet: Care for iMali – Taking care of personal finance Note: Our operations are not located in malaria prone areas	
		GRI 403-7	Our Sustainability Strategy: a summary: Page 183 Governance in sustainability: our considered decision-making: Pages 231-232	
		GRI 403-8	Continuous safe production: Pages 126 - 127	
		GRI 403-9	Continuous safe production: Pages 132-135 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	
		GRI 403-10	Health, well-being and occupational hygiene: Pages 143-147 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	
		GRI 406-1	Empowering our workforce: Page 157	
		GRI 407-1	Empowering our workforce: Pages 165-166	
		GRI 409-1	Empowering our workforce: Page 156 (Note no person	
		GRI 408-1	Empowering our workforce: Page 155 Socioeconomic development: Pages 228-229	



## COMMUNICATION ON PROGRESS AS ISSUED BY UNITED NATIONS GLOBAL COMPACT continued

Disclosure	Disclosure requirement	GRI	Reference	UNGC principles and other framework reference
L1.1 Policy detail	For each labour rights policy, is it:	GRI 2-23	Governance in sustainability: Our considered decision-making: Pages 231-232 Our purpose, vision, strategy and values: Pages 32 - 36 Continuous safe production: Page 127 Health, wellbeing and occupational hygiene: Page 138 Empowering our workforce: Page 151, 161 Social, Ethics and Sustainability Committee Chairman's report: Page 180 Minimising our environmental impact: Page 186 Socioeconomic development: Page 215, 217, 228 - 230 See ESG policy and Human Rights policy <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a>	UNGC Principle 3 UNGC Principle 4 UNGC Principle 5 UNGC Principle 6 SDG targets: 1.2, 1.3, 1.4, 1.5, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.1, 4.2, 4.3, 5.1, 5.4, 5.5, 8.3, 8.5, 8.6, 8.7, 8.8, 9.2, 10.1, 10.2, 10.3, 10.4
L1.2 Freedom of association and collective bargaining	Does the existing company's policy on freedom of association and collective bargaining:	2-30 Collective bargaining agreements	Empowering our workforce: Page 165	UNGC Principle 3 UNGC Principle 4 UNGC Principle 5 UNGC Principle 6 SDG targets: 1.2, 1.3, 1.4, 1.5, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.1, 4.2, 4.3, 5.1, 5.4, 5.5, 8.3, 8.5, 8.6, 8.7, 8.8, 9.2, 10.1, 10.2, 10.3, 10.4
L2: Stakeholder engagement	In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following labour rights topics?	3-1 Process to determine material topics 3-3 Management of material topics	Our material matters: Pages 69-73 Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46, 57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	UNGC Principle 3 UNGC Principle 4 UNGC Principle 5 UNGC Principle 6 SDG targets: 1.2, 1.3, 1.4, 1.5, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.1, 4.2, 4.3, 5.1, 5.4, 5.5, 8.3, 8.5, 8.6, 8.7, 8.8, 9.2, 10.1, 10.2, 10.3, 10.4
		GRI 403-1	have been ISO 45001 certified. The SA and US	
		GRI 403-2	Continuous safe production: Pages 126-136 Health, well-being and occupational hygiene: Pages 140, 143-147	
		GRI 403-3	Health, well-being and occupational hygiene: Pages 137-147	
		GRI 403-4	Engaging with our stakeholder engagement: Pages 77-78 Empowering our workforce: Pages 152-153 Continuous safe production: Pages 126-127, 129 - 130 Health, well-being and occupational hygiene: Pages 138, 141, 143	
		GRI 403-5	Engaging with our stakeholder engagement: Pages 77-78 Empowering our workforce: Pages 152-153, 161-164 Continuous safe production: Pages 126-127, 129 - 130	
		GRI 403-6	Health, well-being and occupational hygiene: Pages 137-142 Fact sheet: Care for iMali – Taking care of personal finance Note: Our operations are not located in malaria prone areas	
		GRI 403-7	Our Sustainability Strategy: a summary: Page 183 Governance in sustainability: our considered decision-making: Pages 231-232	
		GRI 403-8	Continuous safe production: Pages 126 - 127 Empowering our workforce: Page 154 Regular comparison against third-party benchmarks is an important safety tool. The majority of our operations have been ISO 45001 certified. The SA (SA gold and SA PGM) and US operations as well as Sandouville refinery have voluntarily implemented the occupational health and safety system and are ISO 45001.	
		GRI 403-9	Continuous safe production: Pages 132-135 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	
		GRI 403-10	Health, well-being and occupational hygiene: Pages 143-147 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	
		GRI 406-1	Empowering our workforce: Page 157	
		GRI 407-1	Empowering our workforce: Pages 165-166 Socioeconomic development: Pages 228-229	
		GRI 409-1	Empowering our workforce: Page 156 (Note no person under age of 18 employed) Socioeconomic development: Pages 228-229	
		GRI 408-1	Empowering our workforce: Page 155 Socioeconomic development: Pages 228-229	





## COMMUNICATION ON PROGRESS AS ISSUED BY UNITED NATIONS GLOBAL COMPACT continued

Disclosure	Disclosure requirement	GRI	Reference	UNGC principles and other framework reference
L3: Prevention/mitigation	What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with this labour rights topic?	3-3 Management of material topics	<p>Corporate governance: Pages 22-26, 30</p> <p>Advancing our three-dimensional strategy: Page 35</p> <p>Our material matters: Pages: 71-73</p> <p>Managing our risks and opportunities within the external environment: Page 42-46,57-66</p> <p>Chief Financial Officer's report: Pages 93-103</p> <p>Continuous safe production: Pages 126-136</p> <p>Empowering our workforce: Pages 149-171</p> <p>Harnessing continuous innovation: Pages 172-178</p> <p>Minimising our environmental impact: Pages 184-213</p> <p>Socioeconomic development: Pages 214-230</p> <p>Governance in sustainability our considered decision-making: Page 231-232</p> <p>How we create value: our business model: Pages: 84-86</p> <p>Remuneration report: Page 261</p> <p>Statement of assurance: Pages 281-283</p>	<p>UNGC Principle 3</p> <p>UNGC Principle 4</p> <p>UNGC Principle 5</p> <p>UNGC Principle 6</p> <p>SDG targets: 1.2, 1.3, 1.4, 1.5, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.1, 4.2, 4.3, 5.1, 5.4, 5.5, 8.3, 8.5, 8.6, 8.7, 8.8, 9.2, 10.1, 10.2, 10.3, 10.4</p>
		GRI 403-1	<p>Continuous safe production: Pages 126 - 127</p> <p>Regular comparison against third-party benchmarks is an important safety tool. The majority of our operations have been ISO 45001 certified. The SA and US operations as well as Sandouville refinery have voluntarily implemented the occupational health and safety system and are ISO 45001.</p>	
		GRI 403-2	<p>Continuous safe production: Pages 126-136</p> <p>Health, well-being and occupational hygiene: Pages 140, 143-147</p>	
		GRI 403-3	<p>Health, well-being and occupational hygiene: Pages 137-147</p>	
		GRI 403-4	<p>Engaging with our stakeholder engagement: Pages 77-78</p> <p>Empowering our workforce: Pages 152-153</p> <p>Continuous safe production: Pages 126-127, 129 - 130</p> <p>Health, well-being and occupational hygiene: Pages 138,141,143</p>	
		GRI 403-5	<p>Engaging with our stakeholder engagement: Pages 77-78</p> <p>Empowering our workforce: Pages 152-153, 161-164</p> <p>Continuous safe production: Pages 126-127, 129 - 130</p>	
		GRI 403-6	<p>Health, well-being and occupational hygiene: Pages 137-142</p> <p>Fact sheet: Care for iMali – Taking care of personal finance</p> <p>Note: Our operations are not located in malaria prone areas</p>	
		GRI 403-7	<p>Our Sustainability Strategy: a summary: Page 183</p> <p>Governance in sustainability: our considered decision-making: Pages 231-232</p>	
		GRI 403-8	<p>Continuous safe production: Pages 126 - 127</p> <p>Empowering our workforce: Page 154</p> <p>Regular comparison against third-party benchmarks is an important safety tool. The majority of our operations have been ISO 45001 certified. The SA (SA gold and SA PGM) and US operations as well as Sandouville refinery have voluntarily implemented the occupational health and safety system and are ISO 45001.</p>	
		GRI 403-9	<p>Continuous safe production: Pages 132-135</p> <p>Four-year statistical review: Pages 273-276</p> <p>Statement of assurance: Pages 281-283</p>	
		GRI 403-10	<p>Health, well-being and occupational hygiene: Pages 143-147</p> <p>Four-year statistical review: Pages 273-276</p> <p>Statement of assurance: Pages 281-283</p>	
		GRI 406-1	<p>Empowering our workforce: Page 157</p>	
		GRI 407-1	<p>Empowering our workforce: Pages 165-166</p> <p>Socioeconomic development: Pages 228-229</p>	
		GRI 409-1	<p>Empowering our workforce: Page 156 (Note no person under age of 18 employed)</p> <p>Socioeconomic development: Pages 228-229</p>	
		GRI 408-1	<p>Empowering our workforce: Page 155</p> <p>Socioeconomic development: Pages 228-229</p>	



## COMMUNICATION ON PROGRESS AS ISSUED BY UNITED NATIONS GLOBAL COMPACT continued

Disclosure	Disclosure requirement	GRI	Reference	UNGC principles and other framework reference
L4: Training	Who receives training for the following labour rights topics?	3-3 Management of material topics	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46,57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	UNGC Principle 3 UNGC Principle 4 UNGC Principle 5 UNGC Principle 6 SDG targets: 1.2, 1.3, 1.4, 1.5, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.1, 4.2, 4.3, 5.1, 5.4, 5.5, 8.3, 8.5, 8.6, 8.7, 8.8, 9.2, 10.1, 10.2, 10.3, 10.4
		GRI 403-1	Continuous safe production: Pages 126 - 127 Regular comparison against third-party benchmarks is an important safety tool. The majority of our operations have been ISO 45001 certified. The SA and US operations as well as Sandouville refinery have voluntarily implemented the occupational health and safety system and are ISO 45001.	
		GRI 403-2	Continuous safe production: Pages 126-136 Health, well-being and occupational hygiene: Pages 140, 143-147	
		GRI 403-3	Health, well-being and occupational hygiene: Pages 137-147	
		GRI 403-4	Engaging with our stakeholder engagement: Pages 77-78 Empowering our workforce: Pages 152-153 Continuous safe production: Pages 126-127, 129 - 130 Health, well-being and occupational hygiene: Pages 138,141,143	
		GRI 403-5	Engaging with our stakeholder engagement: Pages 77-78 Empowering our workforce: Pages 152-153, 161-164 Continuous safe production: Pages 126-127, 129 - 130	
		GRI 403-6	Health, well-being and occupational hygiene: Pages 137-142 Fact sheet: Care for iMali – Taking care of personal finance Note: Our operations are not located in malaria prone areas	
		GRI 403-7	Our Sustainability Strategy: a summary: Page 183 Governance in sustainability: our considered decision-making: Pages 231-232	
		GRI 403-8	Continuous safe production: Pages 126 - 127 Empowering our workforce: Page 154 Regular comparison against third-party benchmarks is an important safety tool. The majority of our operations have been ISO 45001 certified. The SA (SA gold and SA PGM) and US operations as well as Sandouville refinery have voluntarily implemented the occupational health and safety system and are ISO 45001.	
		GRI 403-9	Continuous safe production: Pages 132-135 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	
		GRI 403-10	Health, well-being and occupational hygiene: Pages 143-147 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	
		GRI 406-1	Empowering our workforce: Page 157	
		GRI 407-1	Empowering our workforce: Pages 165-166 Socioeconomic development: Pages 228-229	
		GRI 409-1	Empowering our workforce: Page 156 (Note no person under age of 18 employed) Socioeconomic development: Pages 228-229	
		GRI 408-1	Empowering our workforce: Page 155 Socioeconomic development: Pages 228-229	



## COMMUNICATION ON PROGRESS AS ISSUED BY UNITED NATIONS GLOBAL COMPACT continued

Disclosure	Disclosure requirement	GRI	Reference	UNGC principles and other framework reference
L5: Prevention/mitigation progress assessment	How does the company assess progress in preventing/mitigating the risks/impacts associated with the following labour rights topics?	3-3 Management of material topics	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46,57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	UNGC Principle 3 UNGC Principle 4 UNGC Principle 5 UNGC Principle 6 SDG targets: 1.2, 1.3, 1.4, 1.5, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.1, 4.2, 4.3, 5.1, 5.4, 5.5, 8.3, 8.5, 8.6, 8.7, 8.8, 9.2, 10.1, 10.2, 10.3, 10.4
		GRI 403-1	Continuous safe production: Pages 126 - 127 Regular comparison against third-party benchmarks is an important safety tool. The majority of our operations have been ISO 45001 certified. The SA and US operations as well as Sandouville refinery have voluntarily implemented the occupational health and safety system and are ISO 45001.	
		GRI 403-2	Continuous safe production: Pages 126-136 Health, well-being and occupational hygiene: Pages 140, 143-147	
		GRI 403-3	Health, well-being and occupational hygiene: Pages 137-147	
		GRI 403-4	Engaging with our stakeholder engagement: Pages 77-78 Empowering our workforce: Pages 152-153 Continuous safe production: Pages 126-127, 129 - 130 Health, well-being and occupational hygiene: Pages 138,141,143	
		GRI 403-5	Engaging with our stakeholder engagement: Pages 77-78 Empowering our workforce: Pages 152-153, 161-164 Continuous safe production: Pages 126-127, 129 - 130	
		GRI 403-6	Health, well-being and occupational hygiene: Pages 137-142 Fact sheet: Care for iMali – Taking care of personal finance Note: Our operations are not located in malaria prone areas	
		GRI 403-7	Our Sustainability Strategy: a summary: Page 183 Governance in sustainability: our considered decision-making: Pages 231-232	
		GRI 403-8	Continuous safe production: Pages 126 - 127 Empowering our workforce: Page 154 Regular comparison against third-party benchmarks is an important safety tool. The majority of our operations have been ISO 45001 certified. The SA (SA gold and SA PGM) and US operations as well as Sandouville refinery have voluntarily implemented the occupational health and safety system and are ISO 45001.	
		GRI 403-9	Continuous safe production: Pages 132-135 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	
		GRI 403-10	Health, well-being and occupational hygiene: Pages 143-147 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	
		GRI 406-1	Empowering our workforce: Page 157	
		GRI 407-1	Empowering our workforce: Pages 165-166 Socioeconomic development: Pages 228-229	
		GRI 409-1	Empowering our workforce: Page 156 (Note no person under age of 18 employed) Socioeconomic development: Pages 228-229	
		GRI 408-1	Empowering our workforce: Page 155 Socioeconomic development: Pages 228-229	
L6 Collective bargaining agreements	Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?	N/A	Yes, by providing more favourable conditions related to wages, via our wage agreements. Yes, by providing more favourable conditions health coverage and / or sick leave, via our wage agreements and contract of employment. Yes, by providing additional rights not otherwise provided as per recognition agreements.	UNGC Principle 3 UNGC Principle 4 UNGC Principle 6 SDG targets: 1.1, 1.2, 1.3, 3.1, 3.3, 3.4, 3.7, 3.8, 3.9, 8.1, 8.3, 8.5, 8.7, 8.8, 9.2, 10.1, 10.3
L7: Women in managerial positions	In the course of the reporting period, what was the percentage of women in managerial positions? (%)	405-1 Diversity of governance bodies and employees	Board and executive leadership: Pages 7-10 Empowering our workforce: Pages 155-156	UNGC Principle 6 SDG targets: 1.2, 1.4, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.3, 5.1, 5.4, 5.5, 8.5
L8: Pay equity	What was the average ratio of the basic salary and remuneration of women to men (comparing jobs of equal value) during the reporting period?	405-2 Ratio of basic salary and remuneration of women to men	Empowering our workforce: Page 157 Remuneration report: Page 254	UNGC Principle 6 SDG targets: 1.2, 1.4, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.3, 5.1, 5.4, 5.5, 8.5
L9: Injury frequency	In the course of the reporting period, how frequently were workers injured (injuries per hour worked)?	403-9 Work-related injuries	Continuous safe production: Pages 132-135 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	UNGC Principle 3 UNGC Principle 4 UNGC Principle 5 UNGC Principle 6 SDG targets: 1.2, 1.4, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8



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ACCOUNTABILITY



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## COMMUNICATION ON PROGRESS AS ISSUED BY UNITED NATIONS GLOBAL COMPACT continued

Disclosure	Disclosure requirement	GRI	Reference	UNGC principles and other framework reference
L10: Incident rate	In the course of the reporting period, what was the company's incident rate (injuries per worker)?	403-9 Work-related injuries	Continuous safe production: Pages 132-135 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	UNGC Principle 3 UNGC Principle 4 UNGC Principle 5 UNGC Principle 6 SDG targets: 1.2, 1.4, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8
L11: Remedy	In the course of the reporting period, has the company been involved in providing or enabling remedy if it has caused or contributed to the adverse impact associated with the following labour rights topics?	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our Sustainability Strategy: a summary: Page 183 Governance in sustainability: our considered decision-making: Pages 231-232	UNGC Principle 3 UNGC Principle 4 UNGC Principle 5 UNGC Principle 6 SDG targets: 1.2, 1.4, 3.1, 3.2, 3.3, 3.4, 3.7, 3.8, 4.1, 4.2, 4.3, 5.1, 5.4, 5.5, 8.6, 8.7, 8.8, 9.2, 10.1, 10.2, 10.3, 10.4
L12: Practical actions	Briefly describe additional relevant practical actions the company has taken during the reporting period and/or plans to take to implement the labour rights principles, including any challenges faced and actions taken towards prevention and/or remediation.	3-3 Management of material topics	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46,57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	
<b>Environment</b>				
E1: Policy commitment	Does the company have a policy commitment on the following environmental topics?	3-3 Management of material topics	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46,57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	UNGC Principle 7 UNGC Principle 8 SDG targets: 1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 9.5, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b



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## COMMUNICATION ON PROGRESS AS ISSUED BY UNITED NATIONS GLOBAL COMPACT continued

Disclosure	Disclosure requirement	GRI	Reference	UNGC principles and other framework reference
E2: Stakeholder engagement	In the course of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following environmental topics?	GRI 3-1	Our material matters: Pages 69-73	UNGC Principle 7
		GRI 3-3	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages 71-73 Managing our risks and opportunities within the external environment: Page 42-46, 57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	UNGC Principle 8 SDG targets: 1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b
		GRI 201-2	Our purpose, vision, strategy and values: Pages 32-36 Chairman's and Chief Executive Officer's review: Pages 13-18 Corporate governance: Page 21 Managing our risks and opportunities within the external operating environment: Pages 40-42, 57, 61, 65 Our material matters: Page 73 Chief Financial Officer's report: Page 103 Governance in sustainability: Our considered decision-making: Page 232 Minimising our environmental impact: Pages 187-193, 195-199 See Annual Financial Report 2022: Pages 62, 86 Supplementary information: Climate change related disclosure See: Position statements available <a href="http://www.sibanyestillwater.com/sustainability/reports-policies">www.sibanyestillwater.com/sustainability/reports-policies</a> Also refer to final results presentation, <a href="http://thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf">thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf</a>	
		GRI 302-1	Minimising our environmental impact: Pages 191-193 Four-year statistical review: Page 273-276 Supplementary report: Climate change related disclosure	
		GRI 302-2	Minimising our environmental impact: Page 188, 193 Supplementary report: Climate change related disclosure	
		GRI 303-1	Managing our risks and opportunities within the external environment: Pages 42, 45, 61 Our material matters: Page 72 Engaging with our stakeholders: Pages 76, 79 and 82 Social, ethics and sustainability committee: Chairman's report: Pages 180-183 Minimising the environmental impact: Pages 195-204 Remuneration report: Pages 249-250, 261 Supplementary disclosure: Social and labour plans - summary of projects in SA Fact sheet: Biodiversity management Fact sheet: The Good Neighbor Agreement	
		GRI 304-2	Minimising our environmental impact: Pages 209-210 Fact sheet: Biodiversity management	
		GRI 305-1	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	
		GRI 306-1	Minimising the environmental impact: Pages 205-207 Fact sheet: Tailings management	



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## COMMUNICATION ON PROGRESS AS ISSUED BY UNITED NATIONS GLOBAL COMPACT continued

Disclosure	Disclosure requirement	GRI	Reference	UNGC principles and other framework reference
E3: Prevention and mitigation	What type of action has the company taken in the reporting period with the aim of preventing/mitigating the risks/impacts associated with these environmental topics?	3-1 Process to determine material topics	Our material matters: Pages 69-73	UNGC Principle 7 UNGC Principle 8 SDG targets:
		3-3 Management of material topics	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46,57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b
		GRI 201-2	Our purpose, vision, strategy and values: Pages 32-36 Chairman's and Chief Executive Officer's review: Pages 13-18 Corporate governance: Page 21 Managing our risks and opportunities within the external operating environment: Pages 40-42,57,61,65 Our material matters: Page 73 Chief Financial Officer's report: Page 103 Governance in sustainability: Our considered decision-making: Page 232 Minimising our environmental impact: Pages 187-193, 195-199 See Annual Financial Report 2022: Pages 62,86 Supplementary information: Climate change related disclosure See: Position statements available <a href="http://www.sibanyestillwater.com/sustainability/reports-policies">www.sibanyestillwater.com/sustainability/reports-policies</a> Also refer to final results presentation, <a href="https://thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf">thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf</a>	
		GRI 302-1	Minimising our environmental impact: Pages 191-193 Four-year statistical review: Page 273-276 Supplementary report: Climate change related disclosure	
		GRI 303-1	Managing our risks and opportunities within the external environment: Pages 42, 45, 61 Our material matters: Page 72 Engaging with our stakeholders: Pages 76,79 and 82 Social, ethics and sustainability committee: Chairman's report: Pages 180-183 Minimising the environmental impact: Pages 195-204 Remuneration report: Pages 249-250, 261 Supplementary disclosure: Social and labour plans - summary of projects in SA Fact sheet: Biodiversity management Fact sheet: The Good Neighbor Agreement	
		GRI 304-2	Minimising our environmental impact: Pages 209-210 Fact sheet: Biodiversity management	
		GRI 305-1	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	
		GRI 305-2	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	
		GRI 306-2	Minimising the environmental impact: Pages 205-208 Delivering value from our operations and projects: Page 106 Fact sheet: Tailings management	



INNOVATION



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY



## COMMUNICATION ON PROGRESS AS ISSUED BY UNITED NATIONS GLOBAL COMPACT continued

Disclosure	Disclosure requirement	GRI	Reference	UNGC principles and other framework reference
E4: Prevention, mitigation progress assessment	How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?	3-1 Process to determine material topics	Our material matters: Pages 69-73	UNGC Principle 7 UNGC Principle 8 SDG targets:
		3-3 Management of material topics	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46,57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b
		GRI 201-2	Our purpose, vision, strategy and values: Pages 32-36 Chairman's and Chief Executive Officer's review: Pages 13-18 Corporate governance: Page 21 Managing our risks and opportunities within the external operating environment: Pages 40-42,57,61,65 Our material matters: Page 73 Chief Financial Officer's report: Page 103 Governance in sustainability: Our considered decision-making: Page 232 Minimising our environmental impact: Pages 187-193, 195-199 See Annual Financial Report 2022: Pages 62,86 Supplementary information: Climate change related disclosure See: Position statements available <a href="http://www.sibanyestillwater.com/sustainability/reports-policies">www.sibanyestillwater.com/sustainability/reports-policies</a> Also refer to final results presentation, <a href="https://thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf">thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf</a>	
		GRI 302-1	Minimising our environmental impact: Pages 191-193 Four-year statistical review: Page 273-276 Supplementary report: Climate change related disclosure	
		GRI 303-1	Managing our risks and opportunities within the external environment: Pages 42, 45, 61 Our material matters: Page 72 Engaging with our stakeholders: Pages 76,79 and 82 Social, ethics and sustainability committee: Chairman's report: Pages 180-183 Minimising the environmental impact: Pages 195-204 Remuneration report: Pages 249-250, 261 Supplementary disclosure: Social and labour plans - summary of projects in SA Fact sheet: Biodiversity management Fact sheet: The Good Neighbor Agreement	
		GRI 304-2	Minimising our environmental impact: Pages 209-210 Fact sheet: Biodiversity management	
		GRI 305-1	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	
		GRI 305-2	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	
		GRI 306-2	Minimising the environmental impact: Pages 205-208 Delivering value from our operations and projects: Page 106 Fact sheet: Tailings management	



## COMMUNICATION ON PROGRESS AS ISSUED BY UNITED NATIONS GLOBAL COMPACT continued

Disclosure	Disclosure requirement	GRI	Reference	UNGC principles and other framework reference
E4.1 Goals and targets	<p>For each environmental topic for which the company sets time bound goals/targets, what kind of targets has the company set? Description of targets (e.g., what is the target, absolute vs. intensity, externally verified, on track, etc.).</p> <p>Climate change Water Oceans Forests/Biodiversity/Land Use Air pollution Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) Energy &amp; resource use</p> <p>Please provide additional information:</p> <hr/>	GRI 3-3	<p>Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46,57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283</p>	<p>UNGC Principle 7 UNGC Principle 8 SDG targets: 1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b</p>
		GRI 201-2	<p>Our purpose, vision, strategy and values: Pages 32-36 Chairman's and Chief Executive Officer's review: Pages 13-18 Corporate governance: Page 21 Managing our risks and opportunities within the external operating environment: Pages 40-42,57,61,65 Our material matters: Page 73 Chief Financial Officer's report: Page 103 Governance in sustainability: Our considered decision-making: Page 232 Minimising our environmental impact: Pages 187-193, 195-199 See Annual Financial Report 2022: Pages 62,86 Supplementary information: Climate change related disclosure See: Position statements available <a href="http://www.sibanyestillwater.com/sustainability/reports-policies">www.sibanyestillwater.com/sustainability/reports-policies</a> Also refer to final results presentation, <a href="https://thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf">thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf</a></p>	
		GRI 302-4	<p>Minimising our environmental impact: Pages 184,191-192, 205</p>	
		GRI 303-2	<p>Minimising the environmental impact: Pages 184,200-204 Fact sheet: Biodiversity management</p>	
		GRI 303-3	<p>Minimising our environmental impact: Pages 198-199</p>	
		GRI 304-3	<p>Minimising our environmental impact: Page 184, 211 Fact sheet: Biodiversity management</p>	
		GRI 305-5	<p>Minimising our environmental impact: Pages 189-193</p>	
		GRI 306-2	<p>Minimising the environmental impact: Pages 205-208 Delivering value from our operations and projects: Page 106 Fact sheet: Tailings management</p>	
E4.2 Measuring progress against targets	<p>For each environmental topic in which the company sets time bound goals/targets, how is progress against target/goal tracked?</p>	GRI 3-3	<p>Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46,57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283</p>	<p>UNGC Principle 7 UNGC Principle 8 SDG targets: 1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b</p>
		GRI 201-2	<p>Our purpose, vision, strategy and values: Pages 32-36 Chairman's and Chief Executive Officer's review: Pages 13-18 Corporate governance: Page 21 Managing our risks and opportunities within the external operating environment: Pages 40-42,57,61,65 Our material matters: Page 73 Chief Financial Officer's report: Page 103 Governance in sustainability: Our considered decision-making: Page 232 Minimising our environmental impact: Pages 187-193, 195-199 See Annual Financial Report 2022: Pages 62,86 Supplementary information: Climate change related disclosure See: Position statements available <a href="http://www.sibanyestillwater.com/sustainability/reports-policies">www.sibanyestillwater.com/sustainability/reports-policies</a> Also refer to final results presentation, <a href="https://thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf">thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf</a></p>	
		GRI 302-4	<p>Minimising our environmental impact: Pages 184,191-192, 205</p>	
		GRI 303-2	<p>Minimising the environmental impact: Pages 184,200-204 Fact sheet: Biodiversity management</p>	
		GRI 303-3	<p>Minimising our environmental impact: Pages 198-199</p>	
		GRI 304-3	<p>Minimising our environmental impact: Page 184, 211 Fact sheet: Biodiversity management</p>	
		GRI 305-5	<p>Minimising our environmental impact: Pages 189-193</p>	
		GRI 306-2	<p>Minimising the environmental impact: Pages 205-208 Delivering value from our operations and projects: Page 106 Fact sheet: Tailings management</p>	





## COMMUNICATION ON PROGRESS AS ISSUED BY UNITED NATIONS GLOBAL COMPACT continued

Disclosure	Disclosure requirement	GRI	Reference	UNGC principles and other framework reference
E5: Remedy	In the course of the reporting period, has the company been involved in providing or enabling remedy for any impacts associated with the following environmental topic(s)?	3-1 Process to determine material topics 3-3 Management of material topics	Our material matters: Pages 69-73 Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46,57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	UNGC Principle 7 UNGC Principle 8 SDG targets: 1.5, 2.1, 2.3, 2.4, 3.2, 3.4, 3.8, 3.9, 6.1, 6.3, 6.4, 6.5, 6.6, 7.1, 7.2, 7.3, 8.4, 9.4, 11.3, 11.5, 12.1, 12.2, 12.3, 12.4, 12.5, 12.6, 13.1, 13.2, 13.3, 13.a, 13.b, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b
		GRI 201-2	Our purpose, vision, strategy and values: Pages 32-36 Chairman's and Chief Executive Officer's review: Pages 13-18 Corporate governance: Page 21 Managing our risks and opportunities within the external operating environment: Pages 40-42,57,61,65 Our material matters: Page 73 Chief Financial Officer's report: Page 103 Governance in sustainability: Our considered decision-making: Page 232 Minimising our environmental impact: Pages 187-193, 195-199 See Annual Financial Report 2022: Pages 62,86 Supplementary information: Climate change related disclosure See: Position statements available <a href="http://www.sibanyestillwater.com/sustainability/reports-policies">www.sibanyestillwater.com/sustainability/reports-policies</a> Also refer to final results presentation, <a href="http://thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf">thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf</a>	
		GRI 302-1	Minimising our environmental impact: Pages 191-193 Four-year statistical review: Page 273-276 Supplementary report: Climate change related disclosure	
		GRI 303-1	Managing our risks and opportunities within the external environment: Pages 42, 45, 61 Our material matters: Page 72 Engaging with our stakeholders: Pages 76,79 and 82 Social, ethics and sustainability committee: Chairman's report: Pages 180-183 Minimising the environmental impact: Pages 195-204 Remuneration report: Pages 249-250, 261 Supplementary disclosure: Social and labour plans - summary of projects in SA Fact sheet: Biodiversity management Fact sheet: The Good Neighbor Agreement	
		GRI 304-2	Minimising our environmental impact: Pages 209-210 Fact sheet: Biodiversity management	
		GRI 305-1	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	
		GRI 305-2	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	
		GRI 306-2	Minimising the environmental impact: Pages 205-208 Delivering value from our operations and projects: Page 106 Fact sheet: Tailings management	
E6: Greenhouse gas emissions scope 1 and 2	What were the company's gross Scope 1 and Scope 2 global greenhouse gas emissions for the reporting period?	GRI 305-1	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	UNGC Principle 7 UNGC Principle 8 SDG targets: 1.5, 2.4, 11.3, 12.4, 13.1, 13.2, 13.3, 13.a, 13.b, 14.3
		GRI 305-2	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	
E7: Greenhouse gas emissions scope 3	What were the company's gross Scope3 global greenhouse gas (GHG) emissions for the reporting period?	GRI 305-3	Minimising our environmental impact: Page 188-189,193 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	UNGC Principle 7 UNGC Principle 8 SDG targets: 1.5, 2.4, 11.3, 12.4, 13.1, 13.2, 13.3, 13.a, 13.b, 14.3
E7.1 Scope 3 emissions detail	Which Scope 3 categories are included in the organization's scope 3 emissions calculation?	GRI 305-3	Minimising our environmental impact: Page 188-189,193 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	UNGC Principle 7 UNGC Principle 8 SDG targets: 1.5, 2.4, 11.3, 12.4, 13.1, 13.2, 13.3, 13.a, 13.b, 14.3
E8: R&D investment in low-carbon products/services	What percentage of the company's revenue was invested in R&D of low-carbon products/services during this reporting period?	N/A	Harnessing innovation: Page 172- 178	UNGC Principle 7 UNGC Principle 8 UNGC Principle 9



## COMMUNICATION ON PROGRESS AS ISSUED BY UNITED NATIONS GLOBAL COMPACT continued

Disclosure	Disclosure requirement	GRI	Reference	UNGC principles and other framework reference
E9: Climate adaptation	Has the organization acted to support climate change adaptation and resilience?	GRI 201-2	Our purpose, vision, strategy and values: Pages 32-36 Chairman's and Chief Executive Officer's review: Pages 13-18 Corporate governance: Page 21 Managing our risks and opportunities within the external operating environment: Pages 40-42,57,61,65 Our material matters: Page 73 Chief Financial Officer's report: Page 103 Governance in sustainability: Our considered decision-making: Page 232 Minimising our environmental impact: Pages 187-193, 195-199 See Annual Financial Report 2022: Pages 62,86 Supplementary information: Climate change related disclosure See: Position statements available <a href="http://www.sibanyestillwater.com/sustainability/reports-policies">www.sibanyestillwater.com/sustainability/reports-policies</a> Also refer to final results presentation, <a href="http://thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf">thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf</a>	UNGC Principle 7 UNGC Principle 8 UNGC Principle 9
E10: Renewable energy	Please report the company's renewable energy consumption as a percentage of total energy consumption in the reporting period.	GRI 302-2	Minimising our environmental impact: Page 188, 193 Supplementary report: Climate change related disclosure	UNGC Principle 7 UNGC Principle 8 UNGC Principle 9 SDG targets: 1.5, 2.4, 11.3, 12.4, 13.1, 13.2, 13.3, 13.a, 13.b, 14.3
E11: Low carbon products/services	What percent of the company's revenue came from low-carbon products/services during this reporting period?	N/A	About Sibanye-Stillwater: Page 4	
E12: Additional topic specific questions	Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g. based on the most severe actual or potential negative impacts on people and/or the environment)?	GRI 3-2	About this report: Page 2 How we create value: Our business model: Page 85 Our material matters: Page 71-73 In 2022, we listed the twelve most material matters. See the process flow to note the reason to the inclusion of additional material matters, for e.g. Talent management and core skills.	
E13: Water withdrawal and consumption	Please provide details regarding the company's water withdrawal and consumption (own operations) during the reporting period.	GRI 303-3 GRI 303-5	Minimising our environmental impact: Pages 198-199 Minimising our environmental impact: Pages 196-200 Fact sheet: Biodiversity management	UNGC Principle 7 UNGC Principle 8 UNGC Principle 9 SDG targets: 2.1, 2.3, 6.1, 6.3, 6.4, 6.5, 6.6, 9.4, 11.3, 11.5, 12.1, 12.2, 12.4
E14: Water intensity	Please provide details about the company's water intensity of products in regions with high or extremely high water stress.	N/A	Minimising our environmental impact: Pages 195-199	UNGC Principle 7 UNGC Principle 8 UNGC Principle 9 SDG targets: 2.1, 2.3, 6.1, 6.3, 6.4, 6.5, 6.6, 9.4, 11.3, 11.5, 12.1, 12.2, 12.4
E15: Sites in or adjacent to protected areas	Please report the number and area (in hectares) of sites owned, leased, or managed by the company in or adjacent to protected areas and/or key biodiversity areas (KBA).	GRI 304-1	Minimising our environmental impact: Page 209,211 Fact sheet: Biodiversity management	UNGC Principle 7 UNGC Principle 8 UNGC Principle 9 SDG targets: 2.1, 2.3, 6.1, 6.3, 6.4, 6.5, 6.6, 9.4, 11.3, 11.5, 12.1, 12.2, 12.4
E16: Conversion of natural ecosystems	What area (in hectares) of natural ecosystems was converted during the reporting period in areas owned, leased, or managed by the company?	GRI 304-1	Minimising our environmental impact: Page 209,211 Fact sheet: Biodiversity management	UNGC Principle 7 UNGC Principle 8 SDG targets: 2.1, 2.3, 6.6, 12.2, 12.4, 14.1, 14.2, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b
E17: Ecosystem restoration	Is the company supporting or implementing project(s) focused on ecosystem restoration and protection?	GRI 304-3	Minimising our environmental impact: Page 184, 211 Fact sheet: Biodiversity management	UNGC Principle 7 UNGC Principle 8 UNGC Principle 9 SDG targets: 2.1, 2.3, 6.6, 12.2, 12.4, 14.1, 14.2, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b
E18: Air pollution	Where applicable, please report the company's emissions of the following pollutants during the reporting period.	GRI 305-7	Health and well-being and occupational hygiene: Pages 145-147 Minimising our environmental impact: Pages 193-195 Four-year statistical review: Page 273-276	UNGC Principle 7 UNGC Principle 8 SDG targets: 3.2, 3.4, 3.8, 3.9, 6.3, 12.4
E19: Waste	In metric tonnes, please report the company's total weight of waste generated during the reporting period.	GRI 306-3	Minimising our environmental impact: Pages 205-208	UNGC Principle 7 UNGC Principle 8 SDG targets: 3.9, 6.3, 12.2, 12.3, 12.4, 12.5, 14.1, 14.2, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b
E20: Hazardous waste	Please report the percentage of the company's waste that was hazardous waste (i.e., hazardous waste ratio) during the reporting period.	GRI 306-4 GRI 306-5	Minimising our environmental impact: Pages 205-208 Minimising our environmental impact: Pages 205-208	UNGC Principle 7 UNGC Principle 8 SDG targets: 3.9, 6.3, 12.2, 12.4, 12.5, 14.1, 14.2, 15.1, 15.2, 15.3, 15.4, 15.5, 15.a, 15.b
E21: Single use plastics	Please report the company's estimated metric tonnes of single-use plastic consumed wherever material along the value chain during the reporting period.	N/A	Not applicable	



## COMMUNICATION ON PROGRESS AS ISSUED BY UNITED NATIONS GLOBAL COMPACT continued

Disclosure	Disclosure requirement	GRI	Reference	UNGC principles and other framework reference
E22: Overall	Briefly describe additional relevant practical actions the company has taken during the reporting period and/or plans to take to implement the environment principles, including any challenges faced and actions taken towards prevention and/or remediation.	GRI 3-3	Corporate governance: Pages 22-26, 30 Advancing our three-dimensional strategy: Page 35 Our material matters: Pages: 71-73 Managing our risks and opportunities within the external environment: Page 42-46,57-66 Chief Financial Officer's report: Pages 93-103 Continuous safe production: Pages 126-136 Empowering our workforce: Pages 149-171 Harnessing continuous innovation: Pages 172-178 Minimising our environmental impact: Pages 184-213 Socioeconomic development: Pages 214-230 Governance in sustainability our considered decision-making: Page 231-232 How we create value: our business model: Pages: 84-86 Remuneration report: Page 261 Statement of assurance: Pages 281-283	
<b>Anti-corruption</b>				
AC1: Compliance programme	Does the company have an anti-corruption compliance programme? No, it is not an immediate business priority No, but we plan to within the next two years Yes [Prompts AC1.1]	GRI 205-1	Corporate governance: Pages 19-20,22 Managing our risks and opportunities within the external operating environment: Page 55 Socioeconomic development: Pages 229-230 Governance in sustainability: our considered decision-making: Page 232 Continuous safe production: Pages 130-131 Additional information: Code of ethics – available at <a href="http://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf">thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf</a>	UNGC Principle 10 SDG targets: 16.4, 16.5, 16.6
AC1.1 Year of programme review	If yes, in what year was this programme last reviewed? (YYYY)	GRI 205-1	Corporate governance: Pages 19-20,22 Managing our risks and opportunities within the external operating environment: Page 55 Socioeconomic development: Pages 229-230 Governance in sustainability: our considered decision-making: Page 232 Continuous safe production: Pages 130-131 Additional information: Code of ethics – available at <a href="http://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf">thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf</a>	UNGC Principle 10 SDG targets: 16.4, 16.5, 16.6
AC2: Policy	Does your company have policies and recommendations for employees on how to act in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials? No, and we have no plans to develop a policy No, but we plan to within the next two years Yes, included within a broader policy or as a stand-alone policy	N/A	Corporate governance: Page 19	UNGC Principle 10 SDG targets: 16.4, 16.5, 16.6
AC3: Training	Who receives training on anti-corruption and integrity? <input type="checkbox"/> No training provided <input type="checkbox"/> Select employees [Prompts AC3.1] <input type="checkbox"/> All employees [Prompts AC3.1] <input type="checkbox"/> Contractors [Prompts AC3.1] <input type="checkbox"/> Direct suppliers of the organization [Prompts AC3.1] <input type="checkbox"/> Indirect suppliers of the organization [Prompts AC3.1] <input type="checkbox"/> Other – such as partners, clients, etc. [Prompts AC3.1]	GRI 205-2	Corporate governance: Page 19-20 Empowering our workforce: Page 161 Additional information: Our Code of ethics is incorporated in annual refresher training that employees undergo when returning from leave Socioeconomic development: Page 228 General terms and conditions – see <a href="http://www.sibanyestillwater.com/suppliers/">www.sibanyestillwater.com/suppliers/</a>	UNGC Principle 10 SDG targets: 16.4, 16.5, 16.6
AC 3.1: Training frequency	How often is such training provided? One time only      Every two or more years      Every year      We do not collect this data Select employees All employees Contractors Direct suppliers of the organization Indirect suppliers of the organization Other – such as partners, clients, etc.	GRI 205-2	Corporate governance: Page 19-20 Empowering our workforce: Page 161 Additional information: Our Code of ethics is incorporated in annual refresher training that employees undergo when returning from leave Socioeconomic development: Page 228 General terms and conditions – see <a href="http://www.sibanyestillwater.com/suppliers/">www.sibanyestillwater.com/suppliers/</a>	UNGC Principle 10 SDG targets: 16.4, 16.5, 16.6
AC 4: Compliance monitoring	Does the company monitor its anti-corruption compliance programme? <input type="checkbox"/> No, we do not monitor the anti-corruption compliance programme (Please provide additional information) [Makes text box mandatory] <input type="checkbox"/> Review topics on ad hoc basis <input type="checkbox"/> Yes, through internal employee self-evaluations <input type="checkbox"/> Yes, through automated controls monitoring <input type="checkbox"/> Yes, through external independent monitoring <input type="checkbox"/> Yes, through other mechanisms (Please provide additional information) [Makes text box mandatory]	GRI 205-1	Corporate governance: Pages 19-20,22 Managing our risks and opportunities within the external operating environment: Page 55 Socioeconomic development: Pages 229-230 Governance in sustainability: our considered decision-making: Page 232 Continuous safe production: Pages 130-131 Additional information: Code of ethics – available at <a href="http://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf">thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf</a>	UNGC Principle 10 SDG targets: 16.4, 16.5, 16.6
AC 5: Incidents of corruption	Please report the company's total number and nature of incidents of corruption during the reporting year.	GRI 205-3	Corporate governance: page 20 Socioeconomic development: Pages 228-230	UNGC Principle 10 SDG targets: 16.4, 16.5, 16.6
AC6: Measures to address suspected incidents of corruption	Within the reporting period, what measures has the company taken to address suspected incidents of corruption independently or in response to a dispute or investigation by a government regulator? <input type="checkbox"/> Initial case assessment <input type="checkbox"/> Internal investigation <input type="checkbox"/> Review by risk/ethics committee <input type="checkbox"/> Review by board of directors <input type="checkbox"/> External audit/review <input type="checkbox"/> Other (Please provide additional information) [Makes text box mandatory] <input type="checkbox"/> Not applicable/no incidents in the reporting period	GRI 205-3	Corporate governance: page 20 Socioeconomic development: Pages 228-230	UNGC Principle 10 SDG targets: 16.4, 16.5, 16.6
AC7: Collective action against corruption	Does your company engage in collective action against corruption? No, it is not an immediate business priority No, but we plan to in the next two years Yes (Please explain) [Makes text box mandatory]	GRI 205-1	Corporate governance: Pages 19-20,22 Managing our risks and opportunities within the external operating environment: Page 55 Socioeconomic development: Pages 229-230 Governance in sustainability: our considered decision-making: Page 232 Continuous safe production: Pages 130-131 Additional information: Code of ethics – available at <a href="http://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf">thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf</a>	
AC8: Practical actions	Briefly describe additional relevant practical actions the company has taken during the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation.	GRI 205-1	Corporate governance: Pages 19-20,22 Managing our risks and opportunities within the external operating environment: Page 55 Socioeconomic development: Pages 229-230 Governance in sustainability: our considered decision-making: Page 232 Continuous safe production: Pages 130-131 Additional information: Code of ethics – available at <a href="http://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf">thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf</a>	



## REFER TO THE SUPPLEMENTARY REPORT- PROGRESSING THE UN SDGS

As per the "Linking the SDGs and the GRI standards (May 2022) as issued by the GRI supports the Sustainable Development Goals

Disclosure	Disclosure requirement	GRI	Reference	
SDG 1 No poverty	1.1 & 1.3	207-1 Approach to tax	Corporate governance: Pages 20-21 Policy statement: Tax risk management – <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>	
		207-2 Tax governance, control, and risk management	Corporate governance: Pages 19, 21 Annual Financial Report 2022: Pages 82-86 Audit Committee, terms of reference - <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>	
		207-3 Stakeholder engagement and management of concerns related to tax	Corporate governance: Page 21 Engaging with our stakeholders: Page 80 Governance in sustainability: our considered decision-making: page 231 We engage with stakeholders when approached on tax matters	
		207-4 Country-by-country reporting	Annual Financial Report 2022: 62	
	1.2; 1.4	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Remuneration report: Pages 253 - 254 Empowering our workforce: Page 166	
		203-2 Significant indirect economic impacts	Empowering our workforce: Pages 157, 160, 162-164, 167-170 Socioeconomic development: Pages 214-227	
	1.4	413-2 Operations with significant actual and potential negative impacts on local communities	Socioeconomic development: Pages 214 - 225	
		MM5 Total number of operations taking place in or adjacent to indigenous people's territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	Engaging with our stakeholders: Page 82 Socioeconomic development: Page 215	
		MM6 Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	Engaging with our stakeholders: Page 82 Socioeconomic development: Pages 228-230	
		MM7 The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights or local communities and Indigenous Peoples, and the outcomes	Engaging with our stakeholders: Page 82	
MM9 Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process		None Socioeconomic development: Pages 228-230		
1.5	Refer to the supplementary report: Progressing the UN's Sustainable Development Goals (SDGs)			
SDG 2	2.1;2.2	Refer to the supplementary report: Progressing the UN's Sustainable Development Goals (SDGs)		
	2.3	411-1 Incidents of violations involving rights of indigenous peoples	None Engaging with our stakeholders: Page 82	
		413-2 Operations with significant actual and potential negative impacts on local communities	Socioeconomic development: Pages 214 - 225	
		MM5 Total number of operations taking place in or adjacent to indigenous people's territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	Engaging with our stakeholders: Page 82 Socioeconomic development: Page 215	
		MM6 Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	Engaging with our stakeholders: Page 82 Socioeconomic development: Pages 228-230	
		MM7 The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights or local communities and Indigenous Peoples, and the outcomes	Engaging with our stakeholders: Page 82	
		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	Fact sheet: Combatting illegal mining	
	MM9 Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	None Socioeconomic development: Pages 228-230		
2.4	Refer to the supplementary report: Progressing the UN's Sustainable Development Goals (SDGs)			



REFER TO THE SUPPLEMENTARY REPORT- PROGRESSING THE UN SDGs continued

Disclosure	Disclosure requirement	GRI	Reference	
SDG 3	3.2	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Remuneration report: Page 254 Empowering our workforce: Page 162-164, 166-167 Health and well-being and occupational hygiene: Page 139, 141 Fact sheet: Care for iMali: Taking care of personal finances	
	3.3; 3.5; 3.7; 3.8	403-6 Promotion of worker health	Health, well-being and occupational hygiene: Pages 137-142 Fact sheet: Care for iMali – Taking care of personal finance Note: Our operations are not located in malaria prone areas	
	3.3; 3.4; 3.5	403-10 Work-related ill health	Health, well-being and occupational hygiene: Pages 143-147 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	
	3.6	403-9 Work-related injuries	Continuous safe production: Pages 132-135 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	
	3.8	203-2 Significant indirect economic impacts	Empowering our workforce: Pages 157, 160, 162-164, 167-170 Socioeconomic development: Pages 214-227	
	3.9	305-1 Direct (Scope 1) GHG emissions	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	
		305-2 Energy indirect (Scope 2) GHG emissions	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	
		305-3 Other indirect (Scope 3) GHG emissions	Minimising our environmental impact: Page 188-189, 193 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure	
		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 Stack monitoring is done annual, and monitoring includes particulate matter (PM10) and Lead (Pb) SA operations - surface water monitoring include mercury (Hg)	
		305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	Health and well-being and occupational hygiene: Pages 145-147 Minimising our environmental impact: Pages 193-195 Four-year statistical review: Page 273-276	
		403-9 Work-related injuries	Continuous safe production: Pages 132-135 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	
		403-10 Work-related ill health	Health, well-being and occupational hygiene: Pages 143-147 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	
		MM1: Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated	Minimising our environmental impact: Page 211	
	MM3: Total amounts of overburden, rock, tailings, and sludges and their associated risks	Minimising our environmental impact: Page 208 Fact sheet: Tailings management		
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	Fact sheet: Combating illegal mining			
SDG 4	4.3; 4.4; 4.5	404-1 Average hours of training per year per employee	Empowering our workforce: Pages 161-164 Socioeconomic development: Pages 228-229	
	4.2; 4.6	Refer to the supplementary report: Progressing the UN's Sustainable Development Goals (SDGs)		
SDG 5	5.1	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Remuneration report: Pages 253 - 254 Empowering our workforce: Page 166	
		404-1 Average hours of training per year per employee	Empowering our workforce: Pages 161-164 Socioeconomic development: Pages 228-229	
		405-1 Diversity of governance bodies and employees	Board and executive leadership: Pages 7-10 Empowering our workforce: Pages 155-156	
		405-2 Ratio of basic salary and remuneration of women to men	Empowering our workforce: Page 157 Remuneration report: Page 254	
		406-1 Incidents of discrimination and corrective actions taken	Empowering our workforce: Page 157	
		408-1 Operations and suppliers at significant risk for incidents of child labour	Empowering our workforce: Page 155 Socioeconomic development: Pages 228-229	
	5.2	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Empowering our workforce: Page 156 (Note no person under age of 18 employed) Socioeconomic development: Pages 228-229	
		414-1 New suppliers that were screened using social criteria	Socioeconomic development: Pages 228-230	
		414-2 Negative social impacts in the supply chain and actions taken	Socioeconomic development: Pages 228-230	
	5.4	203-1 Infrastructure investments and services supported	Advancing our three-dimensional strategy: Page 35 A decade of shared value: Page 83 How we create value: Our business model: Page 84-86 Social, ethics and sustainability committee: Chairman report: Pages 180-182 Our Sustainability strategy: a summary: Page 183 Socioeconomic development: Pages 215- 224 Minimising our environmental impact: Page 210 Supplementary report: Social and Labour Plans: Summary of projects in SA	
		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Remuneration report: Page 254 Empowering our workforce: Page 162-164, 166-167 Health and well-being and occupational hygiene: Page 139, 141 Fact sheet: Care for iMali: Taking care of personal finances	
		401-3 Parental leave	Empowering our workforce: Page 157 We also participate in the Bloomberg Gender Equality Index; in which we disclose on leave practices	
		5.5	2-9 Governance structure and composition	Board and executive leadership: Pages 7-12 Corporate governance: Page 23 - 26 Detail of Board committees: Page 268 Detailed biographies and information on other public directorships are available on our corporate website <a href="http://www.sibanyestillwater.com/about-us/leadership/">www.sibanyestillwater.com/about-us/leadership/</a>
			2-10 Nominating and selection of the highest governance body	Corporate governance: Page 23, 24 Detail of Board committees: Pages 268, 270 Detailed biographies and information on other public directorships are available on our corporate website <a href="http://www.sibanyestillwater.com/about-us/leadership/">www.sibanyestillwater.com/about-us/leadership/</a> Also see the terms of reference to the Nominating and governance committee available at <a href="http://thevault.exchange/?get_group_doc=245/1654857251-Sibanye-Stillwater2022NominatingGovernanceTermsofReference.pdf">thevault.exchange/?get_group_doc=245/1654857251-Sibanye-Stillwater2022NominatingGovernanceTermsofReference.pdf</a>
		405-1 Diversity of governance bodies and employees	Board and executive leadership: Pages 7-10 Empowering our workforce: Pages 155-156	



REFER TO THE SUPPLEMENTARY REPORT- PROGRESSING THE UN SDGs continued

Disclosure	Disclosure requirement	GRI	Reference
SDG 6	6.1	Refer to the supplementary report: Progressing the UN's Sustainable Development Goals (SDGs)	
	6.3	303-1 Interactions with water as a shared resource	Managing our risks and opportunities within the external environment: Pages 42, 45, 61 Our material matters: Page 72 Engaging with our stakeholders: Pages 76,79 and 82 Social, ethics and sustainability committee: Chairman's report: Pages 180-183 Minimising the environmental impact: Pages 195-204 Remuneration report: Pages 249-250, 261 Supplementary disclosure: Social and labour plans - summary of projects in SA Fact sheet: Biodiversity management Fact sheet: The Good Neighbor Agreement
		303-2 Management of water discharge-related impacts	Minimising the environmental impact: Pages 184,200-204 Fact sheet: Biodiversity management
		303-4 Water discharge	Minimising our environmental impact: Pages 200-204 Supplementary disclosure: Environmental incidents 2022
		306-1 Waste generation and significant waste-related impacts	Minimising the environmental impact: Pages 205-207 Fact sheet: Tailings management
		306-2 Management of significant waste-related impacts	Minimising the environmental impact: Pages 205-208 Delivering value from our operations and projects: Page 106 Fact sheet: Tailings management
		MM1: Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated	Minimising our environmental impact: Page 211
		MM3: Total amounts of overburden, rock, tailings, and sludges and their associated risks	Minimising our environmental impact: Page 208 Fact sheet: Tailings management
	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	Fact sheet: Combatting illegal mining	
	6.4	303-1 Interactions with water as a shared resource	Managing our risks and opportunities within the external environment: Pages 42, 45, 61 Our material matters: Page 72 Engaging with our stakeholders: Pages 76,79 and 82 Social, ethics and sustainability committee: Chairman's report: Pages 180-183 Minimising the environmental impact: Pages 195-204 Remuneration report: Pages 249-250, 261 Supplementary disclosure: Social and labour plans - summary of projects in SA Fact sheet: Biodiversity management Fact sheet: The Good Neighbor Agreement
		303-3 Water withdrawal	Minimising our environmental impact: Pages 198-199
		305-5 Reduction of GHG emissions	Minimising our environmental impact: Pages 189-193
	6.6	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Minimising our environmental impact: Page 209,211 Fact sheet: Biodiversity management
		304-2 Significant impacts of activities, products and services on biodiversity	Minimising our environmental impact: Pages 209-210 Fact sheet: Biodiversity management
304-3 Habitats protected or restored		Minimising our environmental impact: Page 184, 211 Fact sheet: Biodiversity management	
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		Fact sheet: Biodiversity management 2022 and 2020 (the 2020 fact sheet contains the red list species table)	
306-1 Waste generation and significant waste-related impacts		Minimising the environmental impact: Pages 205-207 Fact sheet: Tailings management	
306-3 Waste generated		Minimising our environmental impact: Pages 205-208	
306-5 Waste directed to disposal		Minimising our environmental impact: Pages 205-208	
MM1: Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated		Minimising our environmental impact: Page 211	
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		Fact sheet: Combatting illegal mining	
MM3: Total amounts of overburden, rock, tailings, and sludges and their associated risks		Minimising our environmental impact: Page 208 Fact sheet: Tailings management	
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	Minimising our environmental impact: Pages 209-211 Fact sheet: Biodiversity management		
6.a; 6b	303-1 Interactions with water as a shared resource	Managing our risks and opportunities within the external environment: Pages 42, 45, 61 Our material matters: Page 72 Engaging with our stakeholders: Pages 76,79 and 82 Social, ethics and sustainability committee: Chairman's report: Pages 180-183 Minimising the environmental impact: Pages 195-204 Remuneration report: Pages 249-250, 261 Supplementary disclosure: Social and labour plans - summary of projects in SA Fact sheet: Biodiversity management Fact sheet: The Good Neighbor Agreement	
SDG 7	7.2; 7.3	302-1 Energy consumption within the organisation	Minimising our environmental impact: Pages 191-193 Four-year statistical review: Page 273-276 Supplementary report: Climate change related disclosure
		302-2 Energy consumption outside of the organisation	Minimising our environmental impact: Page 188, 193 Supplementary report: Climate change related disclosure
	7.3	302-3 Energy intensity	Minimising our environmental impact: Page 193
		302-4 Reduction of energy consumption	Minimising our environmental impact: Pages 184,191-192, 205
		302-5 Reductions in energy requirements of products and services	Not applicable to our operations
SDG 8	8.1; 8.2	201-1 Direct economic value generated and distributed	Chairman's and Chief Executive Officer's review: Pages 28-37 A decade of shared value: Page 83 How we create value – our business model: Pages 84-86 Chief Financial Officer's report: Pages 13-18 Delivering value from our operations and projects: Pages 105-115 Empowering our workforce: Page 166 Socioeconomic development: Pages 219-222 Four-year statistical review: Pages 273-280 Statement of assurance: Pages 281-283 Annual financial statements: Pages 51-54 (with supporting notes)
		203-2 Significant indirect economic impacts	Empowering our workforce: Pages 157, 160, 162-164, 167-170 Socioeconomic development: Pages 214-227
		404-1 Average hours of training per year per employee	Empowering our workforce: Pages 161-164 Socioeconomic development: Pages 228-229
		404-2 Programmes for upgrading employee skills and transition assistance programmes	Empowering our workforce: Pages 161-164
	8.3	203-2 Significant indirect economic impacts	Empowering our workforce: Pages 157, 160, 162-164, 167-170 Socioeconomic development: Pages 214-227
		204-1 Proportion of spending on local suppliers	Socioeconomic development: Pages 224-227 Four-year statistical review: Pages 273-276



REFER TO THE SUPPLEMENTARY REPORT- PROGRESSING THE UN SDGs continued

Disclosure	Disclosure requirement	GRI	Reference
8.4	301-1 Materials used by weight or volume		Minimising our environmental impact: Page 205, 208
	301-2 Recycled input materials used		Minimising our environmental impact: Page 208
	301-3 Reclaimed products and their packaging materials		Omission: Insignificant in the products Sibanye-Stillwater sells
	302-1 Energy consumption within the organisation		Minimising our environmental impact: Pages 191-193 Four-year statistical review: Page 273-276 Supplementary report: Climate change related disclosure
	302-2 Energy consumption outside of the organisation		Minimising our environmental impact: Page 188, 193 Supplementary report: Climate change related disclosure
	302-3 Energy intensity		Minimising our environmental impact: Page 193
	302-4 Reduction of energy consumption		Minimising our environmental impact: Pages 184, 191-192, 205
	302-5 Reductions in energy requirements of products and services		Not applicable to our operations
	306-2 Management of significant waste-related impacts		Minimising the environmental impact: Pages 205-208 Delivering value from our operations and projects: Page 106 Fact sheet: Tailings management
	8.5	2-7 Employees	
2-8 Workers who are not employees			About Sibanye-Stillwater: Pages 4-6 Empowering our workforce: Pages 154 - 155
202-1 Ratios of standard entry level wage by gender compared to local minimum wage			Remuneration report: Pages 253 - 254 Empowering our workforce: Page 166
202-2 Proportion of senior management hired from the local community			Empowering our workforce: Page 158 and 160
203-2 Significant indirect economic impacts			Empowering our workforce: Pages 157, 160, 162-164, 167-170 Socioeconomic development: Pages 214-227 Supplementary report: Social and Labour Plans: Summary of projects in SA
401-1 New employee hires and employee turnover			Empowering our workforce: Page 155
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees			Remuneration report: Page 254 Empowering our workforce: Page 162-164, 166-167 Health and well-being and occupational hygiene: Page 139, 141 Fact sheet: Care for iMali: Taking care of personal finances
401-3 Parental leave			Empowering our workforce: Page 157 We also participate in the Bloomberg Gender Equality Index; in which we disclose on leave practices
404-1 Average hours of training per year per employee			Empowering our workforce: Pages 161-164 Socioeconomic development: Pages 228-229
404-2 Programmes for upgrading employee skills and transition assistance programmes			Empowering our workforce: Pages 161-164
404-3 Percentage of employees receiving regular performance and career development reviews			Empowering our workforce: Page 161-162
405-1 Diversity of governance bodies and employees			Board and executive leadership: Pages 7-10 Empowering our workforce: Pages 155-156
405-2 Ratio of basic salary and remuneration of women to men			Empowering our workforce: Page 157 Remuneration report: Page 254
8.6		401-1 New employee hires and employee turnover	
	408-1 Operations and suppliers at significant risk for incidents of child labour		Empowering our workforce: Page 155 Socioeconomic development: Pages 228-229
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour		Empowering our workforce: Page 156 (Note no person under age of 18 employed) Socioeconomic development: Pages 228-229
8.8	2-30 Collective bargaining agreements		Empowering our workforce: Page 165
	402-1 Minimum notice periods regarding operational changes		We comply with the provisions of the South African Basic Conditions of Employment Act 75 of 1997 in terms of required notice periods to terminate contracts of employment. For all permanent employees at least 30 days' notice is provided, for fixed term employees it depends on the length of the contract, i.e. 1 week, if employee has been employed for six months or less 2 weeks, if the employee has been employed for more than 6 months but not more than a year 4 weeks, if the employee has been employed for one year or more  In terms of large-scale retrenchment, we comply with the provisions of s189A of the Labour Relations Act 66 of 1995, which provides for a compulsory 60-day consultation period.  Wage agreements are concluded for a specific period of time. Usually, a month or two prior to the agreement lapsing, parties would commence negotiations to change or amend terms and conditions of employment for the following period of time. Once the agreement is concluded, we attempt to implement as soon as reasonably practicable, as in most instances the agreement would have lapsed by the time we manage to conclude a new agreement.  Recognition Agreements / Organisational Rights Agreements, may be terminated if a union no longer meet the thresholds agreed to, but it normally requires notice to the affected union of between 30 days and 90 days to address their representativeness, whereafter the agreement may be terminated.  Where a collective agreement does not provide for a notice period to amend or terminate, we may terminate by giving reasonable notice. Reasonable notice is not defined, but normally 30 days would be accepted as reasonable.  With regards to s197 transactions, (transfer of a business as a going concern (outsourcing or in sourcing), we normally consult for a period of 30 days, although this is not prescribed by law.
	403-1 Occupational health and safety management system		Continuous safe production: Pages 126 - 127
	403-2 Hazard identification, risk assessment and incident investigation		Continuous safe production: Pages 126-136 Health, well-being and occupational hygiene: Pages 140, 143-147
	403-3 Occupational health services		Health, well-being and occupational hygiene: Pages 137-147
	403-4 Worker participation, consultation, and communication on occupational health and safety		Engaging with our stakeholder engagement: Pages 77-78 Empowering our workforce: Pages 152-153 Continuous safe production: Pages 126-127, 129 - 130 Health, well-being and occupational hygiene: Pages 138, 141, 143
	403-5 Worker training on occupational health and safety		Engaging with our stakeholder engagement: Pages 77-78 Empowering our workforce: Pages 152-153, 161-164 Continuous safe production: Pages 126-127, 129 - 130
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Our Sustainability Strategy: a summary: Page 183 Governance in sustainability: our considered decision-making: Pages 231-232
	403-8 Workers covered by an occupational health and safety management system		Continuous safe production: Pages 126 - 127 Empowering our workforce: Page 154
	403-9 Work-related injuries		Continuous safe production: Pages 132-135 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283
	403-10 Work-related ill health		Health, well-being and occupational hygiene: Pages 143-147 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283
	406-1 Incidents of discrimination and corrective actions taken		Empowering our workforce: Page 157



INNOVATION

COMMITMENT

ACCOUNTABILITY

RESPECT

ENABLING

SAFETY

REFER TO THE SUPPLEMENTARY REPORT- PROGRESSING THE UN SDGs continued

Disclosure	Disclosure requirement	GRI	Reference
		407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Empowering our workforce: Pages 165-166 Socioeconomic development: Pages 228-229
		414-1 New suppliers that were screened using social criteria	Socioeconomic development: Pages 228-230
		414-2 Negative social impacts in the supply chain and actions taken	Socioeconomic development: Pages 228-230
		MM4 Number of strikes and lock-outs exceeding one week's duration, by country	Chairman's and Chief Executive Officer's review: Pages 13-18 Empowering our workforce: Page 167
		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	Fact sheet: Combatting illegal mining
SDG 9	9.1; 9.4	201-1 Direct economic value generated and distributed	Chairman's and Chief Executive Officer's review: Pages 28-37 A decade of shared value: Page 83 How we create value – our business model: Pages 84-86 Chief Financial Officer's report: Pages 13-18 Delivering value from our operations and projects: Pages 105-115 Empowering our workforce: Page 166 Socioeconomic development: Pages 219-222 Four-year statistical review: Pages 273-280 Statement of assurance: Pages 281-283 Annual financial statements: Pages 51-54 (with supporting notes)
		203-1 Infrastructure investments and services supported	Advancing our three-dimensional strategy: Page 35 A decade of shared value: Page 83 How we create value: Our business model: Page 84-86 Social, ethics and sustainability committee: Chairman report: Pages 180-182 Our Sustainability strategy: a summary: Page 183 Socioeconomic development: Pages 215- 224 Minimising our environmental impact: Page 210 Supplementary report: Social and Labour Plans: Summary of projects in SA
	9.2	Refer to the supplementary report: Progressing the UN's Sustainable Development Goals (SDGs)	
	9.3	Refer to the supplementary report: Progressing the UN's Sustainable Development Goals (SDGs)	
	9.5	201-1 Direct economic value generated and distributed	Chairman's and Chief Executive Officer's review: Pages 28-37 A decade of shared value: Page 83 How we create value – our business model: Pages 84-86 Chief Financial Officer's report: Pages 13-18 Delivering value from our operations and projects: Pages 105-115 Empowering our workforce: Page 166 Socioeconomic development: Pages 219-222 Four-year statistical review: Pages 273-280 Statement of assurance: Pages 281-283 Annual financial statements: Pages 51-54 (with supporting notes)
		MM11: Programmes and progress relating to material stewardship	Minimising our environmental impact: Page 189, 209 Governance in sustainability: our considered decision-making: Page 231-232
SDG 10	10.3	2-7 Employees	Our timeline: Page 6 Empowering our workforce: Page 154 -156 Four-year statistical review: Page 273
		401-1 New employee hires and employee turnover	Empowering our workforce: Page 155
		404-1 Average hours of training per year per employee	Empowering our workforce: Pages 161-164 Socioeconomic development: Pages 228-229
		404-3 Percentage of employees receiving regular performance and career development reviews	Empowering our workforce: Page 161-162
		405-2 Ratio of basic salary and remuneration of women to men	Empowering our workforce: Page 157 Remuneration report: Page 254
	10.4	207-1 Approach to tax	Corporate governance: Pages 20-21 Policy statement: Tax risk management – <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>
		207-2 Tax governance, control, and risk management	Corporate governance: Pages 19, 21 Annual Financial Report 2022: Pages 82-86 Audit Committee, terms of reference - <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>
		207-3 Stakeholder engagement and management of concerns related to tax	Corporate governance: Page 21 Engaging with our stakeholders: Page 80 Governance in sustainability: our considered decision-making: page 231 We engage with stakeholders when approached on tax matters
		207-4 Country-by-country reporting	Annual Financial Report 2022: 62 Corporate governance: Page 21
SDG 11	11.2	203-1 Infrastructure investments and services supported	Advancing our three-dimensional strategy: Page 35 A decade of shared value: Page 83 How we create value: Our business model: Page 84-86 Social, ethics and sustainability committee: Chairman report: Pages 180-182 Our Sustainability strategy: a summary: Page 183 Socioeconomic development: Pages 215- 224 Minimising our environmental impact: Page 210 Supplementary report: Social and Labour Plans: Summary of projects in SA
	11.3	Refer to the supplementary report: Progressing the UN's Sustainable Development Goals (SDGs)	
	11.4	Refer to the supplementary report: Progressing the UN's Sustainable Development Goals (SDGs)	
	11.5	Refer to the supplementary report: Progressing the UN's Sustainable Development Goals (SDGs)	
	11.6	306-2 Management of significant waste-related impacts	Minimising the environmental impact: Pages 205-208 Delivering value from our operations and projects: Page 106 Fact sheet: Tailings management
		306-3 Waste generated	Minimising our environmental impact: Pages 205-208
		306-4 Waste diverted from disposal	Minimising our environmental impact: Pages 205-208
		306-5 Waste directed to disposal	Minimising our environmental impact: Pages 205-208





REFER TO THE SUPPLEMENTARY REPORT- PROGRESSING THE UN SDGs continued

Disclosure	Disclosure requirement	GRI	Reference		
SDG 12	12.2	301-1 Materials used by weight or volume	Minimising our environmental impact: Page 205, 208		
		301-2 Recycled input materials used	Minimising our environmental impact: Page 208		
		301-3 Reclaimed products and their packaging materials	Omission: Insignificant in the products Sibanye-Stillwater sells		
		302-1 Energy consumption within the organisation	Minimising our environmental impact: Pages 191-193 Four-year statistical review: Page 273-276 Supplementary report: Climate change related disclosure		
		302-2 Energy consumption outside of the organisation	Minimising our environmental impact: Page 188, 193 Supplementary report: Climate change related disclosure		
		302-3 Energy intensity	Minimising our environmental impact: Page 193		
		302-4 Reduction of energy consumption	Minimising our environmental impact: Pages 184, 191-192, 205		
		302-5 Reductions in energy requirements of products and services	Not applicable to our operations		
		MM1: Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated	Minimising our environmental impact: Page 211		
		MM11: Programmes and progress relating to material stewardship	Minimising our environmental impact: Page 189, 209 Governance in sustainability: our considered decision-making: Page 231-232		
		12.4	303-1 Interactions with water as a shared resource	303-1 Interactions with water as a shared resource	Managing our risks and opportunities within the external environment: Pages 42, 45, 61 Our material matters: Page 72 Engaging with our stakeholders: Pages 76, 79 and 82 Social, ethics and sustainability committee: Chairman's report: Pages 180-183 Minimising the environmental impact: Pages 195-204 Remuneration report: Pages 249-250, 261 Supplementary disclosure: Social and labour plans - summary of projects in SA Fact sheet: Biodiversity management Fact sheet: The Good Neighbor Agreement
				305-1 Direct (Scope 1) GHG emissions	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure
				305-2 Energy indirect (Scope 2) GHG emissions	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure
				305-3 Other indirect (Scope 3) GHG emissions	Minimising our environmental impact: Page 188-189, 193 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283
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 Stack monitoring is done annual, and monitoring includes particulate matter (PM10) and Lead (Pb) SA operations - surface water monitoring include mercury (Hg)				
305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	Health and well-being and occupational hygiene: Pages 145-147 Minimising our environmental impact: Pages 193-195 Four-year statistical review: Page 273-276				
306-1 Waste generation and significant waste-related impacts	Minimising the environmental impact: Pages 205-207 Fact sheet: Tailings management				
306-2 Management of significant waste-related impacts	Minimising the environmental impact: Pages 205-208 Delivering value from our operations and projects: Page 106 Fact sheet: Tailings management				
306-3 Waste generated	Minimising our environmental impact: Pages 205-208				
306-4 Waste diverted from disposal	Minimising our environmental impact: Pages 205-208				
306-5 Waste directed to disposal	Minimising our environmental impact: Pages 205-208				
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	Fact sheet: Combatting illegal mining				
MM3: Total amounts of overburden, rock, tailings, and sludges and their associated risks	Minimising our environmental impact: Page 208 Fact sheet: Tailings management				
12.5	301-2 Recycled input materials used			301-2 Recycled input materials used	Minimising our environmental impact: Page 208
		301-3 Reclaimed products and their packaging materials	Omission: Insignificant in the products Sibanye-Stillwater sells		
		306-1 Waste generation and significant waste-related impacts	Minimising the environmental impact: Pages 205-207 Fact sheet: Tailings management		
		306-2 Management of significant waste-related impacts	Minimising the environmental impact: Pages 205-208 Delivering value from our operations and projects: Page 106 Fact sheet: Tailings management		
		306-3 Waste generated	Minimising our environmental impact: Pages 205-208		
		306-4 Waste diverted from disposal	Minimising our environmental impact: Pages 205-208		
		306-5 Waste directed to disposal	Minimising our environmental impact: Pages 205-208		
		MM3: Total amounts of overburden, rock, tailings, and sludges and their associated risks	Minimising our environmental impact: Page 208 Fact sheet: Tailings management		
MM11: Programmes and progress relating to material stewardship	Minimising our environmental impact: Page 189, 209 Governance in sustainability: our considered decision-making: Page 231-232				
12.6	Refer to the supplementary report: Progressing the UN's Sustainable Development Goals (SDGs)				
12.8	417-1 Requirements of product and service information and labelling		All our products are provided with Safety Data Sheets. Governance in sustainability: Our considered decision-making: Page 232		



REFER TO THE SUPPLEMENTARY REPORT- PROGRESSING THE UN SDGs continued

Disclosure	Disclosure requirement	GRI	Reference
SDG 13	13.1	201-2 Financial implications and other risks and opportunities due to climate change	Our purpose, vision, strategy and values: Pages 32-36 Chairman's and Chief Executive Officer's review: Pages 13-18 Corporate governance: Page 21 Managing our risks and opportunities within the external operating environment: Pages 40-42,57,61,65 Our material matters: Page 73 Chief Financial Officer's report: Page 103 Governance in sustainability: Our considered decision-making: Page 232 Minimising our environmental impact: Pages 187-193, 195-199 See Annual Financial Report 2022: Pages 62,86 Supplementary information: Climate change related disclosure See: Position statements available <a href="http://www.sibanyestillwater.com/sustainability/reports-policies">www.sibanyestillwater.com/sustainability/reports-policies</a> Also refer to final results presentation, <a href="https://thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf">thevault.exchange/?get_group_doc=245/1677571837-ssw-results-presentation-h22022-28feb2023.pdf</a>
		302-1 Energy consumption within the organisation	Minimising our environmental impact: Pages 191-193 Four-year statistical review: Page 273-276 Supplementary report: Climate change related disclosure
		302-2 Energy consumption outside of the organisation	Minimising our environmental impact: Page 188, 193 Supplementary report: Climate change related disclosure
		302-3 Energy intensity	Minimising our environmental impact: Page 193
		302-4 Reduction of energy consumption	Minimising our environmental impact: Pages 184,191-192, 205
		302-5 Reductions in energy requirements of products and services	Not applicable to our operations
		305-1 Direct (Scope 1) GHG emissions	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure
		305-2 Energy indirect (Scope 2) GHG emissions	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure
		305-3 Other indirect (Scope 3) GHG emissions	Minimising our environmental impact: Page 188-189,193 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure
		305-4 GHG emissions intensity	Minimising our environmental impact: Page 188 Four-year statistical review: Page 273-276 Supplementary disclosure: Climate change related disclosure
		305-5 Reduction of GHG emissions	Minimising our environmental impact: Pages 189-193
		MM11: Programmes and progress relating to material stewardship	Minimising our environmental impact: Page 189, 209 Governance in sustainability: our considered decision-making: Page 231-232
		13.2	Supplementary report: Progressing the UN's Sustainable Development Goals (SDGs)
SDG 14	14.1	MM1: Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated	Minimising our environmental impact: Page 211
	14.2	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Minimising our environmental impact: Page 209,211 Fact sheet: Biodiversity management
		304-2 Significant impacts of activities, products and services on biodiversity	Minimising our environmental impact: Pages 209-210 Fact sheet: Biodiversity management
		304-3 Habitats protected or restored	Minimising our environmental impact: Page 184, 211 Fact sheet: Biodiversity management
		304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Fact sheet: Biodiversity management 2022 and 2020 (the 2020 fact sheet contains the red list species table)
		MM1: Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated	Minimising our environmental impact: Page 211
		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	Minimising our environmental impact: Pages 209-211 Fact sheet: Biodiversity management
	14.3	305-1 Direct (Scope 1) GHG emissions	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure
		305-2 Energy indirect (Scope 2) GHG emissions	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure
		305-3 Other indirect (Scope 3) GHG emissions	Minimising our environmental impact: Page 188-189,193 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure
		305-4 GHG emissions intensity	Minimising our environmental impact: Page 188 Four-year statistical review: Page 273-276 Supplementary disclosure: Climate change related disclosure
		305-5 Reduction of GHG emissions	Minimising our environmental impact: Pages 189-193
		305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	Health and well-being and occupational hygiene: Pages 145-147 Minimising our environmental impact: Pages 193-195 Four-year statistical review: Page 273-276



REFER TO THE SUPPLEMENTARY REPORT- PROGRESSING THE UN SDGs continued

Disclosure	Disclosure requirement	GRI	Reference
SDG 15	15.1	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Minimising our environmental impact: Page 209,211 Fact sheet: Biodiversity management
		304-2 Significant impacts of activities, products and services on biodiversity	Minimising our environmental impact: Pages 209-210 Fact sheet: Biodiversity management
		304-3 Habitats protected or restored	Minimising our environmental impact: Page 184, 211 Fact sheet: Biodiversity management
		304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Fact sheet: Biodiversity management 2022 and 2020 (the 2020 fact sheet contains the red list species table)
		306-3 Waste generated	Minimising our environmental impact: Pages 205-208
		306-5 Waste directed to disposal	Minimising our environmental impact: Pages 205-208
		MM1: Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated	Minimising our environmental impact: Page 211
		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	Minimising our environmental impact: Pages 209-211 Fact sheet: Biodiversity management
	15.2	305-1 Direct (Scope 1) GHG emissions	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure
		305-2 Energy indirect (Scope 2) GHG emissions	Minimising our environmental impact: Page 188-189 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure
		305-3 Other indirect (Scope 3) GHG emissions	Minimising our environmental impact: Page 188-189,193 Four-year statistical review: Page 273-276 Statement of assurance: Page 281-283 Supplementary disclosure: Climate change related disclosure
		305-4 GHG emissions intensity	Minimising our environmental impact: Page 188 Four-year statistical review: Page 273-276 Supplementary disclosure: Climate change related disclosure
		305-5 Reduction of GHG emissions	Minimising our environmental impact: Pages 189-193
		305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	Health and well-being and occupational hygiene: Pages 145-147 Minimising our environmental impact: Pages 193-195 Four-year statistical review: Page 273-276
		MM1: Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated	Minimising our environmental impact: Page 211
15.4	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	Minimising our environmental impact: Pages 209-211 Fact sheet: Biodiversity management	
15.5	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Minimising our environmental impact: Page 209,211 Fact sheet: Biodiversity management	
	304-2 Significant impacts of activities, products and services on biodiversity	Minimising our environmental impact: Pages 209-210 Fact sheet: Biodiversity management	
	304-3 Habitats protected or restored	Minimising our environmental impact: Page 184, 211 Fact sheet: Biodiversity management	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Fact sheet: Biodiversity management 2022 and 2020 (the 2020 fact sheet contains the red list species table)	
	MM1: Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated	Minimising our environmental impact: Page 211	
	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	Minimising our environmental impact: Pages 209-211 Fact sheet: Biodiversity management	



REFER TO THE SUPPLEMENTARY REPORT- PROGRESSING THE UN SDGs continued

Disclosure	Disclosure requirement	GRI	Reference	
SDG 16	16.1	403-9 Work-related injuries	Continuous safe production: Pages 132-135 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	
		403-10 Work-related ill health	Health, well-being and occupational hygiene: Pages 143-147 Four-year statistical review: Pages 273-276 Statement of assurance: Pages 281-283	
		410-1 Security personnel trained in human rights policies or procedures	Socioeconomic development: Page 230 Fact sheet: Combatting illegal mining Additional information: <a href="https://thevault.exchange/?get_group_doc=245/1559314624-SS-policy-statement-security.pdf">thevault.exchange/?get_group_doc=245/1559314624-SS-policy-statement-security.pdf</a>	
		414-1 New suppliers that were screened using social criteria	Socioeconomic development: Pages 228-230	
		414-2 Negative social impacts in the supply chain and actions taken	Socioeconomic development: Pages 228-230	
		408-1 Operations and suppliers at significant risk for incidents of child labour	Empowering our workforce: Page 155 Socioeconomic development: Pages 228-229	
		2-23 Policy commitments	Governance in sustainability: Our considered decision-making: Pages 231-232 Our purpose, vision, strategy and values: Pages 32 - 36 Continuous safe production: Page 127 Health, wellbeing and occupational hygiene: Page 138 Empowering our workforce: Page 151, 161 Social, Ethics and Sustainability Committee Chairman's report: Page 180 Minimising our environmental impact: Page 186 Socioeconomic development: Page 215, 217, 228 - 230 See ESG policy and Human Rights policy <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a>	
		16.3	2-26 Mechanisms for seeking advice and raising concerns	Corporate governance: Page 18 Empowering our workforce: Page 150 Socioeconomic development: Page 227-229 Engaging with our stakeholders: Page 73-81 Code of ethics available at <a href="https://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf">//thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf</a>
		206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Corporate governance: Page 29-30 In 2019 the competition appeal court upheld the decision of the competition tribunal to integrate Lonmin PGM assets and Sibanye-Stillwater's adjacent PGM operations. <a href="https://thevault.exchange/?get_group_doc=245/1558087495-competition-appeal-court-upholds-the-south-african-competition-tribunal-s-approval-of-the-lonmin-transaction-17055019.pdf">https://thevault.exchange/?get_group_doc=245/1558087495-competition-appeal-court-upholds-the-south-african-competition-tribunal-s-approval-of-the-lonmin-transaction-17055019.pdf</a>	
		307-1 Non-compliance with environmental laws and regulations	Corporate governance: Page 29 Supplementary disclosure: Environmental incidents in 2022	
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None in 2022			
417-2 Incidents of non-compliance concerning product and service information and labelling	None in 2022			
417-3 Incidents of non-compliance concerning marketing communications	On the physical Platinum ingots, we have the LPPM requirements which indicates that we must have the company name/logo, metal, weight, purity, and unique batch reference pin stamped – we have this in place. Address label with air waybill number and known cargo stamp (with company name), containers or ingot reference numbers, security seal sticker. This is a civil aviation authority requirement. Spec sheet, packing list and signed dispatch letters (from senior manager) with container numbers, purity, destination address etc. goes to the customer. This is not a regulatory requirement but part of our procedures. All of the above are in our procedures.			
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None in 2022			
419-1 Non-compliance with laws and regulations in the social and economic area	Corporate governance: Page 29 Supplementary disclosure: Social and Labour Plans: Summary of projects in SA			
16.5	205-1 Operations assessed for risks related to corruption	Corporate governance: Pages 19-20,22 Managing our risks and opportunities within the external operating environment: Page 55 Socioeconomic development: Pages 229-230 Governance in sustainability: our considered decision-making: Page 232 Continuous safe production: Pages 130-131 Additional information: Code of ethics – available at <a href="https://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf">thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf</a>		
		Corporate governance: Page 19-20 Empowering our workforce: Page 161 Additional information: Our Code of ethics is incorporated in annual refresher training that employees undergo when returning from leave Socioeconomic development: Page 228 General terms and conditions – see <a href="http://www.sibanyestillwater.com/suppliers/">www.sibanyestillwater.com/suppliers/</a>		
		Corporate governance: page 20 Socioeconomic development: Pages 228-230		
		Corporate governance: Page 20		
16.6	2-11 Chair of the highest governance body	Corporate governance: Page 20,23 Board and executive leadership: Pages 7		
		Corporate governance: Pages 20 Code of ethics: <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>		
16.7	2-9 Governance structure and composition	Board and executive leadership: Pages 7-12 Corporate governance: Page 23 - 26 Detail of Board committees: Page 268 Detailed biographies and information on other public directorships are available on our corporate website <a href="http://www.sibanyestillwater.com/about-us/leadership/">www.sibanyestillwater.com/about-us/leadership/</a>		
		Our purpose, vision, strategy and values: Page 32-36 Chairman's and Chief Executive Officer's review: Pages 13-18 Corporate governance: Pages 20, 30 Social, Ethics and Sustainability Committee Chairman's report: Page 180 Governance in Sustainability: Our considered decision-making: Page 231 Detail of Board committees: Page 268 Remuneration report: Pages 237, 249 The terms of reference of the board committees as per our website, <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>		
		Corporate governance: Page 23, 24 Detail of Board committees: Pages 268, 270 Detailed biographies and information on other public directorships are available on our corporate website <a href="http://www.sibanyestillwater.com/about-us/leadership/">www.sibanyestillwater.com/about-us/leadership/</a> Also see the terms of reference to the Nominating and governance committee available at <a href="https://thevault.exchange/?get_group_doc=245/1654857251-Sibanye-Stillwater2022NominatingGovernanceTermsofReference.pdf">thevault.exchange/?get_group_doc=245/1654857251-Sibanye-Stillwater2022NominatingGovernanceTermsofReference.pdf</a>		
		Engaging with our stakeholder engagement: Pages 77-78 Empowering our workforce: Pages 152-153 Continuous safe production: Pages 126-127, 129 - 130 Health, well-being and occupational hygiene: Pages 138,141,143		
16.10.	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None in 2022		



INNOVATION



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY



REFER TO THE SUPPLEMENTARY REPORT- PROGRESSING THE UN SDGs continued

Disclosure	Disclosure requirement	GRI	Reference
SDG 17	17.1	207-1 Approach to tax	Corporate governance: Pages 20-21 Policy statement: Tax risk management – <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>
		207-2 Tax governance, control, and risk management	Corporate governance: Pages 19, 21 Annual Financial Report 2022: Pages 82-86 Audit Committee, terms of reference - <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>
		207-3 Stakeholder engagement and management of concerns related to tax	Corporate governance: Page 21 Engaging with our stakeholders: Page 80 Governance in sustainability: our considered decision-making: page 231 We engage with stakeholders when approached on tax matters
		207-4 Country-by-country reporting	Annual Financial Report 2022: 62 Corporate governance: Page 21
17.3	207-1 Approach to tax	207-1 Approach to tax	Corporate governance: Pages 20-21 Policy statement: Tax risk management – <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>
		207-2 Tax governance, control, and risk management	Corporate governance: Pages 19, 21 Annual Financial Report 2022: Pages 82-86 Audit Committee, terms of reference - <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>
		207-3 Stakeholder engagement and management of concerns related to tax	Corporate governance: Page 21 Engaging with our stakeholders: Page 80 Governance in sustainability: our considered decision-making: page 231 We engage with stakeholders when approached on tax matters
		207-4 Country-by-country reporting	Annual Financial Report 2022: 62 Corporate governance: Page 21
17.7	MM11: Programmes and progress relating to material stewardship		Minimising our environmental impact: Page 189, 209 Governance in sustainability: our considered decision-making: Page 231-232
17.17		Refer to the supplementary report: Progressing the UN's Sustainable Development Goals (SDGs)	



## GUIDANCE ON EXPECTATIONS FOR EITI SUPPORTING COMPANIES

June 2022 (aligned to the GRI as per Sibanye-Stillwater assessment)

Disclosure	Disclosure requirement	GRI	Reference
Preamble	Where the company participate in multi-stakeholder groups in EITI implementing countries where it operates, indicate which countries for information purposes	2-2 Entities included in the organisation's sustainability reporting  2-28 Membership associations	About this report: Page 2 About Sibanye-Stillwater: Page 5 Our timeline: Page 6 The Group Annual Financial Report: Page 59  Using the Integrated Report: Inside cover Governance in sustainability: Our considered decision-making: Pages 230-231 Our Sustainability strategy: a summary: Pages 181 Supplementary information: Processing the UN's SDGs Supplementary information: ICMM self-assessment
Expectation 1	Does the company publish a statement of support for the EITI and the objective of the EITI Association?	2-28 Membership associations	Sibanye-Stillwater supports the principles, processes and objectives of the Extractive Industry Transparency Initiative (EITI) through our membership of the ICMM.  Our EITI supporting company form can be viewed on the Extractive Industries Transparency Initiative website. ( <a href="https://eiti.org/supporters/sibanye-stillwater">https://eiti.org/supporters/sibanye-stillwater</a> )  Position statement: Transparency of mineral revenues, available at <a href="http://www.sibanyestillwater.com/sustainability/reports-policies/">www.sibanyestillwater.com/sustainability/reports-policies/</a> Also see endorsement on: <a href="https://www.sibanyestillwater.com/sustainability/">https://www.sibanyestillwater.com/sustainability/</a>
Expectation 2	1) Does the company make disclosures in accordance with the EITI Standard in or in relation to EITI implementing countries where the company or its controlled subsidiaries operate? 2) Does the company publish a list of controlled subsidiaries? The link to the list should be documented		1. Not applicable.  Sibanye-Stillwater, the company or any controlled subsidiary, does not operate in any EITI implementing country.  2. For a list of Sibanye-Stillwater controlled subsidiaries refer to 2022 Group Annual Financial Report, page 60  <a href="https://www.sibanyestillwater.com/news-investors/reports/annual">https://www.sibanyestillwater.com/news-investors/reports/annual</a>
Expectation 3	1) Does the company make disclosures in non-EITI implementing countries where the company operates in the oil, gas and mining sectors? Where disclosures are not made, the company should explain the legal or practical barriers to disclosure on the company's website, in its annual reports or other publications. The explanation will be documented as a comment in the assessment. 2) Are the disclosure disaggregated by project?		Corporate governance: Pages 20-21 Governance in sustainability: Our considered decision-making: Pages 231-232 Annual Financial Report, available at <a href="https://www.sibanyestillwater.com/news-investors/reports/annual">https://www.sibanyestillwater.com/news-investors/reports/annual</a>
Expectation 4	1) Does the company buy oil, gas and/or mineral resources from the state in EITI implementing countries? 2) If yes, does the company make disclosures in line with the EITI standard/reporting guidelines.		Not applicable - Mainly apply to companies that are traders.  Sibanye-Stillwater does not buy any oil, gas and/or mineral resources from the state in EITI implementing countries
Expectation 5	Does the company disclose its audited financial statements?	2-5 External assurance	Sibanye-Stillwater's audited financial statements are available on the company website ( <a href="http://www.sibanyestillwater.com/news-investors/reports/annual">www.sibanyestillwater.com/news-investors/reports/annual</a> ).
Expectation 6	1) Does the company publish a statement of support 2) Does the company disclose beneficial owners, either directly or according to stock exchange regulations and listing requirements Where disclosures are made according to stock exchange regulations and listing requirements, the company should disclose the name of the stock exchange (s) and provide a link (s) to the relevant stock exchange filings		Sibanye-Stillwater supports beneficial ownership transparency and disclosures are made in line with listing requirements.  <ul style="list-style-type: none"> <li>Sibanye-Stillwater's primary listing is on the JSE Ltd</li> <li>JSE ticker symbol - SSW</li> <li>(<a href="https://clientportal.jse.co.za/companies-and-financial-instruments/issuer-profile?issuermasterid=5443">https://clientportal.jse.co.za/companies-and-financial-instruments/issuer-profile?issuermasterid=5443</a>)</li> </ul>
Expectation 7	Does the company publish an anti-corruption policy in line with the expectation?	2-15 Conflicts of interest  205-1 Operations assessed for risks related to corruption  205-2 Communication and training about anti-corruption policies and procedures  205-3 Confirmed incidents of corruption and actions taken	Corporate governance: Pages 20 Code of ethics: <a href="http://www.sibanyestillwater.com/about-us/governance/">www.sibanyestillwater.com/about-us/governance/</a>  Corporate governance: Pages 19-20,22 Managing our risks and opportunities within the external operating environment: Page 55 Socioeconomic development: Pages 229-230 Governance in sustainability: our considered decision-making: Page 232 Continuous safe production: Pages 130-131 Additional information: Code of ethics – available at <a href="http://thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf">thevault.exchange/?get_group_doc=245/1604656042-sibanye-stillwater-code-ethics.pdf</a>  Corporate governance: Page 19-20 Empowering our workforce: Page 161 Additional information: Our Code of ethics is incorporated in annual refresher training that employees undergo when returning from leave Socioeconomic development: Page 228 General terms and conditions – see <a href="http://www.sibanyestillwater.com/suppliers/">www.sibanyestillwater.com/suppliers/</a>  Corporate governance: page 20 Socioeconomic development: Pages 228-230
Expectation 8	1) Does the company publish a statement of support for governments efforts to publicly disclose contracts and licenses that govern the exploration and exploitation of oil, gas and minerals in line with the EITI Standard 2) Does the company contribute to public disclosure of contracts and licenses in EITI implementing countries consistent with government procedures?		Sibanye-Stillwater supports governments' efforts to publicly disclose contracts and licenses that govern the exploration and exploitation of oil, gas and minerals in line with the EITI Standard.  Also see statement on: <a href="https://www.sibanyestillwater.com/sustainability/">https://www.sibanyestillwater.com/sustainability/</a>
Expectation 9	1) Does the company publish a commitment/policy on gender diversity? 2) Does the company disclose employment data disaggregated by gender?	405-1 Diversity of governance bodies and employees  405-1 Diversity of governance bodies and employees	Board and executive leadership: Pages 7-10 Empowering our workforce: Pages 155-156  Board and executive leadership: Pages 7-10 Empowering our workforce: Pages 155-156

### FOR MORE INFORMATION, CONTACT:

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To be a leader in superior shared value for all stakeholders