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SIBANYE-STILLWATER'S ICMM SELF-ASSESSMENT

FOR THE YEAR ENDING 31 DECEMBER 2022



The ICMM is an industry body that plays a global leadership role in sustainable development. Its membership includes a third of the global metals and mining industry, dedicated to leadership, action and innovation for a safe, just and sustainable world. ICMM members recognise that they have an active role to play in creating a safer and more sustainable mining and metals industry.

Sibanye-Stillwater was accepted as an ICMM member in February 2020, after which we were given two years to address certain gaps in our membership application. Stage 5, (the final stage of that process) has been completed. The panel has concluded on 22 March 2023 that Sibanye-Stillwater has made significant and sufficient progress in implementing the gaps, and as a result should remain a member in good standing of the ICMM.

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

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

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

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

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

Subject matter 5: Disclosures regarding the company's prioritisation process for selecting which assets to put forward for third-party PE validation, an ICMM requirement.

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

Subject matter 1: We have updated our policies and position statements for the Group as per the ICMM requirements. These can be viewed at:

www.sibanyestillwater.com/sustainability/reports-policies/.

Subject matter 2: We continue to include an accountability, governance, and assurance section to the performance chapters. We also conducted a materiality workshop (to determine material matters), which takes into account stakeholder expectations and included participation from independent consultants.

■ See *Our material matters*, page 69.

Subject matter 3: Our risk process, which takes the ICMM's Mining Principles into account, is explained in *Managing our risks and opportunities within the external operating environment*, page 37. Other sustainability-related risk discussions are included in, ■ *Continuous safe production*, page 126, *Health, wellbeing and occupational hygiene*, page 138, *Socioeconomic development*, page 215, and *Minimising our environmental impact*, page 185, amongst others.

Subject matter 4: ■ Refer to the *PwC assurance statement*, page 282, on the related performance indicators that have been assured.

Subject matter 5: Sibanye-Stillwater's production split is the main factor for determining the Group's prioritisation for selecting appropriate assets to be third-party PE validated. Further to this, our Southern African operations account for the majority of ounces produced and account for most of the workforce employed. And the majority of our activities occur in South Africa; therefore in 2021 we selected the SA PGM operations, and in 2022 we completed a self-assessment for the SA gold operations. For 2023, the US PGM operations and 2022 acquired operations assets will be reviewed in the ICMM's three-year third-party assurance cycle.



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

Meets Partially meets N/A 

Assessment summary

Principle 1: Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	Comments and reference to the Integrated report, 2022
1.1 Establish systems to maintain compliance with applicable law. <i>Applicable: Corporate and Asset</i>						Sibanye-Stillwater does not tolerate regulatory non-compliance; compliance is overseen by dedicated compliance officers at our operations. ■ See <i>Corporate governance</i> , pages 19 – 30.
1.2 Implement policies and practices to prevent bribery, corruption and publicly disclose facilitation payments. <i>Applicable: Corporate and Asset</i>						<p>Our iCARES values inform the Group's culture and leadership behaviour, providing a principled basis for the way the Group does business. Our iCARES values are explained in ■ <i>Our purpose, vision, strategy and values</i> page 32.</p> <p>Our Code of ethics requires the reporting of contraventions and non-compliance with relevant legislation and regulation. It outlines our approach to ethical business practices, which includes the encouragement to make use of, toll free lines for reporting unethical behaviour, available for the US operations and SA operations. ■ <i>Corporate governance</i>, page 20.</p> <p>Facilitation payments are addressed within the Code of ethics, See www.sibanyestillwater.com/about-us/governance/</p>
1.3 Implement policies and standards consistent with the ICMM policy framework. <i>Applicable: Corporate</i>						<p>A comprehensive review of existing policy statement and governance documents have been completed to incorporate the ICMM requirements.</p> <p>Sibanye-Stillwater is reviewing the supporting position statements, where applicable, that set out the technical detail on commitments relevant to ESG policy, ensuring proper consideration of newly acquired operating environments.</p> <p>The updated policies, position statements and Code of ethics can be found at: www.sibanyestillwater.com/sustainability/reports-policies/</p>
1.4 Assign accountability for sustainability performance at the Board and/or Executive Committee level. <i>Applicable: Corporate</i>						<p>The Group executive and C-suite, through its ESG sub-committee, has oversight and accountability. Furthermore, the Board, through its Social, Ethics and Sustainability Committee, sets the agenda and performance expectations for the ESG Committee to report back on.</p> <p>■ See <i>Corporate governance</i>: page 8, 269</p> <p>■ See <i>Governance in sustainability: our considered decision making</i>: page 232</p>
1.5 Disclose the value and beneficiaries of financial and in-kind political contributions whether directly or through an intermediary. <i>Applicable: Corporate</i>						<p>No political contributions were made. It is prohibited by our Code of ethics.</p> <p>■ See <i>Corporate governance</i>, page 20</p>



Meets Partially meets N/A

Assessment summary

Principle 2: Integrate sustainable development in corporate strategy and decision-making processes

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	Comments and reference to the Integrated report, 2022
<p>2.1 Integrate sustainable development principles into corporate strategy and decision-making processes relating to investments and in the design, operation and closure of facilities.</p> <p><i>Applicable: Corporate</i></p>						<p>Our three dimensional strategy defines ESG as a strategic essential, with strategic differentiators integrating sustainable development principles for the long-term.</p> <ul style="list-style-type: none"> ■ See <i>Advancing our three dimensional strategy</i>, page 35 ■ See <i>Our sustainability strategy: a summary</i>, page 184
<p>2.2 Support the adoption of responsible health and safety, environmental, human rights and labour policies and practices by joint venture partners, suppliers and contractors, based on risk.</p> <p><i>Applicable: Corporate and Asset</i></p>					<i>Not yet determined</i>	<p>During 2021, Sibanye-Stillwater initiated an ESG supplier survey to all vendors on their ESG practice; this process was continued during 2022 to increase the supplier coverage. Supplier verifications (50) were completed. An annual supplier day is hosted, informing suppliers about our ESG requirements.</p> <p>Our responsible sourcing practices increased in scope; our Rhodium sponge from the PMR (precious metals refinery) received LPPM recognition.</p> <p>The general terms and conditions in our supplier contracts have been updated to include adherence to human rights regulation, as well as adherence to our own policy statements and Code of ethics. An online training video on our ethical practices is available to suppliers. This was a particular focus during our annual ESG supplier awareness day.</p> <p>Suppliers, business partners and contractors must adhere to our Group policies and practices as stipulated in our business contracts with them.</p> <ul style="list-style-type: none"> ■ See <i>Socioeconomic development</i>, page 229



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Meets Partially meets N/A

Assessment summary

Principle 3: Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	Comments and reference to the Integrated report, 2022
<p>3.1 Support the UN Guiding Principles on Business and Human Rights by developing a policy commitment to respect human rights, undertaking human rights due diligence and providing for or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to.</p> <p><i>Applicable: Corporate and Asset</i></p>					Not yet determined	<p>A precursor human rights evaluation was completed using an external expert-supported framework for human rights due diligence.</p> <p>However, the human rights due diligence process was not completed as planned during 2022. The revised date of completion for the SA operations is December 2023. The third-party provider has been appointed and the process has commenced.</p>
<p>3.2 Avoid the involuntary physical or economic displacement of families and communities. Where this is not possible apply the mitigation hierarchy and implement actions or remedies that address residual adverse effects to restore or improve livelihoods and standards of living of displaced people.</p> <p><i>Applicable: Asset</i></p>					Not yet determined	<p>Indigenous people and heritage position statements and ESG policy available at: www.sibanyestillwater.com/sustainability/reports-policies/.</p> <p>Social performance toolkit is available providing guidance to resettlement practices.</p> <p>The National Historic Preservation Act (NHPA) requires federal agencies to consider effects of federal actions on cultural resources, including traditional cultural properties eligible for or listed in the National Register of Historic Places, and to consult with American Indian tribes to identify and resolve adverse effects. Whenever a new action is proposed at the US operations, an environmental assessment is completed by federal and state agencies that includes consultation with American Indian tribes regarding cultural resources that would potentially be affected by the proposed action.</p>
<p>3.3 Implement, based on risk, a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights.</p> <p><i>Applicable: Asset</i></p>					Not yet determined	<p>Sibanye-Stillwater's operations protection services policies and procedures align to the Voluntary Principles on Security and Human Rights.</p> <p>■ See Socioeconomic development, page 230</p>



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Meets Partially meets N/A 

Assessment summary

Principle 3: Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities









Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	Comments and reference to the Integrated report, 2022
3.4 Respect the rights of workers by: not employing child or forced labour; avoiding human trafficking; not assigning hazardous/dangerous work to those under 18; eliminating all forms of harassment and discrimination; respecting freedom of association and collective bargaining; and providing an appropriate mechanism to address workers grievances. <i>Applicable: Corporate and Asset</i>					Not yet determined	Our Human rights policy stipulates our commitment to not employing children, committing to respecting freedom of association and collective bargaining. Grievance mechanisms for communities as well as employees are in place. ■ See <i>Engaging with our stakeholders</i> , page 82, <i>Empowering our workforce</i> , page 166 and <i>Socioeconomic development</i> , page 230
3.5 Equitably remunerate employees with wages that equal or exceed legal requirements or represent a competitive wage within that job market (whichever is higher) and assign regular and overtime working hours within legally required limits. <i>Applicable: Corporate and Asset</i>					Not yet determined	Our employees remuneration exceeds legal requirements and represents a competitive wage. Overtime is managed as per the required legal limits. ■ See <i>Empowering our workforce</i> , page 167 and <i>Remuneration report</i> , page 256
3.6 Respect the rights, interests, aspirations, culture and natural resource-based livelihoods of Indigenous Peoples in project design, development and operation; apply the mitigation hierarchy to address adverse impacts and; deliver sustainable benefits for Indigenous Peoples. <i>Applicable: Asset</i>					Not yet determined	Refer to our indigenous people position statement and heritage position statement, www.sibanyestillwater.com/sustainability/reports-policies/ SA operations have detailed socioeconomic stakeholder profiles in place. The American Indian Religious Freedom Act (AIRFA) grants American Indians, Eskimos, Aleuts, and Native Hawaiians freedom to believe, express, and exercise their traditional religions.
3.7 Work to obtain the free, prior and informed consent of Indigenous Peoples where significant adverse impacts are likely to occur, as a result of relocation, disturbance of lands and territories or of critical cultural heritage, and capture the outcomes of engagement and consent processes in agreements. <i>Applicable: Asset</i>					Not yet determined	Our commitment to free, prior and informed consent is included in our ESG policy available at www.sibanyestillwater.com/sustainability/reports-policies/ .



Meets  Partially meets  N/A 

Assessment summary

Principle 3: Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	Comments and reference to the Integrated report, 2022
<p>3.8 Implement policies and practices to respect the rights and interests of women that reflect gender-informed approaches to work practices and job design, and that protect against all forms of discrimination and harassment, and behaviours that adversely impact on women's successful participation in the workplace.</p> <p>Applicable: Corporate and Asset</p>					Not yet determined	<p>The Group has policies and procedures to increase female representation across all levels of the organisation. Key policies focus on: (i) the attraction, retention, promotion and development of females in the Group; (ii) addressing and combating gender-based violence issues; (iii) cultural transformation within the workplace encouraging an inclusive and diverse environment across all levels within the Group.</p> <p>■ See <i>Empowering our workforce</i>, page 157.</p>
<p>3.9 Implement policies and practices to respect the rights and interests of all workers and improve workforce representation in the workplace so it is more inclusive.</p> <p>Applicable: Corporate and Asset</p>					Not yet determined	<p>A series of transformative workshops for the SA region took place to enhance the understanding of diversity, equity and inclusion.</p> <p>A culture initiatives group was formed in 2022, whereby senior leaders facilitate change initiatives related to DEI and organisational culture.</p> <p>■ See <i>Empowering our workforce</i>, page 154.</p>
Position statement on mining and indigenous people	Position statement in place on indigenous peoples. A heritage procedure available and grievance procedure in place.					



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Principle 4: Implement effective risk-management strategies and systems based on sound science and which account for stakeholder perceptions of risks

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	Comments and reference to the Integrated report, 2022
<p>4.1 Assess environmental and social risks and opportunities of new projects and of significant changes to existing operations in consultation with interested and affected stakeholders, and publicly disclose assessment results.</p> <p><i>Applicable: Corporate and Asset</i></p>					Not yet determined	<p>Sibanye-Stillwater has a risk management process in place. Risk assessments are conducted per operation as well as at corporate level. Environmental and social risk management is integrated within the various departments and business unit risk management processes.</p> <p>■ See <i>Managing our risks and opportunities within the external operating environment, page 37</i></p> <p>A materiality workshop was held; it gave specific attention to ESG risks.</p> <p>■ See <i>Our material matters, page 69</i></p> <p>Social risks were analysed through the bow-tie methodology and social risks are discussed at community engagement forums as an agenda point.</p>
<p>4.2 Undertake risk-based due diligence on conflict and human rights that aligns with the OECD Due Diligence Guidance on Conflict-Affected and High-Risk Areas, when operating in, or sourcing from, a conflict-affected or high-risk area.</p> <p><i>Applicable: Corporate and Asset</i></p>					Not yet determined	<p>Illegal mining is a growing risk to the sustainability of the mining industry in South Africa.</p> <p>☞ See <i>Combatting illegal mining fact sheet</i>.</p> <p>Given the mining industry's role as a big employer, people continue to look to the mines not only for jobs but also for a share in socioeconomic benefit. And so the influx of people continues on the doorstep of our SA operations. The quality of life of many of these already destitute people is worsened by poor municipal services. The responsibility of which is borne by local government. Frustrations are sometimes vented through community protests, often directed at our operations, which are expected to provide jobs, procurement opportunities, services and social infrastructure. ■ See <i>Engaging with our stakeholders, page 75</i> and <i>Managing our risks and opportunities within the external operating environment, page 37</i></p> <p>Our PMR (precious metals refinery) has been certified to be in compliance with the LPPM Responsible Platinum and Palladium Guidance. This is a requirement for refiners seeking LPPM Good Delivery Accreditation, which assures investors and consumers that the metal is conflict-free.</p>











Meets  Partially meets  N/A 

Assessment summary

Principle 4: Implement effective risk-management strategies and systems based on sound science and which account for stakeholder perceptions of risks *continued*





Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	Comments and reference to the Integrated report, 2022
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<p>4.3 Implement risk-based controls to avoid/prevent, minimise, mitigate and/or remedy health, safety and environmental impacts to workers, local communities, cultural heritage and the natural environment, based upon a recognised international standard or management system.</p> <p><i>Applicable: Asset</i></p>					<i>Not yet determined</i>	<p>Our risk management process is based on ISO 31000 Risk Management: Principles and Guidelines, COSO Enterprise Risk Management and King IV.</p> <p>■ See <i>Managing our risks and opportunities within the external operating environment</i>, page 37 and <i>Our material matters</i>, page 69</p>
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<p>4.4 Develop, maintain and test emergency response plans. Where risks to external stakeholders are significant, this should be in collaboration with potentially affected stakeholders and consistent with established industry good practice.</p> <p><i>Applicable: Asset</i></p>					<i>Not yet determined</i>	<p>Emergency preparedness plans are available per operation and tailings storage facilities (TsF).</p> <p>Emergency medical services is equipped with advanced paramedical teams and 24/7 rescue capability.</p> <p>■ See <i>Continuous safe production</i>, page 130 and <i>Health, wellbeing and occupational hygiene</i>, page 138</p>
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Principle 5: Pursue continual improvement in health and safety performance with the ultimate goal of zero harm

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	Comments and reference to the Integrated report, 2022
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<p>5.1 Implement practices aimed at continually improving workplace health and safety, and monitor performance for the elimination of workplace fatalities, serious injuries and prevention of occupational diseases, based upon a recognised international standard or management system.</p> <p><i>Applicable: Corporate and Asset</i></p>					<i>Not yet determined</i>	<p>The Zero Harm Strategic Framework remains in place supported by our Fatal elimination strategy.</p> <p>Our health strategy is intended to provide equitable health care based on health needs and financial risk protection. In addition, the strategy focuses on preventative health care with enhanced occupational health services, in support of a healthy workforce.</p> <p>■ See <i>Continuous safe production</i>, page 128; <i>Health, wellbeing and occupational hygiene</i>, page 140</p> <p>All operations are ISO 45001 certified.</p>
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<p>5.2 Provide workers with training in accordance with their responsibilities for health and safety, and implement health surveillance and risk-based monitoring programmes based on occupational exposures.</p> <p><i>Applicable: Corporate and Asset</i></p>					<i>Not yet determined</i>	<p>Training is encapsulated within the 'empowered people' pillar of the Zero Harm Strategic Framework, with particular focus on visualisation to enhance understanding.</p> <p>■ See <i>Continuous safe production</i>, page 128</p>
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Meets  Partially meets  N/A 

Assessment summary

Principle 6: Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	Comments and reference to the Integrated report, 2022
<p>6.1 Plan and design for closure in consultation with relevant authorities and stakeholders, implement measures to address closure-related environmental and social aspects, and make financial provision to enable agreed closure and post-closure commitments to be realised.</p> <p><i>Applicable: Corporate and Asset</i></p>					<i>Not yet determined</i>	<p>Closure liability is disclosed within the IAR. ■ See <i>Minimising our environmental impact</i>, page 212</p> <p>Closure plan for Metallurgical Complex has been completed.</p> <p>SA environmental closure plans are updated annually. However, because the legal compliance does not cater for post-mining socioeconomic conditions, we are re-designing our closure plans to be more complete in terms of ESG. We are doing so in consultation with stakeholders who have an interest in, or are affected by, our social closure outcomes. This is a multi-year approach, due to the extensive considerations that must be taken into account. We will update and enhance our social closure plans on an ongoing basis, in the interests of achieving our stated socioeconomic outcomes. Going forward, we have adopted this approach.</p>
<p>6.2 Implement water stewardship practices that provide for strong and transparent water governance, effective and efficient management of water at operations, and collaboration with stakeholders at a catchment level to achieve responsible and sustainable water use.</p> <p><i>Applicable: Corporate and Asset</i></p>					<i>Not yet determined</i>	<p>Through the materiality workshop, water management was identified as a key material issue. Water management is considered in the ESG scorecard as part of the long-term incentive plan. ■ See <i>Our material matters</i>, page 69</p> <p>■ See <i>Water related risks</i> (as well as stakeholder engagement activities relating to water management) are discussed on page 196 of the 2022 <i>Integrated Report</i>.</p>
<p>6.3 Design, construct, operate, monitor and decommission tailings disposal/storage facilities using comprehensive, risk-based management and governance practices in line with internationally recognised good practice, to minimise the risk of catastrophic failure.</p> <p><i>Applicable: Corporate and Asset</i></p>					<i>No tailings facilities</i>	<p>The Tailings management framework, outlining the Group Tailings management system (GTMS) was reviewed by the Independent Tailings Review Board and updated. The GTMS specifies the requirements for performance criteria, recordkeeping, monitoring, review and updates, verification, and assurance. The GTMS was approved by the Sibanye-Stillwater Board and Executive Committee and is being implemented.</p> <p>For our approach to tailings management ↗ see www.sibanyestillwater.com/sustainability/environment/tailings-management/</p> <p>↗ See <i>Tailings Management Fact Sheet</i></p> <p>Alignment with the GISTM requirements is on track. We achieved GISTM compliance for 18 out of 22 active TSFs (all with very high or extreme consequence classification). The remaining four active TSFs, as well as dormant and re-mined TSFs, will conform by August 2023.</p>



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Meets Partially meets N/A 

Assessment summary

Principle 6: Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change *continued*

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	Comments and reference to the Integrated report, 2022
6.4 Apply the mitigation hierarchy to prevent pollution, manage releases and waste, and address potential impacts on human health and the environment. Applicable: Asset					<i>To be determined</i>	A waste database for SA operations details the collection of waste information. We operate on the aspiration of zero waste to landfill. ISO 14001 standard implementation through aspects and impacts registers that goes into mitigation measures. ■ See <i>Minimising our environmental impact, page 207</i> Remaining gap – to achieve certification against the International Cyanide Management Code, December 2023.
6.5 Implement measures to improve energy efficiency and contribute to a low carbon future, and report the outcomes based on internationally recognised protocols for measuring CO₂ equivalent (GHG) emissions. Applicable: Corporate and Asset					<i>To be determined</i>	Sibanye-Stillwater participate in the CDP disclosure and have an energy strategy in place which consists of four pillars which include alternative energy as well as energy efficiency programmes. ■ See <i>Minimising our environmental impact, page 192</i> Position statement on climate change and carbon inventory in place. ■ See the supplementary report – Climate change related disclosure.
Mercury risk management position statement	The Company does not produce mercury as a primary product, further the Company does not use mercury or mercury compounds in any processes, therefore the risk of mercury is negligible.					
Tailings governance position statement	Training module rolled-out to upgrade internal skills set on tailings management, a tailings management framework in place and processes ongoing to align to the GISTM.					
Climate change position statement	New updated position statement from ICMM – alignment processes underway to meet alignment by 2023.					
Water stewardship position statement	Water management position statement available with supporting action plan.					

Principle 7: Contribute to the conservation of biodiversity and integrated approaches to land-use planning

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	Comments and reference to the Integrated report, 2022
7.1 Neither explores nor develop new mines in World Heritage sites, respect legally designated protected areas, and design and operate any new operations or changes to existing operations to be compatible with the value for which such areas were designated. Applicable: Corporate and Asset					<i>Not yet determined</i>	The sensitivity area assessment for SA PGMs as committed previously has been completed. No mining site within a World Heritage Site.
7.2 Assess and address risks and impacts to biodiversity and ecosystem services by implementing the mitigation hierarchy, with the ambition of achieving no net loss of biodiversity. Applicable: Corporate and Asset					<i>Not yet determined</i>	Position Statement on Biodiversity. ■ See our Biodiversity management fact sheet.



Meets Partially meets N/A

Assessment summary



Principle 8: Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	Comments and reference to the Integrated report, 2022
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<p>8.1 In project design, operation and de-commissioning, implement cost effective measures for the recovery, re-use or recycling of energy, natural resources, and materials.</p> <p><i>Applicable: Corporate and Asset</i></p>					<i>Not yet determined</i>	<p>Environmental pillar of Sustainability strategy includes natural resource management, as well as reuse and recycling.</p> <p>Sibanye-Stillwater's environmental function has firmly embraced the challenge to effectively reduce costs through proactive management of environmental incidents, water conservation, carbon footprint management and reducing reliance on Rand Water at the SA operations.</p> <p>Sibanye-Stillwater operates one of the world's largest spent autocatalyst recycling operations.</p> <p>■ See our <i>Sustainability strategy: a summary</i>, page 183</p>
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<p>8.2 Assess the hazards of the products of mining according to UN Globally Harmonised System of Hazard Classification and Labelling or equivalent relevant regulatory systems and communicate through safety data sheets and labelling as appropriate.</p> <p><i>Applicable: Corporate and Asset</i></p>					<i>Not yet determined</i>	<p>Within the Material Stewardship policy statement the Group commits to source, utilise, re-use and dispose of materials in a manner that is optimal, appropriate and responsible with regard to environmental, social, health and safety considerations.</p> <p>www.sibanyestillwater.com/sustainability/reports-policies/</p> <p>Remaining gaps: SA PGM operations, the Chief Inspector has under section 40(3)(b) of the Occupational Health and Safety Act granted temporary exemption from 29 September 2022 to all manufacturers and/or suppliers of chemicals to continue to supply existing stock-in-trade that are non-GHS (UN's Globally Harmonised System of Classification and Labelling of Chemicals) compliant, provided that the chemical was manufactured or imported (landed and not in transit) prior to 29 September 2022. The exemption will be for a period of 12 months, ending 30 September 2023, when all labelling and SDS (Safety Data Sheet) shall be GHS compliant.</p> <p>SA gold operations: Full understanding of the requirements of the UN GHS, and incorporation of these principles into hazardous materials and chemicals management systems. Due date: September 2023.</p> <p>Certification audits for compliance to ICMI Code (refer to principle 6.4)</p>
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Meets  Partially meets  N/A 

Assessment summary

Principle 9: Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	Comments and reference to the Integrated report, 2022
<p>9.1 Implement inclusive approaches with local communities to identify their development priorities and support activities that contribute to their lasting social and economic well-being, in partnership with government, civil society and development agencies, as appropriate.</p> <p><i>Applicable: Corporate and Asset</i></p>					Not yet determined	<p>Stakeholder engagement is an integral part of our business. In our Stakeholder engagement policy we commit to create appropriate platforms for open and participative engagement. Our ESG Policy commitment is to engage openly and transparently with all stakeholders in regard to ESG disclosure.</p> <p>See www.sibanyestillwater.com/sustainability/reports-policies/</p> <p>See Good Neighbor Agreement fact sheet</p>
<p>9.2 Enable access by local enterprises to procurement and contracting opportunities across the project life-cycle, both directly and by encouraging larger contractors and suppliers, and also by supporting initiatives to enhance economic opportunities for local communities.</p> <p><i>Applicable: Corporate and Asset</i></p>					Not yet determined	<p>Refer to Sustainability strategy, in which we set out our commitment to socioeconomic development of communities.</p> <p>Mining Charter III stipulates local enterprise procurement targets for South African operations. As addressed in the US PGM operations economic impact study, nearly one-third of their purchases of goods and services is from Montana vendors. As addressed further in the study, the Group's operations comprise over 5% of Montana's annual gross domestic product.</p> <p>See Our Sustainability strategy: a summary, page 183</p> <p>See Socioeconomic development, page 224</p>
<p>9.3 Conduct stakeholder engagement based upon an analysis of the local context and provide local stakeholders with access to effective mechanisms for seeking resolution of grievances related to the company and its activities.</p> <p><i>Applicable: Asset</i></p>					Not yet determined	<p>Our socioeconomic profiles of stakeholders identifies the issues material to each stakeholder group. We have a community complaints procedure, whose objective is to ensure that every issue or complaint is captured in a register, resolved, with feedback provided to stakeholders within a stipulated turnaround time. In this way, issues are resolved before they develop into disputes.</p> <p>Since 2000, the Good Neighbor Agreement (GNA) has been in place. Grievances are addressed through the GNA; and a toll-free line is also available.</p>
<p>9.4 Collaborate with government, where appropriate, to support improvements in environmental and social practices of local artisanal and small-scale mining (ASM).</p> <p><i>Applicable: Asset</i></p>					Not yet determined	<p>Sibanye-Stillwater operations do not have any local artisanal and small-scale mining (South African law has no provision for it), however illegal mining (often the work of crime syndicates) happens on the surface and underground, and at closed off mines. (See Combatting illegal mining fact sheet).</p> <p>A corporate-level ASM working group committee (as per the Mineral's Council) informs operations if action is required.</p>

Mining: Partnership for development position statement Regional planning model in place seeking partnership with local government and capacity building programmes with local government.



Meets Partially meets N/A

Assessment summary

Principle 10: Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner. Effectively report and independently verify progress and performance

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	Comments and reference to the Integrated report, 2022
<p>10.1 Identify and engage with key corporate-level external stakeholders on sustainable development issues in an open and transparent manner.</p> <p><i>Applicable: Corporate</i></p>						<p>We have various engagements on ESG related matters with external stakeholders, extending to ESG organisations like ICMM, IPA and WGC. We also engage with various investors and ESG rating agencies on ESG issues.</p> <p>Customer engagements on ESG matters.</p> <p>Issue specific engagements with external stakeholders, for e.g. communities.</p> <p>■ See Engaging with our stakeholders, page 74</p>
<p>10.2 Publicly support the implementation of the Extractive Industries Transparency Initiative (EITI) and compile information on all material payments, at the appropriate levels of government, by country and by project.</p> <p><i>Applicable: Corporate and Asset</i></p>						<p>Through its membership of the ICMM, Sibanye-Stillwater supports the principles and processes of the Extractive Industry Transparency Initiative (EITI). In terms of the countries where we operate that are EITI members, it is only Argentina who are undergoing EITI validation. We will align to it once the template is available. Neither South Africa nor the US is a member country of the EITI.</p> <p>■ See Position statement on transparency of mineral revenues</p> <p>📄 See Supplementary information, Sustainability content index</p>
<p>10.3 Report annually on economic, social and environmental performance at the corporate level using the GRI Sustainability Reporting Standards.</p> <p><i>Applicable: Corporate</i></p>						<p>📄 See Supplementary information, Sustainability content index</p>
<p>10.4 Each year, conduct independent assurance of sustainability performance following the ICMM guidance on assuring and verifying membership requirements.</p> <p><i>Applicable: Corporate</i></p>						<p>■ See PwC assurance statement on Sibanye-Stillwater's ICMM self-assessment, page 14 of this document</p>
<p>Transparency of Mineral Revenues position statement Refer to our Position Statement on Transparency of mineral revenues 🌐 See www.sibanyestillwater.com.com/sustainability/reports-policies/.</p>						



INNOVATION



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY



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

To the directors of Sibanye Stillwater

We have undertaken a limited assurance engagement in respect of Sibanye Stillwater Limited's (the "Company", "Sibanye-Stillwater" or "you") response to the International Council for Mining and Metals (ICMM) Assurance and Validation Procedure (published by the ICMM), as described below, and presented on page 1 to 13 of Sibanye-Stillwater's ICMM Self-Assessment for the year ending 31 December 2022 ("the Report"). This engagement was conducted by a multidisciplinary team including health, safety, social, environmental and assurance specialists with relevant experience in sustainability reporting.

SUBJECT MATTER

We have been engaged to provide a limited assurance conclusion in our report over management's description of their alignment with the relevant governance, processes and control activities in operation for the 2022 reporting year, to meet the ICMM Assurance and Validation Procedure, as defined subject matter 1 to 5 and presented on page 1 to 13 of the Report.

YOUR RESPONSIBILITIES

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

This responsibility includes:

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

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

INHERENT LIMITATIONS

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

OUR INDEPENDENCE AND QUALITY CONTROL

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

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

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

OUR RESPONSIBILITY

Our responsibility is to express a limited assurance conclusion on the subject matter based on the procedures we have performed and the evidence we have obtained. We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements 3000 (Revised), *Assurance Engagements other than Audits or Reviews of Historical Financial Information* (ISAE 3000 (Revised)) issued by the International

Auditing and Assurance Standards Board. This standard requires that we plan and perform our engagement to obtain limited assurance about whether the subject matters are free from material misstatement.

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

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

ICMM Subject Matter #1

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



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ICMM Subject Matter #2

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

ICMM Subject Matter #3

- Obtained the sustainability management system documents referred to in Sibanye-Stillwater's response and confirmed that they included elements referenced
- Confirmed that the management system documents relate to the material sustainability issues identified by Sibanye-Stillwater
- Discussed the internal assurance processes that are designed to monitor compliance with these documents
- Discussed how these documents are maintained and kept up to date
- On a sample basis, we held discussions on the application of the sustainability management systems with personnel at Business-Unit and Group level and through review of additional documents

ICMM Subject Matter #4

- Reviewed the 2022 Integrated Report and confirmed that performance indicators related to Sibanye-Stillwater's material sustainability issues have been set out in the Integrated Report
- Provided independent assurance over the selected sustainability information set out in the Integrated Report

ICMM Subject Matter #5

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

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

Limited assurance conclusion

Based on the procedures we have performed and the evidence we have obtained, and subject to the inherent limitations outlined elsewhere in this report, nothing has come to our attention that causes us to believe that the subject matter for the year ending 31 December 2022 is not prepared, in all material respects, in accordance with the reporting criteria.

Other matter

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

Restriction of liability

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



PricewaterhouseCoopers Inc.

Director: Oswald Wentworth
Registered Auditor
PwC Johannesburg, 4 Lisbon Lane, Waterfall City, 2090
24 April 2023

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To be a leader in superior shared value for all stakeholders