

F0. Introduction

F0.1

**(F0.1) Give a general description of and introduction to your organization.**

Sibanye-Stillwater is a multinational mining and metals Group with a diverse portfolio of mining and processing operations and projects and investments across five continents. The Group is also one of the foremost global PGM autocatalytic recyclers and has interests in leading mine tailings retreatment operations.

We recently began to build and diversify our asset portfolio into battery metals mining and processing and are increasing our presence in the circular

economy by growing and diversifying recycling and tailings reprocessing operations globally. Accordingly, a green metals strategy has been implemented, advancing with four acquisitions to date. These include an investment in a lithium hydroxide project in Finland in 2021, followed by acquisitions in nickel (Sandouville refinery in France), lithium tailings retreatment (Rhyolite Ridge project in the US) and a zinc tailings retreatment (New Century, in Australia).

Prolonged droughts and water scarcity, especially at Sibanye-Stillwater’s South African PGM operations, have been identified as key climate change-related water risks that threaten the long-term sustainability of the Group. Sibanye-Stillwater seeks to proactively reduce our dependence on water resources through water security and water independence strategies. Water scarcity and water quality considerations are incorporated into the Group’s environmental planning processes, from early stage feasibility to post mining and closure, to ensure the sustainability of our operations, host communities and ecosystems.

Sibanye-Stillwater has aligned its environmental priority of “promoting natural resources and improving life through responsible water conservation and water demand management, decreasing our dependence and minimising our impact on water resources for the sustainable benefit of the environment, surrounding local communities and ecosystems.” with the Group’s environmental, social and governance (ESG) strategy. We create and share value to improve lives through our business activities. In so doing, we invest in and optimise the responsible use of our capital inputs, to ensure sustained value creation in the long term. Furthermore, the Sibanye-Stillwater ICARES values underpin our strategy, how we conduct business and interact with stakeholders. In living these values, we show that we care about safe production, our stakeholders, our environment, our company and our future.

United States PGM segment

The East Boulder and the Stillwater mines are located in Montana. The Columbus Metallurgical Complex, which smelts the material mined to produce PGM-rich filter cake, also recycles PGMs from auto catalysts. The US PGM operations primarily produce palladium and platinum (78% palladium and 22% platinum). The PGM-bearing ore mined is processed and smelted to produce a PGM-rich filter cake. A third party refines the filter cake.

Southern Africa PGM segment

The Kroondal (95.3% stake), Marikana operation (95.3% stake) and Rustenburg Operations are located on the western limb of the Bushveld Complex in South Africa, while the Mimosa Operation (50% joint venture) is situated on the southern portion of the Great Dyke in Zimbabwe. Platinum Mile (91.7% stake in 2020 and 100% stake as of July 2021) is a retreatment facility, which reprocesses arisings from Rustenburg. The primary PGMs produced at the operations in South Africa and Zimbabwe are platinum, palladium, rhodium and gold. The PGM-bearing ore is processed to produce PGMs-in-concentrate, which is processed and refined by third parties.

South Africa gold segment

The Driefontein, Kloof and Cooke surface operations and associated processing facilities are located on the West Rand of the Witwatersrand Basin, while Beatrix is in the southern Free State goldfields. Sibanye-Stillwater also has an interest in surface tailings retreatment facilities located from the East Rand to the West Rand through a 50.1% stake in DRDGOLD Limited.

Sibanye-Stillwater mines, extracts and processes gold-bearing ore at its South African gold operations to produce a beneficiated product, doré, which is then refined at Rand Refinery Pty Ltd into gold bars with a purity of at least 99.5% in accordance with the London Bullion Market Association’s standards of Good Delivery. Sibanye-Stillwater holds a 33.1% interest in Rand Refinery, one of the largest refiners of gold globally, and the largest in Africa. Rand Refinery markets and sells refined gold on international markets to customers around the world. DRDGOLD holds an 11.3% share in Rand Refinery.

Sibanye-Stillwater has its primary listing on the JSE, South Africa, where it is included in the FTSE/JSE Responsible Investment Index. The company is also listed on the NYSE, with its shares quoted as American Depositary Receipts.

F0.2

**(F0.2) State the start and end date of the year for which you are reporting data.**

	Start Date	End Date
Reporting year	January 1 2021	December 31 2021

F0.3

**(F0.3) Select the currency used for all financial information disclosed throughout your response.**

ZAR

## F-MM0.7/F-CO0.7

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(F-MM0.7/F-CO0.7) Select the option that best describes the reporting boundary for which biodiversity-related issues are being reported?

Companies, entities or groups over which operational control is exercised

## F-MM0.8/F-CO0.8

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(F-MM0.8/F-CO0.8) Within your reporting boundary, are there any geographical areas, business units or mining projects excluded from your disclosure?

No

## F9 Current state

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## F-MM9.1/F-CO9.1

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(F-MM9.1/F-CO9.1) Provide details on the mining projects covered by this disclosure, by specifying your project(s) type, location and mining method(s) used.

### Mining project ID

Project 1

### Name

Beatrix Operations (Free State Province, South Africa)

### Share (%)

100

### Country/Area

South Africa

### Latitude

-28.268336

### Longitude

26.782767

### Project stage

Production

### Mining method

Underground

### Raw material(s)

Gold

Other minerals, please specify (Uranium)

### Year extraction started/is planned to start

1985

### Year of closure

2025

### Description of project

Beatrix is a large, mature, shallow to intermediate level gold mining and processing operation located in the Free State goldfields of the Witwatersrand Basin, in the Lejweleputswa District Municipality, near the town of Welkom in the Free State Province of South Africa, 280km south-west of Johannesburg.

At 31 December 2021, Beatrix had total surface and underground gold Mineral Reserves of 0.9Moz and Mineral Resources of 9.9Moz. Beatrix also holds 27Mlb of uranium resources.

At Beatrix, we are focused on optimising the mineral resource, stabilising production profiles at current performance levels, reducing pay limits through quality mining and cost reduction, and achieving regional synergies with our Southern Free State project area using existing Beatrix infrastructure.

[Note: we do not refer to active mining sites as projects only those that are still under exploration and development; The year of closure is based on the latest life of mine plans, however it must be noted that where the start date of the mine have been indicated this refers to the fact that no year of closure has yet been determined for several reasons. Also note that biodiversity actions are executed into the post mining phase].

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### Mining project ID

Project 2

### Name

Burnstone Operations (near the town of Balfour, Mpumalanga Province, South Africa)

### Share (%)

100

### Country/Area

South Africa

### Latitude

-26.655389

### Longitude

28.662708

**Project stage**

Development

**Mining method**

Underground

**Raw material(s)**

Gold

**Year extraction started/is planned to start**

2023

**Year of closure**

2045

**Description of project**

Burnstone is a shallow developmental stage gold mine and processing operation located in the South Rand Goldfield of the Witwatersrand Basin next to the town of Balfour in the Mpumalanga Province of South Africa, 75km east of Johannesburg.

At 31 December 2021, Burnstone contained surface and underground gold Mineral Reserves of 2.6Moz and Mineral Resources of 9.1Moz. The mining right for Burnstone is valid from 17 February 2009 to 16 February 2027, covering a total area of 13,135ha. The Burnstone asset was acquired with the purchase of junior exploration company Wits Gold in July 2014. Burnstone, which was formerly operated as a mine until placed on care and maintenance in mid-2012, comprises two established shaft complexes, a 125,000 ton per month carbon-in-leach gold processing plant, tailings storage facility and related surface infrastructure and mining rights. Prior to 2012, Burnstone had produced approximately 38,000oz of gold.

Burnstone's feasibility study was approved by Sibanye in 2015 and site work started in 2017. Access development was, however, stopped in May 2018 due to company cash requirements and the focus shifted to establishing underground engineering infrastructure in preparation for mining production.

In the first quarter of 2021, the Sibanye-Stillwater Board approved the resumption of the Burnstone project, following completion of a revised mining study. The project aims to target steady state production of approximately 90ktpm (~0.14Moz) within eight years.

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**Mining project ID**

Project 3

**Name**

Driefontein Operations

**Share (%)**

100

**Country/Area**

South Africa

**Latitude**

-26.385144

**Longitude**

27.494797

**Project stage**

Production

**Mining method**

Underground

**Raw material(s)**

Gold

**Year extraction started/is planned to start**

1945

**Year of closure**

2031

**Description of project**

Driefontein is a large, mature, shallow to ultra-deep level gold mining and processing operation located in the Far West Rand Goldfield of the Witwatersrand Basin, near the town of Carletonville in the Gauteng Province of South Africa, 70km west of Johannesburg.

At 31 December 2021, Driefontein had total gold Mineral Reserves of 3.0Moz and gold Mineral Resources of 10.9Moz.

At Driefontein, we are focused on optimising the Mineral Resource, stabilising production profiles at current performance levels, reducing pay limits through quality mining and cost reduction, and targeting secondary reefs on an incremental basis above existing infrastructure.

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**Mining project ID**

Project 4

**Name**

Ezulwini Operations

**Share (%)**

76

**Country/Area**

South Africa

**Latitude**

-26.361558

**Longitude**

27.722381

**Project stage**

Closure and/or legacy site

**Mining method**

Underground

**Raw material(s)**

Gold

**Year extraction started/is planned to start**

1961

**Year of closure**

2023

**Description of project**

Ezulwini (Cooke 4/ Ezulwini Shaft, Ezulwini Plant and Ezulwini TSF) forms part of the Cooke assets. Cooke, acquired in 2013 from Gold One International, is a large, shallow to intermediate level gold and uranium operation. Situated on the West Wits Line of the Witwatersrand Basin, near the town of Randfontein, Cooke is approximately 35km south-west of Johannesburg.

At 31 December 2021, Cooke had surface gold Mineral Reserves of 0.1Moz and Mineral Resources of 1.8Moz. In addition, it had a uranium Mineral Resource of 39Mlb. Underground operations at Cooke ceased in late 2017, with current production coming from surface activities alone. Surface material is processed at two gold processing plants, Cooke and Ezulwini. Ezulwini also toll treats third-party surface rock dump material.

Ezulwini is pursuing approval to continue with closure activities associated with its underground operations and associated surface infrastructure. During this time the processing plant and tailings storage facility will continue to operate by sourcing material from reclamation and toll treatment activities.

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**Mining project ID**

Project 5

**Name**

Kloof Operations

**Share (%)**

100

**Country/Area**

South Africa

**Latitude**

-26.405608

**Longitude**

27.599906

**Project stage**

Production

**Mining method**

Underground

**Raw material(s)**

Gold

**Year extraction started/is planned to start**

1963

**Year of closure**

2032

**Description of project**

Kloof is an intermediate to ultra-deep level gold mine, situated in the West Wits Line of the Witwatersrand Basin, near the towns of Randfontein and Westonaria, approximately 60km west of Johannesburg, in province of Gauteng, South Africa.

At 31 December 2021, Kloof had combined surface and underground gold Mineral Reserves of 3.8Moz and Mineral Resources of 31Moz.

At Kloof, we are focused on optimising the Mineral Resource, stabilising production profiles at current performance levels, reducing pay limits through quality mining and cost reduction, targeting secondary reefs on an incremental basis above existing infrastructure and the mining of low-grade surface reserves to fill excess metallurgical capacity.

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**Mining project ID**

Project 6

**Name**

Rand Uranium Operations

**Share (%)**

76

**Country/Area**

South Africa

**Latitude**

-26.218922

**Longitude**

27.730214

**Project stage**

Closure and/or legacy site

**Mining method**

Underground

**Raw material(s)**

Gold

**Year extraction started/is planned to start**

1971

**Year of closure**

2022

**Description of project**

The Rand Uranium Surface (various TSFs and the Cooke Plant) and Underground Operations (Cooke No. 1, 2 and 3 Shaft, Cooke TSF and Cooke 4 S TSF). Cooke, acquired in 2013 from Gold One International, is a large, shallow to intermediate level gold and uranium operation. Situated on the West Wits Line of the Witwatersrand Basin, near the town of Randfontein, Cooke is approximately 35km south-west of Johannesburg.

At 31 December 2021, Cooke had surface gold Mineral Reserves of 0.1Moz and Mineral Resources of 1.8Moz. In addition, it had a uranium Mineral Resource of 39Mlb. Underground operations at Cooke ceased in late 2017, with current production coming from surface activities alone. Surface material is processed at two gold processing plants, Cooke and Ezulwini. Ezulwini also toll treats third-party surface rock dump material.

The Cooke Underground Operation is pursuing approval to continue with closure activities associated with its underground operations and associated surface infrastructure.

The Cooke Surface Operation will continue to operate due to ongoing reclamation and processing activities.

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**Mining project ID**

Project 7

**Name**

Blue Ridge Operations

**Share (%)**

50

**Country/Area**

South Africa

**Latitude**

-25.243742

**Longitude**

29.559894

**Project stage**

Other, please specify (Care-and-maintenance)

**Mining method**

Underground

**Raw material(s)**

Platinum group metals

**Year extraction started/is planned to start**

2009

**Year of closure**

2009

**Description of project**

Blue Ridge is a 50:50 joint venture with Imbani Platinum acquired following the acquisition of Aquarius Platinum in 2016. It is approximately 30km southeast of Groblersdal on the eastern limb of the Bushveld Complex. The operation was placed on under care and maintenance in 2011 and no exploration work has been undertaken in this time.

Due to the relatively low-grade nature of the orebody, the complex shareholding, and the historic project finance agreements, which include substantial external debt holders, significant barriers exist to the restart of this operation. This mining operation remains under care and maintenance while Sibanye-Stillwater engages with its partners and stakeholders to find an optimum way to maximise value for all stakeholders.

At 31 December 2021, Blue Ridge had a total attributable PGM Mineral Resource of 1.6Moz.

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**Mining project ID**

Project 8

**Name**

Kroondal Operations

**Share (%)**

50

**Country/Area**

South Africa

**Latitude**

-25.709197

**Longitude**

27.339042

**Project stage**

Production

**Mining method**

Open-cut and underground

**Raw material(s)**

Platinum group metals

**Year extraction started/is planned to start**

1999

**Year of closure**

2037

**Description of project**

Kroondal is a shallow, low-cost, mechanised underground PGM mine with two concentrators located on the Western Limb of the Bushveld Complex, 12km east of the town of Rustenburg in the North West Province, of South Africa, some 120km north-west of Johannesburg. We operated Kroondal subject to a 50:50 pooling and sharing agreement (PSA) with Anglo American Platinum (Amplats) until January 2022 when we acquired the remaining 50% of this operation.

As at 31 December 2021, Kroondal (50% attributable basis) had total 4E PGM Mineral Reserves of 1.7Moz and Mineral Resources of 3.8Moz.

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**Mining project ID**

Project 9

**Name**

Marikana Operations

**Share (%)**

80.6

**Country/Area**

South Africa

**Latitude**

-25.685092

**Longitude**

27.526319

**Project stage**

Production

**Mining method**

Underground

**Raw material(s)**

Platinum group metals

**Year extraction started/is planned to start**

2002

**Year of closure**

2071

**Description of project**

Marikana is a large, established shallow to moderate depth PGM mining complex.

Marikana was acquired as part of the Lonmin acquisition in June 2019 on the closing of an all-share offer for Lonmin plc valued at R4.3 billion (US\$288 million). The assets consist of PGM mining operations located on the Western Limb of the Bushveld Complex, 40km east of the town of Rustenburg, in the North West Province of South Africa. As at 31 December 2021, Marikana had 4E PGM Mineral Reserves of 22.3Moz and 4E PGM Mineral Resources of 128.0Moz. These estimates include tailings.

[Note: we do not refer to active mining sites as projects only those that are still under exploration and development; The year of closure is based on the latest life of mine plans, however it must be noted that where the start date of the mine has been indicated this refers to the fact that no year of closure has yet been determined for several reasons. Also note that biodiversity actions are executed into the post mining phase]

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**Mining project ID**

Project 10

**Name**

Marikana (ex Aquarius)

**Share (%)**

50

**Country/Area**

South Africa

**Latitude**

-25.73335

**Longitude**

27.431586

**Project stage**

Closure and/or legacy site

**Mining method**

Open-cut

**Raw material(s)**

Platinum group metals

**Year extraction started/is planned to start**

2002

**Year of closure**

2002

**Description of project**

Marikana (ex Aquarius) often grouped with the Kroondal operations and situated adjacent to the Kroondal Operations is on care-and-maintenance. Previously open pit mining occurred, these pits remain open and unrehabilitated as they are proposed to be used for tailings deposition to avoid the creation of additional tailings storage facilities. In terms of biodiversity impacts the Marikana and Marikana (ex Aquarius) areas of influence are contiguous and overlapping, thus from a biodiversity footprint perspective these are reported on jointly.

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**Mining project ID**

Project 11

**Name**

SRPM (Sibanye Rustenburg Platinum Mine) - Rustenburg Operations

**Share (%)**

74

**Country/Area**

South Africa

**Latitude**

-25.674608

**Longitude**

27.321008

**Project stage**

Production

**Mining method**

Underground

**Raw material(s)**

Platinum group metals

**Year extraction started/is planned to start**

1928

**Year of closure**

2051

**Description of project**

Rustenburg Operations is a shallow to intermediate level PGM operation, with surface sources and concentrators located on the Western Limb of the Bushveld Complex, northeast of the town of Rustenburg in the North West Province of South Africa, some 120 km north-west of Johannesburg.

As at 31 December 2021, Rustenburg had total attributable 4E PGM Mineral Reserves of 15.5Moz and 60.4Moz of 4E PGM Mineral Resources.

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**Mining project ID**

Project 12

**Name**

Baobab Operations

**Share (%)**

80.1

**Country/Area**

South Africa

**Latitude**

-24.352856

**Longitude**

29.447508

**Project stage**

Other, please specify (Care-and-maintenance)

**Mining method**

Underground

**Raw material(s)**

Platinum group metals

**Year extraction started/is planned to start**

1999

**Year of closure**

1999

**Description of project**

The Limpopo project, is located on the northern section of the eastern limb of the Bushveld Complex, approximately 50km south of the city of Polokwane, in Limpopo, South Africa. The larger project area consists of three contiguous mineral title areas, namely Voorspoed, Dwaalkop and Doornvlei. They are centered around the Baobab mining operation, located on the Voerspoed mining right, which is currently under care and maintenance. The Baobab operations are the focus of our disclosure in terms of biodiversity.

Since acquiring the Limpopo project in June 2019 (through the acquisition of Lonmin), the Group has initiated a strategic review process, which included revising and updating the 2017 feasibility study, to assess an optimal development timeframe for these assets. Due to the steep dip of the UG2 and Merensky Reefs, the project remains an attractive mechanisation option, which fits well with Sibanye-Stillwater's strategic goals.

Given the steep dip of the UG2 and Merensky reefs on the property, the project remains an attractive mechanisation option, which fits well with Sibanye-Stillwater's strategic goals. Project development remains subject to group capital expenditure ranking. A Mineral Reserve has not been declared for these assets, nor was any exploration work conducted here in 2021.

At 31 December 2021, the Limpopo project had a total attributable PGM Mineral Resource of 19.6Moz.

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**Mining project ID**

Project 13

**Name**

Brakpan PMR (Precious Metals Refinery)

**Share (%)**

80.6

**Country/Area**

South Africa

**Latitude**

-26.267631

**Longitude**

28.387594

**Project stage**

Production

**Mining method**

Other, please specify (Processing complex)

**Raw material(s)**

Platinum group metals

**Year extraction started/is planned to start**

1963

**Year of closure**

1963

**Description of project**

The Brakpan Precious Metal Refinery (PMR) is often grouped under the Marikana Operations. The PMR processes the PGM-bearing concentrate.

[Note: we do not refer to active mining sites as projects only those that are still under exploration and development; The year of closure is based on the latest life of mine plans, however it must be noted that where the start date of the mine has been indicated this refers to the fact that no year of closure has yet been determined for several reasons. Also note that biodiversity actions are executed into the post mining phase]

**Mining project ID**

Project 14

**Name**

Pandora Mine

**Share (%)**

80.6

**Country/Area**

South Africa

**Latitude**

-25.678081

**Longitude**

27.722319

**Project stage**

Other, please specify (Care-and-maintenance)



**Mining method**

Open-cut

**Raw material(s)**

Platinum group metals

**Year extraction started/is planned to start**

2001

**Year of closure**

2001

**Description of project**

Pandora mine is often grouped under the Marikana Operations. It was an open pit mine that has been closed and rehabilitated, however future mining is still planned to occur via a shaft to access deeper-seated reserves.

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**Mining project ID**

Project 15

**Name**

East Boulder Operations

**Share (%)**

100

**Country/Area**

United States of America

**Latitude**

45.502681

**Longitude**

-110.085681

**Project stage**

Production

**Mining method**

Underground

**Raw material(s)**

Platinum group metals

**Year extraction started/is planned to start**

2002

**Year of closure**

2061

**Description of project**

The East Boulder Mine is a shallow to intermediate level underground PGM mine in Sweet Grass County approximately 32 miles south of the town of Big Timber, in the state of Montana, in the US.

As at 31 December 2021, the US PGM operations had total 2E PGM Mineral Reserves of 27.3Moz and total 2E PGM Mineral Resources of 89.6Moz.

The Stillwater and East Boulder mines were previously operated by the Stillwater Mining Company, which was acquired by the then Sibanye for US\$2.2 billion in a transaction concluded in May 2017. This transaction constituted the largest PGM transaction globally in over a decade.

Both the Stillwater and East Boulder mines extract PGM ore from the J-M Reef – Stillwater from the east and East Boulder from the west. The J-M Reef is a geological formation which is the only known significant source of PGMs in the US and the highest grade PGM deposit known in the world.

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**Mining project ID**

Project 16

**Name**

Stillwater Mine

**Share (%)**

100

**Country/Area**

United States of America

**Latitude**

45.389722

**Longitude**

-109.875056

**Project stage**

Production

**Mining method**

Underground

**Raw material(s)**

Platinum group metals

**Year extraction started/is planned to start**

1986

**Year of closure**

2055

**Description of project**

Stillwater is a shallow to intermediate level underground PGM mines situated 85 miles southwest of Billings, Montana in Stillwater County in the US.

As at 31 December 2021, the US PGM operations had total 2E PGM Mineral Reserves of 27.3Moz and total 2E PGM Mineral Resources of 89.6Moz.

The Stillwater and East Boulder mines were previously operated by the Stillwater Mining Company, which was acquired by the then Sibanye for US\$2.2 billion in a transaction concluded in May 2017. This transaction constituted the largest PGM transaction globally in over a decade.

Both the Stillwater and East Boulder mines extract PGM ore from the J-M Reef – Stillwater from the east and East Boulder from the west. The J-M Reef is a geological formation which is the only known significant source of PGMs in the US and the highest grade PGM deposit known in the world.

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**Mining project ID**

Project 17

**Name**

Columbus Metallurgical Complex

**Share (%)**

100

**Country/Area**

United States of America

**Latitude**

45.631472

**Longitude**

-109.234872

**Project stage**

Production

**Mining method**

Other, please specify (Processing Complex)

**Raw material(s)**

Platinum group metals

**Year extraction started/is planned to start**

1986

**Year of closure**

1986

**Description of project**

We own and operate the Columbus Metallurgical Complex, a smelting facility and base metal refinery situated between our Stillwater mine and the town of Billings, Montana. It is one of the world's largest producers of PGMs recycled from spent automotive catalytic converters.

The Columbus Metallurgical Complex produces a 2E PGM-rich filter cake (in addition to other by-product metals) which is further refined to palladium and platinum metal by a third-party precious metal refiner.

In 2021, the Columbus Metallurgical Complex processed and recycled a total of 755,149 3E PGM ounces from spent recycled catalytic converters.

[Note: we do not refer to active mining sites as projects only those that are still under exploration and development; The year of closure is based on the latest life of mine plans, however it must be noted that where the start date of the mine has been indicated this refers to the fact that no year of closure has yet been determined for several reasons. Also note that biodiversity actions are executed into the post mining phase]

---

**Mining project ID**

Project 18

**Name**

Akanani

**Share (%)**

80.1

**Country/Area**

South Africa

**Latitude**

-23.979678

**Longitude**

28.863728

**Project stage**

Development

**Mining method**

Underground

**Raw material(s)**

Platinum group metals

**Year extraction started/is planned to start**

2022

**Year of closure**

2022

**Description of project**

Akanani, acquired as part of the Lonmin transaction, is an advanced stage exploration project located on the northern limb of the Bushveld Complex, 30km northeast of the town of Mokopane in the province of Limpopo, South Africa. The project was acquired by Sibanye-Stillwater in 2019 as part of the Lonmin transaction.

Extensive exploration drilling, targeting the Platreef, has been conducted on the property, confirming significant Mineral Resources which offers the potential for a long-life, low-cost operation. The wide orebody would enable a mechanised, long-hole, open-stope mining operation

A unique feature of the Platreef mineralisation, is the ratio of platinum:palladium, which is close to 1:1, as well as the high concentration in base metal by-products, with nickel and copper grading 0.24% and 0.13% respectively, making for a very attractive and diversified metal mix.

The key focus for 2022 is to advance the Mining Right application, which is currently under consideration by the DMRE. The necessary exploration activities to support the initial 20 years of mining has been concluded, and subject to the granting of the Mining Right, Akanani will become a strategic investment and development option.

At 31 December 2021, Akanani had a total attributable PGM Mineral Resource of 31.6Moz.

[Note: we do not refer to active mining sites as projects only those that are still under exploration and development; The year of closure is based on the latest life of mine plans, however it must be noted that where the start date of the mine has been indicated this refers to the fact that no year of closure has yet been determined for several reasons. Also note that biodiversity actions are executed into the post mining phase]

**F-MM9.2/F-CO9.2****(F-MM9.2/F-CO9.2) Can you disclose the mining project area and the area of land disturbed for each of your mining projects?**

	Disclosing mining project area and area of land disturbed?	Comment
Row 1	Yes	<p>All areas have been evaluated via the required environmental approval processes and the Biological Diversity Protocol (BDP) was completed for all but the following sites: Brakpan PMR, Baobab and Akanani. The Brakpan PMR BDP assessment is aimed to be completed in 2024 following further updated specialist assessments investigating potential downstream impacts, while Baobab and Akanani will be dependent on the mining project plans, once these have been finalised current and future footprint assessments will be undertaken. All three outstanding BDP assessments form a portion of the total Marikana operations, the majority of which have been assessed.</p> <p>It should be noted that area of impact in the BDP is determined according to the area of influence for the mine, as opposed to the total lease/owned area this is due to the fact that downstream impacts and in some cases large areas may be owned but not impacted by mining. The aim is to ensure the latter is repurposed through donations and other commercial agreements for use by third parties for non-mining activities to ensure sustainable post-mining economies and a just transition beyond mining. While these areas will still be subject to all relevant environmental considerations, including implementation of the mitigation hierarchy, Sibanye-Stillwater will not act as the direct implementer, but rather facilitator and supporter. Thus these areas have not been affected by the mining operations and are not considered as part of the BDP assessments.</p> <p>The disclosure below in f-mm9.2A provides the following: 1. total area as per the mining right; 2. disturbed area is measured as based on hectare equivalents (a function of the ecosystem extent in ha and the present ecological state), this is due to the fact that disclosing disturbed area only is a subjective disclosure; this is clear in the 'types of habitat' which only distinguishes between modified and unmodified, while we use more granular distinctions from transformed to natural divided into 5 categories. 3. In the comments we have also provided forward-looking statements in terms of the expected changes to the net biodiversity impact in the next 5 years.</p> <p>2021 was the first reporting year for changes, while some change from the date of takeover is available, the year-on-year change is not yet available, but due to limited expansions a value of zero has been indicated.</p>

**F-MM9.2a/F-CO9.2a****(F-MM9.2a/F-CO9.2a) Provide details on the mining project area and the area of land disturbed for each of your mining projects.****Mining project ID**

Project 1

**Total area of owned land/lease/concession (hectares)**

16821

**Total area disturbed to date (hectares)**

6053.27

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Modified habitat

**Comment**

Total mining right area provided, but majority not exploited for mining activities, 6694.08 ha considered the area of influence. In the next 5 years the operations are expected to remain consistent with the current impacts.

**Mining project ID**

Project 2

**Total area of owned land/lease/concession (hectares)**

38604

**Total area disturbed to date (hectares)**

832.21

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Modified habitat

**Comment**

Total mining right area provided, but majority not exploited for mining activities, 1045.85 ha considered the area of influence. In the next 5 years as the operations continue with development the mine aims to limit the negative hectare equivalents to no more than 10%.

---

**Mining project ID**

Project 3

**Total area of owned land/lease/concession (hectares)**

8561

**Total area disturbed to date (hectares)**

7919.85

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Modified habitat

**Comment**

Total mining right area provided, but majority not exploited for mining activities, 9262.85ha considered the area of influence. In the next 5 years the operations are expected to remain consistent with the current impacts.

---

**Mining project ID**

Project 4

**Total area of owned land/lease/concession (hectares)**

3724

**Total area disturbed to date (hectares)**

820.95

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Modified habitat

**Comment**

Total mining right area provided, but majority not exploited for mining activities, 870.14ha considered the area of influence. In the next 5 years the operations are expected to improve the positive biodiversity footprint as closure and restoration activities proceed.

---

**Mining project ID**

Project 5

**Total area of owned land/lease/concession (hectares)**

20087

**Total area disturbed to date (hectares)**

5303.07

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Modified habitat

**Comment**

Total mining right area provided, but majority not exploited for mining activities, 5866.92ha considered the area of influence. In the next 5 years the operations are expected to remain consistent with the current impacts.

---

**Mining project ID**

Project 6

**Total area of owned land/lease/concession (hectares)**

14724

**Total area disturbed to date (hectares)**

5660.23

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Modified habitat

**Comment**

Total mining right area provided, but majority not exploited for mining activities, 5952.38ha considered the area of influence. In the next 5 years the operations are expected to remain consistent with the current impacts.

---

**Mining project ID**

Project 7

**Total area of owned land/lease/concession (hectares)**

1889

**Total area disturbed to date (hectares)**

666.74

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Modified habitat

**Comment**

Total mining right area provided, but majority not exploited for mining activities, 1085.54ha considered the area of influence. In the next 5 years the operations are expected to remain consistent with the current impacts.

---

**Mining project ID**

Project 8

**Total area of owned land/lease/concession (hectares)**

4910

**Total area disturbed to date (hectares)**

640.25

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Modified habitat

**Comment**

Total mining right area provided (incl. Kroondal and Marikana (ex. Aquarius), but majority not exploited for mining activities, 686.04ha considered the area of influence. In the next 5 years the operations are expected to remain consistent with the current impacts.

---

**Mining project ID**

Project 9

**Total area of owned land/lease/concession (hectares)**

26270

**Total area disturbed to date (hectares)**

10291.19

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Modified habitat

**Comment**

Marikana excludes Baobab (Limpopo) and Brakpan PMR but includes Marikana (ex Aquarius) due to contiguous nature of impacts. Total mining right area provided (includes Marikana and Pandora), but majority not exploited for mining activities, 11472.55ha considered the area of influence. In the next 5 years the operations are expected to remain consistent with the current impacts.

---

**Mining project ID**

Project 10

**Total area of owned land/lease/concession (hectares)**

4910

**Total area disturbed to date (hectares)**

10291.19

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Modified habitat

**Comment**

The total area disturbed for Marikana excludes Baobab (Limpopo) and Brakpan PMR but includes Marikana (ex Aquarius) due to contiguous nature of impacts. Total mining right area provided (incl. Kroondal and Marikana (ex. Aquarius), but majority not exploited for mining activities, 11472.55ha considered the area of influence. In the next 5 years the operations are expected to remain consistent with the current impacts.

---

**Mining project ID**

Project 11

**Total area of owned land/lease/concession (hectares)**

11119.8

**Total area disturbed to date (hectares)**

4824.5

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Modified habitat

**Comment**

Total mining right area provided, but majority not exploited for mining activities, 5262.91ha considered the area of influence. In the next 5 years the operations are expected to remain consistent with the current impacts

---

**Mining project ID**

Project 12

**Total area of owned land/lease/concession (hectares)**

5706

**Total area disturbed to date (hectares)**

224

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Modified habitat

**Comment**

The Baobab Operations are the current only footprint that has been developed in the context of the greater Limpopo Operations. As indicated a BDP assessment has not yet been completed to result in hectare equivalents and thus the disturbed areas have been provided as per the direct impacts on site.

---

**Mining project ID**

Project 13

**Total area of owned land/lease/concession (hectares)**

14.1

**Total area disturbed to date (hectares)**

14

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Modified habitat

**Comment**

The Brakpan PMR forms a minor portion of the greater Marikana Operations. As indicated a BDP assessment has not yet been completed to result in hectare equivalents and thus the disturbed areas have been provided as per the direct impacts on site.

---

**Mining project ID**

Project 14

**Total area of owned land/lease/concession (hectares)**

26270

**Total area disturbed to date (hectares)**

0

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Modified habitat

**Comment**

Forms part of the Marikana assessment, see project 9. However since Sibanye-Stillwater took over the operations no development has occurred, the area was previously rehabilitated.

---

**Mining project ID**

Project 15

**Total area of owned land/lease/concession (hectares)**

9775

**Total area disturbed to date (hectares)**

141.3

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Natural habitat

**Comment**

Total mining right area provided (incl. Stillwater and East Boulder), but majority not exploited for mining activities, 416.7ha considered the area of influence. In the next 5 years the operations are expected to increase on the current impacts due to the proposed new waste rock expansions and tailings storage areas.

---

**Mining project ID**

Project 16

**Total area of owned land/lease/concession (hectares)**

9775

**Total area disturbed to date (hectares)**

335.77

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Natural habitat

**Comment**

Total mining right area provided, but majority not exploited for mining activities, 1296.04ha considered the area of influence. In the next 5 years the operations are expected to increase on the current impacts due to proposed new tailings and waste rock areas.

**Mining project ID**

Project 17

**Total area of owned land/lease/concession (hectares)**

16.29

**Total area disturbed to date (hectares)**

14.85

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Modified habitat

**Comment**

Columbus Metallurgical Complex (CMC) is treated similar to the Brakpan PMR, while a BDP assessment was undertaken further work will be undertaken to investigate downstream impacts and opportunities for improvement beyond the direct operations due to the fact that the CMC can operate for longer than any single life of mine.

**Mining project ID**

Project 18

**Total area of owned land/lease/concession (hectares)**

4095

**Total area disturbed to date (hectares)**

0

**Area disturbed in the reporting year (hectares)**

0

**Type(s) of habitat disturbed in the reporting year**

Modified habitat

**Comment**

Akanani is a proposed project and no development has commenced. The project has considered several alternatives specifically focused at avoiding impacts on sensitive ecosystems.

**F-MM9.3/F-CO9.3****(F-MM9.3/F-CO9.3) Are any of your mining projects located in or near legally protected and internationally recognized areas?**

	Are any of your projects in or near?	Comment
Legally protected area(s)	Yes	Please see response to FMM9.3a. No mining occurs within these areas.
UNESCO World Heritage sites	No	
UNESCO Biosphere Reserves	No	
Ramsar sites	No	
Key Biodiversity Area(s)	Yes	Please see response to FMM9.3a. No mining occurs within these areas.

**F-MM9.3a/F-CO9.3a****(F-MM9.3a/F-CO9.3a) Provide details on mining projects that are in or near legally protected and internationally recognized areas.****Mining project ID**

Project 2

**Type of legally protected/ internationally recognized area**

Key Biodiversity Area

**Protected area category (IUCN classification)**

&lt;Not Applicable&gt;

**Name of area**

Devon Grasslands

**Proximity**

Overlap

**Area of overlap (hectares)**

704

**Please explain**

The mine footprint was developed prior to the criteria for the KBA having been met (2015), the aim as with all other areas is to limit any further degradation and upon closure ensure restoration activities are executed to ensure a net gain from the date of purchase is achieved.

---

**Mining project ID**

Project 8

**Type of legally protected/ internationally recognized area**

Key Biodiversity Area

**Protected area category (IUCN classification)**

<Not Applicable>

**Name of area**

Magaliesberg

**Proximity**

Overlap

**Area of overlap (hectares)**

687

**Please explain**

The projects overlap with the transition zone and not the legally protected or UNESCO sites. The aim as with all other areas is to limit any further degradation and upon closure ensure restoration activities are executed to ensure a net gain from the date of purchase is achieved.

---

**Mining project ID**

Project 9

**Type of legally protected/ internationally recognized area**

Key Biodiversity Area

**Protected area category (IUCN classification)**

<Not Applicable>

**Name of area**

Magaliesberg

**Proximity**

Overlap

**Area of overlap (hectares)**

8943

**Please explain**

The projects overlap with the transition zone and not the legally protected or UNESCO sites. The aim as with all other areas is to limit any further degradation and upon closure ensure restoration activities are executed to ensure a net gain from the date of purchase is achieved. Please note Project 9 and 10 are combined in terms of area of influence overlap, hence the same numbers are provided for both.

---

**Mining project ID**

Project 10

**Type of legally protected/ internationally recognized area**

Key Biodiversity Area

**Protected area category (IUCN classification)**

<Not Applicable>

**Name of area**

Magaliesberg

**Proximity**

Overlap

**Area of overlap (hectares)**

8943

**Please explain**

The projects overlap with the transition zone and not the legally protected or UNESCO sites. The aim as with all other areas is to limit any further degradation and upon closure ensure restoration activities are executed to ensure a net gain from the date of purchase is achieved. Please note Project 9 and 10 are combined in terms of area of influence overlap, hence the same numbers are provided for both.

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**F-MM9.4/F-CO9.4**

**(F-MM9.4/F-CO9.4) Are there artisanal and small-scale mining (ASM) operations active in your mining concessions or in their area of influence?**

No

**F-MM9.5/F-CO9.5**



**(F-MM9.5/F-CO9.5) Have biodiversity-related issues led to detrimental impact(s) on your business in the reporting year?**

	Biodiversity-related issues led to detrimental impacts on the business?	Comment
Row 1	No	

**F-MM9.6/F-CO9.6**

**(F-MM9.6/F-CO9.6) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for violation of biodiversity-related regulation?**

	Any penalties for violation of biodiversity-related regulation?	Comment
Row 1	No	

**F10 Procedures**

**F-MM10.1/F-CO10.1**

**(F-MM10.1/F-CO10.1) Have biodiversity impacts and risks of your mining projects been assessed before the project development stage?**

	Biodiversity impacts and risks assessed before the project development stage?	Please explain
Row 1	Yes, in all cases	These assessments are done as per the environmental impact assessment requirements, which includes an assessment of the baseline environment, the risks, impacts and mitigation measures required. Due diligence assessments for existing operations we acquire also undertake a process of ensuring the necessary assessments have been undertaken. We introduced in 2021 a Biological Diversity Procedure that further requires an option analyses process in line with the mitigation hierarchy for all projects including any activities that may have an impact on the environment.

**F-MM10.1a/F-CO10.1a**

**(F-MM10.1a/F-CO10.1a) Select the options that best describe your procedures for identifying and assessing biodiversity-related impacts and risks.**

**Mining project ID**

Project 1

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts  
Indirect impacts  
Cumulative impacts

**Scope defined by**

Governmental agency requirements  
Lender requirements  
Company own standards and/or policies

**Methods and tools**

Desk-based research  
Field surveys  
Landscape-scale field surveys  
Expert consultation  
Stakeholder consultation/analysis  
National specific tools and databases

**Aspects considered**

Locational alternatives  
Threatened species  
Protected areas  
Critical habitats  
Natural habitats  
Ecosystem services  
Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state, water, air and soil quality as needed.)

**Baseline biodiversity data available?**

Yes

**Is the Environmental Impact Statement publicly available?**

Yes

**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

---

**Mining project ID**

Project 2

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts  
Indirect impacts  
Cumulative impacts

**Scope defined by**

Governmental agency requirements  
Lender requirements  
Company own standards and/or policies

**Methods and tools**

Desk-based research  
Field surveys  
Landscape-scale field surveys  
Expert consultation  
Stakeholder consultation/analysis  
National specific tools and databases

**Aspects considered**

Locational alternatives  
Threatened species  
Protected areas  
Critical habitats  
Natural habitats  
Ecosystem services  
Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state, water, air and soil quality as needed.)

**Baseline biodiversity data available?**

Yes

**Is the Environmental Impact Statement publicly available?**

Yes

**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

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**Mining project ID**

Project 3

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts  
Indirect impacts  
Cumulative impacts

**Scope defined by**

Governmental agency requirements  
Lender requirements  
Company own standards and/or policies

**Methods and tools**

Desk-based research  
Field surveys  
Landscape-scale field surveys  
Expert consultation  
Stakeholder consultation/analysis  
National specific tools and databases

**Aspects considered**

Locational alternatives  
Threatened species  
Protected areas  
Critical habitats  
Natural habitats  
Ecosystem services  
Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state, water, air and soil quality as needed.)

**Baseline biodiversity data available?**

Yes

**Is the Environmental Impact Statement publicly available?**

Yes

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**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

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**Mining project ID**

Project 4

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts  
Indirect impacts  
Cumulative impacts

**Scope defined by**

Governmental agency requirements  
Lender requirements  
Company own standards and/or policies

**Methods and tools**

Desk-based research  
Field surveys  
Landscape-scale field surveys  
Expert consultation  
Stakeholder consultation/analysis  
National specific tools and databases

**Aspects considered**

Locational alternatives  
Threatened species  
Protected areas  
Critical habitats  
Natural habitats  
Ecosystem services  
Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state, water, air and soil quality as needed.)

**Baseline biodiversity data available?**

Yes

**Is the Environmental Impact Statement publicly available?**

Yes

**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

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**Mining project ID**

Project 5

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts  
Indirect impacts  
Cumulative impacts

**Scope defined by**

Governmental agency requirements  
Lender requirements  
Company own standards and/or policies

**Methods and tools**

Desk-based research  
Field surveys  
Landscape-scale field surveys  
Expert consultation  
Stakeholder consultation/analysis  
National specific tools and databases

**Aspects considered**

Locational alternatives  
Threatened species  
Protected areas  
Critical habitats  
Natural habitats  
Ecosystem services  
Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state, water, air and soil quality as needed.)

**Baseline biodiversity data available?**

Yes

**Is the Environmental Impact Statement publicly available?**

Yes

**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

---

**Mining project ID**

Project 6

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts  
Indirect impacts  
Cumulative impacts

**Scope defined by**

Governmental agency requirements  
Lender requirements  
Company own standards and/or policies

**Methods and tools**

Desk-based research  
Field surveys  
Landscape-scale field surveys  
Expert consultation  
Stakeholder consultation/analysis  
National specific tools and databases

**Aspects considered**

Locational alternatives  
Threatened species  
Protected areas  
Critical habitats  
Natural habitats  
Ecosystem services  
Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state, water, air and soil quality as needed.)

**Baseline biodiversity data available?**

Yes

**Is the Environmental Impact Statement publicly available?**

Yes

**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

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**Mining project ID**

Project 7

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts  
Indirect impacts  
Cumulative impacts

**Scope defined by**

Governmental agency requirements  
Lender requirements  
Company own standards and/or policies

**Methods and tools**

Desk-based research  
Field surveys  
Landscape-scale field surveys  
Expert consultation  
Stakeholder consultation/analysis  
National specific tools and databases

**Aspects considered**

Locational alternatives  
Threatened species  
Protected areas  
Critical habitats  
Natural habitats  
Ecosystem services  
Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state, water, air and soil quality as needed.)

**Baseline biodiversity data available?**

Yes

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**Is the Environmental Impact Statement publicly available?**

Yes

**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

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**Mining project ID**

Project 8

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts  
Indirect impacts  
Cumulative impacts

**Scope defined by**

Governmental agency requirements  
Lender requirements  
Company own standards and/or policies

**Methods and tools**

Desk-based research  
Field surveys  
Landscape-scale field surveys  
Expert consultation  
Stakeholder consultation/analysis  
National specific tools and databases

**Aspects considered**

Locational alternatives  
Threatened species  
Protected areas  
Critical habitats  
Natural habitats  
Ecosystem services  
Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state, water, air and soil quality as needed.)

**Baseline biodiversity data available?**

Yes

**Is the Environmental Impact Statement publicly available?**

Yes

**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

---

**Mining project ID**

Project 9

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts  
Indirect impacts  
Cumulative impacts

**Scope defined by**

Governmental agency requirements  
Lender requirements  
Company own standards and/or policies

**Methods and tools**

Desk-based research  
Field surveys  
Landscape-scale field surveys  
Expert consultation  
Stakeholder consultation/analysis  
National specific tools and databases

**Aspects considered**

Locational alternatives  
Threatened species  
Protected areas  
Critical habitats  
Natural habitats  
Ecosystem services  
Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state, water, air and soil quality as needed.)

**Baseline biodiversity data available?**

Yes

**Is the Environmental Impact Statement publicly available?**

Yes

**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

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**Mining project ID**

Project 10

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts  
Indirect impacts  
Cumulative impacts

**Scope defined by**

Governmental agency requirements  
Lender requirements  
Company own standards and/or policies

**Methods and tools**

Desk-based research  
Field surveys  
Landscape-scale field surveys  
Expert consultation  
Stakeholder consultation/analysis  
National specific tools and databases

**Aspects considered**

Locational alternatives  
Threatened species  
Protected areas  
Critical habitats  
Natural habitats  
Ecosystem services  
Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state, water, air and soil quality as needed.)

**Baseline biodiversity data available?**

Yes

**Is the Environmental Impact Statement publicly available?**

Yes

**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

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**Mining project ID**

Project 11

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts  
Indirect impacts  
Cumulative impacts

**Scope defined by**

Governmental agency requirements  
Lender requirements  
Company own standards and/or policies

**Methods and tools**

Desk-based research  
Field surveys  
Landscape-scale field surveys  
Expert consultation  
Stakeholder consultation/analysis  
National specific tools and databases

**Aspects considered**

Locational alternatives  
Threatened species  
Protected areas  
Critical habitats  
Natural habitats  
Ecosystem services  
Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state, water, air and soil quality as needed.)

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**Baseline biodiversity data available?**

Yes

**Is the Environmental Impact Statement publicly available?**

Yes

**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

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**Mining project ID**

Project 12

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts  
Indirect impacts  
Cumulative impacts

**Scope defined by**

Governmental agency requirements  
Lender requirements  
Company own standards and/or policies

**Methods and tools**

Desk-based research  
Field surveys  
Landscape-scale field surveys  
Expert consultation  
Stakeholder consultation/analysis  
National specific tools and databases

**Aspects considered**

Locational alternatives  
Threatened species  
Protected areas  
Critical habitats  
Natural habitats  
Ecosystem services  
Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state, water, air and soil quality as needed.)

**Baseline biodiversity data available?**

Yes

**Is the Environmental Impact Statement publicly available?**

Yes

**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

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**Mining project ID**

Project 13

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts  
Indirect impacts  
Cumulative impacts

**Scope defined by**

Governmental agency requirements  
Lender requirements  
Company own standards and/or policies

**Methods and tools**

Desk-based research  
Field surveys  
Landscape-scale field surveys  
Expert consultation  
Stakeholder consultation/analysis  
National specific tools and databases

**Aspects considered**

Locational alternatives  
Threatened species  
Protected areas  
Critical habitats  
Natural habitats  
Ecosystem services  
Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state,

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water, air and soil quality as needed.)

**Baseline biodiversity data available?**

Yes

**Is the Environmental Impact Statement publicly available?**

Yes

**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

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**Mining project ID**

Project 14

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts  
Indirect impacts  
Cumulative impacts

**Scope defined by**

Governmental agency requirements  
Lender requirements  
Company own standards and/or policies

**Methods and tools**

Desk-based research  
Field surveys  
Landscape-scale field surveys  
Expert consultation  
Stakeholder consultation/analysis  
National specific tools and databases

**Aspects considered**

Locational alternatives  
Threatened species  
Protected areas  
Critical habitats  
Natural habitats  
Ecosystem services  
Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state, water, air and soil quality as needed.)

**Baseline biodiversity data available?**

Yes

**Is the Environmental Impact Statement publicly available?**

Yes

**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

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**Mining project ID**

Project 15

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts  
Indirect impacts  
Cumulative impacts

**Scope defined by**

Governmental agency requirements  
Lender requirements  
Company own standards and/or policies

**Methods and tools**

Desk-based research  
Field surveys  
Landscape-scale field surveys  
Expert consultation  
Stakeholder consultation/analysis  
National specific tools and databases

**Aspects considered**

Locational alternatives  
Threatened species  
Protected areas  
Critical habitats  
Natural habitats

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Ecosystem services

Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state, water, air and soil quality as needed.)

**Baseline biodiversity data available?**

Yes

**Is the Environmental Impact Statement publicly available?**

Yes

**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

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**Mining project ID**

Project 16

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts  
Indirect impacts  
Cumulative impacts

**Scope defined by**

Governmental agency requirements  
Lender requirements  
Company own standards and/or policies

**Methods and tools**

Desk-based research  
Field surveys  
Landscape-scale field surveys  
Expert consultation  
Stakeholder consultation/analysis  
National specific tools and databases

**Aspects considered**

Locational alternatives  
Threatened species  
Protected areas  
Critical habitats  
Natural habitats  
Ecosystem services  
Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state, water, air and soil quality as needed.)

**Baseline biodiversity data available?**

Yes

**Is the Environmental Impact Statement publicly available?**

Yes

**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

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**Mining project ID**

Project 17

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts  
Indirect impacts  
Cumulative impacts

**Scope defined by**

Governmental agency requirements  
Lender requirements  
Company own standards and/or policies

**Methods and tools**

Desk-based research  
Field surveys  
Landscape-scale field surveys  
Expert consultation  
Stakeholder consultation/analysis  
National specific tools and databases

**Aspects considered**

Locational alternatives  
Threatened species  
Protected areas

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Critical habitats

Natural habitats

Ecosystem services

Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state, water, air and soil quality as needed.)

**Baseline biodiversity data available?**

Yes

**Is the Environmental Impact Statement publicly available?**

Yes

**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

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**Mining project ID**

Project 18

**Type of assessment**

Full-scale environmental and social impact assessment

**Impacts considered**

Direct impacts

Indirect impacts

Cumulative impacts

**Scope defined by**

Governmental agency requirements

Lender requirements

Company own standards and/or policies

**Methods and tools**

Desk-based research

Field surveys

Landscape-scale field surveys

Expert consultation

Stakeholder consultation/analysis

National specific tools and databases

**Aspects considered**

Locational alternatives

Threatened species

Protected areas

Critical habitats

Natural habitats

Ecosystem services

Other, please specify (Heritage sites, cultural areas of significance, downstream water user requirements, incl. the environment, sensitive areas, present ecological state, water, air and soil quality as needed.)

**Baseline biodiversity data available?**

Yes

**Is the Environmental Impact Statement publicly available?**

Yes

**Please explain**

It should be noted that our application processes are subject to public review and consultation, we also disclose on key environmental indicators, including biodiversity in our annual report.

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F-MM10.2/F-CO10.2

**(F-MM10.2/F-CO10.2) Does your organization undertake a corporate-level procedure to assess biodiversity-related risks to your business?**

	Is there a procedure to assess biodiversity-related risks?	Comment
Row 1	Yes	The Biological Diversity Procedure has been set up in such a manner that it covers both site specific and corporate level requirements

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F-MM10.2a/F-CO10.2a

**(F-MM10.2a/F-CO10.2a) Select the options that best describe your procedure for identifying and assessing biodiversity-related risks.**

**Row 1**

**Risk assessment procedure**

Assessed in an environmental risk assessment

**Frequency of assessment**

Six-monthly or more frequently

**How far into the future are risks considered?**

> 6 years

**Tools and methods used to identify and assess risks**

- Internal company methods
- External consultants
- National specific tools and databases

**Please explain**

The Biological Diversity Procedure is a cross-cutting procedure that integrates with other existing procedural requirements such as quarterly risk reviews, the Legislated Environmental Assessment Procedure (LEAP) triggered for all new activities, the occurrence procedure (incl. incidents, complaints, and non-conformances), and various other environmental procedures. The procedure and our approach to biodiversity management is to embed this within our business, rather than having stand-alone assessments and reporting requirements, especially as a biodiversity risks are so integrated across the business. Numerous tools are used, and these are varied according to the regional and site-specific requirements. Specific specialist reports targeted at certain risks, species, projects and ecosystems are developed on a case-by-case basis according to the needs identified, these are then rolled-up into company and/or regional disclosures and risk assessments. Combined specialist assessments are then considered to set our area of influence. The option analyses process as guided by the mitigation hierarchy is factored into our decision-making processes around projects and allows for flexibility in terms of the format to be directly incorporated into other risk assessments, environmental authorizations and other procedural requirements. In addition various monitoring programs are implemented, from monitoring the resources impacting on biodiversity (e.g. water quality) through to the biodiversity resources themselves (e.g. biomonitoring).

The frequency of assessments varies according to the type of assessments from continuous monitoring (such as water volumes and dam levels) through to assessments that only occur once-off or infrequent (e.g. climate risk or specific scenario assessments).

The length of time into the future the risk assessments look are based on the site specific/ project specific requirements, this would be based on numerous factors, but the rolled-up forward looking assessments as per the Biological Diversity Protocol looks at beyond the life of mine, i.e. to what can be expected after restoration has been executed, all of which look beyond a 6 year timeframe.

**F-MM10.2b/F-CO10.2b**

**(F-MM10.2b/F-CO10.2b) Which of the following issues are considered in your organization's biodiversity-related risk assessment(s)?**

	Relevance & inclusion	Please explain
Deforestation	Relevant, always included	Actual deforestation assessments are dependent on the biome within which the operation is situated and the current status of deforestation prior to Sibanye undertaking development, i.e. 'deforestation' would be strictly applicable only to forested biomes. It should be noted that vegetation impact assessments are not limited to forest ecosystems but assess all biomes in terms of vegetation impacts due to the planned projects. The impact of deforestation/ vegetation removal is assessed from a natural vegetation removal and species of conservation perspective and assesses the risks of alien and invasive species.
Legally protected areas	Relevant, always included	This is a legal requirement for all projects.
Internationally recognized areas	Relevant, sometimes included	Typically, these areas are recognized as part of national biodiversity plans, there are many internationally recognized areas, all of which may not be locally recognized, however out of the list considered by the CDP team above, all of these areas are considered.
Threatened, migratory and endemic species	Relevant, sometimes included	High level species lists are considered for all operations, however these typically focus on species that are threatened, endangered or near-threatened. Migratory species are considered typically only for projects that may affect migratory species such as for breeding areas for birds, flight zones for migratory birds (typically impacted by wind energy projects) and fish species impacted by flow impedence. I.e. these assessments are included as relevant. Endemic species are also included as relevant, though it should be noted that endemism can vary quite widely in terms of the spatial context (i.e. from a very small area to as large as the full southern African region), and also vary in terms of relevance of being a species of conservation concern, i.e. many are not threatened. Lastly a key development are in Sibanye-Stillwater's Biodiversity portfolio is to focus on unidentified species as the majority of species globally have not been identified.
Ecosystem services	Relevant, always included	These are included according to regional/national assessment requirements, in some cases these assessments are more high level and executed by third parties to support national government decision-making, while in others these are very specific to the various ecosystem types and conducted on a site specific basis.
Regulation	Relevant, always included	Regulation is a baseline requirement for all projects and the projects will not be supported by Sibanye-Stillwater if they do not comply. It should be noted though that within the South African regulatory context there are a number of implementation and technical challenges within Government, Sibanye-Stillwater takes a very active role in finding mechanisms to overcome these.
Indigenous peoples	Relevant, always included	Our community and indigenous people assessments are managed as part of our social impact assessments and social management programs. Biodiversity related issues and indigenous knowledge are included into our biodiversity management actions and fed into these via our holistic public participation processes. Once again the emphasis is placed on integration, this also ensures the avoidance of stakeholder fatigue, and prevents gaps, as often community requirements speak to economic development, which needs to be done within the context of responsible biodiversity management. Further we consider inputs continuously from various environmental forums that all have relevance to biodiversity management, these include air quality and catchment forums.
Local communities	Relevant, always included	Our community and indigenous people assessments are managed as part of our social impact assessments and social management programs. Biodiversity related issues and indigenous knowledge are included into our biodiversity management actions and fed into these via our holistic public participation processes. Once again the emphasis is placed on integration, this also ensures the avoidance of stakeholder fatigue, and prevents gaps, as often community requirements speak to economic development, which needs to be done within the context of responsible biodiversity management. Further we consider inputs continuously from various environmental forums that all have relevance to biodiversity management, these include air quality and catchment forums.
Other, please specify	Relevant, always included	In addition to the above we also undertake risk and opportunity assessments using the following indicators: present ecological state, ecosystem types, ecosystem extent, hectare equivalents, various indicators (e.g. water quality, air quality, soil etc), species specific assessments.

**F-MM10.2c/F-CO10.2c**

**(F-MM10.2c/F-CO10.2c) Which of the following stakeholders are considered in your organization's biodiversity-related risk assessments?**

	Relevance & inclusion	Please explain
Customers	Relevant, not included	This is a future focus area, the biodiversity portfolio is still maturing and our direct impacts are the current focus area.
Employees	Relevant, not included	This is a potential future focus area, the biodiversity portfolio is still maturing and our direct impacts are the current focus area. It is assumed that this refers to their impacts outside of their direct activities at work.
Investors	Relevant, not included	This is a potential future focus area, the biodiversity portfolio is still maturing and our direct impacts are the current focus area. It is assumed that this refers to their impacts outside of their direct activities at work.
Local communities	Relevant, sometimes included	As per the responses provided to F-MM10.2b/F-CO10.2b the communities and indigenous persons are considered, but within the context of Sibanye-Stillwater's activities. The impacts of the community and indigenous peoples themselves on biodiversity is not directly assessed, it is however indirectly addressed through our integrated catchment and regional management contributions and interventions.
Indigenous peoples	Relevant, sometimes included	As per the responses provided to F-MM10.2b/F-CO10.2b the communities and indigenous persons are considered, but within the context of Sibanye-Stillwater's activities. The impacts of the community and indigenous peoples themselves on biodiversity is not directly assessed, it is however indirectly addressed through our integrated catchment and regional management contributions and interventions.
NGOs	Relevant, sometimes included	The same comment applies to NGOs as it does to communities and indigenous peoples, i.e. their comments are included but not their individual direct footprint on biodiversity.
Regulators	Relevant, sometimes included	The same comment applies to regulators as it does to communities and indigenous peoples, i.e. their comments are included but not their individual direct footprint on biodiversity.
Suppliers	Relevant, not included	This is a future focus area, the biodiversity portfolio is still maturing and our direct impacts are the current focus area. It is assumed that this refers to their impacts outside of their direct activities at work.
Other stakeholders, please specify	Not considered	NA

**F-MM10.3/F-CO10.3**

**(F-MM10.3/F-CO10.3) Do you adopt biodiversity action plans to manage your impacts on biodiversity?**

Yes

**F-MM10.3a/F-CO10.3a**

**(F-MM10.3a/F-CO10.3a) Describe your criteria for defining which sites are required to produce biodiversity action plans.**

While we do adopt biodiversity action plans, we have largely moved away from these bulky, stand-alone and high level documents instead into assessments embedded into our projects and our ongoing operational monitoring. The findings of these studies in turn feed into our legal authorisations, commitments, budgets, action plans and Environmental Management Systems. It is a critical departure point from the traditional historic approach of managing biodiversity as a separate issue in large reports that are rarely consulted and rarely updated. The embedded approach to biodiversity considered for each aspect of the business and all aspects of its life cycle ensures on the ground implementation and integration with other nature related portfolios and social requirements, while doing so in the context of business sustainability, health, safety and a just transition to sustainable post mining economies.

**F11 Impacts, risks and opportunities**

**F-MM11.1/F-CO11.1**

**(F-MM11.1/F-CO11.1) Have any of your projects caused, or have the potential to cause, significant adverse impact(s) on biodiversity?**

	Any projects caused, or have the potential to cause, significant adverse impact(s) on biodiversity?	Comment
Row 1	No	

**F-MM11.2/F-CO11.2**

**(F-MM11.2/F-CO11.2) Have you identified any biodiversity risks with the potential to have a substantive financial or strategic impact on your business?**

No

**F-MM11.3/F-CO11.3**

**(F-MM11.3/F-CO11.3) Have you identified any biodiversity-related opportunities with the potential to have a substantive financial or strategic impact on your business?**

No

F-MM12.1/F-CO12.1

**(F-MM12.1/F-CO12.1) Is there board-level oversight of biodiversity-related issues within your organization?**

Yes

F-MM12.1a/F-CO12.1a

**(F-MM12.1a/F-CO12.1a) Identify the position(s) of the individual(s) (do not include any names) on the board with responsibility for biodiversity-related issues.**

Position of individual	Please explain
Board Chair	Sibanye-Stillwater has a Board committee that reviews sustainability issues. The Social, ethics and sustainability (SESC) Committee shall be responsible for the oversight and reporting on organisational ethics, responsible corporate citizenship, sustainable development, stakeholder relationships as well as monitoring activities of Sibanye-Stillwater and its subsidiaries, having regard to any relevant legislation, regulations, codes or standards of best practice. The terms of reference of the committee available: <a href="https://www.sibanyestillwater.com/about-us/governance">https://www.sibanyestillwater.com/about-us/governance</a> . Representatives to the SESC is inclusive of the Chairman of the Board, the chairs of all of the other board committees are members of the SESC. In approving the reporting and management of ESG issues the Company has formed a committee that reviews sustainability issues (the "ESG" Committee). The ESG Committee is reporting into the SESC. During 2022 a Chief Sustainability Officer was appointed to elevate ESG matters to a C-suite level.
Director on board	Sibanye-Stillwater has a Board committee that reviews sustainability issues. The Social, ethics and sustainability (SESC) Committee shall be responsible for the oversight and reporting on organisational ethics, responsible corporate citizenship, sustainable development, stakeholder relationships as well as monitoring activities of Sibanye-Stillwater and its subsidiaries, having regard to any relevant legislation, regulations, codes or standards of best practice. The terms of reference of the committee available: <a href="https://www.sibanyestillwater.com/about-us/governance">https://www.sibanyestillwater.com/about-us/governance</a> . Representatives to the SESC is inclusive of the Chairman of the Board, the chairs of all of the other board committees are members of the SESC. In approving the reporting and management of ESG issues the Company has formed a committee that reviews sustainability issues (the "ESG" Committee). The ESG Committee is reporting into the SESC. During 2022 a Chief Sustainability Officer was appointed to elevate ESG matters to a C-suite level.
Other C-Suite Officer	Sibanye-Stillwater has a Board committee that reviews sustainability issues. The Social, ethics and sustainability (SESC) Committee shall be responsible for the oversight and reporting on organisational ethics, responsible corporate citizenship, sustainable development, stakeholder relationships as well as monitoring activities of Sibanye-Stillwater and its subsidiaries, having regard to any relevant legislation, regulations, codes or standards of best practice. The terms of reference of the committee available: <a href="https://www.sibanyestillwater.com/about-us/governance">https://www.sibanyestillwater.com/about-us/governance</a> . Representatives to the SESC is inclusive of the Chairman of the Board, the chairs of all of the other board committees are members of the SESC. In approving the reporting and management of ESG issues the Company has formed a committee that reviews sustainability issues (the "ESG" Committee). The ESG Committee is reporting into the SESC. During 2022 a Chief Sustainability Officer was appointed to elevate ESG matters to a C-suite level.
Board-level committee	Sibanye-Stillwater has a Board committee that reviews sustainability issues. The Social, ethics and sustainability (SESC) Committee shall be responsible for the oversight and reporting on organisational ethics, responsible corporate citizenship, sustainable development, stakeholder relationships as well as monitoring activities of Sibanye-Stillwater and its subsidiaries, having regard to any relevant legislation, regulations, codes or standards of best practice. The terms of reference of the committee available: <a href="https://www.sibanyestillwater.com/about-us/governance">https://www.sibanyestillwater.com/about-us/governance</a> . Representatives to the SESC is inclusive of the Chairman of the Board, the chairs of all of the other board committees are members of the SESC. In approving the reporting and management of ESG issues the Company has formed a committee that reviews sustainability issues (the "ESG" Committee). The ESG Committee is reporting into the SESC. During 2022 a Chief Sustainability Officer was appointed to elevate ESG matters to a C-suite level.
Other, please specify (Risk Committee)	Sibanye-Stillwater has a Board committee that reviews sustainability issues. The Social, ethics and sustainability (SESC) Committee shall be responsible for the oversight and reporting on organisational ethics, responsible corporate citizenship, sustainable development, stakeholder relationships as well as monitoring activities of Sibanye-Stillwater and its subsidiaries, having regard to any relevant legislation, regulations, codes or standards of best practice. The terms of reference of the committee available: <a href="https://www.sibanyestillwater.com/about-us/governance">https://www.sibanyestillwater.com/about-us/governance</a> . Representatives to the SESC is inclusive of the Chairman of the Board, the chairs of all of the other board committees are members of the SESC. In approving the reporting and management of ESG issues the Company has formed a committee that reviews sustainability issues (the "ESG" Committee). The ESG Committee is reporting into the SESC. During 2022 a Chief Sustainability Officer was appointed to elevate ESG matters to a C-suite level.

F-MM12.1b/F-CO12.1b

**(F-MM12.1b/F-CO12.1b) Provide further details on the board's oversight of biodiversity-related issues.**

	Frequency that biodiversity-related issues are a scheduled agenda item	Governance mechanisms into which biodiversity-related issues are integrated	Please explain
Row 1	Scheduled - all meetings	Monitoring implementation and performance Reviewing and guiding annual budgets Reviewing and guiding business plans Reviewing and guiding corporate responsibility strategy Reviewing and guiding major plans of action Reviewing and guiding risk management policies Reviewing and guiding strategy Setting performance objectives	The SESC is served with a quarterly report which is reflective of biodiversity related matters. The report reflects the current performance and reflects on the implementation progress of programmes. During the quarterly engagements the Group's Sustainability Strategy progress are discussed as an agenda item. As part of the sustainability strategy – biodiversity forms part of the sustainability themes of Climate Change, developing a climate resilient business as well as entrenching long-term economic sustainability: Integrated post mining economy. The theme of entrenching long-term economic sustainability is anchored in the UNs Sustainable Development Goal 15 (Life on Land). Part of the quarterly agenda is matters arising in which the discussions relate to the ESG Long term incentive plan (LTIP). Concurrent rehabilitation is embedded into the LTIP with a secondary LTIP metric of biodiversity management.  As per the Environmental, Social and Governance Policy in order for Sibanye-Stillwater to conduct its business in an ethical and responsible manner and ensure the goal of building a sustainable post-mining economy is achieved we have made a number of nature-related commitments. Further as referenced in the Biodiversity Position Statement biodiversity related requirements are taken into account from a management, budgeting and operational perspective.

F-MM12.2/F-CO12.2

**(F-MM12.2/F-CO12.2) Provide the highest management-level position(s) or committee(s) with responsibility for biodiversity-related issues (do not include the names of individuals)**

**Name of the position(s) and/or committee(s)**

Chief Executive Officer (CEO)

**Responsibility**

Other, please specify (Ultimate accountability for the outcomes of the assessment and management recommendations)

**Frequency of reporting to the board on biodiversity-related issues**

Quarterly

**Please explain**

The CEO reads and signs off under his own name all reports that goes to Board. He does not allow any report to go through which he does not agree with. Thus, he holds responsibility for Biodiversity outcomes we commit to. Please see further detail provided in the response to FMM12.1.

**F-MM12.3/F-CO12.3**

**(F-MM12.3/F-CO12.3) Do you provide incentives to C-suite employees or board members for the management of biodiversity-related issues?**

	Are there incentives to C-suite employees or board members?	Comment
Row 1	No, not currently but we do plan to introduce them in the next two years	We have set a secondary LTIP (Long-term Incentive Plan) for biodiversity with the aim to finalize the commitment moving into 2023. Baseline data and a clear understanding of the complexity of the commitments form a critical foundation to set before any incentive-linked commitments are made.

**F-MM12.4/F-CO12.4**

**(F-MM12.4/F-CO12.4) Does your organization have a policy that includes biodiversity-related issues?**

Yes, we have a documented biodiversity policy that is publicly available

**F-MM12.4a/F-CO12.4a**

**(F-MM12.4a/F-CO12.4a) Select the options that best describe the scope and content of your policy.**

	Format	Content	Please explain
Row 1	Part of company-wide environmental/sustainability policy	Recognition of the overall importance of natural habitats Recognition of potential business impact on natural habitats Description of biodiversity-related performance standards Commitments beyond regulatory compliance Commitment to transparency Commitment to stakeholder awareness and capacity-building Reference to international standards and widely-recognized biodiversity-related initiatives Commitment to protect rights and livelihoods of local communities	The Policy content requested by the CDP mixes social and biodiversity aspects, thus necessitating an integrated environmental, Social and Governance Policy statement as undertaken by Sibanye-Stillwater. It should be noted that the Policy should be read in conjunction with the Position Statements supporting the Policy and providing additional clarity and context. Further the Biological Diversity Procedure and various other disclosures provide technical detail to support the policy. Finally, it should be noted that the time-bound commitments will be further unpacked as per the LTIP development discussed in FMM 12.3.

**F-MM12.5/F-CO12.5**

**(F-MM12.5/F-CO12.5) Has your organization made any public commitment(s) to reduce or avoid impacts on biodiversity?**

Yes

**F-MM12.5a/F-CO12.5a**

**(F-MM12.5a/F-CO12.5a) Provide details on your public commitment(s), including the description of specific criteria, coverage, and timeframe.**

**Commitment**

Adoption of the mitigation hierarchy approach

**Coverage**

Company-wide

**% of total production covered by commitment**

100%

**Commitment timeframe**

Mine closure

**Please explain**

The mitigation hierarchy is embedded into decision-making processes from planning to post-mining, with an aim to integrate these into post mining economies so as to ensure a just transition and long term sustainability. Mine Closure has been selected as the timeframe, but it is actually beyond mine closure as ecosystems recover post rehabilitation.

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**Commitment**

No Net Loss

**Coverage**

Company-wide

**% of total production covered by commitment**

100%

**Commitment timeframe**

Mine closure

**Please explain**

Please note there is ambiguity regarding 'net positive' and 'net gain', we have made commitments in terms of the latter. In terms of net positive commitment this would depend on the definition. In the Climate questionnaire the term 'Net Positive Gain' was used, not 'Net Positive Impact' as in the Forest CDP, as disclosed therein we do commit to Net Positive Gain for existing operations from the date of takeover. Mine Closure has been selected as the timeframe, but it is actually beyond mine closure as ecosystems recover post rehabilitation.

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**Commitment**

Not to explore or develop mines in World Heritage sites

**Coverage**

Company-wide

**% of total production covered by commitment**

100%

**Commitment timeframe**

Mine closure

**Please explain**

Mine Closure has been selected as the timeframe, but it is actually beyond mine closure as ecosystems recover post rehabilitation. Our commitment goes beyond not mining in these area to respecting these areas, therefore considering our area of influence and regional/catchment based impacts beyond our own footprint.

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**Commitment**

Not to explore or develop mines in legally designated protected areas

**Coverage**

Company-wide

**% of total production covered by commitment**

100%

**Commitment timeframe**

Mine closure

**Please explain**

Mine Closure has been selected as the timeframe, but it is actually beyond mine closure as ecosystems recover post rehabilitation. Our commitment goes beyond not mining in these area to respecting these areas, therefore considering our area of influence and regional/catchment based impacts beyond our own footprint.

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**Commitment**

Respect legally designated protected areas

**Coverage**

Company-wide

**% of total production covered by commitment**

100%

**Commitment timeframe**

Mine closure

**Please explain**

Mine Closure has been selected as the timeframe, but it is actually beyond mine closure as ecosystems recover post rehabilitation.

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**Commitment**

Avoidance of negative impacts on threatened and protected species

**Coverage**

Company-wide

**% of total production covered by commitment**

100%

**Commitment timeframe**

Mine closure

**Please explain**

Mine Closure has been selected as the timeframe, but it is actually beyond mine closure as ecosystems recover post rehabilitation. Further work is being planned in order to ensure species specialists are consulted to inform regional conservation measures.

---

**Commitment**

Free, Prior and Informed Consent of Indigenous Peoples

**Coverage**

Company-wide

**% of total production covered by commitment**

100%

**Commitment timeframe**

Mine closure

**Please explain**

FPIC is a social not biodiversity commitment, but is included in our Indigenous people, host communities and mining position statement.

**F13 Business strategy****F-MM13.1/F-CO13.1****(F-MM13.1/F-CO13.1) Are biodiversity issues integrated into any aspects of your long-term strategic business plan, and if so how?**

	Are biodiversity-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	Yes, biodiversity-related issues are integrated	>30	Sustainability at Sibanye-Stillwater is not just a function of compliance but rather a strategic imperative to change the role our business plays in society and in the economy. Our Sustainability strategy has three areas: environmental stewardship, social impact and governance integrity and is anchored by the United Nations' Sustainable Development Goals (SDG). Environmental stewardship is about promoting the sustainable use of resources and making sure that we transition towards a low-carbon future. Sustainability through ESG excellence is at the core of our business strategy. Building a globally responsible and leading business is encapsulated in our ESG framework (see below), which has been translated into our Sustainability strategy. The five strategic themes of our Sustainability strategy also anchor our commitment to the SDGs'. Ultimately thus all sustainability features, including biodiversity are incorporated into our long term business objectives, including post-mining planning.
Strategy for long-term objectives	Yes, biodiversity-related issues are integrated	>30	Embedding ESG excellence in the way we conduct business is a core priority that every function influences in diverse ways. We are enhancing the maturity of how we evaluate our overall ESG performance. Further, managers are expected to reflect on and define (e.g. on performance scorecards) their contribution to our ESG credentials. Values-based decision-making is also at the core of our culture and we want our incentive systems to promote this approach to leadership and to work. We regularly test our incentive measures, noting what behaviors they tend to promote and whether these support our business. Safety, cost-reduction and production quality and efficiency are key drivers. As part of this assessment we not only consider 'what' we measure but 'how' we measure to ensure that there is always a strong link between pay and performance. In 2021 a process was undertaken to determine the role biodiversity would play in the Long-term Incentive Plans (LTIP), it has not yet been finalized as a primary LTIP but is planned to be set in 2022. A critical component of achieving our long term objectives is our focus on Social Closure, sustainable post mining economies can only be created when biodiversity requirements are considered as highlighted in our Biodiversity Position Statement.
Financial planning	Yes, biodiversity-related issues are integrated	>30	As above ESG is embedded into our business and this can only be achieved if all business planning aspects, including financial planning, consider environmental aspects which includes biodiversity. A robust planning process is followed annually which includes consideration of biodiversity requirements that feed into both site-based and corporate financial planning exercises and eventual provisions. Long term financial planning via closure provisions also take into account the biodiversity requirements particularly from an ecosystem restoration and ecosystem service enhancement perspective.

**F14 Implementation****F-MM14.1/F-CO14.1****(F-MM14.1/F-CO14.1) Have you specified any measurable and time-bound targets related to your commitment(s) to reduce or avoid impacts on biodiversity?**

No

**F-MM14.2/F-CO14.2**



**(F-MM14.2/F-CO14.2) Provide details on mining projects that are required to produce Biodiversity Action Plans.**

**Row 1**

**Number of mining projects required to produce a biodiversity action plan**

18

**% of mining projects required to produce a biodiversity action plan that have one in place**

100

**Format**

Part of general Environmental Management System

**Frequency biodiversity action plans are reviewed**

Regularly

**Please explain**

Please see explanation provided in response to FMM10.3 and FMM10.2a which outlined our approach to Biodiversity Action Plans and other critical biodiversity evaluation, monitoring and decision-making processes embedded into our environmental management systems.

**F-MM14.3/F-CO14.3**

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**(F-MM14.3/F-CO14.3) Has your organization adopted avoidance and/or minimization as strategies to prevent or mitigate significant adverse impacts on biodiversity?**

Yes

**F-MM14.3a/F-CO14.3a**

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**(F-MM14.3a/F-CO14.3a) Provide relevant company-specific examples of your implementation of avoidance and minimization actions to manage adverse impacts on biodiversity.**

**Mining project ID**

Project 2

**Approach**

Avoidance

**Type of measure**

Site selection

**Description**

Please note both avoidance and minimization were implemented for this project, further it included site selection, project design and physical controls. The specific example refers to the development of new infrastructure for the expansion and ramp-up of a gold mining operation, specifically a new access road and vent shafts. In both cases the option analyses process from our Biological Diversity Procedure was applied, this included the following steps:

1. Specialist delineation of sensitive ecosystems in the area of the planned project
2. Evaluation of various options, including no-go/ using existing infrastructure (6 options were evaluated for the road and 3 for the vent shaft)
3. Each option was evaluated on the basis of biodiversity resources, community requirements, employee health, safety and security as well as cost considerations
4. The above considerations resulted in infrastructure being developed outside of sensitive ecosystems (for the majority see next point), while ensuring other key objectives are achieved, thus making it a sustainable alternative also catering for other needs. Biodiversity does not need to compete with mining plans but when respected presents opportunities for reduced development costs, increased sustainability and decreased liabilities.
5. For a small portion of the road due to health and safety considerations a portion of an impacted edge of the wetland will need to be altered, however this section will include key mitigation measures to ensure the wetland functionality is maintained and aim to improve upon the existing impacts caused by third parties where a road crossing already exists.
6. The alternative also avoided other terrestrial ecosystems such as a rocky outcrop and is planned to be developed across degraded areas.
7. All infrastructure will be further designed to ensure erosion and degradation is prevented, and maintenance is well implemented. The ultimate aim is to ensure no net change in the present ecological state occurs.

**Mining project ID**

Project 18

**Approach**

Avoidance

**Type of measure**

Site selection

**Description**

Please note both avoidance and minimization were implemented for this project. This project aims to develop a new mine, the following process was undertaken, once again in line with the Sibanye-Stillwater Biological Diversity Procedure in terms of option analyses:

1. Specialist investigation of sensitive ecosystems and biodiversity resources on site.
2. Design and placement of tailings storage facility (TSF) was originally planned across a watercourse (ephemeral drainage line). This was the only infrastructure found to be impacting on a sensitive and critical biodiversity resource.
3. Redesign of the TSF was first undertaken with an aim to reduce the area of impacts and mitigate potential impacts further.
4. However, it was thereafter decided to investigate further alternative options to avoid the watercourse entirely and a new set of specialist studies and TSF designs were conducted for the new area. This arrived at an avoidance solution where the TSF could be positioned without impacting upon a watercourse directly. Further this avoided other terrestrial ecosystems such as a rocky outcrop and is planned to be developed across degraded areas.

**(F-MM14.4/F-CO14.4) Have significant impacts on biodiversity been mitigated through restoration?**

	Have significant impacts on biodiversity been mitigated through restoration?	Comment
Row 1	Partially	<p>Restoration processes are still underway and are only deemed successful after five years of monitoring confirming the restoration interventions have succeeded. Large-scale restoration projects are being undertaken on areas that have impacted (please note these are not necessarily 'significant as per the definition provided in the CDP guidance, see answer to FMM11.1, but restoration must still occur) upon biodiversity resources, the process typically follows the following steps:</p> <ol style="list-style-type: none"> <li>1. Removal of impact source and/or limiting the impact source (e.g. TSF capping and barrier systems).</li> <li>2. Specialist investigations on the area of influence to inform restoration plans, these also go through an option analyses process to arrive at the most sustainable restoration plans to the benefit of all stakeholders including the environment.</li> <li>3. Authorising the restoration plans (there are strict legal requirements, and these can often take several years to be resolved, this is often also applicable to step 1 above).</li> <li>4. Execution of restoration activities, these are typically executed in phases, with monitoring throughout and adjustments made to address any issues noted.</li> <li>5. Monitoring for 5 years (may vary on case-by-case basis as informed by specialists) after restoration to ensure success, should any issues be noted then these will be addressed. Once this period is complete and monitoring results prove the final planned state has been successfully achieved then the restoration activities are deemed completed.</li> </ol>

F-MM14.4a/ F-CO14.4a

**(F-MM14.4a/ F-CO14.4a) Provide details on restoration actions you have in place in your sites.**

**Mining project ID**

Project 3

**Description of the impact being mitigated by restoration**

1. Soil
2. Vegetation
3. Hydrological and geomorphological alterations
4. Water quality impacts
5. Habitat restoration and re-establishment of species in impacted areas

**Type of ecosystem restored**

Other ecosystems

**Total area restored to date (hectares)**

0

**Total area to be restored (hectares)**

83.6

**Target year**

2025

**Describe restoration actions**

Restoration project is ongoing. These are only selected examples of restoration projects underway, but numerous similar restoration activities are underway across all the operations. The restoration actions for the selected examples include the following:

1. Removal of pollution sources through the reclamation of historical tailings storage facilities. The reclaimed and processed tailings are then deposited onto other existing TSFs thereby reducing the number of and area disturbed by TSFs. Many of these facilities being removed were historical and did not have the appropriate mitigation measures in place, the new areas they are being deposited to are better mitigated and managed. In some cases the reclaimed tailings are also contributing to filling historical mining voids (pits) and improving water quality in acidic basins (Project 6).
2. In the case of Project 16 the facility is not being removed but rather capped to avoid additional water ingress and ensure the tailings facility remains stable into perpetuity.
3. Once source removal has been executed and following the subsequent specialist studies the following is executed in general:
  - a. Where necessary any remaining impact sources are either cut-off or removed;
  - b. The area is shaped and soil ameliorants are introduced as needed;
  - c. Alien and invasive species are removed (throughout project) and indigenous species or alternative crops are re-established.
  - d. Where needed water treatment is undertaken.
  - e. Monitoring is ongoing and adjustments to the restoration activities are made based on the monitoring.
  - f. Any backfilling material is analyzed to ensure that it confirms to the legal and environmental requirements before being used.

**Mining project ID**

Project 4

**Description of the impact being mitigated by restoration**

1. Soil
2. Vegetation
3. Hydrological and geomorphological alterations
4. Water quality impacts
5. Habitat restoration and re-establishment of species in impacted areas

**Type of ecosystem restored**

Other ecosystems

**Total area restored to date (hectares)**

0

**Total area to be restored (hectares)**

54.7

**Target year**

**Describe restoration actions**

Restoration project is ongoing. These are only selected examples of restoration projects underway, but numerous similar restoration activities are underway across all the operations. The restoration actions for the selected examples include the following:

1. Removal of pollution sources through the reclamation of historical tailings storage facilities. The reclaimed and processed tailings are then deposited onto other existing TSFs thereby reducing the number of and area disturbed by TSFs. Many of these facilities being removed were historical and did not have the appropriate mitigation measures in place, the new areas they are being deposited to are better mitigated and managed. In some cases the reclaimed tailings are also contributing to filling historical mining voids (pits) and improving water quality in acidic basins (Project 6).
  2. In the case of Project 16 the facility is not being removed but rather capped to avoid additional water ingress and ensure the tailings facility remains stable into perpetuity.
  3. Once source removal has been executed and following the subsequent specialist studies the following is executed in general:
    - a. Where necessary any remaining impact sources are either cut-off or removed;
    - b. The area is shaped and soil ameliorants are introduced as needed;
    - c. Alien and invasive species are removed (throughout project) and indigenous species or alternative crops are re-established.
    - d. Where needed water treatment is undertaken.
    - e. Monitoring is ongoing and adjustments to the restoration activities are made based on the monitoring.
    - f. Any backfilling material is analyzed to ensure that it confirms to the legal and environmental requirements before being used.
- 

**Mining project ID**

Project 5

**Description of the impact being mitigated by restoration**

1. Soil
2. Vegetation
3. Hydrological and geomorphological alterations
4. Water quality impacts
5. Habitat restoration and re-establishment of species in impacted areas

**Type of ecosystem restored**

Other ecosystems

**Total area restored to date (hectares)**

0

**Total area to be restored (hectares)**

107

**Target year**

2026

**Describe restoration actions**

Restoration project is ongoing. These are only selected examples of restoration projects underway, but numerous similar restoration activities are underway across all the operations. The restoration actions for the selected examples include the following:

1. Removal of pollution sources through the reclamation of historical tailings storage facilities. The reclaimed and processed tailings are then deposited onto other existing TSFs thereby reducing the number of and area disturbed by TSFs. Many of these facilities being removed were historical and did not have the appropriate mitigation measures in place, the new areas they are being deposited to are better mitigated and managed. In some cases the reclaimed tailings are also contributing to filling historical mining voids (pits) and improving water quality in acidic basins (Project 6).
  2. In the case of Project 16 the facility is not being removed but rather capped to avoid additional water ingress and ensure the tailings facility remains stable into perpetuity.
  3. Once source removal has been executed and following the subsequent specialist studies the following is executed in general:
    - a. Where necessary any remaining impact sources are either cut-off or removed;
    - b. The area is shaped and soil ameliorants are introduced as needed;
    - c. Alien and invasive species are removed (throughout project) and indigenous species or alternative crops are re-established.
    - d. Where needed water treatment is undertaken.
    - e. Monitoring is ongoing and adjustments to the restoration activities are made based on the monitoring.
    - f. Any backfilling material is analyzed to ensure that it confirms to the legal and environmental requirements before being used.
- 

**Mining project ID**

Project 6

**Description of the impact being mitigated by restoration**

1. Soil
2. Vegetation
3. Hydrological and geomorphological alterations
4. Water quality impacts
5. Habitat restoration and re-establishment of species in impacted areas

**Type of ecosystem restored**

Other ecosystems

**Total area restored to date (hectares)**

0

**Total area to be restored (hectares)**

929.9

**Target year**

2030

**Describe restoration actions**

Restoration project is ongoing. These are only selected examples of restoration projects underway, but numerous similar restoration activities are underway across all the operations. The restoration actions for the selected examples include the following:

1. Removal of pollution sources through the reclamation of historical tailings storage facilities. The reclaimed and processed tailings are then deposited onto other existing TSFs thereby reducing the number of and area disturbed by TSFs. Many of these facilities being removed were historical and did not have the appropriate mitigation measures in place, the new areas they are being deposited to are better mitigated and managed. In some cases the reclaimed tailings are also contributing to filling historical mining voids (pits) and improving water quality in acidic basins (Project 6).

2. In the case of Project 16 the facility is not being removed but rather capped to avoid additional water ingress and ensure the tailings facility remains stable into perpetuity.
  3. Once source removal has been executed and following the subsequent specialist studies the following is executed in general:
    - a. Where necessary any remaining impact sources are either cut-off or removed;
    - b. The area is shaped and soil ameliorants are introduced as needed;
    - c. Alien and invasive species are removed (throughout project) and indigenous species or alternative crops are re-established.
    - d. Where needed water treatment is undertaken.
    - e. Monitoring is ongoing and adjustments to the restoration activities are made based on the monitoring.
    - f. Any backfilling material is analyzed to ensure that it confirms to the legal and environmental requirements before being used.
- 

#### **Mining project ID**

Project 11

#### **Description of the impact being mitigated by restoration**

1. Soil
2. Vegetation
3. Hydrological and geomorphological alterations
4. Water quality impacts
5. Habitat restoration and re-establishment of species in impacted areas

#### **Type of ecosystem restored**

Other ecosystems

#### **Total area restored to date (hectares)**

0

#### **Total area to be restored (hectares)**

268

#### **Target year**

2032

#### **Describe restoration actions**

Restoration project is ongoing. These are only selected examples of restoration projects underway, but numerous similar restoration activities are underway across all the operations. The restoration actions for the selected examples include the following:

1. Removal of pollution sources through the reclamation of historical tailings storage facilities. The reclaimed and processed tailings are then deposited onto other existing TSFs thereby reducing the number of and area disturbed by TSFs. Many of these facilities being removed were historical and did not have the appropriate mitigation measures in place, the new areas they are being deposited to are better mitigated and managed. In some cases the reclaimed tailings are also contributing to filling historical mining voids (pits) and improving water quality in acidic basins (Project 6).
  2. In the case of Project 16 the facility is not being removed but rather capped to avoid additional water ingress and ensure the tailings facility remains stable into perpetuity.
  3. Once source removal has been executed and following the subsequent specialist studies the following is executed in general:
    - a. Where necessary any remaining impact sources are either cut-off or removed;
    - b. The area is shaped and soil ameliorants are introduced as needed;
    - c. Alien and invasive species are removed (throughout project) and indigenous species or alternative crops are re-established.
    - d. Where needed water treatment is undertaken.
    - e. Monitoring is ongoing and adjustments to the restoration activities are made based on the monitoring.
    - f. Any backfilling material is analyzed to ensure that it confirms to the legal and environmental requirements before being used.
- 

#### **Mining project ID**

Project 16

#### **Description of the impact being mitigated by restoration**

1. Water quality impacts

#### **Type of ecosystem restored**

Other ecosystems

#### **Total area restored to date (hectares)**

0

#### **Total area to be restored (hectares)**

16

#### **Target year**

2024

#### **Describe restoration actions**

Restoration project is ongoing. These are only selected examples of restoration projects underway, but numerous similar restoration activities are underway across all the operations. The restoration actions for the selected examples include the following:

1. Removal of pollution sources through the reclamation of historical tailings storage facilities. The reclaimed and processed tailings are then deposited onto other existing TSFs thereby reducing the number of and area disturbed by TSFs. Many of these facilities being removed were historical and did not have the appropriate mitigation measures in place, the new areas they are being deposited to are better mitigated and managed. In some cases the reclaimed tailings are also contributing to filling historical mining voids (pits) and improving water quality in acidic basins (Project 6).
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    - d. Where needed water treatment is undertaken.
    - e. Monitoring is ongoing and adjustments to the restoration activities are made based on the monitoring.
    - f. Any backfilling material is analyzed to ensure that it confirms to the legal and environmental requirements before being used.
-

**(F-MM14.5/F-CO14.5) Have significant residual impacts of your projects been compensated through biodiversity offsets?**

	Have residual impacts been compensated through biodiversity offsets?	Comment
Row 1	No	As restoration projects are still underway, offsets will only be evaluated if restoration proves to be insufficient.

**F-MM14.6/F-CO14.6**

**(F-MM14.6/F-CO14.6) Is your organization implementing or supporting additional conservation actions?**

	Implementing or supporting additional conservation actions?	Comment
Row 1	No	The structure of the further detail needed to support a 'yes' answer is challenging to complete (largely due to the complexities of these projects), therefore 'no' has been selected but as outlined below additional conservation actions and contributions to conservation and management actions have been executed by Sibanye-Stillwater: 1. These initiatives are integrated into our various projects previously discussed. Additional investigations are underway to determine regional collaboration opportunities to expand beyond our area of influence. We also contribute to national and regional conservation monitoring programs as well as knowledge sharing through initiatives such as: Integrated Vaal River System Intervention Strategy: Provided specialists to monitor and provide specialist input into understanding the scope of the issues and intervention requirements 2. Good Neighbour Agreement: Regional collaboration, input and support of monitoring and intervention measures. 3. Conservation easements exist on various company-owned properties in the US that preserve biodiversity and prevent further development or subdivision of agricultural land and natural habitat. 4. Various community projects and initiatives such as the alien and invasive plant species removal, Arbour Day tree donations etc.

**F-MM14.7/F-CO14.7**

**(F-MM14.7/F-CO14.7) Do your mining projects have closure plans in place?**

	Are there closure plans in place?	Comment
Row 1	Yes	All mines have closure plans in place, these are reviewed on an annual basis and updated as needed. This process also includes an annual update of liability provisions.

**F-MM14.7a/F-CO14.7a**

**(F-MM14.7a/F-CO14.7a) Please provide details on mines with closure plans.**

**Row 1**

**Percentage of mines with closure plans**

100

**Percentage of closure plans that take biodiversity aspects into consideration**

100

**Is there a financial provision for mine closure expenditure?**

Yes, for all mines

**Frequency closure plans are reviewed**

Regularly (all projects)

**Please explain**

Closure plans are developed using regularly updated specialist studies, based on these as well as the changes at the operations the closure plans are updated as well as the associated liabilities on an annual basis. Public participation and specific Social Closure consultation processes are undertaken to ensure the needs of communities are taken into account. Biodiversity resources and their requirements, including ecosystem services, present and future planned ecological state, important species and buffer requirements for rehabilitation and post mining land uses are also taken into consideration. Restoration plans also undergo an option analyses process to ensure the best option is selected resulting in long term sustainability. Ideally existing infrastructure is evaluated to be repurposed to reduce the need for further disturbances by third parties.

**F-MM14.8/F-CO14.8**

**(F-MM14.8/F-CO14.8) Can you disclose the area rehabilitated (in total and in the reporting year) for each of your mining projects?**

	Disclosing area rehabilitated (in total and in the reporting year)?	Comment
Row 1	No	As per question FMM 14.4a the restoration projects are still ongoing, thus this information would not yet be available.

**F15 Engagement**

F-MM15.1/F-CO15.1

**(F-MM15.1/F-CO15.1) Do you participate in or endorse any of the following global initiatives?**

	Participate or endorse?	Comment
Extractive Industries Transparency Initiative	Yes	We are a supporting company to the EITI via our membership with the ICMM and take into consideration the EITI supporting companies expectations.
UN Global Compact	Yes	We are a participant to the UNGC. We adhere to its ten principles and annual requirements of disclosure against its required "communication of progress criteria". We also track and measure ourselves against the UN sustainable development goals.
Natural Capital Coalition	No	
Business and Biodiversity Pledge	No	
New York Declaration on Forests	No	

F-MM15.2/F-CO15.2

**(F-MM15.2/F-CO15.2) Do you participate in or support industry-led and/or standards-setting initiatives and organizations promoting sustainability in the mining sector?**

	Participating or supporting industry-led and/or standards-setting initiatives?	Comment
Row 1	Yes	We have supported, contributed and continue to participate in several initiatives including: 1. Biological Diversity Protocol (BDP) 2. Taskforce on Nature-related Financial Disclosures (TNFD) 3. Align Project 4. ICMM 5. Various others, even such as the Forest CDP

F-MM15.2a/F-CO15.2a

**(F-MM15.2a/F-CO15.2a) Indicate the initiatives and/or organizations you took part in or supported during the reporting year.**

Activities	Initiatives	Comment
Industry-led mining sustainability initiative/organization	ICMM Other industry-led initiative, please specify (National Business and Biodiversity Network (South Africa))	As listed above there are various other initiatives we have, are and plan to participate in.
Standard-setting initiative/organization	Initiative for Responsible Mining (IRMA) Other standard-setting initiative, please specify (World Gold Council)	As listed above there are various other initiatives we have, are and plan to participate in.

F-MM15.3/F-CO15.3

**(F-MM15.3/F-CO15.3) Do you collaborate or engage in partnerships with non-governmental organizations to promote the implementation of your biodiversity-related goals and commitments?**

	Collaborating or partnering with non-governmental organizations?	Comment
Row 1	Yes	We have a number of partnerships, collaborations and engagements with non-governmental organizations (NGOs). We also participate and contribute openly on various regional and catchment-based initiatives (e.g. catchment forums and Good Neighbour Agreement) in which a number social and environmental NGOs also participate.

F-MM15.3a/F-CO15.3a

**(F-MM15.3a/F-CO15.3a) Provide details on main collaborations and/or partnerships with non-governmental organizations that were active during the reporting year.**

**Organization**

Endangered Wildlife Trust

**Scope of collaboration**

Company-wide

**Mining project ID**

<Not Applicable>

**Areas of collaborations**

Landscape-scale assessments

Other, please specify (Development of biodiversity disclosure metrics and national collaboration forums for mining)

**Describe the nature of the collaboration**

- Collaboration
- Disclosure of information to inform action plans
- Support of research initiatives through provision of resources
- Specialist inputs and service provisions
- Funding for specific projects
- Provision of sites for various activities, including associated services as needed

**Duration (until)**

No specified timeframe

---

**Organization**

The Federation for a Sustainable Environment

**Scope of collaboration**

Specific mining project(s)

**Mining project ID**

- Project 1
- Project 2
- Project 3
- Project 4
- Project 5
- Project 6
- Project 7
- Project 8
- Project 9
- Project 10
- Project 11
- Project 12
- Project 13
- Project 14

**Areas of collaborations**

Other, please specify (Community engagement and education, research projects, specialist investigation into national management issues.)

**Describe the nature of the collaboration**

- Collaboration
- Disclosure of information to inform action plans
- Support of research initiatives through provision of resources
- Specialist inputs and service provisions
- Funding for specific projects
- Provision of sites for various activities, including associated services as needed

**Duration (until)**

No specified timeframe

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**F-MM15.5/F-CO15.5**

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**(F-MM15.5/F-CO15.5) Do you engage with other stakeholders to further the implementation of your policies concerning biodiversity?**

Yes

**F-MM15.5a/F-CO15.5a**

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**(F-MM15.5a/F-CO15.5a) Provide relevant examples of other biodiversity-related engagement activities that happened during the reporting year.**

**Activities**

Participating in landscape-scale planning processes

**Mining project ID**

- Project 1
  - Project 2
  - Project 3
  - Project 4
-

- Project 5
- Project 6
- Project 7
- Project 8
- Project 9
- Project 10
- Project 11
- Project 12
- Project 13
- Project 14
- Project 15
- Project 16
- Project 17
- Project 18

**Please explain**

As biodiversity management forms part of our integrated environmental management system all public engagements provide the opportunity for any interested and affected persons to provide inputs. Our monitoring programs also include surrounding landowners and their inputs are regularly taken into account. We have and continue to participate in numerous government initiatives such as those linked to the Sustainable Development Goals, the National Eutrophication Management Strategies (SA specific) etc. We have and continue to support research projects such as those associated with phytoremediation and monitoring of wild trout populations. Support is not always provided to research organizations simply through funding (though this does occur usually to students directly) but also through the provision of various other resources including experts, land and tools.

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**Activities**

Engaging with local communities

**Mining project ID**

- Project 1
- Project 2
- Project 3
- Project 4
- Project 5
- Project 6
- Project 7
- Project 8
- Project 9
- Project 10
- Project 11
- Project 12
- Project 13
- Project 14
- Project 15
- Project 16
- Project 17
- Project 18

**Please explain**

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**Activities**

Engaging with indigenous peoples

**Mining project ID**

- Project 1
- Project 2
- Project 3
- Project 4
- Project 5
- Project 6
- Project 7
- Project 8
- Project 9
- Project 10
- Project 11
- Project 12
- Project 13
- Project 14
- Project 15
- Project 16
- Project 17
- Project 18

**Please explain**

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always provided to research organizations simply through funding (though this does occur usually to students directly) but also through the provision of various other resources including experts, land and tools.

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#### Activities

Funding research organizations

#### Mining project ID

Project 1  
Project 2  
Project 3  
Project 4  
Project 5  
Project 6  
Project 7  
Project 8  
Project 9  
Project 10  
Project 11  
Project 12  
Project 13  
Project 14  
Project 15  
Project 16  
Project 17  
Project 18

#### Please explain

As biodiversity management forms part of our integrated environmental management system all public engagements provide the opportunity for any interested and affected persons to provide inputs. Our monitoring programs also include surrounding landowners and their inputs are regularly taken into account. We have and continue to participate in numerous government initiatives such as those linked to the Sustainable Development Goals, the National Eutrophication Management Strategies (SA specific) etc. We have and continue to support research projects such as those associated with phytoremediation and monitoring of wild trout populations. Support is not always provided to research organizations simply through funding (though this does occur usually to students directly) but also through the provision of various other resources including experts, land and tools.

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#### Activities

Participating in government-led initiatives

#### Mining project ID

Project 1  
Project 2  
Project 3  
Project 4  
Project 5  
Project 6  
Project 7  
Project 8  
Project 9  
Project 10  
Project 11  
Project 12  
Project 13  
Project 14  
Project 15  
Project 16  
Project 17  
Project 18

#### Please explain

As biodiversity management forms part of our integrated environmental management system all public engagements provide the opportunity for any interested and affected persons to provide inputs. Our monitoring programs also include surrounding landowners and their inputs are regularly taken into account. We have and continue to participate in numerous government initiatives such as those linked to the Sustainable Development Goals, the National Eutrophication Management Strategies (SA specific), developing best practice guidelines and monitoring practices, rehabilitation and mine closure policies and guidelines etc. We have and continue to support research projects such as those associated with phytoremediation and monitoring of wild trout populations. Support is not always provided to research organizations simply through funding (though this does occur usually to students directly) but also through the provision of various other resources including experts, land and tools.

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## F16 Verification

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### F-MM16.1/F-CO16.1

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#### (F-MM16.1/F-CO16.1) Do you verify any biodiversity-related information reported in your CDP disclosure?

No, we are waiting for more mature verification standards/processes

## F17 Signoff

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F-FI

**(F-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.**

Please see some notes on context, some comments and recommendations may also be of use for the CDP to consider in future, and we would appreciate further feedback and discussion with the CDP team to improve our disclosure as well as the questionnaire from a mining perspective:

1. **2021:** This disclosure only considers 2021, quite substantial growth has occurred year-to-date in 2022, but the reflections contained in this submission are as of 31 Dec 2021.
2. **Project:** The CDP requires the use of the term "Project", we have provided a clarity note that only exploration and development sites are considered "Projects" not operational mines. Our recommendation to CDP would be to change this word to 'site' or 'legal entity' to align with the environmental authorizations.
3. **Area of control:** In the context of biodiversity we require the following boxes to be checked in order for us to be able to actually execute on management measures due to the legal requirements associated with the activities:
  1. Mining Right
  2. Surface 'right' i.e. ownership of land and/or an agreement with land owners to undertake certain activities.
  3. Environmental Authorization and in some cases a Water Use Authorization, even if the above two conditions are satisfied we still may not be able to execute on activities due to these legal complexities.
4. **Area of influence:** We have aimed to keep these aligned with our BDP disclosure, "area of influence" does not equal our "area of control". This has and continues to be an area where we need specialist reports to support our disclosures and will continuously be reviewed and updated. Area of influence management may require third party collaboration and consent.
5. **Closure:** The date of closure refers to the current life of mine, but our biodiversity targets extend beyond the life of mine to the post-closure phase, this has been clarified in the comments. In some cases we do not have a life of mine (e.g. care-and-maintenance, new projects still awaiting approval and some of our processing sites), in this case we are indicating the start date as the system does not accept "NA". Once again this is explained by a comment in text.
6. **Artisanal and Small-scale Miners:** It is noted that when we first downloaded the questionnaire Question FMM15.4 appeared, it was not found when completing the questionnaire on line at a later time. At this time our public disclosures have been that we do not have any such miners on site, largely due to the current SA legal context.
7. **Degraded vs natural and ha:** As explained in the comments but there is a large degree of variation in state, and simply degraded vs natural does not capture the technical complexities, for this reason we use a science-based classification system which in turn feeds into our BDP hectare equivalents. On this basis we also do not use hectares but rather hectare equivalents.
8. **Additional conservation actions (FMM14.6):** Please note that the prescriptive manner in which FMM14.6a has been outlined creates a challenge in responding and listing these initiatives. It would be most useful if this response could be more open-ended and less prescriptive to allow for a broader-range of activities to be specified. As an example the 'location' specification is limited to and outside the area of influence, in some cases the initiatives would be both or would not speak to an area of influence but rather nation-wide policies and research initiatives. Another challenge is to answer the primary motivation, as in most cases multiple motivations result in the initiatives being pursued. Conservation actions are not limited only to on-site interventions but can also be in the form of data sharing, lobbying, forming partnerships, technical support, providing resources, education etc.

F17.1

**(F17.1) Provide the following information for the person that has signed off (approved) your CDP forests response.**

	Job Title	Corresponding job category
Row 1	Lead advancement and adoption of the Environmental and Social performance framework, standards and Governance practices to secure delivery of shared value to meet our Force for Good aspirations.	Chief Sustainability Officer (CSO)

Submit your response

**In which language are you submitting your response?**

English

**Please confirm how your response should be handled by CDP**

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

**Please confirm below**

I have read and accept the applicable Terms