



INNOVATION



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY



BIODIVERSITY MANAGEMENT



We recognise the pressing need to reverse biodiversity loss across the world, as resolved at the United Nations Biodiversity Conference (COP15) in December 2022. The ICMM Nature position statement was concluded by the end of 2023, which required Sibanye-Stillwater to re-evaluate work undertaken in the past, as well as its plans for biodiversity management in the future.

In 2021, we committed to net biodiversity gain for existing operations and no net loss for new operations upon closure. Since then we have accomplished much in developing baselines for operations and monitoring assessments, in the interests of supporting more resilient ecosystems. Our biodiversity assessments consider the nature-climate-and-water nexus, and plans for intervention take into account water, land, air, carbon, climate change, species and ecosystems, all in the context of the socioeconomic development requirements of our surrounding communities.

The integration of these various considerations falls under our Nature stewardship approach, the success of which depends on collaboration with surrounding communities, as well as with private and public institutions.

This factsheet outlines our Nature stewardship progress in 2023 and planned undertakings for 2024. Our Integrated ESG policy, Biodiversity position statement and Biodiversity procedure will be demonstrated herein.



NATURE STEWARDSHIP – WHAT IT MEANS TO US

- Avoidance first: we avoid sensitive and critical ecological resources, not only those that are protected or publicly recognised. We acknowledge that avoidance may not be achievable in totality and all steps of the mitigation hierarchy are embedded into our project planning and management approaches
- To entrench a pragmatic approach to nature and biodiversity management that focuses on socio-economic needs in combination with nature
- Deforestation: our avoidance first approach includes forests where applicable. However, mine development and expansion cannot occur without some loss. After limiting our impacts through avoidance and mitigation, we further investigate rehabilitation and potential future offset opportunities to achieve no net loss
- Public reporting, education and awareness: we are open and transparent in our reporting. We have education initiatives internally to ensure sustained management of our natural resources
- Local and international partnerships: successful biodiversity management can only be achieved through the formation of successful partnerships, whether through on-site collaborations, shared learnings or common global goals
- Respect protected areas: This goes beyond our commitment to not mine in protected areas, but ensures our area of influence does not impact upon it and that we inform our suppliers to also respect these areas

OUR APPROACH TO BIODIVERSITY MANAGEMENT

Policy

Our Integrated ESG policy (see www.sibanyestillwater.com/sustainability/reports-policies) guides our approach to biodiversity and the responsible management of nature. Our pro-active policies and environmental management are aimed at minimising the impact of our operations, promoting ecosystem resilience, avoiding critical and legally-protected areas, and enhancing circular economies.

Position statement

Our Biodiversity position statement outlines our commitments to demonstrate leadership in biodiversity management and promote resilience in post-mining ecosystems. See www.sibanyestillwater.com/sustainability/reports-policies/.



Procedure

Our Biodiversity procedure outlines Sibanye-Stillwater's approach to responsible biodiversity management. The procedure requires the execution of the mitigation hierarchy from project phase to closure. We employ mitigation and restoration to arrive at a state of net zero environmental deterioration, or a net gain.

Alignment with external standards, guidelines and reporting requirements

The Biodiversity procedure considers a number of reporting requirements including the Global Reporting Initiative (GRI), the International Council on Mining and Metals (ICMM), local guidelines and laws, and investment criteria such as those promoted by the JSE. We recognise that biodiversity is a dynamic field (trending toward stricter measures) and we note its relevance to UN SDGs 14 and 15, as well as to the UN's 2030 agenda for Sustainable Development. Our aims further align with the UN's goal to reverse environmental degradation and natural habitat loss.

Biodiversity assessment and management requirements

As noted in the Biodiversity procedure, Sibanye-Stillwater employs credible and accepted monitoring and assessment methods. These are reviewed regularly and, as appropriate, replaced or improved upon. Our assessment approach seeks alignment to global best practice methods in environmental science.

AQUATIC BIOMONITORING RESULTS 2023

Our SA gold and PGM operations use the South African scoring system (version 5) to monitor aquatic macroinvertebrates biannually. We also use the Macroinvertebrate Response Assessment Index (MIRAI). Similarly, our US PGM operations use an aquatic multi-metric invertebrates index. In addition, chlorophyll-a concentrations and periphyton indices are also used to interpret stream health in the US. A summary of the results, the change from the previous year, and management actions are provided below.

The results from the monitoring assessments have been presented on new maps and expanded to include monitoring of all activities. The new format provides aerial representation, a catchment-based view of monitoring and management, and a summary of changes to biodiversity, along with key management measures.

Ultimately, we aim to execute on a regional catchment-based management and rehabilitation approach. Rehabilitation should be sustainable, in the sense that it does not result in fragmentation of ecosystems, but rather sustains itself as a whole. Our biodiversity efforts are supported by integrated dynamic regional water balances.

Interpretation of biomonitoring classes

Class as per index	Interpretation	Management comment
Polluted	Too polluted to sample	The site conditions presented unacceptable health risks and could not be sampled. These sites are expected to be largely devoid of life
E/F	Critically modified	Unacceptable condition, requires intervention
D	Largely modified	Allowable but with restoration required at mine closure
C	Moderately modified	Minimum class aimed for upon completion of restoration
B	Largely natural	Maintenance of this category is recommended
A	Natural	Maintenance of this category is recommended

SA GOLD OPERATIONS

BEATRIX

Catchment Area Middle Vaal – Sand-Vet Catchment



Change from previous year	<ul style="list-style-type: none"> Improvement of water quality observed in the water bodies, specifically salinity due to the closure of Beatrix 4 shaft
Key influences on condition	<ul style="list-style-type: none"> Naturally low flow conditions and limited habitat Erosion throughout catchment, but improvement in basal cover noted in most catchments High salinity in the Theronspuit
Key management measures	<ul style="list-style-type: none"> Investigate salinity impacts to be addressed as part of greater closure and rehabilitation so as to aim for long term sustainable measures Waste water plants improved their performance in 2023. The closure of the Beatrix 4# lead to a slight salinity increase in the downstream environment.

BURNSTONE

Catchment Area Upper Vaal – Suikerbosrand Tributary

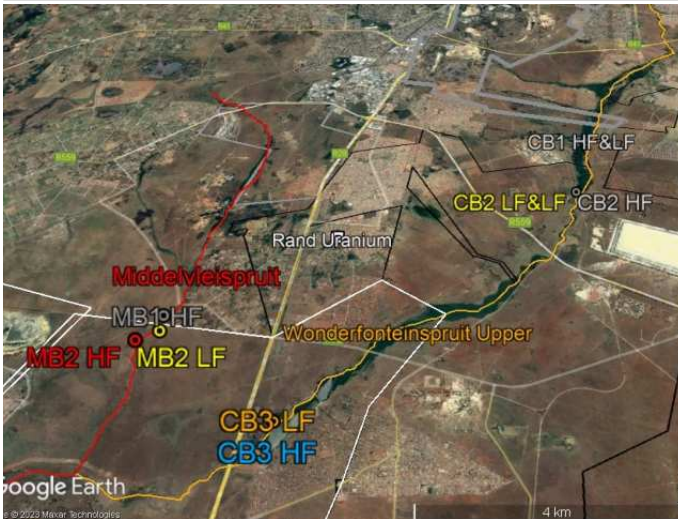


Change from previous year	<ul style="list-style-type: none"> Exceedances were experienced in water quality in 2022 but controls have been put in place during 2023. The water treatment systems were implemented and overall water quality improved for aluminium and fluoride levels. The system will be monitored closely to evaluate our impact as the mine moves into the operational phase
Key influences on condition	<ul style="list-style-type: none"> Naturally low flow conditions and limited habitat due to wetland nature of watercourses Ongoing fluctuations in down- and upstream sites as a result of the natural sediment and soil qualities
Key management measures	<ul style="list-style-type: none"> Ongoing focus on ensuring mine development and ramp-up towards becoming operational avoids any negative impacts, this includes construction of pollution control facilities for which regulatory approval has been outstanding due to delays in processing by the Department of Water and Sanitation Treatment systems installed and upgraded underground to improve the dissolved metal loads in the final discharge to the downstream environment

SA GOLD OPERATIONS continued

RAND URANIUM, DRIEFONTEIN AND KLOOF

Catchment Area Upper Vaal – Wonderfonteinspruit



Change from previous year

- Improvement noted for the catchment downstream of Sibanye-Stillwater operations; whereas the upstream catchment, which is negatively impacted by historic unrehabilitated mining sites and raw municipal sewage inflows, is still in a severely deteriorated state. This requires investigation by the Department of Water and Sanitation, because of the impact of this water body on the sensitive downstream aquatic environment

Key influences on condition

- Significant water quality alterations, particularly from sewage, resulting in hypertrophic and acutely toxic conditions

Key management measures

- Rand Uranium (Cooke 1 shaft) as well as Kloof and Driefontein discharges continue to provide dilution for acutely toxic inputs from the upstream catchment (sewage and historical challenges)
- Closure and rehabilitation of the Rand Uranium Cooke 1, 2 and 3 shafts will result in the restoration of natural freshwater eyes (springs), which will improve water quality and quantity in the Wonderfonteinspruit
- The Middelveispruit experienced toxic effluent discharges that deteriorated the state of the stream; these discharges were reported to the responsible third parties and regulators by Sibanye-Stillwater, in the interests of integrated catchment management

DRIEFONTEIN AND KLOOF

Catchment Area Upper Vaal – Loopspruit



Change from previous year

- Improvement compared to 2022 state. Driefontein and Kloof had challenges at the wastewater treatment works but downstream water qualities and nutrient loads improved. The mines also saw an increase in the fissure/ groundwater salinity with a significant increase in flow during the reporting period, but due to the controls implemented by the mine the impact on the natural environment was managed and it showed an improvement compared to the previous year

Key influences on condition

- Agriculture and mining contribute to changes in habitat, flow and quality
- Increase in groundwater salinity was observed with the increase in the 2023 pumping volumes. The key toxicity parameters were managed within the required ranges

Key management measures

- Completion of instream rehabilitation studies, submitted along with cut-off trench for authorisation; instream disturbances will be limited and targeted only to risk areas as determined by specialist studies
- Improving internal water treatment systems

SA GOLD OPERATIONS continued

EZULWINI AND KLOOF

Catchment Area Upper Vaal – Rietspruit



Change from previous year

- Stable conditions compared to 2022. Ezulwini had an increase in dissolved metals and salt load in 2023, but the final discharge via the Peter Wright dam showed effective passive treatment which minimised the impact on the downstream environment. Kloof 10 experienced an increase in flow and salt load but has remained stable since 2022. Improvement in overall water quality and biomonitoring did not reveal any deterioration in the state of the aquatic environment influenced by the mine

Key influences on condition

- Klein Wes Rietspruit experiences significant hydrological alterations due to high volume water discharged from underground
- The Leeuspruit West experiences instream alterations due to mining activities (including illegal mining) and overgrazing

Key management measures

- Awaiting regulatory approval for various rehabilitation and pollution prevention projects
- Seeking approval to cease discharge from Ezulwini into the Klein Wes Rietspruit; to be followed by rehabilitation
- Alien and invasive species removal, improved security and prevention of illegal mining, as well as ongoing rehabilitation activities involving source removal of contamination sources contribute to ongoing improvements to Leeuspruit West

RAND URANIUM SURFACE

Catchment Area Crocodile West – Bloubankspruit



Change from previous year

- Deterioration compared to 2022. Installed new systems but variability in quality experienced with improvements shown in Q3 and Q4 2023

Key influences on condition

- Mining in the form of catchment alterations, seepage, and treated and untreated acid mine drainage discharges
- Sewage inflows from municipal waste water works and chemical dumps from the industries also impact the Bloubankspruit, deterioration noted since 2021

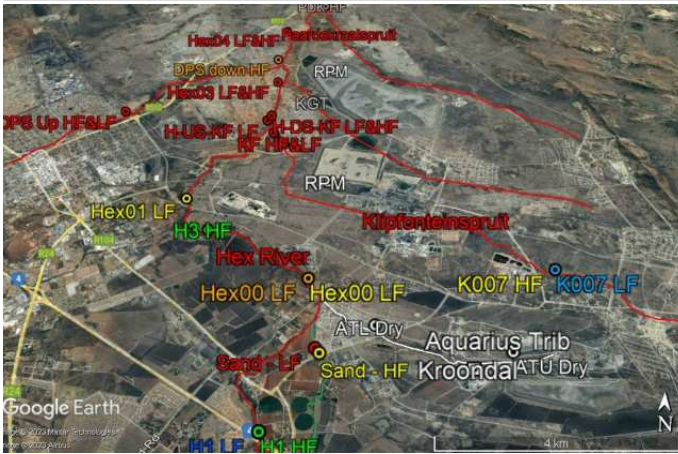
Key management measures

- Complete reclamation activities and execute with rehabilitation
- Continued treatment of legacy acid mine drainage; joint intervention with other responsible parties including Department of Water and Sanitation into improving treatment and rehabilitating of the upper areas of the Tweelopiespruit
- Continued monitoring of quality and reporting to responsible third parties and regulators to address noted pollution events

SA PGM OPERATIONS

RUSTENBURG AND KROONDAL

Catchment Area Crocodile West – Hex River



Change from previous year	<ul style="list-style-type: none"> State remained deteriorated and no improvement has been made because of the upstream conditions feeding into the system from municipalities and other users within the catchment
Key influences on condition	<ul style="list-style-type: none"> Catchment shows significant fluctuations due to rainfall patterns, with dilution only available for limited period during the high flow season Untreated sewage and, to a lesser extent, mine seepage and overflows are the main challenges
Key management measures	<ul style="list-style-type: none"> Ongoing execution of various stormwater management measures are being executed, including additional studies for new infrastructure to reduce impacted return flows Joint collaborative catchment management interventions have been implemented with neighbouring mines and continue

Marikana, Rustenburg and Kroondal – Marikana

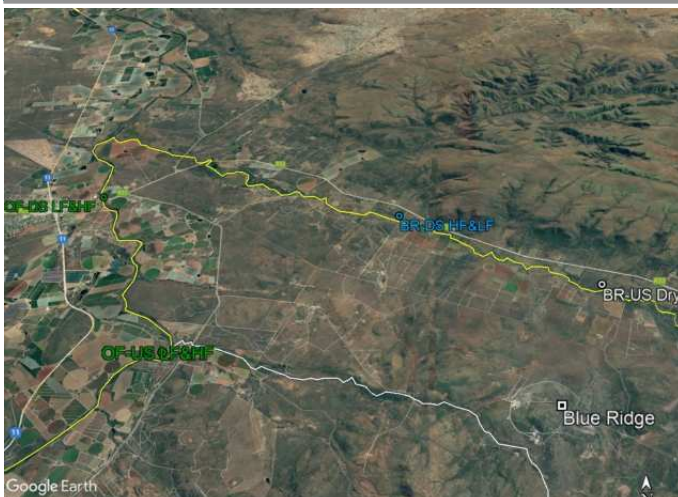
Catchment Area Crocodile West – Sterkstroom and Kareespruit



Change from previous year	<ul style="list-style-type: none"> Maretwana and Sterkstroom showed improving conditions, while the Kareespruit showed deterioration. The condition of these systems is largely influenced by users outside of the mining property
Key influences on condition	<ul style="list-style-type: none"> Catchment shows significant fluctuations due to rainfall patterns; habitat is limited in low flow seasons Habitat is excellent at most upstream sites, but deteriorates downstream, from cobbled habitat to muddy wetland areas
Key management measures	<ul style="list-style-type: none"> Additional sites added to biomonitoring programme to monitor the Brakspruit tributary Additional avoidance mechanisms implemented to prevent dirty water discharges Nutrient removal plant successfully implemented at Karee 3 operations

BLUERIDGE

Catchment Area Olifants

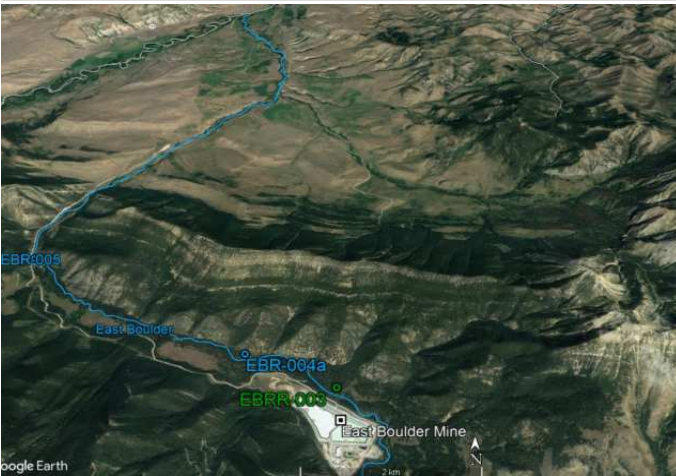


Change from previous year	<ul style="list-style-type: none"> Improving water qualities since 2022 with minimal interventions required in 2023
Key influences on condition	<ul style="list-style-type: none"> Tributaries experience very low flow, which limits the ability to sample The Olifants is impacted (in respect of quality and quantity) by agricultural and municipal activities There are no impacts currently from Blue Ridge
Key management measures	<ul style="list-style-type: none"> Sensitive area specialist studies underway, including site specific rehabilitation requirements

SA PGM OPERATIONS continued

EAST BOULDER – US PGM OPERATIONS

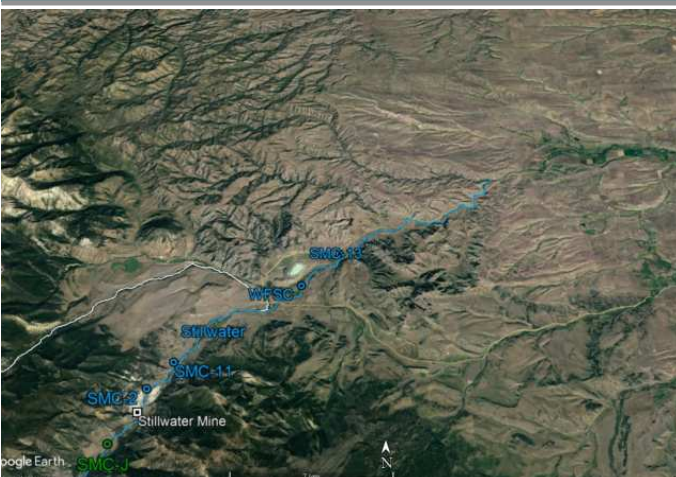
Catchment Area East Boulder River



Change from previous year	<ul style="list-style-type: none"> No significant change
Key influences on condition	<ul style="list-style-type: none"> Nutrient enrichment
Key management measures	<ul style="list-style-type: none"> Commitment to maintain natural ecological integrity of the East Boulder River Continuous improvement in water treatment systems Focus on reduction of non-point source nutrients

STILLWATER – US PGM OPERATIONS

Catchment Area Stillwater River



Change from previous year	<ul style="list-style-type: none"> No significant change
Key influences on condition	<ul style="list-style-type: none"> Nutrient enrichment
Key management measures	<ul style="list-style-type: none"> Commitment to maintain natural ecological integrity of the Stillwater River Continuous improvement in water treatment systems Focus on reduction of non-point source nutrients

QUANTIFICATION OF OUR BIODIVERSITY FOOTPRINT: THE BIOLOGICAL DIVERSITY PROTOCOL

The BD Protocol provides companies like ours with an accounting and reporting framework to consolidate data in a standardised, comparable, credible and unbiased way. (See <https://nbnbdp.org/>)



The management plans for all of our operational sites have spatial datasets, specialist findings, KPIs, monitoring programmes, closure and rehabilitation assessments, as well as water-use management practices.

We do not follow the traditional approach of standalone bulky biodiversity action plans, instead we perform:

- Focused routine specialist assessments
- Monitoring
- Action plans embedded into our operational plans
- Environmental management plans
- Water use and other management plans (e.g., air, land, and rehabilitation)



Before we commence with a new project, we investigate the present state of biodiversity at the site: species, ecosystems, and natural processes. Suitable monitoring and mitigation measures are implemented accordingly, as demonstrated in the sections to follow.

BIODIVERSITY ASSESSMENTS AND MANAGEMENT REQUIREMENTS

a) Wetland status assessments implemented

Summary of assessment	Recognition statements
<p>Wetlands are assessed in respect of:</p> <ul style="list-style-type: none"> • Extent • Type • Condition • Ecosystem services <p>Site-specific assessments follow local best practice.</p> <p>Data from authorities and GIS-based datasets help fill gaps and support site-based assessments.</p>	<p>Wetlands are critical ecosystems essential for numerous “natural services” (water storage, control of flood events, habitat to support biodiversity, water quality improvement, etc.). Wetland ecosystems further support our objectives to achieve a climate-resilient business and ensure sustainable post-mining economies.</p> <p>Wetlands support climate resilience through disaster risk reduction (e.g., helping to prevent flooding). They contribute to climate neutrality by way of GHG sequestration and reduced decomposition rates, both for inundated and adjacent wetland areas. In the case of disaster resilience (e.g., flood attenuation) wetlands reduce the impact of drought and floods, among other important functions.</p>

b) Aquatic biomonitoring implemented

Summary of assessment	Recognition statements
<p>We have implemented aquatic biomonitoring across the Group, these assessments include:</p> <ul style="list-style-type: none"> • Macroinvertebrates • Fish • Dragonflies • Habitat • Chlorophyll-a • Periphyton <p>Bespoke indices used per region to assess the condition of freshwater environments associated with our operations.</p>	<p>Assessments of aquatic conditions include both flowing (lotic) and still (lentic) freshwater environments. Wetland (lentic) assessments focus on form, function, flora and soils. Riverine (lotic) assessments focus on biological indicators to inform impacts on various taxa based on their relative sensitivities and reaction to stimuli within the catchment. These stimuli include water quality and quantity, habitat and climatic conditions.</p> <p>The relative health of aquatic organisms is a useful indicator of our environmental impact. Our biodiversity indices constitute effective management tools to assess impacts and implement mitigation, as per our mitigation hierarchy.</p> <p>We have provided an overview of our annual macroinvertebrate, periphyton and chlorophyll-a findings in this fact sheet.</p>

c) Terrestrial ecosystem assessments

Summary of assessment	Recognition statements
<p>Terrestrial ecosystem assessments are based on:</p> <ul style="list-style-type: none"> • Types of ecosystems as per regional and national classifications • Degree of alteration, mostly informed by GIS based assessments but also confirmed (as needed) by on-site assessments <p>We also consider the protection status of these ecosystems.</p>	<p>Wetland and aquatic biomonitoring assessments include consideration of surrounding terrestrial ecosystems. However, for proper management oversight, more direct assessments of terrestrial ecosystems are required. Species dependencies in terrestrial ecosystems differ from wetland and aquatic ecosystems, and hence further assessment is required.</p> <p>Responsible terrestrial land management practices have a direct influence on ensuring total catchment health and the ability to execute on sustainable post-mining activities such as agriculture and conservation. Several terrestrial ecosystems also play vital functions in climate change resilience.</p> <p>The results of the assessments are included in our hectare equivalency results.</p>

d) Species assessments

Summary of assessment	Recognition statements
<p>As described above, species are considered in several of the broader ecosystem assessments. However, there is a need to further assess species in terms of:</p> <ul style="list-style-type: none"> • Species of conservation concern • Presence, absence and abundance assessments of specific indicator species • Translocation and reintroduction of species 	<p>Above and beyond the protection of ecosystems, it must be recognised that species at risk of extinction demand additional intervention measures. These measures often require collaborative efforts to work with all involved stakeholders.</p> <p>Examples of these types of initiatives include: the Big Horn Sheep and trout monitoring and protection programmes at our US operations; floral species translocation; alien and invasive species removal and replacement with native species; and protection of critical and rare habitats such as the cave systems at our SA gold operations.</p> <p>Species assessments remains an important concern for Sibanye-Stillwater.</p>



The BD Protocol is a globally applicable accounting framework for biodiversity, providing a quantitative, comparable and unbiased measuring and reporting framework for biodiversity.

The BD Protocol aligns with Sibanye-Stillwater’s Biodiversity procedure in the use of local science-based methods to produce condition scores and delineate habitat extent. Such results are used to produce “hectare equivalent” scores. The BD Protocol also supports ecosystem and species metrics. Sibanye-Stillwater was a pioneering adopter of the method, which still lacked practical guidelines, and we welcome the development of other reporting guidelines that tend to use similar metrics to assess biodiversity management.

We did not progress the BD Protocol footprint work during 2023 due to the developing standards and to realign to the ICMM Nature position statement. However, the results previously reported, in 2022, remain our foundation for further work we will undertake in the next two to three years.

The following commitments apply to our biodiversity ambitions (present state versus reference state) as follows:

- **Net gain:** this target is for all existing operations that Sibanye-Stillwater acquired and commenced with; the aim is to improve the hectare equivalents upon closure as against date of acquisition or a 2020 baseline; this typically applies to all existing operations that feature in the assessments
- **No net loss:** this applies to new developments. Whereby we aim for no loss from the state at which we started development and should be achieved upon closure

Exclusions from our 2022 BD protocol footprint analysis

- Joint ventures and land not directly impacted by Sibanye-Stillwater’s operations were not considered in the initial baseline setting work; nor were long-term facilities for which there is no end of life plan, this includes the Columbus Metallurgical Complex and the Brakpan-based precious metals refinery
- Operations acquired after January 2021
- Species assessments were excluded, although initial descriptions and consideration of species in the context of ecosystem assessments were included

These exclusions will remain and other newly acquired industrial sites will not be considered in future assessments as their life expectancy is indefinite, especially where established in industrial areas. We welcome the development of further guidelines in 2024 by federations like the ICMM as there are still many practical challenges as to how linear infrastructure and social development programs should be assessed amongst others.

Results

The graph shows the current biodiversity footprints, expressed as a percentage based on the hectare equivalent assessments. The total footprint for 2022 was 52,033ha (2,121.92ha more than 2021), made-

up of a “positive” footprint of 7,811.7ha (15% an increase of 2% from 2021) and a “negative” footprint of 44,226.07ha (85%, a decrease of 2%). Following the successful completion of the Middelvei pits rehabilitation, a net increase of 0.12% in the positive footprint for Rand Uranium (Cooke) was achieved, this translates to a net positive gain of 7ha. In total a 10% increase in the positive biodiversity footprint was noted, most of which occurred due to the re-assessment of the wetland and terrestrial ecosystems and not as a result of rehabilitation activities (Rand Uranium’s, Cooke, rehabilitation activities accounted for 0.014% improvement for the SA region).

The US region showed considerable improvement in its positive biodiversity footprint of 13% for East Boulder mine and 10% for Stillwater mine. This was due to the significant expansion in the area of assessment at our US region to include areas beyond the direct mining footprint, including ancillary activities, designated conservation easements, land leased to private persons, as well as improved ecological state assessments. The baseline was also re-assessed resulting in the net change in the positive biodiversity footprint from baseline to 2022 of 9% and 10% respectively for East Boulder and Stillwater mines.

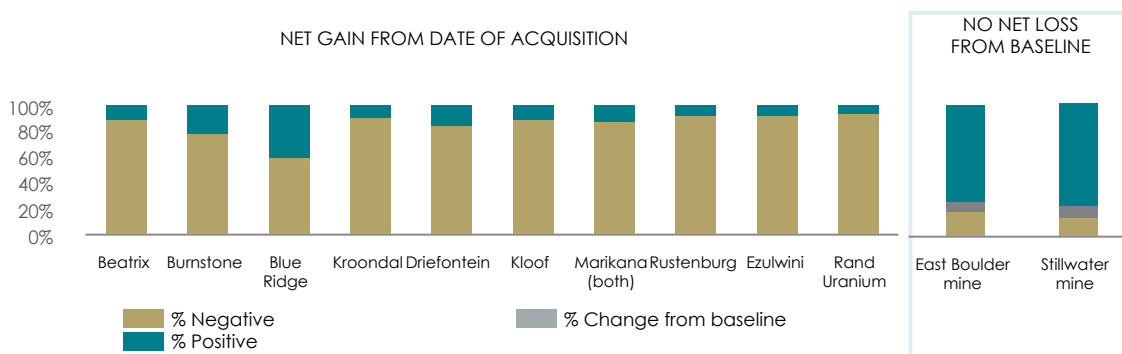
The assessment includes 24 ecosystem types for the SA region and 16 ecosystem types for the US region, with the 2022 expanded areas assessments adding three new ecosystem types for the US region. South African legislation (i.e. National Environmental Management Act; National Biodiversity Act) provides for the categorisation of ecosystems in need of protection. Accordingly, the Vaal-Vet Sandy Grasslands and Wetlands in the Free State (Beatrix Mine) are classified endangered. The Soweto Highveld Grasslands and Wetlands in Gauteng and Mpumalanga (Rand Uranium, Cooke and Burnstone), the Rand Highveld Grasslands in Gauteng (Kloof) and the Marikana Thornveld and Wetlands in Rustenburg (Rustenburg, Kroondal and Marikana) are classified vulnerable.

Unlike South Africa, the US does not have national ecosystem status assessments. Sibanye-Stillwater has done its own study on ecosystem types around the Stillwater mine and East Boulder mine that may host species of conservation concern.¹ These include the grizzly bear (IUCN red list: least concern), the Canada lynx (IUCN red list: least concern) and the whitebark pine (IUCN red list: endangered), associated with the following ecosystem types: Rocky Mountain Lower Montane, Foothill and Valley Grassland, Rocky Mountain Montane Douglas-fir Forest and Woodland, Rocky Mountain Lodgepole Pine Forest, Montane Sagebrush Steppe, Aspen Forest and Woodland, Rocky Mountain Montane-Foothill Deciduous Shrubland, Rocky Mountain Subalpine Dry-Mesic Spruce-Fir Forest and Woodland, Rocky Mountain Lower Montane-Foothill Riparian Woodland and Shrubland, Rocky Mountain Foothill Limber Pine-Juniper Woodland, Big Sagebrush Steppe, and Alpine-Montane Wet Meadow. East Boulder has a similar range of ecosystem types, however, whitebark pine was not identified as a species of conservation concern.

* Further IUCN red list species information can be found in our previous disclosures and remains relevant 2020 Biodiversity Fact Sheet, www.sibanyestillwater.com/news-investors/reports/annual/2020/.



BD Protocol 2022 assessment results, percentage positive and negative as based on hectare equivalents





FUTURE FOCUS

Our focus areas are as follows:

- Updated sensitive area assessments were completed in 2022 and finalisation of routine updates as required over the next 3 to 5 years. All assessments are to be rebased to 2020 in order to be aligned with ICMM requirements.
- Gradual integration of net gain and no net loss biodiversity considerations into our closure obligations, commitments and biodiversity management plans for all our acquired assets, new projects and existing operations
- To continue our concurrent rehabilitation commitments as such work is the first step to enhance biodiversity at and around our facilities
- Continued integration of biodiversity into various decision-making tools including land stewardship, rehabilitation and tailings management GIS systems
- To include detailed species assessments when future assessments are conducted

What can be expected in the next 10 years

- **Net improvement** from current state after completion of restoration projects: Beatrix, Blue Ridge, Rand Uranium (Cooke) and Ezulwini.
- **Decline in biodiversity** from the current state due to planned expansions: Burnstone, Marikana, Stillwater and East Boulder. For planned expansions we will limit net loss through the execution of option analyses in line with the mitigation hierarchy, and we will include restoration plans from the onset of the project.
- **Maintenance of current state** as no major changes are planned: Driefontein, Rustenburg, Kroondal and Kloof.

Situation analyses following mine closure (when biodiversity objectives should ultimately be achieved) show that net gain objectives are likely to be achieved.

Through our regional and integrated catchment initiatives we partner with other stakeholders to increase our positive footprint contributions beyond our boundaries. In the interests of integrated catchment management, we are a key driving force in various initiatives, including:

1. National Business and Biodiversity Network (mining working group): our initial focus is on the Rustenburg region where the Magaliesberg biosphere would benefit from improved regional management. Various role-players from mining, other industries, and NGOs have been brought together to establish work programmes.
2. Hex-Elands catchment forum: Sibanye-Stillwater coordinates the forum on behalf of the Department of Water and Sanitation. Through Sibanye-Stillwater's assistance this has ensured the once non-functional forum now provides critical information to all catchment users, including industry, government and communities.
3. Bokamosa ba Rona agro-industrial project: Due to the complex interplay between water, land and air in both the mining and agricultural environments, the West Rand regional post-mining land-use project has resulted in a regional approach to mine land, air and water management. The project started with just Sibanye-Stillwater's resources, but we have since assisted in the inclusion of adjacent mining companies for a holistic regional approach.

Through our various regional collaborations we aim to continuously improve upon our relationships with our adjacent landowners and water users to ensure a sustainable and climate change-resilient post-mining environment.

Sibanye-Stillwater supports the Boulder River Watershed Association

The Boulder River Watershed Association (BRWA) is a collaborative effort to improve the health of our land and water resources in the Boulder River basin of Sweet Grass County. It was founded over 20 years ago, when landowners in the basin partnered with Stillwater Mining Company, who provided the initial funding that established the group. Their vision: identifying and researching resource issues and concerns within the watershed; helping landowners and land managers implement innovative solutions; educating the public about the efforts of landowners in the valley to care for their natural resources.

Working with our USDA Natural Resources Conservation Service and the Montana Department of Natural Resources and Conservation, the BRWA completed a comprehensive stream assessment of the Boulder River and tributaries which served as the basis for five areas of positive impact, driven by five committees: water, riparian, forest, weed, wildlife and range.

BRWA commended Sibanye-Stillwater with this statement: "Boulder River Watershed Association is grateful for the generous contributions Sibanye-Stillwater has provided to our association, which provides administrative and project support. Efforts undertaken or sponsored by the Boulder River Watershed Association have leveraged more than US\$500,000 in funding to achieve projects that have totalled nearly US\$3 million. Sibanye-Stillwater is a great example of how an industrial and resource extraction industry has benefited the Montana landscape by providing critical funding for resource conservation groups.

EU region and biodiversity

At Sandouville a biodiversity study close to the plant has been undertaken. At the Keliber lithium project, in Finland an environmental permit imposes certain requirements to monitor and protect stipulated species of flora and fauna. To monitor and protect these species Keliber lithium project is implementing a biodiversity management plan. For 2023, biodiversity activities included monitoring of protected species and restoring spawning ground for trout. During road construction culverts were equipped with shelves to allow otters safe passage under the road.

For more information on our actions to minimise our environmental impact, please refer to the 2023 Integrated report, www.sibanyestillwater.com/news-investors/report/annual



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OUR VISION:

To be a leader in superior shared value for all stakeholders