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SIBANYE-STILLWATER'S ICMM SELF-ASSESSMENT

FOR THE YEAR THAT ENDED 31 DECEMBER 2023



The ICMM (International Council on Mining and Metals) is an industry body that plays a global leadership role in sustainable development. Its membership includes one third of the global metals and mining industry. The ICMM is dedicated to leadership, action and innovation for a safe, just and sustainable world. Membership of the ICMM entails an active role in building a safer and more sustainable mining and metals industry.

Sibanye-Stillwater joined as an ICMM member in February 2020.

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

Subject matter 1: A description of how the company has aligned its policies, management standards, and procedures with the ICMM Principles and relevant PEs, and any mandatory requirements set out in ICMM Position Statements.

Subject matter 2: Document the review process of sustainability risks and opportunities, taking stakeholder expectations into account. The company's material sustainability risks and opportunities based on its own review of the business and the views and expectations of its stakeholders (in line with Global Reporting Index, GRI, requirements).

Subject matter 3: Provide detail about systems and approaches in managing risks and opportunities. Member companies can choose a specific risk; ours is managing workplace safety.

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

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

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

Subject matter 1: We have updated our policies and position statements for the Group as per the ICMM requirements. These can be viewed at www.sibanyestillwater.com/sustainability/reports-policies/.

Subject matter 2: We include a table for "accountability, governance, and assurance" in each chapter of the performance section of our Integrated report. We also conducted a materiality workshop to determine material matters, which takes into account stakeholder expectations and includes independent consultants. See *Our material matters*, page 3, and 287-288.

Subject matter 3: Our risk process takes the ICMM's Mining Principles into account, and is explained in *Managing our risks and opportunities within the external operating environment*, page 51. Other sustainability-related risk discussions are included in, *Continuous safe production*, page 125, *Health, wellbeing and occupational hygiene*, page 136, *Socioeconomic development*, page 213, and *Minimising our environmental impact*, page 186, amongst others.

Subject matter 4: Refer to the KPMG assurance statement, page 285, on the related performance indicators that have been assured.

Subject matter 5: Sibanye-Stillwater's production split is the main factor for determining the Group's prioritisation for selecting appropriate assets to be third-party PE validated. Further to this, our Southern African operations account for the majority of ounces produced and account for most of the workforce employed. The SA region concluded its self-assessment and third-party validations in a previous reporting cycle; the US region completed its self-assessment and third-party validation in this reporting cycle. We will stagger self-assessment/third-party validation for newly acquired operations over the next two years.



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

Meets Partially meets N/A

Assessment summary							
Principle 1: Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development							
Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Integrated report, 2023
1.1 Establish systems to maintain compliance with applicable law. <i>Applicable: Corporate and Asset</i>							Sibanye-Stillwater does not tolerate regulatory non-compliance; compliance is overseen by dedicated compliance officers at our operations. See <i>Corporate governance, pages 19 – 33.</i>
1.2 Implement policies and practices to prevent bribery, corruption and publicly disclose facilitation payments. <i>Applicable: Corporate and Asset</i>							Our iCARES values inform the Group's culture and leadership behaviour, providing a principled basis for the way the Group does business. See <i>Our purpose, vision, strategy and values page 34.</i> Our Code of ethics requires the reporting of contraventions and non-compliance with relevant legislation and regulation. It outlines our approach to ethical business practices, which includes encouragement to make use of toll-free lines for reporting unethical behaviour, available for all operations. Our Board has approved our Anti-corruption and bribery policy to further strengthen our commitments. See <i>Corporate governance, page 20.</i> Facilitation payments are addressed within the Code of ethics. See www.sibanyestillwater.com/about-us/governance/
1.3 Implement policies and standards consistent with the ICMM policy framework. <i>Applicable: Corporate</i>							The sustainability related policies, available on our website, incorporate ICMM requirements. Sibanye-Stillwater is reviewing the supporting position statements, where applicable, that set out the technical detail on commitments relevant to ESG policy, ensuring proper consideration of newly acquired operating environments. The updated policies, position statements and Code of ethics can be found at www.sibanyestillwater.com/sustainability/reports-policies/
1.4 Assign accountability for sustainability performance at the Board and/or Executive Committee level. <i>Applicable: Corporate</i>							The Group executive and C-suite, through its ESG sub-committee, has oversight and accountability. Furthermore, the Board, through its Social, Ethics and Sustainability Committee, sets the agenda and performance expectations for the ESG Committee to report back on. See <i>Corporate governance: page 8, 272.</i> See <i>Governance in sustainability: our considered decision-making: page 229.</i>



Meets Partially meets N/A

Assessment summary

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Integrated report, 2023
<p>1.5 Disclose the value and beneficiaries of financial and in-kind political contributions whether directly or through an intermediary.</p> <p><i>Applicable: Corporate</i></p>							<p>Donations of any amount to local or national governments, political parties, politicians, or their affiliates is prohibited without the prior consultation and approval as required by the Group. In Q1 2023, New Century Resources contributed AUS\$14,300 to the Liberal Party of Tasmania for membership of the Leaders Forum Program for CY2023. This is a legacy contribution that was entered into prior to the takeover of New Century Resources by Sibanye-Stillwater. In line with Sibanye-Stillwater's policy on donations and sponsorships, participation in the Leaders Forum Program will not be renewed beyond CY2023.</p> <p>See <i>Corporate governance</i>, page 21.</p>

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Integrated report, 2023
<p>2.1 Integrate sustainable development principles into corporate strategy and decision-making processes relating to investments and in the design, operation and closure of facilities.</p> <p><i>Applicable: Corporate</i></p>							<p>Our three-dimensional strategy defines ESG as a strategic essential, with strategic differentiators integrating sustainable development principles for the long-term.</p> <p>See <i>Unpacking our three-dimensional strategy</i>, page 48.</p> <p>See <i>Our sustainability strategy: a summary</i>, page 185.</p>
<p>2.2 Support the adoption of responsible health and safety, environmental, human rights and labour policies and practices by joint venture partners, suppliers and contractors, based on risk.</p> <p><i>Applicable: Corporate and Asset</i></p>					<i>Not yet determined</i>	<i>Not yet determined</i>	<p>During 2023, the attention shifted to supplier verifications; 50 suppliers in the SA region's supply chain were checked against our ESG requirements. Sibanye-Stillwater hosts an annual supplier day, informing suppliers about our ESG requirements.</p> <p>Our responsible sourcing practices remain intact and are overseen by a Responsible sourcing committee.</p> <p>An online training video on our ethical practices is available to suppliers. This year we made available the United Nations Global Compact's free sustainability courses to suppliers.</p> <p>Suppliers, business partners and contractors must adhere to our Group policies and practices as stipulated in our business contracts with them.</p> <p>Our internal audit department noted that the US must review its contractor management processes to ensure alignment to the ICMM requirements.</p> <p>Action: the US region's contractor management policy, and Stillwater and East Boulder transport policies will be reviewed and updated to accord with the ICMM guidelines.</p> <p>Due date: 30 June 2024</p>



Meets Partially meets N/A

Assessment summary

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Integrated report, 2023
<p>3.1 Support the UN Guiding Principles on Business and Human Rights by developing a policy commitment to respect human rights, undertaking human rights due diligence and providing for or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to.</p> <p><i>Applicable: Corporate and Asset</i></p>					Not yet determined	Not yet determined	A human rights due diligence (HRDD), by an independent third party, was performed for the SA and US operations. The methodology of this HRDD considered the UN Guiding Principles on Business and Human Rights.
<p>3.2 Avoid the involuntary physical or economic displacement of families and communities. Where this is not possible, apply the mitigation hierarchy and implement actions or remedies that address residual adverse effects to restore or improve livelihoods and standards of living of displaced people.</p> <p><i>Applicable: Asset</i></p>					Not yet determined	Not yet determined	<p>Indigenous people and Heritage position statements and ESG policy available at www.sibanyestillwater.com/sustainability/reports-policies/ </p> <p>A Social performance toolkit is available, and it provides guidance in respect of resettlement practices.</p> <p>The National Historic Preservation Act (NHPA) requires US federal agencies to consider effects of federal actions on cultural resources, including traditional cultural properties eligible for, or listed in, the National Register of Historic Places, and to consult with American Indian tribes to identify and resolve adverse effects. Whenever a new action is proposed at the US operations, an environmental assessment is completed by federal and state agencies that includes consultation with American Indian tribes regarding cultural resources that would potentially be affected by the proposed action.</p>
<p>3.3 Implement, based on risk, a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights.</p> <p><i>Applicable: Asset</i></p>					Not yet determined	Not yet determined	<p>Sibanye-Stillwater's Protection services policies and procedures align to the Voluntary Principles on Security and Human Rights. </p> <p>See <i>Socioeconomic development</i>, page 227.</p>



Meets Partially meets N/A

Assessment summary

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Integrated report, 2023
<p>3.4 Respect the rights of workers by not employing child labour or forced labour; avoiding human trafficking; not assigning hazardous/dangerous work to those under 18; eliminating all forms of harassment and discrimination; respecting freedom of association and collective bargaining; and providing an appropriate mechanism to address workers grievances.</p> <p><i>Applicable: Corporate and Asset</i></p>							<p>Our Human rights policy stipulates our commitment to not employing children, committing to respecting freedom of association and collective bargaining. Grievance mechanisms are in place.</p> <p>See <i>Engaging with our stakeholders</i>, page 78, <i>Empowering our workforce</i>, page 156 and <i>Socioeconomic development</i>, page 226.</p>
<p>3.5 Equitably remunerate employees with wages that equal or exceed legal requirements or represent a competitive wage within that job market (whichever is higher) and assign regular and overtime working hours within legally required limits.</p> <p><i>Applicable: Corporate and Asset</i></p>							<p>Our employees' remuneration exceeds legal requirements and represents a competitive wage. Overtime is managed as per the required legal limits.</p> <p>See <i>Empowering our workforce</i>, page 164 and <i>Remuneration report</i>, page 255.</p>
<p>3.6 Respect the rights, interests, aspirations, culture and natural resource-based livelihoods of Indigenous Peoples in project design, development and operation; apply the mitigation hierarchy to address adverse impacts and; deliver sustainable benefits for Indigenous Peoples.</p> <p><i>Applicable: Asset</i></p>					<i>Not yet determined</i>		<p>Refer to our Indigenous people position statement and Heritage position statement, www.sibanyestillwater.com/sustainability/reports-policies/</p> <p>Our Australian operations have maintained their commitment and obligations within the Gulf communities agreement, ensuring that benefits of the Century operations are shared with traditional owners of the lands and waters.</p> <p>The American Indian Religious Freedom Act (AIRFA) grants American Indians, Eskimos, Aleuts, and Native Hawaiians freedom to believe, express, and exercise their traditional religions.</p>
<p>3.7 Work to obtain the free, prior and informed consent of Indigenous Peoples where significant adverse impacts are likely to occur, as a result of relocation, disturbance of lands and territories or of critical cultural heritage, and capture the outcomes of engagement and consent processes in agreements.</p> <p><i>Applicable: Asset</i></p>					<i>Not yet determined</i>		<p>Our commitment to free, prior and informed consent is included in our ESG policy available at www.sibanyestillwater.com/sustainability/reports-policies/.</p>



Meets Partially meets N/A

Assessment summary

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Integrated report, 2023
<p>3.8 Implement policies and practices to respect the rights and interests of women that reflect gender-informed approaches to work practices and job design, and that protect against all forms of discrimination and harassment, and behaviours that adversely impact on women's successful participation in the workplace.</p> <p><i>Applicable: Corporate and Asset</i></p>						Not yet determined	<p>The Group has policies and procedures aimed at increasing female representation across all levels of the organisation. Diversity, equity and inclusion is embedded in the three-dimensional strategy of the business as well as in the ESG scorecard forming part of the long-term incentive plans.</p> <p>See <i>Empowering our workforce</i>, page 156.</p>
<p>3.9 Implement policies and practices to respect the rights and interests of all workers and improve workforce representation in the workplace so it is more inclusive.</p> <p><i>Applicable: Corporate and Asset</i></p>						Not yet determined	<p>A series of transformative workshops took place to enhance the understanding of diversity, equity and inclusion.</p> <p>Culture initiatives are continuing to foster a culture that respects the rights and interests of all workers.</p> <p>See <i>Empowering our workforce</i>, page 151.</p>
<p>Position statement on mining and indigenous people</p>	Position statement in place in respect of indigenous peoples. A heritage procedure is available and grievance procedure is in place.						
<p>Position statement on diversity, equity and inclusion</p>	Sibanye-Stillwater remains committed to creating a diverse workforce. Our Women of Sibanye-Stillwater (WoSS) initiative in the SA and US regions addresses inequalities and barriers faced by women in the workplace, and is aimed at ensuring fair treatment of women across the organisation.						

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Integrated report, 2023
<p>4.1 Assess environmental and social risks/opportunities for new projects and existing operations undergoing significant changes, in consultation with interested and affected stakeholders; publicly disclose assessment results.</p> <p><i>Applicable: Corporate and Asset</i></p>							<p>Sibanye-Stillwater has a comprehensive risk management process. Risk assessments are conducted per operation as well as at corporate level. Environmental and social risk management is integrated within the various departments and business unit risk management processes.</p> <p>See <i>Managing our risks and opportunities within the external operating environment</i>, page 51.</p> <p>The annual materiality workshop gave specific attention to ESG risks, including a focus on the TCFD (Task Force on Climate-Related Financial Disclosures) process completed by the Group. See <i>Our material matters</i>, page 3.</p>



Meets Partially meets N/A

Assessment summary

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Integrated report, 2023
<p>4.2 Undertake risk-based due diligence on conflict and human rights that aligns with the OECD Due Diligence Guidance on Conflict-Affected and High-Risk Areas, when operating in, or sourcing from, a conflict-affected or high-risk area.</p> <p><i>Applicable: Corporate and Asset</i></p>					Not yet determined	Not yet determined	<p>Sibanye-Stillwater has policies and frameworks (including Human rights policy, Responsible sourcing policy, Code of ethics) to ensure we align to the Organisation for Economic Co-operation and Development's Due Diligence Guidance (OECD DDG) for the Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. We align with requirements derived from the OECD DDG such as the London Platinum and Palladium Market's Responsible Platinum/Palladium Guidance (LPPM RPPG), the London Metal Exchange (LME) Policy and the Conflict-Free Gold Standard (CFGs).</p> <p>Our PMR (precious metals refinery) has been certified compliant with the LPPM RPPG. This is a requirement for refiners seeking LPPM Good Delivery Accreditation, which assures investors and consumers that the metal is conflict-free.</p>
<p>4.3 Implement risk-based controls to avoid/prevent/minimise/mitigate and/or remedy health, safety and environmental impacts to workers, local communities, cultural heritage, and the natural environment, based upon a recognised international standard or management system.</p> <p><i>Applicable: Asset</i></p>							<p>Our risk management process is based on ISO 31000 Risk Management: Principles and Guidelines, COSO Enterprise Risk Management, and King IV. </p> <p>See <i>Managing our risks and opportunities within the external operating environment</i>, page 51 and <i>Our material matters</i>, page 3.</p>
<p>4.4 Develop, maintain and test emergency response plans. Where risks to external stakeholders are significant, this should be in collaboration with affected stakeholders and consistent with established industry good practice.</p> <p><i>Applicable: Asset</i></p>					Not yet determined	Not yet determined	<p>Emergency preparedness plans are available per operation and per tailings storage facilities (TSF). As part of alignment to the Global Industry Tailings Management Standard (GISTM) great strides have been made to test emergency response plans in collaboration with local stakeholders. </p> <p>Emergency medical services are equipped with advanced paramedical teams and 24/7 rescue capability.</p> <p>See <i>Continuous safe production</i>, page 129, and <i>Health, wellbeing and occupational hygiene</i>, page 136.</p>



Meets Partially meets N/A

Assessment summary

Principle 5: Pursue continual improvement in health and safety performance with the ultimate goal of zero harm

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Integrated report, 2023
5.1 Implement practices aimed at continually improving workplace health and safety; monitor performance for the elimination of workplace fatalities and serious injuries, and for the prevention of occupational diseases, based upon a recognised international standard or management system. <i>Applicable: Corporate and Asset</i>							The Zero Harm strategic framework remains in place supported by our Fatal elimination strategy. Our Fatal elimination strategy has been rolled out to all regions, including the EU and Australia. Our Health strategy is intended to provide equitable healthcare based on health needs and financial risk protection. In addition, the strategy focuses on preventative healthcare with enhanced occupational health services, in support of a healthy workforce. See <i>Continuous safe production, page 125; Health, wellbeing and occupational hygiene, page 136.</i>
5.2 Provide workers with training in accordance with their responsibilities for health and safety, and implement health surveillance and risk-based monitoring programmes based on occupational exposure. <i>Applicable: Corporate and Asset</i>						<i>Not yet determined</i>	Training is encapsulated within the empowered people pillar of the Zero Harm strategic framework, with particular focus on visual imagery to enhance understanding. See <i>Continuous safe production, page 125.</i>

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Integrated report, 2023
6.1 Plan and design for closure in consultation with relevant authorities and stakeholders, implement measures to address closure (and related environmental and social aspects), make financial provision to realise closure and post-closure commitments. <i>Applicable: Corporate and Asset</i>					<i>Not yet determined</i>	<i>Not yet determined</i>	Closure liability is disclosed within the Integrated report. See <i>Minimising our environmental impact, page 211.</i> We are redesigning our closure plans to consider socioeconomic conditions in consultation with stakeholders who have an interest in, or are affected by, our social closure outcomes. This is a multi-year approach, due to the extensive considerations that must be taken into account. We will update and enhance our social closure plans on an ongoing basis, in the interests of achieving our stated socioeconomic outcomes.



Meets Partially meets N/A

Assessment summary

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Integrated report, 2023
<p>6.2 Implement water stewardship practices that provide for strong and transparent water governance, effective and efficient management of water at operations, and collaboration with stakeholders at a catchment level to achieve responsible and sustainable water use.</p> <p><i>Applicable: Corporate and Asset</i></p>					Not yet determined	Not yet determined	<p>Water stewardship practices are region specific as each region has different water related priorities. Water management is considered in the ESG scorecard as part of the long-term incentive plan. See <i>Our material matters</i>, page 3.</p> <p>See <i>Water related risks</i> (as well as stakeholder engagement activities relating to water management) on page 196 of the 2023 Integrated Report.</p>
<p>6.3 Design, construct, operate, monitor and decommission tailings disposal/storage facilities using comprehensive risk-based management and governance practices in line with internationally recognised good practice, to minimise the risk of catastrophic failure.</p> <p><i>Applicable: Corporate and Asset</i></p>					No tailings facilities	The self-assessment against GISTM requirements has been initiated.	<p>The Tailings management framework, outlining the Group Tailings management system (GTMS) was reviewed by the Independent Tailings Review Board and updated. Sibanye-Stillwater met the GISTM (Global Industry Standard on Tailings Management) requirements for all very high and extreme consequence TSFs in our SA and US regions.</p> <p>For our approach to tailings management see www.sibanyestillwater.com/sustainability/environment/tailings-management/</p> <p>See <i>Tailings Management Fact Sheet</i>.</p>
<p>6.4 Apply the mitigation hierarchy to prevent pollution, manage releases and waste, and address potential impacts on human health and the environment.</p> <p><i>Applicable: Asset</i></p>					Not yet determined	Not yet determined	<p>Our SA gold operations have successfully signed to the ICMI code and have successfully concluded the required ICMI certification audit at Kloof, Driefontein and Beatrix.</p> <p>See <i>Minimising our environmental impact</i>, page 187.</p>
<p>6.5 Implement measures to improve energy efficiency and contribute to a low carbon future, and report the outcomes based on internationally recognised protocols for measuring CO₂ equivalent (GHG) emissions.</p> <p><i>Applicable: Corporate and Asset</i></p>						Not yet determined	<p>Sibanye-Stillwater have an Energy and decarbonisation strategy in place which consists of four pillars which include alternative energy as well as energy efficiency programmes. See <i>Minimising our environmental impact</i>, page 193</p> <p>Position statement on climate change and carbon inventory in place.</p> <p>See the supplementary report – <i>Climate change related disclosure</i>.</p>
Mercury risk management position statement	Sibanye-Stillwater does not produce mercury as a primary product.						
Tailings governance position statement	GISTM conformance have been achieved with detail available www.sibanyestillwater.com/sustainability/environment/tailings-management/						
Climate change position statement	Sibanye-Stillwater has aligned to the climate change position statement, with a scope 3 target set for 2025.						
Nature position statement	This position statement has been issued by ICMM in January 2024 and we will align our business to the commitments as per the position statement.						
Water stewardship position statement	Water management position statement available with supporting action plan.						



Meets Partially meets N/A

Assessment summary

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

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

Applicable: Corporate and Asset

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Integrated report, 2023
8.1 In project design, operation and de-commissioning, implement cost effective measures for the recovery, re-use or recycling of energy, natural resources, and materials.					<i>Not yet determined</i>	<i>Not yet determined</i>	Sibanye-Stillwater's environmental function has firmly embraced the challenge to effectively reduce costs through proactive management of environmental incidents, water conservation, carbon footprint management and reducing reliance on Rand Water at the SA operations. In the US, Sibanye-Stillwater operates one of the world's largest spent autocatalyst recycling operations. See our <i>Sustainability strategy: a summary, page 185</i> .

Applicable: Corporate and Asset



Meets Partially meets N/A

Assessment summary

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Integrated report, 2023
8.2 Assess the hazards of the products of mining according to UN Globally Harmonised System of Hazard Classification and Labelling or equivalent relevant regulatory systems and communicate through safety data sheets and labelling as appropriate. <i>Applicable: Corporate and Asset</i>					<i>Not yet determined</i>	<i>Not yet determined</i>	Within the Material Stewardship policy statement, the Group commits to source, utilise, re-use and dispose of materials in a manner that is optimal, appropriate and responsible with regard to environmental, social, health and safety considerations. www.sibanyestillwater.com/sustainability/reports-policies/ In 2023, the SA PGM operations, specifically the PMR, progressed their Safety data sheets to compliance to the UN's Globally Harmonised System of Classification and Labelling of Chemicals. The Safety data sheets align to the UN GHS. SA gold operations: After further assessment of these criteria and greater insight into how the ICMM provides guidance, we derived that it speaks to product. Sibanye-Stillwater gold operations primary product is gold, which is inert and sold directly to Rand refinery, thus negating the requirement for hazardous management of our product. Certification audits for compliance to ICMI Code (refer to principle 6.4).

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Integrated report, 2023
9.1 Implement inclusive approaches with local communities to identify their development priorities and support activities that contribute to their lasting social and economic well-being, in partnership with government, civil society and development agencies, as appropriate. <i>Applicable: Corporate and Asset</i>							Stakeholder engagement is an integral part of our business. In our Stakeholder engagement policy we commit to create appropriate platforms for open and participative engagement. Our ESG policy commitment is to engage openly and transparently with all stakeholders in regard to ESG disclosure. Each region has various engagement platforms to engage with local communities and various partnerships have been entered into, contributing to socioeconomic activities. See www.sibanyestillwater.com/sustainability/reports-policies/ See <i>Good Neighbor Agreement fact sheet</i> .
9.2 Enable access by local enterprises to procurement and contracting opportunities across the project life-cycle, both directly and by encouraging larger contractors and suppliers, and also by supporting initiatives to enhance economic opportunities for local communities. <i>Applicable: Corporate and Asset</i>					<i>Not yet determined</i>	<i>Not yet determined</i>	Refer to our Sustainability strategy, in which we set out our commitment to socioeconomic development of communities. The Mining Charter III stipulates local enterprise procurement targets for South African operations. As addressed in the US PGM operations economic impact study, nearly one-third of their purchases of goods and services are from Montana vendors. As addressed further in the study, the Group's operations comprise over 5% of Montana's annual GDP. See <i>Our Sustainability strategy: a summary</i> , page 185. See <i>Socioeconomic development</i> , page 223.



Meets Partially meets N/A

Assessment summary

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Integrated report, 2023
<p>9.3 Conduct stakeholder engagement based upon an analysis of the local context and provide local stakeholders with access to effective mechanisms for seeking resolution of grievances related to the company and its activities.</p> <p><i>Applicable: Asset</i></p>							<p>Our socioeconomic profiles of stakeholders identify the issues material to each stakeholder group. In the SA region we have a community complaints procedure, whose objective is to ensure that every issue or complaint is captured in a register, and resolved, with feedback to stakeholders within a stipulated turnaround time. In this way issues are resolved before they develop into disputes.</p> <p>Since 2000, the Good Neighbor Agreement (GNA) has been in place anchoring our engagements with environmental groups in the US region.</p> <p>Grievances are addressed through the GNA; and a toll-free line is also available.</p>
<p>9.4 Collaborate with government, where appropriate, to support improvements in environmental and social practices of local artisanal and small-scale mining (ASM).</p> <p><i>Applicable: Asset</i></p>					Not yet determined	Not yet determined	<p>Sibanye-Stillwater operations do not have any local artisanal and small-scale mining (South African law has no provision for it), however illegal mining (often the work of crime syndicates) happens on the surface and underground, and at closed off mines. (See <i>Combatting illegal mining fact sheet</i>).</p> <p>A corporate-level ASM working group committee (as per the Mineral's Council) informs operations if action is required.</p>
<p>Mining: Partnership for development position statement</p>	There is a Regional planning model in place seeking partnerships and capacity-building programmes with local government.						



Meets Partially meets N/A

Assessment summary

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Integrated report, 2023
10.1 Identify and engage with key corporate-level external stakeholders on sustainable development issues in an open and transparent manner. <i>Applicable: Corporate</i>							We have various engagements on ESG related matters with external stakeholders, extending to ESG organisations like ICMM, IPA (International Platinum Association) and WGC (World Gold Council). We also engage with various investors, NGOs and ESG rating agencies on ESG issues. Customer engagements on ESG matters. Issue specific engagements with external stakeholders, such as communities. See <i>Engaging with our stakeholders, page 71.</i>
10.2 Publicly support the implementation of the Extractive Industries Transparency Initiative (EITI) and compile information on all material payments, at the appropriate levels of government, by country and by project. <i>Applicable: Corporate and Asset</i>							Through its membership of the ICMM, Sibanye-Stillwater supports the principles and processes of the Extractive Industry Transparency Initiative (EITI). Neither South Africa nor the US is a member country of the EITI. In 2023, the EITI found us compliant with the expectations for supporting companies. See <i>Position statement on transparency of mineral revenues.</i> See <i>Supplementary information, Sustainability content index.</i>
10.3 Report annually on economic, social and environmental performance at the corporate level using the GRI Sustainability Reporting Standards. <i>Applicable: Corporate</i>							See <i>Supplementary information, Sustainability content index.</i>
10.4 Each year, conduct independent assurance of sustainability performance following the ICMM guidance on assuring and verifying membership requirements. <i>Applicable: Corporate</i>							See the <i>KPMG assurance statement on Sibanye-Stillwater's ICMM self-assessment, page 14</i> of this document.
Transparency of Mineral Revenues position statement	Refer to our <i>Position Statement on Transparency of mineral revenues</i> ; See www.sibanyestillwater.com.com/sustainability/reports-policies/ .						



INNOVATION



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY



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

To the Directors of Sibanye-Stillwater Limited

We have undertaken a limited assurance engagement on the Sibanye-Stillwater Limited's ("Sibanye-Stillwater" or "the Group") ICMM Self-Assessment for the year ended 31 December 2023 ("the Report"). This engagement was conducted by a multidisciplinary team including health, safety, social, environmental and assurance specialists with relevant experience in sustainability reporting.

SUBJECT MATTER

We have been engaged to provide a limited assurance conclusion in our report over management's description of their implementation with the relevant governance, processes and control activities in operation for the year ended 31 December 2023, prepared in accordance with the requirements of the ICMM Assurance and Validation Procedure ("the Reporting Criteria"), and defined as subject matter 1 to 5 and presented on the page 1 of the Report.

DIRECTORS RESPONSIBILITIES

The Directors are responsible for the selection, preparation and presentation of the subject matter information in accordance with the Reporting Criteria available at ICMM - Assurance and Validation Procedure. This responsibility includes the identification of stakeholders and stakeholder requirements, material issues, commitments with respect to sustainability performance; and, design, implementation and maintenance of internal control relevant to the preparation of the Report that is free from material misstatement, whether due to fraud or error

The Directors are also responsible for determining the appropriateness of the measurement and Reporting Criteria in view of the intended users of the subject matter information and for ensuring that the Reporting Criteria is publicly available to the Report users.

OUR INDEPENDENCE AND QUALITY MANAGEMENT

We have complied with the independence and all other ethical requirements of the Code of Professional Conduct for Registered Auditors issued by the Independent Regulatory Board for Auditors (IRBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including Independence Standards).

KPMG Inc. applies the International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

PRACTITIONER'S RESPONSIBILITY

Our responsibility is to express a limited assurance conclusion on the subject matter information, based on the procedures we have performed and the evidence we have obtained. We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information. This standard requires that we plan and perform our engagement to obtain limited assurance about whether the subject matter information is free from material misstatement

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

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

ICMM Subject Matter 1:

- For each of the ICMM mining principles and performance expectations, we reviewed; policies, management standards and procedures, and status assessments regarding alignment with the Reporting Criteria
- Interviewed management at corporate and at selected operations to obtain an understanding of the internal control environment, risk assessment process and information systems relevant to the reporting processes.

ICMM Subject Matter 2:

- Interviewed management and reviewed relevant documentation to evaluate Sibanye-Stillwater's approach to stakeholder identification, engagement, feedback collection, analysis and reporting.
- Reviewed Sibanye-Stillwater's process over its business activities and identifying its material sustainability risks and opportunities.



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ICMM Subject Matter 3:

- Interviewed management to confirm the management system roll out across the organization in respect of managing risks and opportunities; including policies, monitoring systems, reporting and management review; and reviewed relevant documentation.

ICMM Subject Matter 4:

- Provided independent limited assurance over the selected sustainability KPIs set out in the 2023 Integrated Report;
- Reviewed the disclosures in the 2023 Integrated Report for consistency with the conclusions reached after completion of the assurance procedures.

ICMM Subject Matter 5:

- Interviewed management to obtain an understanding of the prioritization process for the 2023 reporting applied to select assets for the performance expectations validation.

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

LIMITED ASSURANCE CONCLUSION

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the subject matter information as set out in the Subject Matter paragraph above for the year ended 31 December 2023 is not prepared, in all material respects, in accordance with the requirements of the Reporting Criteria.

OTHER MATTERS

The subject matter information relating to the prior reporting periods has been subject to assurance procedures by a different assurance provider.

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

RESTRICTION OF LIABILITY

Our work has been undertaken to enable us to express a limited assurance conclusion on the Report to the Directors of Sibanye-Stillwater in accordance with the terms of our engagement, and for no other purpose. We do not accept or assume liability to any party other than Sibanye-Stillwater Limited, for our work, or for the conclusion we have reached.

/s/ KPMG Inc.

Registered Auditor

Per Coenie Basson
Chartered Accountant (SA)
Registered Auditor
Director

26 April 2024

KPMG Crescent
85 Empire Road
Parktown
Johannesburg
2191

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



FOR MORE INFORMATION, CONTACT:

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OUR VISION:

To be a leader in superior shared value for all stakeholders