



ESG SCORECARD FOR THE LONG TERM INCENTIVE (LTI) AWARDS 2021 to 2023



This supplement provides detail of the ESG scorecards for 2021, 2022 and 2023 that determined the ESG component of the performance condition applicable to the LTI awards that vested in March 2024. The ESG scorecard first came into effect in 2021 to track delivery towards our longer-term sustainability and ESG goals, with 2023 being the final year of the first three-year rolling implementation cycle. When the Remuneration Committee introduced an ESG component as a third LTI performance condition for 2021, we chose a phased approach to the implementation of the various ESG priorities. In 2021, a thorough process was undertaken in conjunction with the Social, Ethics and Sustainability Committee to determine an appropriate standalone ESG scorecard to serve this purpose. For the three year cycle ending in 2023, the average result for the ESG scorecard was 119.7%. The scorecard is annually reviewed and the performance independently verified. The ESG scorecard component will continue as part of the long-term incentive plan in the context of our sustainability and ESG priorities for the next three years.

Theme (Weight)	Indicators	0%	100%	200%	250%	Actual	Rating (%)	Cumulative performance
		Threshold	On target	Stretch	Super stretch			
2023 Climate resilient business (40%)	Group reduction in GHG emissions (Scope 1 and 2) The target for 2023 was between a 0% and 2.1% reduction in GHG emissions across the Group. In absolute numbers, this translates to emissions of between 6.830 and 6.687 mtCO ₂ e. The target was normalised from a carbon budget of between 7.185 and 7.034 mtCO ₂ e to between 6.830 and 6.543 mtCO ₂ e due to an adjustment to the Eskom grid emission factor, the US grid emission factor and the closure of Kloof 4 Shaft. See performance detail on page 191 of the Integrated Report 2023.	>6.920 mtCO ₂ e	6.919 – 6.774 mtCO ₂ e	6.773 – 6.629 mtCO ₂ e	<6.629mtCO ₂ e	6.630MtCO ₂ e	200%	83%
	Reduction GHG emissions intensity (Scope 1 and 2) To achieve the following intensities per segment in tCO ₂ e/tonne milled (normalised): <ul style="list-style-type: none"> SA gold (weighted per emissions – 54%): 0.306 SA PGM (weighted per emissions – 42%): 0.079 US PGM (weighted per emissions – 4%): 0.161 See performance detail on page 191 of the Integrated Report 2023.	SA gold: >0.315 SA PGM: >0.0814 US PGM: >0.228 Achieved	SA gold: 0.315-0.308 SA PGM: 0.0814 – 0.0797 US PGM: 0.228 – 0.223	SA gold: 0.308-0.301 SA PGM: 0.0797 – 0.0780 US PGM: 0.223 – 0.218	SA gold: <0.301 SA PGM: <0.0780 US PGM: <0.218	SA gold: 0.32 SA PGM: 0.08 US PGM: 0.17	0%	
	Water-use efficiency (SA region) <ul style="list-style-type: none"> SA gold: Reducing potable water purchases by 800ML from a baseline in 2022 of 5,351ML SA PGM: Reducing potable water purchases by 361ML from a baseline in 2022 of 12,051ML See performance detail on page 199 of the Integrated Report 2023.	SA gold: <800ML SA PGM: <361ML	SA gold: 800-879ML SA PGM: 361-396 ML	SA gold: 880-959 SA PGM: ML397-432 ML	SA gold: >=960 ML SA PGM: >=433 ML	SA gold: 227ML SA PGM: No reduction achieved	0%	
	Improvement in water quality (US region) <ul style="list-style-type: none"> Complete East Boulder thickener optimisation and reagent automation Complete Benbow long-term water treatment evaluation study Drill and commission additional <i>in-situ</i> treatment wells at Stillwater mine See performance detail on page 201 of the Integrated Report 2023.	Shortfall of indicator	Met the indicators	Met the indicator and complete a predictive water and mass balance models	2% reduction of in-stream nitrogen load at monitoring sites (compared to three year baseline 2019-2022)	East Boulder thickener optimisation project not completed	0%	
	Net reduction in biodiversity footprint The setting of a science-based numerical target to limit positive biodiversity footprint reduction and increase biodiversity restoration aspirations. See performance detail on page 209 of the Integrated Report 2023.	Target not completed	Science based targets finalised	Full species assessment completed, to improve the baseline for SA and US	Target to include longer term trajectory for next 5 years and BDP assessment finalised for EU	Target not developed	0%	



Theme (Weight)	Indicators	Threshold	On target	Stretch	Super stretch	Actual	Rating (%)	Cumulative performance
2023	Climate resilient business (40%) Responsive, proactive and responsible supply chains Increase contract coverage to 55% of our discretionary spend with service providers See performance detail on page 227 of the Integrated Report 2023.	>55%	55%-59%	60%-64%	<65%	55.9%	100%	83%
		Reduction in risk presented by tailing storage facilities (TSFs) All "Very high" or "Extreme" consequence TSFs to be compliant to the Global industry standards on tailings management (GISTM) by 5 August 2023 as per commitment made as a member of the International Council on Mining and Metals (ICMM) ² See performance detail on page 207 of the Integrated Report 2023. Also see our tailings management coverage on our website, www.sibanyestillwater.com/sustainability/environment/tailings-management/	Not meeting indicator	Meet indicator by 05 August 2023	Meet indicator and all remaining (high and lower consequence TSFs to be compliant GISTM by 31 December 2023	N/A	Met indicator and all remaining TSFs compliant to the GISTM at year end	
2023	Long term economic sustainability (30%) Increase in concurrent rehabilitation (SA region) R293.7m reduction of the independently verified and assured closure liability from the 2022 base year in alignment with regional socially integrated and aligned closure plans adjusted for inflation and anomalous closure liability increases. Increase in concurrent rehabilitation (US region) Complete 2023 closure work plan <ul style="list-style-type: none"> Benbow interim reclamation scope (Portal pad stormwater drainage and lay down yard reclamation) Stage 6 final slope reclamation (2023 scope) Nye tailings storage facility capping (2023 scope) See performance detail on page 211 of the Integrated Report 2023.	SA region: R122.8m	SA region: R124m	SA region: R140m	SA region: R155.4m	SA Region: R603m reduction achieved	175%	137.5%
		US region: Not met indicators	US region: Complete 2023 closure work	US region: Complete 2023 closure work and the water management infrastructure final engineering design for NYE TsF	US region: Complete the 2023 work plan and prepare TSF water infrastructure RFP	US Region: Met on target indicator		
		Socioeconomic development economies (SA region) To continue with implementation of 2022 projects Benchmark: 2022 Social return on investment (SROI) of R8.00 and income multiplier of R4.00 Target: >R8.00 annual SROI in socioeconomic development investment See performance detail on page 219 of the Integrated Report 2023 and the supplementary Impact report, www.sibanyestillwater.com/news-investors/reports/annual/ .	Not achieve indicator	Meet indicator	5%-10% increase	10-20% increase	R15.33 SROI and R4.58 income multiplier	



Theme (Weight)	Indicators	Threshold	On target	Stretch	Super stretch	Actual	Rating (%)	Cumulative performance
2023 Human rights inside and out (25%)	Increase in human rights engagement indicators <ul style="list-style-type: none"> To continue Human rights due diligence project and implementation of action plans identified by study¹ – establishing human rights due diligence benchmark indicators Zero human rights violations committed by Protection services employees <p>See performance detail on page 226 of the Integrated Report 2023.</p>	Not meeting indicator	Meet indicator	Meet indicator and train 5% of frontline employees on human rights obligations (baseline 5,619). Achieve a 100% of training of security employees	Meet indicator and train 20% of frontline employees on human rights obligations (baseline 5,619). Complete Human rights due diligence in three regions	Met on target indicator	100%	65%
	Increase in equity and inclusion indicators <ul style="list-style-type: none"> 2% increase in women in mining across the Group and senior management levels <p>See performance detail on page 155 of the Integrated Report 2023.</p>	>2%	2%	2.5%-3%	Above 3%	1.04%	0%	
	Influence the increase of health resilience indicators of our people and our communities <p>100% annual remeasurement of World Health Organisation-5 against 2022 baseline determination across 3 jurisdictions²</p> <p>See performance detail on page 139 of the Integrated Report 2023.</p>	Not meeting indicator	Meet indicator	≥0.5% improvement of self-perceived psychological well-being (2022 baseline)	≥0.1% improvement of self-perceived psychological well-being (2022 baseline)	Met on target indicator	100%	
	Increase in awareness of safety as a philosophy and system to reduce fatalities <ul style="list-style-type: none"> Group Total recordable injury frequency rate (TRIFR) of 4.84 to be achieved 40% of stoppages of unsafe workplaces (by frontline supervision and crews) <p>See performance detail on pages 132 and 133 of the Integrated Report 2023.</p>	No improvement on TRIFR >20%	4.84 40%	4.36 50%	4.11 55%	TRIFR: 5.24 59% stoppages	125%	
2023 Data driven decision making (5%)	Increase in robustness integrity of global governance framework <ul style="list-style-type: none"> Operationalising the corporate governance framework across regions ISO27001 certification certificate and continued compliance assessment reports <p>See performance detail on pages 25 and 32 of the Integrated Report 2023.</p>	Not meeting indicator	Framework operationalised ISO 27000 certified	N/A	N/A	Met on target indicators	100%	100%
Overall score achievement								95.8%

¹ Excluding AUS and EU regions ² Excluding AUS region



Theme (Weight)	Indicators	Threshold	On target	Stretch	Super stretch	Actual	Rating (%)	Cumulative performance
2022 Climate change resilient business (40%)	Group reduction in GHG emissions (Scope 1 and 2) <ul style="list-style-type: none"> Limiting GHG emissions to the 2022 carbon budget for externalities: 6.961 mtCO₂e Target was normalised from a carbon budget of 7.734 to 6.961 mtCO₂e due to an adjustment to the Eskom emission factor, the SA gold strike and exclusions relating to DRD Gold 	≥6.961 mtCO ₂ e	≤6.961 - ≥6.798 mtCO ₂ e	≤6.798 - ≥6.636 mtCO ₂ e	≤6.636 mtCO ₂ e	6.686 mtCO ₂ e	200%	114,5%
	Reduction in water intensity (SA region) <ul style="list-style-type: none"> Reduce overall reliance on the Integrated Vaal river system in respect of external potable water infrastructure by 15%. Absolute number of 2,945ML from 2020 base year adjusted for production anomalies 	≤15%	≥15% - <20%	≥20% - <25%	≥25%	SA Region: 37% (4,061ML)	125%	
	Improvement in water quality (US region) <ul style="list-style-type: none"> 10% improvement in ammonia treatment efficiency at Stillwater mine (nitrification expansion). From a baseline set at 2021 average at year end 	≤10%	≥10% - ≤15%	≥15% - <20%	≥20%	US Region: Target not achieved		
	Responsive, proactive and responsible supply chains <ul style="list-style-type: none"> 60% contracted spend with service providers, fully aligned to Supplier sustainability ratings indicators (ethics, labour, health and safety, environment) 100% increase in collecting supplier ESG information from 2021 baseline (980 suppliers) regarding priority metals sourcing and processing responsible alignment 2022 completion of baseline outcome of EITI standards to be implemented within our value chains over the next three years 	Not meeting indicators	Meet indicators	≥65% - <70%	≥200% - <300%	51% contracted spend Less than 100% increase in supplier ESG info EITI target achieved	33%	
	Reduction in risk presented by tailings storage facilities <ul style="list-style-type: none"> 13 of the 20 active TSFs with a "Very High" or "Extreme" consequence classification to be compliant to the GISTM 	<13	≥13 - <16	≥16 <20	≥20	15	100%	



Theme (Weight)	Indicators	Threshold	On target	Stretch	Super stretch	Actual	Rating (%)	Cumulative performance	
2022 Long term economic sustainability (30%)	Increase in concurrent rehabilitation (SA region) <ul style="list-style-type: none"> R400m or 4% reduction of the independently verified and assured closure liability from the 2021 base year in alignment with regional socially integrated and aligned closure plans adjusted for inflation and anomalous closure liability increases 	<R400m	≥R400m - <R450m	≥R450m - <R500m	≥R500m	SA region: R717m	175%	91.7%	
	Increase in concurrent rehabilitation (US region) <ul style="list-style-type: none"> Achieve 100% of the annual work plan 	100%	Meet indicator and approval of Benbow, Nye and Met complex closure plans with confirmed US\$ closure provision	Meet indicator and closure workplan and geomorphic land reclamation assessment for Benbow	Meet indicator, with stretch requirement and engage non GNA stakeholders on closure plan	US region: Met on target indicator			
	Increase in stakeholder perception matrix <ul style="list-style-type: none"> Improvement from 2018 baseline on the Stakeholder Perception Index (≥ 40% - <50% rating achieved in Stakeholder Perception Index) 	≤ 40% rating	Meet indicator	≥ 50% - <55% rating and no work stoppage disruptions at operations	≥ 55% rating achieved	% rating not calculated	0%		
	Percentage aligned socioeconomic alternatives <ul style="list-style-type: none"> Bokamoso Ba Rona(BBR) pilot project of agri-industrial hub Beatrix social closure pilot of integrated Environmental and Social closure plans Development and implementation of site specific integrated environmental and social closure plans across all Sibanye-Stillwater operations 	Non delivery on projects	Delivery on BBR project	Successful development of Beatrix social closure pilot and establishment of Social Closure Framework	≥R150 m - <R200m spent on socio-economic programmes Government buy-in and acceptance of social closure frameworks	≥R200m spent on socio-economic programmes	Met on target indicator		100%
2022 Human rights inside and out (25%)	Increase in Human rights engagement indicators <ul style="list-style-type: none"> Human Rights Due Diligence Framework (HRDDF) completed, and baseline established Zero human rights violations committed by Protection Services employees 	HRDDF not completed, no baseline established	Violations reported	HRDDF completed and baseline established	Zero violations reported	HRDDF completed, baseline established and actions <50% addressed	HRDDF completed, baseline established and actions >50% -100% addressed	50%	163.0%



Theme (Weight)	Indicators	Threshold	On target	Stretch	Super stretch	Actual	Rating (%)	Cumulative performance
2022 Human rights inside and out (25%)	<p>Increase in equity and inclusion indicators</p> <ul style="list-style-type: none"> Increase of 4% in the number of women in our senior levels (D-band and above) for the Group and 5% increase in WiM at all levels of operation (in line with our WiM plan) 100% gender pay parity across all of our areas of operation <p>Bursaries and Learnerships (SA region)</p> <ul style="list-style-type: none"> Bursaries intake – youth (70% of intake), women (35% of intake), historically disadvantaged people (60% of intake) Learnerships intake – youth (50% of intake), women (30% of intake), historically disadvantaged people (60% intake) 	<4% increase in WiM	Meet indicator	>4%<5% increase in WiM	<5% WiM	1.55% increase in WiM	150%	163.0%
		<100% gender pay parity		100% gender pay parity and increased frequency of monitoring pay	No 250% measure for pay parity	100% pay parity		
		Bursaries: Youth <70% Women <35% HDP <60%		Bursaries: Youth >75%<77% Women >37%<38.5% HDP >63%<66%	Bursaries: Youth ≥77% Women ≥38.5% HDP ≥66%	Bursaries: Youth 100% Women 48% HDP 91%		
		Learnerships: Youth <50% Women<30% HDP <60%		Learnerships: Youth >52.5%<55% Women >32%<33% HDP>63%<66%	Learnerships: Youth ≥55% Women ≥33% HDP ≥66%	Learnerships Youth 55% Women 34% HDP 99%		
	<p>Increase in awareness of safety as a philosophy and system to reduce fatalities</p> <ul style="list-style-type: none"> TRIFR achievement of ≥5.37 – >5.9 ≥90% – < 95% of employees signed a moral commitment to uphold critical control and behaviours by end of 2022 Design and implement a system to monitor safety stoppages 	TRIFR – no improvement on 2021	Meet indicator	≤ 5.10 ≥5.37	≤ 5.1	TRIFR:5.07	250%	
		<90%		≥95% - < 98%	98% - <100%	98.6% employees signed commitment		
		No system		20%	40%	46.9% self stoppages		
	<p>Increase in health resilience indicators of our employees and door-step communities</p> <ul style="list-style-type: none"> 100% implementation of WHO 5 baselines across three jurisdictions ≥80% – <85% access to Universal health care coverage (UHCC) 	Not meet indicator	Meet indicator	WHO-5 well-being index assessment results applied to recommend action framework for improving employee mental health across 3 regions ≥85%- <90%	Action framework for improving mental health across 3 regions ≥90%	WHO-5: On target indicator met	175%	
						98.5% employees registered on accredited medical scheme		
2022 Data-driven decision making (5%)	<p>Increase in robustness integrity of Group governance framework</p> <ul style="list-style-type: none"> 80% implementation, awareness and training of key policies (which were defined by the Policy approval committee) within new areas of operation within six months ISO 27001 certification (ICT) in 2022 areas of operation 	No implementation of key policies	≥ 80% - <90% of key policies implemented	≥ 90% - <100% of key policies implemented and evidence that employees understand these policies through assessment	100% of Key policies have been implemented and evidence that employees understand these policies through assessment	Key policies: Met on target indicator	50%	50%
		Certification not obtained	Certification obtained at year end 2022	Certification obtained by July 2022	Certification obtained by June 2022	ISO 27001 certification not achieved.		

Overall score achieved

116,4%



Theme (Weight)	Indicators	Threshold	On target	Stretch	Super stretch	Actual	Rating (%)	Cumulative performance
2021 Environmental (30%)	Group reduction in GHG emissions (Scope 1 and 2) <ul style="list-style-type: none"> 1.5% reduction in absolute GHG emissions (Scope 1 and 2) from 2020 base year adjusted for closed operations and 2020 COVID-19 production anomalies (Adjustment to achievement was approved by Board due to an increase in the Eskom grid emission factor) 	>0.5%	≤1.5%	<2%	<2.5%	1.6%	100%	158%
	Reduction in water intensity (SA region) <ul style="list-style-type: none"> Total Water use intensity target (in kl/ton processed) to be below the 2020 baseline for SA gold of 1.65 for gold and 0.85 for the SA PGM operations improvement in water quality 	SA gold: >1.65<1.71 SA PGM: >0.85<0.9	SA gold: 1.65 SA PGM: 0.85	SA gold: 1.60 SA PGM: 0.82	SA gold: 1.55 SA PGM: 0.80	SA region: SA gold:1.55 SA PGM: 0.796	200%	
	Improvement in water quality (US region) <ul style="list-style-type: none"> 10% reduction in nitrogen and metal content in discharged water 	US region: less than 10% reduction	US region: 10% reduction			US region: 33% reduction	200%	
	Reduction in risk presented by tailings storage facilities <ul style="list-style-type: none"> Detailed stability investigations undertaken for all TSFs. Additional investigations defined if required by initial investigation. Mitigation measures agreed and designed where required 	Not meeting indicator	Meet indicator	Meet indicator, with a 10% implementation by Q4 2021	Meet indicator with a 25% implementation by Q4 2021	On target indicator met and with 10% implementation by Q4 2021	200%	
	Increase in concurrent rehabilitation (SA region) <ul style="list-style-type: none"> 3% reduction of the independently verified and assured closure liability (excluding the Kroondal pool and share asset) from the 2020 base year following sustainable concurrent rehabilitation resulting in beneficial/agreed upon land and infrastructure use 	SA region: <3% (R290 231 988) US region: Delay beyond end 2021	SA region: 3% (R295 151 175) US region: Meet indicator	SA region: 4% (R393 534 900) US region: Certification achieved	SA region:5% (R491 918 625)	SA region: R299 985 516 reduction achieved US region: Obtained certification	133%	
	ISO14001 certification (US region specific) <ul style="list-style-type: none"> Submission for certification 							



Theme (Weight)	Indicators	Threshold	On target	Stretch	Super stretch	Actual	Rating (%)	Cumulative performance
2021 Social (40%)	Social economies (SA region) <ul style="list-style-type: none"> Finalisation of the development of the implementation model for Bokamoso Ba Rona and West City Industrial Park 	Loss of organisational credibility	Finalisation of the development of the implementation model for Bokamoso Ba Rona and West City Industrial Park	Implementation of Quick Wins and Phase 1 of West City Industrial Park	Approval of the Establishment of the West Rand SEZ	Met indicator	100%	113%
	Community partnerships (SA region) Signed social compact agreements with local government, communities and non governmental organisations (NGOs) at Beatrix and Marikana for SA region	SA region: Business disruptions due to lack of social stakeholder support	SA region: Signed Social compact agreements with local government, CEFs and NGOs at Marikana and Beatrix	SA region: Capacity Building for the implementation of the Social Compact	SA region: Delivery of two social renewal programmes in Marikana	SA region: On target indicator met	150%	
	Community participation (US region) Address and enhance collaboration with Good Neighbour's key concerns around two projects namely: <ol style="list-style-type: none"> The laydown yard implementation and Traffic to Nye plan initiation 	Failure to meet Competition Commission conditions US region: Laydown completed and traffic plan approved internally	US region: Laydown implemented and traffic plan initiated	US region: Laydown and Traffic plan implementation complete	US region: Laydown and traffic plan execution receives positive feedback from Good Neighbour groups			
	Increase in human rights engagement indicators <ul style="list-style-type: none"> No adverse findings. Development of accredited training for in-house and contractor security employees across all areas of operations 	Statutory enquiries into human rights breaches	No adverse findings.	Deployment of training to 100% own security, and 50% contracted security personnel	Deployment of training to 100% internal and external security personnel. Additionally, expanded delivery to 50% of key personnel in HR and Procurement	On target indicator met	100%	
	Increase in diversity <ul style="list-style-type: none"> Achievement of 2021 Women in Mining targets: <ul style="list-style-type: none"> A baseline of 14% WiM for 2021 across segments (SA gold, SA PGM and Integrated Services) Positive recruitment trend Positive promotion trend 	Fine imposed for non-compliance in SA region	Meet indicators	<5%	<10%	14.52% WiM 27.67% increase in recruitment 20.91% increase in promotions	100%	
Increase in health resilience indicators of our employees and door-step communities (SA region) <ul style="list-style-type: none"> 100% medical scheme cover for all full time employees 2.5% reduction in Cardiopulmonary Tuberculosis (TB) 90% Viral Load Suppression and 90% TB treatment completion rates ISO 45001 submission for certification in the US region 	>100% medical cover -2% > 70%	Meet indicator	Additional spouses in 10% of the previously uninsured (Au) >3% >92% and >90%	Additional 10% child dependants of the previously uninsured (gold) >5% >95% and >90%	Met indicator	116%		



Theme (Weight)	Indicators	Threshold	On target	Stretch	Super stretch	Actual	Rating (%)	Cumulative performance
2021 Governance (30%)	Ethics <ul style="list-style-type: none"> Compliance in all material respects/no breaches with material impact on Sibanye-Stillwater good standing All policies in place and communicated across the Group All training completed where necessary on the Code of Ethics Monitoring and reporting framework in place, and obligations communicated across the Group Mechanisms in place, and communicated across the Group, to address ethics breaches Mechanisms in place to allow for both open reporting, and protected disclosures, of ethics breaches Ongoing communication cycle to raise and maintain awareness 	Training not completed. Presence of an increased breaches of ethical guidelines	All training completed and widespread or major shortfalls	All training completed and Minor shortfalls in isolated areas	Zero incidents where individuals in positions of trust had wilfully, and deliberately, committed ethical breaches	All training completed and Minor shortfalls in isolated areas	200%	
	Corporate governance <ul style="list-style-type: none"> Corruption (politically exposed employees: zero incidents) Political contributions: to be zero 	Not meet indicator	N/A	N/A	Zero	Zero	250%	
	Compliance – general governance <ul style="list-style-type: none"> Compliance in all material aspects / no material breaches in terms of the development and implementation of policies Implementation of a corporate governance framework No significant deficiency findings are recorded in terms of internal and external assurance 	Not meet indicator	Meet indicator	Meet indicator no breaches with impact below the materiality threshold, implementation of CGF, no significant audit findings	Everyone has internalised the CGF Findings are recorded in terms of internal and external assurance	Met on target indicator	100%	
	Compliance – general governance <ul style="list-style-type: none"> SA region specific Enhance the delivery of Social and Labour Plans to > 90% 	Loss of Mining right due to non-compliance with MPRDA	Enhance the delivery of Social and Labour Plans to > 90%.	Meet full delivery of the SLP across all our S.A. Mining rights	No SLP backlog carry over	95% achievement of SLP	100%	
	Compliance – general governance <ul style="list-style-type: none"> Average compliance of Water Use Licence, Air Emissions and EMPr Compliance <5% > 2020 baseline compliance, normalised for anomalous events with no regulatory directives 	Regulatory directives received	<5% > 2020 baseline compliance, normalised for anomalous events with no regulatory directives	<8% > 2020 baseline compliance, normalised for anomalous events with no regulatory directives Achieved as per the above	>10% >2020 baseline compliance, normalised for anomalous events with no regulatory directives	Met Stretch target	200%	
	Compliance – general governance <ul style="list-style-type: none"> No deviations from the Approvals framework 	Not meet indicator	Meet indicator	N/A	N/A	Two deviations reported	0%	
Overall score achieved								148%

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OUR VISION:

To be a leader in superior shared value for all stakeholders

For more information on our actions and full Suite of disclosures, please refer to the 2023 Integrated report, www.sibanyestillwater.com/news-investors/report/annual

