



SOCIAL AND LABOUR PLANS: SUMMARY OF PROJECTS IN SOUTH AFRICA



Sibanye-Stillwater: creating shared value for our communities

Social and labour plans (SLPs) are a regulatory requirement for mining companies to contribute to socioeconomic development and transformation in South Africa. They are legally binding commitments and targets set out by a mining rights holder as part of the conditions of government-approved mining rights. An SLP lodged with and approved by the Department of Mineral and Petroleum Resources (DMPR) remains binding on a mining rights holder until the issuing of the mine closure certificate or the lapse, cession or withdrawal of the mining right to which an SLP relates. Non-compliance with SLPs could result in the loss of the mining right concerned. The key elements of the SLPs (in keeping with the broad aims of the Mining Charter) are human resources development (HRD), employment equity (EE), mine community development (MCD), procurement, enterprise and supplier development (ESD), housing and living conditions, and management of downscaling and retrenchments.

In this report we provide feedback on progress made on 20 SLPs. The report focuses only on mine community development achieved through infrastructure, skills and economic development projects. Through inherited and newly developed SLPs, the SA region has taken responsibility for 153 projects in total since 2013, of which 112 have been completed, 26 are in progress and 15 have not yet started. In addition, there are 34 projects awaiting DMPR approval.



Our SLP projects are based from the socioeconomic needs of communities and are aligned to the Integrated Development Plans (IDPs) of local municipalities. IDPs are legal instruments for municipal planning, which intersect with national and provincial spheres of government. Infrastructure projects are undertaken in collaboration with relevant government departments, which are responsible for operational and maintenance support once projects are handed over.

Our projects include local economic development (LED) programmes – including infrastructure investment and income generating-projects – and human resource development (HRD) programmes for community members, in accordance with Section 18.2 of the Skills Development Act (1997). The primary aims of LED projects are to:

- Implement sustainable socioeconomic programmes in host communities and areas where the industry historically sourced labour
- Promote enterprise development
- Implement skills-development programmes to promote employability and alleviate poverty
- Assist with the development of social infrastructure (such as schools and clinics/healthcare)
- Improve community environmental management and food security

Shared value

We implement projects in collaboration with government and communities to ensure that they remain sustainable beyond the SLP cycle and the life of the mine. However, we continue to experience challenges with the maintenance of infrastructure and the survival of economic enterprises, which are not immune to the economic climate in which they operate. To support their success, we work with the University of Pretoria's Centre for Entrepreneurship to support these enterprises in best-practice for entrepreneurial endeavour. Our model is based on shared value, which also requires shared accountability. The aim is to enable these enterprises to sustain themselves, to generate developmental outcomes and remain sustainable beyond incubation.

Handover

At the end of the five-year SLP cycle or at completion, projects are handed over to the relevant government departments in terms of infrastructure (i.e. Education, Health), and to project participants and LED departments at local municipalities. In terms of income-generating projects, the handover plan considers that the project received adequate funding, that the entrepreneurs (participants) received appropriate training, and that they were connected to the relevant markets.

Crime and vandalism continue to erode the value shared through infrastructure and economic projects.

CURRENT SLP STATUS

The following SLPs are at varying stages of implementation. The projects include current SLPs, backlog projects inherited from acquired companies, and those awaiting DMPR approval.

SLPs for the SA gold operations:

1. Driefontein SLP (2017–2021)

The Driefontein 2017–2021 SLP was approved in April 2019 and includes five projects: Blybank multi-purpose hall, farmer out-grower scheme, a nursery, and a manufacturing incubator, which commenced post-COVID-19 lockdown. The other two projects have been handed over to the beneficiaries, i.e., four shearing sheds constructed in the Chris Hani District Municipality, two in the Emalahleni Local Municipality in the Eastern Cape, and a waste recycling project in Great Kei Local Municipality.

2. Driefontein SLP (2022–2026)

This SLP was submitted to the DMPR in April 2022 for approval. The approval is pending finalisation of the Section 29 engagements, amendment to LED projects, and the final resubmission of the SLP.

3. Beatrix SLP (2022–2026)

The SLP was approved in 2024, and implementation is in progress.

4. Kloof SLP (2017–2021)

The Kloof SLP, 2017–2021 was approved in November 2019. Out of seven projects, four have been completed and three remain in progress. The four projects that have been completed are:

- the refurbishment of Badirile community multi-purpose centre
- the resourcing of the Toekomsrus youth centre
- two projects in the labour sending area

The three backlog projects that are in implementation are the manufacturing incubator, waste management, and the farmer out-grower scheme.

Kloof 2012–2016

There are two backlog projects from 2012-2016 SLPs: the construction of the Westcol TVET College and the refurbishment of two science laboratories at Kgothlang Secondary School. The initial commitment, as per the SLP, was to construct a science laboratory at Simunye Secondary School. As there was a delay with the construction of this school, by the partners, a mobile science laboratory was delivered as a temporary measure. We applied through section 102 process to reallocate the commitment to Kgothlang Secondary School as the beneficiary, by refurbishing their two science laboratories.

A technical and vocational education and training (TVET) college project in partnership with Goldfields and the South Deep Trust has faced implementation challenges and is set to be completed in 2026.



5. Kloof SLP (2022–2026)

The SLP was submitted to the DMPR for approval in April 2022. Engagement continues with the DMPR to finalise its approval.

6. Cooke 1, 2 and 3 and Ezulwini SLPs (2022–2026)

A closure process of underground operations for the Cooke 1, 2 and 3, and Ezulwini shafts was initiated in 2017. However, we submitted new SLPs for both operations in October 2023 as part of the social closure programme and to give effect to one of our sustainability sub-themes: promoting long-term economic sustainability and post-mining economies.

7. Burnstone SLP (2017–2021)

This SLP has not yet been approved by the DMPR. However, in consultation with Dipaleseng Local Municipality (DLM) and Mpumalanga's Department of Agriculture Rural Development and Environmental Affairs, a farmer production unit project was adopted in October 2022 which is now operational.

8. Burnstone SLP (2022–2026)

The SLP was submitted in April 2022 with thematic areas for the Mine Community Development-LED section. Consultations with the municipality are still ongoing to identify and endorse the project.

9. Southern Free State Wits Gold (2017–2021)

As development of the mine has not commenced, a section 102 application with the DMPR to amend the LED projects with the current status is underway.

SLPs for the SA PGM operations:

10. Kroondal SLP (2012–2016)

This SLP was inherited from Aquarius in 2016. Out of five projects, three have been completed, one is in progress, and one is on hold due to a pending relocation of the Lapologang community by a neighbouring mine.

11. Rustenburg SLP (2016–2020)

23 projects have been completed, and one project, a construction of a walkway bridge, was terminated in consultation with the service provider and informed the municipality and DMPR of the termination. The termination was as a result of persistent project disruption by criminal elements and extortion by third party to prevent the local service provider to continue with the project.

12. Rustenburg and PSA SLP (2021–2025)

The SLPs were approved in November 2023, and implementation has commenced in line with the implementation plan submitted to the Regulator.

13. Marikana EPL/WPL SLP (2019–2023)

This SLP was only approved in April 2022, and project implementation then commenced. Out of 13 projects, four are complete, nine are in progress, and one has not yet started.

14. Marikana EPL/WPL SLP (2024–2028)

The SLPs for the period 2024–2028 were submitted to the DMPR for approval and engagements continue for finalisation.

15. Marikana Pandora SLP (2023–2027)

The SLPs for the period 2023–2027 were submitted to the DMPR for approval and engagements continue for finalisation.

16. Marikana Messina SLP (2016–2020)

Out of seven projects, six are completed, and one is in progress.

17. Marikana Messina SLP (2021–2025)

The SLPs were submitted to the DMPR for approval in April 2022. We have engaged with the DMPR several times through the section 29 directive to provide further information and clarity regarding the projects in the SLP. Approval has yet to be granted.

18. Blue Ridge SLP (2019–2023)

The SLP was submitted to the DMPR for approval in April 2022 and approval has not yet been received.

19. Kroondal MR 104/113 Consolidated SLP (2024–2028)

The SLP was approved in September 2024, and the implementation of the LED projects has commenced.

20. Kroondal MRS 368/369/370/113 (2017–2021)

The SLPs have been submitted to the DMPR and are awaiting approval.



SA GOLD OPERATIONS

PROJECT	STATUS 2024	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
GAUTENG PROVINCE					
Driefontein and Kloof					
Manufacturing incubator					
Establishment of an incubation hub to train SMMEs	<ul style="list-style-type: none"> The development of SMMEs to participate in the automotive sector in recognition of opportunities beyond mining. The project has experienced challenges due to misaligned expectations relating to the nature of incubation programmes versus guaranteed business opportunities for SMMEs 	<ul style="list-style-type: none"> Project implemented by the West City Accelerator (service provider) with market access to opportunities in the automotive sector 	<ul style="list-style-type: none"> 30 SMMEs in West Rand communities and 16 from Merafong 	<ul style="list-style-type: none"> Skills development Enterprise development Local manufacturing capacity 	<ul style="list-style-type: none"> Total budget: R8,000,000 Spend to date: R3,791,182 Spend in 2024: R3,017,842
Kloof					
Westcol Technical and Vocational Education and Training (TVET) College					
Sibanye–Stillwater, in partnership with Gold Fields South Deep mine, Westonaria Community Trust, and South Deep Education Trust committed to co-fund the establishment of a TVET college in Westonaria to provide relevant skills for economic activities (backlog project in 2012–2016 SLP). Other partners are Westcol TVET College and Rand West Local Municipality	<ul style="list-style-type: none"> The TVET college project, in partnership with Goldfields and South Deep Trust, has continued to face implementation challenges, but is set to be completed in 2026 	<ul style="list-style-type: none"> Education infrastructure Skills development 	<ul style="list-style-type: none"> Communities of West Rand district 	<ul style="list-style-type: none"> Skills development aimed at supporting an alternative to the mining economy in the region 	<ul style="list-style-type: none"> Sibanye–Stillwater contributed 14 hectares of land, and a further financial contribution of R7,100,000 Spend to date (since 2015): R2,481,336 Spend in 2024: R0
Resourcing of the business hives in Toekomsrus					
The resourcing of the centre by Sibanye–Stillwater will equip the community with access to necessary information that supports skills development	<ul style="list-style-type: none"> The project was completed and has been handed over to the Rand West Municipality 	<ul style="list-style-type: none"> Functional information and skills development centre to benefit youth and SMMEs 	<ul style="list-style-type: none"> Youth situated in Toekomsrus 	<ul style="list-style-type: none"> Resourcing information needs and identification of skills required 	<ul style="list-style-type: none"> Total budget: R1,000,000 Spend to date: R734,675 Spend in 2024: R49,500



PROJECT	STATUS 2024	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
Kloof continued					
Kgothlang Secondary School					
Refurbishment and resourcing of two science laboratories	<ul style="list-style-type: none"> The initial commitment, as per the SLP, was to construct a science laboratory at Simunye Secondary School. As there was a delay with the construction of this school, by the partners, a mobile science laboratory was delivered as a temporary measure. We applied through section 102 process to reallocate the commitment to Kgothlang Secondary School as the beneficiary, by refurbishing their two science laboratories Additionally, teacher training was provided 	<ul style="list-style-type: none"> Resourced science laboratory to benefit science students 	<ul style="list-style-type: none"> Learners from Rand West City Local Municipality 	<ul style="list-style-type: none"> Enhanced STEM education 	<ul style="list-style-type: none"> Total budget: R2,000,000 Spend to date: R415,612 Spend in 2024: R0
Farmer out-grower scheme					
The project entails establishing four agricultural production units on 20 hectares of land allocated by Sibanye-Stillwater (It is linked to the Bokamoso Ba Rona agri-industrial initiative)	<ul style="list-style-type: none"> Appointment of implementing agent concluded. Due to crime, which led to the theft of assets, a new site has been identified and establishment is underway 	<ul style="list-style-type: none"> Participating smallholding farmers will be allocated land and linked to commercial farmers who are part of the mega-agriculture development programme 	<ul style="list-style-type: none"> Communities situated in Rand West City 	<ul style="list-style-type: none"> Food security Profitable and sustainable enterprise Job creation (full and part time) 	<ul style="list-style-type: none"> Total budget: R6,000,000 Spend to date: R8,142,042 Spend in 2024: R1,478,153
Waste management					
The project will apply an integrated approach of protection, restoration and sustainable management of natural resources, to manage waste disposal within the municipality	<ul style="list-style-type: none"> A feasibility study has been concluded, and project implementation is in progress for the creation of a buy-back centre and waste recycling 	<ul style="list-style-type: none"> Improved waste management in Rand West City 	<ul style="list-style-type: none"> Waste management SMMEs in Rand West City 	<ul style="list-style-type: none"> Environmental preservation through waste management Develop sustainable SMMEs Job creation (full and part time) 	<ul style="list-style-type: none"> Total budget: R5,000,000 Spend to date: R1,629,907 Spend in 2024: R523,204
Driefontein					
Blybank multi-purpose hall					
Build a multi-purpose hall to cater for community gatherings (recreational, cultural and educational activities)	<ul style="list-style-type: none"> Construction is in progress. Challenges relating to inclusive local procurement delayed the project. The project is expected to be completed in 2025 	<ul style="list-style-type: none"> Various community-related uses 	<ul style="list-style-type: none"> Community of Blybank 	<ul style="list-style-type: none"> Access to a facility to be used as a social centre Educational activities, arts and culture, sports and recreation activities 	<ul style="list-style-type: none"> Total budget: R9,000,000 Spend to date: R8,353,107 Spend in 2024: R2,976,685
Establish a nursery					
Propagate trees and other seedlings to support food security	<ul style="list-style-type: none"> Infrastructure has been completed, seedlings and sales expected in 2025 	<ul style="list-style-type: none"> Germinate seeds and sell seedlings 	<ul style="list-style-type: none"> Communities situated in Merafong City Local Municipality 	<ul style="list-style-type: none"> Food security Environmental management Job creation 	<ul style="list-style-type: none"> Total budget: R3,000,000 Spend to date: R3,003,989 Spend in 2024: R1,467,517
Farmer out-grower scheme					
Establishment of four farmer production units on 20 hectares of land which will be donated by Sibanye-Stillwater. The project is aimed at developing small local farmers	<ul style="list-style-type: none"> Land secured and infrastructure development completed. However, vandalism and theft of infrastructure in 2024 by illegal miners delayed the project 	<ul style="list-style-type: none"> Participating smallholding farmers will be allocated land and linked to the commercial farmers who are part of the mega-agriculture development programme 	<ul style="list-style-type: none"> Communities situated in Merafong City Local Municipality 	<ul style="list-style-type: none"> Food security Job creation Skills development 	<ul style="list-style-type: none"> Total budget: R10,000,000 Spend to date: R6,565,642 Spend in 2024: R2,356,907



PROJECT	STATUS 2024	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
Burnstone					
Establishment of a farmer production unit					
Establish market-driven support for subsistence farmers by creating a transition from subsistence farming to market-oriented production	<ul style="list-style-type: none"> Infrastructure development completed and farming operation in progress 	<ul style="list-style-type: none"> Link the small-scale farmers to buyers and commercial farmers who have access to markets 	<ul style="list-style-type: none"> Emerging or subsistence farmers in Dipaleseng Local Municipality 	<ul style="list-style-type: none"> Food security Job creation Skills development 	<ul style="list-style-type: none"> Total budget: R3,574,000 Spend to date: R3,551,316 Spend in 2024: R409,970
FREE STATE					
Beatrix					
Road infrastructure					
Road infrastructure and water reticulation projects in Masilonyana Local Municipality	<ul style="list-style-type: none"> Project completed 	<ul style="list-style-type: none"> Skills development Improvement of local road infrastructure and water delivery systems 	<ul style="list-style-type: none"> Eight temporary jobs created in the road project 	<ul style="list-style-type: none"> Improved infrastructure for local communities Increased ease of doing business 	<ul style="list-style-type: none"> Total budget: R27,000,000 Spend to date: R27,970,021 Spend in 2024: R165,844



PGM OPERATIONS

PROJECT	STATUS 2024	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
NORTH WEST PROVINCE					
Kroondal and Rustenburg operations					
Construction of Tirelong Secondary School					
Construction of Tirelong Secondary School	<ul style="list-style-type: none"> A pre-planning phase, which included, among others, environmental and social impact assessment, rezoning and subdivision, was initiated and is still in progress 	<ul style="list-style-type: none"> Construction of a new secondary school that complies with the Department of Education's norms and standards 	<ul style="list-style-type: none"> Rustenburg Local Municipality, and the Ikemeleng community 	<ul style="list-style-type: none"> Children will no longer need to travel long distances to access education. Provision of an environment conducive to learning and teaching 	<ul style="list-style-type: none"> Total Budget: R36,504,000 Spend to date: R392,577 Spend in 2024: R392,577
Kroondal Operation					
Partnership in facilitating Kroondal/Ikemeleng resource centre					
Establishment of a digital resource centre, Seraleng	<ul style="list-style-type: none"> The construction of one facility was completed and handed over in 2022; construction of a second facility is in progress and is expected to be completed in 2025 	<ul style="list-style-type: none"> Establishment of a digital resource centre facility at Seraleng community, resourcing of the facility with required equipment and materials, and technical training for the beneficiaries 	<ul style="list-style-type: none"> Rustenburg Local Municipality, youths from Seraleng community 	<ul style="list-style-type: none"> Improvement of ICT in the communities, and job creation for the youths 	<ul style="list-style-type: none"> Total Budget: R2,000,000 Spend to date: R1,760,283 Spend in 2024: R489,315
Renovation of Kroondal Primary School					
Renovation of Kroondal Primary School	<ul style="list-style-type: none"> Engagement in procurement process and stakeholder engagement 	<ul style="list-style-type: none"> Construction of additional classrooms at the school 	<ul style="list-style-type: none"> Rustenburg Local Municipality, Ikemeleng community 	<ul style="list-style-type: none"> To address the overcrowding in class and to provide access to learning 	<ul style="list-style-type: none"> Total Budget: R15,539,771 Spend to date: R551,381 Spend in 2024: R551,381
Waste management – Waste removal truck and skip bins					
Waste management (waste removal truck and skip bins)	<ul style="list-style-type: none"> The procurement of a waste removal truck and three skip bins was completed and these were handed over to the Rustenburg Local Municipality in 2024 to support municipal service delivery 	<ul style="list-style-type: none"> Improved waste management services Improved service delivery 	<ul style="list-style-type: none"> Rustenburg Local Municipality 	<ul style="list-style-type: none"> Clean environment Minimise exposure to waste pollution 	<ul style="list-style-type: none"> Total Budget: R3,000,000 Spend to date: R3,034,361 Spend in 2024: R3,034,361
Rustenburg operations					
Provision of additional classrooms at David Brink Primary School					
Construction of additional classrooms at David Brink Primary School	<ul style="list-style-type: none"> Professional service consultants appointed, project is underway. To be completed end of 2025 	<ul style="list-style-type: none"> Construction of an Early Childhood Development block with four classrooms 	<ul style="list-style-type: none"> Rustenburg Local Municipality, East End community 	<ul style="list-style-type: none"> To create an environment more conducive to teaching and learning for 120 learners 	<ul style="list-style-type: none"> Total Budget: R9,600,000 Spend to date: R825,000 Spend in 2024: R150,000



PROJECT	STATUS 2024	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
Rustenburg operations <i>continued</i>					
Community Hall (Mfidikoe/ Thekwane)					
Community hall (Mfidikoe/ Thekwane)	<ul style="list-style-type: none"> Appointed professional services and the project is underway 	<ul style="list-style-type: none"> Construction of a community hall 	<ul style="list-style-type: none"> Rustenburg Local Municipality, Thekwane community 	<ul style="list-style-type: none"> To provide a facility conducive to recreation and meetings 	<ul style="list-style-type: none"> Total Budget: R11,550,000 Spend to date: R306, 665 Spend in 2024: R306, 665
Stormwater Project (Photsaneng)					
Construction of a storm water management system at Photsaneng community	<ul style="list-style-type: none"> Professional services consultants appointed and project underway 	<ul style="list-style-type: none"> Construction of storm water management system at Photsaneng community 	<ul style="list-style-type: none"> Rustenburg Local Municipality, Photsaneng community 	<ul style="list-style-type: none"> To improve the stormwater management system 	<ul style="list-style-type: none"> Total Budget: R8,800,000 Spend to date: R630,000 Spend in 2024: R225,000
High mast lights					
Installation of high mast lights (30M, LED lights) at Dinnie Estate	<ul style="list-style-type: none"> Professional services consultants appointed and project underway 	<ul style="list-style-type: none"> Installation of high mast lights (30M, LED lights) at Dinnie Estate 	<ul style="list-style-type: none"> Rustenburg Local Municipality, Dinnie Estate community 	<ul style="list-style-type: none"> Contribution towards a safe environment and a possible reduction of criminal activities 	<ul style="list-style-type: none"> Total Budget: R2,000,000 Spend to date: R137,500 Spend in 2024: R25,000
Support to District Hospital					
Contribution towards improved health infrastructure and access to health services	<ul style="list-style-type: none"> Professional services consultants appointed and project underway 	<ul style="list-style-type: none"> Contribution towards improved health infrastructure and access to health services 	<ul style="list-style-type: none"> Rustenburg Local Municipality, Rustenburg surrounding communities 	<ul style="list-style-type: none"> Access to health services and improved infrastructure 	<ul style="list-style-type: none"> Total Budget: R6,000,000 Spend to date: R291,308 Spend in 2024: R132,413
Provision of mobile water tankers					
Provision of mobile water tankers	<ul style="list-style-type: none"> The procurement of a mobile water tanker was completed and handed over to Rustenburg Local Municipality in 2024 as part of improving service delivery 	<ul style="list-style-type: none"> Improvement of water supply 	<ul style="list-style-type: none"> Rustenburg Local Municipality 	<ul style="list-style-type: none"> Access to a basic water supply 	<ul style="list-style-type: none"> Total Budget: R3,000,000 Spend to date: R2,344,892 Spend in 2024: R2,344,892
Provision of ambulances					
Provision of ambulances	<ul style="list-style-type: none"> The procurement of two emergency response vehicles and one ambulance was completed and handed over to North West Department of Health for the improvement of health care services 	<ul style="list-style-type: none"> Improved access to health services 	<ul style="list-style-type: none"> Rustenburg Local Municipality 	<ul style="list-style-type: none"> Timeous response for emergencies 	<ul style="list-style-type: none"> Total budget: R3,870,000 Spend to date: R2,692,375 Spend in 2024: R2,692,375
Marikana operations					
Subsistence agriculture					
Subsistence agriculture	<ul style="list-style-type: none"> The infrastructure component is complete The livestock improvement programme has been delayed due to dry weather conditions that resulted in the cattle being unfit to undergo artificial insemination. Our partner, Agricultural Research Council (ARC), is considering viable options 	<ul style="list-style-type: none"> Construction and equipment of breeding camps 	<ul style="list-style-type: none"> Local livestock farmers 	<ul style="list-style-type: none"> Improved breed for commercialisation Creation of jobs – 30 temporary jobs created 	<ul style="list-style-type: none"> Total budget: R6,500,000 Spend to date: R4,943,515 Spend in 2024: R0



PROJECT	STATUS 2024	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
Marikana operations <i>continued</i>					
Bee farming – honey production					
Bee farming	<ul style="list-style-type: none"> The project harvested 150kg of honey in 2023 and 83kg in 2024 	<ul style="list-style-type: none"> Training on bee farming, procurement of bee hives, production and sale of honey 	<ul style="list-style-type: none"> Five beneficiaries from Bapo Ba Mogale community 	<ul style="list-style-type: none"> Income generation for five local beneficiaries 	<ul style="list-style-type: none"> Total budget: R3,600,000 Spend to date: R2,539,331 Spend in 2024: R989,574
Bapong and Wonderkop Clinics sewage system upgrade					
Upgrade of Bapong and Wonderkop clinics sewage systems	<ul style="list-style-type: none"> Project completed 	<ul style="list-style-type: none"> Construction of a new septic tank at Bapong Clinic Extension of an existing septic tank at Wonderkop Clinic 	<ul style="list-style-type: none"> Department of Health 	<ul style="list-style-type: none"> Improved sanitation system Improved environment for provision of health services 	<ul style="list-style-type: none"> Total budget: R3,000,000 Spend to date: R2,054,700 Spend in 2024: R295,444
Marikana CHC Phase 2					
Construction of Marikana Community Health Centre	<ul style="list-style-type: none"> Phase 2 of the project is underway and is expected to be completed in Q4 2025 	<ul style="list-style-type: none"> Access to improved 24-hour health and social services 	<ul style="list-style-type: none"> 35 short-term jobs estimated 19,522 community members from Marikana and surrounding areas 	<ul style="list-style-type: none"> Improved access to health and social services 	<ul style="list-style-type: none"> Total budget: R24,000,000 Spend to date: R4,897,999 Spend in 2024: R2,059,682
Marikana road upgrade					
Upgrade of a road in Marikana	<ul style="list-style-type: none"> Project design and engineering completed. Project to be completed in 2025 	<ul style="list-style-type: none"> Upgrade of a current road that leads from the main road, through a residential area, to a school 	<ul style="list-style-type: none"> 15 short-term jobs estimated 	<ul style="list-style-type: none"> Improved and easier access to residential areas, and the provision of school buses for learners further down the road Improved access to education 	<ul style="list-style-type: none"> Total budget: R5,000,000 Spend to date: R741,112 Spend in 2024: R554,072
Storm water management					
Master plan studies for storm water management in the Madibeng Municipality	<ul style="list-style-type: none"> All survey work has been completed First draft of report submitted to the municipality and awaiting confirmation letter for additional surveys of roads as requested 	<ul style="list-style-type: none"> Stormwater management master plan for Madibeng Municipality for future storm water management construction systems 	<ul style="list-style-type: none"> Approximately 20,000 community members No creation of jobs estimated 	<ul style="list-style-type: none"> Master plan for the municipality for better town planning 	<ul style="list-style-type: none"> Total budget: R14,000,000 Spend to date: R1,949,516 Spend in 2024: R1,949,516
Marikana high mast lights					
Marikana high mast lights	<ul style="list-style-type: none"> Location and technical requirements completed as required by the municipality Procurement process and Eskom application in progress 	<ul style="list-style-type: none"> Two new high mast light installations in Marikana West area 	<ul style="list-style-type: none"> An estimated 8 temporary jobs will be created 	<ul style="list-style-type: none"> Improved nighttime visibility 	<ul style="list-style-type: none"> Total budget: R2,500,000 Spend to date: R393,456 Spend in 2024: R269,708



INNOVATION



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY

PROJECT	STATUS 2024	OUTCOMES	BENEFICIARIES	IMPACTS	BUDGET/SPEND
Marikana operations continued					
New Sonop Secondary School					
New Sonop Secondary School	<ul style="list-style-type: none"> Stakeholder engagement in progress 	<ul style="list-style-type: none"> Construction of a new secondary school in Sonop in partnership with the Department of Education Rand for Rand partnership 	<ul style="list-style-type: none"> An estimated 60 temporary jobs to be created Sonop and sections of Bapong and other nearby areas to benefit from the project 	<ul style="list-style-type: none"> Construction of a new secondary school in Sonop 	<ul style="list-style-type: none"> Total budget: R18,000,000 Spend to date: R310,536 Spend in 2024: R294,747
Madibeng high mast lights					
Madibeng high mast lights	<ul style="list-style-type: none"> Location and technical requirements completed as required by the municipality Procurement process and Eskom application in progress 	<ul style="list-style-type: none"> Installation of solar street lights in approved wards in Bapong area 	<ul style="list-style-type: none"> A estimated 15 temporary jobs to be created Several wards will benefit from the nighttime lighting 	<ul style="list-style-type: none"> Installation of new solar street lights 	<ul style="list-style-type: none"> Total budget: R6,500,000 Spend to date: R589,152 Spend in 2024: R296,652
Bapong and Modderspruit bulk water supply					
Construction of bulk water pipelines and installation of water storage facilities in Bapong and Modderspruit	<ul style="list-style-type: none"> The Group has completed its portion of the project. However, the project remains incomplete due to the local municipality not fulfilling its project obligations. The matter has been escalated to the DMPR 	<ul style="list-style-type: none"> Drilling of a borehole and pipelines to an existing reservoir 	<ul style="list-style-type: none"> Approximately 20,000 community members Creation of approximately 46 temporary jobs 	<ul style="list-style-type: none"> Improved bulk supply to access clean water 	<ul style="list-style-type: none"> Total budget: R16,890,000 Spend to date: R11,899,774 Spend in 2024: -R888,751⁴
Dithabaneng Clinic					
Dithabaneng Clinic: Construction of a clinic in partnership with the Department of Health	<ul style="list-style-type: none"> Construction is at an advanced stage and the project is expected to be handed over in Q1 2025 	<ul style="list-style-type: none"> Construction of a new clinic at Dithabaneng Village 	<ul style="list-style-type: none"> Social and health services delivery to Dithabaneng and surrounding communities 	<ul style="list-style-type: none"> New health care facility to enable better health care services 	<ul style="list-style-type: none"> Total budget: R6,900,000 Spend to date: R9,172,081 Spend in 2024: R7,774,542

¹ New or current SLP

² Backlog from previous SLP

Numbers quoted exclude value-added tax (VAT)

³ The project is a historical backlog from Generation 1 SLP and the expenditure takes into cost escalations in line with project requirement

⁴ Credit from prior year because the company that was appointed for the work went into liquidation

The projects outlined above include only those that were in scope in 2024, full details of approved SLPs are available on www.sibanyestillwater.com/sustainability/community

For more information on our actions relating to socioeconomic development, please refer to the 2024 Combined 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

