

BIODIVERSITY MANAGEMENT 2025



This fact sheet sets out Sibanye-Stillwater's approach to the responsible management of biodiversity impacted by its operations. The objective of creating resilient post-mining ecosystems is underpinned by the management of biodiversity resources, including the ecosystems that support and sustain biodiversity.

Our biodiversity vision is based on achieving "no net loss" for new/ greenfield operations and "net gain" in biodiversity for existing operations at closure. This involves the implementation and integration of the "mitigation hierarchy" at all levels of decision-making and project planning, ensuring a sustainable post-mining environment that supports socioeconomic development.

Our approach to sustainability focuses on keeping materials in circulation while delivering net-positive outcomes for land, air, water, and nature.

NATURE STEWARDSHIP THROUGH THE MITIGATION HIERARCHY

In biodiversity management, the mitigation hierarchy refers to four levels of loss mitigation: *avoid impact, minimise impact, rehabilitate (restore), and offset*.

This framework prioritises avoiding biodiversity impacts, minimising them where avoidance is not possible, undertaking on-site remediation, and compensating for residual impacts through off-site offsets.

At Sibanye-Stillwater, biodiversity management is closely linked to the long-term socioeconomic sustainability of post-mining economies. In broad terms, our objectives are to:

- Prioritise avoidance of sensitive and critical ecological areas, regardless of formal protection status
- Respect legally protected and conservation-designated areas, and promote the same standards across our value chain
- Integrate climate resilience and climate change response measures into biodiversity planning
- Commit to achieving a net gain in biodiversity through proactive restoration and conservation initiatives
- Adopt a balanced approach that integrates nature protection with socioeconomic needs

No net loss

An outcome whereby losses (due to a project/operation) and gains (achieved through mitigation) are balanced out for biodiversity overall or a specific biodiversity feature.

Net gain

An outcome whereby biodiversity gains exceed losses resulting from a project or operation, relative to its baseline state or condition.

NPI

A situation in which a facility, operation or specific action is implemented together with actions that benefit biodiversity or achieve net gain. Often used synonymously with Net Gain.



Policy-driven approach to biodiversity

Biodiversity is embedded within our Sustainability Policy and advanced through advocacy, stakeholder engagement and partnerships. Our commitments include:

- Compliance with all applicable environmental legislation, authorisations and recognised standards
- Proactive identification and mitigation of environmental risks
- Specialist baseline assessments of biotic and abiotic resources, with ongoing monitoring
- Clear, scientifically informed action plans to strengthen ecosystem resilience
- Transparent reporting, supported by internal capacity-building and training
- Constructive engagement with communities, regulators and environmental stakeholders

Our Group minimum standard on biodiversity management reflects our commitment to leadership in biodiversity stewardship and to building resilient post-mining ecosystems in collaboration with local communities.

 See www.sibanyestillwater.com/sustainability/

Task Force on Nature-Related Financial Disclosures (TNFD)

The TNFD is a global, market-led framework that enables organisations to identify, manage and disclose nature-related dependencies, impacts, risks and opportunities in a consistent, decision-useful manner, aligned with global biodiversity goals. Sibanye-Stillwater became a TNFD adopter in late 2025 and considers nature-related issues integral to strategic risk management.

Alignment with external standards, guidelines and reporting requirements

Biodiversity requirements are increasingly aligned with the UN SDGs and the 2030 Agenda. Our sustainability approach aligns with leading international and industry frameworks, including ICMM, IFC and IUCN, supporting global efforts to halt habitat loss and protect and restore 30% of land, water and seas by 2030.

Strategy

In line with our Sustainability Strategic Framework, our biodiversity objective is to achieve a net positive impact (NPI) across all operations, beginning with the implementation of net positive plans at mining operations by 2030. We are assessing our impacts on nature as natural capital, supported by baseline development, natural capital management and concurrent rehabilitation to reduce our operational footprint. A natural capital assessment and accounting project will be undertaken in 2026, alongside the development of 2020 disturbance baselines to quantify impacts and inform site-specific programmes to achieve no net loss, and where feasible, a net gain by closure. This is underpinned by the Group's nature-positive strategy, which shifts our portfolio from nature-risk management to nature-positive value creation.

NATURE-POSITIVE STRATEGY

Strategic intent: Transition from nature-risk management to nature-positive value creation, avoid irreversible loss, restore and contribute to net positive outcomes. Enable circular resource use.

Avoid

Reduce

Restore and contribute

Commitments

- No net loss of biodiversity by closure
- Reduction in reliance on potable water
- Define and embed recycling and the circular economy



Terrestrial systems

- **Avoid:** irreversible biodiversity loss
- **Reduce:** habitat fragmentation and footprint-light infrastructure
- **Restore and regenerate** resilient landscapes



Freshwater systems

- **Avoid:** over-abstraction and discharge into wetlands
- **Reduce:** water intensity
- **Restore and contribute** wetlands & riparian restoration, catchment-based water



Circularity and waste

- **Avoid:** and minimize waste generation
- **Reduce:** energy and material intensity, tailings volume
- **Restore & contribute** tailings reprocessing, reuse of waste, nature-based remediation

Enablers

- Nature-informed strategy embedded in decision-making
- Cross-functional governance and accountability
- Biodiversity protection
- Water security

2025 PROGRESS

Sibanye-Stillwater uses ArcGIS and a geospatially enabled EPCM platform across South African operations to support asset-level decision-making, rehabilitation planning and nature-positive initiatives through a single enterprise source of truth. Biodiversity and nature-related governance oversight is provided by the Social, Ethics and Sustainability Committee. In 2025, the Group completed a TNFD-aligned LEAP assessment across all directly managed operations.

Stakeholder engagement

SA operations

Biodiversity plans at the SA operations emphasise strong community engagement through partnerships, education and collaboration with local communities, NGOs and government. A flagship initiative is the Magaliesberg Biosphere Reserve programme, which focuses on land restoration, species reintroduction, agricultural recovery, and waste reuse and recycling. The Group also supports water stewardship by coordinating the Hex-Elands catchment forum for the Department of Water and Sanitation, strengthening collaboration between industry, government and communities. Recognising diverse stakeholder needs, the SA operations prioritise post-mining initiatives that sustainably use natural heritage to support socioeconomic upliftment, economic activity and cultural connections to land and nature.

US operations

Stillwater Mining helped establish two local watershed groups—the Boulder River Watershed Association (over 24 years old) and the Stillwater Valley Watershed Council (founded in 2010). These community-led organisations protect land and water through water quality improvement, wildfire risk reduction, forest health, invasive weed control, and public education, with ongoing support from Sibanye-Stillwater.

Governance and accountability structure

The Social, Ethics and Sustainability Committee oversees biodiversity and nature matters through quarterly environmental updates. Group strategy is guided by the CSO and VP Environment and Nature, with operational leaders managing site compliance and biodiversity plans, supported by environmental teams. Community and stakeholder engagement is integral, including quarterly NGO forums in South Africa initiated in 2024 and continuing through 2025.

Risks and Impact Management

Nature and post-mining sustainability were identified as material risks in 2025, driven by reliance on ecosystem health, biodiversity, and community access to natural resources, particularly water. In response, a TNFD-aligned LEAP assessment mapped operational land, high-biodiversity areas, and zones of influence up to 10 km, supported by sector guidance, ENCORE, and spatial analysis. Results indicate consistently high dependence on stable ecosystems, especially water, soil, and climate regulation.

Priority Areas

Priority Locations were defined as sensitive locations identified as material through the Evaluate assessment. Mining operations are inherently associated with potentially high biodiversity impacts, particularly from land use change and pollution, while recycling and refinery operations generally have lower impacts, with pollution and climate-related impacts remaining potentially material. Sibanye-Stillwater has identified these, as presented in the table below.

Operation	Priority location	Dependencies (D), impacts (I), risks (R) and opportunities (O) - materiality
Mt Lyell	Yes	D: Hydrological regulation; pollution buffering; climate regulation; biodiversity for rehabilitation I: Pollution; fire and extreme weather; disturbance to species; land use change & habitat fragmentation R: Legacy liabilities; regulatory tightening; climate change; cumulative impacts O: Climate & water resilience; pollution & AMD management innovation; resource efficiency & circularity; rehabilitation & species management
New Century	Yes	D: Hydrological regulation; pollution buffering; climate regulation; biodiversity for rehabilitation I: Pollution; fire and extreme weather; disturbance to species; land use change & habitat fragmentation R: Legacy liabilities; regulatory tightening; climate change; cumulative impacts O: Climate & water resilience; pollution & AMD management innovation; resource efficiency & circularity; social licence & partnerships; rehabilitation & species management
Keliber mine	Yes	D: Hydrological regulation; pollution buffering; biodiversity for rehabilitation I: Pollution; disturbance to species; land use change & habitat fragmentation R: Legacy liabilities; regulatory tightening; climate change; cumulative impacts O: Climate & water resilience; pollution management innovation; resource efficiency & circularity; rehabilitation & species management
Keliber refinery	Yes	D: Hydrological regulation; pollution buffering; climate regulation; biodiversity for rehabilitation I: Pollution; fire and extreme weather; disturbance to species; land use change & habitat fragmentation R: Regulatory tightening; climate change; cumulative impacts O: Climate & water resilience; resource efficiency & circularity; certification schemes; rehabilitation & species management

Operation	Priority location	Dependencies (D), impacts (I), risks (R) and opportunities (O) - materiality
Sandouville	Yes	D: Hydrological regulation; pollution buffering; climate regulation; I: Pollution; disturbance to species; R: Regulatory tightening; climate change; cumulative impacts O: Climate & water resilience; resource efficiency & circularity; certification schemes; rehabilitation & species management
Stillwater	Yes	D: Hydrological regulation; pollution buffering; climate regulation; biodiversity for rehabilitation I: Pollution; disturbance to species; land use change & habitat fragmentation R: Legacy liabilities; regulatory tightening; climate change; cumulative impacts O: Climate & water resilience; improved wastewater integrity; resource efficiency & circularity; social licence & partnerships; rehabilitation & species management
Columbus met complex	No	D: Hydrological regulation; pollution buffering; climate regulation; biodiversity for rehabilitation I: Pollution; disturbance to species; land use change & habitat fragmentation R: Legacy liabilities; regulatory tightening; climate change; cumulative impacts O: Climate & water resilience; expand PGM recycling loops; resource efficiency & circularity; rehabilitation & species management
Pennsylvania	Yes	D: Hydrological regulation; pollution buffering; climate regulation I: Pollution; land use change & habitat fragmentation R: Regulatory tightening; climate change; cumulative impacts O: Climate & water resilience; resource efficiency & circularity;
Kroondal	Yes	D/I: Material water and dust pathways to receptors. R: Community interface risk; supplier performance. O: Procurement and contractor performance as fast levers; pathway mitigation
Marikana	Yes	D: Hydrological regulation/pollution buffering in pressured catchments. I: Dust pathway materiality R: Trust risk and compliance sensitivity where impacts intersect communities; closure constraints. O: Rapid risk reduction via receptor-led controls; procurement levers (contractors)

Operation	Priority location	Dependencies (D), impacts (I), risks (R) and opportunities (O) - materiality
Rustenburg	Yes	D: Ecosystem services. I: Air and water impacts . R: Higher consequence where receptors already stressed; closure/recovery feasibility constraint. O: Nature-positive interventions tied to measurable receptor outcomes; closure credibility
PMR	Yes	D: Secure water/services dependency. I: Effluent/waste handling and incident pathways. R: Compliance exposure and trust risk from visible incidents; O: Strong procurement controls, contractor KPIs, pathway-defined ZOI for regulated pathways
Rand Uranium	Yes	D: Water regulation/buffering I: Dust deposition and wash-off. R: High closure/legacy liability; O: Targeted source→pathway→receptor controls; accelerated liability reduction and closure credibility
Driefontein	Yes	D: Ecosystem services supporting water regulation/buffering.. I: Connected air/water pathways. R: Combined footprint and connectivity elevate materiality and closure constraint. O: Area-based interventions; shared receptor protection;
Kloof	Yes	D/I: Water pathway dependencies and incremental loading sensitivity. R: Closure/legacy profile elevated by footprint intensity and longevity; O: Corridor-led mitigation; tighten dust and water controls; "license-to-exit" risk reduction
Burnstone	Yes	D/I: Water pathway dependencies; dust-wash-off linkages. R: Localised trust risks if corridors overlap settlements/receptors; legacy/closure obligations. O: Corridor-targeted mitigation; supplier/contractor controls (haul roads, earthworks, waste)
Beatrix	Yes	D: Water service dependencies and soil function. I: Aquatic receptor sensitivity to incremental loads. R: Closure/legacy liability and residual risk; persistent impacts drive community trust risk.
Ezulwini	Yes	D/I: Material water and dust pathways to sensitive receptors. R: Compliance exposure and Social Licence to Operate. O: High-return risk reduction by targeting dominant corridors; sentinel monitoring and visible receptor protection. O: Restoration and service-based interventions; closure acceleration

Operations located in/or adjacent to protected areas

During the Locate phase of the LEAP assessment, UNEP-WCMC data accessed via ENCORE was used to map operations within or adjacent to protected areas, applying up to 10 km zones of influence. Sites were screened against global and regional biodiversity datasets, including protected and key biodiversity areas, water risk, ecosystem integrity, and threatened species, improving understanding of nature-related risk exposure and informing mitigation planning.

Operation	In protected area	Protected area percentage	Adjacent to protected area	Adjacent protected area percentage
Mt Lyell	Yes	0.01	Yes	10.51
New Century	No	0	Yes	11.97
Keliber mine	No	0	Yes	2.82
Keliber refinery	No	0	Yes	7.19
Sandouville	No	0	Yes	2.78
Stillwater	No	0	Yes	15.2
Pennsylvania	No	0	Yes	2.18
Kroondal	No	0	Yes	26
Marikana	No	0	Yes	18
Rustenburg	No	0	Yes	30
Rand Uranium	No	0	Yes	30
Driefontein	No	0	Yes	100
Kloof	No	0	Yes	100
Beatrix	No	0	No	0
Burnstone	No	0	No	0
Ezulwini	No	0	No	0

We meet legal requirements through biodiversity assessments conducted via Environmental Impact Assessments for new projects and periodic studies at existing operations, in line with licence conditions. Biodiversity due diligence is also applied to acquisitions, divestments, and site selection. Going forward, we aim to require highest-risk tier 1 suppliers to assess and disclose nature-related dependencies, impacts, risks, and opportunities in priority locations.

Performance, metrics and targets

We are committed to achieving no net loss (or ideally net gain) by closure.

Building on this commitment with the intent of going above and beyond, we have set ambitious objectives:

- Operational mining sites: net gain of biodiversity as a result of mine-related activities by 2050 or earlier, measured against a 2020 or earlier baseline
- New mining site operations and significant expansions: no net loss of biodiversity as a result of mine-related activities by closure, measured against a pre-operation or pre-expansion baseline respectively
- By 2030, all operating segments will have net positive plans in implementation

We continue concurrent rehabilitation as a foundation for biodiversity enhancement, with 49 hectares rehabilitated to date. In 2025, biodiversity was further integrated into land stewardship, rehabilitation, and GIS-based tailings management. Biomonitoring is conducted across all operations to assess riverine impacts, including water quality, habitat, and aquatic life, with results reported to authorities. Wetland assessments were undertaken as required. Work has also commenced on a 2020 disturbed-footprint baseline, supporting ICMM requirements and enabling net gain/no net loss considerations in closure planning and biodiversity management.

SA operations

2024:

- Developed site-level biodiversity action plans (BAPs) and environmental management plans, with the objective of aligning these plans with global best practice.

2025:

- Completed the dust impact mapping modules and associated biodiversity linkages.
- Biodiversity assessment prototype is nearing completion, including compiling ecosystem asset registers, LEAP narrative, integrity metrics, and a net gain pathway.

2026:

- Strategic collaboration with NatureMetrics to integrate environmental DNA (eDNA) technology into its global monitoring programmes.
- High-resolution biodiversity baselines for the Masetlwana Tributary in the Marikana operations will be established, utilizing aquatic, soil, and air eDNA sampling to detect a broad spectrum of species — including elusive or red-listed taxa
- By leveraging the NatureMetrics Intelligence Platform, the Group will gain spatially explicit, science-based insights to track restoration success, quantify biodiversity gains or losses, and support adaptive management decisions throughout the mine lifecycle.

International operations

US operations

Sibanye-Stillwater supports biodiversity in Montana by funding conservation groups, leveraging over US\$1 million to deliver more than US\$5 million in biodiversity projects through partners such as BRWA and SVWC. At US PGM operations, geomorphic landscape design is being integrated into closure plans for new tailings and waste rock facilities at Stillwater and East Boulder, replicating natural landscapes, enhancing biodiversity, and supporting a net gain commitment.

EU operations

Keliber lithium project

The Keliber lithium project is implementing a Net Positive Biodiversity Management Plan, with monitoring programmes in Kaustinen and Kokkola including five-yearly bioindicator surveys. Ongoing actions include biodiversity surveys, golden eagle nesting support, protected species monitoring, and otter-friendly culverts installed during 2023 road construction.

AUS operations

At the Century operation, we completed seed viability testing on the stored seed bank inventory to assess whether viability had declined over the 10 years of storage. The results were encouraging overall. As expected, certain species — including some herbs, grasses, and acacias — showed deterioration. However, many species experienced only single-digit percentage reductions in viability or performed comparably to freshly collected seed.

The Mt Lyell feasibility study team completed a biodiversity assessment as per the requirements of Australia's Environmental Protection and Biodiversity Conservation Act (1999) (EPBC Act). A baseline of biodiversity values of significance was determined, identifying key natural values, threatened species, and current environmental conditions. This baseline will guide management, monitoring, and mitigation actions should mining operations recommence, ensuring compliance with biodiversity standards and supporting conservation outcomes.

Landscape-Scale Regeneration

Sibanye-Stillwater, in partnership with the ICMM and its members, the Angamma Charitable Trust, and BCG Consulting, has developed a Nature and mining blueprint. This blueprint identifies key levers through which mining companies can advance development and environmental protection via collective stakeholder engagement. The Magaliesberg Biosphere, a sensitive ecosystem adjacent to the platinum belt and encompassing the Cradle of Humankind, was selected as a pilot for implementation.

This co-created initiative represents a "landscape-level" (broad, interconnected spatial scale) regeneration opportunity that surpasses regulatory mining requirements. Its success depends on coordination across industry, government, academia, and local stakeholders. Accordingly, we have engaged the Magaliesberg Biosphere NPC, as well as the Office of the President and other stakeholders. The Magaliesberg Biosphere Flagship Programme was launched in June 2025, focusing on ecological regeneration, while respecting local communities as knowledgeable custodians of the land.

We are developing a project plan to coordinate existing initiatives within the biosphere, enabling the rollout of co-created projects in collaboration with partners. The establishment of a leadership council for this flagship programme will further guide activities. Following the completion of a socioeconomic baseline assessment — supported by in-depth engagement with local communities — we identified that a nature-positive future for the Magaliesberg Biosphere area necessitates moving beyond fragmented, top-down development and conservation practices. It requires a shift towards a more interconnected, people-centred strategy that links economic opportunity, social empowerment, and environmental sustainability to create a self-reinforcing cycle of regeneration.

Our long-term goal remains active lobbying to bring more collaborators on board, raising global awareness of the programme, securing international funding to deliver social and environmental benefits, and building capacity of stakeholders within the biosphere to collaborate in developing nature-positive initiatives in line with the programme's objectives.





CASE STUDY

The Sibanye-Stillwater game farm becomes an owl conservation site

This conservation initiative is a strategic partnership between Sibanye-Stillwater and Owl Rescue Centre to promote biodiversity within the Magaliesberg Biosphere. By erecting owl houses and a specialised release hack (a rehabilitation method for releasing birds back into the wild) on the Sibanye-Stillwater game farm, the project aims to stabilise local owl and bird-of-prey populations and promote natural trophic regulation within the ecosystem.

The Magaliesberg Biosphere is a critical biodiversity node, yet it faces ongoing environmental pressures that impact predatory birds. Rescuing and rehabilitating owls within this specific corridor is ecologically imperative for several reasons:

- Owls serve as primary regulators of small mammal populations. Maintaining healthy raptor densities reduces the biomass of rodent populations, mitigating the need for chemical rodenticides, which can lead to secondary poisoning across the food chain.
- Rehabilitating and releasing indigenous birds back into their natural range ensures the preservation of local genetic diversity and maintains the established ecological balance of the region.

Selecting the ideal location for a conservation site is a meticulous process. The Sibanye-Stillwater game farm emerged as the premier choice due to its unique ecological footprint. It offers a "safe corridor"—a protected expanse of land that provides the ideal habitat for owls and other birds of prey. The farm provides the diverse vegetative cover required for both hunting and roosting, supporting multiple species such as the Spotted Eagle Owl (*Bubo africanus*) and the Barn Owl (*Tyto alba*).

The site offers a controlled buffer zone, significantly reducing the risks of vehicle collisions, power line electrocutions and pesticide exposure common in surrounding agricultural or peri-urban areas.

To address the deficit in natural nesting cavities, owl houses have been installed. These structures are manufactured and designed to provide thermal stability and protection from ground-based predators, encouraging the establishment of permanent breeding territories on the property.

The integration of these conservation strategies on Sibanye-Stillwater land provides a scalable model for corporate biodiversity management. By supporting the recovery of owl populations, this project contributes to the long-term ecological resilience of the Magaliesberg Biosphere.



FUTURE FOCUS

Our future focus areas are as follows:

- Align with ICMM requirements; all sensitive area assessments to be rebased to 2020 for existing operations
- Integration of net gain and no net loss biodiversity considerations into our closure obligations
- Biodiversity management plans for all our acquired assets, new projects and existing operations
- Continue concurrent rehabilitation commitments as first step to enhance biodiversity at and around our facilities
- Continued integration of nature into various decision-making tools
- Net-positive plans in implementation by 2030
- Assessment of nature-based solutions to support the achievement of defined targets

EXPECTED OUTCOMES OVER 10 YEARS

- Long-term rehabilitation plans for each asset, linked to life of mine, social closure, and nature positive ambitions
- Net-positive plans to achieve no net loss or net gain by closure
- Net improvement from current state after completion of restoration projects from a 2020 baseline
- The monetisation of nature through biodiversity credits and nature markets



[Click here for more information on climate action and nature stewardship](#)

FOR MORE INFORMATION, CONTACT:

James Wellsted

Executive Vice President:
Investor Relations and Corporate Affairs



Email: ir@sibanyestillwater.com
Website: www.sibanyestillwater.com

OUR VISION:

To be a leader in creating shared value for all stakeholders

