



DEFINITIONS FOR SUSTAINABILITY INDICATORS 2025



REPORTING CRITERIA

These are the definitions for the sustainability indicators which have been assured as part of the 2025 Sustainability report. The scope of these indicators are available in the assurance opinion, on page 93 of the 2025 Sustainability report.

No	Selected sustainability indicators	Unit of measurement	Criteria
Environment			
1	Total CO₂ equivalent emissions: scope 1 and 2	'000 tCO ₂ e	Scope 1 emissions are direct greenhouse gas (GHG) emissions from operations owned or controlled by Sibanye-Stillwater. Direct emission sources applicable to Sibanye-Stillwater include: ● Petrol ● Diesel ● Helicopter fuel ● Methane used for instrument calibration ● Acetylene ● LPG ● Blasting agents ● Coal ● Refrigerants ● Light cycle oil ● Lubricants ● Paraffin ● Mine methane ● Waste to on-site landfill ● Wastewater treatment ● Propane ● Natural gas Scope 2 are indirect emissions that result from the activities of Sibanye-Stillwater but are generated at sources owned or controlled by another organisation. In the context of this indicator, indirect emissions refer to GHG emissions from the generation of electricity, heat or steam bought and consumed by Sibanye-Stillwater.



No	Selected sustainability indicators	Unit of measurement	Criteria
Environment			
2	Total CO₂ equivalent emissions: scope 3	'000 tCO ₂ e	Scope 3 are indirect GHG emissions that occur outside the Group's direct operations, upstream and downstream of our value chain. Our determination of scope 3 emissions is based on the reporting requirements of the GHG Protocol Corporate Accounting and Reporting Standard and the GHG Protocol Corporate Value Chain (scope 3) Accounting and Reporting Standard, provided by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).
3	Number of environmental incidents: level 3 and higher	Number	Sibanye-Stillwater classifies environmental incidents on a scale of 1 to 5 based on their severity and impact on the environment. Level 1-2 incidents are incidents where there are no environmental impacts, or limited short-term impacts. Level 3-5 incidents are more severe, whereby the impact is from moderate to significant and the effects are medium- to long-term. While we consider all environmental incidents as serious, we disclose only levels 3-5 to the relevant authority.
4	Total water withdrawn (including of total water purchased)	'000 ML	The sum of water abstracted from groundwater sources and surface water sources, plus all purchased water over the course of the calendar year. Groundwater is water recovered from an underground formation; includes water abstracted from the shafts and opencast areas for dewatering purposes and boreholes which serve as abstraction points. Surface water is sourced from surface water schemes such as dams, rivers and irrigation boards. Total purchased water is water from external sources such as regional municipalities, and includes potable water, grey and industrial water, also impacted water that is purchased to protect ecosystems and downstream communities.
5	Progress made on baseline water self-assessments - scoring (based on ICMM guidance) SA only	Score	Improving baseline scoring of self-assessments through addressing and closing out action plans.
Health			
6	Number of new and resubmitted silicosis cases reported	Number of cases	Total employees and contractors diagnosed with silicosis from operational work, as confirmed by chest X-ray showing lung nodulation due to silica dust exposure. Diagnosis must be made by an occupational medical practitioner (OMP) in accordance with COIDA and ODMWA. Includes cases suspected or certified by OMP or MBOD, both new and resubmitted cases within the reporting period. (COIDA stands for Compensation for Occupational Injuries and Diseases Act; and MBOD stands for Medical Bureau for Occupational Diseases.)
Safety			
7	Total recordable injury frequency rate (TRIFR) inclusive of fatalities	Rate	A recordable injury is an occupational injury of severity that requires medical treatment beyond first aid or that results in the worker's inability to perform his or her routine work functions on the next calendar day. This includes all fatalities, lost-time injuries and medical treatment injuries. The total recordable injury frequency rate (TRIFR) is calculated for the recording period as the total recordable injuries (TRI) *1,000,000 / worked hours.
8	Frontline work stoppages	Percentage	% of stoppages of unsafe work performed by frontline employees for the month of December . Unsafe work refers to working conditions that are dangerous or hazardous to any person expected to be on or authorised to be on the premises or place of work.

No	Selected sustainability indicators	Unit of measurement	Criteria
Social			
9	Total socioeconomic development (SED) spend	R million	Investment in socioeconomic development in host communities and labour sending communities, including social and labour plans (SLPs) and corporate social investment (CSI). 1. SLP spend on mine communities includes: i. Local economic development (LED) spend, i.e.: a. infrastructure investment and development b. income generating provision of resources and capacity building ii. Human resource development (HRD) programmes for community members (also known as "18.2 programmes" in reference to Section 18.2 of the Skills Development Act) 2. CSI contributes to: i. Educational support ii. Conservation and environmental causes iii. Arts and culture iv. Healthcare v. Sport vi. Worthy causes, whereby donations, charitable giving and gifts in-kind are made to those in need vii. Community development
10	Women of Sibanye-Stillwater (WOSS)	%	Number of women employed by the Sibanye-Stillwater Group (full time and temporary, excluding contractors) as a percentage of the total number of employees.
11	HDP representation in: • Top management (Board) • Executive management • Senior management • Middle management • Junior management • Total	% % % % %	Representation of historically disadvantaged persons (HDP) on various management levels within the organisation. HDPs are (a) any person, category of persons or community, disadvantaged by unfair discrimination before the Constitution took effect; (b) any association, a majority of whose members are persons contemplated in (a); any juristic person other than an association, in which persons contemplated in paragraph (a) own and control a majority of the issued capital and members' votes. ● Top management refers to % HDP representation on the Board ● Executive management refers to % HDP representation in executive management ● Senior management refers to % HDP representation in senior management ● Middle management refers to % HDP representation in middle management ● Junior management refers to % HDP representation in junior management ● Total refers to % HDP representation in management (excluding Board and Corporate employees)
12	Cumulative number of new jobs created in alternative economies from January 2023 - end of 2025 (SA operations only)	Number of jobs	All new jobs created through any social & environmental projects in alternative economies.

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OUR VISION:

To be a leader in creating shared value for all stakeholders

