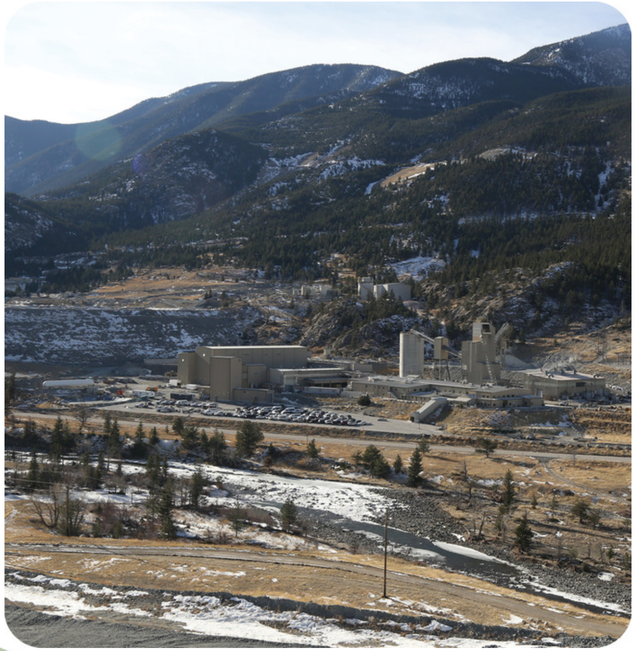
SIBANYE-STILLWATER'S ICMM SELF-ASSESSMENT 2025

FOR THE YEAR ENDED 31 DECEMBER 2025

The International Council on Mining and Metals (ICMM) is a global organisation dedicated to "leadership through collaboration to enhance the contribution of mining and metals to sustainable development" (from their website). The ICMM strives for a safe, just and sustainable world. Membership in the ICMM signifies a proactive involvement in advancing a safer and more sustainable mining and metals sector, with approximately one-third of the global industry participating in this vital initiative.

Sibanye-Stillwater joined the ICMM in February 2020.



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

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

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

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

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

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

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

Subject matter 1: Our policies and position statements align with the ICMM requirements.

Click here to view the requirements

Subject matter 2: We include a table for "accountability, governance, and assurance" in each chapter of the performance section of our Integrated report. We also conduct a yearly materiality workshop to determine material matters, and we use a double materiality (financial materiality and impact materiality) lens.

Click here to *see our Sustainability report, Materiality and our material matters, page 5 and 96*

Subject matter 3: Our risk management process takes the ICMM's Mining Principles into account, and is explained in our Integrated report.

Click here to read more in our Integrated report

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

Click here to read more *on the KPMG assurance statement within our Sustainability report*

Subject matter 5: Sibanye-Stillwater's production split is the main factor in selecting appropriate assets to be third-party PE validated. We staggered our self-assessment/third-party validation and completed all our mining operations.

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

Meets ✓ Partially meets ◐ N/A

Assessment summary

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Sustainability report and Integrated report, 2025
1.1 Establish systems to maintain compliance with applicable law. *Applicable: Corporate and Asset*	✓	✓	✓	✓	✓	✓	Compliance at our operations is overseen by dedicated compliance officers; using legally enforced registers. See Integrated report, *Corporate governance*.
1.2 Implement policies and practices to prevent bribery, corruption and publicly disclose facilitation payments. *Applicable: Corporate and Asset*	✓	✓	✓	✓	✓	✓	Our Code of ethics is available in eleven languages; we provide training on it for all employees. The Code outlines our approach to ethical business practices, with toll-free lines at all operations for reporting unethical behaviour. Our Anti-corruption and bribery policy gives further effect to our commitments. See Integrated report, *Corporate governance*. Facilitation payments are addressed in the Code of ethics. See *www.sibanyestillwater.com/about-us/governance/*
1.3 Implement policies and standards consistent with the ICMM policy framework. *Applicable: Corporate*	✓	N/A	N/A	N/A	N/A	N/A	Our sustainability-related policies, available on our website, incorporate ICMM requirements. Sibanye-Stillwater's updated Group minimum standards are aligned to the ICMM's principles. Such policies ensure that we consider these issues for newly-acquired operations. We make use of the ICMM's water baseline assessment tool; in 2025 we used it to review the water practices of nine of our operations. *www.sibanyestillwater.com/sustainability/reports-policies/*
1.4 Assign accountability for sustainability performance at the Board and/or Executive Committee level. *Applicable: Corporate*	✓	N/A	N/A	N/A	N/A	N/A	The Group executive and C-suite, through its Sustainability sub-committee, has oversight and accountability. Furthermore, the Board, through its Social, Ethics and Sustainability Committee, sets the agenda and performance expectations for the sustainability teams to report back on. See Integrated report, *Corporate governance*.
1.5 Disclose the value and beneficiaries of financial and in-kind political contributions whether directly or through an intermediary. *Applicable: Corporate*	✓	N/A	N/A	N/A	N/A	N/A	Donations of any amount to local or national governments, political parties, politicians, or their affiliates is prohibited without prior consultation, approval and disclosure as required by the Group, and aligned with ICMM guidelines. See Integrated report, *Corporate governance*.

Meets ✓ Partially meets ◐ N/A

Assessment summary

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Sustainability report and Integrated report, 2025
2.1 Integrate sustainable development principles into corporate strategy and decision-making processes relating to investments and in the design, operation and closure of facilities. *Applicable: Corporate*	✓	N/A	N/A	N/A	N/A	N/A	Our Sustainability strategic framework is supported by targets and an implementation plan, and considers the subject across four themes: People, Planet, Prosperity, Governance. See *Our sustainability strategic framework, 2025 Sustainability report, page 11-12.*
2.2 Support the adoption of responsible health and safety, environmental, human rights and labour policies and practices by joint venture partners, suppliers and contractors, based on risk. *Applicable: Corporate and Asset*	✓	✓	✓	✓	✓	✓	Our Supplier code of conduct outlines expectations around ethical sourcing, sustainability, and human rights. We provide free online training on our Code of ethics, available at https://www.sibanyestillwater.com/suppliers/ethics/. Due process is followed with regards to those business relationships where our normal management controls do not apply (e.g. Mimosa). In the case of Mimosa, a technical committee (which includes technical experts from the managing partner, from Sibanye-Stillwater, and board members from both) meets quarterly. See *2025 Sustainability report, Governance, page 89.*

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Sustainability report and Integrated report, 2025
3.1 Support the UN Guiding Principles on Business and Human Rights by developing a policy commitment to respect human rights, undertaking human rights due diligence and providing for or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to. *Applicable: Corporate and Asset*	✓	✓	✓	✓	◐	✓	The SA, US, and AUS operations have completed their human rights due diligence (HRDD), by an independent third party. The methodology of this HRDD considered the UN Guiding Principles on Business and Human Rights. Our EU operations, which is at low risk of human rights abuses, will complete its HRDD in 2026.
3.2 Avoid the involuntary physical or economic displacement of families and communities. Where this is not possible, apply the mitigation hierarchy and implement actions or remedies that address residual adverse effects to restore or improve livelihoods and standards of living of displaced people. *Applicable: Asset*	N/A	✓	✓	✓	N/A	N/A	Our Group minimum standards for culture, heritage, and human rights, and our Sustainability policy are available at *www.sibanyestillwater.com/sustainability/reports-policies/* Our internal social performance toolkit provides guidance in respect of resettlement practices; although no resettlements took place at any of our operations. The National Historic Preservation Act (NHPA) mandates that US federal agencies evaluate the impact of their actions on cultural resources, including traditional cultural properties eligible for or listed in the National Register of Historic Places. It also requires consultation with Federally Recognised Indian Tribes to identify and mitigate adverse effects. When a new action is proposed at our US operations, federal and state agencies conduct an environmental assessment that includes consultation with Indian Tribes regarding cultural resources that may be impacted by the proposed action.

Meets ✓ Partially meets ◐ N/A

Assessment summary

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Sustainability report and Integrated report, 2025
3.3 Implement, based on risk, a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights. *Applicable: Asset*	N/A	Meets	Meets	Meets	Meets	Meets	Sibanye-Stillwater's Protection services' policies and procedures are guided by the Voluntary Principles on Security and Human Rights. See *2025 Sustainability report*, Governance, *page 86.*
3.4 Respect the rights of workers by not employing child labour or forced labour; avoiding human trafficking; not assigning hazardous/dangerous work to those under 18; eliminating all forms of harassment and discrimination; respecting freedom of association and collective bargaining; and providing an appropriate mechanism to address workers grievances. *Applicable: Corporate and Asset*	Meets	Meets	Meets	Meets	Meets	Meets	It is against our Human rights policy to employ children; we have various systems and processes to verify age before employment. We have various initiatives and programmes to eliminate all forms of harassment and discrimination. Grievance mechanisms are in place. See *2025 Sustainability report, Engaging with our stakeholders, page 19, Governance 86.*
3.5 Equitably remunerate employees with wages that equal or exceed legal requirements or represent a competitive wage within that job market (whichever is higher) and assign regular and overtime working hours within legally required limits. *Applicable: Corporate and Asset*	Meets	Meets	Meets	Meets	Meets	Meets	Our employees' remuneration exceeds legal requirements and represents a competitive wage. Overtime is managed as per the required legal limits per jurisdiction. See the Integrated report: *Remuneration report.*
3.6 Respect the rights, interests, aspirations, culture and natural resource-based livelihoods of Indigenous Peoples in project design, development and operation; apply the mitigation hierarchy to address adverse impacts and; deliver sustainable benefits for Indigenous Peoples. *Applicable: Asset*	N/A	Meets	Meets	Meets	Meets	Meets	Refer to our Group minimum standards on culture and heritage as well as human rights, *www.sibanyestillwater.com/sustainability/reports-policies/*
3.7 Work to obtain the free, prior and informed consent of Indigenous Peoples where significant adverse impacts are likely to occur, as a result of relocation, disturbance of lands and territories or of critical cultural heritage, and capture the outcomes of engagement and consent processes in agreements. *Applicable: Asset*	N/A	Meets	Meets	Meets	Meets	Meets	Our commitment to free, prior and informed consent is included in our Sustainability policy, available at *www.sibanyestillwater.com/sustainability/reports-policies/.*

Meets ✓ Partially meets N/A

Assessment summary

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Sustainability report and Integrated report, 2025
3.8 Implement policies and practices to respect the rights and interests of women that reflect gender-informed approaches to work practices and job design, and that protect against all forms of discrimination and harassment, and behaviours that adversely impact on women's successful participation in the workplace. *Applicable: Corporate and* Asset	Meets	Meets	Meets	Meets	Meets	Meets	The Group has policies and procedures aimed at increasing female representation across all levels of the organisation. Equity and diversity is embedded in our Sustainability scorecard, which informs the non-financial aspects of our long-term incentive plan for executive management. See *2025 Sustainability report, People: Workforce, page 40.*
3.9 Implement policies and practices to respect the rights and interests of all workers and improve workforce representation in the workplace so it is more inclusive. *Applicable: Corporate and Asset*	Meets	Meets	Meets	Meets	Meets	Meets	Our Inclusivity Council promotes and oversees progress in inclusivity across the business. We have a range of training and culture initiatives to foster a culture whereby the rights and safety of all employees are safeguarded and where there is mutual respect among employees, regardless of rank, gender or ethnicity. See *2025 Sustainability report People: Workforce, page 39.*
Position statement on mining and indigenous people	***A Group minimum standard is in place stating our commitments to the rights of indigenous peoples. Furthermore, we are delivering on our commitments as per the Gulf Communities Agreement and have held an indigenous people thought leadership session. A heritage procedure is available and grievance procedure is in place.***						
Position statement on diversity, equity and inclusion	***Sibanye-Stillwater remains committed to creating a diverse workforce. Our Women of Sibanye-Stillwater (WoSS) initiative in the addresses inequalities and barriers faced by women in the workplace, and is aimed at ensuring fair treatment of women across the organisation.***						

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Sustainability report and Integrated report, 2025
4.1 Assess environmental and social risks/ opportunities for new projects and existing operations undergoing significant changes, in consultation with interested and affected stakeholders; publicly disclose assessment results. *Applicable: Corporate and Asset*	Meets	Meets	Meets	Meets	Meets	Meets	Sibanye-Stillwater has a comprehensive risk management process. Risk assessments are conducted per operation as well as at corporate level. Environmental and social risk management is integrated within the various departments and the risk management processes of business units. See Integrated report, *Managing our risks and opportunities within the internal and external operating environment.* See *2025 Sustainability report, Our material matters, page 5.*
4.2 Undertake risk-based due diligence on conflict and human rights that aligns with the OECD Due Diligence Guidance on Conflict-Affected and High-Risk Areas, when operating in, or sourcing from, a conflict-affected or high-risk area. *Applicable: Corporate and Asset*	Meets	Meets	Meets	Meets	N/A	N/A	Sibanye-Stillwater's policies and frameworks (including Human rights policy, Responsible sourcing policy, Code of ethics) aligns with the London Platinum and Palladium Market's Responsible Platinum/Palladium Guidance (LPPM RPPG), the London Metal Exchange (LME) Policy and the Conflict-Free Gold Standard (CFGS). These standards follow the OECD Due Diligence Guidance on Conflict-Affected and High-Risk Areas framework.

Meets Partially meets N/A

Assessment summary

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Sustainability report and Integrated report, 2025
4.3 Implement risk-based controls to avoid/ prevent/minimise/mitigate and/or remedy health, safety and environmental impacts to workers, local communities, cultural heritage, and the natural environment, based upon a recognised international standard or management system. *Applicable: Asset*	N/A	Meets	Meets	Meets	Meets	Meets	Our risk management process is based on ISO 31000 Risk Management: Principles and Guidelines, COSO Enterprise Risk Management, and King IV. See Integrated report, *Managing our risks and opportunities within the internal and external operating environment and 2025 Sustainability report: Our material matters, page 5.*
4.4 Develop, maintain and test emergency response plans. Where risks to external stakeholders are significant, this should be in collaboration with affected stakeholders and consistent with established industry good practice. *Applicable: Asset*	N/A	Meets	Meets	Meets	Meets	Meets	We have emergency preparedness plans per operation and per tailings storage facility (TSF). As part of our alignment to the Global Industry Tailings Management Standard (GISTM), these plans have been tested in collaboration with local stakeholders and vulnerability assessments have been performed to inform these emergency plans. Emergency medical services are equipped with advanced paramedical teams and 24/7 rescue capability. See *2025 Sustainability report, Safe production, page 24.*

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Sustainability report and Integrated report, 2025
5.1 Implement practices aimed at continually improving workplace health and safety; monitor performance for the elimination of workplace fatalities and serious injuries, and for the prevention of occupational diseases, based upon a recognised international standard or management system. *Applicable: Corporate and Asset*	Meets	Meets	Meets	Meets	Meets	Meets	Our Zero harm strategic framework is supported by our Fatal elimination strategy, which emphasises a suite of leading indicators, giving us the data to intervene proactively, derived mainly from audits of critical controls, critical life saving behaviours and critical management routines. In mid-2025 the Group contracted an independent third party (a global provider of safety and risk solutions) to conduct a critical risk maturity assessment for the SA operations. See *2025 Sustainability report Safe production, page 23*
5.2 Provide workers with training in accordance with their responsibilities for health and safety, and implement health surveillance and risk-based monitoring programmes based on occupational exposure. *Applicable: Corporate and Asset*	Meets	Meets	Meets	Meets	Meets	Meets	We offer various programmes to develop leadership talent among frontline employees. Our Safety culture programme focuses on embedding a culture of safety and promoting team effectiveness. See *2025 Sustainability report, Safe production, page 24.*

Meets | Partially meets | N/A

Assessment summary

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Sustainability report and Integrated report, 2025
6.1 Plan and design for closure in consultation with relevant authorities and stakeholders, implement measures to address closure (and related environmental and social aspects), make financial provision to realise closure and post-closure commitments. *Applicable: Corporate and Asset*	Meets	Meets	Meets	Meets	Partially meets	Meets	We continue concurrent rehabilitation to improve biodiversity at our sites and have more recently signed up as a TNFD adopter, committing ourselves to nature-related reporting in future. Our Group minimum standard on biodiversity management now encompasses global best practice and is aligned with the ICMM's nature position statement.
6.2 Implement water stewardship practices that provide for strong and transparent water governance, effective and efficient management of water at operations, and collaboration with stakeholders at a catchment level to achieve responsible and sustainable water use. *Applicable: Corporate and Asset*	Meets	Meets	Meets	Meets	Meets	Meets	Water stewardship practices are location specific as each operation has different water-related priorities. Water management is considered in the Sustainability scorecard as part of the long-term incentive plan. During 2025, nine water assessments were completed. See *Water related risks (as well as stakeholder engagement activities relating to water management) on page 74 of the 2025 Sustainability report*.
6.3 Design, construct, operate, monitor and decommission tailings disposal/storage facilities using comprehensive risk-based management and governance practices in line with internationally recognised good practice, to minimise the risk of catastrophic failure. *Applicable: Corporate and Asset*	Meets	Meets	Meets	Meets	N/A	Meets	Currently, all TSFs in the SA, US, and AUS operations are fully GISTM conformant; conformance for the Keliber TSF is in progress to be completed before it is commissioned. We adopted the "meets with a plan" methodology for eight TSFs in South Africa. *For our approach to tailings management, see www.sibanyestillwater.com/sustainability/environment/tailings-management/*
6.4 Apply the mitigation hierarchy to prevent pollution, manage releases and waste, and address potential impacts on human health and the environment. *Applicable: Asset*	N/A	Meets	Meets	Meets	Meets	Meets	We adhere to circular economy principles, maximising the segregation, recycling, and reuse of general and hazardous waste streams, and reducing non-mineral waste to landfill. See *2025 Sustainability report, Planet: Climate action and nature stewardship, page 62.*
6.5 Implement measures to improve energy efficiency and contribute to a low carbon future, and report the outcomes based on internationally recognised protocols for measuring CO_2 equivalent (GHG) emissions. *Applicable: Corporate and Asset*	Meets	Meets	Meets	Meets	Meets	Partially meets	Our Energy and decarbonisation strategy consists of four pillars, which include alternative energy as well as energy efficiency programmes. *See Planet: Minimising our environmental impact, page 189* We have a Group minimum standard on air emissions and greenhouse gas emissions. See *Climate change supplement.* *Our Aus operations have a gap to improve energy efficiency. It will remain a gap due to the short mine life of the Century operation, which makes it unfeasible to embark on any energy efficiency programme.*

Mercury risk management position statement	Sibanye-Stillwater does not produce mercury as a primary product.
Tailings governance position statement	GISTM conformance has been achieved with detail available at *www.sibanyestillwater.com/sustainability/environment/tailings-management/*
Climate change position statement	Sibanye-Stillwater has aligned to the climate change position statement.
Nature position statement	We have issued the Group minimum standard on biodiversity management, aligning with the requirements of ICMM.
Water stewardship position statement	Group minimum standard on water management was completed; the ICMM water baseline assessment tool was used to complete water stewardship assessments.

Meets ✓ Partially meets N/A

Assessment summary

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Sustainability report and Integrated report, 2025
Principle 7: Contribute to the conservation of biodiversity and integrated approaches to land-use planning							
7.1 Neither explores nor develop new mines in World Heritage sites, respect legally designated protected areas, and design and operate any new operations or changes to existing operations to be compatible with the value for which such areas were designated. *Applicable: Corporate and Asset*	Meets	Meets	Meets	Meets	Meets	Meets	We do not have any mines sited within a World Heritage Site; commitment is formalised in our Sustainability policy.
7.2 Assess and address risks and impacts to biodiversity and ecosystem services by implementing the mitigation hierarchy, with the ambition of achieving no net loss of biodiversity. *Applicable: Corporate and Asset*	Meets	Meets	Meets	Meets	Meets	Meets	This year we have published the Group minimum standard on biodiversity, replacing the previous position statement. See *Biodiversity management fact sheet.*
Principle 8: Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals							
8.1 In project design, operation and de-commissioning, implement cost effective measures for the recovery, re-use or recycling of energy, natural resources, and materials. *Applicable: Corporate and Asset*	Meets	Meets	Meets	Meets	Meets	Meets	The Pennsylvania site and the newly acquired Metallix refinery (North Carolina site), bring skills and expertise to our business in extracting metals (gold, silver, platinum, palladium, and copper) from various waste streams, such as post-consumer products and industrial waste, and including aerospace and military scrap, semiconductor scrap, plating waste, and dental products. See *2025 Sustainability report, Sustainability strategic framework, page 10.*
8.2 Assess the hazards of the products of mining according to UN Globally Harmonised System of Hazard Classification and Labelling or equivalent relevant regulatory systems and communicate through safety data sheets and labelling as appropriate. *Applicable: Corporate and Asset*	Meets	Meets	Meets	Meets	Meets	Meets	Within the Material stewardship policy statement, the Group commits to source, utilise, reuse and dispose of materials in a manner that is optimal, appropriate and responsible with regard to environmental, social, health, and safety considerations. *www.sibanyestillwater.com/sustainability/reports-policies/* At our Sandouville operation: UN Globally Harmonised System of Hazard Classification and Labelling of Chemicals, and incorporation of these principles into Ni/Li hazardous materials and chemicals management systems. Certification audits for compliance with ICMI Code (refer to principle 6.4).

Meets ✓ Partially meets N/A

Assessment summary

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Sustainability report and Integrated report, 2025
9.1 Implement inclusive approaches with local communities to identify their development priorities and support activities that contribute to their lasting social and economic well-being, in partnership with government, civil society and development agencies, as appropriate. *Applicable: Corporate and Asset*	Meets	Meets	Meets	Meets	Meets	Meets	Stakeholder engagement is an integral part of our business. In our Stakeholder engagement policy we commit to create appropriate platforms for open and participative engagement. Each operation has various engagement platforms to engage with local communities and various partnerships have been entered into, contributing to socioeconomic activities. See *www.sibanyestillwater.com/sustainability/reports-policies/*
9.2 Enable access by local enterprises to procurement and contracting opportunities across the project life-cycle, both directly and by encouraging larger contractors and suppliers, and also by supporting initiatives to enhance economic opportunities for local communities. *Applicable: Corporate and Asset*	Meets	Meets	Meets	Meets	Meets	Meets	Refer to our Sustainability strategic framework, in which we set out our commitment to socioeconomic development of communities. Our CEO Enterprise development fund also helps local entrepreneurs join our supply chain. *See 2025 Sustainability report, our Sustainability strategic framework, page 11.* *See 2025 Sustainability report, People: Socioeconomic development*, page 56.
9.3 Conduct stakeholder engagement based upon an analysis of the local context and provide local stakeholders with access to effective mechanisms for seeking resolution of grievances related to the company and its activities. *Applicable: Asset*	N/A	Meets	Meets	Meets	Meets	Meets	Our community complaints procedure for the SA operations ensures that every issue or complaint is captured in a register, and resolved, with feedback to stakeholders. Since 2000, the Good Neighbor Agreement (GNA) at our US PGM operations has anchored our engagements with environmental groups in the US.
9.4 Collaborate with government, where appropriate, to support improvements in environmental and social practices of local artisanal and small-scale mining (ASM). *Applicable: Asset*	N/A	N/A	N/A	N/A	N/A	N/A	South African law does not yet explicitly allow for artisanal and small-scale mining, although government has a draft bill on the matter. *See Combatting illegal mining fact sheet.*
Mining: Partnership for development position statement	In South Africa in particular we are focused on seeking partnerships and has invested in capacity-building programmes with local government and traditional authorities.						

Meets ✓ Partially meets N/A

Assessment summary

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

Performance expectations	Corporate	SA PGM	SA gold	US PGM	EU	AUS	Comments and reference to the Sustainability report and Integrated report, 2025
10.1 Identify and engage with key corporate-level external stakeholders on sustainable development issues in an open and transparent manner. *Applicable: Corporate*	Meets	N/A	N/A	N/A	N/A	N/A	We have various engagements on sustainability-related matters with external stakeholders, extending to organisations such as ICMM, IPA (International Platinum Association), and WGC (World Gold Council). We hold ongoing engagements with customers on ESG/sustainability matters. We engage proactively with external stakeholders on issues of specific relevance to them, including TSFs, security matters, and post-mining economic opportunities, in dialogue with local communities. See *2025 Sustainability report, Engaging with our stakeholders, page 16.*
10.2 Publicly support the implementation of the Extractive Industries Transparency Initiative (EITI) and compile information on all material payments, at the appropriate levels of government, by country and by project. *Applicable: Corporate and Asset*	Meets	N/A	N/A	N/A	N/A	N/A	Sibanye-Stillwater supports the principles and processes of the Extractive Industry Transparency Initiative (EITI). The EITI found us to be compliant with the expectations for supporting companies. See *Position statement on transparency of mineral revenues.* See *Supplementary information, Sustainability content index.*
10.3 Report annually on economic, social and environmental performance at the corporate level using the GRI Sustainability Reporting Standards. *Applicable: Corporate*	Meets	N/A	N/A	N/A	N/A	N/A	*See 2025 Sustainability report: Supplementary information, Sustainability content index.*
10.4 Each year, conduct independent assurance of sustainability performance following the ICMM guidance on assuring and verifying membership requirements. *Applicable: Corporate*	Meets	N/A	N/A	N/A	N/A	N/A	*See the KPMG assurance statement on Sibanye-Stillwater's ICMM self-assessment, page 11 of this document.*

Transparency of Mineral Revenues position statement	*Refer to our Position statement on transparency of mineral revenues; See www.sibanyestillwater.com.com/ sustainability/reports-policies/. We also disclose information about our mineral development contracts in the Mineral Resources and Mineral Reserves report; for those that were granted post 01 January 2021, disclosure is available, https://www.sibanyestillwater.com/business/europe/keliber/lithium-project/ and https:// www.sibanyestillwater.com/business/southern-africa/pgm-operations/projects/*

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

To the Directors of Sibanye-Stillwater Limited

We have undertaken a limited assurance engagement on the Sibanye-Stillwater Limited's ("Sibanye-Stillwater") ICMM Self-Assessment for the year ended 31 December 2025 ("the Report"). This engagement was conducted by a multidisciplinary team including health, safety, social, environmental and assurance specialists with relevant experience in sustainability reporting.

SUBJECT MATTER

We have been engaged to provide a limited assurance conclusion in our report over management's description of their implementation with the relevant governance, processes and control activities in operation for the year ended 31 December 2025, prepared in accordance with the requirements of the ICMM Assurance and Validation Procedure ("the Reporting Criteria"), and defined as subject matter 1 to 5 and presented on page 1 of the Report.

DIRECTORS RESPONSIBILITIES

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

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

OUR INDEPENDENCE AND QUALITY MANAGEMENT

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

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

PRACTITIONER'S RESPONSIBILITY

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

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

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

ICMM Subject Matter 1:

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

ICMM Subject Matter 2:

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

ICMM Subject Matter 3:

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

ICMM Subject Matter 4:

- Provided independent limited assurance over the selected sustainability KPIs set out in the 2025 Sustainability Report
- Reviewed the disclosures in the 2025 Sustainability Report for consistency with the conclusions reached after completion of the assurance procedures

ICMM Subject Matter 5:

- Interviewed management to obtain an understanding of the prioritization process for the 2025 reporting applied to select assets for the performance expectations validation
- We discussed segment-specific processes and control activities with operational senior management and reviewed relevant documentation for the asset-level performance expectations associated with reporting in the Australia Operations

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

LIMITED ASSURANCE CONCLUSION

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the subject matter information as set out in the Subject Matter paragraph above for the year ended 31 December 2025 is not prepared, in all material respects, in accordance with the requirements of the Reporting Criteria.

Click here for more information on our our Sustainability strategic framework

FOR MORE INFORMATION, CONTACT:

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OUR VISION:

To be a leader in creating shared value for all stakeholders

OTHER MATTERS

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

RESTRICTION OF LIABILITY

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

/s/ KPMG Inc.
Registered Auditor

Per Coenie Basson
Chartered Accountant (SA)
Registered Auditor
Director

24 April 2026

KPMG Crescent
85 Empire Road
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2193