

HOW TO NAVIGATE OUR 2025 SUITE OF REPORTS

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Hlanganani shaft, Driefontein operations, SA gold operations

1 NAVIGATING ICONS IN THIS REPORT

Capital resources

Integrated reporting guidelines recognise six interconnected capitals — financial, manufactured, intellectual, human, social and relationship, and natural — to provide a holistic view of how an organisation creates, transforms or erodes value over time. These capitals (or “stocks of value”), as defined by the IFRS Foundation, illustrate how the Group interacts with, and impacts, its environment and stakeholders.

The following icons depict the capitals:



FOUNDATION



Our ethos, depicted by the **Umdoni tree**

The Sibanye-Stillwater Umdoni tree

The Sibanye-Stillwater Umdoni tree symbolises our business ethos and the shared value approach to stakeholders

The full description of all the aspects of the tree can be found on our website

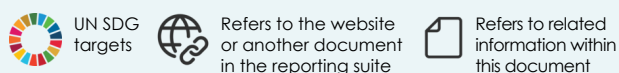
STRATEGIC PILLARS



PERFORMANCE EXCELLENCE ACTIONS



Links to supplementary information



Additional information is available in the Data sheet,
available at: www.sibanyestillwater.com/news-investors/reports/annual/

2 Our reports and what they contain

Sibanye-Stillwater produces a comprehensive suite of reports and supplements that provide detailed insights into various aspects of our operations, sustainability efforts, financial performance, and strategic initiatives. These documents are designed to keep stakeholders informed and engaged with our progress and future plans. Below is an overview of our key reports and supplements.

The suite of reports encompasses data pertaining to the financial year from 1 January to 31 December 2025. As necessary or where pertinent, certain information from after this date has been included.



Watch How to navigate Sibanye-Stillwater's 2025 suite of reports. Also find below the description of these reports.



Read more on the Sibanye-Stillwater website



Read more about the Annual reporting landing page

Ongoing improvement in disclosure through simplification and conciseness

In line with our first strategic pillar, Simplification, we have reassessed our reporting and disclosure practices to enhance clarity, reduce duplication and improve accessibility across our reporting suite. We moved away from producing a combined integrated report to a more concise Integrated report and a dedicated Sustainability report, supported by the broader suite of reports, fact sheets, data tables and other supplemental disclosures. This process focused on retaining all material disclosures within the overall suite and on our website, while streamlining presentation by consolidating certain statistics into dedicated data tables. As a result, the reporting suite is more focused and concise, and easier to navigate, without compromising the completeness or integrity of our disclosures.

INTEGRATED REPORT

This 2025 Integrated report is a concise report which integrates non-financial and financial information as guided by the Integrated Reporting Framework.



Providers of financial capital and double materiality

COMPANY ANNUAL FINANCIAL REPORT

This report provides a comprehensive overview of the Sibanye-Stillwater Company financial performance and cash flows for the year ended 31 December 2025, and financial position as at 31 December 2025.



Providers of financial capital and double materiality

SUSTAINABILITY REPORT

The 2025 Sustainability report discloses the Group's material sustainability information in a comprehensive and structured manner, with further financial and non-financial information is available in supplemental documents published on our website.



All interested stakeholders and double materiality

MINERAL RESOURCES AND MINERAL RESERVES REPORT

This report outlines the company's mineral resources and reserves, including detailed information on the quantity and quality of the minerals.



Providers of financial capital and double materiality

NOTICE OF ANNUAL GENERAL MEETING (AGM) AND SUMMARISED FINANCIALS

The Notice of AGM includes the date, time, and location of the AGM, as well as the resolutions, the proxy form and the reference to other information contained in the suite of reports. The summarised financial document presents an abbreviated overview of the Group consolidated financial results for the year ended 31 December 2025 and consolidated financial position as at 31 December 2025.



Shareholders, investors and other stakeholders

GROUP IMPACT SUPPLEMENT

This Group Impact supplement is a clear, visual showcase of our contributions across our operations in various countries. It highlights our economic, social, and environmental impacts on stakeholders. It is not a substitute for the Sustainability report or Integrated report; stakeholders should consult those reports for more detailed information.



Shareholders, investors and other stakeholders

GROUP ANNUAL FINANCIAL REPORT

This report provides a comprehensive overview of the Sibanye-Stillwater Group consolidated financial performance and consolidated cash flows for the year ended 2025 and its consolidated financial position as at 31 December 2025.



Providers of financial capital and financial materiality

About our cover designs:

The cover design reflects how we integrate people, purpose, and planet at the heart of our business. The subtle code-like markings within the fingerprint signify the harmonious balance between technology and human individuality, showing how technology and innovation can empower or even enhance humanity, while preserving our unique identities. We value our employees' contributions: each person leaves their unique "fingerprint" on our business. Their dedication to our shared value drives our innovation and creates lasting value for stakeholders.

3 Supplements and fact sheets

	1 Climate change supplement	This supplement focuses on Sibanye-Stillwater's efforts and strategies to address climate change, including emissions reduction and renewable energy projects. It further provides disclosure aligned to the TCFD recommendations
	2 Sustainability scorecards for the long-term incentive (LTI) awards	This document presents the ESG and sustainability performance metrics used to determine the long-term incentive awards for employees, emphasising the company's commitment to sustainability
	3 Biodiversity management	This supplement details the Group's efforts to manage and protect biodiversity in areas where it operates
	4 Combatting illegal mining	This supplement outlines the strategies and actions taken by Sibanye-Stillwater to address and mitigate illegal mining activities
	5 Progressing the UN's SDGs	This report details the company's efforts to align with and contribute to the United Nations Sustainable Development Goals (SDGs)
	6 Sibanye-Stillwater's ICMM self-assessment for 2025	This report assesses Sibanye-Stillwater's alignment with the International Council on Mining and Metals (ICMM) principles and performance expectations
 	7 Datasheets including the sustainability content index	Datasheets containing detailed disclosures. The index provides a detailed mapping of Sibanye-Stillwater's sustainability disclosures, aligning them with various reporting standards and frameworks
	8 Application King V™ principles in 2025	This report explains how Sibanye-Stillwater has applied the King IV and King V principles of corporate governance throughout the year
	9 Tax supplement	This document provides an overview of the company's tax strategy, including tax contributions, compliance with tax regulations, and transparency in tax reporting. It also explains the impact of tax policies on the company's financial performance
	10 Definitions for sustainability/ ESG indicators	This supplement provides clear definitions and explanations for the sustainability and ESG indicators that are assured



Bathopele shaft, Rustenburg operations, SA PGM operations

4 Glossary of abbreviations used in the suite of reports

2E	Two elements (platinum, palladium)	GNA	Good Neighbor Agreement
3E	Three elements (platinum, palladium, rhodium)	GRI	Global Reporting Initiative
4E	Four elements (platinum, palladium, rhodium, gold)	HAART	Highly active antiretroviral treatment
ADI	Accelerated Development Initiative	HDD	Hard disk drive
ADR	American depository receipt	HDP	Historically disadvantaged persons
ADSs	American depository shares	HDPE	High density polyethylene
AGM	Annual general meeting	HEPS	Headline earnings per share
AISC	All-in sustaining cost	HPIs	High potential incidents
AML-CTF	Anti-money laundering and counter-terrorism financing	HRD	Human resource development
AUD	Australian dollar	IASB	International Accounting Standards Board
AUS	Australia	iCARES	Innovation, commitment, accountability, respect, enabling and safety
B4SA	Business for South Africa	ICMM	International council on mining and metals
BACSA	Business against crime South Africa	ICT	Information and communications technology
B-BBEE	Broad-based black economic empowerment	IFRS	International financial reporting standards
BEE	Black economic empowerment	ILIA	International lithium association
BEV	Battery electric vehicle	INEDs	Independent Non-Executive Directors
BEVs	Battery electric vehicles	IPLL	Injuries with potential for loss of life
BIA	Business impact assessment process	IRA	Inflation reduction act
BMR	Marikana smelter and Base metal refinery	IRMA	Initiative for responsible mining assurance
BNYM	The Bank of New York Mellon	ISO	International organisation for standardisation
Capex	Capital expenditure	ISSB	International sustainability standards board
CDP	Carbon disclosure project	JSE	Johannesburg Stock Exchange
CEO	Chief executive officer	JV	Joint venture
CFGs	Conflict-Free Gold Standard	KPI	Key performance indicator
CFO	Chief financial officer	LCE	Lithium carbonate equivalent
CMA	Glencore Chrome Management Agreement	LED	Local economic development
CMSI	The Consolidated Mining Standard Initiative	LOM	Life of mine
COP	Conference of the parties	LPPM	London platinum and palladium market
COR	Nuclear certificate of registration	LTI	Long-term incentive
CPI	Cost performance index	LTIFR	Lost Time Injury Frequency Rate
CSI	Corporate social investment	LTIP	Long-term incentive plan
CSR	Corporate social responsibility	MDP	Management Development Programme
C-suite	Corporate suite (senior executives)	MHSC	Mine Health and Safety Council
DEI	Diversity, equity and inclusion	MQA	Mine Qualifications Authority
DPFs	Diesel particulate filters	MSR	Minimum shareholding requirement
DPM	Diesel particulate matter	MSU	Matching share unit
DTMC	Domestic treasury management company	MTIFR	Medically treated injury frequency rate
EBITDA	Earnings before interest, taxes, depreciation, and amortisation	NC	North Carolina site (was Metallix before acquisition)
EITI	Extractive industries transparency initiative	NG	net gain
ELD	Enhanced Leadership Development	NIHL	Noise-induced hearing loss
EoRs	Engineer of Records	NIPLL	Non injury with the potential for loss of life
EPA	In the US, the Environmental Protection Agency	NYSE	New York Stock Exchange
EPL	Eastern Platinum Proprietary Limited	ORD	On-reef development
EPRPs	Emergency preparedness and response plans	PA	Pennsylvania site (was Reldan before acquisition)
ERM	Enterprise-wide risk management	pCAM	Precursor cathode active material
ESD	Enterprise supplier development	PGM	Platinum group metal
ESG	Environmental, social, and governance	PIC	Public Investment corporation - SA Government Employees Pension Fund
EU	European Union	PJ	A petajoule, a unit of measurement for energy consumption equal to one million billion joules
EVP	Executive vice president	PPAs	Private Purchased Agreements
FIFR	Fatal incident frequency rate	R&D	Research and development
FSU	Forfeitable share unit	RGMP	Responsible gold mining principles
GBV	gender based violence	ROIC	Return on invested capital
GCA	The Gulf Communities Agreement	RPPG	Responsible platinum palladium guidance
GDE	Graduate Diploma in Engineering	RTSF	Regional tailings storage facility
GHG	Greenhouse gas	SA	South Africa
GISTM	Global industry standard on tailings management	SARB	South African Reserve Bank
GMS	Group management system	SASB	Sustainability Accounting Standards Board
GMSs	Group minimum standards		

SBTi	Science-based targets initiative
SDG	Sustainable development goals
SEC	Securities and Exchange Commission
SED	Socioeconomic development
SIFR	Serious injury frequency rate
SLPs	Social and labour plans
SPI	Schedule performance index
SRMCD	Sibanye Rustenburg Mine Community Development
STI	Short-term incentive
SVP	Senior vice president
TB	Tuberculosis
TCFD	Task force on climate-related financial disclosures
TGP	Total guaranteed pay
TNFD	Task force on nature-related financial disclosures
TRIFR	Total recordable injury frequency rate
TSF	Tailings storage facility

TSR	Total shareholder return
UIM	Utility infrastructure management
UNGC	United Nations Global Compact
US	United States
USW	United Steel Workers International Union
VPs	Vice Presidents
VWAP	Volume weighted average price
WBCSD	World Business Council for Sustainable Development
WGC	World Gold Council
WiM	Women in mining
WoSS	Women of Sibanye-Stillwater
WPL	Western Platinum Proprietary Limited
ZAR	South African rand

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

