OUR SUSTAINABILITY STRATEGY

VISION STATEMENT: Superior value creation for all our stakeholders through responsible mining and beneficiation of our mineral resources.

STRATEGIC THEMES

ENVIRONMENTAL

Promoting natural resources and improving life – sustainable use through increased environmental consciousness and continual improvement, minimizing environmental impact with a measured transition to a low carbon future.

Objectives
1. Maintain environmental licence to operate through verifiable compliance
2. Effect continuous improvement
3. Lead responsible use of environmental resources
4. Drive environmental consciousness through awareness, stewardship and communication on environmental issues

COMMUNITIES

Aspire to create value by unlocking the potential of communities affected by our operations through socio-economic development, institutional capacity building and creating local benefit that enables sustainable livelihoods and positive legacy beyond mining.

Objectives
1. Support communities to deliver local socio-economic benefits through economic empowerment and delivery on the mining contractor and SIF commitments
2. Strengthen institutional capacity and unlock and mobilise partnerships and resources to resolve collective challenges
3. Deliver on programmes that retain sustainable benefits and the social impacts that are well understood by all stakeholders
4. Create shared value beyond compliance
5. Facilitate integrated spatial development by improving the living conditions and surrounding amenities for our workers

STAKEHOLDER ENGAGEMENT

Our stakeholders will be heard through transparent engagement and incorporating the knowledge gained into our business.

Objectives
1. Foster proactive and meaningful engagements with stakeholders on all matters that could potentially affect them
2. Constructively engage stakeholders based on principles of inclusion, transparency and mutual respect (Good Neighbor Agreement)
3. Support engagement processes with effective measured mechanisms for seeking resolution of grievances
4. Engage from the principle of free, prior and informed consent
5. Stakeholder engagement on ESG management and performance

SAFETY AND HEALTH

Aiming to improve the holistic wellbeing of our workforce through the pursuit of risk based monitoring of safety and health factors and improvement in safety and health performance.

Objectives
1. Minimise work-related injuries and diseases through real risk reduction
2. Provide health services that enhance quality of life of all employees
3. Reduce exposure to occupational hygiene related risks such as dust, diesel particulate matter, radiation, noise, platinum salts and others
4. Eradicate epidemics such as TB and HIV and other communicable diseases
5. Improve holistic wellbeing of employees and the surrounding community

GOVERNANCE

Respecting human rights of stakeholders and doing our business with integrity and from an ethical foundation by adherence to good governance principles and legal compliance.

Objectives
1. Implement practices that prevent unethical behaviour
2. Promote an understanding of human rights and its interlinkage with socio-economic rights, gender equality, security practices and decent working conditions
3. Establish effective processes to identify and evaluate compliance to all applicable legal requirements in host countries
4. Assess environmental, health, safety and social risks, its impacts and implement adequate controls to minimise or mitigate these risks
5. Publicly disclose our performance against sustainable development goals guided by responsible mining principles

STRATEGIC CONSIDERATIONS

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LTP TARGETS

- Absolute reduction in GHG emissions [Scope 1 +2] in tCO2e, adjusted for increasing output and recycle output
- 14% reduction in water use
- US ops: Increase water quality in system by active reduction in nitrogen and metal content

COMMITMENTS

- 2024 carbon neutral
- Science-Based Targets Initiative (SBTi) Scope 1 and Scope 2 carbon emissions by 27.26% for the Group, excluding Matlakane, by 2025, premised on the 2010 baseline year

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LTP TARGETS

- Absolute reduction in closure liability as result of sustainable resolution methods
- Rebuild and rebalance the relationship with all our communities and other stakeholders
- Deliver the socio-economic development strategy in South Africa for all areas of operation

COMMITMENTS

- 30% female representation by 2025 across the business
- 30% women by 2025 across the business
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- 30% women by 2025 across the business
- A state towards the end of the life of mine where alternative economic activities can replace mining-lead development and the social asset base has been improved

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LTP TARGETS

- Towards Universal Health Coverage
- Reduction in unmanaged health risk associated with workplace prevalence of TB and HIV
- To increase the level of representation of women at all levels
- To build a strong governance framework
- Embedding and Compliance with Human Rights
- Assessment of ethical breaches by persons in positions of trust
- HRD expenditure: 5% of the total payroll expenditure by 2023

COMMITMENTS

- Invest in a single multi-mortality medical scheme for all employees
- 30% women by 2025 across the business
- A Group TRFF benchmark of 4.0 per million hours worked to be achieved by the end of the 2025

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LTP TARGETS

- POP Act & All Corporate Governance policies and standards (All jurisdictions) in place and effective
- To ensure compliance with the PMSPA
- Process management of tailings
- Storage using incremental risk-based approach
- US: G3M approach embedded Environmental: Full Compliance, with no regulatory directives/ Compliance in all material respects/no breaches with material impact on SSW’s good standing
- Digital first organisation
- Mining Charter II compliance
- ISO 45001 certification
- G3M adherence by 2023

COMMITMENTS

- Special focus areas
  - Climate change
  - Water management
  - Tailings management
  - Responsible sourcing
  - Performance measurement
  - Safety culture change
  - HPI and fatal reviews

GUIDED BY:

- ICMC
- IPA
- IRMA
- ISO
- LBA
- United Nations

Supported by various key performance indicators and third party assurance processes.

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