



CREATING SHARED VALUE

SA PLATINUM GROUP METALS (PGM) OPERATIONS



SIBANYE-STILLWATER UMDONI TREE

Our vision at Sibanye-Stillwater is to be a leader in superior shared value for all stakeholders.

The sustainable management of our operations is integral to our ability to obtain and maintain our social licence to operate and to generate long-term value for all of our stakeholders, including employees, the communities where we operate, governments and shareholders.

Our **iCARES** values – **innovation**, **commitment**, **accountability**, **respect**, **enabling**, and **safety** – are at the core of our approach to sustainability. These values support safe operations, enable growth, underpin business strategy and promote competitiveness and success. Our values are embedded in the way we operate and make business decisions and reinforced by continuous communication, education and training.

We represent our business ethos through the indigenous South African Umdoni tree. Our iCARES values are our organisation's fundamental roots, providing a solid basis for how we do business.

The trunk of the tree represents the material strength of the Company derived from our people, and the leaves on the branches represent all our stakeholders. The tree's seeds and fruits signify the varying benefits and value that our success will bring to those stakeholders

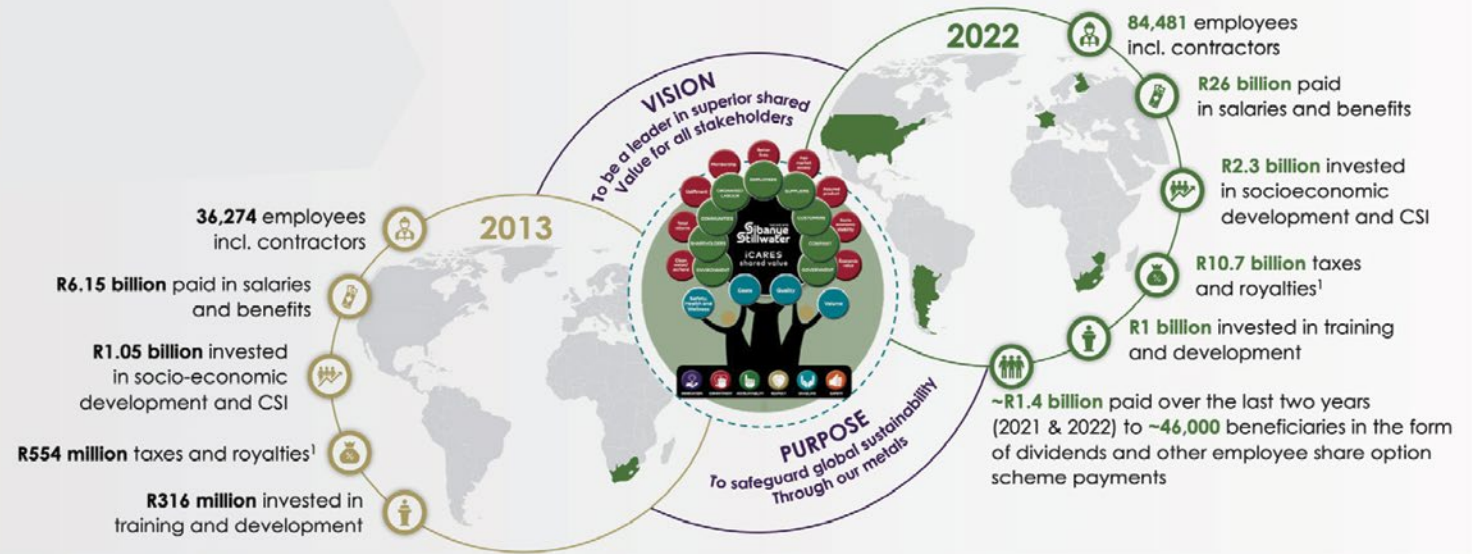


OUR APPROACH: CREATING SUPERIOR SHARED VALUE

Sibanye-Stillwater endeavours for its social upliftment and community development to effect substantial societal change as the measurement of its success. This strategic approach delivers longer-term benefits to the communities and environments in which it operates; it aims to make an impact during and beyond its current mining activities.

The impact that Sibanye-Stillwater has, and continues to make on all its stakeholders, is evident when comparing our shared value in 2013 to 2022.

The value we have created is consistent with our Strategic Differentiator to be a force for good.



¹ Taxes and royalties paid as per the consolidated statement of cash flows in the Group Annual financial report

With enduring social impact as its main driver, Sibanye-Stillwater's social performance is guided by its socio-economic development strategy and roadmap, which include:

- Delivery of local socio-economic benefits through the implementation of social and labour plan commitments and corporate social responsibility programmes
- Strengthening institutional capacity and unlocking and mobilising partnerships and resources to resolve collective challenges
- Creation of shared value beyond compliance
- Contribution to integrated spatial development by improving the living conditions of employees



LETTER FROM OUR CHIEF SUSTAINABILITY OFFICER

Everything we do must aim for greater and more meaningful impact.

VALUED STAKEHOLDER

It is an honour for me to present to you this booklet as testament to Sibanye-Stillwater's commitment to creating enduring value for those communities to which it is most closely connected, during and after the operating lives of our mines.

We realise with the outcomes of projects undertaken as part of our socio-economic development plans, that social upliftment and community development extend beyond mere compliance and must effect sustainable, substantial societal change.

This means that everything we do in line with our intention of being a force for good must aim for more meaningful socio-economic impact.

Our social performance is guided by our socio-economic development strategy and roadmap, aimed at ensuring that we meaningfully contribute to the upliftment of the communities close to our operations and with whom we are connected, at a distance, by our employees who come from these areas, through mutual engagement, social compacts, and responsible mine closure.

While our Social and Labour Plans (SLPs) are guided by the Mining Charter, regulations that form part of the Mineral and Petroleum Resources Development

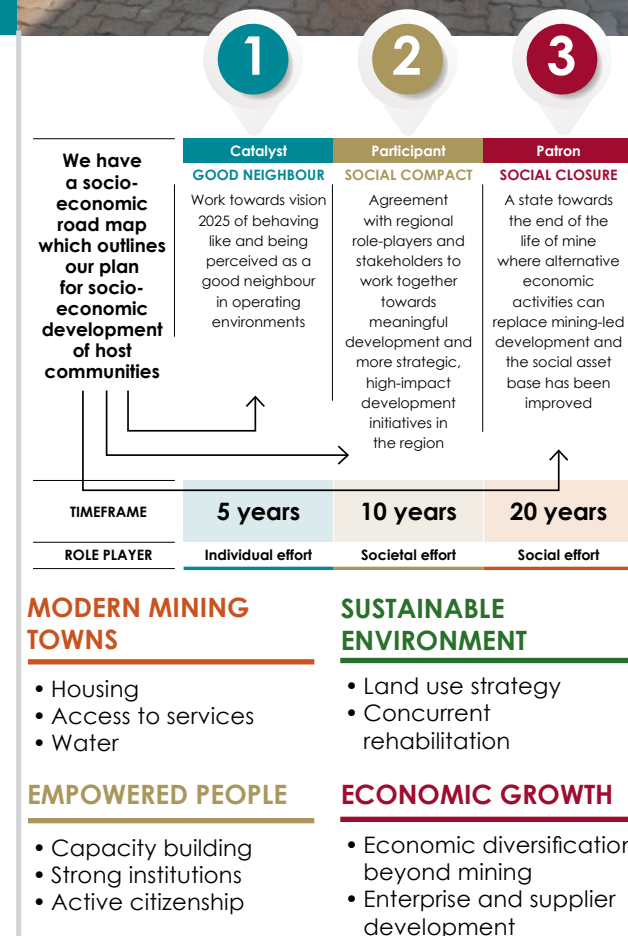
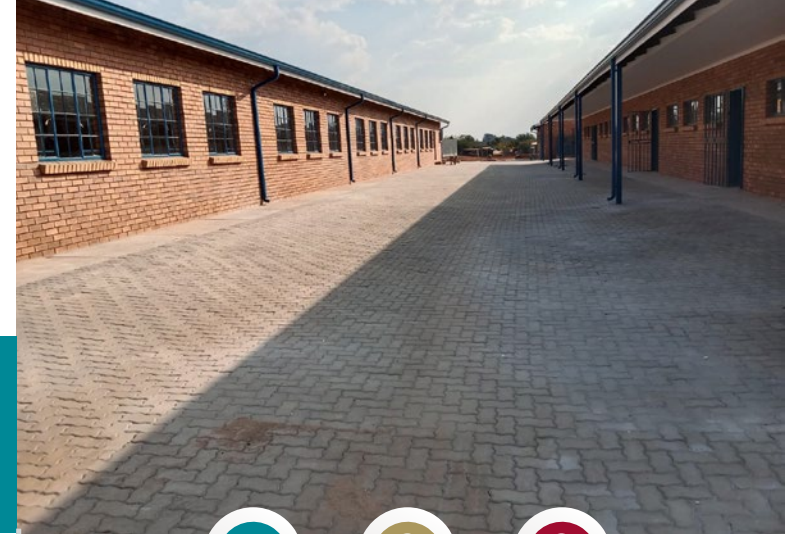
Act (MPRDA), they provide an opportunity for us to carefully craft long-term outcomes that will see these communities become more self-sustaining and more independent of the mines that they host currently but whose lives are finite.

Our SLPs have local economic development, education, skills development, community health and safety as strategic pillars which support projects that facilitate infrastructure, agri-business, and industrial development within local and regional communities.

We believe that creating alternative economic opportunities will reduce dependency on the mining operations, minimise post-mine closure social impacts and provide sustainable benefits to host communities. It is in this way that we hope to create a positive social legacy; one that will outlast mining for generations to come.

We invite you to partner with us on this journey of creating superior shared value for our stakeholders and experience the difference we make through our business.

Themba Nkosi
Chief Sustainability Officer



CONTENTS

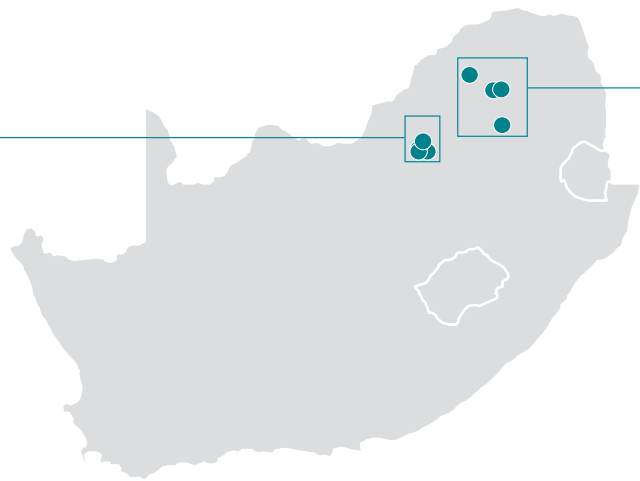
Our approach – creating superior shared value	1
Letter from our Chief Sustainability Officer	2
Our company – location and key SLP statistics	4
SLP status	4
Engaging with our stakeholders	5
About Sibanye-Stillwater's SLPs	6
Key contributions 2022	7
Our socio-economic stories – PGM	
Education	9
Healthcare	13
Food security	17
Skills development	20
Social infrastructure	23
Economic development	27
Corporate Social Responsibility	30



OUR OPERATIONS

Location of our operations

SOUTH AFRICAN PGM ASSETS



MARIKANA
RUSTENBURG
KROONDAL

HOEDSPRUIT
AKANANI
LIMPOPO
ZONDERNAAM
BLUE RIDGE

SA PGM OPERATIONS

Kroondal (50%)

Mineral Reserves: 0.7Moz 4E

Marikana (80.64%)

Mineral Reserves: 17.4Moz 4E

Rustenburg (74%)

Mineral Reserves: 10.2Moz 4E

SA PGM EXPLORATION

Akanani (80.13%)

Mineral Resources: 31.6Moz 4E

Limpopo: Voorspoed and Doornvlei (80.64%) and Dwaalkop (40.32%)

Mineral Resources: 19.9Moz 4E

Blue Ridge (50%)

Mineral Resources: 1.6Moz 4E

SA PGM OPERATIONS

Our processing facilities include concentrators, a smelter complex, together with base and precious metals refineries.

We also have a 100% share in Platinum Mile, a retreatment facility that processes tailings to recover residual PGMs.

SLP STATUS

KROONDAL

SLP (2011 - 2015)
- Inherited backlog

MARIKANA

EPL and WPL SLPs
SLP (2014 - 2018)
- Inherited backlog

EPL and WPL SLPs

SLP (2019 - 2023)
- was approved by the DMRE in 2022

Limpopo SLP

SLP (2016 - 2020)
- is being implemented

SLP (2021 - 2025)
- awaiting approval from DMRE

Pandora SLP

SLP (2018 - 2022)
- was approved in 2021 and is being implemented

RUSTENBURG OPERATIONS

SLP (2016 - 2020)
- is being implemented

SLP (2021 - 2025)
- awaiting approval from DMRE

ENGAGING WITH OUR STAKEHOLDERS

Engagement is a dynamic and evolving process. It requires a relationship built between the company and stakeholders over time and, once established, calls for regular communication to foster trust, mutual respect and transparency. It is the quality of these relationships that determines the validity of the company's social licence to operate and the long-term sustainability of the business.

Sibanye-Stillwater's stakeholder engagement process is designed to respect local customs, traditions and cultures while encouraging dialogue. This process is formalised in its Community and Indigenous Peoples Policy Statement and Stakeholder Engagement Policy Statement.



PRO-ACTIVE PRINCIPLES

- Adopt a stakeholder-inclusive approach that balances the needs, interests and expectations of internal and external stakeholders in the best interests of the organisation over time
- Embed a culture of effective engagement within the organisation
- Develop and implement systems that are mutually beneficial to relevant stakeholders
- Create appropriate platforms for open, participative and constructive engagement
- Engage at the earliest practical stage with likely affected parties in response to issues and conflict
- Accurately understand our impact on stakeholders and their potential impact on our business, whether it be positive or negative, to enhance the engagement process and incorporate it into decision-making
- Ensure conscientious and pro-active stakeholder engagement on sustainable development challenges and opportunities through responses that are timely, accurate and relevant



MONITORING


- Ensure that we continue to engage on issues that are material to our stakeholders and have an effective grievance mechanism in place
- Continuously improve engagement activities through review processes



COMPLAINTS AND GRIEVANCE PROCEDURE

- Ensure that complaints and grievances are received and responded to in a timely, transparent and consultative manner
- Collaborate with groups of people affiliated by geographic proximity, special interest, or other affected parties to address issues affecting the well-being of those people
- Manage complaints and grievances from host communities and other local stakeholders systematically and fairly in order to promote mutual confidence and trust building
- Provide a safe environment that is sensitive to protecting the rights of marginalised and vulnerable groups in host communities to ensure social inclusivity



A close-up photograph of a person's hands pouring a large quantity of small, multi-colored beads (red, yellow, green, blue, white, and black) from a metal bowl into a white bowl. The person is wearing a vibrant red garment with a circular pattern. The background is dark and out of focus.

ABOUT SIBANYE- STILLWATER'S SOCIAL AND LABOUR PLANS (SLPs)

Sibanye-Stillwater is cognisant of its obligation to ensure that it mines responsibly.

It recognises that viewing SLPs as the driver for community development is too narrow an approach – its driver is enduring social impact.

Operating in vastly differing social contexts, each of its operational regions have created strategies to address the specific needs of the communities in the vicinity of its operations.

These strategies include the mines' community development plans. These comprise the SLPs, which are delivered through local economic development projects (LEDs) in accordance with the implementation plans agreed to in the specific SLPs pertaining to each mining right.

Sibanye-Stillwater has 15 SLPs in place, nine of which apply to its PGM operations in South Africa's North West province.

KEY CONTRIBUTIONS 2022

SLP EXPENDITURE

Total SLP implementation*

PGMs

R4.2bn

TOTAL - SA REGION

R13.5bn

Total Corporate Social Investment*

PGMs

R178m

TOTAL - SA REGION

R472m

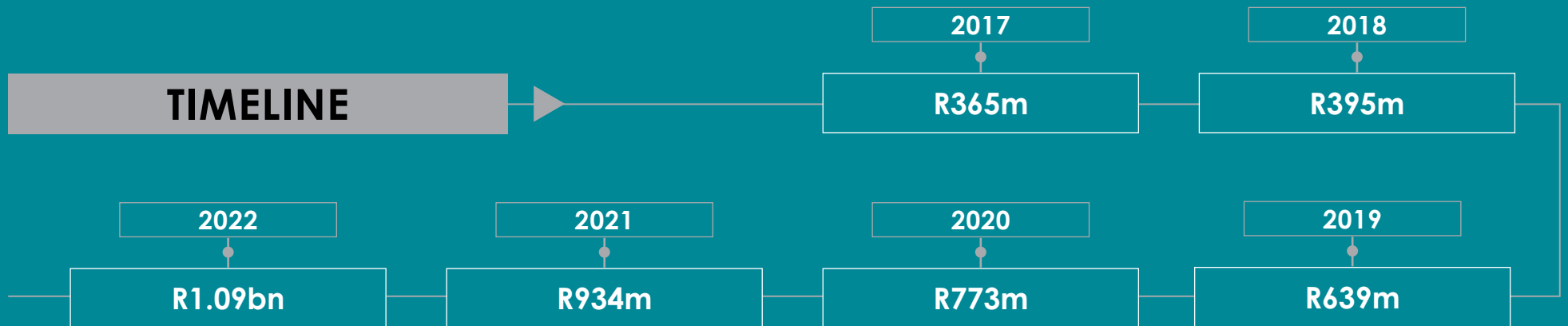
Total Socio-Economic Development*

PGMs

R1.5bn

TOTAL - SA REGION

R7.04bn



* Totals calculated over six years (2017 – 2022)

SOCIO-ECONOMIC DEVELOPMENT EXPENDITURE

Total socio-economic development expenditure*

PGMS

R626.1m

TOTAL - SA REGION

R1bn

2019	R93m
2020	R116.4m
2021	R200.5m
2022	R216.2m

Local economic development projects *

PGMS

R262.4m

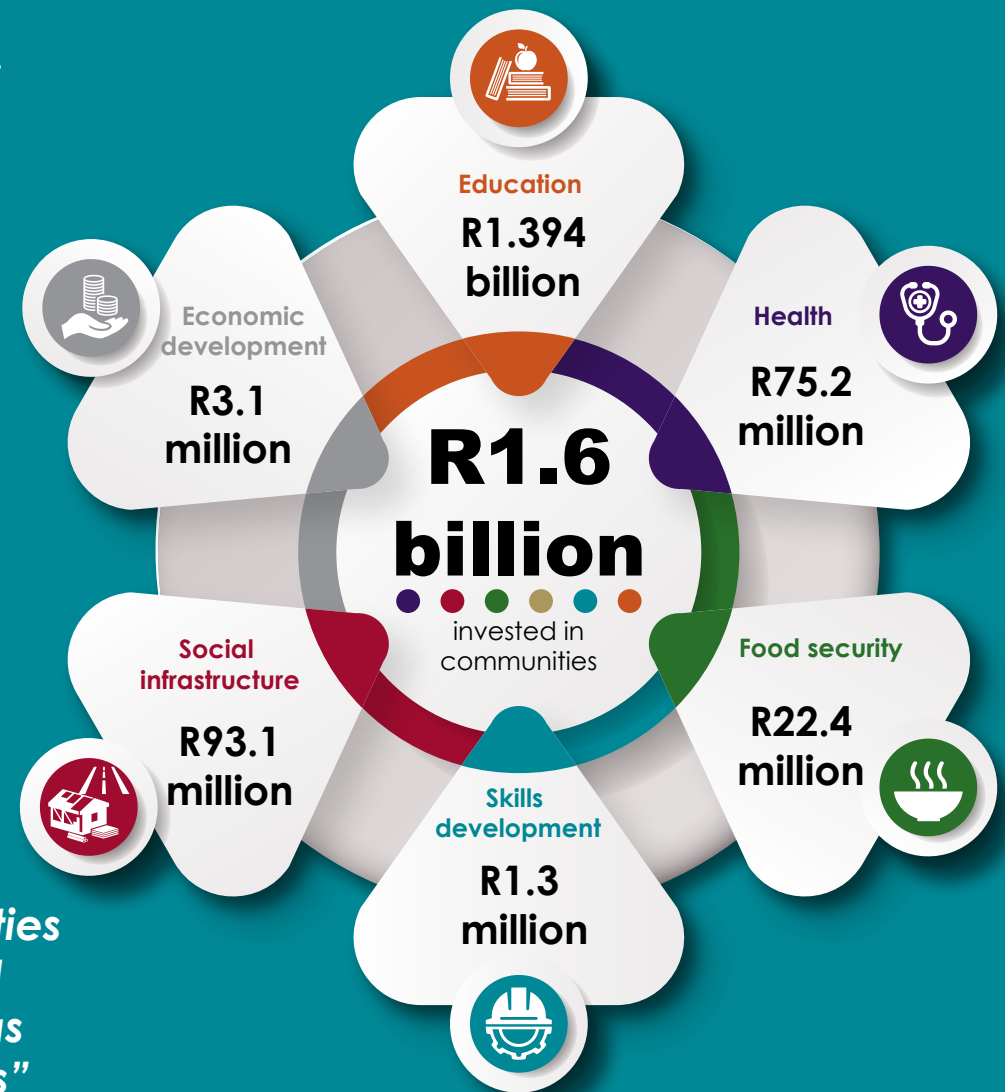
TOTAL - SA REGION

R401.5m

2019	R93m
2020	R59.6m
2021	R75.8m
2022	R72.5m

* Totals calculated over four years (2019-2022), excludes employee resource development, housing and nutrition

“The value we have shared with our communities through socio-economic development and corporate social investment programmes has increased significantly over the last ten years”





EDUCATION

Education is central to our endeavour to drive a long-lasting and positive impact in the communities that host our operations. One of the key objectives of SLPs is to utilise and expand the existing skills base in education for the empowerment of historically disadvantaged South Africans and to serve the community.

EDUCATION

TSHOLOFELO TECHNICAL HIGH SCHOOL



Tsholofelo Technical School, formerly known as Tsholofelo Community College, enrolled its first cohort of Grade 8 learners in February 2021. This group will be Tsholofelo Technical School's first set of matriculants.

TRANSFORMING LIVES THROUGH TECHNICAL EDUCATION

The college was founded by a group of like-minded people who sought to take care of their community in Rustenburg. After 1994, however, the college began to disintegrate due to the lack of resources and became a breeding ground for criminality, posing a threat to the community, especially the youth.

The Department of Education and the Boitekong community felt the need to convert the dormant space to a technical school, providing practical skills for youth in the community of Boitekong.

Peter Powane, the Principal of Tsholofelo Technical School, has been an educator for more than 28 years. He noted, way back, that Tsholofelo Community College needed to be restored to "its former glory".

He pursued teaching to nourish the knowledge deficit in his community, with fond memories of his own schooling encouraging his career path. He emphasises that educating is not

only about the imparting of knowledge but about educators giving a part of themselves to mould the future of young people.

Sibanye-Stillwater sponsored the rebuilding and renovation of Tsholofelo Technical School, creating a space for conducive and productive learning. The rebuild created a space for learners who tend to work better with their hands than theoretically.

"Thank you to Sibanye-Stillwater and the Department for securing the future of our youth," said Peter.

The community of Boitekong has contributed greatly to the sustainability of the school, with members volunteering their services to safeguard the school and see to its upkeep. As the school cannot afford to pay for staff, the community's contribution has been critical to its functioning.

Silindokuhle Pangwa, an educator at Tsholofelo, has always wanted to "change the perspective of education" in her community. Silindokuhle, who grew up in Boitekong and faced many challenges, said her love for her community and teaching encouraged her to want to impart knowledge to the

younger generation.

As the eldest of three and the breadwinner at home, Silindokuhle has benefited from the project. She was able to secure financial stability for herself and her two younger siblings, and said she is grateful to Sibanye-Stillwater for restoring this institution of learning for the community of Boitekong.

The school has not only created a platform for technical learning, but it has also minimised the socio-economic burdens faced by the community of Boitekong, from reducing transport costs for the parents of the students who attend the school to increasing the safety of learners while commuting to and from school.

For Silindokuhle and many other educators, the possibility of changing a single learner's life is what keeps her motivated. Tsholofelo Technical School's vision is for its learners to strive for excellence.

This project has shown that "there is a light at the end of the tunnel," said Peter.



1 Leokeng Secondary School
(Madibeng Local Municipality)

The construction of the 18-classroom Leokeng Secondary School by Sibanye-Stillwater was completed in 2021. The company also built eight offices, four store rooms, four ablution facilities (for girls and boys), two labs and two computer rooms. The Leokeng School project created 60 short-term jobs.



2 Boikagong Primary School
(Rustenburg Local Municipality)

Dilapidated buildings were demolished and replaced with five new classrooms, offices, and ablution facilities. Completed in 2020, the project provided 23 temporary jobs during construction. The school accommodates 1,200 learners.



3 Tirelong School Yard Improvement
(Rustenburg Local Municipality)

Completed in 2020, this project involved the improvement of the school yard to create an environment conducive to learning. Some 1,300m² of paved school yard and a secure, shade-netted assembly area were created for the benefit of approximately 1,100 learners and educators.



4 Majakaneng School and Sports Field Construction
(Majakaneng Local Municipality)

Sibanye-Stillwater facilitated the construction of 20 classrooms, an administration block, a hall, and a Grade R classroom at the School.

A new sportsfield was also constructed to improve recreation facilities.



5 Upgrading of Sonop Primary School
(Madibeng Local Municipality)

This project involved the improvement of the school by repairing the roof in the administration area and repainting the classrooms. To address safety concerns, a new perimeter wall was constructed around the school. The company also supplied a new Grade R mobile unit and constructed new facilities for the teachers.



6 Learner Development Support
(Rustenburg Local Municipality)

The project provided support for learner development, supplementing and enriching learners' learning through improved performance in scarce skills subjects. Completed in 2018, 10 secondary schools in the Rustenburg area benefitted.



7 Teacher Development Support
(Rustenburg Local Municipality)

This project, completed in 2021, provides developmental support for Grades 8, 9 and 12 teachers, the objective being to improve learner mathematics performance.



8 Supplemental Learning and Teaching Support Materials
(Rustenburg Local Municipality)

This project involved supplying supplementary learning and teaching support materials. Study guides were provided to 567 learners with smart boards installed in 30 high schools and 12 primary schools, while 120 tablets were donated to primary school learners and 12 laptops to primary school educators.



EDUCATION

continued



9 **School Leadership Development**
(Rustenburg Local Municipality)

This project entailed training primary school Principals and School Governing Bodies (SGBs) to equip them with skills to enhance good governance in schools. Eleven schools participated in this programme.



10 **Tebogo Primary School**
(Madibeng Local Municipality)

This construction project was implemented in partnership with the Department of Education. The implementation of the project was in response to improving the basic education services and challenges compounded by the increasing influx of people in the area.



11 **Mfidikoe Primary School**
(Rustenburg Local Municipality)

This Primary School extension project is situated in Mfidikoe, one of the Royal Bafokeng Nation communities. The schools received Five (5) additional classrooms, ablution facilities and renovation of the administration block and old classrooms for a safer environment for learners and educators.

HEALTH

Through its SLPs, Sibanye-Stillwater is committed to delivering tangible and sustainable socio-economic programmes for the benefit of local communities. High on the list of priorities is the provision of healthcare infrastructure because the well-being of our employees, their families and our communities is a key priority.

HEALTH

MAJAKANENG CLINIC



We have a demonstrable track record of investing in projects that improve accessibility to healthcare services and quality of care.

THE CLINIC OF HOPE

Khutsalo Kgosithebe is a now-retired professional nurse whose passion for assisting people drew her into the medical field. When she began working at the Majakaneng Clinic in Bapong in 2017, the clinic was so small that never in her wildest dreams did she think she would have her own consultation room.

The Majakaneng Clinic was built in the early 1990s. The original building comprised two consulting rooms which were used for multiple purposes. The facilities shared by all the medical professionals working at the clinic meant that patients had to wait hours for treatment.

The inefficiency brought on by the lack of capacity hindered the Majakaneng community on various socio-economic fronts, requiring community members to travel long distances to receive medical attention in a conducive and confidential environment.

Sina Muvhango is one of the patients whose life has been touched positively by the clinic. The mother of two boys has been living in Majakaneng for 35 years and was not satisfied with the maternity infrastructure and general

service during her pregnancies. "Before the clinic was renovated, the service was very poor. The space allocated to conduct ante-natal classes for pregnant women was too small," said Sina.

The application to extend the Majakaneng Clinic has ignited a sense of hope in the community. The project was initiated in 2015 by Lonmin and inherited by Sibanye-Stillwater when the latter acquired the former in 2019. At the time, the availability of land was an issue.

Sinakaleng Sithole, Operational Manager of the clinic, has noted an increase in productivity following the acquisition. She said: "Fortunately, blessings came when Sibanye-Stillwater took over."

The Majakaneng Clinic was renovated in 2020 and now includes the following:

- Consultation rooms
- A more extensive waiting area
- An antenatal and baby clinic
- An administration office
- Doctors' offices; and
- A guard room

Khutsalo has reaped the benefits of the newly refurbished clinic. The renovation has not only rejuvenated her feelings



towards her work but has positively impacted the environment she works in. She said: "We are now working in a conducive environment. I am so happy; I feel like I am a professional."

This project has reignited her passion and ambitions to strive for growth in her career. "I would like to become Operational Manager once Sister Sithole has retired. I want to grow old here and serve this community."

Community member and beneficiary of the clinic, Sina, expressed her gratitude for and excitement at receiving better health care services. "I am so happy about our sisters and nurses; they are doing their best now; I think they are happy as well."

Sinakaleng has high hopes for the future of the Majakaneng Clinic as it continues to enrich the lives of the community by ensuring access to quality healthcare.

"I am so happy about what Sibanye-Stillwater is doing for the community. If it were ever to leave, the community of Majakaneng would always have something positive to say about the company."

MFIDIKOE CLINIC

HEALTHCARE IS WEALTH!

The ever-growing community of Mfidikoe in Rustenburg relies significantly on the mining activities in the area. Most people travel far and wide to get employment that will provide them and their families with financial stability.

The community's growth necessitated the need for a larger medical facility. Mfidikoe Clinic had to provide ample space for its patients. The COVID-19 pandemic highlighted the lack of space, resulting in an increased waiting period for patients. Sibanye-Stillwater addressed this by extending the clinic to embrace more consultation rooms and a larger waiting area. The project was completed in July 2021 and the newly renovated section is yet to be handed over to the Mfidikoe Clinic and community.

Grace Mosiane, the Operational Manager (OPM) of Mfidikoe Clinic, has been a nurse for over 20 years and an OPM for seven years. She became a nurse because she wanted to alleviate the suffering she witnessed in her community. The extension of the facility has assisted her in catering for her patients in a fulfilling manner.

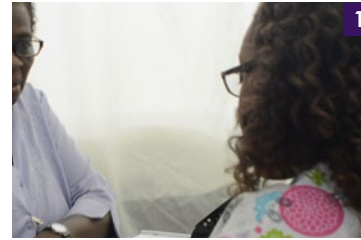
"I love my job. I am happy to work in a structure that is authentic in this way because it is therapeutic for your clients even before you can assist them," she said.

The old structure, Grace pointed out, needed to meet the standards set by the Department of Health. Although various loose ends were not included in the initial project, Grace believes "we still have a partner in Sibanye-Stillwater. We can still submit proposals."

The community of Mfidikoe played a pivotal role in renovating its clinic, from planning and applying for sponsorship to procuring local suppliers. The service providers used for the project were sourced from surrounding areas. This created an efficient clinic for the community and a financially lucrative opportunity for community members.

Grace foresees the clinic providing efficient and effective healthcare services that will restore the dignity and integrity of its patients. Although the clinic is currently not operational as not been officially handed over, it creates a sense of hope and rejuvenation. Making a positive difference in people's lives is the goal of Mfidikoe Clinic, alleviating physical and psychological pain.





1 Support for the expansion of health promotion and disease prevention (Rustenburg Local Municipality)

This project was developed to expand the promotion of health and prevention of disease within our local communities. The mobile voluntary counselling and testing (VCT) programme has progressed well since 2018.



2 Supply of emergency patient transport for maternity and obstetric units (Rustenburg Local Municipality)

Two ambulances were donated to the Department of Health to provide emergency patient transport for maternity and obstetric units. The project supports healthy living by providing an emergency service for mothers-to-be in disadvantaged areas and reducing infant mortality rates.



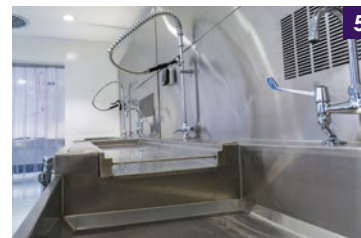
3 Sonop Clinic (Madibeng Local Municipality)

The Sonop Clinic, initially built to cater for the elderly members of the community only, was extended to service the broader community.



4 Alternative Energy Supply (Generator at Clinic) (Rustenburg Local Municipality)

This project entailed the installation of an industrial generator as a backup energy supply to ensure continued service to patients during loadshedding.



5 Construction of Brits Forensic Mortuary (Madibeng Local Municipality)

This project entailed the construction of the Brits Forensic Mortuary to provide forensic pathology services in the Madibeng sub-district. The mortuary has been completed and handed over to the Department of Health.



FOOD SECURITY

The projects undertaken are aimed at improving food security and creating sustainable livelihoods and alternative economic streams for communities that host the company's operations.

FOOD SECURITY

RANKELENYANE PIGGERY



Nteseng Molapisi was born and raised in Rankelenyane in Rustenburg. She previously worked for the Department of Health and, when her contract ended, she explored other avenues to ensure she could provide for her children.

She inherited four female pigs (sows), one of which was pregnant, and cared for them in her backyard. She grew her drove to 80 pigs over three years but had to sell them when she fell ill and could no longer care for them.

She heard about Sibanye- Stillwater's support to the community through her aunt, who encouraged her to apply for assistance with her piggery business. The project included five pigs – four sows and one male (boar) – and the pig stalls, which can cater for up to 20 sows.

Nteseng said that she initially applied for assistance to create an opportunity for all of the community members of Rankelenyane, with the vision to develop a sustainable business that would be financially beneficial to other community members. With this in mind, she reached out to five members of the community, who were within the field, to help develop the project.

There are currently five members of the Rankelenyane community who manage the Rankelenyane Piggery. The project was officially handed over in March 2021, and to date, there has been substantial growth in the number of pigs, with one sow having recently

given birth and another two being pregnant. The project is on track to reach 20 sows.

Although the project is yet to provide other means of support, such as market training and support, it shows promise of a brighter future for the Rankelenyane community. With the potential to create employment and provide financial stability to community members, the piggery will give a lifeline to many who are like Nteseng and do not believe that “help comes to those who sit and do nothing.”

Nteseng said: “I see this piggery growing, so long as we remain united and passionate about it.”





**1 Phatsima Farming Project
(Rustenburg Local Municipality)**

This project entails developing an enterprise development support programme that enables existing cooperatives to grow and be sustainable. The beneficiaries have tested essential oil from their produce and are planting to supply the offtake markets.



**2 Subsistence Agri
(Madibeng Local Municipality)**

For this project, the company partnered with the Agricultural Research Council (ARC), Bapo Ba Mogale Local Economic Development Trust, and the Department of Agriculture and Rural Development on an animal husbandry project, including infrastructure construction and cattle breeding and training for local farmers.



**3 Bee Farming Project
(Madibeng Local Municipality)**

The bee farming project, a collaboration between Sibanye-Stillwater and BeeAfrican, aims to establish bee keeping activities within the Marikana communities. The project is still in progress however the product has already gone to market.



**4 Photsaneng Bakery Project
(Rustenburg Local Municipality)**

The Photsaneng Bakery was refurbished and provided with equipment in order to enhance its revenue. The project currently supplies local communities.



**5 Shearing Sheds and Support to small scale sheep farmers
(Nyandeni Local Municipality)**

The sheep shearing project initiated in partnership with the National Wool Growers Association entailed supporting sheep farmers in various villages in the Eastern Cape to enter the wool production market. Since 2019, the company has constructed six shearing and three additional Shearing Sheds within the Nyandeni Local Municipality.



**6 Thekwane Poultry Project
(Rustenburg Local Municipality)**

The Thekwane Poultry Project is an initiative to revitalise an existing poultry project. It entails technical training, fencing, and renovating an existing poultry facility. Its beneficiaries are five members of a cooperative.



**7 Boitekong Piggery
(Rustenburg Local Municipality)**

This project entails expanding the People First Piggery project through the incorporation of a weaners (piglets) breeding facility in response to escalating costs from commercial weaner and feed suppliers to drive the project's self-sustainability and growth. Through Sibanye-Stillwater funding, a breeding facility will be built.









SKILLS DEVELOPMENT

Sibanye-Stillwater is committed to providing opportunities in the areas around our operations and labour-sending regions. The Group's training and development programmes focus on workforce skills to ensure operating sustainability while contributing to those in other sectors of the economy.



SKILLS DEVELOPMENT

Through our Human Resource Development (HRD) Programme, we provide required skills, training, experiential learning, and professional development through a wide range of programmes, which include:

 <p>Bursaries for university studies</p>	 <p>Internships</p>	 <p>Learnerships</p>
 <p>Cadetships</p>	 <p>Adult education and training</p>	 <p>Portable skills training</p>

Sibanye-Stillwater contributes to socio-economic development through skills development training. The Group's training and development programmes focus on developing skills to ensure operating sustainability while helping to build skills in other sectors of the economy as a means to stimulate local or alternative economic activities in host communities.

In South Africa, education and training play an essential role in building much-needed capacity that can facilitate economic growth while enabling the beneficiaries to improve their livelihoods and deal with the challenges of unemployment, poverty, and inequality.



BURSARIES

Since 2016, Sibanye-Stillwater has provided approximately R66 million in financial support and enabled 284 learners in the PGM division to pursue careers in various fields of study like mining, engineering, finance, and human resources.



INTERNSHIP PROGRAMME

The Intern Graduate Development Programme provides work-related exposure and professional development for students completing their university studies. Sibanye-Stillwater supports the standard internship programme.

The programme focuses on the Group's core business areas of mining,

engineering and mine-specific technical service disciplines such as metallurgy, chemical engineering, and geology.

Upon completing the programme – and subject to business requirements and the availability of vacant positions – interns are offered permanent employment opportunities within the Group. A total of 292 interns in the PGM division have participated in the programme since 2016.



LEARNERSHIPS

Sibanye-Stillwater's learnership programme responds to the need for skills development in the mining sector and the broader South African economy. In addition to providing skills development training, the programme aims to increase the employability of young people by providing them with relevant work experience.





SKILLS DEVELOPMENT

continued

The Group recruits from within this cohort of participants and communities around its operations and labour-sending areas. Since 2016, the programme has supported 1 338 learners in the PGM division.



CADETSHIP PROGRAMME

The cadetship programme is designed to provide development for young unemployed members of communities around Sibanye-Stillwater's operations to gain the basic skills required to be eligible for employment at the entry-level job categories of mining and metallurgy.

Applicants must prove that they originate and are residents in the communities immediately adjacent to our operations and have a minimum Adult Education and Training (AET) Level 3 certificate or grade seven to be considered for selection. Since 2016, a total of 2 356 cadets have participated in the programme in the PGM division.



ADULT EDUCATION AND TRAINING (AET)

Sibanye-Stillwater offers an AET programme for employees and other residents of communities around its operations.

The programme equips participants with basic competencies, including reading, writing, and effective

communication, and problem-solving skills in their homes, communities, and workplaces. A total of 3 426 beneficiaries have participated in the programme since 2016.



PORTABLE SKILLS

The Group initially established the portable skills programme to provide retiring or incapacitated employees with essential skills to earn a livelihood outside employment at the mine. The initiative has since been extended to members of our labour-sending communities. The programme focuses on vocational skills such as plumbing, masonry, carpentry, sewing and welding. In addition, training in entrepreneurship and computer skills is also provided. A total of 1 623 beneficiaries in the PGM division have participated in the programme since 2016.

Portable skills statistics

Operation	2016 – 2022
Kroondal	348
Rustenburg	656
Marikana	402
Total PGM	1 406

The following interventions provide opportunities for lifelong learning towards skills that can be utilised to improve life beyond mining by equipping individuals with skills that allow them to generate an income.

OPPORTUNITIES FOR LIFE-LONG LEARNING

Kroondal and Rustenburg operations

Digital literacy computer course	This course is designed for candidates who have never used a computer before. It covers: Introduction to computers, terminology performance and features, operating systems and introducing Microsoft Office (includes basic typing skills).
Basic electrical	Designed to equip a candidate with the necessary skills to install the electrical installations safely within a domestic dwelling.
Basic welding	Designed to equip a candidate with the necessary skills to weld steel components safely and effectively by means of arc welding, within a workshop environment.
Basic motor mechanical	Designed to equip a candidate with the necessary skills to service and repair motor vehicles safely and effectively, within a workshop environment.
Level 1 fitting	Designed to equip a candidate with the necessary skills to understand techniques used in the manufacturing, fitting and assembling parts for machinery safely within a workshop environment.
Level 1 plating	Designed to equip a candidate with the necessary skills to design and fabricate metal components safely and effectively within a workshop environment.
Business entrepreneur	Designed to help candidates evaluate business skills and commitment necessary to successfully operate an entrepreneurial venture and review the challenges and rewards of entrepreneurship.
Cooking and baking	Designed to equip candidates with the necessary knowledge and skills to safely maintain hygiene, prepare, bake and cook dishes in a kitchen environment.
Surface mobile machines	Designed to equip candidates with the required legal licence and skills to operate surface mobile machines (Forklift, TLB etc) safely and effectively.



SOCIAL INFRASTRUCTURE

The Minerals and Petroleum Resources Development Act (MPRDA) requires holders of mining or production rights to contribute towards the socio-economic development of the areas in which they are operating as well as the areas from which the majority of the workforce is sourced. Investing in social infrastructure is an investment in the future.

SOCIAL INFRASTRUCTURE

SEGWAEELANE ROAD



Through the infrastructure investments, Sibanye-Stillwater delivers social value to host and labour-sending communities, thus positively contributing to their long-term well-being. This is in line with our commitment to contribute meaningfully to the socio-economic development of communities around our operations. It is also consistent with our vision to safeguard global sustainability through our metals.

THE ROAD THAT SAVES LIVES...

The gravel road leading to the Segwaelane community in Bapong used to make travelling a nightmare, particularly for those who wanted to access community events and education facilities. During the rainy season, the dirt road connecting the Thaba-Morula High School and the Segwaelane community hall would consistently flood, making it difficult and dangerous for learners, educators, and community members to commute. This situation resulted in the sub-council of Segwaelane applying for the paving of the road. Phillip Khuto, Chairman of the Segwaelane sub-council, noted that the community was mainly concerned about the children of Thaba-Morula High School who would miss out on their curriculum during the rainy season.

Conversations began between the council and the mining company, Lonmin, which was later taken over by Sibanye-Stillwater. After careful consideration, a 600-metre-long road was constructed in Segwaelane. Sibanye-Stillwater recruited various members of the community to work

on this project, which resulted not only in the improvement of infrastructure in the community but in employment opportunities for some of its members.

“When I first heard about the project, I was very pleased. Firstly, for the children who go to Thaba-Morula High School and secondly because it created easier access to the community hall,” said Joseph Noge, a member of the community.

“I see the future of Segwaelane being much better, through the help of the mining company and the council; I hope there are possibilities for further projects similar to this.”



RETENG MASILO DISABILITY CENTRE

DISABILITY DOES NOT DEFINE ABILITY

Reteng Masilo Disability Centre in Marikana was founded by the late Reteng Masilo, who went door-to-door in the Segwaelane community, mobilising people with disabilities. He held meetings and workshops under a tree in his backyard, with hopes of creating a safe space for those who had been marginalised by society. He wrote to Sibanye-Stillwater requesting assistance in realising his dream of creating a centre that would cater for people with disabilities in Segwaelane.

Reteng Masilo's daughter, Lebogang Masilo, manages the Centre. Prior to its establishment, catering for the community members who came to her home was difficult. There were challenges pertaining to infrastructure such as accessible and safe toilets, as well as derogatory comments from neighbours.

The Centre encourages all community members, young and

old, to step out of the dark rooms they have been concealed in and showcase their talents.

"I feel emotional when I see people with disabilities living in hiding. Our purpose is to draw them out of those abusive spaces and ensure that they have a safe haven," said Lebogang.

After rigorous consultation between Sibanye-Stillwater and the founding members of Reteng Masilo Disability Centre, an environment where people with disabilities can freely express themselves through arts and crafts was handed over to the Segwaelane community.

The Centre embodies sustainable living through farming and the production of handmade crafts such as shoes, clothing, and beaded merchandise. It has 62 participants of varying ages which aims to re-instil hope and courage in their hearts and minds. The products produced are sold for profit, which is used to maintain the Centre.

"As people living with disabilities, we are rejected by society," said 79-year-old

Molefe Motaung.

"This Centre has provided us with a space where we can accomplish our goals, with no shame or guilt. It has made history because there is no place like this in Segwaelane."

"We are so proud of Sibanye-Stillwater for making this space officially ours."

Lebogang's vision is to make the Centre a self-sustaining site, dedicated to improving the lives of its participants and generally encouraging those living with disabilities in South Africa.





SOCIAL INFRASTRUCTURE

continued



1 Mfidikoe Waterborne Sanitation (Rustenburg Local Municipality)

The Waterborne sanitation in Mfidikoe delivers waterborne sewerage for 411 households, improving social infrastructure in Mfidikoe. It was delivered in partnership with the Rustenburg Community Development Trust.



2 Stormwater Management – Ga-Ledwaba (Lepelle-Nkumpi Local Municipality)

This project, which has been completed and handed over to the beneficiaries, entailed the construction of stormwater drainage channel for Ga-Ledwaba village, Lebowakgomo. It will result in improved stormwater management system for the community.



3 Majakaneng Road (Madibeng Local Municipality)

The construction of paved internal roads for Majakaneng will result in improved access roads. Other than increasing the quality of life, better roads facilitate communities' access to social services and economic opportunities.



4 Makotse Potable Water Supply (Lepelle-Nkumpi Municipality)

The provision of potable water reticulation and a storage facility to serve Makotse Village ensures access to clean water, and contributes to social upliftment and community development.



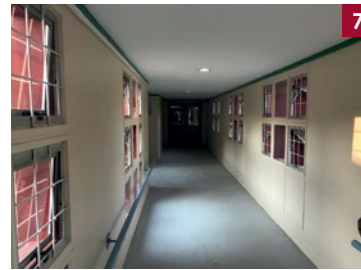
5 High Mast Lights (Rustenburg Local Municipality)

Twenty-two high mast lights were installed in Lefaragatlha, Bobuantswa, and Bokamoso.



6 Grace Point Centre (MPHC) (Madibeng Local Municipality)

The Grace Point Centre houses vulnerable and abused women and children. The project entailed building an additional ward and fixing the sewage system. The centre has since closed.



7 Sonop Old Age Home (Madibeng Local Municipality)

The project entailed the renovation of an old age home in the Madibeng Local Municipality. This included repairing the interior infrastructure such as floors and toilets.



8 Turfpan Road (Lepelle-Nkumpi Local Municipality)

Through this project, a 1.8km road between Lebowakgomo Industrial and Turfpan Village was built. The project included, among others, the excavation of trenches, construction of bedding, installation of stormwater, kerbing and erection of traffic signs.



ECONOMIC DEVELOPMENT

The Minerals and Petroleum Resources Development Act (MPRDA) requires holders of mining or production rights to contribute towards the socio-economic development of the areas in which they are operating as well as the areas from which the majority of the workforce is sourced.

PLATINUM INCUBATOR



The Platinum Incubator is a non-profit organisation (NPO) that supports small businesses invested in the platinum group metals (PGMs) value chain. Working closely with the local TVET college, it creates an opportunity for students with no financial capacity to further their studies.

FOR THE LOVE OF PLATINUM....

The Platinum Incubator was established in 2006 and has provided 360 students with industry experience since then.

While the NPO has been funded mainly by the government, through engagement with corporate entities such as Sibanye-Stillwater, the project is providing further opportunities to a large number of young entrepreneurs in South Africa. Following its acquisition of Lonmin, Sibanye-Stillwater is one of the mining companies represented on the board of directors of the incubator.

Sibongile Shongwe has been the Chief Executive Officer (CEO) of the Platinum Incubator for seven years. She is passionate about youth development and entrepreneurship and believes that "South Africa has so much to offer and has the resources to explore our talents".

In 2019, Sibanye-Stillwater provided R1.5 million to the incubator to fund 10 small, medium, and micro enterprises (SMMEs) that were commercialising their products.

"The funding came at a time when a lot of businesses would have died," said Sibongile.

In addition, Sibanye-Stillwater funded professional photography of the SMMEs' jewellery, sold via Rekisa Online, giving them an opportunity to expand their markets during the height of the COVID-19 pandemic.

Gaorelathe Mboweni, owner of Royalty Handmade Accessories and one of the 10 beneficiaries, studied entrepreneurship at the University of Johannesburg, which is where she was introduced to the world of jewellery. In a move to diversify her skillset, Gaorelathe joined the Platinum Incubator programme in 2017. She is currently working towards becoming a certified goldsmith.

The programme created an array of opportunities for Gaorelathe and her business. She participated in a 3D printing competition and achieved second place, using her prize money to re-invest in her business by purchasing more material.

"The monetary prize, provided by Sibanye-Stillwater, helped to grow the business," said Gaorelathe.

Gaorelathe's business has improved because she has gained the skills and knowledge which allow her to increase production in a financially savvy way.

"Sibanye-Stillwater has created employment opportunities for a lot of families that would be suffering, we thank them for that," she said.

"I want to educate my community, especially women in abusive environments, about jewellery-making and its financial viability. In that way, they will be able to create a form of income for themselves where they do not need to rely on anyone else," said Gaorelathe.

Youth employment and education about raw minerals is one of the many benefits created by the programme. Collaboration is key to ensuring the viable future of the incubator as well as the SMMEs and individuals it supports.

Through a conscious collaborative effort, such as that between the incubator and Sibanye-Stillwater, the process of "giving back to the community continues".



ECONOMIC DEVELOPMENT

continued



1

Boschfontein Sewing Project (Rustenburg Local Municipality)

By revamping an existing local sewing facility and providing technical training to participants to create a sustainable business, Sibanye-Stillwater contributes to job creation and local enterprise development.



2

Lefaragattha Digital Resource Centre (Rustenburg Local Municipality)

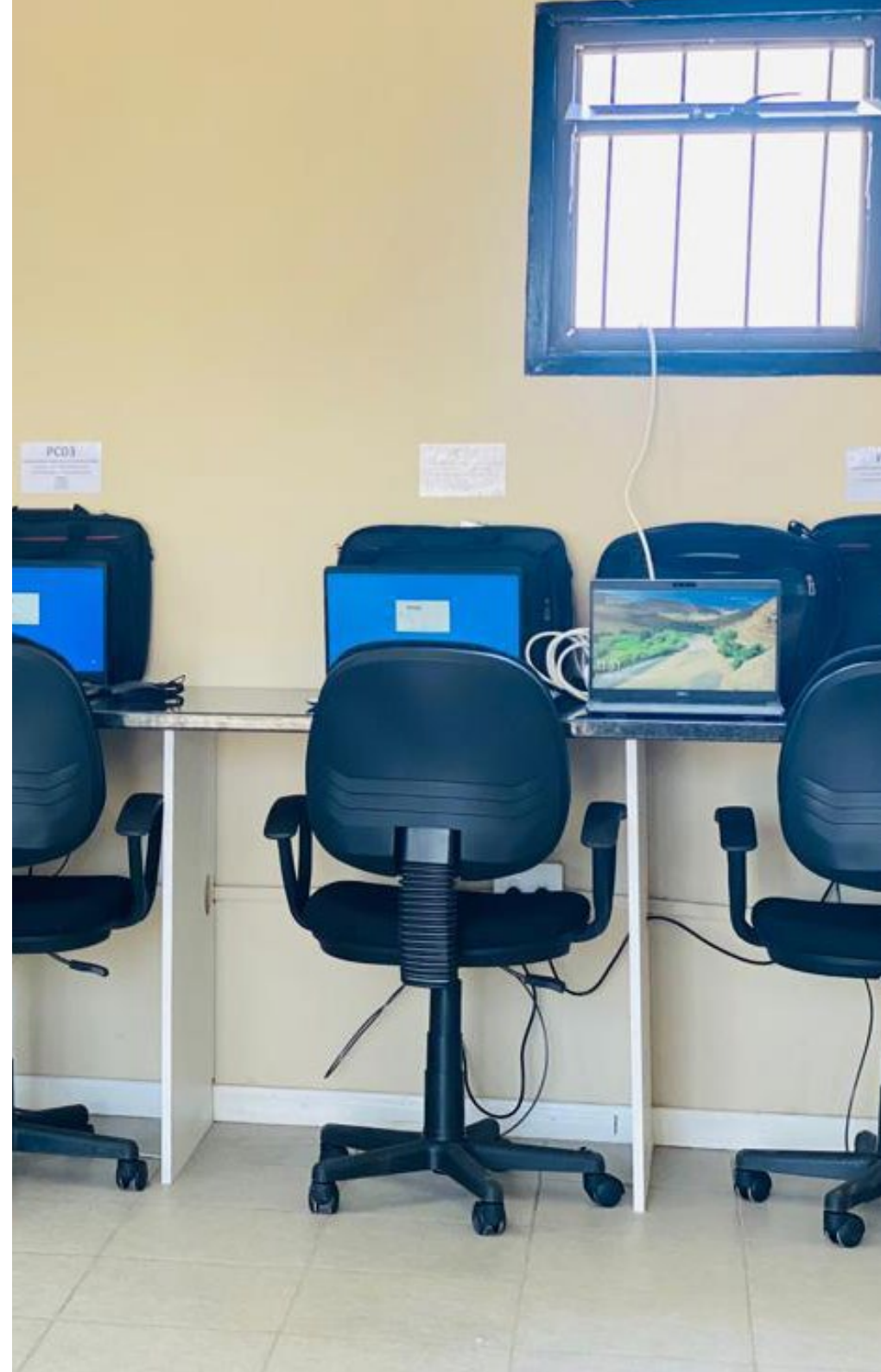
Sibanye-Stillwater facilitated the construction of a digital resource centre in the Lefaragatthe community. The centre was equipped with the necessary equipment and materials. The beneficiaries attended technical training to equip them with the skills needed.



3

Ikemeleng Youth Car Wash (Rustenburg Local Municipality)

Through this project, three Ikemeleng Youth SMMEs were equipped and trained with mobile car wash equipment and cleaning materials.





CORPORATE SOCIAL RESPONSIBILITY

Corporate Social Responsibility (CSR) activities typically address broader and generally short-term community needs – often undertaken as a result of requests from local communities in the form of community development funding and donations.

CARING FOR OUR COMMUNITIES



SUPPORT FOR PEOPLE WITH DISABILITIES

Sibanye-Stillwater donated 18 wheelchairs to five centres supporting people living with disabilities in our host communities.

The company provided income-generating and office equipment such as an irrigation system, industrial sewing machines and laptops and multifunction laser printers to beneficiaries in the following areas:

- Rekgonne Bapo Special School in Madibeng
- Bessie Mpelelele Ngwana Care Centre in Rustenburg North
- Mphatlhalatsane Disability Centre in Sunrise Park
- Ikanyeng Disabled Centre in Boitekong
- Spesbona Centre in Rustenburg
- Tsholetsa Disability Care Centre in Tlhabane

The company also renovated and donated equipment to disability centres in the Rustenburg area.



MPHATLHALATSANE DISABILITY CENTRE

This project entailed the renovation of the centre in an effort to enhance its capacity to serve the community more effectively. The project aims to update and expand the facility's existing infrastructure to better accommodate the diverse needs of the community.

The successful completion of this renovation project will not only create a more accessible and

comfortable environment for clients but also increase the centre's capacity to serve a larger number of individuals in need.

One of Sibanye-Stillwater's suppliers, Enax, also provided wheelchairs and other needed equipment for the centre.



SUPPORT EARLY CHILDHOOD DEVELOPMENT (ECD) WITH EDUCATIONAL MATERIAL AND CONDUCIVE LEARNING ENVIRONMENT

This project entailed the renovation of Ramochana ECD centre in Sunrise Park, Rustenburg, and donation of teaching and learning material including gross motor equipment to Edu Africa, Thusanang, and Renamile ECD Centres in Madibeng Local Municipality.



CSR INITIATIVES



YOUTH DEVELOPMENT SKILLS CENTRE

Initiative included:

- Supporting the empowerment of youth in Bapong through skills and vocational training and development. The refurbishment of the skills centre and resourcing of the computer lab is to promote a digital learning environment to learners at the Edward School in Bapong.



MATHS AND SCIENCE EDUCATION PROGRAMME

The Mathematics and Science Education programme has been launched in seven schools within Madibeng Local Municipality and nine schools in Rustenburg Local Municipality, with the objective of supporting learners and improving performance in STEM disciplines.



DONATION OF LAPTOPS AND CHAIRS TO THREE TRADITIONAL AUTHORITIES

The company donated chairs and laptops to the Ga-Mphahlele, Zebediela and Ndlovu traditional authorities near our Baobab operations in Limpopo. One of the laptops was donated to a local school.

These items will empower the traditional leaders to be able to attend to community needs and requirements efficiently.



WIFI IN SCHOOLS

Sibanye-Stillwater has installed WiFi at schools around its Marikana and Rustenburg operations.

The project will enable more than 11 000 learners to not only be able to access the internet but also integrate digitisation in teaching and learning.

The initiative will allow the learners and educators access to Microsoft educational content tailored to the South African school curriculum.



PAVING AT MAJAKANENG PRIMARY SCHOOL

In addition to building the school, Sibanye-Stillwater facilitated the paving of the surrounding walkways and play areas at Majakaneng Primary School.

The new paving significantly reduced the amount of dust and mud, improving overall cleanliness and making it easier for students with mobility challenges

to navigate the grounds. Furthermore, the upgraded play areas encourage outdoor activities, fostering a sense of community and promoting the physical and mental well-being of the students.



CSR INITIATIVES



IKEMELENG BRICKMAKING PROJECT

This involves relocation of a brick-manufacturing plant to generate income for local unemployed community members in and around the Ikemeleng settlement. The plant experienced vandalism due to its initial location. Land was approved for relocation of the plant to Ikemeleng, and funds have been secured for the relocation and set-up.

The company bought the project a truck and brickmaking machines to improve production. The project provides jobs for five members of the co-operative and nine members of the local community, thus impacting 14 families.



FOOD SECURITY PROGRAMME

The company donated vegetable seedlings and equipment to the Ga-Mphahlele, Zebediela and Ndlovu traditional authorities. This project aimed to empower the local traditional authorities and communities to initiate and implement food security programmes within their regions.

This initiative aligns with Sibanye-Stillwater's focus on food security and sustainable nutrition.



BROAD-BASED LIVELIHOODS (BBL) PROGRAMME IN MARIKANA

Sibanye-Stillwater, in partnership with the local religious leaders, implemented the BBL programme which entails backyard gardens, and gender-based violence empowerment programmes.

The initiative is facilitated by Umsizi Sustainable Solutions and SocioTech and aims to empower households and communities to develop their own livelihoods based

on sustainable food production, business, and income generation activities.

- Over 1 000 households in nine communities have benefitted from the programme, which is intended to reduce poverty and ensure food security.
- Provision of productive infrastructure in the form of vegetable tunnels and drip irrigation kits to participants who meet the qualifying criteria, was made available. A total of 152 vegetable tunnels were erected by the beneficiaries in the participating area.



GENDER-BASED VIOLENCE (GBV) PROGRAMME

The initiative included GBV empowerment and awareness campaigns in the Rustenburg and Marikana areas in collaboration with religious leaders.

Centres that received support from the company are:

- Bonolo Community Development Centre in Wonderkop
- Tshukudu and Tirelong High Schools; and
- Tshegofatso Mekgoe Foundation



CSR INITIATIVES



DONATION OF WATER JOJO TANKS

This initiative entailed the installation of Jojo tanks at Lefaragattha Digital Resource Centre and Boschfontein Sewing Project to address water shortage challenges in the area.



RENOVATION OF IKEMELENG CLINIC

This project entails the refurbishment of the clinic, which includes the construction of a guard house and the establishment of a medical waste storage facility. Sibanye-Stillwater also donated an industrial generator as a backup energy supply to ensure continued service to patients during loadshedding.



SUPPLY AND INSTALLATION OF FURNITURE AND EQUIPMENT IN SONOP AND MAJAKANENG CLINICS

The company supplied furniture and essential equipment to the clinics to enable better and quality health care services to the communities.



DONATION OF LED LIGHTS FOR MOONOOI SAPS

Forty-one LED lights were donated to the Moonooi SAPS to assist when there is loadshedding.



LABOUR-SENDING AREA PROGRAMMES IN THE EASTERN CAPE

As part of the Presidential Sanitation Appropriate for Education (SAFE) Programme to give dignity to learners, Sibanye-Stillwater invested in ablution facilities in schools in several villages in the Eastern Cape. Marubeni Primary Junior School, Dlukulwana, Ndlantaka, Candulwandle, Dininkosi,

Vulingcobo, and Mqanduli Junior Secondary Schools were the beneficiaries of the donation.

- The company has also assisted the community of Slindini village with food production to enable them to run community food security programmes.



“

“Collaboration is key to working together with stakeholders and communities to identify opportunities to positively impact on the triple challenges of poverty, unemployment and inequality to build better, sustainable communities where we operate. I believe this will lead to social upliftment in and around communities in which we operate and ultimately for the benefit of the business and our people. It is all about sustainable socio-economic impact.”

Themba Nkosi

Sibanye-Stillwater Chief Sustainability Officer

”



www.sibanyestillwater.com

Ipeleng Seabelo

Ipeleng.Seabelo@sibanyestillwater.com



INNOVATION



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY