

MARIKANA RENEWAL PROGRAMME

FACT SHEET

AUGUST 2023

The Marikana Renewal seeks not only to address the painful legacy of the tragic events at Marikana in 2012, but also to promote healing and collaboration in the socio-economic upliftment that will secure the long term future of the Marikana region for our stakeholders. Sibanye-Stillwater has committed to engaging with stakeholders on a basis of trust and in a manner that promotes socio-economic upliftment and ensures a positive future and legacy.



"As we know, a person of honour must be prepared to serve with integrity and courage as he or she rebuilds brokenness, especially broken trust. You don't only serve, but must also have the courage and conviction, as well as faith and love, that persuades those who have been hurt and disappointed that even death cannot have the last word. Our work continues. Phase two will look at socio-economic development and summoning up the courage for the path ahead. Dear friends, as we reflect, my prayer is that this next phase will be characterized by the values of Ubuntu – caring for one another."

Archbishop Thabo Makgoba

Sibanye-Stillwater continues the journey of collaboration with all stakeholders for the renewal of the communities around our Marikana operation. We are intensifying our commitment to co-creating a shared vision and delivering tangible and sustainable socio-economic programmes for the benefit of stakeholders in the region. The goal is to create a new legacy through healing and hope in collaboration with all stakeholders.

Launched in 2020 by Archbishop Thabo Makgoba under the themes of



Marikana Renewal acknowledges the tragic events of August 2012 and calls on all stakeholders to work together to rebuild relationships and to co-create a better future for the communities.

HONOUR



Since 2019, Sibanye-Stillwater has been working with the families of the 44 Marikana deceased colleagues to deliver on the elements they indicated are critical for closure and healing.

At the 2022 Pitso stakeholders identified six key issues which included houses for the widows. In March 2022, led by Archbishop Thabo Makgoba, we inspected the last of the 15 outstanding houses in Lesotho and in the Eastern Cape. King Ndamase II of the AmaMpondo Royal House expressed his gratitude to the company. "This is a beautiful gesture from the company, and we are very grateful".

Archbishop Thabo Makgoba acknowledged the challenges encountered throughout this journey. "I would like to appreciate everyone who has contributed positively to this journey; when you're in a process of healing, you must be ready for anything that will distract you and take you back to a space that does not bring you any joy. During this phase of delivering these houses to the families, we have realised that part of the wound has been healed, and that is what we are aiming for."



Themba Nkosi, Chief Sustainability Officer, Archbishop Thabo Makgoba, and King Ndamase II of the AmaMpondo ase Nyandeni Royal House handing over a house to family of the deceased in the Eastern Cape

"I would like to appreciate everyone who has contributed positively to this journey..."

Archbishop Thabo Makgoba

1608 Memorial Trust

Founded in September 2012 to further honour the memory of those who passed away, the Trust covers the educational needs of the dependent children (who have been beneficiaries since 2012) of the employees who died at Marikana in 2012. Education is covered from primary up to university level. Thus far, one graduate who received his PHD in 2021 is now permanently employed; two other graduates are now employed after completing their internships; and seven further graduates are in the 12-month experiential learning programme to prepare them for the job market.

Total number of beneficiaries covered by Trust	139
Number at primary school	27
Number graduated at tertiary level	17
Schooling completed	15
Number currently studying at tertiary institutions	29
Number at secondary school	44



Employing and supporting family members

Sibanye-Stillwater committed to building houses for the 16 widows who were not included in the AMCU Trust initiative. Of those houses, 15 are now finished, with only one deferred due to family engagements.

Counselling support offered to all the widows and their children remains in place.

Members of all 44 bereaved families were offered jobs. Widows and other family members have accepted those jobs since 2014. In addition, some families have accepted to swop out members and that process is in progress.

ENGAGE



The Pitso process

As part of the Marikana Renewal Programme, regular Pitsos (Sesotho word for “traditional assembly” or “gathering”) are held. The principle is that dialogue is at the centre of an inclusive approach that balances all stakeholders’ needs, interests, and expectations.

The thrust of the Renewal Programme is: How do we collaboratively build a modern mining community?

Many accept that part of the task on the road ahead is to persuade more people who have valuable roles to play to join the coalition. Part of that task involves building trust, this applies in particular to what many stakeholders see as a long list of broken promises from companies in the area.

Sibanye-Stillwater, which was the original corporate partner in the coalition saw its role shift in 2023, it is no longer the catalyst, or the leader, of the Renewal Programme. All Pitso parties have equal status.



Faith-based leaders guide change in communities

Faith-based leaders are critical agents of change, united around a shared vision of a better future for all Marikana residents. They have a unique position in communities as sources of support, counselling, and community engagement.

Over 75 faith-based leaders have committed to being agents of change and working together for their communities. They have been equipped with the knowledge, skills, and resources necessary to engage with their communities and effectively address social challenges.

The programme has empowered faith-based leaders to facilitate interventions addressing Gender Based Violence and substance abuse. This collaboration has transformed the lives of individuals and families affected by these issues - generating hope and restoring a sense of unity and purpose.

CREATE



A multistakeholder coalition for sustainable development

In May 2023, Sibanye-Stillwater in partnership with government, development partners and other corporates signed a multistakeholder development coalition and launched the Agrihub in Marikana.

The Minister of Minerals and Energy, Gwede Mantashe officially launched the Agrihub in Marikana and led the signing of a multi-million rand skills and development coalition between stakeholders.

The coalition forms part of the socioeconomic compact by the partners aimed at diversifying the economy of mining communities around the Company's SA PGM operations.

Key partners include: Mineworkers Development Agency, Rand Mutual Assurance, Epiroc, SafeHub, EC Blaauw, AECI, Afrika Tikkun, Marikana Youth Development Agency,

Development Bank of South Africa, Unilever, Alexander Fraser, Petco, Indalo Inclusive, The African Climate Foundation, The International Union for the Conservation of Nature, Sam Motsuenyane Foundation, UCanGrow and Garden for Life.

The Marikana Renewal programme aims to deliver tangible and sustained socio-economic value so that the Marikana



communities and the broader district will be sustained long after mining has ceased.

Healing and social development are key to building a sustainable vision for Marikana.

The programmes we have been running in Marikana include corporate social investment and social and labour plan (SLP) projects.

“Congratulations to the Mineworkers Development Agency, which has been voted *Best Social Implementing Partner* by the IDC’s Social Employment Fund for the Marikana employment programme”

Summary of socio-economic projects

When Sibanye-Stillwater entered the PGM sector from 2016, we inherited existing SLP commitments from the companies and operations acquired. We committed to honouring and delivering on these commitments.

Mining right area	SLP period	Number of LED projects	Status		
			Completed	In progress	Approved – not started
Sibanye Rustenburg Platinum Mines	2016 – 2020	24	23	1	0
Kroondal	2011 – 2016	9	7	1	1
Eastern Platinum Limited	2014 – 2018	18	16	2	0
	2019 – 2023	5	2	3	0
Western Platinum Limited	2014 – 2018	15	15	0	0
	2019 – 2023	7	1	4	2
Pandora	2013 – 2017	4	3	1	0
	2018 – 2022	4	4	0	0
Messina	2016 – 2020	7	6	1	0
Total		93	77	13	3



Housing

Sibanye-Stillwater is implementing the Facilitated Employee Home Ownership Programme to support its employees to improve their housing conditions and meet their own accommodation aspirations and needs, with an emphasis on home ownership either at place of work or at place of origin.

In line with the Special Presidential Package (for the Distressed Mining Towns Programme) in the Platinum Belt, as well as the Upgrading of Informal Settlements Programme, Sibanye-Stillwater and the Housing Development Agency are in discussion on a Delivery Co-operation Agreement. In terms of the agreement, Sibanye-Stillwater will provide technical support and avail bulk water and sanitation services in Marikana.



Creating shared value

Central to Sibanye-Stillwater's ethos is the sharing of the value created. We do this by creating and sustaining jobs through our activities; supporting the local economy by procuring goods and services, especially locally; and contributing to government through taxes and royalties.

Marikana K4 mine, a world-class new PGM project situated on the western limb of the Bushveld Complex in the North West province, promises to sustain about 4,000 jobs and boost local economic development when it is up and running. The project, has begun development and production ramp up. It announced the hoisting of its first ore in May 2022. It will produce about 250,000 ounces of 4E PGMs a year for an estimated 50 years of mine life.

During 2022, dividends to the value of R177.54 million were paid out to the Sibanye Rustenburg Mine Community Development (SRMCD) Trust and Sibanye Rustenburg Mine Employees Trust.

The SRMCD Trust's primary objective is to carry out public benefit activities through development programmes that empower communities adjacent to our mines.

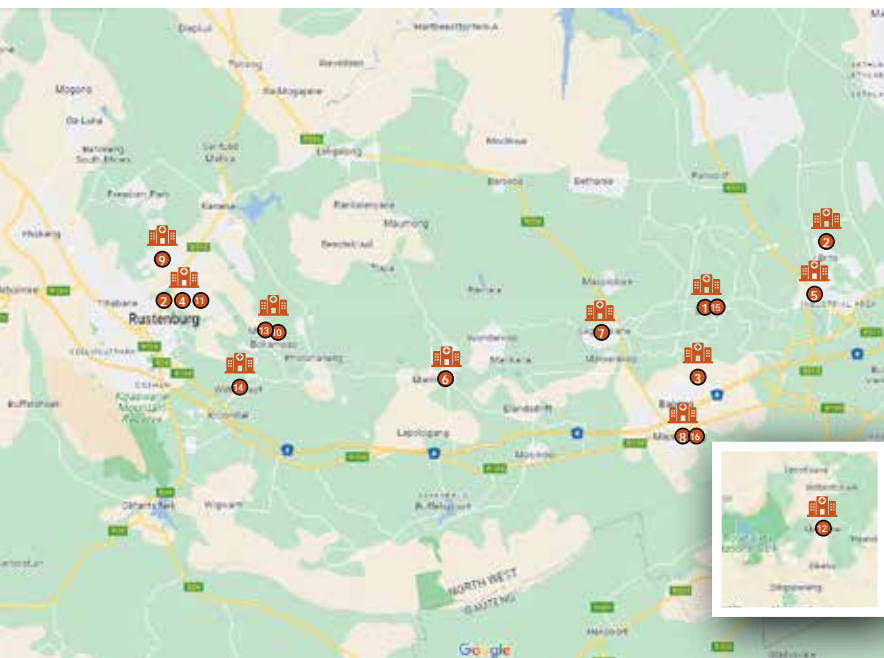
In Marikana, dividends to the value of R225 million were paid out to Bapo Ba Mogale LED Trust, Lonplats Marikana Community Development Trust and Lonplats Employee Share Ownership Trust.

The trusts play a key role in community upliftment through offering bursaries to local learners and support for small business development, agriculture and early childhood development projects.



SLP documents can be viewed on our website www.sibanyestillwater.com/news-investors/reports/regulatory/2022/

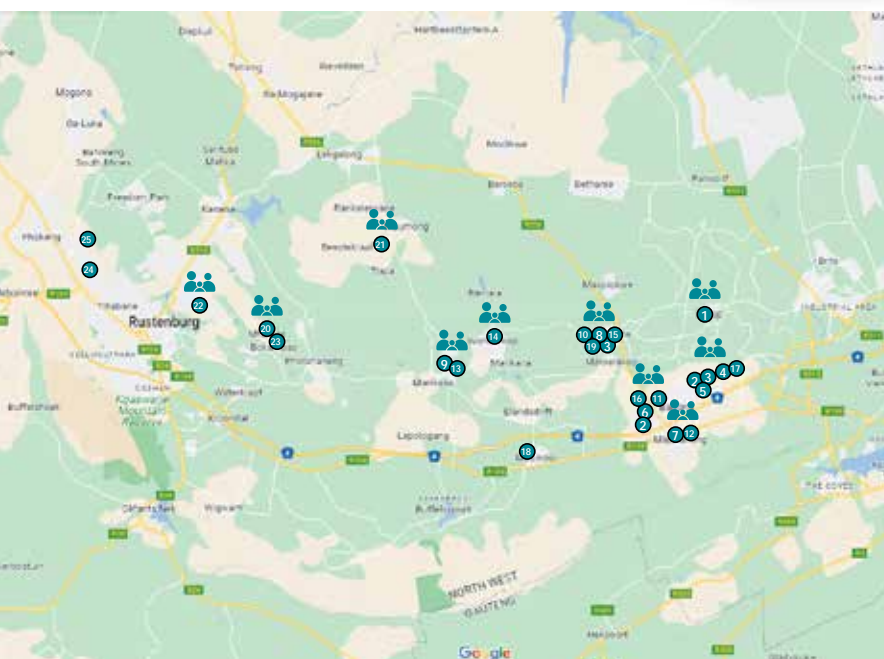
As part of our SLPs, we have delivered on the following projects in the areas of education, health, welfare, economic development and infrastructure:



Health



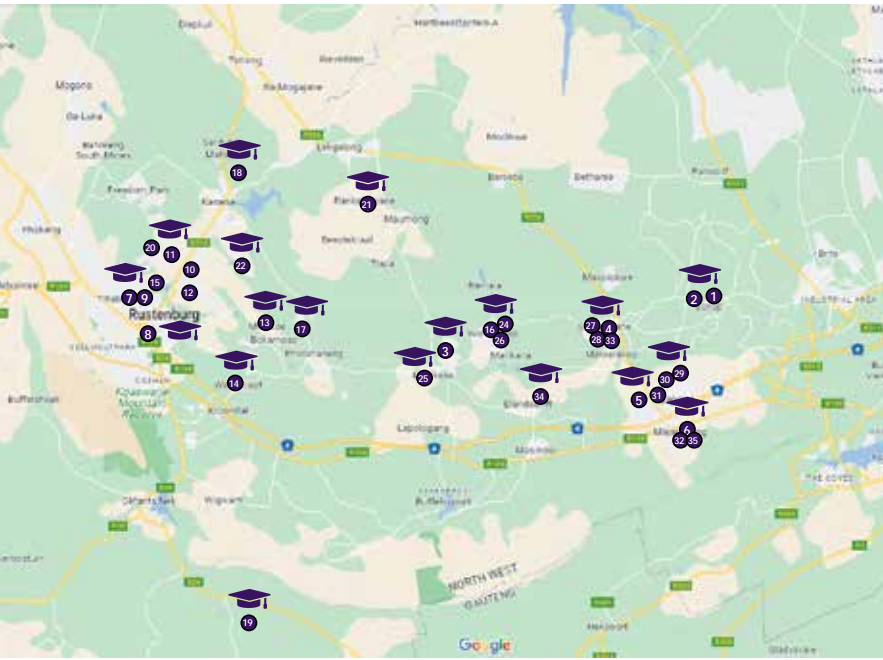
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| 1 Refurbishment of Sonop Clinic (Sonop) | 10 Mfidikoe Clinic (Rustenburg) |
| 2 Replacement of 2 School health Services (All areas) | 11 Health Promotion and Disease Prevention (Rustenburg) |
| 3 Clinic Equipment and Computers (Bapong) | 12 Maternity Homes for High risk Patients (Moretele) |
| 4 Procurement of Ambulances (All areas) | 13 Mfidikoe Industrial Generator (Rustenburg) |
| 5 Renovation of Brits Forensic Mortuary (Brits) | 14 Ikemeleng Clinic (Rustenburg, Ikemeleng) |
| 6 Marikana CHC Construction Phase 1 (Marikana) | 15 Supply and installation of furniture and equipment at Sonop Clinic (Sonop) |
| 7 Security Upgrading at GLC Clinics (Segwaelane) | 16 Supply and installation of furniture and equipment at Majakaneng Clinic (Majakaneng) |
| 8 Extension of Majakaneng Clinic (Majakaneng) | |
| 9 Emergency patient transport (maternal & obstetrics) (Rustenburg) | |



Social & sports



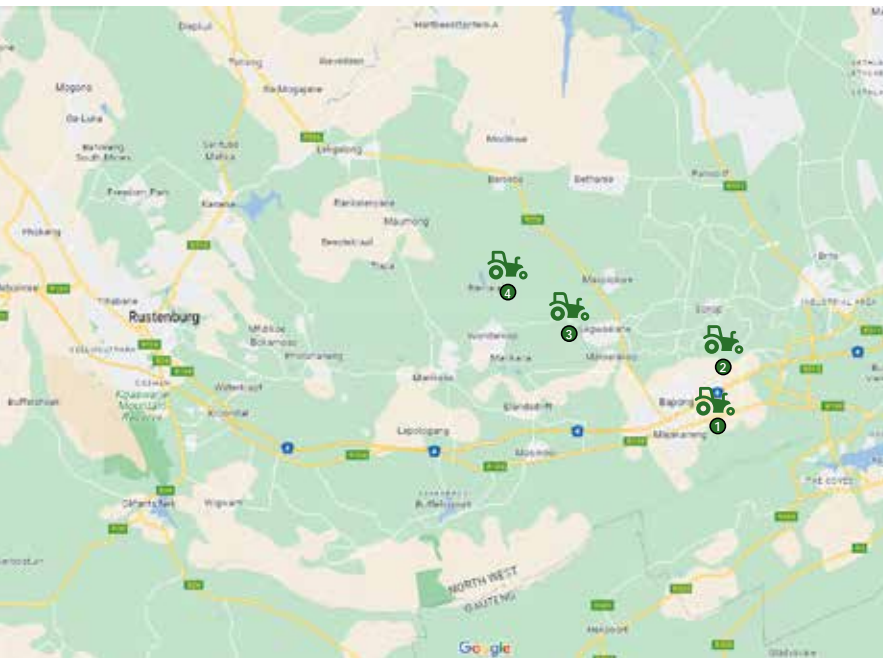
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| 1 Refurbishment of Sonop Old Age Home (Sonop) | 14 Madibeng - Public safety (Wonderkop) |
| 2 Madibeng bulk water supply (Bapong & Modderspruit) | 15 Madibeng - Public safety (Segwaelane) |
| 3 Sanitation (Bapong & Segwaelane) | 16 Madibeng - Public safety (Leokeng) |
| 4 Roads (Skoolplaas - Oudstad) | 17 Madibeng - Public safety (Bapong) |
| 5 Roads (Newtown) | 18 Multi-purpose Health Centre (Mooinooi) |
| 6 Roads (Modderspruit) | 19 Multi-purpose Health Centre (Segwaelane) |
| 7 Roads (Majakaneng) | 20 Waterborne Sewer - Mfidikoe (Rustenburg) |
| 8 Roads (Segwaelane) | 21 Access Road to Tlapa (Rustenburg, Tlapa Village) |
| 9 Marikana Primary School Sports Field (Marikana) | 22 Mphathalatsane Disability Centre (Rustenburg, Sunrise Park) |
| 10 Thaba Morula Secondary School Sports Field (Segwaelane) | 23 High Mast Lights (Rustenburg, Bokamoso) |
| 11 Johane Mokolobetsi School Sports Field (Bapong) | 24 High Mast Lights (Rustenburg, Lefaragathiha) |
| 12 New Maakaneng Primary School Sports Field (Majakaneng) | 25 High Mast Lights (Rustenburg, Bobuampja) |
| 13 Rustenburg - Public safety (Marikana RDP) | |



Education



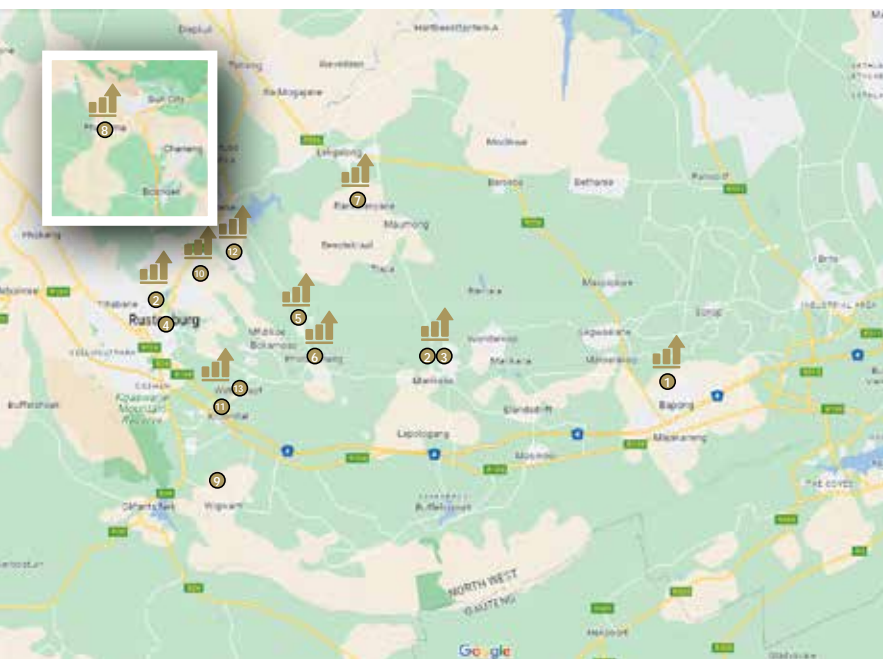
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| 1 | Upgrading of Tebogo Primary School (Sonop) | 21 | School Wi-Fi Programme - Matetenene Secondary (Rustenburg) |
| 2 | Upgrading of Sonop Primary School (Sonop) | 22 | School Wi-Fi Programme - Boitekong Secondary (Rustenburg) |
| 3 | New Marikana Primary School (Marikana) | 23 | School Wi-Fi Programme - Segwaelane Primary School (Marikana) |
| 4 | Segwaelane Primary school (Segwaelane) | 24 | School Wi-Fi Programme - Maruatone Primary School (Marikana) |
| 5 | Leokeng Secondary School (Leokeng) | 25 | School Wi-Fi Programme - Marikana II Primary School (Marikana) |
| 6 | New Majakaneng Primary School (Majakaneng) | 26 | School Wi-Fi Programme - Rakgatla Secondary School (Marikana) |
| 7 | Learning and Teaching Support Material (Rustenburg) | 27 | School Wi-Fi Programme - Sedupe Primary School (Marikana) |
| 8 | School Leadership Development (Rustenburg) | 28 | School Wi-Fi Programme - Thaba Morata Secondary School (Marikana) |
| 9 | Portable Skills (Rustenburg) | 29 | School Wi-Fi Programme - Mogale Secondary School (Marikana) |
| 10 | Renovation of Boikagong School (Rustenburg) | 30 | School Wi-Fi Programme - Bapo Primary (Marikana) |
| 11 | Conversion of Boitekong/ Tsholofelo School (Rustenburg) | 31 | School Wi-Fi Programme - Johane Mokolobetsi Secondary School (Marikana) |
| 12 | Teacher Development (Rustenburg) | 32 | School Wi-Fi Programme - Michael Modisakeng Secondary (Marikana) |
| 13 | Mfidikoe School extension (Rustenburg) | 33 | School Wi-Fi Programme - Thaba Morata Secondary School (Marikana) |
| 14 | Tirelong School Yard improvement (Rustenburg) | 34 | School Wi-Fi Programme - Machadam Combine School (Marikana) |
| 15 | Learner Development (Rustenburg) | 35 | Majakaneng School's paving Majakaneng (Majakaneng) |
| 16 | Tlhabi Moruwe School (Madibeng, Wonderkop) | | |
| 17 | School Wi-Fi Programme - Tshukudu High School (Rustenburg) | | |
| 18 | School Wi-Fi Programme - Sekete High School (Rustenburg) | | |
| 19 | School Wi-Fi Programme - Naaupoort Secondary (Rustenburg) | | |
| 20 | School Wi-Fi Programme - Meriti Secondary School (Rustenburg) | | |



Agriculture



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| 1 | Bee farming (Bapong) | 3 | Madibeng Subsistence Farming (Segwaelane) |
| 2 | Madibeng Municipality Subsistence Farming (Bapong - Oudstad) | 4 | Madibeng Municipality Subsistence Farming (Wonderkop) |



Income generating & capacity building



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| 1 | Madibeng brick laying (Bapong) | 7 | Rankelenyane Piggery Project (Rustenburg) |
| 2 | Madibeng & Rustenburg institutional support (All areas) | 8 | Phatsima Farming Project (Rustenburg) |
| 3 | Madibeng & Rustenburg - Waste (All near mine communities) | 9 | Boschfontein Sewing Project (Rustenburg) |
| 4 | SEDA Platinum Incubators (Rustenburg) | 10 | Boitekong Piggery Project (Rustenburg) |
| 5 | Thekwana Poultry Project (Rustenburg) | 11 | Ikemeng Youth Car Wash (Rustenburg) |
| 6 | Photsaneng Bakery Project (Rustenburg) | 12 | Lefaragathle Community Resource centres (Rustenburg) |
| | | 13 | Ikemeng Brick Making Project (Rustenburg, Ikemeng) |



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www.renewalprogramme.co.za