

## Audit Committee: Annual Work Plan 2025

Item	Meeting taking place in			
	Q 1	Q 2	Q 3	Q 4
<b>Financial Statements:</b>				
Review Annual Financial Statements (published as part of AFR in SA and on Form 20-F in the US) and make recommendation to the Board.	X			
Review half-year financial statements (published on SENS in SA and furnished on Form 6-K in the US) and make recommendation to the Board.			X	
Make recommendation to the Board in respect of the final and interim dividends.	X		X	
Review major issues concerning accounting principles and financial statement presentations, including any significant changes to the selection or application of accounting principles.	X	X	X	X
Review significant financial reporting issues and judgments made in connection with the preparation of the financial statements.	X	X	X	X
Review the effect of regulatory and accounting initiatives, off-balance sheet structures, any significant ventures, investments, or operations that are not subject to an independent audit.	X	X	X	X
Consider the solvency and liquidity of the company and its subsidiaries.	X	X	X	X
Consider impairments of assets (as per Approval Framework).	X	X	X	X
Review any legal matter which could have a significant impact (or raise a contingent liability) on the financial statements.	X	X	X	X
Review off balance sheet structures and related party transactions.	X	X	X	X
Review of the JSE's proactive monitoring activities report.		X		
<b>Private Sessions:</b>				
Assess the adequacy of resources of the financial function for the Group.	X	X	X	X
Assess the skills and experience of the Chief Financial Officer.			X	
Meet with External Auditors (excluding Management).	X	X	X	X
Meet with Internal Audit (excluding Management).	X	X	X	X
Meet with SOX Compliance (excluding Management).	X	X	X	X
Meet with Management (excluding External Auditors and Internal Audit).	Adhoc	Adhoc	Adhoc	Adhoc
<b>External Audit:</b>				
Nominate independent auditor, for appointment or re-appointment by the shareholders as auditor of the Group (incorporated into IAR and AFR).	X			

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Review all relationships between the independent auditors and Sibanye-Stillwater, including its subsidiaries, and take steps to ensure the regular rotation of certain lead audit partners, as required by applicable laws and regulations.	X			
Discuss and review the auditors' engagement letter, terms, and scope of the audit function.	X			
Set policy for the use of the auditors for non-audit purposes.	X	X	X	X
Approve the auditors' fees for non-audit services.	X	X	X	X
Evaluate the auditors' independence and suitability review and consider if non-audit services impair independence. Obtain confirmation of independence from auditors.	X			
Review significant differences of opinion between management and the audit function.	X	X	X	X
Approve auditors' fees and terms of reference.		X		
Evaluate the performance of the auditors.	X			
Review the proposed Audit Report: Final Findings Report.	X			
Review the Audit Strategy and Plan for the year.		X		
Obtain assurance from the auditors that adequate records are being maintained.	X			
<b>Internal Control and Internal Audit:</b>				
Review the adequacy and effectiveness of the Group's systems of internal control, including internal control function.	X	X	X	X
Review the internal audit report on internal audit results (including results from the internal audit quality assurance reviews) .	X	X	X	X
Review and approve the internal audit charter.			X	
Review and approve the internal audit plan and subsequent significant changes.			X	
Review performance and approve the selection of the head of internal audit.			X	
Evaluate the independence (including potential impairments thereto), effectiveness and performance of the internal audit and compliance with its mandate.	X	X	X	X
Assess the adequacy of available internal audit resources, including qualifications of internal audit employees.	X	X	X	X
Review significant matters reported by the internal audit function and the adequacy of corrective action taken.	X	X	X	X
Review significant differences of opinion between management and the internal audit function.	X	X	X	X

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Review significant difficulties in the completion of the audit plan including restrictions on scope of work or access to required information.	X	X	X	X
Review co-ordination between the internal and external audit functions and address issues of significant concern.	X	X	X	X
Review the company's processes for ensuring that the company complied with relevant regulatory and legal requirements.	X	X	X	X
Monitor that proper and adequate accounting records are maintained (part of internal audit review).	X	X	X	X
Note significant cases of employee conflict of interest, misconduct or fraud, or any other unethical activity by employees or the company brought to its attention through Internal Audit or the Protections Services reports and refer to the Social, Ethics and Sustainability Committee.	X	X	X	X
Ensure the combined assurance model is applied to provide a coordinated approach to assurance activities.	X	X	X	X
<b>Internal Control over Financial Reporting and SOX Compliance:</b>				
Consider the formal documented review of the design, implementation, and effectiveness of the company's system of internal financial control.	X	X	X	X
Evaluate the nature and extent of the formal documented review to ensure all significant areas of financial reporting are covered.	X	X	X	X
SOX department to report to Committee the SOX compliance results for the relevant financial year and conclude on the effectiveness of Internal Control over Financial Reporting.	X			
SOX department to report to Committee the list of significant deficiencies and material weaknesses.	X			
SOX department to report on the status of remedial action implemented.	X	X	X	X
Note quarterly SOX report.	X	X	X	X
Review and approve SOX Charter.				X
<b>Fraud:</b>				
Note quarterly update	X	X	X	X
<b>Information Technology and Cybersecurity:</b>				
Review and approval of ICT Charter.	X			

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Review IT governance framework implemented by management and review significant IT investments and expenditure.	X	X	X	X
Evaluate the company's overall exposure to IT risks from business and strategic perspective and obtain assurance from management that controls are in place to address risks.	X	X	X	X
Review reports on policies and procedures to ensure same provide for the efficient management of information assets.	X	X	X	X
Review cybersecurity reports.	X	X	X	X
<b>Annual Financial Report:</b>				
Description of how the Committee carried out its Functions.	X			
State whether the Committee is satisfied with the independence of the External Auditor.	X			
Report on the suitability of the External Auditor.	X			
Comment, in any way that the Committee considers appropriate, on the financial statements, the accounting practices and the internal financial controls of the Company.	X			
Ensure that the integrated report, including the AFR presents a balanced and understandable assessment of position, performance, and prospects of the Group.	X			
Report to Board on any material weaknesses in internal financial controls and corrective action implemented.	X			
<b>Form 20-F:</b>				
Review and approve (with authority delegated from the Board) the Form 20-F in line with the requirements of the SEC and NYSE.	X			
<b>Corporate Governance:</b>				
Approval of CFO and Head of Internal Audit performance rating.	X			
Assessment of the CFO and Head of Internal Audit.				X
Self-assessment of the Committee.				X
Review and approve the Annual Work Plan for the next year.				X
Review annually the Terms of Reference and recommend to the Board for approval.				X

**Note: Per Audit Committee Terms of Reference, the committee will meet at least six times during the year being: four quarterly meetings outlined above, and two meetings scheduled for the approval of the Company's annual report and the Company's annual report on Form 20-F and Integrated Report.**