

SIBANYE-STILLWATER'S COMPLIANCE REPORT ON RESPONSIBLE SOURCING OF PLATINUM/PALLADIUM

The London Platinum and Palladium Market (LPPM) Responsible Platinum/Palladium Guidance (RPPG) has been established for Good Delivery Refiners to adopt high standards of due diligence to combat systemic or widespread abuses of human rights, to avoid contribution to conflict, to comply with high standards of anti-money laundering and to combat terrorist financing practices.

Sibanye Stillwater Limited ("Sibanye-Stillwater") is a multinational mining and metals processing Group with a diverse portfolio of mining and processing operations and projects and investments across five continents. The Group is also one of the foremost global PGM auto catalytic recyclers and has interests in leading mine tailings retreatment operations.

Sibanye-Stillwater is one of the world's largest primary producers of platinum, palladium, and rhodium and is also a top tier gold producer. It also produces and refines iridium and ruthenium, nickel, chrome, copper and cobalt. The Group has also diversified into battery metals mining and processing and has increased its presence in the circular economy by growing its recycling and tailings reprocessing exposure globally.

Sibanye-Stillwater and its refinery, the Western Platinum Proprietary Limited Precious Metals Refinery ("WPL PMR"), aims to comply with the LPPM RPPG through the adoption and implementation of our Policy for the Responsible sourcing of metals ("the Policy") and our Framework for the responsible sourcing of metals ("the Framework"). Steps taken in this regard are detailed in this report.

LPPM RPPG Version 1 was first adopted and implemented by Sibanye-Stillwater in January 2020. This compliance report is for the period 1 January 2025 to 31 December 2025, demonstrating compliance with LPPM RPPG Version 4. Refer to Table 2 below for a description of our responsible sourcing activities conducted and for disclosure in relation to the specific elements of LPPM RPPG Version 4.

Table 1: Refiner's details	
Refiner's name	Western Platinum Proprietary Limited's (WPL) (a subsidiary of Sibanye Stillwater Limited) Precious Metals Refinery (PMR)
Locations	Smelter / Base Metals Refinery (BMR) location: Marikana district, 40km east of Rustenburg, North West, South Africa Precious Metals Refinery (PMR) location: 4/130 Platinum Road, Vulcania X 2, Brakpan, South Africa
Sibanye-Stillwater year end	31 December 2025
Reporting Period	1 January 2025 – 31 December 2025
Date of report	26 March 2026
Senior Management responsible for this report	Peter McElligott (Senior Vice President Legal and Compliance) and Marizaan Siegert (Senior Manager Group Compliance and the Sibanye-Stillwater Platinum and Palladium Responsible Sourcing Compliance Officer)

Table 2: Summary of activities undertaken to demonstrate compliance	
Step 1: Establish strong company management systems	
Compliance Statement with Requirement:	
Sibanye-Stillwater has complied with Step 1 of the LPPM RPPG Version 4 for the review period (note commentary above and description of activities in 1.1 below for aspects of compliance). Sibanye-Stillwater has established strong management systems.	
1.1. Sibanye-Stillwater has adopted a company policy regarding due diligence for supply chains of Platinum/Palladium.	
<u>Comments and Demonstration of Compliance:</u>	

Table 2: Summary of activities undertaken to demonstrate compliance

Sibanye-Stillwater recognises the risks of significant adverse impacts that may be associated with extracting, processing, trading, handling and exporting minerals. We recognise the need to combat systematic or widespread abuses of human rights, to avoid contributing to geopolitical conflict, to comply with high standards of anti-money laundering practices and to combat terrorist financing practices.

Sibanye-Stillwater reviews its Policy from time to time with the last amendment effected on 3 December 2024. Through our Policy, we strive for engagements and operations that are conducted in accordance with the LPPM's Responsible Platinum/Palladium Guidance and with the Organisation for Economic Co-operation and Development Due Diligence Guidance for the Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Our Policy is applicable to all stakeholders including suppliers, service providers and agents in the Platinum/Palladium responsible sourcing supply chain.

1.2. Sibanye-Stillwater has set up an internal management structure to support supply chain due diligence.

Comments and Demonstration of Compliance:

An internal management system, as described in the Framework, defines governance, roles and responsibilities, procedures, communications, and senior management review in accordance with the Policy.

The Responsible Sourcing Committee ("RSC") governs the Policy, Framework and responsible sourcing practices and its members have been selected from senior management across several operational and functional areas, including operations, marketing, protection services, legal and compliance, risk, technical, and sustainability. The defined roles and responsibilities of the committee members are detailed in the Framework.

The RSC oversees the responsible sourcing of Platinum/Palladium, reviews and assesses the supply chain due diligence and approves or rejects the counterparties after due consideration and appropriate risk mitigation. The Compliance Officer and

Table 2: Summary of activities undertaken to demonstrate compliance

the Due Diligence Officer manage, supervise and review the due diligence process and reports directly into the RSC.

The RSC reports to Sibanye-Stillwater's Corporate Executive leadership team (C-Suite). The Sibanye-Stillwater Board of Directors provides oversight to the C-Suite, which is ultimately responsible for the making of decisions based on supplier due diligence outcomes on high-risk items.

1.3. Sibanye-Stillwater has established a strong internal system of due diligence, controls and transparency over Platinum/Palladium supply chain, including traceability and identification of other supply chain actors.

Comments and Demonstration of Compliance:

Supply chain traceability system

Sibanye-Stillwater has an established Platinum/Palladium material receipt process. Specific documents must be received, and transactional details entered before we process any Platinum/Palladium containing material. Each lot received from group companies and other counterparties must be accompanied by the appropriate documentation in support of the material.

Maintaining records

These documents are registered in our transactional system and confirmed through a weighing, sampling and evaluation protocol. The weight data is captured in the weighbridge management system and transferred into the Sibanye-Stillwater Metal Accounting System (MES). Approved sampling data is stored in the Laboratory Information Management System (LIMS) and also transferred into MES, Sibanye-Stillwater ensures that these records are maintained for at least five years following our year-end.

Any form of non-compliance is reported to the Manager Metallurgical Accounting – Processing Operations and to the RSC. No such matters occurred and were reported to the RSC during the reporting period.

Table 2: Summary of activities undertaken to demonstrate compliance

Confidential whistleblowing and grievance mechanism

Sibanye-Stillwater recognises the importance of operating with openness, probity, and accountability, conducting its business with honesty and integrity and identifying and appropriately managing actual and potential adverse impacts. As such, we ensure effective whistleblowing and grievance mechanisms are in place to enable all Stakeholders, both within and external to the Company, are able to voice concerns in a responsible and effective manner, independently of line management and without fear of reprisal.

Sibanye-Stillwater provides all employees and third parties with access to an anonymous tip-off mechanism across the organisation which allows for the confidential reporting of unethical behaviour such as fraud, corruption, illegal mining, product theft, theft of company property, clocking fraud, copper theft or theft of explosives. The mechanism is communicated by regular emails, visible posters, and social media campaigns.

This tip-off mechanism ensures that concerns over the responsible Platinum/Palladium sourcing management system or newly identified risks can be reported. The tip-off mechanism is managed by an independent third party.

This tip-off mechanism is exclusively monitored by Protection Services who have an established protocol to elevate reports regarding responsible sourcing of Platinum/Palladium to the Due Diligence Officer, and from there to the RSC. No specific concerns requiring the intervention of the RSC were raised with the RSC during the reporting period.

Environment, Social and Governance (ESG) Factors

Sibanye-Stillwater aspires to make a positive social and environmental impact in terms of the commodities we mine, source and produce and Sustainability is embedded in the way that we do business, as defined in our strategy: 1) to produce quality future-focused metals for the global energy transition; 2) to mine, process, reclaim and recycle responsibly while mitigating impacts on people and the planet; and 3) striving

Table 2: Summary of activities undertaken to demonstrate compliance

to create shared-value, eradicate poverty, curb climate change, protect ecosystems and promote intergenerational equity. Our vision statement speaks to our conviction to be a leader in superior shared value for all stakeholders. Integral to our vision is responsible mining practices. The Group strives to differentiate itself through being a Force for Good. The Group focuses on four sustainability related themes - 1) People, - prioritising people, rights and social Impact; 2) Planet – Nature, circularity and climate change; 3) Prosperity – Profitability, shared value and net positive legacy; and 4) Governance – Ethical, transparent and accountable practices.

We also subscribe to various international mining organisations and standards to reinforce our commitment to safety, health, environment etc. Through independent third party verification. The following information can be viewed on our website:

- Sustainability Policy:
https://thevault.exchange/?get_group_doc=245/1743078977-ssw-sustainability-policy-march-2025.pdf
- Human Rights Policy:
https://thevault.exchange/?get_group_doc=245%2F1757055087-ssw-human-rights-policy-update-sep2025.pdf
- Integrated Annual Report 2024:
<https://reports.sibanyestillwater.com/2024/download/SSW-IR24.pdf>
- Position Statement: Transparency of mineral revenues
https://thevault.exchange/?get_group_doc=245/1680174535-ssw-position-statement-transparency-mineral-revenues-position-statement-30mar23.pdf
- Sibanye-Stillwater supports the principles, processes and objectives of the Extractive Industry Transparency Initiative (EITI) through our membership of the ICMM. Our EITI supporting company form can be viewed on the Extractive Industries Transparency Initiative website. (<https://eiti.org/supporters/sibanye-stillwater>)

Training

Sibanye-Stillwater developed a written Responsible Sourcing Training programme (the "training programme") which forms part of our Framework. In terms of the

Table 2: Summary of activities undertaken to demonstrate compliance

training programme, training is provided to selected employees and management involved in the metal supply chain including employees in the receipt and analyses of third-party material, to ensure heightened awareness and detection of potential issues. A Responsible Sourcing training animation was rolled out to the role players in the Responsible Sourcing value chain. A short animation was distributed to all South African employee e-mail addresses and also rolled out to the Sibanye-Stillwater Academy to include in its annual general induction, Learning Management System (LMS) and E-learning training material. The purpose of short animation was to introduce the concepts of responsible sourcing to the general employee base.

Payment through official banking channel

All transactions are carried out by electronic transfer of funds and no cash transactions were made. Sibanye-Stillwater supports all applicable laws and regulations and complies with them. Sibanye-Stillwater is committed to cooperate transparently with government authorities and provide access to records and information as appropriate.

1.4. Sibanye-Stillwater has strengthened its company engagement with Platinum/Palladium supplying counterparties, and where possible, assisted Platinum/Palladium supplying counterparties in building due diligence capabilities.

Comments and Demonstration of Compliance:

Sibanye-Stillwater distributed a brief by the chairperson of the RSC to all its Platinum/Palladium counterparties which brief included a link to a short responsible sourcing animation which highlighted our Policy and responsible sourcing expectations and requirements.

The Framework requires us to assess if adequate due diligence is carried out by counterparties on their third-party suppliers. As per our Framework, should it be assessed that counterparties haven't taken reasonable steps to carry out the necessary due diligence on their suppliers (third parties), the business relationship may be suspended / discontinued, and a risk mitigation strategy implemented. The

Table 2: Summary of activities undertaken to demonstrate compliance
<p>Framework further provides for the suspension or discontinuation of the engagement with suppliers where it is identified that unresolved risks in the supply chain of a third-party may exist. Refer to step 2 and 3 below for details of our due diligence processes executed.</p>
<p>Step 2: Identify and assess risks in the supply chain</p>
<p>Compliance Statement with Requirement:</p> <p>Sibanye-Stillwater has complied with Step 2 of the LPPM RPPG Version 4 for the review period (note commentary above and description of activities in 2.2 below for aspects of compliance). The Company identifies and assesses risk in the supply chain.</p>
<p>2.1. Sibanye-Stillwater has a process to identify risks in the supply chain</p>
<p><u>Comments and Demonstration of Compliance:</u></p> <p>Counterparties are requested to complete a due diligence questionnaire which forms the basis for our Know Your Counterparty ("KYC") checks.</p> <p>The Risk and Insurance Manager, who is a member of the RSC, conducts an initial risk assessment based on the information gathered from the due diligence process for new counterparties following the initial due diligence process. The risk assessment is performed in accordance with the Framework and the established risk assessment matrix. Sibanye-Stillwater will conduct an enhanced due diligence should any potential high risks be identified and will include, as a minimum, an on-site visit to assess the specific risk.</p> <p>The initial and mitigated risk assessment is then discussed and ratified by the RSC and is minuted accordingly. A risk management strategy is implemented should the RSC deem it necessary.</p> <p>Counterparties are monitored on an ongoing basis, and the risk is re-assessed should there be a change in feedstock, contract terms, beneficial ownership, or if any red flags are raised after its' initial approval.</p>

Table 2: Summary of activities undertaken to demonstrate compliance

Joint Evaluation Committee meetings are held monthly with all Platinum/Palladium supplying counterparties to ensure that operational matter as discussed and issues relating to material, sources of material or material changes are communicated and minuted.

We requested Responsible Sourcing Annual Declarations from our Platinum/Palladium supplying counterparties in line with the Framework and assessed them to confirm whether the origin of material has remained the same and that no other changes occurred with the counterparty, for the period under review. The outcomes of the assessments were presented to the RSC and no changes were made to our counterparty list.

2.2. Sibanye-Stillwater has assessed the risks in light of the standards of their due diligence system

Comments and Demonstration of Compliance:

During this review period, we continued to complete our annual due diligence processes on our Platinum/Palladium counterparties in accordance with our Policy and Framework.

This compliance report is for the period 1 January 2025 to 31 December 2025. Our responsible sourcing activities conducted are in relation to the specific elements of LPPM RPPG Version 4. The due diligence performed for counterparties consists of internal and independent third-party verification of information provided via our responsible sourcing due diligence questionnaire (including, for example, the existence of the counterparty and its shareholders; information on key management individuals; confirmation of the origin and logistics of the material and security arrangements) and were extended to counterparties' suppliers where necessary.

Existing counterparties completed an annual responsible sourcing declaration. All Sibanye-Stillwater's Platinum/Palladium counterparties are situated in non-conflict areas. The annual declarations were reviewed and no counterparties were assessed to be high risk by the RSC.

Table 2: Summary of activities undertaken to demonstrate compliance

During this review no new Platinum/Palladium counterparties were onboarded and no current counterparties were suspended. We remain comfortable with the level of due diligence performed.

2.3. Sibanye-Stillwater has determined criteria for high-risk supply chains.

Comments and Demonstration of Compliance:

The Framework stipulates High-Risk criteria which trigger enhanced due diligence to be performed on a counterparty. The following minimum criteria is considered:

- The mined material or Secondary material originates from, has transited or has been transported via a conflict affected or human rights abuse high-risk area.
- The Secondary material comes from a country where conflict-affected and human rights abuse high-risk areas are known, or reasonably suspected, to exist.
- The mined material is claimed to originate from a country that has limited known reserves, likely resources or projected production levels of Metals.
- Metal supplying counterparties or other known upstream companies are located in a country representing high risk for money laundering, crime or corruption.
- Metal-supplying counterparties or other known upstream companies or their beneficial owners with significant influence over the Metal-supplying counterparty are politically exposed persons.
- Metal supplying counterparties or other known upstream companies are active in a higher-risk business activity such as arms, gaming and casino industry, antiques and art, sects and their leaders etc.
- The mined material originated from artisanal mining.

Sibanye-Stillwater confirms that there were no high-risk counterparties or upstream companies identified within the period of review. No material received from counterparties transported or originated from a conflict affected or human rights abuse high-risk area. Sibanye-Stillwater did not perform an enhanced due diligence on any of its counterparties considering the low risks identified.

Table 2: Summary of activities undertaken to demonstrate compliance

2.4 Monitoring of transactions

Comments and Demonstration of Compliance:

Sibanye-Stillwater ensures that transactions within our operations and our counterparties are closely monitored in accordance with our Responsible Sourcing Framework. The appointed Metal Accountant compiles a report of the transactions, which report is provided to the RSC on a quarterly basis, including any internal audit reports prepared in respect of the monitoring of such transactions.

As part of the monitoring process, all documents and materials are verified to ensure they are consistent with each other and should any inconsistencies in material and paperwork exist, the material is immediately isolated and reported to Management. If any inconsistencies are discovered, we immediately inform the counterparty, and the incident is subject to an investigation. The material may not be processed until Management has resolved any outstanding issues. Processing is suspended until all risk factors have been investigated and deemed safe for the relationship to continue.

Should the inconsistencies be linked to corrupt objectives, Sibanye-Stillwater immediately suspends business with the counterparty and notifies the appropriate authorities.

As part of our Framework, we obtain the following documents and information:

- Type of Metal received (Mined or Secondary).
- Weight and assay (declared and processed).
- Reference to the Metal supplying counterparty due diligence file.
- Date of arrival at the refinery and date of finalisation of the refining process.
- Counterparties' weighbridge tickets for product weight information.
- Counterparties' waybills.
- Shipping documents (bill of landing, pro-forma invoice, official packing list etc.), if applicable.
- Export and import forms for high-risk transactions, if applicable.

Table 2: Summary of activities undertaken to demonstrate compliance
<p>During this review period we identified one incident where there were discrepancies with regards to the weight of material received from our counterparty. These weight discrepancies were investigated in accordance with our internal standards and procedures. The internal investigation was resolved and all materials received from counterparties were in conformance with the transportation and supporting documents.</p>
<p>2.5 Recognition of other certifications to demonstrate compliance with due diligence requirements</p>
<p><u>Comments and Demonstration of Compliance:</u> N/A</p>
<p>2.6 Continuous monitoring of risk management</p>
<p><u>Comments and Demonstration of Compliance:</u></p> <p>Sibanye-Stillwater will continue to refine/process Metals from the relevant source provided that the counterparty adopts a risk mitigation strategy, devised with input and engagement from the counterparty, which clearly defines performance objectives within a reasonable timeframe. The implementation of the risk mitigation strategy will be monitored on an ongoing basis to continually assess whether to continue accepting material from the applicable counterparty and the RSC will reconsider the suspension of use of material or permanent sanction of the counterparty as appropriate. Significant and measurable improvement towards eliminating the risk within six months from the adoption of the risk mitigation strategy must be identified. Additional measures will then be defined in a revised risk mitigation strategy, based on the progress achieved within the first six months. If no such measurable improvement can be demonstrated within the six-month period, Sibanye-Stillwater shall suspend the relationship until the counterparty has responded to the risk mitigation strategy.</p> <p>Continuous monitoring of risk management indicated that there were no risks that required mitigation during the period of review. No changes occurred in the supply chain that required Sibanye-Stillwater to repeat some due diligence steps to ensure effective management of risk</p>
<p>Step 3: Design and implement a management system to respond to identified risks</p>

Table 2: Summary of activities undertaken to demonstrate compliance
<p><u>Compliance Statement with Requirement:</u></p> <p>Sibanye-Stillwater has complied with Step 3 of the LPPM RPPG Version 4 for the review period. The Company has designed and implemented a management system to respond to identified risks.</p>
<p>3.1. Sibanye-Stillwater has a process to report findings to Senior Management</p>
<p><u>Comments and Demonstration of Compliance:</u></p> <p>Sibanye-Stillwater has various avenues for reporting on suppliers' information gathered, and actual and potential risks identified in the supply chain, to Senior Management. The RSC holds regular meetings, that include Senior Management, where suppliers are discussed. These discussions include information gathered on suppliers and their leadership, potential and actual risks according to the risk assessments compiled. The Due Diligence and Compliance Officers, and other RSC members, have direct access to Senior Management to report findings.</p>
<p>3.2. Sibanye-Stillwater has devised a strategy for risk management of an identified risk by either (i) mitigation of the risk while continuing to trade, (ii) mitigation of the risk while suspending trade or (iii) disengagement from the risk</p>
<p><u>Comments and Demonstration of Compliance:</u></p> <p>For medium and high-risk counterparties, should the RSC determine that certain risks exist that are required to be mitigated and addressed, a risk management strategy will be adopted after investigation to determine the appropriate course of action. Depending on the particular risk and the severity thereof, Sibanye-Stillwater may choose not to accept any counterparty material until the risk can be appropriately mitigated. The Risk and Insurance Manager has been tasked with providing a report to the RSC that recommends the risk strategy to be adopted.</p> <p>During the reporting period Sibanye-Stillwater did not identify any risk or potential risk that necessitated a risk mitigation strategy to be adopted.</p> <p>No counterparties or contractors were suspended or disengaged for any responsible sourcing related breaches during the reporting period.</p>
<p>3.3. Monitor the improvement plan when a strategy of risk mitigation is undertaken.</p>
<p><u>Comments and Demonstration of Compliance:</u></p>

Table 2: Summary of activities undertaken to demonstrate compliance

Where a specific risk is identified that needs to be managed and mitigated, the strategy is developed, and actions agreed, by the members of the RSC. The Compliance Officer and Risk and Insurance Manager execute the mitigation strategy and engage with the counterparty and report back to the RSC on progress. Once the investigation into the potential identified risk is concluded, the RSC will review the outcome and perform a Risk Assessment. Based on this, a decision on the Risk Mitigation Strategy (if required) will be implemented for the counterparty.

Sibanye-Stillwater can continue to accept material from this source provided that it adopts a risk mitigation strategy stating clear performance objectives within a reasonable timeframe. This strategy must include qualitative and/or quantitative indicators to measure improvement together with a reasonable deadline for achievement that has been communicated with the counterparty. The advancement of the plan should be reviewed regularly, and the results communicated to the Responsible Sourcing Committee. Once the deadline is reached, an assessment should be performed to determine if the measure have been properly addressed. The Responsible Sourcing Committee should be informed of the results of risk mitigation strategies and their effectiveness. Significant and measurable improvement towards eliminating the risk within six months from the adoption of the risk mitigation strategy must be identified. Additional measures will then be defined in a revised risk mitigation strategy, based on the progress achieved within the first six months.

During the period of review, Sibanye-Stillwater did not identify any risk or potential risk that necessitated a risk mitigation strategy to be adopted. No counterparties or contractors were suspended or disengaged for any responsible sourcing related breaches during the period of review.

3.4 Report finding to the Board Committee

Comments and Demonstration of Compliance:

Sibanye-Stillwater`s Responsible Sourcing Committee reports to its C-suite on the activities of the committee on a quarterly basis. The Board of Directors and the C-Suite has oversight of the supplier due diligence outcomes on high-risk items.

Table 2: Summary of activities undertaken to demonstrate compliance
<p>During the period of review, no high-risks were reported to the C-suite or Board of Directors.</p>
<p>3.5 Continuously monitor adequacy of risk management strategies</p>
<p><u>Comments and Demonstration of Compliance:</u> Sibanye-Stillwater performed in line with the Framework, annual due diligence checks on all of its counterparties and there were no risks identified that required development of Risk management strategies or and continuous monitoring.</p>
<p>Step 4: Arrange for an independent third-party audit of the supply chain due diligence</p>
<p><u>Compliance Statement with Requirement:</u> Sibanye-Stillwater has complied with Step 4 of the LPPM RPPG Version 4 for the review period. The Company has arranged for an independent third-party audit of the supply chain due diligence.</p>
<p><u>Comments and Demonstration of Compliance:</u> Sibanye-Stillwater has engaged the services of PricewaterhouseCoopers Incorporated to provide a limited assurance conclusion on Sibanye-Stillwater's assertions and description of activities contained in this Compliance Report. The assurance report is attached hereto and available on our website: https://thevault.exchange/?get_group_doc=245/1744099761-ssw-responsible-sourcing-independent-assurance-report-26march2025.pdf</p>
<p>Step 5: Report on supply chain due diligence</p>
<p><u>Compliance Statement with Requirement:</u> Sibanye-Stillwater has complied with Step 5 of the LPPM RPPG Version 4 for the review period and has reported on its supply chain due diligence.</p>
<p><u>Comments and Demonstration of Compliance:</u> This Compliance Report, covering our Policy, Framework and responsible sourcing practices for the reporting period, has been approved by the RSC and signed by the relevant senior management. The Compliance Report is available to the public and included on our website: https://thevault.exchange/?get_group_doc=245/1744099416-ssw-responsible-sourcing-pt-pd-compliance-report-26march2025.pdf</p>

Table 3: Management conclusion

Is the refiner in compliance with the requirements of the LPPM Responsible Platinum/Palladium Guidance for the reporting period?

Sibanye-Stillwater overall conclusion:

By the end of this reporting period (31 December 2025), Sibanye-Stillwater had well developed policy, management system, procedures, processes and practices to comply with the requirements of the LPPM RPPG Version 4. Sibanye-Stillwater is committed to compliance with LPPM RPPG Version 4 and continuous improvement.

Table 4: Other report comments

If users have any queries or wish to provide any feedback to Sibanye-Stillwater in respect of this report, please email: marizaan.siegert@sibanyestillwater.com.

Peter McElligott

**Senior Management, Responsible Sourcing Committee
(Senior Vice President Legal and Compliance)**

26 March 2026

Marizaan Siegert

**Responsible Sourcing Compliance Officer
(Senior Manager Group Compliance)**

26 March 2026