

Remuneration Committee: Annual Work Plan 2021

Item	Q 1	Q 2	Q3	Q 4
Executive Directors and Group EXCO remuneration and governance				
Executive Remuneration Review (previous year performance annual increases, STI and LTI awards)	X			
Quarterly Share Allocations	X	X	X	X
Executive performance framework for following year cycle	X			
Changes to Sibanye-Stillwater Share Plan Rules and implementation arrangements (if applicable)	X			X
Executive Management appointments (If applicable)	X	X	X	X
Sibanye-Stillwater remuneration philosophy and strategy (If applicable)				X
Reporting				
Review of the previous year remuneration report section of the integrated annual report	X			
Committee Governance				
Review of remuneration trends and practices		X	X	
Review and recommend to the Board remuneration for Board and Board Committee members	X			
Review and recommend for approval committee Terms of Reference				X
Approve the posting of the Committee Terms of Reference on the Company's website				X

Item	Q 1	Q 2	Q3	Q 4
Review and approve Committee's annual Work Plan				X
Annual Review of Committee performance and self-assessment	X			
Confirmation of any "Round Robin" resolutions	X	X	X	X