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MEDIA RELEASE

Changes and appointments to Sibanye-Stillwater senior leadership

Johannesburg, 22 April 2021. Further to previously announced senior leadership appointments which were consistent with the revised organisational structure that was detailed during the Group results presentation on 18 February 2021, Sibanye-Stillwater (Tickers JSE: SSW and NYSE: SBSW) is pleased to update stakeholders on additional changes to its leadership appointments, designed to enhance delivery and strategic focus.

In addition to the previously announced leadership appointments of Richard Stewart as Chief Operating Officer (COO) and Robert van Niekerk as Chief Technical Officer (CTO), the following additional appointments have now been made:

- **Themba Nkosi** has been appointed Chief Social Performance Officer (CSPO) to effect a tighter focus on our social performance strategy
- **Lerato Legong** has been appointed as Chief Legal Officer (CLO). Lerato will be responsible for good governance and legal quality assurance for the Group
- **Bheki Khumalo**, has been promoted to Executive Vice-President and Head of Group Human Resources, with the responsibility for overseeing human resources management across the Group
- **Nash Lutchman** has been promoted to Executive Vice-President and head of Group Protection Services, responsible for security across the Group
- **Dawie Mostert** has been appointed Chief Organisational Growth Officer (COGO) with the responsibility of driving our organisational growth and development journey
- **Laurent Charbonnier** has been appointed as Chief Commercial and Development Officer (CCDO) and will be primarily responsible for shaping the corporation's growth through value accretive external growth and associations with key customers

William Taylor has been appointed Senior Vice President: Health and Safety. William will take over this role from **Kobus de Jager**, who is retiring after providing invaluable support and guidance over the last three years. We are grateful for the significant role Kobus has fulfilled in improving our operational safety performance, and we are confident that William's appointment will secure strong leadership continuity in this critical aspect of our business.

Group CEO, Neal Froneman commenting in the appointments said:" Our business is being conducted in an increasingly dynamic and complex world with stakeholders expecting delivery to ever more exacting standards of responsibility and excellence. The leadership transition positions us to take the corporation forward into the next phases of our strategic growth taking an appropriately long-term view of the world in which we expect to operate. As the Group has grown and evolved, we have continued to adapt our corporate structure to ensure efficient delivery of our strategic priorities. I am confident that these changes to the executive and additions to the senior leadership team will ensure the ongoing creation of value for all stakeholders as we execute our strategic intent and sustain our focus on operating excellence across the Group."

Ends.

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FORWARD LOOKING STATEMENTS

The information in this announcement may contain forward-looking statements within the meaning of the "safe harbour" provisions of the United States Private Securities Litigation Reform Act of 1995. These forward-looking statements, including, among others, those relating to Sibanye Stillwater Limited's ("Sibanye-Stillwater" or the "Group") financial positions, business strategies, plans and objectives of management for future operations, are necessarily estimates reflecting the best judgment of the senior management and directors of Sibanye-Stillwater and involve a number of risks and uncertainties that could cause actual results to differ materially from those suggested by the forward-looking statements. As a consequence, these forward-looking statements should be considered in light of various important factors, including those set forth in this announcement.

All statements other than statements of historical facts included in this announcement may be forward-looking statements. Forward-looking statements also often use words such as "will", "forecast", "potential", "estimate", "expect", "plan", "anticipate" and words of similar meaning. By their nature, forward-looking statements involve risk and uncertainty because they relate to future events and circumstances and should be considered in light of various important factors, including those set forth in this disclaimer. Readers are cautioned not to place undue reliance on such statements.

The important factors that could cause Sibanye-Stillwater's actual results, performance or achievements to differ materially from estimates or projections contained in the forward-looking statements include, without limitation, Sibanye-Stillwater's future financial position, plans, strategies, objectives, capital expenditures, projected costs and anticipated cost savings, financing plans, debt position and ability to reduce debt leverage; economic, business, political and social conditions in South Africa, Zimbabwe, the United States and elsewhere; plans and objectives of management for future operations; Sibanye-Stillwater's ability to obtain the benefits of any streaming arrangements or pipeline financing; the ability of Sibanye-Stillwater to comply with loan and other covenants and restrictions and difficulties in obtaining additional financing or refinancing; Sibanye-Stillwater's ability to service its bond instruments; changes in assumptions underlying Sibanye-Stillwater's estimation of its current mineral reserves; any failure of a tailings storage facility; the ability to achieve anticipated efficiencies and other cost savings in connection with, and the ability to successfully integrate, past, ongoing and future acquisitions, as well as at existing operations; the ability of Sibanye-Stillwater to complete any ongoing or future acquisitions; the success of Sibanye-Stillwater's business strategy and exploration and development activities; the ability of Sibanye-Stillwater to comply with requirements that it operate in ways that provide progressive benefits to affected communities; changes in the market price of gold and PGMs; the occurrence of hazards associated with underground and surface mining; any further downgrade of South Africa's credit rating; a challenge regarding the title to any of Sibanye-Stillwater's properties by claimants to land under restitution and other legislation; Sibanye-Stillwater's ability to implement its strategy and any changes thereto; the occurrence of labour disruptions and industrial actions; the availability, terms and deployment of capital or credit; changes in the imposition of regulatory costs and relevant government regulations, particularly environmental, tax, health and safety regulations and new legislation affecting water, mining, mineral rights and business ownership, including any interpretation thereof which may be subject to dispute; the outcome and consequence of any potential or pending litigation or regulatory proceedings or environmental, health or safety issues; the concentration of all final refining activity and a large portion of Sibanye-Stillwater's PGM sales from mine production in the United States with one entity; the identification of a material weakness in disclosure and internal controls over financial reporting; the effect of US tax reform legislation on Sibanye-Stillwater and its subsidiaries; the effect of South African Exchange Control Regulations on Sibanye-Stillwater's financial flexibility; operating in new geographies and regulatory environments where Sibanye-Stillwater has no previous experience; power disruptions, constraints and cost increases; supply chain shortages and increases in the price of production inputs; the regional concentration of Sibanye-Stillwater's operations; fluctuations in exchange rates, currency devaluations, inflation and other macro-economic monetary policies; the occurrence of temporary stoppages of mines for safety incidents and unplanned maintenance; Sibanye-Stillwater's ability to hire and retain senior management or sufficient technically skilled employees, as well as its ability to achieve sufficient representation of historically disadvantaged South Africans in its management positions; failure of Sibanye-Stillwater's information technology and communications systems; the adequacy of Sibanye-Stillwater's insurance coverage; social unrest, sickness or natural or man-made disaster at informal settlements in the vicinity of some of Sibanye-Stillwater's South African-based operations; and the impact of HIV, tuberculosis and the spread of other contagious diseases, such as the coronavirus disease (COVID-19). Further details of potential risks and uncertainties affecting Sibanye-Stillwater are described in Sibanye-Stillwater's filings with the Johannesburg Stock Exchange and the United States Securities and Exchange Commission, including the Integrated Annual Report 2020 and the Annual Report on Form 20-F for the fiscal year ended 31 December 2020.

These forward-looking statements speak only as of the date of the content. Sibanye-Stillwater expressly disclaims any obligation or undertaking to update or revise any forward-looking statement (except to the extent legally required). These forward-looking statements have not been reviewed or reported on by the Group's external auditors.