

Position statement:

Partnership for development

1 Recognition statements

Mining operations have social, environmental, political and economic impacts on the communities and regions that host them. To remain sustainable, mining companies have to unlock partnerships to resolve collective challenges.

Partnering on development:

- is a driver for significant economic growth
- contributes towards poverty reduction
- is dependent on sound public and corporate governance

Partnering on development should:

- lead to positive social and economic outcomes
- call for greater effort
- be the highest priority to enhance social and economic contributions
- focus on six priorities (poverty reduction, revenue management, regional development planning, local economic development, social investment and dispute resolution)

Partnering potential:

- filling governance capacity gaps
- driving progress on issues that collectively are a challenge

2 ESG strategy

Unlocking the potential of communities affected by our operations through economic empowerment, institutional development and creating local benefit that inspires sustainable living.

Social Priority: Strengthening institutional capacity and unlocking and mobilising partnerships and resources to resolve collective challenges.

3 Intent

3.1 Governance

To work with development agencies, host governments, civil society organisations, and local communities to enhance Sibanye-Stillwater's contribution to social and economic development.

3.2 Performance monitoring and evaluation

- Track social and economic impacts of projects.
- Analyse barriers that weaken positive contributions of socio-economic projects.
- Review at suitable intervals the relative success of the partnerships and collaborations pursued under the six priority themes.



- Adapting projects and partnerships over time to ensure they continue to contribute to the overall goal of enhancing social and economic contribution of mining.

3.3 Collaboration, engagement and reporting

- Encouraging development stakeholders, government and civil society organisations to join with industry in developing partnerships across one or more of the six priority themes.
- Actively support or help develop partnerships or collaborations with other stakeholder groups across one or more of the six priority themes, with the aim of ensuring the project's full potential socio-economic contribution is realised.
- Provide an overview of their work on such partnerships, as appropriate, in their annual external reporting and communications.

3.4 Scope

It is applicable company wide, across all business units and managed activities (including joint ventures and other partnerships).

/s/ Neal Froneman

Chief Executive Officer

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¹ ESG Policy Statement / Stakeholder Engagement Policy / ICMM Principle 1, 2, 3, 9 and 10 with the supporting performance expectations / World Gold Council / Together for Sustainability: Environmental and Mining Questions Mining: Partnership for development Position Statement from the ICMM.

