

**Sibanye Stillwater Limited**

Incorporated in the Republic of South Africa  
Registration number 2014/243852/06  
Share codes: SSW (JSE) and SBSW (NYSE)  
ISIN – ZAE000259701  
Issuer code: SSW  
("Sibanye-Stillwater", "the Company" and/or "the Group")

**Registered Address:**

Constantia Office Park  
Bridgeview House • Building 11 • Ground Floor  
Cnr 14th Avenue & Hendrik Potgieter Road  
Weltevreden Park • 1709

**Postal Address:**

Private Bag X5 • Westonaria • 1780

Tel +27 11 278 9600 • Fax +27 11 278 9863

Website: [www.sibanyestillwater.com](http://www.sibanyestillwater.com)

## MEDIA RELEASE

### **Sibanye-Stillwater re-included in the Bloomberg Gender-Equality Index – affirmation of our inclusivity journey**

**Johannesburg, 27 January 2022:** Sibanye-Stillwater (Tickers JSE: SSW and NYSE: SBSW) is pleased to announce that it has again been included in the Bloomberg Gender-Equality Index (GEI). The Group is one of 418 companies globally (and one of only nine South African companies), across 45 countries and regions representing a variety of sectors, which qualified to be included in the index.

Sibanye-Stillwater was included in this year's index for scoring at or above a global threshold established by Bloomberg to reflect a high level of disclosure and overall performance across the framework's five pillars. For more information on the Sibanye-Stillwater disclosures, please refer to our suite of reports at <https://www.sibanyestillwater.com/news-investors/reports/annual/>.

CEO, Neal Froneman of Sibanye-Stillwater commented: "We continue to support a future where gender inequality ceases to exist, supported by a culture where high performance, opportunities and contribution are valued without any bias. Our commitment is endorsed by our target of ensuring that 30% of our workforce are female by 2025 with simultaneous focus on increasing the representation and development of women at all levels and in all functions."

"We are proud to recognize Sibanye-Stillwater and the other 417 companies included in the 2022 GEI for their commitment to transparency and setting a new standard in gender-related data reporting," said Peter T. Grauer, Chairman of Bloomberg and Founding Chairman of the U.S. 30% Club. "Even though the threshold for inclusion in the GEI has risen, the member list continues to grow. This is a testament that more companies are working to improve upon their gender-related metrics, fostering more opportunity for diverse talent to succeed in their organizations."

#### **More about Bloomberg's Gender-Equality Index (GEI)**

*The GEI brings transparency to gender-related practices and policies at publicly listed companies increasing the breadth of environmental, social, governance (ESG) data available to investors. The comprehensive, transparent GEI scoring methodology allows investors to assess company performance and compare across industry peer groups.*

*Both the survey and the GEI are voluntary and have no associated costs. Bloomberg collected this data for reference purposes only. The index is not ranked. While all public companies are encouraged to disclose supplemental gender data for their company's investment profile on the Bloomberg Terminal®, those that have a market capitalization of USD 1 billion are eligible for inclusion in the Index. For more information on the GEI and how to submit information for next year's index visit: <https://www.bloomberg.com/gei>. Bloomberg clients can access the GEI at {BGEI Index DES <GO>}.*

*For more information on Bloomberg's sustainable finance solutions, including the GEI, please visit: <https://www.bloomberg.com/professional/sustainable-finance/>.*

## Investor relations contact:

Email: [ir@sibanyestillwater.com](mailto:ir@sibanyestillwater.com)  
James Wellsted  
Head of Investor Relations  
Tel: +27 (0) 83 453 4014  
[www.sibanyestillwater.com](http://www.sibanyestillwater.com)

**Sponsor:** J.P. Morgan Equities South Africa Proprietary Limited

## 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.

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" 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 those in the forward-looking statements include, among others, our future business prospects; financial positions; debt position and our ability to reduce debt leverage; business, political and social conditions in the United States, South Africa, Zimbabwe and elsewhere; plans and objectives of management for future operations; our ability to obtain the benefits of any streaming arrangements or pipeline financing; our ability to service our bond instruments; changes in assumptions underlying Sibanye-Stillwater's estimation of their current mineral reserves and resources; the ability to achieve anticipated efficiencies and other cost savings in connection with past, ongoing and future acquisitions, as well as at existing operations; our ability to achieve steady state production at the Blitz project; the success of Sibanye-Stillwater's business strategy; exploration and development activities; the ability of Sibanye-Stillwater to comply with requirements that they operate in a sustainable manner; changes in the market price of gold, PGMs and/or uranium; the occurrence of hazards associated with underground and surface gold, PGMs and uranium mining; the occurrence of labour disruptions and industrial action; the availability, terms and deployment of capital or credit; changes in relevant government regulations, particularly environmental, tax, health and safety regulations and new legislation affecting water, mining, mineral rights and business ownership, including any interpretations thereof which may be subject to dispute; the outcome and consequence of any potential or pending litigation or regulatory proceedings or other environmental, health and safety issues; power disruptions, constraints and cost increases; supply chain shortages and increases in the price of production inputs; 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; the ability to hire and retain senior management or sufficient technically skilled employees, as well as their ability to achieve sufficient representation of historically disadvantaged South Africans in management positions; failure of information technology and communications systems; the adequacy of insurance coverage; any social unrest, sickness or natural or man-made disaster at informal settlements in the vicinity of some of Sibanye-Stillwater's operations; and the impact of HIV, tuberculosis and the spread of other contagious diseases, such as coronavirus ("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 2019 and the Annual Report on Form 20-F for the fiscal year ended 31 December 2019.

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).