

MEDIA RELEASE

SOLIDARITY AND UASA ACCEPT SIBANYE-STILLWATER WAGE OFFER

Johannesburg, 14 March 2022. Sibanye-Stillwater (Tickers JSE: SSW and NYSE: SBSW) is pleased to advise that it has received unconditional acceptance of the final wage offer it made on 4 February 2022 to the coalition of unions representing employees at its SA Gold operations, from two of the unions, Solidarity and UASA. As a consequence, effective 14 March 2022, members of Solidarity and UASA at the SA gold operations will no longer be locked out of the workplace.

The remaining two unions forming the coalition, AMCU and the NUM have not yet accepted the final offer made by the Company and their members continue to be locked out of the workplace until such time as they accept the offer.

Neal Froneman, CEO, said: "We are pleased that both Solidarity and UASA have now unconditionally accepted our final offer, which we continue to believe is fair and in the interests of all stakeholders. This is positive progress in the wage negotiation process, and we are hopeful that both AMCU and the NUM will soon follow suit to avoid further consequences for employees and other stakeholders from strike action that we know is not popular amongst the workforce."

Queries and questions:

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