

**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")

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# MARKET RELEASE

**Sibanye-Stillwater senior management appointments**

**Johannesburg, 28 March 2022:** Sibanye-Stillwater (Tickers JSE: SSW and NYSE: SBSW) is pleased to update stakeholders on senior management appointments, which will enhance delivery and strategic focus.

Thabisile Phumo has been appointed Executive Vice President (EVP): Stakeholder Relations (SA), effective 1 April 2022, reporting to the Chief Social Performance Officer, Themba Nkosi. Thabisile joined Sibanye-Stillwater in 2014 and has 21 years' experience in the mining industry, starting out in corporate communications and then branching into corporate affairs and stakeholder relations. Prior to this she occupied various corporate management roles at the University of South Africa, United Nations High Commissioner for Refugees, the Commission for Gender Equality and at Anglo American Platinum Limited.

James Wellsted has been appointed EVP: Investor Relations and Corporate Affairs, effective 1 April 2022, reporting to the Chief Executive Officer, Neal Froneman. James has been an integral part of the Sibanye-Stillwater leadership team since joining Sibanye-Stillwater in 2013. Prior to joining the Group, James was a rated research analyst covering the SA mining sector for a leading US bank and spent seven years at Mvelaphanda Resources as Investor Relations Executive.

Kleantha Pillay has been appointed EVP: Sales and Marketing, effective 1 April 2022, reporting to the Chief Operating Officer, Richard Stewart. Kleantha joined Sibanye-Stillwater as VP: Marketing in May 2019 responsible for building the platinum group metals (PGMs) Sales and Marketing function in SA and facilitating the Company's entry into the market. Prior to this, she was Head of Market Development at Anglo American, responsible for identifying, managing and commercialising opportunities to develop global markets for PGMs.

Group CEO Neal Froneman commenting in the appointments said: "People are our most important asset and it is very pleasing to see the development of senior management from within the group and the appointment of the first women to our executive. As the Group has grown and evolved, we have continued to attract and retain exceptional talent to ensure efficient delivery of our strategic priorities with a strong and diverse leadership team. I am confident that these appointments to senior management will further bolster our ability to deliver value, as we execute our strategic intent and ensure operating excellence across the Group."

For full biographies of executive members, please refer to <https://www.sibanyestillwater.com/about-us/leadership/>.

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James Wellsted

Head of Investor Relations

**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).