

UPDATE ON GOLD WAGE NEGOTIATIONS:

13 APRIL 2022

Sibanye-Stillwater to pay all employees final, once-off back-pay before Easter

Dear Colleagues

As you know, in December last year we decided to pay employees back-pay for the five months from July until November 2021 based on the offer made on 19 October. We did so because we knew that many people were counting on the wage settlement before Christmas to support their families. We know that many of our employees are the main breadwinners for their extended families and that many families suffered during the COVID-19 pandemic and did this even though no wage agreement had been reached yet.

We know that this extended strike and suspension of operations is a huge financial burden to carry for all of you, especially just around Easter when families get together.

This is why we have decided to assist all employees during this difficult financial time by paying a final further once-off back-pay for the period July 2021 to March 2022. The amount of back-pay is calculated based on the offer tabled in February, which included a R700 increase on the standard rate of pay for Category 4 – 8 employees and a 5% increase for Miners, Artisans and Officials. The previous back-pay of R2,400 paid in December 2021 based on the R480 per year increase at the time, will be deducted from the amount.

All employees will receive a once-off back-pay payment of approximately:

- **Category 4-8 employees will receive back-pay of R3,900***
 - $R700 \times 9 \text{ months} = R6,300$
 - Back-pay already paid in December 2021: $R480 \times 5 = R2,400$
 - Remaining Back Pay to be paid in April 2022:
 $R6,300 - R2,400 = R3,900$
- **Back-pay for Miners, Artisans and Officials will be calculated based on a 5% increase on the basic rate of pay minus the back-pay paid in December 2021.**

** This number may vary slightly depending on your pay cycle and the number of days it overlapped on 1 July 2021 and 12 April 2022.*

This is a once-off payment and we will not be implementing further back-pay until a wage agreement has been concluded.

Employees will receive the money in their bank accounts on or around 15 April 2022.

Any back-pay that may result from the final wage agreement we enter into once we reach an agreement will be reduced by the amount of back-pay paid now in December 2021 and April 2022.



Richard Cox

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SA Gold Operations

Please contact this toll-free number if you have any questions or queries 0800 0070 68



COMMITMENT



ACCOUNTABILITY



RESPECT



ENABLING



SAFETY