

Sibanye Stillwater Limited

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MEDIA RELEASE

Sibanye-Stillwater awarded second place in SA's Innovation league rankings for Large organisations

Johannesburg, 20 May 2022: Sibanye-Stillwater (Tickers JSE: SSW and NYSE: SBSW) is pleased to announce that it achieved second place in Innocentrix's 2021/2022 South African Innovation League awards. The Group competed in the Large Organisations category.

The SA Innovation League is a collaborative initiative between Innocentrix, the Milpark Business School and the Da Vinci Institute's Technology Top 100 (tt100) Awards, which assesses organisations' innovation management strategies and practices. At the 2021/2022 league, the approach, for the first time since inception in 2014, aligned with the series of ISO/SANS 56002 Innovation Management Standards, incorporating seven elements considered key to growing and manage innovation capability in organisations together with eight innovation management principles, advocated by the guiding ISO/SANS 56000 Innovation Management series of standards.

The SA innovation League awards are determined through a two-stage process in which finalists are selected based on self-assessment and are then assessed by a panel of innovation experts in line with the ISO/SANS 56000 series of standards.

Sibanye-Stillwater's innovation strategy is focused primarily on creating a diverse and inclusive innovation environment in which we can harness the collective intelligence of our organisation in pursuit of solutions to deliver superior value to all our stakeholders. Our strategy is further enabled by multiple ongoing and recently initiated internal and external innovation initiatives, including:

- Our continuous innovation processes
- Our continued support of fundamental and applied research and development through our partnerships with the University of Johannesburg and the University of the Witwatersrand, home to the Sibanye-Stillwater Digital Mining Laboratory
- Our continued support, in partnership with the broader industry, of the Mandela Mining Precinct
- The launch of the iXS programme, a technology incubation programme and development fund specifically focused on South African technology development
- Enhanced internal and external digital enablement capacity and capability

For more information on our technology and innovation strategy and initiatives please refer to Page 123-126 of the Sibanye-Stillwater Integrated report at <https://reports.sibanyestillwater.com/2021/download/SSW-IR21.pdf> for more on its innovation and related strategy.

Chief Executive Officer (CEO) of Innocentrix, Henra Mayer, commented on the achievement, "Sibanye-Stillwater is a prime example of excellent innovation management with a focus on key enabling practises that will ensure that they stay at the edge. An inspiring company that is building an innovation premium every day and a company that makes the innovation community proud!"

"We are pleased to be recognised in this manner for our broader innovation strategy and initiatives. More so, that we excelled against some of South Africa's most innovative organisations in industries which generally are associated with innovation more than the mining industry", Neal Froneman, Sibanye-Stillwater's CEO, concluded.

More about The SA Innovation League

The SA Innovation League provides valuable insights into the local innovation landscape, fostering learning and

growth, sharing information on the new ISO Innovation Management standards, and assisting organisations to build a sustainable innovation capability into the future. Now in its 8th year of existence, and soliciting responses from over 20 industries, Innocentrix's South African Innovation League recognises South Africa's top innovation leaders for exceptional innovation and associated management practices. It exists to not only recognise innovation excellence, but also to impact growth and innovation capability building in Africa! The Innovation League, through participation and the data at its disposal on innovation, provides local case studies, frameworks, information pieces and relevant methodologies that offer deep insights into our local innovation context, to help facilitate better ROI for innovation in Africa.

About Sibanye-Stillwater

Sibanye-Stillwater is a multinational mining and metals Group with a diverse portfolio of mining and processing operations and projects and investments across five continents. The Group is also one of the foremost global PGM autocatalytic recyclers and has interests in leading mine tailings retreatment operations. For more information, visit our website at www.sibanyestillwater.com

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FORWARD LOOKING STATEMENTS

This announcement contains forward-looking statements within the meaning of the "safe harbour" provisions of the United States Private Securities Litigation Reform Act of 1995. All statements other than statements of historical fact included in this announcement may be forward-looking statements. Forward-looking statements may be identified by the use of words such as "will", "would", "expect", "forecast", "potential", "may", "could", "believe", "aim", "anticipate", "target", "estimate" and words of similar meaning.

These forward-looking statements, including among others, those relating to Sibanye-Stillwater Limited's ("Sibanye-Stillwater") future business prospects, financial positions, production and operational guidance, climate and ESG-related statements, targets and metrics, plans and objectives of management for future operations and ability to complete or successfully integrate ongoing and future acquisitions, are necessarily estimates reflecting the best judgement of Sibanye-Stillwater's senior management. Readers are cautioned not to place undue reliance on such statements. Forward-looking statements involve a number of known and unknown risks, uncertainties and other factors, many of which are difficult to predict and generally beyond the control of Sibanye-Stillwater that could cause its actual results and outcomes to be materially different from historical results or from any future results expressed or implied by such forward-looking statements. As a consequence, these forward-looking statements should be considered in light of various important factors, including those set forth in Sibanye-Stillwater's 2021 Integrated Annual Report and annual report on Form 20-F filed with the United States Securities and Exchange Commission on 22 April 2022. These forward-looking statements speak only as of the date of this announcement. Sibanye-Stillwater expressly disclaims any obligation or undertaking to update or revise any forward-looking statement (except to the extent legally required).