

## MEDIA RELEASE

### SIBANYE-STILLWATER WELCOMES POSITIVE STEP TOWARDS ENDING INDUSTRIAL ACTION AT SA GOLD OPERATIONS

#### *Agreement yet to be concluded*

**Johannesburg, 3 June 2022.** Sibanye-Stillwater (JSE: SSW and NYSE: SBSW) is pleased to note that at a mass meeting which took place at the Masizakhele Stadium at its SA gold operations today, members of AMCU and the NUM gave union leadership a mandate to accept a three-year wage proposal made by the Commission for Conciliation, Mediation and Arbitration (CCMA) to the parties. The proposal mandated is in line with inflation over a three-year period (at an average annual increase of 6.3% total increase) and will contribute to the sustainability of the Sibanye-Stillwater SA gold operations.

The CCMA proposal to the parties includes:

- Category 4- 8 employees will receive an increase of R1,000 in year 1 (amounting to a 7.7% increase); R900 in year 2 (amounting to a 6.5% increase); and R750 in year 3 (amounting to a 5.2% increase)
- Miners, Artisans and Official will receive an increase of 5% in year 1; \*5.5% (or CPI if CPI is between 5% and 5.5% in year 2; and 5% in year 3

*\*If CPI is greater than 5.5% then the increase will be 5.5%. If CPI is less than 5% then the increase will be 5%. Or if CPI is between 5% and 5.5% then the increase will be the same as CPI.*

In addition, Category 4 – 8 employees will receive a once off *hardship allowance* payment of R3,000 of which R1,200 will be a cash payment to employees and R1,800 will be allocated to reduction of debt or loans owing to the Company.

For the agreement to be binding and in order for the lock-out to be lifted, the agreement must be formally concluded by Sibanye-Stillwater and the leadership of AMCU and the NUM. This is expected to take place early next week. Further details will be provided in due course.

The final agreement will be extended to all employees in the bargaining unit including members of UASA and Solidarity.

Says Richard Stewart, Chief Regional Officer: Southern Africa: "We welcome this positive step towards ending the industrial action at our Gold operations and thank our employees for making their voices heard. We also acknowledge the integral mediation role played by the CCMA in facilitating constructive engagements between the parties. We now look forward to returning our SA gold operations to stability and profitability for the benefit of all stakeholders."

#### Queries and questions:

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

Memory Johnstone  
Tel: +27 (0) 82 719 3081  
Email: [memory@rasc.co.za](mailto:memory@rasc.co.za)

#### 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](http://www.sibanyestillwater.com)*

#### 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 (SEC File no. 333-234096). 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).

