Remuneration Committee: Annual Work Plan 2024

Item	Meeting taking place in			
	Q 1	Q 2	Q3	Q 4
Executive Directors and Group EXCO remuneration and governance				
Executive Annual Remuneration Review (previous year performance annual increases, STI and LTI awards)	X			
Approve any quarterly Long-Term Incentive awards for executive management (if applicable)	X	X	X	X
Approve any commitments under the MSR plan and corresponding awards of MSU's (if applicable)	X	X	X	X
Approve executive performance framework for following year cycle	X			
Review incentive plan design effectiveness		X		
Approve updated incentive plan designs				X
Executive Management appointments and/or termination arrangements (If applicable)	X	X	X	X
Review Sibanye-Stillwater remuneration philosophy and strategy (If applicable) including the approach to pay fairness.				X
In consultation with the Social, Ethics and Sustainability Committee, approve ESG-based modifications on incentive payments	X			
In consultation with the Safety and Health Committee, approve occupational health and safety objectives reflected in incentive targets	X			

Item	Meeting taking place in			
	Q 1	Q 2	Q3	Q 4
Approve performance condition parameters for next cycle LTI awards, in consultation with the Social, Ethics and Sustainability Committee in respect of the ESG element	X			
Reporting				
Review of the previous year remuneration report section of the integrated annual report			X	
Approve Remuneration Report for the previous year	X			
Committee Governance				
Review of remuneration trends and practices		X	X	
Review and recommend to the Board remuneration for Board and Board Committee members	X			
Review and recommend for approval committee Terms of Reference				X
Approve the posting of the Committee Terms of Reference on the Company's website				X
Review and approve Committee's annual Work Plan				X
Annual Review of Committee performance and self-assessment	X			
Confirmation of any "Round Robin" resolutions	X	X	X	X