

### **Risk Committee: Annual Work Plan 2024**

Item	Meeting held in			
	Q1	Q2	Q3	Q4
Review the effectiveness and efficiency of and update the Company's Enterprise Risk Management (ERM) system inclusive of the risk management policy, framework, risk identification and assessment methodologies, and plan as informed by the independent external assurance report.	X			
Assess the need for periodic independent review of the effectiveness of the Company's risk management and consider results of these independent reviews.	X			
Review the Company's risk/reward strategy and approve the risk appetite statement and risk tolerance framework.		X		
Review updates of the group strategic risk register, specifically considering the completeness of material risks based on external and internal developments, and the adequacy of risk mitigation arrangements.		X		X
Review the risk registers and risk mitigation arrangements for all regions in which Sibanye-Stillwater conducts business.	X	X	X	X
Review the effectiveness of risk mitigation with resources directed towards areas of high-risk taking cognisance of the approved risk tolerance framework.				X
Review the insurance and other risk transfer arrangements and considering whether appropriate coverage is in place by reviewing the internal auditors' reports and regional risk registers.			X	
Review the business continuity planning within the group of entities of which Sibanye-Stillwater forms part and overseeing that appropriate contingency plans are in place to cater for material risks to business continuity, crisis management and emergency preparedness.	X			
Monitor material developments and oversee the Group's compliance with applicable regulations and governance frameworks at a corporate level and in all regions in which Sibanye-Stillwater conducts business, including review of material regulatory penalties, sanctions and fines.	X	X	X	X

Item	Meeting held in			
	Q1	Q2	Q3	Q4
Receive independent assurance report on the effectiveness of the arrangements for compliance management including related applicable policies.		X		
Review Committee Terms of Reference (TOR)				X
Approve Annual Work Plan for the following year.				X
Review risk related disclosures for inclusion in the Group's Annual Report Suite (for example the Integrated Annual Report and the annual report filed on Form 20-F).	X			
Evaluate the effectiveness of the Committee.				X