

Social, Ethics and Sustainability Committee (SESC): Annual Work Plan: 2024

Item	Meeting taking place in			
	Q1	Q2	Q3	Q4
Sustainability and ESG performance				
- Review and approval of the Group Sustainability Strategy	X			
- Review on a quarterly basis the sustainability and ESG performance of the Company against the priority areas defined in the Company's sustainability and ESG strategy.	X	X	X	X
- Deep dive on significant elements of H1 ESG performance			X	
- Deep dive on significant elements of H2 ESG performance	X			
- Review and approval of the ESG Scorecard for the forthcoming year.	X			
Standards and regulation				
- Review ESG compliance with applicable legislation and regulations on a region and global basis		X		X
- Review compliance with the sustainability codes and to the sustainability requirements of organisations Sibanye-Stillwater subscribes to	X		X	
- Review the selection of voluntary codes and standards that the Company elects to subscribe to				X
Social licence to operate				
- Review performance on Employment Equity Act requirements	X			
- Review performance on BBBEE Act requirements			X	
- Review performance on Mining Charter requirements		X		X
- Review performance on Social and Labour Plans			X	
- Review the contribution to socio-economic development in communities affected by the Company's activities and the effectiveness of impact reporting		X		X
- Review the Company's record of sponsorship, donations and charitable giving		X		X
Labour and employment policies and practices				
- Review compliance with the International Labour Organisation Protocol on decent work and working conditions		X		X

Item	Meeting taking place in			
	Q1	Q2	Q3	Q4
- Review the work conducted to promote equality, diversity, equity inclusion, human rights, prevention of unfair discrimination		X		X
- Review the effectiveness of programmes to support educational development of the Company's employees, mental health and working conditions of employees.			X	
Environment				
- Review the impact of the Company's activities, including the impact of its products and services, on the environment and the financial impact relating to environment	X		X	
- Review the outcome of monitoring and compliance inspections by environmental regulators, including sanctions for non-compliance.	X		X	
- Deep dive into Climate related disclosures		X		
Code of Ethics				
- Review of the Ethics Policies	Adhoc	Adhoc	Adhoc	Adhoc
- Review of tip offs received and ethical breaches	X	X	X	X
- Review penalties, fines and sanctions related to ESG and Ethics		X		X
- Oversee that policies and procedures addressing social and ethics matters are implemented and reviewed on an annual basis, or as required.				X
- Review reports on the Company's adherence to its compliance and ethics programmes, including anti-bribery, anti-corruption, sanctions, competition, fraud, market manipulation and anti-money laundering laws and regulations.		X		X
General				
- Approve the social and ethics report in the Integrated Annual Report.	X			
- Annual Committee Assessment				X
- Review of Committee Terms of Reference				X
- Approval of the Annual Work Plan for the following year				X

Note: The Committee may arrange additional meetings over and above the four scheduled quarterly meetings outlined above to conduct deep dives into ESG and sustainability issues.