

ENVIRONMENT, SOCIAL AND GOVERNANCE (ESG) UPDATE

For Sylvania, good ESG management is nothing new, it is at the crux of the business. The Company believes that a sustainable business is one that fosters a diverse and inclusive workforce where employees can thrive. It is one that conducts its operations responsibly, minimising its environmental footprint while contributing positively to the wellbeing of the communities in which it operates.

Sustainability and responsible resource management is embedded into Sylvania's business model and the way the Company operates. The Company's processes focus on processing of materials that would have otherwise become mine waste to extract valuable additional minerals such as chrome and PGMs which are a critical input for the green transition. Simply put, Sylvania generates value from waste.

This way of working significantly reduces environmental impacts by reducing the volume of waste generated, limiting the need for and size of TSFs and minimising the risk of seepage. It also means Sylvania is helping to clean up wider industry legacy waste facilities. Many of the historic or legacy TSFs the Company processes were constructed to older and lower environmental standards. By reprocessing these facilities, the tailings can be responsibly redeposited in better constructed, safer and more environmentally friendly facilities.

The following pages set out Sylvania's approach to ESG management and set out the steps the Company plans to take to translate its commitments into action that delivers sustainable impact and value for the business and its stakeholders.

ENVIRONMENT

Sylvania's approach to environmental management is to both meet its obligations under South African law and to align with industry best practice standards. This approach delivers value through cost savings, reduced future liabilities and helps to develop the stakeholder relationships needed to ensure the Company's social licence to operate.

Climate Change

Sylvania recognises its responsibility to assess both the Company's impact on climate change, and the potential impacts of a changing climate on the Company. To better understand the Company's climate-related risks, in FY2023 Sylvania undertook a strategic climate change risk assessment, which considered both physical and transitional climate risks.

Sylvania's biggest source of emissions is the electricity it uses to power the processing plants. The Company's primary electricity sources are the South African National grid, which is predominantly coal-fired, and diesel fired generators which are used as back-up power sources. To reduce overall emissions, Sylvania is working to improve energy efficiency, and the Company is investigating the feasibility of integrating renewable energy sources into its overall energy mix. In FY2024 Sylvania's total scope one and two emissions were 101,794 tons of carbon dioxide equivalent (t-CO₂-e), this is an increase of approximately 2% over the previous year. The year-on-year increase in emissions is attributed to the increased data maturity of the Company's emissions calculations for FY2024 which include acetylene use and also separate and categorised diesel use into stationary and mobile use providing a more fulsome picture and improves the overall accuracy of calculations. Further to the data maturation, the Company added the Lannex MF2 plant resulting in increased power use and the installation of the generator at Lesedi increased the diesel use for the year. As energy efficiency efforts are implemented and increase, the Company expects greenhouse gas (GHG) emissions to decrease, with overall energy and emission intensity rates continuing to be tracked.

Table 1 – Total emissions CO₂-t

FY2023	FY2024
99,387	101,794

Water

The SDO plants rely on a steady, stable and secure supply of water to function effectively. Water is also a resource the Company must share with other users including local communities. The Company's approach to water management balances ensuring it has the water necessary to function effectively, without negatively impacting access for other users in the watershed. Sylvania's operations are integrated into the water distribution systems of their host mines, and the plants are designed as closed-circuit systems. This means they are designed to maximise the volume of water reused and recycled, thereby reducing the volume of additional water which needs to be withdrawn from the environment and that there is zero liquid discharge.

Similar to Sylvania's GHG emissions the Company is working on a number of initiatives to improve the overall maturity of the water information and data it collects and discloses. During FY2024 the Company worked to develop a comprehensive water balance, and also implemented an interactive dashboard to provide better oversight of water flows and use across each site which assists with and helps to improve overall decision making. This includes monthly monitoring of all the inputs parameters and flows, including both modelled and simulated results. The below table sets out the Company's total water consumption during the year. It is important to note that due to the changes in data collected and to water

use calculations described above, the below information is not directly comparable year-on-year. However, following this data maturation work, Sylvania will be able to better provide comparable information in future to track performance and use efficiency.

Table 2 – Total water consumption m³

FY2023	FY2024
12 771 012	10 115 827

Alongside efforts to improve water use information collection and data reporting, during FY2024 Sylvania also moved forward with phase three of its water management efforts, which focuses working to continuously improve water conservation. One of the key initiatives completed in this regard during FY2024 is the development of scavenger boreholes at Mooiooi, Lesedi and Tweefontein, these boreholes enable us to reuse any seepage water that may occur and thereby reduce the need for make up water to be introduced into the system. Further water conservation projects are planned and will be introduced in a phased manner over time or at new installations, these include lined tailings facilities.

Tailings Management

Sylvania is committed to the responsible management of its TSFs to prevent unfavourable or negative impacts on health, safety, the environment, and communities. The TSFs Sylvania manages are designed to operate with an acceptable level of risk, fully compliant with the DMRE Mandatory Code of Practice for Mine Residue Deposits (DME 16/3/2/5-A1). Sylvania’s approach is based on a principle of zero harm to people and the environment and is informed by and aligns to the principles of the GISTM. Ensuring responsible tailings management, regulatory compliance and managing the escalating cost of tailings facilities all while maintaining a cash generative and profitable business is no small challenge. However, the positive effect on the environment by what Sylvania does remains the key outcome.

TSF Rehabilitation

Over the past four years Sylvania has been working with environmental and agricultural engineering consultancy OMI Solutions on a project to find a sustainable, efficient and cost-effective way to rehabilitate its TSFs following the risks identified with bringing in topsoil. The laboratory trials and onsite trials at Tweefontein investigated the potential for introducing an organic growth medium to facilitate growth on the tailings. Due to limited access to water in this area, process water was also trialled as an alternative to tap water for irrigation. To date the addition of organic matter to tailings has yielded the best results, with trial areas showing improvements in drainage, water holding capacity, nutrient levels and overall plant cover. Beyond these improvements the project has also helped to deliver improved biodiversity onsite with locusts, dragonflies and butterflies seen in the trial area. Following the successful trial at Tweefontein, a second trial at the Western operations has commenced.

SOCIAL

Health and Safety

Ensuring Sylvania’s people return home to their loved ones healthy and safe each day is a foundational Company value. A safety-first mindset is engrained throughout operations and codified in the Company Health and Safety Policy. Safety is a standing agenda item at Executive Committee meetings and safety performance is discussed at Board meetings. During FY2024 Sylvania recorded two LTIs and a lost time injury frequency (LTIFR) rate of 0.19 per 200,000 hours worked. While the number of LTIs remain the same year-on-year, it represents a 5% improvement compared to FY2023 as the Company’s total workforce (and thus number of total hours worked) increased. The number of first aid and medical treatment injuries also decreased during FY2024, and the Company maintained its fatality free record.

Table 3 – Safety performance

Detail	FY2023	FY2024
Lost time injuries	2	2
Lost time injury frequency rate	0.20	0.19
Medical treatment cases	2	1
First aid cases	8	4

Making Safety Personal

Across all operations Sylvania has worked to make safety personal. The Company has implemented 'Making Safety Personal' campaigns which teach that staying safe on site is the responsibility of everyone, not just the safety department. It also empowers people to refuse unsafe work, and to stop others who are not following our safety protocols.

The programme also embeds the **PAUSE** approach to undertake regular micro-risk assessments:

Pause before you start, **Assess** possible hazards, **Understand** how to proceed safely, **Share** your plan with others, **Execute** the activity safely.

Training and Development

Sylvania constantly invests in training to develop and enhance the knowledge and skills of its employees to ensure the Company can meet its business and operational goals. The Company's commitment to upskilling people is set out in the Training and Development Policy. The training opportunities Sylvania provides include a range of formal and informal approaches including skills shadowing and on-the-job development, technical training for specific job functions, formal training and development programmes and educational bursaries. In total, Sylvania provided 3,286 training interventions in FY2024. Of these, 1,160 were external training. The Company also provided 21 staff bursaries and skills training to 11 community members during the year. Since FY2022, Sylvania has provided skills and vocational training to 35 local community members.

Diversity, Equity and Inclusion

Sylvania believes that a diverse workforce is a better workforce, and that diversity provides the wide range of thinking and problem-solving skills necessary to run a successful Company. It also provides a deeper talent pool from which to select from.

The Company's commitment to providing a diverse workforce and an equitable and inclusive working environment are set out in the following policies:

- Recruitment and Selection Policy which sets out the processes to be followed throughout the recruitment and selection processes. The policy refers to all applicable national legislation and includes commitments to fairness, equity, confidentiality, and human dignity.
- Employment Equity Policy which sets out Sylvania's commitment to building and maintaining a diverse workforce, and to providing equal opportunities for all members of the workforce.
- Harassment Policy which details the Company's commitment to providing an environment where all people involved with the business are treated with dignity and respect.

In FY2024, 163 members of our workforce (25%) were women. This represents an increase of 1.4% compared to FY2023. At a Board and senior management level, two members (40%) of our Board are women. 91% of our total workforce are historically disadvantaged persons (HDPs).

Taking a Stand against Gender-Based Violence

Sylvania has a zero tolerance for GBV and is committed to addressing and eradicating it from the Company's operations and host communities. To do this the Company ran awareness campaigns focusing on providing education to deter instances, as well as empowering victims to speak out and report incidents. During FY2024 Sylvania was asked to partner with and support the local South African Police force to expand and further roll out the GBV awareness programme.

GOVERNANCE

Contributing to National and Local Development

Sylvania plays an important role in the growth and development of South Africa, and the Company aims to create shared value for a prosperous future. The Company's commitment is set out in the Corporate Social Investment Policy which provides guidelines for the Company's social investment practices. The policy compels Sylvania to develop and invest in initiatives in the communities wherein it operates to deliver sustainable development and socio-economic upliftment. The Policy also includes criteria for funding which include prioritisation of the involvement of Not-for-profit organisations, and initiatives that focus on aiding previously disadvantaged communities and people.

In FY2024 Sylvania employed 122 new employees of which 40 (33%) new hires were people from host and neighbouring communities. 11.1% of the Company's total supply spend is invested in community suppliers. Sylvania is also committed to fair and transparent payments of tax.

Table 4 - Financial contributions

Detail	FY2023 (ZAR)	FY2024 (ZAR)
Salaries and wages paid	264,673,328	294,681,797
Employee dividend participation scheme	17,010,114	12,403,950
Contributions and employee tax paid	124,732,514	131,587,926
Income tax	367,927,842	58,535,304
Value Added Tax	239,263,797	86,687,959
Dividend withholding tax	47,544,341	49,868,421
Mineral royalty tax	99,345,721	25,975,281
Community Suppliers	118,023,036	119,343,178
Total suppliers	1,061,377,300	1,064,414,361
Community supply as % of total supplier spend	11.12%	11.21%

ESG Governance

Ultimate responsibility for ESG management at Sylvania resides with the Board of Directors. The Board is comprised of three Independent Non-Executive Directors and two Executive Directors. Management of key strategic decisions that may impact our ESG priorities throughout the business or on the ground at a project or operation is driven by our senior leadership team and guided by the CEO. ESG is embedded throughout the business with relevant decisions taken at monthly operational meetings, quarterly technical reviews, monthly risk and safety Executive Committee meetings, and monthly social and ethics Executive Committee meetings.

Sylvania is not only committed to implementing the highest ESG standards, but also to having the plans, procedures, metrics, and targets in place to ensure these commitments are met. The approach includes a set of policies related to sustainability that have been developed to meet or exceed the requirements of applicable National laws and regulations, harmonise with the 10 principles for sustainable development outlined by the International Council on Mining and Metals (ICMM), and thereby also integrates the ambitions of the United Nations Sustainable Development Goals (UNSDGs).

Some of Sylvania's key ESG governance policies include:

- Code of Ethics Policy, which sets out Sylvania's approach to good governance and ethical behaviour. It details the standards and principles to which the Company holds all employees and suppliers and itself accountable. It includes a best practice approach for whistleblowing, anti-discrimination and conflicts of interest.
- Anti-Bribery and Corruption Policy which sets out a zero-tolerance approach to any form of bribery or corruption and details the processes and procedures to be followed to minimise the risks of bribery and corruption occurring within Sylvania's value chain.

Sylvania employees, contractors, third parties and community members can report potential violations of the Code of Ethics and Anti-Bribery and Corruption Policy confidentially and anonymously through several channels, including the Whistleblowing hotline which is operated by an independent provider.

Modern Slavery

Modern slavery occurs in almost every country in the world. The nature and extent of modern slavery means that it is hard for any large company to deny its potential within its operations. Sylvania has a zero-tolerance approach to all forms of modern slavery and is committed to eliminating and preventing modern slavery and human rights abuses from occurring at its operations or within the supply chain.