

ESG: Supporting our strategy

Sylvania's second ESG report will be released in October 2023 and outlines the operational and non-financial performance of Sylvania Platinum Limited for the 12 months ended 30 June 2023.

Below is a condensed version of the report and gives a brief outline of how the Company is progressing on our ESG responsibilities. This provides stakeholders with insight into the Company's influence and impact on the environment, the communities in which it operates, the contribution to the South African economy and the commitment of the Board and management to good governance. It highlights the material issues which could affect the prospects of the Company and how management is navigating these issues for the benefit of shareholders, clients, communities and employees.

As mandated by the Board, Sylvania's Executive Committee acknowledges its responsibility for ensuring the integrity of the ESG report, and has been diligent in the collection of data, defining assumptions, as well as the preparation and presentation of the report.

The Board believes the Sylvania 2023 ESG Report is aligned with global trends for sustainability reporting and addresses all material matters linked to the Company's core business. It offers a balanced view of how the Company addresses impacts on society, the environment and the economy in the short, medium and long term.

At a glance – ESG performance for FY2023

Environmental

E	REPORTABLE ENVIRONMENTAL INCIDENTS	Nil
E	ENERGY INTENSITY	37kWh/tons treated
E	DIESEL CONSUMPTION	99,292L
E	GHG EMISSIONS SCOPE 1 & 2	99,388CO₂e/t
E	GHG EMISSION INTENSITY	0.38CO₂/tons treated
E	WATER CONSUMPTION	6,623,556m³
E	WATER RECYCLED/REUSED	5,872,600m³
E	WATER CONSUMPTION INTENSITY	2.53(m³)/total tons treated
E	TONS TREATED (TOTAL FEED SDO)	2,615,994 tons
E	POWER CONSUMPTION	96,113,178kWh

Social

S	SERIOUS INJURIES	Nil
S	LTI INJURIES	2
S	MEDICAL TREATMENT CASES	2
S	FIRST-AID CASES	8
S	EMPLOYMENT NUMBERS	641
S	FEMALE EMPLOYEES %	23
S	EMPLOYEE PARTICIPATION AND REPRESENTATION (% UNIONISED EMPLOYEES)	85

Key

Not relevant to ESG performance, or insufficient data to assess	↗ Positive increase (improvement)	↑
Positive decrease (improvement)	↘ Negative increase (worsening)	↓
Negative decrease (worsening)	↙ Environment	E
Consistent/no change	→ Social	S



Environment

- > GHG emissions (tCO₂e) (excluding Scope 3) slight increase as a result of two new MF2 plants.
- > Revegetation trial on tailings storage facility (TSF) ongoing: observations of grass seed germination, plant growth and improvements in physical and chemical characteristics of tailings.
- > Automated, live water balance system developed, with flow meters installed to increase the accuracy of water flow and use at operations.



Social

- > 11-years' LTI-free at the Doornbosch operation.
- > Learnerships and bursaries awarded.
- > 85% unionised employees.
- > 103 new employees: 68 from hosting communities, and 30% women.
- > 23% female staff complement.
- > Support of the Gatsheni Lifeway Hope non-profit organisation in the fight against gender-based violence (GBV).



Governance

- > Sylvania complies with the QCA Corporate Governance Code.
- > R2.2 billion total economic contribution.
- > SHE and ESG framework policies embed ESG in business.
- > Internal ESG dashboard being developed to monitor and display ESG performance.
- > Growing and sustainable business.
- > Clear and transparent reporting.

ESG: Supporting our strategy continued

Governance

Training and development

G ↑	COMMUNITY-BASED EMPLOYEES TRAINING	10
G ↑	EXTERNAL TRAINING PROVIDED	1,551
G →	INTERNS	3
G ↑	BURSARIES	24 (internal and external)
Regulatory compliance		
G →	ENVIRONMENTAL DIRECTIVES	Nil
G →	MATERIAL LEGAL COMPLIANCE RISKS	Nil
G →	PERMITS AND LICENCES (NUMBER OF FINES)	Nil
G ↑	MHSA, SECTIONS 54 AND 55	5

Economic contribution: national and local governance

G ↑	SALARIES AND WAGES	ZAR247,825,705
G ↑	CONTRIBUTIONS AND EMPLOYEE TAX PAID	ZAR124,732,514
G ↑	EMPLOYEE DIVIDEND PARTICIPATION SCHEME	ZAR17,010,114
G ↑	INCOME TAX	ZAR367,927,842
G ↓	VALUE ADDED TAX	ZAR239,263,797
G ↑	DIVIDEND WITHHOLDING TAX	ZAR47,544,341
G ↓	MINERAL ROYALTY TAX	ZAR99,345,722
G →	CARBON TAX	Nil

Key

Positive decrease (improvement)	↓	Positive increase (improvement)	↑
Consistent/no change	→	Negative increase (worsening)	↑
			G

Governance

Our ESG story

Sylvania is a responsible participant in the South African mining industry. Our business model is inherently beneficial to the environment as it is built on reprocessing what would otherwise be waste products. Sylvania was the first company to beneficiate both chrome and PGM minerals, which were historically uneconomical to recover. Through this process the operations also clean up smaller, older tailings facilities, which were historically constructed to lower environmental standards.

The newer tailings facilities, built in the last decade, comply with higher

regulatory standards and the material deposited is partially rehabilitated through the further extraction of the metals prior to deposition. The larger tailings dams consolidate many smaller dams and therefore create a smaller environmental footprint with a lower risk of contamination.

Sylvania's values run through every aspect of the business. Management prioritises safe, healthy working conditions and strengthens and supports the communities we operate in, working to build a socially inclusive economy for all stakeholders, shareholders, employees and hosting communities.

Values

We value the safety and health of all
 Employees are at the heart of our Company. We place their safety and health above all else in everything that we do.

We value the fundamental rights of people
 We treat all people with dignity and respect.

We value honesty and integrity
 We act honestly and show integrity by continually striving towards "doing what we say we are going to do" and showing commitment towards our accountabilities of delivering high-performance outcomes, thus projecting an image of professionalism and meeting the expectations of our colleagues, investors, business partners and social partners.

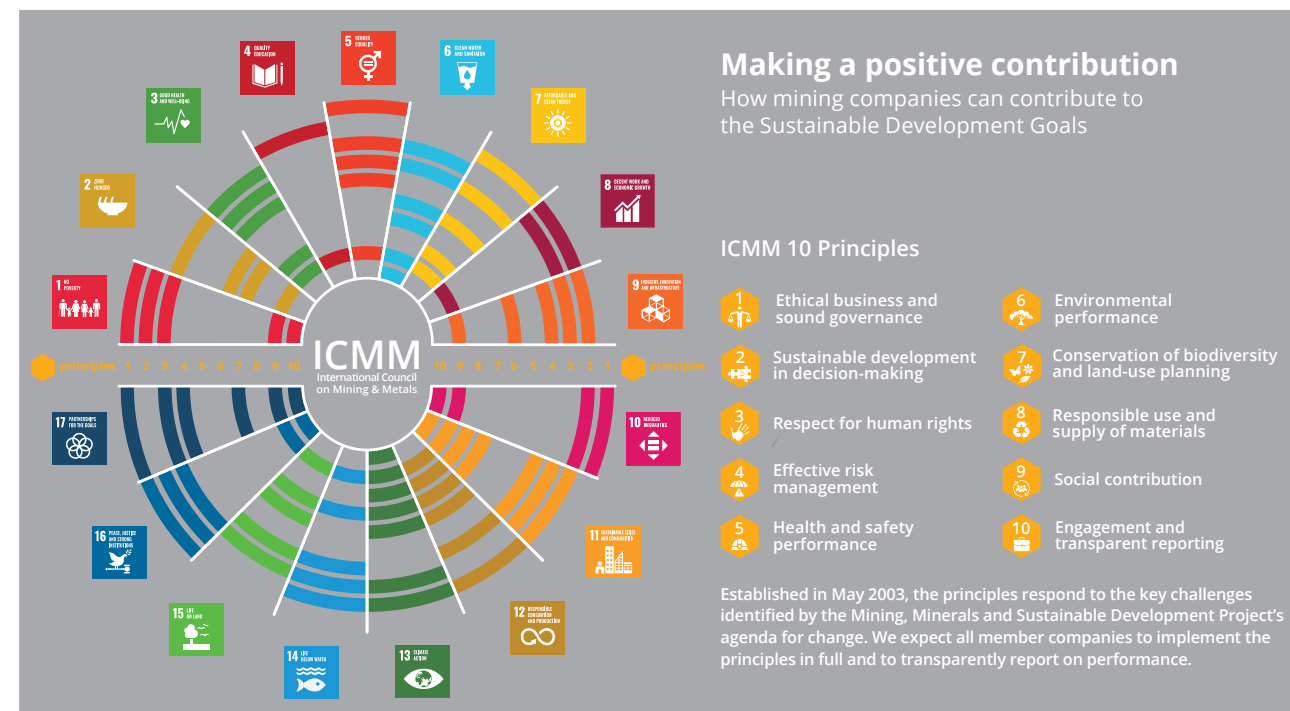
We respect the environment
 We act in a manner that is sustainable and environmentally responsible, applying professional and innovative methods.

We value the culture, traditional rights and society in which we operate
 Our actions will support the communities in which we work while honouring their heritage and traditions.

ESG: Supporting our strategy continued

Sylvania believes that a sustainable business in the mining industry is one with a diverse and inclusive workforce where employees can thrive and one which acts in a responsible manner, reducing its impact on the environment and benefiting the communities in which it operates.

This approach aligns not only with the Company values, but with the 10 principles for sustainable development outlined by the International Council on Mining and Metals (ICMM), which integrate with the 17 UNSDGs.



Environment

Climate action and positive energy management

Sylvania has proactively navigated the challenges posed by South Africa's complex energy landscape to ensure the successful continuation of our operations, maintaining high production rates and a robust workforce during FY2023. An ageing infrastructure and lack of alternative energy producers means South Africa has experienced an average of Stage 4 loadshedding (24 hours of outages over a four-day period) every day in 2023. However, thanks to the acquisition of diesel site generators, our production capabilities and electrical infrastructure at our operations have remained largely operational. Although this approach potentially increases our carbon footprint, it underscores the importance of short-term energy alternatives in maintaining macro-economic resilience and supporting the nation's capacity to combat climate change in the long run.

Our carbon transition journey continues to follow the Task Force on Climate-Related Financial Disclosures (TCFD) principles outlined in our last ESG report, while focusing on operational energy security. We have short-term goals for Scope 1 and 3 energy sources, to be implemented by 2025.

Water security and stewardship

We recognise that water is a precious resource and have implemented effective water management strategies, overcoming production and financial losses caused by shortages at certain operations in prior years by securing, managing, monitoring and controlling consumption. The installation of additional flow meters has enhanced the accuracy of water monitoring, while an integrated approach with host mines in managing water resources has enabled sustainable usage. Most notably, the operations' efforts to recover and recirculate water from the tailings stream into return water dams demonstrates the commitment to environmental sustainability.

Sylvania has also initiated a feasibility study into the construction and use of thickeners to lower water volume losses of the tailings.

Tailings management and rehabilitation

Sylvania's operations achieve economic benefits while also taking environmental responsibility into account. The continuous reworking of mineral waste dumps, with redepositing (or recycling) tailings onto the same or enhanced TSFs is inherently good for the environment. The current TSFs are designed to operate at an appropriate level of risk, compliant with the Department of

Mineral Resources and Energy (DMRE) Mandatory Code of Practice for Mine Residue Deposits (DME 16/3/2/5-A1). The Company acknowledges the GISTM and is in the process of aligning practices with the GISTM, while still ensuring compliance with the regulatory standards applicable in South Africa. Sylvania will continue to measure compliance against this international standard.

The Company has made significant progress on the revegetation project as an alternative method to rehabilitating and/or capping TSFs as reported on in the prior year. This is a three-year trial project with the organic method showing the most promising results, leading to improvements in drainage, water-holding capacity, nutrient levels and overall plant cover. Positive ecological impacts are also being observed, evidenced by the presence of locusts, dragonflies and butterflies.

Environmental restoration	FY2020	FY2021	FY2022	FY2023
Total area: vegetation cleared (ha)	156	157	185	180
Rehabilitation provisioning – USD	3,646,044	4,539,937	5,936,804	4,040,854

ESG: Supporting our strategy continued

Social

Female empowerment

Female representation is notably increasing at the junior management and core and critical skills levels, which is likely to show up at higher levels in future years. Female representation in junior management has increased to 27% in FY2023. At the core and critical skills levels, 22% of the workforce is female and we are increasing the number of women in the current internship and learnership intakes. Our FY2023 intake includes 60% female representation in internships.

Workforce diversity and labour practices

Women currently represent 23% of the workforce, with 96% of them also historically disadvantaged persons (HDPs). A well-supported employee equity forum, with representatives from all levels of the organisation, meets quarterly to discuss concerns around employment equity, skills development and other matters, and to propose improvements on an ongoing basis.

Employee participation and representation

Altogether, 85% of our total workforce belongs to recognised unions for collective bargaining and labour matters. There are no instances of child, forced or slave labour, neither were there any cases raised of misconduct, inappropriate behaviour or concerns about corruption. During FY2023, Sylvania maintained “unavailable” labour percentage levels below industry norms, specifically in terms of absenteeism, which was recorded at levels below 0.01%. No industrial action occurred at any of the Sylvania operations during the period.

Employee health and safety

Sylvania prioritises the safety, health and wellbeing of our employees: the Company has not had a fatality since commencement of operations. Doornbosch achieved an exceptional 11-years’ LTI-free this year; Lannex achieved three years, and Millsell and

Tweefontein are now both LTI-free for more than a year.

More than 99% of employees were declared medically fit for duty in FY2023 and, following a promotional drive last year, 88% of all employees are now members of a recognised medical aid scheme. However, 10 incidents were recorded in FY2023 (including two LTIs), compared to nine in the previous year. Management has intensified safety campaigns and awareness programmes to reduce this number going forward.

Four DMRE instructions (Section 54/55) received during FY2023 indicated that some of the risk mitigation measures require improvement. We are implementing focused training interventions and over-inspections aimed at trackless mobile machinery and tracking management, equipment safeguarding, equipment handling, working in an elevated position and slip and fall to improve current control effectiveness.

Training and development

In addition to regular training provided for employees by the Company, the host mine and external service providers, training and development programmes are offered to persons living in the local communities. The success of this training is measured not only by the number of people participating, but by how many of them find employment as a result. To date, 31 participants have found employment (49%), with Sylvania providing two of those appointments from September 2022. The programme currently has 24 participants, 11 of whom are women.

Communities, customers and local stakeholder relationships

Engagement with employees and local communities is facilitated by the Employment Engagement Forums and Community Liaison Officers (CLOs). A further 58 members of the local community were employed by Sylvania this year and the Company continued with ongoing contributions to

corporate social investment projects, including maintenance work and provision of supplies (food and equipment) to nine community organisations.

Gender-based violence

The elimination of GBV is a priority across the operations and host communities. The Company has a zero-tolerance approach to GBV, while acknowledging that many incidents go unreported. Sylvania supports the work of the non-profit Gatseni Lifeway Hope organisation, which campaigns against GBV, helping expand its reach and make a positive difference.

Governance

Process and code of conduct

Sylvania’s senior leadership team, under the guidance of the CEO, is responsible for managing key strategic and tactical decisions that may impact our ESG priorities at a project and operational level. ESG is embedded into 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.

This year, the Company launched various ESG awareness training campaigns, including 10 members of the Executive Committee and senior management, as well as campaigns driven by the safety department, covering all senior and middle management employees. An internal ESG dashboard is being developed that will monitor and display ESG performance on a quarterly basis.

Sustained resources, growth and diversification

In August 2023, our subsidiary, Sylvania Metals, entered into an unincorporated JV agreement with Limberg Mining Company, a subsidiary of ChromTech Mining Company. The Thaba JV will process PGM and chrome ores from historical tailings dumps and current arisings from the Limberg Chrome Mine, located on the northern

part of the Western Limb of the Bushveld Complex, South Africa. The venture is expected to add attributable 4E PGM ounces and chromite concentrate to Sylvania Metals’ existing annual production profile.

The JV Board will meet quarterly, and progress will be included in the Sylvania quarterly announcements, as well as the half-year and annual results, maintaining transparent reporting. Both parties to the JV are committed to a positive ESG impact with options for renewable or green energy solutions being explored to minimise the carbon footprint of the new chrome and PGM processing plants.

Stakeholders and engagement

Sylvania prides itself on providing clear and transparent reporting to all stakeholders, returning value to shareholders and building a sustainable business. This is made possible through effective Board and

management structures and oversight and policies aligned with the Group’s culture and ethical values to prevent bribery and corruption.

Communication with shareholders is provided through investor roadshows, individual and group meetings, half-year and annual roadshows, regulatory news service (RNS) releases and the Company’s website.

Strategic and operational risk reviews are undertaken bi-annually and are used to guide management on short and long-term risk focus areas, controls and action plans to mitigate these risks.

Economic contribution

Unemployment in South Africa is currently the highest in the world, rising to 33% in Q3 FY2023, largely due to the power crisis as many businesses struggled to stay open. Youth unemployment rose to 62%. In 2021, over 80% of unemployed people in South Africa were HDPs.

Sylvania is committed to changing this. We invest heavily in community training programmes and our recruitment initiatives focus on the communities surrounding our operations. More than two-thirds of our new employees in FY2023 were from our hosting communities. In addition to providing employment, internships and learnerships, Sylvania has contributed to the wider South African economy through the payment of taxes and local procurement.

