

Company Employees Report

Total Employee Count:

| Year End: | No. Employees: | No. Contractors | Total Workforce |
|-----------|----------------|-----------------|-----------------|
| 2012 | 0 | 0 | 38436 |
| 2013 | 0 | 0 | 36274 |
| 2014 | 39232 | 5179 | 44411 |
| 2015 | 39791 | 6478 | 46269 |
| 2016 | 58644 | 15887 | 74531 |
| 2017 | 53139 | 13278 | 66472 |
| 2018 | 0 | 0 | 64906 |
| 2019 | 69450 | 15071 | 84521 |
| 2020 | 84775 | 0 | 84775 |
| 2021 | 66005 | 18976 | 84981 |
| 2022 | 63656 | 0 | 63656 |
| 2023 | 82788 | 0 | 82788 |

Countries of Operation:

| Country of Operation: | Is This the Home Country? | Is There a Recognition Agreement? | Country notes |
|-----------------------|---------------------------|-----------------------------------|---------------|
| South Africa | Yes | No | 0 |

Total Employee Count:

| Country: | Year End: | No. Operations | No. Employees: | No. Contractors: | Total Workforce: | Union(s): | Degree of Unionisation: | Min Wage (Local) Per Month: | Min Wage USD (Per Annum): | Min Wage USD (Per Annum): |
|--------------|-----------|----------------|----------------|------------------|------------------|---|-------------------------|-----------------------------|---------------------------|---------------------------|
| South Africa | 2014 | 12 | 39232 | 5179 | 44411 | AMCU, NUM, UASA, Solidarity, Sibanye Group Leadership Forum | 86.000 | 0 | 0 | No |