

Meeting Date	Asset Manager Name	Company Name	Share Code	Meeting Type	Resolution Type	No.	Resolution Description	Category	Vote	Comment	Final Outcome
29/05/2025	Mergence Investment Managers (Pty) Ltd	SIBANYE STILLWATER LIMITED	SSW	Annual General Meeting	Ordinary Resolution	1	Appointment of auditors and individual auditor		For		Pass
						2	Election of a director- RA Stewart		For		Pass
						3	Election of a director- TM Nombembe		For		Pass
						4	Election of a director- PJ Hancock		For		Pass
						5	Re-election of a director- KA Rayner		Against	He is suitably skilled, qualified and experienced but he has an extended tenure of 12 years calling into question his ongoing independence.	Pass
						6	Re-election of a director- NJ Froneman		For		Pass
						7.1	Election of Chair and a member of the Audit Committee- TM Nombembe		For		Pass
						7.2	Re-election of a member of the Audit Committee- SV Zilwa		For		Pass
						7.3	Election of a member of the Audit Committee- HJR Kenyon-Slaney		For		Pass
						7.4	Election of a member of the Audit Committee- PJ Hancock		For		Pass
						8.1	Election of Chair and members of the Social, Ethics and Sustainability Committee- SESC- Election of Chair and re-election of member of		For		Pass

							the SESC- EJ Dorward-King					
						8.2	Election of Chair and members of the Social, Ethics and Sustainability Committee- SESC- Election of a member of the SESC- HJR Kenyon-Slaney		For			Pass
						8.3	Election of Chair and members of the Social, Ethics and Sustainability Committee- SESC- Re-election of a member of the SESC- TV Maphai		For			Pass
						8.4	Election of Chair and members of the Social, Ethics and Sustainability Committee- SESC- Election of a member of the SESC- PFM Boisseau		For			Pass
						8.5	Election of Chair and members of the Social, Ethics and Sustainability Committee- SESC- Election of a member of the SESC- TM Nombembe		For			Pass
						8.6	Election of Chair and members of the Social, Ethics and Sustainability Committee- SESC- Re-election of a member of the SESC- JS Vilakazi		Against	He is suitably skilled, qualified and experienced but he has an extended tenure of 12 years calling into question his ongoing independence.		Pass

						8.7	Election of Chair and members of the Social, Ethics and Sustainability Committee- SESC- Re-election of a member of the SESC- KA Rayner		Against	He is suitably skilled, qualified and experienced but he has an extended tenure of 12 years calling into question his ongoing independence.	Pass
						8.8	Election of Chair and members of the Social, Ethics and Sustainability Committee- SESC- Re-election of a member of the SESC- TJ Cumming		Against	He is suitably skilled, qualified and experienced but he has an extended tenure of 12 years calling into question his ongoing independence.	Pass
						8.9	Election of Chair and members of the Social, Ethics and Sustainability Committee- SESC- Re-election of a member of the SESC- RP Menell		Against	He is suitably skilled, qualified and experienced but he has an extended tenure of 12 years calling into question his ongoing independence.	Pass
						9	Approval for the issue of authorised but unissued ordinary shares		For		Pass
						10	Approval for the issuing of equity securities for cash		For		Pass
						11	Non-binding advisory vote on Remuneration Policy		Against	There is no advance disclosure for the FY25 STI and for LTIs, there are no targets for ESG and financial KPIs. The potential remuneration mix is disclosed, but we prefer a pay mix evenly split between guaranteed pay, annual incentives or STIs and LTIs.	Pass
						12	Non-binding advisory vote on remuneration implementation report		Against	There is insufficient disclosure in the implementation report	Pass

									to show whether remuneration practices align with policy.		
					Special Resolution	1	Approval for the annual retainer fees of non-executive directors resident in Africa		Against	We prefer directors to be remunerated on a board meeting attendance basis along with a fixed fee which strikes a balance between accounting for ongoing work and interaction with board members.	Pass
						2	Approval for the annual retainer fees of non-executive directors resident outside of Africa		Against	We prefer directors to be remunerated on a board meeting attendance basis along with a fixed fee which strikes a balance between accounting for ongoing work and interaction with board members.	Pass
						3	Approval for the Company to grant financial assistance in terms of sections 44 and 45 of the Act		For		Pass
						4	Acquisition of the Companys own shares and American depository shares		For		Pass