

GLOSSARY OF TERMS AND ACRONYMS

2E PGM	Platinum and palladium
4E PGM	3PGM+Au, that is platinum, palladium, rhodium and gold
6E PGM	5PGM+Au, that is platinum, palladium, rhodium, ruthenium, osmium and gold
ADR	American depositary receipt
ADS	American depositary share
AI	Above infrastructure: part of the Mineral Resources and/or Mineral Reserves, above the lowest mining level, which can be accessed via current mine infrastructure (shafts and underground haulages)
AIDS	Acquired immune deficiency syndrome
AMCU	Association of Mineworkers and Construction Union
AMD	Acid mine drainage
ANFO	Ammonium nitrate and fuel oil
ART	Antiretroviral treatment
AWOP	Absent without permission
BBBEE	Broad-based black economic empowerment
BBSEEC	Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (2002) and related scorecard (2004)
BEE	Black economic empowerment
BI	Below infrastructure: part of the Mineral Resources and/or Mineral Reserves, below the lowest mining level, which can only be accessed following approved capital expenditure
Brexit	Refers to the British referendum held in mid-2016 on whether or not Britain should exit the EU
CARES	Sibanye's values: commitment, accountability, respect, enabling and safety
CDM	Clean Development Mechanism
CDP	Carbon Disclosure Project
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CGU	Cash-generating unit
COAD	Chronic obstructive airways disease
Companies Act	South African Companies Act, 71 of 2008
COMRO	Chamber of Mines Research Organisation
CPI	Consumer Price Index
CSI	Corporate social investment
DEA	Department of Environmental Affairs
Discretionary expenditure	The procurement targets given by the Mining Charter apply to procurement that "excludes non-discretionary procurement expenditure", which is defined as expenditure that cannot be influenced by a mining company, such as procurement from the public sector and state enterprises. The procurement targets thus apply to discretionary expenditure over which Sibanye has influence
DMR	Department of Mineral Resources
DTI	Department of Trade and Industry
DWS	Department of Water and Sanitation
EBITDA	Earnings before interest, tax, depreciation and amortisation
EMP	Environmental management programme
ERM	Enterprise risk management
ESG	Environmental, social and governance
ESOP	Employee share ownership plan
EU	European Union
FIFR	Fatal injury frequency rate, measured per million hours worked
GDP	Gross domestic product
GHG	Greenhouse gas
GRI	Global Reporting Initiative
HAART	Highly active antiretroviral treatment
HDSA	Historically disadvantaged South African
HIV	Human immunodeficiency virus

GLOSSARY OF TERMS AND ACRONYMS continued

ICMM	International Council on Mining and Metals
IFRS	International Financial Reporting Standards
Implats	Impala Platinum Holdings Limited
IoT	Internet of things
ISAE	International Standards on Assurance Engagements
ISO	International Organization for Standardization
JSE	Johannesburg Stock Exchange
Ke	Cost of capital
King III	King Report on Governance for South Africa 2009
King IV	Report on Corporate Governance for South Africa 2016
LoM	Life of mine
LPG	Liquid petroleum gas
LTIFR	Lost-time injury frequency rate, measured per million hours worked
Mining Phakisa	<p>Operation Phakisa, an initiative of the South African government, was designed to fast track the implementation of solutions on critical development issues in various sectors of the economy. It is a unique initiative to address issues highlighted in the National Development Plan (NDP) 2030 such as poverty, unemployment and inequality. Operation Phakisa is an innovative and pioneering approach to translate detailed plans into concrete results through dedicated delivery and collaboration.</p> <p>“Phakisa” means “hurry up” in Sesotho and the application of this methodology, highlighting government’s urgency to deliver. It plays a crucial role in accelerating the delivery of some of the development priorities. Through Operation Phakisa, which is being managed by the Department of Planning, Monitoring and Evaluation, government aims to implement various sector-specific priority programmes.</p> <p>The Mining Phakisa is that aspect of Operation Phakisa aimed specifically at the mining sector.</p> <p>For more information, see http://www.operationphakisa.gov.za/Pages/Home.aspx</p>
MCF	Mine call factor: The ratio, expressed as a percentage, of the specific product recovered at the mill (plus residue) to the specific product contained in an ore body (www.thisisgold.co.za)
MEMDSS	Mine Environmental Management Decision Support System
MHSC	Mine Health and Safety Council
MHSI	Mine Health and Safety Inspectorate
Mining Charter	Broad-Based Socio-Economic Empowerment Charter for the South African Mining and Minerals Industry (2002) and related scorecard (2004)
MOSH	Mining Industry Occupational Safety and Health
MPRDA	Mineral and Petroleum Resources Development Act, 2002 (Act No 28 of 2002)
MQA	Mining Qualifications Authority
MTIFR	Medically treated injury frequency rate, measured per million hours worked
NBI	National Business Institute
NEMA	National Environmental Management Act, 1998 (Act No 107 of 1998)
NGO	Non-governmental organisation
NIHL	Noise-induced hearing loss
NUM	National Union of Mineworkers
NYSE	New York Stock Exchange

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PGM	Platinum group metal
PLS	Personnel and asset tracking
PPA	Power purchase agreement
PPE	Personal protective equipment
PPI	Producer Price Index
PSA	Pool and share agreement
R&R	Reserves and resources
RCF	Retained cash flow
ROCE	Return on capital employed
SAICA	South African Institute of Chartered Accountants
SAIMM	Southern African Institute of Mining and Metallurgy
SAMREC Code	South African Code for Reporting of Exploration Results, Mineral Resources and Mineral Reserves
SASB	Sustainability Accounting Standards Board
SEC	Securities and Exchange Commission
SED	Socio-economic development
SETA	Sector education and training authority
SGL	Sibanye Gold Limited
SIFR	Serious injury frequency rate, measured per million hours worked
SLP	Social and labour plan
SMME	Small medium and micro enterprise
SOFS	Southern Free State
SOX	Sarbanes-Oxley Act of 2002
SRD	Surface rock dump
TB	Tuberculosis
TCTA	Trans-Caledon Tunnel Authority
TRIFR	Treat-and-return injury frequency rate, measured per million hours worked
TSF	Tailings storage facility
TSR	Total shareholder return
TSRANN	Annual total shareholder return
TVET	Technical, vocational, education and training
UASA	United Association of South Africa
UNAIDS	United Nations Programme on HIV/AIDS
UNGC	United Nations Global Compact
US	United States of America
UTT	Universal test and treat
VAT	Value-added tax
VCT	Voluntary counselling and testing
WRTRP	West Rand Tailings Retreatment Project