# Environment, social and governance update

Sylvania recognises that effective management of ESG matters is fundamental to maintaining social licence to operate, operational performance, managing risk and creating long-term value. The Company's ESG approach is therefore integrated into business strategy, governance structures and risk management processes, supporting informed decision-making and the long-term sustainability of the business.

***As a producer of platinum group metals and chrome through the retreatment of historical mine residue and tailings, Sylvania's business model differs from that of traditional mining operations. By recovering valuable minerals from previously processed material, the Company extends the value derived from existing mineral resources while contributing to the management and rehabilitation of historical mining impacts. This approach supports resource efficiency, reduces reliance on primary extraction and contributes to the broader transition towards more circular and responsible resource utilisation.***

The effective management of ESG-related matters is increasingly important to business resilience and long-term value creation. Factors such as energy security, water availability, regulatory compliance, tailings management, workforce wellbeing, community relationships and climate-related risks have the potential to influence operational performance, costs, access to capital, and stakeholder confidence. As a result, ESG considerations form an integral part of Sylvania's approach to managing business risks and identifying opportunities for continuous improvement.

During FY2026, Sylvania continued to strengthen its ESG management and reporting practices. Key developments included the introduction of selected Scope 3 greenhouse gas (GHG) emissions reporting, improvements in water accounting methodologies, and assurance processes, strengthened ESG data governance and verification controls, and the progressive integration of selected ESG information from the Thaba JV. These initiatives enhance the quality, transparency, and reliability of ESG information and support more effective management of sustainability-related risks and opportunities across the business.

The following pages provide a concise overview of Sylvania's ESG performance, priorities and key sustainability initiatives during FY2026.

## ESG priorities and material topics

Sylvania's ESG priorities are informed through ongoing consideration of regulatory requirements, strategic and operational risks, stakeholder expectations, business objectives, and industry developments. These factors assist the Company in identifying the ESG matters most relevant to maintaining operational resilience, supporting responsible growth and creating sustainable value over the long term.

During FY2026, the Company reviewed and consolidated its ESG focus areas to better reflect the issues that are most relevant to its operations and stakeholders.

### Environmental

- Climate change, energy and emissions
- Water stewardship
- Tailings, waste and rehabilitation
- Environmental management and compliance

### Social

- Health, safety and wellbeing
- Workforce diversity, inclusion and equal opportunity
- Human capital development and employee engagement
- Community development and shared prosperity
- Human rights and responsible employment practices

### Governance

- Governance, ethics and responsible business conduct
- Risk management, compliance and sustainable growth

These topics are embedded within the Company's governance, risk management and operational management processes, providing a structured framework through which ESG-related risks, opportunities and performance are monitored and managed.

Recognising the growing importance of stakeholder-informed sustainability reporting, Sylvania intends undertaking a formal materiality assessment during FY2027. The assessment will incorporate input from both internal and external stakeholders and will support the validation and prioritisation of ESG topics based on their significance to the business and its stakeholders. The outcomes will further strengthen the Company's ESG strategy, risk management processes and sustainability disclosures.

During FY2026, Sylvania continued to advance its environmental management approach through enhanced environmental monitoring, strengthened oversight processes, and ongoing improvements in ESG data quality and reliability. The Company remains committed to minimising environmental impacts, maintaining regulatory compliance and supporting the long-term sustainability of its operations through responsible resource management and continual improvement.

As a producer of platinum group metals (PGMs) through the retreatment of historical mine residue and tailings, Sylvania's business model contributes to resource efficiency by recovering value from material previously regarded as waste. In doing so, the Company supports the responsible management of legacy mining liabilities while reducing the need for additional primary resource extraction.

Environmental priorities during FY2026 focused on climate change and energy management, water stewardship, tailings management and rehabilitation. These focus areas reflect the environmental aspects considered most material to Sylvania's operations and long-term sustainability.



## Environmental

### Climate change and energy performance

Climate change continues to present both business and operational risks for the mining sector, with increasing implications for energy security, water availability, infrastructure resilience, regulatory compliance and operating costs. These considerations are particularly relevant within the South African context where electricity supply constraints, increasing carbon-related regulation and water scarcity have the potential to influence operational performance and long-term business resilience. Climate-related risks and opportunities are therefore integrated into Sylvania's governance structures, strategic risk management processes and ESG oversight framework.

Sylvania has reported its GHG emissions since FY2022 and continues to strengthen the quality, completeness and transparency of its carbon footprint reporting. During FY2026, the Company reported Scope 1 and Scope 2 emissions, together with selected Scope 3 emissions, building on the expanded reporting boundary introduced in FY2025. As part of this ongoing reporting maturity journey, Sylvania continued expanding its carbon reporting framework through the inclusion of selected value-chain emissions. Current Scope 3 reporting includes emissions associated with transportation and delivery of product to smelters, paper consumption and business air travel. While these categories represent only a portion of the Company's value-chain emissions, they provide broader visibility of indirect emissions sources beyond Sylvania's operational boundary and support the continued evolution of climate-related reporting, emissions management and risk assessment processes.

Total reported GHG emissions increased to 114,720 metric tons of carbon dioxide equivalent ($tCO_2e$) during FY2026 compared to 108,075 $tCO_2e$ in FY2025. The increase reflects a combination of higher electricity and diesel consumption, together with the continued expansion and refinement of emissions reporting. GHG emissions intensity increased from 0.042 $tCO_2e$ per ton treated in FY2025 to 0.046 $tCO_2e$ per ton treated in FY2026. While these metrics remain important performance indicators, a key focus during the year was improving the completeness, consistency and reliability of emissions data to support decision-making, regulatory reporting and future decarbonisation planning.

Electricity consumption remains the single largest contributor to Sylvania's carbon footprint. The Company's processing operations rely primarily on power supplied through South Africa's national grid, creating an operational dependency on reliable electricity supply. Diesel-powered generation continues to play an important role in maintaining production during periods of grid instability and supply interruptions. Diesel consumption increased during FY2026 as a result of both operational requirements and improvements in data completeness, highlighting the ongoing relationship between energy security, operational continuity and emissions management.

Recognising the long-term importance of energy efficiency and emissions reduction, Sylvania continued evaluating the performance of the mild-hybrid vehicle pilot programme introduced during FY2025. The project is assessing fuel consumption, emissions performance and operational suitability under normal operating conditions and forms part of the Company's broader efforts to identify practical and commercially viable opportunities to improve energy efficiency and reduce emissions over time.

Climate resilience extends beyond carbon management and remains closely linked to several of Sylvania's other priority ESG topics, including water stewardship, tailings management and infrastructure integrity. Potential climate-related risks identified by the Company include changing rainfall patterns, water security constraints, extreme weather events, heat-related impacts on employees and equipment, increasing energy costs and evolving carbon-related regulatory obligations. Management of these risks is supported through ongoing emissions monitoring, water stewardship initiatives, tailings governance programmes and the integration of climate-related considerations into strategic risk assessments and business planning processes.

Looking ahead, Sylvania will continue strengthening its emissions inventory, improving climate-related data quality, evaluating energy-efficiency opportunities, and assessing options to support the long-term resilience and sustainability of its operations in a transitioning energy and regulatory environment.

# Environment, social and governance update continued

*Table 1 – Emissions and energy performance*

| Metric | **FY2026** | FY2025 | FY2024 |
|---|---|---|---|
| Total diesel consumption (power generation, mobile plant and fleet operations) (L)[1] | **899,990** | 509,582 | 293,267 |
| Carbon Footprint ($tCO_2e$) | **114,720** | 108,075 | 101,794 |
| Energy intensity (kWh/tons treated) | **40.80** | 39.44 | 40.67 |
| GHG emissions intensity ($CO_2$/tons treated) | **0.046** | 0.042 | 0.041 |

[1] Total diesel consumption reported here reflects Sylvania operations only and excludes diesel consumed at the Thaba JV.

All figures exclude Thaba JV. FY2026 is the first year in which selected Scope 3 emissions are included in the carbon footprint, and the first year in which diesel consumption is disaggregated by end use.

## Water stewardship

Water remains a critical concern and is one of Sylvania's most important environmental priorities due to the water-stressed nature of the regions in which the Company operates. Responsible water management is therefore essential to maintaining operational resilience while supporting the sustainable use of shared water resources.

The Company is expanding metering infrastructure, enhancing water balance methodologies and improving oversight of water-related data. Water management efforts remain focused on maximising the re-use and recycling of process water within operational circuits and reducing reliance on top-up water additions. Through the ongoing optimisation of water reticulation systems and improved understanding of process water losses, Sylvania continues to support more efficient water use across its operations. The Company remains focused on understanding and managing process water losses requiring replacement through "top-up" water additions, representing water lost through concentrate dispatch, seepage and evaporation.

A key focus during the year was the continued enhancement of water data quality, measurement accuracy, and reporting assurance. Improvements to water balance models, the incorporation of site-specific operational assumptions and ongoing review processes were implemented to strengthen confidence in reported water information and support more informed operational decision-making.

The strengthening of water data management reflects Sylvania's commitment to continuous improvement and recognises the importance of reliable information in managing water-related risks and opportunities. Improved visibility of water losses and recycling efficiencies provides a stronger foundation for operational performance management, future water stewardship initiatives and transparent ESG reporting.

In addition to improving water monitoring and reporting, Sylvania continued to evaluate opportunities to improve water-use efficiency across its operations. During FY2026, the Company progressed water balance optimisation initiatives and reviewed process improvements aimed at reducing water consumption and enhancing water recovery within the processing circuit. These efforts support the long-term objective of strengthening operational resilience in water-stressed regions while maintaining efficient production performance.

Looking ahead, Sylvania will continue investing in monitoring infrastructure, refining water balance methodologies and strengthening collaboration with host mines to further improve data quality and support responsible water management across its operations. The Company will also continue assessing opportunities to improve water-use efficiency and increase water recovery through process optimisation initiatives, including the implementation of technologies designed to reduce water consumption and enhance recycling performance within its processing circuits.

*Table 2 – Water performance*

| Metric | **FY2026** | FY2025 |
|---|---|---|
| TSF's water losses due to seepage and evaporation ($m^3$) | **1,804,228** | 2,564,154 |
| Water consumed in products ($m^3$) | **205,126** | 176,694 |

Water reporting focuses on process water losses requiring replacement through top-up water additions. During FY2026, Sylvania continued to strengthen water measurement, data quality and reporting assurance processes to improve confidence in reported water performance information.

## Tailings management and environment rehabilitation

Sylvania maintains a structured and risk-based approach to tailings management, recognising that the safe and responsible management of TSFs is fundamental to environmental protection, operational continuity and stakeholder confidence. Tailings governance remains a key component of the Company's broader environmental and risk management framework.

All applicable TSFs continue to be managed in accordance with South African regulatory requirements and assessed against the Global Industry Standard on Tailings Management (GISTM). During FY2026, inspections, audits, and technical reviews were undertaken across operations as part of ongoing efforts to strengthen governance, operational controls and risk oversight. No material TSF-related risks or significant concerns were identified by the Engineers of Record during the reporting period.

In line with the Company's continual improvement programme, FY2026 marked the first formal review cycle of the updated TSF operational manuals implemented across the operations. These reviews support the ongoing refinement of operating procedures, monitoring requirements, accountabilities and control measures, ensuring that tailings management practices remain aligned with site-specific conditions and emerging risks.

No material issues or significant concerns were identified by the Engineers of Record during the reporting period, reflecting continued stability and effective oversight of the Company's TSFs.

Environmental rehabilitation also remained an important focus area during FY2026. Rehabilitation measures continued to be implemented to reduce dust generation, improve visual impacts and support the progressive restoration of disturbed areas associated with operational activities. Sylvania's approach reflects the principle that environmental management extends beyond regulatory compliance and includes the responsible stewardship of land throughout the operational lifecycle.

The nature of Sylvania's retreatment operations further contribute to environmental management objectives through the recovery of valuable metals from historical mine residue and tailings. By reprocessing legacy material and facilitating its subsequent deposition within appropriately managed facilities, the Company contributes to the responsible management of historical mining liabilities while improving resource efficiency.

Sylvania continues to maintain financial provision for closure and rehabilitation obligations to support the long-term management of environmental liabilities. At 30 June 2026, the Group's rehabilitation provision amounted to ZAR132,353,744, compared to ZAR86,446,897 in FY2025. The FY2026 provision includes the Thaba JV.

As regulatory expectations, stakeholder scrutiny and climate-related considerations continue to evolve, Sylvania remains focused on maintaining robust tailings governance, strengthening environmental risk management and advancing rehabilitation initiatives that support the long-term sustainability and resilience of its operations.



## Social

### Health, safety and wellbeing

The health, safety and wellbeing of employees remain fundamental priorities for Sylvania. Operating within active mining and mineral processing environments presents inherent risks, requiring disciplined management systems, strong leadership commitment and active employee participation to maintain safe and healthy workplaces.

Sylvania maintained its fatality-free record in relation to operational health and safety incidents during FY2026 and achieved its best-ever lost-time injury frequency rate (LTIFR) of 0.06. One LTI was recorded during the year, compared with two LTIs in FY2025, reflecting continued progress towards the Company's Zero-Harm objective. Notable achievements included Doornbosch reaching 14 years without an LTI and the Western Operations delivering its strongest safety performance to date.

A total of 11 injuries were recorded during FY2026, comprising one LTI, seven medical treatment cases and three first aid cases. While overall injuries increased compared with FY2025, the majority of incidents were associated with the Thaba JV, highlighting the importance of continuing to strengthen safety maturity, risk management practices and operational discipline across all operations.

Security-related risks remain an important focus area across Sylvania's operations. During FY2026, a contractor fatality occurred as a result of a criminal cable theft incident. While unrelated to normal operational activities, the incident highlighted the broader security challenges facing the mining sector and underscored the importance of effective site security, access control and asset protection measures. In response, Sylvania continues to strengthen its security management approach through targeted risk mitigation measures, operational security improvement initiatives and ongoing efforts to protect employees, contractors and critical infrastructure.

The year also saw nine high-potential incidents across the Group, primarily associated with key operational hazards, including electricity, trackless mobile machinery, fire, TSFs and machinery. These incidents reinforce the importance of maintaining rigorous controls around major hazard management and ensuring that lessons learnt are effectively embedded throughout the organisation.

Health and safety initiatives during FY2026 continued to focus on training, inspections, incident investigations and the strengthening of critical risk controls. Sylvania also advanced several strategic safety, health and environment (SHE) initiatives aimed at improving operational risk management, employee competency, leadership accountability and the effectiveness of safety systems across the business.

# Environment, social and governance update continued

Beyond workplace safety, Sylvania remains committed to supporting employee wellbeing through access to healthcare benefits and employee wellness programmes that recognise the importance of both physical and mental health. Employees have access to counselling and support services designed to assist with a range of personal, family, financial and legal matters, while healthcare benefits help ensure access to appropriate medical care and treatment. Through these initiatives, the Company seeks to promote employee wellbeing, resilience and overall quality of life.

Looking ahead, key areas of focus include strengthening hazard management, enhancing contractor oversight, improving safety ownership throughout the organisation, and supporting the ongoing development of a proactive safety culture across all operations. These initiatives are intended to further advance Sylvania's commitment to achieving a Zero-Harm workplace.

*Table 3 – Safety performance*

| Metric | **FY2026** | FY2025 | FY2024 |
|---|---|---|---|
| Fatalities | **0** | 0 | 0 |
| LTIs | **1** | 2 | 2 |
| LTIFRs (per 200,000 hours) | **0.06** | 0.18 | 0.28 |
| Total recordable injuries (TRI) | **11** | 6 | 8 |
| Total recordable injury frequency rate (TRIFR) (per 200,000 hours) | **0.64** | 0.54 | 0.75 |

## Human capital development

Sylvania recognises that its people are fundamental to the long-term success of the business. The Company continues to invest in skills development, employee growth and future talent pipelines to support operational performance, succession planning and sustainable business growth.

The workforce increased to 857 employees during FY2026, reflecting continued business growth and operational requirements. Investment in education and skills development remained a key priority, with bursary support increasing significantly from 27 bursaries in FY2025 to 69 bursaries in FY2026. The bursary programme supports both employees and external beneficiaries and demonstrates Sylvania's commitment to developing future technical and professional skills.

Sylvania also continued supporting internship opportunities, with four interns participating in the programme during FY2026. Investment in employee development remained a key priority, with 3,180 internal training initiatives completed during the year. While this was lower than the 4,893 training initiatives reported in FY2025, the reduction primarily reflects a shift away from recurring compliance-related training towards longer-term development initiatives, including bursaries, supervisory development and first-line management training programmes. In parallel, Sylvania continued investing in community skills development through its community learner programme, with nine community learners receiving metallurgical skills training during FY2026, supporting employability and technical skills development within host communities.

While recorded external training initiatives decreased compared with FY2025, the Company continues to review training data and development initiatives to ensure they remain aligned with operational requirements, workforce capability development and long-term business needs.

The Company's commitment to employee engagement is further supported through formal communication and consultation structures, including occupational health and safety representatives, quarterly health and safety meetings, and established whistleblowing mechanisms that enable employees to raise concerns through appropriate channels.

## Diversity, inclusion and employee relations

Sylvania remains committed to building a diverse, inclusive, and equitable workplace. Employment Equity remains an important focus area, with Historically Disadvantaged South Africans (HDSAs) representing 94.4% of the workforce during FY2026.

The Company's Women in Mining (WIM) initiatives continued to support progress in gender diversity. Female representation increased from 29% of the workforce in FY2025 to 31% in FY2026, continuing the positive trend achieved over recent years. Women accounted for 69 of the 194 new appointments made during the year, representing 35.7% of all new recruits.

Sylvania also continued to support gender equality and workplace inclusion through its gender-based violence (GBV) awareness initiatives. The Company maintains a zero-tolerance approach to GBV and is committed to fostering a safe, respectful and inclusive working environment where employees are empowered to raise concerns and seek support when required. No GBV incidents were reported during FY2026.

The Company remains committed to respecting employees' rights to freedom of association and maintaining constructive engagement with organised labour. During FY2026, union representation increased to 69.19% of employees, compared with 50.49% in FY2025. Sylvania continues to promote open communication and collaborative labour relations that support workforce stability and employee wellbeing. In addition, participation in the EDEP provides employees with an opportunity to share in the success of the business and reinforces alignment between employee and shareholder interests.

# Governance

## Contributing to national and local development

Sylvania continues to create value through its contribution to employees, communities, suppliers, and the broader South African economy. During FY2026, the Company's workforce increased to 857 employees from 814 in FY2025, reflecting continued investment in local employment and skills development. The majority of employees remain South African citizens, and employment equity remains an important component of Sylvania's contribution to economic transformation.

The Company contributes to national development through salaries and wages, employee-related taxes, royalty payments and other statutory taxes, while also supporting local economic participation through procurement from community-based suppliers. During FY2026, Sylvania continued supporting local economic participation through procurement from community-based suppliers, with expenditure exceeding ZAR150.3 million during the reporting period.

Sylvania also continues to support employee participation in the Company's success through the EDEP, while broader investments in bursaries, internships and skills development contribute to building future workforce capability. Through these combined efforts, the Company seeks to create shared value and support sustainable socioeconomic development in the areas where it operates.

*Table 4 – Financial contributions*

| Metric | **FY2026** | FY2025 | FY2024 |
|---|---|---|---|
| | **ZAR** | ZAR | ZAR |
| Salaries and wages paid | **417,226,486** | 332,363,454 | 311,529,421 |
| Employee Dividend Equivalent Plan (EDEP) | **7,513,111** | 3,098,840 | 12,403,950 |
| Contributions and employee tax paid | **174,538,110** | 131,369,352 | 131,587,927 |
| Income tax | **330,563,995** | 99,799,826 | 58,535,305 |
| Value added tax (VAT) | **227,277,717** | 90,042,312 | 86,687,960 |
| Dividend withholding tax | **–** | – | 49,868,421 |
| Mineral royalty tax | **144,318,957** | 13,382,015 | 25,975,281 |
| Community supplier spend | **150,342,223** | 156,610,449 | 118,023,037 |
| Total supplier spend | **1,491,831,584** | 1,320,148,638 | 1,064,414,362 |
| Community supplier spend as a % of total supplier spend | **10.08%** | 11.86% | 11.09% |

## ESG governance

Sylvania's approach to ESG is founded on the principle that sustainable business performance requires effective governance, clear accountability, and informed decision-making. ESG considerations are integrated into the Company's risk management, operational planning and business review processes, ensuring that material sustainability-related risks, and opportunities are considered alongside financial and operational priorities.

Ultimate responsibility for ESG oversight rests with the Board of Directors. The Board is supported by executive management through structured reporting processes that facilitate oversight of sustainability performance, regulatory compliance, strategic risks, and stakeholder-related matters. ESG-related topics are routinely considered through operational reviews, risk management processes, executive committee forums and Board engagements.

During FY2026, Sylvania continued to strengthen the maturity of its ESG reporting processes through enhancements to data management, reporting controls and verification processes. Particular focus was placed on improving the quality, consistency and assurance of ESG information, supporting greater transparency and more informed decision-making. The progressive integration of selected ESG information from the Thaba JV into the Company's reporting processes represents a further step in the evolution of Sylvania's ESG management framework. These improvements reflect Sylvania's continued focus on strengthening ESG data governance and enhancing the reliability of sustainability-related information used to support internal decision-making and external reporting.

Sylvania's governance framework is supported by a range of policies and procedures, including the code of ethics and anti-bribery and corruption policy. These frameworks promote ethical conduct, accountability, transparency, and responsible business practices throughout the organisation. Employees, contractors, suppliers, and community stakeholders continue to have access to confidential reporting mechanisms, including an independently managed whistleblowing hotline.

The Company remains committed to maintaining high standards of corporate governance, regulatory compliance and ethical business conduct as essential foundations for long-term sustainable value creation.

Sylvania maintains a zero-tolerance approach to human rights abuses, modern slavery, forced labour and child labour. Governance controls, supplier due diligence processes and risk-based assessments support the Company's commitment to ethical and responsible business conduct across its operations and value chain.