Timeline

Thusano trust

TRUST ESTABLISHED

1 December 2010

Thusano Trust established. Shares issued to Gold Fields employees (beneficiaries) employed for a month or longer, on Patterson bands A, B and C

2012 and 2019

Thusano Trust beneficiaries receive shares in Sibanye-Stillwater

ACTION REQUIRED

15 November 2025

Deadline for **beneficiaries** to decide if they will sell their shares, transfer them to their personal broker, or sell some and transfer others

VESTING DATE

1 December 2025

Thusano Trust vesting date, when beneficiaries become the owners of their Gold Fields and Sibanye-Stillwater shares

PAYOUT

1 March 2026

Thusano Trust begins making payments and transfers to beneficiaries, after deducting tax and fees

15-year period during which beneficiaries receive dividends when declared