



SUPERWORKERSM

ENERGY AND UTILITIES

WHY YOUR PEOPLE, NOT YOUR GRID,
DECIDE WHAT 2026 ENERGY TRANSITION
IS WORTH TO YOUR BUSINESS

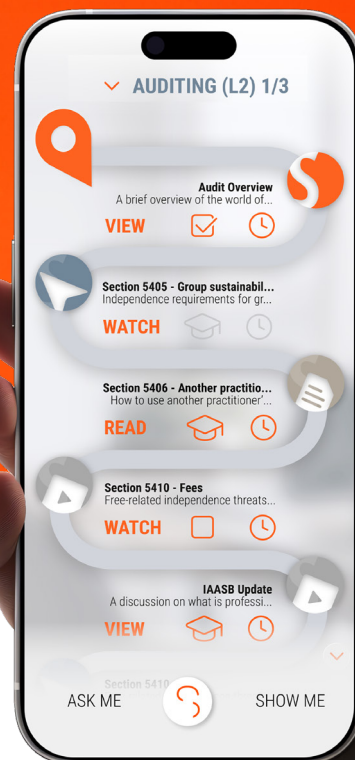
YOUR WORLD

Energy-transition reskilling at scale

Renewables, hydrogen and grid digitalisation are **rewriting the energy system**. The workforce composition shift outpaces any training programme. Utilities are trying to move people from coal to wind, from traditional operations to smart-grid management. **The academy gets built.**

The classroom fills. Six months later, the work has not changed at the substation or the wind farm. The new-energy capability is not flowing into the work. It flows instead into a certificate file. The training spend has not moved the needle. **The transition is stalled in practice.** The new-energy capability is buildable

It just needs to form in the work, not in policy.



Smart-grid and asset-AI adoption

Utilities have invested in **smart-meter, smart-grid and asset-AI platforms**.

The CFO signed off. The vendor is paid. The platform works. But field teams and operations staff are still running the work the old way. **The AI tool has landed.** The practice has not shifted. An operator runs a corrective action on intuition. The AI just told them the asset is failing. They do not use it yet. Every percentage point of operator competence lift is real performance the CFO can model. **The systems are paid.** The people are not yet ready to use them. The asset-AI value is recoverable. The platform is fine. Operator practice needs to catch up.

Safety culture under regulator scrutiny

Ofgem, NERSA, AER and FERC are all asking the same question. Not whether you have a safety programme. Whether your people are doing the work safely, and can show the evidence. Toolbox-talk attendance looks good on a dashboard. But the regulator wants **proof of safe practice in the field**. Your safety training sits on a noticeboard. The regulator wants captured behavioural signal. Today, safety evidence comes from incident reports and audits. The safety practice you actually want is already happening at the **substation** every day. It is just not being captured as proof. The safety evidence the regulator wants is already in the field. It just is not being captured.



Climate-risk reporting capability

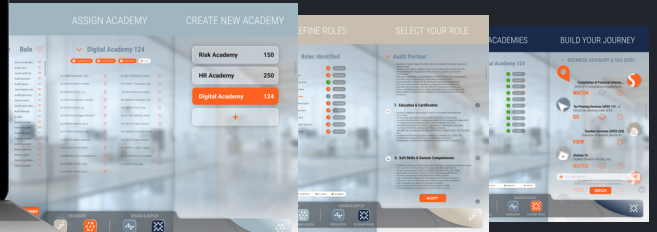
Every commercial and risk-facing role at a utility now needs to articulate carbon, transition and physical risk. The Board, the commercial team, the asset planners, the procurement leads. Few have the **fluency** to do this in a conversation. The compliance department has **built the framework**. The reporting layer is in place. But when a customer asks your carbon story, the conversation stalls.

When the Board debates stranded-asset risk, people do not share a language. Climate fluency is not yet a workplace competency. It lives instead in annual reports. **Climate fluency is teachable.** It lives in commercial conversations, not annual reports.



WHERE SUPERWORKER PAYS FOR ITSELF

You do not need another platform. We sit on top of what you already have. We pay for ourselves by making the budget you have already approved go further. There are three places that is true.



We refocus your L&D budget. Same envelope. Different vendor mix. Less classroom and content licence. More activation and measurement. The line item is the same. What you bill against it is different.

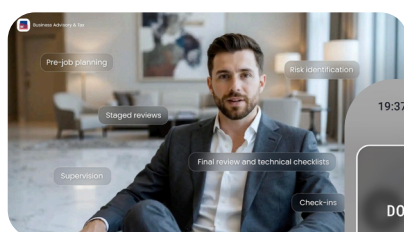
We replace the slowest part of your transition activation. The reskilling programmes that do not shift practice. The classroom training that lags the rollout. The toolbox talks that stay on the noticeboard. Replaced with a four-week working rhythm at the substation, the wind farm and the desk. This bills against the transition budget, not against L&D.

We unlock the value of the smart-grid and asset-AI tools you have already deployed. Utilities now hold investment across smart-meter, smart-grid and asset-AI platforms. Every percentage point of operator competence lift is real performance the CFO can model. The systems are paid. We help your operators actually use them.

Energy-transition reskilling

HOW THIS WORKS FOR EACH ONE

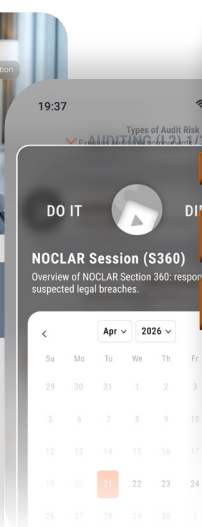
Builder maps the new-energy capability framework across roles. Companion coaches in flow during the transition. The Reporting layer tracks capability transition by population.



Climate-risk reporting

Builder defines climate fluency per role.

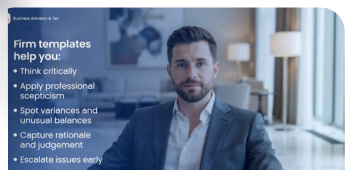
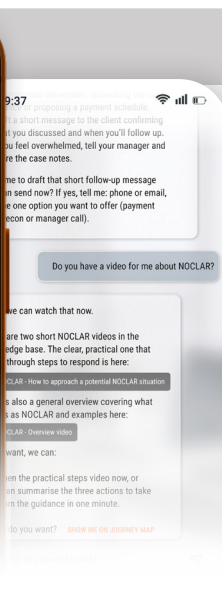
Companion supports application in commercial and reporting moments.



Safety culture

Builder defines safety practice per role. Companion captures behaviour in the field.

The Reporting layer produces practice-evidence as a by-product, not as a project.



Smart-grid and asset-AI adoption

Companion drives utility AI-tool adoption in field and operations. The Reporting layer ties operator competence to asset performance.



LET'S TALK

If any of these four match your utility, your CEO, COO or regulator is already asking. There is a gap between what you trained for and what you can prove. That gap decides the next twelve months.

We work with Advisory Partners across South Africa, Australia, the Middle East and the United Kingdom. We will match you to the right partner for your region and your utility.

W&L • HUMAN CAPITAL

EQUATE

TALEXUS

CAN!DO

FLOURISH COUNSELLING

i2i

DGE Recruit
TALENT, NETWORK, VALUE

GENSAFE AI

black slope



Book a meeting

We will show you what your safety and transition leadership would walk into the next review with.

SUPERWORKER™

LET'S TALK

info@superworker.co
www.superworker.co





SUPERWORKERSM

CONFIDENTIALITY NOTICE

All rights, including copyright, in the content of this proposal are owned or controlled by SUPERWORKER® PTY LTD. The contents of these pages are provided for the sole purpose of evaluating Sibanye Stillwater's commercial offer and approach. No part of this proposal may be reproduced, distributed, or used for any other purpose without the explicit written consent of SUPERWORKER®. In accessing this document, you agree that you may only download the content for personal, non-commercial use in relation to its evaluation. Confidentiality information means all proprietary and confidential of the Parties and those of their customers, clients or suppliers whether commercial, financial, technical or otherwise (whether oral, in writing, machine readable or in any other form) and material (whether electronically recorded, in writing or otherwise), which by its very nature should obviously be treated as secret and confidential and which the Parties desire to protect against unrestricted disclosure or competitive use or which is designated as such, including without limitation.

COPYRIGHT NOTICE ©2026 SUPERWORKER PTY LTD

Information relating directly or indirectly to each Party's business, not limited to details of trade secrets, know-how, strategies, ideas, operations, compliance information, processes, methodologies and practises; and Information relating directly or indirectly to plans, intentions, know-how, market opportunities and business affairs or those of its suppliers, customers (including potential customers) and clients; and Works of authorship, products and materials written and prepared by the Parties in relation to this agreement, including but not limited to computer programmes, data, diagrams, charts, reports, specifications, sketches, inventions and working papers of similar materials of whatever nature or on whatever media relating thereto; and Information resulting directly or indirectly from the discussion or negotiations relating to this agreement and all copies, notes, records and all related information based on or arising from any disclosures from this agreement; and the terms of any agreement reached by the Parties or proposed by either Party (whether agreed or not) in connection