27 November 2026

LIBERTY COAL (PTY) LTD OPTIMUM COLLIERY, SOCIAL AND LABOUR PLAN 2025-2029

INVITATION TO COMMENT

Dear Sir / Madam

This letter serves to notify interested and affected parties (I&APs) that Liberty Coal (Pty) Ltd (Liberty Coal) is in the process of reviewing the Social and Labour Plan (SLP) for its Optimum Colliery, as required in terms of the Mineral and Petroleum Resources Development Regulations, 2004 (as amended). The SLP must be reviewed every five years for the duration of a mining right. Liberty Coal is the holder of Mining Right MP 30/5/1/2/2/267 MR and an associated SLP for Optimum Colliery, which is located near Pullenshope and Hendrina in the Steve Tshwete Local Municipality, Nkangala District, Mpumalanga Province. Once the public participation process is complete, the SLP will be submitted to the Department of Mineral and Petroleum Resources (DMPR).

To finalise the review of the SLP, it is necessary to obtain input from I&APs. The SLP addresses human resource development, local economic development, housing and living conditions, procurement, and the management of downscaling and retrenchment, with Liberty Coal's commitments in respect thereof for the five-year period 2025–2029. Liberty Coal has appointed EVA Solutions, an independent human resources consulting firm, to undertake the SLP review process and related public participation activities.

Draft SLP summary document available for public comment

I&APs are cordially invited to submit comments on a document outlining the proposed SLP elements and mine community development projects within 30 days after the publication of this notice (**27 November 2026 – 18 January 2027**; the period 15 December 2026 to 5 January 2027 is not counted as part of the 30 days). Comments must be submitted to the Public Participation Contact on or before **18 January 2027**.

The document is available to download at https://www.evasolutions.co.za/Public-Documents/Liberty-Coal-SLP and electronic copies can be made available on request. Printed copies can be viewed at the following venues:

- Pullenshope Library, 1 Pullen's Hope Road, Main Road, Pullenshope.
- Kwazamokuhle Library, Stand 256, Mngomezulu Street, Kwazamokuhle, Hendrina.
- Rockdale Library, Thusong Centre, Rockdale, Middelburg.
- Rietkuil Library, 7th Street, Rietkuil, Arnot.
- Middelburg Regional Library, cnr OR Tambo and Buitekant Streets, Middelburg.

Community Open Days

Liberty Coal will hold four Community Open Days. At each Open Day you can view information about the proposed SLP, discuss it with the SLP team in small groups, ask questions and submit comments. The Open Days follow an open-house format, so you may arrive at any time during the hours shown.

Community	Date	Time	Venue
Pullenshope and Komati	02-Dec-2026	10h00 – 14h00	Cynthia Murphy Hall, cnr Ash and Oak Streets, Pullenshope
Hendrina (Kwazamokuhle)	03-Dec-2026	10h00 – 14h00	Kwazamokuhle Community Hall, 206 Hlatshwayo Street, Kwazamokuhle
Arnot and surrounding farming communities	05-Dec-2026	10h00 – 14h00	Rietkuil Library, 7th Street, Rietkuil, Arnot
Mhluzi, Middelburg and Rockdale	08-Dec-2026	10h00 – 14h00	Steve Tshwete Banquet Hall, Walter Sisulu Street, Middelburg, Mpumalanga, 1055, South Africa

How to comment

Stakeholders may comment on the draft document in any of the following ways:

- By completing the registration and comment sheet enclosed with this letter.
- By writing a letter or providing additional written submissions via email.
- By contacting the Public Participation Contact by telephone, SMS or WhatsApp.
- By attending one of the Community Open Days.

Conclusion and contact information

We would like to encourage you to actively participate in the SLP review process. We are available to respond to any questions you may have or to provide you with more information. Should you wish to obtain more information or comment, please contact the Public Participation Contact at cell number 076 677 1235 or email comment@evasolutions.co.za.

Sincerely,

Public Participation Contact
EVA Solutions, on behalf of Liberty Coal (Pty) Ltd

Attachment: Registration and comment sheet