MINING RIGHT NUMBER

MP 30/5/1/2/2/267 MR

LIBERTYCOAL

SOCIAL AND LABOUR PLAN

2025–2029

LIBERTY COAL (PTY) LTD

OPTIMUM COLLIERY

Document for Public Comment

Comment Period 27 November 2026 – 18 January 2027



Purpose of the consultation

Purpose

- Present an overview of Liberty Coal's draft Social and Labour Plan (SLP) for 2025–2029.
- Explain the commitments for human resource development, local economic development, housing and living conditions, procurement and the management of downscaling.
- Invite comment from employees, organised labour, host communities, the municipality and other interested and affected parties before the SLP is submitted to the DMPR.

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01 Regulatory framework and SLP objectives

02 Section 1 – Preamble and background

03 Section 2 – Human resource development

04 Section 3 – Local economic development programmes

05 Section 4 – Management of downscaling and retrenchment

06 Section 5 – Financial provision

07 Consultation and next steps

The SLP at a glance

The SLP commits Liberty Coal to a five-year financial provision of R39.7 million for skills development, three local economic development projects and downscaling support.

R39.7m

Total five-year financial provision (2025–2029)

R17.7m

Human resource development programmes

R21.5m

Three LED projects: two water projects and five small business hubs

2 532

People working at the mine (Liberty Coal, LMS and contractors)

96.0%

Of the workforce drawn from Mpumalanga

823

Liberty Coal (96) and LMS (727) employees covered by the HRD programme

Regulatory framework for the SLP

An SLP is a mandatory part of a mining right. Once approved, its commitments become legally binding conditions of the right.

MPRD Regulation	What it requires
Regulation 41	Objectives of the SLP
Regulation 42	Submission and consultation requirements before the SLP is approved
Regulation 43	An approved SLP remains valid until a closure certificate is issued; it is reviewed every five years
Regulation 44	Procedure to amend an approved SLP
Regulation 45	Annual reporting on implementation once the right is granted
Regulation 46	Minimum content that every SLP must contain
Regulations 46A–46C	Publication, five-year review and collaboration on SLP projects

Other instruments applied

- Mineral and Petroleum Resources Development Act 28 of 2002 (MPRDA)
- MPRD Regulations, GN R527 of 2004 (as amended)
- Mining Charter, 2018
- Housing and Living Conditions Standard, 2019
- Revised SLP Guideline, October 2010
- Employment Equity Act 55 of 1998
- Labour Relations Act 66 of 1995
- Skills Development Act 97 of 1998

Objectives of the MPRDA and of this SLP

The MPRDA aims to

1. Promote economic growth and mineral and petroleum development in the Republic
2. Substantially and meaningfully expand opportunities for historically disadvantaged persons (HDPs), including women, to enter and benefit from the mineral and petroleum industries
3. Promote employment and advance the social and economic welfare of all South Africans
4. Ensure that holders of mining and production rights contribute to the socio-economic development of the areas in which they operate

Liberty Coal's SLP objectives

- Promote employment and advance the social and economic welfare of employees and host communities
- Use and expand the existing skills base to empower HDPs and serve the communities
- Contribute to the socio-economic development of the communities in which the mine operates
- Engage and communicate with stakeholders effectively and transparently

Prescribed contents of the SLP

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The SLP follows the structure prescribed by Regulation 46 and the Revised SLP Guideline.

1

Preamble and background information

Regulation 46(a)

2

Human resource development programme

Regulation 46(b)

3

Local economic development programmes

Regulation 46(c)

4

Management of downscaling and retrenchment

Regulation 46(d)

5

Financial provision

Regulation 46(e)

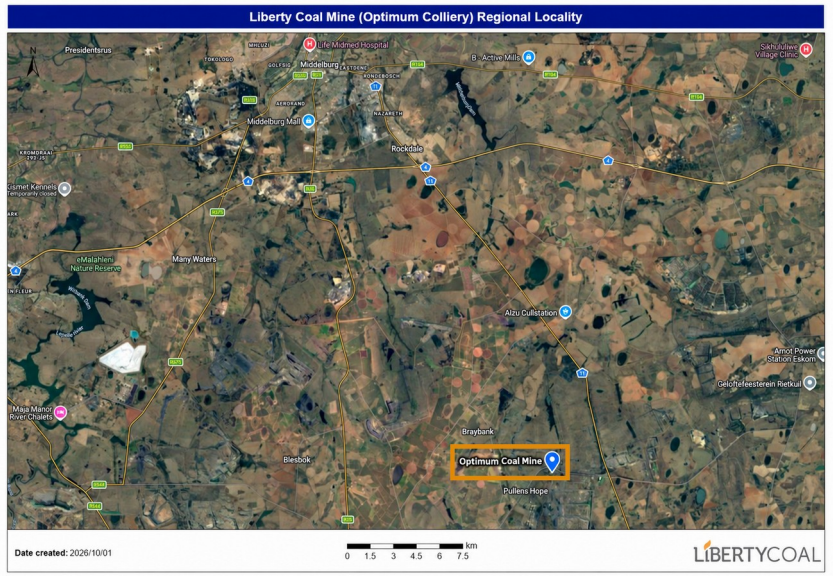
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Undertaking

Signed by the responsible person

Liberty Coal and Optimum Colliery

Item	Details
Company	Liberty Coal (Pty) Ltd (Reg. No. 2020/681596/07)
Operation	Optimum Colliery
Location	Pullenshope/Hendrina area, off the N11 – STLM, Nkangala District, Mpumalanga
Commodity	Coal – domestic and export markets
Mining method	Opencast strip mining (truck-and-shovel and dragline); underground mining planned for a future phase
Life of mine	Projected to 2045
Core mining contractor	Liberty Mine Services (LMS), from October 2025
Financial year / reporting	01 March – 28 February
Responsible person	Hlayiseka Chauke



Regional locality of Optimum Colliery (SLP Figure 2)

Optimum Colliery dates to 1970 and was developed to supply Eskom's Hendrina Power Station. Liberty Coal acquired it in 2024 through a business rescue transaction.

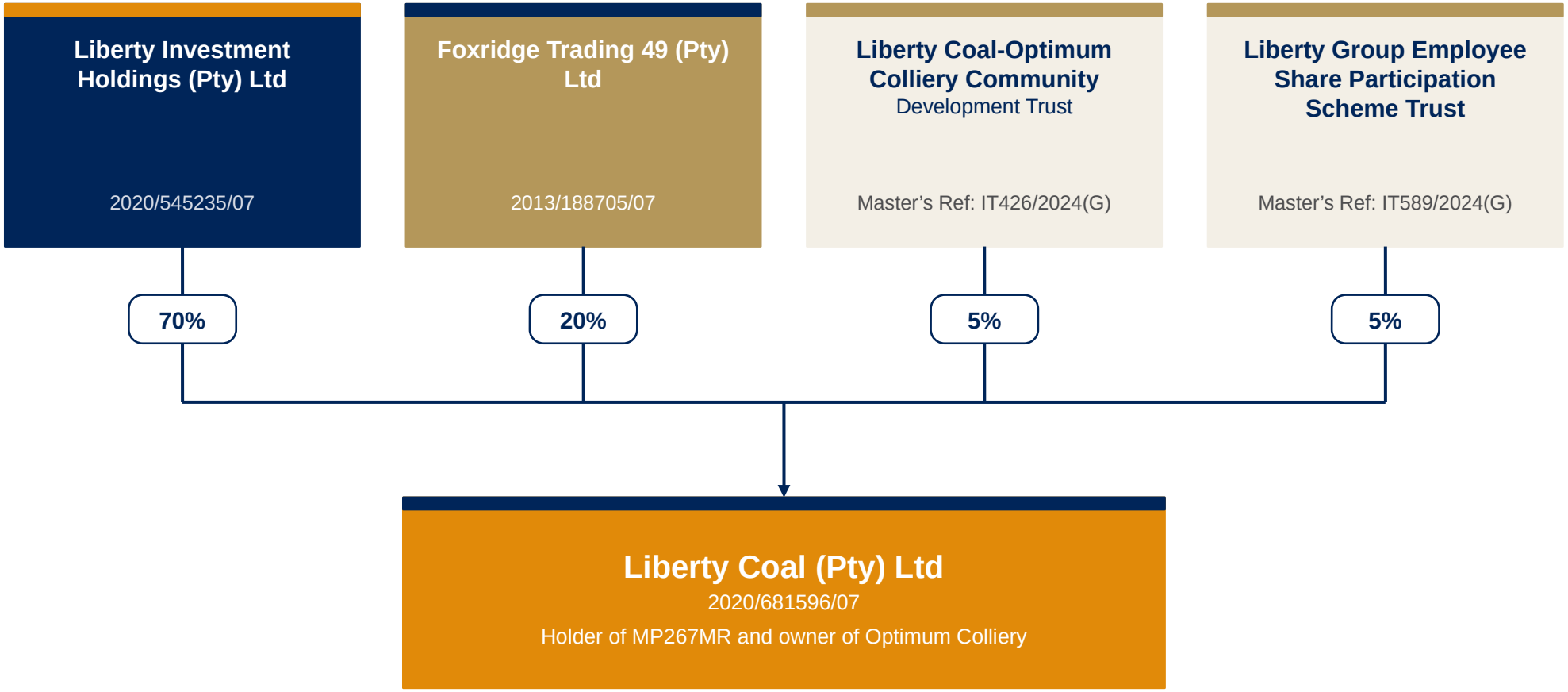
Journey to date

30 Jan 2024	**Court order** High Court, Pretoria sanctions the settlement enabling Liberty Coal to acquire Optimum
1 Feb 2024	**Control passes to Liberty Coal** Control and possession of the Optimum mine operation
Feb – Mar 2024	**Pits active, but coal cannot be moved** No rail allocation or RBCT export terminal access yet
27 Mar 2024	**Rail allocation granted** Coal can be railed and sold again
c. 8 Apr 2024	**Export coal operations via RBCT resume** Salaria principal mining contractor for Liberty Coal (until Sep 2025)
31 Oct 2024	**Liberty Coal registered as holder of the mining right** Registration finalised in the Mining Titles Office (MPTRO)
Oct 2025	**Liberty Mine Services (LMS) appointed as core mining contractor** Replaces Salaria as the principal mining contractor
Nov 2025	**LMS takes over the salaried mining employees from Salaria** Liberty Coal group's own mining workforce established

Liberty Coal is preparing to apply for the renewal of the existing mining right, to support continued mining within the authorised mining right area rather than a new operation.

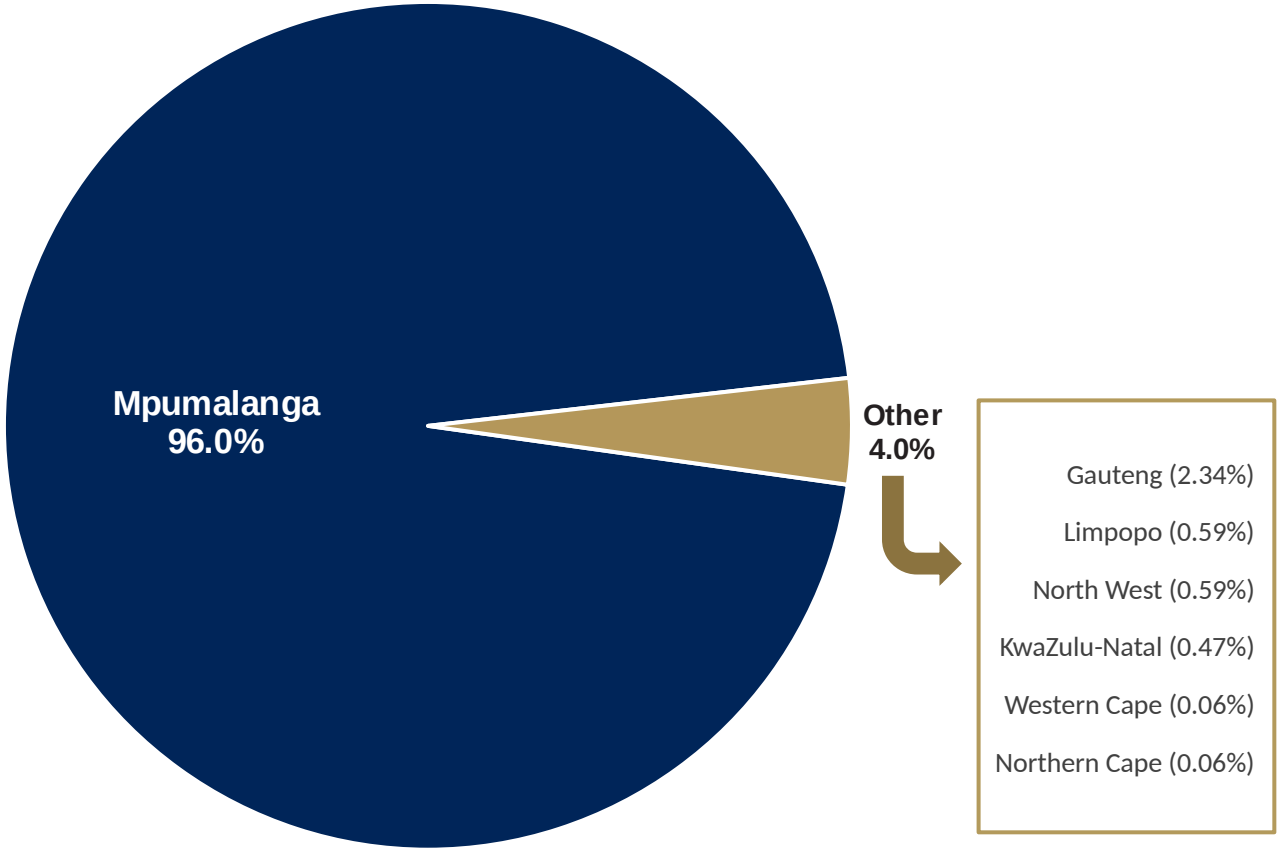
Ownership structure

Liberty Coal (Pty) Ltd holds Mining Right MP267MR and owns Optimum Colliery. Shareholding as of September 2026:



Where the workforce comes from

Of the 2 532 people working at the mine, 2 430 (96.0%) come from Mpumalanga – most of them from Steve Tshwete (Middelburg, Mhluzi and Hendrina) and Emalahleni.

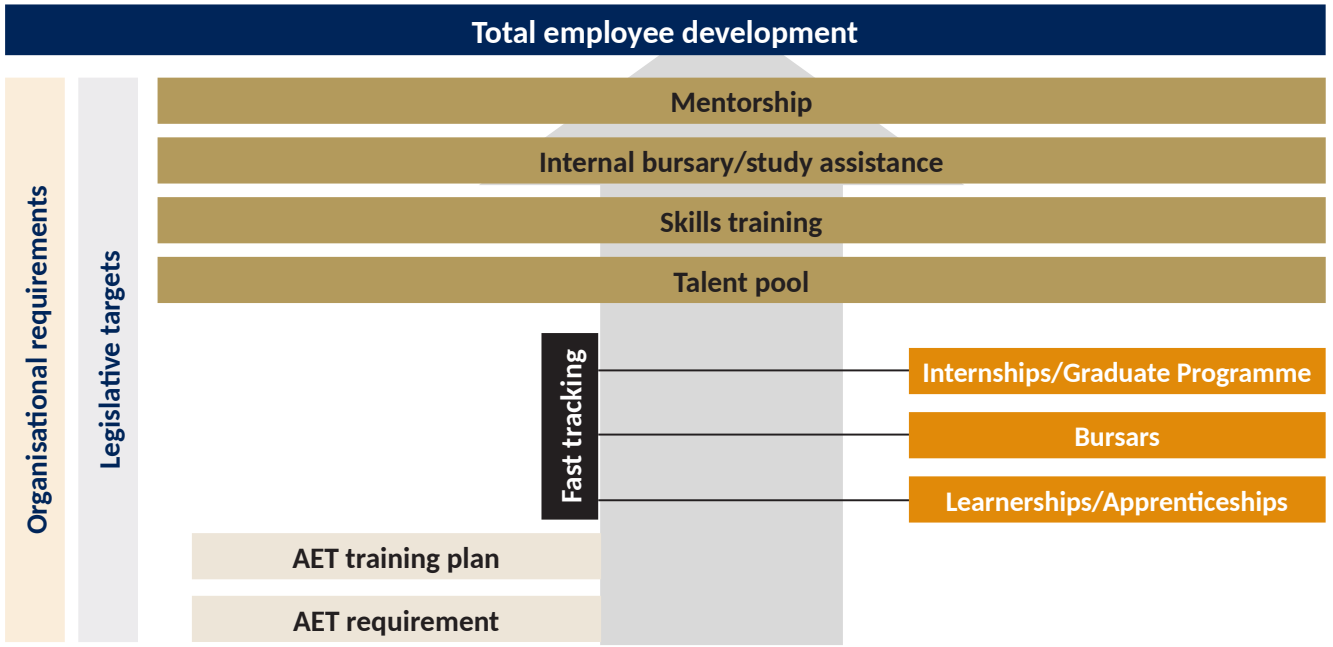


Workforce	People	From Mpumalanga
Liberty Coal employees	96	72.9%
Liberty Mine Services employees	727	99.2%
Other contractors and sub-contractors	1 709	95.9%
Total	**2 532**	**96.0%**

Largest areas of origin – LMS employees (by local municipality): Steve Tshwete 577, Emalahleni 73, Msukaligwa 42, Thembisile Hani 11. Liberty Coal employees (by town): Middelburg 42, Sandton 21, Witbank 12.

Source: SLP Section 1, Tables 2 and 3 and Figures 5 and 6 (31 August 2026)

HRD framework and approach



Liberty Coal human resource development framework (SLP Figure 8)

- **Scope:** 96 Liberty Coal and 727 LMS employees – a planning population of 823. Other contractors are covered by their own employers.
- **Timing:** core skills and community vocational (portable skills) training from 2026; AET, learnership, bursary and internship intakes start in 2027.
- **Governance:** the HR Manager coordinates with LMS, the Skills Development Facilitator (SDF), line managers, employee representatives and training providers.
- **Monitoring:** quarterly management review and annual reporting against the SLP.

R17.7m

Five-year HRD budget (2025–2029), covering AET, learnerships and apprenticeships, portable skills, core skills, bursaries and internships.

Workforce profile and skills planning

823

Liberty Coal (96) and LMS (727) employees covered by the HRD programme

364

LMS employee education records still to be verified (about 50% of the LMS workforce)

None

Hard-to-fill vacancies at Liberty Coal or LMS on 31 August 2026

30 Apr 2027

First Workplace Skills Plan/Annual Training Report submission to the MQA

SETA requirement	Status
Name of SETA	Mining Qualifications Authority (MQA)
Registration number	L540815422
Skills Development Facilitator	Nonkululeko Gladys Makaba, commenced 1 November 2026
Workplace Skills Plan	No submission to date; first submission by 30 April 2027



How training needs are identified

- Verified qualifications, job requirements and competency assessments
- Employee (18.1) and community (18.2) learning planned separately
- Published, consistently applied selection criteria favouring HDPs, women, youth and persons with disabilities
- Approved providers; completion and progression recorded separately

Adult education and training (AET)

- **Purpose:** functional literacy and numeracy, from AET Level 1 to Level 4 (NQF 1), as an entry point to further skills programmes.
- **Who:** host community members (18.2 learners). Employee AET will follow once LMS education records have been verified.
- **Target:** 45 learners over 2027–2029, recruited through advertising on and off the mine.
- **Progression:** learners who complete AET Level 4 can move on to programmes leading to Grade 12 or NQF Level 4.

AET (new intake)	2025	2026	2027	2028	2029	Total
AET Level 1	0	0	4	3	4	11
AET Level 2	0	0	4	4	3	11
AET Level 3	0	0	4	4	4	12
AET Level 4	0	0	3	4	4	11
Total learners	**0**	**0**	**15**	**15**	**15**	**45**
Budget	**R0**	**R0**	**R159 000**	**R168 540**	**R178 652**	**R506 192**

Source: SLP Table 13 – AET for 18.2 learners (community)

Learnerships and apprenticeships

- **Internal (18.1):** for existing employees.
- **External (18.2):** for unemployed community members.
- **Programmes:** three-year engineering and other trades; one-year mining learnerships.
- **Support:** signed agreements, a workplace supervisor and mentor for every learner; cohorts tracked from year to year.

New intakes	2025	2026	2027	2028	2029
Internal (18.1)					
Engineering and other (3 years)	0	0	3	2	2
Mining (1 year)	0	0	1	1	1
External (18.2)					
Engineering and other (3 years)	0	0	5	0	3
Mining (1 year)	0	0	1	2	3
Continuing learners (18.1 + 18.2)	0	0	0	8	10
Budget	**R0**	**R0**	**R2 000 250**	**R2 620 000**	**R4 590 000**

R9 210 250 five-year learnership and apprenticeship budget

Source: SLP Table 14 – Learnerships/Apprenticeships

Portable skills training for community members

Portable skills reduce dependence on the mine by building skills that are useful in other sectors and for self-employment.

Entrepreneurial skills

Enterprise management, marketing, production, ICT and financial management

Life skills

Financial management, budgeting, paying rates and taxes, family building and taking ownership of one's future

Vocational skills

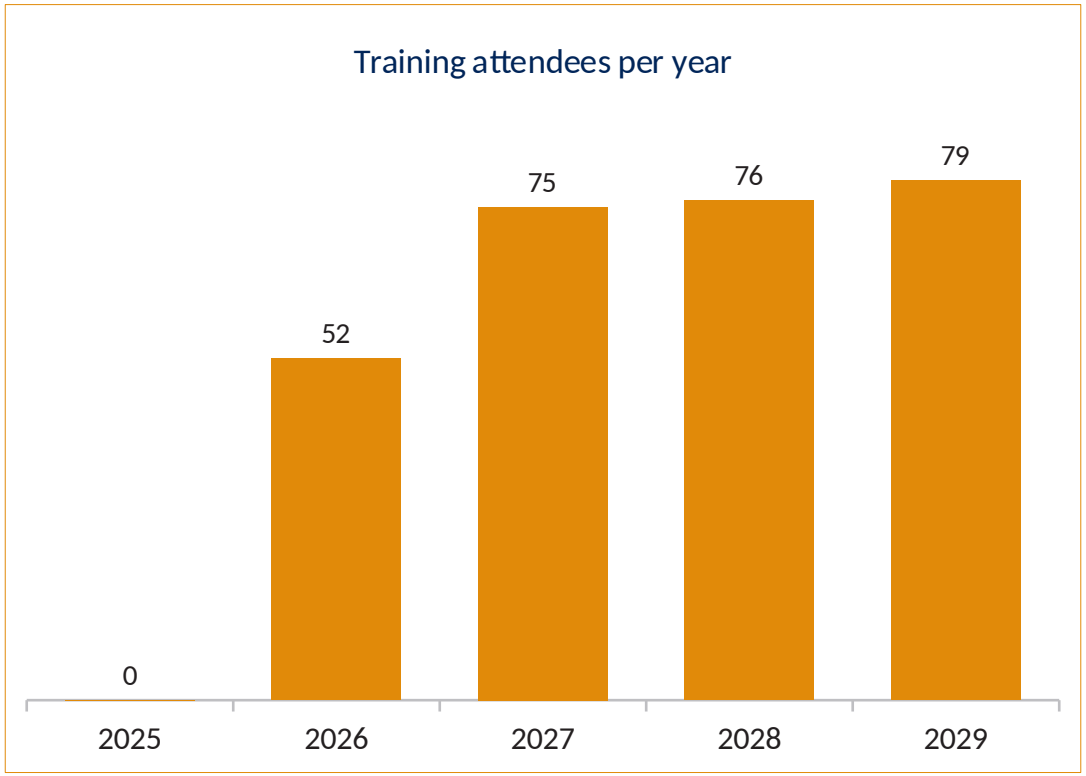
Non-mining skills such as welding, electrical work, plumbing and Code 8 licensing at TVET level

Vocational training (new intake)	2025	2026	2027	2028	2029	Total
Community learners	0	40	100	60	0	200
Budget	**R0**	**R121 000**	**R550 000**	**R330 000**	**R0**	**R1 001 000**

Source: SLP Table 16 – Portable skills training for local community members

Core skills training

Compulsory and technical training lets employees and contractors work safely and competently and prepares them for supervisory and management roles.



Budget: R3 221 880 over five years (R171 085 in 2026, rising to R1 188 386 in 2029)

Courses planned

- Working at heights
- Safety representatives
- Hazard identification and risk assessment
- First aid
- Engineering assistant
- Conveyor belt
- Confined space
- Competent A
- Chemical handling
- Basic and advanced rigging
- Basic firefighting
- Supervisory development programme
- Management development programme
- Health, safety and environmental training
- Dump truck operator
- Utility vehicle operator

Career progression and mentorship

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Generic career paths → **Talent pools** → **Career development matrices** → **Individual development plans**

Generic career paths	Talent pools	Career development matrices	Individual development plans
Entry requirements, competence and learning needed between roles	Employees with potential, with attention to HDPs, women and people with disabilities	Current and target role, gaps, interventions and review dates	Agreed objectives, assignments and support for each employee

Mentorship support

Mentees	2025	2026	2027	2028	2029
Learnerships/apprenticeships	–	–	10	13	19
Bursars	–	–	3	3	3
Graduates/interns	–	–	2	2	2
Total mentees	**–**	**–**	**15**	**18**	**24**

The figures reflect the total number of candidates for mentorship, not necessarily new intakes per year.

How mentorship will work

- HR keeps a mentor register and matches each learner with an experienced mentor
- A mentorship agreement sets objectives, meetings and conduct
- Mentors are oriented and progress is reviewed quarterly
- Completing development does not guarantee promotion; appointments follow fair selection

Bursaries and internships

External bursaries (18.2)

- Three new bursaries in 2027 for unemployed applicants from host and labour-sending communities, supported through to 2029
- Covers tuition, books, accommodation and an allowance
- Fields: mining, engineering, technical and support disciplines

Internships / graduate programme (18.2)

- Two new interns in each of 2027, 2028 and 2029
- Structured workplace experience with a learning plan, supervisor and mentor
- Placement in mining, technical or support functions; permanent jobs subject to vacancies

Bursars	2027	2028	2029	Total
New / continuing	3 new	3 cont.	3 cont.	3
Budget	**R726 000**	**R770 000**	**R815 000**	**R2 311 000**

Interns	2027	2028	2029	Total
New intake	2	2	2	6
Budget	**R480 000**	**R508 800**	**R539 328**	**R1 528 128**

Selection of bursars and interns will be aligned with Liberty Coal's Employment Equity Plan. Completing a bursary or internship makes a candidate eligible for consideration for vacancies; it does not guarantee employment.

Employment equity

Liberty Coal will develop a five-year Employment Equity Plan to increase HDP and women's participation at all decision-making levels and in core occupations.

Liberty Coal annual HDP and women-in-mining (WIM) targets

Occupational level	2026		2027		2028		2029	
	HDP	WIM	HDP	WIM	HDP	WIM	HDP	WIM
Top management	50%	0%	50%	0%	50%	0%	50%	0%
Senior management	63%	25%	63%	25%	63%	25%	63%	25%
Middle management	63%	31%	63%	31%	63%	31%	63%	31%
Junior management	82%	41%	82%	41%	82%	41%	82%	41%
Core skills	58.5%	–	60%	–	60%	–	60%	–

Source: SLP Table 30. The 2025 targets are the same as for 2026.

Mining Charter benchmark

Level	HDP	Women
Board	50%	20%
Executive management	50%	20%
Senior management	60%	25%
Middle management	60%	25%
Junior management	70%	30%
Employees with disabilities	1.5%	EAP
Core and critical skills	60%	EAP

EAP = economically active population. The benchmark does not replace the sectoral targets under the Employment Equity Act (including the 3% disability target).

Employment equity – Liberty Mine Services

LMS, the core mining contractor, has set its own annual targets. Together, Liberty Coal and LMS employ 823 people, 208 of them women.

LMS annual HDP and women-in-mining (WIM) targets

Occupational level	2025		2026		2027		2028		2029	
	HDP	WIM	HDP	WIM	HDP	WIM	HDP	WIM	HDP	WIM
Top management	–	–	0%	0%	0%	0%	33%	0%	33%	0%
Senior management	–	–	50%	16.7%	50%	16.7%	50%	16.7%	50%	20%
Middle management	–	–	73%	12%	73%	15%	70%	15%	70%	15%
Junior management	–	–	90%	19%	90%	20%	90%	25%	90%	25%
Core skills	–	–	96.6%	–	96.6%	–	96.6%	–	96.6%	–

Source: SLP Table 31. LMS started operating in November 2025; information from the previous contractor is not available.

Current workforce (31 August 2026)

Measure	Liberty Coal	LMS
Total employees	96	727
Women	33	175
Black (ACI) employees	69	689
Women in management	22 of 63	23 of 134
People with disabilities	0	0
Core and critical skills	51	682

Source: SLP Tables 28 and 29. ACI = African, Coloured and Indian. Management = executive, senior, middle and junior management.

Progressing women in mining and HDPs in management

Recruitment

Preference for women who meet the job requirements and show the capability to perform the job

Selection

Applications screened against competencies, experience and qualifications, with preference for qualifying women

Training

Skills programmes and immersive training aligned to the mine's discipline and career progression frameworks

Two-pronged plan

Plan 1 – current employees

- Career progression for current female employees through learnerships, bursaries and internships
- Women with core-discipline qualifications in service departments moved into core occupations through the Structured Skills Development and Progression (SSDP) framework

Plan 2 – host community and vacancies

- Target host community women for learnerships, bursaries, internships and AET
- Create developmental positions for HDP employees through the SSDP
- Fill vacancies with women and replace women who leave with women

Needs of the area in order of priority

No.	Need	Specific needs in the STLM IDP	Areas
1	Water and sanitation	Reliable water supply; servicing and drilling of boreholes; reservoirs; toilets on farms	Wards 3–11
2	Employment and skills	Jobs, especially for youth; skills programmes; access to procurement opportunities	Municipality-wide
3	Housing and serviced land	Serviced stands; RDP housing; formalising settlements; housing for farm dwellers	Wards 1, 2 and 4–10
4	Electricity and lighting	Electrification of farm and rural areas; high-mast and public lighting	Wards 3–11
5	Roads, stormwater and access	Upgrading, grading and maintaining roads; stormwater infrastructure	Wards 3, 5, 6 and 8–11, and others
6	Education and community facilities	Schools and ECD facilities; youth centres; libraries and halls	Wards 2 and 4–11
7	Recreation and amenities	Upgrading sports and recreation facilities	Wards 1, 4, 5, 6 and 8–11

Source: STLM IDP 2026/27, ward-based community needs (SLP Table 37)

Water and sanitation is the top priority, so two of the three LED projects focus on water infrastructure; the third responds to employment, skills and SMME needs.

LED projects 2025–2029

Two STLM-endorsed water projects respond to the top-ranked need; small business hubs support jobs and SMMEs. Combined budget: R21.5 million.

Project 1: Boreholes in farm areas

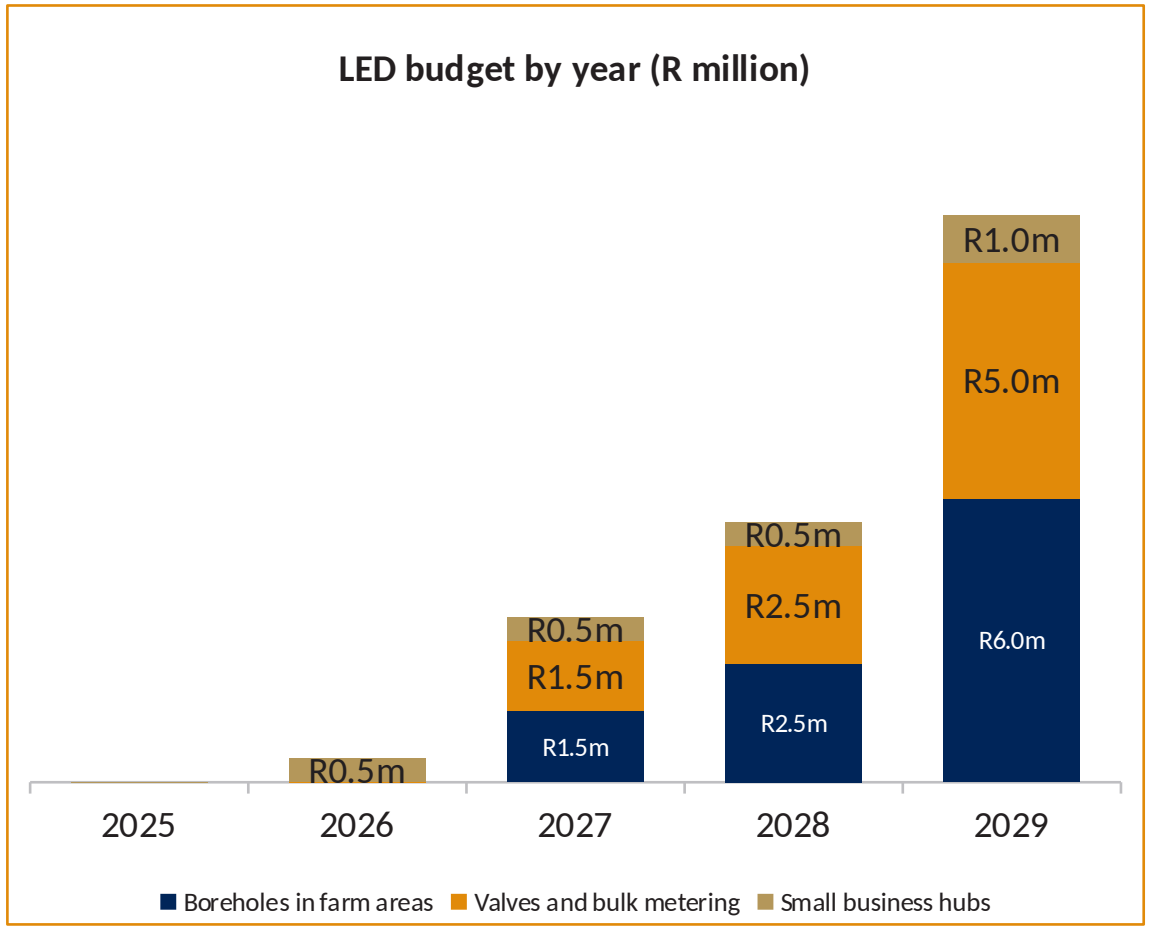
- Budget R10 000 000 (2027–2029)
- Drilling, testing and equipping boreholes at priority farm sites

Project 2: Valves and bulk metering

- Budget R9 000 000 (2027–2029)
- Valves and bulk meters on priority bulk water lines

Project 3: Small business and community hubs

- Budget R2 500 000 (2026–2029)
- Five hubs at Hendrina, Pullenshope, Rockdale, Middelburg and Arnot/Rietkuil



LED Project 1: Development of boreholes in farm areas

Item	Details
Project type	Infrastructure (water)
Budget	R10 000 000
Output	Borehole-based water infrastructure developed at approved priority sites
Location	Rural and farm areas in STLM; priority sites to be confirmed with STLM
Responsible entity	Liberty Coal, in partnership with STLM
Jobs created	No fixed target yet; to be determined during implementation planning

Background

Reliable water is an identified need in rural and farming areas of STLM. The project supports borehole-based water infrastructure at priority sites, from site assessment and drilling to yield and water-quality testing and equipping viable boreholes.

2025–2026
R0

Project identification

Endorsement letter from STLM

2027–2028
R1.5m / R2.5m

Initiation and phased implementation

Priority sites identified with STLM; technical, land/access and regulatory requirements addressed; viable boreholes developed and tested

2029
R6.0m

Completion and handover

Remaining work completed; installations commissioned and handed over to the asset owner/operator

LED Project 2: Valves and bulk metering on bulk water lines

Item	Details
Project type	Infrastructure (water)
Budget	R9 000 000
Output	Valves and bulk meters installed or upgraded at approved priority locations
Location	STLM bulk water network; priority lines to be confirmed with STLM
Responsible entity	Liberty Coal, in partnership with STLM
Jobs created	No fixed target yet; to be determined during implementation planning

Background

STLM's IDP prioritises replacing and upgrading valves and meters to improve water monitoring, conservation and demand management. The project supports installing, replacing or upgrading valves and bulk meters on priority bulk lines.

2025–2026
R0

Project identification

Endorsement letter from STLM

2027–2028
R1.5m / R2.5m

Initiation and phased implementation

Priority lines identified; network verification, design and municipal requirements addressed; valves and meters installed and tested

2029
R5.0m

Completion and handover

Remaining work completed; infrastructure calibrated, commissioned and handed over with technical records

LED Project 3: Small Business and Community Hubs

Item	Details
Project type	Income-generating / enterprise development
Budget	R2 500 000 (R500 000 per hub)
Output	Five hubs established and operating, subject to approved site and partner arrangements
Location	Hendrina (Wards 1–3), Pullenshope (Ward 5), Rockdale (Ward 6), Middelburg and Arnot/Rietkuil (Ward 7)
Responsible entity	Liberty Coal, with Eskom (Pullenshope hub only)
Jobs created	No fixed target yet; hub staffing (e.g. a coordinator) confirmed per hub

Background

STLM's IDP prioritises a strong SMME sector, business and SMME hubs and digital inclusion. The hubs give small businesses, entrepreneurs, job seekers, learners and young people access to computers, internet, printing and basic business support.

2025
R0

Project identification

No implementation or expenditure

2026–2028
R0.5m a year

Phased hub establishment

Premises and partners confirmed per hub; equipment, furniture, networking and connectivity installed; hubs opened progressively

2029
R1.0m

Remaining hubs and close-out

All five hubs established by end-2029; asset, operating and sustainability arrangements documented for each hub

Housing and living conditions



Principles of the Housing and Living Conditions Standard (SLP Figure 13)

- **Current position:** the mine provides no mine-owned housing or hostels; a baseline assessment will confirm employees' accommodation circumstances and needs.
- **Approach:** confirm the position through a baseline review, then develop a housing policy and HLC Plan with organised labour, the core contractor, STLM and the Department of Human Settlements.
- **Options to assess:** First Home Finance subsidies, retirement-fund-backed loans, employer-assisted bank finance, and homeownership education and financial wellness.
- **Principle:** no mine-dependent housing – support should remain useful beyond the life of mine (2045).

Housing and living conditions action plan

Q1 2027	Q2 2027	Q3 2027	Q4 2027	Q2 2028	From Q4 2028	Q4 2029
Governance	**Baseline review**	**Standard and engagement**	**Policy**	**HLC Plan**	**Implementation**	**Follow-up survey**
Appoint an HLC champion and a consultation structure with organised labour	Survey accommodation, tenure, commuting and housing-finance access	Minimum accommodation standard; align with the STLM IDP and Human Settlements	Housing and living conditions policy consulted with organised labour	HLC Plan and implementation strategy submitted to the DMPR	Approved housing support, finance access and homeownership education	Repeat the survey to measure progress; report annually

Who will be engaged

Organised labour, the core contractor, STLM, the Mpumalanga Department of Human Settlements, national housing institutions, financial institutions, the retirement fund and neighbouring mines.

Expected benefits

Better access to decent, secure accommodation and homeownership; a more stable workforce with less commuting fatigue; alignment with municipal human-settlement planning.

Nutrition of employees

Q2 2027	Q3 2027	Q4 2027	From Q1 2028	From 2028	2028	Annually
Baseline review	**Professional input**	**Nutrition plan**	**Facilities**	**Education**	**Meals feasibility**	**Monitor and report**
Nutrition questions in the HLC baseline; potable water and eating facilities checked	Registered dietitian or other qualified input on workforce needs	Plan consulted with organised labour and the core contractor	Eating, hand-washing and food-storage facilities upgraded where gaps exist	Nutrition and healthy-lifestyle education through the wellness programme	Assess affordable, healthy on-site meals, including local suppliers	Review health indicators and the plan; report in the SLP Annual Report

Current position

Arrangements at Liberty Coal and LMS are being verified: eating facilities, potable water, any meal services and wellness initiatives. Gaps will be assessed against the HLC Standard.

Objective

Potable water, hygienic eating facilities and practical nutrition and wellness support for mine employees and, where appropriate, core contractor employees.

Procurement progression plan

The five pillars of the Liberty Coal Inclusive Procurement and ESD Framework



- Preferred supplier status for HDP-owned companies (≥51% HDP), with a focus on women and youth
- Grow host community and LSA enterprises into sustainable suppliers
- Identify smaller work packages in larger contracts for small HDP and host community suppliers
- Verify B-BBEE status through SANAS-accredited agencies or affidavits to prevent fronting
- Pay qualifying small suppliers within 30 days or less

Objectives by 2029

Grow

- Procurement spend with host community and major LSA suppliers
- A host community ESD programme ratified with stakeholders and STLM (target Q3 2027)

Enterprise and supplier development

Each step builds the capacity of host community and HDP businesses to become Liberty Coal suppliers



The ESD stairway to inclusive procurement (SLP Figure 16)

Criteria a supplier must meet to qualify as a host community supplier (Option 1 or Option 2)

Host community procurement criteria	Qualifying metric: Option 1	Qualifying metric: Option 2
Location of the whole or part of the entity	Yes (must be located in suburbs as per host community definition)	No
Host community member(s) ownership of the entity	Yes (must be a minimum of 25% + 1% and preference must be given to host community members – women, men, youth, disabled)	Yes (must be a minimum of 25% + 1% and preference must be given to host community members – women, men, youth, disabled)
Host community labour component	Yes (minimum of 25% of total labour on the contract must be from the host community as defined)	Yes (minimum of 50% of total labour on the contract must be from the host community as defined)

Criteria used to select host community suppliers (SLP Figure 15)

Enterprise development target	2025	2026	2027	2028	2029
Host community vendors targeted that meet the criteria	–	5	2	2	2
SMMEs trained	–	–	3	3	3
New entrants to the supplier schedule	–	–	10	10	10
Enterprise development beneficiaries	N/A	N/A	N/A	3	3
Supplier development beneficiaries	N/A	N/A	N/A	3	3

Procurement targets aligned with the Mining Charter

Targets apply from 2027 and will be reviewed annually against actual spend in the SLP Annual Report and Mining Charter report.

Mining goods	2027	2028	2029
Spend on South African manufactured goods	**35%**	**45%**	**50%**
HDP owned and controlled entities	10%	14%	15%
Women- or youth-owned and controlled entities	3%	3%	3%
B-BBEE compliant companies	22%	28%	32%

Services	2027	2028	2029
Spend on South African companies	**35%**	**40%**	**50%**
HDP owned and controlled entities	23%	25%	30%
Women owned and controlled entities	5%	7%	10%
Youth owned and controlled entities	2%	2%	3%
B-BBEE compliant companies	5%	6%	7%

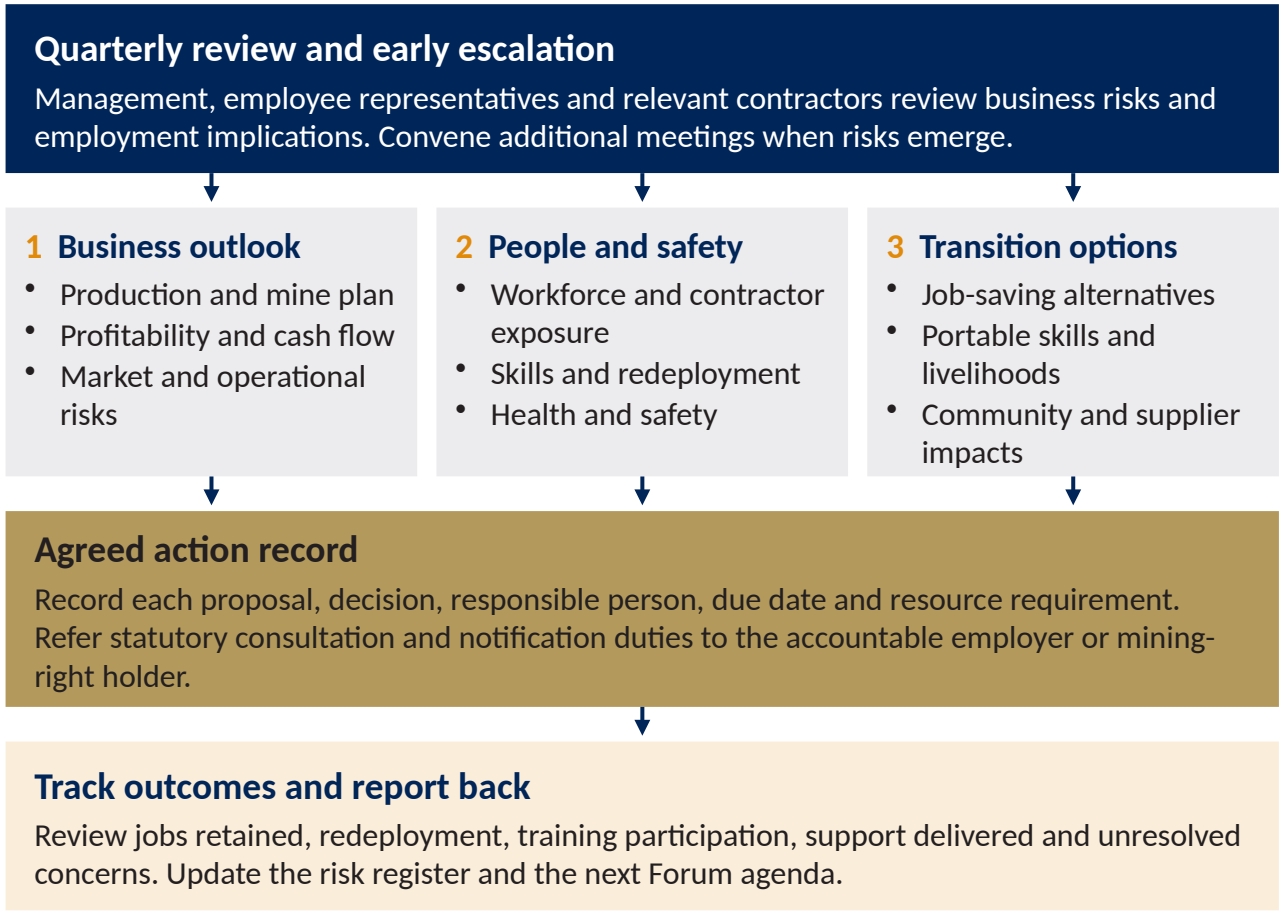
Source: SLP Tables 46 and 47. No targets were set for 2025 and 2026.

The Future Forum

The Forum will be established by 30 November 2026. Management and organised labour representatives will meet at least quarterly to identify risks to jobs early and agree how to respond.

- Promote ongoing discussion between worker representatives and the employer about the future of the mine
- Look ahead to identify problems, challenges and solutions for productivity and employment
- Develop turnaround and redeployment strategies to reduce job losses
- Implement the strategies agreed by both parties
- Keep minutes, attendance and an action register

The Forum does not replace consultation under the Labour Relations Act, collective bargaining or direct engagement with affected communities.



Future Forum review and action cycle (SLP Figure 18)

Five-year financial provision

Programme	2025	2026	2027	2028	2029	Total
AET for community	***R0***	***R0***	***R159 000***	***R168 540***	***R178 652***	***R506 192***
Learnerships/ apprenticeships	*R0*	*R0*	*R2 000 250*	*R2 620 000*	*R4 590 000*	*R9 210 250*
Portable skills for community	*R0*	*R121 000*	*R550 000*	*R330 000*	*R0*	*R1 001 000*
Core skills training	*R0*	*R171 085*	*R839 659*	*R1 022 750*	*R1 188 386*	*R3 221 880*
Bursaries	*R0*	*R0*	*R726 000*	*R770 000*	*R815 000*	*R2 311 000*
Internships	*R0*	*R0*	*R480 000*	*R508 800*	*R539 328*	*R1 528 128*
Human Resource Development	R0	R292 085	R4 754 909	R5 420 090	R7 311 366	**R17 778 450**
Local economic development	R0	R500 000	R3 500 000	R5 500 000	R12 000 000	**R21 500 000**
Downscaling and retrenchment	R0	R40 000	R160 000	R160 000	R160 000	**R520 000**
Grand total	**R0**	**R832 085**	**R8 414 909**	**R11 080 090**	**R19 471 366**	**R39 798 450**

Source: SLP Section 5, Table 49; LED by year from Table 38

Public participation and comments

The draft SLP is open for public comment from 27 November 2026 to 18 January 2027.

How comments are handled

- Comments may be submitted to the public participation contact shown on this slide.
- Comments can be sent by email, SMS or WhatsApp.
- All comments received will be considered before the SLP is finalised.
- Comments received during the 30-day comment period will be recorded in a Comment and Response Register (CRR), which will be submitted to the DMPR.
- All comments received on or before **18 January 2027** will be included in the CRR.

Public participation contact

comment@evasolutions.co.za

076 677 1235

www.evasolutions.co.za/Public-Documents/Liberty-Coal-SLP

Thank you