

To attain, maintain and grow on our path of sustainable development requires progressive synergy between CoAL, key stakeholders, host and neighbouring communities.

**ADMINISTRATION**

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# Tenement schedule

## TENEMENTS HELD BY COAL AND ITS CONTROLLED ENTITIES

| Project name  | Tenement number  | Location | Interest | Change in quarter |
|---|--|----------|----------|-------------------|
| <b>Chapudi Project*</b>   | Albert 686 MS-   | Limpopo~ | 74%      |                   |
|   | Bergwater 712 MS--   |          | 74%      |                   |
|   | Remaining Extent and Portion 2 of Bergwater 697 MS--   |          | 74%      |                   |
|   | Blackstone Edge 705 MS   |          | 74%      |                   |
|   | Remaining Extent & Portion 1 of Bluebell 480 MS-   |          | 74%      |                   |
|   | Remaining Extent & Portion 1 of Bushy Rise 702 MS--  |          | 74%      |                   |
|   | Castle Koppies 652 MS--  |          | 74%      |                   |
|   | Chapudi 752 MS --  |          | 74%      |                   |
|   | Remaining Extent, Portions 1, 3 & 4 of Coniston 699 MS--   |          | 74%      |                   |
|   | Driehoek 631 MS--  |          | 74%      |                   |
|   | Remaining Extent of Dorps-rivier 696 MS--  |          | 74%      |                   |
|   | Enfield 512 MS (consolidation of Remaining Extent of Enfield 474 MS, Brosdoorn 682 MS & Remaining Extent of Grootvlei 684 MS)--  |          | 74%      |                   |
|   | Remaining Extent and Portion 1 of  |          | 74%      |                   |
|   | Grootboomen 476 MS-  |          | 74%      |                   |
|   | Grootvlei 684 MS--   |          | 74%      |                   |
|   | Kalkbult 709 MS  |          | 74%      |                   |
|   | Remaining Extent, Remaining Extent of Portion 2, Remaining Extent of Portion 3, Portions 1, 4, 5, 6, 7 & 8 of Kliprivier 692 MS- |          | 74%      |                   |
|   | Remaining Extent of Koodoobult 664 MS-   |          | 74%      |                   |
|   | Koschade 657 MS (Was Mapani Kop 656 MS)-   |          | 74%      |                   |
|   | Malapchani 659 MS-   |          | 74%      |                   |
|   | Mapani Ridge 660 MS-   |          | 74%      |                   |
|   | Melrose 469 MS-  |          | 74%      |                   |
|   | Middelfontein 683 MS-  |          | 74%      |                   |
|   | Mountain View 706 MS-  |          | 74%      |                   |
|   | M'tamba Vlei 654 MS  |          | 74%      |                   |
|   | Remaining Extent & Portion 1 of Pienaar 635 MS-  |          | 74%      |                   |
|   | Remaining Extent & Portion 1 of Prince's Hill 704 MS-  |          | 74%      |                   |
|   | Qualipan 655 MS-   |          | 74%      |                   |
|   | Queensdale 707 MS-   |          | 74%      |                   |
|   | Remaining Extent & Portion 1 of Ridge End 662 MS-  |          | 74%      |                   |
|   | Remaining Extent & Portion 1 of Rochdale 700 MS-   |          | 74%      |                   |
|   | Sandilands 708 MS-   |          | 74%      |                   |
|   | Portions 1 & 2 of Sandpan 687 MS--   |          | 74%      |                   |
|   | Sandstone Edge 658 MS-   |          | 74%      |                   |
|   | Remaining Extent of Portions 2 & 3 of Sterkstroom 689 MS--   |          | 74%      |                   |
|   | Sutherland 693 MS-   |          | 74%      |                   |
| Remaining Extent & Portion 1 of Varkfontein 671 MS--                          | 74%  |          |          |                   |
| Remaining Extent, Portion 2, Remaining Extent of Portion 1 of Vastval 477 MS- | 74%  |          |          |                   |
| Vleifontein 691 MS-   | 74%  |          |          |                   |
| Ptn 3, 4, 5 & 6 of Waterpoort 695 MS--  | 74%  |          |          |                   |
| Wildebeesthoek 661 MS-  | 74%  |          |          |                   |



| Project name                    | Tenement number  | Location    | Interest | Change in quarter |
|---------------------------------|--|-------------|----------|-------------------|
|                                 | Woodlands 701 MS-  |             | 74%      |                   |
| <b>Kanowna West and Kalbara</b> | M27/41   | Coolgardie^ | 23.68%   |                   |
|                                 | M27/47   |             | 23.68%   |                   |
|                                 | M27/59   |             | 23.68%   |                   |
|                                 | M27/72,27/73   |             | 23.68%   |                   |
|                                 | M27/114  |             | 23.68%   |                   |
|                                 | M27/181  |             | 21.31%   |                   |
|                                 | M27/196  |             | 23.68%   |                   |
|                                 | M27/414,27/415   |             | 23.68%   |                   |
|                                 | P27/1826-1829  |             | 23.68%   |                   |
|                                 | P27/1830-1842  |             | 23.68%   |                   |
|                                 | P27/1887   |             | 23.68%   |                   |
| <b>Abbotshall Royalty</b>       | ML63/409,410   | Norseman^   | Royalty  |                   |
| <b>Kookynie Royalty</b>         | ML40/061   | Leonora^    | Royalty  |                   |
|                                 | ML40/135,136   |             | Royalty  |                   |
| <b>Holfontein</b>               | Remaining extent, Remaining Extent of portions 1, 5 and 11 and portions 4, 6, 9, 10, 12 and 13 of the farm Holfontein 138 IS | Mpumalanga~ | 100%     |                   |
| <b>Makhado Project*</b>         | Fripp 645 MS   | Limpopo~    | 100%     |                   |
|                                 | Lukin 643 MS   |             | 100%     |                   |
|                                 | Salaita 188 MT   |             | 100%     |                   |
|                                 | Tanga 649 MS   |             | 100%     |                   |
|                                 | Daru 848 MS  |             |          |                   |
|                                 | Windhoes 847 MS  |             | 100%     |                   |
|                                 | Mutamba 688 MS   |             | 100%     |                   |
| <b>Generaal Project*</b>        | Beck 568 MS--  | Limpopo~    | 74%      |                   |
|                                 | Bekaf 650 MS-  |             | 74%      |                   |
|                                 | Remaining Extent & Portion 1 of Boas 642 MS-   |             | 74%      |                   |
|                                 | Chase 576 MS-  |             | 74%      |                   |
|                                 | Coen Britz 646 MS-   |             | 74%      |                   |
|                                 | Fanie 578 MS-  |             | 74%      |                   |
|                                 | Portions 1, 2 and Remaining Extent of Generaal 587 MS-   |             | 74%      |                   |
|                                 | Joffre 584 MS-   |             | 74%      |                   |
|                                 | Juliana 647 MS   |             | 74%      |                   |
|                                 | Kleinenberg 636 MS-  |             | 74%      |                   |
|                                 | Remaining Extent of Maseri Pan 520 MS-   |             | 74%      |                   |
|                                 | Remaining Extent and Portion 2 of Mount Stuart 153 MT--  |             | 100%     |                   |
|                                 | Nakab 184 MT--   |             | 100%     |                   |
|                                 | Phantom 640 MS--   |             | 74%      |                   |
|                                 | Riet 182 MT--  |             | 100%     |                   |
|                                 | Rissik 637 MS-   |             | 100%     |                   |
|                                 | Schuitdrift 179 MT-  |             | 100%     |                   |



## Tenement **schedule** continued

| Project name                             | Tenement number  | Location    | Interest | Change in quarter |
|--|--|-------------|----------|-------------------|
|  | Septimus 156 MT--  |             | 100%     |                   |
|  | Solitude 111 MT-   |             | 74%      |                   |
|  | Stayt 183 MT--   |             | 100%     |                   |
|  | Remaining Extent & Portion 1 of Terblanche 155 MT--  |             | 100%     |                   |
|  | Van Deventer 641 MS-   |             | 74%      |                   |
|  | Wildgoose 577 MS-  |             | 74%      |                   |
| <b>Mopane Project*</b>                   | Ancaster 501 MS--  | Limpopo~    | 100%     |                   |
|  | Banff 502 MS-  |             | 74%      |                   |
|  | Bierman 599 MS-  |             | 74%      |                   |
|  | Cavan 508 MS   |             | 100%     |                   |
|  | Cohen 591 MS--   |             | 100%     |                   |
|  | Remaining Extent, Portions 1 & 2 of Delft 499 MS-  |             | 74%      |                   |
|  | Dreyer 526 MS--  |             | 74%      |                   |
|  | Remaining Extent of Du Toit 563 MS-  |             | 74%      |                   |
|  | Faure 562 MS   |             | 74%      |                   |
|  | Remaining Extent and Portion 1 of Goosen 530 MS --   |             | 74%      |                   |
|  | Hermanus 533 MS-   |             | 74%      |                   |
|  | Jutland 536 MS--   |             | 100%     |                   |
|  | Krige 495 MS-  |             | 74%      |                   |
|  | Mons 557 MS-   |             | 100%     |                   |
|  | Remaining Extent of Otto 560 MS (Now Honeymoon)-   |             | 74%      |                   |
|  | Remaining Extent & Portion 1 of Pretorius 531 MS-  |             | 74%      |                   |
|  | Schalk 542 MS-   |             | 74%      |                   |
|  | Stubbs 558 MS-   |             | 100%     |                   |
|  | Ursa Minor 551 MS--  |             | 74%      |                   |
|  | Van Heerden 519 MS--   |             | 74%      |                   |
|  | Portions 1, 3, 4, 5, 6, 7, 8, 9, Remaining Extent of Portion 10, Portions 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 26, 27, 29, 30, 35, 36, 37, 38, 39, 40, 41, 44, 45, 46, 48, 49, 50, 51, 52 & 54 of Vera 815 MS |             | 74%      |                   |
|  | Remaining Extent of Verdun 535 MS-   |             | 74%      |                   |
|  | Voorburg 503 MS--  |             | 100%     |                   |
| <b>Mooiplaats Colliery and prospects</b> | Portions 1, 9,14,17,18,19,20 & Remaining Extent of Mooiplaats 290 IT   | Mpumalanga~ | 74%      |                   |
|  | Portion 2, 3 and Remaining Extent of Klipbank 295 IT   |             | 74%      |                   |
|  | Portions 1, 2 and Remaining Extent of Adrianople 296 IT  |             | 74%      |                   |
|  | Portions 2 & 3 of Willemsdal 330 IT  |             | 74%      |                   |
|  | Portions 2, 3, 4 & Remaining Extent) of De Emigratie 327 IT  |             | 74%      |                   |
|  | Remaining Extent and Portions 2, 5, 8, 10 & 13 of Buhrmansvallei 297 IT  |             | 74%      |                   |
|  | Klipfontein 442 IT   |             | 74%      |                   |



| Project name                      | Tenement number  | Location | Interest | Change in quarter |
|-----------------------------------|--|----------|----------|-------------------|
| <b>Vele Colliery and prospect</b> | Portions of Overvlakte 125 MS (Remaining Extent, 3, 4, 5, 6, 13, 14) | Limpopo~ | 100%     |                   |
|                                   | Bergen Op Zoom 124 MS  |          | 100%     |                   |
|                                   | Semple 155 MS  |          | 100%     |                   |
|                                   | Voorspoed 836 MS   |          | 100%     |                   |
|                                   | Alyth 837 MS   |          | 100%     |                   |
| <b>Tshikunda</b>                  | Certain portions of Unsurveyed State Land known as Mutale            | Limpopo~ | 60%      |                   |
| <b>Coal bed methane</b>           | Adelaide 91 MT   | Limpopo~ | 50%      |                   |
|                                   | Adieu 118 MT   |          | 50%      |                   |
|                                   | Alicedale 138 MT   |          | 50%      |                   |
|                                   | Armstice 120 MT  |          | 50%      |                   |
|                                   | Bergwater 697 MS   |          | 50%      |                   |
|                                   | Bergwater 712 MS   |          | 50%      |                   |
|                                   | Blackstone Edge 705 MS   |          | 50%      |                   |
|                                   | Bushy Rise 702 MS  |          | 50%      |                   |
|                                   | Chapudi 752 MS   |          | 50%      |                   |
|                                   | Charlotte 90 MT  |          | 50%      |                   |
|                                   | Chase 576 MS   |          | 50%      |                   |
|                                   | Cross 117 MT   |          | 50%      |                   |
|                                   | Doppie 95 MT   |          | 50%      |                   |
|                                   | Ettie 33 MT  |          | 50%      |                   |
|                                   | Fanie 578 MS   |          | 50%      |                   |
|                                   | Feskraal 85 MT   |          | 50%      |                   |
|                                   | Folorodwe 79 MT  |          | 50%      |                   |
|                                   | Fripp 645 MS   |          | 50%      |                   |
|                                   | Gray 189 MT  |          | 50%      |                   |
|                                   | Hetty 93 MT  |          | 50%      |                   |
|                                   | Jeannette 77 MT  |          | 50%      |                   |
|                                   | Joffre 584 MS  |          | 50%      |                   |
|                                   | Kalkbult 709 MS  |          | 50%      |                   |
|                                   | Laura 115 MT   |          | 50%      |                   |
|                                   | Lukin 643 MS   |          | 50%      |                   |
|                                   | Magazasand 123 MT  |          | 50%      |                   |
|                                   | Malapchani 659 MS  |          | 50%      |                   |
|                                   | Mountainview 706 MS  |          | 50%      |                   |
|                                   | Mount Stuart 153 MT  |          | 50%      |                   |
|                                   | Nakab 184 MT   |          | 50%      |                   |
|                                   | Naus 178 MT  |          | 50%      |                   |
|                                   | Neltox 92 MT   |          | 50%      |                   |
| Phantom 640 MS                    |  | 50%      |          |                   |
| Prince's Hill 704 MS              |  | 50%      |          |                   |
| Queensdale 707 MS                 |  | 50%      |          |                   |



## Tenement **schedule** continued

| Project name | Tenement number                  | Location | Interest | Change in quarter |
|--------------|----------------------------------|----------|----------|-------------------|
|              | Riet 182 MT                      |          | 50%      |                   |
|              | Rochdale 700 MS                  |          | 50%      |                   |
|              | Rynie 158 MT                     |          | 50%      |                   |
|              | Salaita 188 MT                   |          | 50%      |                   |
|              | Schuitdrift 179 MT               |          | 50%      |                   |
|              | Septimus 156 MT                  |          | 50%      |                   |
|              | Stayt 183 MT                     |          | 50%      |                   |
|              | Suzette 32 MT                    |          | 50%      |                   |
|              | Tanga 648 MS                     |          | 50%      |                   |
|              | Telema 190 MT                    |          | 50%      |                   |
|              | Terblanche 155 MT                |          | 50%      |                   |
|              | Trevenna 119 MT                  |          | 50%      |                   |
|              | The Duel 186 MT                  |          | 50%      |                   |
|              | Truida 76 MT                     |          | 50%      |                   |
|              | Van Deventer 641 MS              |          | 50%      |                   |
|              | Wendy 86 MT                      |          | 50%      |                   |
|              | Wildgoose 577 MS                 |          | 50%      |                   |
|              | Windhoek 649 MS                  |          | 50%      |                   |
|              | Zisaan 31 MT                     |          | 50%      |                   |
|              | Ziska 122 MT                     |          | 50%      |                   |
|              | Portion of Unsurveyed state land |          | 50%      |                   |

\* Form part of the Greater Soutpansberg Project.

- Lapsed – Mining Right Application lodged.

-- Valid – Mining Right Application lodged.

- Tenement located in the Republic of South Africa.

^ Tenement located in Western Australia.

# CoAL's interest will reduce to 74% owned on completion of the Broad Based Economic Empowerment transaction.



# Shareholder information

Unless otherwise stated, the following additional information is current as at 31 August 2016.

## DISTRIBUTION SCHEDULES

### Shares: Ordinary full paid

| Range            | Holders              | Units        | %          |
|------------------|----------------------|--------------|------------|
| 1 – 1,000        | 613,723              | 1,442        | 0.03       |
| 1,001 – 5,000    | 3,954,377            | 1,410        | 0.21       |
| 5,001 – 10,000   | 4,972,398            | 614          | 0.26       |
| 10,001 – 100,000 | 36,945,263           | 1,075        | 1.92       |
| Over 100,000     | 1,880,515,567        | 384          | 97.59      |
| <b>Total</b>     | <b>1,927,001,328</b> | <b>4,925</b> | <b>100</b> |

### Unlisted Options: 14 February 2017 @ A\$1.4 or ZAR 7.6

| Range            | Holders   | Units            | %          |
|------------------|-----------|------------------|------------|
| 1 – 1,000        | –         | –                | –          |
| 1,001 – 5,000    | –         | –                | –          |
| 5,001 – 10,000   | –         | –                | –          |
| 10,001 – 100,000 | 23        | 1,342,000        | 50         |
| Over 100,000     | 6         | 1,328,000        | 50         |
| <b>Total</b>     | <b>29</b> | <b>2,670,000</b> | <b>100</b> |

### Unlisted Options: 30 June 2017 @ ZAR 1.75

| Range            | Holders   | Units            | %          |
|------------------|-----------|------------------|------------|
| 1 – 1,000        | –         | –                | –          |
| 1,001 – 5,000    | –         | –                | –          |
| 5,001 – 10,000   | 2         | 18,213,00        | 0          |
| 10,001 – 100,000 | 20        | 1,041,228        | 26         |
| Over 100,000     | 16        | 2,873,487        | 73         |
| <b>Total</b>     | <b>38</b> | <b>3,932,928</b> | <b>100</b> |

### Unlisted Options: 21 October 2018 @ ZAR 2.00

| Range            | Holders  | Units             | %          |
|------------------|----------|-------------------|------------|
| 1 – 1,000        | –        | –                 | –          |
| 1,001 – 5,000    | –        | –                 | –          |
| 5,001 – 10,000   | –        | –                 | –          |
| 10,001 – 100,000 | –        | –                 | –          |
| Over 100,000     | 1        | 20,000,000        | 100        |
| <b>Total</b>     | <b>1</b> | <b>20,000,000</b> | <b>100</b> |

### Unlisted Options: 1 February 2019 @ZAR 1.2

| Range            | Holders  | Units            | %          |
|------------------|----------|------------------|------------|
| 1 – 1,000        | –        | –                | –          |
| 1,001 – 5,000    | –        | –                | –          |
| 5,001 – 10,000   | –        | –                | –          |
| 10,001 – 100,000 | –        | –                | –          |
| Over 100,000     | 1        | 3,525,000        | 100        |
| <b>Total</b>     | <b>1</b> | <b>3,525,000</b> | <b>100</b> |



## Shareholder information continued

### Unlisted Options: 1 February 2019@ ZAR 1.32

| Range            | Holders  | Units            | %          |
|------------------|----------|------------------|------------|
| 1 – 1,000        | –        | –                | –          |
| 1,001 – 5,000    | –        | –                | –          |
| 5,001 – 10,000   | –        | –                | –          |
| 10,001 – 100,000 | –        | –                | –          |
| Over 100,000     | 1        | 3,525,000        | 100        |
| <b>Total</b>     | <b>1</b> | <b>3,525,000</b> | <b>100</b> |

### Unlisted Options: 1 February 2019 @ ZAR 1.45

| Range            | Holders  | Units            | %          |
|------------------|----------|------------------|------------|
| 1 – 1,000        | –        | –                | –          |
| 1,001 – 5,000    | –        | –                | –          |
| 5,001 – 10,000   | –        | –                | –          |
| 10,001 – 100,000 | –        | –                | –          |
| Over 100,000     | 1        | 3,525,000        | 100        |
| <b>Total</b>     | <b>1</b> | <b>3,525,000</b> | <b>100</b> |

### Unlisted Options: 27 November 2018 @GBP0.055

| Range            | Holders  | Units            | %          |
|------------------|----------|------------------|------------|
| 1 – 1,000        | –        | –                | –          |
| 1,001 – 5,000    | –        | –                | –          |
| 5,001 – 10,000   | –        | –                | –          |
| 10,001 – 100,000 | –        | –                | –          |
| Over 100,000     | 5        | 5,000,000        | 100        |
| <b>Total</b>     | <b>5</b> | <b>5,000,000</b> | <b>100</b> |

### RESTRICTED SECURITIES

The Company currently has no restricted securities.

### SUBSTANTIAL SHAREHOLDERS

The shareholdings of the substantial shareholders that have provided the Company with substantial shareholding notices as at 31 August 2016 are:

| Shareholder  | Number of shares | %     |
|--|------------------|-------|
| Haohua Energy International (Hong Kong) Resource Co., Ltd. | 462,417,579,00   | 24.00 |
| M & G Investment Management Ltd.                           | 346,128,850,00   | 17.96 |
| TMM Holdings (Pty) Ltd.                                    | 215,000,000,00   | 11.16 |
| Yishun Brightrise Investment PTE Limited                   | 183,231,261,00   | 9.51  |
| Investec Limited   | 135,015,490,00   | 7.01  |
| ArcelorMittal S.A.   | 126,133,423,00   | 6.55  |





## VOTING RIGHTS

Voting rights attached to ordinary shares are that, upon poll, each share shall have one vote and, on how of hands, every member present in person or by proxy shall have one vote.

Option holders are not entitled to vote.

## TOP HOLDERS

The 20 largest registered holders of each class of quoted securities as at 31 August 2016 were:

### Fully paid ordinary shares

| Shareholder  | Number of shares | %     |
|--|------------------|-------|
| Haohua Energy International (Hong Kong) Resource Co., Ltd. | 462,417,579,00   | 24.00 |
| M & G Investment Management Ltd.                           | 346,128,850,00   | 17.96 |
| TMM Holdings (Pty) Ltd.                                    | 215,000,000,00   | 11.16 |
| Yishun Brightrise Investment PTE Limited                   | 183,231,261,00   | 9.51  |
| Investec Limited   | 135,015,490,00   | 7.01  |
| ArcelorMittal S.A.   | 126,133,423,00   | 6.55  |
| Jun Liu  | 66,950,706,00    | 3.47  |
| Barclays, Plc.   | 33,828,428,00    | 1.76  |
| Vitol Energy (Bermuda), Ltd.                               | 24,417,594,00    | 1.27  |
| Y He   | 18,429,999,00    | 0.96  |
| Shinning Capital Holdings II LP                            | 14,135,002,00    | 0.73  |
| Ping He  | 8,668,880,00     | 0.45  |
| Public Investment Corporation Limited                      | 8,537,163,00     | 0.44  |
| Manoj Kumar Mansingh                                       | 8,000,000,00     | 0.42  |
| Carla Ferreira   | 6,689,086,00     | 0.35  |
| Jannie Abraham Nel   | 5,000,000,00     | 0.26  |
| HSBC Holdings plc  | 4,999,005,00     | 0.26  |
| Halifax Share Dealing Services                             | 4,757,838,00     | 0.25  |
| Jan Albert Van Der Merwe                                   | 4,306,010,00     | 0.22  |
| Dean De Villiers   | 4,250,848,00     | 0.22  |



# GRI index

CoAL has reported in line with the Global Reporting Initiative's G4 (GRI G4) guidelines, but has not fulfilled all the requirements of either 'in accordance' option. The report, however, contains standard disclosures from the GRI G4 guidelines.

| General standard disclosures  |  | Page  |
|-------------------------------|--|---|
| <b>STRATEGY AND ANALYSIS</b>  |  |   |
| <b>G4-1:</b>                  | Provide a statement from the most senior decision-maker of the organisation (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability  | 10 – 13   |
| <b>ORGANISATIONAL PROFILE</b> |  |   |
| <b>G4-3:</b>                  | Report the name of the organisation  | IFC   |
| <b>G4-4:</b>                  | Report the primary brands, products, and services  | 2 – 3   |
| <b>G4-5:</b>                  | Report the location of the organisation's headquarters   | IFC   |
| <b>G4-6:</b>                  | Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report   | IFC, 2  |
| <b>G4-7:</b>                  | Report the nature of ownership and legal form  | 2, 23, 111  |
| <b>G4-8:</b>                  | Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)   | 3   |
| <b>G4-9:</b>                  | Report the scale of the organisation, including: <ul style="list-style-type: none"> <li>• Total number of employees</li> <li>• Total number of operations</li> <li>• Net sales (for private sector organisations) or net revenues (for public sector organisations)</li> <li>• Total capitalisation broken down in terms of debt and equity (for private-sector organisations)</li> <li>• Quantity of products or services provided</li> </ul>   | 2, 6, 12 – 13, 35, 76 – 77, 111   |
| <b>G4-10:</b>                 | Report the composition of the workforce, including: <ul style="list-style-type: none"> <li>• Report the total number of employees by employment contract and gender</li> <li>• Report the total number of permanent employees by employment type and gender</li> <li>• Report the total workforce by employees and supervised workers and by gender</li> <li>• Report the total workforce by region and gender</li> <li>• Report whether a substantial portion of the organisation's work is performed by workers who are legally recognised as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors</li> <li>• Report any significant variations in employment numbers</li> </ul> | 34 – 35, 48<br>Turnover by age group or gender is not allocated and is therefore not available. |
| <b>G4-13:</b>                 | Report any significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain, including: <ul style="list-style-type: none"> <li>• Changes in the location of, or changes in, operations, including facility openings, closings, and expansions</li> <li>• Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private-sector organisations)</li> <li>• Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination</li> </ul>  | 2, 12 – 13, 35, 76  |
| <b>G4-14:</b>                 | Report whether and how the precautionary approach or principle is addressed by the organisation  | 12  |
| <b>G4-15:</b>                 | List externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses  | IFC, 11, 18 – 24, 28 – 33, 46   |
| <b>G4-16:</b>                 | List memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation: <ul style="list-style-type: none"> <li>• Holds a position on the governance body</li> <li>• Participates in projects or committees</li> <li>• Provides substantive funding beyond routine membership dues</li> <li>• Views membership as strategic</li> </ul>   | 18 – 23, 29, 32 – 33  |



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| <b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b> |  |   |
| <b>G4-17:</b>                                     | a. List all entities included in the organisation’s consolidated financial statements or equivalent documents<br>b. Report whether any entity included in the organisation’s consolidated financial statements or equivalent documents is not covered by the report  | IFC, 2  |
| <b>G4-22:</b>                                     | Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements   | 128, None   |
| <b>G4-23:</b>                                     | Report significant changes from previous reporting periods in the scope and aspect boundaries  | 2   |
| <b>STAKEHOLDER ENGAGEMENT</b>                     |  |   |
| <b>G4-24:</b>                                     | Provide a list of stakeholder groups engaged by the organisation   | 17 – 18   |
| <b>G4-25:</b>                                     | Report the basis for identification and selection of stakeholders with whom to engage  | 18  |
| <b>G4-26:</b>                                     | Report the organisation’s approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process   | 18 – 23, 32   |
| <b>G4-27:</b>                                     | Report key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting, and report the stakeholder groups that raised each of the key topics and concerns   | 18 – 23,<br>32 – 33   |
| <b>REPORT PROFILE</b>                             |  |   |
| <b>G4-28:</b>                                     | Reporting period (such as fiscal or calendar year) for information provided  | IFC   |
| <b>G4-29:</b>                                     | Date of most recent previous report  | IFC   |
| <b>G4-30:</b>                                     | Reporting cycle (such as annual, biennial)   | IFC   |
| <b>G4-31:</b>                                     | Provide the contact point for questions regarding the report or its contents   | IFC   |
| <b>G4-32:</b>                                     | a. Report the “in accordance” option the organisation has chosen<br>b. Report the GRI content index for the chosen option<br>c. Report the reference to the external assurance report  | 138<br>The sustainability information has not been assured. |
| <b>GOVERNANCE</b>                                 |  |   |
| <b>G4-34:</b>                                     | Report the governance structure of the organisation, including committees of the highest governance body, and identify any committees responsible for decision-making on economic, environmental and social impacts  | 46 – 54   |
| <b>G4-51:</b>                                     | a. Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration: <ul style="list-style-type: none"> <li>• Fixed pay and variable pay: <ul style="list-style-type: none"> <li>• Performance-based pay</li> <li>• Equity-based pay</li> <li>• Bonuses</li> <li>• Deferred or vested shares</li> </ul> </li> <li>• Sign-on bonuses or recruitment incentive payments</li> <li>• Termination payments</li> <li>• Clawbacks</li> <li>• Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees</li> </ul> b. Report how performance criteria in the remuneration policy relate to the highest governance body’s and senior executives’ economic, environmental and social objectives | 64 – 68   |
| <b>G4-52:</b>                                     | Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management, and report any other relationships which the remuneration consultants have with the organisation   | 64 – 68   |



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| <b>ETHICS AND INTEGRITY</b>                                |   |   |
| <b>G4-56:</b>  | Describe the organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics                               | 52  |
| <b>SPECIFIC STANDARD DISCLOSURES</b>                       |   |   |
| <b>CATEGORY: ECONOMIC</b>                                  |   |   |
| <b>ASPECT: ECONOMIC PERFORMANCE</b>                        |   |   |
| <b>G4-EC1:</b>   | Direct economic value generated and distributed   | 76 – 79   |
| <b>ASPECT: INDIRECT ECONOMIC IMPACTS</b>                   |   |   |
| <b>G4-EC7:</b>   | Development and impact of infrastructure investments and services supported   | 38 – 40   |
| <b>G4-EC8:</b>   | Significant indirect economic impacts, including the extent of impacts  | 18 – 23, 28 – 33  |
| <b>ASPECT: PROCUREMENT PRACTICES</b>                       |   |   |
| <b>G4-EC9:</b>   | Proportion of spending on local suppliers at significant locations of operation   | 6, 22, 38   |
| <b>CATEGORY: ENVIRONMENTAL</b>                             |   |   |
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| <b>G4-EN3:</b>   | Energy consumption within the organisation  | 29  |
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| <b>ASPECT: WATER</b>                                       |   |   |
| <b>G4-EN8:</b>   | Total water withdrawal by source  | 28  |
| <b>G4-EN9:</b>   | Water sources significantly affected by withdrawal of water   | 28 – 29   |
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| <b>ASPECT: BIODIVERSITY</b>                                |   |   |
| <b>G4-EN13:</b>  | Habitats protected or restored  | 32 – 33   |
| <b>G4-EN14:</b>  | Total number of IUCN red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk     | 33  |
| <b>ASPECT: COMPLIANCE</b>                                  |   |   |
| <b>G4-EN29:</b>  | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations                   | 61  |
| <b>CATEGORY: SOCIAL – LABOUR PRACTICES AND DECENT WORK</b> |   |   |
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| <b>G4-LA1:</b>   | Total number and rates of new employee hires and employee turnover by age group, gender, and region   | 34 – 35, 48<br>Turnover by age group or gender is not allocated and is therefore not available. |
| <b>G4-LA2:</b>   | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation                   | 36  |
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| <b>G4-LA7:</b>   | Workers with high incidence or high risk of diseases related to their occupation  | 27  |



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| <b>ASPECT: TRAINING AND EDUCATION</b>   |  |                           |
| <b>G4-LA9:</b>  | Average hours of training per year per employee by gender, and by employee category  | 34 – 35                   |
| <b>G4-LA10:</b>   | Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings  | 34 – 35                   |
| <b>G4-LA11:</b>   | Percentage of employees receiving regular performance and career development reviews, by gender and by employee category   | 34 – 35                   |
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| <b>G4-LA12:</b>   | Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity                         | 35, 47 – 48               |
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| <b>G4-HR3:</b>  | Total number of incidents of discrimination and corrective actions taken   | 36                        |
| <b>ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>                     |  |                           |
| <b>G4-HR4:</b>  | Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights | 36                        |
| <b>ASPECT: CHILD LABOUR</b>   |  |                           |
| <b>G4-HR5:</b>  | Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour                              | 36                        |
| <b>ASPECT: FORCED OR COMPULSORY LABOUR</b>  |  |                           |
| <b>G4-HR6:</b>  | Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour | 36                        |
| <b>ASPECT: ASSESSMENT</b>   |  |                           |
| <b>G4-HR9:</b>  | Total number and percentage of operations that have been subject to human rights reviews or impact assessments   | 36                        |
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| <b>ASPECT: LOCAL COMMUNITIES</b>  |  |                           |
| <b>G4-SO1:</b>  | Percentage of operations with implemented local community engagement, impact assessments, and development programmes   | 18 – 23, 29 – 33, 38 – 40 |
| <b>G4-SO2:</b>  | Operations with significant actual or potential negative impacts on local communities  | 18 – 23, 29 – 33, 38 – 40 |
| <b>ASPECT: COMPLIANCE</b>   |  |                           |
| <b>G4-SO8:</b>  | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations  | 24 – 25, 61               |
| <b>ASPECT: CLOSURE PLANNING ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY</b> |  |                           |
| <b>MM10:</b>  | Number and percentage of operations with closure plans   | 10, 16, 28 – 33           |
| <b>ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY</b>                          |  |                           |
| <b>G4-SO11:</b>   | Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms   | 31                        |



## Glossary of terms and acronyms

|             |   |                 |   |
|-------------|---|-----------------|---|
| <b>AIM</b>  | Alternative Investment Market   | <b>LSE</b>      | London Stock Exchange                           |
| <b>ASX</b>  | Australian Stock Exchange   | <b>LTI</b>      | Lost -time injury                               |
| <b>BEE</b>  | Black Economic Empowerment  | <b>MPRDA</b>    | Mineral and Petroleum Resources Development Act |
| <b>DMR</b>  | Department of Mineral Resources   | <b>Mtpa</b>     | Million tonnes per annum                        |
| <b>ESOP</b> | Employee Share Option Plan  | <b>NDP</b>      | National Development Plan                       |
| <b>FEED</b> | Front End Engineering and Design  | <b>NEMA</b>     | National Environmental Management Act           |
| <b>GRI</b>  | Global Reporting Initiative   | <b>NOMR</b>     | New order mining right                          |
| <b>GSP</b>  | Greater Soutpansberg Project  | <b>PMP</b>      | Plant modification project                      |
| <b>HDSA</b> | Historically disadvantaged South African  | <b>ROM</b>      | Run-of-mine                                     |
| <b>IFRS</b> | International Financial Reporting Standards   | <b>SANParks</b> | South African National Parks                    |
| <b>IWUL</b> | Integrated Water Use Licence  | <b>SHE</b>      | Safety, health and environment                  |
| <b>JORC</b> | Australian Code for reporting Exploration Results, Mineral resources and Mineral Reserves | <b>SLP</b>      | Social and Labour Plan                          |
| <b>JSE</b>  | Johannesburg Stock Exchange Limited   | <b>SME</b>      | Small, medium enterprise                        |
| <b>KPI</b>  | Key performance indicator   |                 |   |



# Corporate information

## INCORPORATION AND OPERATION

|                                   |              |
|-----------------------------------|--------------|
| <b>Country of Incorporation:</b>  | Australia    |
| <b>AUS company number (ACN):</b>  | 008 905 388  |
| <b>Main country of operation:</b> | South Africa |

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| <b>E-mail:</b>    | adminza@coalofafrica.co.za |

## DIRECTORS

|                   |  |
|-------------------|--|
| <b>B Pryor</b>    | Independent Chairman                           |
| <b>D Brown</b>    | Chief Executive Officer and Executive Director |
| <b>D Schutte</b>  | Chief Financial Officer and Executive Director |
| <b>P Cordin</b>   | Independent Non-executive Director             |
| <b>K Mosehla</b>  | Independent Non-executive Director             |
| <b>R Torlage</b>  | Non-Executive Director                         |
| <b>A Mifflin</b>  | Independent Non-executive Director             |
| <b>T Mosololi</b> | Independent Non-executive Director             |

## COMPANY SECRETARY

Tony Bevan

|               |                            |
|---------------|----------------------------|
| <b>Email:</b> | tonyb@endeavourcorp.com.au |
|---------------|----------------------------|

