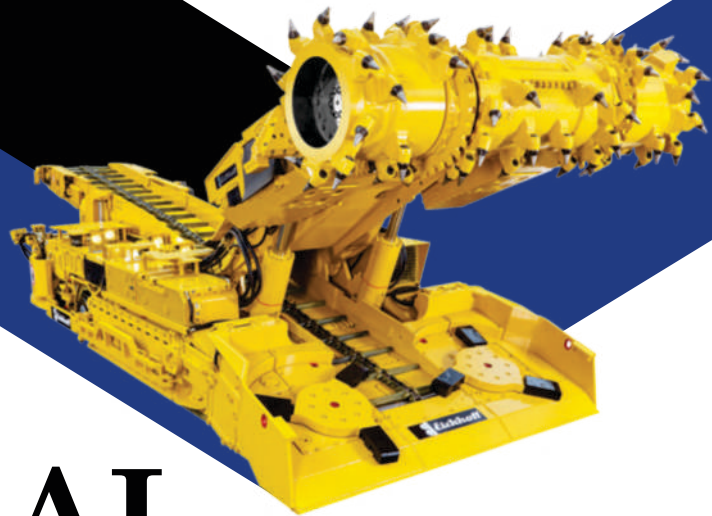


STA ^{(PTY)Ltd.}

COAL MINING COMPANY



STA COAL MINING COMPANY (PTY)LTD. **COMPANY PROFILE**



www.stacoalmining.co.za

STA ^{(PTY)Ltd.}
COAL MINING COMPANY

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WHO WE ARE

STA Coal Mining Company (Pty) Ltd. is a proactive South African registered and based company established in 2004. Our business focuses on offering coal mining extraction services and technology to the coal mining industry.

Through our shareholding structure, and alliances with Vumela Mining Equipment (Pty) Ltd. (Mining machinery supplier/rebuilder), Eickhoff (Pty) Ltd, Joy Global, Sandvik, Phillips Machinery, JA Engineering, Sukuma Engineering, Dimako, STA Coal Mining Company (Pty)Ltd. has become a leader with a value driven culture with efficient and value to the coal markets. These alliances also help us to provide additional value added services.

Our Mission

The organisation's mission is to contribute to the health, safety and profitability of the mining industry by providing multi-disciplinary work, through quality of service to it.

Our Vision

To create a fully integrated, and empowered company within the coal mining industry, which will function in all industrial spheres, without any of the operations hindering profitability and growth; and to promote more skilled employment in the sector through specialised in-house training programmes. We aim to be the preferred coal mining contractor company.



OUR UNIQUENESS

Driven by values of credibility, integrity and knowledge our uniqueness is reflected through our:

- Shareholding structure.
- Empowerment credentials.
- Employing demographics of our country.
- Business model, is based on the latest technology, to ensuring efficiency to our services.
- Specialized in-house training.



Registered Name: STA COAL MINING COMPANY (Pty) Ltd.
Trade Name: STA COAL MINING COMPANY (Pty) Ltd.
Details of Shareholders: S.W. Van Zyl
Bornfree Investment 112 (Pty)Ltd.

**Empowered: 26.20% Black Ownership
of which is Black Women Ownership: 13.10%**
PDI Directors with shareholding: 1
PDI Staff: 300 (90% of staff)
Procurement Recognition Level: 110%

Employment Equity Policy

The STA Coal Mining Company (Pty) Ltd. employment policies are appropriate to the market in which it operates and are in line with the Employment Equity Act. They are designed to attract, motivate and retain quality staff at all levels. Equal Employment opportunities are offered, without discrimination to all employees.

Services Offered

- **Core Business - Coal Extraction**
- **Underground Contract Mining**
- **Bord and Pillar Mining**
- **Mining with Continuous Miners**
- **New Developments**
- **Mining Conventional (Drilling and Blasting)**
- **Continuous Miner Pillar Extraction**
- **Stone Work Development**
- **Establishing Box Cuts and ADITs Into High Walls**

MINING EQUIPMENT

- STA Coal Mining Company (Pty)Ltd. utilizes: Vumela Mining Equipment (Pty) Ltd. to engineer our Shuttle Cars, Roof Bolters etc, approved by OEM standards.
- Eickhoff Continuous Miners with full Maintenance contract and excellent back-up service.
- Joy/Komatsu Continuous Miners with full Maintenance contract and excellent back-up service.
- Joy 10RU Coal Cutters.
- Sandvik Continuous Miners with full Maintenance contract and excellent back-up service.
- Phillips and JA Engineering scoops.
- Full range of conveyor systems.
- Feeder Breakers.
- Flame Proof Diesel Tractors and LHDS.
- Face Drills & Electric Drills.
- Flame Proof protected electrical equipment: Switchgear, Transformers, Pumps and Fans.
- Full range of Dimako Switch Gears and Transformers.
- Full range of Coal handling equipment.



OUR QUALITY OBJECTIVES ARE TO:

- Implement and maintain a quality Management system throughout the coal mining contracting business.
- We continually strive for effectiveness of the quality Management system by the analysis of internal audit findings and prompt corrective actions.
- We execute and implement control of mining activities in accordance with preplanned methods, and quality system requirements to enhance the customer satisfaction.
- STA Coal Mining Company (Pty)Ltd. strives to be cost effective and efficient.
- STA Coal Mining Company (Pty)Ltd. endeavors for continuous improvement of all processes, methods and technical expertise to maintain market leadership in the mining industry.
- STA Coal Mining Company (Pty)Ltd. seeks to improve internal communication between management and operational personnel regarding the effectiveness of the quality management system and provide the necessary training.



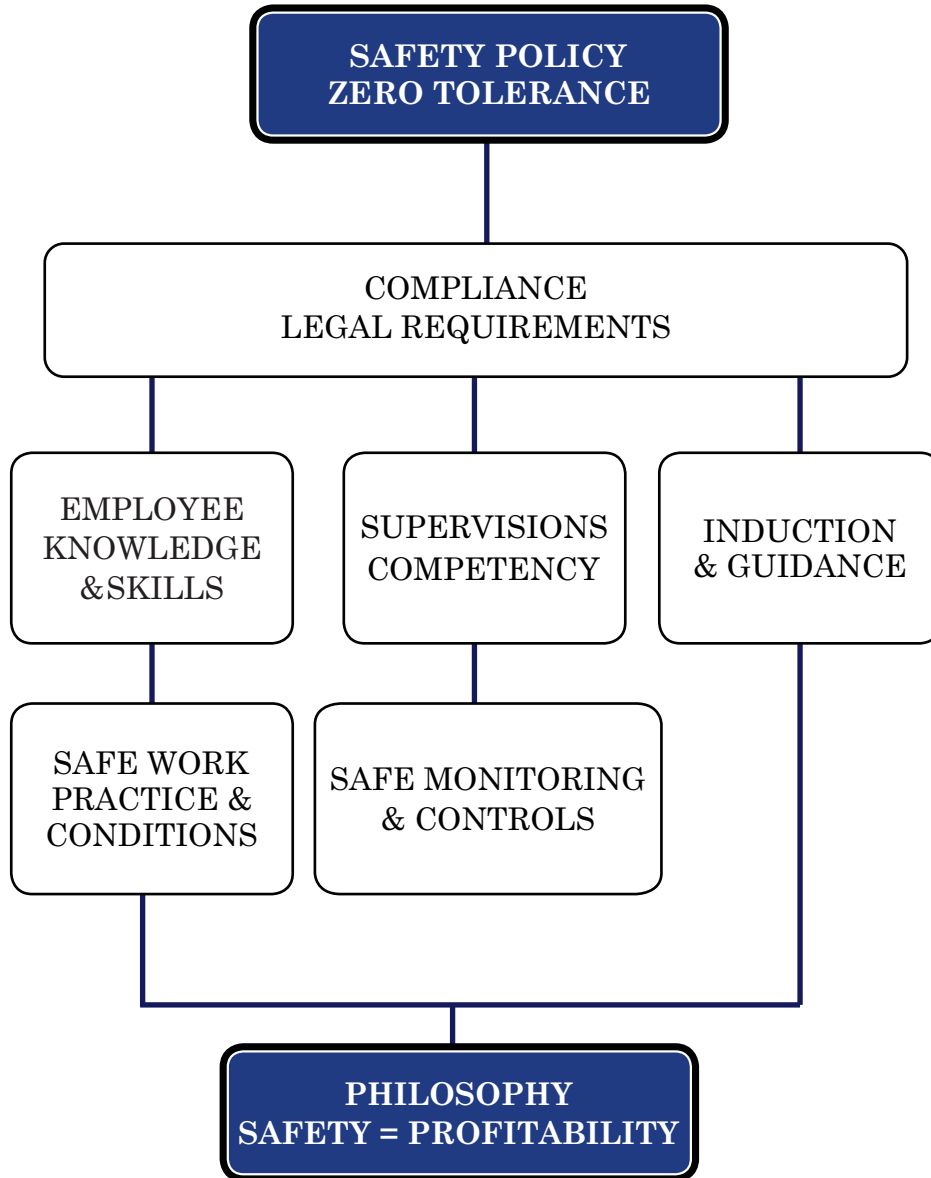
ZERO TOLERANCE THROUGH PROPER TRAINING AND SKILLS DEVELOPMENT, CONTINUOUS SUPERVISION AND LEGAL COMPLIANCE THROUGH:



- Management participation
- Visible leadership
- Continuous risk assessment
 - Issue based risk assessment
 - COP and SOP's compliance
 - STA Policies communication programme
 - Pre-use checklist training and compliance
 - Section management compliance
 - Safety representative participation
 - Contractors' pack compliance
 - DMRE communications action plans
 - Occupational health inspections
 - Wellness Management
 - Comprehensive induction programme
- Promote healthy HR and IR relationships
- All Employee's participation
- Health and Safety committees
- In-house auditing on safety systems
- Compliance to the MHSA
- PTO & PI
- Change Management
- Operator Competency Screening
- Senior Management over Inspections
- Middle Management over Inspections
- Safety officer's inspections and follow ups
- Promote incident reporting and accident Prevention
- Environmental assessment and compliance
- VFL and Safety Campaigns

SAFETY

POLICY



Current Safety System

1. Automation improving the safety underground.
2. Using collected data to improve mine safety.
3. Kit miners with self-contained rescuers.
4. Put systems in place to avoid collisions underground

Pro-active

- Annual on the job Induction Health & Safety alert communication.
- Safe Meetings
- Adopting best practices of the mining industry
- Safety Training
- Wellness Training
- Visible Felt Leadership
- Annual medical check-ups
- Emergency preparedness
- Safety / Environmental audits
- Risk Assessment
- Planned task observations

Re-active

- Incident Preparing
- Incident / Accident Investigations
- Incident / Accident Statistic

SAFETY

CRITERIA

Our Policy Regarding Safety

In stating our policy of Zero Harm and Zero Tolerance towards non-safe or non-standard work operations. We will strive to compliment your mine's health and safety record, since in terms of the Mine health and safety Act no. 29 of 1996. We as STA Coal Mining Company (Pty)Ltd. will be regarded as employees of your operation.

In addition with the guidance and directive of your mine management, we will meet all the safety standards and procedures required to ensure safe operation on your mine.

We are confident that all our employees are skilled in terms of sections 10 of the Mine Health and Safety Act and will ensure through our communication channels that they are conversant with the requirements of the mining projects standards and procedures. The supervisory structures envisaged in order to monitor and control the safety aspects of the operation include the following:

- Site Manager regulation 2.6.1
- Onsite Safety Officers appointed in terms of regulation 2.17.1 of the Minerals Act.
- Safety Representatives appointed in terms of chapter 3 of the Mine Health and Safety Act.

We as a company firmly believe in the philosophy that safety leads to profitability and will strive to minimize losses caused by incidents in order to contribute to the maximization of productivity.



QUALITY POLICY

Our quality objectives are to:

- Continually improve the effectiveness of the Quality Management System, by the analysis of internal audit findings and prompt corrective action.
- The execution and control of mining activities, in accordance with pre-planned methods and quality system requirements, to enhance customer satisfaction.
- The reduction of costs contribution to products.
- The continuous improvement of all processes, methods and technical expertise, to maintain market leadership in the Mining Industry.
- Improve internal communication between management and operational personnel, regarding the effectiveness of the Quality Management System, and provide all the necessary training that is required.



MANAGEMENT

BACKGROUND



Schalk van Zyl - Managing Director

Schalk van Zyl is the Owner and Director of Vumela Mining Equipment (U/G Machinery Rebuild Workshop) and Managing Director of STA Coal Mining Company (Pty)Ltd. (U/G Contractor Coal Mining Company)

Schalk started his career in 1979 as an apprentice electrician with Durban Navigation Collieries. He was appointed as Electrician, then a Foreman at Duiker Mining at Kangra Coal, which later became Xtrata. He worked for JOY as a Field Service Technician and then he progressed to the position of GES at Glencore.

In 2001 the opportunity emerged to start an Engineering Company on the property of the Old Ermelo Mines. Vumela Mining Equipment was registered as an engineering company that obtained OEM approval to rebuild used underground equipment. To date, Vumela are still managed through his continuous engineering expertise and initiative. STA Coal Mining Company(Pty)Ltd. was registered in 2004 and in December 2006 the first coal was produced for Sudor at Halfgewonnen Colliery. A fleet of Vumela Mining rebuilt equipment was used and a long-term relationship with Eickhoff commenced from 2007 with the use of the first Eickhoff Continuous Miner in South Africa.

In September 2007, Vumela's Workshop was relocated to a bigger area, in the Industrial section of Ermelo. Many employees that started with Vumela Mining Equipment in 2001, are still employed and the general expertise and knowledge are guided to the new generation of artisans.

January 2010 Sudor Coal employed STA Coal Mining Company (Pty)Ltd. for the Second Reserve at Weltevreden Colliery. When Overlooked Colliery Alpha bought Sudor's contract during 2018 and 2019, STA Coal Mining Company (Pty)Ltd. continued to be the preferred contractor for this reserve.



MANAGEMENT BACKGROUND



Bob Nkosi - Director

Bob Nkosi is the owner of Sipiwo Investments (Pty) Ltd and a Director of STA Coal Mining Company (Pty)Ltd. (U/G Contractor Coal Mining Company). Holds a BA+CCE degree (UBLS), HEd/Hons. - (University of London-Institute of Education), MPD (UCT Business School), MEP III (SBSA Leadership College). He was a Lecturer at a Teacher Training College, Principal of Phafogang High School, Dealer Principal of Cargo Motors Kew, a company owned by Saficon Motor Holdings, and Chairman of the Mpumalanga Tender Board.

He became involved in the Coal Sector during 1992 when he successfully persuaded Anglo Coal's CEO Tony Redman and board to hive off approximately 4 million tonnes of A grade coal from their Goedehoop Colliery Mine and sell to his then entity called Middelburg Consolidated Mines (Pty) Ltd. Lastly, he has been with STA Coal Mining Company (Pty)Ltd. since its inception in 2006.



Harry Jennings - General Manager

Harry Jennings has been in the mining industry for 44 years (Started as a Learner Miner up to Mine Manager Level) The underground mining with low and high seam operations including drill and blast operations, continuous miner section developments, partial and full pillar extraction system, also managed very high methane and very poor roof and floor conditions (geological). Construction of winzes, raises and underground bunkers includes incline shafts and high wall ADIT's entry. He has also managed bench mining operations, (Truck and shovel operating) opencast.

In this time, he has worked directly for mines and has also worked for contractors supporting the mines, thus understanding both parties requirements.

Throughout his years

Ermelo Mines (Underground)	Miner to Mine Overseer
Gloria (Underground)	Mine Overseer
Blinkpan (Underground)	Production and Operating Excellence Manager
Elandsfontein (Underground and opencast)	Mine Manager
Golfview (Underground and opencast)	Mine Manager
Dorsfontein Colliery (Underground)	Contracts Manager
Mooi Plaats Colliery	Contracts Manager
Kangra Coal (Underground and opencast)	Technical Manager
Kiepersol Colliery (Underground)	Mine Manager
STA Coal Mining	General Manager

MANAGEMENT BACKGROUND



Freddie Hunter - Planning Manager

Freddie Hunter began his Coal mining career in February 1977 as a student mine official with Anglo American at Springfield Collieries.

1982 He joined Sasol Mining as Shift Boss.

1984 December, Sigma Colliery appointed him as Mine Overseer.

1988 February he was appointed as an Underground Manager.

1993 September he was appointed as Production Manager.

2008 September he was appointed as Mine Manager, 2 Seam Khutala Colliery BHP Billiton.

2012 October he was appointed as Senior Mining Engineer at Ukwazi Mining Solutions (Mining Consultants).

2012 October he was appointed as Senior Mining Engineer at Ukwazi Mining Solutions (Mining Consultants).

2014 September he was appointed as Free Lance Mining researcher for Coaltech.

2015 October he was appointed Contractor Site Manager for Superior Low Seam Mining.

2016 February he was appointed Contractor Site Manager for STA Coal Mining Company (Pty)Ltd. Kangra.

2020 April he was appointed as Contractor Site Manager STA Coal Mining Company (Pty)Ltd. Kiepersol Colliery.

2022 October he was appointed as Planning Manager STA Coal Mining Company (Pty)Ltd. at STA's head office.



Claurice van Rooyen - Financial Manager

Claurice van Rooyen started her career with Vumela Mining Equipment from 2003. In 2009 she was appointed as Financial Administrator at STA Coal Mining and in 2018, Financial Manager.

She acquired the following qualifications:

2003 N4 Diploma in Business Management.

2003 N5 Diploma in Business Management.

2004 N6 Diploma in Business Management.

UNISA

2018 B Com Management Accounting.

In 2021 she enrolled with ACCA, where she continues to complete her qualification as a Certified Chartered Accountant.

MANAGEMENT BACKGROUND



Marcin Jozef Hyra - Engineering Manager

Marcin matriculated in 1979 and started his career in Polish Mining Industry during 1981 at Myslowice Colliery, working as an Electrician and then as Project Electrician on longwall mining systems.

He immigrated to South Africa in 1990 and commenced his work at Sasol Mining, Middelbult Colliery.

He held various positions commencing as Electrician and completing his GCC in Electrical Engineering in 2001. During his 16 years at Sasol Mining he gained experience working as Electro Mechanic, Foreman, Chief Foreman and Section Engineer.

Marcin joined Coal Mine Management Services (Pty) Ltd in October 2006 as Colliery Engineer at Forzando South contract, being responsible for full management of the contract with all of its engineering functions. Between 2014 and 2024 Marcin was employed as a Workshop Manager, Colliery Engineer and Overlooked Group Engineering Manager. In May 2024 Marcin joined STA Coal Mining as Engineering Manager being responsible for all engineering activities of underground operations.

Marcin holds the following qualifications:

- Government Certificate of Competency for Mines and Works
- Sasol Leadership Development Programme (Gordon Institute of Business Science)
- Programme in Asset and Maintenance Management (University of Pretoria)
- Honors degree in Organization and Management (Academy of Economics in Katowice-Poland) evaluated by HSRC

He is an ordinary member and council member of South African Colliery Engineers Association.



Stella Mncube - Chief Safety Officer

Stella Mncube started working for STA Coal Mining Company in June 2024 and in August she was appointed as the Chief Safety Officer. She obtained the following Qualification when she started at the mine.

In 2009 a Blasting Certificate, in 2016 she obtained her Safety Management Certificate, in 2020 she obtained a Diploma in Comsoc 3. In 2020 she obtained her risk management Certificate.

She began her Coal Mining career in 2006 as a General Worker (WIM) at Sasol Mining being one of the first woman to work underground at Middlebult Mine now called Shondoni mine.

In 2008 she became the first woman Tractor Operator. In 2009 she did her Leaner Miner course and finished in 2010. She began mining as a Miner at Twistdraai Colliery now called Thubelisha as the first woman Miner. She mined for a year in section 62 and 15. In 2011 she went back to Shondoni as a Miner on the roads. In 2012 on the Diamond Drill, In 2013 Water Reticulation, In 2014 Transport. From 2015 to early 2017 she was working for main belts. She worked all these departments because, God knew she was going to be a Safety Officer one day. He wanted her to be able to conduct her safety inspections with knowledge and experience. From March 2017 until 2022 she became the first woman to be the Safety Officer at Shondoni mine at the services section. From April 2022 until May 2024 she was the Safety Officer at the production section. In June 2024 she Joined STA Coal Mining Company.

MANAGEMENT BACKGROUND



Werner Muller - HR Manager

His highest qualification achieved is a Hons B.Com Industrial Psychology, BPL (Personnel Leadership Degree), DPLR (Development Program in Labour Relations).

1988 He worked at Harmony Gold Mines in Virginia as a Personnel Officer Trainee.

1990 He then joined Winterveld Chrome Mines in Steelpoort as a Personnel Management Trainee.

1991 January: Werner started working for Rand Mines Head Office in Johannesburg as Personnel Management Trainee.

1991 February: He joined Transvaal Gold Mines Estate in Pelgrimsrust as a Trainee in Personnel Management.

1991 March till April **1997**: He was part of Middelburg Mine Services as a Senior Industrial Relations Officer.

1997 April till September **2000**: Werner located to Richards Bay to join Hillside Aluminium as a HR Co-Ordinator for the Company.

2000 till end of September **2004**: He was part of Coal and Mineral Technologies as a Human Resources Manager in Richards Bay.

2004 till September **2006**: He rejoined Hillside Aluminium as a Consultant Business Manager.

2006 till August **2008**: He worked for Bayside Aluminium as a Acting Human Resources Manager in Richards Bay.

2008 till March **2010**: He went to Sohar in the Middle East Oman to join Sohar Aluminium as a HR Principal.

2010 April till end of March **2012**: He moved to Witbank to be Snr. HR Consultant for Amadwala.

2012 April till June **2016**: He joined Wolvekrans Colliery in Witbank as a HR Superintendent.

2016 till September **2020**: Werner was the HR Lead (HR Manager) for Maganese in Hotazel, Meyerton.

2020 till June **2023**: He was self employed as a Snr. HR Consultant in Witbank for Professional Human Resources Services.

2023 June to present Werner was appointed as HR Manager for STA Coal Mining Company (Pty)Ltd. in Ermelo.

His areas of expertise:

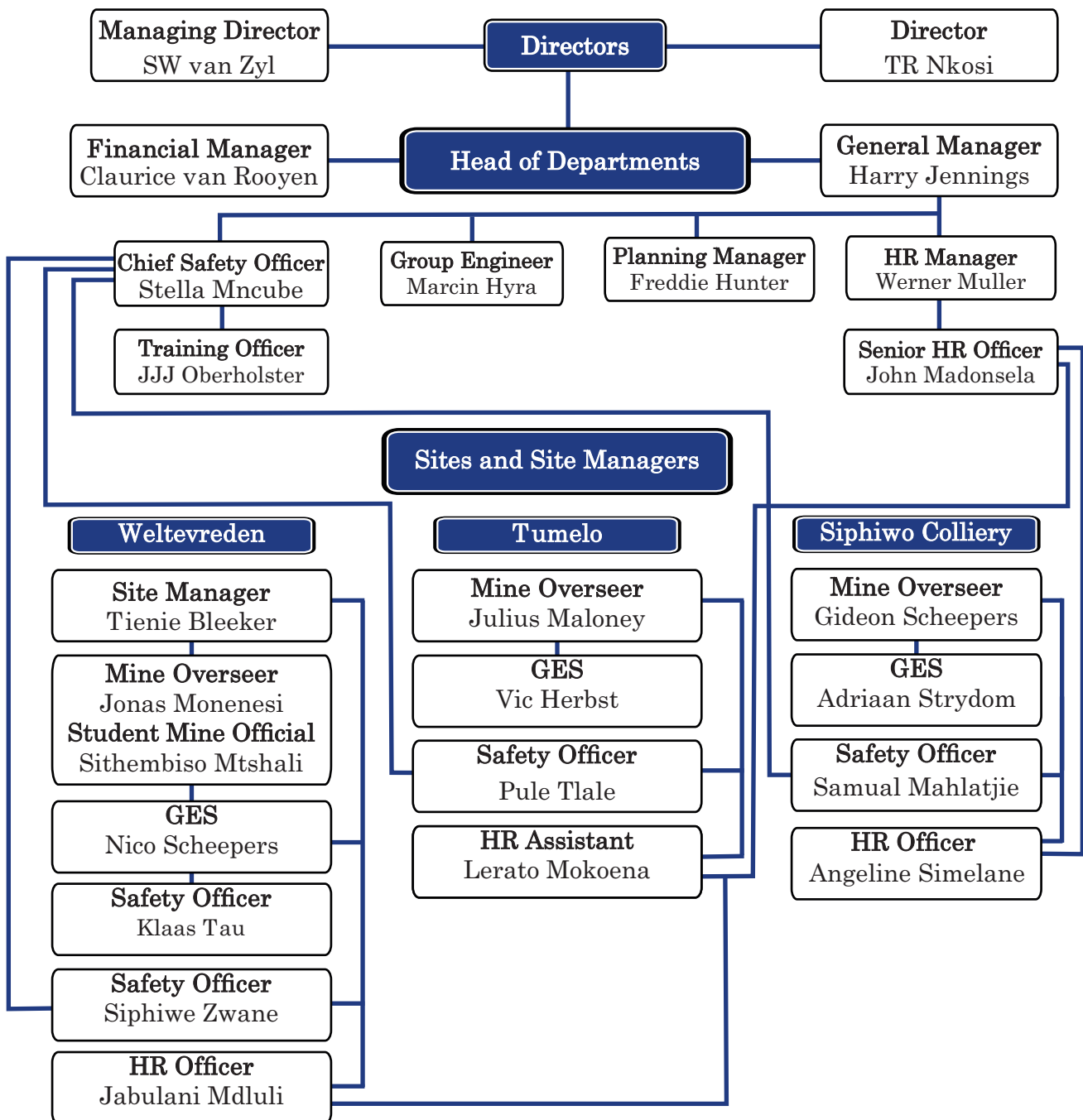
- Employment Relations
- Strategic Management
- Organizational Development
- People Management
- Resourcing
- Performance Management
- Administrative Functions
- Employment Benefits
- Payroll

OWNERSHIP AND SHAREHOLDING

Bornfree Investmen 112 (PTY) Ltd
 Owned by Hlubi Trust
 2 Black Males ; 2 Black Females.
 26.20%

SW van Zyl
 73.80%

ORGANOGRAM



CURRENT

MINING OPERATIONS

Weltevreden Colliery



Tumelo Coal



Siphiwo Colliery



Physical Address:

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Industrial Area
Ermelo | 2351

Tel: 017 811 1924

Website: www.stacoalmining.co.za

Emails:

schalk@stacoalmining.co.za
bob@stacoalmining.co.za
harryj@stacoalmining.co.za
freddieh@stacoalmining.co.za
marcin@stacoalmining.co.za

Name of Organization	Duration of Contract	Contract End Date	References
Sudor Coal Halfgewonnen	9 Years	2015	Mr Faan Meyer
Sudor Coal Overlooked Colliery Weltevreden	10 Years	2010 - Current	Mr Werner Harms 079 491 4032 Mr Danie Stapelberg 084 548 6744
SACMH - Umlabu	2 Years	2011 - 2013	Mr Marcel Jansen van Vuuren 082 332 1101
Jindal	6 years	2012 - 2016 2020-2022	Mr Nevin Tunhuma 071 209 3491 063 141 5872
Tumelo Colliery	4.5 Years	2019 - Current	Mr Xolani Khanyezi 084 487 2507
Wonderfontein	18 Months	2012 - 2014	Mr Koos Jordaan
Kangra Coal	4.2 Years	2013 - 2019	Mr Malebo Musi 082 414 9477
Buffalo Coal	3.5 Years	2014 - 2018	Mr Kevern Mattison 082 870 9147
Universal Coal	3.25 Years	2016 - 2019	Mr Chris Silver 073 00 5135
Siphiwo Investments	2.5 Years	2022 - Current	Mr Bob Nkosi 074 104 0662