



Mbuyelo Coal (Pty) Ltd
a subsidiary of Mbuyelo Group (Pty) Ltd

Memorandum

To: All Mbuyelo Coal Employees
From: Group CEO
Date: 25 April 2024
Re: Change Management Notification

Dear Colleagues,

Please note that effective from 1 May 2024, Mr. Kurhula Bilankulu will be responsible for all the Mbuyelo Coal operations as interim Group Chief Operating Officer. This will be in terms of sections 4(1) and 2A(2) of the Mine Health and Safety Act No. 29 of 1996. He will be reporting directly to me and responsible for the following operations: Tshedza Mining Resources, Ntshovelo Mining Resources, Mavungwani Colliery, and Khashani Colliery.

This decision was taken on the backdrop of realising the turnaround strategy for improving the organisational performance and for us to reclaim the former glory, it cannot be business as usual.

I would like to thank Mr. Kervin Mthombeni, our CFO for holding the fort when the Company needed him the most and he has been and will continue to be very instrumental in moving the Company to where it needs to be.

Your utmost support to Mr. Bilankulu is valued, and we are looking forward to working with him.

Kind regards,

Rirhandzu Owner Siweya

Group Chief Executive Officer

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