

LEEUEW MINING AND EXPLORATION (PTY) LIMITED – VAALKRANTZ COLLIERY (“LME”)

Outline of University of Technology Bursary Scheme

INTENTION

A limited number of bursaries are awarded each year to selected candidates to study for a national diploma at a South African institute of technology. The intention of the scheme is to provide the Keaton Energy group with high caliber diplomates who wish to make their career in one of its companies.

ELIGIBILITY FOR CONSIDERATION

Candidates must:

- be South African citizens and under or turning the age of 21 during their first year of study (applicants for first year of under-diplomate study) and under or turning (or have been under the age of, or turned) the age of 23 during their second year of study (applicants for second and subsequent years of under-diplomate study)
- be studying or intending to study full-time towards a national qualification at a recognised South African institute of technology that is acceptable to Keaton Energy
- be able to provide proof of their academic results for grade 11 and progress in grade 12(National Senior Certificate) or alternatively be in possession of a grade 12 (National Senior Certificate) exemption certificate **with Mathematics and Physical Science with an achievement level of 4 or higher or, under the old Matriculation System, with Mathematics and Physical Science HG D or SG C symbols** or tertiary results
- be in possession of a Medical Certificate of Fitness or be fit enough to obtain one
- be accepted by the institute of technology for the diploma course as recorded on the bursary application form

BURSARIES AVAILABLE

In terms of the projected manpower requirements, bursaries will only currently be considered for the following diplomas:

- Mining Engineering
- Extraction Metallurgy
- Chemical Engineering
- Mine Survey
- Mechanical Engineering
- Electrical Engineering (Heavy Current and Light Current)

The scheme is **only** offered for a National Diploma or National Technical Diploma and B Tech qualification (where applicable).

SELECTION PROCEDURE

1. Application forms will be sent to those applicants intending to study or already studying in a field related to the Group’s projected manpower requirements (see above).
2. Shortlisted candidates will be contacted and will be required to undergo psychometric testing as well as a panel interview. In addition, all candidates are required to undergo a medical examination, and be in possession of a valid Medical Certificate of Fitness for the appropriate category of work for the duration of their bursary and subsequent employment with Keaton Energy or its nominee.

3. After completion of the selection process, bursary awards are determined at the discretion of Keaton Energy Holdings (Pty) Limited. All awards are subject to the applicant gaining acceptance, or gaining promotion to the year of study applied for, for the course at the institute of technology and for the commencement year / semester stipulated in their bursary agreement. Selected candidates will be notified in writing.
4. Selected candidates will be required to sign a bursary agreement in acceptance of the award.
5. The Bursar will be required to provide surety for the agreement.

CONTRACTUAL OBLIGATIONS

BURSARS MAY NOT ACCEPT OTHER BURSARIES

Bursars receiving financial study assistance from another source must disclose this immediately on applying for a Keaton Energy bursary. The company's approval for such assistance is required prior to the award of a bursary (and approval is entirely at the company's discretion). This condition does not prevent a Bursar from receiving assistance from parents or relatives out of purely private means.

BURSARY OBLIGATIONS

At the sole discretion of KEATON ENERGY, the Bursar undertakes to work for KEATON ENERGY or its nominee for a year for each year (or part thereof) of studies which Keaton Energy has made bursary payments, e.g. a 3-year bursary may give rise to a 3-year obligation to serve Keaton Energy or its nominee.

VALUE OF BURSARY AWARDS

The value of the bursary is reviewed on an annual basis and is at the discretion of Keaton Energy. It normally covers (but does not exceed) the cost of the following:

1. Institute of technology registration and tuition fees (which will differ across institutes of technology).
2. A living-out allowance, which is paid to the Bursar for each semester at institute of technology. This allowance contributes towards the cost of residence fees or private / other accommodation.
3. As there are different cost scales at the various institutes of technology residences, the allowance will not necessarily equate with fees levied by the institute of technology attended by the Bursar.
4. A personal allowance, which is paid to the Bursar for each semester at institute of technology. This allowance contributes towards the cost of books, related study material and pocket money.
5. Bursars can apply for a computer allowance from their second year onward. If approved by Keaton Energy it will be on a once-off basis and the Bursar will be required to enter into a separate agreement reflecting terms and conditions in respect thereto.

REFUND OF BURSARY PAYMENTS

- Failure to comply with the provisions of the bursary agreement will result in the Bursar having to refund immediately all amounts expended by the company in terms of the bursary award.

CONTINUANCE OF BURSARY SCHEME

The Bursar's continued bursary funding is subject to obtaining a pass rate that is acceptable to Keaton Energy during each period spent at institute of technology and by conducting herself/himself at all times in a proper and responsible manner.

PRACTICAL TRAINING

Students will notify the Human Resources Department of all dates when they will be available for practical training to make the necessary arrangements. Should a Bursar obtain an acceptable pass (as described above) he/she will receive a job offer for a period of 6 months practical training if applicable to the field of study. Thereafter he/she will attend institute of technology as a Bursar again. Please note that the Bursar is only employed for the period of practical training and not for the period of academic studies at institute of technology.

GENERAL

Notwithstanding the foregoing, if there is any conflict between the provisions of this document and the provisions of the bursary agreement entered into, the provisions of the bursary agreement shall prevail.

Please retain this outline of the bursary scheme, complete the attached form and return it to Keaton Energy.

LEEUEW MINING AND EXPLORATION (PTY) LIMITED (“LME”)

Return this application form together with attachments to the:

Group SLP Manager
Keaton Energy Holdings (Pty) Limited
Postnet Suite 464
Private Bag X51
BRYANSTON
2021

| |
|-----------------------------------------------------|
| For Office Use only |
| Award Bursary Y/N: _____ |
| Signature of HOD: _____ |
| <i>Signature of Human Capital Manager:</i> _____ |
| Date: _____ |

INSTITUTE OF TECHNOLOGY BURSARY APPLICATION FORM

PLEASE DO NOT INCLUDE ORIGINAL DOCUMENTS

The company will not undertake any responsibility for the safe keeping and/or return of any documents submitted with this application. In your own interest, therefore, rather submit legible copies of any such documents. The original documents **must** be brought to any interview that may be arranged.

PLEASE COMPLETE NEATLY USING BLOCK LETTERS

STUDY DETAILS

Indicate the area in which you intend studying/are currently studying:

| | |
|-----------------------|--|
| Mining Eng (Coal) | |
| Extraction Metallurgy | |
| Chemical Engineering | |
| Mine Survey | |

| | |
|------------------------------|--|
| Electrical Engineering (H/C) | |
| Electrical Engineering (L/C) | |
| Mechanical Engineering | |
| | |

Indicate the institute of technology where you intend to study/are currently studying:

| | | | |
|------------------------------------|--|----------------------------------|--|
| University of Johannesburg | | Tshwane University of Technology | |
| Free State Institute of technology | | Vaal University of Technology | |
| Cape Institute of technology | | Durban Institute of Technology | |
| Other – <i>please specify</i> | | | |

What are your reasons for wanting to study at the above-mentioned institute of technology?

What are your second and third preferences of institute of technology at which to study?

Note: Keaton Energy reserves its right to award a bursary subject to the candidate agreeing to study at a particular institute of technology

PERSONAL DETAILS

| | |
|---------------------------------------------------------------------------------------------------------------------------------------------|--|
| Surname | |
| Full Names | |
| Gender (for employment equity targets) | |
| Nationality/Citizenship (Please attach proof of South African citizenship in the form of copies from your identity document or passport) | |
| Identity Number | |
| Current Age (in years) | |
| Race (for employment equity targets) | |

PERSONAL INFORMATION

Residential Address

Postal Address

Home Tel. No. () _____ Other Tel. No. () _____

Person whom we can telephone to contact you urgently:

Name: _____ Tel. No. () _____

Relationship to Applicant: _____

Have you previously been interviewed for a Keaton Energy bursary? If so where and when?

Did you previously have a bursary with Keaton Energy?

| | | | |
|-----|--|----|--|
| YES | | NO | |
|-----|--|----|--|

If yes, complete the following:

Year bursary was awarded to you: _____

Discipline in which the bursary was awarded to you: _____

Duration that you had the bursary for: _____

Reason for you not being on the bursary scheme any more: _____

Do you have a bursary or are you receiving financial assistance from another source other than from your parents or relatives?

| | | | |
|-----|--|----|--|
| YES | | NO | |
|-----|--|----|--|

If yes, complete the following:

Name of the company providing financial assistance: _____

Contact person at this company: _____

Telephone number of the contact person: _____

EDUCATION

Secondary school(s) attended:

| Name of School | Date From | Date To | Highest Grade Passed |
|----------------|-----------|---------|----------------------|
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| | | | |
| | | | |

Have you completed grade 12?

| | | | |
|-----|--|----|--|
| YES | | NO | |
|-----|--|----|--|

Did you receive exemption?

| | | | |
|-----|--|----|--|
| YES | | NO | |
|-----|--|----|--|

Grade 11 and grade 12 results (please attach copies of your grade 11 and grade 12 academic records):

| Subject | Grade 11 | Grade 12 Prelim | Grade 12 Final |
|---------|----------|-----------------|----------------|
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Are you repeating some of your grade 12 examinations?

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|-----|--|----|--|
| YES | | NO | |
|-----|--|----|--|

If yes, complete the following:

Name of centre / school you are attending: _____

Examination dates: _____

| Subjects being repeated |
|-------------------------|
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Are you currently at institute of technology/technical college?

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|-----|--|----|--|
| YES | | NO | |
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If yes, complete the following:Name of institute of technology / technical college:

Current year of study: _____

Diploma / certificate: _____

Year commenced diploma / certificate: _____

Year you expect to graduate: _____

Details of courses taken (indicate repeat subjects clearly):

| First Year | | Second Year | | Third Year | |
|------------|----------|-------------|----------|------------|----------|
| Subject | Symbol % | Subject | Symbol % | Subject | Symbol % |
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(Please attach a copy of your academic record)

Are you considering post-diplomate study of any description, e.g. BTech? If so, please state intended field of study:

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EMPLOYMENT RECORD (including temporary or vocational employment)

| Employer's Name | From | To | Occupation |
|-----------------|------|----|------------|
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If you have been employed in the mining industry before, please supply your industry number:

GENERAL

What do you like doing in your spare time (e.g. hobbies, interests etc.)

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What has led you to your choice of studies? How do you know this is the right choice for you? Have you had any vocational counselling to assist in your choice of diploma (please provide details)?

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Please describe briefly how you see your choice and / or major subject being applied in your future career:

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Please list the three occupations that you would prefer to follow, in order of preference:

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What are your initial and longer term career goals / aspirations?

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DECLARATION**Please answer the following questions:**

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| Have you carefully read the terms under which Keaton Energy is prepared to consider a bursary and do you agree to be bound by them if a bursary is awarded to you? | |
| You will be required to submit yourself to psychometric testing. Do you have any objection to this? | |
| Have you any objection to working underground? | |
| Are you prepared to undergo a medical examination in order to apply for a Medical Certificate of Fitness? | |

SIGNATURE OF APPLICANT_____
DATE_____
SIGNATURE OF LEGAL GUARDIAN
(if applicant under 21 years of age)_____
FULL NAMES AND SURNAME
OF LEGAL GUARDIAN_____
DATE_____
WITNESS_____
DATE_____
WITNESS_____
DATE