

GLOSSARY

AET	Adult education and training
AGM	Annual general meeting
AMCU	Association of Mineworkers and Construction Union
B-BBEE	Broad-based black economic empowerment
BEE	Black economic empowerment
Bloomberg GEI	Bloomberg Gender-Equality Index
BU	Business unit
CAF	Combined assurance forum
CAGR	Compound annual growth rate
Cennergi	Cennergi Proprietary Limited or Cennergi group of companies
CEO	Chief executive officer
Companies Act	Companies Act, 2008 (Act 71 of 2008), as amended
COAD	Chronic obstructive airway disease
COGTA	Department of Cooperative Governance and Traditional Affairs
CoP	Conference of the Parties
cps	Cents per share
CSA	Control self-assessment
CSI	Corporate social investment
CSIR	Council for Scientific and Industrial Research
DBP	Deferred bonus plan
DHS	Department of Human Settlements
DMRE	Department of Mineral Resources and Energy
dtic	Department of Trade, Industry and Competition
DoL	Department of Labour
Dorstfontein	Dorstfontein Coal Mines Proprietary Limited
DWS	Department of Water and Sanitation
EAP	Employee assistance programme
EBITDA	Net operating profit before interest, tax, depreciation, amortisation, impairment charges or impairment reversals and net loss or gain on disposal of assets and investments (including translation differences recycled to profit or loss)
ECC	Exxaro Coal Central Proprietary Limited

GLOSSARY continued

ECD	Early childhood development
ECF	Exxaro Chairman's Fund
EERF	Exxaro's Environmental Rehabilitation Fund
EF	Exxaro Foundation
EME	Exempt micro-enterprises
EMPR	Environmental Management Programme
EPDI	Exxaro People Development Initiative
ESD	Enterprise and supplier development
ESG	Environmental, social and governance
ESOP	Employee share option plan
EVP	Employee value proposition
Exxaro	Exxaro Resources Limited
Eyesizwe	Eyesizwe (RF) Proprietary Limited, special purpose private company which has a 30% shareholding in Exxaro
FD	Finance director
Ferroland	Ferroland Grondtrust Proprietary Limited
FUWA	Food and Allied Workers' Union
GBV	Gender-based violence
GHG	Greenhouse gas
GG	Grootegeeluk
HDPE	high density polyethylene
HEPS	Headline earnings per share
HPI	High-potential incidents
ICT	Information and communications technology
IFRIC	IFRS Interpretations Committee
IFRS	International Financial Reporting Standards
IIRC	International Integrated Reporting Council
<IR> Framework	International Integrated Reporting Framework
IT	Information technology
IWUL	Integrated water use licence

* The abbreviation is context-specific.

JSE	JSE Limited
KAM	Key account management
King IV	King IV Report on Corporate Governance for South Africa, 2016
KPI	Key performance indicator
LoM	Life of mine
LTI*	Long-term incentive
LTI*	Lost-time injury
LTIFR	Lost-time injury frequency rate
LTIP	Long-term incentive plan
Mafube	Mafube Coal Proprietary Limited
Mining Charter III	Broad-based Socio-economic Empowerment Charter for the Mining and Minerals Industry 2018
Minerals Council	Minerals Council of South Africa
MISA	Municipal Infrastructure Support Agent
Mol	Memorandum of incorporation
MPRDA	Mineral and Petroleum Resources Development Act, 2002 (Act 28 of 2002)
MSR	Minimum shareholding requirements
NBI	National Business Initiative
NCOE	Notional cost of employment
NGO	Non-governmental organisation
NDP	National Development Plan
NEMA	National Environmental Management Act, 1998 (Act 107 of 1998)
NIHL	Noise-induced hearing loss
NPC	Non-profit company
NPO	Non-profit organisation
NUM	National Union of Mineworkers
NUMSA	National Union of Metalworkers of South Africa
OHIFR	Occupational health incident frequency rate
PIT	Professionals in training
PM	Particulate matter

GLOSSARY continued

PPE	Personal protective equipment
PwC	PricewaterhouseCoopers Incorporated
QSE	Qualifying small enterprise
RAP	Resettlement action plan
ROCE	Return on capital employed
ROM	Run of mine
RWG	Resettlement working group
SDGs	Sustainable Development Goals
SIOC	Sishen Iron Ore Company Proprietary Limited
SLP	Social and labour plan
SME	Small to medium-sized enterprise
SMME	Small, medium and micro-enterprise
SPR	Special performance award
SPV	Special purpose vehicle
STI	Short-term incentive
Tata	Tata Power Company Limited
TCFD	Task Force on Climate-related Financial Disclosures
TPI	Transition Pathway Initiative
TRAC SA 2020	Transparency and Corporate Reporting: South Africa 2020
Tronox	Exxaro's investment in Tronox entities
Tronox SA	Tronox KZN Sands Proprietary Limited and Tronox Mineral Sands Proprietary Limited
Tronox UK	Tronox Sands Limited Liability Partnership in the United Kingdom
Tsitsikamma SPV	Tsitsikamma Community Wind Farm Proprietary Limited
TSR	Total shareholder return
Tumelo	Tumelo Coal Mines Proprietary Limited
UK	United Kingdom
UNGC	United Nations Global Compact
USA	United States of America
WUL	Water use licence

ADMINISTRATION

ACTING GROUP COMPANY SECRETARY AND REGISTERED OFFICE

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ISIN code: ZAE000084992
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Disclaimer

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