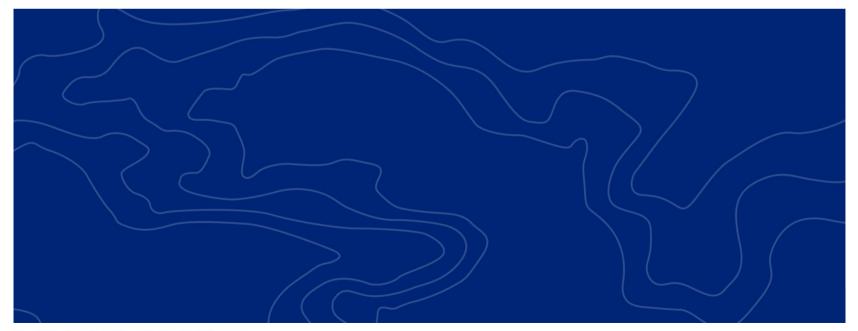


GROSVENOR ONE KEY RESOURCES PERFORMANCE INCENTIVE SCHEME DECEMBER - 2019



Real Mining. Real People. Real Difference.

CALCULATION - LONGWALL

Longwall

- Longwall D/S metres retreat are added in to A/S metres retreat to give 1 shift total for A/S.
- Longwall N/S metres retreat are simply 1 shift total for N/S.
- Calculation for each shift is as below:



- For example, a 12 metre retreat shift would be:
 - $-1-3 \text{ metres} = 3 \times 10^{-100} = 10^{-100}$
 - $-3.01-7 \text{ metres} = 4 \times 10^{100} = 10^{100}$
 - -7.01m+ metres = 5×10^{-10} =
 - TOTAL = Confidential

CALCULATION - DEVELOPMENT

Development

- Development D/S metres advance are added in to A/S metres advance to give 1 shift total for A/S.
- Development N/S metres advance are simply 1 shift total for N/S.
- · Calculation for each shift is as below:

Single Panel					
1-8m	8.01- 15m	15.01m – 20m	20.01m +		
Confidential					

Super Panel					
1- 11m	11.01- 18m	18.01m – 25m	25.01m+		
Confidential					

- For example, a 25 metre advance shift (Single Panel) would be:
 - 1-8 metres = 8 x
 - $-8.01-15 \text{ metres} = 7 \times 10^{-100} = 10^{-100}$
 - 15.01-20 metres = 5 x = =

 - TOTAL = (NOTE: Super Panel would be

DECEMBER FORECAST

Dividers Explained

- Revised Forecast (taking into account unexpected geological conditions experienced in MG104 "B" heading and LW103) for the month of December is:
 - LW103 = 84 metres.
 - MG104 = 296 metres.
 - MG105 = 345 metres.
 - MG106 = 192 metres.
- · "Dividers" as below:
 - LW103 * = 0.8 if break chain 29/12/19 (0.4 if earlier). Any day after 29/12/19 divider will increase by 0.1 (to a maximum of 1.0).
 - MG104 ** divider will be 0.6 if finish 16/12/19 (0.3 if earlier). Any day after 16/12/19 divider will increase by 0.1 (to a maximum of 1.0).
 - MG105 reduced advanced rate (divider = 0.5) due to being in PIF zone.
 - MG106 *** divider will be 0.5 if first coal is 16/12/19 (0.25 if earlier). Any day after 16/12/19 divider will increase by 0.1 (to a maximum of 1.0).
- Calculation, total \$ for December =