

Capability Statement

VBKOM Training Academy

VBKOM offers training solutions to the mining and capital-intensive industries that can assist our clients in the planning of resource employment, training, and skills development.

Overview

In 2019, VBKOM made the strategic move to acquire ProjectPro (Pty) Ltd with the aim of strengthening its training expertise within the mining sector. ProjectPro had an impressive track record of providing project management training for over 15 years and possessed highly refined course materials. VBKOM, which already offered a range of courses tailored to the mining industry, recognised that acquiring ProjectPro would significantly augment its value proposition.

In 2022, VBKOM took the strategic step of integrating ProjectPro into its operations, rebranding it as the VBKOM Academy. This decision was driven by a desire to eliminate any market confusion arising from the presence of two separate training entities, and also signed a Memorandum of Understanding with The Boiler Room which delivers adaptive online content.

During this transition, VBKOM received a request from a prominent tier-one mining company to assist in the transformation of their project management course. This entailed moving away from traditional instructor-led, PowerPoint-based classroom training towards an interactive e-learning format. Observing the positive outcomes of this transformation for the client, VBKOM made the strategic choice to convert all of its training materials into interactive e-learning modules. This decision was motivated by the recognition that interactive e-learning offers the most effective adult learning experience and is also a highly cost-efficient approach.

The purpose of this document is to provide a comprehensive outline of the training solutions that VBKOM can provide, as well as to illustrate how we can support our clients with enhancing the skills, mentoring, and coaching of their staff.

Project Management Courses

VBKOM's project management courses are structured educational programmes that focus on teaching individuals the principles, methodologies, tools, and techniques used to effectively plan, execute, monitor, and complete projects. The VBKOM Project Management courses are designed to equip participants with the knowledge and skills needed to successfully manage projects of varying sizes and complexities in a wide range of industries.

We offer the following project management courses:

- › Project Management for mining projects
- › Risk Management
- › Earned Value Management



Project Management Certification Preparation Courses

We offer Project Management Certification Preparation courses which are specialised education programmes designed to help individuals prepare for and successfully pass a specific project management certification exam. We offer these preparation courses in:

- › PMI-CAPM (Certified Associate in project management)
- › PMI-SP (Scheduling Professional)
- › PMI-PMP (Project Management Professional)

The primary goal of these courses is to increase the likelihood of passing the certification exam by providing candidates with the knowledge, skills, and confidence needed to succeed. Successfully obtaining a project management certification can enhance career prospects, demonstrate proficiency in project management practices, and open up new opportunities in the field.

Mining-related courses

We offer mining-related training courses that provide individuals with the knowledge and skills required to work in the mining industry. These courses cover various aspects of mining and can be tailored to a client's specific requirements. The goal is to enhance the skills of individuals working in the industry.

We offer the following mining-related training courses:

- › Geological Principles and Block Modelling
- › Principles of Mine Planning and Design
- › Principles of Metallurgy
- › Mine Planning Software Suites versed in:
 - Deswik
 - Whittle
 - MineSched
 - Surpac

Construction-related courses

VBKOM's construction-related courses focus on mining construction projects and include:

- › Construction Project Management
- › Construction Maturity Assessment and Mentoring

Onboarding and business processes courses

The courses we offer emphasise the key education programmes typically included in the onboarding process for mining companies. There are more than 140 courses in the VBKOM and The Boiler Room library which can be personalised with client logos, specific branding, and language preferences.

Some of the more typical courses include but are not limited to:

- › Code of Business Conduct
- › Employee Wellness Programmes
- › Alcohol in the Workplace
- › Hearing Conservation
- › Fatigue Management
- › Working at Heights

This comprehensive offering encompasses a range of health and safety courses, all designed and developed for interactive learning. VBKOM also provides support to clients, particularly in the HR and Learning and Development departments, to create standard induction training materials using the client's existing Standing Operating Procedures and Policies.

Virtual Reality and Simulator Training

The Virtual Reality training takes place on motion platforms, enabling operators to engage with the controls and cabin of a particular vehicle within a simulated environment, either in an open-pit or underground mine setting, and includes simulator training for:

- › Excavator Operator
- › Front-end Loader Operator
- › Dump Truck Operator



Advantages of Interactive and Virtual Reality Training

Interactive and virtual reality training solutions provide employees, visitors, and contractors with the flexibility to complete training at their own pace from remote locations and, in addition, offers the following benefits:

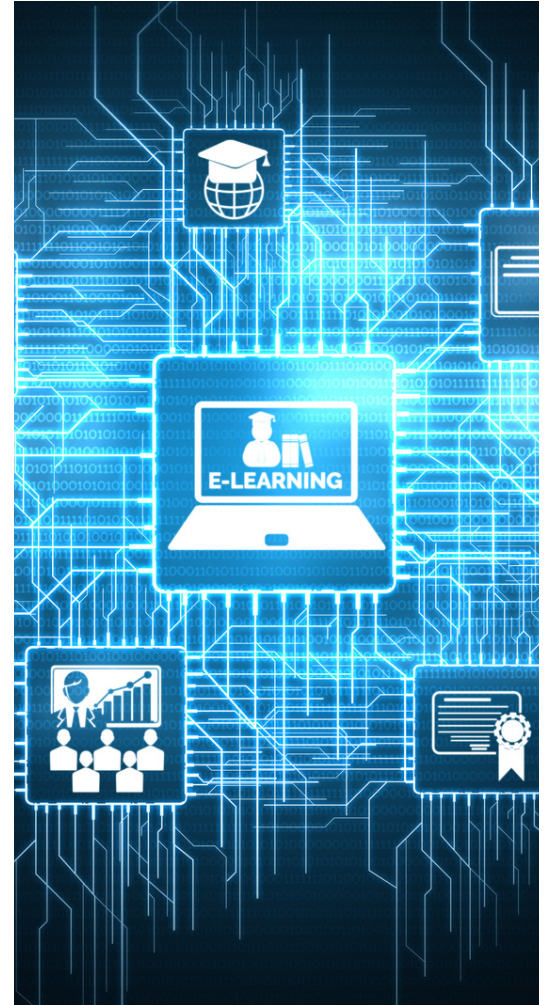
- › Shorter delivery time of onboarding/induction training
- › Cost saving on hours spent, travel, and accommodation
- › Larger numbers of trainees can be accommodated simultaneously
- › Automated records management of trainee outcomes
- › Downloadable reports for submission to governmental Labour Department (Skills Development)
- › Modules are locked to ensure that each section is completed and to prevent fast forwarding
- › Content can be translated and delivered in multiple languages

Specialised Skills Development and Practical Knowledge Application

VBKOM goes the extra mile in supporting clients with the development of their junior staff, trainees, and recent graduates. This involves guiding them through a comprehensive training programme that covers specific mining topics listed in our courses.

To provide hands-on experience, a client's team can visit VBKOM's offices to collaborate with our team of experts, allowing them to witness real-life examples of tasks such as open pit design using specialised software. Alternatively, the VBKOM specialists can visit clients' mining sites to provide on-site training with practical demonstrations. This approach ensures that trainees not only gain theoretical knowledge but also acquire valuable practical skills by working directly on the mining face.

Our support extends beyond just skill development in mining: it encompasses various areas including project management, strategy, financial management, risk management, and operational readiness. As experts in the mining industry, we prioritise close collaboration with our clients, providing our services while nurturing skills development to deliver holistic solutions that serve our client's best interests.



What is Interactive E-learning?

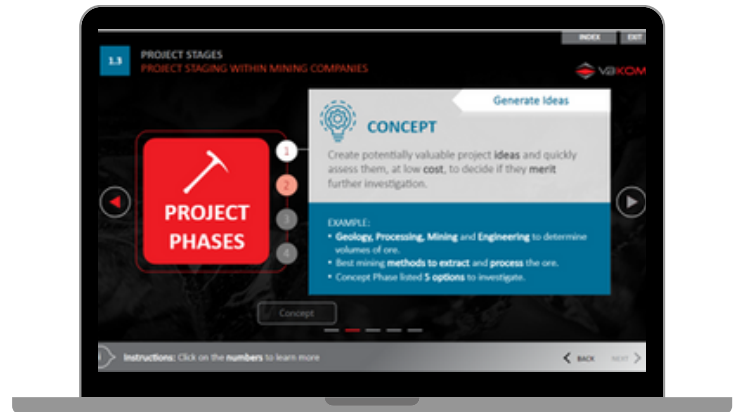
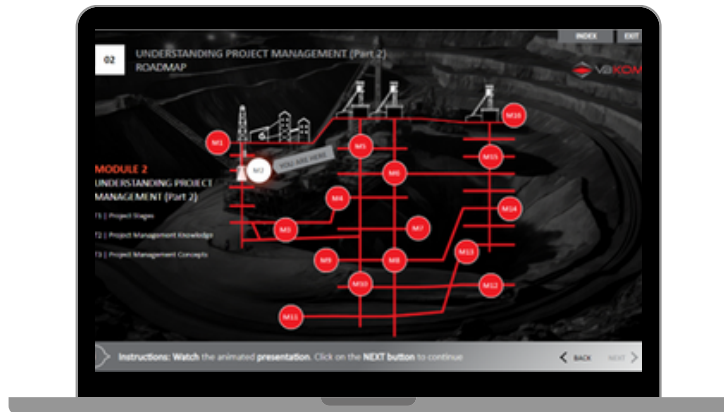
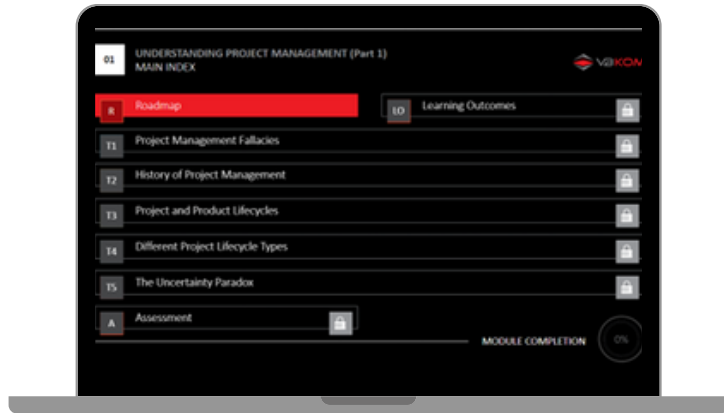
Interactive e-learning utilises computer-based training delivered from an HTML database, enabling learners to engage with the material through mouse and keyboard interactions.

This approach grants learners the flexibility to pause, revisit, or replay content as needed. Moreover, it necessitates the learner's presence as they are responsible for navigating to the next pages or functions by clicking on highlighted icons or images. Assessments in interactive learning involve tasks such as dragging and dropping words or phrases into designated boxes, selecting options, or highlighting specific words or icons.

Interactive learning enhances the overall learning experience by enabling learners to interact with the content through reading, listening, and visual engagement. Additionally, it harnesses the tactile aspects of using a mouse, aligning with a fundamental principle of effective learning which involves engaging as many senses as possible to ensure that knowledge is retained in long-term memory.

Examples of Training Content in Interactive Learning Modules

Project Management for Mining Companies



OneSim Motion Platform

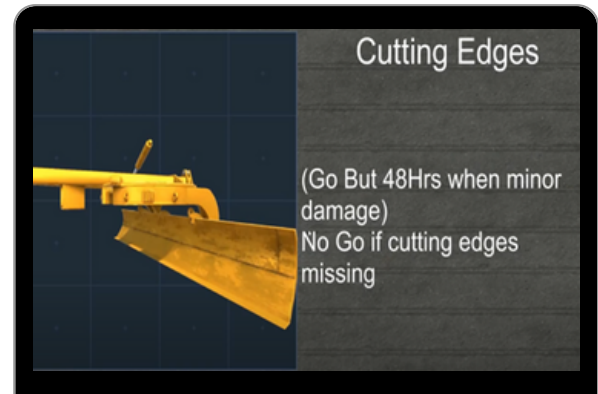


Examples of Training Content in Interactive Learning Modules

TARP in Virtual Reality



VR Checklist



Additional uses of Virtual Reality and Augmented Reality

Utilising such technologies, we have the capability to support the client in various aspects, including design reviews. In this context, AutoCAD designs are transformed into a Virtual or Augmented Reality platform for comprehensive evaluations of functionality and safety. These scaled models enable the client's team to conduct virtual walk-throughs of infrastructure elements, pinpointing potential issues or hazards.

Furthermore, we can utilise these technologies for accident investigations and the reconstruction of incident scenes. This approach provides the client with a virtual representation of the incident which can serve as a valuable tool for educating employees and contractor staff about the consequences of incorrect or unlawful actions in the future.

Our Value Proposition

VBKOM is a provider of innovative business and technical consulting services and solutions for the mining and capital-intensive industries. We challenge ourselves to apply fresh thinking and to utilise our experience and technology in pioneering ways to deliver forward-thinking solutions.

We offer complete multi-disciplinary economic studies for blue-chip mining houses, junior miners and financial institutions across the full range of mineral commodities. Our team of experts can offer tailored training solutions for the entire mining value-chain.

Due to VBKOM's diverse pool of expertise, we can offer our clients specialised skills within a one-stop-shop culture. Our engineering, risk, and project management capabilities as well as simulation and decision support expertise, make us an ideal partner to the mining, petrochemical, and construction industries.

Our focus on long-term client relationships combined with our technical skills ensures that our clients can fully optimise their value chain.

At VBKOM the quality of our work is guided by a simple philosophy – our success is driven only by the success of our clients and the achievements of our professional consultants. By using cutting-edge technology and the most advanced computer modelling systems on the market, our technical expertise comes unrivalled. Our capacity and consistency have earned us the trust of some of the world's most prestigious mineral resource companies. By staying true to our core values, by utilising our vast project-specific experience and qualifications, along with applying proven world-class methodologies and processes the VBKOM team is a dynamic, flexible, and innovative team with a solid track record standing as proof of our competitive edge in our field.

VBKOM have been successful in providing solutions of an independent nature to a range of clients in the mining industry. Our consultants have developed a good understanding of the needs and opportunities of both open pit and underground studies and operations, and we look forward to adding value to your company. We believe that independent consultants can provide optimal solutions to the Client without any risk of providing a solution with an inherent conflict of interest. The VBKOM strategy is to form part of the project owner's team to define and protect the project owner's interest within our area of influence and control. VBKOM is committed to adding value to each client through innovative, practical, and trustworthy engineering solutions.