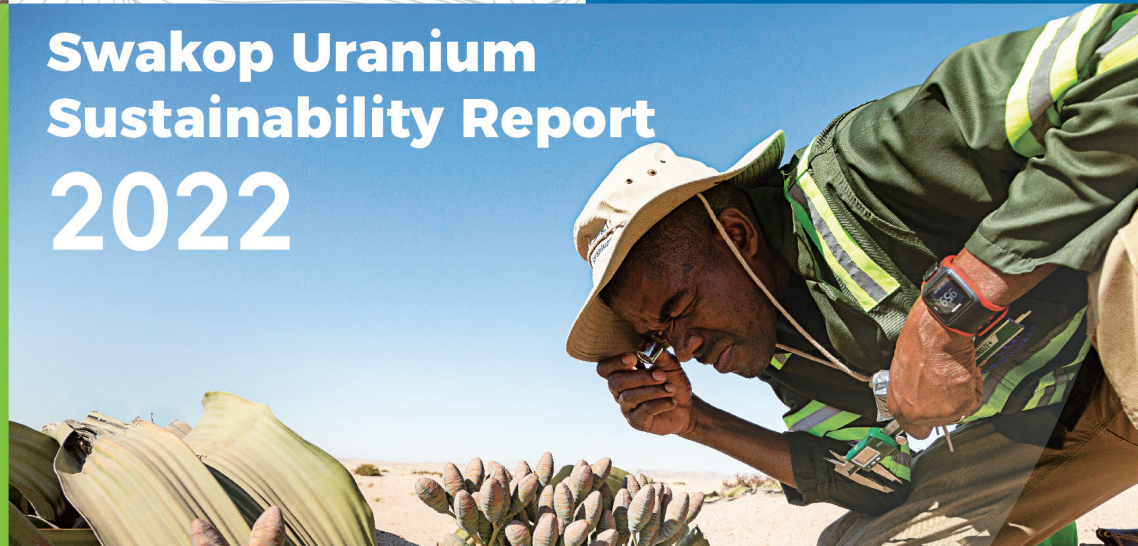




 **CGN**
Swakop Uranium

Producing clean
energy, fuelling
the economy and
preserving the
environment.

Swakop Uranium Sustainability Report 2022



Producing clean energy, fuelling the economy and
preserving the environment



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Theme of the Report

The theme of this report is “Producing clean energy, fuelling the economy and preserving the environment”. “Strict Compliance, Prudent Decision-making, Detail-Oriented and Fact-Based approach” are the underlying values that will steer Swakop Uranium in the right direction to achieve this goal. Our company beliefs ensure that we conduct business ethically and diligently.



About This Report

Welcome to the 2022 Sustainability Report of Swakop Uranium. We are committed to sustainability across our entire operations, and this report provides an overview of our approach to creating shared value for all stakeholders, while minimising the impact on the environment. For the convenience of presentation, “Swakop Uranium”, “SU”, “the Company” or “We” refers to Swakop Uranium (PTY) LTD. in this report.

GRI Standards

This Sustainability Report covers the period from January 1, 2022, to December 31, 2022. It is benchmarked against the updated version of the Global Reporting Initiative Standards (GRI Standards 2021) for the benefit of all our stakeholders. Our operating sites include the *Husab Mine* in the Namib Naukluft National Park, processing facilities, and offices in Namibia. As a responsible corporate citizen, we recognise that our business operations have an impact on the environment and society. Therefore, we are dedicated to striking a balance between economic prosperity, social well-being, and environmental stewardship. As part of this commitment, we have adopted rigorous sustainability goals and implemented programs aligned with international best practices.

Through our comprehensive policies, designed and in place, we further aim to enhance employee safety and well-being, promote diversity and inclusion, preserve the environment and support the communities in Namibia where we operate.

Materiality analysis

We conducted a materiality analysis to determine the key sustainability issues that directly impacted our business in 2022. The process involved stakeholder engagement (internal and external), which helped us identify, prioritise, and assess the diverse range of topics relevant to our business activities.

Stakeholder engagement

Based on feedback obtained from our stakeholders, including our employees, investors, customers, suppliers, and local communities, we narrowed down our material analysis to the most significant components, which we address through strategic action plans, monitoring, and reporting. The result is a list of sustainability-related topics relevant to Swakop Uranium which have been further prioritised according to their importance for the benefit of our stakeholders, and to our business and strategy. The material analysis were reviewed and validated by our executive team and board of directors.

We underpin the belief that sustainability is not just about protecting the environment or meeting regulatory compliance; it's a fundamental component of our business strategy that addresses all aspects of our operations.

Sustainability areas that matter to us

Governance and Operations

- Beneficiation
- Legal compliance
- Transparency of revenues and payments
- Bribery and corruption
- Ethical conduct

Planet and Environment

- Rehabilitation and biodiversity management
- Care for the environment
- Water management
- Waste management

People and Social

- Stakeholder engagement
- Community relations
- Community health
- Community development
- Employee diversity
- Employee health and well-being
- Skills and employee development
- Employee retention
- Workplace safety
- Occupational health
- Labour relations
- Local procurement and business support
- Local employment
- Supply chain



Message from the SU Chairman

The *Husab Mine*, constructed and operated by Swakop Uranium, is the largest Chinese investment project in Africa to date, serving as a testament to the long-lasting friendship between China and Namibia.

As an international uranium mining company, Swakop Uranium places strong emphasis on deepening our understanding and practice of sustainable development. We have seamlessly integrated the concept of sustainability into our strategic planning, production operations, and corporate culture. While continually enhancing our production capabilities and organizational management, we are equally dedicated to fulfilling our environmental and social responsibilities. This includes nurturing professional talent, preserving the ecological environment, engaging in community support, and promoting cultural integration. Through these initiatives, we have translated President

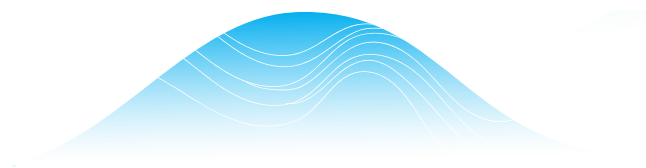
Xi's guidance on building a new era of strong Sino-African partnership into tangible results, thus contributing to the vision of "advancing clean energy for the betterment of humanity".

This sustainability report represents a comprehensive summary of Swakop Uranium's achievements over the past year. It also serves as a vital road map for our future endeavors. Behind each specific statistic in this report lies Swakop Uranium's unwavering determination and resilience in the face of challenges. It also emphasizes our dedication to a harmonious coexistence with the environment, mutual success with our partners, and a grand vision for the future. Every prestigious honor we receive underscores our commitment to excel and reach new heights through the upholding of our corporate values.

In this regard, I would like to extend my sincere gratitude to all sectors of society and our collaborative partners for your unwavering support to the *Husab Mine*. The same is extended to all employees at Swakop Uranium for their efforts. As we look forward, Swakop Uranium will continue to uphold the principles of cooperation, openness, mutual benefit, and eco-friendly development. Together with the local community, we will shape a brighter future, sharing in the opportunities and rewards of sustainable development.

Thank you.

An Junjing
Chairman of the Board



Message from the Chairperson:

Sustainable Development Committee of the Board

I am pleased to present to you our annual sustainability report of 2022, providing an overview of our progress over the past year, and outlining our future outlook. It is through our collective efforts that we have been able to make significant strides in advancing sustainability within our operations.

Sustainability is ingrained in our core values and informs every aspect of our operations. As a responsible mining company, we are aware of the impact our operations may have on the environment, communities, and stakeholders. Therefore, we have made it our mission to integrate sustainability into every facet of our business strategy, from exploration to mine closure. This business strategy also speaks to our theme which is “Producing clean energy, fuelling the economy and preserving the environment”.

Minimising our ecological footprint

We continuously strive to minimise our ecological footprint whilst positively impacting the communities in which we operate, and herewith some highlights:

Stakeholder engagement

Pro-active stakeholder engagement underpins our sustainability approach to ensure ‘buy-in’ from our communities, employees and government. We aim to increase knowledge of the shared value that comes with producing uranium sustainably and efficiently for the benefit of all.

Strong governance and ethics

We firmly believe that strong governance and ethics lay the foundation for long-lasting and solid business practices. The Board of Directors and Sustainable Development Committee (SDC) firmly believe in transparent decision-making, and upholding the highest ethical standards.

Sustainable Development Committee Charter

We abide by the SDC Charter and the company Code of Conduct, and maintain robust policies and procedures to ensure compliance with all applicable laws and regulations, including environmental, social, and corporate governance guidelines etc. The Sustainable Development Committee meets twice a year to assist the Company Board to fulfill its key duties and responsibilities to local Namibian stakeholders.

Environmental stewardship

Environmental stewardship lies at the heart of our sustainability efforts. Over the past year, we have made considerable progress in our commitment to environmental protection as part of our mining activities within the Namib Naukluft National Park. The Namib Naukluft Park is home to different valuable fauna and flora which must be safeguarded for future generations.

Swakop Uranium undertakes rigorous studies and assessments to protect and to preserve local biodiversity. We also collaborate with experts and organizations in order to

promote biodiversity conservation. Notably, the *Welwitschia mirabilis* which is an endemic plant within the Namib Naukluft National Park is monitored regularly to ensure that the plant population continues to thrive during our life of Mine and beyond.

Clean energy: Solar Plant at Husab

We are dedicated to reducing our greenhouse gas emissions and fostering clean energy solutions. To this end, a 12 MW Solar Plant was erected on the *Husab Mine* site in 2022, and once operational, it will address some of our power shortages, and ultimately improve production. The Solar Plant is a move towards clean energy production on the Mine, and we will continue to seek cleaner and smarter solutions to address our business needs.

Furthermore, we have prioritized responsible water management practices to ensure the preservation and conservation of this vital resource. Through the implementation of efficient water recycling systems and strict monitoring programs, we have successfully minimized our water consumption and mitigated potential adverse impacts on local ecosystems. We are in close and regular consultation with NamWater to find solutions to our water shortages to ensure the sustainability of our operations.

Supporting international and national development goals

The Mine is aligned to the international sustainable development goals and national development goals, such as Vision 2030 and the Harambee Prosperity Plan II. We have

focused our efforts on supporting education and health care initiatives, empowering local entrepreneurs, creating sustainable livelihood opportunities, and promoting cultural heritage preservation. Through these endeavors, we aim to leave a positive and lasting impact on the communities in which we operate.

Partner with us to reach sustainable goals

Looking towards the future, we plan to further integrate sustainable practices into our supply chain areas and collaborate with suppliers who share our values and commitment to sustainability. Additionally, we will actively seek partnerships with organizations and institutions at the forefront of sustainable mining practices to foster knowledge sharing and accelerate our progress.

I would like to express my sincere gratitude to our stakeholders for your unwavering support and feedback. Your partnership is important to us and we remain committed to engaging with you openly and transparently as we continue on our sustainability journey. Together, let us forge ahead to a sustainable future that not only brings prosperity to our company, but also leaves a positive legacy in Namibia and Africa for generations to come.

Inge Zamwaani-Kamwi
Chairperson of Sustainability Development Committee





Message from Our CEO

Upon deep reflection of this year's performance, the Company continued to achieve positive operational milestones in 2022. We have made great strides to address some of the operational challenges of previous years such as water and power shortages.

A leader in sustainable development

Swakop Uranium is fast becoming a leader in an era where sustainable development has become a global imperative. The mining industry is increasingly being called upon to demonstrate its commitment to environmental stewardship, social responsibility, and economic progress. Swakop Uranium plays an important role in providing essential raw materials and expertise for industrial processes, infrastructure development, and technological advancements. The Company contributes significantly to Namibia's economic growth, and it is imperative that we lead by example by continuing to adopt sustainable business practices.

Production, People, Planet

We recognise that the health and longevity of our business includes 'Production, People and Planet'. Strong corporate governance, social responsibility and environmental stewardship are essential aspects that we have adopted to make the company a more responsible and effectively-operating business.

The Company Board, Sustainable Development Committee and the Audit and Risk Committees ensure that the Company is compliant to local and international laws and operational standards.

Reverse Osmosis (RO) water system

We have installed a reverse osmosis (RO) water system to improve our potable water supply. The RO water plant, is situated along the road to the Husab Village at the Mine and will allow employees to refill 5-gallon water dispenser bottles on site as needed.

We are also in consultations with Namwater to find solutions to our water challenges to ensure uninterrupted productivity.

Prioritising Health & Safety

Central to our sustainability approach is an over-arching commitment to health and safety. We firmly believe that every individual has the right to work in a safe and healthy environment, and return to their families after a shift as a healthy person. Our Occupational Health and Safety (OHS) management system focuses on accident prevention, risk assessment and continuous improvement. We have implemented comprehensive health and safety protocols, regularly training our employees and contractors to minimize workplace hazards. We remain dedicated to continuous improvement, and will not rest until we reach our goal of zero harm.

We also attach great importance to transparency and traceability. We achieved a respectable 3 Star NOSA rating which we hope to improve on in 2023. We are aiming to secure a 4 Star NOSA rating in 2023.

Sound environmental management

Preserving that fauna and flora in the area in which we

operate is extremely important. We conduct research and monitoring exercises to determine the impact that our operations have on the environment.

Collaboration amongst industry peers, governments, civil society organizations, and research institutions is also vital. We have partnered with experts in the field of *Welwitschia mirabilis* preservation. We have funded studies on this plant species and made numerous contributions towards increasing the knowledge of this amazing indigenous plant that is endemic to the Namib Naukluft National Park. It is always pleasing to find that many animals have been captured by monitoring cameras moving around our site including, ostriches, zebra, jackals, springbok and others.

Respecting our communities and promoting social impact

We cherish our employees and value the development of the local community in Namibia. We prioritise human rights, equity, and community development. Engaging in meaningful stakeholder consultations helps us to address the concerns and the rights of all affected parties of the area in which we operate. This approach is fostering harmony between the Mine and community members of the Erongo region.

Embracing diversity and inclusivity

We continue to invite diverse voices from international, governmental and local spheres to shape our decisions. By addressing concerns, sharing benefits fairly, and respecting the rights and culture of indigenous peoples, we are striving to build trust and foster social harmony in Namibia.

Responsible supply chain management

We aim to ensure that our suppliers and business partners uphold high ethical and environmental standards. We enforce regular audits and strict procurement policies, to help eliminate practices that contribute to environmental damage or human rights violations.

Research and innovation

To accelerate the transition toward sustainable mining practices, Swakop Uranium allocates resources to develop and implement innovative technologies to minimise waste generation, reduce water consumption, reduce power usage and optimise resource and production efficiency.

Contributing to economic growth

The *Husab Mine* has a significant stimulating impact on the local economy. In 2022, the Company injected over N\$3.2 billion into the local economy through local procurement, tax and royalties, employee salaries and benefits, as well as social investments. By creating employment opportunities, supporting local small to medium businesses, and respecting the cultural heritage of host communities, Swakop Uranium contributes significantly to poverty reduction, and inclusive economic growth.

Finally, I am resolute that the Company will meet its sustainable development goals in 2023, and this will greatly benefit all of our stakeholders.

Qiu Bin
Chief Executive Officer

About Swakop Uranium

Introduction

The northern region of Namib Naukluft National Park boasts the renowned *Husab Mine*, a world-class uranium producing powerhouse that ranks as the second largest globally in terms of drummed U_3O_8 production. Situated in the Erongo region of western-central Namibia, the *Husab Mine* is strategically positioned approximately 60km away from Walvis Bay, a major Namibian port.

Our History

2006

Registration of the Company

2012

Acquisition by CGN completed
Epangelo became a shareholder
EPCM contract signed

2013

Mine construction began

2016

First drum of U_3O_8 was produced

2017

Ramping-up started

2019

Crusher area and milling circuit passed performance test

2021

Total tonnes mined per annum exceeded 100 million tonnes for the first time

2022

From July to September, production of U_3O_8 exceeded 400 tonnes per month for a consecutive 3 months

Shareholding

Swakop Uranium, the operating company, garners robust support from its major shareholder in China, and enjoys the backing of the Namibian Government through its local shareholder, Epangelo Mining Company. In December 2011, Swakop Uranium acquired its Mining License 171, specifically granted for nuclear fuel extraction. Additionally, the Company undertakes exploration activities under two exclusive prospecting licenses, namely EPL 3439 and EPL 3138.

The construction phase commenced in 2013, followed by production initiation in 2016. Swakop Uranium's current projection for the Life of Mine extends until 2044, taking into account the expected lifespan of Zone 1 and Zone 2. Continued exploration is underway to extend the life of Mine.

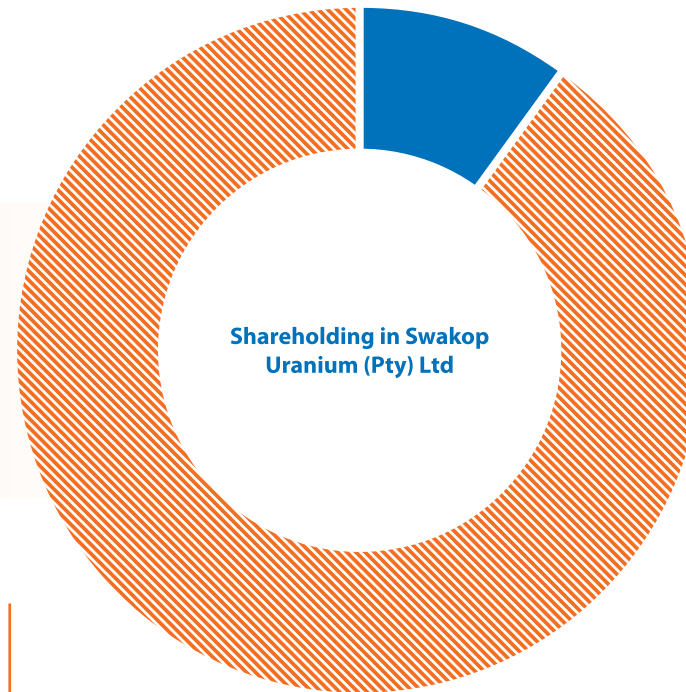
Epangelo Mining is a Namibian state-owned mining entity which holds 10% of the shares while Taurus Minerals, China General Nuclear Power Group (CGN) and China Africa Development Fund (CADFund) hold a further 90% of the investment.

Taurus Minerals, CGN and CADFund

90%

Epangelo Mining

10%



Our Vision, Mission & Core Values

Our mission:

To produce uranium efficiently and responsibly

Swakop Uranium aims to explore and produce uranium in a cost-effective and responsible manner for the development of clean energy, powering and preserving an environment featuring blue skies and clear water.

Our vision:

To be a world-class Namibian uranium producer

Swakop Uranium is aiming to build a world-class Namibian uranium company, with a strong focus on sustainability, social responsibility, profitability, operational excellence, and human capital development.

Core values:

Strict Compliance,
Prudent Decision-Making, Detail-Oriented,
Fact-Based Approach

Basic values:

Transparency, Respect,
Inclusiveness, Value-Orientation

It is the work attitude and the goal that we should adhere to at all times. By doing this, we ensure safety and quality, pursue excellence and fulfill our mission and vision.

Codes of conduct for management:

Role Model, Accountability,
Business Savvy, and Integrity

Codes of conduct for staff:

Disciplined, Diligent,
Dedicated, Developed

At Swakop Uranium, management should lead by example in whatever their staff are required to do, and staff are required to adhere to company policies, procedures, and work instructions.

Basic principles:

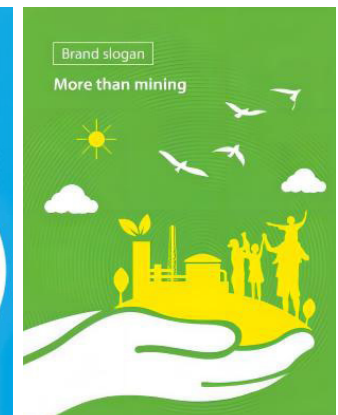
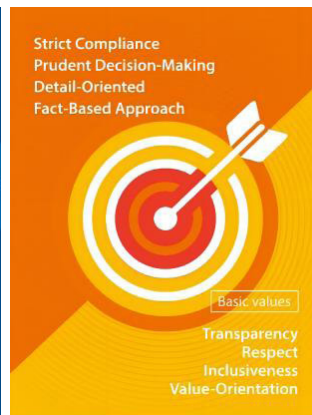
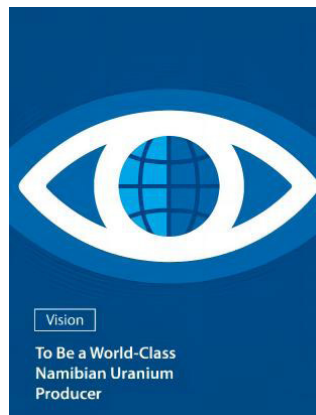
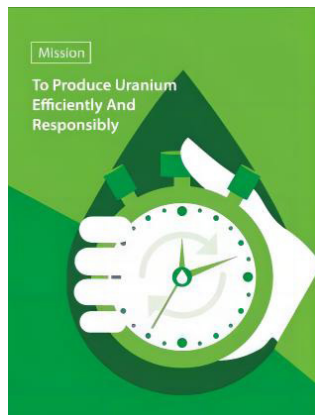
Safety First, Quality
Foremost, Pursuing
Excellence

We consistently follow these basic principles as our criteria and rules for all production, operations and management activities.

Brand slogan:

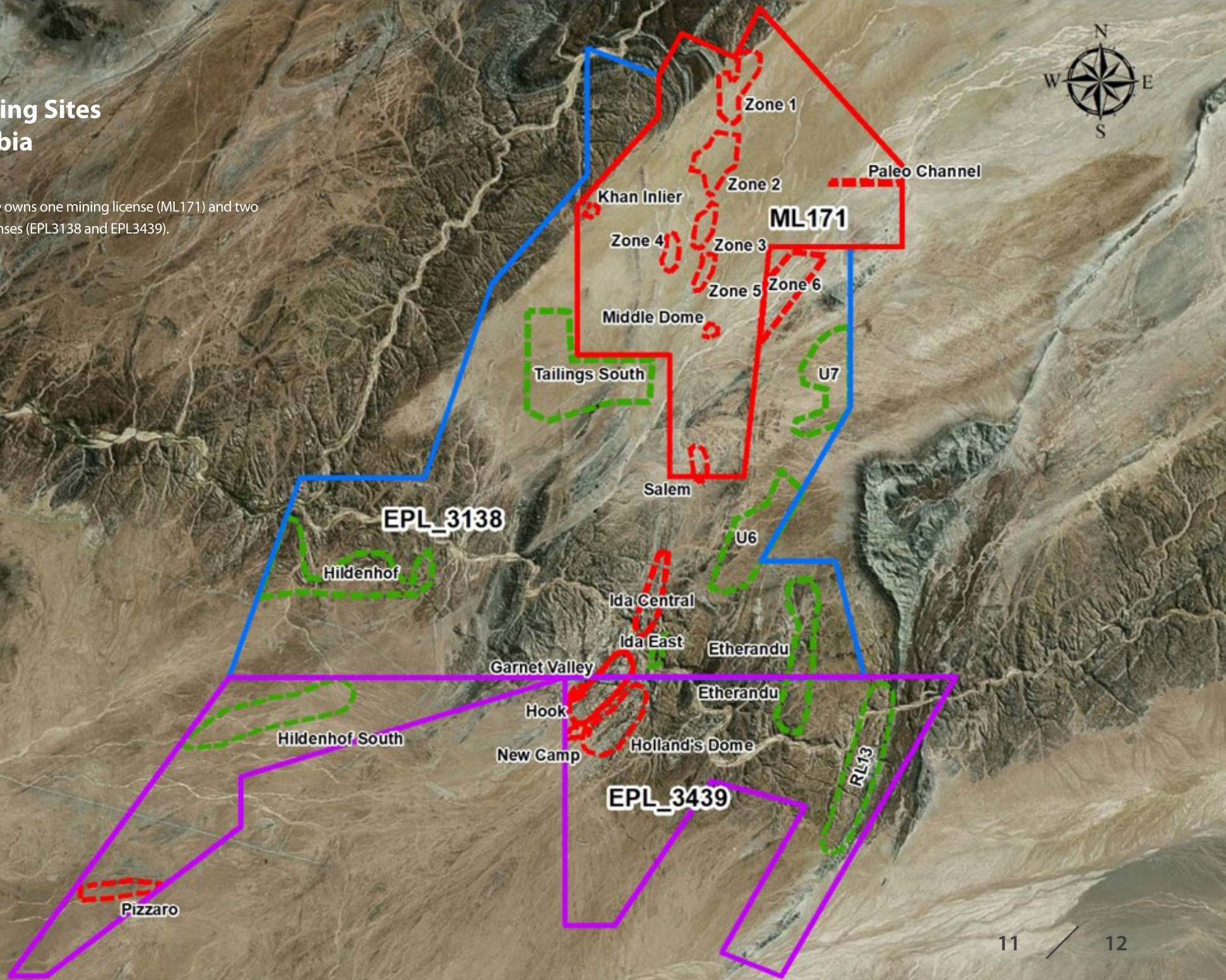
More Than Mining

Swakop Uranium is achieving much more than mining through efficient and responsible mining operation. The Company contributes to employee development, shareholder's interest, community growth, and international and national development programs.



Key Mining Sites in Namibia

The *Husab Mine* owns one mining license (ML171) and two exploration licenses (EPL3138 and EPL3439).



Comparison of Highlights and Improvements of 2022

01

Responded to Covid-19 effectively

02

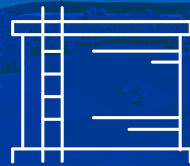
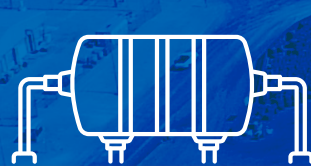
Signed a 3-year CONTOPS (Continuous Operations) agreement

03

Produced over 400 tonnes of U_3O_8 per month consecutively from July to September



HIGHLIGHTS



01

Water and power supply challenges to be addressed

02

Reliability of equipment to be enhanced

03

Balance of profit and loss to be achieved

04

Achieved the highest production of U_3O_8 in the past 3 years

05

Continued promotion of innovative techniques to improve production (e.g. truck scanner station introduced to achieve precise grade control)

06

Launched cost reduction initiatives and increased efficiency

07

Improved company image through different events (e.g. sustainability report launch, hosting of Inter Mines Sports Games, donations to local communities, partnership with local government bodies)



04

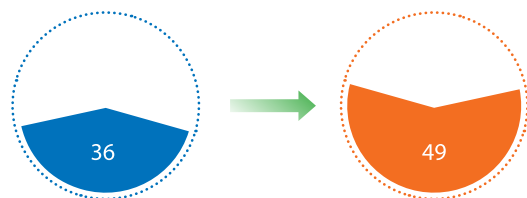
NOSA 4 star rating to be achieved for safety management performance

IMPROVEMENTS

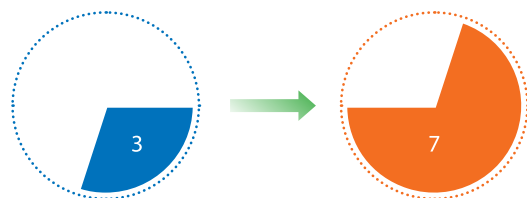
The Numbers for 2022 in a Nutshell

Health & Safety

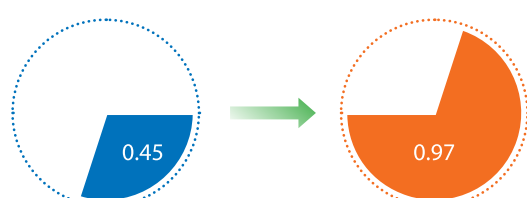
All injuries



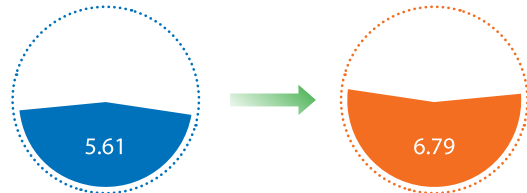
Lost Time Incidents (LTI)



Lost Time Incidents Rate (LTIR)



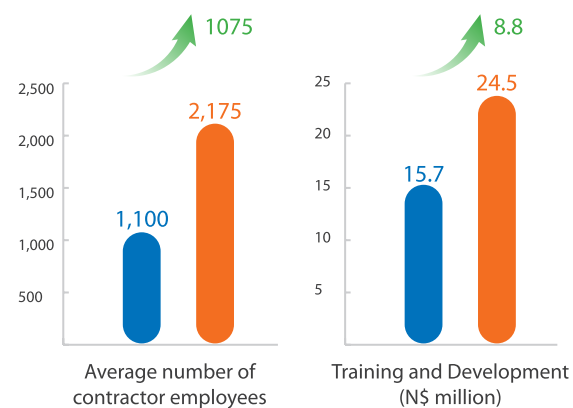
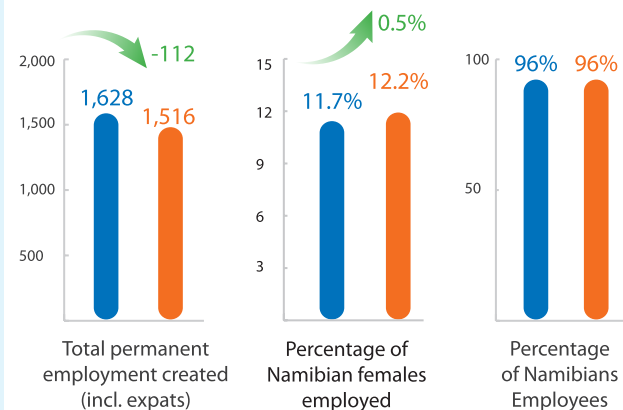
All Injuries Frequency Rate (AIFR)



■ 2021 ■ 2022

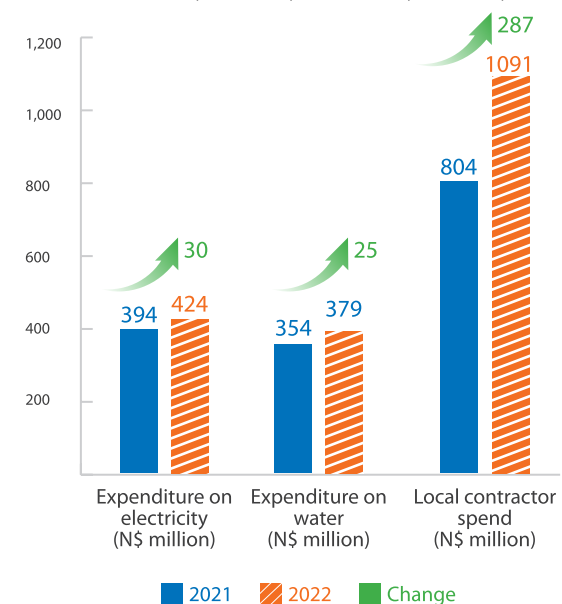
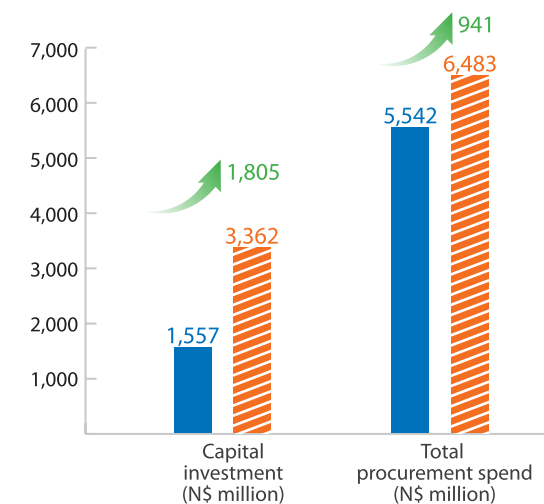
*LTIR& AIFR are 12 months in total

Employment



■ 2021 ■ 2022 ■ Change

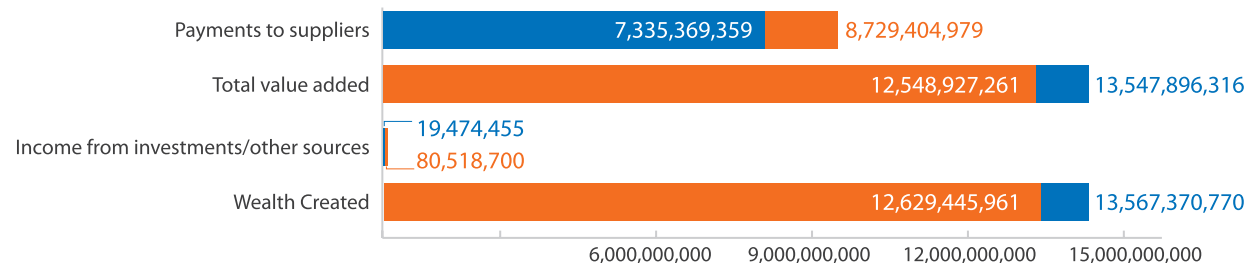
Financial



■ 2021 ■ 2022 ■ Change

Financial Value Added

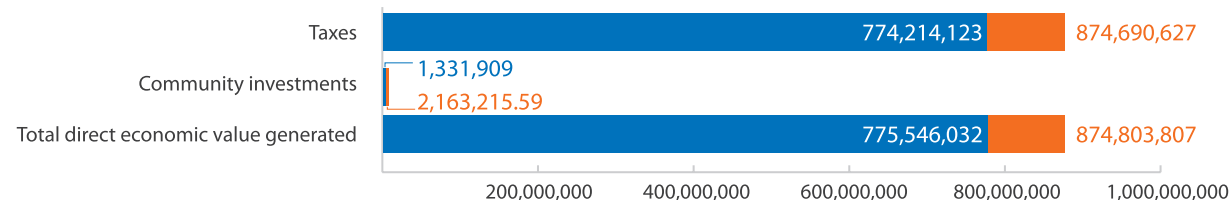
Value added (N\$) ■ 2021 ■ 2022



Direct economic value generated: Revenues (N\$) ■ 2021 ■ 2022



Payments to Government (N\$) ■ 2021 ■ 2022



Economic value retained (N\$) ■ 2021 ■ 2022



Production





5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



10 REDUCED
INEQUALITIES



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS

Corporate Management Approach

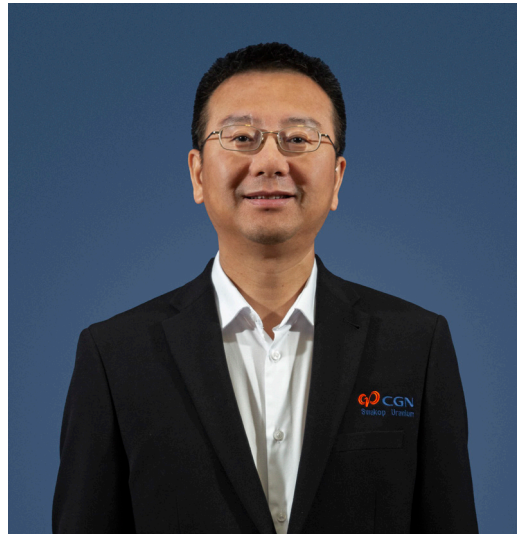
Our belief is that by integrating ethical behavior, social and environmental awareness, as well as compliance into our day-to-day decision-making, we can better improve both financial and non-financial performance.

We remain devoted to maintaining the high standards that we have set for the Company and its employees, and endeavor to enforce them on a daily basis.

Sustainable Development Committee



Chairperson
Inge Zaamwani-Kamwi



Committee member
Qiu Bin



Committee member
Eliphas Hawala

Executive Committee



CFO
Dong Hao



Vice President: HR & OOC
Patrick Chizabulyo

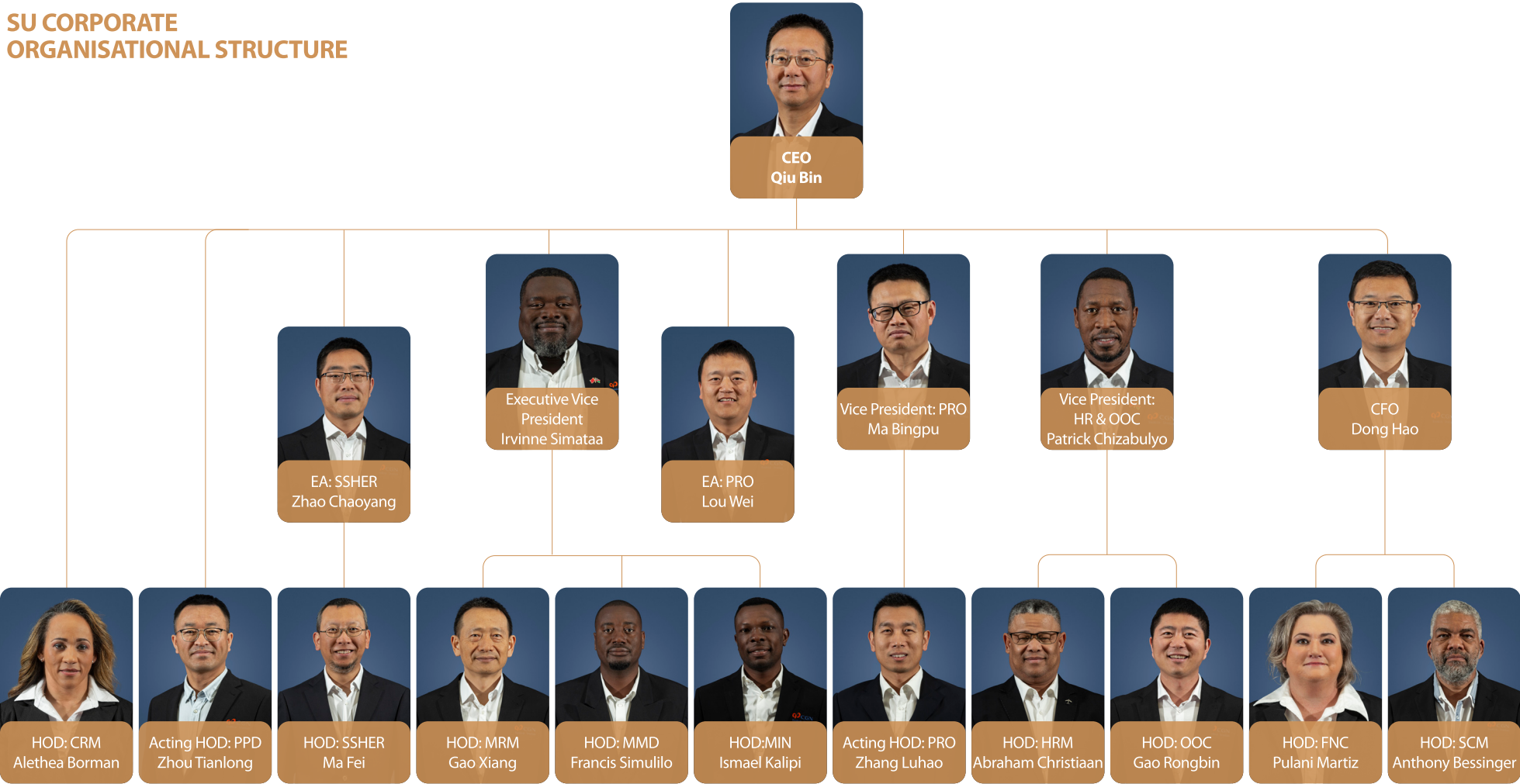
CEO
Qiu Bin

Executive Vice President
Irvinne Simataa

Vice President: PRO
Ma Bingpu



SU CORPORATE
ORGANISATIONAL STRUCTURE

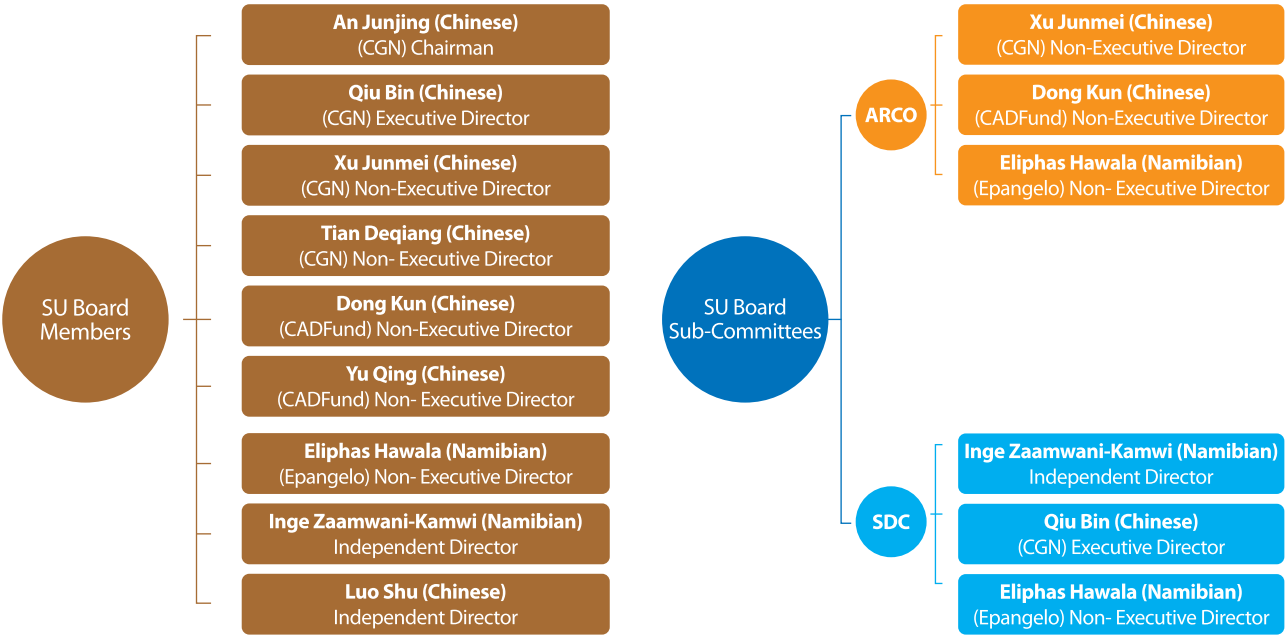


PRO	Processing Department	PPD	Planning and Project Department
MIN	Mining Department	SCM	Supply Chain Management Department
MMD	Mining Maintenance Department	FNC	Finance Department
SSHER	Safety, Security, Health, Environment and Radiation Department	OOC	Office of the Company
EA	Executive Assistant	HOD	Head of Department
CRM	Compliance and Risk Management	MRM	Mineral Resource Management
HRM	Human Resources Management		

Corporate Governance

Board of Directors

The Board of Directors at Swakop Uranium is made up of skilled and experienced individuals who are committed to the Company’s goals, values and aspirations. The nine-member board boasts diverse backgrounds and expertise across key industries.



To further strengthen our corporate governance, we have established two sub-committees of the Board. The ARCO and SDC assist the Board by providing oversight and guidance on specific areas of focus, whilst also ensuring that the Company operates in accordance with internationally recognized standards.



Business Ethics and Compliance

Swakop Uranium operates in an industry that is heavily regulated locally and globally. We aim to respond honestly to the expectations of our stakeholders. Our brand slogan “Strict Compliance, Prudent decision-making, Detail-oriented and Fact-based approach” direct us to conduct business lawfully and ethically.

The Company regards the integrity of our employees and associates as one of the essential elements for business success. We regularly provide ethics training to ensure that each corporate member understands and contributes to our corporate values.

To ensure a sustainable and responsible supply chain, suppliers and contractors that seek to do business with the Company undergo a detailed vetting process, and are subject to our Code of Ethics and anti-corruption management document, particularly concerning conflicts of interest.

0

Corruption incidents reported that impact the Company's goal



Regulatory Compliance

Swakop Uranium recognizes the importance of maintaining high ethical standards and compliance with all applicable laws and regulations to ensure the safety and well-being of its employees, the environment, and the local community. The interests of our employees and the public is of great significance to us. As such, much care and due diligence is applied to ensure that operational activities yield mutual benefits with zero harm to people and the environment.

We place great importance on Namibia's mining legislation, the Mining Charter, particularly its world-class comprehensive environmental regulatory framework. We adopt employment practices which are consistent with Namibia's labour laws. In addition, we remain bound by the laws of Namibia, including the Anti-corruption Act 8 of 2003 to counter bribery and corruption.



Case

Legal Register to guarantee strict legal compliance

The Company actively maintains a Legal Register which is published on its portal and is accessible to all employees. Awareness on the importance and use of the Legal Register are communicated at induction training as well as in Toolbox Talks.

An external GAP analysis report was prepared in 2021 with the aim of identifying any shortcomings to the Legal Register, and it has since been updated in 2022 based on the recommendations in the report. All our policies and management documents undergo a vigorous review process to ensure the Company remains compliant with the law.

Anti-corruption Management

It is our policy to conduct our business in an honest and ethical manner. We take a "zero tolerance position to all forms of bribery and corruption". We are committed to act professionally, fairly and with integrity in all our business dealings and relationships wherever we operate. Moreover, we implement and enforce effective systems to counter bribery.

The Company has enacted a well-planned management portfolio to regulate corrupt practices, which includes anti-corruption policies, administration bodies, documentation tools as well as review and promotion of activities on anti-corruption.



» General awareness campaign on anti-corruption

In 2022

100 %



Employees involved in the general awareness campaign on anti-corruption

0

Corruption cases reported



3

Training activities collaborated with Namibia's Anti-corruption Commission



Whistle Blowing and Grievance Management

At Swakop Uranium, we take our commitment to ethical and responsible business practices seriously. This is why we have implemented an internal whistleblowing system that allows confidential and anonymous reporting, empowering employees to report any incidences of wrongdoing without fear of retaliation or retribution.

Furthermore, we maintain a confidential Ethics Violation Tracker register, which provides insights on trends and areas where corrective measures may need to be taken. This helps us to continuously improve our whistle blower system and prevent economic crimes such as fraud, embezzlement, and corruption. In 2023, we will continue to strengthen our whistleblowing system to ensure that we operate with the utmost integrity and transparency.

0

Significant reports of wrongdoings after ethics trainings and awareness campaigns



Risk Management

To ensure effective oversight and alignment with compliance requirements, we have established a Compliance Committee to supervise and guide all business units, ensuring their operations adhere to the necessary compliance standards.

By implementing these robust frameworks, Swakop Uranium demonstrates its commitment to maintaining a proactive and disciplined approach towards risk management.

Total Risk Management Procedure

Aligned with Namibian laws and regulations, Swakop Uranium has implemented a comprehensive Total Risk Management Procedure that undergoes regular review. This procedure encompasses the necessary risk management frameworks and embraces our unwavering dedication to ethical principles that form the cornerstone of our business practices. It stands as a remarkable testament to the Company's steadfast commitment to conducting business with the utmost ethical integrity.

In addition, a yearly risk management report is generated, providing a comprehensive overview of our risk management efforts. This report undergoes rigorous review and approval by both the Board of Directors and the Audit and Risk Committee, guaranteeing a high level of scrutiny and accountability.

Crisis Management Plan

Crisis Management Plan (CMP) ensures the robustness of our operations and the capability to effectively navigate crises. It provides a strategic framework for addressing potential crisis or emergency situations.

The CMP addresses several key aspects:



Identification of possible emergency or crisis situations, enabling proactive measures and timely response.



Implementation of counter-measures to prevent crisis occurrence and minimize their impact



Allocation of clear responsibilities and authorities amongst key CMP stakeholders, ensuring effective coordination and decision-making.



Provision of adequate resources to implement the CMP.



Utilization of relevant tools, methods, and criteria for identifying and managing emergencies and crises.



Collaboration and interface with external parties managing crisis and emergency with response plans, ensuring synchronized efforts and alignment in times of adversity.

Security Management Plan

The Security Management Plan is a key component of risk management for Swakop Uranium. The plan is updated regularly to align with new mining practices, projects, processing methods, and regulatory changes.

All operations officials comply with this plan to ensure that all staff members fully support its implementation. The CEO of Swakop Uranium holds strategic ownership of the Security Management Plan, emphasizing the Company's commitment to security measures.



Human Rights Protection

At Swakop Uranium, we are proud to fully embrace the principles of human rights and labour laws ratified by Namibian and international treaties. We believe that respecting human rights and promoting inclusiveness is important and not just a responsibility.

Our Principles

We uphold the protection of human rights in high esteem and always conduct our business in strict accordance with internationally recognised standards, namely:

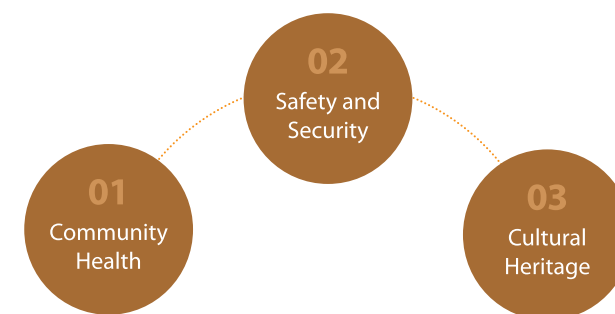
- The Universal Declaration of Human Rights adopted by the UN in 1948;
- The fundamental conventions of the International Labour Organization (ILO);
- The public international law of Namibian Constitution

We have incorporated these principles and standards into our daily operations, ensuring that everyone is treated with respect and dignity, regardless of their origin, nationality, ethnicity, religious beliefs, language, culture, or any other personal characteristic. The Company's recruitment procedure management documents expressly prohibit the employment of people under the age of 18 years old. We believe that children should not be exploited economically or forced to participate in hazardous work etc.

As a non-OECD mining project, the Company has adopted the Equator Principles, a set of voluntary guidelines that ensure that our mining operations appropriately consider the associated potential impacts on the natural environment and the affected communities.

Our Method

In our Environmental Management Plan (EMP), through our contract with the Government of Namibia, and various Environmental Impact Assessments (EIAs), we have adopted many performance standards in our on-site management systems and procedures in the following areas:



The Company has developed a draft Vendor Code of Ethics which it hopes to adopt in the near future that will address more specifically, human rights compliance aspects relating to suppliers and contractors. The interim suppliers and contractors undergo a vigorous vetting process.

0

Violations on the rights of indigenous peoples



» The management signing Performance Contracts to symbolize a commitment to achieving their personal and Company's annual targets



Production: Responsible Mining

At Swakop Uranium, we aim to uphold responsible and sustainable practices in the mining industry. We adhere to all relevant regulations, laws, and international standards throughout the exploration process. This allows us to fuel the economy while minimising any potential negative impacts on our local communities and ecosystems.

To fulfill our responsibility, we employ a comprehensive set of measures and protocols during exploration activities. These include in-depth environmental impact assessments, stakeholder engagement, and continuous monitoring and evaluation of our operations. Furthermore, we uphold our “More Than Mining” principle, striving to seek innovative solutions to address environmental challenges associated with exploration.

Compliant Exploration

As part of our commitment to the health and longevity of our business, we prioritize compliant exploration in all our areas of operation. This serves as the foundation for our responsible mining approach. The *Husab Mine* owns one mining license (ML171) and two exploration licenses (EPL3138 and EPL3439). Our total resource is approximately 310.9 kt U_3O_8 , with only Zone 1 and Zone 2 in the mining stage.

EPL3138 Exploration

- Zone 6
- Ida Deposit
- Tailings South
- U6 and U7 Targets
- Fieldwork
- Ida-North extension
- Environment rehabilitation

EPL3439 Exploration

- Holland's Dome
- Environmental Rehabilitation

Exploration Activities Planned For 2023

- EPL3138
- EPL3439

In 2022, The total mining output of *Husab Mine* was approximately 1 10 million tonnes, with **10.617** million tonnes of ore extracted, **97** million tonnes of grinding, and **3,959** tonnes of U_3O_8 produced.

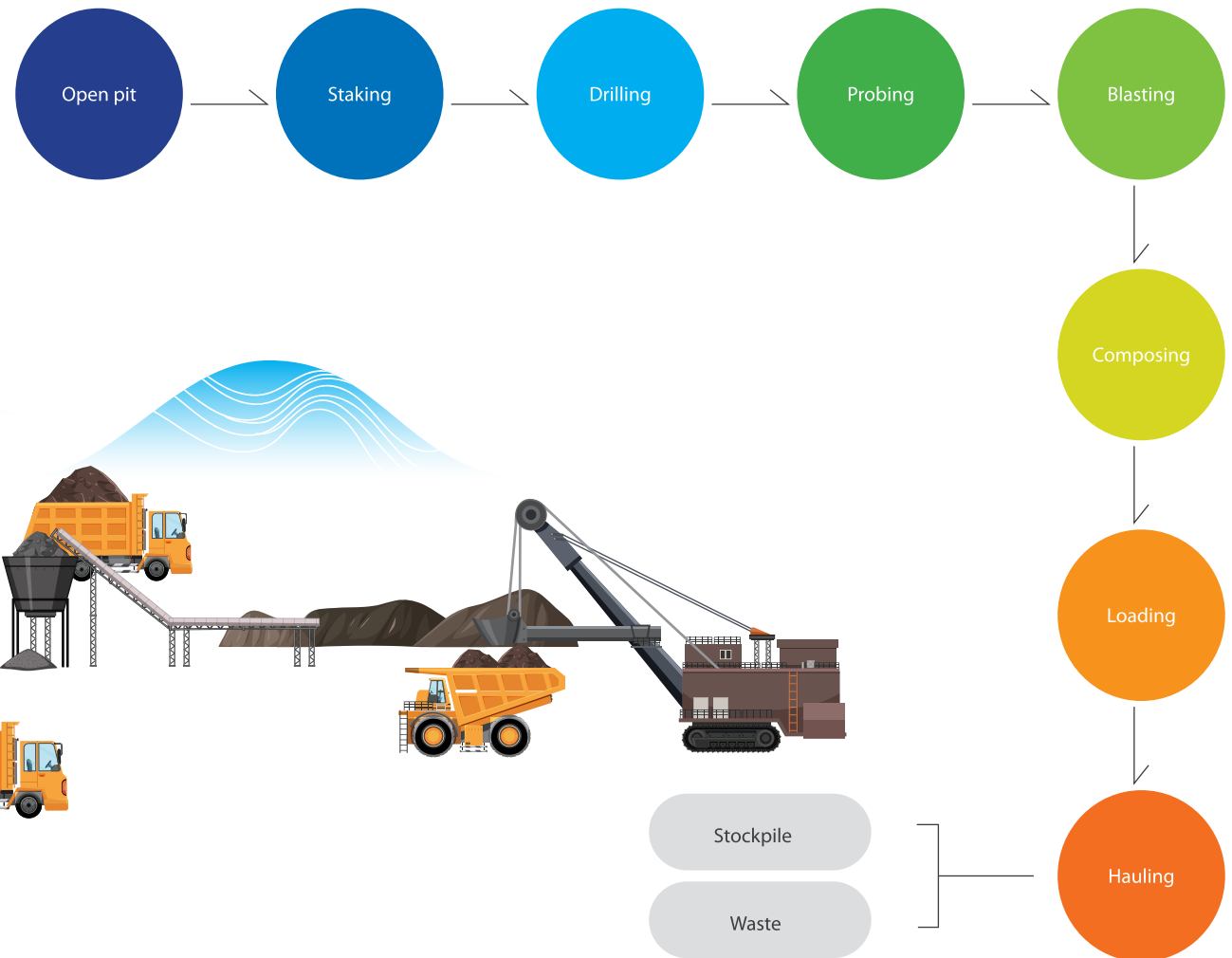


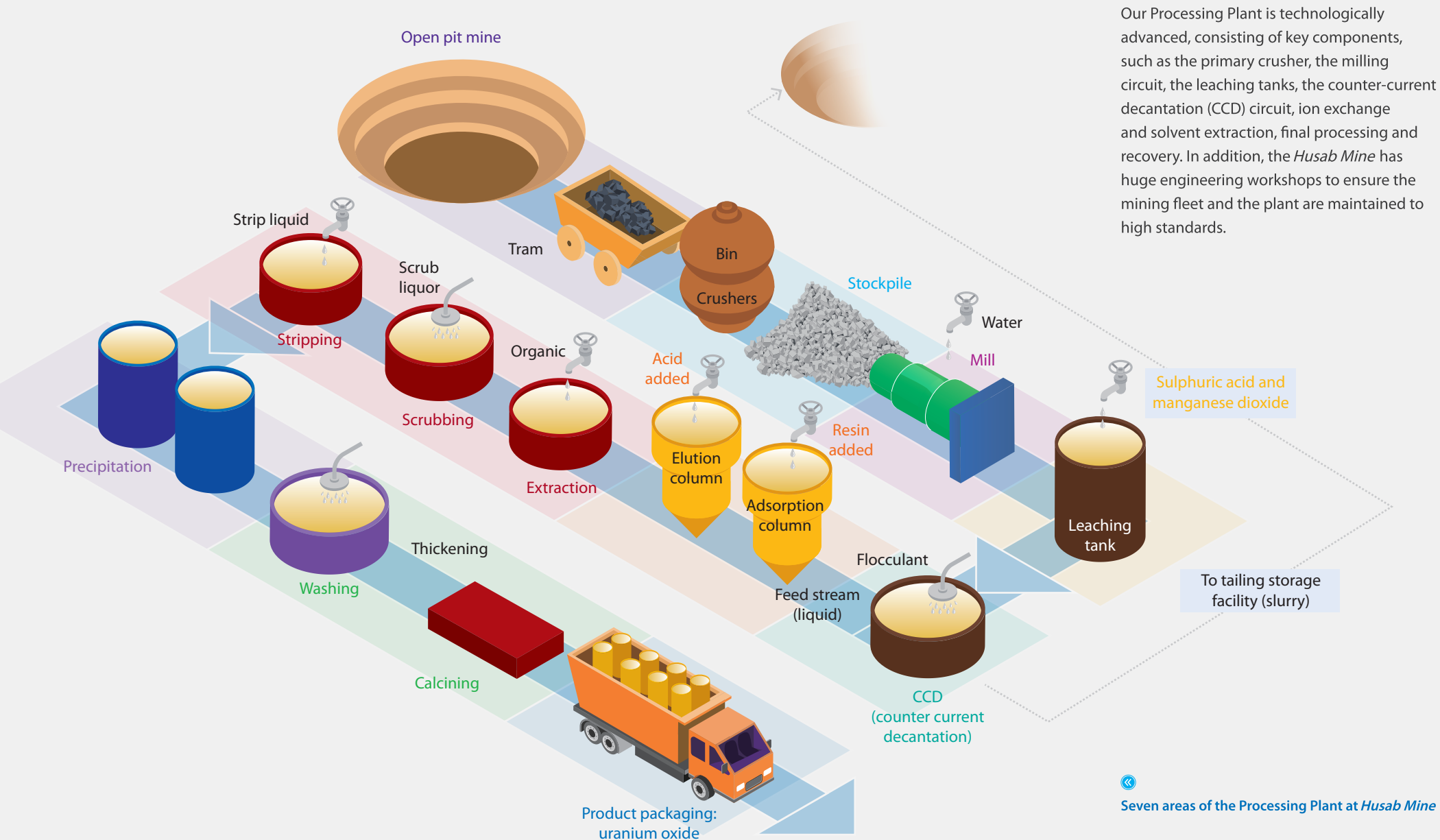
Standardized Mining Process

Conventional truck and shovel open-pit operation

Our standardized mining process follows rigorous guidelines and best practices to minimize environmental impacts and maximise resource recovery. From exploration to closure, every stage of the mining operation is meticulously planned and executed, considering various factors, including environmental protection, employee safety, and community engagement.

Mining process





Our Processing Plant is technologically advanced, consisting of key components, such as the primary crusher, the milling circuit, the leaching tanks, the counter-current decantation (CCD) circuit, ion exchange and solvent extraction, final processing and recovery. In addition, the *Husab Mine* has huge engineering workshops to ensure the mining fleet and the plant are maintained to high standards.

« Seven areas of the Processing Plant at Husab Mine

Innovative Techniques

The Company remains devoted to incorporating new techniques and tools into our mining operations to improve mining efficiency, enhance workplace facilities, reduce environmental impacts, and avoid on-site operating dangers. We hope to use the innovative technologies to constantly appease our people and our community.

SAG Mill Smart Control System

The *Husab Mine* has acquired a SAG Mill Smart Control System to optimise the milling circuit. The mine has also recently started using INSAR Sky Geo Satellites Surveillance system at the tailings storage facility to track evolving tailing management parameters.

Re-designing the Waste Dump Facility

In 2022, Swakop Uranium's mining department embarked on a redesign of the Waste Dump facility, extending the riverbank to accommodate the new eastward footprint. By doing so, the Company reduced the new dump's height from 270m to 150m, covering a 5km reach of the Husab River (an ephemeral drainage line).

This effort brought numerous benefits, including improved geo-technical stability and dumping efficiency. In addition to reducing visual and dust pollution, the project led to a reduction in equipment fuel usage, contributing to an overall reduction of our carbon footprint.



01

**Trench
excavation**



02

**Widening of
trench**



03

**Green-cells
& soilcrete**

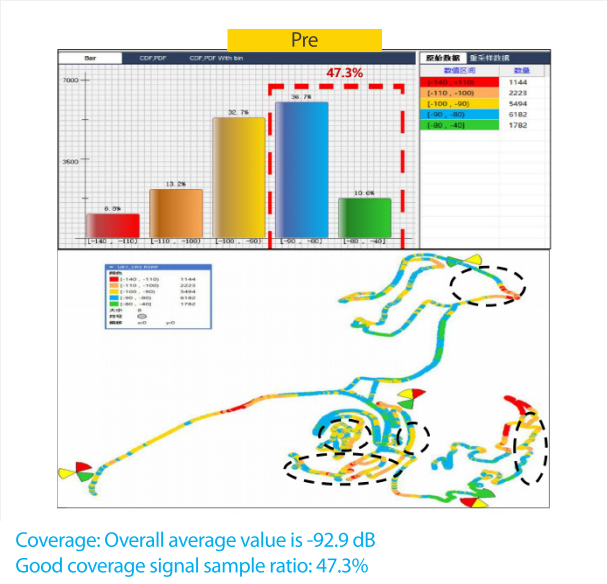


Network Boost to Improve Overall Production Efficiency

To support the functionality of the fleet management system, we upgraded our network in 2022. Any fleet management system relies on a network to transfer data. Fleet management systems are used to ensure mining optimization by reducing delays and waste in the mining process. In essence, areas that require efficiency improvement are monitored by the fleet management system in real time.

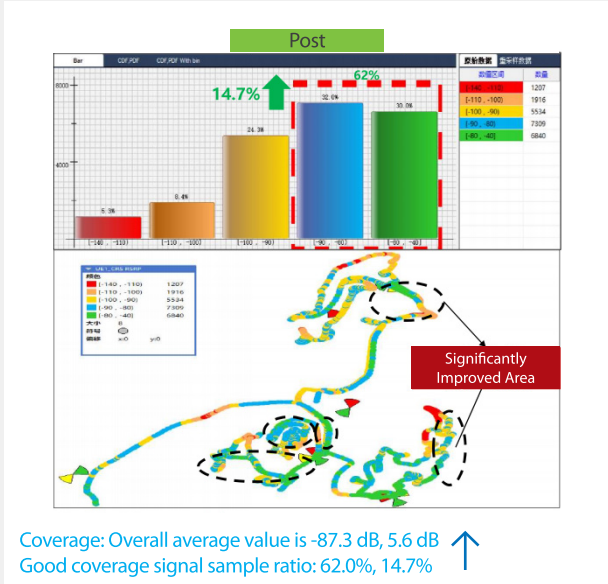
By knowing operations in real-time via the network, the Mining department is able to deliver material of high quality to the plant. If the quality of material varies, early communication with the plant allows processing to change plant parameters or regents to accommodate this material which in turn improves the quality of the product. Decisions were delayed under the previous reporting methods because there was often a lag in data deliverance, processing and computation. The system was also susceptible to human error.

A good network is the back-bone of any Fleet Management System. This new network has improved communication for mining operations and all downstream processes, including maintenance and machine performance with real time preventative maintenance in place through applications such as “MineCare”. We can also safely manage the activities due to our ability to track the speed of our trucks in real time. Electronic maps are also useful for surveying as opposed to past manual processes.

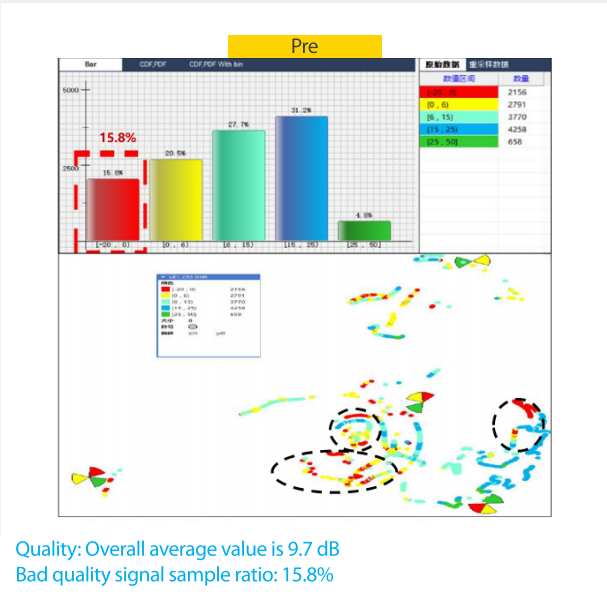


Coverage: Overall average value is -92.9 dB
Good coverage signal sample ratio: 47.3%

Good coverage signal sample ratio improved from 47.3% to 62%

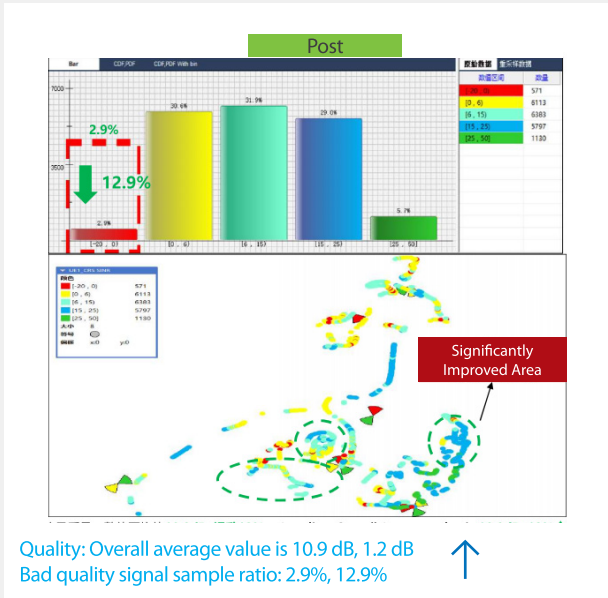


Coverage: Overall average value is -87.3 dB, 5.6 dB ↑
Good coverage signal sample ratio: 62.0%, 14.7%



Quality: Overall average value is 9.7 dB
Bad quality signal sample ratio: 15.8%

Bad quality signal sample ratio reduced from 15.8% to 2.9%



Quality: Overall average value is 10.9 dB, 1.2 dB ↑
Bad quality signal sample ratio: 2.9%, 12.9%



Quality Assurance

Swakop Uranium takes great pride in delivering exceptionally high-quality products. Our Quality Assurance Program ensures that our stringent quality standards are consistently met. This approach significantly minimises losses, reduces re-work, and increases client satisfaction.

Quality Certification

Swakop Uranium has maintained its Quality Management System certification, which is based on ISO 9001:2015 standards requirements, and strives for continual improvement.

Quality Assurance Process

The quality assurance processes are detailed in the overall Quality Management System, and are defined in the Company's Quality Assurance Program, which emphasises the relevant processes to be controlled, standardised, documented and monitored.

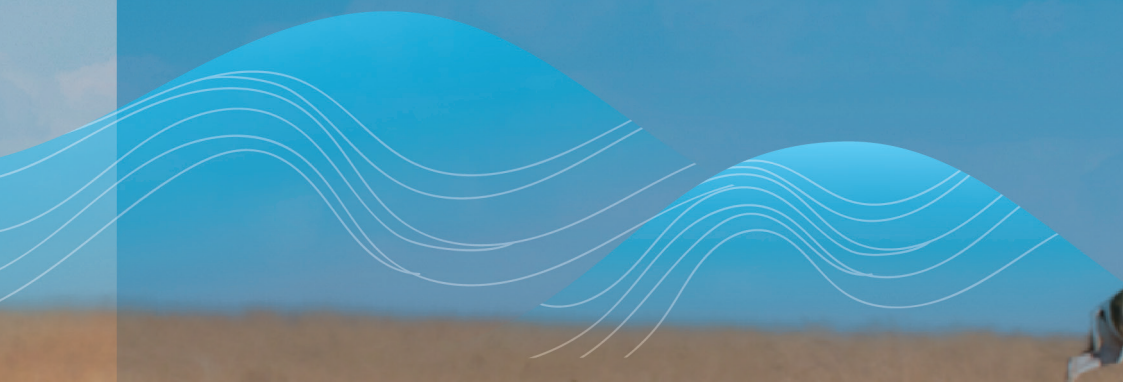
We have developed well-formulated policies, procedures and Work Instructions that are frequently revised to ensure suitability and promote confidence of consistent product and/or service output that meet expectations of customers and stakeholders.

Our Quality Management System is subject to frequent reviews, inspections and audits, to determine overall system suitability,

adequacy and effectiveness, and the outcome helps us improve the system to be more robust and pro-active.

The quality-related incidents and non-compliance incidents were reduced from 29 cases in 2021 to 20 in 2022.





Planet: Green Mining

In the pursuit of sustainable mining practices, our commitment to environmental stewardship shines brightly. At Swakop Uranium, we recognize the pivotal role that responsible environmental management plays in the mining industry.

Our efforts extend beyond mere compliance; we aim to be leaders in sustainable mining practices. We strive to reduce water consumption, protect biodiversity and integrate renewable energy sources into our operations. We firmly believe that a thriving environment is the cornerstone of sustainable mining.



Environmental Management

Environmental management is the control of human activities to avoid or minimise the negative effect on the natural environment. Complying with national and international requirements regarding the environment and minimising the impact of mining in the National Park has been our mission for many years. Since the *Husab Mine* is situated in the northernmost part of the Namib Naukluft National Park (NNNP), Swakop Uranium continuously improves environmental management strategies.

Swakop Uranium ensures the following in our environment:

- No pollution (of air, ground/earth and water).
- Impact on the natural environment is minimised.
- Uranium ore is mined and processed in a sustainable manner.
- The people living in the environment are healthy.

Our Approach to Green Mining

The Environmental Team has been involved since day one with exploration and mining activities, as stringent baseline conditions and commitments need to be met in line with the Environmental Management Plan (EMP) requirements. The EMP is a legal binding document ("contract") with the Government of Namibia and all compliance, bio-physical and biodiversity monitoring strategies or programs have been approved. Where legislation is lacking, best practice is incorporated into these plans.

Environment Management Plan

The *Husab Mine* Environment Management Plan (Amended 2021) includes additional/amended management and mitigation measures associated with the proposed changes to the mine including the Proposed Heap Leach Facility. The specific recommendations of the Husab EMP and the Explorations EMP, where applicable, are described in the Operations Environmental Management Procedure SU-SHE-ENV-DD-01.

In 2022, the environment section sought the service of an independent environmental consultant to perform an internal audit on the mine's compliance to the EMP.

SU ensures the commitments made in the EMP are implemented through the following:

- Regular inspections and auditing compliant with this EMP and any other relevant legal requirements e.g., permits and authorizations;
- Conduct environmental awareness training during induction training and on an ad hoc basis thereafter;
- Conduct scheduled monitoring, as well as any additional monitoring, required by permit and authorisations issued to Swakop Uranium by relevant authorities;
- Ensure compliance to this EMP, permits and authorisations issued to Swakop Uranium by relevant authorities;
- Submit required information to relevant authorities such as reporting related to monitoring and with regard to compliance with the EMP, permit and relevant authorisations;
- Liaise with Swakop Uranium Management and various external stakeholders such as authorities and interested and affected parties on environmental management (where required);
- Swakop Uranium environmental management system is certified to standards of ISO 14001:2015.



Case

Supporting National Park Clean-up Campaign

Swakop Uranium donated N\$50,000 worth of wheelie bins, water containers, wheelbarrows, gloves, refuse bags, reflective vests and sun hats to the Ministry of Environment Forestry & Tourism towards the National Park Clean-up Campaign. We value our shared responsibility towards the environment.

During the handover of the items, the Head of Finance at Swakop Uranium, Pulani Maritz said, "The preservation of our natural environment is of great importance to us, and the Company places a high value on sound environmental management. We

value our shared responsibility towards the environment. It is our hope that our contribution can make a difference in keeping our parks clean."



Routine Environmental Management

Noise and vibration

The environment section acquired a noise and vibration monitoring device in line with SU's commitment to monitor the impact that mining activities have had on the environment since 2015. Noise and vibration monitoring is done at several sites on a weekly basis, with a minimum of four blasts recorded a month at different monitoring sites, to monitor both internal and third-party potential impacts. This is done on a rotation basis in order to cover all the monitoring sites. To date, the monitoring data have shown that noise and vibration emissions have consistently been under the prescribed limits.



➡ Waste recycle management on the Mine

Waste management and segregation

Swakop Uranium has formulated stringent waste management methods based on international and Namibia's national standards. Waste is managed in a manner that ensures the protection of water, soil and air. An effective waste management system is being implemented on the *Husab Mine* whereby the waste is colour-coded and labelled appropriately and disposed of. The measures taken to ensure the above include:

All waste is separated to limit pollution and to limit costs incurred by landfills and removal companies. All non-mineralised waste is classified into the following:

- Non-hazardous and non-radioactive waste;
- Hazardous & non-radioactive waste;
- Medical waste, hazardous and
- Radioactive contaminated hazardous and non-hazardous waste.

Disposal occurs off-site at Walvis Bay & Swakopmund Landfill sites or Rent-A-Drum Recyclable Facility. Mineralised waste & radioactive waste that cannot be "cleaned" is disposed of onsite. Certain materials are stockpiled as salvageable, to be reused at a later stage by operations.

The following principles are applied:

- **Minimisation:** reduce the amount of waste generated through planning, design, use of approved suppliers, controlled procurement, separation etc.
- **Reuse and recover waste:** as far as practical, waste must be reused. Packaging materials should, for example, be returned to the supplier. If reuse is not possible, reusable materials must be recovered and sent to recycling facilities.
- **Treatment:** whenever required or if possible, treat any waste to reduce risk to the environment.
- **Disposal:** where none of the above is achievable, then waste must be safely disposed of at well-managed and controlled waste disposal sites.

The annual *Husab Mine* clean-up campaign was successfully carried out on 11 November 2022 and a total of 1200kg was collected which consisted of various types of waste.



Radiation monitoring

Swakop Uranium maintains radiation monitoring during its operations and sets different monitoring frequencies for different testing locations.



Starting from 2016, soil sampling of heavy metals and radionuclides is conducted every 2 years, to monitor changes to the natural soil conditions and potential pathways concerns.



Radionuclides are tested annually in the groundwater boreholes.



Metals are tested quarterly for fall out dust and monthly of the PM10 filter.



All steps are taken to ensure compliance with regards to radiation monitoring.

Climate Change Response

Air quality management

In order to control Swakop Uranium's emissions, air quality monitoring is required to determine where permitted levels are exceeded, or of concern, remain within legal limits. It also provides necessary recommendations and implement mitigation measures to reduce or limit unwanted emissions. Swakop Uranium's environmental section through the assistance of suitably qualified and certified consultants have developed an extensive network of strategically selected points for air quality monitoring. Air quality monitoring also provides data for the Erongo Region in relation to the Strategic Environmental Management Plan (SEMP) objectives.

It's important to note that Swakop Uranium remains committed to ensuring air quality compliance.

The air quality monitoring program consists of:

- Fall Out Dust Bucket Monitoring: Comprises 35 monitoring sites, referred to as dust buckets. The dust buckets are cylindrical containers exposed for one calendar month.
- Passive Sampling Monitoring (PSD): PSD exposure campaigns are conducted 3 times a year at pre-determined times of the year, confirmed by the air quality consultant.
- Volatile and Non-volatile Acid Sampling: This sampling exercise makes use of air sampling pumps and detachable filter cartridges. Acid mist monitoring campaigns are conducted 3 times a year; at pre-determined times of the year, confirmed by the air quality consultant.
- MET One E-Samplers: Four MET One E-Sampler stations, with Meteorological (MET) components, were installed and commissioned on site during November 2019 by Argos Scientific Technicians. Each station communicates the data logged in the field to the Argos Scientific server via the station's router and sim card, allowing for "real-time" data to be accessed online.





Clean Energy use

In terms of climate change and energy usage, Swakop Uranium currently generates up to a maximum of 15 MW power from its acid plant, which is an environmentally friendly process. Additionally, Swakop Uranium recently erected a 12 MW Solar Plant at the Husab Plant, in a drive towards clean energy production.

Through the setup of the solar plant at the *Husab Mine*, the company aims to become self-sufficient in its energy requirements. We will continue to explore further opportunities for clean energy in partnership with the Namibian government energy regulators.

Besides the obvious benefit of securing safer, renewable, and more sustainable energy sources, Namibians will benefit from clean energy in the following ways:

01

Increased job opportunities as more clean energy sources are used. Moreover, more jobs per megawatt are created through renewable energy production compared to non-renewable production.

03


Reduced carbon emissions, and a safe living environment for current and future generations.

02

Increased social and economic upliftment opportunities in the operating regions, and skills transfer.

04

Reduced energy costs worldwide as energy demands rise.



Water Resource Management

Water procedures

Swakop Uranium attaches great importance to the use of water resources and has established procedures for strict monitoring and management. We have a procedure for raw water permutations on running the plant that aligns the water usage at various times when there is Namwater inflow and at times when there is no Namwater inflow. In addition, we also have a procedure that regulates the operations and return of decant and seepage solutions back to the plant as part of the water recycling process.

Water use and effluents

We also design a series of projects to protect water resources and improve water use efficiency. Following are water conservation and improvement projects that SU plans to implement the following:

- Recycling of the steam water at Acid Plant by recovering up to 26,933 tonnes of condensate water per year is currently being lost to the atmosphere.
- Supplementary Potable Water Tank of 3,629 m³ capacity to sustainably supply the *Husab Mine* with potable water for 7 days during Namwater Shutdowns.
- Reverse Osmosis Plant to purify potable water to 3,780 litres of drinking water per day in order to eliminate buying bottled water from town and the carbon footprint of transporting the bottled water to the site.
- Additional Demin Plant to supply 31 m³/h of Demin water to the Final Product Recovery Circuit in order to eliminate the carbon footprint of transporting Demin water from the Acid plant to the Final Product Recovery Circuit.

Swakop Uranium is compliant to the management of water according to national policies.

Ecological Management

Human activities have a huge and long-term impact on ecosystems. Swakop Uranium is acutely aware of the challenges posed by ecological change and is actively seeking solutions in biodiversity conservation and post-mining management.

Biodiversity Conservation

The *Husab Mine's* area of operation falls within the Namib Naukluft National Park, Africa's largest conservation area, and the fourth largest in the world. The word "Namib" might mean "open spaces". This natural environment has a rich and robust, but at the same time very sensitive, ecosystem.

Given this precious environment and sensitive ecosystem, Swakop Uranium operates in this environment with the necessary care and responsibility from the onset. Taking care of the natural environment is therefore not only a matter of compliance but is embedded in the culture of the Mine and the way we do things.



Biodiversity action plan

Swakop Uranium is fully aware of the significance of biodiversity for environmental sustainability. The Husab Environmental Management Plan and a range of procedures are developed to protect biodiversity. The following are procedures for different species and relevant standards/regulations followed:

Procedures	Subscribe to
<ul style="list-style-type: none"> ○ Biodiversity and Land Use Management Procedure SU-SHE-ENV-DD-21 	<ul style="list-style-type: none"> ○ ISO 14001:2015
<ul style="list-style-type: none"> ○ Alien and Invasive Fauna & Flora Management SU-SHE-ENV-DD-11 	<ul style="list-style-type: none"> ○ Environmental Management Act 7, of 2007 and Regulations, 2012
<ul style="list-style-type: none"> ○ Topsoil Management SU-SHE-ENV-DD-07 	<ul style="list-style-type: none"> ○ Namib Naukluft National Park Rules & Regulations
<ul style="list-style-type: none"> ○ Land Disturbance Procedure SU-SHE-ENV-DD-09 	
<ul style="list-style-type: none"> ○ Fauna and Flora Handling SU-SHE-ENV-DD-12 	<ul style="list-style-type: none"> ○ Nature Conservation Amendment Act, 1996

Species protection

To better practice species protection, we conducted a Biodiversity Environmental Baseline Impact Assessment during the feasibility stage of the mine. Based on this study, measures were instituted to mitigate the impact of operational activities on the local and regional environment.

In addition to protecting fauna and flora around the mine, Swakop Uranium constantly creates awareness through digital slides, clean-up campaigns and commemoration of important environment days such as World Earth Day. Protection of fauna and flora is further enforced by ensuring strict adherence to the Environmental Procedures that are in place as well as compliance with the Namib Naukluft National Park rules by all employees and contractors and visitors.

With the guidance of biodiversity specialists, areas of high sensitivity and biodiversity were identified within the EPLs and ML perimeter. These No-Go areas essentially serve to protect ecologically important areas for conservation. The approach is not on single species management, but instead the identification of various habitats and assigning of sensitivity ratings.



Biodiversity monitoring

Based on the Welwitschia baseline study, the environment section carries out a long-term monitoring program. As a minimum, the monitoring includes the following:



Measuring the reproduction dynamics and monitoring in sample populations both within and outside the mine area.



Monitoring population size and dynamics using appropriate and tested techniques.



Monitoring plant health and vigour, using appropriate tools and techniques, especially where upstream flows of water are either blocked or re-routed.

Monitored Aspect

Welwitschia Leaf Growth Monitoring

Welwitschia Cone Production Monitoring

Welwitschia Leaf Growth Monitoring

Welwitschia Growth Monitoring

Task Summary

Conduct characteristics measurements on the selected plants

Conduct cone production monitoring (i.e. cone count and/or estimate) on the selected plants

Conduct characteristics measurements on the selected plants

Conduct photographic monitoring on the growth progress and status of the 2022 Welwitschia seedlings

Facilities and Monitoring sites

4 x Welwitschia Sites or 80 individual plants

4 x Welwitschia Sites or 80 individual plants

2020 PRO Plant Welwitschia Site or individuals

2022 PRO Plant Welwitschia Site or 13 individuals

Monitoring Frequency

Monthly, between the 21st -25th of the month

Annually (Feb - March), sync with leaf growth monitoring

Monthly, between the 21st -25th of the month

Weekly, preferably on Friday mornings



Case

Immanuel Kalomo's experience counting the *Welwitschia mirabilis* at the plant

Question: Tell us about your career progression at the Mine.

When I (first) started, it was more like the drilling parts and exploration. I joined the team of sample control. So once the guys took the samples (after) drilling, you had to make sure that everything is in, let's say samples 1 – 100. We had to make sure that we have those samples. We did the data works and then we had to send them to South Africa. That time we still (sent samples) to South Africa. So, I was doing sample control. I think I only did it for two months and then a project of our *Welwitschias* came up.

We have a lot of *Welwitschias* around the site so one of the requirements (was that) we needed to know how many *Welwitschias* are onsite and in what condition. I started that project of counting the *Welwitschias*. We had to count, name and give each plant an ID number, and also check its gender, (and its) condition. Even if the plants (were) dead or whatever, we had to count them. We have counted about 53,000 *Welwitschias* site-wide. I was doing that project until (the official) mining started. After that there was a vacancy that came up for an Environmental Monitoring Assistant. I applied for it and that's what I'm currently doing.



» Observing and protecting the rare plant *Welwitschias*

Optimizing construction routes to protect rare *Welwitschia mirabilis*

The *Welwitschia mirabilis* is the only herb plant in the world that never sheds leaves and has the longest life. It is the national flower of Namibia and is called the “living fossil” of the plant world. According to the original construction plan of the mine's permanent water supply pipeline project, 100 *Welwitschia mirabilis* of more than 1,000 years old on average needed to be transplanted. Therefore, we made several optimizations to minimise the impact on the rare plant.

Apart from *Welwitschia* monitoring, the environment section also monitors:



Alien and invasive fauna and flora species



Animal sightings



Animal death incidents, which are reported to MEFT on a quarterly basis.

Post-Mining Management

Tailings management

In order to prevent tailings from polluting the environment, Swakop Uranium uses the following systems to effectively operate the tailings dam:

- Husab tailings storage facility operations, surveillance and maintenance manual to operate the tailings dam.
- SkyGeo InSAR satellite monitoring system taking surveillance over the dam every 11 days to track any surface movement and other deviations in the tailings dam.
- Vibrating wire piezometers to track the phreatic surface (water levels) within the tailings dam.
- Weekly internal meeting, monthly meeting with SkyGeo InSAR and quarterly review by engineer of records (EoR).

We also plan to optimize the decant recovery system by installing the decant turret system that instantly recovers decant solution on a shallow pool up to 200mm pool depth, reducing evaporation losses.

Mine closure rehabilitation

Mine closure rehabilitation involves activities to restore the land to its natural state, which is significant for ecological protection and land resource utilization. Swakop Uranium has developed a preliminary Mine Rehabilitation, Restoration and Closure Plan (MRRCP). This procedure presents SU's commitment and approach toward closure and restoration and provides the basis for developing this MRRCP, which will be a living document to be reviewed and updated periodically.

This MRRCP will drive concurrent rehabilitation and restoration so that final closure goals are achieved, to reduce final costs of closure and to be able to relinquish the land back to the authorities. The vision for closure is to remove as much mine infrastructure as possible and rehabilitate what remains to resemble the pre-project land state as closely as possible.



The Mine has developed closure objectives with the guidance of the Namibian Mine Closure Framework, and within the context of site conditions as follows:

- Disturbed areas other than those comprising the open pit and mineralised waste facilities will be returned to as close to their original state as is practical.
- Permanent visible features such as the mineralised waste facilities and related environmental bunds as well as safety bunds around the open pit will be left in a form that blends with the surrounds.
- The Tailings Storage Facility (TSF) will be capped to prevent post closure dust emissions, water erosion and water ingress. Furthermore, active seepage collection will be required so that the collected seepage can be directed to the open pit.
 - i. At the decommissioning of the mine, the tailings dam wall should be clad to prevent erosion of tailings.
 - ii. The top/tip of the tailings dam will be covered with the environmental topsoil that is currently preserved in piles in the tailings area.
 - iii. Swakop Uranium will maintain the seepage system to keep pumping seepage after decommissioning the mine.
 - iv. The seepage solution will then be pumped to return water dam for evaporation purposes.
- Contamination beyond the mine site by wind, surface run-off or groundwater movement will be prevented through appropriate erosion resistant covers, containment bunds and drainage to the open pits.
- Linear infrastructure comprising roads, pipelines, power lines, conveyors and related components will be removed and the disturbed land rehabilitated to blend with the surrounding natural environment. This objective will be confirmed with stakeholders as part of the closure planning process since there may be some post closure use for certain infrastructure.





People: Reliable Mining

The heart of any mining operation is its people, and our commitment to fostering human and community development takes center stage. We recognize that our success is intricately linked with the well-being of our employees, their families, and the communities in which we operate.

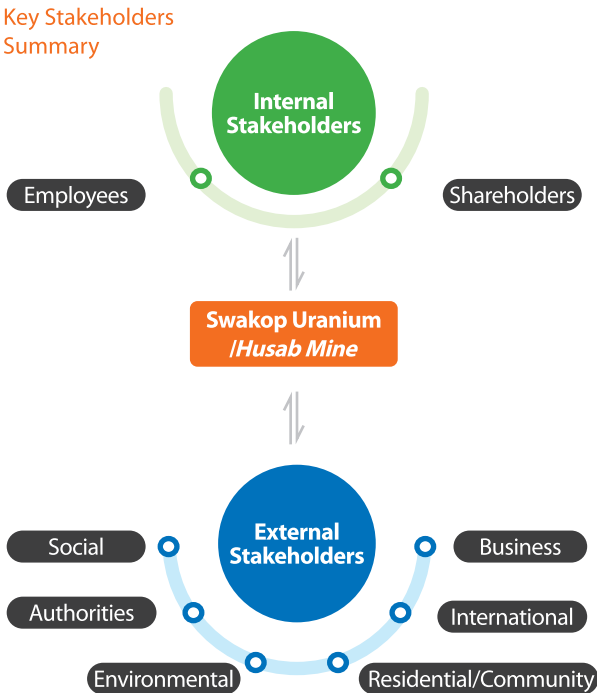
We firmly believe that by investing in our people and the communities we touch, we can achieve reliable mining practices that benefit all stakeholders, creating a legacy of lasting positive impact.

Stakeholder Engagement

We maintain an open and respectful approach to stakeholder engagement, and we ensure that stakeholder claims are fully considered in our operational decisions. Stakeholder concerns and opinions help us to better identify and resolve problems, thereby reducing operational and reputational risks.

Through the strong relationships that we have secured in our local community, we are able to better understand external and internal needs, and even pre-empt any potential issues that might arise in the future.

Our Key Stakeholders



Our Engagement Approach

Swakop Uranium continues to place a high priority on stakeholder relations, listening attentively to views, concerns and needs.

Our Stakeholder Engagement Plan contains our approach, process and criteria for maintaining stakeholder relationships. The plan is updated annually to ensure that it can address the latest issues that arise in a formalised and systematic way to ensure good relations. We also have a stakeholder

engagement review sheet which is updated regularly by the various departments. A grievance register also exists where all stakeholders are encouraged to report their issues and concerns with the Mine.

We facilitate Site visits on a regular basis. Visitors from across the border come to visit the Mine to learn about our Mining Operations and processes.



Employee Development

Valuing and empowering employees to grow with the Company is a focus of Swakop Uranium. Through our values, we pride ourselves on nurturing a multi-cultural environment, whereby employee's lookout for each other in terms of workplace safety. Team spirit is encouraged, and learning from each other continually as a world-class Namibian uranium producer.

Management training

Leadership skills training facilitated by an external trainer was presented to the middle to top management in 2022. Various safety and technical training courses were presented to staff members throughout the year in an effort to improve skills.

Bursaries

Swakop Uranium has a bursary scheme to provide assistance to 1st and 2nd year Namibian students in various disciplines. In 2022, 3 additional students were awarded bursaries, and 1 student commenced a graduate trainee programme at Swakop Uranium. In 2022, we employed 8 graduates in the technical fields and we plan on expanding the graduate pool even further. We have ensured that 32 employees pursue post-graduate studies at various institutions of higher learning in 2022.

To alleviate unemployment amongst graduates from local universities, Swakop Uranium recently employed 35 highly capable graduates from different fields of engineering and science to form a core group of graduate engineers that the Company intends to train over the next 2 years. The group includes graduate engineers in the field of electrical, civil, mechanical, mining, metallurgy and geology amongst others.

This is over and above the company's committed intake of 85 artisans from vocational institutions, and its own bursar graduate program. In our quest to build a high performing organization.



Local Employment

We employ approximately 1,516 permanent employees. We are the biggest employer in the Namibian mining industry, and one of the biggest employers in the country, making Swakop Uranium a multi-diverse organisation.



Benefits & Remuneration

Benefits and Remuneration are one of the key factors in attracting and retaining talent at the company. We have a highly competitive remuneration structure in place and labour cost, as part of the annual operational cost breakdown is the highest individual cost item at 22%.



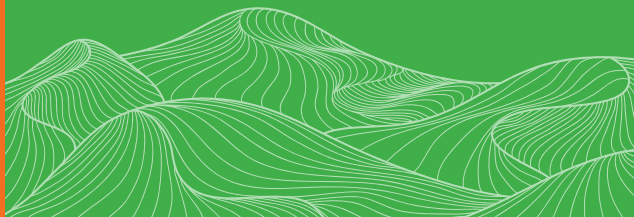
Uplift local employees

We are committed to actively developing and employing local talent. Swakop Uranium places a high value on talent management and has successfully introduced a succession and planning understudy program, which includes bursaries to disadvantaged Namibian students, and the direct recruitment of graduates from local universities.

Additionally, the Company also offers apprenticeship programs to young Namibians to qualify as artisans in collaboration with the Namibian Institute of Mining and Technology (NIMT) in Arandis. Mentorship programs run concurrently with the above-mentioned program offerings, an indication of the Company's commitment to building skills capacity for Namibia.

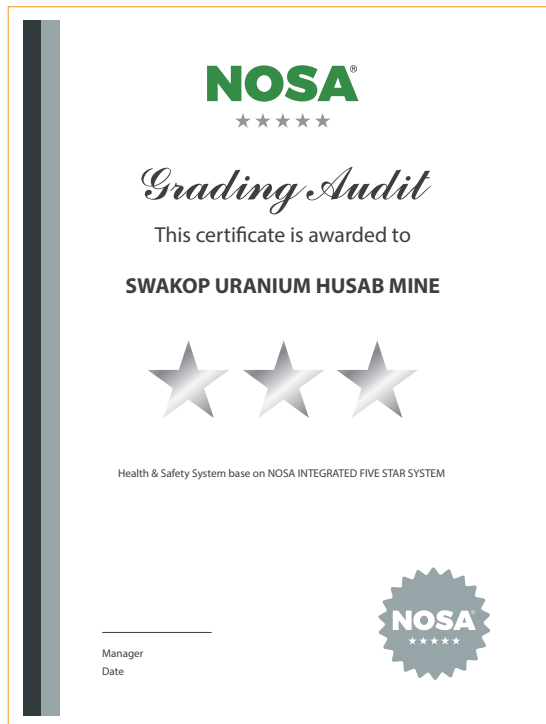
Affirmative Action

The Company established the Affirmative Action Consultative Committee to assist in the implementation of the policy's requirements. The committee meets quarterly to discuss matters related to Affirmative Action (AA), and its activities governed by the AA Charter. The Vice President of Human Resources reports to the CEO on the progress of the implementation of its annual plan, while the CEO carries the overall accountability for the AA Charter.



Occupational Health & Safety

Swakop Uranium prioritizes the health and well-being of its employees. A healthy state of body, soul and mind contribute positively to our attitude at work. More importantly, a healthy workforce is a productive workforce.



ISO 45000:2018 Certified



Safety Risk Management

“Safety First” is one of the Company values that we abide and live by. We believe in creating and maintaining a zero-harm culture. In line with the Namibian Safety Legislation, Company policies and procedures, SU Safety Management System is managed using the Plan-Do-Check-Action Approach. It is a risk-based approach that ensures that high risk activities are monitored and that controls are effectively implemented to prevent incidents. Based on the outcome of the Baseline Risk Assessment Process, preventive control measures are effectively implemented.

Employees are required to conduct risk assessments aimed at hazard identification, assessment, analysis and control measures, before performing a task. For High Risk Tasks, an additional Permit to Work (PTW) system is currently in place. The Permit to Work system is one in which High Risk Activities are carried out in a regulated environment. Before authorization can be granted, a competent person in authority must confirm that the team carrying out such High Risk Activities is competent in the following Safety trainings: PPE Requirements, Risk Assessments, and any other necessary controls.



Safety Awareness Programs

As part of a proactive Safety Management and Continuous Improvement approach, SU provides mandatory SHE Induction to employees, contractors and visitors. The induction program is aimed at introducing company operational activities, SHE Risks, Rules and Guidelines that should be followed to ensure that all operations are conducted safely. SU conducts annual refresher induction to existing employees, periodic, monthly SHE Slogans and daily tool box talks as a form of continuous safety awareness.

SU offers mandatory training to all employees performing High Risk Tasks i.e. working in Confined Spaces, Working at Heights, Performing Lifting Operations, Pit Operations and Hot Work etc. Moreover, SHE Department performs periodic Management reviews and Incident Trend Analysis to continuously identify areas of improvement which can be integrated into the Safety Management System.

In 2022, the following safety campaigns & training sessions were conducted:

Safety campaigns & training sessions	Attendees
Team Leader Supervisory Safety Training (classroom)	112 team leaders trained (inclusive of Contractor Supervisors)
“It’s Up to US” Safety and Awareness Campaign for Operation Teams and Contractors	Approximately 2,000 employees trained
Finger & Hand Injury Awareness Campaign	Approximately 320 maintenance employees (artisan’s)
Safety Induction and Annual Refresher Training	All employees and contractors
High Risk Activities Mandatory Safety training	Operations department and contractors

Health risks management

The main health hazards on site can be summarized as Radiation, Dust and Noise. These are managed and controlled through a risk management process starting with the identification of risk areas in the form of a health baseline-risk assessment of the mine site. Subsequently, an annual hygiene exposure monitoring program is developed to monitor both personal (Similar Exposure Group) and area exposure to determine the level of risk in the respective areas. Monitoring is conducted on a weekly basis, and results are communicated accordingly.

Depending on the level of exposure risk identified in an area; controls are introduced to minimize the exposure to hazard through a hierarchy of controls principle. This may vary from introducing engineering controls such as dust suppression systems; installation of silencers/dampeners in identified noise sources to the application of dust-a-side on the roads, the development of Safe work procedures, provision of hazard specific awareness sessions, risk zoning and demarcation to the introduction of approved PPE ranging from disposable ear plugs, ear muffs, custom-made hearing protection and in the case of dust exposure provision of dust masks, respirators, air stream units etc.

As part of Swakop Uranium's Occupational Health management program; risk-based medical surveillance is conducted. Audiometry and Spirometry Testing forms part of the surveillance program as well as other determinants applicable to all occupations and prevailing hazards. This method of monitoring also helps to identify any potential occupational-related health problems at an early stage. All employees/contractors are required to undergo pre-employment, annual and exit medical surveillance.

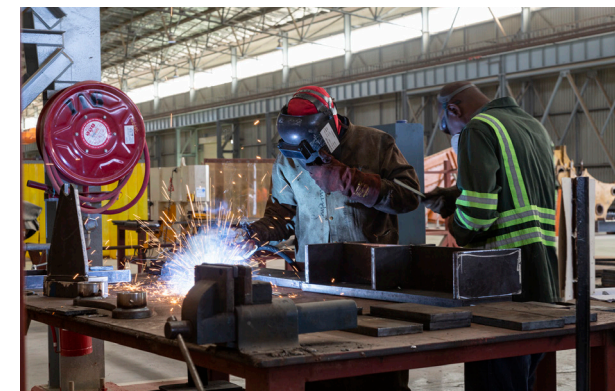
Radiation exposure management

Namibia has legislation in place to safeguard workers, members of the public and the environment against the harmful effects of radiation. This includes the Atomic Energy and Radiation Protection Act, 2005 (Act No. 5 of 2005) as well as the Radiation Protection and Waste Disposal Regulations, 2011.

National Radiation Protection Authority (NRPA) is the Custodian of Act No.5 of 2005, and is tasked with ensuring that the Act is adhered to by all licensees including SU. Responsibilities include authorizing, licensing, inspections and enforcement to ensure compliance with legislation.

Swakop Uranium developed and implemented a Radiation Management Plan (RMP) which is approved by the NRPA. The RMP outlines how SU will comply with Namibian legislation regarding radiation safety and protection.

An Occupational Exposure Monitoring Program is in place to assess the effectiveness of control measures and to quantify the level of risk. This includes weekly Similar Exposure Group, as well as Work area monitoring.



Monitoring pathways include:

- Exposure through inhalation of long-lived radioactive dust
- Exposure through inhalation of radon progeny
- Direct gamma radiation exposure and
- Ingestion of radioactive material

Other workplace controls in place include personal hygiene controls in the form of change houses and ablution facilities, eating and drinking and smoking in designated areas.

Engineering Controls such as dust suppression, dust extraction and ventilation etc. The principle of Time, Distance and Shielding is also applied for protection against radiation exposure.

Workplace wellness programs

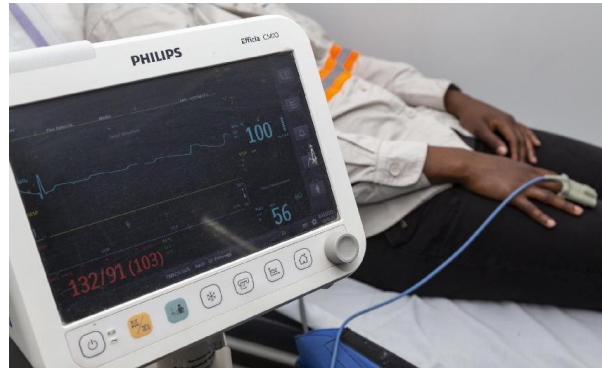
Health is a state of complete physical, mental, and social well-being. At Swakop Uranium through our workplace wellness program, we provide confidential counselling and referral services to SU employees and contractors. These services are provided with regards to the well-being of our employees within the context of their families, communities and society.

The aim of our workplace wellness program is to assist employees with finding work-life cohesion and by providing them with coping strategies to manage multiple responsibilities in their lives. Our wellness program is key to motivating our employees to take better care of their health in the management of occupational and non-occupational illness or disease through our case management program.

The wellness program also engages with various external stakeholders to provide employees assistance, with issues around substance misuse, financial literacy, and weight management amongst others. Awareness is shared with our internal stakeholders, in particular with commemorating important international health days, including sharing of health topics and partaking in health campaigns.

In 2022, some of the main activities included:

The Annual Wellness Week in collaboration with the company's medical aid service provider. Employees participated in the various health screenings on site and at our head office in Swakopmund.



Blood donation clinics at the *Husab Mine* where a total of 190 units of blood was collected. This has the potential to save about 567 lives.



Cancer awareness and fund raising for the Cancer association of Swakopmund through their annual shake-a-can campaign for breast and prostate cancer.



Alcohol and drug awareness information sharing initiative with a focus on responsible drinking versus problem drinking. The target group was student apprentices from various vocational training institutions.

Emergency response

Swakop Uranium introduced a Crisis Management Plan that outlines the strategic intent of the Company towards emergency management based on a three-level approach. The Emergency and Crisis Management Procedure gives effect to the plan in general. Specific work instructions were developed per emergency scenario to detail the roles and responsibilities of each participant during the response to these emergency scenarios.

In 2022, an annual drill schedule was drafted which served as a reference guide to ensure that mock drills are conducted annually. It contains a series of drills such as high-angle rescue, depot fire, acid spill, vehicle accident fire, etc.

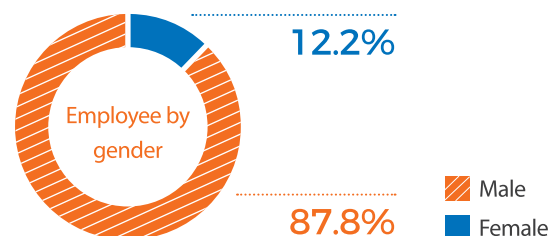




Employee Empowerment

Diversity, equality & inclusion

Gender diversity is an area of focus of the Company. Approximately 12 percent of the workforce is female. Although higher than the industry average, Swakop Uranium continues to explore attraction and retention strategies aimed at increasing the female workforce.



We value the diverse backgrounds, experiences and opinions of our employees. We also recognize that inclusion leads to innovation, productivity, and long-term success. To promote diversity, equality and Inclusion (DE&I), the Company establishes policies and practices that ensure equal opportunities for all employees, regardless of their race, gender, age, sexual orientation, or other identity factors.

We actively seek to recruit and retain diverse talent, implement unbiased hiring and promotion processes, and provide ongoing training and development programs to support the growth of under-represented groups. Moreover, the Company fosters an inclusive culture through open communication, employee resource groups, mentoring initiatives, and leadership commitment to creating a safe, respectful, and inclusive workplace for everyone.

Interview

What do you enjoy the most about working at Swakop Uranium?

I enjoy a lot of things, and I admire a lot of things, but if I have to pinpoint one, I would say I love the working environment. The colleagues are willing to help, they are trying to get us in the system. I love that a lot, and I enjoy it because you learn from the best to be the best.

Which Swakop Uranium value do you believe in the most and why?

"Detail-oriented". It's very important, especially in my line of profession (you need) to be detail-oriented, because if you miss a rating of a certain component, (then) you're messing up the system. For instance harmonics, you want capacitors of a certain rating, and you put off a high rating or a lower rating, you are risking not only production but also the people who are operating that. So obviously you have to be detail-oriented, check everything, every number, and electrical engineering is also about numbers. So pay attention to the details and the prints you are using.

Helena Amadhila, graduate electrical engineer

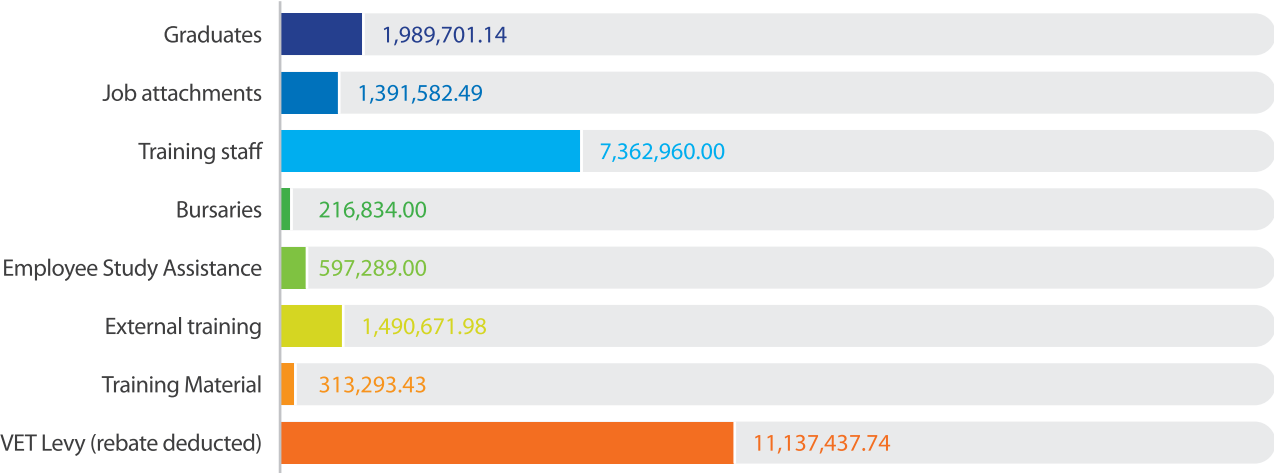


Access to training

We provide external and internal training for employees in education, human resources, and skills development. On the one hand, we award employee study assistance grants to employees who are pursuing professional qualifications, and on the other hand, we help employees to enhance their skills, improve efficiency and productivity, and growth opportunities through a variety of job specific development training programs facilitated and delivered by external experts.

Total expenditure on skills development in 2022 (NAD):

(Total Expenditure plus VET Levy : 24,499,769.78)



Incentive schemes

Swakop Uranium has designed a Performance Management System to ensure that all employees are aware of the various annual targets so that each employee can contribute towards a culture of a High-Performance. In 2022, Exceptional Individuals and Exceptional Teams were recognised throughout the year to boost morale and productivity.

We are proud of the various initiatives aimed at attracting and retaining a talented work-force, thus our annual labour turn over stands at 1% of voluntary separations, a strong indication that Swakop Uranium is creating the right platform for employees to succeed in their work environments.

Empowerment Initiatives



Case

Leadership training program helps boost confidence and productivity

A leadership training program was organized for employees' enhancement in 2022. It included 3 rounds of 2-day training sessions, facilitated by a renowned educator and leadership coach. The training covered the main dimensions of EQ and character-core business leadership principles. The training focused mainly on character building which is key to achieving one's full potential both individually and as a team. A total of 60 employees attended the training.

"I believe the essence of training is to strengthen one's existing skills, and to learn new ones. It will help boost individual and team performance once applied. The training we received allowed us to look within ourselves and identify areas that need urgent action and improvement. I enjoyed this training so much and I hope it boosts employee self-confidence and team productivity. Thank you Swakop Uranium," one of the participants said.



Community Involvement

We place a high value on corporate social responsibility. We aim to contribute to community projects that potentially have a long-lasting and positive impact locally and nationwide. The Company is committed to Namibia's National Development goals and provides assistance in this regard.

Community relations & investment during 2022

Donated to the hosting of the Erongo Governor's Cup and the Namibia Newspaper Cup. Swakop Uranium makes an annual contribution to the Governor's Cup and the Newspaper Cup which are annual soccer competitions. These events support local soccer players and provide an opportunity for players to be scouted and recruited by local or international prestigious soccer clubs.



Community Support

Swakop Uranium has invested in community projects and initiatives since the exploration phase of the company. Giving back and uplifting the community in which the company operates has always been embedded in our values.



Donated goods and equipment to the Ministry of Environment, Tourism and Forestry. The goods were donated to assist in a clean-up campaign led by the Ministry.

In 2022, Swakop Uranium donated to causes and initiatives that uplifted the communities' spirits, and boosted the morale of the community post-Covid. Housing, health, education, and sports were the main focus areas. Positive feedback was received by the community at large including SU employees on the company's initiatives.

Donated stationery and equipment to NAMPOL: Erongo Unit. Swakop Uranium recognizes the valuable contributions made by the Namibian Police in the community. The donated stationery was used to run Nampol's Road-block operations which took place during the festive season in 2022 and concluded on 15 January 2023. This improved police efficiency which benefits the citizens in the region.





CSR at the Company falls under 5 pillars:



Education and Childhood Development



Health and Well-being



Community Support



Sound Environmental Management



SME Development



Donated Sanitary pads to school-going girls in impoverished communities, in partnership with the Office of the Erongo Regional Governor. Following on from 2021, the sanitary pads drive continued into 2022 to afford the girl-child an opportunity to attend school confidently and without hindrances.

Donated Christmas hampers to the community in partnership with the Office of the Erongo Regional Governor. Christmas hampers were donated to vulnerable community members in partnership with the Office of the Governor of the Erongo region. Children from the Tears of Hope Orphanage Home in Swakopmund were the beneficiaries of the donation.

Hon. Neville Andre, received the items on behalf of the children and thanked Swakop Uranium for its consistency in supporting the community of Erongo and Namibia at large. Said the Hon. Governor, "Where our arm is short to reach everyone's needs, Swakop Uranium is always willing to stretch their helping hand to support our people."



Charitable Efforts



Case

Ministry of Home Affairs and Immigration to improve border security

Donated assets to the Ministry of Home Affairs and Immigration to upgrade the border posts across the country. This donation was the single largest and most significant donation of 2022 that will benefit the country for some years to come. The Minister of Home Affairs and Immigration, Dr. Albert Kawana received the assets on behalf of the Ministry.

Dr. Kawana said the donation by Swakop Uranium of prefabricated units of 600 square meters and 60 sets of beds and mattresses, supported the President of Namibia's assignment to build a police village.

Members of the Police were still struggling with to secure accommodation and the units were used to upgrade accommodation and office facilities at various border posts countrywide. Swakop Uranium has assisted in addressing a national concern and need.



Furthering and increasing community assistance

The Company intends to increase its community presence as it heads towards a break-even year in 2023. SU has a CSR plan in place in which stakeholders have given their input to ensure that the real needs in the communities are met.

Housing

Namibia has a persistent problem of inadequate housing for its citizens. In the past few years, we have actively sought ways to help our employees secure permanent housing for themselves and their families.

This has been done through the establishment of the Swakop Uranium Housing Committee. Negotiations with the relevant local government agencies, and consultations with the local municipalities took place in 2022 to secure land for sale at affordable prices for employees in Swakopmund, Walvis Bay and Arandis. The following progress has been made to assist SU employees to secure housing:

Swakopmund

63 serviced plots



were allocated. The process is underway on a first come first served basis.

The company will continue to pursue the housing project in 2023 to ensure that the basic need of housing is met for its employees and the community at large. The land was approved in Swakopmund in 2022.

Community Development

Swakop Uranium continues to uphold its commitment to the attainment of Namibian National Development Goals and subsequently a better future for all Namibians. We are committed to adding value and having positive impact on people's lives in the region we operate in, and on the Namibian Economy as a whole.

By understanding the importance of collaborating with local communities, we actively seek to establish strong relationships built on trust, transparency, and mutual respect. We do this by conducting regular meetings, public consultations, and information-sharing sessions to provide clear and accurate information about the Company's operations, environmental impacts, and social commitments.

We partner with organizations such as the Namibia Uranium Institute that assists us to facilitate talks and engagements with the relevant stakeholders.

Local Procurement/Supply Chain Management

The *Husab Mine* has a significant stimulating impact on the local economy. In 2022, the Company injected over N\$3.2 billion into the local economy through local procurement, tax and royalties, employee salaries and benefits, as well as social investments.

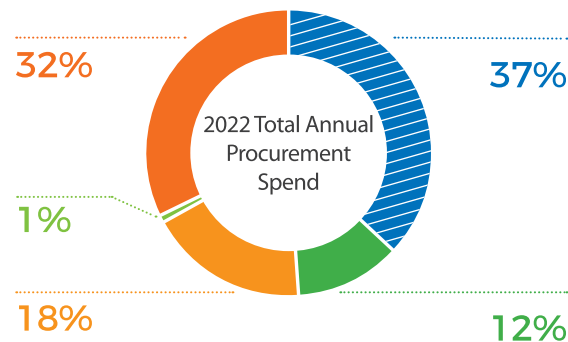
In 2022, Swakop Uranium spent approximately N\$1, 5 billion on the procurement of consumables and services directly from the Namibian market. We have been proactively developing the SME sector in the Erongo region for many years. We currently serve as an important partner to old and emerging small and medium-sized enterprises (SMEs) in the region.

Our contribution to the Namibian economy is continuously enhanced by increasing the proportion of local procurement. We adhere to the highest standards of ethics and fair competition principles in our procurement process.



Akulyanga

Akulyanga won a food catering and cleaning tender on 1 November, 2022. The local company is owned by a majority of Previously Disadvantaged Namibians. The Company employs 61 employees at the Mine. We are proud to empower local Namibian companies.



Foreign Namibian Owned Namibian Registered

Connected Entity Namibian SOEs

The 2022 Swakop Uranium Sustainability initiatives and results were successfully implemented and monitored. The Company has made great strides towards "Clean, Green, Nature".

Through this report, we hope that we have highlighted Swakop Uranium's integrity towards business, our contribution to the Namibian economy, and the re-affirmation of our position as the second largest uranium-producing Mine in the world.

In 2023, our focus will be to generate a good profit, support more community upliftment projects, create more jobs, improve stakeholder relations and introduce more environmental preservation efforts that ensure that nature co-exists with our operations. We further strive to do our part to propel Namibia even further in its economic development agendas to secure a brighter and more prosperous future for all.

We thank all Swakop Uranium stakeholders for their contributions. This serves as a foundation to build the Company into a national icon with a positive legacy.



Our Stakeholders

Stakeholder Grouping	Organisation
Internal Stakeholders	
Shareholders	China General Nuclear Power Corporation
	China-Africa Development Fund
	Epangelo Mining
Swakop Uranium/ <i>Husab Mine</i> staff	Swakop Uranium Board
	Senior Management
	Employees of Swakop Uranium and <i>Husab Mine</i>
	Labour Unions
Authorities	
Local and Regional Government – councillors and key officers	Arandis Town Council
	Municipality of Walvis Bay and Municipality of Swakopmund
	Erongo Regional Council
	Office of the Governor of the Erongo Region
Government Ministries	Ministry of Environment, Forestry and Tourism (MEFT)
	◉ Directorate of Environmental Affairs
	◉ Directorate of Wildlife and National Parks (DWNP)
	National Heritage Council of Namibia
	Ministry of Mines and Energy (MME)
	Ministry of Education
	Ministry of Agriculture, Water and Forestry (MAWF)
	◉ Department of Water Affairs
	Ministry of Health and Social Services (MHSS)
	National Radiation Protection Authority (NRPA)
	Ministry of Labour and Social Welfare
	Ministry of Home Affairs, Immigration, Safety and Security
	Ministry of Works, Transport and Communications

Stakeholder Grouping	Organisation
Government Parastatals	NamPort
	NamWater
	NamPower
	TransNamib
	Roads Authority
	Erongo Red
	Telecom Namibia
Government Services (Arandis, Swakopmund and Walvis Bay)	Namibian Police
	MHOSS Clinic
	Magistrate's Office
	Post Office
	Telecom
Business	NaTIS
	Rössing Uranium
	Orano Resources Namibia
	North River Resources (Namib Lead and Zink)
	Bannerman (Etango)
	Langer Heinrich Uranium
	Valencia
	Reptile Uranium
	Zhonghe Resources
	Chamber of Mines of Namibia
	National Chamber of Commerce and Industry
	National Chamber of Environment (including the local representatives of these chambers)

Stakeholder Grouping	Organisation
Contractors/Suppliers	Contractors providing sub-contracting services to <i>Husab Mine</i>
Local Businesses	Various in Arandis
	Swakopmund
	Walvis Bay
Environmental	
Environmental Foundations and Environmental Non-Governmental Organizations (NGOs)	Namibian Uranium Association
	Namibia Uranium Institute
	Southern Africa Institute for Environmental Assessment (SAIEA)
	Earth life Namibia
	Desert Research Foundation of Namibia (DRFN) Wildlife Society of Namibia
	Namibian Nature Foundation (NNF)
	World Wildlife Fund in Namibia (WWF)
	Namibia Environment and Wildlife Society (NEWS)
Future generations	National Botanical Research Institute (NBRI)
	Future generations dealing with aspects such as a waste legacy and climate change
Social	
Educational Institutions	The University of Namibia
	Namibia University of Science and Technology
	Namibian Institute of Mining and Technology (NIMT)
	Primary and secondary schools in Arandis, Swakopmund & Walvis Bay
Social Non-Governmental Organizations (NGOs), Churches	Namibia Non-Governmental Organizations' Forum (NANGOF)
	Walvis Bay Corridor Group
	Fauna & Flora International (FFI)

Stakeholder Grouping	Organisation
Media	The Namibian
	Allgemeine Zeitung
	Die Republikein
	Namib Times
	Namibian Broadcasting Corporation
	New Era
Other interested and affected parties	The Namibian Sun
	Any other people with an interest in the proposed project or who may be affected by the proposed project
Residential/Community	
Residents	Residents of Informal settlements
	Home owners/tenants in Arandis
	Swakopmund
	Walvis Bay
Local farmers	Farmers in Swakop River Valley and near Usakos (includes weekend farmers and subsistence farmers)
International	
Tourism groups	Coastal Tourism Association of Namibia (CTAN)
	Hospitality Association of Namibia (HAN)
Other countries	Recipient countries of the uranium products
International organisations	International Atomic Energy Agency
	International Council on Mining & Metals
	International Organization for Standardization (ISO)

Glossary

AA	Affirmative Action
AIFR	All Injury Frequency Rate
ARCO	Audit and Risk Committee
CMP	Crisis Management Plan
CCD	Counter-current Decantation
CSR	Corporate Social Responsibility
DE&I	Diversity, Equity & Inclusion
EA	Executive Assistant
ECMP	Emergency and Crisis Management Procedures
EIA	Environmental Impact Assessment
EMP	Environmental Management Plan
EoR	Engineer of Records
EPL	Exploration License
EQ	Emotional Intelligence
FNC	Finance Department
ISO	International Organization for Standardization
LTIFR	Lost Time Injury Frequency Rate
MEFT	Ministry of Environment, Forestry and Tourism
ML	Mining License
MIN	Mining Department
MMD	Mining Maintenance Department
MRRCP	Mine Rehabilitation, Restoration and Closure Procedure
NIMT	Namibian Institute of Mining and Technology

NNNP	Namib Naukluft National Park
NOSA	National Occupational Safety Association
NRPA	National Radiation Protection Authority
OOC	Office of the Company
OHS	Occupational Health and Safety
OTV	Optical Televiewer
PRO	Processing Department
PPD	Planning and Project Department
PSD	Passive Sampling Monitoring
RC	Reverse Circulation
RO	Reverse Osmosis
REQ	Radiation Environment Quality
RMP	Radiation Management Plan
SCM	Supply Chain Management Department
SDC	Sustainable Development Committee
SEMP	Strategic Environmental Management Plan
SHEQ	Safety, Health, Environment and Quality
SLR	Contractor's name at Tailings - SLR Consulting
SME	Small and Medium-sized Enterprise
SSHER	Safety, Security, Health, Environment and Radiation Department
TSF	Tailings Storage Facility
WI	Work Instructions

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Reader's Feedback

Dear Reader,

Thank you for reading this Report. In order to improve the Company's sustainability work and enhance the capability and quality, we especially wish to hear your opinions and suggestions. Please take some time to complete an evaluation of this Report to help us improve further.

Please answer the below questions in the list below and send your feedback to us:

1. What is your overall evaluation of this Report?
2. What is your opinion on the quality of information disclosed in this Report?
3. What part(s) of the Report interest(s) you most?
4. What other information do you think should be included in this Report?
5. Do you have any suggestion(s) regarding our sustainable development in the future?


Please leave us your personal information if it is convenient.

Name/company name/industry:

Telephone number/email address:

Our Contact

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Swakop Uranium Sustainability Report 2022

Producing clean energy, fuelling the economy and
preserving the environment.

