



Orion Minerals

NAMA KHOI

MYNuusblad



Orion surpasses local community employment targets

Prieska Copper Zinc Mine (PCZM) is proud to have achieved 56% local community representation at the current employment level.

By the end of November, a total of 93 community members were employed at PCZM out of a total of 166 on-site employees. Local employees come from the communities of Prieska, Marydale, Vanwyksvlei and Niekerkshoop, and fill various roles at the operation.

Over the three months to the end of October, 17% of the mine's goods and services and subcontracting opportunities were awarded to local suppliers that were either based in the community, employed community labour, or were based in the Northern Cape (up from 13% in the prior quarter). Of these contracts, 66% were awarded to businesses that are either based in, or employ labour from, the host community

of Siyathemba and Vanwyksvlei, and 34% to businesses located in the rest of the Northern Cape. There are continued efforts to identify competent local enterprises to further increase host community spend.

During the Bosberaad held between 6 and 7 October 2021, aspirational targets were set for host community employment and procurement at PCZM including:



50% of employees from the host community



30% of goods and services sourced from the host community



40% of the subcontracting opportunities for host community businesses

Orion remains committed to meeting these aspirational targets and aims to replicate this model at the Okiep Copper Project in the Nama-Khoi municipal area.

Orion Minerals celebrates blasting milestone at PCZM

Orion celebrated a significant milestone in the advancement of PCZM with the first blast taking place at the mine in October.

The Company congratulates the mine manager and the team at P2 for the first full underground development round blasted at PCZM.

“This is the first development at PCZM in 36 years the new era has begun,” said Orion Minerals CEO and Managing Director Errol Smart.



Building a healthier community together: taking a stand against alcohol abuse

Alcohol abuse not only affects individuals but has ripple effects on families, friends and the community.



As we strive to empower our community and uphold community participation targets, we are constantly extending training and work opportunities to local community members. We, however, have a zero-tolerance alcohol and substance abuse policy. This means no one can enter our site, work at our operations or participate in any training programmes if they have had any alcohol to drink or are taking any illegal drugs. Orion carries out regular tests to enforce this policy.

Alcohol and drug abuse within the community continue to get in the way of community wellbeing and it reduces the chances of community members participating in the employment and training opportunities offered by Orion.

We encourage community leaders to reinforce this message because it not only empowers individuals but also promotes unity and shared responsibility. Together, we can create a supportive environment that nurtures the potential of our youth and offers a safety net for the vulnerable.

Why is a zero alcohol and drug policy important?

Prohibiting those who have consumed drugs and alcohol to work or participate in training is essential to maintaining a safe and productive workplace.



Mining operations involve heavy machinery, dangerous environments, and complex processes. Impaired judgment from the intake of alcohol and drugs can put you and your colleagues' lives at risk.

When working on a mine site all employees need to have a high level of focus and be able to make quick decisions. Taking alcohol and drugs significantly

reduces your ability to do this. As a mine, we also follow strict legal and regulatory guidelines that do not allow employees to consume alcohol and drugs.

Any community member who works for Orion or takes part in any of our initiatives and training programmes may not take illegal drugs or be under the influence of alcohol when reporting for duty or training. If this advice is

not followed, they may lose the opportunity to participate in the development of the mine and the economic revival of the region.

We encourage anyone who is struggling, or who has a family member or friend who is struggling, with alcohol and drug abuse to seek help and support.

Let's stand against alcohol abuse and create a community where we all can thrive.

Important helplines



Victims of Gender-based Violence (GBV)

– 0800 428 428 or 0800 GBV (toll-free)

Suicide Crisis Helpline – 0800 567 567

Department of Social Development

Substance Abuse Helpline – 0800 12 13 14 or SMS 32312

Pharma Dynamics Police and Trauma

Helpline – 0800 20 50 26 (toll-free)

Ke Moja Substance Abuse – 087 163 2025

NPO Mental Health and Psychosocial Support Helpline – (0800 515 515)



Orion kicks off its NababEEP SLP projects with vegetable production training in partnership with the Department of Agriculture

Orion has taken the crucial first steps in laying the groundwork for its Social and Labour Plan (SLP) projects for the Flat Mines Project in NababEEP by starting the planning process that involves a comprehensive team of key stakeholders.

This collaborative effort brings together representatives including Orion, the Ward Councillor, a Community Development Worker, the Department of Agriculture, two Ward Committee members and the Nama-Khoi Local Economic Development Officer.

The assembly of this diverse group signifies the importance of the impact and success this initiative will have on the community.

A specialised training program focused on vegetable cultivation, sponsored by the Department of Agriculture and Rural Development, was run for 15 community members. This foundational training serves as a stepping stone towards self-sufficiency and ensures sustainable livelihoods for the participants.

Looking ahead, Orion's commitment to community capacity building remains constant. We plan to expand the initial training in the upcoming year by focusing on further education in both vegetable cultivation techniques and egg-laying practices.

These collaborative efforts and training initiatives pave the way for the successful implementation of the SLP projects and signify Orion's commitment to community engagement and empowerment.

Orion CEO wishes you a joyous holiday season

As the year draws to a close and we reflect on our progress and achievements I am proud of how far Orion has come in the last year and I am excited for what lies ahead in 2024 as we continue to advance towards production.



During the year we systematically checked the boxes that allowed us to progress the development of our two key base metal hubs in the Northern Cape. This included unlocking the first two drawdowns of our funding strategy for the early works at PCZM. This allowed us to begin with pre-development mine works, including trial mining and mine dewatering. In March we announced an A\$13 million two-tranche share placement, which led to the introduction of a new cornerstone investor, Clover Alloys. We also received support from existing long-term shareholders, the Delphi Group and Tembo Capital Mining Fund II LP, who both participated in the share placement.

In September, we won the AAMEG Africa Award for our leadership in environmental, social, and corporate governance (ESG). This was the second time we have been recognised by AAMEG for our ESG efforts.

Most recently, we awarded the trial mining contract at PCZM to P2 Mining and celebrated the first blast for the development at PCZM in November.

I would like to express my heartfelt gratitude to all our employees, contractors, suppliers and the communities in which we operate for their hard work and support.

In the coming year, we are committed to progressing with the development and dewatering of PCZM, advancing our key projects and continuing working towards meeting our local employment and procurement targets.

On behalf of the team at Orion, we would like to wish you and your loved ones a happy and safe holiday season.

**Merry
Christmas
and have
a Happy
New Year!**



Errol Smart
Managing Director and
Chief Executive Officer