

KATCO

Future Ready

Corporate Social
Responsibility
Report

2022 Edition



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ICMM's Mining Principles

The ICMM's Mining Principles define the good practice environmental, social and governance requirements of company members.

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MESSAGE FROM THE GENERAL DIRECTOR

Pascal Bastien

KATCO at 25: A Clear Vision for the Next Decade

It is both an honour and privilege to address you as general director of KATCO, having taken the lead of this talented team that has been built over the past 25 years in December 2021. Having previously served as the Company's chief engineer several years ago, I am excited to now guide the execution of our vision for the next decade following the approval of the mining permit for the South Tortkuduk site. I am also pleased to present this fourth corporate social responsibility (CSR) report of KATCO, covering 2021 and 2022. These years posed unique challenges on several fronts, not least due to the COVID-19 pandemic, but I believe we have emerged even stronger.

Building the future of our business

South Tortkuduk represents the Company's future, and so is rightly a major focus of our efforts. We began industrial development of the site in August 2022 and the first stage of uranium production is planned for 2024, with the goal of securing our production plans for the next 15 years.

Our 25 years of experience of in situ recovery (ISR) mining in Kazakhstan are proving invaluable as we develop the infrastructure of the site over the course of 2023. We are using the latest technology and best practices to optimise the production process, create a safe working environment and reduce our environmental footprint.

Upholding the commitment to our people

KATCO's top priority is its people's health and safety. Regrettably, a fatal incident occurred in August 2021 involving a drilling subcontractor. Drilling and working with reagents are our highest risk factors, and we are committed to implement measures to manage these risks with the ultimate goal of eliminating all fatalities and lost-time injuries.

The entire team is resolute in our commitment to safety, which remains a focus across the entire site, not only at workplaces. The lessons learned in our history arose from drilling, driving us to implement rigorous standards for employees and subcontractors. The 2021 incident has reinforced our determination to enhance safety measures. As our participant Orano Mining is an ICMM member, the Company has the opportunity to collaborate with partners to share learnings and corrective actions from incidents.

Another important aspect of how KATCO looks after its people is through promoting diversity and gender equality. We have set diversity KPIs for management and strive to improve representation. We have also initiated training on gender diversity and equality for directors and middle management.

The Company also aims to incorporate lessons learned from industry peers to address gender equality and harassment



Collective awareness of the climate emergency has shaped recent years. Nuclear energy is now recognised as a key component of the low-carbon energy mix.

in the workplace. We are committed to promoting women in key positions while ensuring the well-being of employees and contractors at every level. By fostering an inclusive and diverse working environment, we aim to create a thriving atmosphere for everyone within our operations.

Being good stewards of our environment

KATCO is dedicated to reducing its environmental impact, focusing on CO₂ emissions and water stewardship in alignment with the ICMM principles.

As 96% of our electricity is generated from coal, we aim to optimise pumping – the greatest consumer of electricity in our production process – and seek greener electricity sources.

Our water management efforts encompass two main areas: maintaining a balanced closed-circuit process for water from the ore body; and recycling and minimising use of water for other industrial purposes and human consumption at our offices and site facilities.

Maintaining steady operations amid production challenges

In 2022, KATCO's production fell short of planned targets due to previous delays in the launch of the South Tortkuduk project and difficulties in securing reagent supplies, the latter reflecting a wider challenge for the mining industry at present. While the reduced production levels were below design capacity, the volume of work required per pound of uranium production has increased as concentration in the process flow has decreased.

Taking into account the work required to bring the South Tortkuduk site into operation, an estimated return to KATCO's nominal production of around 4,000 tonnes of uranium per year is expected in 2026 at the earliest.

The Company remains financially stable, with no debt and robust cash generation to support necessary investments and dividend payments. Our priority is to maintain our workforce of over 1,100 people, ensuring job security

and continued payment of wages. This approach positively contributes to the region's social stability.

Supporting local communities through responsible initiatives

KATCO seeks to support local communities and drive positive social impact. We allocate funding for community initiatives at both the regional and district levels, consistent with commitments in the South Tortkuduk permit and the foundation agreement with the Company's shareholders.

We aim to ensure transparency and open communication in our engagement with community stakeholders. Local recruitment is a key commitment that we honour.

KATCO works diligently to meet its local content obligations. Despite challenges in procuring goods such as reagents, which are mostly imported due to Kazakhstan's limited production capacity, the Company complied with the local content obligation of its subsoil use contract for 2021-22.

During the reporting period, we updated our Stakeholder Management Plan, focusing on suppliers, NGOs and local communities, based on the 2019 stakeholder mapping exercise. We plan to share regular updates and continue to support local charitable projects to foster sustainable development and strong relationships.

Delivering our sustainable, future-ready vision

We remain focused on delivering our vision for the next decade and ensuring KATCO is ready for whatever the future may hold. We are committed to continuous improvement, innovation and sustainability in every aspect of our business. By prioritising the well-being of our people, caring for the environment, maintaining steady operations and supporting local communities through responsible initiatives, we strive to create shared value for our stakeholders and contribute to the Company's long-term success.

We continue to engage in research and development through collaboration with our shareholders. In 2022, we developed

a roadmap of projects for developing and implementing technologies to improve key processes, from exploration through production, and to the post-mining stage. Projects include improving ISR well-field performance and uranium recovery rates, as well as developing techniques for the optimal remediation of the surface areas and aquifers of our mines once they reach the end of their production lifespan.

We are proud of the progress we have made so far, and we are determined to build upon these achievements. We will continue to learn from industry peers, collaborate with partners and engage with our stakeholders to drive positive change and foster a sustainable future.

In closing, I would like to express my gratitude to my predecessor, Gerard Fries, for his exemplary leadership and stewardship of KATCO. I am honoured to take on this responsibility and will work tirelessly to ensure the Company's continued growth and success, while staying true to our core values and vision.

I would also like to thank all our stakeholders for your ongoing support and trust as we continue on this exciting journey together.

Pascal Bastien
General Director



KATCO PROFILE

KATCO – POWERING TOMORROW

KATCO is a uranium mining company using ISR technology and an example of successful international cooperation between France and Kazakhstan.

Our mission



To be a uranium mining benchmark, in a safe and sustainable manner, for customers worldwide, relying on our people and expertise.

Our vision



To ensure our future with successful innovation and new production projects.

Our values



- Sense of duty
- Taking care of each other
- Openness to change
- Enjoy and have fun
- Reliability and integrity

Marking 25 years

Founded in 1996, KATCO is a Kazakh-French joint venture established to mine the Muyunkum and Tortkuduk deposits in Kazakhstan's Turkistan region. With 25 years' experience, the Company is able to draw on the deep international expertise and technological prowess of its joint venture participants, Orano Mining SAS (Orano Mining) and NAC Kazatomprom JSC (Kazatomprom), to develop its uranium production activities. Orano Mining owns 51% of the joint venture and Kazatomprom 49%. KATCO is headquartered in the capital city of Astana.

In 2022, Orano Mining and Kazatomprom reaffirmed their long-term and historic cooperation by signing the Memorandum of Understanding and Further Cooperation in the Uranium Industry. In 2022, the Company also signed an addendum to an existing Subsoil Use Contract with the Kazakh Ministry of Energy to advance the development of the South Tortkuduk site.

The South Tortkuduk project is located near KATCO's existing operations. Uranium production is due to begin at this site in 2024 and is expected to secure the Company's planned output levels for the next 15 years. The project will benefit from KATCO's expertise in developing and running ISR uranium mining operations. The infrastructure at the South Tortkuduk site will use ISR technology that is designed in line with the best international practices in environmental protection and operational performance.

KATCO is also committed to the long-term prosperity of Kazakhstan and its local communities and has received approval for remediation plans for its three sites. As part of its CSR and licence commitments, the Company invests in local research and development projects, prioritises the purchasing of local content and continues to work on new solutions for preserving the local environment.

KATCO is committed to equal opportunity regardless of gender or ethnicity. Its more than 1,100 employees are overwhelmingly recruited from within Kazakhstan.

About ISR

The ISR method was created in the early 1960s and became widespread in uranium mining in the 1990s. In recent years, the process has accounted for almost half of uranium extraction worldwide.

ISR technology has evolved with tight operational and regulatory controls. It causes little surface disturbance and does not generate tailings or waste rock. It also requires less investment and is less carbon-intensive than conventional mining methods. However, this technique can only be used when the ore is located between impermeable soil layers such as in Kazakhstan, Uzbekistan and Mongolia.

Key Figures 2022



Women employees	156
Local employees	1,122
Expatriate employees	16

* Scope 1, Scope 2 and Scope 3

INJURY FREQUENCY RATE
KATCO includes employees and contractors in its lost-time injury frequency rate (LTIFR) metric, which includes all lost-time injuries.

MARKET OVERVIEW

Global uranium market

Uranium is the primary fuel for nuclear power plants that, in turn, are reliable and cost-effective generators of low-carbon electricity. As countries seek to cut greenhouse gas output as part of their commitments under the Paris Agreement, nuclear power generation is a crucial and proven cornerstone of international efforts to cut CO₂ emissions ahead of key deadlines in 2030 and 2050.

In 2022, production levels for mining operations continued to recover gradually to pre-pandemic levels. This took place in a geopolitical and economic context marked by the conflict in Ukraine, inflationary pressure and tensions in the raw materials supply chain. The latter included a sharp rise in the price of reagents, a key input for uranium mining methods.

During the second half of 2021, the spot price increased and showed strong fluctuations mainly in response to massive purchases by financial investors. At the beginning of 2022, prices stabilised at around US\$42/lb U₃O₈. In the context of the crisis between Russia and Ukraine and the risks of sanctions against imports from Russia, the spot price rose sharply to US\$59.75/lb U₃O₈ on 10 March 2022. In the absence of concrete sanctions against Russia, the spot price fell and has been fluctuating between US\$45/lb U₃O₈ and US\$53/lb U₃O₈ since June 2022. The long-term indicator also increased to US\$52/lb U₃O₈ at the end of 2022 (versus US\$41/lb U₃O₈ at the end of 2021).

Supply and demand

Supply worldwide consists of:

- Mining production, which amounted to 49,355 tU in 2022, according to the latest figures of the World Nuclear Association (WNA). Kazakhstan plays a central role in the world's uranium economy. It is the world's largest producer of uranium, accounting for 43% of global uranium mining production in 2022, according to the WNA, despite cuts in production that began in 2017.



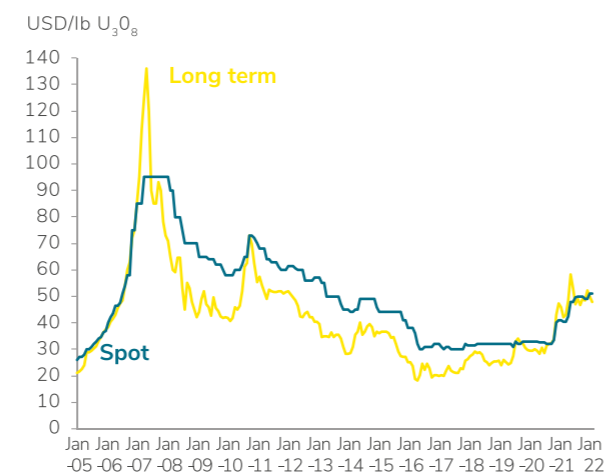
49,355 tU

Global mining production in 2022

- Secondary resources, which were estimated at a total of nearly 25,000 tU in 2022 by UxC. These are sourced from materials not directly derived from mining operations, mainly re-enrichment of depleted uranium, low-enriched uranium and de-stocking by electric utilities.

The WNA reported that total uranium production in Kazakhstan reached 21,227 tU in 2022, down 3% from 21,819 tU in 2021.

Supply and demand



LEADERSHIP

KATCO's Governance System



KATCO's corporate governance reporting structure is set out in its Charter and comprises the following bodies.

- The General Meeting of Participants (GMP) sets the overall strategic direction of KATCO and delegates oversight authority to the Supervisory Board.
- The Supervisory Board oversees the Company's operations and ensures compliance with legal and regulatory requirements, as well as alignment with the shareholders' standards.
- The Technical Committee and Financial Committee provide recommendations to the Supervisory Board and the GMP on technical, economic and financial matters, helping to make informed decisions in compliance with applicable laws and regulations.
- Guided by the Supervisory Board, the General Director and Committee of Directors (CODIR) manage day-to-day operational matters and forecasting for the Supervisory Board. With the assistance of the Compliance Department, the General Director and CODIR also develop and implement policies and procedures to ensure compliance with relevant laws and regulations, while fostering a culture of ethical behaviour within KATCO. Members of the CODIR undergo continued CSR training. For example, in 2021, Orano's CSR team provided a training session for CODIR members.
- The Company's integrated environmental and safety management system ensures that its operations adhere to environmental and safety regulations and maintain relevant certifications, such as ISO 14001:2015 and ISO 45001:2018.
- The Employees' Representative Body provides a platform for employees to voice concerns and discuss

safety, HR issues and other important matters, ensuring that KATCO remains compliant with labour laws and regulations.

- The Internal Control and Risk Management Department oversees risk management and conducts assessments of the internal control system, identifying areas for improvement and working with risk owners and structural division heads to revise control procedures as needed.
- The risk management function identifies and mitigates risks across all areas of the Company's operations, including production, financial, safety, environmental and legal aspects, ensuring that KATCO remains compliant with applicable laws and regulations.
- The Health and Safety Technical Inspector serves as an additional internal control check, conducting technical evaluations to ensure adherence to health and safety standards.

KATCO ownership structure



KATCO'S CSR SYSTEM

KATCO'S CSR Approach

KATCO has made sustained commitments to all its participants for more than two decades and is guided by its CSR Policy and CSR Roadmap. For the first time in this report, the Company outlines its commitment to reporting in line with the ICMM's 10 mining principles covering various aspects of sustainable development.

CSR approach

KATCO's CSR approach is based on the Company's CSR Policy and CSR Roadmap (see [page 20](#)) and adheres to the clear set of responsibilities and best practices set out in the ICMM's 10 mining principles, which form the reporting structure for this report.

Over the years, KATCO has built its approach based on Orano's six values, each representing a priority in all its work and dealings

with stakeholders. Developed over the past 25 years, the Company's work in each area is guided by international best practices, as well as legislation and the policies of KATCO's participants. Social projects, including donations, sponsorships and scholarships, are selected in alignment with the priorities outlined in the Company's CSR Policy and require approval by either the General Director, Social Committee or Supervisory Board, depending on the value of the contribution (for more details, see [Principle 9.1](#)). Progress and priorities for each of the six pillars are described in this report.

ORANO'S SIX PILLARS



Safety, security



Customer satisfaction



Continuous improvement



Respect and develop people



Cohesion and team spirit



Ethics, transparency and dialogue

KATCO has also adopted Orano's practice of establishing KPIs related to a set of CSR markers for 2025 and goals for 2030 (see CSR Roadmap on [page 20](#)). Taking the 5C priorities (Community, Climate, Customer growth, Cash and Competencies), these commitments are based

on the Company's mission and vision and are reflected in Orano's mission statement: "To develop know-how in the transformation and control of nuclear materials for the climate, for a healthy and a resource efficient world, now and tomorrow."

ORANO'S FIVE STRATEGIC PRIORITIES



Community



Climate



Customer growth



Cash



Competencies



List of material topics

PRIORITIES AREAS SELECTED	MAIN MINING PRINCIPLES
Transparency	1 - 2 - 10
Environmental footprint	6 - 4 - 7 - 8 - 2
Health / Safety	5 - 4
Risk management	2 - 4 - 8
Remediation	6
Community involvement	9 - 10 - 1 - 2
Ethical business	1 - 2 - 3 - 4
Our Employees	3

As this mission statement makes clear, KATCO is committed to sustainably developing its core business on behalf of all its stakeholders, in line with the leadership that Orano Mining and Kazatomprom have shown in this area. With the adoption

of ICMM's 10 mining principles, the Company can measure its progress in all key areas of CSR against an accepted global standard developed by leading international experts, mining companies and other stakeholders.

International Council on Mining and Metals (ICMM)

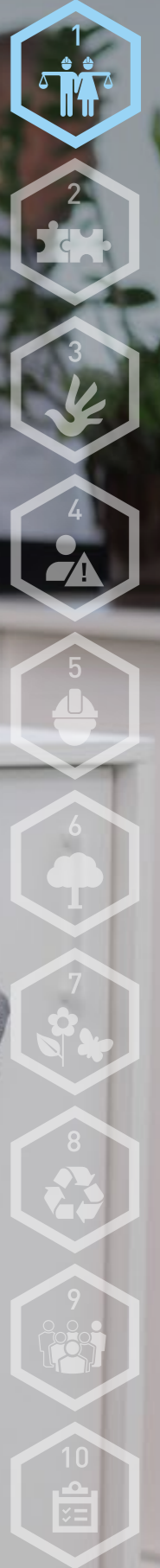
The ICMM is an international organisation committed to a safe, fair and sustainable mining industry that was founded in 2002. Orano has been a member of the ICMM since 2011. As part of its commitments, every year Orano Mining performs an independent verification of the contents

of its CSR report. KATCO completed an ICMM-determined self-assessment process based on the 10 mining principles in 2021 and expects to undergo a third-party assurance process in 2024.

ETHICAL BUSINESS

MINING PRINCIPLE

Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development.



KATCO emphasises ethical business practices and robust corporate governance, fostering a culture of transparency and accountability to promote sustainable development across all levels of the organisation.



Principle 1.1

Establish systems to maintain compliance with applicable law.

KATCO's corporate governance system is designed to maintain compliance with applicable laws while operating in line with local company legislation, international best practices and the standards of its shareholders. The system ensures that it adheres to legal requirements and upholds its ethical and responsible values. The Company's governance structure includes various bodies that work together to provide comprehensive compliance oversight.

For a description of the management system at KATCO, see [page 10](#).



The Company's governance bodies collaborate closely, sharing information, insights and best practices to ensure a comprehensive approach to compliance. They follow all legal requirements and monitor legislative amendments, adjusting as necessary to uphold KATCO's commitment to maintaining compliance with applicable laws and operating ethically and responsibly.

The Company also adheres to openness, transparency and accountability in its relations with local communities and other stakeholders. It actively engages with these groups,

providing timely and accurate information about its activities and addressing any concerns that may arise.

In addition, as part of its ongoing commitment to transparency and community engagement, KATCO implemented a grievance mechanism regarding the Company's activities for local community members in 2021 in two stages, one for internal stakeholders and one for external ones. For more information, see [page 26](#).

Along with KATCO's internal governance and compliance systems, the Company is subject to various external inspections from relevant Kazakh ministerial and regulatory bodies (including the Ministry of Energy and authorised departments responsible for the environment, labour and industrial risks). KATCO's participants, Kazatomprom and Orano Mining, also conduct regular inspections and audits of the Company's activities.

KATCO works to incorporate the International Council on Mining and Metals (ICMM) principles of sustainable development and position statements into its operations. It is also a member of the Extractive Industries Transparency Initiative (EITI), declaring its payment of taxes, mining rights and profits in accordance with EITI requirements. As part of its commitment to ethical reporting, it provides an annual ethics report for Orano Mining.

Performance expectations

Through its well-structured governance system, KATCO aims to foster a culture of compliance and ethical behaviour at all levels of the organisation. The Company continually reviews and updates its policies and procedures to align with regulatory changes and industry best practices, ensuring a robust and effective governance framework.

To establish performance expectations, KATCO sets clear goals and objectives for the CODIR, aligned with the Company's overall strategy and values. KATCO's governance bodies regularly communicate and collaborate, sharing information and insights to improve performance across the organisation. Regular reviews and audits are conducted to assess the effectiveness of the governance system and identify areas for improvement. By continually refining its governance framework and driving accountability, the Company strives to achieve its strategic objectives while adhering to the highest standards of compliance and ethical conduct.



Principle 1.2

Implement policies and practices to prevent bribery, corruption and to publicly disclose facilitation payments.

KATCO is committed to preventing bribery and corruption and promoting transparency in its business dealings. As part of this approach, the Company does not engage in any facilitation payments. Orano's Code of Ethics and Business Conduct equates facilitation payments to acts of corruption,

defining them as unofficial payments of small amounts, offered or requested by public officials or private sector employees, intended to facilitate or guarantee the smooth progress of simple procedures or necessary actions which the payer is entitled to expect. For this reason, facilitation payments are forbidden in all the countries where the Orano group operates, including those where local regulations do not prohibit them.

KATCO implements rigorous policies and procedures designed to identify, mitigate and manage risks associated with these issues, fostering an environment of accountability and ethical conduct. The Compliance Department is an independent function reporting to the General Director and ensures the Company's policies are in line with legislation and best practices in these areas and govern the prevention of bribery and corruption (including facilitation payments):

- The United Nations Convention against Corruption adopted in New York on 31 October 2003 and ratified by Kazakhstan's Law No. 31-IV dated 4 May 2008, with statements and reservations
- France's Law "On Transparency, Combating Corruption and Economic Modernisation" No. 2016-1691 dated 9 December 2016 (SAPIN II)
- Kazakhstan's Law "On Anticorruption" No. 410-V ZRK dated 18 November 2015
- Orano's Code of Ethics and Business Conduct
- Kazatomprom's Code of Ethics and Compliance
- Orano Mining Corporate Social Responsibility Policy
- Kazatomprom's Sustainable Development Corporate Policy
- Orano's Procedure on Conflicts of Interest
- Orano's Procedure on Whistleblowing System

KATCO's Compliance Policy is based on Orano's Code of Ethics and Business Conduct and Kazatomprom's Code of Ethics and Compliance. It is founded on the principles of ethical integrity, professionalism, confidentiality, honesty, respect and responsibility. Originally adopted in 2010, it has been regularly amended and updated, with the latest edition published in August 2022. Orano's Code of Ethics and Business Conduct and the Anti-Bribery Code (an annex to the code) are available on an internal server for employees and externally for third parties. An online learning module on ethics is part of the annual appraisal process for employees. The anti-bribery provisions are included in the templates of all contracts used by the Company.

In addition, KATCO adopted the following policies during the reporting period: Procedure for Managing Conflict of Interest (adopted in 2022) and Procedure on Compliance Checks of Third Parties (adopted in 2022). The Whistleblowing Policy was also updated to reflect organisational changes.

The Company works to ensure all its employees are familiar with the principles and values of the Code of Ethics and Business Conduct. The General Director and Compliance Department communicate these standards regularly, including through the annual appraisal process and annual Compliance message.

Code of Ethics and Business Conduct

KATCO's Code of Ethics and Business Conduct serves as the cornerstone of its commitment to ethical business practices. The code outlines the principles, policies and standards that guide the Company's people in conducting their business activities in a responsible and lawful manner.

Process

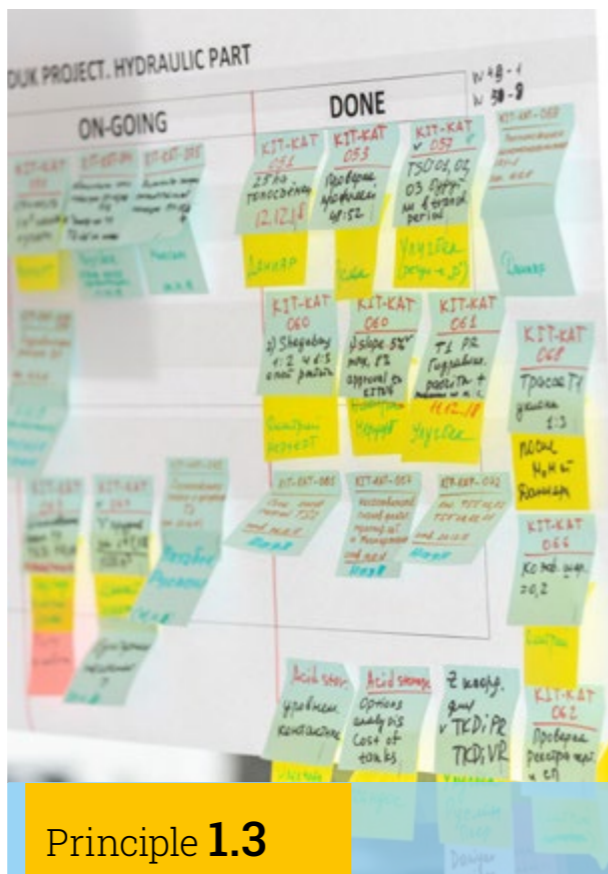
KATCO ensures that all employees are well-informed and trained on its Code of Ethics and Business Conduct. The Company provides annual training sessions and ongoing workshops to reinforce the importance of ethical behaviour and adherence to the code. Employees have access to a variety of resources where they can both ask questions about potential ethical concerns and stay informed, including an internal portal with a database of corporate reference documents; an e-learning suite; and OPUS, an IT tool for the people review process provided by the Orano group that contains educational materials.

In addition, KATCO has implemented a confidential whistleblowing system, allowing employees and third parties to report concerns, without fear of retaliation. The system enables the Compliance Department to investigate and address potential instances of non-compliance, bribery or corruption.

Controls and sanctions

KATCO has established a robust system of controls and sanctions to detect, prevent and respond to instances of non-compliance or unethical conduct. It takes all allegations seriously and thoroughly investigates each case, ensuring appropriate corrective actions are taken and that suitable sanctions are applied when necessary. It also employs third parties to review its controls and their implementation.

In 2022, KATCO recorded two ethics events, one related to an environmental matter and the other to a violation in the recruitment process. The Company took all necessary actions in accordance with its Whistleblowing Policy, such as compliance investigations, reporting and action plan implementation.



Principle 1.3

Implement policies and standards consistent with the ICMM policy framework.

KATCO is dedicated to upholding policies and standards consistent with the ICMM policy framework. It continually reviews and aligns its internal policies, processes and practices with the framework to ensure sustainable development and responsible mining practices. The Company completed its self-assessment for ICMM compliance in 2021 and plans to undergo a third-party audit in 2024.

In addition to the Code of Ethics and Business Conduct, KATCO has implemented specific policies and standards covering corporate social responsibility, environmental protection, health, safety and radiation protection, and management systems. They help to align its operations with the respect for human rights and in the interests of environmental protection, as well as the laws that govern these areas.

Third-party CSR audits are carried out on site once every two years as part of Orano Mining's CSR audit process. The Company issues a CSR report every two years. While this

document is not itself audited, the Global Orano Mining CSR Report is audited annually by third parties. In addition, KATCO carries out regular internal audits of its CSR performance.

The Company also strives to guide all aspects of its business using the 10 ICMM mining principles and their performance expectations.



Principle 1.4

Assign accountability for sustainability performance at the Board and/or Executive Committee level.

Sustainability is embedded into KATCO's integrated management system.

For a description of the management system at KATCO, see [page 10](#).



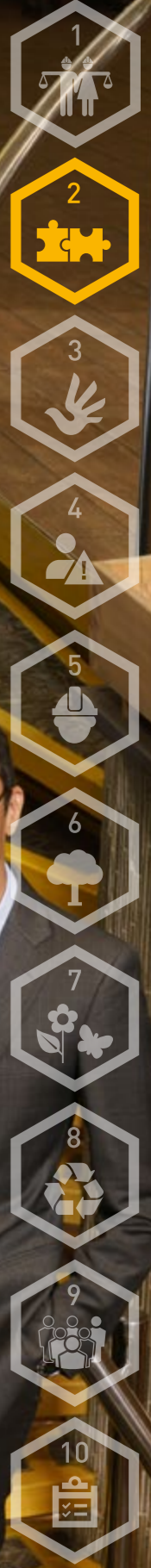
Principle 1.5

Disclose the value and beneficiaries of financial and in-kind political contributions whether directly or through an intermediary.

KATCO does not make financial or in-kind political contributions. The Company's approach is aligned with Orano's Code of Ethics and Business Conduct, which prohibits any interest representation action aimed at directly or indirectly influencing a public decision in exchange for undue advantages.

KATCO also maintains a register of gifts received by employees from third parties. During the reporting period, instances of gifts were reported and reviewed according to the Policy.

DECISION MAKING



MINING PRINCIPLE

Integrate sustainable development in corporate strategy and decision-making processes.

KATCO strives to be a leader in sustainable mining and is committed to integrating sustainable development principles into its corporate strategy and decision-making processes. The Company's robust CSR policy and focus on key performance indicators linked to the UN Sustainable Development Goals aim to create a lasting positive impact on the environment, stakeholders and the communities it operates in.



Principle 2.1

Integrate sustainable development principles into corporate strategy and decision-making processes relating to investments and in the design, operation and closure of facilities.

In line with the values and commitments of its shareholders, KATCO's approach to sustainable development is centred on the Sustainable Development Goals (SDGs), the key sustainability challenges defined by the United Nations. While seeking to contribute to all 17 SDGs, in line with Orano Mining's commitments in this area, the Company has prioritised eight goals into its corporate strategy and decision-making process.

By incorporating Orano's 5C priorities (Community, Climate, Customer growth, Cash, and Competencies), KATCO ensures that it is working towards these global goals, as well as that sustainable development principles are integrated into its action plans and performance measurement across its six CSR pillars and resulting policies.

The Company's CSR Policy, updated in June 2022, provides guidance for implementing strategies that positively impact stakeholders, while the Health, Safety, Environment and Radiation Protection (HSERP) Policy, Remuneration Regulation, Business Risk Register and other policies guide

corporate strategy. KATCO's Integrated Management System is based on the ISO 14001:2015 and ISO 45001:2018 standards, and it received third-party recertification on both standards in May 2022.

The Company's CSR commitments for 2025 are driven by specific targets that reflect its unique priorities as a Kazakh corporate citizen. These commitments include radiation and occupational safety, environment, health, ethics, transparency, dialogue, community engagement, climate action, competencies, customer growth and efficient operations.

SUSTAINABLE DEVELOPMENT GOALS



[See Sustainable Development Goals for more details.](#)



Principle 2.2

Support the adoption of responsible physical and psychological health and safety, environmental, human rights and labour policies and practices by joint venture partners, suppliers and contractors, based on risk.

KATCO is dedicated to promoting responsible business practices in its relationships with suppliers and contractors, consistent with its CSR commitments. The Company also incorporates safety and environmental requirements in contracts with contractors and implements appropriate measures to ensure compliance with Internal HSERP Policy for contractors and local regulations.

Vendors

KATCO works closely with local Kazakh vendors, particularly in the Turkistan region and Sozak district, where most of its employees come from. By providing jobs for local contractors, the Company contributes to the development of the region and supports the implementation of its investment projects. Under its subsoil use contract commitments, KATCO is required to purchase not less than 40% of goods and not less than 80% of works and services from Kazakh vendors. For information on the Company's work with local vendors, see [page 74](#).

Joint ventures

KATCO did not participate in any joint ventures during the reporting period.



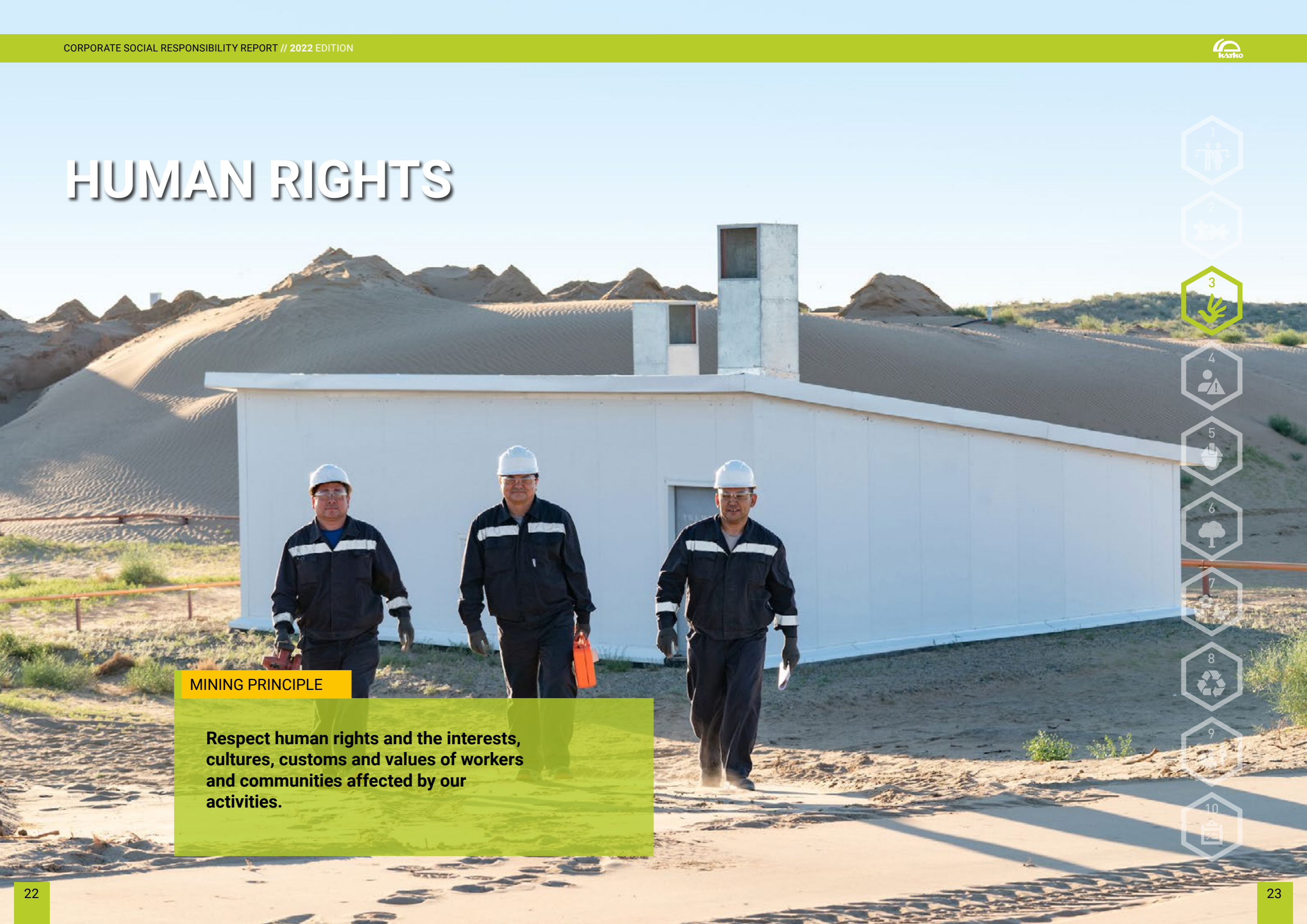
Contractors and suppliers

KATCO's policies and practices are generally applicable to contractors and suppliers, ensuring that they adhere to responsible physical and psychological health and safety, environmental, human rights and labour practices. The Company has established golden rules for health, safety and environment for contracting and subcontracting organisations. Some of the key policies include:

- **Compliance Policy.** Based on Orano's Code of Ethics and Business Conduct and Kazatomprom's Code of Ethics and Compliance, KATCO's Compliance Policy emphasises ethical integrity, professionalism, confidentiality, honesty, respect and responsibility. Orano's Code of Ethics and Business Conduct applies to employees, contractors and suppliers.
- **Labour and safety standards.** The Company requires all employees and contractors to adhere to rigorous labour and safety standards throughout its facilities, with a focus on reaching the objective of zero accidents and creating a positive working environment.
- **Training and professional development.** KATCO dedicates significant resources to training and professional development opportunities for both its employees and contractors. Specifically, for contractors working on sites, the Company provides a comprehensive range of health, safety and environmental inductions, as well as training on emergency response, electric safety and other on-site sessions. KATCO's overall focus remains on health, safety, environment and radiation protection.

Consistent with the Kazakh labour code, the Company aims to provide contractors with comparable rights, ensuring strong relationships and compliance with local regulations.

HUMAN RIGHTS



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MINING PRINCIPLE

Respect human rights and the interests, cultures, customs and values of workers and communities affected by our activities.

KATCO's unwavering commitment to human rights is demonstrated through its adherence to the ICMM Mining Principles, prioritising respect for the interests, cultures and values of its diverse workers and surrounding communities. The Company supports the UN Guiding Principles on Business and Human Rights and implements practices that respect diversity in the workplace and uphold the principles of ethical conduct, fair labour practices and human rights protection.



Principle 3.1

Support the UN Guiding Principles on Business and Human Rights by developing a policy commitment to respect human rights, undertaking human rights due diligence and providing for, or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to.

KATCO is guided by a robust ethical framework, underpinned by Orano's Code of Ethics and Business Conduct and Kazatomprom's Code of Ethics and Compliance. This commitment is embedded in the Company's Compliance Policy and unites professional integrity with a deep respect for human rights, as outlined in the UN's Universal Declaration of Human Rights. From mitigating corruption risks to setting guidelines for ethical conduct and non-compliance, KATCO follows a comprehensive approach aimed at ensuring that all employees, contractors, consultants and agents maintain ethical standards at all times.

The Company has put in place key procedures to reinforce this commitment. An annual compliance reminder from the general director underscores the importance of upholding these ethical principles. The Code of Ethics and Business Conduct is also readily accessible to all employees via the internal server and to third parties on Orano's website. In addition, a link to the code is integrated into contract templates, and an e-learning platform forms part of the annual appraisal procedure. KATCO's Risk Management Procedure and internal compliance training serve as additional safeguards that the Company employs to bolster its ethical standards.

KATCO maintains an open and transparent culture. Its Compliance Policy provides a structured system for recording and addressing grievances. It also undergoes annual inspections by the Kazakh Labour Inspectorate. This comprehensive approach demonstrates its unwavering commitment to fair labour practices, and the Company continues to adapt and refine its processes to meet the highest standards of ethical integrity and respect for human rights.



Principle 3.2

Avoid the involuntary physical or economic displacement of families and communities. Where this is not possible apply the mitigation hierarchy and implement actions or remedies that address residual adverse effects to restore or improve livelihoods and standards of living of displaced people.

KATCO's brownfield sites are already in operation and do not displace families and communities physically or economically. The South Tortkuduk site had no local settlements. It was already an industrial area with no local population in the immediate vicinity of the site.



Principle 3.3

Implement, based on risk, a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights.

KATCO's approach to human rights and security is grounded in a risk-based methodology, aligning with the Voluntary Principles on Security and Human Rights. The Company's Compliance Policy, founded on Orano's Code of Ethics and Business Conduct and Kazatomprom's Code of Ethics and Compliance, serves as the foundation for this approach, ensuring a consistent and ethically guided perspective on all aspects of security and human rights.

These foundational documents set out the principles and rules that must be followed to respect the core values of KATCO and its participants on a day-to-day basis. They reflect the Company's culture and express its commitments towards all stakeholders, particularly in favour of sustainable development and respect for human rights. They also serve as a reference for all employees and managers, while reiterating the commitment to zero tolerance for corruption and fraud in all its forms.

KATCO's approach to security is also aligned with the governing policies enacted by its participants. The security system was designed in collaboration with and is routinely assessed by the participants. In the event of any major security incidents, the Company has comprehensive emergency response plans in place.



Principle 3.4

Respect the rights of workers by: not employing child or forced labour; avoiding human trafficking; not assigning hazardous/ dangerous work to those under 18; eliminating all forms of harassment and discrimination; respecting freedom of association and collective bargaining; and providing an appropriate mechanism to address workers grievances.

In addition, KATCO has established guidelines and procedures to handle any actual or suspected non-compliance with these ethical standards, as well as applicable laws and rules involving its employees and other stakeholders, with a focus on maintaining integrity, confidentiality, respect and responsibility. The Whistleblowing Policy also provides a transparent system for recording and addressing complaints and grievances.

The Company is committed to providing regular compliance training for its employees and contractors, underlining topics such as rights and discrimination. It has also established robust whistleblowing and grievance mechanisms for internal and external stakeholders, promoting transparency and accountability. In addition, a Duty of Vigilance is in place, reinforcing KATCO's commitment to human rights and security. The Company continues to review and enhance its policies to ensure that they remain effective and relevant in the evolving landscape of human rights and security.

KATCO upholds the rights of its workers with utmost commitment and rigor, aligning with global best practices and principles. The Company strictly adheres to its policy of not employing child or forced labour and has diligent controls in place to avoid human trafficking. To ensure that no workers under the age of 18 work at KATCO's facilities, as part of the hiring process, it requires all potential employees to provide proof of age using a form of identification that complies with the relevant Kazakh legislation.

The Company is committed to eliminating all forms of harassment and discrimination, fostering an environment of respect and equality. KATCO's HR policy provides equal opportunity without discrimination based on ethnicity or gender, and it complies with local labour laws and international best practices. This commitment is reflected in the Company's diverse workforce, which includes nearly 20 nationalities. KATCO also promotes gender equality across all levels and is looking for ways that it can improve in this area.



Respecting the freedom of association and collective bargaining, KATCO encourages its employees to be part of the decision-making process. All staff are covered by a collective agreement with the Company, outlining all benefits and setting the foundation for open communication. Employee representatives are selected to act on their behalf concerning benefits, working conditions, compensation and occupational health and safety issues.

KATCO provides an appropriate mechanism to address workers' grievances, reinforcing its commitment to maintaining a fair and transparent work environment. The Company's Compliance Policy and whistleblowing mechanisms ensure that employees have the means to voice their concerns and that any issues are addressed promptly and professionally.

As part of its commitment to the development and growth of its workforce, KATCO offers regular training and professional development opportunities, including courses on rights and discrimination. The Company also provides its employees with opportunities to provide confidential feedback on their work and identify any concerns that may arise. This comprehensive approach strengthens KATCO's commitment to respecting the rights of its workers and creating a safe, inclusive and respectful work environment.

Employee turnover

Year	Entries	Departures	Turnover
2022	84	60	6.3%

New hires by age group and gender

	Gender		Age group				Total
	Male	Female	20-30	31-40	41-50	51+	
Total number of new hires	67	17	26	41	11	6	84



Principle 3.5

Equitably remunerate employees with wages that equal or exceed legal requirements or represent a competitive wage within that job market (whichever is higher) and assign regular and overtime working hours within legally required limits.

or exceed local legal requirements or are competitive within the job market, whichever is higher. It also strictly adheres to the legal limits for regular and overtime working hours, prioritising the work-life balance of its workforce.

Employment numbers at year-end

	2022
Locals	1,122
Expatriates	16
Total	1,138

Local recruitment

KATCO prioritises hiring from local communities, drawing a significant proportion of its workforce from the Sozak district and elsewhere in the Turkistan region. The Company believes in fostering local talent and contributing to local economies, and this commitment is reflected in its recruitment approach.

KATCO focuses on recruiting local people, especially for site activities. As of the year-end, 50% of employees were from the Sozak District and 26% were from other districts in the Turkistan region. In total, 99% of the Company's headcount and around 92% of management were recruited from within Kazakhstan.

Remuneration policy

KATCO's remuneration policy is guided by the principles of fairness and competitive compensation. It ensures that all employees are compensated equitably, with wages that either meet or exceed local legal requirements or are competitive within the job market. The policy is implemented and managed by a dedicated compensation and benefits function.

KATCO undertakes regular market research, most recently in 2022, to ensure that its salaries and benefits are competitive with the labour market. Amid global inflationary pressures, salaries are indexed and were increased for non-managerial workers three times in 2022, while medical coverage was increased, among other benefits.

Recognising the importance of fair compensation and work-life balance in creating a motivating and productive work environment, the Company adheres strictly to its Remuneration Regulation and Procedure on Engagement of KATCO Employees in Overtime, Work on Days Off and Holidays. These internal guidelines are designed to ensure that employees receive equitable remuneration and that their working hours are in line with legal requirements.

The compensation and benefits function plays a crucial role in implementing and managing the remuneration system, ensuring that employees receive wages that either equal or exceed the legal requirements or represent a competitive wage within the Kazakh job market.

Training hours

2022	Female	Male	Workforce	Managers	Total
Total number of training hours provided to employees	19,694	63,192	19,160	63,726	82,886
Total number of permanent employees trained	109	450	241	318	559
Average hours of training per employee	181	140	222	200	148

Number of trainings by type

	2020	2021	2022
Mandatory	874	642	574
Professional	336	592	462
Soft	72	241	95
Language	160	73	180
Total	1,442	1,548	1,311

The Company's collective agreement further underscores its commitment to fair compensation and reasonable working hours. It covers all staff and outlines all benefits, including those related to compensation and working hours.

KATCO Kazakhstan remuneration ratios

	Ratio
Lowest KATCO salary compared with government-mandated local minimum salary	1.6
Average KATCO salary compared with government-mandated local minimum salary	6.0
Recalls and holidays (paid 0.5 higher than required by Kazakh law)	2.0
Overtime paid as per the Kazakh Labour Code	1.5

Training and development

KATCO invests heavily in training and professional development, providing opportunities both locally and internationally. Programmes provided internally, through the Orano group and externally provide employees with valuable skills and insights, positioning them for success in their careers.

In 2022, the Company provided 1,311 total training sessions for mandatory topics, hard skills, soft skills and foreign languages, compared with 1,548 hours in 2021. This included 574 mandatory training sessions, 462 professional training sessions, 95 training sessions for soft skills and 180 language training sessions. These figures are consistent with regulatory requirements covering mandatory training.

People review

KATCO conducts regular performance reviews to identify areas of strength and opportunities for improvement among employees. These reviews also provide a platform for employees to voice their concerns and receive constructive feedback. In addition, they help to identify people to include in the talent pool for future career advancement, including through international mobility within Orano Mining and rotation between other Kazatomprom joint ventures, as well as at the corporate headquarters of the participants.

Another way that the Company recognises the achievements of its staff is through its annual awards. Overall, 25 people received the "Best employee" award in 2021 and 25 people in 2022. In addition, each year KATCO participant Kazatomprom gives awards to outstanding employees to mark the annual Day of the Atomic Industry Worker

on September 28. In 2022, 58 KATCO employees received awards and thank you letters from Kazatomprom, Samruk-Kazyna, the Nuclear Society of Kazakhstan, the Ministry of Energy and the country's energy industry association KazEnergy, while 50 people received a medal in honour of the 25th anniversary of Kazatomprom. In addition, 30 KATCO employees received awards at the 25th anniversary celebration for having worked at the Company for 20 or more years.

Split of employees by contract type

	2022
Permanent	1,138
Temporary	108

Performance reviews

2022	Total	Female	Male	Workforce	Managers
Number of employees receiving regular performance and career development reviews	1,121	156	965	726	395
Percentage	-	13.92%	86.08%	64.76%	35.24%

Breakdown of employees by age and gender

	2020		2021		2022	
	Headcount	Share	Headcount	Share	Headcount	Share
Total headcount	1,190	-	1,261	-	1,138	-
BREAKDOWN BY AGE						
20-30 years	122	10.25%	161	12.77%	94	8.26%
31-40 years	522	43.87%	516	40.92%	442	38.84%
41-50 years	331	27.82%	367	29.10%	369	32.43%
51-63 years	214	17.98%	217	17.21%	209	18.37%
Over 63 years	1	0.08%	0	0.00%	24	2.11%
BREAKDOWN BY GENDER						
Male	1,011	84.96%	1,080	85.65%	982	86.29%
Female	179	15.04%	181	14.35%	156	13.71%



Principle 3.6

Respect the rights, interests, aspirations, culture and natural resource-based livelihoods of Indigenous Peoples in project design, development and operation; apply the mitigation hierarchy to address adverse impacts; and deliver sustainable benefits for Indigenous Peoples.

Principle 3.7

Work to obtain the free, prior and informed consent of Indigenous Peoples where significant adverse impacts are likely to occur, as a result of relocation, disturbance of lands and territories or of critical cultural heritage, and capture the outcomes of engagement and consent processes in agreements.

KATCO does not interact with indigenous communities in the sense intended under ICMC Principle 3.6 and Principle 3.7.



Principle 3.8

Implement policies and practices to respect the rights and interest of women and support diversity in the workplace.

At the heart of KATCO's corporate ethos is a commitment to fostering an inclusive and diverse workplace. The Company recognises that diversity is not just a moral imperative but a strategic advantage, driving the implementation of policies and practices that respect women's rights and celebrate differences. KATCO has set KPIs at the CODIR and middle managerial levels to monitor progress, and a comprehensive diversity training programme has been rolled out across the Company.

In 2022, KATCO counted 185 female employees among its ranks, accounting for around 15% of the total workforce. Women also held 30% of senior management roles, and the Company aims to increase the number of women in senior positions by 2025. Among the 1,446 locally hired contractors, there were 142 women.

Employment diversity

Category		Total
Managers and professional staff	Number	422
Administrative staff	Number	141
Non-specialist workers	Number	575
Total	Number	1,138



Percentage of employees per employment and diversity category

Percentage of employees per employee category in each diversity category		Gender		Age group			Total
		Female	Male	under 30 years old	30-50 years old	over 50 years old	
Managers and professional staff	Number	87	335	28	349	45	422
	Percentage	19.33%	74.44%	6.22%	77.56%	10.00%	33.90%
Administrative staff	Number	67	74	26	82	33	141
	Percentage	42.14%	46.54%	16.35%	51.57%	20.75%	11.33%
Non-specialist workers	Number	2	573	25	395	155	575
	Percentage	0.31%	90.09%	3.93%	62.11%	24.37%	46.18%
Total	Number	156	982	79	826	233	1,138
	Percentage	12.53%	78.88%	6.35%	66.35%	18.71%	91.41%

Employees involved in governance bodies by gender and age group

	Gender		Age group		
	Female	Male	under 30 years old	30-50 years old	over 50 years old
In management positions	31	155	0	160	26

Individuals within the organisation's governance bodies (CODIR) in each diversity category	Gender		Age group		
	Female	Male	under 30 years old	30-50 years old	over 50 years old
Number of individuals within the organisation's governance bodies (CODIR) in each diversity category	3	7	0	9	1
Percentage of individuals within the organisation's governance bodies (CODIR) in each diversity category	30%	70%	0%	90%	10%



Gender equality

Gender equality remained at the forefront of KATCO's agenda in 2021 and 2022. The Company built on the momentum of the gender diversity and equality training initiated in 2021, extending its reach to include middle management and plans to continue to expand the training to remaining management and the wider workforce. By raising awareness and recognising and mitigating potential risks, KATCO continued to champion women in both key positions and those at lower levels, such as workers at base camp who could be at greater risk.

Diversity – equal opportunities

KATCO is committed to equal opportunities for all, irrespective of gender, age, ethnicity or nationality. This commitment to diversity and equal opportunities is reflected in its Recruitment Procedure and Remuneration Regulation. The Company, which represents nearly 20 nationalities*, embraces its international composition and outlook. KATCO continues to recruit at all career stages and values the diverse perspectives this approach brings.

Work flexibility and teleworking

KATCO's experience navigating the pandemic informed its approach to providing adaptability in working arrangements for office staff who do not work from its base camps. KATCO continued to support these employees by ensuring they had



22 people

Number of employees on parental leave in 2022

the necessary equipment to work remotely and delivering HR services online. The Company recognises the resilience and tenacity of its workforce, who have demonstrated their ability to thrive under pressure and adjust to significant changes.

In May 2023, after the reporting period, the World Health Organisation announced the end of the COVID-19 pandemic. Nonetheless, KATCO continues to take precautions to protect all staff, including monitoring employees at its sites and offices for symptoms to prevent potential outbreaks. Headquarters employees in Astana retain the option of working remotely one day a week.

Employee benefits

KATCO's commitment to its employees extends beyond the workplace. The Company provides a comprehensive benefits package, underpinned by the KATCO Performance Bonus Procedure and the Short-Term Incentive Procedure. The aim is to foster a healthy work-life balance and ensure the well-being of its employees.

Benefits package

Categories	Benefits
Healthcare	1) Compulsory social health insurance paid for by the employee (2%, but not more than KZT14,000) and the employer (3% but not more than KZT21,500), for all employees according to Kazakh law 2) The employer has an agreement with the Mediker medical company and insures the employee and up to two family members (only permanent employees)
Disability and invalidity coverage	Payments according to the collective agreement when terminating an employment contract
Parental leave	The place of work and length of service are maintained in accordance with the Kazakh Labour Code until the child reaches the age of 3 years
Retirement provision	1) Only mandatory pension contributions of 10% of the salary paid for by employees and 5% for employees working under potentially hazardous working conditions paid for by the employer 2) One-time payments in accordance with the collective agreement, depending on the length of service, upon termination of the employment contract
Others	a. Personal request: Considered on a commission basis for the provision of financial aid in accordance with the terms of the employer's act b. Additional paid annual leave: Two calendar days for a rotational employee and six calendar days for office-based employee working according to a 5/2 schedule c. Educating the children of our employees: As per the agreement of the employer and the employee, the cost of the education of employee's children can be covered by the Company with further retention from the employee's salary or with no retention d. Payments according to the collective agreement
Minimal notice period regarding operational change	Not later than 15 calendar days, unless labour or collective agreements provide for a longer notice period.

* Nationality describes a person's belonging to a certain ethnic community of people, differing according to specifics of language, culture, traditions, customs and lifestyle.

RISK MANAGEMENT

MINING PRINCIPLE

Implement effective risk-management strategies and systems based on sound science, and which account for stakeholder perceptions of risk.



Effective risk management is essential for responsible mining operations. KATCO's commitment to safety, environmental stewardship and social responsibility is reflected in its comprehensive risk management strategy. From stakeholder engagement to emergency response plans, the Company is dedicated to minimising potential risks and ensuring the safety of its employees, contractors and local communities, and to protecting the environment.



Principle 4.1

Assess environmental and social risks and opportunities of new projects and of significant changes to existing operations in consultation with interested and affected stakeholders, and publicly disclose assessment results.

At the heart of KATCO's operations lies a commitment to environmental stewardship and social responsibility. The Company integrates these core values into its business strategy, irrespective of the limited local populations near its sites. KATCO's objective is to effectively monitor, manage and mitigate the impact of its operations on the local ecosystem, including through the use of the ISR mining method. This dedication is reflected in the Company's comprehensive environmental management process, which aligns with both internal guidelines and regulatory requirements.

The process begins with an initial survey to inventory a site's environmental components. During the project development phase, KATCO conducts an ecological impact study to assess a future mine's environmental footprint. This systematic approach is maintained throughout the mining process through reinforced environmental monitoring. Consistent with the Kazakh Ecological Code, KATCO incorporates an Environmental Impact Assessment Procedure into each project's planning phase.

Stakeholder engagement remains a crucial element of KATCO's operations. Building on its 2019 stakeholder mapping exercise, the Company regularly updates its Stakeholder Management Plan and involves the community in discussions related to environmental and social issues. By aligning its practices with the ICMM principles, KATCO upholds its commitment to minimising environmental and social impact, exploring sustainable growth opportunities and ensuring transparent disclosure of its environmental and social risk assessment results.



Principle 4.2

Undertake risk-based due diligence on conflict and human rights that aligns with the OECD Due Diligence Guidance on Conflict-Affected and High Risk Areas, when operating in, or sourcing from, a conflict-affected or high risk area.

The Company does not operate in or source from conflict-affected or high-risk areas as defined by the Organisation for Economic Cooperation and Development (OECD).



Principle 4.3

Implement risk-based controls to avoid/prevent, minimise, mitigate and/or remedy physical and psychological health, safety and environmental impacts to workers, local communities, cultural heritage and the natural environment, based upon a recognised international standard or management system.

KATCO is unyielding in its dedication to safeguarding the health and safety of its employees and local communities and protecting the environment.

To support the well-being of its people, in 2020-21, the Company had an online psychological and emotional support programme in place. In 2022, it supplemented this by having a qualified psychologist permanently present on site.

KATCO also operates under rigorous international management systems, such as the ISO 14001:2015 Environmental Management System and the ISO 45001:2018 Occupational Health and Safety Management System. At the heart of these systems is a commitment to embedding risk prevention, continual improvement and a strong safety culture at every level.

Risk management systems

Risk management at KATCO is a multifaceted undertaking. It involves the diligent efforts of its Internal Control and Risk Management Department to assess business risks, as well as a variety of rigorous procedures. These include the KATCO Risk Management Procedure and the Procedure for Identification, Assessment, Monitoring and Control of Environmental Aspects and Risks. The Company also conducts occupational risk assessments, pre-job risk assessments, environmental risk assessments. Regular third-party audits are conducted to identify any harmful workplace conditions, with the aim of not just mitigating but eliminating hazards.

Process safety management standard

In collaboration with Orano, KATCO is dedicated to embedding Process Safety Management (PSM) across its operations. PSM is a systematic approach for controlling the unwanted release of hazardous substances, process solutions, fires and explosions. By 2024, the Company aims to fully implement Orano Mining’s PSM standard and practices throughout its operations. To date, the PSM standard is being introduced and is partly operational at KATCO sites. In 2022, PSM training was included as part of the HSE safety day at both sites, with training focused on the potential toxic results of ammonia water leak scenarios and emergency response measures.

Among other initiatives, in 2021-22, the Company conducted a campaign to train managers on process safety awareness; held regular emergency response drills with employees; provided specific, detailed training for plant operators about how to prevent and manage the release of hazardous substances; and performed sandbox exercise trainings for the crisis management team. In addition, it has created a dedicated working group to embed PSM into the daily maintenance and operating procedures for hazardous facilities.

Process safety management awareness training

As part of its commitment to PSM, KATCO continues to invest in the development of specialist PSM teams and comprehensive training programmes. The Company recognises that safety relies on the continued development of its already robust safety culture, where each employee and contractor prioritises the safety of their colleagues, themselves and the local environment. While PSM is a critical component, it forms part of a broader set of standards and practices aimed at ensuring occupational health and safety and environmental protection.



Principle 4.4

Develop, maintain and test emergency response plans. Where risks to external stakeholders are significant, this should be in collaboration with potentially affected stakeholders and consistent with established industry good practice.

KATCO has developed, maintains and tests emergency response plans to ensure the safety of its workers and protect the environment. Recognising the importance of preparation in mitigating potential risks, the Company implements these plans in collaboration with potentially affected stakeholders and is guided by best practices.

Emergency response

KATCO has established emergency response protocols, which reflect its commitment to safety and readiness in all situations. These plans are designed to handle a range of scenarios that may arise during operations and include procedures for hazard identification, risk assessment and control measures. These protocols are outlined in the HSERP Significant Risk Management and Emergency Response Programme.

To ensure that emergency response plans are up to date, the Company continually reviews them based on new insights, research findings and emerging best practices. This approach is evident in KATCO’s ongoing research studying the impact of its production facilities on the environment and local population, as well as its assessment of existing environmental monitoring programmes for ground water, surface water, soil, sediment and air.

The Company conducts regular drills, involving both its participants and subcontractors, to ensure that all parties are familiar with emergency response procedures and can act swiftly and effectively when needed.

Safety drills

Safety drills are an essential part of KATCO’s risk management strategy. Level II and III exercises, conducted once or twice a year sitewide, are designed to test the Company’s preparedness and the effectiveness of its emergency response plans. In 2022, KATCO also conducted 38 localised Level I emergency drills at its sites. In addition, the Company trained 834 on-site employees in the proper use of primary fire extinguishing equipment.

Safety drills	Level I	Level II	Level III
2020	32	1	1
2021	33	1	-
2022	38	1	-

- The drills are categorised into three levels:
- Level I drills are local exercises, such as fire drills, conducted at least once per quarter.
 - Level II drills involve the subsidiary’s general management and are carried out at least once every two years.
 - Level III drills involve the subsidiary’s general management and Orano Mining headquarters. These are performed once a year within the Mining Business Unit.

Each drill provides an opportunity to identify potential areas of improvement and enhance KATCO’s overall readiness for emergency situations. The Company is committed to ensuring the safety of its employees, contractors and local communities, and these regular drills are crucial in preparing it to respond effectively to any potential emergency.

During these drills, KATCO holds meetings and inspections to ensure adherence to HSERP guidelines. In 2022, the Company held 50 on-site meetings dedicated to HSERP issues and 50 CODIR meetings that covered HSERP issues. It also carried out 27 Level IV on-site HSERP inspections.

HSERP inspections	2021	2022
Level I	1,416	1,265
Level II	2,617	2,753
Level III	176	83
Level IV	23	27

KATCO’s commitment to safety and preparedness is unwavering. The Company continually strives to enhance its emergency response capabilities to protect its workers, local communities and the environment.

HEALTH, SAFETY AND RADIATION PROTECTION

MINING PRINCIPLE

Pursue continual improvement in health and safety performance with the ultimate goal of zero harm.



KATCO's highest priority is providing a healthy and safe working environment for its employees and contractors and ensuring that they and local communities are safe from potential exposure to radiation and other hazards.



Principle 5.1

Implement practices aimed at continually improving workplace health and safety, and monitor performance for the elimination of workplace fatalities, serious injuries and prevention of occupational diseases, based upon a recognised international standard or management system.

KATCO's approach to sustainability is to build a positive and safe work environment for all its employees and contractors. Safety is incorporated into all its planning and daily operational processes. The Company follows the principle of 'safety first' in the design, construction, commissioning, operation and decommissioning of its facilities.

Policy

KATCO has always prioritised the health and well-being of its employees, contractors and local communities. The Company seeks to continuously improve workplace safety and occupational health and limit radiation exposure as much as possible. While the management team bears ultimate accountability for workplace safety, KATCO believes

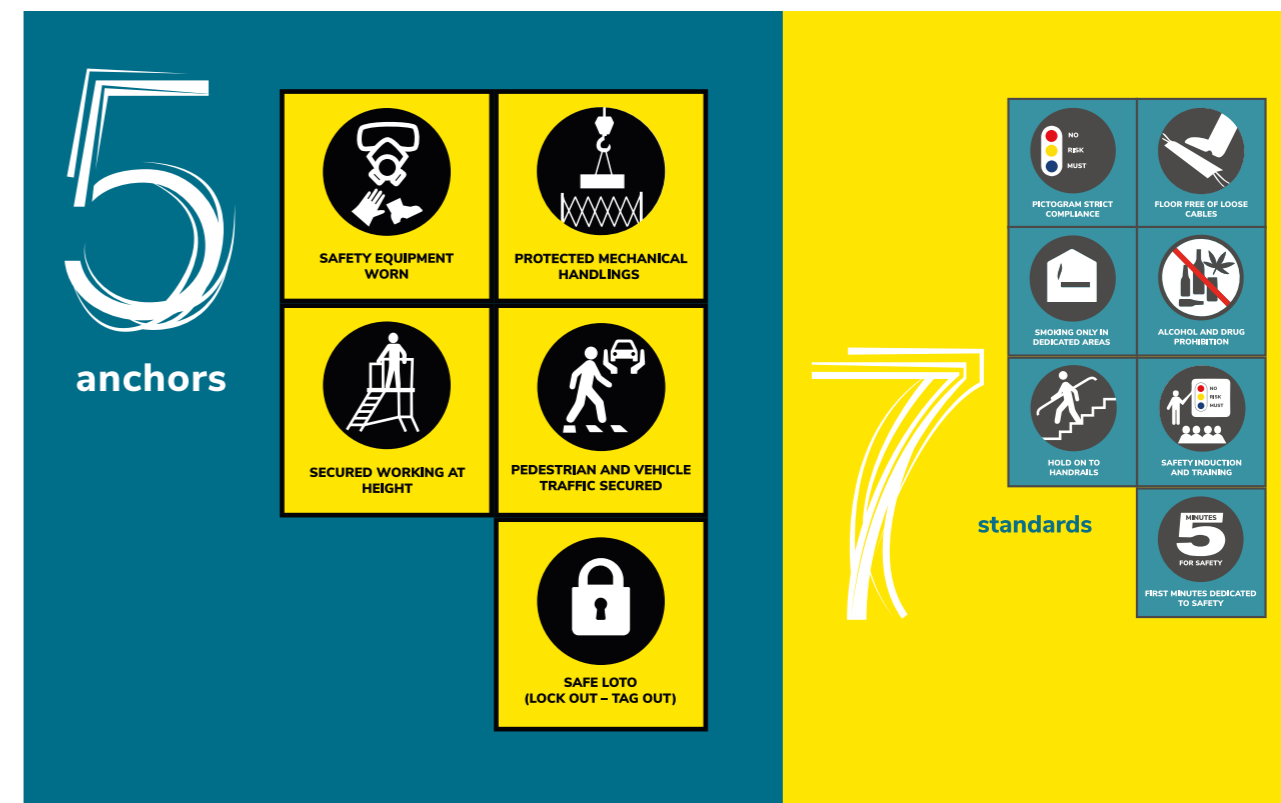
that everyone involved is responsible for safeguarding themselves and those around them. This includes employees, partners, contractors and site visitors.

KATCO reinforces its safety culture using Orano's "5 Anchors and 7 Standards" approach. The anchors are explicitly integrated throughout the daily work of each employee. The Company requires their application at all levels, with strong involvement from the management.

The Company is guided by its Health, Safety, Environment and Radiation Protection (HSERP) Policy as part of its integrated management system. It also applies a process safety management (PSM) approach, a systematic method for controlling the unwanted release of hazardous substances, process solutions or fires and explosions. While not specifically an HSERP standard, PSM helps to manage risks that have the potential to significantly impact the health and safety of employees, contractors, as well as the environment or the business.

KATCO applies HSERP risk management in all its activities. The Company also maintains and updates emergency response plans providing clear procedures for responding to different potential hazardous incidents.

In addition to Orano's 5 anchors, KATCO has implemented its own anchors for special high-stakes risks, such as drilling.



Measurement and evaluation

KATCO applies the following methods under ISO 45001 to measure the effectiveness of its HSERP efforts:

- Complex planned and target inspections by KATCO employees and third parties
- CODIR meetings dedicated to HSERP issues
- Regular onsite meetings dedicated to HSERP issues
- Regular medical consultations for employees and contractors
- Internal and external training programmes for employees and contractors covering an extensive range of HSERP topics

General evaluation methods include the following:

- Daily health and safety meetings
- Regular planned drills
- Safety topics included as part of the employee appraisal process
- Internal communications with employees on occupational health and safety issues
- Careful tracking and investigation of near misses to identify potential problem areas before an accident occurs
- Regular medical consultations held with both employees and contractors

KATCO carefully tracks and evaluates several categories of incidents and near misses based on the level of their potential impact using the high-potential (HIPO) incident methodology and follows up each time. Managers also register non-conformities discovered during regular Level II, III and IV safety visits and 'stop cards', a hazards assessment method that forces employees to immediately halt their activity and review potential risks. Safety incidents are also classed according to the level of treatment required, if any, and any material damage caused.

In 2023, the Company will continue to work to identify and eliminate unacceptable scenarios across its primary safety risks, including work with reagents, drilling and the release of hazardous substances. To improve the management of reagents, KATCO will conduct activity-based training for field operators and maintenance workers. To enhance the focus on drilling safety, the Company will provide thorough oversight of contractor drilling activity by safety supervisors, as well as on-the-job training for drillers and assistant drillers. To ensure the proper management of hazardous substances, KATCO will continue to work on the implementation of PSM practices across its sites.



Identifying accidents with high potential severity

Drilling activities and reagents management are key areas of focus for KATCO as these are the most common potentially hazardous activities on its sites and the sources of past fatal incidents in past years. During the reporting period, KATCO made contractor safety and drilling safety two of its primary areas of focus.

This approach focuses on all factors of contracted drilling work, including regular checks of the conditions at the base camp for contractors to improve their quality of rest to avoid fatigue. A specific drilling safety team has been assigned to supervise their work to strengthen oversight and KATCO is developing plans to extend its capacity to train best practices. Management also focused on contractor safety in other areas, including working at height, with rotating equipment and other related areas.

Another issue of concern during the reporting period was fatigue among employees who extended their stay on site as an emergency measure during pandemic-related lockdowns, which led KATCO to re-focus on mental health issues. In 2021, the Company launched an emotional support programme staffed with therapists able to provide confidential online counselling. In 2022, it enhanced this programme with the full-time presence of an on-site therapist.

Safety results

Regrettably, the Company suffered one fatal incident during the reporting period, involving a drilling subcontractor in 2021. KATCO and its participants are committed to learning from this incident, and it has had a significant influence on the development of its oversight and working conditions of drilling contractors described above. Following the 2021 incident, the Company has increased drill-rig inspections, stepped up the number of safety visits at all levels and increased the number of stop cards issued, including a nearly 200% increase in the number of stop cards issued for non-conformities in technique and methods of work.

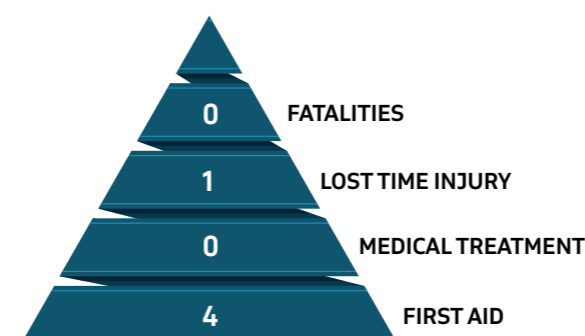
As a result of the thorough internal investigation of the incident, measures were implemented to improve oversight and ensure safety during each stage of drilling operations, with a clear division of responsibility for control at each stage. This process produced a Drilling Rig Inspection Dashboard, setting out an inspection schedule with defined lines of authority. As part of the daily oversight process, HSE and drilling quality supervisors are charged with ensuring the effectiveness of these controls in coordination with drilling supervisors during all drilling work.

Drilling Rig Inspection Dashboard

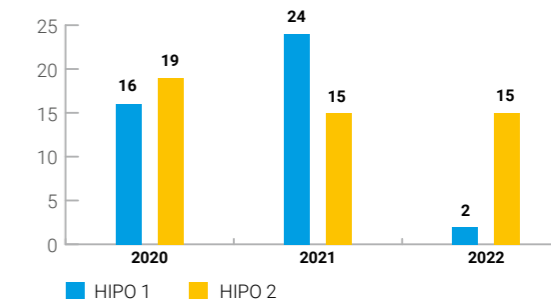
Control	How the inspection is carried out	When	Who	How
Control Nº 1	The rig is tested according to 6 drilling standards, according to the DEM/DSS/F-2 checklist Version 02	After moving the unit to a new point	Drilling supervisor HSE supervisor Area supervisor (contractor) HSE engineer (contractor)	Using a DEM/DSS/F-2 checklist Version 02
Control Nº 2	Visual inspection during the day without stoppage of drilling operations and, in addition, the illumination of the rig at night is checked	Before and during casing process (conditionally 5-7 days after the start of drilling)	Drilling supervisor Area supervisor (contractor) HSE supervisor	Visually in accordance with the sections of the checklist of the Lifting mechanism + Electricity + PPE without filling out a report and a checklist
Control Nº 3	Dismantling and transportation of units is prohibited at night; inspection is carried out using checklist DEM/DSS/F-3 by foremen	On average 2-3 days after well casing	Drilling supervisor Area supervisor (contractor) Foreman (contractor) HSE supervisor	Control of dismantling works, readiness for transportation
Control Nº 4	Visual inspection during the day without stoppage of drilling operations and, in addition, the illumination of the rig at night is checked	Daily, during drilling activities (during the day) visual inspection between Control 1, 2 and 3	Drilling safety and quality field supervisors	Visually in accordance with the sections of the checklist of the Lifting mechanism + Electricity + PPE
Control Nº 5	Visual inspection during the day without stoppage of drilling operations and, in addition, the illumination of the rig at night is checked	Daily, during drilling activities (during night and day) between Control 1, 2 and 3	Drilling supervisors	Visually in accordance with the sections of the checklist of the Lifting mechanism + Electricity + PPE

In addition, Orano Mining has released a video about the 2021 incident and the risks involved, and the corrective actions taken to ensure the lessons learned are shared as widely as possible. No fatalities were reported in 2022.

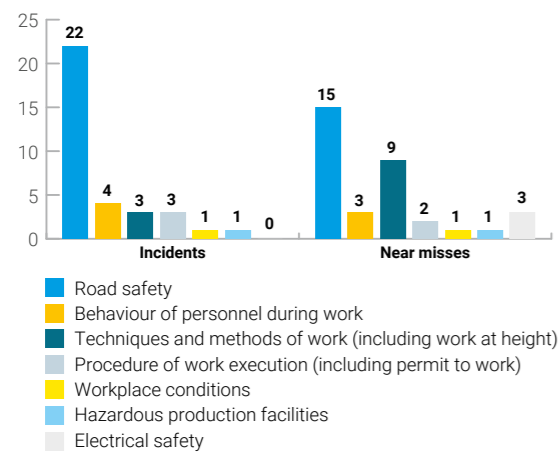
Incident pyramid, 2022



Monitoring of HIPO 1&2 (actual and potential events)



Safety Pareto: exposure to critical risks
(HIPO 1&2)



Occupational and preventative health

KATCO puts constant emphasis on risk management and best-practice procedures throughout operations to ensure a continued focus on its 'safety first' approach. While the management team bears ultimate accountability for workplace safety, the Company believes that everyone involved is responsible for safeguarding themselves and those around them. This includes employees, partners, contractors and site visitors.

KATCO employs specialised on-site medical units that are on call 24 hours a day, seven days a week to ensure that the health needs of its employees are met at all times. Three medical units, equipped to provide emergency services in accordance with international standards, are co-located at the Company's sites to allow for complete coverage and prompt incident response.

In 2022, 3,623 medical consultations were provided to KATCO employees and contractors. To supplement these formal medical units, the Company also trains its staff in first aid techniques. In 2022, 788 employees received such training.



Principle 5.2

Provide workers with training in accordance with their responsibilities for health and safety, and implement health surveillance and risk-based monitoring programmes based on occupational exposures.

As a uranium miner and producer, the Company evaluates the risk of radiation exposure across its operations. This includes the regular measuring and monitoring of alpha and gamma radiation exposure levels for specific areas of its operations using established technologies and following international standards.

KATCO adheres to three primary radiation protection principles: justification, optimisation and limitation of exposure. It assesses the risk of exposure to ionising radiation before beginning an activity with an aim to maintain exposure 'As Low As Reasonably Achievable', or 'ALARA'.

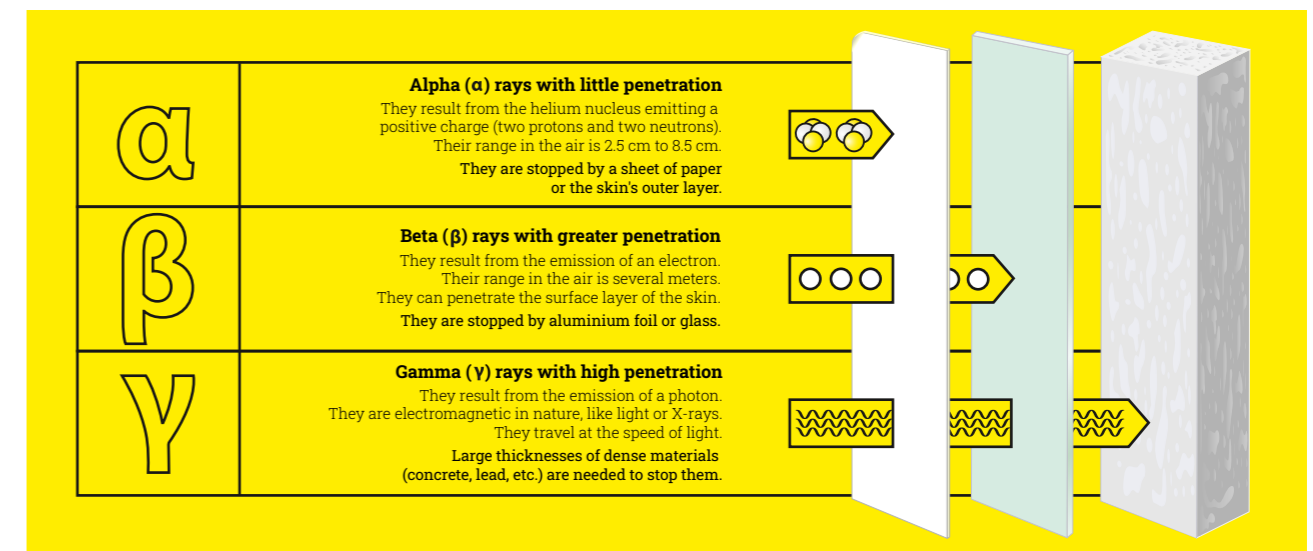
Radiation protection

KATCO's approach to minimising and mitigating radiation exposure risk is based on a 'compartmentalisation' mentality. The Company classifies its employees according to categories of exposure. Group A personnel ('exposed employees') are directly exposed to ionising radiation and work in such places as plant facilities. Group B personnel work in areas where there is potential for exposure.

KATCO has zoning and monitoring procedures in place for all work functions. Employees whose work requires them to cross zones must follow sanitary rules for personal protective equipment (PPE). They also must comply with the approved cleaning protocols in the respective areas.

In addition, the Company carries out regular monitoring of its sites and the surrounding area. It shares its findings with local communities as part of its stakeholder outreach programmes.

Alpha, beta and gamma ray penetration



Radiation protection results

In 2022, the Company spent a record KZT250 million on PPE and an additional KZT40 million on equipment. During the year, the average radiation exposure level for KATCO employees (Groups A and B) was 1.22 mSv, well below the maximum permitted level under Kazakh regulation of 20 mSv. For Group A personnel, the figure was 2.93 mSv. These figures are consistent with expected levels.

Ionising radiation

Radioactivity is a physical occurrence associated with the composition of matter. Specific atoms, like those found in uranium, are unstable and release ionising radiation. When this form of radiation engages with matter, it can lead to ionisations, which involve the removal of one or more electrons from their respective atoms.

Radiation protection results

	2020	2021	2022
Maximum permissible radiation for Kazakhstan (mSv)	20	20	20
Workers exposed to a dose exceeding 20 mSv	0	0	0
Maximum annual level of exposure for KATCO personnel (mSv)	4.92	4.08	2.93
Average annual level of exposure for KATCO personnel (mSv)	1.06	1.67	1.22
Maximum annual level of exposure for contractors (mSv)	1.05	1.92	1.98
Average annual level of exposure for contractors (mSv)	0.79	1.23	0.98

ENVIRONMENTAL PERFORMANCE



MINING PRINCIPLE

Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change.

KATCO upholds high environmental standards in its uranium mining operations. The Company is conscientiously dedicated to comprehensive risk management, minimisation of waste, effective energy efficiency and the reduction of greenhouse gas emissions. KATCO strives to ensure that these practices not only meet but exceed internationally recognised protocols.



Principle 6.1

Plan and design for closure in consultation with relevant authorities and stakeholders, implement measures to address closure-related environmental and social aspects, and make financial provision to enable agreed closure and post-closure commitments to be realised.

KATCO is fortunate to have mining sites with an aquifer structure conducive to the use of the environmentally conscious ISR method and located in areas with no local populations nearby. In 2021, it unveiled its remediation plan, which involves site infrastructure dismantling, tree plantation and aquifer isolation. Consequently, a liquidation fund has been set up to financially support these initiatives. Additionally, public hearings provide transparency and input on these remediation activities.

The Company also places significant emphasis on research and development projects that focus part of its remediation strategy on monitored natural attenuation: the use of existing environmental conditions and processes to reduce or stabilise the potential spread of contaminants, allowing the environment to naturally recover over time without active intervention. Orano's environmental research and development team has created reactive transport models to help determine that monitored natural attenuation is a good solution for KATCO's aquifer remediation. However, alternative solutions to accelerate this attenuation are also being studied.

KATCO is committed to sustainability throughout the lifecycle of its operations. From the initial stages of planning and designing, through to closure and many years beyond, the Company integrates stringent environmental and social considerations, ensuring that the transition from operational to post-operational status is conducted in an orderly, responsible and well-funded manner.

KATCO collaborates with relevant authorities and stakeholders, establishing detailed plans and measures to handle closure-related environmental and social impacts. This not only reinforces regulatory compliance, but also strengthens the Company's dedication to long-term environmental stewardship and social responsibility.

The cornerstone of KATCO's approach to environmental management is its Health, Safety, Environment and Radiation Protection Policy. This policy addresses all phases of operations, laying a strong foundation for environmental preservation.

Recognising the importance of planning for the future, the Company's Remediation Programme outlines its strategy for designing and planning operational closures, as well as managing the post-closure phase (see below).

This approach demonstrates KATCO's commitment to environmental protection, regulatory compliance and sustainable operations. The Company continually strives for improvements, seeking innovative approaches to further minimise environmental impact and promote sustainable development.

Remediation phases

KATCO's remediation programme is divided into key phases that ensure a methodical and comprehensive approach to mine closure and application of best practices. This systematic process includes conducting necessary studies, performing mining works using the less-invasive ISR method, closure and remediation, and regular site monitoring.

Assessment

Before initiating any operations, KATCO conducts thorough environmental impact assessments for its planned activities. These analyses include geophysical and hydrogeological evaluations and environmental baseline studies to understand the site's initial state.

The insights derived from these assessments allow the Company to design its activities in a manner that minimises adverse effects on the environment and local communities. The assessments also set the groundwork for later remediation efforts, enabling KATCO to compare the pre-operational and post-operational states and assess the effectiveness of its remediation procedures.

ISR mining operations and site closure

Throughout the ISR mining phase, KATCO maintains strict controls to safeguard the environment. The Company's mining operations are designed and executed in line with its established policies and standards, focusing on the optimal extraction of resources while minimising environmental disruptions. These operations are continually monitored and adjusted as necessary, based on real-time data and assessments, ensuring a responsive and adaptive approach.

Once the mining operations are complete and the site is entering the closure phase, a comprehensive and systematic dismantling of the facilities and equipment will take place,

ensuring that the site is ready for the final remediation and restoration process.

Remediation

Under the terms of the Subsoil Use Contract, KATCO must dismantle all offices and site facilities, including underground pipelines and other equipment. It must also restore the site when mining ends, including backfilling the wells to fully isolate each aquifer so that water from different aquifers does not mix, as well as revegetating the wellfield. For these purposes, the Company has created a liquidation fund, to which it contributes yearly.

The Remediation Programme describes these commitments and forms the strategic basis for establishing financial guarantees. It acts as a structural outline for decommissioning, as well as aquifer remediation based on the principle of monitored natural attenuation.

Site monitoring

KATCO's post-mining approach institutes site monitoring to assess the progress of remediation efforts and to confirm the successful reintegration of the site into the natural environment. This phase involves regular and systematic monitoring of various environmental parameters, including water quality, air quality, soil composition and vegetation. If any issues are detected, the procedure calls for taking immediate corrective action, staying true to the Company's commitment to environmental protection.

Through regular monitoring, KATCO ensures that the remediation process meets the intended objectives and contributes towards sustainable development. This ongoing attention to environmental impacts reinforces the Company's commitment to transparency, accountability and continuous improvement in its environmental performance.



Principle 6.2

Implement water stewardship practices that provide for strong and transparent water governance, effective and efficient management of water at operations, and collaboration with stakeholders at a catchment level to achieve responsible and sustainable water use.

Our policy

KATCO's Remediation Programme governs its approach to closure and post-closure commitments. It is based on the Subsoil Use Contract that the Company has signed with the government of Kazakhstan. It also complies with the Kazakh Subsoil Use Code and Environmental Code, as well as other applicable laws and regulations.

Mine decommissioning and remediation

The core decommissioning principles outlined in the Remediation Programme are to:

- respect local regulation
- establish the liquidation fund and set financial norms for contributions
- apply Orano's remediation standards in alignment with IAEA guidelines
- ensure long-term public health and safety
- limit the residual impact of previous activity, consistent with the 'As Low As Reasonably Achievable' (ALARA) principle
- limit areas with restricted access
- integrate into the landscape
- maintain an ongoing dialogue and consultation with various local stakeholder groups

KATCO's systematic approach to water stewardship, aligned with Principle 6.2, underscores its broader commitment to sustainable mining practices. The Company believes that environmental stewardship is not just beneficial but also essential for its 'social license to operate'.

KATCO prioritises water stewardship by categorising water usage into two primary types: water managed as part of the ISR mining process within the ore body, which is not consumed but circulated within the system; and water used for industrial purposes and living conditions. For the ore body, the Company ensures balance within confined spaces, ensuring that the volume of water pumped in matches the amount pumped out. For industrial and living conditions, water is sourced and used judiciously based on specific



needs. Under Kazakh legislation, domestic wastewater discharged into filtration fields and storage ponds is tested once per quarter by the Company's own accredited laboratory or a certified contractor. Industrial wastewater is recirculated in the production process.

In 2021-22, KATCO focused on analysing water consumption patterns. The actions resulting from this analysis began to be implemented in 2022, the primary action being the reuse of water in the uranium production process at the plant. Additionally, there are planned actions related to water stewardship set for 2023.

Policy

KATCO's water stewardship policy is anchored by regulatory compliance and a commitment to continuous improvement. The Company obtains annual permits for water consumption and adheres to mandatory quarterly reporting. This demonstrates its commitment to transparency and adherence to national regulations.

Water stewardship

Recognising water as a precious natural resource, KATCO takes a proactive stance in managing its water consumption. Its approach to water stewardship involves optimising natural resource use and maintaining a constant focus on water management. The Company has a dedicated water management system in place. In 2022, it implemented a Master Plan for Improving the Culture of Handling Non-

Recyclable Waste and Analysing Water Consumption, which focused on increasing recycling and minimising use of water at both its offices and sites.

Discharge into environment

KATCO monitors and controls discharges to the air and sewage disposal fields for compliance with maximum permissible discharge standards under its ecological permit in accordance with its Industrial Environmental Control Programme. The Company samples for full analysis before and after treatment, at the point of discharge to filtration fields and evaporation ponds at least once per quarter.

KATCO conducts environmental monitoring of groundwater to prevent potential contamination from its underground ISR uranium mining operations. It also monitors and controls all aquifers within the location of the ISR wellfields and nearby other surface infrastructure.

Risks and opportunities

In the arid environments where KATCO operates, water scarcity presents a significant risk, elevating water management as a priority. According to the World Resources Institute's Aqueduct global tool, the Company's sites have been assessed as "arid and low water use". However, KATCO also recognises the opportunities presented by responsible water management, including the promotion of non-hazardous wastewater recycling.



Methodology

KATCO employs a systematic approach to water management, grounded in environmental monitoring and facilitated by various tools. This methodology, set out in the Company's procedures for water monitoring and other normative documents, is based on Kazakh legislation, the policies of its participants, requirements of subsoil contracts and international best practices. The primary goals of this approach include:

- protection of groundwater from pollution and depletion
- prevention of negative consequences of water extraction on the environment
- information support for processes of managing the utilisation of underground water sources
- oversight of compliance with subsoil contract commitments related to underground water extraction

Inbound and outbound water

	2020	2021	2022
Intake of water from supply network	0	0	0
Intake of ground water via wells	510,613	601,044	603,009
Wastewater discharged	94,986	226,134	236,548

Performance monitoring

KATCO's performance monitoring involves regular tests and measurements as stipulated by Kazakh legislation and the Company's own internal policies. Monitoring of groundwater through observation wells is designed to measure changes in the state of water, assess the performance of wells and equipment utilising water, and provide data for regular reporting to state oversight bodies and for internal use.

In 2022, KATCO carried out tests on 377 samples of water from observation wells. Additionally, quarterly tests are conducted at various potential emission sites, ensuring that the Company's operations maintain excellent environmental standards.



Principle 6.3

Design, construct, operate, monitor and decommission tailings disposal/storage facilities using comprehensive, risk-based management and governance practices in line with internationally recognised good practice, to minimise the risk of catastrophic failure.

KATCO uses the ISR method, which has a closed-circuit process and does not generate the type of tailings or waste rock associated with more invasive surface or underground mining methods. The Company also does not have tailings dam infrastructure, which is not necessary given the nature of its operations.

However, KATCO's processes are designed to align with international good practices, even if its operations do not produce the conventional type of tailings. For example, the Company extracts relatively small amounts of soil when drilling wells. The radioactivity of the drill cuttings extracted in the wellfield is measured. If it exceeds a certain value, it is transferred to low radioactive waste. In most cases, radioactivity of the soil is low enough to be sent directly for disposal.

Principle 6.4

Apply the mitigation hierarchy to prevent pollution, manage releases and waste, and address potential impacts on human health and the environment.

KATCO manages waste in compliance with all applicable rules and legislation. The Company has also aligned its operational procedures with the mitigation hierarchy, which is embedded within its risk management and relevant environmental policies, procedures and other internal regulations.

KATCO seeks to manage mining waste materials effectively through minimising waste production, classifying and storing the waste produced, recycling when feasible, and ensuring that waste disposal or recovery is traceable and compliant with environmental regulations.

Policy

The Company's policy is to manage its own waste, effectively and in accordance with all regulations, whether the waste is radioactive or conventional. The waste management hierarchy of prevention, reuse, recycling and disposal is applied to diminish the impact of pollution, handle discharges and waste, and respond to any impacts on human health and the environment.



KATCO operates under an environmental management plan (ISO 14001), which further demonstrates its commitment to mitigating environmental impacts. As part of its Master Plan for waste and water management, noted above, a working group developed recommendations in 2022 for the improved sorting and removal of waste in line with Kazakh legislation, with the goal of reducing the share of non-recyclable waste. This approach incorporates an audit and awareness campaign, including improved unified visual standards for waste types. In addition, a project with significant potential to reduce waste generation is currently being tested.

The Master Plan features an action plan for 2023, which includes increasing awareness among employees and contractors, improving waste collection facilities

and auditing contractors. KATCO has set the ultimate objective to reduce water consumption by 10% by 2025 and generation of non-recyclable conventional waste by 25% by 2030.

Performance

KATCO applies numerous procedures and actions aimed at preventing pollution, managing releases and waste, and addressing potential impacts on human health and the environment, all aligned with the ISO 14001 certification.

The Company's Ecology Programme delineates which environmental indicators should be tracked, which sources need controlling and how frequently sampling should occur. Monitoring programmes are in place for all components: groundwater, soil and air. Specific policies and procedures manage different types of waste, ranging from metal wastes and used oils to mercury-containing waste, as well as waste from office equipment components and parts.

Furthermore, KATCO is identifying and implementing opportunities to enhance waste management. For example, no waste was landfilled in 2021, thanks to actions such as donating food waste to cattle feeding, recycling sorted waste and incinerating non-sorted waste. Further projects are in progress to meet Orano Mining's target of 25% reduction in non-recycled waste by 2030.

Domestic waste

Domestic waste includes household waste (trash bins), food and kitchen waste, and various non-recyclable materials (household, food and kitchen waste can also be non-recyclable).

Domestic waste

	2020	2021	2022
Conventional waste generated, kg	219.8	238.24	726.16
Solid domestic waste, kg	220.98	262.49	373.15

Industrial waste

Industrial waste consists of industrial packaging materials (styrofoam and plastic), some scrap wood, tires, metal and other waste construction materials.

Industrial waste

	2020	2021	2022
Drilling mud	19,081	48,247	50,446

Radiologically and chemically contaminated waste

Radiologically and chemically contaminated waste consists primarily of low radioactive waste generated during the ISR production process.

Radiologically and chemically contaminated waste

	2020	2021	2022
Hazardous waste sent offsite, tonnes	32	31	33
Low radioactive waste, tonnes	877	622	645



Principle 6.5

Implement measures to improve energy efficiency and contribute to a low-carbon future, and report the outcomes based on internationally recognised protocols for measuring CO₂ equivalent (GHG) emissions.

KATCO is committed to contributing to a low-carbon future. The Company consistently applies internationally recognised protocols for measuring CO₂ equivalent greenhouse gas (GHG) emissions. Kazakhstan has committed to a baseline of reducing GHG emissions by 15% by the end of 2030, compared with 1990 levels, and carbon neutrality by 2060.

While in line with Kazakhstan's national commitments, KATCO is participating in Orano Mining's goal of reducing CO₂ emissions by 20% by 2025 and achieving carbon neutrality by 2050.

In 2023, after the reporting period, KATCO completed its latest evaluation of its scope 1 and 2 emissions. Notably, it found that 88% of emissions are Scope 2 from electricity generated at coal-fired plants. In turn, around 90% of consumed power is used to transport uranium solution from the wellfield to the plant, then through the plant and back to the wellfield. The Company is working on a range of projects to reduce scope 1 and 2 emissions.

Climate

KATCO has established targets aimed at reducing its GHG emissions and contributing towards the global objective of achieving carbon neutrality by 2050. The Company's objective is to contribute to net zero emissions, scopes 1 and 2, by 2050, following the collective commitment of ICMM members.

GHG surveillance and reporting

KATCO's greenhouse gas emissions are reported and audited regularly and disclosed below according to scope 1 and 2 emissions from 2021.



KATCO emissions

	2020	2021	2022
Scope 1	n/a	14,170	22,810
Scope 2	n/a	n/a	n/a
Scope 3	n/a	n/a	n/a
Total	96,082	226,134	236,548

Anticipating and adapting to climate-related changes

KATCO is identifying and managing the physical risks associated with climate change in line with both national regulations and the commitments of its participants.

The Company is studying the vulnerability of its activities to the consequences of climate change, using United Nations Intergovernmental Panel on Climate Change models. The weaknesses identified will be used to adapt the site's short and long-term risk and opportunity management plans.

Energy

KATCO strives to secure energy supplies, reduce consumption, and minimise its carbon footprint. Ensuring the continuity and safety of the Company's operations involves securing energy supply while optimising consumption and reducing the carbon footprint.

KATCO has a policy geared towards reducing energy consumption while aligning with environmental best practices. The Company participates in a working group focusing on reducing energy consumption. Ideas to reduce consumption that align with environmental best practices and CO₂ reduction targets are identified and implemented at the site level.

KATCO's performance in managing its energy consumption is consistently monitored. The Company's total energy consumed in 2022 was 161 MWh. The Company is also working to reduce energy consumption and emissions at its sites and offices.



KATCO energy consumption (MWh)

	2020	2021	2022	Delta 2022 vs 2021
Energy consumed	149,955.57	157,857.29	160,666.14	1.78%
Fossil energy consumed	39,455.87	49,459.29	49,158.14	-0.61%
Electricity consumed	110,499.70	108,398	111,508	2.87%
electricity from non-renewable energy sources consumed	110,499.70	108,398	111,508	2.87%
electricity from renewable energy sources consumed	5.2	5	5	0%
Ratio of energy consumed/tU	52.93	55.58	62.66	7.09

Environmental monitoring

KATCO employs a comprehensive environmental monitoring system that includes air, water and soil monitoring, ensuring a holistic approach to managing its environmental impact. The Company implemented its updated Procedure for the Identification and Monitoring of Environmental Aspects in June 2022.

Industrial control covers the following groups of parameters:

- monitoring sources of chemical substance emissions into the atmospheric air (quarterly)
- monitoring sources of pollutant discharges to sanitary water storage tanks and filtration fields (quarterly)
- monitoring soil contamination (annually)
- monitoring groundwater pollution (annually)
- monitoring flora and fauna (every five years).

CONSERVATION OF BIODIVERSITY

MINING PRINCIPLE

Contribute to the conservation of biodiversity and integrated approaches to land-use planning.



As a responsible entity in the mining industry, KATCO acknowledges the critical role it plays in safeguarding biodiversity. The Company is dedicated to preserving the health and stability of ecosystems within and surrounding its operational areas.



Principle 7.1

Neither explore nor develop new mines in World Heritage sites, respect legally designated protected areas, and design and operate any new operations or changes to existing operations to be compatible with the value for which such areas were designated.

KATCO does not prospect or develop new mines in World Heritage Sites or in legally designated protected areas. However, within roughly 100 kilometres lies the Karatau Nature Reserve, a vital wildlife refuge in the Karatau Mountains, part of the Western Tien Shan transnational

mountain range adjacent to the Kyzylkum, Betpak-Dala and Muyunkum deserts in southern Kazakhstan.

Recognised by UNESCO, the nature reserve is managed as an International Union for Conservation of Nature (IUCN) Category 1a protected area, denoting strict nature reserves set aside to protect biodiversity and geodiversity. Additionally, the nearby Syrdarya-Turkistan Regional Park, classified under IUCN Category 2, further underscores the region's commitment to conservation. The mining site itself is in a landscape managed in line with IUCN Category 6, which promotes the sustainable use of natural resources and conservation of ecosystems.

These protections align with KATCO's environmental performance goals, which include initiatives to reduce water consumption, emissions and non-recycled waste.



Principle 7.2

Assess and address risks and impacts to biodiversity and ecosystem services by implementing the mitigation hierarchy, with the ambition of achieving no-net-loss of biodiversity.

KATCO is committed to preserving biodiversity within its operational sites, applying the "avoid – minimise – remediate/restore – offset" mitigation hierarchy in accordance with Kazakh law and recognised international standards. Key to this strategy is a robust biodiversity assessment, the frequency of which is being increased from every ten years to every five years going forward.

The most recent study, completed in 2021, provided essential insights for effectively mitigating, managing and offsetting any potential harm to biodiversity. The Company's overall goal is to trend towards zero net loss of biodiversity over time.

Taking action to protect biodiversity

KATCO takes a proactive approach to conserving biodiversity. This is manifested through initiatives such as its tree-planting event, experimental project planting saxaul seedlings, and the reforestation compensation plan at the South Tortkuduk site. In 2021, there was an on-site test planting of saxaul seeds and saplings, which is now being monitored to assess the potential for future large-scale reforestation efforts.

The Company also actively involves its staff in biodiversity protection, such as through wildlife and nature photography competitions, while conducting ongoing monitoring to affirm no disruption to rare species at production sites. These

initiatives embody KATCO's firm commitment to ensuring the sustainable use of land and protecting biodiversity within its operational areas.

Biodiversity study

In 2021, KATCO completed the ten-year update of its biodiversity study covering its licence areas. It used a previous study conducted in 2010 as a baseline for comparison, which while not directly comparable due to methodological differences, allowed recommendations to be made for future steps to protect the natural habitat.

The 2021 study identified a rich diversity of life within the surveyed area near the Company's sites, including 53 species of higher plants and 100 species of vertebrates. The vertebrates comprised one amphibian, 11 reptile, 77 bird and 11 mammal species. Among these, 13 bird and 4 mammal species are listed in the Red Book of Kazakhstan, reflecting their unique and protected status within the country's ecology. The field survey conducted in 2021 also documented five rare and endangered species of flora, including three listed in the Red Book. These efforts emphasise KATCO's commitment to monitoring and safeguarding vulnerable species within its operating areas.

The study also provided additional confirmation about the importance of two dominant tree species in distinct areas: the white saxaul in sandy zones, and the black saxaul in salt marshes, which feature a type of high-salt, compact soil. The saxaul is integral to the Muyunkum Desert ecosystem, not only for its crucial role in stabilising the landscape by fixing the sands and mitigating erosion but also as a fundamental habitat provider for a diverse range of local bird and mammal species. This highlights the saxaul's multiplicative contribution to maintaining the region's ecological equilibrium.



Notably, while the species counts recorded in the 2021 field survey are not directly comparable with those of the earlier studies because of methodological differences, a comprehensive analysis of the research was able to determine that there has not been any significant depletion of species on KATCO's territory in the past decade. Importantly, even animal and plant species that are most sensitive to human anthropogenic impact have been preserved.

The study has played a critical role in enhancing awareness among KATCO employees regarding the rich biodiversity of the territory, the presence of rare species near its sites and the essential measures required for their preservation.

Following the 2021 biodiversity study, the Company created an action plan featuring the following initiatives:

- using existing traversed roads on sites rather than creating new ones to minimise the impact on plant ecosystems
- planting saxaul seedlings and seeds at the allocated test site to obtain data that can be used during reclamation
- informing KATCO employees about the biodiversity on the territory, including rare species that live near the Company's sites, and the measures necessary to conserve them to improve environmental awareness
- informing stakeholders about the biological study results, including as part of this report
- equipping overhead power lines on reinforced concrete supports with bird protection systems to prevent bird deaths
- organising an annual biodiversity photo contest on KATCO's territory among employees and contractors to engage them in both monitoring and conserving biodiversity



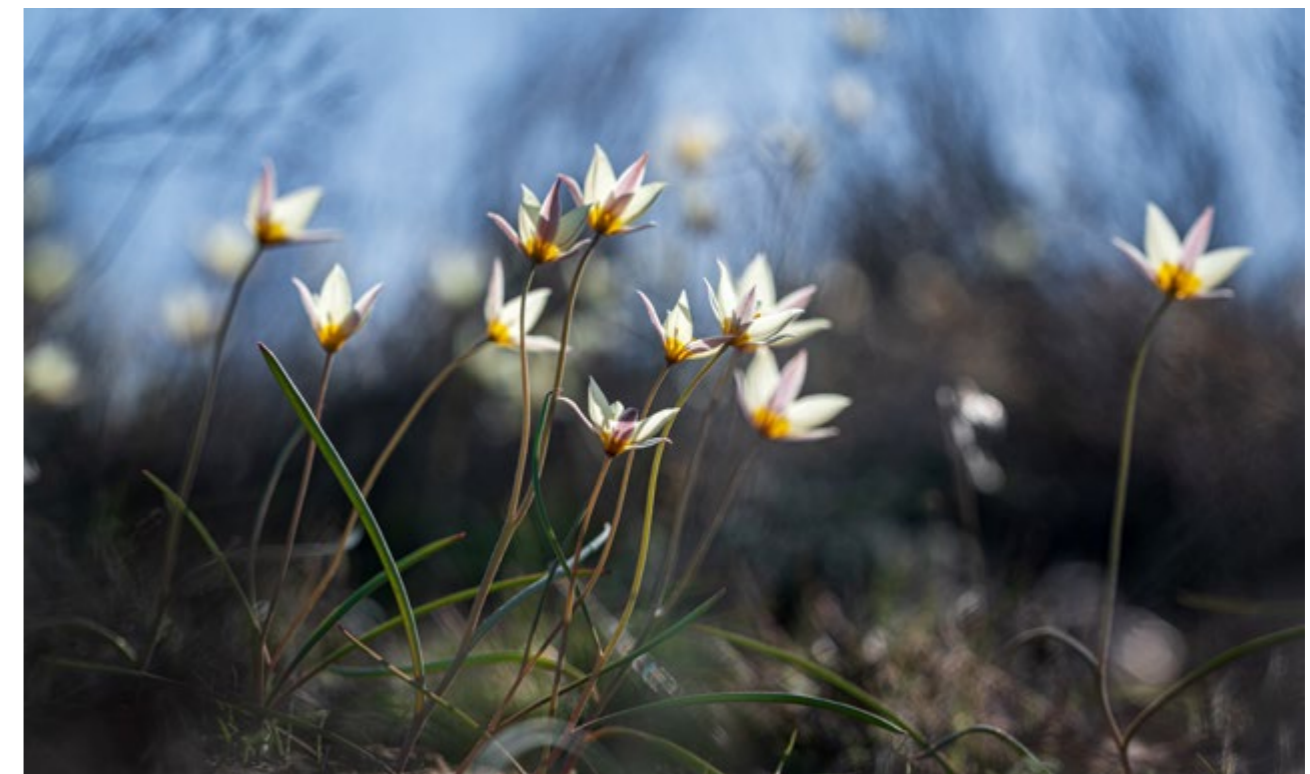
An example of how the Company is already implementing this action plan is the new educational initiative it has launched, which includes placing signs and posters at information desks, base camps and offices, thus fostering an environment of knowledge and respect for the local ecology.

Another outcome of the action plan is that going forward, KATCO will update the biodiversity study every five years, rather than ten because its mining sites are in an IUCN Category 6 landscape (see above). This will help to ensure a heightened focus on the conservation of biodiversity across the Company's operations.

The study also yielded an interesting insight into the resilience of the region's desert ecosystems. Owing to the unique features of the surveyed area, disturbed desert complexes exhibit a relatively swift natural recovery once anthropogenic influences are curtailed. KATCO places a high priority on minimising the environmental impact during ISR uranium mining operations and ensuring comprehensive remediation efforts in the closure and post-closure phases (for more details, see [Principle 6.1](#)).

The Company's commitment to these practices is bolstered by the study's finding that, given a maximum possible reduction of anthropogenic impacts, desert ecosystems can regain their natural appearance within a span of 7-15 years. This commitment underscores KATCO's dedication to responsible environmental stewardship and sustainable practices.

The Company recognises its responsibility towards maintaining biodiversity in its operational areas. These findings will guide future environmental strategies to ensure sustainable practices that support the region's delicate and unique ecosystem.



Species at risk (per taxa)

Taxon	IUCN Red List Threatened Species				Red Book of Kazakhstan				
	Critically Endangered	Endangered	Vulnerable	Near Threatened	Cat 1	Cat 2	Cat 3	Cat 4	Cat 5
Reptiles and amphibians	0	0	1	0	0	0	1	0	0
Birds	0	3	2	1	2	1	7	1	2
Mammals	1	0	2	0	0	0	4	0	0

Threatened species

KATCO aims to identify the total number of threatened species on the global Red List of the IUCN, and its national equivalent the Red Book of Kazakhstan, the habitats of which are situated in areas affected by the Company's activities. They are classified by level of risk of extinction:

IUCN Red List

- Threatened
 - Critically Endangered
 - Endangered
 - Vulnerable
- Near Threatened
- Least Concern

Red Book of Kazakhstan

- Category 1: endangered or possibly already extinct
- Category 2: critically endangered
- Category 3: rare, occurring in small numbers
- Category 4: uncertain (data deficient)
- Category 5: recovered, in need of continuous monitoring

KATCO conducts these identifications to assess how its operations might impact various plant and animal species, making it possible to take necessary measures to prevent any harm.

RESPONSIBLE PRODUCTION



MINING PRINCIPLE

Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals.

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10

KATCO is committed to using both technology and behaviour-based approaches to promote responsible use of resources throughout the production process, including the reduction of waste and the use of innovative technologies to minimise impact on the environment.



Principle 8.1

In project design, operation and decommissioning, implement cost-effective measures for the recovery, re-use or recycling of energy, natural resources and materials.

Extracting uranium ore and producing uranium concentrate are activities that consume raw materials and energy, as do the infrastructure construction, dismantling and remediation phases. It is therefore important, from both an economic and environmental point of view, to limit the consumption of natural resources. The responsible approach is built into KATCO's planning for the lifecycles of its projects, including remediation plans.

Under the Master Plan for Improving the Culture of Handling Non-Recyclable Waste and Analysing Water Consumption adopted in 2022, KATCO aims to achieve a 10% reduction of non-recyclable wastes by 2025. This approach incorporates improved waste storage facilities and labelling, as well as educational campaigns at both sites and headquarters to promote awareness of recycling and conserving resources. In addition, the Company works with Sozak district schools

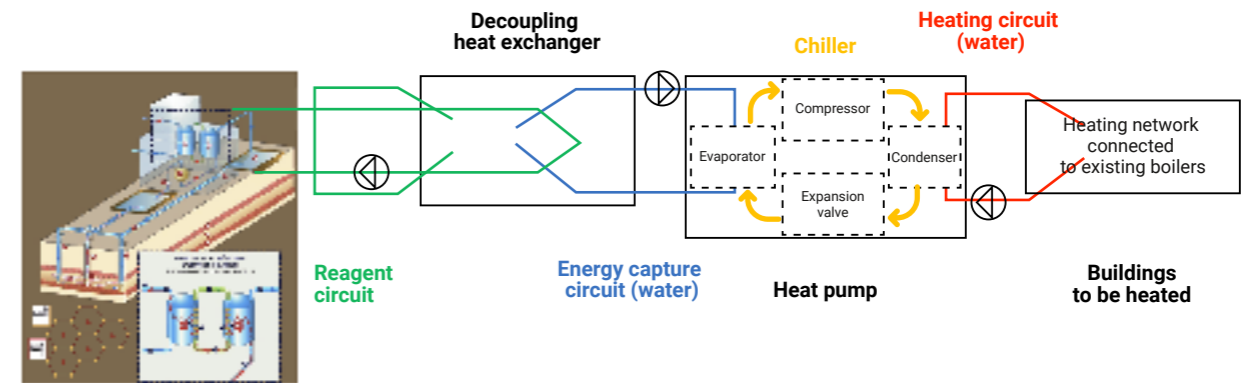
to conduct periodic clean-ups and promote recycling initiatives.

Heat pump system design at KATCO's ISR mining sites

In designing its new South Tortkuduk production site, KATCO has sought to minimise the use of diesel to heat the plant buildings during the often-harsh winters in the region. This reduces not only the cost of heating facilities but also their environmental footprint by eliminating one of the Company's major sources of fossil fuel consumption.

KATCO has developed a solution that uses the geothermal heating from the existing uranium extraction process and can reduce the use of diesel fuel by up to 98%. This approach is a truly innovative one that is first to use the industrial process of an ISR mine to generate heating energy on a large scale (1,428 kW). The project is currently planned to be completed in 2024, in time for launch of full-scale production at the site in 2025.

The Company's participants are exploring the potential to deploy this technology elsewhere, including ISR mining sites in Mongolia and Uzbekistan.



Principle 8.2

Assess the hazards of the products of mining according to UN Globally Harmonised System of Hazard Classification and Labelling or equivalent relevant regulatory systems and communicate through safety data sheets and labelling as appropriate.

KATCO identifies, assesses and classifies the hazards associated with its products according to the UN Globally Harmonised System of Hazard Classification and Labelling.

The hazards of products are communicated to internal and external stakeholders through safety data sheets for hazardous substances, as well as clearly labelled containers and packaging with information regarding hazardous substances.

The Company also stores hazardous substances in accordance with international standards before using them.

SOCIAL PERFORMANCE

MINING PRINCIPLE

Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities.



KATCO seeks to align its community investments with its core values, focusing on access to education, access to energy and access to health. Since 2009, it has made cumulative social investments of KZT3.6 billion. In 2022, the Company provided funding to support more than 30 charitable projects to promote sustainable development in local communities.



Principle 9.1

Implement inclusive approaches with local communities to identify their development priorities and support activities that contribute to their lasting social and economic well-being, in partnership with government, civil society and development agencies, as appropriate.

KATCO emphasises an inclusive and proactive approach with local communities, focusing on supporting their development priorities to promote the sustainable social and economic well-being of all stakeholders. For more information about stakeholder engagement, see [Principle 10](#).

KATCO's social commitments are outlined in agreements with national and local government bodies. The South Tortkuduk permit allocates 2% of the previous year's mining investments towards social projects for the Turkistan region. In addition, as part of the Foundation Agreement with its shareholders, the Company makes a KZT300 million annual social contribution to the Sozak district.

The priorities and accountability requirements for this social support are governed by KATCO's CSR Policy, focused primarily on local economic development, energy, water, education and health. The contributions are allocated as donations, sponsorships, scholarships and other types of community investments as described below.

Donations and sponsorships

Historically, KATCO's focus has included the construction of educational, sporting and health-related facilities, driving sustainable community development. In addition to these, the Company contributes to children's welfare through charitable initiatives and sponsorships that cater to their basic needs, such as clothing and medicine, while also promoting their educational and recreational interests.

Consistent with the CSR Policy, KATCO's donations during the reporting period supported improved medical infrastructure, enhanced educational opportunities, potable water provision and sustainable energy development in local communities. Meanwhile, its sponsorships focused on aiding veterans, celebrating community traditions, fostering child welfare, enhancing community facilities and providing emergency relief to affected families.

In 2022, the Company directed notable contributions towards the following categories of donations and sponsorships, in alignment with the priorities determined in the CSR Policy:

- access to health: KZT886 million (US\$1.92 million)
- access to education: KZT65 million (US\$0.14 million)
- access to energy: KZT149 million (US\$0.32 million)
- access to water: KZT5 million (US\$0.01 million)
- sponsorship and charity: KZT92 million (US\$0.20 million)

These contributions illustrate KATCO's dedication to meeting local stakeholders' expectations while staying true to its corporate values, exemplifying its commitment to holistic community support.

Scholarships

KATCO believes in the transformative power of education and commits to fostering talent within the local community through its scholarship programme. Since the programme's inception, the Company has provided scholarships to ten local students chosen by the Education Department totalling KZT5 million (US\$0.01 million) each academic year. This cohort of students is finalising the third year of study. They are focused on subjects that will allow them to pursue careers that will contribute to the sustainable development of the community.

Community investments in 2022



Ambulance station in Turkistan city

In line with KATCO's commitment to community health and safety, it funded the construction of an ambulance station in Turkistan city, the regional centre, during the reporting period. The station was designed to house 25 ambulances and paramedic teams.

The Company allocated total funding of KZT1.48 billion (US\$3.22 million) and the project was completed in December 2022. Both an independent supervision company and KATCO's CSR team provided oversight.



Rehab centre in Sozak district

The rehabilitation centre in the district centre village of Sholakkorgan is designed to provide psychological support to disabled people and their families and opportunities to acquire social and daily living skills. It also helps them with employment. The centre has a gym, massage room and a games and music room. In addition, it serves as a place for local pensioners to spend time with friends and relatives.

KATCO financed the centre and its facilities in full. The total budget of the project was around KZT19 million. As the centre employs around 20 people, the Company has also created additional local employment opportunities.



Principle 9.2

Enable access by local enterprises to procurement and contracting opportunities across the project life-cycle, both directly and by encouraging larger contractors and suppliers, and also by supporting initiatives to enhance economic opportunities for local communities.

KATCO is committed to bolstering the local economy through robust and equitable procurement and contracting practices. The Company focuses on local content, seeking to uphold its commitment to purchase 97% of goods in the country and 26% of goods in the region despite the challenges posed by necessary imports such as reagents, which will make it difficult to meet this requirement in the next few years. This approach of intertwining operations with local business opportunities helps to stimulate the economy and improve community livelihoods.

Long-term supplier support

KATCO supports its local suppliers in the long term to promote continued and sustainable economic growth. Even during challenging times such as the pandemic, the Company continued compensation for services and works provided by these suppliers.

In 2022, KATCO continued to develop relationships with local suppliers, with a focus on those in the Turkistan region and Sozak district. This demonstrates the steady growth in the Company's local partnerships and affirms its commitment to supplier support.

One example is Artukov Group, which started as a two-person family operation nearly 20 years ago in the nearby community of Shymkent and now has 35 employees in Kazakhstan and Uzbekistan. In Kazakhstan, it provides accommodation and catering for contractors, as well as waste management services for KATCO, employing local people from Sozak district and Turkistan region. An innovative idea that it has implemented is to start a farm in Sozak district that uses food waste from the Company's operations as feed for livestock, the biomass from which is then used to fertilise watermelon, pumpkin and corn. Since 2020, Artukov Group has also worked with Orano Mining's joint venture in Uzbekistan, where it hires exclusively from local villages.



Principle 9.3

Contribute to local development

As part of its approach to corporate responsibility, KATCO also contributes directly to local development. In 2022, the Company concluded a total of 663 contracts, 150 of which were with suppliers from the Turkistan region.

In 2022, KATCO spent a total of KZT70.53 billion (US\$153.16 million) locally on goods, works and services. These investments reflect the Company's unwavering commitment to enhancing economic opportunities for the local community, underpinning sustainable social and economic growth.

Local content report

	Amount, bln KZT	Share
Goods	17.0	42%
Works	28.3	80%
Services	25.2	85%
Total	70.5	90%

Conduct stakeholder engagement based upon an analysis of the local context and provide local stakeholders with access to appropriate and effective mechanisms for seeking resolution of grievances related to the company and its activities.

KATCO is committed to engaging effectively with local stakeholders and providing efficient mechanisms for addressing grievances related to the Company's activities. This commitment is rooted in a comprehensive understanding of the local context and guided by international standards such as the UN Guiding Principles on Business and Human Rights for Sustainable Development and the Company's Corporate Social Responsibility Policy.

Stakeholder mapping and planning

KATCO's approach begins with thorough stakeholder mapping and the development of a robust stakeholder engagement plan. This process includes local community members, suppliers and other relevant parties. The Company engages through various channels, including community meetings and on-site discussions with suppliers.

Community engagement

KATCO uses feedback received from local communities to update and modify annual projects to better meet local needs.

For example, the Company has responded to requests to help improve the local landscaping and infrastructure of the community of Taukent, including improvements in streetlighting and pavements.

In 2022, KATCO also met with local communities to discuss operations, environmental initiatives and activity in the social sphere. During these meetings, residents highlighted the importance of recruitment and access to job opportunities.

The Company continues to work on ways to improve the visibility and ease of the local recruitment process, helping residents find out about job opportunities through community meetings to explain the process. It has also launched a Telegram channel where it publishes vacant positions.

For a broader discussion of the approach to stakeholder engagement, see [Principle 10](#).

Grievance mechanism

In line with Orano Mining's best practices, successfully applied in countries such as Mongolia, Nigeria, Canada, the US and France, KATCO implemented a grievance mechanism in 2021. This system offers transparent channels for stakeholders to report concerns and receive feedback. The Company has established a dedicated email address, postal address, and phone number for submitting grievances.

After being notified of a report, KATCO registers and analyses it, contacts the relevant department and provides regular feedback to the person who submitted the report about any relevant corrective actions.



Principle 9.4

Collaborate with government, where appropriate, to support improvements in environmental and social practices of local artisanal and small-scale mining (ASM).

There is no small-scale mining activity associated with uranium mining.

Grievances from suppliers and employees are handled by the various teams, depending on the case. If an agreement cannot be reached, the legal team is involved.

In 2021, KATCO began implementing an in-person component of its grievance mechanism procedure, intended to take place for external stakeholders. At the end of 2021, the Company conducted four meetings in communities near its sites as part of this procedure.

Grievance mechanism contacts

Claims and grievance reports can be submitted through the following methods:

- By phone (local calls within Kazakhstan): 8-7172-69-21-21 (30-11)
- By email: katco_grievance@orano.group
- By mail: KATCO JV LLP, Communications and Corporate Social Responsibility Department, Geydar Aliyev Street, Building 16, Astana

Processing of grievances

In 2022, there were a total of ten reports received through the grievance mechanism. One report was registered as a grievance and processed accordingly, with a final report sent to the complainant. The other nine requests were reviewed and found ineligible for treatment as grievances because they did not meet the criteria (requests unrelated to our activity, requests for social assistance and personal requests).

Grievances received in 2021–2022

Topic	Number of grievances
Environment and alleged bribery	1

The review process makes it possible to trace the entirety of the communication received through the mechanism, from receipt to evaluation through response and resolution. This ensures a transparent and accountable mechanism is available to local stakeholders.

STAKEHOLDER ENGAGEMENT

MINING PRINCIPLE

Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner, effectively report and independently verify progress and performance.



KATCO engages with a broad spectrum of stakeholders to align its approach to sustainable development more closely with their unique viewpoints and diverse needs. The Company's commitment to open and transparent dialogue promotes shared understanding and fosters collaborative solutions to challenges.



Principle 10.1

Identify and engage with key corporate-level external stakeholders on sustainable development issues in an open and transparent manner.

Understanding and engaging with stakeholders is vital to KATCO's ongoing commitment to sustainable development. The Company believes in maintaining an open dialogue, giving all stakeholders the opportunity to express their concerns, as well as contribute their ideas and insights.

KATCO publishes a CSR report every two years to disclose its actions and progress, and to invite further discussions. In a drive to increase accessibility and enhance transparency, the Company is developing a new corporate website, augmenting its existing social media platforms with a dedicated space for regular updates and potential job opportunities.

Through dynamic engagement strategies, KATCO strives to ensure that the perspectives of all stakeholders are accounted for, fostering an inclusive approach to sustainability in line with its ethical obligations and commitment to corporate responsibility.

Stakeholder mapping

In 2019, KATCO undertook a comprehensive stakeholder mapping initiative. In 2022, it updated the stakeholder mapping to account for any shifts in the stakeholder landscape, aiming to keep its approach responsive and current. The Company has identified eight key stakeholder groups encompassing shareholders, management and personnel, government bodies, partners and suppliers, international organisations, NGOs and associations, the media, and local residents. These groups span several geographical locations, including Almaty, Astana, Shymkent, Tortkuduk and Muyunkum.

This stakeholder mapping exercise has helped the Company to better understand the unique expectations and interests of its diverse stakeholders, providing the necessary foundation for informed engagement strategies.

Stakeholder management plan (SMP)

Building on the insights gained from the stakeholder mapping, KATCO developed an SMP aimed at enhancing mutual engagement and facilitating open dialogue on key sustainable development issues.

The plan outlines the expectations of stakeholders, sets clear targets and actions, establishes reporting mechanisms and assigns responsibility within the Company for achievement in each area. Actions in 2022 focused on increasing communication and engagement with each group. For example, for local residents, KATCO set up meetings to share information about projects, highlight job

opportunities and provide information about its grievance mechanism.

The plan is reviewed and updated regularly, ensuring its continued relevance in a changing stakeholder landscape. As part of these efforts, the Company conducts formal meetings with local authorities and engages in dialogue with community representatives, discussing initiatives and social projects planned for implementation in the region.

The SMP forms a cornerstone of KATCO's commitment to effective stakeholder engagement. It includes conducting regular community meetings, spearheading charitable projects and the ongoing publication of CSR reporting. By employing these measures, the Company aims to be responsive to stakeholder needs and cultivate relationships based on trust and mutual respect, reinforcing its position as a responsible and transparent corporate entity.



Principle 10.2

Publicly support the implementation of the Extractive Industries Transparency Initiative (EITI) and compile information on all material payments, at the appropriate levels of government, by country and by project.

Transparency of revenues

KATCO consistently adheres to the EITI principles, participating in local multilateral processes and disclosing its payment of taxes, mining rights and profits. Despite Kazakhstan's temporary hold on EITI membership during the reporting period, the Company continued to meet its requirements under the initiative. This commitment aligns with KATCO's long-standing dedication to upholding transparency and maintaining ethical conduct in its economic operations.

The Company has robust internal controls in place to ensure that EITI rules are followed. These include comprehensive compliance checks and a requirement for double signatures from public representatives, such as relevant governmental or regulatory officials, to confirm certain transactions for transparency and accountability. KATCO also conducts an annual self-assessment campaign for Orano covering procurement, finance, accounting and other critical areas. To enhance the integrity and credibility of the disclosed information, the EITI reporting undergoes a yearly audit by financial statutory auditors.

Contracts transparency

KATCO is committed to contract transparency, balanced with its legal and regulatory obligations. The Company follows the approach of Orano Mining, which since 2020 has published the mining contracts and licenses signed with local governments not subject to legal, regulatory or contractual confidentiality obligations in compliance with the requirements of and its commitments under the EITI. As part of this approach, KATCO also regularly publishes a CSR report, consistent with the practices of Orano Mining.

Under local legislation, KATCO's exploration licences and the Subsoil Use Contract signed with the Kazakh Ministry of Energy are not publicly available. With these limitations in mind, the Company values stakeholder relationships and maintains a balance between confidentiality and openness in its contracts. KATCO aims to disclose information as it becomes available, without breaching contractual or legal obligations. The Company also shares the values of continuous progress and integrity of Orano Mining, which is committed to pursuing work with partners and the governments of the countries in which it operates to encourage them in the disclosure of contracts, in accordance with the EITI principles.

Public financial assistance

KATCO did not receive any public financial assistance during the reporting period.

Note: During the current reporting period, errors identified in previous years' reports are corrected. Changes in published values are mentioned and commented on in case of significant variation.

Report on payments made to governments:

https://oranocms.azureedge.net/orano/docs/default-source/orano-doc/groupe/publications-reference/orano-mining-rapport-rse/report_on_payments_2022.pdf



Mining contracts and licenses list:

<https://www.orano.group/en/nuclear-expertise/from-exploration-to-recycling/leading-uranium-producer-/mining-contracts-and-licenses-list>



Principle 10.3

Report annually on economic, social and environmental performance at the corporate level using the GRI Sustainability Reporting Standards.

GRI and external audit

KATCO is fully committed to transparency and accountability in its operations, demonstrating this through regular and comprehensive sustainability reporting. In line with Orano Mining's reporting standards, this CSR report is structured based on the 10 ICMM principles and disclosed in line with the Global Reporting Initiative (GRI) standards. This approach aims to provide a comprehensive view of the Company's economic, social and environmental performance. While the report is not externally verified, it adheres to the main principles and approaches outlined in the GRI standards, thereby ensuring qualitative disclosure of sustainability matters.

To ensure the rigor and credibility of its sustainability performance, KATCO conducts independent audits in line

Principle 10.4

Each year, conduct independent assurance of sustainability performance following the ICMM guidance on assuring and verifying membership requirements.

with ICMM guidance. These audits, occurring once every two years, verify alignment with the ICMM principles. The last audit was conducted in 2021. In addition, the Company undergoes other internal audits and evaluations by Orano, thus reinforcing its commitment to continuous improvement in sustainability performance.

KATCO's adherence to the ICMM principles is also evaluated through the Orano internal reporting system, which covers energy consumption, water usage, hazardous and radioactive waste, and emissions from mining and plant activities. This comprehensive review process ensures that the Company's performance is monitored continuously and necessary improvements are implemented swiftly.

GRI STANDARDS AND DUTY OF CARE

KATCO's 2023 CSR Report has been prepared in accordance with GRI Standards guidelines and the Mining and Metals Sector Supplement (MMSS) has also been used.

Statement of use: In this document, KATCO has reported in accordance with GRI Standards for the period 1 January 2021 through 31 December 2022.

GRI 1: Foundation 2021 used

Applicable GRI Sector Standard: GRI G4 Mining and metals

Message from the General Director, KATCO Profile, Key Figures, Market Overview, Leadership, CSR Approach

	GRI standard
Organisational details	GRI 2-1
Activities, value chain and other business relationships	GRI 2-6
Governance structure and composition	GRI 2-9
Nomination and selection of the highest governance body	GRI 2-10
Chair of the highest governance body	GRI 2-11
Communication of critical concerns	GRI 2-16
Collective knowledge of the highest governance body	GRI 2-17
Evaluation of the performance of the highest governance body	GRI 2-18
Statement on sustainable development strategy	GRI 2-22
Process to determine material topics	GRI 3-1
List of material topics	GRI 3-2

CONCORDANCE TABLE OF ICMM MINING PRINCIPLES, GRI STANDARDS, AND DUTY OF CARE



Mining Principle 1 – Ethical Business

Section	GRI standard	Duty of care
1.1	Policy commitments	
	Embedding policy commitments	
	GRI 2-23	x
	GRI 2-24	
1.2	Embedding policy commitments	
	GRI 2-24	
	Operations assessed for risks related to corruption	
	GRI 205-1	x
	Communication and training about anti-corruption policies and procedures	
	GRI 205-2	x
1.3	Embedding policy commitments	
	GRI 2-24	
	Policy commitments	
	GRI 2-23	
1.4	Embedding policy commitments	
	GRI 2-24	
	Role of the highest governance body in overseeing the management of impacts	
	GRI 2-12	x
	Delegation of responsibility for managing impacts	
	GRI 2-13	x
	Role of the highest governance body in sustainability reporting	
	GRI 2-14	x
1.5	Political contributions	
	GRI 415-1	



Mining Principle 2 – Decision Making

Section	GRI standard	Duty of care
2.1	Role of the highest governance body in sustainability reporting	
	GRI 2-14	x
	Embedding policy commitments	
	GRI 2-24	
2.2	Embedding policy commitments	
	GRI 2-24	x
	Policy commitments	
	GRI 2-23	x
	Communication and training about anti-corruption policies and procedures	
	GRI 205-2	x

Mining Principle 3 – Human Rights

Section	GRI standard	Duty of care
3.3	Human rights	x
3.4	Collective bargaining agreements	GRI 2-30 x
3.5	Employees	GRI 2-7 x
	Remuneration policies	GRI 2-19
	Process to determine remuneration	GRI 2-20
	Annual total compensation ratio	GRI 2-21
	New employee hires and employee turnover	GRI 401-1
	Average hours of training per year per employee	GRI 404-1
	Percentage of employees receiving regular performance and career development reviews	GRI 404-3
3.8	Parental leave	GRI 401-3 x
	Minimum notice periods regarding operational changes	GRI 402-1 x
	Diversity of governance bodies and employees	GRI 405-1 x

Mining Principle 4 – Risk Management

Section	GRI standard	Duty of care
4.1	Risk assessment	x
4.2	Policy commitments	GRI 2-23 x
4.3	Risks controls – Management systems	x
4.4	Crisis management	x

Mining Principle 5 – Health, Safety and Radiation Protection

Section	GRI standard	Duty of care
5.1	Occupational health and safety management system	GRI 403-1 x
	Hazard identification, risk assessment, and incident investigation	GRI 403-2 x
5.2	Occupational health services	GRI 403-3 x

Mining Principle 6 – Environmental Performance

Section	GRI standard	Duty of care
6.1	MM ¹ 10: Number and percentage of operations with closure plans	x
6.2	Water	x
6.3	MM 3: Total amounts of overburden, rock, tailings, and sludges and their associated risks	x
6.4	Waste	x
6.5	Energy consumption within the organisation	GRI 302-1 x
	Direct (Scope 1) GHG emissions	GRI 305-1 x
	Energy indirect (Scope 2) GHG emissions	GRI 305-2 x
	GHG emissions intensity	GRI 305-4

Mining Principle 7 – Conservation of Biodiversity

Section	GRI standard	Duty of care
7.1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	GRI 304-1 x
7.2	IUCN Red List species and national conservation list species with habitats in areas affected by operations	GRI 304-4 x

Mining Principle 8 – Responsible Production

Section	GRI standard	Duty of care
8.1	Environmental design	x
8.2	Requirements for product and service information and labelling	GRI 417-1 x
	Incidents of non-compliance concerning product and service information and labelling	GRI 417-2 x

¹ MM refers to a specific Mining and Metals Disclosure indicator.



Mining Principle 9 – Social Performance




Section	GRI standard	Duty of care	
9.1	Membership associations	GRI 2-28	
	Infrastructure investments and services supported	GRI 203-1	
9.2	Proportion of spending on local suppliers	GRI 204-1	x
9.3	Communication of critical concerns	GRI 2-16	x
	Mechanisms for seeking advice and raising concerns	GRI 2-26	
	Approach to stakeholder engagement	GRI 2-29	



Mining Principle 10 – Stakeholder Engagement

Section	GRI standard	Duty of care	
10.1	Approach to stakeholder engagement	GRI 2-29	x
10.2	Financial assistance received from government	GRI 201-4	x
	Reporting period, frequency and contact point	GRI 2-3	
	Restatements of information	GRI 2-4	
	External assurance	GRI 2-5	x

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