



ANNAMITE'S SUSTAINABLE DEVELOPMENT STRATEGY December 2022

OUR APPROACH ON SUSTAINABILITY FOR JUNIOR EXPLORATION & MINING COMPANY

- Develop and implement corporate policies, in particular related to governance, labour, health, safety, environmental, water, biodiversity and community/social development (can also include be included in a single sustainability policy), and have additional policies on land access, human rights and climate change as all relevant in Laos).
- Create a Sustainability Committee (SC) at Board level, with a proper Charter (or Terms of Reference); Pathana Panythip to chair the SC.
- Adopt at Board level a clear and transparent set of Good International Industry Practice (GIIP) in line with the ICMM Principles expectations¹ (and Positions statements) and the IFC Performance Standards².
- Implement and train staff on the PDAC detailed guidance for companies on how to explore responsibly. This guidance³ - e3 Plus: A Framework for Responsible Exploration should be our benchmark.
- Develop early on a set of procedures for exploration matters in order to set the foundation for proactive management on government relations, stakeholder engagement, environmental/biodiversity issues and community development.
- Appoint in Laos an officer in charge of environmental, biodiversity, climate change and social issues, and properly train this individual. We plan to hire this person by mid 2023 after progressing our exploration to a stage we have a mining project.
- Develop and implement an Health, Safety, Environmental and Community/Social (HSEC) Management System (MS) aligned with ISO 14001 and GIIP.
- Develop and review periodically a Risk Management (RM) approach including a risk register and a matrix.
- Organize regular training for all staff and contractors on Governance and HSEC matters, HSEC-MS and RM.
- Agree to have external HSEC audits covering all above topics at least once a year. The starting point could be an internal audit at the end of 2022
- Publish a Sustainability Report every year, we should start with an initial one at the end of 2022.
- Maintain on Annamite website a page on Sustainability, HSEC Management and Governance.

¹ <https://www.icmm.com/en-gb/our-principles>

² https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/publications/publications_handbook_pps

³ <https://www.pdac.ca/priorities/responsible-exploration/e3-plus>