



COMMUNITY DEVELOPMENT PLAN SUMMARY VERSION

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DOCUMENT VALIDATION

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SUMMARY

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1. Purpose of the Summary CDP

This document is a summary version of the Community Development Plan (CDP) prepared for the Compagnie des Bauxites de Guinée (CBG), a bauxite mining company jointly owned by the Government of Guinea and Halco Mining (a joint venture of Alcoa, Rio Tinto and Dadco).

CBG has been an active producer of bauxite in Guinea since 1973. CBG mines bauxite ore in the Sangarédi area of western Guinea and transports the raw ore material via rail to its facility in Kamsar, where the mined ore is crushed, dried, stored and shipped.

In the context of its commitment to community development, the company has developed a CDP that provides guidance for its community development investments and activities. The Community Development Plan (CDP) delineates CBG's strategic approach and roadmap for community investment activities in Guinea, aiming to enhance the living conditions and well-being of communities within CBG's area of influence. (12 territorial collectivities across 3 prefectures).

The CDP is aligned with the Guinean legal framework and is guided by the best international practices, in particular the "Strategic Community Investment: A Good Practice Handbook for Companies Doing Business in Emerging Markets" developed by the IFC (2010).

The CDP ensures that community initiatives are sustainable and impactful, fostering harmony with Guinea's broader developmental objectives.

2. Approach and process

Aligned with CBG's values, mission, and strategic vision, the CDP endeavors to improve communities' socio-economic conditions and garner support by investing in primary social services, solidifying acceptance of CBG's mining operations. Moreover, the CDP employs a gradual improvement approach, enabling CBG to progressively scale-up its investments. The approach is also designed to be participatory, partnership-based, and value-chain-oriented.

This gradual improvement approach is described in the Figure 1 below.


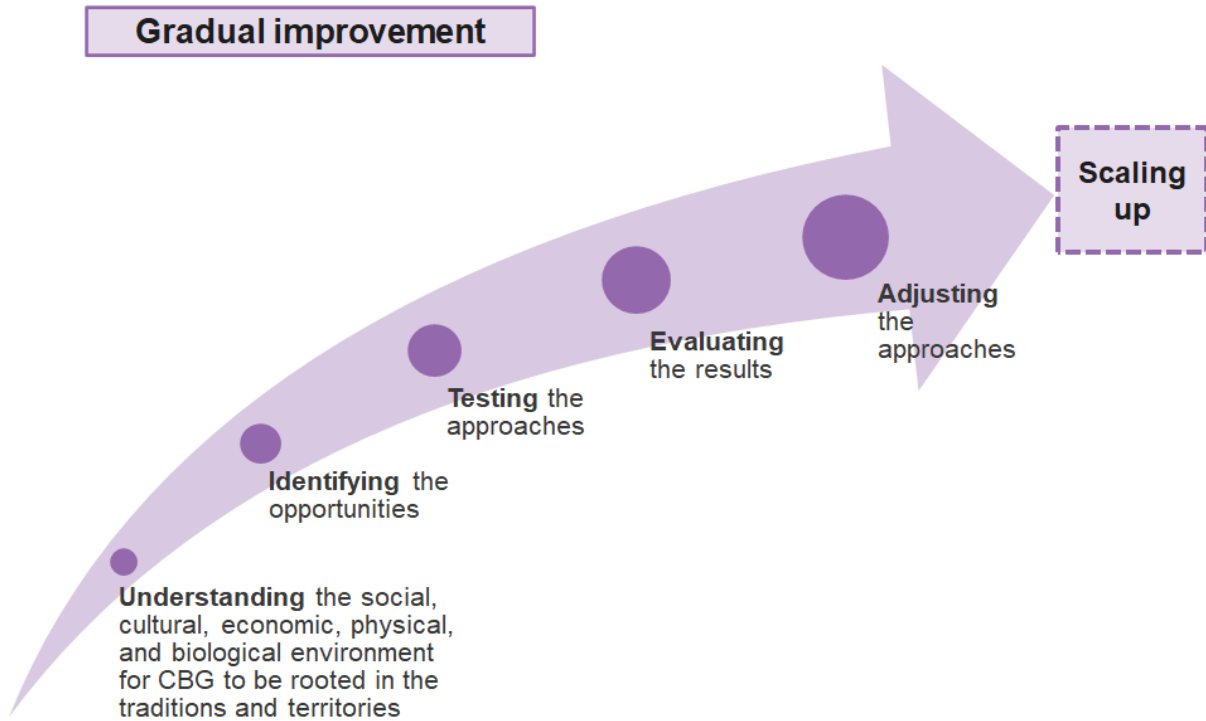
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FIGURE 1 - GRADUAL IMPROVEMENT PROCESS



In addition to creating the conditions for scaling up projects, this methodological approach enables CBG to rapidly identify the challenges which could be faced by certain activities, realign investments and, if necessary, formulate an exit strategy.

All investments are determined on the basis of community needs and priorities. From the design of the investment, an assessment of the conditions that are required to ensure its profitability is performed, including an assessment of the expertise that may be essential for the investment's sustainability. These assessments will notably identify the capacity-building requirements for communities and local authorities, as appropriate, alongside sub-contractors and CBG teams.

The CDP is implemented by CBG's Community Relations team within the Health, Safety, Environment, Community and Quality (HSECQ) department.

3. Scope of the plan (temporal and geographic) and strategic objectives

The Community Development Plan unfolds over a decade, structured into three distinct phases. The initial phase (2022-2023) concentrates on achieving measurable positive impacts in zones directly influenced by CBG operations—the port, railway, and mine—known as the 'Limited geographical scope.' Phase 2 (2024-2026) focuses on reinforcing investments for local economic development, while the final phase (2027-2032) aims to position CBG as a significant contributor to regional economic dynamics. The latter stages encompass both direct and indirect impact zones, widening the geographical scope. Phase 1 prioritizes two community investment areas : Basic Social Services (BSS) and Integrated Economic Development (IED), to enhance community infrastructure and income opportunities.

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4. Priority areas for investment

Driven by community needs and priorities, investments target two main areas : Strengthening Basic Social Services (BSS) by improving access to education, healthcare, clean water and cultural infrastructure and Promoting Integrated Economic Development (IED), through supporting income-generating activities, access to credit and aiding local entrepreneurship. The Community Relations team (CR) manages investments in partnership with stakeholders, overseeing planning, coordination, assessment, and monitoring activities.

Figure 2 - Priority areas of investment

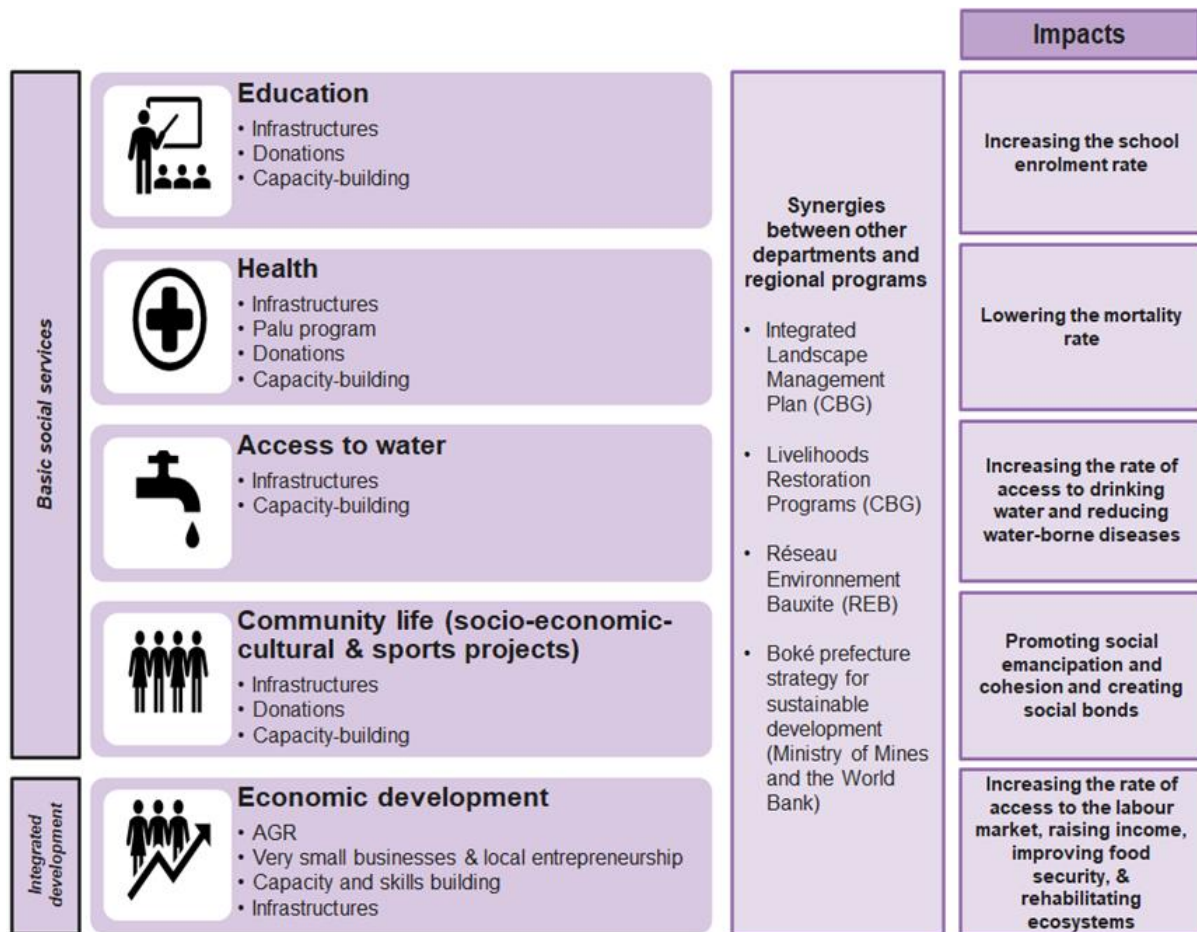


5. Selection, implementation, monitoring and evaluation of activities

CBG ensures the fulfillment of the CDP's objectives through rigorous investment monitoring and evaluation processes. Diverse mechanisms, including daily surveillance, qualitative and quantitative data collection as well as monthly field activity reports will facilitate this monitoring. Leveraging the ISOMETRIX database, CBG will record project data and extract results for efficient decision-making. Furthermore, Investments will undergo regular evaluations, starting with a baseline study to gauge impacts, followed by mid-term/ periodic assessments every three years. These evaluations will serve

to identify both primary areas of successes and shortcomings of the investments. Expected impacts include lower mortality rates, increased access to drinking water, higher school enrollment rate, enhanced access to the labor market, and improved food security, among others. Key performance indicators, informed by stakeholder feedback, guide monitoring and evaluation of the CDP's objectives.

Figure 3 - The expected impacts of CBG's community development investments



6. Stakeholder engagement

The engagement of stakeholders is guided by the Stakeholder Engagement Plan (SEP).

The CDP's main stakeholders are the communities living in the area of influence of CBG's operations. The CDP also engages with various other stakeholders, including government entities, organizations at national and international levels, mining companies, media outlets, and academic institutions.

Special attention is devoted to vulnerable groups affected by operations. Vulnerable groups include people who, by virtue of gender, age, physical or mental disability, economic disadvantage or social status, may be more diversely affected by CBG's operations than others and who may be limited in their ability to access related development benefits.

Women and youth could be, in certain circumstances, considered as vulnerable groups in to the context of stakeholder engagement activities. In addition, specific sub-sets of youth, women and other members

of the community are specifically affected by unique circumstances which could further compound their ability to engage in mainstream community affairs as well as CBG’s stakeholder engagement activities, including:

- Women heads of household;
- People with disabilities (PWDs) or people suffering from chronic diseases;
- The elderly;
- Landless households;
- Other households living in poverty;
- In certain circumstances, displaced people and their hosts;
- Widows and Orphans.

New groups of people can emerge as vulnerable over time while others considered in a higher state of vulnerability at a given point can overcome their vulnerability due to various factors.

Engagement with these groups takes place in a culturally appropriate manner that stimulates active participation and the inclusion of all community members. For example, women and youth can as needed be engaged separately using CBG peers (youth/men and female staff), attention will be given to convening meetings at times that are convenient for them, this engagement occurs in places where these groups feel comfortable speaking freely...etc.

CBG staff remains open and engages to identify any additional measures that could further strengthen the engagement of women and youth, poorer members of the community and other disadvantaged groups.

Stakeholder engagement is essential to ensure transparency and comprehension of activities, aiming to boost confidence in CBG and enhance the positive outcomes of investments. This engagement is carried out in two phases: First, presenting the CDP to communities, authorities and NGOs for feedback, and second, involving relevant stakeholders in the planning, implementation and monitoring of CDP investments.

By implementing this strategy, CBG aims to maximize socio-economic impacts of its operations, foster community trust, and contribute to sustainable livelihoods beyond the mine’s operational life. CBG remains committed to ongoing engagement, monitoring, adaptation, and reporting to achieve these goals.

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