



COMMUNITY DEVELOPMENT PLAN SUMMARY VERSION

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DOCUMENT VALIDATION

Function	Position	Signature	Date
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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).

CBG is guided by the following key principles:

- Creation and offer of economic and developmental opportunities to local communities by fostering relationships of mutual trust.
 - Respect for human rights.
 - Respect for society and communities' diverse beliefs, culture, traditions, and customs.
 - Respect of the laws.
 - Equally treatment of all stakeholders.
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- Combat of all forms of discrimination, harassment, fraud, and corruption. The CDP ensures that community initiatives are sustainable and impactful, fostering harmony with Guinea's broader developmental objectives.

2. Approach and process

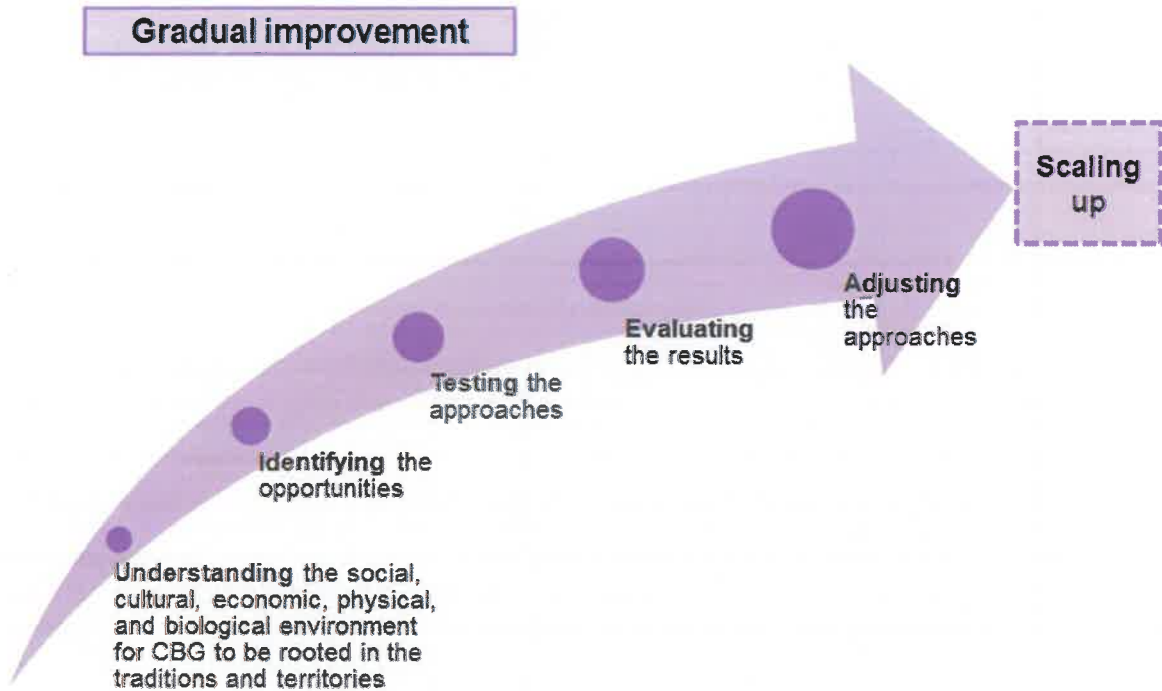
Aligned with CBG's values, mission, and strategic vision, the CDP endeavors to improve communities' socio-economic conditions and garner support by investing in primary social services and promoting integrated economic development solidifying acceptance of CBG's mining operations. Moreover, the CDP employs 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.

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

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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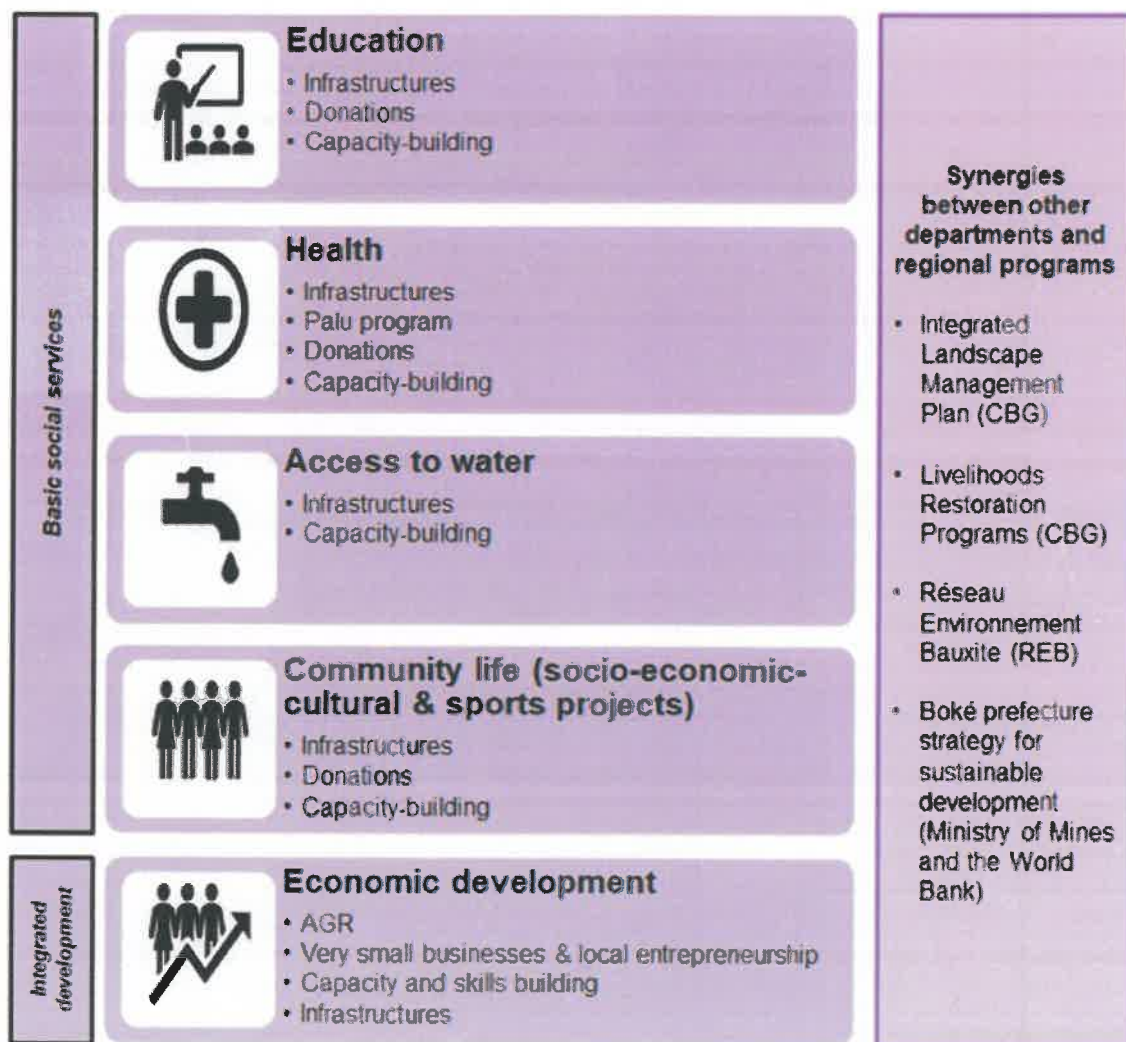
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4. Priority areas for investment

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.

CBG's priority areas of investment overlap with activities being implemented by other CBG departments that also address community development issues in CBG's area of influence as well as programmes which are being implemented at the regional level.

FIGURE 2 - PRIORITY AREAS OF INVESTMENT



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5. Selection, implementation, monitoring and evaluation of activities

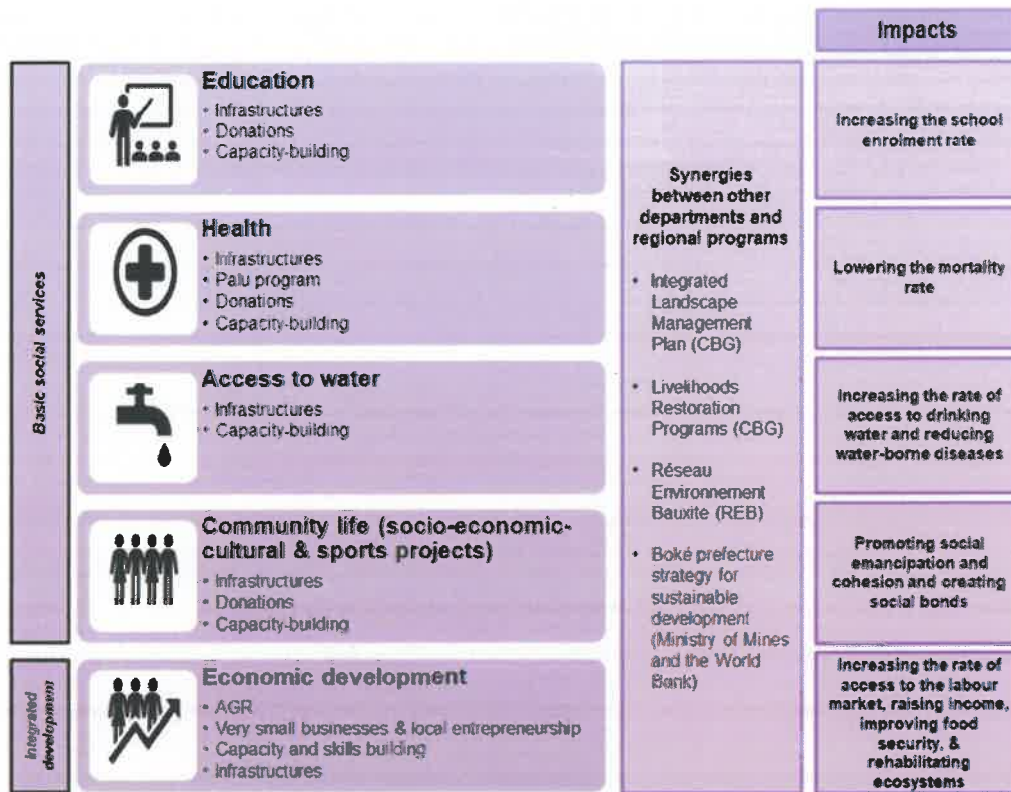
Projects' selection is conducted in close collaboration with the local authorities and all CBG investments are aligned with the socio-economic development actions that the local administration intends to implement or support. These actions are defined based on the needs that have been expressed by communities. Activities are implemented by external providers and also through NGOs partnerships under the Community Relations team coordination.

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.

Communities also participate in monitoring process (i.e., through the Community Monitoring Committees), alongside external parties.

FIGURE 3 - THE EXPECTED IMPACTS OF CBG'S COMMUNITY DEVELOPMENT INVESTMENTS

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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 others 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, including 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..

Engagement activities include differentiated measures to allow the effective participation of those identified as vulnerable. The Communities Relations team convenes stakeholder engagement meetings, taking into consideration vulnerable groups' particular conditions, ensuring that this engagement occurs in places where they feel comfortable and where they can speak freely. 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.

