



Since operations commenced in 2003, LXML Sepon has contributed over US\$1.6 billion in direct revenue to the Lao Government through taxes, royalties, and dividends. Indirect benefits through employment, training, community and local business development have also contributed significantly to social and economic development in Lao PDR.

LXML is the only mining company in Lao PDR to uphold an A+ Rating from the Ministry of Energy and Mines since 2016. LXML achieved this rank for its contributions to development in partnership with local communities, and maintaining strict environmental protection standards.



LXML Sepon has consistently achieved positive outcomes on community development partnership with the Lao Government and host communities. This resulted in Vilabouly District being removed from the government's list of poorest districts in 2015. Per capita income in Vilabouly has reached US\$900 per annum, a 50% increase since 2004.

Sepon's community LXML development strategy focuses on four key pillars: health; education; food security through sustainable agriculture; and livelihoods.

LXML's community development programs aim to sustain resilient livelihoods in cooperation with local communities, laying the foundation for a successful post-mining economy. LXML contributions to community and business development totals over US\$20 million.







ructure vement IV.Environment Protection and Management V. Human Resource Development I. LXML Sepon Community
Development

I. Infrastructure

III. UXO Clearance

IV.Environment Protection and V. Human Resource
Management Development

Education – improving access to and quality of education

On 22 September 2022, in cooperation with Vilabouly District Education Office, LXML dedicated three new classrooms and sanitary facilities valued at US\$36,950 to Phoukam School in Boungkham Village.

On the same day, Vilabouly Information, Culture and Tourism Office and LXML, celebrated a traditional music promotion project. LXML provided financial support and equipment for students in Vilabouly District to learn Lao traditional musical instruments. LXML has contributed US\$10,000 for this cultural preservation project, creating opportunities for 30 aspiring young Lao musicians.

LXML has provided scholarships for Lao employees to study in Australia and Thailand and offers financial support for disadvantaged Lao students to travel from Vilabouly District to study in Vientiane. The company offers apprenticeship and other training programs for local people. The company has a long-standing relationship with Savannakhet Technical College to provide trades training in mechanical and electrical engineering, skills that can be transferred to other enterprises.

Since 2003, LXML has invested millions of dollars to establish and maintain the Huay Kong Training Center in Vilabouly District. On the banks of a large water reservoir constructed by LXML to provide irrigation to local farms and potable water supply for villages, Huay Kong Training Center offers training courses for community members in agriculture (mushrooms, fisheries, citrus), dressmaking, economic self-sufficiency, sericulture, and other specialized courses to meet local needs.







ingots traded across South East Asia demonstrates the

importance of mining in development and provide a

LXML's cultural heritage program unites a diverse

research community at local, national, and international

fascinating window into ancient civilizations.

To preserve cultural traditions and community events, LXML's Community Trust Fund supported the casting in Vientiane Capital of the impressive Ongteu Outamasok Buddha (3m wide, 4.20m high) and five other statues (Pakhou Khihom) with an investment of approximately US\$103,000.





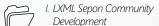
II. Infrastructure Improvement

II. UXO Clearance IV. Environment Protection and Management

V. Human Resource Development







Improvement

IV.Environment Protection and III. UXO Clearance Management

II. Human Resource Development

I. LXML Sepon Community Development

II. Infrastructure

III. UXO Clearance

IV. Environment Protection and Manaaement

V. Human Resource Development

Over the life of Sepon mine, more than 10,000 employees have contributed to the growth of LXML Sepon, learning professional skills and creating livelihoods. Of a total workforce of approximately 5,000 employees and contractors, 95% of LXML employees are Lao, 75% are from local communities, and 25% of these are women.

LXML has invested millions of dollars in human resource development, including scholarships, internships, on-the-job training, apprenticeship programs. LXML is continuing to support career growth and employee aspirations to develop Lao professionals for the benefit of the Lao PDR.

skills and experience employees have gained will stay with them wherever they work in Lao PDR or around the world. LXML will continue to invest in the human capital of Lao PDR through ongoing training, coaching, and career advancement.

LXML Human Resource Development in numbers:

US\$4 million in tertiary scholarships for Lao employees to study in Australia, New Zealand, and Thailand since 2002.

Over 100 trainees in various technical and administrative disciplines since 2000.

Over 1000 employees participated in a competency-based onsite training program through coaching, formal training, and on-thejob training to develop industry skills including licenses, permits, and qualifications.

Almost 33,000 trainees have undergone internal and external training achieving on average 46,139 training hours/year From 2017 to 2022.

27 internal trainers on site.

54 apprentices supported in the Lao-German Technical College between 2022 - 2027, of which 16 graduated and transitioned back into LXML workforce in 2019.

304 interns hosted by LXML

US\$682,000 support in electrical, tools, and other training resources to the Savannakhet technical and Vocational school since 2006.

Over 280 Lao nationals in superintendent and supervisory positions.



Development

