Orano Mining

Corporate Social Responsibility Report

2024 Edition

orano

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Cover picture:
Construction project for the new South Tortkuduk plant, Kazakhstan (2024)

For more information on the South Tortkuduk project, see chapter 9.2, p.112.

Orano Mining, CSR Direction
May 2025

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Conception & Realisation: BCerise

MESSAGE FROM

Xavier Saint Martin Tillet

President of Orano Mining

Our values are our compass and the key to our resilience

2024 was marked by continued positive momentum for the nuclear sector and for Orano Mining. We made significant progress in production, investment and diversification, strengthening our position as a trusted partner for low-carbon electricity producers.

In an unstable world, we chose to remain true to our values and our purpose. This means pursuing our decarbonization plan by further improving the energy management of our activities, continuing our positive societal activities and defending the interests of our employees – even in complex situations such as in Niger, following the coup d'état of July 2023 – as well as putting in place the Respect action plan, initiated as a result of the survey on respect for diversity conducted in the previous year.

We continue to cultivate a performance culture by encouraging team engagement through deploying new working methods and carrying out the 'Opteam 26' performance plan across the Group.

With enthusiasm, confidence and determination, we are implementing our strategy, guaranteeing our customers' security of supply and consolidating our business over the long term.

Performance and Safety: Excellent Results

The safety of our employees and subcontractors at work is our priority. We achieved good results

in this area in 2024. Our lost-time accident frequency rate (TF1) remained at 0.5, in line with our objective. The cumulative number of accidents, with and without lost time, continues to decrease in 2024, reaching the lowest value ever recorded. This is the result of the daily commitment of our teams and subcontractors, who have maintained high safety standards despite the increased volume of our activities and the challenges faced in Niger.

Furthermore, we launched our operational safety discipline program, built around three pillars: being exemplary; giving meaning to our safety requirements; and having a positive attitude, aimed at encouraging and recognizing effort. Led by our managers and carried out by all employees, it strengthens our safety and performance culture.

Expansion and Diversification: An Ambitious Strategy

In 2024, with uranium prices expected to climb over the long term, we continued to implement our strategic plan by maintaining a diversified production portfolio, doubling our exploration efforts to identify new resources, and carrying out our projects: South Djengeldi in Uzbekistan; Zuuvch-Ovoo in Mongolia; and Cigar Lake Extension in Canada. We are also expanding our opportunities by introducing innovative technologies such as the recovery of uranium from phosphates and the exploitation of rich but intermediate-sized deposits using the SABRE technology developed in Canada. The good health of the uranium market also allows us to reconsider the feasibility of the Trekkopje project in Namibia. These initiatives are expected to consolidate production as we enter the next decade.

Orano Mining produced 8,341 tons of uranium in 2024, a 17% increase compared with 2023. This performance demonstrates our reliability and our ability to meet our customers' needs while allowing us to continue our strategic investments, both in the short and long term.

- In Kazakhstan, the development of the new South Tortkuduk area is progressing rapidly. As of June 2024, the first tons of uranium were produced, following the commissioning of the first phase of the project. Construction of the plant will be completed in June 2025.
- In Canada, the decision was made to industrialize the SABRE mining method and begin the first production campaigns in 2025.
  Furthermore, the Cigar Lake mine expansion was approved by Orano's Executive Committee, with production expected to be extended for four extra years, until 2036. These complementary mining activities will supply the McClean Lake processing plant. In tandem, a brand awareness campaign was launched in Canada, to attract and retain the talent needed for these developments.
- In Mongolia, we achieved a decisive milestone in January 2025, with the signing of the investment agreement for the development of the Zuuvch-Ovoo mine. It marks 27 years of presence and partnership in this country and defines the terms of a long-term, mutually beneficial cooperation between the State of Mongolia and Orano. This project, planned to operate for 30 years, is a $1.6 billion investment in total, over its entire lifespan. It will generate an estimated annual production of around 2,500 tons of uranium. Major investments will be dedicated to training a skilled local workforce and integrating this project into this new territory.

Orano Mining is also continuing its long-term exploration activities, particularly in Canada, where our investments will double. This effort will showcase Orano's unique expertise and fuel discussions in preparing future projects.

In Namibia, the Trekkopje mine, in care and maintenance since 2013, remains a strategic asset. We are continuously evaluating the conditions for reviving it, based on uranium prices and other economic and technical criteria. All options remain open, and in-depth feasibility studies are under way.

Niger: Protecting our rights while prioritizing dialogue

The year 2024 was also marked by the loss of operational control of our activities in Niger, in December 2024. Despite the operational difficulties caused by the consequences of the July 2023 coup d'état, Orano Mining sought to honor all its commitments regarding the operation of SOMAÏR, the development of the Imouraren deposit and the

closure of the COMINAK mine. The refusal to commercialize SOMAÏR's production, the unfounded withdrawal of the Imouraren permits and the interference of the Niger authorities in the governance of these companies led us to conclude that we had lost control and to initiate several international arbitration proceedings to assert our rights. We regret this situation, and we deplore its impact on our employees and local communities, who remain a central concern of ours.

Strengthening CSR Commitments: Commitment to 2030 Roadmap

Orano presented its 'Commitment to 2030' roadmap. As a responsible mining company, Orano Mining continues to place safety, security and control of its facilities, as well as the management of its consumption and environmental impact, at the heart of its priorities. The company is pursuing the projects included in the 2022-2025 roadmap, in line with the Group's commitments. To date, the implementation of this roadmap is progressing well, with 87% of actions already completed or under way. The 5% of unmet targets mainly concern increasing the proportion of women on the Executive Committee and defining shared water resource management plans for the KATCO and SOMAÏR sites. These actions have either been postponed to 2025 or are currently being reassessed, and we remain committed to carrying them out. In addition, the objectives linked to activities in Niger have been abandoned, due to the loss of operational control over these subsidiaries.

An Ambitious Future

We are continuing to roll out our Opteam26 performance program, which aims to improve our efficiency and optimize our costs. This program is based on a profound transformation of our working methods, involving all our businesses and sites. Each employee is encouraged to actively engage in contributing to this collective action and to the continuous improvement of our performance.

Orano Mining's future is being built boldly, and with commitment. Our diversification strategy, our capacity to innovate and our commitment to responsible operations enable us to ensure a sustainable future for our industry and our partners.

I would like to sincerely thank all our teams, subcontractors and partners across every continent, who contributed to the results presented in this report.

Orano Group **PROFILE**

“Orano, giving nuclear energy its full value.

As a leading international operator in the field of nuclear materials, Orano delivers solutions to address present and future global energy and health challenges.

Its expertise and mastery of cutting-edge technologies enable Orano to offer its customers high value-added products and services throughout the entire fuel cycle.

Every day, the Orano group’s 17,500 employees draw on their skills, unwavering dedication to safety and constant quest for innovation, with the commitment to develop know-how in the transformation and control of nuclear materials, for the climate and for a healthy and resource-efficient world, now and tomorrow.

GOVERNANCE

Orano’s governance is supported by a Board of Directors, an Executive Committee and four specialized committees that issue opinions and recommendations: the Strategic and Investment Committee, the Audit and Ethics Committee, the Appointments and Compensation Committee, the End of Cycle Obligations Monitoring Committee.

The Board of Directors is chaired by Claude Imauven. Nicolas Maes is the Group’s Chief Executive Officer.

More information on Orano annual report

Mining

Uranium conversion and enrichment

Used fuel recycling

Nuclear logistics

Dismantling and services

Engineering

ORANO MINING
KEY FIGURES 2024

1,502 M€
Revenue
(26% of Orano revenue)

≈7 years
of turnover
in backlog

8,341
tons of uranium

TOP 3
Worldwide in its businesses

2,219
employees*
around the world

99%
of our employees are from
the host country

11.4 M€
community
investments

96%
of purchasing volume comes from
the countries in which we are based

* *Excluding Niger employees, internship / apprenticeship contracts*

Mining activities

The Group's mining activities concern the production and commercialization of natural uranium used after enrichment to make fuel for nuclear reactors.

Orano Mining counts among the world's leading producers of uranium with competitive production costs and cutting-edge extraction techniques implemented in mines in operation in Canada and Kazakhstan.

More information on Orano Mining innovation

The principal line operations of the Mining Business Unit follow the lifecycle of a mine, i.e.:

- **Exploration:** search for new deposits
- **Developing mining projects:** detailed studies, procurement and construction
- **Production:** extraction of uranium ore using various mining techniques, and ore processing (concentration of natural uranium by chemical means)
- **Site redevelopment and conversion after operation:** rehabilitation of mining sites in accordance with current environmental standards, followed by environmental monitoring

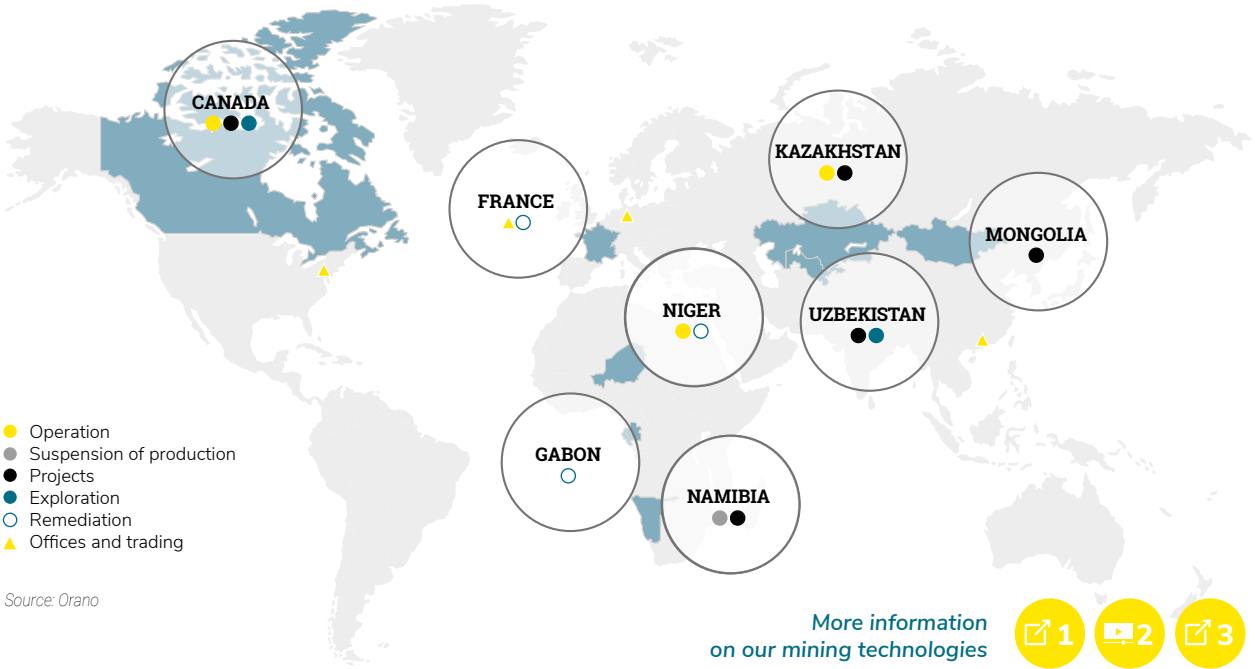
Committed to its role as a responsible mining company, Orano Mining conducts its mining activities in a manner that fully respects people and the environment and contributes to the economic development of local regions and their populations.

The amount of uranium produced annually by Orano is enough to supply the electricity needs of an industrialized country of about 50 million inhabitants such as Spain.

The production of the same amount of electricity from coal would have resulted in the release of 220 million additional tons of GHG.

Orano Mining has a diverse assets and portfolio, which constitutes an important security factor for utilities seeking long-term guarantees regarding uranium supplies.

MAIN SITES OF THE MINING BUSINESS (1) (2)

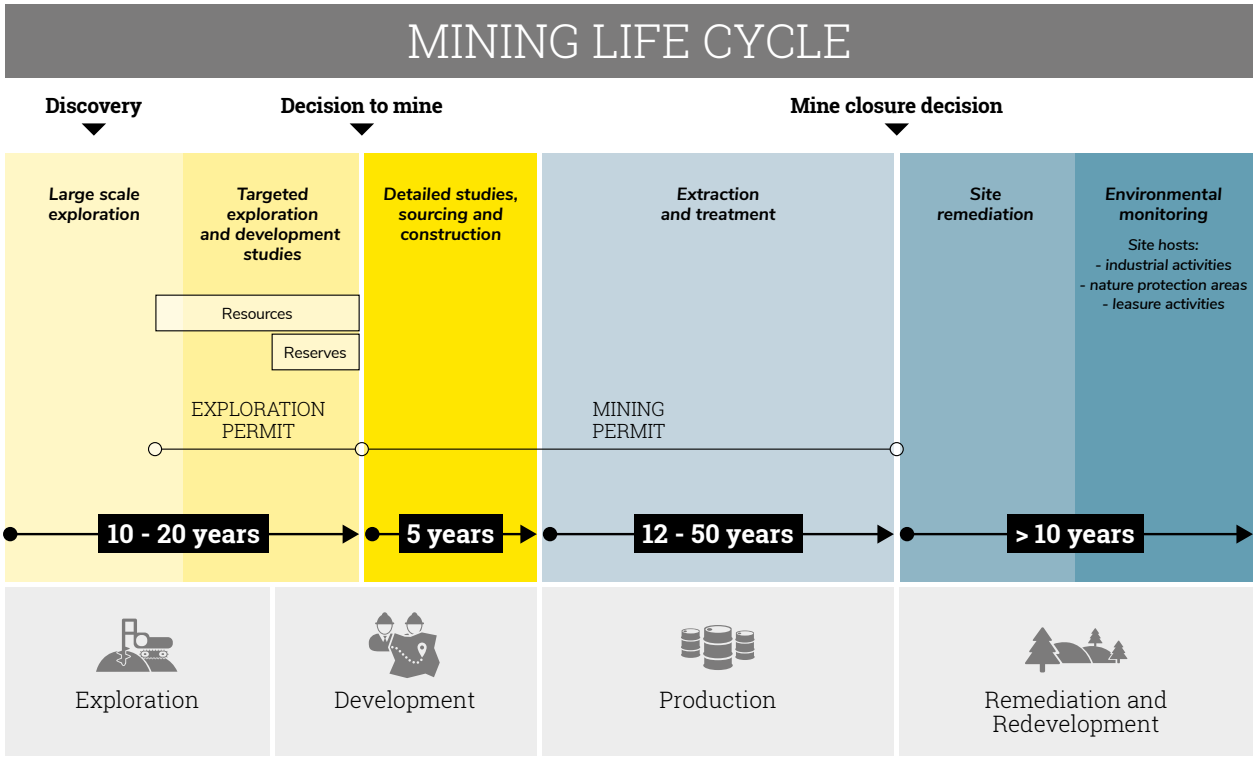


Source: Orano

More information on our mining technologies 1 2 3

(1) *The State of Niger withdrew the operating permit held by Imouraren SA on June 19, 2024. On December 19, 2024, Orano Mining initiated arbitration proceedings against the State of Niger in order to assert its rights and seek compensation for all of its losses resulting from the withdrawal of the operating permit.*

(2) *The group confirmed the loss of operational control of SOMAÏR SA on December 4, 2024. In particular, the State of Niger is obstructing the sale of SOMAÏR's production and is opposed to Orano Mining exercising its abstraction rights. Orano Mining initiated arbitration proceedings on January 20, 2025 in order to assert, in particular, its rights to SOMAÏR's production inventory.*



PHASE 1

EXPLORATION FINDING NEW URANIUM DEPOSITS

Exploration consists of finding uranium ore deposits of sufficient grade to allow mining under acceptable economic, technical, environmental and social conditions. This is an important step in developing the basis for a constructive dialogue with the people living near the potential future mining project and in conducting an initial environmental assessment.

PHASE 2

DEVELOPMENT OF FUTURE MINING PROJECTS

Project development follows feasibility studies that have confirmed the possibility of exploiting a deposit.

At this stage the techniques for extracting and processing the ore are selected. This is also the phase in which the new facilities and associated infrastructure are built. These development activities are accompanied by an environmental impact study presented to the authorities and civil society during public hearings and multi-stakeholder working groups. This is also a time during which the integration of future operations in the regions (development of local socio-economic projects, creation of direct and indirect jobs, etc.) is being prepared.

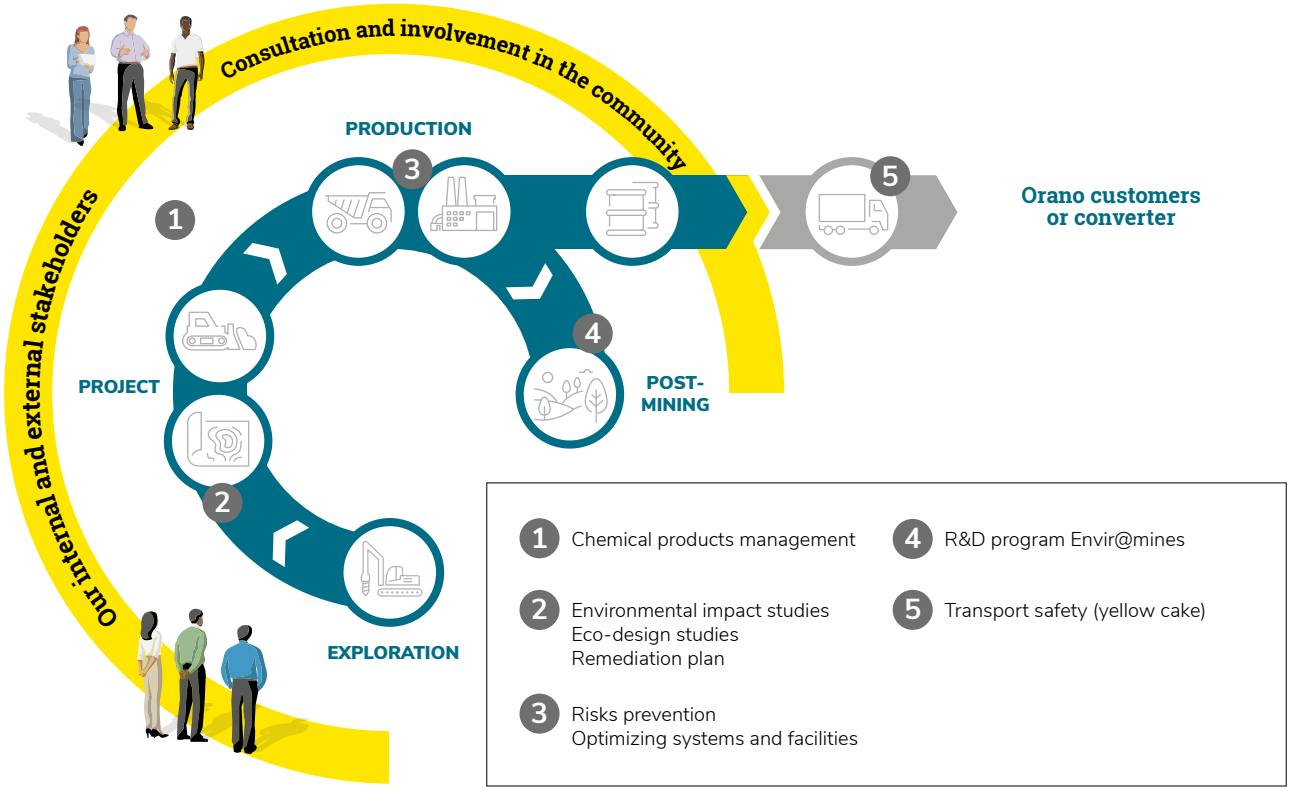
PHASE 3

MINING

Mining itself includes the extraction and processing of the ore. Three methods are used to extract uranium ore: open-pit mining, underground mining, and in situ recovery (ISR). These techniques are used depending on the configuration of the deposit and the nature of the ore (depth of the deposit, uranium content, safety conditions and environmental protection, etc.).

The extracted ore is then treated mechanically and chemically according to a process adapted to its intrinsic properties in order to be transformed into a uranate concentrate: the "yellow cake". This is the form in which the uranium is marketed.

Processing the ore requires the use of chemicals, the transport, storage and use of which are covered by our risk prevention and management system. This phase



of high industrial activity requires that all necessary measures be put in place to ensure the health and safety of employees and neighboring populations. The impact on the environment must be as low as reasonably possible. This is also an important phase for local socio-economic development, as industrial activities generally last for several decades.

PHASE 4

REMEDIATION OF MINE SITES

After the production period (and as early as possible), Orano Mining plans the remediation of the mining sites. This involves ensuring public safety and health, reintegrating the landscape, and limiting the residual impact of past activities on the environment and populations.

Orano has developed real expertise in this field, regardless of the type of mine. Since the beginning of the group's mining activities, several hundred million euros have been invested to ensure the remediation and environmental monitoring of former sites in France, Gabon, the United States, Canada, and Niger.

Orano Mining governance and organization

The Mining Business Unit includes all of Orano's mining activities "Orano Mining" and its subsidiaries and "mining operations" abroad and in France.

Orano Mining is managed by M. Xavier Saint Martin Tillet since July 1, 2023. He chairs the Mining Business Unit Management Committee which includes the operational directors, the directors of support functions involved in mining activities and the directors of the operating subsidiaries (SOMAÏR*, KATCO, OCI).

Orano Mining

Orano Mining is a Société par Actions Simplifiée with a single shareholder. M. Xavier Saint Martin Tillet was appointed President of the Company during the Board meeting of June 28, 2023.

The President of the Company is appointed for four years by the sole shareholder. He is responsible for the administration and general management of the Company.

* *The Group confirmed the loss of operational control of SOMAÏR SA on December 4th, 2024.*

The Chairman of the Company is vested with broad general powers to act on behalf of the Company within the limits of the corporate purpose and represents the Company vis-à-vis third parties. The President is not assisted in the performance of his duties by general managers. Each year, the President makes a declaration of conflict of interest in accordance with Orano's internal procedure. M. Xavier Saint Martin Tillet is also a member of Orano's Executive Committee.

The Company's primary mission is to ensure the operational consistency of the mining business in France and abroad.

Orano Mining has a share capital of 25,207,343 euros and is 100% owned by Orano.

The head office of Orano Mining is at Châtillon. (France) Orano Mining has a secondary site at Bessines-sur-Gartempe (Limousin) and two other sites abroad (Niger* and Kazakhstan).

Management Committee

The Mining Business Unit is run according to a decentralized operating model, based around a head office that performs overall management and oversight functions, and structures that carry out mining operations in France and internationally. “Mining operations” covers exploration, project, production, remediation and mine closure monitoring activities.

The Management Committee meets every two weeks in order to study safety, commercial, industrial and financial results as well as to draw up and monitor mining activity action plans.

It also ensures that the Orano Code of Ethics is respected, in addition to the company's commitments to sustainable development, and leads the risk management process for the Mining Business Unit and its subsidiaries.

The Management Committee is made up of directors from the operational departments (Operations, Industrial Projects and Support, Geoscience, Health Safety and Environment, Remediation, Corporate Social Responsibility, Engagement and Communication, Sourcing, Supply & Customer Service (MCE), the functional departments (Human Resources, Finance, Legal, Strategy and Development) and the general directors of its production sites (SOMAÏR, KATCO, OCI).

As of January 1, 2024, the Management Committee is made up of 14 members, including two women, representing 14% of the total. 21% of its members are between 30 and 50 years of age and 79% of its members are over 50.

* *The Group confirmed the loss of operational control over its subsidiaries in Niger from December 2024. For more information on the situation in Niger, see Orano's report, Section 2.1.2 .1.*

Uranium market

Orano Mining continues to optimize the competitiveness of existing sites and to maintain its project portfolio by conducting the studies necessary for the extension of its production for the years to come, in particular in Canada and Mongolia.

In 2024, the uranium market evolved positively: new uranium projects restarted in 2024, and six new countries made commitments at the COP 29 in Baku in November 2024 to triple their nuclear capacity between now and 2050.

The spot indicator for the natural uranium market reached price levels equivalent to those from 2007 and 2008 exceeding 100 USD/lb U_3O_8 in Q1 of 2024. As of Q2, the spot indicator fell back below 90 USD/lb U_3O_8 and fluctuated between 70 and 90 USD/lb U_3O_8 for most of the rest of the year.

The long-term indicator also increased regularly throughout most of the year to reach 80.5 USD/lb U_3O_8 at the end of 2024 (vs. 68 USD/lb U_3O_8 at the end of 2023). This reflects the long-term orientation of the uranium markets.

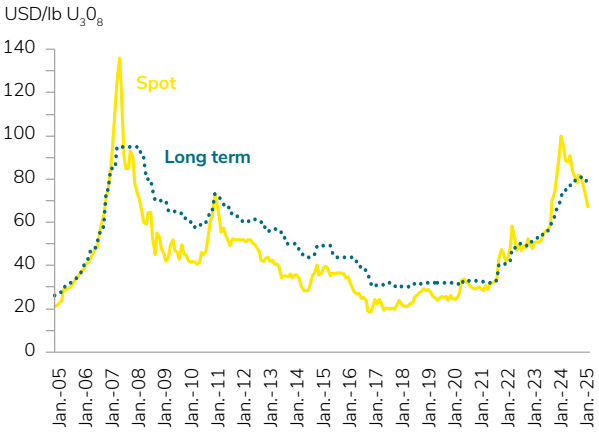
Demand and supply

Global uranium demand stood at approximately 74,000 tU* in 2024, a level equivalent to that in 2023.

Supply worldwide consists of:

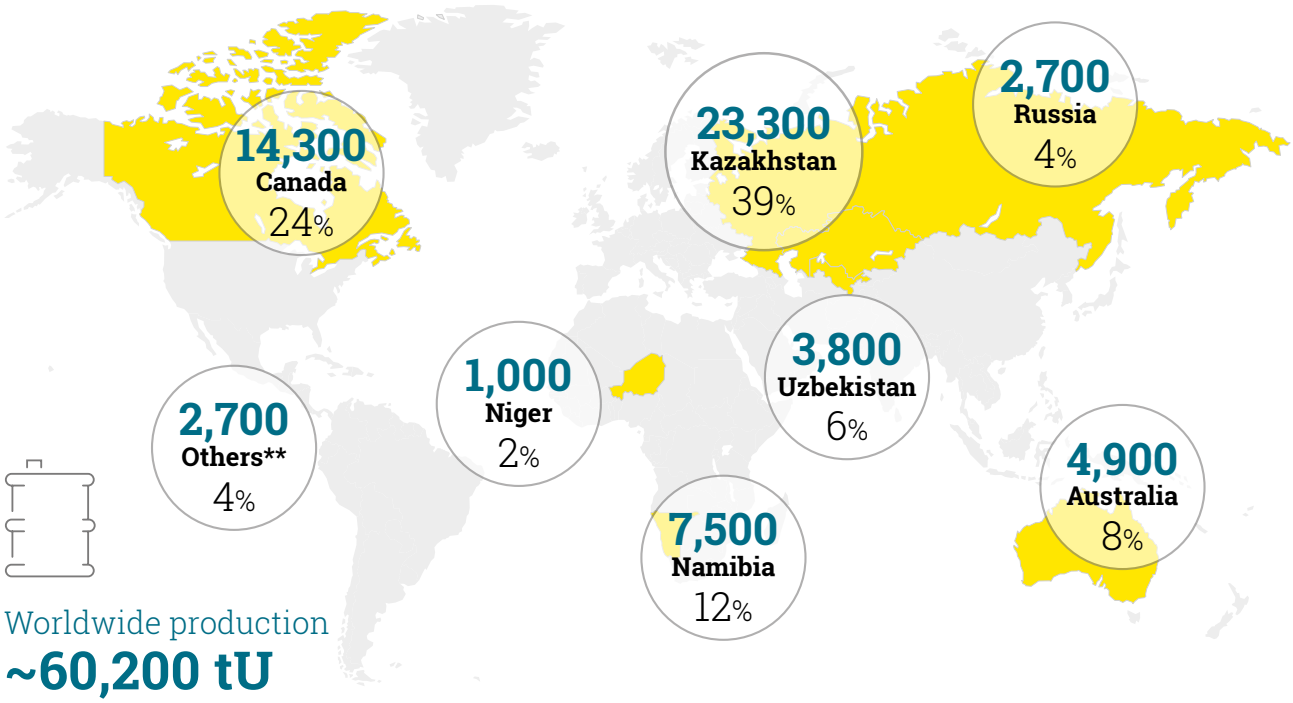
- **Mining production**, which amounted to approximately 60 000 tU*, up from 2023. This is mainly due to an increase in Canadian production as a result of the ramp-up of the McArthur/Key Lake pairing, which produced almost 7,800 tU in 2024, and an increase of around 2,000 tU in production in Kazakhstan.
- **Secondary resources** estimated at a total of nearly 15 000 tU*, from materials not directly derived from mining operations.

Trend in uranium price indices 2005-2024 (in current dollars)



Source: UxC Month-end price indicators

MAIN URANIUM PRODUCERS IN 2024 (quantity produced in tU rounded to the nearest hundred)



Worldwide production
~60,200 tU

* Sources: UxC Uranium Market Outlook Q4 202 and external communications - Figures rounded to the nearest 100 tU
** China, Czech Republic, South Africa, Ukraine, Malawi...

Backlog

The Orano Mining backlog is diversified among customers in the different uranium-consuming regions.

The uranium sold originates either from the mining resources of companies in which Orano Mining has an equity interest or from uranium bought on the market.

Customers

Orano Mining is a supplier to nearly 50% of the world's nuclear utilities in Asia, Europe and North America.

Production of mining sites

In 2024, Orano Mining recorded higher production volumes at its mining sites.

- Production in Canada comes from the McArthur River and Cigar Lake mines operated by Cameco, in which Orano is a 30.195% and 40.453% owner respectively. In particular, 2024 production from the McArthur mine and the Key Lake mill is up thanks to the use of ore stocks and operational performance actions at the Key Lake mill.
- In Kazakhstan, KATCO's production benefited from the start-up of the South Tortkuduk project, project to mine a new deposit. The project was delivered on time.
- In Niger*, the State of Niger's obstruction of the commercialization of production led to a considerable worsening in SOMAÏR's financial situation. Despite Orano's efforts, all alternative export proposals made to the Nigerien authorities went unanswered. The resolution adopted by the Board of Directors of SOMAÏR on November 12 to suspend expenses related to production activities in order to prioritize the payment of salaries and preserve the integrity of the industrial facilities was deliberately blocked by the State of Niger and was not able to be applied. As a result, the loss of operational control was confirmed by the Orano group on December 4, 2024.

Nevertheless, thanks in particular to the diversity of its sources of supply, Orano Mining has always been able to ensure the security of supply to its customers.

In addition, good control of production costs and capital expenditure have enabled the Mining business to maintain good operational and financial performance in 2024.

- SOMAÏR** produced 959 metric tons of uranium (on a 100% basis) up to the loss of operational control in November 2024
- KATCO produced 2,388 metric tons of uranium (on a 100% basis)
- Cigar Lake - McClean produced 6,512 metric tons of uranium (on a 100% basis)
- McArthur River - Key Lake produced 7,815 metric tons of uranium (on a 100% basis)

Productions 2024 en tonnes d'uranium (tU)

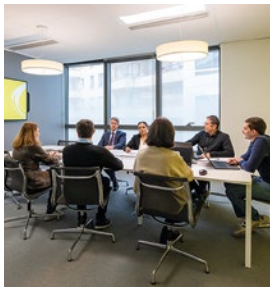
Country	Sites	Financial consolidation 2024 tU	Type**
Canada	McArthur River	2,360	UG
	Cigar Lake	2,634	UG
	Total Canada	**4,994**	
Kazakhstan	KATCO	2,388	ISR
	Total Kazakhstan	**2,388**	
Niger	SOMAÏR***	959	OP
	Total Niger	**959**	
TOTAL		**8,341**	

* *The Group recognized the loss of operational control over its subsidiaries in Niger in December 2024. For more information on the situation in Niger, see Orano's report, Section 2.1.1.1.*

** *Type of operation: ISR: In-Situ Recovery; OP: Open-Pit, UG: Underground.*

*** *The Group confirmed the loss of operational control of SOMAÏR SA on December 4, 2024. In particular, the State of Niger is obstructing the sale of SOMAÏR's production and is opposed to Orano Mining exercising its abstraction rights. Orano Mining initiated arbitration proceedings on January 20, 2025 in order to assert, in particular, its rights to SOMAÏR's production inventory.*

OUR PERFORMANCE:



Ethical business

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Environmental performance

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Decision-making

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Conservation of biodiversity

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Human rights

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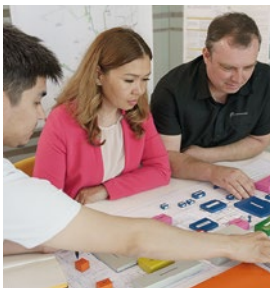

Responsible production

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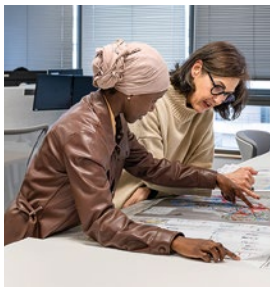

Risk management

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Social performance

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Health, Safety and Radiation Protection

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Stakeholder engagement

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Ethical business

MINING PRINCIPLE

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

PRINCIPLE 1.1

Establish systems to maintain compliance with applicable law.

This commitment is made at the very highest level by the Board of Directors of Orano. It relies on four specialized committees including the Audit and Ethics Committee.

The mission of the Audit and Ethics Committee includes overseeing the Group's compliance with the best international ethical practices, reviewing the Code Ethics and Business Conduct and its updates and making recommendations to the Board of Directors.

More specifically, it conducts the review of the annual internal control campaigns after the internal audit assessment, and also the review of the Group's risk mapping and action plans with follow-up, as well as the follow-up of the audits carried out with validation of annual audit plan. It also reviews the payments made to Governments for each fiscal year based on French law over the whole relevant scope by the application of this law and according to the principles of the EITI.

More information on the EITI report

The role of the Orano Mining Compliance Officer is carried out by the General Counsel for our activities, in conjunction with the local Compliance officers in the countries where we are present. She works together with, the Orano Risks, Compliance, and Internal Audit Department who reports to the Chief Executive Officer of Orano. This organization makes it possible to maintain close relations with mining sites and operational activities whilst benefiting from a single line of reporting. Quarterly meetings are organized between Orano Mining's Compliance Correspondent and its local compliance relays, with the aim of monitoring compliance of activities within the scope of applicable law. When necessary, local compliance relays report on legislative changes in their country concerning compliance. In addition, a legal monitoring is implemented locally with the aim of anticipating new regulations and regulatory changes applicable to Orano Mining and its subsidiaries.

Orano Mining, like all the Business Units of the Group, conducts an internal ethical reporting process on the proper application of the Code Ethics and Business Conduct, any infringements observed, any ethical problems identified, action plans put in place to remedy such breaches, and the sanctions imposed.

For more information on Orano Code of Ethics and Business Conduct

PRINCIPLE 1.2

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

In order to ensure compliance with the anti-corruption requirements of the Sapin II Act of December 9, 2016, and in accordance with the recommendations issued at the end of 2017 by the French anti-corruption agency AFA (Agence Française Anticorruption), the Compliance Policy is structured around the following actions:

- **Mapping of risks of corruption and influence peddling** for Orano Mining and its local subsidiaries (updated every year)
- **Implementation of the Anti-Corruption Code of Conduct** (appendix of the Code of Ethics and Business Conduct), its integration in Orano Mining's internal regulations, and its deployment (and providing each employee with the Orano Code of Ethics and Business Conduct).
- **An e-learning course** specifically developed on the basis of the Orano Code of Ethics and Business Conduct and intended for all employees. A comic book of the e-learning was created for the employees who don't access to the web.
- **A face-to-face dedicated training or remote course** (anti corruption, accounting control) deployed for the employees most exposed to risk;

- **The systematization of the verification process for third-party compliance** in accordance with a Group procedure *(see chapter 4.4.1.3 of the Orano annual report p.238)*.
- **The reinforced formalization of certain controls** and in particular relating to accounting transactions, with the implementation of procedures to ensure that accounting books and records are not used to hide acts of corruption or influence.

The pillars of the orano anti-corruption and prevention of influence-peddling program

Source: Orano

Since 2018, Orano Mining and its subsidiaries have been identifying and assessing the risks to which they are exposed through a mapping of corruption and influence peddling risks. All our sites worldwide conduct an annual reassessment or revision of this mapping. These risks are classified in 12 risk sub-families (purchasing, sales activities, intermediaries and/or agents, lobbying, relations with public authorities, partnership/consortium, real estate, M&A – acquisition/transfer of participation, sponsoring – donations and patronage, trading, confidential information, etc.) that are assessed according to 3 criteria (severity, occurrence, and level of control).

Risk mapping is performed based on 12 sub-groups risks defined by the Group. The most significant scenarios for Orano Mining remain linked to 4 risk sub-families:

- Risk in relations with public authorities
  - Principal corruption risk, both active and passive, to obtain a favorable decision: known and relatively controlled
  - Payment of facilitation payments
- Risk as part of purchasing goods and/or services
  - Risk originating with suppliers – active corruption
  - Risk of imposed supplier
- Risk linked to obtaining or disclosing confidential information
- Risk in sponsoring, donation, and patronage
  - Related to local actions: risks common to all countries

Several further measures were set up at the Group level and deployed in subsidiary entities of Orano Mining:

- Issuing a policy on gifts and invitations and a SharePoint for declaring them.
- Reinforcing the Orano ethics-related alerts via an externalized platform, accessible to all Group employees in several languages (French, English, Russian, Mongol, etc.). Using this system, the employees can anonymously report any breaches of applicable regulations or of the Group's internal procedures and rules, in particular breaches linked to the Orano Code of Ethics and Business Conduct. Permanent communication about this system is carried out via the intranet and/or displays at the sites.
- Conducting numerous managerial communication campaigns.
- Releasing and circulating an educational booklet: "Ethics and compliance – How to act ?".

Orano has taken a proactive approach in developing its own Code Ethics and Business Conduct and its anticorruption program and communicating these to all its employees, as well its industrial and commercial partners.

Anti-corruption / conflict of interest awareness campaigns at Orano Mining

In 2024, two actions to raise awareness and share feedback relating to anti-corruption, conflicts of interest, and the whistleblowing system accessible to employees were deployed on all Orano Mining's sites and in all its entities worldwide. Using real examples in the areas of whistleblowing and sponsorship, these campaigns reminded employees of the rules and behaviors to adopt in different scenarios.

In 2022, Orano updated its Code of Ethics and Business Conduct. It defines the shared values, consistent with the Group's reason for being and its commitment strategy. The Group's Code of Ethics and Business Conduct sets forth the principles and rules for complying with these values on a daily basis. It reflects the Group's culture and its commitments regarding all stakeholders, notably to promote sustainable development and compliance with human rights.

It serves as a reference for all employees and directors and presents the expectations and the level of requirement to any person wishing to play a role in its development. It applies to sub-contractors and suppliers who must sign a specific sustainable development commitment document.

The Orano Code of Ethics and Business Conduct is accessible to all, in 9 languages, on the website and on the Group's intranet. It is provided to every new hire who must familiarize themselves with it. They may refer to it in a situation seemingly contrary to the code's principles, whether this involves an issue related to human rights or to other values and principles espoused by the Group. It is integrated into the internal regulations of the various mining entities, or referenced in the employment contract. Orano has also set up an e-learning training module, "Our Code of Ethics" (30 minutes in several languages), focused on the proper application of the Group's Code of Ethics and Business Conduct, including a knowledge validation test. During their annual interview with their manager, the employees formally confirm their commitment to comply with the rules of the Code of Ethics and Business Conduct and participate in the online training every two years.

The Orano Code Ethics and Business Conduct includes Executive Management's commitment to conducting a process to prevent and detect corruption and influence peddling and the Group's "zero tolerance" policy on corruption. It defines the prohibited behaviors that may characterize corruption and influence peddling, based on the risks identified in the risk map. The internal regulations, employment contracts or procedures specific to each entity define the disciplinary consequences and measures of any failure to comply with these rules. In addition, the Orano Risks, Compliance, and Internal Audit Department has published a guide entitled "Ethics and Compliance: How to act?", which illustrates with concrete examples the rules of the Code of Ethics and Business Conduct and identifies the reflexes to be adopted in the various situations with which employees are liable to be confronted, particularly in terms of preventing corruption.

The Compliance Policy specifies how the Code is to be implemented at all levels, across all activities and in all countries; this policy also explains how compliance is organized within the Group.

Orano Mining supports beneficial ownership transparency and is committed to avoid partnering or contracting with companies assessed as high corruption risk that decline to identify their beneficial owners unless appropriate mitigation measures are implemented to reduce corruption risk as per our principles included in our Code of Ethics and business conduct.

Strengthening the whistleblowing system

Since 2021, the Orano whistleblowing system was opened to all employees of the group and associates of business partners (suppliers, service providers, subcontractors and customers), as well as to recruitment candidates, in several languages. In addition, specific training sessions on "conducting an internal investigation" were provided for the alert officers, compliance officers and human resources representatives.

More information on Orano annual report

It is a reflex and a duty for each of the Group's employees to immediately raise the alert if any blatant incident or breach of a statutory or regulatory obligation or violation of the Code of Ethics and Business Conduct or compliance policies and procedures is observed.

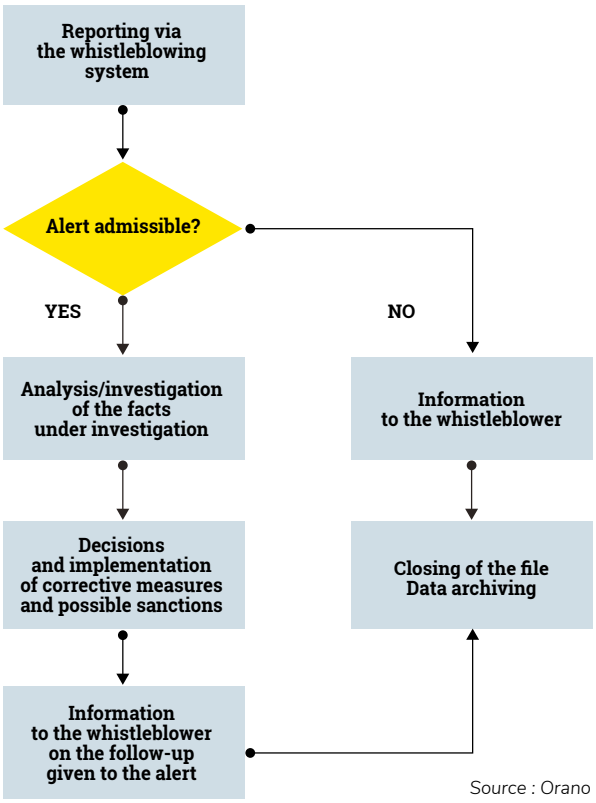
The rules of conduct of the Code Ethics and Business Conduct deal with the action we take in particular in terms of the following: compliance with international treaties, conflicts of interest, insider trading, corruption, gifts and unfair advantage, influence peddling, payments and relations with third parties, facilitation payments, competition, advocacy and lobbying, political funding, protection of life and property, corporate sponsorship, etc.

Every year, Orano Mining, like all the other Business Units of the Group, conducts an ethical reporting process. Each campaign opens with a letter from the Senior Executive Vice President of Orano Mining, in application of the letter of instruction from the CEO of Orano. This process involves all our directors and their managerial staff in all the countries where we are present (Orano Mining and its sites in France and abroad, as well as its subsidiaries).

All members of the Orano Mining Management Committee and of the management committees of subsidiaries are made aware of the subject and have followed or will be following training in Ethics. A managerial kit has been created to help directors and managers to manage ethics-related alerts.

PROCESS

Orano process for handling an ethics-related alert



Source : Orano

The ethical reporting process is underpinned by the principle that our employees can report an infringement they have found without repercussion to themselves if the facts are proven (whether the issue is within our own operations or related to the practices of our subcontractors). In the same way, if anyone is given an order that clearly runs contrary to the Orano Code Ethics and Business Conduct, they are entitled not to comply, and must report the matter to the Group's Risks, Compliance, and Internal Audit Department immediately.

A system for alerting and issuing complaints in case of discrimination or ethical infringement has been in place for several years. It guarantees the confidentiality and protection of whistleblowers. Since 2019, a dedicated, secure external web platform (available in several languages) for collecting alerts has allowed the system to be further strengthened.

In addition to the ethics alert mechanism available on the platform, every year an ethics report provides information on the various ethics events reported and declared during the course of the previous year, as well as how they were handled and the actions taken or being taken concerning these cases. Reporting is carried out via the managerial chain or alerts raised by partners.

Depending on their severity, disciplinary measures have been taken in some cases, with some even resulting in the dismissal of the offending persons.

These events occurring within Orano Mining in France and internationally are classified by family, and 2024 reporting concerned 51 cases related to:

- Interpersonal relations and human rights
- Protecting people and facilities
- Occupational safety, security and environment
- Security, safety, and the environment
- Data protection and privacy
- Quality fraud
- Financial fraud, theft, and false declarations
- Corruption
- Competition

CONTROLS AND SANCTIONS

The nature of corrective actions and/or sanctions proposed will vary depending on the severity of the failure to comply.

The 51 cases reported in France and internationally, within Orano Mining in 2024, were:

- 2 dismissals
- 11 disciplinary actions, from a simple warning to suspension

In 2024, the ethics alert mechanism was used 2 times within the scope of mining activities.

Furthermore, since 2021, a system for the management of claims and complaints in particular concerning any risks of Human rights violations was deployed on all of Orano Mining's sites (*See Mining Principle* 9.3, p.113).

In 2024, 4 cases linked to human rights violations were reported within the framework of ethics reporting (all cases concerned intimidation of our employees related to the political situation in Niger).

PRINCIPLE 1.3

Implement policies and standards consistent with the ICMM policy framework.

In addition to the Group's Code Ethics and Business Conduct, Orano Mining is implementing specific policies, the next editions of which will incorporate the Group's social and environmental commitments, in the following areas:

- **A Nuclear and Industrial Safety - Health - Occupational safety - Radiation Protection - Environment**
- **A Responsible Purchasing policy**
- **Agreements and guidelines in the areas of diversity and inclusion, skills and quality of life at work and social dialogue**
- **A policy for combating corruption and influence peddling**

These policies are validated by the Executive Committee and the Board of Directors. Their appropriation and their application are verified by the Group's Internal Control bodies, in particular by internal audit or the General Inspectorate. They cover topics relating to duty of care. Other policies (quality, protection, etc.) supplement the action taken by the Group.

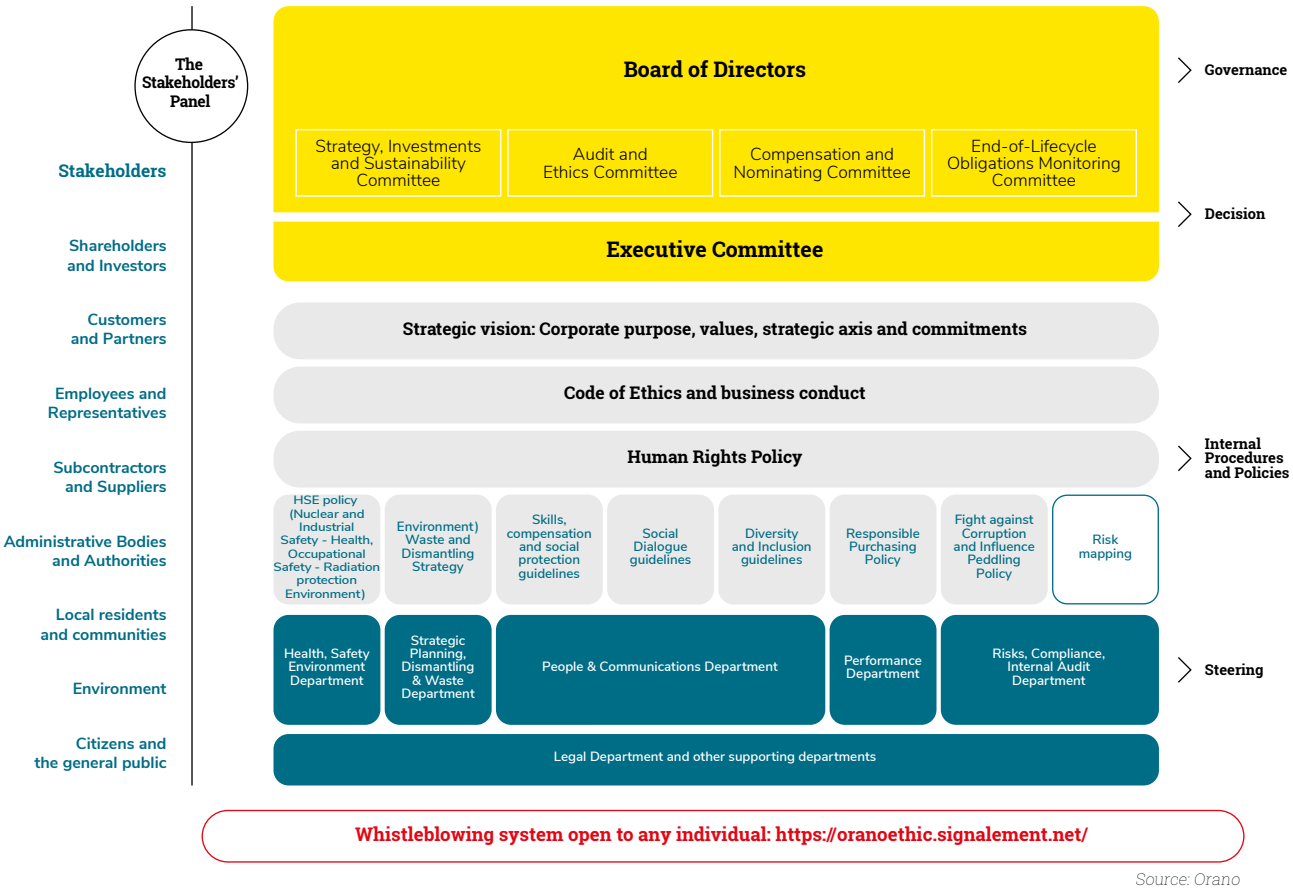
These different policies and codes help organize the company's operations in compliance with human rights and in the interest of environmental protection and the laws that govern them.

In its corporate strategy, one of Orano Mining's stated priorities is to be a leader in the industry in terms of health and safety at work, community involvement, environmental and ethical practices. A CSR policy, drawn up in consultation with the various different departments in order to define the principles of action and set out a precise framework for this approach, has been approved by the Management Committee of the BU *(See Mining Principle 2.1 - Decision Making, p.24)*.

As a responsible mining company, Orano Mining is committed to implementing the Position Statements defined by the ICMM, as well as the 10 mining principles and their performance expectations.

Orano Mining strives constantly to improve its performance in all areas and takes account of the expectations of those of its stakeholders that are directly or indirectly affected by the Group's activities.

Orano's sustainability governance



Whistleblowing system open to any individual: https://oranoethic.signalement.net/

Source: Orano

PRINCIPLE 1.4

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

Non-financial governance of Orano

The Board of Directors of Orano guides and controls the actions of the Group's Committees and its results, including in non-financial matters. Environmental, Social and Governance (ESG) matters are managed on an ad-hoc basis by each of the specialized committees of the Board of Directors depending on the topic. An overall review of progress with regard to the Commitments roadmap is carried out by the Board of Directors at least once a year *(For more information, see Orano annual report, chapter 4.1.2, p.114).*

The Risks, Compliance, and Internal Audit Director, reporting to the Orano Chief Executive Officer, manages the program in the area of ethics and the prevention of corruption and influence peddling. She coordinates an operational network within the Business Units and Central Departments.

Every year, the alerts and incidents reported by each Business Unit are summarized and presented to the Executive Committee and to the Audit and Ethics Committee. The trend, in recent years, shows that the area in which the most incidents are reported is "discrimination and harassment" *(For more information, see Orano annual report, chapter 4.4.1.3, p.239).*

PRINCIPLE 1.5

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

Orano Mining does not favor any political party, group or individual and does not make any direct or indirect payment to political parties or to candidates in any of the countries in which we are present.

Decision-making

MINING PRINCIPLE

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

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.

Orano's raison d'être

Convinced that protection of the climate, resources and health are issues of fundamental importance, Orano has placed them at the heart of its raison d'être:

"To develop know-how in the transformation and control of nuclear materials for the climate, for a healthy and resource-efficient world, now and tomorrow".

COMMITMENT ROADMAP

In 2020, Orano's social and environmental commitment was renewed through an ambitious roadmap, co-constructed with the Group's extended management and feedback from external stakeholders.

Structured around values and strategic priorities, this new roadmap translates the way Orano wishes to embody its raison d'être and contribute to the United Nations' Sustainable Development Goals into 5 levers, the "5 Cs":

- **Competencies:** mobilize proud and committed employees who embody our purpose
- **Cash:** operate efficiently by reducing our footprint
- **Climate:** contribute to carbon neutrality and adapt to climate consequences
- **Customer growth:** innovate to preserve resources and protect health
- **Communities:** be engaged and responsible locally in our environment

Orano's Commitments Roadmap was defined collectively, based on 6,000 contributions, and then adapted to each Business Unit.

Within Orano Mining, the goals have been selected and shared with the various departments and set out in the operational Master Plan for each site.

In the interest of transparency and providing information to our stakeholders, the achievement of the 2024 objectives and the objectives set for 2025 are presented throughout the report and summarized in the table below.

The CSR roadmap is the subject of a quarterly status report by Orano Mining's Management Committee.

In 2024, 87% of the objectives set have been achieved or are in the process of being achieved. The 5% of the 2024 objectives that were not met relate to the increase in the proportion of women on management committees (CODIRs) and the shared water management plan. 8% of our actions were blocked due to the situation in Niger.

In addition, the 5% of objectives not achieved in 2024 will be carried over into 2025 or revised to a reasonable level.

The 2024 objectives have been shared within the BU. They are rolled out and adapted for each site and should enable us to meet our commitments for 2025 and 2030.

Orano Mining's Commitment Roadmap

Our Values
SAFETY, SECURITY

2025	2024	
Aim for a long-term TF1 <or = at 1	Developing standards on basecamps, radiation protection and road safety	●
Tend to a TF2 <or = to 3.5	Strengthening safety culture with revision of - medical emergency response plans for the sites - safety maturity grids - safety operational reviews	●
Maintain Health Observatory in Niger after the closure of COMINAK	Carrying out medical impact studies	◑
Towards passive management of tailings storage for new mining sites (2030)	Launching studies in AMF perimeter	●
Application of ICMM "dikes and dams" recommendations in proportion to the challenges	Launching studies in Niger's sites	⊖
Industrial risks: 0 unacceptable scenario according to the MMR matrix	Developing MMR* culture, finalize the MMR sheets for OCI, KATCO and SOMAÏR	◑

* *MMR: Risk management measure ("Mesure de Maîtrise des Risques")*

Our Values
ETHICS, DIALOGUE AND TRANSPARENCY

2025	2024	
Contracts published according to the EITI standard whenever authorized by States	Responding to the requirements of EITI	●
Deployment of the compliance action plan	Updating the CSR policy and defining Stakeholder Engagement Guidelines	●
	Implementing the duty of vigilance procedures in high-risk countries	●

The 5c levers

COMMUNITY: TO BE COMMITTED AND RESPONSIBLE LOCALLY IN OUR ENVIRONMENT

2025	2024	
Maintain a high level of local recruitment (95% minimum)	Rate maintenance	●
Promote access to employment for people who are far from it	Defining the education strategy to promote education pillars within our communities	●
Taking into account of CSR criteria in the tender documents > 1 M€	Validating and implementing the Duty of vigilance procedure with the sites	●
Maintain the local purchase rate (75% minimum)	Rate maintenance	●
Develop the installation of photovoltaics (+130 MW in France)	Commissioning photovoltaic parks in the Écarpière (Loire-Atlantique) and Bessines-sur-Gartempe (Haute-Vienne) sites	◑
Responsible closure and redevelopment of COMINAK	100% of 2024 social commitments planned are implemented	●
Fauna-flora inventory of -10 years for each site in 2025	Lauching of OCI's fauna and flora inventory update	◑
Moving towards zero net loss biodiversity	Developing Biodiversity roadmap for the BU and defining means of monitoring	◑
Eco-design all our major projects > 5 M€ launched from 2021	Implementing of eco-design solutions in basic design of Zuuvch Ovoo	◑

The 5c levers

CUSTOMER GROWTH: INNOVATING FOR RESOURCE CONSERVATION AND HEALTH

2025	2024	
Develop battery recycling (by building industrial facilities capable of processing waste from gigafactories of batteries for start-up in 2025)	No action defined in 2024	⊗
Develop external turnover for the CIME (+ 5 M€)	Increasing the external turnover rate	◑

The 5c levers

COMPETENCIES: MOBILISING PROUD AND COMMITTED EMPLOYEES WHO EMBODY OUR REASON FOR BEING

2025	2024	
Maintain over the period a significant rate of employees who recommend Orano (80% minimum)*	Rate maintenance	●
Support our employees towards certifying, qualifying or diploma training courses	Finalizing ISR training and deploy it in at least 1 country	●
Keep the level of social conflict as low as possible according to GRI criteria	Less than 1 week of strike per year per country of operation	●
Increase the proportion of women (on the top 160 perimeter): + 50%	10% annual increase	○
New partnerships with schools close to our sites in connection with our skills	Implementing education strategy	◑
Supporting our employees to succeed in the digital transformation	Continuing digitalization projects in OCI, KATCO	●

* *New protocol*

The 5c levers

CLIMATE: CONTRIBUTE TO CARBON NEUTRALITY

2025	2024	
Reduce CO_2 emissions equivalent to carbon on operated activities (-20%)	Targeting a secure portfolio at 100% of the 2025 objectives by the end of 2024 (2019 reference figures)	●
Supporting the decarbonation of electricity in our countries of operation	KATCO & OCI: Finalize contractual process in Kazakhstan and Canada Namibia: Launched PPA plant Mongolia: continue the studies of potential PPAs*/ i-Recs**	◑
When relevant, increase the share of low carbon energy on our sites in operation	SOMAÏR: secure studies and prepare purchases for production in 2025	⊖
Carbon Energy Performance Plan (- 10% ref. 2019)	Implementing the Carbon Energy Performance Plan	◑

* *PPA: Power Purchasing Agreement*
** *Rec: Renewable Energy Certificate*

The 5c levers

CASH: OPERATING EFFICIENTLY BY REDUCING OUR FOOTPRINT

2025	2024	
Reduction of water consumption per ton of U produced (-10%)	Implementing action plans on production site	◑
Provide each site with water issues with a water management plan shared by stakeholders	Defining with KATCO and SOMAÏR how to build a shared water management plan	○
Develop preventive models on natural attenuation for ISR	Implementing post-ISR remediation policy on a pilot site	◑
Contribute to national policies for reducing plastic waste in our areas of operation	Concluding the recycling benchmark plastic waste at SOMAÏR	⊖
Maintain actions in the optimization of water treatment in stations	Finalizing the water treatment projects in Bertholene, Bessines-sur-Gartempe, Ecarpiere	◑
Reduce our production of non-recycled waste (- 25% in 2030)	“Waste” trajectory defined and respected	◑
Keep our certifications on our production sites and deploy them on planned sites	Keeping the certification actions (SOMAÏR ISO audit)	●
Operational excellence commitment	Reaching the objectives of OPTEAM26	●

Captions

- ● Completed
- ◑ In progress
- ○ Not achieved
- ⊗ Not applicable
- ⊖ Blocked

A CSR policy anchored in Orano Mining's strategy

In 2024, Orano Mining updated and adopted its corporate social responsibility policy to reaffirm its commitment as a responsible mining company. This policy has been signed by the Orano Mining Management Committee and applies to all of the entity's employees worldwide.

Orano Mining manages its daily activities in a sustainable, concerted and balanced manner at every stage of the mining cycle. Our mission is to provide a reliable supply of natural uranium to our customers, producers of low-carbon electricity, and thus contribute to the fight against global warming.

The diversity of our supply and our responsible management are key elements in the sustainable nature of our activities.

Our commitments are as follows:

- **Strive constantly to reach an ultimate goal of zero harm** to our employees and contractors.
- **Conduct our activity in an ethical and transparent manner** by complying with laws and regulations of the countries of our presence and the European Union legislation.
- **Create shared value by following Orano Mining standards**, standards issued by the International Council on Mining and Metals (ICMM) and by actively contributing to promoting **industry best practices**.
- **Anticipate potential impacts and opportunities** of our operations by implementing a risk-based approach in our activities.
- **Minimize impacts** on water stewardship, waste, energy use, climate change and biodiversity by applying our expertise and **implementing innovative solutions**.
- **Adhere to the universal human rights principles** toward our employees, our suppliers, and communities close to our operations without discrimination of any kind, recognizing the fundamental freedoms, well-being, freedom to express opinions and defend human rights, with respect for cultures and interests of the countries where we operate.
- **Establish co-constructive dialogue and trust** with our local communities.
- **Contribute to ensure sustainable socio-economic conditions** around our sites and community resilience by implementing projects around **six (6) key pillars**: access to water, access to health, access to energy, access to education, supporting nature and supporting economic development.

Our commitments are guaranteed by our governance and the defined methodology. We assess and measure our performance in relation to our values, safety, security, ethics, dialogue and transparency, and to the "5 Cs" defined by Orano. We communicate our results compared to our objectives in complete transparency.

Orano Mining is committed to implementing the Position Statements defined by the ICMM (International Council on Mining and Metals), as well as the 10 mining principles and their 39 performance expectations by adopting a continuous improvement approach.

More information on ICMM performance expectations

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The Sustainable Development Goals are key challenges defined by the United Nations for achieving a better future and they reflect the collective awareness of the need for a sustainable society.

Orano Mining contributes to many of the United Nation's 17 Sustainable Development Goals.

At the end of 2019, the Orano Executive Committee, after consulting 200 Group managers, reaffirmed its wish to contribute to the UN Sustainable-Development Agenda for 2030, and identified the following six SDGs as priorities for the Group.

Two additional goals corresponding to Orano Mining's activities have been added: SDG 6 (Clean water and sanitation) and SDG 16 Peace (justice and strong institutions).

These 8 goals have helped define Orano Mining's CSR roadmap and Commitments for 2030.

More information on SDGs

PRINCIPLE 2.2

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

As for its relationships with suppliers and service providers, Orano Mining follows Orano's Purchasing policy, which is structured around four pillars:

- **Choosing partners who are committed to their employees' fundamental rights, health, and safety;**
- **Reducing the environmental impact of our purchases;**
- **Building balanced and virtuous relationships with our partners:** promoting diversity, and inclusion and contributing to the development of SMEs;
- **Contributing to the development of our industrial sector** as well as to the economies of the areas in which the Group is active.

Find out more about Orano's Responsible Purchasing Policy

Orano Mining's supply chain works closely with the HSE, Legal, Risks, Internal Audit and Compliance Departments to ensure that suppliers meet compliance requirements, particularly regarding the prevention of corruption and influence peddling.

Suppliers are assessed based on the criteria of quality, conformance, competitiveness, safety and the environment, and on their ability to supply products and services that meet the needs and specified requirements.

Orano Mining has made a point of getting its suppliers to engage in a process of sustainable development. For several years, all Orano Mining contracts have included provisions on the compliance of suppliers with such a commitment.

Under the terms of this commitment, suppliers and contractors undertake to promote and safeguard compliance with human rights, labor law (in particular the prohibition of child labor, the prohibition of child labor, the fight against discrimination, compliance with the legal number of working hours, applicable minimum wage) and protection of the environment, and in this respect adhere to the principle of Commitment to sustainable development.

Each supplier also makes a pledge to prevent corruption, and this is a factor in the selection of Orano suppliers.

As an integral part of the contracts signed with suppliers, the General Terms and Conditions of Purchase (T&C) or contractual clauses set out the obligations of the supplier regarding:

- Hygiene, safety and protection of people's health
- Regulated substances (REACH regulations)
- Respect for the environment and sustainable development in terms of human rights, safety and labour law.

Orano Mining is committed and also requires a unequivocal commitment from its suppliers and contractors to upholding the principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises, and the Extractive Industries Transparency Initiative (EITI).

Non-compliance with these provisions may result in termination of the contract or order.

The Terms & Conditions (T&C) or contractual clauses include provisions so that Orano Mining, where applicable, its customer, any third party mandated by Orano Mining or any empowered authority, can access the premises of the supplier, or its subcontractors and suppliers, for the purpose of verifying or auditing all the requirements specified in the order.

The various documents and processes that make up the supply chain management system (Code of Ethics, T&C, Purchasing policy, human rights, social and environmental commitments, etc.) take into account:

- Risk analyses by purchasing market (hazards table) and by country (see Orano's internal procedure "Country Compliance Classification") via a compliance questionnaire
- Supplier performance metrics and required improvement plans
- The ethical and sustainable development aspects of contractual clauses, in accordance with the French Sapin II and Duty of Care laws
- Studies carried out by the Group's business intelligence unit, for all SOC suppliers, when justified by the risk analysis
- The CO_2 emission factors of the most important suppliers

Since the end of April 2019, a systematic assessment process for new suppliers, adapted to the level of risk involved (compliance, corruption, the taking into account of social and environmental criteria, etc.), has

been deployed in coordination with the Compliance Department. The completed and approved third party assessment form is a mandatory prerequisite for the creation of a supplier in Orano Mining's ERP.

Depending on the results obtained within the framework of the assessment procedure, and where deemed necessary, a questionnaire is sent to the supplier (containing in particular questions concerning the subsidiaries of the company and existing equity ties), and, where applicable, an investigation by the business intelligence unit is carried out. This business intelligence investigation is carried out systematically for suppliers with a medium or high level of risk, including in Sourcing Opportunity Countries (sourcing from low-cost countries, mainly Niger, Kazakhstan, China and Turkey).

It is the purchasing decision-making committee which takes a decision on the choice of suppliers for contracts over 1 million euros and which takes care to ensure that different criteria, notably those of an environmental and social nature, and relating to human rights and safety, are taken into account.

Since December 2, 2021, Orano has also been a signatory of the "Responsible Supplier Relations Charter" *(for more information)* and in this respect demonstrates its desire to implement a continuous improvement plan with its suppliers within a framework of mutual trust and respect for the rights and responsibilities of each individual. The charter is broken down into 10 commitments, the aim of which is to establish responsible commercial practices between customer/supplier partners which are conducive to the development of a lasting relationship.

This commitment is supplemented by the appointment of an internal mediator within the company, who can be referred to by the Group's suppliers when a dispute has not been resolved through amicable negotiation. The internal mediator will seek a concerted solution that suits both parties, contactable at the following email address: mediateur@orano.group.

In 2022, in order to be in line with the commitment made for 2025, Orano Mining created a working group with representatives from the Legal, Supply Chain, and CSR Departments. The set objective was to improve the mapping of the CSR risks of all suppliers and subcontractors for the scope of Orano Mining. In 2024, this working group was managed by Orano for all its Business Units.

The identification of suppliers and subcontractors posing a risk is based on the three criteria selected by the Orano group, namely the annual volume of purchases made, the sector of activity, and the geographical location of the activity. Orano Mining's objective is to continue refining its risk mapping model in order to tailor its efforts even more closely to the perimeters at risk, particularly with regard to human rights, the environment, personal health and safety, and freedoms.

In 2024, Orano Mining launched its duty of vigilance approach in Kazakhstan based on the supplier risks analysis defined by the Group. The suppliers were selected based on risk criteria defined by Orano, namely the annual volume of purchases made, the sector of activity and geographical location.

An assessment questionnaire designed by a college of experts representative of the various departments of the Group was sent to the main suppliers based in KATCO. A first series of supplier assessments has been carried out locally with the participation of internal control and supply chain teams from the local subsidiary and from Orano Mining.

The meetings provided an opportunity to discuss changes in European legislation in matters of duty of vigilance and its application at KATCO in Kazakhstan with company directors and employees. It was emphasized that the requests for information relating to employees of supplier companies were integral to the approach.

The initial results are encouraging and do not show there to be any major risk. KATCO is developing a culture and standards in safety, environment and human rights to help its suppliers to progress and comply with Orano Mining's requirements.

To support KATCO in the deployment of this approach, a contractor has been selected to conduct a detailed study to reveal any differences between the requirements of French law in matters of duty of vigilance and the legislation in the country.

In addition to this study, the contractor will also carry out an in-depth analysis of the purchasing segments most exposed to risks taking the risk analyses of Orano and Orano Mining into account in order to highlight the main points requiring attention.

At the end of this phase, identified suppliers will, where applicable and to the extent that it is possible to do so, be able to deploy an action plan defined with the teams from KATCO and from Orano Mining in order to improve their skills and align themselves with requirements of the law relating to duty of vigilance.

Regular control of suppliers and subcontractors

The Group's General Terms and Conditions of Purchase include specific provisions allowing Orano Mining, where applicable, its customer, or any third party mandated by Orano or empowered authority, to access the premises of the supplier or of the subcontractor, for the purpose of verifying or auditing all the requirements specified in the contract or the order. Suppliers may be subject to audits. The contracts or order are then subject to reviews with the suppliers with the registering, where necessary, of grievances and the application of penalties.

Likewise, Orano Mining reserves the right to verify, at any time, that the practices of its suppliers and subcontractors comply with the Code of Ethics and Business Conduct. Where necessary, non-compliance with the provisions set out in the Orano's GTCP and/or Code of Ethics and Business Conduct may result in termination of the contract or order.

The Group's Responsible Purchasing policy also calls for the deployment of field surveys by an independent third party, depending on the geographical zones and the purchasing segments concerned, in order to identify potential risks of adverse impact on health, safety, fundamental rights or the environment and to enable dedicated action plans to be established.

At all its sites, Orano Mining has adopted a system of supervision and control, backed up by practical training for its subcontractors, in order to guarantee that operations are conducted in a professionally and environmentally safe manner.

This principle of reinforced supervision is implemented, for instance, at KATCO in Kazakhstan with subcontractors tasked with drilling and construction operations, and at Orano Canada for exploration and drilling activities, transport of reagents and specific maintenance activities. These activities are considered to be the most high-risk and cover the majority of subcontractors working on our sites.

Training of employees and process for the collection and processing of alerts

In addition to raising all employees' awareness of the Group's Code of Ethics and Business Conduct, since 2021 Orano Mining has been taking specific actions to raise awareness of the duty of care.

Employees and external stakeholders of Orano were also reminded on a systematic basis of the whistleblowing systems at their disposal (see section 3.4.4, Orano's annual report 2024, p.105):

- The whistleblowing system which covers topics from Orano's Code of Ethics and Business Conduct and in particular topics arising from France's Sapin II Act and the law on the duty of care;
- The mechanism for the processing of grievances deployed by all Orano Mining sites.

2024 RESULTS

Implementing duty of vigilance measures in high-risk countries	●

OBJECTIVE FOR 2025:

To expand the inclusion of CSR criteria in calls for tender in Orano Mining subsidiaries, depending on the local legislation in force and on the risks.

Human rights

MINING PRINCIPLE

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

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.

In all countries where it operates, Orano Mining implements concrete measures to ensure that its activities are conducted in compliance with internationally recognized human rights, as defined by:

- The Universal Declaration of Human Rights adopted by the UN in 1948;
- The principles of the United Nations Global Compact;
- The fundamental conventions of the International Labour Organization (ILO); and
- The Guidelines for Multinational Enterprises issued by the Organization for Economic Co-operation and Development (OECD).

For more information, see our databook p.139

The application of these reference texts by Orano Mining demonstrates its strong commitment to respecting human rights, particularly the prohibition of any form of forced or compulsory labor, as well as the respect for freedom of association, privacy, and the right to collective bargaining. This commitment is formalized in the company's Code of Ethics and Business Conduct, which applies to all employees within the group and requires adherence from all suppliers, subcontractors, and business partners.

In 2024, the Orano group adopted a Human Rights Policy, which was validated by the Executive Committee. The policy is the result of close collaboration between various departments. It will be gradually rolled out within the group and is intended to be included in documents provided to suppliers and subcontractors. The Human Rights Policy is structured around six commitments:

- Conduct the group's activities in compliance with internationally recognized human rights;
- Require business partners to respect internationally recognized human rights;
- Respect the fundamental rights and individual freedoms of the group's employees;
- Ensure that the group's activities do not negatively impact the rights of local communities;
- Apply the highest standards in the areas of nuclear safety, occupational safety, and health; and
- Manage resources responsibly.

Orano Mining values transparency and dialogue with its stakeholders, in particular on questions relating to human rights raised in these different forums for exchange such as the Site Monitoring Committees (CSSs) or the Local Information Committees (CLIs). Moreover, the management of grievances plays an essential part in the quality of our relations with our stakeholders. With this in mind, Orano Mining deployed a grievance mechanism on all of its sites in 2020 to resolve complaints at an operational level and gives annual feedback on the complaints received (*See Mining Principle 9.3, p.113*).

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.

As part of its mining activities, Orano Mining has not, to its knowledge, caused the displacement of a population against their wishes.

At the COMINAK site in Niger, support measures were put in place following the shutdown of production activities, on March 31st, 2021, to limit the socio-economic impact and population movements *(For more information, see COMINAK's rehabilitation p.70)*.

PRINCIPLE 3.3

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

Orano Mining regularly assesses risks identified with regard to the Voluntary Principles on Security and Human Rights in the countries where it is present, as an essential part of ensuring the safety of personnel.

Our staff and contractors, and any other stakeholders, can use the various alert systems (whistle blowing systems and grievance mechanism) to inform and report to the Group any abuses they may have observed under the Voluntary Principles on Security and Human Rights.

PRINCIPLE 3.4

Respect the rights of workers by: not employing child or forced labor; 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 a mechanism to address workers grievances.

Orano Mining conducts its business in compliance with the fundamental texts aimed at protecting human rights.

In 2024, Orano adopted a Human Rights Policy, which was validated by the Executive Committee *(For more information, see Human rights policy)*.

It reflects the company's commitment to eliminating child labor and all forms of forced or imposed labor, respect for freedom of association, privacy, and the right for collective bargaining.

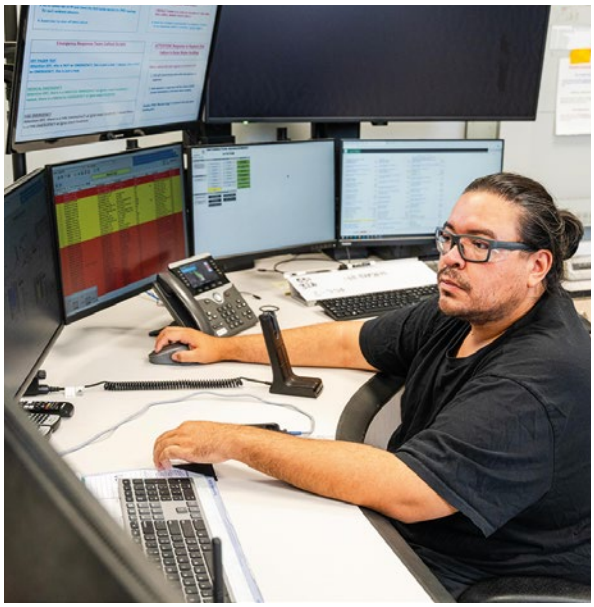
For more information on grievance mechanism, see Mining Principle 1.2 p.17

For more information, see Orano annual report, Chapter 3.4.2.3, p.96

Policy

Due to the diversity of the countries in which Orano Mining operates, we work in local communities with different and cosmopolitan cultural, religious and ethnic backgrounds.

As an economic player in these territories, Orano Mining is also a leading employer ambitious to attract, develop and retain talented individuals who will make our projects a success. We propose career paths to our employees which favor the development of their careers, by offering them a level of remuneration that is competitive on the job market and by fostering quality of life at work and labor relations dialogue.



Orano's Human Resources Policy acts as a framework for all Orano Mining entities, both in France and internationally. Operational entities of Orano Mining apply it in the form of an action plan while ensuring compliance with the regulations in force and international standards.

Orano Mining ensures that its suppliers and subcontractors sign the Group's Code of Ethics and Business Conduct,

as well as contractual provisions making the Code of Ethics and Business Conduct an integral part of contractual obligations *(For more information, see chapter 2.2, p.30)*.

In addition, Orano's alert system is open to all (employees, suppliers, service providers, customers, etc.) so they can report any dysfunction or suspected transgression *(For more information, see the ethics chapter, p.16)*.

A grievance mechanism is also accessible to resolve complaints at the operational level *(For more information about the grievance mechanism, see p.113)*.

Governance

To respond to the issues before us, operational teams are supported by the Human Resources Department, whose director is a member of the Orano Mining Management Committee.

HR teams at central level train, develop and provide their support to HR teams on site: they regularly carry out missions in the field to meet with teams (managers, talents, etc.), conduct participatory safety visits, and give tours allowing for a better understanding of how our facilities work.

They ensure that HR programs and processes (annual interviews, personnel and salary reviews, etc.) are consistent, make sure that best practices are shared and incorporate all actions into a continuous improvement approach. Dedicated training sessions and seminars are organized on a regular basis to allow local teams to improve their skills.

International HR seminars are thus organized every 18 months or so, bringing together in France a number of human resource teams from various countries. HR directors and managers from all our sites met in 2024. This latest seminar covered several topics; for example: the results of the Orano Vox barometer (employee opinion survey) and monitoring of the action plan, an experience sharing exercise with another BU in the Group on a management training course that we want to deliver for our local managers, deployment of the new Orano leadership model, and training in the detection of potential qualities for use in our external recruitment and internal mobility interviews.

Each entity establishes a human resources management plan adapted to the specific challenges of each site, with an HR team that is present in the field and involved in operational issues. In 2024, in Kazakhstan and Canada, in a very dynamic employment market, teams continued to implement an employee retention plan established in 2022. In Mongolia, the focus has been on recruitment to meet the future needs of the subsidiaries.

Social dialogue, freedom of association and collective bargaining

Discussions are guided by a readiness to listen and consultation, which equally have a key role to play in the smooth running of the company. Staff representative bodies are one of the key categories of stakeholders involved in employee-employer dialogue. Regarding collective bargaining, agreements can be signed with union representatives at group level, as well as with each of the companies that make up the group, whilst ensuring compliance with the regulations in force. In France, Orano Group agreements have also been signed.

Within Orano Mining, 100% of our sites in operation have trade union representation.

The topics covered vary but some such as hygiene, health, safety, remuneration, equality of opportunity, recruitment, quality of life at work are addressed on a systematic basis. Regular discussions are also organized to keep people up-to-date with the latest developments concerning the company, whether via staff representative bodies (Instances Représentatives du Personnel - IRP) or at informal meetings organized with all of our sites.

Mandatory annual negotiations are organized with the staff representative bodies:

- In Canada, at the McClean Lake site, a collective bargaining agreement under the "Canadian Labour Standards Acts" covers workers, technicians and employees who have joined signatory unions, in accordance with the legal provisions applicable locally. The agreement was renegotiated in 2022 for a period of 3 years (June 2022 to May 2025).

- In Mongolia, an agreement covering all employees was renewed for 2 years (December 2024 to December 2026) and an ambitious salary agreement has been signed.
- In Kazakhstan, a collective agreement has been renewed for a period of 3 years (December 2024 to December 2027) for all employees.
- In Uzbekistan, an agreement on work in shift rotation has been in place since 2020.

The proportion of employees covered by a collective bargaining agreement is 86% at all our sites.

Orano Mining Namibia employees benefit from legal and contractual advantages. Special committees made up of members of management and employees discuss issues and efficiency of pension funds and retirement provision.

In 2024, no strikes or lock-outs lasting took place on any of Orano Mining's sites worldwide.

Working conditions and decent work

Number of strikes and lock-outs exceeding one week's duration, by country	0

Orano Mining has set itself the objective of keeping the level of social action as low as possible by 2025

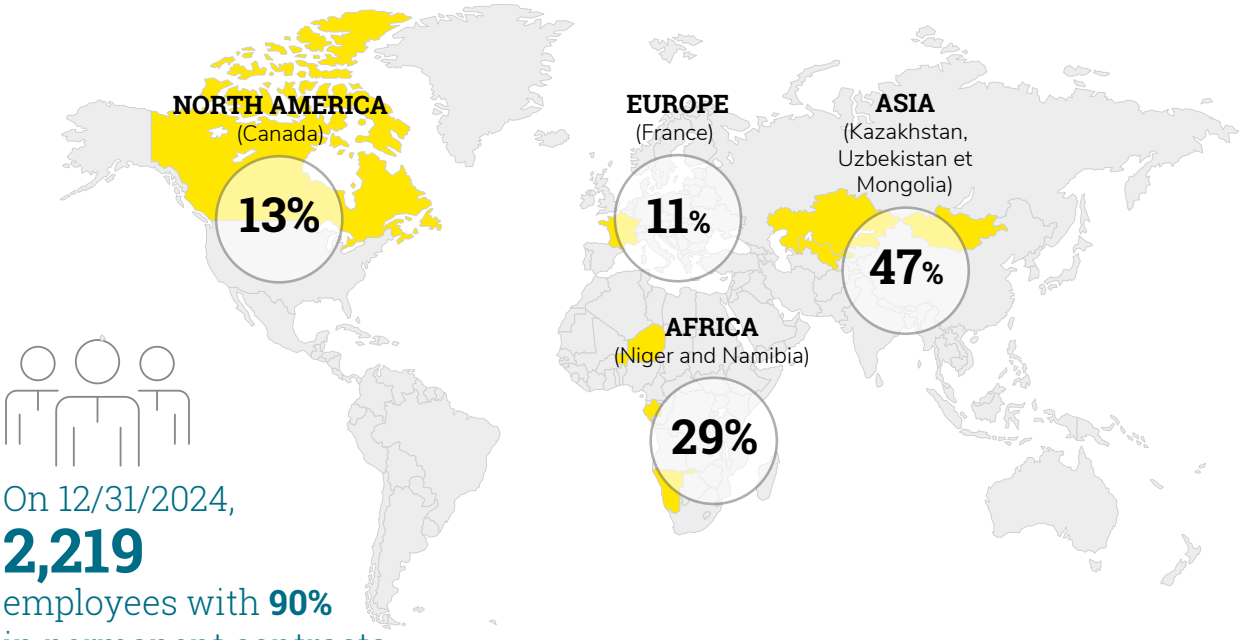
Every year, in the main countries where it is based, Orano conduct an internal opinion survey - Orano Vox - with its employees to gather their opinions and expectations concerning their professional situation and their perception of the company.

In 2024, of all Orano Mining employees, 78% responded to the survey. The engagement rate measured was 78%. 87% of Orano Mining employees reported that they are proud to work for their company and 81% of them would recommend doing so to their friends and family (source: Orano Vox 2024).

The main points raised included the promotion of interdepartmental cooperation, the social and environmental commitment of the Group, the efficiency of the organization, an atmosphere of ongoing respect, and appreciation for the tools provided and for the decisions and behavior of management.

2024 RESULTS

Maintain the minimum rate of 80% of employees who recommend Orano	●
Maintain the level of social conflict below one week of annual strike per country of operation	●



On 12/31/2024,
2,219
employees with **90%**
in permanent contracts

* *Excluding Niger - excluding internship/apprenticeship contracts*
The Group recognized the loss of operational control over its subsidiaries in Niger in December 2024. For more information on the situation in Niger, see Orano's report, Section 2.1.1.1.

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.

Attracting and retaining talented individuals are challenges that we have to meet to enable our employees to develop. It is necessary to strike the right balance to optimize human resources, support employees throughout their professional development and adopt a fair and competitive remuneration policy.

As of December 31, 2024, Orano Mining had 2,225 employees, 90% of whom were on permanent contracts and 10% on temporary contracts *. Due to the political situation in Niger, Nigerien employees are not included in the 2024 headcount.

The breakdown of the workforce by gender is 19% for women and 81% for men; it varies significantly from one country to another.

In Mongolia and France, women represent 31% and 33% of the workforce respectively, with a figure of 33% in Namibia (*For more information, see Mining Principle 3.8, p.43 or see the data book p.132*).

In 2024, Orano Mining and its subsidiaries had a total of 61 interns and 14 work-study students. The Business Unit is covered by an agreement signed at Orano Group level at the end of 2023 aimed at strengthening skills development and training efforts, as well as increasing its attractiveness. The agreement provides for several measures to promote work-study schemes, including remuneration above the collectively-agreed thresholds. These measures should help to meet the Group's future needs to develop skills in occupations facing shortages.

Prioritizing local recruitment

In the countries where we are present, Orano Mining is contributing to the improvement of employment opportunities and to the advancement of social and economic development in local communities.

Orano's social policy expresses a commitment to promoting the local recruitment of employees.

In 2024, 99% of our employees on our sites are from the host country; less than 2% are expatriated employees *(for more information, see our data book p.130)*.

Turnover

Orano Mining and its subsidiaries posted a 10% turnover rate in 2024, up slightly from 2023 (7.2%).

Turnover at Orano Canada (19%) is mainly due to the competitiveness of the local employment market and the new career opportunities available. Turnover in Uzbekistan is also high (21%) due to the large number of new hirings in 2024 (up around 30%).

For more information, see data book, p.134

In addition, at all Orano Mining entities, the main sub-contractor missions are carried out by local personnel. For example, this includes restaurant services, protection at drilling sites, notably in Central Asia, maintenance and cleaning operations, demolition and construction sites, along with upkeep of green spaces, catering and on-site protection.

A fair and competitive remuneration policy

The purpose of Orano's remuneration policy, applied within Orano Mining, is to reward the efforts of employees

* *Excluding Niger*

worldwide and also to attract and retain people with skills that are valuable to the Group. It is based on three pillars: remunerate performance, guarantee internal equity, and contribute to Orano's attractiveness on the market for workers and technicians as well as executives and engineers. The general remuneration policy is thus developed at the group level. However, the policy is applied at the local level based on the specific characteristics of each country.

The majority of employees are covered by legislation guaranteeing minimum pay. Where this is not the case, in particular in Namibia, Orano Mining guarantees a level of remuneration superior to the minimum seen locally.

According to the country and the level of responsibility, renumeration can also include a variable part based on reaching collective and/or individual objectives.

The variable pay component (RPV) partially depends on the achievement of three collective objectives, including a CSR objective itself broken down into three sub-objectives:

- Reduce the BU's carbon balance (Carbon):
- Balance the distribution of key positions between women and men (Competencies):
- Apply eco-conception to new projects (Community)

In all its subsidiaries, Orano Mining's entry-level salary is higher than the legal minimum.

In Uzbekistan, the figure of 14.03 for women and 6.86 for men is attributable to the fact that the Tashkent site (head office) is mainly staffed by managers whose entry-level salaries are higher than the legal minimum.

Internally, fair treatment of employees is ensured by processes of performance assessment (annual interview), conducted by the manager, as well as during the course of people reviews, which bring together managers, HR and compensation managers.

For more information on Orano remuneration policy, chapter 4.3.1.3, p.202

For more information on Compensation policy for corporate officers of the Company, see Chapter 5.2, p.295

In half of the subsidiaries, the ratios show a more marked increase in the median compared to that of the highest remunerations (Kazakhstan, Namibia and Uzbekistan). Conversely, in Mongolia, France and Canada, the median has decreased. This is explained by a high turnover, with the majority of hiring involving more junior profiles on lower salaries. This has the effect of decreasing the median.

Methods to ensure fair and competitive salaries.

Orano Mining and its subsidiaries offer fair, market-level salaries by participating in external salary and compensation surveys (outsourced benchmarking) to compare salaries for equivalent positions offered by other companies in the mining and energy sectors. Each subsidiary then defines its own compensation and benefits policy based on the findings gathered (see *data book, p.138*).

Compliance with legal limits on working hours

All Orano Mining subsidiaries have systems in place to ensure that their employees do not exceed the legal maximum working hours, which vary from 35 to 56 hours a week depending on the country. In the event of overtime, specific compensatory measures, in line with local regulations, are put in place.

Employee overtime requests are submitted in advance to managers for approval. All overtime is either paid or recouped.

Management and development of skills

Adapting skills to the goals of the sector

Every year, Orano prepares a skills review that covers all the group's disciplines and trades. (for more information)

This mapping makes it possible to have a vision of the skills to be maintained and brought on board, as well as to identify professional areas where there may be skills shortages and to report on individual needs. This "Skills 2025" ("Compétences 2025") skills development plan can be broken down into 4 areas:

- The process of skills management
- The recruitment policy
- Training, digitization and transfer of skills
- Development of the pool of experts

Every year, employees have the benefit of an interview conducted to assess their performance and development of skills. During these interviews, their objectives and a development plan for the year to come are established.

In 2024, 99% of Orano Mining's employees carried out an annual performance and skills development review. The positive change compared to 2023 (78%) is explained by the change in the reporting scope (excluding Niger).

Used at Group level, OPUS provides a common, traceable and comparable form, ensuring consistency across all countries.

People review

Following these interviews, in all the countries where we are present, meetings between managers and HR are organized every two years to examine the potential and career development prospects of management staff. Action plans make it possible to define training pathways and succession plans for identified "talents" and people in key positions. Action plans and succession plans are reviewed once a year.

Every quarter, “mobility” committees are organized to prepare for future mobility projects. “Major projects” requiring the creation of dedicated teams have their own specific committees.

Access to training

The training offer is structured around reference pathways and independent modules to meet the expectations of each employee as best as possible and to enhance employees' professional prospects over the long term.

As part of KATCO's licensing agreement, at least 1% of the previous year's production-related expenditure must be devoted to employee training.

Besides since 2023, in Kazakhstan, it is legally required to devote 30% of annual training expenditure to a specific, non-employee audience. In 2024, KATCO chose to devote this budget to 122 families whose children are disabled or pursuing higher education in challenging circumstances:

- 48 children of KATCO employees,
- 29 children of employees of the local shareholder - Kazatomprom and its subsidiaries,
- 45 students at the national polytechnic university of Kanysh Imantayuly Satpayev (Almaty).

3,000 training courses are being offered to employees to help them to improve their skills (for more information).

In 2024, Orano Mining recorded a total of 66,520 hours of training at a cost of €1,437,837. Almost 94% of employees received training in 2024, with an average number of training hours per employee of 33 hours.

A higher proportion of employees was trained compared to the previous year, but over a lower number of hours.

On average, women benefited from 1.3 times more expenditure than men (€1,019 vs. €690), while the average number of hours of training (27 hours) was roughly similar to that of men (30 hours) (*for more information, see data book, p.134*).

Since 2021, Orano Mining has implemented a mentorship approach. This has resulted in around ten employees undergoing professional development (starting a new position, expatriation, etc.) while receiving support each year by group mentors, mainly at the level of a business unit management committee. In 2022, this approach was extended to international pairs. Since 2022, this approach has been extended to international pairs.

In 2024, the 6th session of the Learning Program took place, bringing together talents from all Orano Mining subsidiaries. Launched in 2018, this week-long training program aims to strengthen participants' knowledge of the entity's activities and projects, meet members of Orano Mining's CODIR, and enable them to develop their internal network. These sessions are also an opportunity for participants to develop their intercultural knowledge and skills.

Finally, in addition to internal and external training, Orano Mining offers career transition assistance services. France and the Badrakh Energy subsidiary in Mongolia, for example, offer sabbatical leave with guaranteed return to employment. In addition, in Mongolia, Canada, France, Namibia and Niger (with the exception of Cominak), assistance with the transition to non-working life, such as training and counselling, is offered to retiring employees.

“ÉCOLE DU MANAGEMENT”

Orano’s Management School (“L’École du Management”) offers strategic training programs to develop and support managers in the Group’s transformation.

The School encourages the development of skills, as well as simplification and proximity to what is happening in the field. These training sessions are also contributing to build a common managerial culture within Orano in all its entities.

As part of its diversity policy and the promotion of women, a training course was held in Mongolia bringing together women employees from Central Asia. This module aimed to develop the skills and career paths of talented women at Orano Mining working in this geographical area.

MINING COLLEGE

The Mining College offers more than fifty training courses in technical areas to employees of Orano Mining and Orano, in France and on our subsidiaries' sites. These courses are designed and delivered by employees of Orano Mining, and experts and specialists in our activities.

The Mining College supports the maintenance and development of technical skills in our core businesses of mining from exploration to mine closure. It is aimed at engineers, managers and technicians both from technical and support functions.

Since 2022, a training module for integrating new hires was created to present Orano Mining's activities and organization.

FOCUS ON THE FIRST SEMINAR DEDICATED TO ISR TECHNOLOGY IN TECHNOLOGY

In the spring of 2024, 35 teachers and students from the National University of Mongolia (NUM) and the Mongolian University of Science and Technology (MUST) took part in a seminar dedicated to ISR technology organized by Badrakh Energy. This was a first in the country.

This training, spread over six modules and including a visit to the pilot site, was led by experts from Orano Mining. It aimed to present ISR technology in detail while exploring themes such as environmental protection, corporate social responsibility and the post-operation phase of mining sites.

Lasting a total of 2,000 hours, this program was part of a partnership signed in 2023 between Badrakh Energy and the two universities, thus evidencing this cooperation agreement.

In 2024, 40 training modules were organized for 406 trainees, with 33% that took place outside of France.

2024 RESULTS

Finalize ISR (In-Situ Recovery) training and roll it out in at least 1 country	●

Work organization and part-time working

The right to disconnect and to benefit from remote working, flexible hours, and services and advantages for employees is among the actions deployed to promote the best work-life balance, so that everyone can give the best of themselves in an environment that enables them to thrive.

At its various sites in the world, Orano Mining complies with legal provisions with regard to working time.

Various work organizations exist for the group's activities in France. However, all of them result in an annual average of 35 or fewer hours per week, depending on the organization.

In Canada, the working time for activities at the headquarters is 40 hours and 5 days per week. At the mining sites, most of the personnel work by rotating between two weeks of full-time work involving 11 hours per day, followed by two weeks off from working. In addition, management executives benefit from a rotation system known as "Flex," covering 7 days (4 days on site and 3 days at home) and characterized by flexibility in working days according to operational priorities.

In Kazakhstan, on site, the work rhythm is two weeks full-time, followed by 14 days off.

Employees can choose part-time work; within Orano Mining there are 21 part-time employees in 4 of the countries where we work (France, Canada, Namibia and Uzbekistan in 2024), including 17 women and 4 men.

Remote working

The challenges around work organization vary according to the country where Orano Mining is present, and according to the environment in which employees exercise their activity: shift work, rotation system, office work, legislation in force, etc.

In France, Mongolia, Kazakhstan and Canada, support for new working methods, such as remote working, is currently in place to promote work-life balance.

In France, for example, a remote working agreement makes it possible for employees, whose positions are compatible, to benefit from a maximum number of days they can choose to take off annually, up to three days per week.

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.

Orano recognizes a responsibility to Indigenous Peoples in areas in which we have activities and is committed to working in partnership with Indigenous Peoples in the spirit of reconciliation and collaboration. To meet this commitment Orano Canada (OCI) communicates with and provides opportunities for two-way sharing of information with Indigenous Peoples and considers all views in order to build consensus. Within OCI, an internal team, itself partly composed of representatives of Indigenous Peoples, is dedicated to dialogue with Indigenous communities.

From exploration permitting, through licensing and development, then expansion and/or decommissioning, we involve local and elected leaders and community members by offering information, site visits, one-on-one meetings and technical presentations.

Orano Canada facilitates access to employment for Indigenous communities and gives preference to local suppliers in order to sustainably support the economic development of northern communities, while complying with Orano's Code of Ethics and Business Conduct. In 2024, 33.8% of Orano Canada's employees self-declared as Indigenous, a figure well above the Canadian industry average of 12% *(cf. Mining principle 9.2, p.111)*.

Furthermore, the reported percentage of Indigenous employees working for Orano's long-term contractors (Athabasca Catering LP, Athabasca Basin Security, and Rise Air) comes to more than 47%.

We report on our progress to the indigenous populations and, more broadly, to our stakeholders.

Since 2020, we also implemented and report on a grievance mechanism for transparent dispute resolution to strengthen trust-based relationships with Indigenous Peoples and the sovereign First Nations near our activities *(cf. Mining principle 9.3, p.113)*.

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.

Orano Canada is a partner in the Pinehouse (2012), English River First Nations (2013) and the Ya'thi Néné (2016) Collaboration Agreements and dedicated employees are responsible for monitoring relations with Indigenous Peoples.

Each Collaboration Agreement builds upon the enduring partnership in the development of uranium resources in northern Saskatchewan. They are structured on the five pillars of workforce development, business development, community engagement, environmental stewardship and community investment.

Through the Collaboration Agreements, various committees and subcommittees have been created. These bring together local representatives appointed by First Nations and industry representatives on a quarterly basis. Although each committee has different responsibilities and mandates, they generally discuss matters related to uranium mining and the community. These matters include environmental protection, health and safety, employment and training opportunities, contracting and business opportunities, and benefits such as wages, scholarships, donations, and sponsorships.

In the cases where Orano Canada's undertakings may have an impact on traditional activities in specific areas, we meet with Indigenous leaders, their communities, and other interested parties to receive their consent and to reach an agreement on how and when we will collaborate with each other, and how the party will be accommodated or compensated.

As an example of dialogue and respect for traditional pursuits, Orano has, for several years, concluded two agreements with trappers from the Hatchet Lake community, whose activities are located on the McClean Lake perimeter.

In 2024, no cases of violation of the rights of Indigenous People were recorded.

PRINCIPLE 3.8

Implement policies and practices to respect the rights and interests of women that reflect gender-informed approaches to work practices and job design, and that protect against all forms of discrimination and harassment, and behaviors that adversely impact on women's successful participation in the workplace.

Diversity - equal opportunities

Orano is convinced that diversity is a performance factor, a source of innovation, that diversity enriches exchanges, confronts skills and nourishes reflections. Orano's commitment is recognized by the Diversity Label obtained in 2010 and renewed in April 2023. In November 2024, a new renewal audit was carried out on all Orano activities, once again confirming our compliance with the requirements of the French Association of Normalization (AFNOR), and without any discrepancies being reported.

The scope of the Diversity Label covers France, but Orano Mining, given its international and multicultural dimension, sees itself as a driver for the worldwide expansion of the Diversity policy. After all, it brings together a diverse range of skills from around thirty countries on all continents.

Orano Mining applies the Group's policy, and our HR teams promote diversity during the course of exercising their functions by taking care to develop employees' skills and career paths in a way that excludes any discrimination related in particular to origin, gender, race, sexual orientation or identity, disability or age.

The Group's commitment to inclusion is deeply rooted in these principles and is implemented in practice through the following four key agreements:

- **The agreement on the development of competencies and career paths and strengthening the attractiveness of the Orano group (2023-2027)** was signed in September 2023. It devotes a whole chapter to job retention and supports the transfer of skills of experienced employees.
- **The agreement on the acceleration of gender equality at work (2023-2027)** and its measures to promote equal opportunities;
- **The agreement on the integration of people with disabilities (2024-2027)**,
- **The agreement on the development of quality of life at work (QVT) (2021-2025)** includes issues such as work-life balance and the prevention of bullying, sexual harassment and sexist behaviors and attitudes in the workplace. This agreement will be renegotiated in the second half of 2025.

Orano Mining is committed to guaranteeing each employee and subcontractor a safe and healthy working environment, conducive to self-expression and personal development. Employer responsibility at Orano requires the company to consider and safeguard the physical and mental health of employees in the same way as it does their safety.

In 2024, Orano Mining defined a global multi-year action plan for all its sites, based on the results of the Respect@ Orano internal study. Carried out in 2023, it surveyed all employees and subcontractors in order to assess the culture of respect within the company and to detect any weak signals related to intimidation, discrimination or harassment, including sexual harassment. Among the measures planned, training to raise awareness of sexism will be offered to all employees worldwide.

In France, disability is an integral part of our diversity policy

In France, the Orano Group Agreement to promote the employment of people with disabilities for 2021-2023 has set up several actions aimed at strengthening and developing recruitment of people with disabilities, employability and integration into the work group, job retention and associated measures such as training and professional development. The group agreement also includes measures to raise awareness among managers and employees and to develop purchases from the protected and adapted sectors and self-employed disabled contractors. A new agreement was signed in December 2023, for a 4-year period.

In 2024, the rate of employment of people with disabilities within Orano Mining in France was 3.55%.

Gender diversity results

38% of Orano Mining's workforce in France are women (permanent contracts). We still need to improve the overall numbers of women abroad which was 16.4% in 2023 (+2.4% vs 2022) by ensuring their promotion to all levels of the organization, notably in management committees.

As of January 1st, 2024, 2 of the 14 members on the Executive Committee are women, representing a figure of 14%. 21% of the committee's members are aged between 30 and 50, and 79% are over 50 years old.

Orano Mining did not reach its objective: +10% women in the TOP 160*. Despite women's mobility, the number of employees remained stable over the period (nearly the same incoming/outgoing employees).

For more information, see our data book p.139

2024 RESULTS

Increase by 10% the share of women in the TOP 160 perimeter every year	○
Maintain a minimum of 95% local recruitment	●

Age diversity

Maintaining a generational balance within the workforce makes it possible to plan for the renewal of skills and the transfer of knowledge.

The average age within Orano Mining on December 31, 2024 was 42 years.

Parental leave

Particular attention is paid in the case of employees taking parental leave where there is such provision in the country.

During their return-from-leave interview, employees may ask for a specific update on their compensation status, professional mobility in relation to the remuneration policy in force within their department during their absence.

* *TOP 160: 160 key positions at Orano Mining*

Of the 15 employees expected to return from parental leave in 2024, 2 changed legal entity (internal change of job away from Orano Mining), 1 extended their parental leave, and 1 left the company before the end of their leave, representing 11 returns and a retention ratio of 73%.

Employee benefits

Some subsidiaries offer advantages in addition to those listed in the data book, p.139. For example, at KATCO, the number of leave days is above that legally permitted. In addition, financial aid is made available to eligible employees who request it to pay school fees for their children. Finally, as part of a seniority collective agreement, KATCO Country an allowance in case of marriage, birth or death.

The population considered includes employees with open-ended contracts, present in the company between January 1st, 2024, and December 31, 2024, without interruption, excluding expatriates who benefit from a specific scheme. Remuneration includes base salary, variable portion, allowances, bonuses and premiums. Overtime is excluded from the calculation.

In France, gender equality index (women/men): 88/100 in 2024

The gender equality index allows assessment of pay gaps based on 100 points.

In 2024, the results for Orano Mining France are as follows:

- Gender pay gap: 38 /40
- Individual pay rise distribution difference: 20/20
- Promotion distribution difference: 15/15
- Indicator of percentage of employees receiving a pay rise on return from parental leave: 15/15
- Parity among the 10 highest salaries: 0/10

In the firm belief that professional gender diversity is a major asset in the life of the Group and for its development, on May 9, 2023, Orano Group management and its five representative trade unions (CFDT, CFE-CGC, FO, CGT, Unsa), signed an agreement on accelerating gender equality over the period 2023-2027. Its main aim is to further promote women's career development within the company, while closing the residual pay gap that remains between men and women. The text also includes measures to improve the prevention and resolution of harassment in the workplace, and to provide administrative and psychological support for employees undergoing gender reassignment.

For more information, see our data book, p.139

Risk management

MINING PRINCIPLE

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

PRINCIPLE 4.1

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

Orano has created a risk management system in keeping with the recommendations of the Autorité des marchés financiers (AMF, the French financial market authority), the professional standards of the Committee of Sponsoring Organizations of the Treadway Commission (COSO), and the changes in regulations concerning the non-financial performance statement and the corporate duty of vigilance.

Within Orano, a campaign to identify and assess risks of all kinds is conducted annually using a Business Risk Model (BRM). This is used to adjust and update the action plans put in place to manage the risks.

The BRM lists, within a defined 38 risk families, all foreseeable or unexpected situations or events that could have an impact on the health and safety of the staff, the environment, the operations, the strategy or the financial results of the group, its compliance with current regulations, as well as its reputation and image. The BRM is to be updated on a regular basis with best practices, feedback from experience and regulatory changes.

In all regions where Orano operates, special attention is paid to preventing serious violations of human rights, and to the health and safety of people and the environment, whether in relation to the activities of the parent company or the companies it controls, or activities undertaken by subcontractors or suppliers as part of their contractual relationship with Orano, it being understood that all these companies are required to comply with local laws.

The annual campaign to identify and assess risks weighs the effect of potential events on the attainment of Orano Mining's strategic and operational goals. Its main objectives are:

- The formal identification of risks of all types
- The characterization of these risks in order to prioritize them
- The establishment and implementation of action plans to control these risks

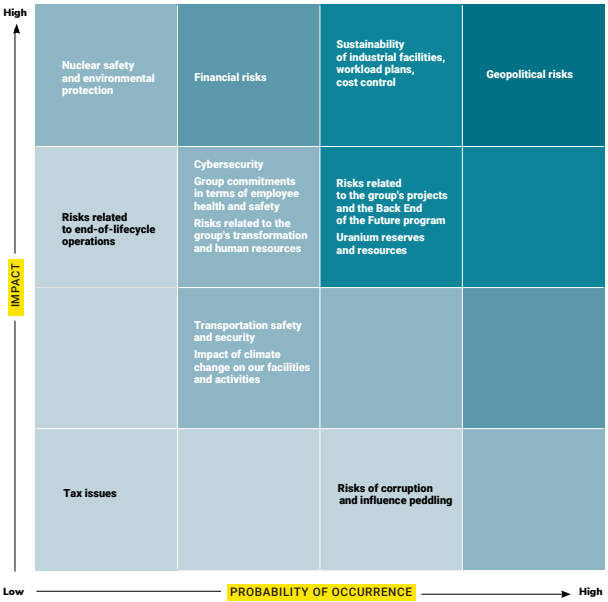
The list of the Group's risk factors is presented in the Orano annual report (*cf. chapter 3, section 3.3, p.68*). Their order of appearance and the materiality grid below reflect the degree of potential impact that the Orano group has assigned to its risks.

The duty of vigilance plan, incorporated into the annual risk mapping exercise, is subject to approval by the Board of Directors. It is drawn up in accordance with the provisions of French Law No. 2017-399 of 27 March 2017 on the duty of care requirements incumbent on parent companies and contracting companies, which transposed into French law the duty of care as defined by international CSR reference frameworks (notably the United Nations Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises). It is based on various approaches to identifying, reporting and monitoring that have been in place within the group for several years, and contains reasonable duty of vigilance measures.

In order to prevent serious harm to the environment, Orano Mining carries out environmental studies throughout the life of mining and industrial projects.

Environmental impact studies (EIS) are performed for each new mining project and whenever a major modification to our industrial facilities is planned. They meet the regulatory requirements in force and are submitted for public consultation in order to obtain approval from the local authorities.

ORANO 2024 RISK MAPPING



Source: Orano

The process for conducting and reviewing an impact study is relatively similar under the various applicable regulatory frameworks in the countries where Orano Mining operates.

These studies are used to map the impacts and improve understanding of the associated environment (e.g. biodiversity inventory, socioeconomic status of the region), and identify ahead of time any preventive or mitigating measures to be incorporated into our facilities to reduce risks at the source. These studies also report on the principles of rehabilitation to be deployed at the end of the mine's life, as well as any offset measures and the principles of environmental monitoring of activities.

For instance, detailed impact studies continued in 2024 at the Zuuvch Ovoo and Dulaan Uul sites in Mongolia to assess the impacts of the ISR mining project and propose mitigation measures and environmental monitoring principles. Environmental impact studies (EIS) can also draw on more specific Research & Development work, where relevant, which makes it possible to demonstrate the relevance of remediation solutions over the long term and provide the most suitable ecological offset solutions in the various countries where Orano Mining operates.

For instance, water quality monitoring at the Dulaan Uul and Zuuvch Ovoo pilots in Mongolia has made it possible to study and model the evolution of aquifers after ISR mining, in order to prepare for post-mining remediation. Larger-scale modelling has also been carried out on deposits in Kazakhstan, enabling us to develop tools for predicting the environmental footprint.

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.

Orano does not intend to act as an importer of metals as defined in Regulation (EU) 2017/821 of the European Parliament and of the Council of 17 May 2017.

PRINCIPLE 4.3

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

Nuclear safety is applied across the complete life cycle of facilities, throughout the design, construction, operations, shutdown and decommissioning phases.

In addition to the group's Nuclear Safety Charter, the Safety and Environment - Policy formally identifies nuclear safety, industrial safety and environmental protection priorities.

This policy has the following objectives:

- Maintain a high level of nuclear safety for our facilities, our products, and our services over the long term
- Strengthen operational discipline and make it, in practice, a matter of a daily concern for operational management and all those involved in conducting operations
- Take into account the priority given to risk prevention and environmental protection in each of the processes that make up our activities

Within Orano Mining, group requirements are addressed through:

- Prior analysis of industrial risks during the design, construction and operation phases, but also whenever there are significant changes in operating conditions or construction work, by means of studies or ad hoc analyses
- Mapping of major industrial risks encountered on our sites and estimation of the degree to which these risks are controlled via the preventive and protective barriers. Improvement action plans are set up and regularly updated for further risk reduction and continuous improvement of process safety

A standard for managing safety and industrial risks

Following several events relating to industrial safety (fire, uncontrolled gas emissions), though without

significant impacts on our employees, neighboring residents, or our mining operations, an ambitious action plan was launched for the period 2020-2025 to equip mining sites with a system equivalent to the existing industrial safety management system applied for French high-threshold SEVESO facilities.

In September 2020, Orano Mining published a new industrial safety management standard. Its purpose is to improve and standardize the Process Safety Management at sites and reduce the risk of major accidents.

LEADERSHIP COMMITMENT

This standard, which will be implemented at McClean Lake in Canada, KATCO in Kazakhstan and SOMAÏR in Niger, describes the requirements regarding the seven elements of a Process Safety Management.

As regards the Bessines site, industrial risks are the subject of particular vigilance in the Hazard Studies carried out for each of its facilities (CIME, U3O8 storage, etc.). These studies are regularly updated . Regulatory training of employees is assured by centralized management of skills development within the human resources department.

Since 2020, self-assessments of the culture surrounding industrial risk have been carried out at each of the Mining BU's operational sites. Further to these self-assessments, action plans are put in place to reduce the risk of major accidents on site through the implementation of new safety critical measures and other concrete actions.

Since 2023, two training sessions on industrial risks have been conducted for operations department managers. Deployment of this training module will continue to be rolled out at all operational sites. Furthermore, in 2024, a training module on Safety Critical Measures (known as MMR, “Mesure de Maîtrise des Risques”) was developed and deployed at the McClean site in Canada for operations and maintenance personnel.

Sharing of best practices regarding major incidents or high-potential events.

Events related to industrial risks are regularly monitored and analyzed by the central teams. Whenever an incident or high-potential event occurs, particularly in other industries, feedback is formalized and shared with the dedicated teams. It reminds them of the preventive measures to be implemented and the importance of complying with the management system for industrial safety processes and rules.

At Group level, events are reported using a dedicated IT tool. The Orano Group has also developed a severity classification scale for near-events and events, ASSESS, in order to promote operating experience feedback and sharing within the group.

For more information about accidental spills, see Mining principle 6.3, p.83

2024 RESULTS

Developing MMR culture, finalizing the MMR sheets for OCI, KATCO and SOMAÏR

FOCUS

The McClean Lake and KATCO sites have deployed the process used to identify and control industrial safety critical measures. This process, the implementation of which is ongoing, has made it possible to strengthen the monitoring of critical equipment and to help prioritize maintenance and verification operations.

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.

Within Orano Mining, each operating entity sets up an organization to manage emergency situations.

Having this organization in each entity provides for strong analytical and decision-making capability so that all necessary measures can be taken in the event of an emergency or crisis situation to make facilities safe, mitigate the impact of the event and deliver information internally and externally. Different levels of drills are conducted on a regular basis to test the effectiveness of this organization, involving external stakeholders such as local and national authorities, the Nuclear Safety Authority, local residents, etc. Training during these exercises prepares Orano Mining staff and other stakeholders to act and to make use of the emergency systems provided. It is also an opportunity to teach all those present within the perimeter of the protected area what to do in the event of an incident.

In 2024, to test the effectiveness of emergency response systems, some 90 drills were conducted across Mining BU sites.

On December 11th, 2024, a gas overpressure occurred at the Center for Innovation in Extractive Metallurgy (CIME) at Bessines-sur-Gartempe, following an exothermic reaction between oil and thorium nitrate in a drum. It led to the activation of local and national crisis units, as well as the mobilization of crisis control centers in Bessines and at headquarters in Châtillon.

In accordance with the precautionary principle, the decision was taken to evacuate the site. The incident had no impact on employees or the external environment.

Responsiveness, the resolution of the incident both technically and operationally, and the management of multiple interfaces are all elements that help to make our business a committed and responsible industrial player.

Different levels of exercise are implemented:

- Level 1: Local exercises such as fire drills at least once per quarter.
- Level 2: Local exercises with involvement of the subsidiary's general management, at least once every two years.
- Level 3: Local exercises with involvement of the subsidiary's general management and Orano Mining headquarters. Level 3 exercises are performed at least once a year within the Mining BU.

FOCUS ON THE CRISIS EXERCISE CONDUCTED IN BESSINES-SUR-GARTEMPE, FRANCE

On August 27th, 2024, a level-3 crisis exercise was conducted at the Bessines-sur-Gartempe site, in France.

The simulated scenario involved a malicious act leading to an explosion at the U_3O_8 storage facility.

The exercise highlighted a number of strengths and also areas for improvement.

Among the strengths that were identified, there was the rapid mobilization of crisis centers, thanks in particular to the new measures that have been put in place. Simulated communications with local residents, authorities and media were also to a high standard.

Regarding areas for improvement, the Mining BU has, for example, identified the need to define a precise organization and resources for the management of a contaminated casualty.

Health, Safety and Radiation Protection

MINING PRINCIPLE

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

PRINCIPLE 5.1

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

Operating mines involves hazardous activities, which must be identified and managed. Orano Mining employees carry out tasks that may include rock drilling and blasting, the use of heavy machinery or chemical products, work with live equipment, work at height, travel, or exposure to ionizing radiation.

It is Orano Mining's people who make our group strong. Our priority is to protect their health and safety in all the countries where we work. The success of our strategic vision depends on it.

Policy and action plan

Orano Mining implements Orano's 2024-2026 HSE policy on Nuclear and Industrial Safety – Health - Occupational Safety - Radiation Protection and Environment and includes all its actions in a continuous improvement approach.
The objective is harmonizing its practices and applying international standards as follows:

- Anchoring a solid leadership culture
- Building a sustainable future
- Contributing to performance by effectively managing our risks
- Striving for a uniform level of prevention and requirements

Numerous training and prevention actions are carried out, in order to:

- Guarantee and maintain a high standard of occupational safety
- Prevent severe and fatal accidents
- Work towards zero lost-time occupational accidents and zero impact of our activities on the health of our employees, our operatives from outside companies, and everyone living in close proximity to our sites

The operational teams and the site Health, Safety and Environment (HSE) teams are supported by the Health, Safety, Environment and Remediation Department (DSSER), whose director is a member of the Orano Mining Management Committee.

The policy is implemented by the sites through their management systems, which take into account specific features and regulations in local areas, as well as the requirements of standards ISO 45001 or OHSAS 18001 on the main mining sites of Orano Mining. Operational health, safety and radiation protection action plans, with measurable results across all our sites, are also drawn up. In line with the Orano Mining Master Plan, they are validated and their progress regularly reviewed with the DSSER teams who provide support, notably during onsite missions.

Safety

Our policy

The occupational safety objectives of Orano Mining aim to ensure the prevention and control of all risks related to our activities, for both our employees and our external operatives.

In practice, this involves:

- Engaging our managers on a day-to-day basis in strengthening the safety culture of our teams
- Deploying applicable safety anchors* and standards** throughout the Group
- Systematically evaluating risks in all our activities using a common methodology

- Involving all employees in the detection, elimination and control of hazardous and risky situations
- Collecting and exchanging bests practices in occupational safety
- Systematically analyzing any events with high severity potential, with the aim of anticipating any accident liable to have serious or fatal consequences
- Sharing the lessons learned from accidents and near-misses with group entities and our industrial partners

* *The anchors are an integral part of everyone's daily work, applied at all levels with strong involvement from management. They must be complied with to prevent employees and subcontractors from being exposed to severe or fatal risks.*

** *The standards complement the anchors. They correspond to a rule or best practice whose application contributes to risk control and the prevention of accidents.*

In 2024, Orano Mining's managers have collectively chosen to make progress in terms of operational discipline and more specifically on 3 themes:

- Being exemplary,
- Giving meaning to our safety requirements,
- Having a positive attitude,

all the while making safety an exciting field: **"Make Safety Exciting!"**.

For this action, identified as **"Safety by choice"**, the collective commitment of our managers is essential.

By setting an example, giving meaning to safety, and adopting a positive approach, through the three actions selected, managers inspire their teams to integrate safety into their daily work and to make it a shared and motivating priority.

To ensure that "Safety by choice" is put into practice quickly, three simple, visual actions have been defined. They must be applied systematically by everyone, starting with managers:

- **Be Exemplary: the PPE required on the basis of a relevant and visible definition is strictly worn.** The purpose is to develop a culture of respecting the established rules: they must be defined simply and rigorously - and they must be respected.
- **Giving meaning: the safety orientation for new arrivals is carried out by the direct manager.** The purpose is to ensure that the manager's commitment to safety is perceived and that expectations are perfectly explicit.
- **Having a positive attitude: during site visits (e.g. VSP, VTP, MIF), at least as many positive points as points for improvement are reported.** The purpose is to promote and reinforce safe behaviours and prioritize any areas for improvement during a site visit.

Orano Mining's CODIR periodically monitors the deployment of 'Safety by choice', particularly for the 3 actions defined above.

Governance

To effectvely control our activities and achieve this objective collectively, we follow the guidelines of the "Nuclear and Industrial Safety – Health - Occupational Safety Radiation Protection – Environment" policy, which applies to everyone - employees of Orano Mining subsidiaries, subcontractors and visitors.

In 2024, the HSE Health and Safety governance system, introduced in 2023, remains structured around three levels:

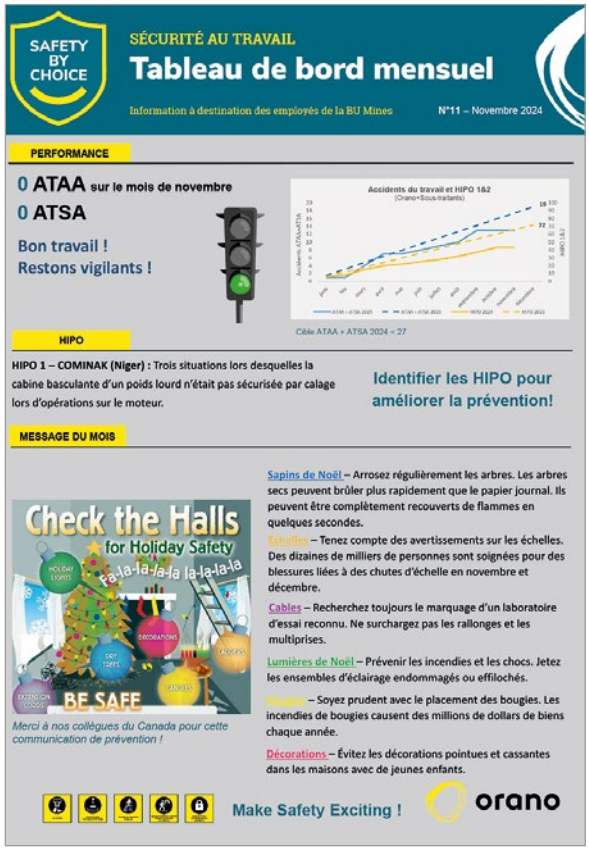
- **The Safety Steering Committee** (decision-making body), comprising members of Orano Mining's Management Committee, site General Managers, Operations Managers and Orano's Health, Safety, Environment and Remediation Department Department (DSSER).
  Its role is to prioritize and plan safety actions, and supervise their application, as well as monitor them and ensure continuous improvement in safety results across all sites where Orano Mining operates. A committee meeting was held in spring 2024 (May).
- **The "Monthly HSE" meeting** organized every two months for each site brings together the HSE members of the site concerned, to steer

the progress of medium-term HSE issues, and share the progress of action plans in relation to objectives and master plans. It is also the forum for submitting issues to DSSER for arbitration, and for sharing HSE support needs.

- **The "Weekly HSE" meeting** organized every week with all sites, bringing together HSE members from each site to discuss HSE issues and events that have occurred during the week, and to share areas of concern and best practices within the BU and the Group.

In 2024, the following objectives were set and their progress monitored according to the governance arrangements described below, with the aim of bringing people together, giving meaning to the actions and helping to maintain the good results in terms of Safety over the long term:

- Drawing up a 'Vehicle Tracking' standard defining the geolocation equipment and general rules for tracking Orano Mining and selected subcontractors' vehicles, in order to improve safe driving behavior. Deployment is underway at all Orano Mining sites.
- Drawing up a basecamp standard defining minimum criteria for decent accommodation for Orano Mining teams and their contractors. Its implementation is underway at all Orano Mining sites.



- Evaluating the maturity of the safety culture of Orano Mining's site entities as part of a shared approach at all management levels in order to assess strengths and weaknesses and define improvement actions.
- Carrying out operational reviews at the request of the sites to assess the application of the fundamentals and, if necessary, define pragmatic measures to take account of the points of attention identified.
- Strengthen the industrial risk culture through awareness-raising and training initiatives, while continuing to design and implement risk management sheets for our facilities.
- Deploying the 'Safety by choice' approach to operational discipline.

OUR 2024 SAFETY TARGETS - EMPLOYEES AND SUB-CONTRACTORS

- ***0 fatal accidents***
- ***TF1* ≤ 0.8 i.e., no more than 12 lost-time occupational accidents***
- ***TF2** ≤ 2.6, i.e., no more than 27 occupational accidents without lost time***

Our safety results for employees and sub-contractors

Although the total number of accidents with lost time (8 accidents) increased in 2024, the TF1* remains in line with the target set.

On the other hand, the number of accidents without lost time fell significantly (6 accidents), making 2024 the lowest cumulative total of accidents with and without lost time in the last three years. The TF2** is in line with the annual target.

	2022	2023	2024
Fatal accident	2 (1 event 2 victims)	0	**0**
TF1*	0.5	0.3	**0.5**
TF2**	1.6	1.3	**0.9**

* *TF1: Lost-time accident frequency rate*
** *TF2: Frequency rate of accidents with and without lost time*

2024 RESULTS

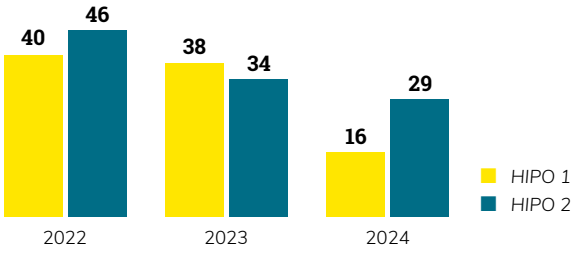
Establishing standards for base camps, radiation protection and road safety	●
Strengthening the safety culture	●

Identifying accidents with high potential severity

Work to identify deviations on the ground, weak signals, near-misses and high-potential incidents (“HIPO*”) continues and is monitored and analyzed in a reporting tool, which is used to categorize and rank these elements.

An analysis of root causes of events with high potential severity is systematically conducted. Action plans and follow-up measures are immediately introduced.

Monitoring of HIPO 1 and 2



* *HIPO: A High-Potential incident*
HIPO 1: Could have led to one or more fatal accidents
HIPO 2: Could have led to one or more accidents resulting in lost time and irreversible effects

The action taken in 2023 to rationalize the HIPO ratings (HIPO 1 or HIPO2) yields results consistent with the Bird pyramid in 2024. Nevertheless, particular vigilance must be maintained to improve the reporting of all soft signals and their HIPO rating. As shown in the graph below, the distribution of HIPO1's and '2s over 2024 is as follows:

- 36% Traffic and pedestrian/vehicle co-activity
- 16% >Working at height
- 13% Lock out - tag out
- 13% Mechanized handling

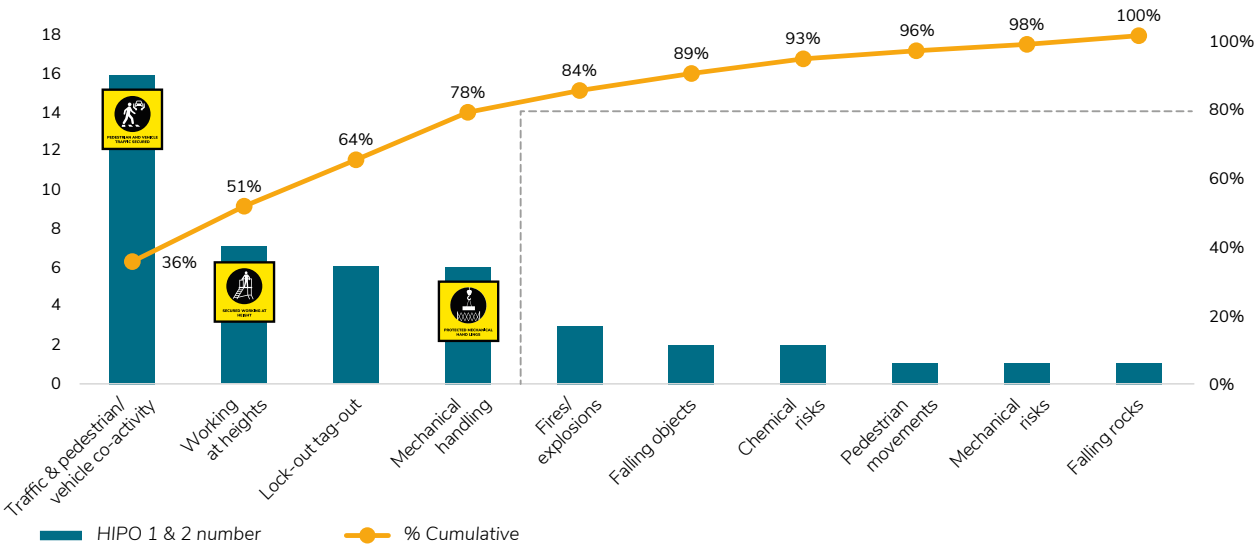
In 2024, the Pareto chart for HIPO1's and HIPO2's shows that the main sources of danger are related to non-compliance with safety anchors.

This analysis confirms the preponderance of accident potential due to traffic and vehicle-pedestrian co-activity throughout Orano Mining, justifying the work undertaken to define minimum requirements for light and heavy vehicles in a standard including an on-board speed control device (Master Plan 2024). This work will continue in 2025 as each site is brought into line with this standard.

The predominance of HIPO1's and 2's related to work at height is attributable to activities related to the dismantling of COMINAK.

Risks associated with the lock out - tag out anchor continued to be present in 2024, justifying the continuation of the actions defined following the LOTO process assessment on the KATCO, Bessines-sur-Gartempes, SOMAÏR and McClean Lake sites.

The contribution of the mechanized handling anchor justifies a review in 2025 at the sites where the Orano Mining standard is applied.



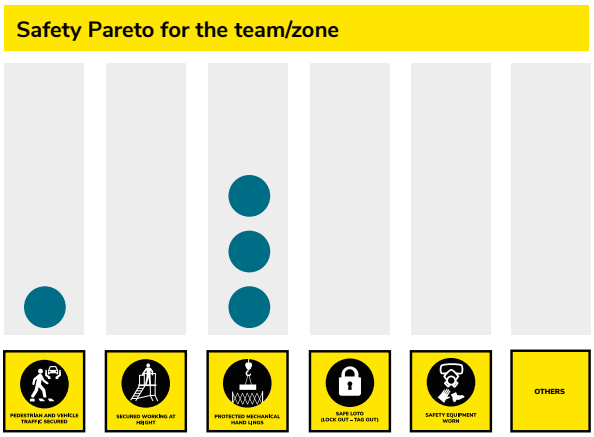
Pareto safety

To identify and process deviations, an additional tool called “Pareto safety” is used during visual performance management (VPM) by the teams to lead their meetings.

The Pareto principle, also known as the 80/20 law, is based on the observation that 80% of effects are produced by 20% of causes. Based on this principle, the aim is to target risks on which efforts are to be focused (prioritization and efficiency).

The accumulation of reported results highlights the most frequent categories and fosters exchange between the manager and his/her team.

Visual management tool for classifying deviations by category and frequency



The systematic detection of deviations as close to the ground as possible strengthens team engagement and the involvement of each operator. The aim is to improve the prevention of severe and fatal accidents, and the Orano Mining accident figures in general.

Health policy

Orano Mining deploys a health service in all the countries where it works to meet the prerequisites for occupational medicine and healthcare, as well as provide support for medical emergency evacuations for local people and expatriates.

Occupational medicine at the sites is applied in accordance with the regulations of the country concerned, while taking account of best practice identified within Orano Mining.

In November 2024, the Group signed the “Working With Cancer” pledge, marking its strong commitment to cancer prevention and support for employees facing this disease.

The inventory process, which began in 2024, will enable us to present the measures currently in place in each country, share best practices, and identify the steps to be taken to move toward equivalent management at all sites worldwide.

A simplified visualization diagram for the management of emergency situations was produced in 2024 to improve communication and share best practices among the various actors involved in the emergency management process. All active sites will be equipped with such a visualization tool by 2025.

In the course of our activities, various measures are taken to maintain a high level of occupational health and safety for all employees and subcontractors. Our actions are based on:

- Identifying and assessing risks at workstations,
- Medical monitoring,
- Preventive healthcare,
- Medical care.

Employees of our organizations benefit from health services provided by doctors and/or nurses. In emergency situations, employees and subcontractors alike receive immediate, high-quality care (qualified personnel, medical equipment that meets international standards) on site and, if necessary, transportation to a hospital.

Assessing workstation risks

This is done at each site, and takes into account the risks identified at the workstation, whether these are chemical, physical, biological, ergonomic or psychosocial.

The analysis of these risks allows sites to draw up and implement an action plan incorporating local requirements and regulations, the level of exposure of the personnel to the various hazards, and Orano's HSE Policy on Nuclear and Industrial Safety, Health, Occupational Safety, Radiation Protection and Environment.

Medical monitoring

Occupational medicine at sites complies with the regulations of the relevant country.

For the employees, this comprises:

- A pre-employment medical check-up,
- Periodic medical check-ups in accordance with local regulations, including vaccination monitoring

The physicians at our sites ensure that periodic medical check-ups are carried out in accordance with local legislation, in liaison with the Human Resources teams.

If pathologies are discovered during these recurring check-ups, the people concerned are offered appropriate, individualized medical care.

Preventive healthcare

This takes place through constant health monitoring, regular communications (country health sheets and pathology data, and medical alerts).

Orano Mining applies actions to promote the individual and collective health of its employees in the countries where it works. For example, the employees on our international sites receive vaccines that are mandatory according to local legislation and they are also offered additional vaccines related to their activity or the risks specific to the site's location, but also during seasonal epidemics.

Public health actions such as awareness raising associated with lifestyle risks (tobacco, alcohol, drugs, poor diet, etc.) and targeted actions related to risks identified at workstations (noise, chemical products, falls, carrying heavy loads, etc.) are regularly carried out on the sites.

Medical care services and emergency medicine

Each site has its own Health organization based on medical standards. This ensures that every worker can consult a health professional without delay if necessary.

Both the physical and mental health of workers are taken into account at Orano. In 2023, an assessment was made of the arrangements in place at our sites, such as the possibility of benefiting from a listening and support system, screening for stress and anxiety, and training for workers and managers in psycho-social risks.

The care pathway is defined via procedures and flow diagrams for medical emergency response plans and medical evacuations (Medical Emergency Response Plan - MERP or equivalent).

In this way, workers benefit from on-site care in the event of illness or accident, and if necessary are transported to a suitable hospital facility for further treatment, depending on the situation.

PRINCIPLE 5.2

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

Our main actions

We raise awareness regarding occupational health and safety at all our sites through actions aimed at subcontractors and employees to encourage them to take the initiative.

Awareness-raising campaigns and training modules around health and safety for employees are based on accident experience feedback from Orano Mining and on the Group's regulations and requirements.

Aligned with Orano's policy, they are part of the Orano Mining Master Plan and the applied safety action plans. Each site adapts the proposed measures and adds to, as necessary, the themes and contents according to its specific subjects.

For example, the analysis of events that have occurred within Orano Mining in recent years show that most causes have an organizational and human component. This is why our staff receive regular training on HPT's (human performance tools and techniques). In addition, a Human and Organizational Factors (HOF)

correspondent provides support on each site in taking HOF components into account as part of analyses of events (HIPO1's, lost-time accidents).

Also, depending on local regulations and site work situations on site, employees are, for example, identified for training on first aid and refresher courses.

Some training modules or awareness-raising campaigns may be designed by Orano Mining's central teams and proposed to various sites for local use and site-oriented and content-specific deployment. The central HSE teams at Orano Mining may thus act as trainers or support staff.

For regulatory or mandatory training modules, the site's dedicated entity supervises their design so that the required renewal or refresher modules are delivered on schedule.

In addition, we perform participative safety inspections and share operating experience feedback and best practice through communication actions, which allows us to learn from our successes and our mistakes.

Discussions are organized on the ground for employees and subcontractors, and all sites have at least one safety day on each of our site.

Anchors, i.e. rules that save lives in the course of our day-to-day professional activities, are in place and need to be known and complied with by everyone, at all times. Eye-catching posters are used to illustrate occupational safety fundamentals and issues, and form the basis for team discussions, particularly during Safety days.

In terms of occupational health, the site HSE representatives work closely with the medical and paramedical teams to ensure that the site's medical resources match the identified risks and that prevention actions are conducted in a relevant manner.

Radiation protection of employees

For the proper conduct of Orano's activities, whether at the Group's facilities or those of its customers, in France and abroad, collective preventive measures are implemented to protect Orano employees and their contractors from the risks associated with ionizing radiation. Personnel receive dosimetric monitoring tailored to individual assessments of their exposure to the risks associated with ionizing radiation.

The fundamental principles of radiation protection are observed during operations in radiological environments:

- **Justification of practices:** the use of ionizing radiation can be justified where its benefits are greater than the disadvantages it may bring.
- **Optimization of protection:** the equipment, processes and system for organizing work are designed in order to keep individual and collective exposure as low as reasonably possible, given the technical conditions and economic and societal factors (ALARA principle).
- **Limitation of individual doses:** dose limits that must not be exceeded are set in order to guarantee the absence of deterministic effects, and that the likelihood of stochastic effects appearing remains at an acceptable level given the economic and societal context.

At Orano facilities, measures to reduce exposure to ionizing radiation are incorporated from facility design. These measures aim to maintain an environment that is as "radiologically clean" as possible and protect operators from the ionizing radiation emitted inside facilities.

Protective measures and the level of monitoring of personnel depend on the radiological risks involved. For all workers exposed, the principle of equity is applied, which involves ensuring that individual doses are fairly distributed so as to minimize differences in exposure between workers.

To monitor workers' doses, each Orano Mining site uses an organization or laboratory that certifies its competence through an approval or accreditation, according to the country.

In order to reduce the doses received by workers in controlled areas as far as possible, an in-depth study of the operating conditions and projected doses is performed prior to an operation, leading to measures such as the adaptation of exposure times, the use of protective screens, the integration of the physiological constraints of personal protective equipment (PPE) and the working environment.

In countries with less stringent legislation, Orano Mining is committed to applying a limit of 20 mSv/year (over a rolling 12-month period) for the maximum individual additional dose received by workers exposed to ionizing radiation in its facilities. This is based on ICRP (International Commission on Radiological Protection) recommendations.

Orano Mining remains attentive to doses that exceed the internal alert limit of 14 mSv, in order to ensure that exposure is as low as possible, given the technical conditions, economic factors and the nature of the operation to be carried out, as required by French regulations (ALARA approach). In these situations, a systematic analysis is performed to introduce actions compatible with facility activities, in application of the radiation protection optimization principle.

ONIZING RADIATION

Radioactivity is a physical phenomenon related to the structure of material. Certain atoms, such as those of uranium, are unstable and emit ionizing radiation.

Such radiation is referred to as ionizing radiation as, when it interacts with material, it can result in ionizations, in other words tear away one or more electrons from its atoms.

French regulations: effective additional dose limit of 20 mSv over a rolling 12-month period

Over the reference period*, in 2024, the accumulated dose metrics show that for both Orano Mining employees and subcontractors, the internal alert criterion of 14 mSv for an individual dose over a sliding 12-month period was not reached, and that annual doses are well below the regulatory limit of 20 mSv.

Average values were stable compared to the 2023 assessment. The operator who received the maximum dose had performed multiple operations on account of their in-depth knowledge of the tasks involved, bearing in mind that entities are attentive to applying the principle of dosimetric equity.

Our radiation protection results for employees and sub-contractors

	2022	2023	2024
Workers exposed to doses above 20 mSv	0	0	**0**
Maximum recorded dose (in mSv)	8.3	8.2	**9.6**
Average dose of Orano Mining employees (in mSv)	1.5	1.4	**1.5**
Average subcontractor dose (in mSv)	1.6	1.9	**1.9**

* *Reference period of the data table: July 1st, 2023- June 30rd, 2024*

DID YOU KNOW?

- 2/3 of the radioactivity to which humans are exposed **is natural**
- 1/3 of the radioactivity to which humans are exposed **is artificial**

To find out more, see All about radioactivity

Environmental performance

MINING PRINCIPLE

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

Throughout the life of the mine, the extraction and processing of uranium ore entail a need for raw materials and resources, especially water and energy. Our aim is to optimize our consumption of natural resources and our discharges, find ways to upcycle our waste and protect the ecosystems in which we operate.

We are convinced that environmental stewardship is key to the acceptability of our activities and our "license to operate" in the countries where we operate.

Orano Mining is implementing action plans on environmental performance issues such as water management, energy consumption, waste recovery and reduction, and climate change.

Policy and action plan

Orano's 2024-2026 HSE policy (nuclear and industrial safety, health, occupational safety, radiation protection, environment) acts as a framework for all Orano Mining entities, both in France and internationally. As well as ensuring compliance with the regulations in force and international standards, Orano Mining operational entities apply this policy in the form of an action plan to:

- Prevent technological and environmental risks by means of a proactive approach,
- Minimize the environmental footprint of their activities,
- Improve the management of environmental liabilities,
- Coordinate effectively with the Environment and Industrial Risk teams,
- Integrate environmental standards at every stage in the mining cycle,
- Maintain or implement an environmental management system (ISO 14001).

For more information, see Orano's 2024-2026 HSE policy

Governance

To respond to these issues, the Health, Safety and Environment (HSE) operational teams are supported by the Health, Safety, Environment and Rehabilitation Department (DSSER), whose director is a member of Orano Mining's Management Committee.

At the central level, our teams of specialists train, develop and support our on-site teams and regularly carry out field controls. They ensure that environmental programs are consistent, make sure that best practices are shared and incorporate all actions into a continuous improvement approach.

Each site establishes an environmental management plan adapted to its specific challenges, with an environment team highly focused on field presence and involved in operational issues. The HSE employees are integrated into the operational department teams and provide a link to HSE management, remaining close to teams on the ground and being as reactive and proactive as possible.

Performance measurement

The environmental results of Orano Mining activities are monitored using indicators throughout the life cycle of the mine. These indicators are available in our CSR reports. The environmental management systems at all our production sites have ISO 14001 certification.

The environmental objectives are adjusted according to changes in the mapping of risks, the expectations of stakeholders, internal and external best practices, the results of environmental monitoring and dialogue with operational entities.

Reporting for the various environmental indicators presented in this section is carried out using the Orano group's dedicated calculation and reporting tool developed by Tennaxia. The methods used for the calculation of environmental indicators, as well as the associated procedures, are formally set out in a measurement and reporting protocol. This protocol, which is updated every year, is sent out to everyone involved.

The scope of reporting encompasses all entities for which Orano Mining is the operator.

For this section of the report, by convention and as in previous years, we count 100% of the emissions and consumption at the sites where we act as operator, regardless of our percentage share or offtake. **The uranium production figure used for calculating the 2023 ratios is 9,859 metric tons**, broken down as follows: SOMAÏR* with 959 tU, KATCO with 2,388 tU and McClean Lake with 6,512 Tu.

* *The Group confirmed the loss of operational control over its subsidiaries in Niger from December 2024.*

Environmental studies

Orano Mining carries out environmental studies throughout the life of mining and industrial projects.

Environmental impact studies (EIS) are performed for each new mining project and whenever a major modification to our industrial facilities is planned. They meet the regulatory requirements in force and are submitted for public consultation before being approved by the local authorities.

The approach for conducting and examining an impact study is similar in the various regulations in force in the countries where Orano Mining operates.

These studies make it possible to identify all possible impacts to better understand the various physical, ecological and socio-economical components of the environment, to assess risks associated with the project and to identify upstream the mitigating measures to incorporate preventively within our facilities to mitigate risks at the source. These studies also report on the principles of rehabilitation to be deployed at the end of the mine's life, as well as any offset measures and the principles of environmental monitoring of activities.

In 2024, environmental monitoring studies continued on the Nurlikum Mining site in Uzbekistan as part of the exploration work. These studies are conducted at the beginning, middle and end of the drilling campaign to ensure that the work has no impact. As part of the mining project feasibility study, an environmental baseline study was carried out between October 2023 and March 2024 on the South Djengeldi license.

The impact assessment process for our Zuuvch Ovoo and Dulan Uul project in Mongolia began in late 2022, continued throughout 2023 and 2024 and should be completed in 2025.

From 2023 to 2024, Orano Canada drew up an inventory of the biodiversity present on the McClean Lake site and the Midwest site located around 15 kilometers further west. This study, which surveys both flora and fauna mobilized numerous specialists and involved collaborations with the University of Saskatchewan. It is the most in-depth study conducted to date by Orano Canada. The final report, expected in mid-2025, will provide a comprehensive inventory of the biodiversity on these two sites thus allowing the impact of our facilities to be measured and, if necessary, the most appropriate conservation measures to be defined.

Environmental Impact Assessments (EIAs) can also be supported, where appropriate, by more specific R&D work, enabling us to demonstrate the relevance of rehabilitation solutions over the long term and to provide the most appropriate ecological compensation solutions in the various countries where Orano Mining operates. These studies also help us to define our risk mitigation objectives and actions.

In 2024, modeling of the geochemical change in the Uyuk aquifer which contains the Muyunkum deposit in Kazakhstan allowed its change over time after the end of mining to be anticipated. This study is allowing us to gain a better understanding of our environmental footprint and prepare for the future rehabilitation of the mine more effectively.

PRINCIPLE 6.1

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

Mining site rehabilitation and management of the post-closure phases of sites are an integral part of the mining cycle. It is our responsibility, as the operator, to limit the impact of former mining sites on the environment and the population.

Orano Mining undertakes to plan and design end-of-life of sites in consultation with the authorities and stakeholders concerned, implement all measures related to respect for the environmental and social challenges and guarantee the financial resources needed to meet commitments made for the closure and rehabilitation of sites.

Our policy

Mining operations require the development of infrastructure (supply of energy, roads, facilities for the processing of uranium ore, underground and open-pit mines, etc.) which has an impact on the natural environment which has to be assessed, minimized and controlled. In order to anticipate risks, rehabilitation is taken into account right from the exploration and development phases of mining projects. Although some rehabilitation work is carried out while the mine is in operation, and studies are updated throughout the active period, most of the technical work takes place when mining operations cease.

The employment-related and social implications of the closure of a site are taken into account as far upstream as possible in coordination with the competent authorities and in consultation with all internal and external stakeholders.

Finally, Orano Mining also Country particular attention to reconverting former mining sites to give them a new lease of life. This type of management is essential to maintain the confidence of local communities, authorities and all stakeholders involved. It is key to the long-term acceptability of our activities and our "license to operate" in the communities and in the host countries where we are made welcome.

2024 RESULTS

Commissioning on the sites of Écarpière (Loire-Atlantique) and Bessines-sur-Gartempe (Haute-Vienne)	◑
COMINAK: 100% of the 2024 societal commitments undertaken in the context of the rehabilitation project *(see dedicated chapter, p.70)*	●

The different rehabilitation phases

There are several phases involved in the rehabilitation of a mining site: a study phase, a works phase and a post-works monitoring phase.

OBJECTIVES OF MINE REHABILITATION

The main objectives of a rehabilitation plan are as follows:

- Ensure long-term stability of structures (dams, underground mine workings, etc.) in terms of public health and safety
- Minimize the residual impact of former activities
- Limit the land surface subject to usage restrictions
- Successfully integrate the site into the landscape of its environment in order to preserve local biodiversity and allow potential reuse of the site depending on the level of easement
- Enable the site to be managed properly from a social and societal perspective in the mine closure phase
- Support the reconversion of the site

All Orano Mining's sites are covered by a specific rehabilitation plan. Since the beginning of its mining activities, Orano Mining has undertaken the dismantling of facilities, as well as the rehabilitation and monitoring of former uranium mining sites in France, Gabon, the United States and Canada.

Orano Mining is currently implementing the rehabilitation plan for the COMINAK site in Niger, following its closure on March 31, 2021 *(See p.70)*.

Studies

The first study consists of defining the rehabilitation strategy best suited to the site by taking into account its specific constraints: location, topography, climate, real estate

and regulatory constraints, type of works, requirements from impact studies, environmental constraints, socio-economic environment, commitments made to different stakeholders (local authorities, residents) and by planning ahead to take into consideration new usages of the land for new agricultural, forestry or artisanal activities, etc.

This involves a detailed inventory of the site before (initial state) and after mining operations, its history, and additional technical studies (hydrogeological, geotechnical, radiological studies, etc.) to prepare a rehabilitation plan and draw up a proposal to be submitted to the Authorities and forming a basis for dialogue with the stakeholders.

Field tests may also be conducted during the operation phase to test out and refine assumptions in the rehabilitation plan.

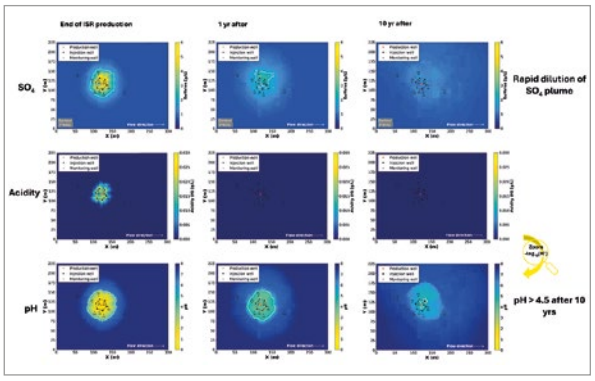
Mining rehabilitation works

Safeguarding mining operations depends on the nature of the mine and the facilities involved.

For underground mines, the aim is to ensure the stability of the works and to seal off access to all pit bottom to ground level connecting structures: pits, cross-cuts, ascending and descending shafts. Stability calculations are done for works close to the surface and, depending on their results, reinforcement works may be conducted.

Open-pit mines may be either filled in with available waste rock and tailings or transformed into water features after partial filling-in. Waste rock stockpiles are remodelled and revegetated depending on the local context.

In the case of ISR (in situ recovery) operations, particular attention is paid to the quality of the water table in which the mined deposit is located. In general, regulations require that water quality be restored to a level close to its original level. Groundwater, which is naturally saline and radioactive due to the local geological context, is used for industrial purposes. As a result, the preferred method of rehabilitation is monitored natural attenuation or accelerated natural attenuation: the constituent minerals of the aquifer help to trap the chemical elements whose concentrations changed during the mining phase.



The majority of facilities on the surface are dismantled: processing plants, headframe, loading hoppers, etc. Some buildings (former offices and workshops) may be kept allowing a new activity to be developed on the site.

Tailings storage

(See Performance chapter 6.3, p.81).

Environmental monitoring

The role of the mining operator is to limit the impact on populations and the environment to a level that is as low as possible and in regulatory compliance and to verify this through systematic and regular monitoring.

This monitoring involves checking the ways in which uranium and its decay products, as well as various other substances related to mining activities, and the local geological context (metals, minerals, etc.), may be transferred at sites and in the surrounding area.

The monitoring network established concerns the checking of water (underground and surface water), the atmosphere (dose rate, radon, dust) on site and in its immediate environment, bio-indicators (sediments, aquatic plant life), and the food chain (samples of vegetables, fruits, milk, and fish taken close to sites). If necessary, waters originating from mining works and storage areas are treated to correct one or more of their radiological and chemical characteristics before being released into the surrounding environment.

The results of all these checks allow the added annual effective dose (DEAA) to be assessed annually relative to the local background level (radiological impact) for populations living close to the sites. This dose must be less than 1 mSv/year. Orano Mining applies this principle in all countries where it operates, notably in those where regulations are different or less strict.

THE FRENCH NATIONAL PLAN FOR THE MANAGEMENT OF RADIOACTIVE MATERIALS AND RADIOACTIVE WASTE APPLIED TO MINING CLOSURE FRANCE

The French national plan for the management of radioactive materials and radioactive waste (Plan National de Gestion des Matières et Déchets Radioactifs

- PNGMDR) is a document that assesses existing methods of managing radioactive waste and materials, identifies foreseeable storage and disposal facility requirements and indicates the capacities needed for those facilities and the duration of storage.

It is prepared and updated, every five years, under the supervision of the French Nuclear Safety Authority (Autorité de Sûreté Nucléaire - ASN) and the French General Directorate of Energy and Climate (Direction Générale de l'Énergie et du Climat - DGEC).

Orano Mining has been participating in the PNGMDR since the plan came into existence. Several studies, conducted in response to the proposed program, have been carried out within this framework since the first of these plans was drawn up in 2007.

Orano Mining is committed to continuing its active participation in the work groups concerning it, with a view to ensuring the transparency of its activities. The program is being developed in collaboration with all participants including the French Ministry of the Environment, ASN, IRSN, DREAL and experts.

EXAMPLES

Transparency and dialogue

The former Bois Noirs Limouzat mining site, located at Saint-Priest-la-Prugne in the Loire, was mined from 1954 to 1980, with underground galleries and open-pit mines. 2.6 million metric tons of uranium ore were extracted, and a processing mill produced 6,900 metric tons of uranium metal. The tailings, stored behind a dike, are covered by a layer of water which acts as a radiological shield.

Nevertheless, global warming is multiplying the number of extreme meteorological events, and extreme drought in particular. The scarcity of water, which could result from it in the medium to long term, is a major issue to manage.

At the request of the State, via a prefectural order, and in order to anticipate this situation and to guarantee the safety of the site over the long term, Orano Mining has been conducting studies since 2022 to assess the feasibility of a solid cover of the storage site, to replace the current water cover.

Orano has committed to an approach of voluntary consultation to involve the local area in the project through a series of several meetings, which will allow the current state of progress of the studies and the technical solutions envisaged to be presented.

Various public meetings are being organized to involve local residents, associations and the general public in the definition and implementation of the project.

For more information, see the Bois Noirs Limouzat project

A second life for former mining sites

Commissioning of the Bessines-sur-Gartempe and Ecarpière photovoltaic power plants.

Orano inaugurated two new photovoltaic power plants in 2024.

Located in the department of Loire-Atlantique, the former mining site of Écarpière (municipalities of Gétigné and Saint-Crespin-sur-Moine), remediated since 1996, now accommodates two photovoltaic farms.

The first of these, commissioned in 2014 for an expected lifetime of 25 years, is operated by Photosol. Covering an area of 11.5 hectares and located on the area of the former plant, this farm has a maximum installed capacity of 4 MWc, enough to power the equivalent of 1,500 households.

The second photovoltaic farm was inaugurated in the first half of 2024. Operated by our long-standing partner Neoen and covering an area of 15 hectares, it is located for the most part on the ore tailings storage site. With a maximum capacity of 15.4 MWc, enough to power the equivalent of 7,700 households including heating, what makes this farm specific is that, instead of being installed on piles, it is installed on longitudinal slabs, thus making it possible to guarantee that the storage area is covered in its entirety.

The former mining site of Bessines-sur-Gartempe, remediated since 2000, has become a leading industrial complex, bringing together activities focused on research, innovation, energy, knowledge resources, health and the environment.

It also now accommodates a photovoltaic farm. With a capacity of 22.23 MWc, equivalent to the annual consumption of nearly 10,500 inhabitants including heating, the Bessines-sur-Gartempe photovoltaic farm was commissioned in January 2024.

These projects are part of Orano Mining's policy to develop a second life for former mining sites.

TRANSFER OF THE REMEDIATED CLUFF LAKE SITE TO THE PROVINCE OF SASKATCHEWAN IN CANADA

In Canada, in May 2024, Orano transferred the Cluff Lake site to the Province of Saskatchewan's Institutional Control Program (ICP), along with the funds necessary for its monitoring and its maintenance.

Created in 2007, the purpose of the ICP is to facilitate coordination between the Province's Ministry of the Environment and the Canadian Ministry of Energy and Resources. It is involved in the management of decommissioned and reclaimed mining and mill sites.

This transfer to provincial Crown lands is a result of the decision, by the Canadian Nuclear Safety Commission (CNSC), to revoke the operating license for the Cluff Lake mine held by Orano Canada Inc, made in May 2023.

The Cluff Lake mine produced more than 28,000 metric tons of uranium between 1979 and 2002. The site consisted of two underground mines, four open-pit mines, a tailings management facility, a mill and other industrial facilities. Fully decommissioned,

remediated and revegetated (replanted with local plant species), the site has been freely accessible to the public since 2013. It is now considered to be a model for the rehabilitation of a modern uranium mine.

Management of post-mining:
Major challenges of today and tomorrow

Planning for the rehabilitation of a mining site in operation for 15 years

EXAMPLE IN KAZAKHSTAN

KATCO site

- Creation of joint venture between Orano Mining (51%) and KazAtomProm (49%) in 1996
- 53,300 tU produced in total since 2006
- Mine in operation with production of 2,388 tU in 2024

Mine in operation and rehabilitation of the site

- Continuing the R&D program on rehabilitating aquifers by natural attenuation
- In 2021, the rehabilitation estimate was updated to incorporate future operations
- Financing mine closure: progressive development of a liquidation fund

Anticipating rehabilitation right from the feasibility study phase

EXAMPLE IN MONGOLIA

Mining project

- Dulaan Uul discovered in 2002 and Zuuvch Ovoo in 2010
- Successful finalization of tests on the pilot (extraction + processing)
- Annual capacity of 2500 tU/year for 30 years
- Preliminary agreement reached in December 2024 for the development and operation of the Zuuvch Ovoo mine

Rehabilitation plan for the project

- Well field: filling-in of wells, dismantling of the surface facilities and rehabilitation of land
- Industrial facilities: dismantling, demolition and rehabilitation of land
- Water table: restoration by natural mitigation, based on various hydrogeological studies and studies demonstrating the effectiveness of natural mitigation with regard to the aquifers of the areas mined
- Revegetation: plantation of saxauls (protected local trees) in rehabilitated areas and in neighbouring areas as part of an environmental offset project
- Ongoing monitoring of water tables through a network of piezometers

Providing a second life for a rehabilitated site

EXAMPLE IN FRANCE

Successfully remediate the former mining site in an economic context allowing the implementation of new projects.

Rehabilitated site of Écarpière

The former mining site of Écarpière, located in the department of Loire-Atlantique, in the municipalities of Gétigné and Saint-Crespin-sur-Moine, has been remediated since 1996. It now accommodates two photovoltaic farms, as well as a uranium ore tailings storage site.

Operated from 1952 to 1990 by Underground Mining Works (Travaux Miniers Souterrains – TMS) and Open-

Pit Mines (Mines à Ciel Ouvert – MCO), the former site covers an area of 240 hectares. During this period, 4 million metric tons of uranium ore were extracted, producing more than 4 thousand metric tons of uranium in its mill.

The rehabilitation was carried out from 1991 to 1996. Each operation was carried out in strict compliance with the environmental standards in force, in coordination with the Regional department for the environment, town and country planning and housing (Direction Régionale de l'Environnement, de l'Aménagement et du Logement – DREAL) and in consultation with local populations:

- Total or partial backfilling of the open-pit mines with waste rock
- Flooding of the Le Tail open-cast mine (creation of a water feature at the request of the local authorities)
- Underground mine workings partially flooded
- Making safe of underground mine workings open to the surface
- Dismantling of plant installations
- Rehabilitation of the ore tailings storage site, in particular with the installation of a solid cover
- Revegetation of the entire site

The site is subject to environmental monitoring including:

- Monitoring of the aquatic environment (waters and sediments)
- Monitoring of the food chain
- Monitoring of the radiological quality of the air

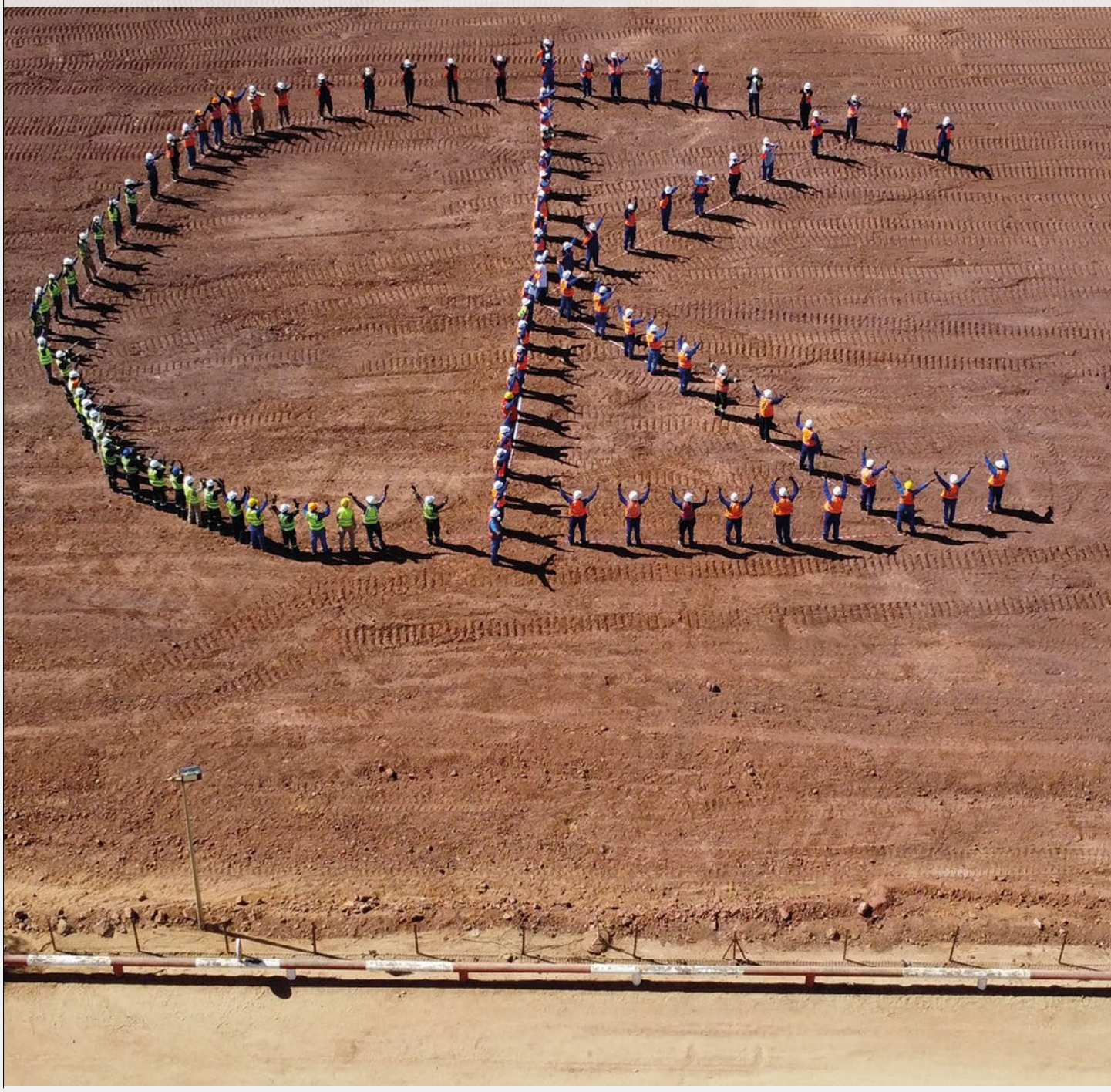
The results are sent to the government authorities (Regional departments for the environment, town and country planning and housing - DREALs) and are presented to stakeholders at Site Monitoring Committees (Commissions de Suivi des Sites – CSS). The monitoring demonstrates that the site has no significant impact on the environment.

Two water treatment stations are currently in operation:

- The first of these is dedicated to drainage waters from the ICPE-regulated storage facility
- The second is dedicated to the treatment of mine water

Monitoring is carried out on a regular basis to guarantee that these treatment stations are working correctly.

Closure of the **COMINAK** site



In accordance with the decision made in October 2019 by the COMINAK board of directors, the site stopped its production activities on March, 31st, 2021. This decision was taken as a result of exhaustion of resources, the high costs of extraction and the unfavorable context of the uranium market. Since then, the COMINAK mine has launched a global rehabilitation plan comprising three components: technical and environmental, social and societal.

A study (GOLD) has been carried out by the Niger authorities between 2019 and 2021 to assess the socio-economic and environmental impacts caused by the cessation of the mine's production activities. The study also identified the main sectors for the development of feasible economic projects: market gardening, the environment and education.

At the same time, a dedicated project team was set up to prepare the redevelopment schedule, exchange views with stakeholders and identify the key actions to be carried out. At the request of the Board of Directors, an independent expert was also commissioned to carry out an audit of the Detailed Preliminary Design of the site redevelopment plan in order to validate the proposed technical solutions.

As soon as production ceased, COMINAK worked closely with the national and local authorities, the decentralised administration and local associations to monitor the actions implemented. In this respect, the various government bodies in Niger, in particular the technical departments of the ministries and the various committees set up by the government as part of the project, play a role in validating and alerting us to any discrepancies, while at the same time enriching the assumptions made in the Detailed Preliminary Project.

Despite the challenging geopolitical context following the 2023 coup d'état in Niger, Orano Mining has continued to honour its commitments. According to schedule, COMINAK continued its rehabilitation and support activities for the populations of the Arlit and Iférouane communes in 2024. However, in December 2024, Orano announced that it had lost operational control of its activities in Niger. This was primarily due to interference by the Nigerien authorities in the governance of its companies (COMINAK, SOMAÏR and IMOURAREN SA). Orano has initiated several international arbitration proceedings to defend its employees and the local communities, who remain at the heart of its concerns.

The Site Rehabilitation Plan (SRP)

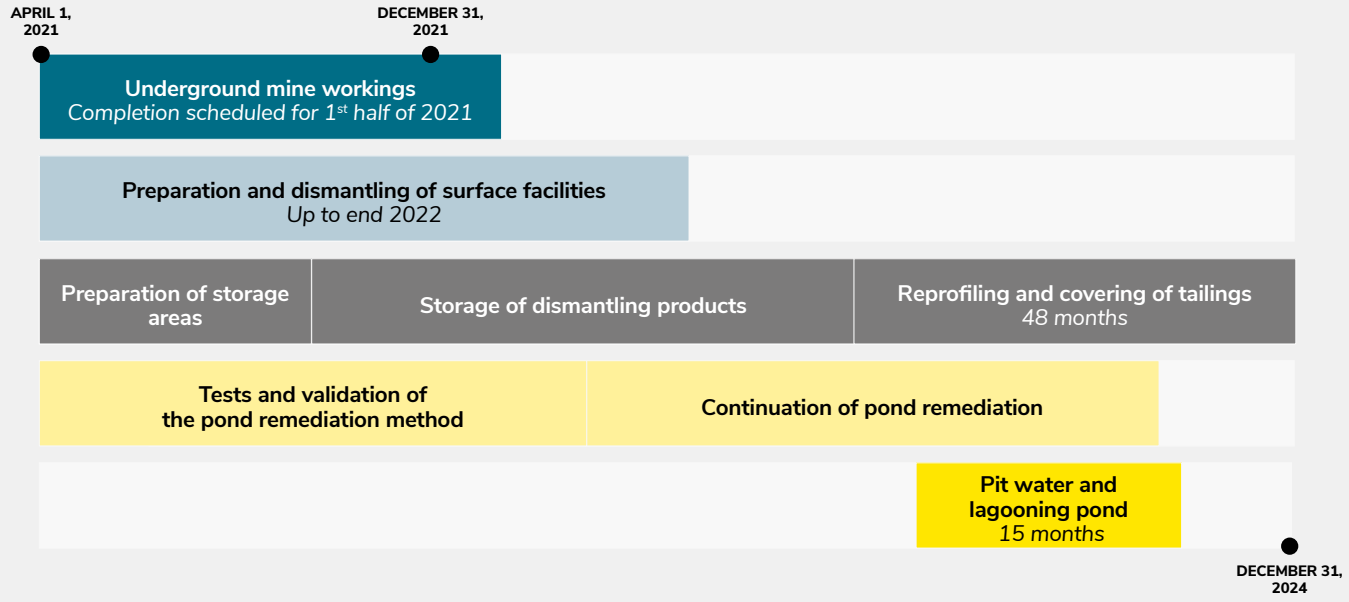
A rehabilitation project of this scale requires cooperation and mutual support from all stakeholders.

The rehabilitation plan has been built around 3 main areas: the **technical and environmental approach** to return the site to as close to its original state as possible, **social actions** to support the mine's employees and subcontractors, and **community projects** to support the economic impact of the change in activities.

KEY FACTORS IN THE SUCCESS OF THE PROGRAM

- **Multi-stakeholder governance**
- **Anticipation**
- **Transparency and communication**
- **Sustainable solutions for the 3 components**

Schedule of remediation phases



Technical and environmental component

The aim of all the rehabilitation work is to ensure lasting stability in terms of public health and safety, to reduce residual impacts and to reduce the area of land subject to restrictions on use after rehabilitation.

- Basins: 60% completed: 7 basins filled in full out of 11 in use
- Pits: 27% completed: 40% of the pit has been reshaped, clay cover underway
- Underground mining: 100% completed
- Demolition of surface installations: 90% completed

In 2024, work focused on demolishing unused offices and buildings, cleaning and stripping the site, filling in the ponds and reprofiling and covering the tailings pond.

The aim of all the work is to return the site as close as possible to its natural state and reduce the area of land subject to restrictions on use. To achieve this, the technical work consists of ensuring lasting mechanical stability and radiological protection to ensure that there is no impact on public health and safety in the vicinity of the structures.

At the same time, COMINAK teams will carry out environmental monitoring until the end of the project, and this will be extended for a further 5 years after completion of the works.

In 2024

- **4 of the 12 basins have been filled in**
- **30 ha of ponds reprofiled**
- **All inspections confirm compliance with the limit of less than 1 mSv added dose per inhabitant**

Societal component

The aim of the societal component is to assess and minimize the impacts of the mine closure on the community by ensuring a sustainable transition tailored to the needs of local populations.

COMINAK, with the support of Orano, carried out a formal consultation of all local and national stakeholders in 2019 as part of the rehabilitation project, which, in addition to the GOLD study, enabled the societal impacts of COMINAK ceasing production activities to be mapped and the progressive societal transition plan to be drawn up, which has been rolled out since March 2021.

- Hospital relocation: CFAF 2.7 billion → formation, equipment refurbishment and maintenance
- Economic conversion: 400 market gardeners in the 5 towns of the Arlit and Iférouane departments
- Scholarships: 25 students
- Entrepreneurship program: 50 projects financed, including more than twenty run by women

The conclusions of the GOLD study and the consultation carried out by COMINAK and Orano have led to the implementation of a societal transition plan comprising several components: economic support, health, education and infrastructure transfer.

This plan includes development projects and actions to support communities and the sustainable economic development of the region, all of which are covered by agreements signed with the State.

In 2024

- **11 new scholarship students**
- **End of entrepreneurship program with 100% success rate**
- **230 market gardens irrigated**
- **450 families helped to rebuild cattle herds**

Transfer of infrastructure

Since 2021, 1,400 buildings in the mining town, including the COMINAK hospital, have been transferred to the State (Ministry of Urban Planning and Housing).

Following the transfer of the hospital in 2024, work has been carried out to bring it up to standard, and training

for nursing staff is continuing. The plan is for the hospital to be completely handed back to the State by 2026.

Education

Scholarships: CFAF 22m invested since 2021

Launched in 2021 in partnership with the Agence Nigérienne des Allocations des Bourses (ANAB), COMINAK's scholarship program has enabled 11 new students (6 boys/5 girls) to be selected for the start of the 2023-2024 academic year.

25 young people have been selected since the program was launched, based on their curriculum and level of learning. With a current 100% pass rate in their exams, the young scholarship holders, most of whom are heading for the health sector, will help boost the region's workforce.

Entrepreneurship

COMINAK relied on the Maison de l'Entreprise, a Nigerien expert structure recognised at national level, to launch a campaign in December 2020 calling for applications for entrepreneurship projects from COMINAK employees, Akokan residents, subcontractors, suppliers and developers in the departments of Arlit and Iferouāne.

At the end of the selection process, 56 projects were chosen from 1,300 applicants. The projects selected cover a wide range of business sectors and reflect the main thrusts of the Arlit and Iferouāne departmental development policy.

20% of the projects are led by women.

Economic conversion

The economic conversion program aims to contribute financially to the emergence and implementation of structuring projects for the economic revitalisation of the departments directly impacted economically by the cessation of COMINAK's production activities.

Launched in 2021 with a budget of 4 billion CFA francs, the program focuses on support for market gardening and local entrepreneurship, which were identified as priority investment sectors by the GOLD study, in line with the choices made by the 5 communes consulted (Dannat, Timia, Arlit, Iférouane and Gougaram).

Support for market gardeners and producers in Timia

Support for market gardeners

Starting in 2023, this program aims to support 400 market garden producers by modernizing their equipment and optimizing access to water by installing solar pumps and panels, irrigation networks, drainage basins, etc. A total of CFAF 3.2 billion has been invested to make the market gardening sector viable in the beneficiary communes of Dannat, Timia, Arlit, Iférouane and Gougaram. With a completion rate of 77%, according to the initial schedule, the program should continue into the first quarter of 2025, conditions permitting.

In addition, the Akokan market gardening sites, whose access to water was directly connected to the COMINAK site, have benefited from further support, with 5 solar wells built and additional wells drilled to improve the flow rate and optimise water availability.

In addition to the market gardening sector, which has been defined as a priority, COMINAK has also included support for smaller income-generating 'micro-projects' in its economic development program.

8 micro-projects, complementary to the market gardening activities, were presented. Of these, 5 were selected for deployment in 2024, based on the criteria of speed of implementation, number of beneficiaries reached and rapid return on investment: reconstitution of livestock (goat kits), creation of a craft products counter and a multi-purpose centre for small-scale food processing in Iférouane, and establishment of a beekeeping farm and a multi-service workshop in Timia.

FOCUS

The project to reconstitute livestock was launched at the end of December 2024 with the delivery of goat kits to 450 of the region's most vulnerable families.

Each family received a goat kit containing 5 animals, which will enable them to develop a livestock farming activity. At the same time, each family has signed an agreement in which it undertakes to exchange livestock with another family in order to renew the herds and guarantee the viability of the activity.

The other micro-projects are being studied for deployment in 2025, conditions permitting.

Support for citrus producers

Following the abandonment of a citrus fruit processing unit project for the town of Timia for reasons of feasibility and economic sustainability, a consultation meeting with citrus fruit producers in July 2024 resulted in a compensation solution for this town, which is nationally renowned for its high-quality citrus fruit production. One of the main problems identified was the loss of goods during deliveries from producers' sites to points of sale. As a result, 5,000 crates were delivered in December to secure the storage of the fruit and limit loss during transport to the resale sites.

Social component

Social actions aim to minimize the impact caused by the cessation of production activities and to ensure fair and equitable treatment of all employees and subcontractors.

- Training:
  - Driving licences: 245 employees and 100 subcontractors
  - Pack Office: 161 employees and 65 subcontractors
  - Entrepreneurship: 242 employees
- Group internal mobility: 50
- Entrepreneurship: 17
- Outplacement: 87% Solutions implemented out of a target of 90% defined at the start of the project

The union representatives and the Niger work administration signed a social agreement on November 25, 2020. This agreement guarantees the fair application of the agreed measures.

With the support of the union representatives and the Niger work administration, COMINAK set up a system for its employees that provides for additional measures for internal and external reclassification, additional financial compensation, and health insurance for five years, to employees who lost their position.

Reclassification unit

Composed of dedicated human resources professionals, the reclassification unit, a unique system in Niger set up by COMINAK between 2021 and 2022, provides for various career change possibilities. Its objective is to support employees in their professional reclassification projects and procedures.

Subcontractors

To go further in reducing the impacts on its subcontractors of ending its activities, COMINAK has voluntarily initiated concrete actions for its subcontractors:

- End-of-worksite financial contribution to subcontracted employees: The amount of this contribution (CFAF 323 million) corresponds to the legal redundancy rights owed by their employers.
- Vocational retraining for 180 people.

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.

Water

A precious natural resource, water is essential to the well-being of the communities and environment where Orano Mining operates, as well as to the smooth running of its mining operations.

Mining activities can have a significant impact on water resources, not only in terms of quantity, but also potentially on their quality.

In order to preserve this resource, the question of water is a subject of constant attention at Orano Mining.

Policy

As a member of the ICMM (International Council on Mining and Metals), Orano Mining endeavors to implement the requirements listed in the ICMM principles regarding the management of water resources in terms of performance, namely the application of strong, transparent governance and effective management that enables collaboration with stakeholders in order to successfully share use of the resource in a responsible and sustainable way.

Our interaction with water

The Orano Mining sites use water for their operations, not only for operational needs but also for workers and the use of surrounding populations, as in Niger*.

* *The Group confirmed the loss of operational control over its subsidiaries in Niger from December 2024. For more information on the situation in Niger, see Section 2.1.2 .1 of the Group's report.*

On all Orano Mining sites, the processing of uranium ore is carried out by wet process, which requires a water supply. The pumping of groundwater is essential to allow access to the deposits in the open-pit and underground mines in Niger. At ISR (In Situ Recovery) sites, like those in Kazakhstan, pumping allows to recover dissolved uranium. In addition, water is also used at sites for dust suppression, thereby limiting, as far as possible, physical, chemical and radiological impacts on the environment and workers.

Last but not least, Orano Mining is committed to providing access to good quality drinking water and appropriate sanitary facilities to all of its employees, but also to their families living close to operating sites. Depending on the location of sites, the classification (natural quality) of the aquifers does not always allow for the natural supply of drinking water. For such sites like in KATCO (Kazakhstan), Nurlikum Mining (Uzbekistan) and Badrakh Energy (Mongolia), bottled water is provided to employees for drinking water usage.

On all Orano Mining, the main mining activities consuming water are:

- Extraction and processing of ore by wet process, via static or dynamic leaching
- Evaporation from production or effluent storage ponds
- Steam production for facilities heating or ore treatment
- Dust control
- Production of drinking and/or sanitary water
- Groundwater containment pumping

The water used for our industrial and mining processes comes from various sources depending on the site: surface water (lakes, rivers, the sea, etc.), groundwater (aquifers), mine drainage water and recycled industrial water. Depending on their needs, sites are likely to use water of three quality levels: drinking water, sanitary water and industrial water. These categories are set in accordance with the regulations and recommendations in force (national, regional or WHO – World Health Organization – regulations) or, failing that, according to their use.

Discharges into the environment

At the SOMAÏR* site in Niger, the effluents produced during ore processing are stored in evaporation ponds and are therefore not discharged into the environment. Only part of the site's domestic wastewater is discharged by the site: this domestic wastewater is treated by filtration and lagooning, and then transferred to market gardeners in the urban area of Arlit for watering crops.

In Kazakhstan, the ISR mining process used by KATCO involves the management of solutions in a closed loop. Effluents do not exist as such: upon leaving the plant, the uranium-free leaching solution is reinjected into the mineralized aquifer and reintegrates the mining process. Domestic wastewater from the site is subjected to biological treatment followed by lagooning and then left to evaporate in dedicated ponds. The KATCO site therefore discharges no effluents into the environment.

At sites where aqueous discharges into the environment occur (former mining sites in France in McClean Lake site in Canada), in addition to rigorous monitoring of water quality, regular internal and third-party studies are carried out to prove that the quantity and quality of aquatic ecosystems are not affected by the activities. These discharges are made in compliance with the regulatory requirements applicable to our sites.

The effluents, receiving water bodies and receiving ecosystems are subject to dedicated and regular measurements, sampling, and chemical and ecological monitoring, which is reported to the authorities and checked on a regular basis.

At McClean Lake, in Canada, all the effluents are treated by a dedicated unit prior to discharge. Effluents are discharged into the natural environment in batches, ensuring compliance with discharge standards and that their compatibility with the natural environment is checked in advance. Based on environmental modelling studies approved by the authorities, McClean Lake teams have been working since 2021 to optimize tailings and effluent treatment before discharge in response to the trend of increasing arsenic levels in the ore to be treated.

In France, water is also of key importance and is at the core of the monitoring of former sites and installations. Meteoric water forming surface run-off from rehabilitated sites can be drained, collected and discharged directly into the natural environment unlike waters collected from some decommissioned mine works and/or mine tailings storage areas at our Environmentally Regulated Facilities (ICPE), for example.

After passing through our water treatment plants, this water is checked and discharged into the natural environment in accordance with the standards imposed by prefectural order.

The AMF teams in France (Mining Closure France), working in collaboration with the Center for Innovation in Extractive Metallurgy (Centre d'Innovation en Métallurgie Extractive - CIME) at Bessines-sur-Gartempe, are conducting numerous studies on how to optimize mining water treatment plants by using fewer chemical reagents, notably thanks to passive filtration systems. These systems make it possible to simultaneously reduce the energy footprint of water treatment plants and minimize the use of chemical reagents, while maintaining treatment effectiveness, which protects the receiving ecosystems.

Risks and opportunities

The management of water resources is an even bigger challenge given that, on all our sites, seven are located in arid or desert areas (Niger (three sites), Kazakhstan, Mongolia, Namibia and Uzbekistan).

In this context, with what can be locally decisive issues regarding how this resource is shared, and in areas where climate change could have major consequences on the environmental and societal balance, the challenges and opportunities associated with water management must be assessed and anticipated.

In Namibia, the Erongo desalination plant operated by Orano Mining Namibia makes it possible for the Trekkopje mining site and local communities to have drinking

* *The Group confirmed the loss of operational control of SOMAÏR SA on December 4, 2024. In particular, the State of Niger is obstructing the sale of SOMAÏR's production and is opposed to Orano Mining exercising its abstraction rights. Orano Mining initiated arbitration proceedings on January 20, 2025 in order to assert, in particular, its rights to SOMAÏR's production inventory.*

water produced from sea water, without drawing on the groundwater, a fragile resource. The discharges are to the sea and only consist of brine, which does not impact the underground resource and has a very limited impact on the receiving marine ecosystem. In 2023 and 2024, production in the desalination plant was increased to meet the demand of communities for drinking water. The plant is ready to support the emerging green hydrogen industry in Namibia.

In Niger, the populations around the SOMAÏR and COMINAK sites are supplied by the network of water operators in Niger (SEEN), which draws on the groundwater of Teloua and Tarat. The Tarat groundwater is also used by the sites to supply drinking water to industrial zones and the urban area of Arlit via dedicated pumping wells. From a chemical and radiological as well as a quantitative viewpoint, groundwater is monitored by dedicated teams and the results are presented to local information committees (CLI), caravans and information meetings organized in the different districts of Arlit and the surrounding area.

To limit withdrawals from these fossil groundwaters, some treated domestic wastewater effluents are recovered and used by local communities for watering market gardens.

When the COMINAK site was closed, wells supplying drinking water formerly operated by the mine were transferred to the market gardeners to make up for the lack of treated wastewater for watering the crops due to the end of operations. These pumping wells are electrically supplied using solar panels. Local communities now have additional wells to support their activities over the long term.

Water resource challenges at our sites, summary of material water risks

78% of our sites are at high water risks.

In this context, and regardless of the site, preserving water resource mainly involves maintaining its quality, and, by extension, protecting related ecosystems.

Thus, the main stakes regarding water management for Orano Mining are therefore, in both the short and long term:

- For countries in desert areas with “traditional” mining operations, preservation of the resource in terms of quantity and quality
- For countries in desert areas with ISR mining operations, preservation of the quality of the groundwater outside of the mining deposit
- For countries in low water risk areas, where discharges are made into the environment, preservation of the quality of the water and receiving ecosystems

FOCUS ON THE ERONGO DESALINATION PLANT

Raising public awareness of the seawater desalination process

In May 2023, the Erongo Desalination Plant (in Namibia) opened a visitors center to welcome the general public, school and university groups (locally and internationally), water and mining stakeholders, government stakeholders, and for technical or thematic visits. This educational center provides information on what sea water desalination process is, and how the Erongo Desalination Plant (EDP) works. Examples of equipment used for filtration and reverse osmosis are on display, and the whole process of drinking water production of is presented exhaustively and in an educational way.

To preserve Namibia’s scarce groundwater resources, desalination accounts for a growing share of the supply of drinking water in Namibia ; this center therefore allows citizens to have access to information about the origin domestic water and to correct misconceptions about desalination.

Since its inauguration until the end of December 2024, the center has received more than 950 visitors. Visitors can also taste a sample of the water produced on site.

At the end of 2021, Orano launched a study on the vulnerability of its activities relative to climate change. Our mining sites in operation were thus assessed by a firm specialized in this area. Specific issues for each climate area were identified using IPCC models (scenario RCP 8.5) with 2050 as the target date. In 2023, this study was extended to mining sites in the project phase, still with a 2050 target date, in accordance with the SSP1 (2.6), SSP2 (4.5) and SSP5 (8.5) models.

In Niger, the high identified stakes relate to the intensity of weather events and the increase in average and extreme temperatures, which could lead to higher stress on the drinking water resource. In Kazakhstan, the main identified issue is the increase in the number of high heat days, which could increase drinking water needs. In northern Saskatchewan, no major water issues were identified by this assessment.

This study made it possible to propose adaptation actions, considered necessary in the short, medium or long terms, to respond to the identified vulnerabilities. These adaptation plans were reviewed and strengthened by the site teams during 2024, and an update of the impact models is planned for some sites in 2025. For projects, this study will allow appropriate sizing of future installations and good anticipation of future climate risks during the design and construction phases.

Water management plans: engaging with our stakeholders

Orano Mining is committed to sustainable, transparent and inclusive management through:

- Supplying drinking water to its employees (and to the mining town of Arlit in Niger),
- Setting up programs to increase awareness of water preservation among employees and populations,
- Getting local populations involved in monitoring water quality,
- Favoring water reuse and recycling, both internally and to benefit local populations (supplying market gardens in Niger with water, for example).

At the site level, water resource management is conducted in collaboration with local authorities, based on the needs for local activities. Other stakeholders are kept informed. Multidisciplinary teams including environmental specialists, hydrogeological experts, process engineers, R&D specialists and social responsibility managers are involved in managing this resource.

Stakeholders (administrations, elected officials, associations, employees, families of employees, etc.) are regularly informed about sites' management plans for water resources during site monitoring committee (CSS) meetings, management committee meetings and, for some sites, via participative monitoring, such as in Mongolia for example.

Orano Mining systematically looks for new levers to minimize water consumption at its sites, especially of high-quality water. Since 2021, a cross-disciplinary group involving site and central teams has been conducting a collective study using consumption diagnostics and is now working to identify new ways of reducing water consumption, notably through reusing and recycling water at the sites.

As part of a holistic ecodesign approach, the studied and future solutions aim to reduce not only water consumption, but also energy consumption and greenhouse gas emissions.

Orano Mining is setting up management plans integrated in the strategy of its sites to:

- Minimize and optimize water consumption, especially for sites in areas of high and extremely high water risk,
- Ensure protection of water quality,
- Facilitate water access initiatives for local populations.

The trajectory of water consumption by producer sites is reassessed every year by the teams and presented to Orano Mining and Orano during the review of the Strategic Action Plan, making it possible to anticipate changes in requirements and impacts, inform decision-making and optimize resource management. In this way, each site establishes its water resource management plan, taking account of its specific issues, risks and regulatory requirements, and sets suitable objectives that are compatible with the objectives set by Orano Mining (see performance/commitments: -20% of global consumption and -10%/tU in 2025).

Orano has extended the objective in its Nature strategy (to be published in 2025) to reduce by 25% its specific water consumption in 2030 vs 2019 in zones of high water risk. The unit used to measure this consumption is specific to each site depending on its activity. For mining, specific consumption is relative to the tons of uranium produced by the site.

Performance monitoring

To monitor performance, Orano Mining uses two slightly different reference bases: that of Orano, based on the definitions of the Food and Agriculture Organization of the United Nations (FAO) and OECD, and that of ICMM, jointly developed between members and more specific to the mining sector. Three types of indicators are monitored: water withdrawal, water discharged and water consumption.

For more information, see ICMM Water Reporting: Good Practice Guide

VOLUME OF WITHDRAWN WATER

The "volume of withdrawn water" indicator is monitored regularly at the sites, but also by Orano Mining. If this indicator deviates, the cause is immediately sought to correct the deviation.

The quantities of water withdrawn are measured by flowmeters. However, some collection points (run-off water, intermittent pumps, etc.) cannot be equipped with measuring devices, and in this case, the quantity is estimated or modelled.

VOLUME OF DIVERTED WATER

Diverted water is water that got withdrawn and then discharged, and whose physical-chemical characteristics have not been degraded. On Orano Mining sites, the only diversions in recent years involved returning water to the environment during pumping tests for projects in Niger, which did not degrade the resource itself. No diverted water was recorded on Orano sites in 2024.

VOLUME OF DISCHARGED WATER

The volume of discharged wastewater has been monitored in Orano reporting since 2023. This is the quantity of water that gets discharged into surface water or groundwater (whether treated or not), or that gets sent to a third party for treatment following a specific use related to the needs of the site (process, sanitary water, etc.). In accordance with ICMM recommendations, evaporations, infiltrations, and various process losses are not taken account of in this indicator but are counted as consumed water.

VOLUME OF CONSUMED WATER (COMMON GOOD) - SPECIFIC TO ORANO

The "consumed water (Common Good)" indicator corresponds to the quantity of water specifically consumed for the site's needs, which implies a quantitative reduction of the resource (consumption during the process and entrainment in the final product, consumption by employees, other losses) and/or a qualitative modification (physical-chemical degradation). This definition is based on FAO and OECD definitions and is common across Orano. In this definition, the volumes of water used in the process and treated prior to discharge, regardless of the treatment method, should be counted as consumed water.

This indicator can be used to reflect the dependency of sites on water resources for their activities.

VOLUME OF CONSUMED WATER (MATERIAL FLOW)

Different from the Orano "volume of consumed water (Common Good)" indicator, consumed water (material flow) according to ICMM is the total volume of water that is removed from the environment by evaporation, entrainment (in products or waste) or other losses, and that is not discharged in surface water, groundwater, sea water or to third parties.

This indicator can be used to account for the water resources made unavailable to surrounding ecosystems. The volume of consumed water (Material Flow) is thus less than the consumed water (Common Good) because discharges to the environment are subtracted from it.

All groundwater and surface water pumping operations during the post-mining phases, for draining and treatment with immediate discharge to the environment (without consumption), are not counted in either of these two reference bases.

For several years now, all our operational and exploration/project sites have been working to identify solutions to limit water intakes, particularly of good quality water, to avoid losses, and to recycle or reuse water flows. For example, the KATCO site has been recycling its drilling muds for several years and has set up a recycling loop for water flows in the Tortkuduk plant.

In 2024, our sites continued their research into water performance initiatives, such as:

- At KATCO, improvements in consumption measurement continued in 2024, with the installation of new meters to single out major consumers and identify relevant areas of leverage. New sensor taps have been installed in certain

bathroom facilities. An analysis of the wastewater network was carried out to identify any leaks, and a QR code system was introduced to enable anyone on site to report a need for network repair. Lastly, wastewater from the reverse osmosis process is used for the sprinkling of green spaces of the base camp.

- On the McClean Lake site, a condensate reuse initiative was implemented in May 2022, demonstrating water and propane consumption savings in 2023. However, this had to be temporarily suspended following detrimental side effects in the effluent treatment process *(for more information, see data book p.144)*.

SITES SITUATED IN WATER STRESSED AREAS

None of Orano Mining's sites are currently located in areas of high water stress according to the classification proposed by the Acqueduct V4 tool.

However, this assessment is carried out at watershed scale, while issues may be greater at local scale. In practice, local assessment of issues and the expectations of stakeholders encourage us to consider that our sites located in an "arid context with low water use" should be even more transparent and proactive in their use of water resources.

In accordance with ICMM recommendations, we are publishing a water summary specific to operational sites located in "arid and low water use" areas with high overall water risk. (For more information, see our data book)

These figures summarize the aggregated footprints of the KATCO (Kazakhstan) and SOMAÏR (Niger) sites. For SOMAÏR, these figures correspond to 2024 excluding December.

DESALINATION PLANT WATER VOLUMES

The Erongo desalination plant (Namibia) abstracts seawater to make it potable using a reverse osmosis process. The only discharges to the environment are brine which is released into the sea. Almost all of the potable water is sold to the Namibian water company NamWater, once the drinking water needs of the Trekkopje site have been met. *(For more information, see our data book, p.144)*.

VOLUME OF WATER MOBILIZED BY ISR

The deposits mined by Orano with the ISR technique are located in deep aquifers. The quality of the water, generally very saline and naturally high in uranium and other metals, rules out its usage by the local population.

When preparing a block before it is mined, the volume of water present in the pores of the ore body is pumped to be acidified. It is then reinjected in the ore body at the level of this same block. This process is repeated in a loop until a pH is obtained that enables selective uranium dissolution. This water is central to the ISR process and is not reported under the indicator of "consumed water."

Orano Mining nonetheless decided to calculate the annual volume of acidified water required for uranium mining using ISR.

Currently, the KATCO site (Kazakhstan) is the major contributor to this indicator, but the extraction pilots of the Zuuvch Ovoo (Mongolia) and South Djengeldi (Uzbekistan) sites are also accounted for when they are brought into production.

In 2024, the volume of water acidified for the ISR operating needs was 2.4 million m3.

Our results

In 2024, the "water consumption (Common Good)" indicator fell 7% compared to 2023.

The ratio of water consumption at all Orano Mining sites per metric ton of uranium produced was 469 m3/tU in

2024, down 15% compared to 2023. Compared to 2019, the total water consumption (Orano) in 2024 decreased by 47%, and the consumption ratio decreased by 29%.

Following the political events which took place in Niger in July 2023* (see Orano report, section 2.1.2.1 page 24), mining dewatering was maintained at a minimal level in 2024, and the static leaching process was interrupted during the year, which led to a decrease in withdrawal and usage.

This decrease in consumption at Orano Mining level is to be explained almost exclusively by the decrease in activities on the SOMAÏR site. KATCO saw an increase in its consumption with the opening of new blocks on the South Tortkuduk project, while supply to the McClean Lake mill improved in 2024 compared to 2023, leading de facto to an increase in water consumption for the process.

For more information, see our data book p.144

ORANO MINING COMMITMENTS FOR 2025

- ***Reduce water consumed per metric ton of U produced by 10%*****
- ***Reduce overall water consumption by 20%*****
- ***Provide each site with high water stakes with a water management plan shared with its stakeholders***
- ***Develop predictive models regarding natural attenuation for ISR through dedicated R&D***
- ***Maintain R&D actions on passive water treatment***

2024 RESULTS

Deployment of action plans on operational sites to reduce by 10% our water consumption per ton of uranium produced	◐
Definition of a water management plan shared by stakeholders for KATCO and SOMAÏR	○

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 recognized good practice, to minimize the risk of catastrophic failure.

Monitoring of Orano Mining structures

Launched in August 2020, the Global Industry Standard on Tailings Management developed by the United Nations Environment Program (UNEP), the Principles for Responsible Investment (an investor network supported by the United Nations) and the International Council on Mining and Metals (ICMM) following the tragic Brumadinho tailings facility collapse in Brazil aims to achieve the ultimate ambition of zero harm to people and the environment.

Underpinned by an integrated approach to tailings management, this Standard aims to prevent catastrophic failure and enhance the safety of mine tailings facilities across the globe. It represents a radical change in terms of transparency, responsibility and the protection of the rights of people affected and involved in projects.

The Standard has six topic areas:

- Affected communities
- Integrated knowledge base
- Design, construction, operation and monitoring of the tailings facility
- Management and governance
- Emergency response and long-term recovery
- Public disclosure and access to information

* *The Group confirmed the loss of operational control over its subsidiaries in Niger from December 2024. For more information on the situation in Niger, see Section 2.1.2 .1 of the Group's report.*

** *2019 as reference year*

These topics contain 15 principles and 77 specific auditable requirements with which operators must comply.

This Global Industry Standard is directed at operators and applies to mining tailings management facilities, both existing and planned.

As of August 5, 2020, all ICMM members including Orano Mining are committed to implementing the Global Industry Standard on Tailings Management.

Orano Mining manages 2 tailings storage sites respectively classified as having "extreme" and "very high" potential consequences according to the classification in the standard: the Bois Noirs Limouzat ("BNL") site in France which ceased operations in 1980 and the JEB Tailings Management Facility in Canada which is currently undergoing expansion. Orano Mining is working to implement the requirements of the standard on its tailings facilities and to disclose the results by August 2025 for all facilities.

Orano Mining has also adopted a policy to manage storage of ore processing tailings and industrial effluents. Signed by all members of the Orano Mining Management Committee, the policy applies to all of its sites.

For more information, see our data book p.146

For more information, see our website

Tailing storage facilities

IN FRANCE

Of the 17 tailings storage sites, all of which have been decomissionned, nine have structures measuring 15 to 65 m in height and 110 to 1,700 m in length, but only one has a water cover (Bois Noirs Limouzat site). The others are under solid cover.

The tailings storage structures are constructed using sand from the cycloning of tailings, or mining waste rock. Only the Bois Noirs structure (max. height: 42 m, length: 508 m) is considered under French regulations to be a class A dam subject to internal monitoring and regulatory monitoring. Under the regulations, the other structures in France are subject to internal monitoring by Orano Mining and are inspected by an external expert every five years.

The results of structure monitoring show that they are in a satisfactory state as far as their stability is concerned.

In addition, a work group was created as part of the National Plan for the Management of Radioactive Materials and Waste (PNGMDR). It is led by the French Ministry of Ecological Transition and the Nuclear Safety Authority (*See p.65*), and brings together various experts including Orano Mining experts and those of associations. In 2022, this group continued its work and the final report on assessing the resistance of the encircling dike structures for uranium ore tailings storage was published on January 30, 2023.

The methodology for assessing long-term stability is based on 2 main assumptions: work in normal operation (i.e. maintained) and in degraded operation (i.e. abandoned).

In addition, there are accidental scenarios such as earthquakes or floods.

INTERNATIONALLY

In 2024, Orano Mining managed tailings storage facilities in Gabon, Canada and Niger. All of these structures meet regulatory requirements and are subject to internal monitoring by the Group, with some of them undergoing inspection by an external expert.

Effluent storage ponds

Industrial effluent ponds are constructed either as superstructures, or partially buried. They are subject to regular monitoring, on a daily or weekly basis, depending on the case.

- KATCO: Eight ponds are in operation to manage drilling mud; these are built out of sand, sourced on the site itself, and are 5 m high.
- SOMAÏR: Six ponds are in operation, constructed out of waste rock and measuring around 7 m in height.
- COMINAK: Storage of effluents in the COMINAK ponds stopped in spring 2021. At the end of 2024, 6 ponds had already been remediated and covered, and 5 ponds are currently being drained and remediated (*see COMINAK chapter, p.70*).

ORANO MINING COMMITMENTS FOR 2030

- ***Shift towards passive management of mining tailings storage at new mining sites***
- ***Bring all ore processing tailings storage facilities into compliance with the GISTM Standard, and from August 2025, disclose annual compliance reports with the Standard for each site.***

Accidental spills

Preventing accidental spills is a major subject the Orano Mining teams have been working on for several years.

Thanks to these efforts and the sharing of experience, such spills are limited and handled very swiftly and safely.

In order to prevent accidental spills, we encourage our operational teams to:

- Adopt a proactive approach (from the design and construction phases through to the monitoring and operation of the facilities)
- Analyze and share lessons learned from potentially significant accidents to ensure that they do not occur again
- Conduct rigorous monitoring of facilities

Environmental events are fed back at Group level via a dedicated internal digital platform.

In accordance with the principles adopted at Orano and Orano Mining, each site has drawn up an internal procedure to prevent, detect and immediately remedy the consequences of any leak. These procedures include immediate decontamination of the affected area, measurement and monitoring to ensure that safe levels are restored, conducting a root-cause investigation to prevent a potential reoccurrence and collaboration with local authorities to effectively remedy any impact.

In 2024, Orano Mining did not report any major environmental pollution incidents. Of the events which did occur, there are six which should be mentioned. For each event, corrective measures were deployed immediately to minimize its impact and additional preventive measures were identified following a dedicated investigation:

- In January 2024, as a result of a mechanical failure affecting the vaporizer, an ammonia leak occurred on the McClean Lake site in Canada. After investigations conducted by Orano teams, no impact on the environment external to the site was identified.
- In April 2024, as a result of iron chloride offloading operation on the Cros Gallet site in France, an accidental mixture of iron chloride and sodium hydroxide in a tank triggered an exothermic reaction. Emptying and cleaning operations were carried out immediately. No spill outside of the tank occurred. Monitoring of the temperature was installed and confirmed a return to normal conditions.

- In September and October 2024, damage to pipes carrying pregnant leaching solution and barren leaching solution on the KATCO mining site resulted in some accidental spills. Decontamination and soil cleaning operations were carried out immediately and the waste was sent to a low-level radioactive waste processing center. The local authorities were informed in a timely manner. The incident investigation was launched, and a preventive action plan was drawn up.
- In December 2024, an overflow of acid from the drainage tank of an acidification chamber (TUZ) on the KATCO site, in Kazakhstan, caused an acid spill. Remediation works were carried out. This event resulted in a penalty of 8,650,400 KZT (approximately € 16,000) being imposed by the Kazakh authorities during an inspection.
- In December 2024, an incident generating smoke was identified in an ancillary control hall of the Center for Innovation in Extractive Metallurgy (Centre d'Innovation en Métallurgie Extractive – CIME) on the Orano industrial site of Bessines-sur-Gartempe. This event did not cause any injuries. This incident was due to a malfunction in the process for the solidification of thorium nitrate intended for medical use. Based on measurements from the samples taken, analyses conducted by teams from Orano and the IRSN confirm that the incident had no impact on site's local environment.

2024 RESULTS

Launch of studies of tailings storage on sites in Niger

PRINCIPLE 6.4

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

Waste management and circular economy

Mining activities generate waste. This waste needs to be managed effectively, both to comply with environmental regulations and minimize any impacts, and to meet the expectations of society which are aligned with the values of the Group.

Policy

Orano Mining assumes responsibility for its own waste and manages it effectively, in accordance with the regulations, whether it is radioactive or conventional waste. The volume of waste and its treatment varies from one site to the next. It is identified, classified and stored before being recycled where possible, in line with national regulations. Our site teams ensure that waste is traceable through to its definitive disposal or recovery. This is part of their environmental management plan (ISO 14001 or equivalent).

We apply the P3R waste management hierarchy (Prevent, Reuse, Recycle, Recover) to prevent pollution, manage discharges and waste, and respond to any impacts on human health and the environment.

Governance

Our central and operational teams regularly examine ways to reduce the quantity of waste produced and optimize its reuse / recovery and recycling, as part of a continuous improvement approach. They also discuss the best practices in use, monitor regulatory changes and ensure the coherence of programs introduced.

Performance

Our waste is divided into conventional waste and radioactive waste, with conventional waste being all waste other than radioactive waste. On Orano Mining sites, radioactive waste only contains naturally occurring radioactive materials.

CONVENTIONAL WASTE

Conventional waste is divided into two categories, set according to the national regulations of the countries in which we work:

- Hazardous waste, such as batteries and packaging for toxic substances, electronic waste, used oil, etc.
- Non-hazardous waste, such as household waste, rubble, scrap metal, tires, etc.

Our teams make sure that waste is collected and disposed of in conditions that do not present any risk of harm to our employees, neighbouring populations or the environment. Facilities for the storage and disposal of waste, and hazardous materials more generally, undergo periodic reassessment as part of the review of the HSE risk management plan for our sites. A prior risk assessment is performed for each hazardous

waste storage or disposal facility to determine the most suitable and safest management method.

For all mining activities where Orano Mining is operator, the tonnage of conventional waste fell between 2023 and 2024 (-66% at Orano Mining level). This is mainly due to the dismantling work on the COMINAK plant and former offices.

The percentage of recovered waste is 6%. This result is linked to high production of waste at COMINAK which is undergoing rehabilitation, Niger being a country where waste recycling channels are not widely developed.

RADIOACTIVE WASTE

Our mining waste (excluding tailings from ore processing) only contains naturally occurring radionuclides. In accordance with the IAEA (International Atomic Energy Agency) designation (SSG-60) it is defined as NORM (Naturally Occurring Radioactive Material) and classified as having very low radioactivity.

This NORM waste is either put into specific surface storage, or possibly, after processing and inspection, rendered safe for disposal via conventional channels, when it is below the release thresholds defined by national regulations (if applicable).

Directives are sent out by the central teams to each of the operational units likely to produce radioactive waste to remind them of the objectives and specify the resources to be deployed in terms of organization and performance, in order to ensure this type of waste is managed safely.

These directives are based on local regulations, supplemented where necessary by IAEA guides and standards. Sites apply them in the form of operational procedures adapted to their own context.

At our sites in countries where there is no centralized disposal route for radioactive waste, the waste is stored directly at the sites under conditions of safety and security that comply with the regulations in force (see our data book p.147).

In order to align with Group instructions, in 2024, Orano Mining decided to use a new indicator: the total volume of radioactive waste produced, regardless of the storage mode. In previous years, only the mass of waste stored off mining sites was reported.

Where there is no channel for the processing of radiologically contaminated waste in the country of operation, Orano Mining establishes dedicated secure storage areas on site. This is the case in particular in Niger for the rehabilitation of the COMINAK site and the demolition of the plant, which now accounts for the majority (nearly 98%) of the waste generated by Orano Mining.

In 2024, the total volume of radioactive waste produced by Orano Mining was 285,612 m^3.

ORANO MINING COMMITMENTS FOR 2025

- ***Contribute to policies to reduce plastic waste in the areas where we are based***
- ***Reduce our production of non-recycled waste (-25% by 2030 compared to 2019)***

2024 Achievements

In 2021, a cross- disciplinary working group involving on-site and central teams carried out a collective study of conventional waste production and has since been working to identify new ways of reducing the quantity of non-recycled waste.

In 2022, the action plans defined were implemented and, in 2024, the actions continued over the long term at KATCO.

In accordance with the action plan developed by the KATCO teams during the working group, the HSE teams have implemented an optimized waste sorting system with the inherent logistics it requires, as well as awareness-raising sessions for employees and subcontractors. This series of initiatives has contributed to the positive development towards better recovery of KATCO's non-hazardous waste.

In Canada, due to the costs and environmental impacts associated with transporting waste over very long distances, the McClean Lake site has abandoned the option of sorting and recovering metal waste for the time being.

2024 RESULTS

Definition and application of the waste management plan	◑
Conclusions of the plastic waste recycling benchmark at SOMAÏR	—

DID YOU KNOW?

A key aim of the waste management program is to encourage the P3Rs - Prevent, Reuse, Recycle, Recover - to minimize the quantity of waste thrown away

Waste must be sorted at the source by the waste producer before being transported to specific areas for appropriate elimination.

Before starting the program, a set of operating instructions is drawn up. This specifies how to collect and dispose of the waste. These documents are updated in line with regulatory changes, the development of waste management routes and any internal operational modifications. Site personnel are trained to follow the recommendations and any updates.

To facilitate waste identification and sorting, the following categories have been established:

- Domestic waste
- Industrial waste
- Hazardous waste
- Low-level radioactive waste

For each waste type, the following information is specified:

- Waste description and characterization (chemical, physical, quantity, etc.)
- Waste classification according to local and international regulations
- Waste inspection and monitoring procedures
- Mitigation measures used to prevent the waste having a negative impact on the environment
- Collection, storage, transportation and disposal measures

PRINCIPLE 6.5

Implement measures to improve energy efficiency and contribute to a low-carbon future, and report the outcomes based on internationally recognized protocols for measuring CO_2 equivalent (GHG) emissions.

Climate

Greenhouse gases (GHGS)

The nuclear industry regularly carries out life cycle analysis studies. Emissions associated with the fuel cycle, and in particular its procurement, are one of the largest contributors to the industry's carbon impact. Decarbonizing the nuclear cycle activities is therefore a major issue in terms of ensuring compatibility with the Paris Agreements and leading by example.

Convinced of the role nuclear energy can play in the energy transition to low-carbon electricity, Orano has been involved since 2004 in a program to reduce its own emissions in order to contribute to the collective effort to reach the objectives of the Paris Agreement and to reach carbon neutrality by 2050.

Contributing to carbon neutrality by 2050

The European Union has set the objective of carbon neutrality by 2050, and France is contributing by aiming to decarbonize energy production by 2050. Orano Mining, as well as Orano, is committed to contributing to carbon neutrality, with a short-term target of reducing its direct and indirect GHG emissions (scope 1 and 2 market-based) by -25% by 2025*.

In the medium term, Orano and Orano Mining have set an objective to maintain the reduction of their scopes 1 and 2 emissions at 25% in 2030 compared to 2019.

The objective of "net zero emissions," scopes 1+2, by 2050 was reaffirmed by the collective commitment of the members of ICMM, including Orano Mining. This commitment to protection of the climate and carbon

neutrality is integral to Orano's corporate mission and is one of the 5 goals in its strategic vision. It is the long-term objective of the Group.

The opening of new mining projects has a direct impact on Orano Mining's scope 3 emissions, mainly in the upstream value chain, under the "Purchased goods and services" and "Capital goods" items. Orano has been studying levers to decarbonize its biggest items since 2020 but has not set itself any quantitative target in terms of reduction of its scope 3 emissions. An objective of means/resources has nevertheless been set concerning the decarbonization of our supply chain, by bringing our most emitting suppliers on board in the reduction of their GHG emissions.

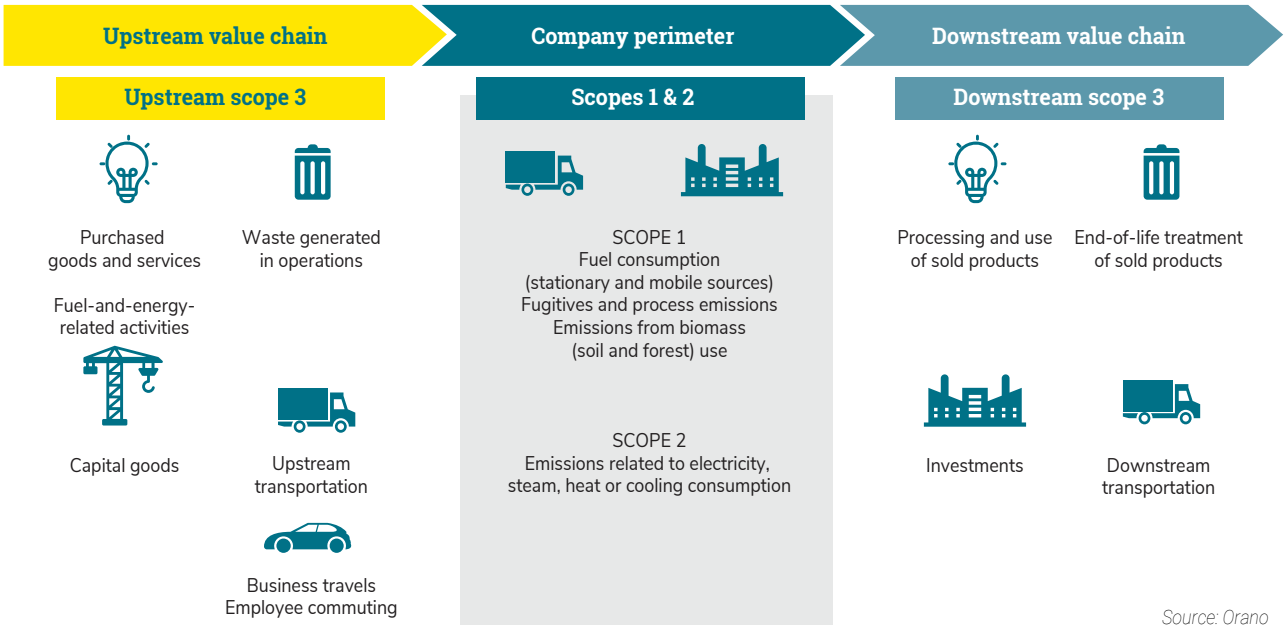
Governance

Orano's decarbonization objectives are included in the "Climate" component of the Group's strategic vision and roadmap, approved by the Board of Directors in December 2020 and renewed in December 2024. These are applied in goal 2 "Build a sustainable future" of the 2024-2026 HSE policy and in a Climate strategy covering climate change mitigation and adaptation to climate change.

Enhancing the reliability of the assets portfolio to reach decarbonization objectives is the subject of an annual review during the updating of the Industrial Master Plans of the sites. This process has been approved for scopes 1 and 2. Carbon footprint assessment is being systematically applied to investment and acquisition projects and new activities in order to assess their potential impact.

Trajectories are presented to the Executive Committee and Board of Directors at the end of the annual Strategic Action Plan exercise. The subject of climate vulnerability has also been presented regularly since 2021 The implementation of certain actions and the achievement of targets set out in the Commitments roadmap are included in the variable remuneration criteria for eligible managers, accounting for 10% of the total. In 2024, these criteria include the identification of actions aimed

THE THREE SCOPES OF GREENHOUSE GAS EMISSIONS



Source: Orano

GREENHOUSE GAS EMISSIONS SCOPE (ACCORDING TO THE GHG PROTOCOL)

Scope 1: direct emissions resulting from the combustion of fossil fuels (gas, oil, coal), direct refrigerant gas emissions, direct CO_2 emissions not resulting from combustion.
Scope 2: indirect emissions related to the consumption of electricity, heating, or steam required for the activity. The GHG protocol requires the calculation of the type of scope 2: that calculated on the basis of the emission factors of the average energy mix of the network ("location-based") or that calculated taking into account the company's contractual energy supply choices ("market-based")
Scope 3: other emissions not resulting from the items described above.

* *Reference year: 2019*

at improving energy performance—which contributes to the reduction of greenhouse gas emissions under scopes 1 and 2—as well as the rollout of the climate change adaptation plan within Orano Mining.

These objectives are applied within Orano Mining and at its sites. Sites in production are organized into working groups structured around an energy/carbon leader who regularly meets with Orano Mining's energy/carbon leader to review initiatives and share challenges and best practices. All new projects, from exploration through to rehabilitation of mining sites, as well as changes in existing facilities, are assessed in terms of potential GHG impact, and are subject to ecodesign studies to anticipate and minimize this impact. Orano Mining's carbon trajectory is regularly reassessed by teams on site and at Orano Mining level, and all progress areas, whether around energy, processes, or organization, or linked to the value chain, are studied.

In addition, as a member of ICMM, Orano Mining is committed to implementing the requirements set forth in the climate change principles and in the performance expectations.

This includes:

- Having a system of governance;
- Publishing the results on our GHG emissions (scope 1, 2 and 3) every year and having them audited;
- Ensuring for this purpose a robust reference base that is aligned with the recommendations of the TCFD (Task-Force on Climate-Related Financial Disclosures);
- Setting objectives to reduce emissions (scopes 1 and 2) at the corporate level by specifically targeting activities with the highest emissions;
- Implementing adaption and attenuation solutions at our sites, while taking account of local opportunities and challenges and of the future consequences of climate change.

We are working on our value chain by measuring our greenhouse gas emissions (scope 3), by mapping emissions hotspots and by working together with our partners to reduce the carbon footprint of our activities.

We are also working to improve the environmental performance of our sites by monitoring global emissions per ton of uranium produced, but in terms of climate impact, total emissions are what matter. We will thus concentrate our efforts on reducing our global greenhouse gases footprint.

Performance measurement

Energy-consuming mining activities are generally located on isolated sites in countries where the energy mix is sometimes very reliant on fossil energy sources.

To reduce its GHG emissions, Orano mining prioritizes action on its main sources, which mainly come from:

- Consuming electricity supplied on national grids in countries where we work; the equivalent footprint is calculated from site consumption and consumption factors of the concerned countries, regions and power companies.
- Burning fossil fuels: the quantities of GHGs emitted are calculated from the quantities of fuel consumed and the corresponding CO_2 equivalent emission factors.
- Decarbonization during phases involving the chemical leaching of ore using acid, and reagents (including carbonates) put into contact with acid solutions. The quantities of CO_2 emitted are then calculated based on the carbonate contents of the processed ore and quantities of reagents used.
- Processing methods used (emission of nitrogen oxides, mainly) and the management of waste (methane and CO_2). The greenhouse gas emissions are deduced from the quantities of waste produced, from the monitoring of emissions for nitrogen oxides, and from their associated GWPs (Global Warming Potential).
- Emissions of halogen compounds (electrical insulating materials), and of coolant, refrigerant and fire-retardant fluids used on industrial sites. The greenhouse gas emissions are deduced from the quantities of the different refrigerating fluids consumed and their associated GWPs (Global Warming Potential).
- Change in the impact on soils and the related disappearance of carbon storage capacities. These emissions are calculated by assigning the surface areas annually cleared by each site to carbon storage equivalence factors relative to each subregion, supplied by the Orano Group.
- Scope 3 emissions items (for more information, (see *our data book p.148*)

Focus on scope 3

Since 2020, a working group across Orano's business units has been working on the quantification and characterization of greenhouse gas emissions under scope 3, starting from the reference year of 2019. Since 2021, a significant effort has been made to enhance the reliability of this accounting and to ramp up the skills of the teams; with scope 3 representing more than 75% of the total GHG footprint of Orano Mining in 2024.

Enhancing the reliability of the scope 3 emissions mapping and identifying drivers are a primordial challenge given the significance of the scope 3 footprint. The main emission items for Orano Mining include firstly purchases of goods and services (and in particular the supply of chemical reagents and the footprints of the stakes in JVs with CAMECO), the use and end of life of products sold (nuclear fuel cycle), the upstream energy supply, upstream freight, and fixed assets.

Orano Mining is analyzing its emissions in order to identify the potential actions required to reduce scope 3.

For this purpose, since 2020, several work areas have been organized and will continue into the years to come:

- Continue to make progress on emissions linked to scope 3 by improving the collection of specific emission factors of our major suppliers and by collecting physical rather than monetary data whenever possible.
- Train our buyers and specifiers and work jointly with our partners to minimize the footprint of their activities, notably via the use of contractual GHG criteria or support partnerships with our energy suppliers.
- Anticipate the footprint of future projects and implement ecodesign.
- Participate in internal and external work groups and carry out regulatory and technological watch on this subject.

In 2023, Orano trained supply chain players on the challenges of climate change and the importance of reducing the scope 3 footprint. The main suppliers contributing to this footprint were identified, and meetings were held to discuss Orano Mining's objectives as well as the decarbonization trajectories and actions of suppliers. These discussions will continue in 2025 with other major contributing suppliers in order to both improve understanding of the source of GHG emissions (in particular by accessing specific emission factors when available), and to facilitate sharing on issues linked to climate change and the commitments of the parties involved.

The Responsible Purchasing policy, finalized in 2024, specifies the actions implemented and their monitoring. The "Reducing the environmental impact of our purchases through supplier engagement and the circular economy" pillar aims to extend Orano's commitment to the environment to its upstream value chain.

Significant work will also be required in coming years to minimize the scope 3 footprint of future projects through the use of ecodesign. Several avenues of work are being studied, in particular related to treatment processes and choice of suppliers.

Performance/results

To meet our GHG reduction targets, we act on several levers simultaneously, such as the replacement of equipment with better-performing technology that does not use refrigerating fluids containing hydrofluorocarbons, the optimization of fossil fuel consumption, and programs to raise awareness among our employees and partners. We are studying alternative possibilities for extracting and processing ore while minimizing consumption of energy, reagents and raw materials in general.

Regarding scope 1 emissions, although it remains difficult to act on emissions related to decarbonation of ore, which are dependent on the geology of mined areas, Orano Mining is conducting innovative studies to limit GHG emissions associated with ore processing. A major effort is being made to improve energy performance, to have an impact on scopes 1 and 2.

A particularly significant challenge for our sites is access to low-carbon energy since most of them are located in countries where the electricity mix is carbon intensive. We are focusing our efforts on scope 2, because by working on the electricity mix, and then on a greater electrification of our facilities, we can act on our scopes 1 and 2 at the same time.

Our work areas for decarbonizing our footprint include:

- Improving energy performance (see p.92): mapping consumption and installing counters, study on implementing Energy Management Systems, performing energy audits, opportunities for installing heat pumps, flow recycling (physical and energy flows), behavioral actions, etc.
- Seeking opportunities for self-consumption of renewable energies (solar plants, using turbines at acid plants, etc.)
- Finding investment opportunities in renewable energy projects in the countries where we work via PPA (Power Purchase Agreements) and purchasing renewable energy certificates (RECs) to contribute to the decarbonization of the local electrical mixes.

- Technological watch, notably via the ICMM's Innovation for Cleaner and Safer Vehicles and Climate Change working groups.

In 2025, a 4.6 MWc photovoltaic power plant will be commissioned near the Trekkopje site. It will allow low-carbon electricity to be supplied to the Erongo Desalination Plant (Namibia) via a PPA.

A small 80 kW photovoltaic power plant was also installed and commissioned in September 2023 on the Trekkopje site to supply the Orano Mining Namibia offices with electricity during the day. In 2024, this facility generated 57 MWh of renewable electricity for on-site consumption.

Since the challenge of a low-carbon electricity supply is particularly strong on mines using ISR, studies are underway at the KATCO site (Kazakhstan) to try and optimize the electrical consumption of well field pumps via not only the choice of pumps, but also better hydraulic control. Technical options focusing on the uranium dissolution process are also being studied. In the medium term, discussions are underway to develop Orano Mining's future ISR projects with the lowest-carbon supply options possible.

The emission factors for electricity production vary according to the location and the activities of each site. As set out in the Orano reporting protocol, they are now mostly taken from the 2024 update of the International Energy Agency (IEA) database.

The factors applied by Orano Mining to calculate GHG emissions in 2024 are detailed in the data book. They are provided by Orano and applied automatically when entered in the Tennaxia calculation tool. The retroactive correction related in particular to the adjustment of country emission factors and conversions for cooling fluids is also automatic.

In 2024, Orano Mining and its subsidiaries purchased Renewable Energy Certificates (RECs and i-RECs) in North America, as well as in Kazakhstan, to contribute to the financing of renewable energy production capacities in the countries where KATCO and OCI operate. The scope 2 presented below is thus now calculated on a market-based hypothesis, which for the first year is different to the location-based scope 2 for Orano Mining.

Besides, Orano Mining's scope 1 and scope 2 emissions both decreased in 2024. This reduction is mainly linked to the sharp slowdown in activity imposed on the SOMAÏR site from August 2023 by the political crisis in Niger*. Though the decrease in activity was already noticeable in the GHG footprint in 2023, it was accentuated in 2024. Moreover, the figures also include the footprint of the SOMAÏR site up to the date of the confirmed loss of control (November 30, 2024)**. The GHG footprint of the KATCO site increased in 2024 compared to 2023 due to works carried out (earthworks, construction and installation of utilities) and the commissioning of the South Tortkuduk site. This increase is offset Orano Mining-wide by the decrease related to the SOMAÏR situation.

The market-based scope 2 also decreased between 2023 and 2024, following the purchase of 79,830 MWh of RECs and i-RECs, covering part of the electricity consumption of the KATCO and McClean Lake sites.

Orano Mining's overall activity generated total GHG emissions (scopes 1+2 market-based) of 182,774 tCO_2eq in 2024, down 23.5% on 2023 and 46% on 2019. The major contributor to this reduction since 2019 is the closure of the COMINAK mining site, which operated underground between 1978 and the first quarter of 2021.

These figures bring the intensity ratio of market-based scope 1 and 2 GHG emissions to 18.5 tCO_2e per metric ton of uranium produced, a decrease compared to the 2023 ratio. This is mainly to be explained by the purchase of i-RECs. The location-based intensity ratio is also down compared to 2023, to 23 tCO_2 equivalent per metric ton of uranium produced, which is explained by the very good performance of the KATCO sites (opening of the new South Tortkuduk deposit) and the good energy performance of the McClean Lake and SOMAÏR sites (considerable energy savings efforts).

The order of magnitude of Orano Mining scope 3 emissions was around 816,000 tCO_2e in 2024. Emissions were down very slightly in 2024 compared to 2023.

For more information, see our data book p.149

* *The Group confirmed the loss of operational control over its subsidiaries in Niger from December 2024. For more information on the situation in Niger, see the introductory box in Section 2.1.2 .1.*

ORANO MINING COMMITMENTS FOR 2025

- ***Reduce the emissions of GHG in scope 1 and 2 (-25%)****
- ***Work to decarbonize our electricity supply where relevant to increase the share of low-carbon energy at our operating sites (SOMAÏR: 5MWp of solar installed)***

Anticipating and adapting to changes related to climate change

At the end of 2021, Orano launched a study on the vulnerability of its activities to the consequences of climate change, as recommended by the Task Force on Climate-Change Financial Disclosures (TCFD). Orano Mining's operating mine sites have been assessed by a firm specialized in the subject. Specific issues for each climate zone were identified using IPCC models (RCP 8.5 scenario), with a target date of 2050.

The main physical risks identified on the mining sites are the risk of a sharp increase in extreme heat peaks, as well as the risk of an increase in the intensity of extreme precipitation events, especially in the Mediterranean region and in West Africa. The consequences for operations would be risks of reduced production or temporary stoppages, which could be coupled with logistical difficulties in the supply of raw materials leading to potential reductions in production.

On the mining sites, the analysis of these physical risks shows that the vulnerability of Orano Mining's activities is moderate, but that the weaknesses identified require the definition and development of an adaptation plan. In 2022, an adaptation plan was co-developed for the following sites: SOMAÏR (Niger**), KATCO (Kazakhstan) and McClean Lake (Canada), and for the after-mine sites in France. They each include objectives for the short and longer terms, to take into account the priorities, the maturity level of the solutions and the investments to be made. These adaptation plans were updated in depth in cooperation with the site management teams, Orano Mining and Orano in 2024.

Specific studies regarding climate change are also being carried out for former mining sites in France. A multi-year action plan is currently being deployed in several areas, such as:

- The potential adaptation of the sizing of water treatment plants,
- The long-term maintenance of tailings storage conditions,
- The stability of the former underground mining works.

Mining projects prepare the future of Orano Mining's activities, which is why it is necessary to start anticipating climates of the future in project design, going beyond simple climate experience feedback. In 2023, Orano Mining extended the analysis of climate risks to its mining projects in Central Asia (Mongolia and Uzbekistan). The aim of this study was to analyse the exposure of sites to risks associated with climate change, to quantify climatic extremes to inform the sizing of future facilities, and to contribute to Orano Mining's internal project design standards. These projections therefore allow the company to anticipate areas of concern for each project, and to adapt the design of facilities accordingly.

The methodology proposed by our partner Axionable for this study is a downscaling of the climate model to a local scale (grid <100km depending on the hazard in question), via the Climate Score tool developed by Jupiter, for SSP1 (2.6), SSP2 (4.5) and SSP5 (8.5) scenarios, with 2030 and 2050 timeframes.

The main hazards identified are increased exposure to drought (mainly in Mongolia), increased exposure to intense heatwaves (mainly in Uzbekistan), and to a certain extent, a slight increase in exposure to extreme precipitation events in Mongolia. In both these countries,

* *Reference year: 2019*

** *The Group confirmed the loss of operational control of SOMAÏR SA on December 4, 2024. In particular, the State of Niger is obstructing the sale of SOMAÏR's production and is opposed to Orano Mining exercising its abstraction rights. Orano Mining initiated arbitration proceedings on January 20, 2025 in order to assert, in particular, its rights to SOMAÏR's production inventory.*

exposure to extreme periods of cold is expected to decrease. The extent of exposure to these hazards increases with the intensity of the scenario in question.

Adaptation plans for sites and projects will be reviewed annually as part of the strategic review of Orano Mining's mining plans. This measure makes it possible to integrate climate change into operational issues and to update the analysis of associated risks each year in line with advances in knowledge on the subject.

Energy

To ensure the continuity and safety of our activities, it is essential for Orano Mining sites to secure their energy supply while continuing to optimize their consumption and reduce their carbon footprint.

Whether it originates from fossil fuels or renewable sources, the energy consumed by the Orano Mining sites is monitored on a constant basis.

Policy

Since 2015, Orano Mining has been operating an energy efficiency program with the objective of reducing consumption. Diagnostics were performed on our sites in France and internationally, and performance indicators were set up to identify the units with the highest consumption. Action plans are then implemented and low-consumption operating procedures incorporated into our site strategies.

Orano Mining participates in a dedicated working group led by the Orano group, in which the energy referents from each BU share the results of diagnostics, best practices and operating experience feedback, and draw inspiration from industrial examples that are tried and tested, or which show promise for application at our sites.

All the identified areas for action are also studied from the perspective of environmental performance in general, and from the specific perspective of equivalent CO_2 emissions.

At the scale of Orano Mining, a working group focused on sobriety and energy efficiency was set up. It draws on energy specialists at each site in operation, who coordinate with operational teams, projects and HSE to establish energy trajectories for the sites, contribute to the energy performance action plan, and anticipate impacts and opportunities for future projects.

Each year, the energy trajectory of the sites is reviewed at the central level of Orano Mining and by Orano during strategic reviews and in industrial master plans. These reviews make it possible to integrate the energy challenge (and GHG) in Orano Mining's strategy and to make decisions.

Performance

An energy efficiency project was launched at Orano Mining at the end of 2015, with the objective of reducing consumption on our mining sites. To achieve this, energy efficiency assessments were carried out in 2015 at the Bessines-sur-Gartempe site (France) and the KATCO site (Kazakhstan), and in 2016 and 2017 at the McClean Lake site (Canada), and SOMAÏR and COMINAK sites (Niger).

Continuing on this path, a review was performed in 2020 to assess the maturity of energy performance at production sites, taking into consideration the extent to which the following were integrated:

- Energy performance measurement
- An initiative to identify energy losses
- Optimization of energy performance
- Management of energy performance

The results of these assessments were not only shared among the sites concerned, but also at Orano group level, so that best practices could be pooled and areas for improvement identified for each site.

The maturity summary was used as a basis to launch a review of the leads identified during diagnostics, return to certain progress actions that had become more relevant, and reflect on new actions. Thanks to these new leads, the Orano Mining sites are able to continuously improve their energy performance, with the aim of making significant energy savings.

The main levers for action lie in:

- Optimized consumptions monitoring and the construction of consumption models, for more accurate control of operations
- Investing in new equipment that consumes less energy and is more efficient
- Reconfiguring certain networks to favor energy recovery
- Changing the operating mode of the workstations that consume the most energy
- Raising awareness among operators

New actions across the Group, focused on the energy performance of equipment and consumption management, were initiated in 2022 for production sites. They should supplement Orano's efforts to reach its energy consumption reduction objectives (10% reduction by 2025 compared to 2019) *(see Orano's report section 4.1.2, p.95)*.

For future ISR projects, hydrodynamic modelling of future well fields can also be used to predict electricity consumption profiles in order to minimize their scale, optimize processes, and more generally contribute to the ecodesign strategy.

The energy consumed is calculated using meter readings and billings in MWh (or multiples) issued by our energy suppliers. For fossil fuels, the quantities (in volume or mass) are converted using conversion factors set each year by Orano and provided in the appendix. In accordance with the Orano methodology, and to avoid double counting in the Greenhouse Gas balance sheet, the energy consumption of subcontractors on site is only counted if the supply of fuel or electricity is payable by Orano. For planned sites, all energy consumption is included in Orano reporting.

The amount of energy consumed by all of Orano Mining's sites in 2024 was 486,811 MWh, down 7.7% compared to 2023, and down 28.6% compared to reference year 2019. This takes the intensity ratio of energy consumed to 49.4 MWh per metric ton of U produced by Orano Mining (compared to 51.8 MWh/tU in 2019).

Electricity consumption increased at the Erongo desalination plant, due to an increase in production to meet customer needs, and at KATCO, due to the start-up of production at the South Tortkuduk deposit. Nevertheless, the drop in production at the SOMAÏR** site, combined with a drastic energy-saving plan (limiting fuel quotas, prioritising the types of ore to be processed, optimising machine fleet movements), has led to a very significant reduction in energy consumption across Orano Mining, particularly in terms of hydrocarbons. It should also be noted that the energy consumption and U production figures of SOMAÏR exclude December 2024.

In 2024, overall energy performance returned to a level similar to 2022. The decrease in production at SOMAÏR in Niger* was offset by a better performance on this same site, as well as the production startup of the new South Tortkuduk deposit.

The attainment of energy consumption reduction targets in 2025 compared to 2019 is on track. The main explanation for this decrease in total energy consumption and in the ratio of energy consumed per metric ton of uranium is the closure of the COMINAK site at the end of the first quarter of 2021. In 2019, this site still represented nearly 20% of Orano Mining's energy consumption, with a high proportion linked to ventilation and dewatering, making it the most energy-intensive site per metric ton of U produced. The decrease in activities at SOMAÏR in 2023 and 2024 are the second contributing factor.

Driven by energy efficiency policies, operating sites have also achieved significant energy savings since 2019, offsetting the ramp-up of certain exploration projects.

All our mining sites are located in isolated areas in which no energy supply networks based on heat, cold or steam are available. The consumption of heat, cold or steam externally sourced by Orano Mining is therefore zero.

However, our sites have developed renewable energy self-consumption projects, such as solar panels powering lighting, radio antennas or even offices.

2024 RESULTS

Reduction of GHG emissions: Secure a portfolio at 100% of the 2025 objectives by the end of 2024	●
SOMAÏR solar plant project: secure studies and prepare purchases for production in 2025	⊖
Implementation of Carbon Energy Performance Plan	◑

* *The Group confirmed the loss of operational control over its subsidiaries in Niger from December 2024. For more information on the situation in Niger, see the introductory box in Section 2.1.2 .1. .*

** *The Group confirmed the loss of operational control of SOMAÏR SA on December 4, 2024. In particular, the State of Niger is obstructing the sale of SOMAÏR's production and is opposed to Orano Mining exercising its abstraction rights. Orano Mining initiated arbitration proceedings on January 20, 2025 in order to assert, in particular, its rights to SOMAÏR's production inventory.*

Environmental Monitoring

Environmental monitoring takes place at each mining site and the surrounding area. Thanks to this approach, Orano Mining ensures that the impact of its mining activities is controlled, and that there are no associated risks for local populations and the surrounding ecosystems.

Orano Mining maintains or implements an environmental management system at its sites in line with the standard ISO 14001.

The basic principles of monitoring are recommended in the impact studies. On the strength of several years of sharing their experience, an annual environmental monitoring program is drawn up by the teams of each site. These programs are validated by the supervisory authorities.

Inspections or audits carried out by a third party, required by the authorities or initiated on a voluntary basis, are conducted periodically to ensure the transparency of our results.

In addition, in order to keep our local stakeholders informed and involve them more closely, we also conduct participatory monitoring, particularly in Mongolia and in Canada.

Multiple physical, chemical and radiological parameters are checked, in the air, the water, the soil, the vegetation and the food chain, with the objective of ensuring that impacts of the activity on the environment are properly managed and being ready to respond to even the slightest alert.

Air monitoring

Air monitoring chiefly consists in measuring exposure to ambient radioactivity, but gas discharges from ore processing operations are also monitored. Measurements are taken, depending on the site, of concentrations of gas in the air, in the environment or at the outlet of chimney stacks (e.g.: SOx). Radioactivity measurements are taken continuously, both at the site and in the nearby area, using specific dosimeters.

According to the recommendations of impact studies, measurements of dust and fine particles (PM) may also be taken in particular during construction or rehabilitation phases or where heavy traffic is planned to happen near residential areas or work sites.

Water monitoring

Campaigns to monitor the quality and quantity of aquifers and surface water, and sampling of surface water is carried out using a piezometric monitoring system installed upstream and downstream of our activities.

Hydrogeological and hydrochemical studies are performed at all sites, well before mining operations begin.

These studies allow a better understanding of the groundwater and surface water, and their quality, so that we can adapt our projects accordingly. At all sites where it is necessary, discharged water is first sent through a treatment plant in order to comply with the environmental and health standards in force.

Monitoring of the food chain

Sampling and analyses are regularly carried out in the food chain and on plants, including aquatic flora and fauna, and on fruit and vegetables produced in gardens in the vicinity of some of our sites.

Soil monitoring

Soil monitoring allows any contaminated zones to be identified. If such zones are pinpointed, soil decontamination measures are applied to restore the zone to levels which comply with regulations or the original values.

Monitoring of flora and fauna

Mining activities are likely to modify and disturb natural habitats.

Biodiversity inventories or studies of bioindicators are performed regularly at our different sites to monitor the potential impact of Orano Mining activities on local flora and fauna. It also enables us to check on the efficiency of the measures that are implemented.

For more information, see biodiversity chapter thereafter

Conservation of biodiversity

MINING PRINCIPLE

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

PRINCIPLE 7.1

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

By their nature, our mining activities can be located in sensitive natural environments and may disturb ecosystems. Aware of this issue, Orano Mining takes biodiversity and ecosystems into account from the exploration stage in order to minimize its impact.

This proactive approach to management is essential to maintain the acceptability of our activities in the countries where we work.

Policy

As regards to biodiversity, Orano Country great attention to ensuring its preservation and includes it as a crucial issue for the compatibility of its activities with their environment.

Orano Mining undertakes to:

- Avoid prospecting or developing new mines in areas classified as World Heritage Sites by UNESCO.
- Respect areas recognized as "protected areas" by legislation, design and operate all new developments or modify existing mines so that they are compatible and do not adversely affect the value attached to these areas.
- Identify, assess and mitigate risks and impacts on biodiversity and ecosystem services by applying the mitigation hierarchy with the aim of moving towards zero net loss of biodiversity.

Orano Mining's approach is fully in line with the recommendations of the IFC (International Finance Corporation) Performance Standard 6 on "Biodiversity Conservation and Sustainable Management of Living Natural Resources". At the heart of this approach, the protection of biodiversity, the maintenance of ecosystem services and the sustainable management of living natural resources remain among the priorities for ensuring the sustainable development of all Orano Mining activities.

In 2021, Orano Mining published its biodiversity strategy founded on 4 pillars:

- Respecting protected areas.
- Knowledge and understanding of the initial state.
- Applying the mitigation hierarchy to protect biodiversity in all mining phases.
- Promoting biodiversity: enhancing the value of our actions - raising awareness and sharing actions and knowledge.

OUR COMMITMENTS

- ***Since 2021, all new rehabilitation plans are to include a biodiversity component***
- ***Each operating site will have an inventory of flora and fauna dated within 10 years by 2025***
- ***A suitable assessment of actions in favor of biodiversity will be set up at each site by 2030 at the latest***

The application of the principles is controlled and monitored during the relevant steering committees

In 2022, Orano has deployed a Group-wide biodiversity strategy, based on an approach commensurate with the challenges associated with the various activities. This initiative serves to reinforce the Group's engagement for the protection of biodiversity.

Building on this continuity and with a view to continuous improvement, in 2022, Orano Mining has decided to significantly expand the scope of reporting by:

- Broadening its reporting frameworks and including protected areas as classified by the IUCN

- Targeting a survey of UNESCO sites around our sites over a distance consistent with our operations

Orano Mining strives to identify the total number of threatened species on the global Red List of the IUCN (International Union for the Conservation of Nature in areas affected by its activities. Their classification on the IUCN Red List of Threatened Species or a local equivalent is also checked.

The identification aims at assessing the potential impact of our activities on certain plant and animal species or on classified sites and take the necessary measures to avoid harming them and prevent their degradation.

The UNESCO World Heritage Sites around our mining operations are listed within a 100 km radius of our sites. There are 25 in total: 24 in France and one internationally.

In general, for all our new projects, biodiversity studies are systematically carried out in key areas, and we also monitor the presence of UNESCO World Heritage sites.

For more information about our UNESCO World Heritage sites, see our data book, p.150

For more information, visit the UNESCO World Heritage Centre - World Heritage List

For more information on protected areas, read the IUCN report - IUCN Protected Area Management Categories

For more information on the Red List, read the IUCN Red List Categories and Criteria report

PRINCIPLE 7.2

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

Our central and operational teams work together to "avoid - minimize - rehabilitate/restore - offset" and preserve ecosystems. Specific actions are taken at each site in accordance with regulatory requirements and local practices. To do so, they rely on the recommendations of recognized experts in the field, but also on internal expertise and operating experience feedback. They share best practices used by mining companies that are members of the ICMM.

This approach is integrated beginning with the impact study which is performed by multidisciplinary teams of experts who assess the impacts and propose actions to avoid, minimize, restore, and – where necessary - offset.

Steps have also been taken to raise awareness among employees regarding biodiversity and the associated issues. It includes trees plantation in rural and central areas.

Taking action to protect biodiversity

Some mining sites are located close to zones which are rich in biodiversity. Our commitments in 2024 included the continuation of dedicated studies and actions implemented to preserve sensitive zones in collaboration with third parties, such as local communities, consulting firms, university specialists or nature conservation bodies on our Mining Closure France (AMF) sites and McClean Lake in Canada.

At our Mining Closure France sites (AMF), many inventories of flora and fauna have been drawn up or updated, as well as Global Biological Index (IBG) estimates. Former mining sites now provide special habitats for certain rare animal species, while in others rare plant species have been replanted. These sites undergo ecological monitoring by independent bodies and associations, with an annual inventory taken of flora and fauna.

Our Canadian teams have also started a long-term study of benthic sediments and invertebrates present in the McClean Lake site, and the sediments present in Fox Lake and Pat Lake, to check whether industrial activities have had an impact on the invertebrates and their habitat.

In 2023-2024, two research projects were carried out by our teams with the University of Saskatchewan to update the inventory of flora and fauna in the McClean Lake area of operation. The flora inventory is complete, while fauna surveys are still ongoing. They are expected to be fully updated by the end of 2025.

2024 RESULTS

Developing a Biodiversity roadmap for the BU and defining means of monitoring	◑

EXAMPLES

IN CANADA

In the Athabasca Basin region

The McClean Lake mill is located 70 km northwest of the Cigar Lake mine, in the Athabasca Sedimentary Basin, about 700 km north of the city of Saskatoon, in the province of Saskatchewan, Canada. There are no areas of high biodiversity value in the immediate vicinity of the McClean mill (Orano Canada Inc.).

À proximité même des licences de l'usine de McClean (Orano Canada Inc), il n'y a pas de zone à forte valeur de biodiversité associée à une gestion type UICN.

Since 2023, as part of its social initiatives, Orano Mining agreed to provide three years of support for the ecological management plan of the Wanuskewin park—one of the most threatened biomes in the world. This management plan concerns the growth and preservation of the key species in this biome: bison. It is also aimed at reintroducing and managing the main indigenous plant species of the prairies.

The McClean Lake area serves as a habitat for endangered species (8), including:

- Mammals (1 EN and 1 VU):
  - The Little brown bat (Myotis lucifigus) recognized as endangered (1 EN) in both the national and global classification;
  - The reindeer (Rangifer tarandus) classified as vulnerable (1 VU) at the global level and threatened at the national level.
- Birds (4 VU):
  - The Rusty Blackbird (Euphagus carolinus) classified as vulnerable (VU) at global level and threatened at national level ;
  - The Lesser Yellowlegs (Tringa flavipes) classified as globally vulnerable (VU) and threatened with extinction or disappearance at national level;
  - The White-rumped Sandpiper (Calidris fuscicollis) classified as globally vulnerable (VU), but common nationally ;
  - The Snowy owl (Bubo scandiacus) classified as vulnerable (VU) at global level, but common at national level.
- Plants (2 VU):
  - The Umbellate wintergreen (Chimaphila umbellata) classified as vulnerable (VU) at the global level, but common at the national level;
  - An orchid with the vernacular name of Sparrow's-egg lady's-slipper (Cypripedium passerinum) classified as vulnerable (VU) at global level, but common at national level.

There is also evidence of 2 near-threatened species (NT) and 251 species of minor concern (LC).

In order to reduce biodiversity loss and aim for zero net loss, the objective of our management practices is to minimize the impact of operations on the habitat of the aforementioned species. All of the above species are taken into account in the ERAs (Environmental Risk Assessments) regularly conducted to ensure that our operations will not have a negative effect on their populations.

IN NAMIBIA

The Trekkopje project is located near the Dorob National Park in the central Namib Desert and close to the Namib-Naukluft National Park.

This park, which encompasses the Namib sand sea, is listed as a UNESCO World Heritage Site and in IUCN category 2 management. The Namib is thought to be the oldest desert in the world.

It contains many species that have adapted to the harsh and extremely arid environment over several million years. The Namib central desert may seem empty, but its climate, its soils and its diverse landscapes are home to a great variety of animal species. This area is considered a «hotspot» of biodiversity for reptiles and invertebrates, especially for geckos, sand lizards, beetles, scorpions and camel spiders.

In the context of resuming feasibility studies for the project, we have had access to environmental studies which indicate the presence of two endangered species

near our mining license, namely Panthera pardus (VU) and Phalacrocorax neglectus (EN). More detailed inventory studies will be carried out in the near future to refine our knowledge of the species present.

IN KAZAKHSTAN

Orano's mining licenses are located in the Sozak district, a region whose main economic activity is mining (uranium, gold, silver, coal and salt). KATCO, our susbsidiary in Kazakhstan, mines a uranium deposit using the ISR technique.

The landscape units surrounding the uranium deposit areas are managed according to the principles of IUCN category 6; which makes KATCO a biodiversity-sensitive/material area for Orano Mining.

Near this area, the mountain system is home to the Karatau Nature Reserve (category 1a) and the Syrdarya-Turkestan Regional Park (category 2).

The latest inventory of fauna and flora was conducted in the period 2020/2021 in the operating territories Tortkuduk, South Tortkuduk and Muyunkum South by a team of experts in botany and animal biology (mammalogy, herpetology and ornithology). Photographs taken by employees during a previous KATCO internal photo contest on the biodiversity of the site were also considered in this work. The methodology used for this survey allowed us to list the species actually observed on KATCO territory, whereas previous inventories had been based in part on bibliographic research.

This field study allowed us to update the inventory of the site. As a result, six species threatened with extinction (IUCN classification) were identified, including:

- One reptile (1 VU):
  - The Central Asian tortoise (Testudo horsfieldii) classified as vulnerable (VU).
- Birds (1 EN and 1 VU):
  - The steppe eagle (Aquila nipalensis) classified as endangered (EN);
  - The eastern imperial eagle (Aquila heliaca) classified as vulnerable (VU).
- One mammal (1 VU):
  - The goitered gazelle (Gazella subgutturosa) classified as vulnerable (VU).

According to the experts, analysis and comparison with the results of previous inventories have led to the conclusion that over the last ten years of mining activities, there has been no significant impact on animal and plant species in the region. Even animal species such as birds of prey (including the steppe eagle, classified as EN), which are considered the most sensitive to human activities, have been preserved in the KATCO area.

This study also made a few recommendations leading to a dedicated action plan with new adaptations as part of the South Tortkuduk project.

Generally speaking, mining activities (open-pit mining or in situ recovery) require excavation and/or soil stripping work, which inevitably has an impact in terms of land degradation.

The mining activities (ISR) carried out on the KATCO site contribute to changes in land use due to the operations implemented such as when implementing drilling wells and again at the end of the operating period (when the installations are dismantled).

Although the impact of these operations is reduced due to the measures taken and reversible over the project's lifetime thanks to planned restoration actions, it nevertheless contributes to habitat fragmentation and loss of plant species in the mining area in question.

As a result, the KATCO site is implementing significant initiatives to reduce its impact on biodiversity, such as ecological offsetting projects achieved through reforestation.

A vast reforestation plan in Kazakhstan

In 2022, as part of its land use commitments, KATCO began reforesting an area of approximately 12,000 hectares, implemented partly to offset our impact on local biodiversity. Planting began in 2022 and continued until 2024 in the Turkestan region, resulting in the planting and maintenance of 2,058 hectares of evergreen trees and saxauls. Completion of the work is scheduled for mid-2025.

In the second half of 2024, KATCO signed an agreement with the administrations of the Kyzylorda and Turkestan regions, through which it committed to participating in ODAM, a national project to reforest the dried-up bed of the Aral Sea. Planting will continue until 2025 and cover an area of 12,000 hectares.

This objective corresponds to impacts relating to land use change, and also contributes to target 2 of the Kunming-Montreal agreement

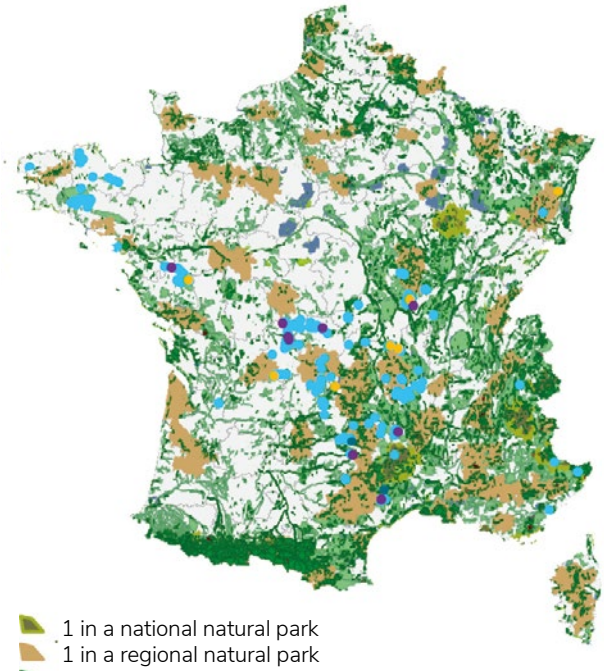
("Ensure that by 2030, at least 30% of areas of degraded terrestrial, inland water, and coastal and marine ecosystems are under effective restoration, in order to enhance biodiversity and ecosystem functions and services, ecological integrity and connectivity").

The company is therefore making a significant contribution to reforestation and desertification control programs in Kazakhstan.

IN FRANCE

Protecting biodiversity: a priority for our rehabilitation sites in France

Orano Mining owns 248 former mining sites in France, 176 of which are located in or near areas of high ecological interest.



- 1 in a national natural park
- 1 in a regional natural park
- 40 in ZNIEFF1
- 112 in ZNIEFF2
- 10 in community interest areas
- 12 in former mine site special protection areas
- Former mining site
- ICPE
- ICPE ISO 14001 and 45001

To find out more about the IUCN definitions, see the IUCN report

Since 2021, our teams have been building a database shared across all AMF (Mining Closure France) sites with the results of the fauna and flora inventories. Among the species considered to be Critically Endangered (CR) at the local scale, we inventoried the following:

- **Animal kingdom:**
  - Viviparous lizard (Zootoca vivipara) classified as LC at the international level
  - Whinchat (Saxicola rubetra) classified as LC at the international level
  - Common snipe (Gallinago gallinago) classified as LC at the international level
  - Common bent-wing bat (Miniopterus schreibersii) classified as VU at the international level
- **Plant kingdom:**
  - Loosestrife (Lythrum borysthenicum) classified as LC at the international level
  - Floating water-plantain (Luronium natans) classified as LC at the international level

The stated objective of the AMF department, part of Orano Mining, is to take biodiversity into consideration, adapt its sites as much as possible, and foster habitats for local species.

IN MONGOLIA

Protection of saxauls and inventories of animal species in proximity to our project

The Zuuvch Ovoo, Dulan Uul and Umnut mining permits on which Badrakh Energy's mining projects will be developed are located in Dornogobi (southern Mongolia). They cover a total of 48,376 hectares.

Partly within the scope of our original licenses, the Bayanshiree is a site known for its richness in dinosaur fossils from the Cretaceous period. In December 2014, the Mongolian government proposed that this site be inscribed on the UNESCO's Tentative List of World Heritage Sites. Orano then handed back the parts of the license areas concerned.

Inventories of animals present on our Zuuvch Ovoo and Umnut sites have been carried out as part of baseline studies.

So, if we take the class Aves (IUCN status), 11 species classified as Least Concern and 1 species classified as Near Threatened were observed, but no species threatened with extinction.

Inventories of other animal species have been drawn up based on the Mongolian Red List and identified the presence of:

- The goitered gazelle (Gazella subgutturosa) classified as vulnerable,
- The hemione or Asiatic wild ass (Equus hemionus) classified as endangered,
- and 7 species classified as Least Concern and 4 classified as near threatened.

It should be noted that Gazella subgutturosa is also classified as a vulnerable species by the IUCN, but Equus hemionus is recognized as a near threatened species.

In 2024, we are continuing our project to replant saxauls, initiated in collaboration with a consultant who is an expert in the field, and the National University of Mongolia. As part of this project, a nursery was built in the area covered by our Zuuvch Ovoo license in 2019. This activity also has an educational purpose and is used to raise awareness of biodiversity preservation. Schoolchildren and other members of local institutions are regularly invited to visit the nursery facility. Since the start of the ecological offset project, nearly 21,800 trees have been planted by Badrakh Energy on more than 6.6 hectares of land, an increase from the 4.9 hectares originally planned for the project.

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.

PRINCIPLE 8.1

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

Orano Mining is in line with the Group's policy to take better account of environmental issues in the company's activities.

Governance

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.

On its production sites, Orano Mining is working to reduce its consumption of water and electrical power (see sections 6.2 on *Water* p.75 and 6.5 on *Energy* p.92). Orano Mining's sites are constantly seeking to optimize their supplies and rationalize their consumption, while maintaining process efficiency. Reagents are regenerated during the treatment process whenever possible.

As early as the planning phase of a project, the consumption of raw materials and energy is assessed in the preliminary impact and feasibility studies (*for more information, see environmental impact studies 4.1, p.47*) and dedicated eco-design sessions are set up.

At Orano Mining, eco-design is the subject of a cross-disciplinary reflection involving employees from different departments, covering all environmental impacts, with a systematic focus on GHG emissions, waste, water, energy and raw materials consumption for all projects costing over €5 million. It is updated as the project progresses and during dedicated reviews.

Orano is leading a dedicated working group to share best practices and monitor the progress and maturity of the process. An "Eco-design" training course developed by the Group has been made available as an e-learning for employees who wish to follow it, and awareness-raising sessions are held at each project start-up.

During the dismantling and remediation phases, options for reusing and recovering materials and infrastructure are studied. This was the case when we organized the dismantling of the COMINAK site. Opportunities for reusing ore processing equipment, machinery and vehicles have been assessed for each type of equipment. In this way, after washing and radiological inspection, working machinery, uncontaminated scrap metal, furnishings and light tools were sold to third parties, and some of the plant's equipment was recovered by SOMAÏR*. Several studies have been carried out to assess the feasibility of recovering metals from process effluents. Stocks classified by COMINAK as mine tailings were transferred to the SOMAÏR site, which was able to process these volumes economically.

Challenges

During the extraction and processing of ore, sites are likely to use nitrates (explosives for extraction, oxidants for processing), sulfur or sulfuric acid, lime, sodium hydroxide, carbonates, and iron and manganese oxides.

The procurement of these reagents represents a significant operational cost, and the environmental footprint varies depending on their geographical origin, the type of product and the quantities used.

The Orano Mining sites constantly strive to optimize their procurement and rationalize their consumption, while ensuring that their processes remain effective.

Where possible, these reagents are regenerated during processing. This is the case, for example, with nitric acid in the impregnators at the SOMAÏR sites.

* *The Group confirmed the loss of operational control of SOMAÏR SA on December 4, 2024. In particular, the State of Niger is obstructing the sale of SOMAÏR's production and is opposed to Orano Mining exercising its abstraction rights. Orano Mining initiated arbitration proceedings on January 20, 2025 in order to assert, in particular, its rights to SOMAÏR's production inventory.*

At the McClean Lake site, the use of ammonia (in gaseous form) to purify uranium ore generates nitrate-rich effluents. Rather than being managed as waste, they are recycled by a dedicated process unit into ammonium sulphate crystals, which are used in particular as agricultural fertilizer for customers in Saskatchewan.

At drilling sites, Orano Mining is working to introduce the recycling of drilling mud, which will help limit the consumption of both water and clays. In addition, this process reduces the safety risks and environmental footprint.

Where possible, metal waste (such as drums or batteries) is reused on site, or recycled internally or externally. Although this does not concern Very Low-Level Waste (VLLW), a radiological inspection is carried out before the external recovery of metal waste.

The production of sulfuric acid (used in the extraction and processing of ore) generates a lot of heat. It is recovered to preheat some of the steam for processes at the McClean Lake site. On our new projects, we systematically study the possibility of recovering this fatal heat to produce electricity and power our sites.

Lastly, the dismantling sites themselves also undergo prior studies so that as much inert mineral waste can be recovered as possible, in accordance with the applicable regulations and health, environmental and radiation protection standards.

These practices are dictated by regulatory requirements (construction waste), production cost considerations (mineral inputs), safety issues (avoiding substances that are carcinogenic, mutagenic or toxic for reproduction - CMR substances, ensuring that storage and handling activities are safe for operators, etc.) and environmental considerations, and implemented with a view to contributing to the local economy.

Orano Mining has set itself the target of reducing its non-recycled waste by 25% by 2030 in comparison to 2019, which will notably be achieved by reducing the production of waste at the source and prioritizing the use of recyclable or reusable materials. This objective is fully in line with the Group's commitments and raison d'être to preserve resources and integrates eco-design.

In 2021, Orano joined a European consortium in the EIT RawMaterials framework, with the aim of promoting the use of co-products from the titanium industry in order to develop sustainable production and strengthen the European Union's strategic independence in scandium.

This rare metal is used in the hydrogen sector for fuel cells and in the aerospace and automotive industries, where it enables the manufacture of stronger and lighter alloys, ultimately reducing fuel consumption.

This project, called ScaVanger, draws on CIME's expertise to develop innovative and sustainable processes at competitive prices. It is in this capacity that, in 2024, Orano's CIME center was awarded first prize for innovation by the Association for Thermal Treatment and Surface Treatment (A3TS).

These examples illustrate how Orano is backing its commitment to developing a low-carbon economy with the recycling of strategic materials in the name of energy transition and the circular economy. In this context, Orano Mining is seeking opportunities to recover uranium from products of other mineral industries, such as phosphate ore deposits.

2024 RESULTS

Implementation of eco-design solutions in basic design of Zuuvch Ovoo	◑

PRINCIPLE 8.2

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

In line with Orano's procedures, our operating sites comply with international and national requirements regarding the classification and labeling of the chemical products used and/or produced. The products purchased are sourced from approved vendors and are delivered with the appropriate labeling and safety data sheets.

As soon as they arrive on our sites, all hazardous materials are inventoried, labeled appropriately and stored correctly. Safety data sheets are systematically available and regularly checked. The regular review and management of these products and the integration of risk assessments into site HSE management plans is governed by the site integrated management systems, ISO 45001, ISO 14001 (operations and post-mining) or equivalent (project sites). Once used, waste is

categorized, sorted and stored in dedicated cells according to its hazard level. It is recycled and recovered whenever appropriate channels exist.

For more information on waste management, Mining principle 6.4, p.84

Based on operating experience feedback from the fire at the Lubrizol warehouses in France in 2019, Orano has issued several procedures in 2022 to strengthen the monitoring of stored materials. The management guidelines for chemical products to prevent accidental chemical risks are based on reference texts such as the European Union directives on the classification and labeling of hazardous substances and preparations, the regulations in place in the United States applicable to workplaces, consumers and pesticides, the Canadian regulations applicable to workplaces, consumers and pesticides, etc.

Orano Mining's sites have carried out their compliance analyses in relation to the hazardous materials register procedure and, where necessary, have built action plans to comply with it. The status of stored materials is monitored by the HSE officers of the sites. During site visits and inspections, a verification of chemical products is made through sampling by Orano Mining's HSE teams.

In 2024, crisis exercise scenarios were designed to test the capacity of the sites to provide an inventory of stored chemical materials in an emergency. These tests were conclusive.

Risk assessments are done during the design phase of the projects to minimize the risk of accidents involving hazardous substances through a safe design. Such assessments are updated on regular basis and/or when there are significant changes.

For big projects e.g., new pilot site or major engineering improvements to a facility, the risk assessments are done by external experts with the involvement of the internal subject matter experts in accordance with the Orano and/or each site's risk assessment procedures.

For smaller work scopes, such assessments are done internally. Each site has their own risk assessment procedure. There are also Orano guidelines for conduct risk assessment for large projects.

No cases of non-compliance with regulations were reported in 2024.

Social performance

MINING PRINCIPLE

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

Orano Mining is fulfilling its integration commitment by working to improve the attractiveness and aid the economic development of the countries in which it operates.

Be involved in local structures and community projects

In 2024, Orano Mining updated and adopted its Corporate Social Responsibility and environmental policy to reaffirm its commitment as a responsible mining company. This CSR policy is built on 8 commitments:

- **Safety:** Strive constantly to reach an ultimate goal of zero harm to our employees and our contractors.
- **Ethics and transparency:** Conduct our activity in an ethical and transparent manner in compliance with the laws and regulations of the countries where we are present, as well as EU legislation.
- **Industrial standards:** Create shared values by following Orano Mining's standards, standards issued by the International Council on Mining and Metals (ICMM) and by actively contributing to the promotion of best industry practices.
- **Risk management:** Anticipate potential impacts of our operations and associated opportunities by implementing a risk-based approach in our activities.
- **Resource management and Innovation:** Minimize our impacts on water stewardship, waste, energy consumption, climate change and biodiversity by applying our expertise and implementing innovative solutions.
- **Human rights:** Adhere to universal principles of human rights for our employees, our suppliers and communities in proximity to our operations, in a way that excludes any discrimination, recognizing fundamental freedoms, well-being, the freedom of expression and the defense of human rights, respecting the cultures and interests of the countries in which we operate.
- **Co-construction:** Implement an approach of co-construction and a dialogue based on trust with our local communities.
- **Sustainability:** Contribute to ensuring sustainable socio-economic conditions around our sites and to community resilience by implementing projects based on our six (6) key pillars: access to water, access to health, access to energy, access to education, supporting nature and supporting economic development.

Involved in the life of the communities near its operations in France and abroad, Orano is also a committed member of trade associations in its field, including:

Orano supports:

Initiative pour la Transparence dans les Industries Extractives (ITIE)

Orano Mining's principal industrial sites work proactively to make their areas of intervention part of the local industrial fabric. Their senior management are active members of local and regional administrative and economic bodies.

SOCIAL EXPENSES

As part of our commitment to social responsibility and sustainable development in the regions where we operate, we implement and finance social projects founded on the pillars of our Corporate Social Responsibility policy, within the framework of our agreements.

Evolution of the societal expenses 2022 – 2024, in k€

Categories	2022	2023	2024
Access to water	386	1,531	2,753
Access to health	4,614	2,063	1,097
Access to education	556	569	756
Access to energy	409	319	151
Supporting nature	1,782	206	2,169
Support for economic development	4,105	3,085	938
Charity and donations	290	175	92
Contribution to social sphere development	433	2,168	3,508
Emergency aid	-	-	680
TOTAL	**12,142**	**10,116**	**12,144**

We initiate and carry out social projects in partnership with local organizations and associations and with local authorities and communities within the framework of collaboration agreements. These projects mainly concern infrastructure, education, health, biodiversity and the well-being of communities.

In accordance with the regulations of Kazakhstan and the collaboration agreements in Canada, we contribute to the social projects to promote economic development and improvement in the quality of life of local communities.

Through dialogue and regular monitoring with stakeholders, we ensure that these funding activities help to bring about significant and lasting improvements in communities where we operate.

In addition, following the extreme weather conditions which occurred in 2024 in Kazakhstan, Mongolia and Niger, Orano Mining and its subsidiaries mobilized to provide support to affected populations.

ACCESS TO EDUCATION

To meet the expectations expressed by its stakeholders and achieve its operational goals, Orano Mining contributes to the deployment of community investment projects, in particular in the field of education.

A progressive increase of 20% in expenses is planned over the next 5 years. The objective is not just to help to improve educational infrastructure but, above all, to promote the development of skills in isolated areas and have a positive impact over the long term.

Actions to promote education supported by Orano Mining and its subsidiaries are structured around 4 pillars:

1 BUILDING INFRASTRUCTURES AND SUPPLY EQUIPMENT

In Niger, on October 24, 2024, a new boarding school for girls, with funding of 86 million CFAF (€ 130,000) from Orano, in partnership with the Association Yara LNC, was inaugurated in the community of Gangara in the Zinder region. Launched in January 2024 and completed in July of the same year, this project aims to address educational challenges faced by girls in rural areas, by offering them secure accommodation and access to quality education. With a capacity of 60 places, this modern boarding school has already admitted 46 college students for the new school year.

Orano Namibia has strengthened its commitment to improving education in Namibia by supporting a number of major local initiatives. In 2024, the company was involved in the project to renovate the Namib primary school in Swakopmund in order to improve its library, one of the most well-equipped in the Erongo region. The company also contributed to the construction of new premises for the Stepping Stone specialized school in Swakopmund. This school, affiliated with Autism Namibia since 2019, is the only institution in the country specially dedicated to the education of children with autism. Orano's support was used to fund the construction of a classroom, making it easier to accommodate children with special needs from throughout the country.

In Mongolia, Badrakh Energy funded the modernization of the IT hardware of a school in Ulaanbadrakh. Completed in May 2024, this project has made it possible to offer improved access to digital learning by providing 15 computers, 35 tablets and an interactive board.

2 FACILITATING ACCESS TO TRAINING AND EMPLOYABILITY

In February 2023, Orano Canada concluded a partnership worth a million Canadian dollars over a period of ten years with Saskatchewan Polytechnic. It is the main public

technical teaching and professional training institution in the province.

The program currently has 549 students enrolled. In 2023-2024, 566 participants took part in "Women in Trades and Technology (WITT) Powered by Orano" seminars and workshops, throughout the province.

There were two major events in 2024: the "WITT Powered by Orano: Young Women's Conference" gave young women the opportunity to explore careers in these fields. In May, the first edition of "Jill of All Trades: A Day for Women" highlighted women's skills in technical trades.

In this way, the WITT program continues to promote diversity and access to technical careers for women.

For the past 3 years, Orano Mining Niger, in partnership with the University of Agadez, has been helping to improve the employability of people out of work or seeking a change of career. The purpose of the training program for maintenance and installation of photovoltaic panels, set up in 2022, is to meet the growing demand for skills in the solar power sector. At the university, 20 people are being trained in the dimensioning and maintenance of this type of equipment which is now deployed very widely for the supply of electricity. They receive a toolkit and equipment upon enrollment thus making them autonomous once they have obtained their diploma. To date, 61 trainees including 1 woman have been able to take advantage of this partnership.

3 SUPPORTING SUCCESS WITH SCHOLARSHIPS

Since September 2023, KATCO has relaunched a scholarship program enabling young people from vulnerable families to access higher education. This drive to foster sustainable projects with a positive impact on local communities has led to 8 girls and 3 boys from the Sozak district being able to start their studies at 2 colleges and 9 universities. These 12 young people, selected on the basis of their academic and family background, will benefit from financial support for 4 years (scholarships and tuition fees).

Orano Canada has established three programs to support students with an interest in the mining industry. Thanks to endowment funds and scholarships totaling more than $ 300 000, the company will support students at the University of Saskatchewan, Northlands College and Saskatchewan Polytechnic. This fund will support more than 85 separate scholarships over the next 15 to 20 years with a view to subsequent employment of those completing the programs in mining. This program was launched following the completion, in May 2024, of the transfer of the remediated Cluff Lake site to the Province of Saskatchewan's Institutional Control Program (ICP).

Supporting education is one of the major goals of COMINAK's social transition plan. Committed to the development of skills, in 2021, COMINAK launched a scholarship program, in partnership with the Agence Nigérienne des Allocations des Bourses (ANAB), to support students and secondary school students from the departments of Arlit and Iférouane through higher education. The objective of this 5-year program is to strengthen the skills of young people in the region in key sectors such as agriculture, livestock farming, environment, waste management, health and energy.

In 2024, 11 new students were selected. 25 scholarships have been awarded since the start of this program.

For more information, see COMINAK chapter, p.70

4 SUPPORTING LEARNING AND LITERACY

In the spring of 2024, 35 members of teaching staff and students from the National University of Mongolia (NUM) and the Mongolian University of Science and Technology (MUST) took part in a seminar on ISR technology, organized by Badrakh Energy. It was the first of its kind in the country.

This training program, divided up into six modules and including a visit to the pilot site, was delivered by experts from Orano Mining. Its aim was to present ISR technology in detail while exploring topics such as protection of the environment, corporate social responsibility and the post-mining phase of remediation of mining sites.

Lasting a total of two thousand hours, this program is part of a partnership concluded in 2023 between Badrakh Energy and the universities, thus putting this cooperation agreement into practice. The program will be renewed in 2025.

In 2024, Orano Mining supported more than 44 projects worldwide, all sites considered.

Some examples of projects supported by Orano Mining and its subsidiaries in 2024

ACCESS TO WATER

Three new wells for KATCO

In 2024, work began on the construction of three wells in the villages of Tasty, Kylti and Shu to secure the supply of water to more than 2,000 people. Once built, control of the wells will be handed over to the local authorities. Two wells will be used by the local population for gardening and watering livestock, while the third will be connected to the drinking water network.

ACCESS TO HEALTH

Reinforcement of trauma training in rural and northern Saskatchewan

In 2024, Orano Canada financed the acquisition of a state-of-the-art simulation manikin for the Royal University Hospital of Saskatoon. This emergency medical equipment is designed to enable healthcare professionals to perfect their skills during traumatology training exercises.

This high-tech manikin can reproduce complex medical scenarios, such as bleeding, crying, and going into cardiac arrest. As part of the traumatology team's training and development program, it will allow medical personnel from communities in Northern Saskatchewan and isolated populations to enhance their skills and build their confidence, thus enabling them to manage high-stress trauma care situations more effectively.

The traumatology team also organizes mobile training missions and practical sessions for First Nations populations in the North and in the Athabasca Basin close to Orano's McClean Lake facilities.

Support for the Bundan public health project in Mongolia

With the support of Badrakh Energy, on September 13 and 14, 2024, healthcare professionals and specialists from the "Bundan" project worked in the town of Sainshand, in the bag (municipality) of Zuunbayan in Sainshand sum (county) and in Ulaanbadrakh sum in the aimag (province) of Dornogobi. In total, 561 people, including 155 children from the aïmags and sums, were examined by specialists in cardiovascular diseases and underwent essential consultations.

Zuunbayan Sports Complex in Mongolia

In 2024, Badrakh Energy, in partnership with the local authorities of Zuunbayan, launched the development of the Zuunbayan sports complex. The aim of this major initiative is to provide residents with modern public sports and leisure facilities.

Located in the heart of the town, this complex provides 1,800 inhabitants with access to infrastructure open throughout the year. These facilities include a football pitch, outdoor fitness equipment, a children's play area, and an athletics track.

In December 2024, Badrakh Energy received recognition from AmCham Mongolia for its Corporate Social Responsibility (CSR) initiatives, in particular for the development of the Zuunbayan Sports Complex.

NATURE CONSERVATION

IRHAZER project

In Niger, the Irhazer project helped to improve the country's sustainable food security between 2011 and 2024. With a total budget of 17 million euros, it is the largest social project supported by Orano internationally.

The project extends over a surface area of 760 ha and cover 3 distinct zones: Irhazer (Ingall municipality), Aïr (municipalities of Agadez, Tchirozerine, Dabaga, Tabelot, Timia, Iferouane and Gougaram) and Tamesna (municipalities of Dannet and Arlit).

In 2024 and despite the political situation, the project continued with the creation of a new irrigation point equipped with a pumping station for herders. Since the start of the project, 57 irrigation points have been built providing water for 73,000 animals every day at more than 300 camps.

To find out more, consult the Orano annual report

EMERGENCY AID

Following the extreme weather conditions which occurred in 2024, Orano Mining and its subsidiaries mobilized to provide support to affected populations.

In Mongolia, emergency aid was released to support herders who lost a large proportion of their cheptels due to a period of extreme cold.

In Kazakhstan, populations had to deal with devastating floods of exceptional severity. KATCO and Orano Mining released funds to provide assistance to disaster victims and deliver emergency first aid.

In Niger, more than a million people were affected by the floods which occurred as a result of exceptionally heavy rains. Donations of medication and food were handed over to the populations affected. Teams from SOMAÏR were also mobilized to come to the aid of the populations and help with the evacuation of flood waters.

NATURE CONSERVATION

Dorob National Park revitalization project in Namibia

Extending for a length of 1,600 km along the Namibian coast, the Dorob National Park protects the fauna, flora and archeological heritage of a section of the country's coastline. The Erongo Desalination Plant and the village of Swakopmund, where our main stakeholders live, are part of the park.

Committed to the conservation of the park's fauna and flora, Orano Namibia sponsored the installation of eleven educational signs in 2024. Exposed on the dunes or along the seashore, the lichen, the park's emblematic plant Welwitschia Mirabilis or the breeding grounds of the Damara Tern are particularly vulnerable and require careful protection. Frequent vehicle traffic is also causing the degradation and destruction of the park's unique habitats.

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.

The fact that preference is given - providing skill levels are comparable - to local suppliers during the bidding process enables the creation of a network of companies and numerous jobs in the region around each mining site.

By 2025, Orano Mining has committed to maintain a rate of local* purchasing of at least 75%.

In 2024, 96% of our purchasing volume came from the countries where Orano Mining operates, compared to 86% in 2023. This result is thus up compared to 2023.

Countries	Sites	% goods purchased in the country	% goods purchased in the region
Canada	OCI	96%	57%
Kazakhstan	KATCO	96%	24%
France	Bessines	96%	33%
Mongolia	Badrakh Energy	53%	-
Uzbekistan	Nurlikum Mining	100%	-
TOTAL LOCAL GOODS		**96%**	

* *The perimeter associated with the notion of "local" varies from country to country, depending on the stage of economic development and population density of the surrounding area.*

The adoption of a new Responsible Purchasing policy in 2024 reinforced the specific purchasing policies already in place in the countries where mining sites are located *(to find out more, consult Orano's report)*.

Orano Mining is thus setting itself the following rules:

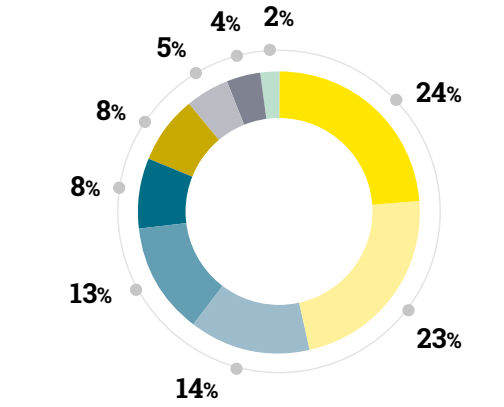
- Pay attention to include local suppliers in calls for tenders
- Prefer, all other capacities being equal, a local supplier whose proximity ultimately constitutes an advantage over its competitors
- Always be vigilant to ensure local suppliers adapt to standards (safety, transparency, human rights etc.)
- Support local suppliers with their development

In 2024, Orano Mining and its subsidiaries placed orders with approximately 2,000 suppliers.

Orano Mining contracts with its suppliers in three ways:

1. The simple order, where the General Purchasing Conditions (GPC) of Orano or the subsidiary are applicable, for recurrent and "simple" purchase.
2. The one-off purchase contract, governed by the amended and/or supplemented GPC, for complex purchases or services. It applies for projects for example.
3. The multi-year purchase contract, for recurring and complex purchases. Long-term services or continuous supplies are often purchased within this framework. The GPC are amended and/or supplemented. These contracts do not exceed 4 years.

2024 Goods purchased split by type



2024 RESULTS

Maintain the local purchase rate (75% minimum)	

As part of our commitments and based on our policy, we give priority to local purchases. For instance, in Canada, for similar contract bids, preference is systematically given to local northern suppliers, as per their status under provincial legislation in Saskatchewan.

A company has local northern status if it belongs to or operates within a community situated in northern Saskatchewan.

Contracts for services such as site catering or site monitoring, which represent a significant number of jobs, have, for example, been awarded to the suppliers in this region.

Example

Kazakhstan: a project of structural importance for the local economy

The construction of the South Tortkuduk plant is a major opportunity for the economic and social development of the region. By placing the emphasis on the training of local workers, strategic partnerships and an improvement in working conditions, this project is exemplary of a sustainable and responsible approach.

KATCO is prioritizing the procurement of materials of Kazakh origin for the construction of plant, thus helping to give a boost to local industry. These materials, mainly produced locally, help to create and sustain indirect jobs in the region and nationwide.

The project is relying on local labor: nearly 100% of the subcontractors are Kazakh, with most of them being from the south of the Turkistan region. This area alone accounts for 60 to 70% of the workforce employed on the worksite. Thanks to this project, employees are developing new skills, thus improving their employability.

Modernized infrastructure has been installed to improve the experience of subcontractors on a daily basis: new buildings, larger spaces, renovated bathroom facilities and optimized catering services. The objective is to provide living standards aligned with those of KATCO employees. Specific monitoring is carried out to ensure continuous improvement in these standards.

KEY FIGURES (December 2024)

More than 600 subcontractors working on the site:

- **430 operators and drivers of machinery,**
- **100 technicians,**
- **40 managers,**
- **70 employes dedicated to support services** (catering, health, maintenance, logistics, security).

PRINCIPLE 9.3

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.

Orano Mining complies with international best practices in the extractive industries and values transparency and dialogue with its stakeholders. The management of grievances plays an essential part in the quality of our relations with our stakeholders.

With this in mind, Orano Mining deployed a grievance mechanism on all of its sites in 2020 to resolve complaints expressed by third parties impacted by our activities at an operational level. The purpose of this procedure is to process a complaint, a request for an explanation on a specific problem, or a remark about one of the company's activities.

The process is managed by Corporate Social Responsibility (CSR) teams but may also include contributions from other company departments. The aim is to respond to grievances within a reasonable timeframe and to keep the complainant informed throughout the process.

Grievance mechanism

Each site has carried out a survey of grievances or complaints received during the year 2024. The process makes it possible to track the entirety of the request (date, type of stakeholder, subject, nature, etc.) and to list it in a standard document, deployed on all our sites in France and abroad.

To optimize the process, feedback has also been integrated into our internal Integrated Management System and shared with the health, safety and environment teams.

Communication

Information campaigns at local information committees or public hearings for internal and external stakeholders at our sites took place during the year. During these meetings, a systematic presentation of the current year's results was made and the solutions implemented indicated. This mechanism, in place since 2020, is now well established at our sites and with our stakeholders.

At each site, in accordance with the ICMM definition, the name of the mechanism has also been adapted to the culture of the country. The terms grievances, suggestions or requests are now used by our different sites, allowing a better appropriation of the mechanism by our stakeholders and communities.

Processing of grievances

Keeping track of and addressing the grievances and complaints of our stakeholders is an integral part of the dialogue established locally.

However, not all complaints are related to our activities. Indeed, some of our stakeholders use this mechanism to make remarks or issue requests on subjects that do not

meet the conditions for registration and consideration (personal requests, partnerships requests, etc.).

2024 FEEDBACK

In 2024, 21 complaints were identified and reported. All of them were processed within a period of less than 3 months in accordance with our procedure, but none of them were considered to be admissible because they did not meet the eligibility criteria.

Themes of complaints issued

Themes	Number
Economic development	1
Environment	1
Education	1
Social	1
Access to energy	1
Governance	2
Access to water	3
Health	5
Regulatory	6

Since the mechanism was set up in 2020, 104 complaints (grievances, claims, suggestions) have been reported and processed. 19 of these have been classified as eligible and an action plan has been put in place to address them.

2024 RESULTS

Grievance mechanism: 80% of complaints managed on time

PRINCIPLE 9.4

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

N/A

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.

PRINCIPLE 10.1

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

To ensure the acceptability and sustainability of its business activities, Orano Mining is committed to a process of dialogue, consultation and sharing with its stakeholders.

These mainly include state and local bodies, NGOs and associations, local communities, employees, suppliers and the media. Regular discussions are conducted with each of these parties to promote a relationship of transparency and co-construction.

Various frameworks and tools enable Orano Mining to identify its stakeholders' expectations:

- Regulations in force, whether national or international. These may designate, depending on the type of mining project, the stakeholders to be consulted as part of a clearly established dialogue and consultation process.
- Mining agreements, specific partnership agreements or special provisions in our contracts, may lay down a framework for investments and dialogue for the benefit of communities or other local players with a view to socio-economic development.
- Frameworks and standards set by professional organizations in the sector and bodies in charge of voluntary transparency and responsibility initiatives
- Stakeholder mappings carried out on a regular basis. They enable us to establish strategic priorities on environmental, social, societal, economic and governance issues in order to subsequently define relevant action plans.
- Risk management exercises (e.g. the Business Risk Model). These are internal methodological principles. These systems help our teams identify and analyze the commitments to be made regarding groups impacted by our mining and industrial projects.
- The materiality exercise that helps us to identify and prioritize the main expectations of our stakeholders.
- Local bodies for dialogue with stakeholders.

ORANO MINING'S MATERIALITY

In 2024, Orano Mining took part in the Group's double materiality analysis, which was carried out for the first time in accordance with the requirements of European regulation, ESRS 2. This exercise aims to prioritize the main CSR issues in light of stakeholder expectations and Orano Mining's strategic priorities.

For more information, see Chapter 4.1.5.2 - Double materiality analysis methodology

69 stakeholders were interviewed, and a documentary research was carried out around our KATCO, OCI and Badrakh Energy sites in order to gather their views on how Orano Mining's activities or its value chain were likely to impact them.

Orano's double materiality analysis identified 45 material Impacts, Risks and Opportunities (IROs) qualifying 20 material sub-issues. These issues are spread across all 10 existing topical ESRS standards.

To learn more about the results of the Group's materiality analysis, see Chapter 4.1.5.1 - Results of the double materiality analysis

This materiality analysis and the resulting non-financial risks are consistent with the risks detailed in the Group's activity report *(see detailed risks in chapter 3.3, p.68)*.

Governance of Orano Mining's approach to CSR

To ensure the deployment of its CSR policy and dialogue approach, Orano Mining has set up a dedicated governance system at all levels of the company:

- **The Corporate Responsibility, Engagement and Communication Department,** which plays a key role in applying the Group's policies and standards. It ensures that they are consistent, while taking into account the specific industrial, economic and social characteristics of each site. This guarantees a tailored and effective approach, promoting stakeholder engagement and respect for the Group's values.
- **The Orano Mining CSR Committee,** which brings together Orano Mining's Executive Committee, site managers and the Corporate Responsibility, Engagement and Communication Department team. It meets once or twice a year to examine subsidiaries' main CSR issues. This committee ensures that actions taken are consistent with Orano Mining's CSR policy and validates certain financial commitments for new projects.
- **The Social Mining Committees (CSM),** made up of the managing directors of subsidiaries who chair them, local social managers and coordination and support teams at head office. All of Orano Mining's subsidiaries have a CSM: Canada, Kazakhstan, Uzbekistan, Namibia, Niger and Mongolia. The frequency of their meetings varies depending on the country and needs (at least once a year). Their role is to roll out social initiatives at local level in terms of partnerships and development aid:
  - Identification of indicators and development of a monitoring system to measure deployment of the CSR policy
  - Highlighting of the value of social commitments both internally and externally
  - Choice of perimeters and topics to be given priority for the deployment of significant and sustainable courses of action
  - Determination of associated budgets (budgets of subsidiaries and/or central budgets)
  - Supervision of validated financial commitments
  - Reporting on actions taken

These formal exchanges may take the form of face-to-face discussions, public meetings, or communication in writing and are adapted to the environment in each of the countries in which we are based. The topics most frequently addressed are those relating to the environment and the economy. The dialogue frequency depends, among other things, on the results of regular stakeholder mappings.

Dedicated dialogue bodies are in place throughout the mining lifecycle from exploration to mine closure, on all our sites

CANADA

Orano Canada is a partner in the Pinehouse (2012), English River First Nations (2013) and the Ya'thi Néné (2016) Collaboration Agreements *(For more information, chapter 3.7 p.42).*

In Canada, several committees are set up to ensure dialogue with stakeholders because of the size of the territory and the diversity of the communities.

Athabasca Joint Engagement and Environmental Committee (AJES)

Since its creation in 1993, this body has been made up of representatives of the mining companies Orano Canada Inc. and Cameco Corporation and seven signatories: 3 First Nations and 4 communities in northern Saskatchewan, commonly referred to as the Athabasca Basin Communities. For Orano Canada, the focus of this body is primarily to discuss the McClean Lake Operation and our exploration projects in or near the communities' Traditional Territories. This forum for dialogue meets quarterly.

In 2024, the subjects most frequently broached with our stakeholders and Indigenous Peoples were related to managing the environment, mining activities at McClean Lake, the planned Midwest Project Road, developing labor and regulatory approval processes.

Athabasca Education, Employment and Development Committee (AEEDC Committee)

The purpose of this Committee is to liaise with the management and the Ya'thi Néné teams in charge of lands and resources in order to collaborate on opportunities in the fields of education, employment and development in the region.

Through discussion forums, the AEEDC identifies, coordinates and promotes the needs of the various indigenous communities. This allows information to circulate smoothly, avoids duplicating initiatives and combines them to act in the interest and as close as possible to the needs and the expectations of indigenous communities of the Athabasca Basin.

The Orano Canada teams also took part in the Athabasca Education, Training and Employment Summit on March 13th 2024, to discuss and clarify their expectations.

Community Based Environmental Monitoring Program (CBEMP)

The Community Based Environmental Monitoring Program (CBEMP) was developed to provide confidence to Athabasca Basin Communities that their traditional foods remain safe to eat today and into the future. It brings together Orano Canada, Cameco Corporation, 4 locals appointed by First Nations and municipalities in northern Saskatchewan, and the executive director of the non-profit organization owned by the Athabasca Basin Communities.

If the monitoring program demonstrates that an adverse impact on traditional Indigenous food sources has resulted from the mining operations in the area, Cameco and Orano Canada will seek the feedback of AJES on appropriate measures to mitigate potential impacts on the communities.

The CBEMP takes a collaborative approach and aims to be a co-learning process that promotes shared knowledge, skills, and engagement with the community. Conducted by a third-party, it provides an opportunity for community members to become involved in the program by participating in interviews and sampling traditional foods that they consume for testing.

The CBEMP is evaluated by AJES to ensure that the program is meeting the objectives of the parties. In addition to other factors, the evaluation will consider:

- Program design
- Sample selection locations
- Sample types
- Indigenous knowledge

The results of the CBEMP food study were published in September 2024 and show that so-called traditional foods pose no danger to the communities of Black Lake Denesųłiné First Nation and Stony Rapids.

Communities of the Athabasca Basin have extensive knowledge and experience pertaining to the region and the northern environment. The CBEMP is founded on their shared knowledge and engagement. The traditional food dietary surveys and harvest mapping allowed community interviewers to identify areas that are highly valued by community members and where research should focus.

The 2024-2025 CBEMP program is being led by Canada North Environmental Services in collaboration with the Ya'thi Néné Lands and Resources Office, at Fond du Lac Denesųłiné First Nation, in northern Saskatchewan.

In total, five CBEMP studies have been carried out since the beginning of the YTN collaboration agreement. They have all demonstrated that the region's foods remain safe to eat.

FRANCE

248 former mines sites are under the responsibility of Orano Mining.

Site Monitoring Committees (CSS) and specific consultation

Set up on the initiative of local Prefects (government representatives), Site Monitoring Committees are bodies to promote dialogue and consultation between the operator and local stakeholders (residents, employees, elected officials, NGOs, etc.). Their aim is to inform the people on and around our sites about the effects of activities relating to tailings storage facilities, on public health and the environment.

The Prefect can set up a CSS for each environmentally classified facility subject to authorization.

In the Limousin region, the prefectures have chosen to create CSSs covering all sites in the same departments: Corrèze, Creuse and Haute-Vienne.

Through these Committees, Orano Mining presents the different environmental outcomes and the work to be carried out to improve monitoring of former mining sites.

In 2024:

- Orano Mining took part in 8 Site Monitoring Committees in the region
- 48 site visits and gatherings were organized for a diverse public (elected representatives, associations, students, administration, journalists, local residents, etc.)

Since 2019, Orano Mining has also made generally available an interactive mapping application for accessing relevant data relating to the old uranium mines for which it is responsible in France, how they are monitored environmentally and how they are redeveloped. The interactive map gives access to a wealth of data on the sustainable management of former sites, and thus forms part of our approach of overall transparency, making clear our commitments as a responsible mining company *(See Mining Principle 6.1, p.62)*.

In the case of specific projects, dedicated consultations are implemented. For example, a number of initiatives have been undertaken with local residents of the Bauzot site (Saône et Loire) and of Bois Noirs Limouzat (Loire). *(for more information, see Chapter 6.1, Bauzot project, p.65)*.

To find out more, discover Orano's interactive mapping application - CartOmines

MONGOLIA

Strengthening dialogue and cooperation agreements

The two governance bodies of the Cooperation Agreement, namely the "Implementation Committee" and the "Relationship Committee", met 5 times in 2024. These meetings allow dialogue between the authorities, local representatives and representatives of Badrakh Energy. The aim is to present completed projects but also to list future social projects submitted for approval. The "Implementation Committee" and the "Relationship Committee" are respectively responsible for the selection and monitoring of the social projects implemented, and communication on them to stakeholders.

The two Local Information Commissions (Commissions Locales d'Information - CLI) organized in Zuunbayan in 2024 enabled Badrakh Energy teams to communicate on social projects implemented as well as studies carried out around our site.

The numerous site visits organized in 2024 have allowed us to continue to explain our future mining project in a transparent way to our stakeholders. In 2024, 156 visits to herding operations took place and more than 526 visitors were able to visit the pilot site.

KAZAKHSTAN

Close relations with stakeholders

The investments and social projects financed by KATCO are governed by two agreements:

- The "Subsoil User's Contractual Obligations", designed to support socio-economic development in the Turkestan region and the development of its social infrastructures.
- The "Social Development Agreement", an agreement signed between KATCO and the local authorities in the Sozak district, which governs the social investments made by the company to support local communities near its sites. It was renewed in 2023 for a period of three years.

In 2024, KATCO maintained its regular visits and exchanges in the communities surrounding its sites, while welcoming numerous visitors and foreign delegations.

In the Sozak District (villages of Tasty, Shu, Sholakorgan and Taukent), 4 informational meetings were organized between April and November with the Human Resources and Health, Safety and Environment departments of KATCO. The site's activities and the complaints management mechanism deployed by KATCO (*for more information, see Mining Principle 9.3, p.113*) were presented to the representatives of local populations and the stakeholders present. Meetings with mayors and project beneficiaries were also organized. These field visits allow KATCO both to strengthen dialogue with communities and to measure the impact of the projects implemented in the district.

In order to best meet the expectations of its local stakeholders, KATCO's CSR team is committed to providing information and intervening on key issues such as access to water and education. Several meetings were held with the governor of the Turkistan region and the Akimat of the Sozak District to discuss future societal projects to be financed by KATCO. In 2024, a total of 46 projects were funded across the district.

A group of 10 students from Tasty and Shu were also invited to a guided tour of the site. KATCO plans to welcome secondary school students on these tours in 2025.

NIGER*

Dialogue and awareness-raising with local populations

Despite the coup d'état in Niger in July 2023, the on-site teams continued to dialogue, meet and provide information to local stakeholders in order to strengthen trust and transparency.

For example, the second edition of the information and awareness-raising meeting (caravan) for the populations of Arlit and Akokan was held in January 2024, jointly organized by the mining companies COMINAK and SOMAÏR. In collaboration with the NGO AGHIR IN MAN, the caravan allowed the companies to meet more than 3,000 people and to interact with key stakeholders in the department. The topics covered included the social and societal commitments of the mining companies, initiatives related to the COMINAK remediation plan, the counter plan and the Health Observatory of the Region of Agadez (OSRA). Testimonies and interviews with beneficiaries of the COMINAK entrepreneurship project and scholarship program were also held. Recommendations were made by the various stakeholders, and an action plan was drawn up to try and respond to them.

* *The Group confirmed the loss of operational control over its subsidiaries in Niger from December 2024. For more information on the situation in Niger, see Orano's report, Section 2.1.2 .1.*

Following on from the caravan, in March a joint Local Information Commission (CLI) set up by COMINAK and SOMAÏR brought together stakeholders from Arlit, Iferouāne and Timia. The discussion panels focused on the activities of SOMAÏR, remediation of the COMINAK site and social projects. The meeting was preceded by an on-site visit to present a progress update on the work to more than 50 representatives of youth associations, civil society and tribal leaders in order to enhance discussions during the CLI.

Despite the context, site visits and meetings with civil society, market gardeners and the authorities and populations of the departments of Arlit and Iférouane were maintained throughout the year.

For more information on COMINAK, see p.70

NAMIBIA

Ongoing relations with local stakeholders

2024 was marked by a strengthening of dialogue and discussions with local and national stakeholders. A total of 420 visitors were able to visit, exchange ideas and receive information on the desalination plant and the activities of Orano Namibia. More than a hundred students and academics from technical and scientific universities were welcomed to the plant, as well as foreign delegations and mining companies.

In addition, two partnerships were also established in 2024 with the municipality of Swakopmund and the town of Arrandis (food donations and a prevention campaign) to support the most underprivileged populations.

UZBEKISTAN

Consultation and visits to strengthen links with local stakeholders

In 2024, Nurlikum Mining stepped up its meetings and visits with its stakeholders through both meetings on specific topics and field visits.

The Ayakkuduk Stakeholder Council is the governance body through which the Nurlikum Mining teams discuss projects and initiatives to be carried out for the benefit of the local population. Established in 2023, this council brings together elected officials from the village, youth representatives, the head of the village school, the head of the regional women's association as well as the Nurlikum Mining teams. Monthly or quarterly council meetings focus on projects to be carried out to meet the needs of the community (employment, education, access to water).

In 2024, all of the social projects and initiatives carried out by Nurlikum Mining were presented and discussed in the council. Some projects were also implemented following proposals made during these meetings by village representatives. This forum for dialogue and decision-making continues to be the only governance body of this type in the region.

The Nurlikum Mining teams also welcomed 30 students to the camp and carried out around 50 visits to families living near its facilities between January and August. The aim of this exercise was to assess both their perception of the company's mining activities and their expectations.

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.

Transparency of revenue in the extractive sector

Orano Mining is committed to transparency and supports the EITI (Extractive Industries Transparency Initiative) framework since its creation in 2003.

Orano Mining publishes its earnings from mining.

More information on Orano Mining income

Report on payments made to governments

Contracts transparency

Since January 2021, you can visit our website to review the publication of mining contracts and licenses of our subsidiaries engaged in exploration, development and production activities concluded with local governments, insofar as these are not subject to legal, regulatory or contractual confidentiality obligations.

True to our values of continuous progress and integrity, we are committed to pursuing work with our partners and the governments of the countries in which we

operate to encourage them in the disclosure of contracts, in accordance with the EITI principles.

Orano Mining supports beneficial ownership transparency and is committed to avoid partnering or contracting with companies assessed as high corruption risk that decline to identify their beneficial owners unless appropriate mitigation measures are implemented to reduce corruption risk as per our principles included in our Code of Ethics and business conduct.

See Orano mining contracts and licenses list

2024 RESULTS

Publish our extractives payments and contracts according to the EITI standard whenever authorized by States	

Public financial assistance

Within the framework of their mining activities, neither Orano Mining SA nor any of its subsidiaries included in the financial consolidation scope as of December 31, 2024* have received public financial assistance for the financial year 2024.

Items not considered as public assistance for the purposes of this statement include incentives, in particular financial incentives, automatically applied to all mining operators, as expressly provided for by the legislation, including mining legislation, of the countries concerned.

Mining activities include exploration, development, mining projects, production of uranium concentrates, and remediation of mining sites. In 2022, they extended over the following geographical areas: France, Gabon, Namibia, Kazakhstan, Mongolia, Canada, and Uzbekistan*.

In 2024, as part of the Batteries program, Orano Mining received €4,747,519 in grants from the European Union in 2024 and repaid €2,582,387 to the consortium partners, as well as €221,468 from the Nouvelle Aquitaine region. In addition, Orano Mining has also received €90,093 from the European Institute of Innovation and Technology and €89,512 from the Nouvelle Aquitaine region as part of other projects.

As of December 31, 2024, Orano Mining was 100%-owned by Orano SA, which is itself 90.33%-owned by French State.

In addition, the following subsidiaries have stock held by a state other than the French state or by companies controlled by a State other than the French state (as of December 31, 2024):

Subsidiary	Country	State or State-owned entity	Share percentage
KATCO	**Kazakhstan**	KAZATOMPROM company (75% owned by the Kazakh State)	49%
SOMAÏR*	**Niger**	SOPAMIN company (100% owned by the State of Niger)	36.6%
COMINAK*	**Niger**	SOPAMIN company (100% owned by the State of Niger)	31%
IMOURAREN SA*	**Niger**	SOPAMIN company (100% owned by the State of Niger)	23.35%
		State of Niger	10%
COMUF	**Gabon**	State of Gabon	24.75%
Badrakh Energy LLC	**Mongolia**	MONATOM company (100% owned by the Mongolian State)	34%
Nurlikum Mining	**Uzbekistan**	Navoiyuran company (100% owned by the Uzbek State)	49%

* *Situation in Niger: On December 4, 2024, Orano recognized the loss of operational control of its mining subsidiary SOMAÏR, which it operated and of which it is the majority shareholder in Niger. Indeed, the application of the resolution adopted by the Board of Directors of SOMAÏR on November 12, 2024 intended to (i) suspend expenses related to production activities to prioritize the payment of salaries, (ii) avoid any deterioration to the financial position of this company, whose sales were unable to resume due to a lack of logistics solutions approved with the Niger authorities, and (iii) preserve the integrity of the industrial plant, was deliberately prevented by the representatives of the Nigerien authorities. This situation follows the decision of the Niger authorities on June 19, 2024 to withdraw the permit granted to IMOURAREN SA to mine the deposit. The group is also subject to interference from the Nigerien authorities in the governance of COMINAK as well as in the conduct and control of operations. In this context and as a result, Orano has deconsolidated the Niger scope, consisting of its stakes in the companies SOMAÏR (63.4%), COMINAK (69%) and IMOURAREN (63.5%) in the group's consolidated financial statements with effect from December 1, 2024*

PRINCIPLE 10.3

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

Scope of the report

The preparation of this annual report, the Corporate Social Responsibility Report, driven by the Social Responsibility, Engagement and Communication Department of Orano Mining, is the result of the mobilization of all our teams at our headquarters and our sites.

Reporting period

The 2024 corporate social responsibility report is the fourteenth edition of this annual exercise. The previous reports are still available as downloads at Orano's internet site, "Report Archives".

The 2024 social responsibility report is framed as follows:

- It covers the performance of our responsible commitments for 2024. The reporting periods for the information reused in this report ran up to December 31, 2024*
- It is based on the orientations of the materiality exercise performed at the end of 2024

Within the scope of 2024 mining activities, our teams have applied the guidelines set out in the Standards version of the Global Reporting Initiative (GRI) as well as the Mining and Metals Sector Supplement (SSMM).

Scope of information

The CSR Policy section sets out our underpinning commitments.

The data given cover, as did the previous CSR Report, the assets for which Orano Mining acts as operator in uranium mining activities: exploration, project development, production, and remediation.

The consolidated data target the activities present in France, Canada, Niger*, Kazakhstan, Mongolia, Namibia, and Uzbekistan. When the scope only covers one given country, this is specifically mentioned.

There are no issues identified outside the organization as relevant.

As the application of Orano's strategy and policies and the priorities provided by our materiality matrix., this report serves to present the performance related to the main issues around the responsibilities of mining activities according to the 10 main mining principles of the ICMM.

Learn more about the ICMM's principles

In addition, Orano Mining undertook self-assessments at all its sites in operation (SOMAÏR in Niger, KATCO in Kazakhstan, Orano Canada Inc. in Canada) to check the conformity with the requirements of the International Council on Mining and Metals (ICMM). The methodological note and the result of these self-assessments can be consulted on Orano's website.

To learn more, consult the methodological note

To learn more, consult the results of the self-assessments

Reporting protocol

For environmental, social, economic and ethical issues, internal technical protocols have been developed over several years. They enable Orano Mining to respond to several indicators the GRI guidelines. A gradual alignment with the ESRS standards adopted by the Group is underway *(for more details, please refer to the table of concordance between the Mining Principles, the GRI Standards and the ESRS p.124)*.

French regulatory constraints do not allow us to report on categories of diversity-related indicators for which other national regulations do.

The indicators published in this report measure the main social, environmental and societal impacts and issues related to Orano Mining's activities.

Developed by a group of experts representing the group's various functions and businesses, they have been built according to the regulatory framework of articles R. 225-105, R. 225-105 1, L. 225-102-1 and

* *Data concerning SOMAÏR is included until 30 November 2024.*
The Group confirmed the loss of operational control over its subsidiaries in Niger from December 2024. Data relating to Niger is not included in HR data. For more information on the situation in Niger, see Orano's report, Section 2.1.2 .1. .

L. 22-10-36 of the French Commercial Code, and applicable international standards such as the Global Reporting Initiative (GRI) and the GHG Protocol.

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

For more information on Orano's methodology, see chapter 4.9.1, p.110

For all requests for information, please contact:

G-MN-RSE@orano.group

PRINCIPLE 10.4

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

We therefore meet the commitments made as part of our involvement in the International Council on Mining and Metals (ICMM). This process is being carried out in accordance with the Grenelle 2 environment law which lays down regulations with regard to the topics to be dealt with in non-financial reporting by companies.

Once again this year, we have performed an independent verification of the contents of this report in compliance with the ICMM audit procedure and the AA1000 ethical auditing principles.

The assurance statement issued by the auditing firm is available as a download.

Each year the Orano group audits a sample of extra-financial indicators as part of the independent verification of the Annual Report. As such, a number of our mining sites may be selected for the review of these indicators. Orano Canada Inc., in Canada, was audited in 2025.

GRI STANDARDS

Orano Mining's 2024 Corporate Social Responsibility report has been prepared with reference to the standards of the Global Reporting Initiative (GRI) and the principles of the International Council on Mining and Metals (ICMM). This report is also in line with the requirements of the Orano Group, which uses the European Sustainability Reporting Standards (ESRS) for its consolidated extra-financial reporting. Orano Mining contributes to this process and reports certain ESRS-compliant indicators in this report.

To find out more, see the Environment and Human Resources appendices of this report, which provide detailed information, including GRI and ESRS indicators.

More information on ICMM Mining principles

Statement of use	Orano Mining has reported in accordance with the GRI Standards for the period 1st January to 31st December 2024
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 14: mining sector

MESSAGE FROM XAVIER SAINT MARTIN TILLET, PROFILE AND CSR APPROACH

	GRI Standard
Organizational 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
Conflicts of interest	GRI 2-15
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

Concordance table ICMM Mining principles, GRI Standards

MINING PRINCIPLE 1 - ETHICAL BUSINESS

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

	GRI STANDARD	DUTY OF VIGILANCE
1.1	GRI 2-23 Policy commitments	✔
	GRI 2-24 Embedding policy commitments	
1.2	GRI 2-24 Embedding policy commitments	✔
	GRI 2-26 Mechanisms for seeking advice and raising concerns	
	GRI 205-1 Operations assessed for risks related to corruption	
	GRI 205-2 Communication and training about anti-corruption policies and procedures	
1.3	GRI 2-24 Embedding policy commitments	
	GRI 2-23 Policy commitments	✔
1.4	GRI 2-24 Embedding policy commitments	✔
	GRI 2-12 Role of the highest governance body in overseeing the management of impacts	
	GRI 2-13 Delegation of responsibility for managing impacts	
	GRI 2-14 Role of the highest governance body in sustainability reporting	
1.5	GRI 415-1 Political contributions	

MINING PRINCIPLE 2 - DECISION-MAKING

Integrate sustainable development in corporate strategy and decision-making processes

	GRI STANDARD	DUTY OF VIGILANCE
2.1	GRI 2-14 Role of the highest governance body in sustainability reporting	✔
2.2	GRI 2-24 Embedding policy commitments	✔
	GRI 2-23 Policy commitments	✔
	GRI 205-2 Communication and training about anti-corruption policies and procedures	

MINING PRINCIPLE 3 - HUMAN RIGHTS

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

	GRI STANDARD	DUTY OF VIGILANCE
3.1	Support for the United Nations Guiding Principles on Business and Human Rights	✔
3.2	MM9 Sites where resettlements took place, the number of ouseholds resettled in each, and how their Livelihoods were affected in the process	

3.3	Human rights	✔
3.4	GRI 2-30 Collective bargaining agreements	✔
	MM4 Number of strikes and lock-outs exceeding one week's duration, by country	
3.5	GRI 2-7 Employees	✔
	GRI 2-19 Remuneration policies	
	GRI 2-20 Process to determine remuneration	
	GRI 2-21 Annual total compensation ratio	
	GRI 401-1 New employee hires and employee turnover	
	GRI 404-1 Average hours of training per year per employee	
	GRI 404-3 Percentage of employees receiving regular performance and career development reviews	
3.6	Indigenous People Rights	
3.7	GRI 411-1 Incidents of violations involving rights of indigenous peoples	
3.8	GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	
	GRI 401-3 Parental leave	✔
	GRI 402-1 Minimum notice periods regarding operational changes	
	GRI 405-1 Diversity of governance bodies and employees	

MINING PRINCIPLE 4 - RISK MANAGEMENT

Establish effective risk management strategies and systems founded on a sound scientific basis and which take into account how stakeholders perceive risks

	GRI STANDARD	DUTY OF VIGILANCE
4.1	Risk assessment	✔
4.2	GRI 2-23 Policy commitments	
4.3	Risks controls – Management systems	
4.4	Crisis management	

MINING PRINCIPLE 5 - HEALTH, SAFETY AND RADIATION PROTECTION

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

	GRI STANDARD	DUTY OF VIGILANCE
5.1	GRI 403-1 Occupational health and safety management system	✔
	GRI 403-2 Hazard identification, risk assessment, and incident investigation	
5.2	GRI 403-3 Occupational health services	✔

MINING PRINCIPLE 6 - ENVIRONMENTAL PERFORMANCE

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

	GRI STANDARD	DUTY OF VIGILANCE
6.1	MM 10 Number and percentage of operations with closure plans	✔
6.2	GRI 303 – 1 Interactions with water as a shared resource	
	GRI 303 – 2 Management of water discharge-related impacts	
	GRI 303 – 3 Water withdrawal	✔
	GRI 303 – 4 Water discharge	
	GRI 303 – 5 Water consumption	
6.3	MM 3 Total amounts of overburden, rock, tailings, and sludges and their associated risks	✔
6.4	Waste	✔
	GRI 2-27 Compliance with laws and regulations	
6.5	GRI 302-1 Energy consumption within the organization	
	GRI 302-3 Energy intensity	
	GRI 305-1 Direct (Scope 1) GHG emissions	✔
	GRI 305-2 Energy indirect (Scope 2) GHG emissions	
	305-4 GHG emissions intensity	

MINING PRINCIPLE 7 - CONSERVATION OF BIODIVERSITY

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

	GRI STANDARD	DUTY OF VIGILANCE
7.1	GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	✔
7.2	GRI 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	✔

MINING PRINCIPLE 8 - RESPONSIBLE PRODUCTION

Seek continual improvement of our employment performance and contribute to the social, economic and institutional development of host countries and communities

	GRI STANDARD	DUTY OF VIGILANCE
8.1	Eco-design	✔
8.2	GRI 417-1 Requirements for product and service information and labeling	✔
	GRI 417-2 Incidents of non-compliance concerning product and service information and labeling	

MINING PRINCIPLE 9 - SOCIAL PERFORMANCE

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

	GRI STANDARD	DUTY OF VIGILANCE
9.1	GRI 2-28 Membership associations	
	GRI 203-1 Infrastructure investments and services supported	
9.2	GRI 204-1 Proportion of spending on local suppliers	✔
9.3	GRI 2-26 Mechanisms for seeking advice and raising concerns	
	GRI 2-29 Approach to stakeholder engagement	
9.4	Not applicable	

MINING PRINCIPLE 10 - STAKEHOLDER ENGAGEMENT

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

	GRI STANDARD	DUTY OF VIGILANCE
10.1	GRI 2-29 Approach to stakeholder engagement	
	GRI 3-1 Process to determine material topics	✔
	GRI 3-2 List of material topics	
10.2	GRI 201-4 Financial assistance received from government	✔
10.3	GRI 2-2 Entities included in the organization's sustainability reporting	✔
	GRI 2-3 Reporting period, frequency and contact point	
	GRI 2-4 Restatements of information	
	GRI 2-5 External assurance	✔

Orano Mining

Corporate Social Responsibility Report

2024 Edition

APPENDICES: DATA BOOK

APPENDIX 1 - MINING PRINCIPLE: HUMAN RIGHTS

The data presented in this file is an integral part of Mining Principle 3 on Human Rights. It lists the main indicators followed by Orano Mining on the topics of employment, collective agreements, training, diversity and equal opportunities, remuneration, etc.

These indicators are based on the international standards of the Global Reporting Initiative (GRI) and the principles of the International Council on Mining and Metals (ICMM). They are also in line with the requirements of the Orano Group, which aligns its extra-financial reporting with the European Sustainability Reporting Standards (ESRS).

The workforce includes all our subsidiaries except Niger and Germany.

3.5 - WORKFORCE

Data at 12/31/2024, excluding Niger and Germany

Split of employees by gender and contract type*					
ESRS	**GRI**	**Type of contract**	**Women**	**Men**	**TOTAL**
S1-6>50-b-i	2-7-a-i	Permanent	386	1,620	**2 ,006**
S1-6>50-b-ii	2-7-a-ii	Temporary	31	182	**213**
S1-6>50-a	**-**	**TOTAL**	**417**	**1,802**	**2,219**

* *Excluding internship / apprentice contracts*

Split of employees by country					
ESRS	**GRI**	**Country**	**Total of employees**	**Number of local employees**	**Percentage of local employees**
S1-6>AR55, S1-6>50a	-	Canada	404	400	99%
S1-6>AR55, S1-6>50a	-	France	311	308	99%
S1-6>AR55, S1-6>50a	-	Kazakhstan	1,300	1,287	99%
S1-6>AR55, S1-6>50a	-	Mongolia	75	71	95%
S1-6>AR55, S1-6>50a	-	Namibia	16	16	100%
S1-6>AR55, S1-6>50a	-	Uzbekistan	83	75	90%
S1-6>AR55, S1-6>50a	**-**	**TOTAL**	**2,189**	**2,157**	

Split of employees by type of contracts and by gender, by country*											
ESRS	GRI	Country	Number of permanent contracts		Nombre de contrats temporaires		Number of full-time contracts		Number of part-time contracts		TOTAL
			Women	Men	Women	Men	Women	Men	Women	Men	
S1-6>52	2-7-a	Canada	99	305	4	26	102	330	1	1	**868**
S1-6>52	2-7-a	France	108	174	9	20	102	192	15	2	**622**
S1-6>52	2-7-a	Kazakhstan	148	1,007	15	130	163	1,137	0	0	**2,600**
S1-6>52	2-7-a	Mongolia	21	46	3	5	24	51	0	0	**150**
S1-6>52	2-7-a	Namibia	5	10	0	1	5	10	0	1	**32**
S1-6>52	2-7-a	Uzbekistan	5	78	0	0	4	78	1	0	**166**

* *Excluding internship / apprentice contracts*

Split of employees by type of contracts and by age, by country*													
ESRS	GRI	Country	Number of permanent contracts			Number of temporary contracts			Number of full-time contracts			Number of part-time contracts		
			<30 years old	30 to 50 years old	>50 years old	<30 years old	30 to 50 years old	>50 years old	<30 years old	30 to 50 years old	>50 years old	<30 years old	30 to 50 years old	>50 years old
-	-	France	31	161	90	23	6	0	54	156	84	0	11	6
-	-	Kazakhstan	99	759	297	82	60	3	181	819	300	0	0	0
-	-	Mongolia	4	50	13	2	5	1	6	55	14	0	0	0
-	-	Namibia	0	7	8	0	1	0	0	8	7	0	0	1
-	-	Uzbekistan	33	48	2	0	0	0	33	47	2	0	1	0

* *Excluding internship / apprentice contracts*

APPENDIX 1 - MINING PRINCIPLE: HUMAN RIGHTS

Split of workforce by socio-professional category and by gender*										
ESRS	**GRI**	**Country**	**Socio-professional category**	**Women Full-time**	**%**	**Men Full-time**	**%**	**Women Part-time**	**%**	**Men Part-time**	**%**
-	405-1-b.i	Canada	Executives	53	38%	85	61%	1	1%	0	0%
			ETS	33	31%	73	68%	0	0%	1	1%
			Workers	12	8%	146	92%	0	0%	0	0%
-	405-1-b.i	France	Executives	61	31%	121	62%	11	6%	2	1%
			ETS	32	37%	51	59%	4	5%	0	0%
			Workers	0	0%	0	0%	0	0%	0	0%
-	405-1-b.i	Kazakhstan	Executives	85	19%	359	81%	0	0%	0	0%
			ETS	62	46%	73	54%	0	0%	0	0%
			Workers	1	0%	575	100%	0	0%	0	0%
-	405-1-b.i	Mongolia	Executives	12	41%	17	59%	0	0%	0	0%
			ETS	7	26%	20	74%	0	0%	0	0%
			Workers	2	18%	9	82%	0	0%	0	0%
-	405-1-b.i	Namibia	Executives	4	44%	4	44%	0	0%	1	11%
			ETS	1	20%	4	80%	0	0%	0	0%
			Workers	0	0%	1	100%	0	0%	0	0%
-	405-1-b.i	Uzbekistan	Executives	2	4%	46	94%	1	2%	0	0%
			ETS	0	0%	19	100%	0	0%	0	0%
			Workers	2	13%	13	87%	0	0%	0	0%

** Employees on long-time leave, Excluding internship/apprentice contracts*

Split of workforce by socio-professional category and by age*										
ESRS	GRI	Country	Executives			ETS			Workers		
			<30 years old	30 to 50 years old	>50 years old	<30 years old	30 to 50 years old	>50 years old	<30 years old	30 to 50 years old	>50 years old
-	405-1-b.ii	Canada	19	81	39	13	61	33	26	104	28
-	405-1-b.ii	France	16	111	68	15	50	22	0	0	0
-	405-1-b.ii	Kazakhstan	30	349	65	33	65	37	36	345	195
-	405-1-b.ii	Mongolia	0	25	4	1	21	5	3	4	4
-	405-1-b.ii	Namibia	0	4	5	0	2	3	0	1	0
-	405-1-b.ii	Uzbekistan	12	35	2	7	12	0	14	1	0

** Employees on long term leave. Excluding internship / apprentice contracts*

Total number and rate of new hires (Employees with permanent contracts)														
ESRS	GRI	Country	Women		Men		<30 years old		30 to 50 years old		>50 years old		TOTAL	
			New hires	Rate of new hires	New hires	Rate of new hires	New hires	Rate of new hires	New hires	Rate of new hires	New hires	Rate of new hires	New hires	Rate of new hires
-	401-a	Canada	21	24%	65	76%	19	22%	55	64%	12	14%	**86**	**23%**
-	401-a	France	9	41%	13	59%	8	36%	9	41%	5	23%	**22**	**7%**
-	401-a	Kazakhstan	15	16%	76	84%	32	35%	54	59%	5	5%	**91**	**8%**
-	401-a	Mongolia	0	0%	0	0%	0	0%	0	0%	0	0%	**0**	**0%**
-	401-a	Namibia	0	0%	0	0%	0	0%	0	0%	0	0%	**0**	**0%**
-	401-a	Uzbekistan	2	10%	19	90%	9	43%	12	57%	0	0%	**21**	**31%**
-	**401-a**	**TOTAL**	**47**	**21%**	**173**	**79%**	**68**	**31%**	**130**	**59%**	**22**	**10%**	220	**11%**

Total number of departures and staff turnover (Employees with permanent contracts)														
ESRS	GRI	Country	Women		Men		<30 years old		30 to 50 years old		>50 years old		TOTAL	
			Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
-	401-b	Canada	15	19%	39	19%	8	26%	33	19%	13	13%	**54**	**19%**
-	401-b	France	18	12%	24	10%	3	17%	23	9%	16	11%	**42**	**11%**
-	401-b	Kazakhstan	21	12%	59	7%	16	25%	45	6%	19	5%	**80**	**8%**
-	401-b	Mongolia	0	0%	1	1%	0	0%	0	0%	1	4%	**1**	**1%**
-	401-b	Namibia	0	0%	1	5%	0	0%	0	0%	1	6%	**1**	**3%**
-	401-b	Uzbekistan	4	43%	3	18%	3	20%	4	24%	0	0%	**7**	**21%**
-	**401-b**	**TOTAL**	**58**	**13%**	**127**	**10%**	**30**	**23%**	**105**	**9%**	**50**	**8%**	**185**	**10%**

* *Turnover rate = [(Number of departures in 2024 + number of arrivals in 2024)/2] / (Number of employees as of January 1st, 2024)]*
Cat A->B / Cat A->C / mobility OUT (employees leaving Orano Mining to join another Orano Group entity)
Arrivals : B-> A / C->A / mobility IN (employees leaving Orano Group to join Orano Mining)

3.5 - TRAININGS

Data at 12/31/2024, excluding Niger and Germany

Average cost of training per employee*, by socio-professional category and gender, all countries taken together											
ESRS	GRI	Indicator	Executives		ETS		Workers		TOTAL		
			Women	Men	Women	Men	Women	Men	Women	Men	TOTAL
S1-13>83a	404-1-a	Average number of training hours per employee	27	30	36	84	26	21	**30**	**34**	**33**
-	ICMM	Percentage of trained employees	80%	67%	125%	210%	112%	79%	**98%**	**94%**	**94%**

* *Only employees on permanent contracts*

Programs for upgrading employee skills						
ESRS	**GRI**	**Country**	**Split by socio-professional category**	**Internal training courses**	**Support for external trainings**	**Sabbatical periods with guaranteed return to employment**
-	404-2-a	Canada	Executives	Yes	Yes	Yes
			ETS	Yes	Yes	Yes
			Workers	Yes	Yes	Yes
-	404-2-a	France	Executives	Yes	Yes	No
			ETS	Yes	Yes	No
			Workers	Yes	Yes	No
-	404-2-a	Kazakhstan	Executives	No	Yes	No
			ETS	No	Yes	No
			Workers	No	Yes	No
-	404-2-a	Mongolia	Executives	No	Yes	Yes
			ETS	No	Yes	Yes
			Workers	No	Yes	Yes
-	404-2-a	Namibia	Executives	Yes	Yes	No
			ETS	Yes	Yes	No
			Workers	Yes	No	No
-	404-2-a	Uzbekistan	Executives	Yes	Yes	No
			ETS	Yes	Yes *(except Tashkent)*	No
			Workers	Yes	No	No

Programmes d'aide à la transition								
ESRS	**GRI**	**Country**	**Split by socio-professional category**	**Pre-retirement planning for intended retirees**	**Retraining for those intending to continue working**	**Severance pay, which can take into account employee age and years of service**	**Job placement services**	**Assistance (such as training, counselling) on transitioning to a non-working life**
-	404-2-b	Canada	Executives	Yes	No	Yes	Yes	Yes
			ETS	Yes	No	Yes	Yes	Yes
			Workers	Yes	No	Yes	No	Yes
-	404-2-b	France	Executives	Yes	No	Yes	No	Yes
			ETS	Yes	No	Yes	No	Yes
			Workers	Yes	No	Yes	No	Yes
-	404-2-b	Kazakhstan	Executives	No	No	No	No	No
			ETS	No	No	No	No	No
			Workers	No	No	No	No	No
-	404-2-b	Mongolia	Executives	No	Yes	Yes	No	Yes
			ETS	No	Yes	Yes	No	Yes
			Workers	No	Yes	Yes	No	Yes
-	404-2-b	Namibia	Executives	Yes	No	Yes	No	Yes
			ETS	Yes	No	Yes	No	Yes
			Workers	Yes	No	Yes	No	Yes
-	404-2-b	Uzbekistan	Executives	No	No	No	No	No
			ETS	No	No	No	No	No
			Workers	No	No	No	No	No

Percentage of employees receiving regular performance and career development reviews							
ESRS	**GRI**	**Women**	**Men**	**Executives**	**ETS**	**Workers**	**TOTAL**
S1-13>83a, AR77-a	404-3-a	105%	108%	71%	189%	107%	**107%**

** Including temporary contracts and work-study contracts of more than one year in the workforce.*

3.8 - COLLECTIVE BARGAINING AGREEMENTS

Data at 12/31/2024, excluding Niger and Germany

Coverage by collective bargaining agreements					
ESRS	**GRI**	**Country**	**Percentage of employees covered by a collective bargaining agreement (%)**	**Number of employees covered by a collective bargaining agreement**	**TOTAL**
-	-	Canada	50%	217	**434**
-	-	France	100%	311	**311**
-	-	Kazakhstan	100%	1,300	**1,300**
-	-	Mongolia	100%	75	**75**
-	-	Namibia	0%	0	**16**
-	-	Uzbekistan	0%	0	**83**
S1-8>60a	**2-30**	**TOTAL**	**86%**	**1,903**	**2,219**

Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them							
ESRS	**GRI**	**Canada**	**France**	**Kazakhstan**	**Mongolia**	**Namibia**	**Uzbekistan**
-	402-1-a	1 month	Between 1 and 3 months by law - 4 months in the event of a major reorganization by agreement with the trade unions	4 weeks	30 days prior notice in case of mass redundancy (Labor Code, Article 81.4) 14 days of prior notice in case of stand by (Collective Agreement Article 3.5)	4 weeks	2 months

For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements							
ESRS	**GRI**	**Canada**	**France**	**Kazakhstan**	**Mongolia**	**Namibia**	**Uzbekistan**
-	402-1-b	Yes	Yes	The collective agreement may only be supplemented or amended by mutual agreement of the parties in accordance with the procedure prescribed for the conclusion of collective agreements under the legislation of Kazakhstan. The party that receives the other party's request to begin negotiations on the conclusion of a collective agreement, examines it and begins negotiations in accordance with the Labour Code within 10 days.	Article 9.2 of the collective agreement stipulates that the parties shall begin negotiations to renew the collective agreement 6 months prior to its expiry.	Yes	N/A

3.8 - BENEFITS, DISCRIMINATION & DIVERSITY

Data at 12/31/2024, excluding Niger and Germany

Number of employees on parental leave													
ESRS	**GRI**	**Indicator**	**Canada**		**France**		**Kazakhstan**		**Mongolia**		**Namibia**		**Uzbekistan**	
			Women	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**	**Men**
S1-15>93a	GRI 401-3-a	Total number of employees that were entitled to parental leave	3	13	4	12	14	2	3	1	0	0	0	10
S1-15>93b	GRI 401-3-b	Total number of employees that took parental leave	3	6	4	12	14	2	3	1	0	0	0	1
-	GRI 401-3-c	Total number of employees that returned to work in the reporting period (2024) after parental leave ended	0	3	2	9	0	1	1	1	0	0	0	1
-	-	Total number of employees expected to return to work after parental leave in the reporting year (2024)Total number of employees expected to return to work after parental leave in the reporting year (2024)	2	4	5	10	5	1	1	1	0	0	0	0
-	GRI 401-3-d	Total number of employees retained 12 months (year-on-year) after returning to work following a period of parental leave	1	8	0	4	6	2	0	6	0	0	0	0
-	-	Total number of employees returning from parental leave taken in the prior reporting period (2023)	0	1	1	5	13	3	0	6	0	0	0	0
-	GRI 401-3-e	Return to work rate of employees that took parental leave	0%	75%	40%	90%	0%	100%	100%	100%	0%	0%	0%	0%
-	GRI 401-3-e	Retention rate of employees that took parental leave	0%	100%	0%	80%	46%	150%	0%	100%	0%	0%	0%	0%

Employee benefits by significant location* and excluding fringe benefits (such as sports or childcare)								
ESRS	**GRI**	**Category**	**Canada**	**France**	**Kazakhstan**	**Mongolia**	**Namibia**	**Uzbekistan**
-	401-2-a.i	Life insurance	●	●	●	●	-	●
S1-11>74a	401-2-a.ii	Health care	●	●	●	●	●	●
S1-11>74c	401-2-a.iii	Disability and invalidity coverage	●	●	●	●	●	●
S1-11>74d	401-2-a.iv	Parental leave	●	●	●	●	-	●
S1-11>74e	401-2-a.v	Retirement plan	●	●	●	●	●	-
-	401-2-a.vi	Stock ownership	-	-	-	-	-	-

ESRS	**GRI**	**Significant location***	**Canada**	**France**	**Kazakhstan**	**Mongolia**	**Namibia**	**Uzbekistan**
-	GRI 402-1-b	** The definition you use to describe the significant places of operation*	A : Saskatoon B : McClean	2 sites in France with over 100 employees at each location	Tortkuduk ; Moyunjum ; Astana	Site and Ulaanbaatar office included	2 sites : Tashkent and Navoi	2 sites but an insignificant number of employees, merger of the two sites

Diversity of governance bodies by age and gender								
ESRS	**GRI**	**Indicator**	**Women**	**Men**	**<30 years old**	**30-50 years old**	**>50 years old**	**CODIR (except impatriates*)**
S1-9>66a	405-1-a-i-ii	Percentage of individuals in the organisation's governance bodies (CODIR) in each of the diversity category	27%	73%	0%	59%	41%	65%

* *Impatriates = Orano colleagues from other countries expatriating to your country*

3.8 - REMUNERATION

Data at 12/31/2024, excluding Niger and Germany

Ratio of the CEO's total annual remuneration to the median of the total annual remuneration of all employees (excluding CEO and expatriates)			
ESRS	**GRI**	**Country**	**Ratio**
S1-16>97b	2-21-a	Canada	4.70
		France	4.72
		Kazakhstan	7.84
		Mongolia	2.62
		Namibia	2.33
		Uzbekistan	3.66

Ratio of the increase in the total annual remuneration of the highest salary for each entity relative to the increase in the median of the total annual remunerations of all employees (excluding CEO and expatriates)			
ESRS	**GRI**	**Country**	**% variation of the highest salary (N vs N-1)**
-	2-21-b	Canada	-3.04
		France	-0.17
		Kazakhstan	-0.37
		Mongolia	-0.59
		Namibia	0.25
		Uzbekistan	1.16

Ratio (lowest internal salary divided by the local legal minimum salary*)						
ESRS	**GRI**	**Country**	**Sites**	**Women**	**Men**	**Currency**
-	202-1	Canada	Global	1.21	1.39	Canadian Dollars
		France		1.24	1.23	Euro
		Kazakhstan		1.29	1.29	Tenge Kazakh
		Mongolia		1.17	1.17	Tugrik
		Namibia*		No legal mnimum wage	No legal mnimum wage	Namibian Dollars
		Uzbekistan		2.07	2.07	Sum

** Since Namibia has no legal minimum salary, this ratio is not available.*

Ratio of basic salary and remuneration between women and men by region and by socio-professional category							
ESRS	**GRI**	**Country**	**Sites**	**Yearly basis**	**Executives**	**ETS**	**Workers**
S1-16>98	405-2	Canada	Global	Gross base salary	0.85	0.73	0.87
				Gross remuneration	0.83	0.71	0.84
		France		Gross base salary	0.91	1.05	-
				Gross remuneration	0.86	1.03	-
		Kazakhstan		Gross base salary	1.39	1.04	0.86
				Gross remuneration	1.16	0.96	0.83
		Mongolia		Gross base salary	1.24	1.04	0.68
				Gross remuneration	1.17	1.02	0.72
		Namibia		Gross base salary	0.69	0.16	0.00
				Gross remuneration	0.66	0.15	0.00
		Uzbekistan		Gross base salary	0.74	0.00	0.98
				Gross remuneration	0.89	0.00	0.96

APPENDIX 2 - MINING PRINCIPLE 6: ENVIRONMENTAL PERFORMANCE

The data presented in this file is an integral part of Mining Principle 6 on Environment. It lists the main environmental indicators monitored by Orano Mining in the areas of water management, mine monitoring, waste management, climate and energy.

These indicators are in reference to the international standards of the Global Reporting Initiative (GRI) and the principles of the International Council on Mining and Metals (ICMM). They are also in line with the Orano Group's requirements, which align its extra-financial reporting with the European Sustainability Reporting Standards (ESRS).

The data presented in this file for the Niger sites is included but was stopped in November 2024. For the other sites, it covers the year 2024 up to 31 December 2024.

6.2 - WATER

General information									
Information	**AMF / Bessines-sur-Gartempe**	**Nurlikum Mining**	**Orano Mining Namibia**	**McClean**	**Badrakh Energy**	**COMINAK**	**SOMAÏR**	**IMOURAREN**	**KATCO**
Country	France	Uzbekistan	Namibia	Canada/ Saskatchewan	Mongolia	Niger	Niger	Niger	Kazakhstan
Climat	Temperate oceanic climate	Cold semi-arid	Hot desert	Subarctic	Cold desert	Hot desert	Hot desert	Hot desert	Cold desert
Activity	Rehabilitated sites	Exploration	Care & Maintenance (mining site) + operating desalination plant	Urnaium ore processing	Exploration	Site closure & remediation ongoing	Open-pit mining & uranium ore processing	Care & Maintenance	In Situ Recovery mining & uranium processing

Context									
Information	**AMF / Bessines-sur-Gartempe**	**Nurlikum Mining**	**Orano Mining Namibia**	**McClean**	**Badrakh Energy**	**COMINAK**	**SOMAÏR**	**IMOURAREN**	**KATCO**
Main water uses in 2024	Reagents preparation to treat mining water	Sanitation, drilling	Sanitation, dust suppression. Potable water production	Ore processing, production of potable and sanitary water	Sanitation	Dust suppression, sanitary water production	Dénoyage, abattage poussières, traitement du minerai, production d'eaux potable et sanitaire	-	Sanitary water production, elution process, drilling
Water consumption types	-	Sanitary, process losses	Sanitary, evaporation. Process	Process losses, sanitary	Sanitary	Evaporation, sanitary	Evaporation, process losses, sanitary	-	Process losses, sanitary, evaporation

Water stress and global risk (WRI classification)									
Information	**AMF / Bessines-sur-Gartempe**	**Nurlikum Mining**	**Orano Mining Namibia**	**McClean**	**Badrakh Energy**	**COMINAK**	**SOMAÏR**	**IMOURAREN**	**KATCO**
Water stress	low (<10%)	arid and low water use	arid and low water use	low (<10%)	arid and low water use	arid and low water use	arid and low water use	arid and low water use	arid and low water use
Overall water risk(1)	low (0-1)	extremely high (4-5)	extremely high (4-5)	low (0-1)	extremely high (4-5)	extremely high (4-5)	extremely high (4-5)	extremely high (4-5)	extremely high (4-5)
Water stress evolution, business as usual	2050: low-medium (10-20%)	2050: extremely high (>80%)	no change foreseen by 2080	no change foreseen by 2080	no change foreseen by 2080	no change foreseen by 2080	no change foreseen by 2080	no change foreseen by 2080	2050: high (40-80%)
Physical risks quantity(2)	low-medium (1-2)	extremely high (4-5)	extremely high (4-5)	low (0-1)	extremely high (4-5)	extremely high (4-5)	extremely high (4-5)	extremely high (4-5)	extremely high (4-5)
Physical risks quality(3)	low-medium (1-2)	extremely high (4-5)	high (3-4)	low (0-1)	extremely high (4-5)	extremely high (4-5)	extremely high (4-5)	extremely high (4-5)	medium-high (2-3)
Regulatory and reputational risks(4)	low (0-1)	low-medium (1-2)	high (3-4)	low (0-1)	extremely high (4-5)	extremely high (4-5)	extremely high (4-5)	extremely high (4-5)	medium-high (2-3)

(1) Overall water risk measures all water-related risks, by aggregating all selected indicators from the Physical Quantity, Quality and Regulatory & Reputational Risk categories. Higher values indicate higher water risk.
(2) Physical risks quantity measures risk related to too little or too much water, by aggregating all selected indicators from the Physical Risk Quantity category. Higher values indicate higher water quantity risks.
(3) Physical risks quality measures risk related to water that is unfit for use, by aggregating all selected indicators from the Physical Risk Quality category. Higher values indicate higher water quality risks.
(4) Regulatory and reputational risks measures risk related to uncertainty in regulatory change, as well as conflicts with the public regarding water issues. Higher values indicate higher regulatory and reputational water risks.

Evolution of indicators relating to our interactions with water								
GRI	**ESRS**	**Indicator**	**Unit**	**2019**	**2022**	**2023**	**2024**	**2023-2024 trend**
		Water withdrawn, by source						
303-3-a-ii	E3>AR4 32	Volume of water sampled in groundwater via pumping wells	m^3	3,801,177	4,014,372	2,985,920	2,783,888	-7%
303-3-a-i	E3>AR4 32	Volume of water sampled in surface water (including rainwater)	m^3	573,327	499,529	570,106	741,428	+30%
303-3-a-v	E3-4>AR 32	Volume of water sampled in the distribution network	m^3	37,966	31,117	27,332	25,212	-8%
		Transfered water						
303-4-a-iv	-	Transfer to other Group sites or to third parties	m^3	2,520,723	2,670,562	1,412,734	1,156,784	-18%
		Diverted water						
-	-	Volume of diverted water	m^3	0	0	0	0	0%
		Pit water						
303-3-a-ii	E3>AR4 32	Volume of pit water sampled	m^3	6,769,525	3,925,327	2,819,430	2,225,312	-21%
		Balance of water withdrawn and consumed						
303-3-a	E3-4>AR 32	Volume of water withdrawn	m^3	8,661,272	5,799,784	4,990,054	4,619,056	-7%
303-5-a	E3-4>28 a	Volume of consumed water (common good)	m^3	8,661,272	5,799,784	4,990,054	4,619,056	-7%
303-5-a	E3-4>28 a	Volume of consumed water (material flow)	m^3	6,925,655	4,136,548	3,745,055	3,251,038	-13%
303-4-a	E3-4>AR 32	Volume of discharged water	m^3	1,735,617	1,663,236	1,244,999	1,368,018	+10%
		Specific to Namibia						
303-3-b-iii	-	Volume of marine water withdrawn	m^3	29,849,382	35,348,238	42,535,106	47,299,857	+11%
-	-	Volume of brine discharged into marine water	m^3	18,458,781	23,503,859	28,386,498	31,834,862	+12%
-	-	Volume of fresh water produced and supplied to communities or to an Orano site (self- consumption by desalination plant, Orano mining site)	m^3	11,233,032	11,844,379	12,961,394	15,463,476	+19%

Source Aqueduct V.4 2023

Sites located in high-risk water areas: KATCO and SOMAÏR (January-November 2024)												
GRI	ESRS	Indicator	Source / Destination	Operational Water, per quality			Other Managed Water, per quality			TOTAL, per quality		
				High (m^3)	Low (m^3)	Total (m^3)	High (m^3)	Low (m^3)	Total (m^3)	High (m^3)	Low (m^3)	Total (m^3)
303-3	E3-4>AR 32	**Withdrawal**	Surface water	-	-	-	-	-	-	-	-	-
			Groundwater	2,824,756	-	2,824,756	1,156,784	-	1,156,784	**3,981,540**	-	**3,981,540**
			Seawater	-	-	-	-	-	-	-	-	-
			Supply from Third Party	-	-	-	-	-	-	-	-	-
			TOTAL	**2,824,756**	**-**	**2,824,756**	**1,156,784**	**-**	**1,156,784**	**3,981,540**	**-**	**3,981,540**
303-4	E3-4>AR 32	**Discharge**	Surface water	-	-	-	-	-	-	-	-	-
			Groundwater	99,800	-	99,800	-	-	-	**99,800**	-	**99,800**
			Seawater	-	-	-	-	-	-	-	-	-
			Supply to Third Party	-	-	-	1,156,784	-	1,156,784	**1,156,784**	-	**1,156,784**
			TOTAL	**99,800**	**-**	**99,800**	**1,156,784**	**-**	**1,156,784**	**1,256,584**	**-**	**1,256,584**
303-5	E3-4>28 b/26	**Consumption**	Evaporation	31,113	-	31,113	-	-	-	**31,113**	-	**31,113**
			Entrainment	-	-	-	-	-	-	-	-	-
			Other losses	2,693,843	-	2,693,843	-	-	-	**2,693,843**	-	**2,693,843**
			TOTAL	**2,724,956**	**-**	**2,724,956**	**-**	**-**	**-**	**2,724,956**	**-**	**2,724,956**
	E3-4>28 c	**Operational water reuse/ recycle**				1,563,143						

6.3 - MONITORING ORANO MINING TAILING STORAGE FACILITIES

List of storage facilities for uranium processing tailings (Orano Mining)

GRI	ESRS	Name of the tailings facility	Location: Town/ Department/ Country	Ownership	Status	Year of initial operation	Year of closure	Building materials and raising method	Dimensions (m) Maximum height/ length	Stored tailings tonnage (Mt)	Plannned added tailings storage impoundment volume in 5 years time (Mt)	Date of the last independant expert review	Existing document with all relevant data on tailing facility	Safety factor*	Legilsation applied	Last known incident	Internal and external monitoring	Risk assessment study	Existing remediation plan	Resistance studies for the extreme weather events as a result of climate change	Implementation date of GISTM (achieved/ forecast)
14.6.3	-	**Bois Noirs Limouzat**	St Priest la Prugne (42 - France)	Orano Mining = 100%	Closed	1958	1980	Waste rocks / Vertical	42/508	1.3	0	2022	Yes	1.6	French regulations and international guidelines	-	Inspection, maintenance, topo, piezo / expert review each year, authorities review	Yes	Already remediated / Water cover (18 ha)	Yes	Released in 2023
14.6.3	-	**Ecarpière**	Gétigné (44 - France)	Orano Mining = 100%	Closed	1958	1990	Cycloned sands / Vertical then upstream	60/1 100	11.5	0	2020	Yes	2.76	French regulations and international guidelines	-	Inspection, maintenance, topo, piezo, flows / expert review (5 years)	No - not mandatory by regulation	Already remediated / Solid cover	No	Forecast 2025
14.6.3	-	**Brugeaud**	Bessines-sur-Gartempe (87 - France)	Orano Mining = 100%	Closed	1978	1987	Cycloned sands / Upstream and vertical on the sides	22/500	7.3	0	2020	Yes	2.28	French regulations and international guidelines	-	Inspection, maintenance, topo, piezo / expert review (5 years)	No - not mandatory by regulation	Already remediated / Solid cover	No	Forecast 2025
14.6.3	-	**Lavaugrasse**	Bessines-sur-Gartempe (87 - France)	Orano Mining = 100%	Closed	1958	1978	Cycloned sands / Vertical	36/1 400	7.5	0	2020	Yes	3.38	French regulations and international guidelines	-	Inspection, maintenance, topo, piezo / expert review (5 years)	No - not mandatory by regulation	Already remediated / Solid cover	No	Forecast 2025
14.6.3	-	**Montmassacrot**	Bessines-sur-Gartempe (87 - France)	Orano Mining = 100%	Closed	1987	1990	Cycloned sands / Vertical	20/200	0.7	0	2020	Yes	1.49	French regulations and international guidelines	-	Inspection, maintenance, topo, piezo / expert review (5 years)	No - not mandatory by regulation	Already remediated / Solid cover	No	Forecast 2025
14.6.3	-	**Bernardan**	Jouac (87 - France)	Orano Mining = 100%	Closed	1978	2001	Cycloned sands / Vertical	22/1 700	1.9	0	2020	Yes	1.81	French regulations and international guidelines	-	Inspection, maintenance, topo, piezo / expert review (5 years)	No - not mandatory by regulation	Already remediated / Solid cover	No	Forecast 2025
14.6.3	-	**St Martin du Bosc**	Bosc et Soumont (34 - France)	Orano Mining = 100%	Closed	1978	1997	Waste rocks / Vertical then upstream	45/400	4.1	0	2022	Yes	1.53	French regulations and international guidelines	-	Inspection, maintenance, piezo, flow / expert review (5 years)	No - not mandatory by regulation	Already remediated / Solid cover	No	Forecast 2025
14.6.3	-	**Bertholène**	Bertholène (12 - France)	Orano Mining = 100%	Closed	1985	1991	Waste rocks / Vertical	50/110	0.5	0	2022	Yes	1.96	French regulations and international guidelines	-	Inspection, piezo, flow / expert review (5 years)	No - not mandatory by regulation	Already remediated / Solid cover	No	Forecast 2025
14.6.3	-	**Saint Pierre du Cantal**	St Pierre du Cantal (15 - France)	Orano Mining = 100%	Closed	1976	1985	Waste rocks / Vertical	15/140	0.6	0	2022	Yes	3.14	French regulations and international guidelines	-	Inspection, maintenance / expert review (5 years)	No - not mandatory by regulation	Already remediated / Solid cover	No	Forecast 2025
14.6.3	-	**Gueugnon**	Gueugnon (11 - France)	Orano Mining = 100%	Closed	1955	1981	Waste rocks / Vertical	5/560	0.225	0	2012	Yes	1.5	French regulations and international guidelines	-	Visual inspection, maintenance, piezo	No - not mandatory by regulation	Already remediated / Solid cover	No	Forecast 2025
14.6.3	-	**Les Fouilloux**	Jumilhac-le-Grand (24 - France)	Orano Mining = 100%	Closed	1982	2001	Waste rocks / Upstream	45/220	2.1	0	2020	Yes	To be defined 2025	French regulations and international guidelines	-	Visual inspection, maintenance, piezo, expert review every 5 years + yearly authorities review	No - not mandatory by regulation	Already remediated / Solid cover	No	Forecast 2025
14.6.3	-	**COMUF**	Mounana (Gabon)	Orano Mining = 75% Etat Gabonais = 25%	Closed	1990	1997	Waste rocks / Vertical + downstream	13/200	0.7	0	2022	Yes	1.34*	International guidelines	-	Inspection, maintenance, topo, flows / expert review (5 years)	No	Already remediated / Water cover (20 ha)	Yes	Forecast 2025
14.6.3	-	**SOMAÏR**	Arlit (Niger)	Orano Mining = 63,4% SOPAMIN = 36,6%	Operating	1971	-	Waste rocks / banco / Vertical	40/3 500	23,5	4,0	2021	Yes	> 1.5	International guidelines	2010: outflow on the mining site ; 2019: after exceptional rainfall, outflow on the industrial site without any environmental consequences	Inspection, pond levels	No - not mandatory by regulation	Yes - by reprofiling and cover	Yes	Forecast 2025
14.6.3	-	**COMINAK**	Akokan (Niger)	Orano Mining = 69% SOPAMIN = 31%	In remediation	1978	2021	Waste rocks / banco / Vertical	30/1 400	18	0	2021	Yes	1.7	International guidelines	-	Inspection, pond levels	No - not mandatory by regulation	Yes - by reprofiling and cover	Yes	Forecast 2025
14.6.3	-	**McClean Lake**	Saskatchewan (Canada)	Orano Canada Inc = 77,5% Denison Mines Corp = 22,5%	Operating	1999	-	Waste rocks / Vertical	9,5 546	2.5	0,4	2022	Yes	> 1.3	Federal / international	-	Inspection, piezo	Yes	Yes - cover	Yes	Released in 2023

6.4 - WASTE

Breakdown by type of waste							
GRI	**ESRS**	**Indicator**	**Unit**	**2022**	**2023**	**2024**	**2023-2024 trend**
306-3-a	E5-5 >37a	**Conventional waste produced**	t	3,032	44,792	15,136	-66%
306-3-a	E5-5 >37a	**Hazardous conventional waste produced**	t	1,239	1,057	8,178	+674%
306-3-a	E5-5 >37a	**Non-hazardous conventional waste produced**	t	1,793	43,735	6,958	-84%
306-4-b	E5-5 >37b	**Hazardous conventional waste recovered (all recovery methods)**	t	293	88	100	+14%
306-4-c	E5-5 >37b	**Non-hazardous conventional waste recovered (all recovery methods)**	t	739	1,237	878	-29%
-	E5-5 >37b	**Share of recovered conventional waste (%)**	%	34	3	6	+100%
-	E5-5>39	**Volume of radioactive waste produced - new indicator**	m^3	-	-	285,612	-

6.5 - ENERGY

Breakdown by type of energy							
GRI	**ESRS**	**Indicator**	**Unit**	**2022**	**2023**	**2024**	**2023-2024 trend**
302-1-e	E1-5 > 37	**Energy consumed**	MWh	562,733	527,597	486,811	-8%
302-1-a	E1-5 > 37 (a)	**Fossil energy consumed**	MWh	315,588	271,909	236,311	-13%
302-1-c-i	-	**Electricity consumed**	MWh	247,145	255,688	250,499	-2%
302-1-c-i	E1-5 > 38 (e)	**Electricity from non-renewable sources consumed**	MWh	247,138	255,642	250,435	-2%
302-1-c-i	E1-5 > 37 (c) (iii)	**Electricity from renewable sources self-consumed by sites**	MWh	7	46	64	+40%
302-3-a	E1-5 > 40	**Ratio of energy consumed (MWh) /tU**	%	49	58	49	-15%

6.5 - CLIMATE

Air emissions									
GRI	**ESRS**	**Indicator**	**Unit**	**2019**	**2022**	**2023**	**2024**	**2023-2024 trend**	**2019-2024 trend**
		SCOPE 1							
305-1-a	E1-6> 44a, 48a	Direct GHG emissions - SCOPE 1	tCO_2e	153,259	125,760	108,444	108,388	-0.1%	-29%
		SCOPE 2 - LOCATION-BASED							
305-2-a	E1-6> 44b, 49 a	Emissions indirectes de gaz à effet de serre - SCOPE 2 Location -based	tCO_2e	186,133	133,853	130,521	118,154	-9%	-37%
		SCOPE 2 - MARKET-BASED							
-	E1-5>37 (c) (ii)	Renewable energy certificates (REC) acquired and used during the year	MWh	0	0	0	79,830	NA	NA
305-2-b	E1-6>44b, 49b	Indirect GHG emissions - SCOPE 2 Market -based	tCO_2e	186,133	133,853	130,521	74,386	-43%	-60%
		SCOPES 1 AND 2 LOCATION-BASED							
-	E1-6>44, 52a	Direct and indirect GHG emissions (scopes 1+2) Location-based	tCO_2e	339,393	259,612	238,965	226,543	-5%	-33%
		SCOPES 1 AND 2 MARKET-BASED							
-	E1-6>44, 52b	Direct and indirect GHG emissions (scopes 1+2) Market -based	tCO_2e	339,393	259,612	238,965	182,774	-24%	-46%
		SCOPE 3 UPSTREAM							
305-3-d	E1-6>51	Upstream freight transport (managed by service providers external to Orano Group)	tCO_2e	37,213	37,411	58,801	26,797	-54%	-28%
305-3-d	E1-6>51	Purchasing and goods and services	tCO_2e	375,281	386,779	373,140	409,074	+10%	+9%
305-3-d	E1-6>51	Upstream energy	tCO_2e	85,333	58,017	53,463	45,096	-16%	-47%
305-3-d	E1-6>51	Fixed assets	tCO_2e	59,171	37,704	88,745	86,488	-3%	+46%
305-3-d	E1-6>51	Waste / Travel to work / Travel professionals / Visitor-client travel	tCO_2e	13,518	12,677	12,207	14,222	+17%	+5%

GRI	ESRS	Indicator	Unit	2019	2022	2023	2024	2023-2024 trend	2019-2024 trend
		SCOPE 3 DOWNSTREAM							
305-3-d	E1-6>51	Downstream freight transport (managed by service providers external to Orano Group)	tCO_2e	3,185	4,019	3,456	4,147	+20%	+30%
305-3-d	E1-6>51	Use of products sold	tCO_2e	126,922	130,844	129,026	126,936	-2%	+0%
305-3-d	E1-6>51	End of life of products sold	tCO_2e	103,858	103,858	103,858	103,858	+0%	-0%
305-3-d	E1-6>51	Investments	tCO_2e	-	-	-	-	-	-
		SCOPE 3 UPSTREAM AND DOWNSTREAM							
305-3-d	E1-6>51	SCOPE 3 UPSTREAM	tCO_2e	570,516	532,589	586,356	581,676	-0.8%	+2.0%
305-3-d	E1-6>51	SCOPE 3 DOWNSTREAM	tCO_2e	233,964	238,721	236,340	234,941	-0.6%	+0.4%
305-3-a	E1-6>44c	Total GHG emissions - SCOPE 3	tCO_2e	804,480	771,310	822,695	816,617	-0.7%	+1.5%
		SCOPES 1, 2 AND 3							
-	E1-6 >44d, 52a	Total SCOPE 1 + SCOPE 2 Location-based + SCOPE 3 GHG emissions	tCO_2e	1,143,873	1,030,922	1,061,661	1,043,160	-2%	-9%
-	E1-6 >44d, 52b	Total SCOPE 1 + SCOPE 2 Market-based + SCOPE 3 GHG emissions	tCO_2e	1,143,873	1,030,922	1,061,661	999,391	-6%	-13%
		Air emissions							
305-6-a	ESRS 1-8, E2-3>24a	Emissions of ozone-depleting gases	eq CFC	41.5	6.2	5.2	2.9	-45%	-93%
		Intensity							
305-4-a-c	E1-6>53	SCOPE 1 intensity	tCO_2e/Unit produced	12	13	11	9	-14%	-19%
305-4-a-c	E1-6>53	SCOPE 2 intensity	tCO_2e/Unit produced	14	14	13	6	-51%	-54%
305-4-a-c	E1-6>53	SCOPE 1 +SCOPE 2 market-based intensity	tCO_2e/Unit produced	26	27	24	16	-35%	-38%
305-4-a-c	E1-6>53	SCOPE 3 intensity	tCO_2e/Unit produced	61	67	91	83	-9%	+36%

ANNEXE 3 - MINING PRINCIPLE 7: CONSERVATION OF BIODIVERSITY

7.1 - LIST OF UNESCO WORLD HERITAGE SITES

Orano mining site (exploration, operation, post-mining)	Country	Sites
KATCO	**Kazakhstan**	Western Tien Shan (transnational mountain range)
All Mining Closure France sites	**France**	Mont Saint Michel and its bay
		Basilica and hill of Vézelay
		Prehistoric sites and decorated caves of the Vézère valley
		Roman Theatre and its Surroundings and the "Triumphal Arch" of Orange
		Arles, Roman and Romanesque Monuments
		Cistercian abbey of Fontenay
		Place Stanislas, Place de la Carrière and Place d'Alliance in Nancy
		Abbey of Saint-Savin-sur-Gartempe
		Pont du Gard (Roman Aqueduct)
		Historic Fortified City of Carcassonne
		Strasbourg, Grande-Île and Neustadt
		Bourges Cathedral
		Routes of Santiago de Compostela in France
		Historic Site of Lyon
		Jurisdiction of Saint-Emilion
		The Causses and the Cévennes, Mediterranean agro-pastoral Cultural Landscape
		Bordeaux, Port of the Moon
		Episcopal city of Albi
		The Climats, terroirs of Burgundy
		Decorated cave of Pont-d'Arc, known as the Grotte Chauvet-Pont-d'Arc, Ardèche
		Chaîne des Puys - Limagne fault tectonic arena
		Nice, Winter Resort Town of the Riviera
		Vineyard Landscape of Piedmont: Langhe-Roero and Monferrato
		La Chaux-de-Fonds / Le Locle, Watchmaking Town Planning

7.2 - IUCN CATEGORIES

RED LIST OF THREATENED SPECIES

Extirpated species	Species threatened with extinction	Other categories
EX: Extinct worldwide	**CR:** Critically endangered	**NT:** Near threatened (species close to threshold of threatened species or which could be threatened if specific conservation measures are not taken)
EW: Extinct in the wild	**EN:** Endangered	**LC:** Least concern (species for which the risk of extinction is low)
RE: Regionally extirpated	**VU:** Vulnerable	**DD:** Data deficient (species for which evaluation could not be carried out due to insufficient data)

PROTECTED AREA MANAGEMENT CATEGORIES

IUCN Category	Management
Category I	Ia Nature Reserve
	Ib Wilderness Area
Category II	Ecosystem conservation and protection
Category III	Ecosystem conservation and protection
Category IV	Conservation through active management
Category V	Landscape/seascape conservation and recreation
Category VI	Sustainable use of natural ecosystems

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