

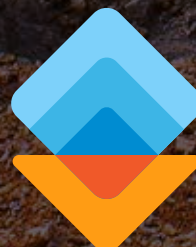
MDCB

NEWSLETTER

ISSUE 1 - JUNE 2024

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Minerals
Development
Company
Botswana

Building a sustainable Botswana for future generations



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Development
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Botswana

FROM THE EDITORS DESK



Dear Esteemed Colleagues,

Welcome to the third issue of our newsletter. We are excited to embark on a new chapter with the launch of our digital Minerals Development Company Botswana (MDCB) Newsletter! We aim to bring enriching insights and reflections from across our organisation in an innovative format that includes engaging written content, and multimedia elements such as videos, audio clips, graphics, and more.

Our transition to a digital platform reflects our commitment to staying at the forefront of communication trends and ensuring that our newsletter remains informative and highly engaging. This new format offers a dynamic and immersive experience like never before, and we hope it resonates with you, our audience.

We want to thank all contributors who have dedicated their time and expertise to shaping our newsletter. Your commitment to excellence serves as a testament to the collective spirit of collaboration and innovation that defines our organization. Your contributions serve the purpose of fostering connection, facilitating knowledge sharing, and igniting inspiration. Let us harness the power of creativity and collaboration to strengthen the bonds that unite us as a team.

We are eager to share another enlightening edition of our newsletter with each of you, and we appreciate your continued support.

Esther Norris
Editor, MDCB Newsletter



A WORD FROM THE CEO

Building a Sustainable Botswana for Future Generations.



It is imperative to reflect on the profound purpose that guides our every action taken as we chart our course forward at Minerals Development Company Botswana (MDCB). Our commitment to building a sustainable Botswana for future generations is not just a statement, but it is the foundation of everything we do. It shapes our strategies, decisions, and interactions.

At MDCB, we uphold the highest standards of sustainable investing to underpin our strategy. We recognize our responsibility to interact with our environment responsibly, seeking green solutions for our operations both now and into the future. Compliance with regulatory regulations is not just an option but a fundamental way of doing business, ensuring that our interactions with both internal and external stakeholders are conducted above board.

We understand that the communities in which we operate must benefit from our presence. That is why our procurement policies prioritize supporting women, youth, and the disabled. Diversity remains a critical consideration in our hiring and skill acquisition efforts. Our financial viability is sustained by adhering to high governance standards and conducting our business with unwavering ethical integrity. Central to our mission is the inclusivity of all stakeholders, founded on principles of transparency and openness. We are committed to being Botswana's largest investor, driving sustainable long-term value for Botswana. By contributing meaningfully to GDP and the government revenue base, we aim to facilitate economic transformation, diversification, and increased beneficiation, ensuring a brighter future for all.

Our aspirations are ambitious yet achievable. We seek to build a track record of successful investments that have a significant impact on Botswana's development. With a well-diversified and resilient portfolio, we aim to generate superior returns while increasing alignment and collaboration with key stakeholders to drive our shared ambitions forward.

At MDCB, our core investment principles are clear. While our primary objective is to generate financial returns, we recognise our secondary objective is to facilitate the growth of Botswana's mineral industry. Projects that align with our purpose and offer broader economic and social benefits to Botswana will be favoured for projects with similar returns.

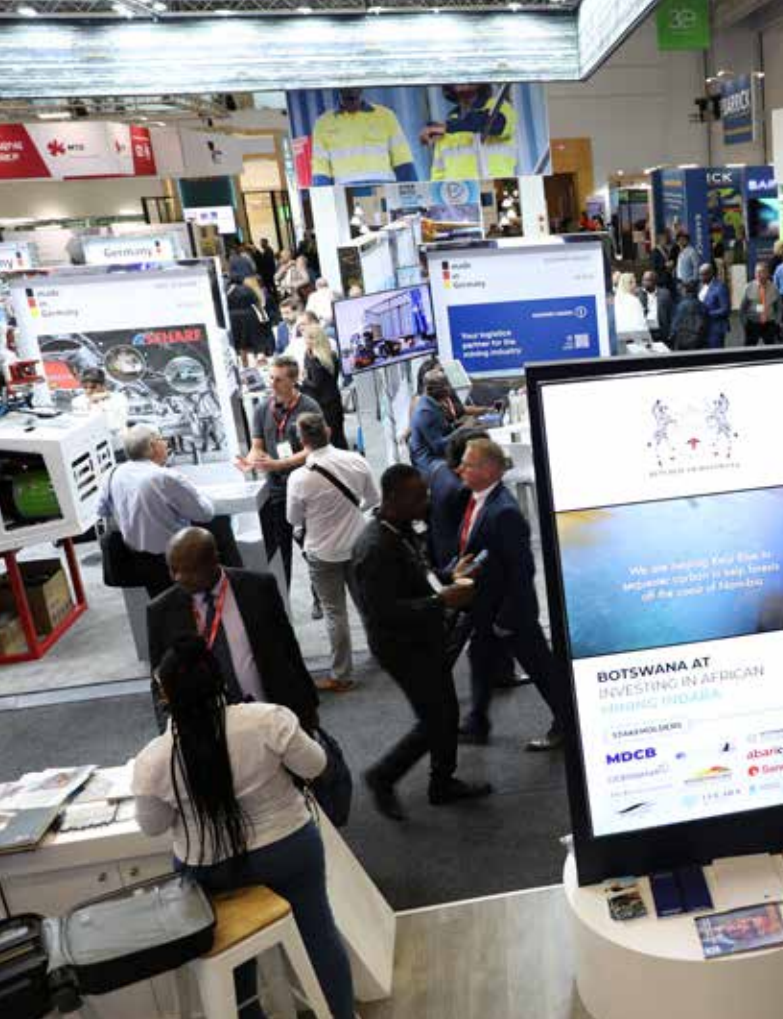
"A nation's greatness is measured by how it treats its weakest members." - Mahatma Gandhi

The above quote emphasizes the importance of inclusivity, compassion, and social responsibility. It reinforces the idea that true progress and greatness come from uplifting the entire community, especially those who are most vulnerable or marginalized. In the context of MDCB's commitment to building a sustainable Botswana and supporting women, youth, and the disabled, this quote serves as a powerful reminder of our company's noble aspirations and the transformative impact it seeks to achieve.

As we move forward, let us remain steadfast in our commitment to building a sustainable Botswana for future generations. Together, we can achieve remarkable things and leave a lasting legacy of progress and prosperity.

Matome Tsholetsa Malema

Minerals Development Company
Botswana (MDCB) - CEO



MDCB LEADS SUCCESSFUL DELEGATION AT MINING INDABA 2024

We are thrilled to share the success of MDCB's participation in the recent Mining Indaba, held in Cape Town from February 5th to 9th, 2024. This year marked the 2nd time MDCB, entrusted by the Ministry of Minerals and Energy, took the lead in coordinating the country's involvement in this prestigious event.

Securing Sponsorships and Showcasing Botswana:

Through dedicated efforts and collaboration with the Ministry, MDCB secured valuable sponsorships from Abaricom and Standard Chartered Bank. Abaricom generously supported the Botswana booth with stall internet and a coffee station, while Standard Chartered provided stunning booth apparel, a video showcasing Botswana, and informative booklets.

Industry Representation and Participation:

The 2024 Mining Indaba attracted a total of 14 companies from Botswana, with 12 representing the mining industry and the Ministry of Minerals

and Energy itself. This strong presence underscores the vibrancy and potential of our sector.

Embracing Positive Disruption:

"Embracing the power of positive disruption: A bold new future for African mining" served as the central theme of the event. Honourable Lefoko Maxwell Moagi, our Minister of Minerals and Energy, led the delegation and shared valuable insights on Botswana's perspective on this crucial topic.

Team Collaboration and Networking:

A dedicated team of nine delegates from MDCB and GDV Function participated actively throughout the conference. Led by CEO Mr Matome Tsholetsa Malema, they engaged with attendees at the Botswana booth, attracting potential investors and business partners. Additionally, face-to-face meetings with other companies, industry peers, investors, and government representatives facilitated

relationship-building and exploration of new business opportunities.

Appreciation for Partners:

Recognizing the invaluable contributions of our partners, the Ministry of Minerals and Energy, through MDCB, hosted a special dinner to express our sincere gratitude. The Minister himself, along with the Permanent Secretary, Director of Minerals, MDCB's Chief Investment Officer, and CEOs of partner companies, graced the occasion. This gathering served as a platform to strengthen existing relationships and foster future collaborations for the benefit of Botswana's mining industry.

Moving Forward:

MDCB's successful participation in Mining Indaba 2024 strengthens our position as a key player in Botswana's mining industry. By collaborating with stakeholders and embracing innovation, we can capitalize on the positive disruptions shaping the future of our sector.



STRENGTHENING PARTNERSHIPS: MDCB'S SUCCESSFUL JOURNALIST MEET & GREET EVENT

The Minerals Development Company Botswana (MDCB) recently hosted a successful meet-and-greet event for journalists at the Protea Hotel in Gaborone. The event aimed to introduce the media to MDCB, its core purpose, and its strategic direction within the mining and minerals sector.

The event commenced at 6:00 pm, welcoming esteemed media colleagues alongside MDCB representatives. Esther Norris, Head of Corporate Affairs, set a welcoming tone as the Master of Ceremonies. Her opening remarks were followed by a presentation from Alice Khumomatlhare, highlighting the importance of taking care as the colder winter season approaches, and emphasising the need for preparedness. Her inspiring message resonated with attendees, setting a positive tone for the evening.

Chief Executive Officer Matome Tsholetsa Malema took the stage to introduce the company's Executive Committee, fostering a sense of familiarity with the leadership team. This was followed by introductions from all attending journalists, creating a more personal and interactive atmosphere.

The heart of the event featured a series of presentations led by MDCB's executive team. Mr Matome Tsholetsa Malema outlined the company's mandate and core purpose within the mining and minerals sector. Chief Investment

Officer Mr Modise Mokone provided valuable insights into the company's investment strategy. Acting Chief Technical Officer Mr. Segale Mangope offered an informative perspective on the technical aspects of MDCB's operations. Finally, Chief Governance Officer Mr. Geoffrey Mahlaka addressed the company's commitment to Environmental, Social, and Governance (ESG) principles.

A dedicated question-and-answer session provided a platform for open dialogue between the media and the MDCB team. Journalists actively engaged with the representatives, seeking clarification, and fostering a collaborative atmosphere. This exchange allowed MDCB to address questions directly and build stronger relationships with the media.

The evening concluded with a relaxed networking session over refreshments, allowing journalists to connect with MDCB representatives on a personal level and establish a foundation for future collaboration.

The MDCB and Journalist Meet & Greet proved to be a valuable initiative, positioning the company for increased exposure, and enabling effective storytelling. This collaboration will ultimately benefit MDCB and contribute to a better understanding of its role in Botswana's economic development.



MINERGY WELCOMES ESKOM DELEGATION, PAVES THE WAY FOR COLLABORATION

Minergy recently hosted a distinguished delegation from Eskom during the first week of April. Led by Mr Dan Mashego, General Manager for the Primary Energy Division, the Eskom representatives gained valuable insights into Botswana's coal sector, with a particular focus on Minergy's operations at the Masama Coal Mine.

The Eskom delegation embarked on a comprehensive mine tour, gaining firsthand experience of the intricacies involved in open-cast mining techniques. They also witnessed the coal handling and processing plant in action, providing a complete picture of the coal production lifecycle at Minergy.

This insightful visit fostered productive discussions between Eskom's delegation and Minergy's senior management. The dialogue explored potential avenues for collaboration and synergy, highlighting a shared commitment to mutually beneficial opportunities within the coal mining landscape. These collaborative efforts promise to strengthen the strategic positions of both entities.

Looking ahead, Minergy views this interaction as a cornerstone for future partnerships and joint initiatives with Eskom. The visit underscores a collective resolve to champion innovation, sustainability, and excellence in the coal mining sector, ultimately contributing to meeting Botswana's evolving energy needs.

LAW 101



HOW TO DRAFT A LEGALLY ENFORCEABLE CONTRACT IN BOTSWANA

CONTRACT DRAFTING

Contracts are common in everyday life, not just business. Examples include signing a lease, agreeing to Apple Music terms, and accepting a job offer. Sometimes, you may need to draft or review a contract yourself. Here are key points to ensure your contract is effective and enforceable in Botswana.

WHAT IS A CONTRACT?

The Law of South Africa, vol. 5, para. 124 defines a contract as “an agreement made with the intention of creating an obligation or obligations.” It can be written or verbal, but some, like those involving collateral, must be written by law. Verbal contracts are harder to prove in court, so it’s best to document all agreements in writing.

ELEMENTS FOR A LEGALLY ENFORCEABLE CONTRACT IN BOTSWANA

Under Botswana’s common law, derived from Roman-Dutch Law, a contract needs these elements:

Consensus ad idem: Mutual agreement on the contract terms. If attained through deceit or coercion, the contract can be voided.

Capacity: Parties must understand and willingly enter the contract. Legal capacity can be affected by age or mental state.

Legality: The contract must not violate any laws or public policy.

Formalities: Generally there are no formalities that need to be complied with unless the need to integrate them arises owing to the fact that they have been prescribed by the law, for example Section 74 (1) of the Deeds Registry Act of Botswana mandates certain formalities for special lease agreements.

DRAFTING A CONTRACT

Here’s a simple guide:

Description of the Parties: List full names and details of all parties.

Recitals: Explain the contract’s background and purpose.

Definitions: Define complex terms for clarity.

Terms and Conditions: Outline obligations, performance expectations, breach definitions, dispute resolution, and governing law.

EXECUTION SECTION

Include lines for all parties to sign, and optionally, a witness signature for additional evidence.

Remember, practice makes perfect! Get in touch with us for more information.



DIACORE GABORONE MARATHON



MDCB AT THE DIACORE GABORONE MARATHON



MDCB showcased its dedication to health and community engagement on May 5th, 2024, by participating in the Diacore Gaborone Marathon. A remarkable twenty-two MDCB colleagues embraced the 10km challenge, demonstrating their resilience and supporting a noble cause.



A special acknowledgment goes to Mr. Blessed Seretse, who admirably completed the gruelling 21km half marathon!

Post-race, MDCB hosted a welcoming hospitality area, providing participants with a space to unwind, rejuvenate, and celebrate their accomplishments. Attendees were treated to muscle-soothing leg massages and a refreshing array of fruits and smoothies, ensuring a well-deserved recovery.

Congratulations to all our MDCB runners and walkers! Your dedication and enthusiasm epitomize the spirit of our company.

MDCB HIGHLIGHTS COMMITMENT TO PRESS FREEDOM AND ENVIRONMENTAL RESPONSIBILITY

In a notable demonstration of support for press freedom and environmental responsibility, Minerals Development Company Botswana (MDCB) participated in World Press Freedom Day celebrations on May 4th. Ten dedicated MDCB members joined the march, which commenced at Botswana Television (BTV) and concluded at the University of Botswana Conference Centre.

The day's program, centered around the theme "The Importance of Journalism and Freedom of Expression in the Context of the Current Global Environmental Crisis," underscored the critical role of journalism in addressing pressing environmental challenges.

As a main sponsor of the event, MDCB reaffirmed its commitment to transparency and sustainable practices. The Media Institute of Southern Africa (MISA) Botswana, the event's organizer, is renowned for advocating for press freedom and accountability in Botswana.

During the morning session, which included opening remarks and solidarity messages from regional organizations and neighbouring countries, followed by a virtual address by His Excellency, President Dr. Mokgweetsi E.K. Masisi, emphasized the importance of a free press in Botswana.

Acting on behalf of MDCB CEO Matome Tsholetsa Malema, the company's speech was eloquently delivered by the Acting Chief Technical Officer, Mr. Segale Mangope. Mr. Mangope emphasized MDCB's commitment to responsible mining practices and investments in renewable energy, aligning with the event's theme and highlighting the company's dedication to environmental stewardship.

MDCB's participation in World Press Freedom Day not only demonstrates its support for press freedom but also reinforces its commitment to sustainable development and environmental preservation. As MDCB continues to lead by example in responsible mining practices, its involvement in such events serves as a testament to its dedication to creating a better, more sustainable future for all.



MDCB SETS COURSE FOR DIVERSIFICATION AND FUTURE GROWTH:

UNDERSTANDING OUR INVESTMENT STRATEGY

Exciting news! MDCB is charting a new course for the future, and we want to share our investment strategy with you; our valued employees. Simply put, this strategy outlines how we'll utilise our money and how we plan to grow in the long term.

OUR FOCUS:

- Mining, Metals, and Minerals: This remains our core area but with a twist. We'll be exploring opportunities across the globe, not just locally. Think of it as expanding our horizons!
- Responsible Investing: We're committed to being environmentally and socially responsible investors and ensuring mining benefits both society and local communities.
- Stage of Development: We're open to investing at all stages of the mining process, however, in the short term, we'll focus on proven, near-term, and low-risk assets to get things rolling.
- Commodities: No favourites here! We're open to investing in any commodity as long as it's sustainable and profitable.
- Investment Horizon: We're in it for the long haul, seeking investments that will create long-term value for Batswana.

WHAT SETS US APART?

- Value Addition: We use our industry expertise and network to actively guide and improve our investments.
- Flexible Approach: We can invest in various ways, not just buying stocks. This gives us more flexibility and strategic control.

HOW DO WE CHOOSE INVESTMENTS?

We have a three-step process:

1. Gate and Huddle Criteria: This is like a first hurdle, checking if the investment fits our basic requirements.
2. Investment and Technical Analysis: We make sure the numbers add up and the potential return justifies the risk.
3. Qualitative Assessment: We look beyond the numbers, considering things like social impact, future potential, and how well it fits with our overall goals.

WHAT DOES THIS MEAN FOR YOU?

As MDCB grows and diversifies, there will be new opportunities within the company. Stay informed, get involved, and be part of our exciting journey.

Remember, this is just a simplified overview. For more details, consult the full investment strategy document. We're confident that this approach will lead to a brighter future for MDCB and all its stakeholders.

LOVE BLOOMS AT MDCB: CELEBRATING SHARED BONDS ON VALENTINE'S DAY

This Valentine's Day, the love wasn't limited to romantic relationships at MDCB! Our Corporate Affairs Department took the initiative to spread warmth and appreciation throughout the company, reminding us that the bonds we share within our professional family are just as precious as any other.

Instead of the traditional flowers or balloons, MDCB gifted each employee a unique and thoughtful treat: a beautifully wrapped chocolate round accompanied by a personalized card. Engraved with each individual's name, the card held a heartwarming message:

"In the depths of the earth and our hearts, we have struck more than minerals - we have found something truly precious, our bond. Happy Valentine's Day!"

This simple gesture resonated deeply with employees, fostering a sense of connection and belonging. Walking throughout the office, you could see smiles shared, chocolates enjoyed, and cards proudly displayed on desks. It was a delightful reminder that the dedication, collaboration, and camaraderie we forge every day are truly valuable treasures.

The message etched on the card perfectly captured the essence of what makes MDCB special. It goes beyond just mining minerals; it's about unearthing the richness of human connection and building a shared foundation of mutual respect and support. This Valentine's Day celebration wasn't just about indulging in sweets; it was about acknowledging the invisible yet powerful force that drives our company forward – the bond we share as colleagues, team members, and a close-knit MDCB family.

So, a heartfelt thank you to the Corporate

Affairs Department for initiating this lovely gesture. It served as a sweet reminder that even amidst demanding schedules and daily tasks, taking a moment to appreciate the people we work alongside can create a more positive and enriching work environment. Happy Belated Valentine's Day to everyone at MDCB!

Let's continue to nurture the valuable bonds we have formed and watch them blossom into something even more extraordinary.





MDCB CELEBRATES INTERNATIONAL WOMEN'S DAY IN STYLE

On March 8th, 2024, MDCB proudly hosted a vibrant celebration in honour of International Women's Day. The event, held at MDCB premises, brought together the beautiful and empowered women of MDCB, who embraced the day's theme, "Invest in Women: Accelerate Progress," with grace and style.

The ladies of MDCB showcased their elegance by dressing in Vintage style, paying homage to the timeless strength and resilience of women throughout history. Gathered in the Boardroom, they celebrated the achievements and contributions of women, both past and present.

Central to the event was a guest speaker, a local female entrepreneur, who shared her inspiring story with the attendees. Miss Didintle Moreki, the Founder of Organic Naturals Skincare, captivated the audience with her journey,

highlighting the importance of empowering and supporting women in all aspects of life.

The two-hour celebration provided a platform for women in MDCB to connect, share experiences, and feel valued within the company. It was a testament to MDCB's commitment to gender equality and inclusivity.

The celebration concluded with a mesmerizing lunch, catered for all, including the men, symbolizing the importance of unity and collaboration in achieving gender parity.

Overall, MDCB's International Women's Day celebration was a resounding success, leaving a lasting impression on all attendees and reaffirming MDCB's dedication to supporting and empowering women.

Christmas Party



JINGLE BELLS AND JUNGLE VIBES: RELIVING THE MAGICAL MDCB CHRISTMAS PARTY!

Mark your calendars for next year because the 2023 MDCB Christmas party was an unforgettable adventure! On December 15th, Skyview Lounge in the CBD transformed into a Safari Wonderland, transporting us from the bustling city to the heart of the wild. Dressed in our best khaki outfits and pith helmets, we channelled our inner explorers and embraced the spirit of celebration.

From the moment we stepped into the venue, the festive atmosphere was palpable. The air buzzed with excited chatter, laughter, and the sweet aroma of a delectable dinner spread. As colleagues reconnected and new friendships blossomed, the spirit of camaraderie filled the room, reminding us of the incredible team we are at MDCB.

As the evening unfolded, we indulged in a delicious feast fit for a safari king or queen. From appetizers that tantalised our taste buds to main courses that satisfied even the most adventurous appetites, the culinary journey was nothing short of extraordinary. To quench our thirst, a variety of refreshing beverages complemented the festive spirit.

But the night wasn't just about indulging in culinary delights. The sounds of lively music filled the air, inviting us to hit the dance floor and showcase our moves. As colleagues swayed and twirled, the room transformed into a vibrant spectacle of joy and laughter. From classic holiday tunes to energetic beats, the music catered to every taste, ensuring there was something for everyone.

Beyond the delicious food, captivating music, and infectious laughter, the true magic of the evening lay in the connections we forged. The Christmas party provided a welcome break from our daily routines, allowing us to connect with colleagues on a personal level, share stories, and create lasting memories.

As the night drew to a close, we left Skyview Lounge with hearts full of warmth and spirits soaring high. The 2023 MDCB Christmas party was more than just a festive gathering; it was a celebration of our achievements, our friendships, and the incredible journey we share as a company. We look forward to creating even more magical memories together in the years to come.



MDCB HEALTH CORNER

SOME STEPS ON HOW TO PACK MEALS FOR WORK: PLANNING AND PREPARATION:

PLANNING AND PREPARATION:

Plan your meals: Consider your dietary needs, preferences, and what facilities you have available at work (fridge, microwave, etc.). Plan meals ahead of time for the week or even longer to save time and avoid unhealthy last-minute choices.

Cook in bulk (optional): If you have time, cook larger batches of food on the weekend and portion them out for lunches throughout the week. This can save you time and ensure you have healthy meals readily available.

Prep ingredients: Wash and chop vegetables, cook grains like rice or quinoa in advance, and hard-boil eggs for easy snacking or adding to salads.

Invest in containers: Choose leak-proof, reusable containers in various sizes to pack different components of your meal and keep them separated for freshness. Consider containers with compartments to keep ingredients from mixing.

PACKING YOUR LUNCH:

Portion control: Pack appropriate portions to avoid overeating. Aim for a balance of protein, carbohydrates, and healthy fats to keep you energized throughout the day.

Freshness first: Pack fruits and vegetables whole or cut and store them in containers with a tight seal. Dressings and sauces should be packed separately to avoid wilting.

Cold items: Pack perishable items like meat, dairy products, and salads in an insulated lunch bag with an ice pack to maintain safe temperatures.

Hot items: If you have access to a microwave at work, pack hot meals like soups, stews, or leftovers in microwave-safe containers.

Don't forget the extras: Pack forks, spoons, napkins, and any additional condiments you

might need to enjoy your meal comfortably.

TIPS:

Variety is key: Rotate your meals throughout the week to avoid boredom and ensure you're getting a variety of nutrients.

Leftovers for lunch: Repurpose leftovers from dinner for lunch the next day, but remember to follow proper food safety practices by storing and reheating leftovers properly.

Snacks: Pack healthy snacks like nuts, seeds, fruits, or yoghurt to keep you feeling full and energized between meals.

Stay hydrated: Bring a reusable water bottle to avoid relying on sugary drinks at work.

Label your food: If you share a refrigerator at work, label your containers with your name and the date to avoid confusion.

By following these tips, you can pack delicious, healthy, and satisfying meals for work, saving money and helping you maintain a healthy lifestyle.





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