

Kalumbila Minerals Limited
a subsidiary of



FIRST QUANTUM
MINERALS LTD.

Physical address: Mwinilunga Road (T5)
Kalumbila, Solwezi District, Zambia

Postal address: Plat 3805, Po Box 230022
Zambia Road, Industrial Area, Ndola, Zambia

INTERNAL MEMO

TO: **ALL KML EMPLOYEES**
FROM: **GENERAL MANAGER**
SUBJECT: **DELIBERATE DAMAGE of MACHINERY**
DATE: **5 FEBRUARY, 2019**

Dear Colleagues,

It has come to management's attention that there are some employees who are not committed to our goals as an organisation and are going about sabotaging company property worth millions of dollars. In the last two days, we have had a number of our trucks breaking down due to sabotage.

Sand has been found in the engines of a number of our mining fleet vehicles. This not only severely damaged the engines but also has the potential to cause a major safety hazard.

In light of this, Management is offering a monetary reward to any employee who has information that can assist us in finding out who is responsible for these highly irresponsible acts. Those with information that is verified and leads to a criminal conviction of the culprits will receive a reward of 30,000 ZMW (thirty thousand kwacha) NET.

For the survival of our mine in such a difficult economic environment, we as a team must expose those who are working against us in all areas of the business.

Should you have any information on this matter, please report to the Human Resources Manager, Brighton Mwiinga on 097 785 3240, all reports will remain confidential.

Your assistance will be highly appreciated, and please remember to always work SAFELY!



MORRIS ROWE
General Manager