

NEWS LETTER



3 Q 2026 VOLUME 3



INSIDE

KMC Advances Lithium Sulphate Project.

Targets 2027 Commissioning

The Sulphate Plant is one of the key projects KMC is undertaking, in line with beneficiation and adding value to the mineral.

Driving Towards Improving Education Sector.

It is in line with ESG mandate

“The Lithium Sulphate project and the beneficiation initiatives . These projects represent a coordinated strategy to extract maximum value from Kamativi's mineral resources, strengthening the company's position within Zimbabwe's growing lithium industry.”



Mr Ye JianGuo KMC
General Manager

Editor's Note

Welcome to the Q3 edition of the Kamativi Mining Company newsletter

This quarter has been defined by growth — both on the mining ground and in our communities. On the operational front, work continues on the Sulphate Plant, one of our key projects geared toward beneficiation and adding value to our mineral output right here in Kamativi. It's a clear signal of our long-term commitment to processing more of what we mine, closer to home.

But our story this quarter isn't only about production. It's also about people. Through our corporate social responsibility programme, KMC continued its drive towards improving the education sector and advancing community empowerment programmes, with a particular focus on supporting vulnerable groups. Every initiative we undertake is rooted in one goal: sustainable growth for the communities we serve.

These two threads — industrial growth and community upliftment — sit at the heart of who we are as a company. Our ESG commitments aren't a separate conversation from our operations; they're part of the same story, and this issue reflects that.

As always, thank you for reading, and for being part of the KMC journey.

Until next time.

Rutendo Mapfumo

Editor

Public Relations Desk



KMC Advances Lithium Sulfate Project.....

Targets 2027 Commissioning

Kamativi Mining Company is pressing ahead with its Lithium Sulfate Project, a major downstream beneficiation initiative that will see the company move further up the mineral value chain.

The project consists of a smelter and a sulfuric acid plant, and is designed to produce 75,000 tons of lithium sulfate annually. Commissioning is targeted for July 2027. The investment forms part of a broader push to expand local mineral processing capacity and reduce the export of raw, unprocessed ore – a priority that aligns closely with government efforts to increase mineral value addition within Zimbabwe's lithium sector.

Alongside the Lithium Sulfate Project, Kamativi is also developing two further beneficiation initiatives: the Tin-Niobium-Tantalum Separation Project, aimed at achieving full recovery of these associated minerals, and the Amblygonite Concentrate Separation Project, which is intended to enhance the quality and economic value of the company's spodumene concentrate.

Together, these projects represent a coordinated strategy to extract maximum value from Kamativi's mineral resources, strengthening the company's position within Zimbabwe's growing lithium industry.

Taken as a whole, this cluster of projects signals a shift in how Kamativi approaches its resource base: rather than exporting concentrate in raw form, the company is building the infrastructure to process lithium, tin, niobium, tantalum, and spodumene on-site, capturing more value locally before these minerals ever leave the country. This positions Kamativi not simply as a mining operation, but increasingly as a processing and manufacturing hub within Zimbabwe's critical minerals sector.

The timing is significant. Zimbabwe holds some of the largest lithium reserves in Africa, and global demand for battery-grade lithium products continues to grow alongside the expansion of electric vehicle and energy storage industries worldwide. By investing in beneficiation now, Kamativi is positioning itself to supply higher-value, processed products rather than raw ore – a shift that stands to benefit both the company's long-term competitiveness and the broader national economy through jobs, skills development, and increased export earnings from value-added minerals.



KMC General Manager (Left) Mr Jack Ye JianGuo with partners during the Sulphate plant site visit



Men at work -KMC Management

KMC Powers Up with US\$25 Million Solar Plant

Kamativi Mining Company (KMC) has engaged Redsolar (Pvt) Ltd, which is investing US\$25 million in the construction of a 36-megawatt solar power plant at KMC's lithium mining operation. The project is expected to lower the mine's electricity costs and reduce its carbon footprint.

The solar plant is designed to reduce the operation's reliance on the national grid, with a battery energy storage system also installed to ensure a steady power supply outside daylight hours.

The Zimbabwe Energy Regulatory Authority (ZERA) has approved the generation licence for the facility, covering the construction and operation of the 36 MW photovoltaic plant integrated with a megawatt-hour battery storage system.

Combining solar generation with battery storage is intended to create a dependable, renewable energy system capable of supporting an energy-intensive mining and processing operation. The project reflects the growing link between Zimbabwe's lithium industry and the clean energy technologies underpinning the global energy transition.

Kamativi Mine, which closed in 1994, has been resuscitated through fresh investment in lithium mining – a revival that has not only brought new life to Kamativi and surrounding communities, but has also catalysed major infrastructure developments such as the solar farm. The project has created employment for the local residents, contributing directly to economic development in the area.



The Kamativi Solar Plant

Parliamentary Committee Applauds Kamativi Mining Company's Progress



Members of Parliamentary Portfolio Committee on Mines and Mining Development

The Parliamentary Portfolio Committee on Mines and Mining Development has praised Kamativi Mining Company (KMC) for its progress, particularly its plans to process lithium locally, its investment in renewable energy, and its efforts to strengthen relations with surrounding communities.

Committee Chairman and Bindura legislator, Hon. Remigious Matangira, said Kamativi Mining Company's investment in mineral beneficiation and renewable energy contributes meaningfully to the country's economic value.

Matangira welcomed the investment, noting that it aligns with Zimbabwe's ongoing efforts to encourage large mining companies to develop their own power generation capacity,

"The investment represents progress towards the government's objective of increasing mineral value addition and reducing the export of less processed minerals," he said.

Hon. Farai Mapfumo echoed similar sentiments, saying mining entities across the country should emulate what KMC is doing, including its community engagement projects.

"What we are seeing at Kamativi is what we want to see replicated across the mining sector. It is not enough to extract our resources; companies must invest in the communities that host them and in the future of this country's energy security. KMC is showing that this can be done," said Mapfumo.

Welcome to Breast Cancer awareness Month

As we enter October, Kamativi Mining Company joins the global community in observing Breast Cancer Awareness Month—a campaign dedicated to education, early detection, and unwavering support for those affected by this disease. In an industry built on strength and resilience, we recognize that true strength lies in looking out for one another, prioritizing health, and standing together against breast cancer.

While our mining operations span remote and urban locations, the impact of breast cancer touches every corner of our workforce—whether at headquarters, on-site camps, or within the communities where we operate.

The statistics are sobering, but the message is empowering: early detection saves lives. When breast cancer is detected early, survival rates improve dramatically—yet access to screening and timely diagnosis remains a challenge, particularly in rural and underserved areas where many of our operations and partner communities are located. This October, we're committed to bridging that gap through awareness, education, and tangible action





Mining for a Brighter Future

FOLLOW US
on our social media pages

Stay connected with KMC for the latest news, updates, community initiatives and more!

Facebook
<https://www.facebook.com/profile.php?id=61554218012208>

X (Twitter)
<https://twitter.com/kamativimining>

LinkedIn
<https://www.linkedin.com/company/kamativi-mining-company-kmc/>

Let's Connect!

 LATEST NEWS
  COMMUNITY IMPACT
  SUSTAINABILITY UPDATES
  OUR JOURNEY



One Team ★ One Goal ★ One KMC



KudAnna LEGACY HOUSE
PRESENTS
THE RAINFOREST PINK October TOURNAMENT
BREAST CANCER AWARENESS
Play for a purpose. Make a difference.

ENTRY FEES

4 BALL	PER PLAYER
\$200	\$50
PER 4 BALL	PER PLAYER

Includes green fees, halfway
snack and pinky starter pack

DATE
10 OCTOBER 2026

VENUE
ELEPHANT HILLS GOLF COURSE
VICTORIA FALLS

FORMAT
4 BALL
BETTER BALL
STABLEFORD

FUN AND EXCITING DAY!

KNOW THE SIGNS
Look out for any of these changes:

- Lump or thickening in the breast or underarm
- Change in breast size or shape
- Dimpling or puckering of the skin
- Nipple discharge (other than breast milk)
- Nipple inversion or change in position
- Redness, rash or flaky skin on the breast or nipple
- Persistent pain in one area of the breast

Early detection saves lives. Don't ignore the signs.

THE POWER OF SCREENING

- Screening can detect breast cancer early, when it is most treatable.
- Early detection can save your life and reduce treatment costs.
- Regular screening gives you peace of mind.

Be proactive. Get screened. STAY STRONG. STAY AWARE.

WHY PLAY?

- Support a worthy cause
- Raise awareness and change lives
- Great prizes, raffles & auctions
- Networking, fun & great vibes!

TEE OFF FOR A CAUSE!
TOGETHER WE CAN MAKE A DIFFERENCE.

PROCEEDS GO TO ISLAND HOSPICE TO SUPPORT BREAST CANCER PATIENTS UNDER THEIR CARE.
Together, we can give hope, provide support and change lives.

JOIN US. PLAY. SUPPORT. MAKE IMPACT.

CONTACTS & REGISTRATION
0773 519 149 • 0772 986 240 • 0773 432 908
kudannalhpvt@gmail.com

AWARENESS  **CHANGING LIVES** 

ALBATROS

TOGETHER, WE CAN GIVE HOPE, PROVIDE SUPPORT AND CHANGE LIVES.

Malaria Awareness Notice



Q3

2026

HEALTH TOPIC

MALARIA AWARENESS

*Prevent Malaria – Protect Yourself,
Your Family and Your Co-Workers*



WHAT IS MALARIA?



Malaria is a serious mosquito-borne disease caused by *Plasmodium* parasites. It can be life-threatening, but it is preventable and treatable.

HOW MALARIA IS TRANSMITTED



Through the bite of an infected female *Anopheles* mosquito, mainly active at night and in the early morning.

SIGNS & SYMPTOMS



- Fever (often in cycles)
- Chills and sweating
- Headache
- Muscle and joint pain
- Nausea and vomiting
- Tiredness and weakness

Seek medical attention early if you feel unwell with these symptoms.

WHEN TO SEEK MEDICAL ATTENTION



- High fever ($\geq 38^{\circ}\text{C}$)
- Persistent vomiting
- Inability to eat or drink
- Severe headache or confusion
- Difficulty breathing

Don't self-medicate. Go to the clinic or nearest health facility immediately.

HOW TO PREVENT MALARIA



USE MOSQUITO NETS

Sleep under insecticide-treated nets, especially at night.



APPLY INSECT REPELLENT

Use on exposed skin, especially in the evening and early morning.



WEAR PROTECTIVE CLOTHING

Long sleeves and trousers, especially during peak mosquito hours.



KEEP YOUR ENVIRONMENT CLEAN

Remove stagnant water and keep your surroundings free from rubbish.



USE INDOOR SPRAY / IRS

Use approved mosquito sprays and indoor residual spraying where advised.



AT WORK

Follow all site malaria prevention measures and report unwellness early.

CONTROL MOSQUITO BREEDING SITES



- Empty and clean containers
- Clear blocked drains
- Remove old tyres and junk
- Avoid water pooling
- Properly cover water storage

As we move into the malaria season, employees are urged to take prevention seriously, for their own health and the wellbeing of their families.

Simple steps you can take:

- Sleep under a treated mosquito net every night
- Clear stagnant water around your home, a common mosquito breeding ground
- Wear long sleeves and trousers, especially in the evenings
- Seek medical attention promptly if you notice symptoms such as fever, chills, headaches or body aches

Free mosquito nets available

The Safety Department has mosquito nets available for employees who need them. Stocks are limited and will be issued on a first-come, first-served basis, so don't delay. Need more information or assistance?

Contact the Safety Department today.

Stay protected. Prevent malaria.

**STOP MALARIA
BEFORE IT STOPS YOU.**



*Healthy People
Safer Mines
A Stronger KMC.*



PREVENT



PROTECT



STAY HEALTHY



SUPPORT OUR COMMUNITY

Stay Hydrated: Why Drinking Water Matters in the Hot Season

When temperatures rise, the body works harder to keep itself cool. It does this mainly by sweating, and every drop of sweat carries away water and essential salts. If that lost water is not replaced, the body quickly begins to struggle. Drinking enough water during the hot season is one of the simplest and cheapest ways to protect your health.

It keeps your body temperature in check

Sweat cools the skin as it evaporates, which helps prevent the body from overheating. This only works when there is enough water in the body to produce sweat. People who are well hydrated cope better with heat and are less likely to suffer heat exhaustion or heatstroke, which can be life-threatening.

Ready When It Matters: KMC Trains 40 Employees in First Aid and Firefighting

Emergency preparedness is becoming part of everyday work at Kamativi Mining Company

Every workplace hopes it never faces the moment a fire breaks out, a colleague collapses or an accident happens faster than anyone expected. In that moment, policies on paper mean little. What matters is whether the people on the spot know exactly what to do and have the confidence to do it.

As part of its commitment to the wellbeing of its employees and the communities in which it operates, Kamativi Mining Company (KMC) continues to prioritise regular First Aid and Firefighting training across all departments. So far, KMC has trained 20 firefighters and 20 First Aiders.

Why preparedness saves lives

Emergencies rarely give warning, and the first few minutes often decide the outcome. Trained employees can act before professional help arrives, which can limit injuries, protect property and, in the worst cases, save lives. Preparedness is about people who are ready, not just equipment on a wall.

What the training covers

Firefighting

- Understanding how fires start and spread, and how to prevent them
- Choosing and using the right type of fire extinguisher
- Raising the alarm, evacuating safely and accounting for colleagues at assembly points
- Knowing when to fight a fire and when to leave it to the professionals

First Aid

- Assessing a scene safely before approaching a casualty
- Responding to unconsciousness, choking and cardiac emergencies, including CPR
- Controlling bleeding and treating burns, fractures and shock
- Calling for help quickly and giving clear information to emergency services

Building a culture of readiness

Training is only one part of emergency preparedness. A prepared workplace also needs:

Clear emergency plans that every employee knows and understands

Regular drills so that evacuation routes and assembly points become second nature

Well-maintained equipment, including extinguishers, first aid kits and alarms that are checked and ready

Visible signage showing exits, equipment and emergency contacts

Refresher training, because skills fade without practice

Everyone is part of the safety system

This is the culture KMC is committed to building: a workplace where every employee, regardless of role or department, understands that they are part of the safety system, not simply a beneficiary of it. The trained firefighters and First Aiders form the first line of response, but safety depends on all employees knowing the plan, reporting hazards early and looking out for one another.

Emergencies rarely give warning, and the first few minutes often decide the outcome. Trained employees can act before professional help arrives, which can limit injuries, protect property and, in the worst cases, save lives.

KMC Safety, Health and Environment Officer Mr Brian Mpofu said the training is of paramount importance to the institution.

"Here we take every chance to prepare our team," he said.

Everyone is part of the safety system

This is the culture KMC is committed to building: a workplace where every employee, regardless of role or department, understands that they are part of the safety system, not simply a beneficiary of it. The trained firefighters and First Aiders form the first line of response, but safety depends on all employees knowing the plan, reporting hazards early and looking out for one another.



Caring Beyond Production

At Kamativi Mining Company (KMC), our success is measured by more than tonnes produced. It is also measured by the wellbeing of the communities that live alongside our operations. That belief was on display in Kamativi when KMC handed over medicines worth over US\$10 000 to Kamativi Clinic, together with food hampers for vulnerable community members, mostly women, the elderly and persons with disabilities.

The donation, part of KMC's corporate social responsibility programme, is aimed at supporting residents living with chronic illnesses and easing the pressure on households that struggle to make ends meet.

A partnership government can count on

Receiving the donation on behalf of Government, Hwange District Development Coordinator, Mrs Nyaradzo Masoja, commended KMC for its approach to community engagement and said the gesture showed the value of partnerships between mining companies and the communities around them.

"Through their Corporate Social Responsibility programme, Kamativi Mining Company has shown that it understands its place in this community," she said.

She noted that the hampers would bring relief to families who find it difficult to put food on the table, while the medicines would strengthen local clinics and give residents a better chance of receiving care closer to home. Mrs Masoja also encouraged KMC to keep engaging local communities so that future projects respond to needs identified on the ground. She called for the donations to be distributed transparently, fairly and with dignity, with priority given to the most vulnerable, including the elderly, the sick, child-headed households and persons with disabilities.

Bringing care closer to home

The health sector welcomed the medicines warmly. Hwange District Nursing Officer, Mrs Winfrida Ngwenya, said the supplies would particularly benefit patients with chronic conditions such as hypertension. She added that the donation would reduce the financial burden on residents who previously had to travel to Hwange to collect their medication.

"This gesture is well appreciated as it complements Government efforts," she said. "This donation is not only addressing health and nutrition but access to medical care."

Our commitment: more than one-off giving

KMC Chief Operating Officer, Mr Turkey Liang, said the company regards its relationship with the community as an integral part of its operations. He emphasised that KMC's development should be judged not only by production and economic performance, but also by its contribution to the surrounding communities.

"Today is not simply about handing over food, materials or medicines. More importantly, it is about care, solidarity, dignity and partnership," he said.

Mr Liang reaffirmed that KMC will continue to engage the community and support initiatives that promote sustainable livelihoods, health, education, skills development, local employment and broader social and economic development. He stressed that the company wants its community engagement to go beyond one-off donations.

"We will continue listening to community concerns, understanding community priorities and supporting initiatives that can improve people's lives and wellbeing," he said.



Hwange DDC Nyaradzo Masoja during the hand over ceremony of food hampers to the vulnerables



Kamativi vulnerable group, receive food hampers

KMC Signs MoU with the Zimbabwe School of Mines

KMC and the Zimbabwe School of Mines held a strategic cooperation meeting focused on scholarships and talent development, culminating in the on-the-spot signing of a Memorandum of Understanding (MOU). The agreement marks a significant step forward for the company in deepening local talent development overseas and fulfilling its social responsibility commitments.

The Zimbabwe School of Mines is one of the country's leading institutions delivering mining-related diploma and vocational-technical education, having long supplied Zimbabwe's mining industry with highly skilled, practice-oriented technical talent. The newly signed MOU establishes a long-term, stable cooperation framework between the two parties covering scholarship support, internship and employment pathways, staff skill development and knowledge transfer, joint curriculum development, scientific research and innovation, and community empowerment, pursuant to which a training center and bases for mining-industry managerial professionals will be set up.

Through this deeper integration of industry, academia, and research, the partnership aims to supply outstanding technical talent to Zimbabwe's mining sector while providing strong talent support for the sustained, stable operation of the Kamativi Lithium Mine project.

KMC's scholarship program was established in 2025 to support students from communities around the mining area, prioritizing those from financially disadvantaged backgrounds with strong academic records. For the 2026 academic year, the number of scholarship recipients grew from 8 to 10, with current beneficiaries studying core disciplines including mining engineering, metallurgical engineering, mining geology, metallurgical analysis, mine surveying, and occupational health and safety.

The Zimbabwe School of Mines also outlined its latest academic development plans, which include construction of an experimental mine, upgrades to its international-standard analytical laboratory, integration of drone pilot certification into the full curriculum, and secondment of lecturers to mining enterprises for practical, hands-on training.

KMC representatives briefed attendees on the shareholders background of Yahua Group, and Defold ,the company's global footprint, and the strategic importance of the Kamativi Lithium Mine project.

"As the company's planned lithium sulphate processing plant moves forward, the scale of local employment is expected to keep increasing," said Mr Joseph Tshuma the KMC Human Resources Manager.

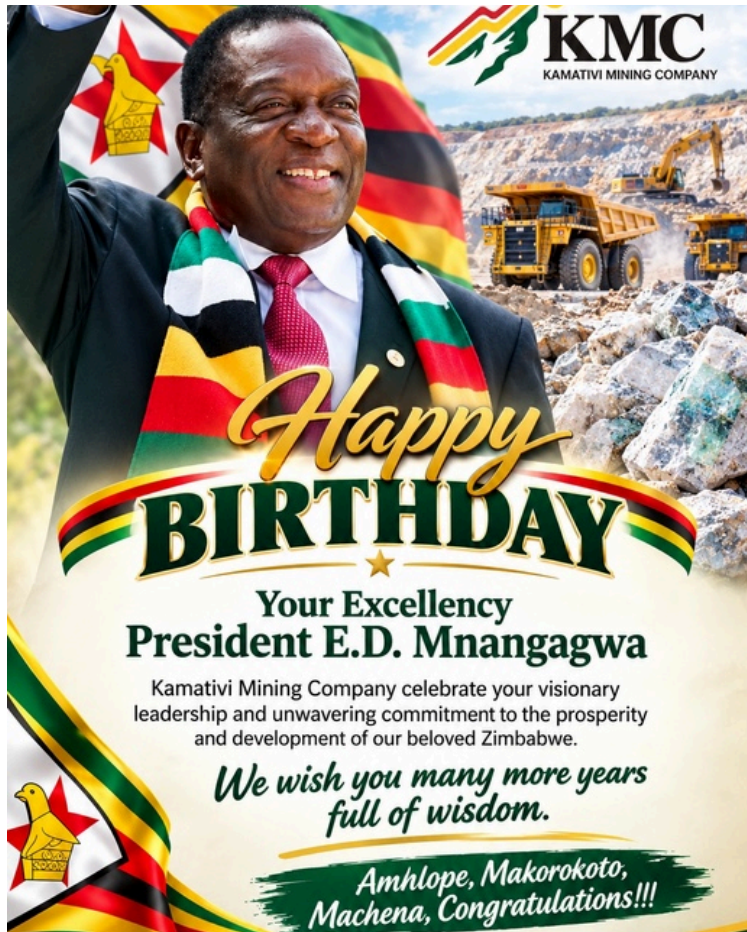
"KMC has encouraged the school to proactively incorporate technical teaching related to the lithium salt industry chain. At the same time, we will rely on the school's support to advance employee skills enhancement and localization training, while increasing assistance to communities in North Matabeleland Province and around the project area."

Edwin Gwaze, Principal of the Zimbabwe School of Mines, thanked KMC for its long-term support and praised the sense of responsibility the company has demonstrated as a Chinese enterprise operating in Zimbabwe.

Looking ahead, both sides plan to deepen their overseas school-enterprise cooperation and work together to build a green, sustainable, and mutually beneficial model mining project.



School of Mines in Bulawayo



Driving Towards Improving Education Sector.

As part of its corporate social responsibility (CSR) drive, Kamativi Mining Company (KMC) has donated tonnes of cement to schools in Kamativi and surrounding areas, to support the upgrading of school infrastructure. The company also donated 70,000 bricks and 180 desks and chairs. The gesture underscores KMC's commitment to supporting education in the communities where it operates.

A total of 350 bags of 50kg cement were channelled to St Theresa Primary School in Kamativi, Hwange District. Another 250 bags of 50kg cement were given to Manzasya School, a newly built annex of Tinde Primary School in Binga District.

Local Councillor Mathema commended KMC for its role in renovating schools and for helping to establish Manzasya School.

"We really want to appreciate the effort being made by Kamativi Mining Company," he said.

The cement donated to Manzasya School will go towards the construction of teachers' cottages, a learners' ablution block and an additional classroom block.

Councillor Mathema explained that the school was established to address a long-standing challenge faced by children in the area.

"Children from Manzasya village were facing challenges attending school. The nearest school, Tinde Primary, is approximately 7 kilometres away, a distance that is unbearable for 5-year-old ECD learners to walk," he said.

KMC's intervention in establishing a new school has proved an effective way of promoting access to education in rural communities.

Meanwhile, at St Theresa Primary School, the donated cement will be used to construct an additional classroom block.

The upgrading of school infrastructure forms part of KMC's broader Environmental, Social and Governance (ESG) strategy, reflecting the company's ongoing commitment to promoting development in the communities it serves.



Manzasya Primary School



Learners and Teachers of St Theresa Primary School receiving cement for their block.



Community Health Committee Drives Renewal of Kamativi's Health Facilities

KAMATIVI — The Community Health Committee in Kamativi is spearheading efforts to improve health facilities in the local community, part of a broader push under Kamativi Mining Company's (KMC) Environmental, Social and Governance (ESG) agenda. The committee has led the renovation of Kamativi Clinic, a facility that had fallen into disrepair over the years. Recent upgrades include new painting, ceiling repairs, as well as the provision of medicine.

Committee chairman Hillario Ngulube commended KMC for its role in improving health facilities in the area.

"We really appreciate the efforts that have been made by KMC in improving the health facilities, and we are hoping that we will continue working with the KMC team," said Ngulube.

The Community Health Committee was established in line with the company's vision of supporting communities across the Hwange district.

In 2025, KMC organised a Medical Outreach Programme in partnership with a visiting team of Chinese doctors, bringing specialist healthcare directly to a community that has long struggled with access to it. Over the course of the outreach, 355 people were consulted, 100 patients received treatment, and five underwent minor surgery.

Kamativi Clinic's Sister-in-Charge, Pheneus Mwiinde, confirmed the outreach was a success for the community.

"After the consultations, patients got the help they needed, and those who underwent minor surgeries experienced no complications," said Mwiinde.

Among those who benefited was Ms Zulu, a 34-year-old resident of Kamativi, whose stomach tumour was diagnosed through the outreach programme — a diagnosis she says have saved her life.

"A tumour had been growing in my stomach for months, leaving me too weak to work or carry out even the simplest daily tasks. Physically, I appeared to be pregnant. In reality, I was fighting a battle I feared I was losing," she explained. "By the end of 2025, I was walking, working, and living what I now call the best chapter of my life — thanks to the medical outreach programme run by Kamativi Mining Company."

The Health Committee, working alongside KMC, has since begun preparations for the 2026 medical outreach, having submitted its priorities to the company to help shape this year's programme.

With the foundation laid by the 2025 outreach and the clinic renovations already done, community leaders say they are optimistic about the partnership's continued impact heading into 2026.



The Kamativi community health committee

Say Goodbye to water challenges

KMC wishes to update stakeholders, community members, and the public on its continued commitment to addressing access challenges in Kamativi.

Following the signing of a Memorandum of Understanding (MOU) with the Hwange Rural District Council (HRDC), KMC has established five water points across the D Section, CB Section, CBD Section, 6 Section, and 4 Section.

This initiative forms part of the company's broader social responsibility programme, which has already included investment in road infrastructure, school boreholes, and electricity reconnection for the settlement.

"Water is a basic necessity, and we recognise that Kamativi has faced water challenges for many years, long before KMC began operations here," said Rutendo Mapfumo, KMC's Public Relations Officer. "Through our partnership with HRDC, we are working to ensure that our operations contribute positively to the community's access to clean water, not detract from it."

The water points project was implemented in phases, beginning with the construction of the water points, followed by the installation of pipes, and culminating in the launch of water supply to the community. The initiative is expected to reduce the community's reliance on unsafe water sources and ease pressure on existing infrastructure.

Community members who have engaged with the project have expressed support for the initiative, noting that reliable access to clean water has long been a priority for Kamativi residents.

KMC says it remains committed to transparent engagement with HRDC, traditional leadership, and residents as the project progresses, and will provide further updates as construction advances.



Employee Grievance Procedure

*Did you know it is your right to report any form of harassment in the workplace?
Below is the procedure to follow at KMC:*

**Lodge a
complaint**

Immediate
supervisor



Call , Text or
Email



Suggestion Box



01

Submit a written report to your immediate supervisor confidently and without hesitation .

02

Call our hotline at +263 773 718 612 or email kmc@scyahua.com for a prompt response and feedback.

03

Write down your issue and place it in the suggestion box, and you will be assured of assistance.

External Employee Grievance Procedure

**Lodge a
complaint**

ESG Concerns



Industry –Level
Grievance
Escalation

Labour Issues

01

Email to RCI:
<https://www.cccmc.org.cn>
Responsible Critical Minerals
Initiative:
<https://www.cccmc.org.cn>

02

RMI:
<https://mineralsgrievanceplatform.org>

03

National Employment Council
(NEC)

***For More Information On Employee Grievance Procedure
contact the HR Department on 0773718612***

Know your KMC staff



Mr Benard Mafunga KMC Mine Manager

We're delighted to welcome Benard Mafunga to our Kamativi Mining Company family as our new Mine Manager within the management department.

Mafunga brings years of hands-on mining experience. He has honed his expertise at respected operations in the Mining Industry.

Mafunga's experience and technical know-how will be a tremendous asset as we continue to grow and strengthen our operations at Kamativi Mining Company.



Milton Tungwarara Banking Specialist

Milton Tungwarara is our new Banking Specialist, who will be managing the company's banking portfolio.

Milton brings solid banking expertise to KMC, and his experience will be a real asset to the company. Milton is a firm believer in teamwork, and he is excited to be part of the KMC family. He looks forward to collaborating with colleagues across the company, learning from the team and contributing to our shared goals.

Milton, welcome aboard! We're thrilled to have you with us and we wish you a successful and fulfilling journey at KMC.



Blessing Tawanda Samu Tax Accountant

Welcome Blessing Tawanda Samu to the KMC Finance team as our new Tax Accountant.

Blessing brings three years of experience in tax and accounting, he is expert in tax compliance, tax planning and advisory, and domestic and international taxation.

In his role, he will manage tax compliance, prepare tax computations and returns, identify tax risks, support tax audits and advise on tax matters.

In his words: "I'm excited to bring my tax expertise to Kamativi Mining Company, helping strengthen compliance, manage tax risks, and support the company's continued growth."

Outside work, Blessing enjoys chess, continuous learning, and time with family and friends.

Please join us in welcoming Blessing to the team!



Felicity Mpala KMC HR Assistant

Benignity Felicity Mpala, affectionately known as Felly is the Kamativi Mining Company's new Human Resource (HR) Assistant.

Felly brings three years of experience in human resources. Over that time she has built a strong foundation in HR processes and practices, and she is known for her commitment to fostering a positive workplace environment and supporting organisational growth.

With her hands-on experience and passion for people management, Felly is well placed to make a significant impact in her new role. As she continues to grow in her career, she remains committed to improving organisational effectiveness and employee wellbeing.

Please join us in welcoming Felly to the team.

Meet Lavender the Chef

Welcome to our brand-new Worker Spotlight, where we shine a light on the talented people behind KMC. This edition, we pulled up a chair with our resident chef, a specialist in Chinese cuisine. Settle in, relax and enjoy the conversation.

Who is "Lavender," and what is your role as a Chinese chef?

I am Lovenda Kamuzembe, Head Chef at the Kamativi Mining Company canteen in Zimbabwe. I am 25 years old and have six years of culinary experience in luxury hotels and fine dining. I specialise in Chinese cuisine, menu development and kitchen leadership. My focus is delivering world-class dining while maintaining food safety and high-volume standards.

My main responsibilities include:

- Overseeing daily kitchen operations and supervising kitchen staff at one of Zimbabwe's leading mine canteens serving Chinese cuisine.
- Preparing fine dining meals and Chinese cuisine for international guests and hotel events.
- Managing menu planning, stock control and inventory procedures.
- Training and mentoring junior kitchen staff to maintain operational excellence.
- Ensuring food quality, hygiene standards and customer satisfaction.

Do you have a nickname, and how did you get it?

Yes, My name is Lovenda, but when I started at Kamativi Mining Company, my Supervisors began calling me "Shapamer," a Chinese name, in the rush of service. The name stuck because I was always garnishing dishes with fresh herbs and edible flowers. My colleagues were also impressed by my knife skills and by the open-minded way I approach Chinese dishes. Soon, people were asking for "Shapamer" by name, and it became my kitchen name. It has been with me since 2023.

Can you tell us about your journey as a chef?

My interest began in hospitality and multicultural environments. I started as an Assistant Cook at Soho Hotel, Sun International, South Africa, from January 2017 to November 2020, supporting busy hotel operations. In February 2021, I became a Chef at Hippo Valley Hotel in Chiredzi, delivering fine dining and banquets. Since January 2023, I have been a Chinese Chef at the Kamativi Mining Company canteen, leading kitchen operations. Moving into Chinese cuisine allowed me to combine Asian and Chinese dishes for our Chinese guests.

Where did you train or study culinary arts?

I hold a Diploma in Hospitality Management from the International Hospitality School in South Africa, completed in 2025. My training focused on fine dining, menu planning, and food safety and hygiene. I built my Chinese cuisine skills through more than six years of hands-on work in international hospitality. My key mentors have been senior chefs at Sun International and Hippo Valley Hotel, who shaped my leadership style.

What inspired you to specialise in Chinese cuisine?

I find working with Chinese colleagues exciting because I am learning about their culture and the meaning behind their traditional dishes. Every dish carries a meaning, and many are herbal and good for health. I saw how Chinese cuisine connects cultures. Preparing Asian and Chinese dishes for buffets and fine dining showed me the precision and balance of this cuisine. I love the discipline of wok cooking and the way a single dish can carry flavour, texture and presentation. It challenged me to master high-volume catering while keeping the food authentic. Chinese food has become my way of delivering memorable experiences.

What do you enjoy most about your work?

I enjoy the craft of leading a team through high-pressure services and still meeting exceptional standards. Seeing guests react to a well-executed Chinese dish is the best reward. I love menu development, balancing tradition with what international guests want. Training junior staff and watching them grow keeps me motivated, and the multicultural, fast-paced kitchen environment pushes me every day.

What is your favourite dish that you have prepared so far, and why?

Chinese-style Peking Duck with pancakes. We prepare it to hotel standard for fine dining services. It is special because it demands perfect timing, knife skills and teamwork to serve at scale. Our Chinese guests love the tableside presentation and the balance of crispy skin with hoisin sauce. The dish represents my journey from Assistant Cook to Head Chef. Winning Chef of the Year in 2022 after a banquet featuring it made it unforgettable.



KMC GALLERY



KMC football team



September Birthdays Celebrations



At KMC Community engagement and cosultancy is key



Safety inspections are our monthly routines



Engaging the community through sports



Happy Mid -Autumn Festival

When Football Becomes a Platform for Inclusion

Football has a unique way of bringing people together. It creates a common language—one built on teamwork, excitement, participation and belonging. At the Kamativi community football tournament, sponsored by Kamativi Mining Company (KMC), that spirit was extended beyond the players and into the wider community.

For KMC, supporting an eight-team local football tournament is more than sponsoring a competition. It is an investment in community cohesion, healthy lifestyles, social inclusion and positive relationships. Sport provides a safe and constructive space where people can build confidence, develop friendships, discover talent and strengthen their sense of belonging.

The initiative also reflects an important principle of responsible business: sustainable development is not only about economic activity. It is also about contributing positively to the social fabric of the communities where a company operates. By creating opportunities for participation, KMC is helping to ensure that community engagement includes people who may not always have access to formal sporting platforms

With eight teams competing for local football glory, the tournament provides a platform for sporting talent and community pride. Yet moments like the 20-minute penalty challenge remind us that the true value of a community tournament is measured not only by goals, trophies and results, but also by the people it brings together and the memories it creates.



The Penalty Challenge



KMC TEAM the Lithium Boys during half time



The Kamativi Legend FC, one of the finalist of the Kamativi Community Tournament

Legends Roar to Glory in Thrilling Kamativi Community Tournament



Kamativi Legends beat Pirates 2-1 in a hard-fought final to win the Kamativi Community Tournament, played at the Kamativi community ground.

Pirates FC finished second, while Kamativi Lithium Boys took third place.

The tournament, sponsored by Kamativi Mining Company (KMC), ran from 4 September to 2 October 2026. It drew clubs from across the community, including Kamativi Lithium Boys, Atlanta, Manzasya FC, Pirates, Auxin, Rarlon and Kamativi Legends.

Zimbabwe Football Association (ZIFA) Southern Region Areas Zone Chairman Mr Christel Dube said the match was tough and proved the community has plenty of talent.

"I have seen young boys playing so well, and I am really pleased with their performance. Such activities will help young boys stay away from drugs, and that is our goal as a country," he said.

He also commended KMC for its continued backing of sport in the area. "To you, Kamativi, may you continue doing the good work of supporting such tournaments," he said.

KMC Chief Operating Officer Mr Turkey Liang congratulated the winners and thanked all the players and clubs who took part.

"The purpose of the tournament is to engage with the community outside mining. Congratulations to all the winners, and to all the players and teams who participated. We say well done," he said.

Mr Liang added that KMC will continue to support community sport, including netball as well as football.

Ward 11 Councillor Mr Joshua Tshuma also praised KMC's efforts. "The initiative brings the community together and at the same time helps in the health and well-being of the community as a whole," he said.

The Kamativi Community League is designed to bring people together through the unifying power of sport, fostering goodwill, participation and local pride ahead of a larger community event.

Beyond the football, the initiative reflects KMC's deliberate commitment to community engagement and social responsibility. Sport is an accessible, inclusive platform that unites people of different ages and backgrounds, strengthening social cohesion and a shared sense of belonging.