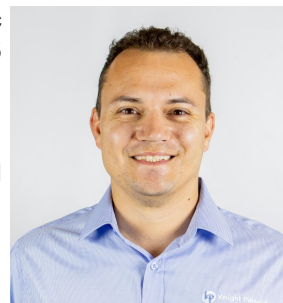


APPENDIX A– CV’S

LLOYD LYNCH (Pr.Sci.Nat)

SENIOR ENVIRONMENTAL SCIENTIST

Lloyd is a Senior Environmental Scientist with 9 years of experience with a focus on aquatic science. He is a registered professional scientist and an accredited DWS: SASS version 5 practitioner. During his career, Lloyd has conducted aquatic specialist assessments across Southern Africa, both for stand-alone assessments as well as scheduled biomonitoring, making use of both SASS and FAIL. He has also assisted with a variety of other tasks ranging from public participation consultations, ESIA baseline input, both air and water quality reporting and project management.



Knight Piésold (Pty) Ltd.
South Africa

REGISTRATIONS / CERTIFICATIONS

- SACNASP, South African Council for Natural Scientific Professions, Pr.Sci.Nat, Reg No. 116026
- Department of Water and Sanitation: SASS 5 Accredited Practitioner, 2017, 2020, 2023

SPECIFIC RELEVANT EXPERIENCE

- **uMkhomazi Water Supply Project Phase 1, South Africa:** Senior Environmental Scientist leading biodiversity aspects of the project
- **Kamoa Copper Mine, DRC:** ESIA and ESMP update.
- **Tourism Development at Meob Bay, Namibia:** Undertook the Environmental Impact Assessment (EIA) for the Meob Bay Tourism Development in accordance with the Namibian EIA Regulations of 2012.
- **Mutanda Mining, DRC:** Responsible for the design and implementation of an extensive groundwater and surface water monitoring programme, including analysis of laboratory results, reporting, air quality monitoring, biodiversity assessments and the establishment of rehabilitation trials.
- **Environmental Scoping and Impact Assessment, Waste Management Facilities in Lüderitz and Walvis Bay, Namibia:** Developed environmental and social feasibility studies for two oil & gas management facilities in Walvis Bay and Lüderitz towards submissions for the necessary authorisations with the competent authority.
- **Environmental Support and EIA, Haib Copper Project, Namibia:** The development of feasibility studies for the Haib Copper Project towards development of a project level Environmental Management Programme (EMPr) and submissions for the necessary authorisations and undertaking specialist assessments for the project.
- **Two Rivers Platinum Aquatic Biomonitoring:** Conducted routine aquatic biomonitoring surveys in the Klein, Groot and Dwars rivers.
- **Two Rivers Platinum Financial Provisioning:** Undertook annual reviews of the rehabilitation, monitoring and closure costs associated with the mine and determined annual shortfalls.
- **Tembo Nickel Project Due Diligence:** Undertook a due diligence assessment in line with the IFC Performance Standards for a potential nickel mine in Tanzania.

EDUCATION

- MSc Aquatic Health, University of Johannesburg, 2014
- BSc Honours, Zoology, University of Johannesburg, 2012
- BSc Zoology and Botany, University of Johannesburg, 2011

SPECIALIZATIONS

- In situ and chemical water quality
- South African Scoring System (Version 5)
- Macro Invertebrate Response Assessment Index (MIRAI)
- Ichthyofaunal identification
- Fish Response Assessment Index (FRAI)
- Habitat assessments

WORK HISTORY

Company Name	Position	Dates
Knight Piésold (Pty) Ltd, South Africa	Senior Environmental Scientist	Jan 2024 - Present
Knight Piésold (Pty) Ltd, South Africa	Environmental Scientist	2021 - Dec 2023
Knight Piésold (Pty) Ltd, South Africa	Aquatic Scientist	2019 - 2020
Knight Piésold (Pty) Ltd, South Africa	Junior Environmental Scientist	2016 - 2019
University of Johannesburg	Contract Lecturer	2015

COUNTRIES OF WORK EXPERIENCE

- South Africa
- Democratic Republic of Congo
- Eswatini
- Namibia
- Tanzania

JOSEPH MÜLDERS (Pr.Sci.Nat.)

SENIOR ENVIRONMENTAL SCIENTIST

Joseph Mülders is Senior Environmental Scientist based at Knight Piésold's Sandton office. He has 10 years of experience in the environmental services industry and is a registered Professional Natural Scientist (Environmental Science). Joseph has been involved in social and environmental risk, safeguards assessments and monitoring, spatial classification of socio-economic and environmental systems. He specialises in environmental and social due diligence, impact assessments and risk analysis, environmental monitoring, rehabilitation and offset quantification and design, stakeholder consultation, environmental monitoring and compliance. Joseph has experience in various African countries in terms of delivering projects to international best practice standards focusing on socio-economically sustainable development and management of natural resources.



REGISTRATIONS / CERTIFICATIONS

- South African Council for Natural Scientific Professions (SACNASP), Pr.Sci.Nat. Reg No. 115316

SPECIFIC RELEVANT EXPERIENCE

- **Biodiversity Offset Implementation Planning- uMkhomazi Water Project Phase 1, South Africa:** Review, update Biodiversity Offset Report, secure landowner agreements, finalise Biodiversity Offset and Compensation Plan and manage implementation of site-specific interventions and compensation programmes.
- **Project Preparation of DFFE/IUCN/GEF8 Full sized Project, South Africa:** Design of a 5-year full sized GEF 8 project aiming at the restoration and sustainable management of land for improved livelihoods in the degraded landscapes of Free State and Northwest Provinces of South Africa
- **Social Baseline Assessment, KCC, DRC:** Conduct and contribute to social baseline studies, impact assessment and social performance plan
- **ESIA and EMP Review and Update, Kamoa Kakula Copper, DRC:** Review and update the Environmental and Social Impact Assessment (ESIA) as per legal requirements at Kamoa Kakula Copper Project.
- **ESIA Update, Mumi Sulphide Project, DRC:** Update and develop Environmental and Social Impact Assessment (ESIA) as per additional activities at Mutanda Mine DRC.
- **Environmental Control Officer, Middelburg Ferrochrome, South Africa:** Conduct monthly compliance audits against licence and authorisations for dam construction activities at MFC
- **Environmental Scoping and EIA, Waste facilities in Lüderitz and Walvis Bay, Namibia:** Develop environmental and social feasibility studies for two oil & gas management facilities in Walvis Bay and Lüderitz towards submissions for the necessary authorisations with the competent authority.
- **Environmental and Social Due Diligence, Tsumeb Smelter, Namibia:** Conducted an environmental and social due diligence for the Tsumeb Smelter and develop a record of existing and potential social and environmental liabilities currently associated with the Tsumeb Smelter.
- **Environmental Support and EIA, Haib Copper Project, Namibia:** The development of feasibility studies for the Haib Copper Project towards development of a project level Environmental Management Programme (EMPr) and submissions for the necessary authorisations.
- **Water Use License Application, Gamsberg TSF 2, South Africa:** Implement a WULA for the development of TSF for Phase 2 of the Gamsberg Mine in Northern Cape, South Africa
- **Regulatory EIA MMG Kinsevere, DRC:** Develop a regulatory EIA for the Ubuntu Farm Project in Southern DRC.
- **MUMI Biodiversity Offset Plan, DRC:** Development of a Biodiversity Offset Concept Note which provides an outline and rationale for a biodiversity offset and explores the

Knight Piésold (Pty) Ltd.
South Africa

EDUCATION

- MSc, Environmental Management, University of Pretoria, South Africa, 2015
- BSc (Hons) Environmental Management and Analysis, University of Pretoria, South Africa, 2009
- BSc, Zoology, University of Pretoria, South Africa, 2008

SPECIALISATIONS

- Environmental monitoring
- Rehabilitation and offset quantification design
- Stakeholder Consultation
- Environmental due diligence
- Impact assessments and risk analysis
- Project management

COUNTRIES OF WORK EXPERIENCE

- Namibia
- Malawi
- Mali
- Mozambique
- South Africa
- Uganda

JOSEPH MÜLDERS (Pr.Sci.Nat.)

SENIOR ENVIRONMENTAL SCIENTIST

basic requirements, possibilities, and strategies available for MUMI to undertake a detailed and biodiversity offset plan costed within a frame.

- **DFFE/UNDP/GEF6 Full Sized Project, South Africa:** Developed and implemented the Social and Environmental Risk Management Program. Designed and implemented the project wide integrated monitoring and evaluation plan. Acting Project Manager for 4 months.
- **DFFE/IUCN/GEF7 Full sized Project, South Africa:** Project design and developed the Environmental and Social Management Plan (ESMP).
- **uThukela Water Resource Classification System (WRCS), South Africa:** Coordinated the classification and quantification of socio-economic impacts to communities as linked to changing water allocation scenarios.
- **Loulo, Gounkoto and Morila Gold Mines, Mali:** Biodiversity Offset, quantifying residual impacts and proposing mechanisms for internalising costs of impacts back into the biodiversity capital value of Mali.
- **Kibali Gold Mine, DRC:** Biodiversity Offset, developed a biodiversity offset based on the past, current and future biodiversity impacts and benefits since the start of operations.
- **Makuya Nature Reserve, South Africa:** Park Management Plan, systems ecologist and spatial planner.
- **Kusile Power Station, South Africa:** Scoping and Basic Assessment, including public consultation and environmental specifications (EAP).
- **Kusile Power Station, South Africa:** Wetland Rehabilitation Strategy, baseline assessment, condition analysis and strategic design.
- **Kusile Power Station, South Africa:** Wetland Offset Strategy, baseline assessment, stakeholder engagement, offset quantification and strategy design.

WORK HISTORY

Company Name	Position	Dates
Knight Piésold (Pty) Ltd, South Africa	Senior Environmental Scientist	July 2023 - Present
South African National Department of Forestry, Fisheries and Environment	Acting Director	2021 - 2023
South African National Department of Forestry, Fisheries and Environment	Deputy Director	2014 - 2021
Prime Africa Consult	Systems Ecologist	Nov 2014 - Nov 2021

lima@iway.na
limamaartens@gmail.com
+264 61 255750
+264 81 2458790
Windhoek, Namibia

Skills

Environmental Scoping
Environmental Impact Assessments
Environmental Management Plans
Environmental Auditing
Environmental and Social Due Diligence & Legal Compliance
Technical Reviews & Proofreading
Project Management
Research & Monitoring

Education And Training

2000

Ph.D.: Fisheries Science

Rhodes University

Grahamstown, South Africa

1992

B.Sc. Hons: Animal Physiology

Stellenbosch University

Stellenbosch, South Africa

1991

B.Sc.: Zoology and Physiology

Stellenbosch University

Stellenbosch, South Africa

1987

Senior Certificate

Windhoek High School

Windhoek, Namibia

Languages

Afrikaans: First Language

English: Proficient

Membership in Professional Bodies

Associate Membership, Institute of Sustainability and Environmental Professionals (ISEP), United Kingdom;
Lead Practitioner and Reviewer, Environmental Assessment Professionals of Namibia (EAPAN);
Full Member, Namibian Chamber of Environment (NCE);
Member, Namibia Scientific Society

Lima Maartens

Summary

I have 32 years of experience in natural resource management, lecturing, environmental science and management, and consulting. Sectors that I worked in as an Environmental Assessment Practitioner include exploration (including offshore oil and gas), mining and quarrying, renewable energy (solar and wind), tourism, manufacturing, agriculture, aquaculture and mariculture, township, property (including medicine storage facilities) and waterfront developments, transport (rail and road), and infrastructure.

Employment Record

LM Environmental Consulting – Environmental Assessment Practitioner

10/2009 – Current; Windhoek, Namibia

Valencia Uranium (Pty) Ltd – Environmental Manager

09/2006 – 09/2009; Windhoek, Namibia

De Beers Marine Namibia (Pty) Ltd – Senior Environmental Scientist

01/2004 – 08/2006, Windhoek, Namibia

Simonis Storm Securities – Analyst

09/2002 – 12/2003, Windhoek, Namibia

University of Namibia – Lecturer

10/2000 – 06/2002, Windhoek, Namibia

Ministry of Fisheries and Marine Resources – Fisheries Biologist

01/1993 – 09/2000, Swakopmund, Namibia

Additional Skills

Oxford Climate Society, Oxford School of Climate Change: *Completion of the School of Climate Change* (2023 and 2022)

SHEilds Ltd., United Kingdom: *NEBOSH Certificate in Environmental Management* (2018)

NOSA, Windhoek, Namibia: *Applying SHE (Safety, Health, Environment) Principles and Procedures* (2012)

Centre for Environmental Management, Potchefstroom, South Africa: *Introduction to Integrated Waste Management for Environmental Managers* (2009)

Crystal Clear, South Africa: *IEMA Approved Foundation Environmental Auditor* (2006)

Maccauvlei Training & Conference Centre, Vereeniging, South Africa: *Conflict Handling & Negotiation Strategies* (2005)

Centre for Environmental Management, Potchefstroom, South Africa: *Implementing Environmental Management Systems (ISO 14001:2004)* (2005)

University of Stellenbosch Executive Development: *Project Management* (2004)

Publications

I have published five peer-reviewed scientific research articles (and three as co-author), six popular articles (and one as co-author), one book chapter (and one book chapter as co-author), 202 technical reports (LM Environmental Consulting), three technical reports (for De Beers Marine Namibia), and one conference paper.

AMELIA BRIEL (Pr.Sci.Nat)

SECTION MANAGER : ENVIRONMENTAL

Amelia Briel is the Section Manager for the Environmental Section of Knight Piésold South Africa and oversees all projects at a strategic level. She has 21 years' experience in Environmental Management and ESG (Environmental, Social and Governance). She is a registered Professional Natural Scientist (Environmental Science). She previously worked for a government agency responsible for regulatory approvals and was involved in mining authorisations, environmental impact assessments, closure applications and performance audits. She specialises in large-scale Environmental and Social Impact Assessments (ESIAs), stakeholder consultation, Feasibility Studies, environmental and social baseline studies, Mine Closure Plans, environmental monitoring and compliance. Furthermore, she assists mining companies to comply with the Global Industry Standard on Tailings Management (GISTM). Amelia has experience in various African countries in terms of delivering regulatory approvals in line with local requirements and in delivering projects to international best practice standards.



**Knight Piésold (Pty) Ltd.
South Africa**

REGISTRATIONS / CERTIFICATIONS

- South African Council for Natural Scientific Professions, (SACNASP), Professional Natural Scientist (Pr.Sci.Nat.), Reg No. 114335

SPECIFIC RELEVANT EXPERIENCE

- **Kamoa Copper Mine, DRC:** ESIA and ESMP update.
- **Mutanda Mining, DRC:** ESIA, social baseline studies, environmental baseline studies and monitoring, GISTM Topic II Knowledge Base.
- **Kamoto Copper Company, DRC:** Social baseline studies.
- **Unki Platinum Mine, Zimbabwe:** Closure plan for Tailings Facility.
- **Impala Platinum, South Africa & Zimbabwe:** Emergency response plans for GISTM.
- **Karowe Diamond Mine, Botswana:** GISTM studies related to human rights and socio-economic conditions.
- **Ambatovy Nickel, Mine, Madagascar:** Asset Retirement Obligation (closure cost).
- **Mutanda Mining, DRC:** Conceptual Closure Plan and Cost Model.
- **Jibal Qutman and Hawiah Gold Projects, Saudi Arabia:** Project manager for ESIAs.
- **Closure Plan for mine residue facilities, Zambia:** Risk assessment, land use planning and closure planning.
- **Iduapriem Gold Mine, Ghana:** Environmental, Social and Health Impact Assessment.
- **Bisha Mining Share Company, Eritrea:** Detailed Mine Closure Plan and cost model.
- **Anglo American PLC, Global:** Assessment of the environmental pollution risks associated with all Mine Residue Facilities in the Anglo-American global operations.
- **MMG Kinsevere, Kinsevere Copper Mine, DRC:** Various ESIAs, Biodiversity Action Plan, Mine Closure Plan and closure cost model, environmental monitoring.
- **AngloGold Ashanti, Siguiri Gold Mine, Guinea:** Environmental feasibility study and Environmental Impact Notice for the Combination Plant Project.
- **Anvil Mining / MMG, Mutoshi Copper Project, DRC:** Artisanal Mining Survey, Environmental, Social Baseline Survey and stakeholder consultation.
- **Anglogold Ashanti, Mongbwalu Gold Project, DRC:** Management plans for the mine's ISO 14001 Environmental Management System, including waste, biodiversity, heritage, soil and land use, noise, air quality, including an emergency and contingency response plan.

WORK HISTORY

Company Name	Position	Dates
Knight Piesold (Pty) Ltd, South Africa	Section Manager : Environmental / Senior Environmental Scientist / Environmental Scientist	Aug 2007 - Present
Gauteng Department of Agriculture, Conservation and Environment	Assistant Director / Principal Environment Officer / Environment Officer	2003 - 2007

EDUCATION

- MSc (Environmental Toxicology), RAU (now the University of Johannesburg), South Africa, 2001
- BSc (Hons) (Zoology), RAU, South Africa, 1998
- BSc (Biological Science), RAU, South Africa, 1997

SPECIALISATIONS

- Large-scale ESIAs
- Stakeholder Consultation
- Mine Closure Planning
- Environmental Monitoring and Compliance
- Project management

COUNTRIES OF WORK EXPERIENCE

- South Africa
- Namibia
- Eswatini
- Democratic Republic of Congo
- Zambia
- Ghana
- Guinea
- Eritrea
- Tanzania
- Botswana
- Zimbabwe

CILLIERS MOSTERT (Inc. Eng.)

MANAGNG DIRECTOR

Cilliers Mostert has over 25 years' experience in the design, construction, and project management of engineering projects. He joined Knight Piésold in 2012 at the company's Windhoek office in Namibia. He has extensive project management experience in a vast range of engineering projects from design and build to mining projects. He also has extensive on-site experience in civil, structural, mass earthworks and concrete frame projects. He returns to Namibia after having worked in the United Kingdom for over 13 years. Since joining Knight Piésold he has been mainly involved in the project management and design of major mining and infrastructure projects all over Namibia from feasibility to completion stage.

REGISTRATIONS / CERTIFICATIONS

- Incorporated Engineer, Namibia No EI2013-08.

SPECIFIC RELEVANT EXPERIENCE

- **Haliburton Walvis Bay, Design and Construction of Liquid Mud Plant: Project Manager**, Engineering Designs and Construction of Liquid Mud Plant in Walvisbay Port.
- **Andrada Mining Namibia, Uis Tin Mine: Project Manager**, setting and return water dams and water management.
- **Bannermann Resources, Etango 8 Heap Leach Project: Project Manager**, Definite Feasibility Study for a Uranium heap leach project in Namibia, Estimated Project Value N\$ 600 million.
- **Kamoto Copper Company T17 Pit Expansion - Road and River Diversion: Project Manager**, concept designs for a road and river diversion for the expansion of T17 pit in the DRC for, Estimated Project Value N\$ 200 million.
- **Lepidico, Karibib Lithium Project: Project Manager**, Infrastructure and Earthworks Construction Design, Hydrology, Geotechnical Investigation, Project Value N\$45 million.
- **Rosh Pinah Zinc Mine, Namibia: Project Manager**, Tailings Storage Facility Expansion Construction Management, Design and Site Supervision, Project Value N\$80 million.
- **Perkoa Mine Flood Incident, Burkina Faso: Project Manager**, post flood incident investigation, expert report and design of stormwater mitigation measures.
- **Dundee Precious Metals, TSF Starter Wall Construction, Namibia: Project Manager**, design and construction of the TSF starter wall, Project Value N\$20 million.
- **Rosh Pinah Zinc Mine, Namibia: Project Manager**, geotechnical support for the new paste plant construction.
- **Namdeb Asset Register, Oranjemund: Project Manager** and Senior Engineer for compiling and verification of Namdeb's asset register to the value of N\$35 billion.
- **Oshakati, Namibia: Project Manager** for the design, tender, adjudication and future site monitoring for the deepening and lining of 40 kilometres of the Okatana river system, Oshakati, Stormwater networks for the existing and future town areas of Oshakati and 15 bridges in and around Oshakati to prevent future flooding. Project value N\$1.35 billion.
- **Komsberg Farming, Ariamsvlei: Project Manager**, Civil and Structural Design, Construction Monitoring and Supervision for bulk Infrastructure, water and sewer infrastructure and packing and transportation warehouses. Project value: N\$300 million.
- **Windhoek, Namibia: Project Manager** for the design, tender and site supervision of the additions and extensions to the Ministry of Justice Building. Project value: N\$120 million.



Knight Piésold Consulting (Pty) Ltd., Namibia

EDUCATION

- National Diploma Civil Engineering, Cape Peninsula University of Technology, 1996
- NVQ Level 4 (United Kingdom) -Construction Contracting Operations – Project Management and General
- NVQ Level 4 (United Kingdom) -Construction Contracting Operations – Health and Safety

SPECIALIZATIONS

- Project Management
- Contract Management
- Infrastructure Design
- Construction & Contract Administration

COUNTRIES OF WORK EXPERIENCE

- Namibia
- United Kingdom
- South Africa
- Angola
- DRC
- Zambia
- Lesotho
- Botswana

CILLIERS MOSTERT (Inc. Eng.)

MANAGNG DIRECTOR

- **Canary Wharf, London, UK: Senior Project Manager** for two major residential and commercial design and build developments: Development 1: 660 High specification apartments consisting out of five reinforced concrete high-rise towers and a single storey basement car park, project value £210 Million. Development 2: 530 High specification apartments, commercial units and a three-storey basement car park, project value of £180 Million. Works included major ground works, sheet and concrete secant pilling, reinforced concrete frames with lift and stair cores with slip form shuttering, envelope works, all mechanical & electrical elements, all fit out works as well as major landscaping works. Delivered turn-key projects to the client 6 months and 8 months respectively ahead of a four and three-and-a-half-year program.

WORK HISTORY

Company Name	Position	Dates
Knight Piésold Consulting (Pty) Ltd., Namibia	Managing Director	2022 - Present
Knight Piésold Consulting (Pty) Ltd., Namibia	Director	2016 - 2021
Knight Piésold Consulting (Pty) Ltd., Namibia	Lead Incorporated Engineer	2012 - 2016
CJ O'Shea Ltd	Senior Project Manager (UK)	2001 - 2011
Keymann Personnel	Project Manager / Resident Engineer (UK)	1998 - 2000
Neill Zaaimann Construction	Site Agent (Cape Town)	1997 - 1998