

## Press release of ZCCM Defense

### Very serious interference at ZCCM-IH

In our press release « What incomprehensible reasons are inciting the GRZ to act against ZCCM-IH interests? » of 22 January 2025, we questioned the dismissal of ZCCM-IH's competent Chief Legal and Chief Investments Officers:

« What compelling reason could have led the GRZ to break the law?

Did Messrs Mbalashi and Musonda oppose injunctions that were contrary to the interests of the Company and therefore of the Zambian people, and was their dismissal in retaliation? »

We do not yet know the motives, which are unquestionably shady and damaging to the country, for firing people of integrity and competence. But we have already been able to identify some bad eggs in the highest echelons of the Zambian state through legal proceedings between the CLO and CIO vs ZCCM-IH. It appears that the Industrial Development Corporation (IDC), headed by CEO Cornwell Muleya and Chairperson President Hakainde Hichilema, is at the heart of this interference, Secretary to the Cabinet Patrick Kangwa giving instructions :

11. That further to paragraph 10 above, the Respondent's Board Chairperson Mr. Kakenenwa Muyangwa at a meeting held at the Industrial Development Corporation Head Office in the presence of the Respondent's Chief Executive Officer, Dr. Ndoba Vibetti, and in the presence of the 1st Complainant informed the meeting of the Respondent's controlling Shareholder's intention to hound us out of our employment. Page 2

16. That at the said meeting alluded to under paragraph 15, the Respondent's Chief Executive Officer, informed us that he had received instructions from the Secretary to the Cabinet to terminate our employment contracts. Page 3

26. That at the inception of each separate negotiating session, Mr. Akapelwa Mubita informed each of us that the decision to separate from the Respondent's employment was an instruction or directive from the Respondent's controlling Shareholder. Page 5

(...)

This desire was repeated to our client at your meeting with him on 2nd December 2024 at Southern Sun Ho tel where you informed our client th at following a board meeting held on Friday 29th November 2024, the board instructed and/or directed your management to terminale our Client's Contract of Employment with immediate effect following a failed negotiation for Separation Agreement held on 29th November, 2024 at Prote a Towers Arcades Hotel. At the negotiation meeting for a Separation Agreement held on 29th November, 2024, the Vice Chair of the Board who chaired the meeting informed our Client that the decision to separate was an instruction from the Shareholders.

(...)

The various events prior to the illegal termination and subsequently the traumatic manner or fashion of termination points to your Board's interference and/or political interference. Page 86

This new political interference echoes the rumours surrounding the defeaning resignation of our former Chairperson Dolika Banda.

The rights of Zambian and international minority shareholders are being totally flouted and the regulatory Bodies must be seized.

Moreover, the parliamentary Committee on Parastatal Bodies and the Public Accounts Committee (PAC) should investigate these very serious malfunctions so that the interests of Zambian citizens are protected.

Appendix : HIGH COURT FOR ZAMBIA - INDUSTRIAL RELATIONS DIVISION , AFFIDAVIT in support of complaint - LOMBE MBALASHI & BRIAN MUSONDA vs ZCCM-IH , 9 December 2024

**Issued by:**

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