

## Company Employees Report

### Total Employee Count:

| Year End: | No. Employees: | No. Contractors | Total Workforce |
|-----------|----------------|-----------------|-----------------|
| 2007      | 0              | 0               | 44668           |
| 2008      | 0              | 0               | 58103           |
| 2009      | 0              | 0               | 58320           |
| 2010      | 0              | 0               | 54022           |
| 2011      | 0              | 0               | 58541           |
| 2012      | 0              | 0               | 56379           |
| 2013      | 0              | 0               | 50011           |
| 2014      | 0              | 0               | 49763           |
| 2015      | 45520          | 0               | 0               |
| 2016      | 0              | 0               | 28250           |
| 2017      | 0              | 0               | 28692           |
| 2018      | 20783          | 864             | 21647           |
| 2019      | 25268          | 0               | 25268           |
| 2020      | 25796          | 0               | 25796           |
| 2021      | 0              | 0               | 25538           |
| 2022      | 26009          | 0               | 26009           |
| 2023      | 22334          | 9334            | 31668           |

### Countries of Operation:

| Country of Operation: | Is This the Home Country? | Is There a Recognition Agreement? | Country notes  |
|-----------------------|---------------------------|-----------------------------------|--|
| South Africa          | No                        | No                                | Unions mentioned are the 4 recognised unions of the mine |
| Zimbabwe              | No                        | No                                | 0  |

### Total Employee Count:

| Country:     | Year End: | No. Operations | No. Employees: | No. Contractors: | Total Workforce: | Union(s): | Degree of Unionisation: | Min Wage (Local) Per Month: | Min Wage USD (Per Annum): | Min Wage USD (Per Annum): |
|--------------|-----------|----------------|----------------|------------------|------------------|-----------|-------------------------|-----------------------------|---------------------------|---------------------------|
| South Africa | 2014      | 20             | 0              | 0                | 47517            | 0         | 0                       | 0                           | 0                         | No                        |
| Zimbabwe     | 2014      | 1              | 0              | 0                | 1246             | 0         | 0                       | 0                           | 0                         | No                        |