Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2008	0	0	0
2009	0	0	0
2010	0	0	34597
2011	0	0	30900
2012	0	0	33221
2013	0	0	28296
2014	31768	0	0
2015	0	0	25466
2016	16948	0	16948
2017	0	0	15495
2018	0	0	14158
2019	11544	0	0
2020	7266	0	7266
2021	6086	0	6086
2022	5211	0	5211
2023	4835	0	4835
2024	0	0	4600
2025	0	0	4681

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	Yes	Yes	Aveng-Grinaker LTA, Aveng EPC, Aveng Manufacturing, Aveng Mining, Aveng Water, Aveng Trident Steel
Mali	No	No	Aveng Mining
Guinea	No	No	Aveng Mining
Ghana	No	No	Aveng-Grinaker LTA, Aveng Manufacturing, , Aveng Trident Steel, Aveng Mining
Tanzania	No	No	Aveng Mining, Aveng Manufacturing, Aveng Grinaker-LTA, Aveng Trident Steel
Malawi	No	No	Aveng EPC,
Zambia	No	No	Aveng Grinaker-LTA, Aveng EPC, Aveng Manufacturing, Aveng Trident Steel, Aveng Mining
Zimbabwe	No	No	Aveng Grinaker-LTA, Aveng Manufacturing, Aveng Trident Steel,
Namibia	No	No	Aveng Water, Aveng Mining, Aveng Trident Steel, Aveng Manufacturing, Aveng Grinaker-LTA, Aveng EPC
Mozambique	No	No	Aveng Grinaker-LTA, Aveng EPC, Aveng Manufacturing, Aveng Trident Steel,

Mozambique	No	No	Aveng Grinaker-LTA, Aveng LPC, Aveng Manufacturing, Aveng Trident Steel,
Botswana	No	No	Aveng Grinaker-LTA, Aveng Manufacturing, Aveng Trident Steel, Aveng Mining,
Swaziland	No	No	Aveng Grinaker-LTA, Aveng Manufacturing,
Lesotho	No	No	Aveng Grinaker LTA, Aveng Manufacturing
Mauritius	No	No	Aveng Grinaker-LTA, Aveng Trident Steel,
Australia	No	No	Aveng Manufacturing, McConnell Dowell, Aveng Water
Finland	No	No	Aveng Manufacturing
United States of America	No	No	Aveng Manufacturing
Chile	No	No	Aveng Mining
Congo, Democratic Republic	No	No	Aveng Trident Steel
Kenya	No	No	Aveng Trident Steel
Nigeria	No	No	Aveng Trident Steel
China	No	No	McConnell Dowell includes also Hong Kong
Indonesia	No	No	McConnell Dowell
Laos	No	No	McConnell Dowell
New Caledonia	No	No	McConnell Dowell
New Zealand	No	No	McConnell Dowell
Papua New Guinea	No	No	McConnell Dowell
Philippines	No	No	McConnell Dowell
Qatar	No	No	McConnell Dowell
Samoa (America)	No	No	McConnell Dowell
Saudi Arabia	No	No	McConnell Dowell
Singapore	No	No	McConnell Dowell
Solomon Islands	No	No	McConnell Dowell
Thailand	No	No	McConnell Dowell
United Arab Emirates	No	No	McConnell Dowell
Botswana	No	No	0
Mozambique	No	No	0
Kenya	No	No	0
Kiribati	No	No	0
New Zealand	No	No	0
Malaysia	No	No	0
Laos	No	No	0
Hong Kong	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	0	0	0	0	NUM, NUMSA, UASA,	0	0	0	No

South Africa	2014	0	0	0	0	Solidarity	0	0	0	No
Australia	2013	0	0	0	0	0	0	0	0	No
Chile	2013	0	0	0	0	0	0	0	0	No
China	2013	0	0	0	0	0	0	0	0	No
Tanzania	2013	0	0	0	0	0	0	0	0	No
Thailand	2013	0	0	0	0	0	0	0	0	No
Botswana	2013	0	0	0	0	0	0	0	0	No
Botswana	2013	0	0	0	0	0	0	0	0	No
Congo, Democratic Republic	2013	0	0	0	0	0	0	0	0	No
Finland	2013	0	0	0	0	0	0	0	0	No
Ghana	2013	0	0	0	0	0	0	0	0	No
Guinea	2013	0	0	0	0	0	0	0	0	No
Hong Kong	2013	0	0	0	0	0	0	0	0	No
Indonesia	2013	0	0	0	0	0	0	0	0	No
Kenya	2013	0	0	0	0	0	0	0	0	No
Kiribati	2013	0	0	0	0	0	0	0	0	No
Laos	2014	0	0	0	0	0	0	0	0	No
Lesotho	2013	0	0	0	0	0	0	0	0	No
Malawi	2013	0	0	0	0	0	0	0	0	No
Malaysia	2013	0	0	0	0	0	0	0	0	No
Mali	2013	0	0	0	0	0	0	0	0	No
Mauritius	2013	0	0	0	0	0	0	0	0	No
Mozambique	2013	0	0	0	0	0	0	0	0	No
Mozambique	2013	0	0	0	0	0	0	0	0	No
Namibia	2013	0	0	0	0	0	0	0	0	No
New Caledonia	2013	0	0	0	0	0	0	0	0	No
New Zealand	2013	0	0	0	0	0	0	0	0	No
Nigeria	2012	0	0	0	0	0	0	0	0	No
Papua New Guinea	2013	0	0	0	0	0	0	0	0	No
Philippines	2013	0	0	0	0	0	0	0	0	No
Qatar	2013	0	0	0	0	0	0	0	0	No
Samoa (America)	2013	0	0	0	0	0	0	0	0	No
Saudi Arabia	2013	0	0	0	0	0	0	0	0	No
Singapore	2013	0	0	0	0	0	0	0	0	No
Solomon Islands	2013	0	0	0	0	0	0	0	0	No
Swaziland	2013	0	0	0	0	0	0	0	0	No
United Arab Emirates	2013	0	0	0	0	0	0	0	0	No
Zambia	2013	0	0	0	0	0	0	0	0	No
Zimbabwe	2013	0	0	0	0	0	0	0	0	No
United States of America	2013	0	0	0	0	0	0	0	0	No

America