

Company Employees Report

Total Employee Count:

| Year End: | No. Employees: | No. Contractors: | Total Workforce |
|-----------|----------------|------------------|-----------------|
| 2012 | 0 | 0 | 6555 |
| 2013 | 0 | 0 | 6533 |
| 2014 | 0 | 0 | 6393 |
| 2015 | 7693 | 545 | 8238 |
| 2016 | 8456 | 493 | 8949 |
| 2017 | 8175 | 558 | 8733 |
| 2018 | 7562 | 482 | 8044 |

Countries of Operation:

| Country of Operation: | Is This the Home Country? | Is There a Recognition Agreement? | Country notes |
|-----------------------|---------------------------|-----------------------------------|---|
| South Africa | Yes | No | Dairy manufacturing, distribution, sales. Marketing of non-alcoholic beverage products |
| Botswana | No | No | Dairy manufacturing, distribution, sales 2012: Clover Botswana produced solid results and continued to improve. The production facilities are currently being expanded to allow for planned growth. This Company is now 100% owned by Clover SA. |
| Swaziland | No | No | Distribution and sales of dairy products in Swaziland. 2012: The operations of Clover Namibia, Clover Swaziland and Clover West Africa are immaterial in the Group context at present. |
| Nigeria | No | No | Marketing of non-alcoholic beverage products. 2012: The operations of Clover Namibia, Clover Swaziland and Clover West Africa are immaterial in the Group context at present. . Clover West Africa operating in Nigeria, however, poses huge potential and the Namibian market also holds the promise of healthy growth in market share. We are actively pursuing the expansion of our businesses in these countries. |
| Namibia | No | No | Distribution and sales of dairy products in Namibia. 2012: The operations of Clover Namibia, Clover Swaziland and Clover West Africa are immaterial in the Group context at present |

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 | 6393 | 0 | 0 | 0 | 0 | No |
| Botswana | 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Namibia | 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |

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|----------------|---|---|---|---|---|---|---|---|---|----|
| Nigeria 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Swaziland 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |