

Company Employees Report

Total Employee Count:

| Year End: | No. Employees: | No. Contractors | Total Workforce |
|-----------|----------------|-----------------|-----------------|
| 2008 | 0 | 0 | 10260 |
| 2009 | 0 | 0 | 12228 |
| 2010 | 0 | 0 | 4215 |
| 2011 | 0 | 0 | 11898 |
| 2012 | 0 | 0 | 11773 |
| 2013 | 0 | 0 | 11206 |
| 2014 | 0 | 0 | 12744 |
| 2015 | 7434 | 3627 | 11790 |
| 2016 | 5560 | 2772 | 8332 |
| 2017 | 5560 | 0 | 5560 |
| 2018 | 0 | 0 | 12050 |
| 2019 | 12217 | 0 | 12217 |
| 2020 | 11392 | 0 | 11392 |
| 2021 | 11290 | 0 | 11290 |
| 2022 | 11878 | 0 | 11878 |
| 2023 | 11612 | 0 | 11612 |

Countries of Operation:

| Country of Operation: | Is This the Home Country? | Is There a Recognition Agreement? | Country notes |
|-----------------------|---------------------------|-----------------------------------|--|
| South Africa | Yes | No | NUM 51.7 Solidarity 20.4 BAMCU 6.8 Agency shop agreement 6.3 No union 14.8 |

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 | 4 | 7770 | 4974 | 12744 | NUM; Solidarity; BAMCU; Agency shop agreement | 0 | 0 | 0 | No |