Company Employees Report

Total Employee Count:

| Year En | d: No. Emp | loyees: No. Cont | ractors Total Workforce |
|---------|------------|------------------|-------------------------|
| 2008 | 0 | 0 | 33400 |
| 2009 | 0 | 0 | 30100 |
| 2010 | 0 | 0 | 28800 |
| 2011 | 0 | 0 | 23400 |
| 2012 | 0 | 0 | 25700 |
| 2013 | 0 | 0 | 0 |
| 2014 | 0 | 0 | 0 |
| 2015 | 0 | 0 | 25300 |
| 2016 | 0 | 0 | 25400 |
| 2017 | 0 | 0 | 26300 |
| 2018 | 0 | 0 | 26100 |
| 2019 | 25900 | 0 | 25900 |
| 2020 | 0 | 0 | 25871 |
| 2021 | 0 | 0 | 26400 |
| 2022 | 21990 | 0 | 21990 |
| 2023 | 21773 | 0 | 21773 |

Countries of Operation:

| Country of Operation: | Is This the Home Country? | Is There a Recognition Agreement? | Country notes |
|--------------------------|------------------------------|-----------------------------------|---|
| South Africa | Yes | No | All African operations = 5800 employees. 2012-All africa employees = 8% of total workforce - 2056 |
| Morocco | No | No | 2012 - All africa employees = 8% of total workforce - 2056 |
| Mozambique | No | No | 0 |
| Namibia | No | No | 0 |
| Zimbabwe | No | No | 0 |
| China | No | No | Plant in China under construction, expected to commence operations towards the end of 2013. 2012: Percentage employees not in Africa of Europe = 7% |
| Indonesia | No | No | 2012: Percentage employees not in Africa of Europe = 7% |
| Japan | No | No | 2012: Percentage employees not in Africa of Europe = 7% |
| Malaysia | No | No | Percentage employees not in Africa of Europe = 7% |
| Singapore | No | No | 2012:Percentage employees not in Africa of Europe = 7% |
| Thailand | No | No | 2012: Percentage employees not in Africa of Europe = 7% |
| Australia | No | No | 2012: Percentage employees not in Africa of Europe = 7% |

| Austria | No | No | 2012: europe has 85% of employees. |
|------------------|-----|------|--|
| Belgium | No | No | 2012: europe has 85% of employees. |
| Bulgaria | No | No | 2012: europe has 85% of employees. |
| Czech Republic | No | No | 2012: europe has 85% of employees. |
| Croatia | No | No | 2012: europe has 85% of employees. |
| Denmark | No | No | 2012: europe has 85% of employees. |
| Estonia | No | No | 2012: europe has 85% of employees. |
| Finland | No | No | 2012: europe has 85% of employees. |
| France | No | No | 2012: europe has 85% of employees. |
| Germany | No | No | 2012: europe has 85% of employees. |
| Greece | No | No | 2012: europe has 85% of employees. |
| Hungary | No | No | 2012: europe has 85% of employees. |
| Italy | No | No | 2012: europe has 85% of employees. |
| Ireland | No | No | 0 |
| Latvia | No | No | 2012: europe has 85% of employees. |
| Lithuania | No | No | 2012: europe has 85% of employees. |
| Luxembourg | No | No | 2012: europe has 85% of employees. |
| Netherlands | No | No | 2012: europe has 85% of employees. |
| Norway | No | No | 2012: europe has 85% of employees. |
| Poland | No | No | 2012: europe has 85% of employees. |
| Portugal | No | No | 2012: europe has 85% of employees. |
| Romania | No | No | 2012: europe has 85% of employees. |
| Russia | No | No | 2012: europe has 85% of employees. |
| Serbia | No | No | 2012: europe has 85% of employees. |
| Slovakia | No | No | 2012: europe has 85% of employees. |
| Slovenia | No | No | 2012: europe has 85% of employees. |
| Spain | No | No | 2012: europe has 85% of employees. |
| Sweden | No | No | 2012: europe has 85% of employees. |
| Switzerland | No | No | 2012: europe has 85% of employees. |
| Turkey | No | No | 2012: europe has 85% of employees. |
| Ukraine | No | No | 2012: europe has 85% of employees. |
| United Kingdom | No | No | 2012: europe has 85% of employees. |
| Argentina | No | No | 2012: employees in operations not in europe or africa account to 7% of total employment. |
| Mexico | No | No | 2012: employees in operations not in europe or africa account to 7% of total employment. |
| Bolivia | No | No | 2012: employees in operations not in europe or africa account to 7% of total employment. |
| Uruguay | No | No | 2012: employees in operations not in europe or africa account to 7% of total employment. |
| Jordan | No | No | 2012: employees in operations not in europe or africa account to 7% of total employment. |
| Lebanon | No | No | 2012: employees in operations not in europe or africa account to 7% of total employment. |
| Oman | No | No | 2012: employees in operations not in europe or africa account to 7% of total employment. |
| United Arab | | Na | |
| Emirates | No | No | 2012: employees in operations not in europe or africa account to 7% of total employment. |
| Canada | No | No | 2012: employees in operations not in europe or africa account to 7% of total employment. |
| United States of | No | No | 2012: employees in operations not in europe or africa account to 7% of total employment. |
| | INU | INLI | 2072, employees in oberanions norm emode or anica accomm to 7% or total employment. |

Total Employee Count:

| Country: | Year End: | | No. | 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 | 0 | 0 | 0 | 0 | No |
| United Kingdom | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Argentina | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Australia | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Bolivia | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Bulgaria | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| China | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Thailand | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Uruguay | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Austria | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Belgium | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Canada | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Croatia | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Czech Republic | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Denmark | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Estonia | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| | | | | | | | | | | |
| Finland | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| France | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Germany | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Greece | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Hungary | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Indonesia | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Ireland | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Italy | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Japan | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Jordan | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Latvia | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Lebanon | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Lithuania | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Luxembourg | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Malaysia | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Mexico | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Morocco | 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| | | ^ | • | ^ | ~ | ^ | • | • | • | •• |

Company Employees Report

| Mozambiauo | 2010 | 0 | 0 | 0 | n | 0 | n | n | n | No |
|-----------------------------|------|---|---|---|---|---|---|---|---|-----|
| Mozambique | | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Namibia | 2010 | 0 | Ü | Ü | 0 | Ü | Ü | U | 0 | No |
| Netherlands | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Norway | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Oman | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Poland | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Portugal | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Romania | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Russia | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Serbia | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Singapore | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Slovakia | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Slovenia | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Spain | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Sweden | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Switzerland | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Turkey | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Ukraine | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| United Arab | 2012 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Emirates | 2012 | U | U | U | U | U | U | 0 | U | INO |
| Zimbabwe | 2010 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| United States of America | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |