

Company Employees Report

Total Employee Count:

| Year End: | No. Employees: | No. Contractors | Total Workforce |
|-----------|----------------|-----------------|-----------------|
| 2011 | 0 | 0 | 4654 |
| 2012 | 0 | 0 | 4768 |
| 2013 | 0 | 0 | 5139 |
| 2014 | 4663 | 3543 | 8206 |
| 2015 | 4428 | 3843 | 8271 |
| 2016 | 5005 | 0 | 5005 |
| 2017 | 0 | 0 | 5602 |
| 2018 | 0 | 0 | 9486 |
| 2019 | 0 | 0 | 6788 |
| 2020 | 3696 | 0 | 3696 |
| 2021 | 3517 | 1378 | 4895 |
| 2022 | 3474 | 0 | 3474 |
| 0 | 4696 | 0 | 4696 |
| 2023 | 4696 | 0 | 4696 |

Countries of Operation:

| Country of Operation: | Is This the Home Country? | Is There a Recognition Agreement? | Country notes |
|-----------------------|---------------------------|-----------------------------------|--|
| South Africa | No | No | Employee numbers exclude contractors |
| Tanzania | No | No | Employee numbers exclude contractors |
| Botswana | No | No | Exploration only, employee numbers exclude contractors |

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 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Tanzania | 2014 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Botswana | 2014 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |