Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2007	0	0	5685
2008	0	0	6247
2009	0	0	7551
2010	0	0	7310
2011	0	0	7513
2012	0	0	7503
2013	0	0	7442
2014	0	0	7039
2015	0	0	7786
2016	0	0	7538
2017	7587	0	7587
2018	0	0	7554
2019	7746	0	0
2020	0	0	7641
2021	7875	3306	7875
2022	8132	0	8132
2023	7946	0	7946
2024	0	0	13716

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	No	Yes	0
Tanzania	No	No	2011: Overall we reduced Group employees by 162 positions to 7 481 (2.1% lower) mainly in Tanzania where we outsourced our network management and call centres. 2012: number of employees given as total for all international opreations = 2076 2013: number of employees given as total for all international opreations = 2115 For 2014, the number of employees for Tanzania, DRC, Lesotho and Mozambique are given as aggregate which is 2 210
Congo, Democratic Republic	No	No	DRC in USD 2013: number of employees given as total for all international opreations = 2115 For 2014, the number of employees for Tanzania, DRC, Lesotho and Mozambique are given as aggregate which is 2 210
Mozambique	No	No	2013: number of employees given as total for all international opreations = 2115 For 2014, the number of employees for Tanzania, DRC, Lesotho and Mozambique are given as aggregate which is 2 210
Lesotho	No	No	Effective 28 June 2010, the Group sold 8.28% of its stake in Vodacom Lesotho (Pty) Limited ('Lesotho') to the non-controlling party 2013: number of employees given as total for all international opreations = 2115 For 2014, the number of employees for Tanzania, DRC, Lesotho and Mozambique are given as

			aggregate which is 2 210
Mauritius	No	No	The status of Vodacom in Mauritius is not clear - included here as employee numbers are disclosed.

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	9823	0	0	4829	0	0	0	0	No
Tanzania	2014	135604	0	0	0	0	0	0	0	No
Congo, Democratic Republic	2014	4780	0	0	0	0	0	0	0	No
Lesotho	2014	1674	0	0	0	0	0	0	0	No
Mauritius	2009	0	0	0	4	0	0	0	0	No
Mozambique	2014	4022	0	0	0	0	0	0	0	No