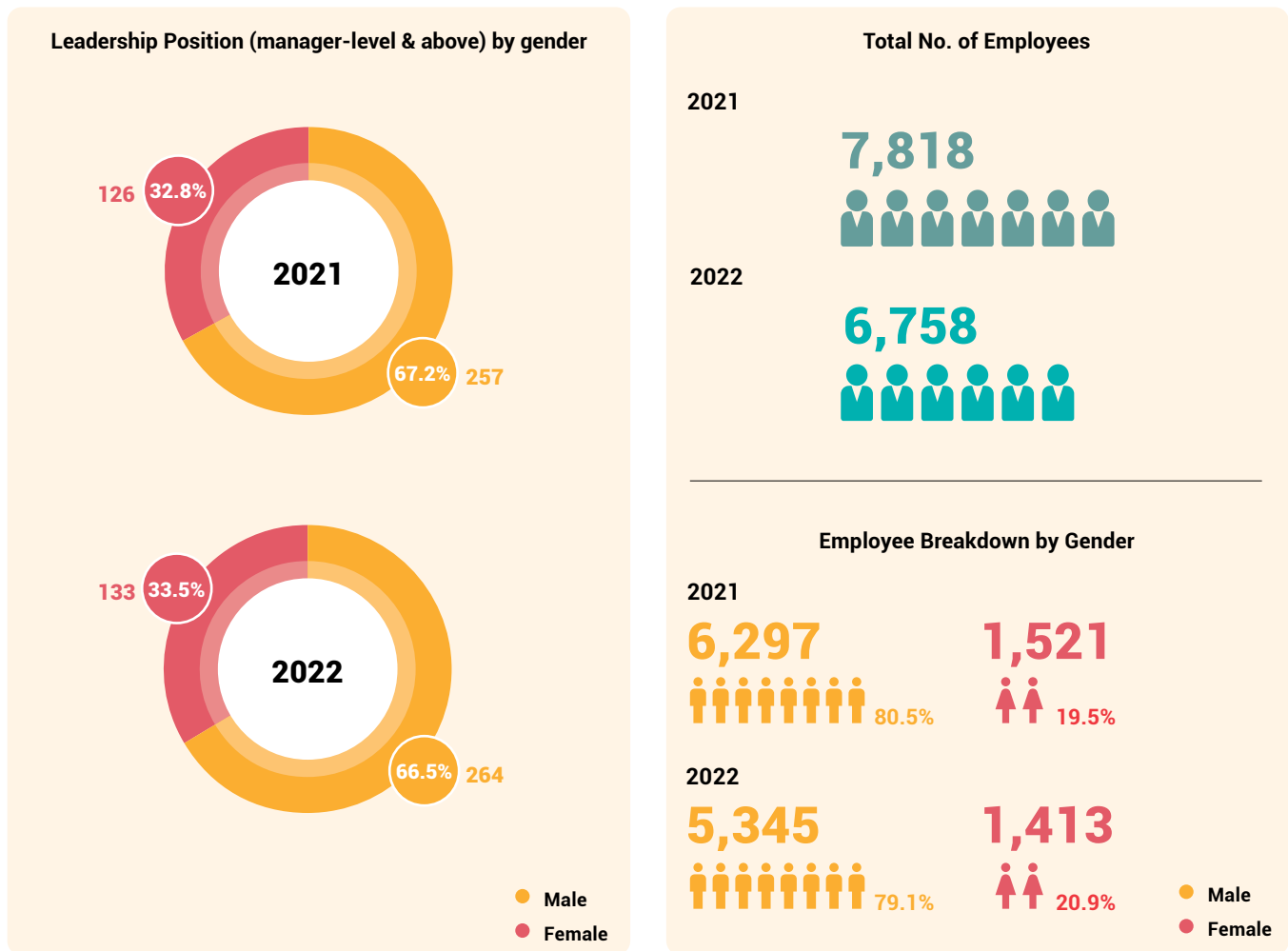


Creating Value Through Social Engagement (Cont'd)

EMPLOYMENT OPPORTUNITIES

As a leader in our industry, we seek to nurture an organisation that values and promotes diversity by race, gender, religion, age, socio-economic group and culture, pertaining to which a breakdown of our workforce is provided below.

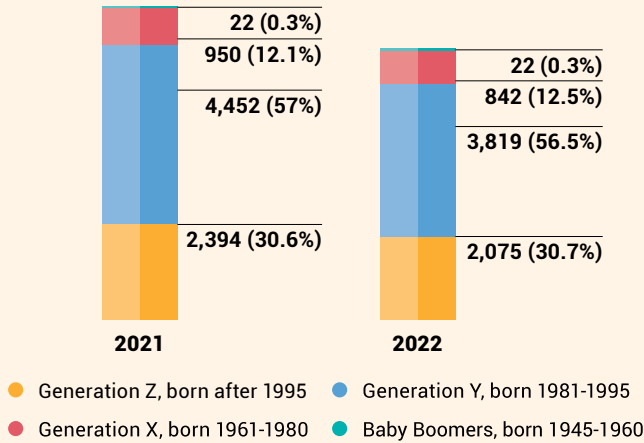
Workforce Profile



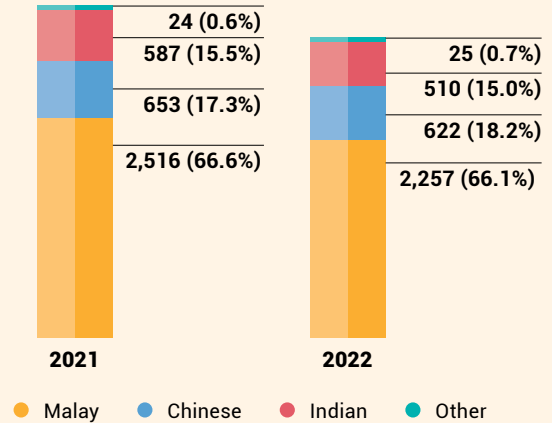
Creating Value Through Social Engagement (Cont'd)

Workforce Profile (Cont'd)

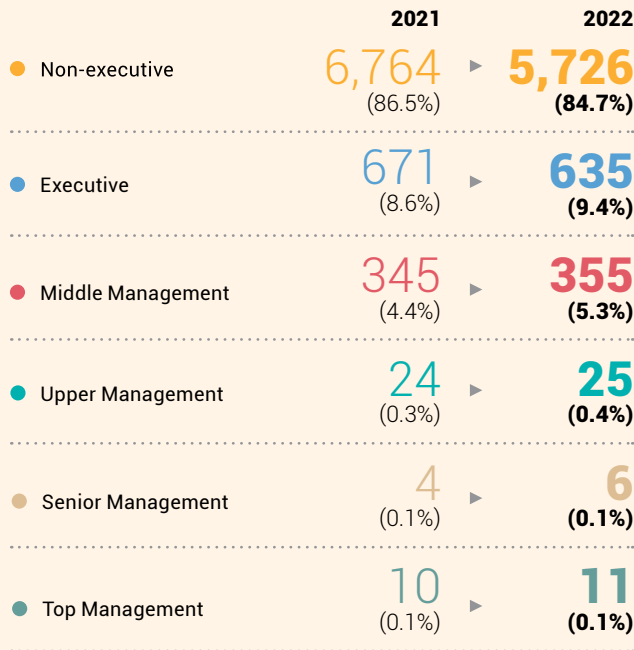
Employee Breakdown by Age Generation



Employee Breakdown by Ethnicity (Local only)



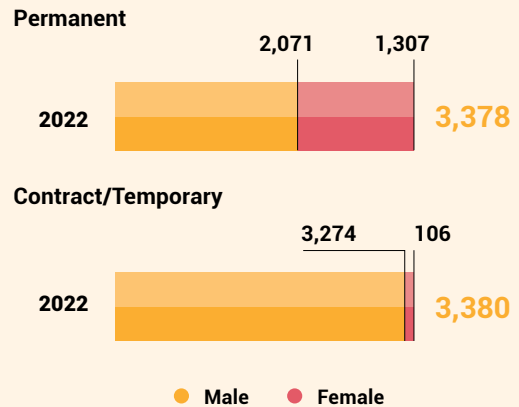
Employee Breakdown by Job Category



Notes:

- Permanent employees are employees under permanent employment for an indeterminate period.
- Temporary employees are employees under fixed term employment contracts, which end when a specific time period expires, or when a specific task that has a time estimate attached is completed. A temporary employment contract is of limited duration, and is terminated by a specific event, such as the end of a project or work phase or return of replaced employees.

Employee by Employment Type by Gender



Employee by Employment Contract by Nationality Group

