

Employee Climate Survey

| No. | Company Name | BBBEE Level | Amount |
|------------|-----------------------------------------------|--------------------|---------------|
| 1 | Work Dynamics PTY LTD | Level 1 | R 283 500.00 |
| 2 | Business Enterprise at University of Pretoria | Level 4 | R 396 375.00 |
| 3 | ICAS Employee & Organisation Enhancement | Level 3 | R 73 190.00 |
| 4 | 21st Century Pay Solutions Group | Level 4 | R 275 500.00 |
| 5 | M & R Badiri Consultants | Level 3 | R 250 000.00 |
| 6 | NBC Holdings PTY LTD | Level 2 | R 39 325.00 |
| 7 | Hay Group South Africa PTY LTD | Level 2 | R 349 663.93 |
| 8 | Stratalign PTY LTD | Level 2 | R 249 800.00 |
| 9 | Topline Research Solutions | Level 4 | R 70 289.00 |