







## STAKEHOLDER ENGAGEMENT CONTINUED

The table below provides an overview of Omnia's material stakeholders and their role in value creation, how the Group engages with them, a self-assessment of the quality of the engagement, as well as their interest in Omnia's business and how Omnia has responded to these with a cross-link to the Group's strategic objectives.

STAKEHOLDER GROUP	ENGAGEMENT CHANNEL	QUALITY OF ENGAGEMENT	THE STAKEHOLDER'S INTEREST IN OMNIA'S BUSINESS	LINK TO STRATEGIC THRUST
 <b>Providers of capital</b> <b>Value creation role:</b> The providers of financial capital consists of funds generated from operations, equity financing and debt financing are needed to invest in and sustain growth	<ul style="list-style-type: none"> <li>• Results presentations</li> <li>• Investor days and roadshows</li> <li>• Website</li> <li>• Integrated annual reports</li> <li>• Meetings and AGM</li> <li>• Site visits</li> </ul>		<ul style="list-style-type: none"> <li>• Return on investment</li> <li>• Effective risk management and corporate governance</li> <li>• Sustainability of Omnia's business</li> <li>• Good corporate citizenship</li> </ul>	<ul style="list-style-type: none"> <li>• African and international expansion</li> <li>• Commercialise solutions across the value chain</li> <li>• Build and strengthen key capabilities</li> <li>• Value add on commodities</li> <li>• Positive impact</li> </ul>
 <b>Employees and trade unions</b> <b>Value creation role:</b> Employees provide the skills, experience, diversity and productivity needed to deliver on strategic objectives and manage long-term sustainability	<ul style="list-style-type: none"> <li>• Staff engagement at numerous levels</li> <li>• Employee presentations and surveys</li> <li>• Meetings, newsletters, emails and intranet</li> <li>• Employment equity committees</li> <li>• Engagement with unions on numerous levels</li> </ul>		<ul style="list-style-type: none"> <li>• Security of employment</li> <li>• Reward and recognition</li> <li>• Performance management</li> <li>• Career progression</li> <li>• Education and training</li> <li>• Transformation</li> <li>• Corporate reputation</li> <li>• Social responsibility</li> </ul>	<ul style="list-style-type: none"> <li>• Enabled people and innovation</li> <li>• Positive impact</li> <li>• African and international expansion</li> <li>• Commercialise solutions across the value chain</li> <li>• Build and strengthen key capabilities</li> <li>• Value add on commodities</li> </ul>
 <b>Customers</b> <b>Value creation role:</b> Users of Omnia products, services and solutions deliver revenue and cash flow to support future growth	<ul style="list-style-type: none"> <li>• Contract and service agreements</li> <li>• Regular one-on-one and on-site meetings</li> <li>• Industry conferences</li> <li>• Engagement with customers on various levels, including divisional and Group management</li> <li>• Customer days</li> <li>• Electronic channels including emails and website</li> </ul>		<ul style="list-style-type: none"> <li>• Security of supply and the quality of products, services and solutions</li> <li>• Solutions are tailored to meet their needs and are better value for money</li> <li>• Performance-based solutions are required</li> <li>• Solving for the problems of customers through personalised, trusted relationships</li> <li>• Sharing of industry knowledge and experience through experts</li> <li>• Good corporate citizenship</li> <li>• Reputation management</li> </ul>	<ul style="list-style-type: none"> <li>• Build and strengthen key capabilities</li> <li>• Value add on commodities</li> <li>• Positive impact</li> <li>• Enabled people and innovation</li> <li>• African and international expansion</li> <li>• Commercialise solutions across the value chain</li> </ul>

