

Attention: Employees' Representatives and Non-Unionised Employees of Alcon Marepha Proprietary Limited (In Business Rescue)

1. Delivered by:
 - 1.1. Whatsapp and SMS (will be emailed when offices open on 4 January 2023)
 - 1.2. Hand to Trade Unions
2. Displayed –
 - 2.1. At security at the business premises of the Company (will be placed on notice boards once the offices open on 4 January 2023 after the festive period)
 - 2.2. Published on the website maintained by the Company and accessible to relevant parties

NOTICE TO EMPLOYEES' REPRESENTATIVES AND NON-UNIONISED EMPLOYEES OF ALCON MAREPHA PROPRIETARY LIMITED, 2001/020977/07 (IN BUSINESS RESCUE) ("the Company")

21 December 2022

NOTICE OF THE FIRST MEETING OF EMPLOYEES' REPRESENTATIVES IN RESPECT OF THE BUSINESS RESCUE PROCEEDINGS OF THE COMPANY IN TERMS OF SECTION 148 OF THE COMPANIES ACT 71 OF 2008

1. As per the notice published on 21 December 2022 to Affected Persons of the Company, the Company commenced business rescue on 19 December 2022 and is placed under supervision of Neil Hofmeyr Hablutzel, the appointed business rescue practitioner ("**BRP**") of the Company.
2. In accordance with section 148(1) of the Companies Act 71 of 2008 ("**the Act**") notice is hereby given to all employees and employees' representatives that the first meeting of employees' representatives (i.e. registered trade unions representing employees of the Company and, if there are any employees who are not represented by such a registered trade union, those employees directly or their respective proxies), in respect of the business rescue proceedings of the Company, will be convened at the date, time and in the manner set out below:

DATE: Thursday, 5 January 2023

TIME: 11AM SAST (Trade Union Representatives-Numsa and non-unionised employees)

VENUE: MS Teams - [Click here to join the meeting](#)

3. In accordance with the provisions of section 148(2) of the Act, kindly find enclosed the agenda for the meeting.
4. If you have any queries, please do not hesitate to contact the BRP at businessrescue@alcon.co.za.

Yours faithfully



Neil Hablutzel
Business Rescue Practitioner

AGENDA FOR THE FIRST MEETING OF EMPLOYEES' REPRESENTATIVES OF ALCON MAREPHA PROPRIETARY LIMITED, 2001/020977/07 (IN BUSINESS RESCUE) ("the Company") TO BE HELD VIA MS TEAMS ON THURSDAY, 5 JANUARY 2023 AT 11AM (SAST)

1. Welcome
2. Housekeeping
3. Business Rescue Process
4. Background
5. Objectives of the Meeting
6. Nomination of Employees' Committee (if any)
7. Any other business