

**Attention: Employees of Alcon Marepha Proprietary Limited (In Business Rescue)**

1. Delivered by:
  - 1.1. Whatsapp and SMS
  - 1.2. Hand to Trade Union
2. Displayed –
  - 2.1. At security at the business premises / registered office of the Company
  - 2.2. Published on the website maintained by the Company and accessible to affected persons

**NOTICE TO EMPLOYEES OF ALCON MAREPHA PROPRIETARY LIMITED, 2001/020977/07 (IN BUSINESS RESCUE) (“the Company”)**

27 January 2023

1. At the first meeting of employees held on 5 January 2023 in terms of section 148 of the Companies Act 71 of 2008, the Business Rescue Practitioner, namely Mr Hablutzel (“BRP”), called for nominations of persons to sit on the employees’ representatives committee (“Committee”).
2. The BRP received a number of nominations. The following individuals accepted their nominations to serve on the Committee and attended the 1st Committee meeting held on 26 January 2023.

#	Employees Representative	Nomination	E-mail
1.	NUMSA	Lindikhaya Ntulo	<a href="mailto:tembisa@numsalocal.co.za">tembisa@numsalocal.co.za</a>
2.	Non-unionized employee	Brian Atkinson	<a href="mailto:batkinson@alcon.co.za">batkinson@alcon.co.za</a>
3.	Non-unionized employee	Punky Mhlongo	<a href="mailto:pmhlongo@alcon.co.za">pmhlongo@alcon.co.za</a>

3. Section 144(3)(d) of the Companies Act allows for participation by the registered trade union representing employees of the Company and any employee who is not so represented, who, through the Committee, may be consulted by the BRP in the development of the business rescue plan to ensure that those business rescue proceedings of the Company are conducted *"in a manner that balances the rights and interests of all relevant stakeholders"*.
4. Once the business rescue plan is approved, the BRP has agreed to extend the mandate of the Committee such that the BRP may also consult with employees through the Committee on the implementation thereof.
5. The Committee will be entitled to receive and consider all notices and reports relating to the business rescue proceedings on behalf of the employees.
6. All employees are encouraged to visit the Company’s website <https://www.alcon.co.za/> which contains information and notifications that have been circulated to Affected Persons of the Company.

Yours faithfully



Neil Hablutzel  
Business Rescue Practitioner