

# Global Employment Company

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Vodacom Group Limited

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# Our context

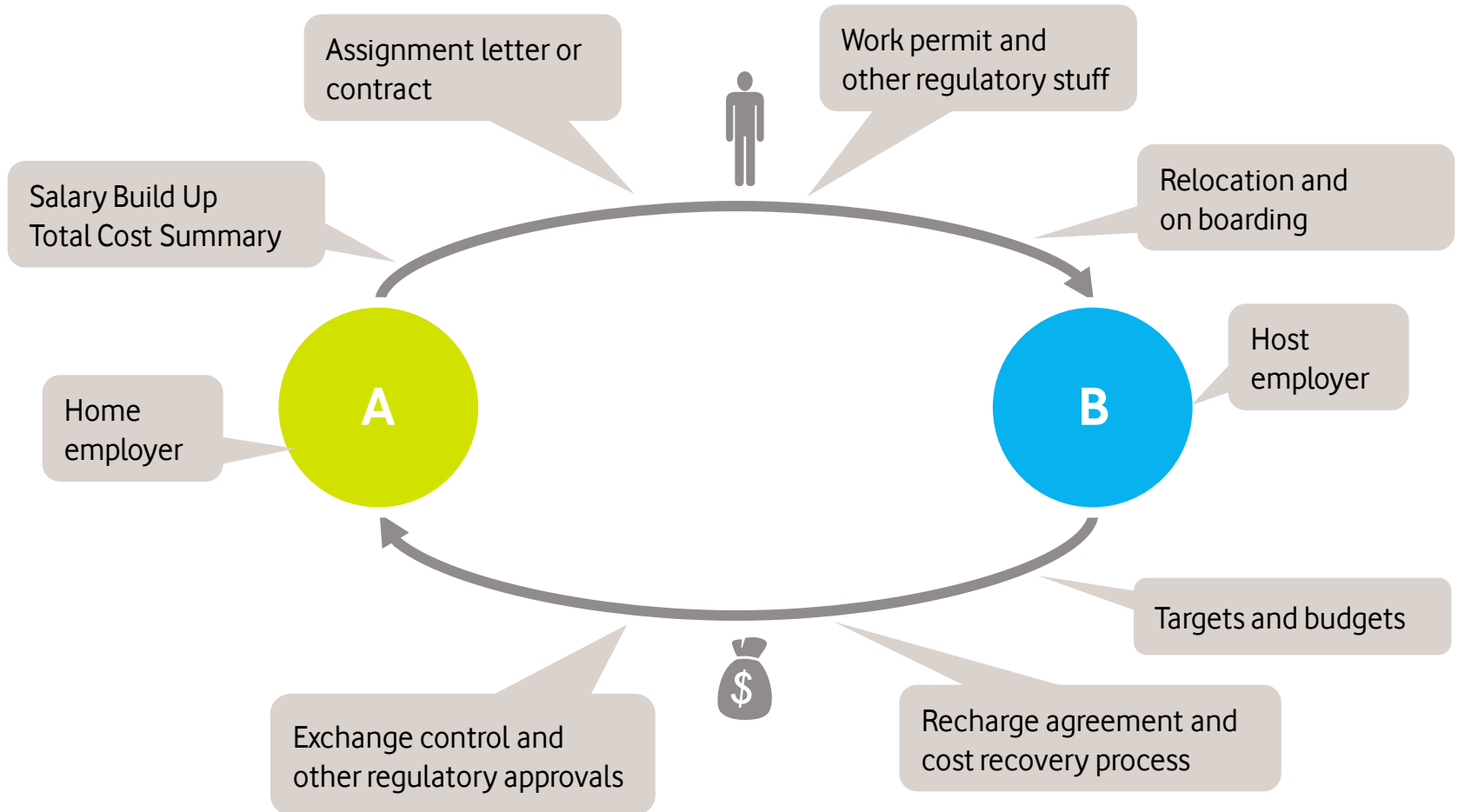
Why did we review our international mobility program?

- > The African telecommunications sector is consolidating, driven by downward pressure on voice and data rates (ie our revenue is under pressure).
- > Our need for increased efficiency also extends to the use of the people resources across the Vodacom Group. Efficiency in areas such as talent acquisition, time to train, product speed to market etc.
- > In order to retain our talent in all the markets where we operate, grow them into future leaders and continue to engage them, Vodacom needed to increase cross border mobility significantly.
- > Increased cross border movement = increased complexity, but we strive for simplicity.
- > Simplicity is achieved through careful structuring of our international mobility program and specifically through the use of a Global Employment Company “GEC”.



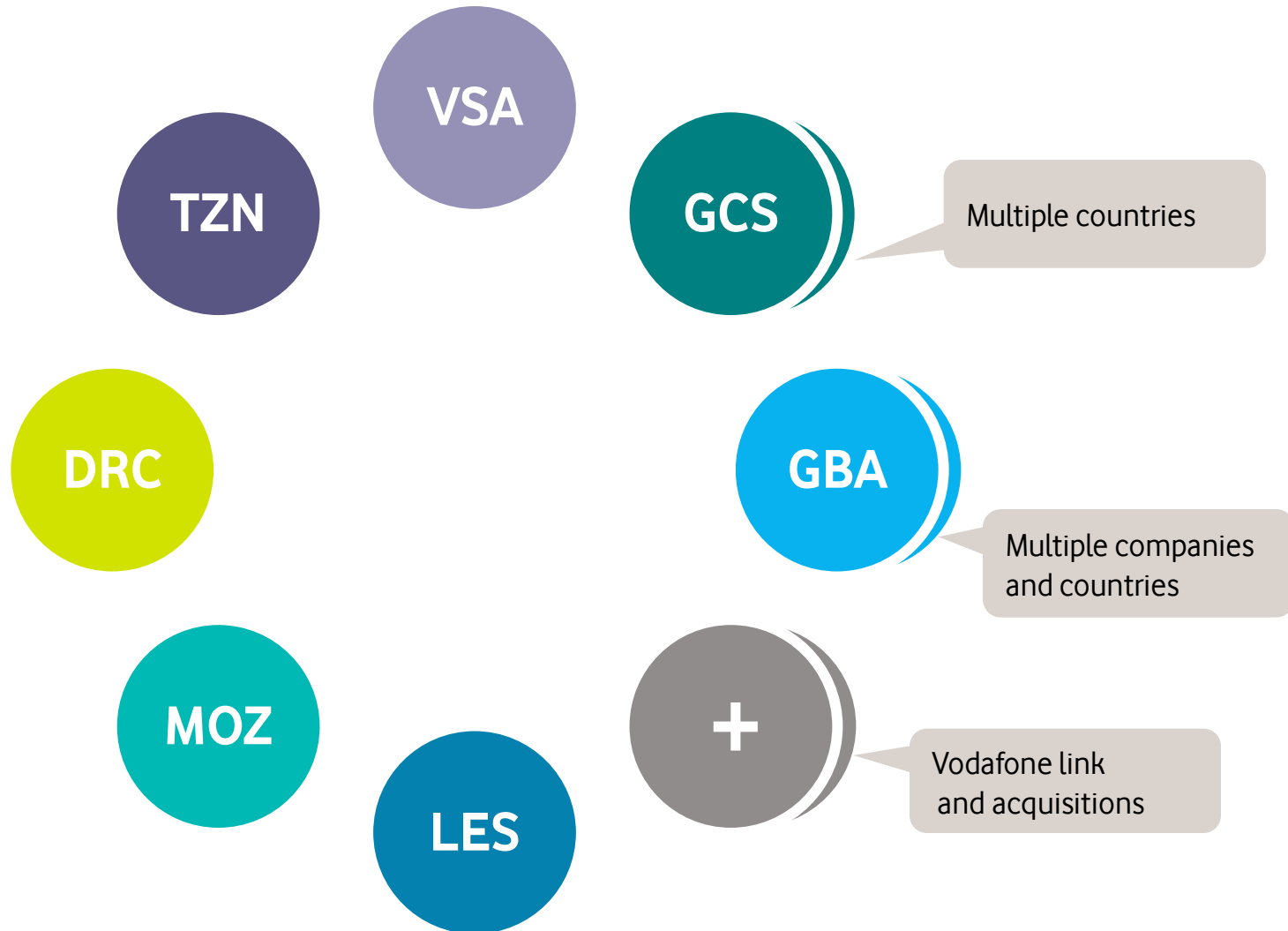
# Structure of an international move

Requires legal agreement for both employment and recharge

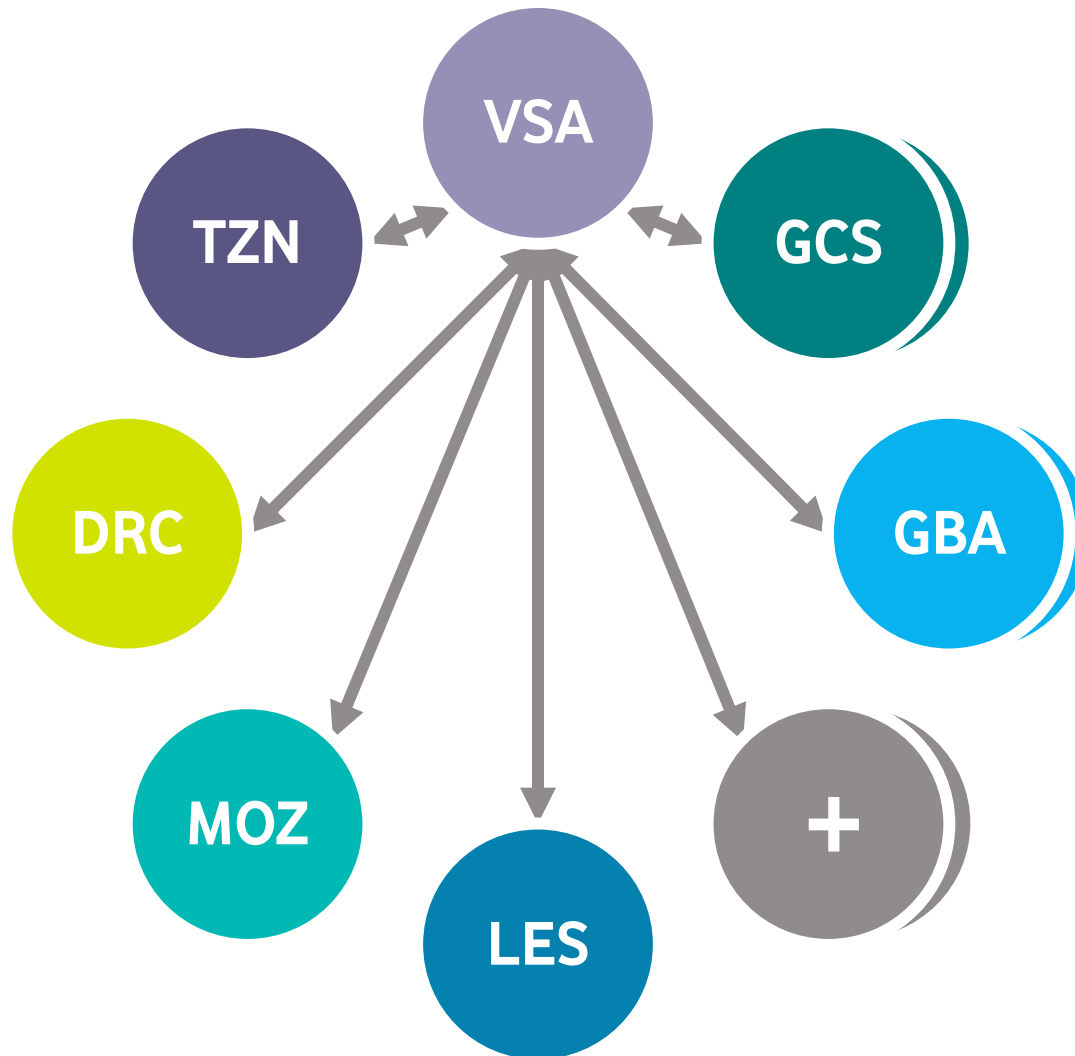


# The Vodacom Family

Mainly located in sub-Sahara Africa with global reach through Vodafone

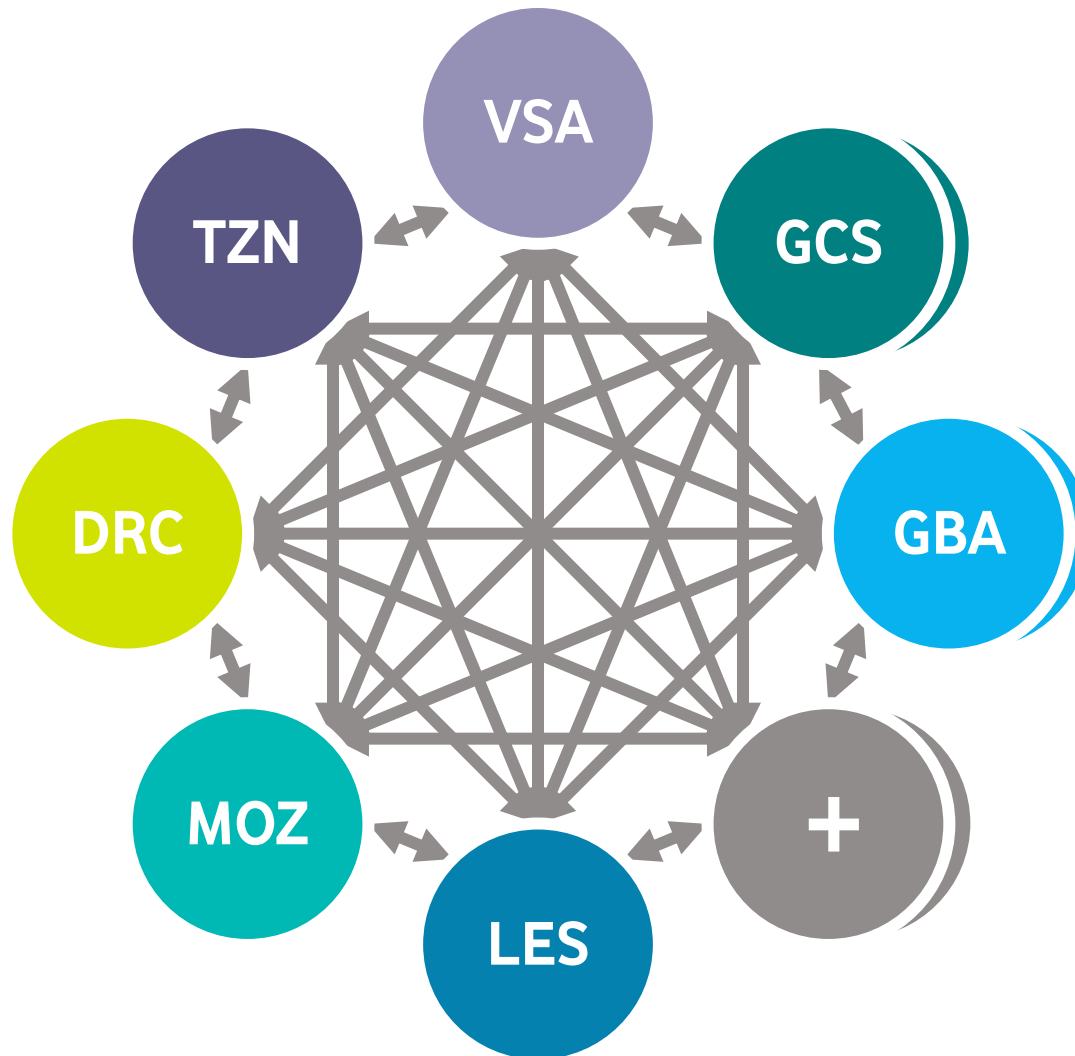


# Our international moves



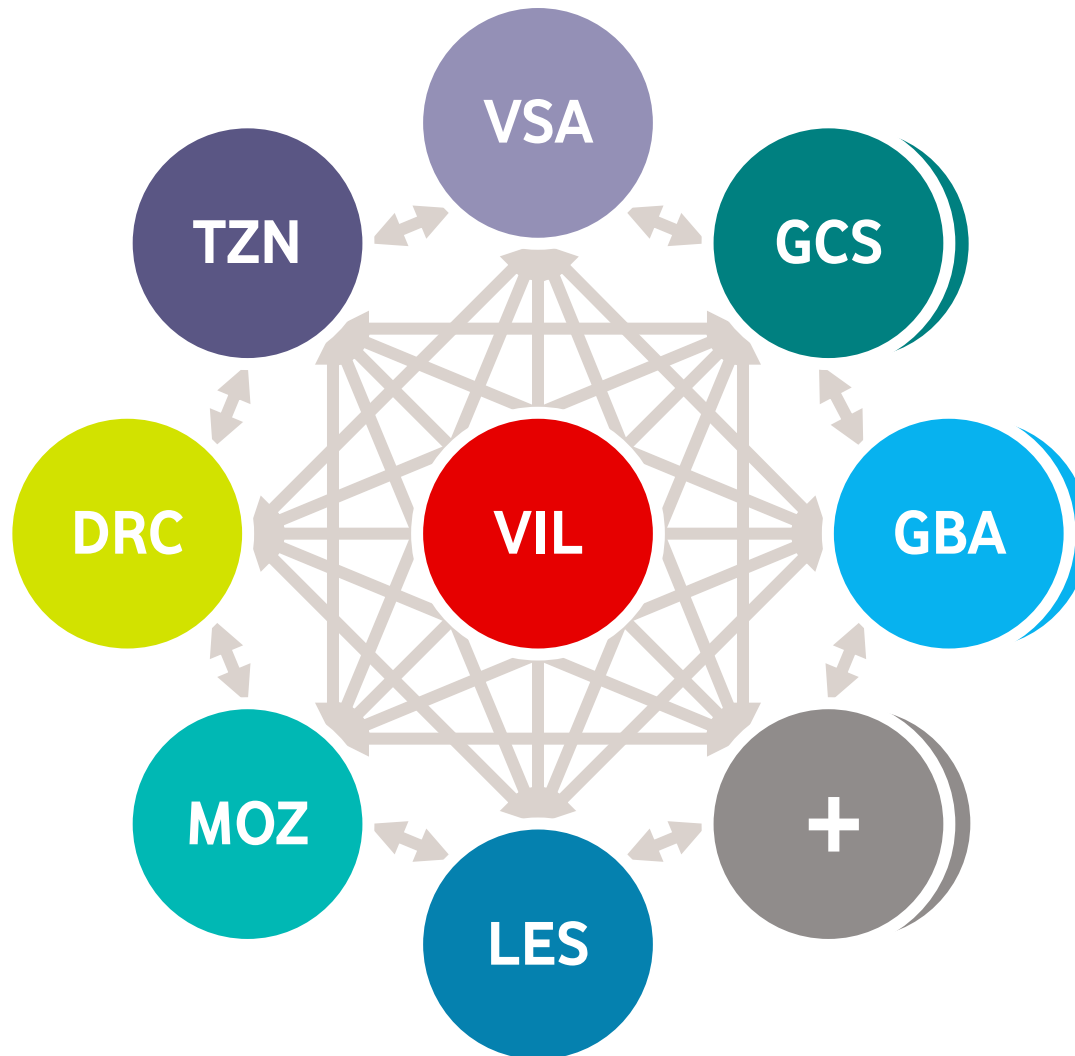
# Our international moves

Becomes complex very quickly with 56+ possible combinations



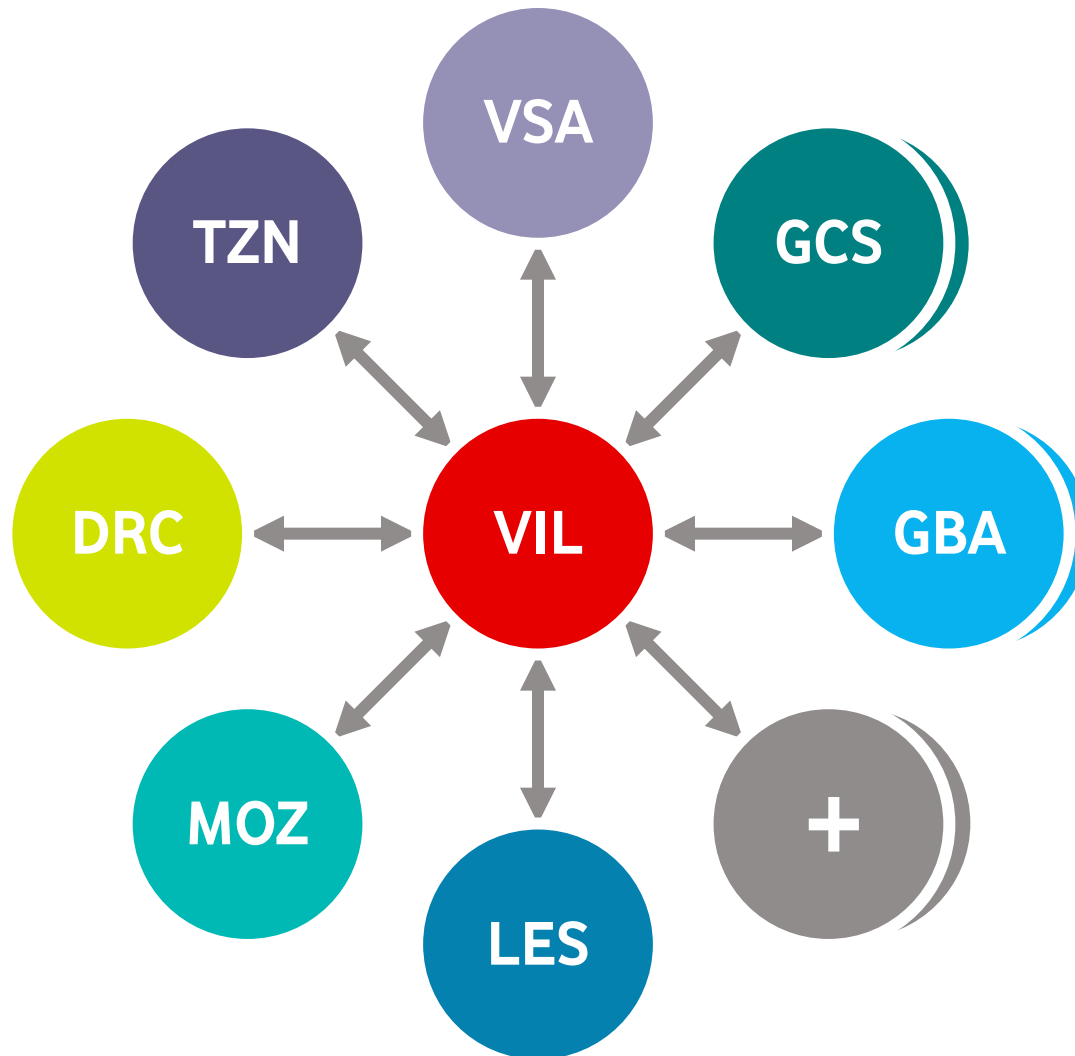
# Simplicity increases speed

A global employment company reduces tax and legal risks



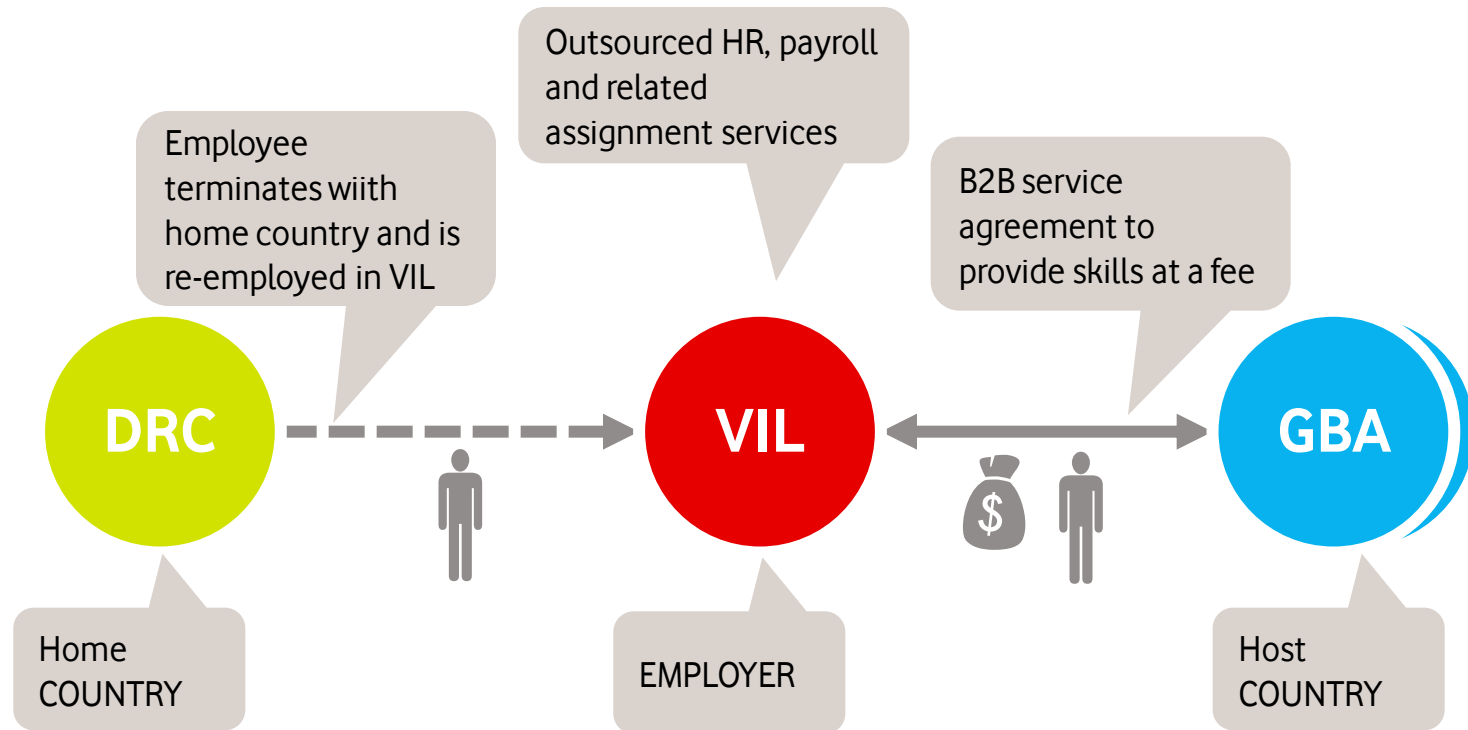
# Simplicity

8+ relationships and a single process



# GEC structure of international move

All assignees are employed in a single company that delivers the service



**Thank you**

