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(for themselves and on behalf of the Hong Kong Underwriters named in
Schedule 1 to the Hong Kong Underwriting Agreement (as defined in the
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Dear Sirs,

We have been asked to provide this legal opinion to you with regard to the laws of the Republic of Zambia in connection with the listing of the ordinary shares of Softcare (the "**Shares**") on the Main Board of The Stock Exchange of Hong Kong Limited (the "**Proposed Listing**"). The Proposed Listing will involve an offering for subscription to the public in Hong Kong and an international placing of new Shares (the "**Initial Public Offering**"), subject to the exercise of an over-allotment option to be granted by Softcare for the issue and allotment of additional new Shares up to 15% of offer size of the Initial Public Offering (the "**Over-allotment Shares**") (together referred to as the "**Global Offering**"). We have been asked to provide this legal opinion in relation to Softcare Industrial Zambia Limited (the "**Company**") which is incorporated in the Republic of Zambia.

This opinion is delivered to the Hong Kong Underwriters pursuant to clause 2.1 of the Hong Kong Underwriting Agreement and to the International Underwriters pursuant to section 7 of the International Underwriting Agreement and would be relied upon by legal counsels and investors designated by Softcare (if applicable).

DOCUMENTS REVIEWED

For the purpose of our opinion, we have examined the following documents (together, the "**Documents**")

- (a) the prospectus dated 31 October 2025 (the "**Prospectus**") and the offering circular dated 6 November 2025 issued by the Company in relation to the Proposed Listing;
- (b) copies of the material contracts¹

¹ "Material Contracts" shall at least include any contract that:

- (a) involves a significant sum of money (e.g. not less than [threshold to be set depending on the circumstances, e.g.USD500,000]);
- (b) is important to the overall business of the Company (e.g. any agreement in relation to any important distributorship, major suppliers, customers or manufacturers of the Company);
- (c) the Company must rely on for its operations (e.g. any agreement between any member of the Issuer group and any e-commerce platform or sales channel in the relevant jurisdiction, agreement in relation to licence of intellectual property right);

- (c) copies of the documents referred to in Appendix C hereto (together, the "**Other Examined Documents**")

OPINIONS

Based upon our review of the Documents and subject to the assumptions set out in Appendix A and subject to the qualifications set out in Appendix B, we give the following opinions in relation to the matters set out below:

A. Incorporation and Corporate Information

1. The Company is a company duly incorporated, validly existing and in good standing under the laws of the Republic of Zambia. The Company is a separate legal entity and possesses the capacity and authority to sue and be sued in its own name. The Company is not entitled to immunity under the relevant laws. Further information of the Company is set out in Appendix D hereto.
2. The Articles of Association are in compliance with and are not in breach or violation of any laws or regulations of the Republic of Zambia and in full force and effect. The Articles of Association or other constitutional documents of the Company are duly adopted, and all constitutive documents that are required to be filed with the authority have been so filed.
3. The Company has the full corporate power and capacity to own, use, lease or operate its properties and assets and carry on its current business under its Articles of Association and the laws of the Republic of Zambia. There are no restrictions under the Relevant Company's constitution affecting such ability, power and capacity.
4. The entire issued share capital of the Company:
 - (i) has been duly and validly authorised and issued and are fully paid and non-assessable in accordance with the laws of the Republic of Zambia and the Articles of Association of the Company without contravening any pre-emptive rights, re-sale right, right of first refusal or similar rights under the laws of the Republic of Zambia or the Articles of Association of the Company; and

(d) contains any restrictive provisions in respect of the financing, listing or other fund-raising activities of the Company and/or its shareholders; or

(e) contract or agreement that is not in the ordinary course of business of the Company, including any contract or agreement with connected persons or parties, finance/guarantee agreements or documents.

- (ii) are free and clear of all charges, security, liens, encumbrances, equities or claims and not subject to any mortgage, charge, pledge or other third-party interest, and the shareholders of the Company have good and valid title to the Shares. Each share ranks *pari passu* in all respects with one another.
- 5. There is no legal restriction under the laws of the Republic of Zambia on foreign ownership (direct or indirect) of the Company, including the number of foreign shareholders.
- 6. The ownership / title of the shares of the Company are not in dispute.
- 7. There are no outstanding rights, warrants or options to acquire, or instruments convertible into, any shares or equity interest in the Company.
- 8. Since the incorporation of the Company and up to the date of this opinion, the identity of the shareholders of and their respective shareholding in the Company (including all changes within such period) are as set out in Appendix D hereto.
 - (i) each historical change of the shareholding structure (including but not limited to issuance of new shares and transfer of shares) was lawful and valid;
 - (ii) all consents, approvals and authorisations of, and all filings, registrations and qualifications with, any court, governmental or regulatory department or agency or other regulatory body in the Republic of Zambia required under the laws of the Republic of Zambia with respect to the issuance and transfer of the shares have been obtained;
 - (iii) the stamp duty in respect of all issuance and transfer of shares has been duly paid
 - (iv) the shareholders are qualified to be the shareholders of the Company under the Articles of Association and all applicable laws and regulations;
 - (v) all historical transfer of shares of the Company has been duly completed, and the transferred shares were properly registered and all relevant taxes were properly paid and were not in violation of any mandatory requirements under the laws the Republic of Zambia or the Articles of Association of the Company.
- 9. Since the incorporation of the Company and up to the date of this opinion, the identity of the directors and officers of and their respective term of office are as set out in Appendix D hereto. The directors of the Company have been duly appointed in accordance with the laws of the Republic of Zambia and the Articles of Association of the Company.

10. The Company has the full power and authority under the laws of the Republic of Zambia and its Articles of Association to declare and effect dividend payments/distributions in or out of the Republic of Zambia freely in any foreign currencies without the necessity of obtaining any governmental approvals or permits. None of the Company is currently prohibited from or is subject to any restrictions in, directly or indirectly, paying any dividends or other distributions to the holders of their respective shares under (i) the current laws and regulations of the Republic of Zambia or (ii) its Articles of Association. Further to Article 11 of the double taxation agreement between the Government of the Republic of Zambia and the United Arab Emirates, dividends payable to Senbai Holdings FZCO shall be taxable at a rate not exceeding 5% provided that Senbai Holdings FZCO meets the conditions relating to beneficial ownership as outlined in Article 11. However, in the absence of a double taxation agreement between the Government of the Republic of Zambia and the Government of Mauritius, all dividends paid out to Sunda FM Holdings Limited (currently known as SOFTCARE FM (MU) LIMITED) shall be taxable at 20%.
11. There are no outstanding loans (including shareholders' loans), debts and liabilities of the Company.
12. The Company has not provided any guarantee.

B. Acquisition and Reorganization

13. It is our understanding that on 19 March 2024, 1 share in the Company (previously registered under the name Sunda Industrial Zambia Limited) was sold from each of Shi Zeng, Liu Jiuxing and Han Du to Sunda FM Holdings Limited and 1,614,997 shares were sold from Century Industrial Limited to Senbai Holdings FZCO. This restructuring led to the entry into Share Purchase Agreement on 19 March 2024 between Century Industrial Limited (“**Century**”) and Senbai Holdings FZCO. The Share Purchase Agreement led to the purchase of 1,614,997 shares by Senbai from Century being 99.999814% of the shareholding in the Company.
14. Further, on 30 July 2024, Senbai Holdings FZCO by a Share Purchase Agreement dated 15 June 2024, transferred 0.999814% of its shares in the Company to Softcare FM (MU) Limited. The Share Purchase Agreement was duly authorized, executed and enforceable in accordance with the laws of the Republic of Zambia (including being duly filed and stamped at the Patents and Companies Registration Agency (“**PACRA**”).
15. In respect of the reorganization stated at paragraphs 13 and 14 above:
 - (i) all requisite filings, approvals, permits, licences or registrations under laws and regulations of Zambia have been made;

- (ii) the relevant regulatory approvals for reorganization have been obtained from the applicable governmental authorities and the reorganization complies with laws and regulations of Zambia and Articles of Association of the transferor and transferee;
 - (iii) all transfers of shares pursuant to the reorganization have complied with all applicable laws and regulations of Zambia, and have been properly and legally completed and settled.
16. There are no anti-trust requirements with respect to the purchase of 99.999814% as there was no change of control in the Company which is ultimately owned by the same institution. Based on the structure reviewed, there was no change in the ultimate beneficial holder of the Company.

C. Legal and Compliance

17. The Company has obtained all necessary licenses, consents, authorizations, permissions, declarations, approvals, orders, registrations, clearances, certificates, permits, report ("**Government Authorizations**") to and filings with government agencies or body or any other regulator ("**Authority**") in the Republic of Zambia for it to own, lease, license and use properties (including any planning, building, construction and occupation permits and approvals) and assets, and to conduct its current business in so far as such properties and assets and the conduct of such businesses are governed by Zambian Laws. During the Track Record Period and up to the date of this legal opinion, these Government Authorizations had been and are valid, in full force and effect, and contain no material restrictions or conditions. Please refer to Appendix C for details of the relevant Government Authorizations. There are no legal impediments to the renewal of such Government Authorizations, and there are no proceedings pending or threatened relating to the revocation, suspension, withdrawal, cancellation, modification or non-renewal of any such Government Authorizations which have been recorded in the public domain.
18. There are no Government Authorizations required in the Republic of Zambia by the Company that have not been obtained, or any other filing, recording or registration with any regulatory authority or governmental agency in the Republic of Zambia that has not been effected in connection with the Company's operation and the Proposed Listing (including but not limited to the issue and sale of Shares under the Global Offering and the associated changes in shareholding and directors of Softcare and/or the Company).
19. All necessary corporate filings of the Company have been made on a timely basis in the Republic of Zambia since its incorporation and thereafter up to the date hereof. The Company is compliant with section 270(1) of the Companies Act No. 10 of 2017 ("**Companies Act**") provides that a company shall, within ninety days after the end

of each financial year. lodge, with the Registrar, an annual return in the prescribed form.

20. The Company is in compliance in all material respects with all applicable laws, regulations, rules in the Republic of Zambia and its Articles of Association during the three years ended 31 December 2024 and the four months ended 30 April 2025 (the "**Track Record Period**") and thereafter up to the date of this legal opinion.

D. Insolvency and Litigation

21. Based solely on the searches conducted at the Subordinate Court, High Court, Court of Appeal and the Supreme Court on 22 October 2025, the results were as follows:
- (i) there is no order, writ of summons, petition or shareholders' resolution filed or passed for the dissolution or liquidation of the Company or appointment of a receiver, administrator or liquidator in the Republic of Zambia in connection with the winding-up, dissolution, liquidation procedures of the Company or its assets.
 - (ii) there is no litigation, arbitration, investigation by governmental authorities, administrative proceedings, judicial proceedings, bankruptcy, winding-up, dissolution or liquidation proceedings, prosecution, judgments, fines, penalties, arbitral, disciplinary proceeding or other dispute resolution processes or administrative sanctions involving the Company or its directors and senior management
22. Based solely on the searches conducted at the Subordinate Court, High Court, Court of Appeal and the Supreme Court on 22 October 2025, the search reviewed the following matter in the Commercial Division of the High Court of Zambia:

Softcare Industrial Zambia Limited v Victory Nchimunya (T/A Viulus Enterprises)

The Company commenced a matter against Victory Nchimunya (the "**Defendant**") for the payment of an outstanding sum of ZMW53,000 owed by the Defendant for the purchase of assorted items from the Company worth ZMW 146,370.

Judgment has been obtained in favour of the Company and the Defendant has been ordered to pay the sum of ZMW 53,000 being the outstanding balance under the contract inclusive of interest at the average short term deposit rate per annum from date of commencement to the date of payment and thereafter, at the monetary policy rate determined by the Bank of Zambia from the date of judgment to payment. The Defendant has also been ordered to pay the

plaintiff's out of pockets expenses occasioned by the action to be taxed in default of agreement.

23. The above litigation notwithstanding, there are no current investigations or regulatory proceeding by or involving the Company, its directors or senior management.

E. Proposed Listing of Softcare

24. As of the date hereof, no approvals, authorisations or consents of and from, or filings with or notifications to any Authorities for or as result of the Proposed Listing including but not limited to the issue and sale of Shares under the Global Offering and the associated changes in shareholding and directors of Softcare and/or the Company) are required.
25. The consummation or performance of the transactions contemplated by the Proposed Listing (including but not limited to the issue and sale of Shares under the Global Offering and the associated changes in shareholding and directors of Softcare and/or the Company) do not contravene, violate, conflict with or constitute a default under:
- (i) any law, regulation, judgement, ruling, order or decree of the Republic of Zambia applicable to the Company which is currently in force;
 - (ii) the Company's Articles of Association; or
 - (iii) any agreement/instrument binding upon the Company or any of its assets (including the Material Contracts).
26. The consummation of the transactions under the Global Offering, including the execution and delivery of the relevant agreements by Softcare in connection therewith will not violate (i) the Material Contracts and (ii) any judgment, order or decree of any governmental body, agency or court having jurisdiction over the Company or any of its assets or (iii) any applicable law, regulation or rule in the Republic of Zambia and the Articles of Association of the Company.

F. Tax

27. On 11 October 2021, the Company was granted a suspension of duty on the following inputs further to Regulation 3 and 4 of the Customs and Excise (Suspension) (Manufacturing Inputs) Regulations, 2020:
- (i) Chemical wood pulp dissolving grades (Fluff Pulp);
 - (ii) Super absorbent polymer;
 - (iii) Dust free paper;

- (iv) Needleloom felt and stitch bonded fibre fabric (non-woven fabric);
 - (v) PE Film;
 - (vi) Hot-melt adhesive;
 - (vii) Spandex;
 - (viii) Monofil, of which any cross-sectional dimension exceeds 1mm (Sticker);
 - (ix) Molded Hook;
 - (x) PE Bag; and
 - (xi) Woven bag.
28. A further suspension of duty granted by the Minister of Finance and National Planning on paper and paperboard and sanitary towels, tampons and napkins, napkin liners and other related articles. These tax suspensions are valid and enforceable under the laws of the Republic of Zambia.
29. Based on enquiry made to the Company, the relevant documents set out in Appendix C and tax clearance certificate obtained and the litigation searches conducted at the court registers of the superior courts of Zambia on 22 October 2025, during the Track Record Period and up to the date of this legal opinion, the Company has complied with all the applicable laws of the Republic of Zambia on tax matters and is not subject to any penalties / fines / investigation / dispute or other administrative sanctions for violation of any applicable law of the Republic of Zambia on taxation.
30. The Company has paid all taxes (including but not limited to corporate tax and transfer pricing tax) due to the relevant government authorities during the Track Record Period and is tax compliant in accordance with the tax laws of the Republic of Zambia. The Company has reserved or provided for all future or deferred tax payments.
31. There are no restrictions including any requirement for approval, licence or filing on the repatriation of profits of the Company or foreign exchange controls affecting the Company under the current laws and regulations of Republic of Zambia.
32. As far as we are aware, the Company has not incurred any transfer pricing issue since incorporation with the Zambia Revenue Authority. The Company's transfer pricing documentation is compliant with the Zambia Revenue Authority Guidelines on Transfer Pricing and all other laws related to transfer pricing under the laws of the Republic of Zambia.

G. Assets and Intellectual Properties

33. The Company has good and marketable title to its assets and is solely legally and beneficially entitled to its assets free and clear of all title defects, charges, security, liens, financial encumbrances, restrictions, mortgage, equities or claims.
34. The Company does not own any intellectual property (including but not limited to trademarks, patents and domain names) for its uses in business operation in Zambia. The intellectual properties used by the Company are duly registered under Sunmart Trading FZCO in the Republic of Zambia and the registrations remain valid and effective. Based on the information provided, there are no claims, actions, suits, proceedings or investigations pending or threatened against the Company relating to the infringement of the intellectual property rights of any third party. It is our understanding that the Company and Sunmart Trading FZCO are from the same group and therefore there is no licensing agreement required for the use of the trademarks registered under Sunmart Trading FZCO.

H. Material Contracts

35. All the Material Contracts were duly entered into. The Company has the power and legal capacity to enter into and perform its obligations under the Material Contracts to which it is party and the execution and performance of its obligations under the Material Contracts to which it is party will not contravene its Articles of Associations and Zambian laws and regulations. The Company has taken all necessary corporate actions to authorise the execution, delivery and performance of the Material Contracts to which it is a party. The obligations of the Company under the Material Contracts to which it is party constitute legal, valid, binding and enforceable obligations of such Company. No Government Authorizations is required for the execution, delivery and performance of the Material Contracts.
36. The Company is not in default of any of its material obligation or covenants under the Material Contracts. There is no breach of the Material Contracts and the Company has not received any notice from any counterparties relating to any breach or default of the Material Contracts.

I. Real Properties and Leases

37. We have had sight of the following documentation relating to properties of the Company, details of which are set out in Appendix E:
- (i) Lease Agreement for the lease and development of Plot PH2IND /13, Plot PH2IND/14 and PH2IND/15 between Lusaka South

Multi- Facility Economic Zone Limited and Sunda Industrial Zambia Company Limited set to commence on the 1 April 2020 for a duration of 40 years (the “**MFEZ Lease Agreement**”):

- (ii) Lease Agreement between YK International Limited and Softcare Industrial Zambia Limited relating to office spaces of Plot No. 397A commencing on 1 April 2025 for a duration of 9 months;
- (iii) Lease Agreement between YK International Limited and Softcare Industrial Zambia Limited relating to Warehouse No. 5 of Plot No. 397A commencing on 1 January 2025 for a duration of 12 months; and

(hereinafter jointly called the “**YK Lease Agreements**”); and

- (iv) Lease Agreement between Priyesh Patel T/A Katalyst Transport Limited and Softcare Industrial Zambia Limited relating to Vibhav Business Park: Phase 3 Warehouse 3 Plot No. 2810, Chingola Road, Kitwe for a duration of 12 months from the date of taking up occupancy on 1 September 2025.

(hereinafter collectively called the “**Lease Agreements**”)

Having had sight of the lease agreements pertaining to the aforementioned properties, we can confirm that the MFEZ Lease Agreement for a duration of 40 years has been correctly registered with the Lands and Deeds Registry pursuant to section 4 of the Lands and Deeds Registry Act Chapter 185 of the Laws of Zambia. We have noted that the MFEZ Lease Agreement has been fully executed

With respect to the YK Lease Agreements and the lease agreement with Priyesh Patel T/A Katalyst Transport Limited, the leases are for a duration of 12 months and 9 months respectively and therefore are not required to be registered with the Lands and Deeds Registry under section 4 of the Lands and Deeds Registry Act. With respect to due execution of, we have noted that the Lease Agreements have been duly and fully executed.

- 38. The Company complies with the usage of the Properties and the expiry dates of the leases.

J. Production Facility

- 39. The Company plans to expand its existing production plant in Zambia and build production lines in such production plant for manufacturing baby diapers, baby pants, sanitary pads and/or wet wipes. The regulatory approvals required for such expansion plan include the following:
 - a. Approvals from the ZEMA with respect to the expansion of the production plant; and

b. Planning permission under the Urban and Regional Planning Act with respect to the expansion of the production plant.

40. There is no legal impediment for the Company to obtain the abovementioned regulatory approvals for such expansion plan.

K. Labour

41. Employee list of the Company is set out in Appendix F of this Opinion.
42. The Company has engaged security service provider which deploy workers to provide security for the Company based on the Company's requirements ("**Security Service Arrangement**"). The Company does not enter into any employment contract directly with the relevant workers. The contracts for the Security Service Arrangement entered into by the Company are set out in Appendix C to this legal opinion. The Security Service Arrangement had complied with the applicable laws and regulations in Zambia in all material respects during the Track Record Period and up to the date of this opinion.
43. There has been no dispute, disturbance or other conflict between the employees and the Company.
44. The form and content of the sample employment contract provided by the Company are in compliance with the applicable laws of Republic of Zambia. The employees of the Company have gone through proper recruitment processes.
45. The Company had been in compliance with all applicable employment and labour laws and regulations, and applicable employees' retirement fund schemes in all material respects during the Track Record Period and up to the date of this legal opinion, based on the information provided.

L. Insurance

46. The Company is required to maintain, and has duly maintained, the following insurance policies and insurance related documents for its business according to applicable laws of Republic of Zambia:
- (i) Asset All Risks Policy valid from 28 September 2025 to 27 September 2026;
 - (ii) Goods in transit insurance policy valid from 28 September 2025 to 27 September 2026 and
 - (iii) Certificate of Motor Insurance valid from 21 October 2025 to 27 September 2026.

M. Environmental

47. We have had sight of the Decision Letter from the Zambia Environmental Management Agency (“ZEMA”) dated 9 November 2023 addressed to Sunda Industrial Zambia Limited which name has since been changed to Softcare Industrial Zambia Limited. The said decision letter approves the proposed installation of a sanitary pad production line in the Lusaka South Multi-Facility Economic Zone. We have also had sight of a Decision Letter dated 30 September 2020 from ZEMA addressed to Sunda (now Softcare) which approves the establishment of a diaper plant in the Lusaka South Multi-Facility Economic Zone. In light of this, we can confirm that the Company has complied with the environmental protection laws, namely the Environmental Management Act No. 12 of 2011 as read with the Environmental Management (Amendment) Act, 2023.
48. Further, we have had sight of a Decision letter dated 4 February 2025 from ZEMA addressed to Softcare Industrial Zamba Limited for the approval of the proposed installation and operation of a baby wipes production line in the Lusaka South Multi-Facility Economic Zone. The Decision Letter states that the implementation of the project shall commence within three years from the date of the approval, failing which, the Decision Letter will be rendered invalid and Softcare will be required to resubmit an Environmental Project Brief for approval. In light of this, we can confirm that the Company has complied with the environmental protection laws, namely the Environmental Management Act No. 12 of 2011 as read with the Environmental Management (Amendment) Act, 2023.

N. Anti-money Laundering / Anti-Bribery / OFAC / Foreign Exchange and Other Compliance

49. Based on the enquiry made to the Company and litigation searches in respect of the Company conducted by us at the High Courts, Court of Appeal and the Supreme Court on 22 October 2025 as well as based on our review of the sample custom declaration documents, no adverse finding in relation to (i) bribery or corruption behaviour or foreign exchange-related laws or (ii), compliance with import and export-related laws and regulations (including but not limited to import and export control and import and export custom clearance procedures) in relation to the Company has been identified] and the Company has complied with:
- (i) all applicable anti-money laundering laws, anti-corruption and anti-bribery laws;
 - (ii) personal data and data protection laws and regulations;
 - (iii) competition and anti-trust laws and regulations;
 - (iv) product liability laws and regulations;

- (v) foreign exchange-related laws and regulations; and
- (vi) import/export-related laws and regulations (including but not limited to import and export control and import and export custom clearance procedures) since incorporation and thereafter up to the date of the legal opinion.

O. Third-Party Payment

- 50. The third-party payment arrangement, pursuant to which the Company has received payments from a third party other than its customer to settle the purchase price of products on the customer's behalf ("**Third-party Payment Arrangement**"). is valid and legally binding and is not in breach of any laws and regulations of the Republic of Zambia (including anti-money laundering, bribery and tax laws) and does not constitute a non-compliance thereunder. Based on the form of confirmation letter and designation letter we reviewed in Appendix C, the risks are remote for the Company to be found obligated to return funds to the customers or their designated third-party payers, their respective banks and/or liquidators under the Third-party Payment Arrangement.
- 51. Based on the sample designation letter reviewed by us (set out in Appendix C hereto), we are of the opinion that:
 - (a) in any event, including but not limited to where there is (i) any dispute or disagreement among the customers, the third-party payors and/or the Company concerning the relevant sales agreements between the customers and the Company or the designation letters, or (ii) any failure by the customers or by the third-party payors on behalf of the customers to settle the payments concerning such sales agreements, or (iii) any request by the third-party payors for refund of the payments made or settled on behalf of the customers concerning such sales agreements, the customers shall remain primarily liable for the payments concerning such sales agreements and all other liabilities arising out of such sales agreements;
 - (b) the customers have undertaken to fully indemnify and hold harmless the Company against all losses, payments, costs, expenses, liabilities and damages which the Company may suffer or incur arising out of or in connection with any failure (including any disputes or disagreement) by the third-party payors to settle the payments concerning such sales agreements on behalf of the customers or any breach or failure (including any disputes or disagreement) by the customers and/or third-party payors to perform their obligations;

- (c) the designation letters constitute legal, valid, binding and enforceable obligations of all of the parties thereto, including the Company, the customers and the third-party payors; and
- (d) the Company shall have an enforceable right to claim (i) indemnity from the customers; and/or (ii) compensation against the customers and the third-party payors if any of the customers or third-party payors breaches or fails to perform its obligations.

P. Prospectus

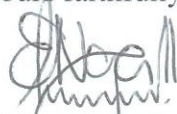
- 52. The statements set forth in the Prospectus, in so far as such statements summarising or describing the laws, statutes, rules and regulations of Zambia, fairly and accurately summarise or describe such laws, statutes, rules and regulations of Zambia.
- 53. The statements which (i) are set out in the Prospectus/offering document (including with respect to customer third-party payment arrangements) and (ii) are regarding the Company and its business are true, accurate, complete and not misleading.

We hereby confirm our agreement to the inclusion of those statements in the Prospectus that are attributed to us as statements of our “views”, “opinions”, “advice”, or other words of similar meaning. Such statements, and any statements of opinions or views provided by us for inclusion in written responses from you to the Securities and Futures Commission of Hong Kong (the “SFC”) or Stock Exchange or any other statutory or regulatory authorities are hereby incorporated into this letter by reference, and we hereby agree that you may rely on such opinions as if fully set forth herein.

We have no objection to, if necessary, the inclusion of this opinion or excerpts from this opinion in the Prospectus and its submission to the governmental and/or regulatory agencies, including but not limited to the SFC, SEHK and any other statutory or regulatory authorities.

This opinion may be relied upon by any party, including the CICC, CITICS, CLSA, GF Capital, GF Brokerage and other underwriters appointed by Softcare, their respective affiliates and their respective legal counsels for the Global Offering and their related due diligence, and also the legal counsel appointed by Softcare in connection with the Global Offering.

Yours faithfully,


Chibesakunda & Co.

APPENDIX A

ASSUMPTIONS

The opinions hereinbefore given are based upon the following assumptions:

1. There are no provisions of the laws of any jurisdiction outside the Republic of Zambia which would be contravened by the execution or delivery of the Other Examined Documents and that, in so far as any obligation expressed to be incurred under the Documents is to be performed in or is otherwise subject to the laws of any jurisdiction outside the Republic of Zambia, its performance will not be illegal by virtue of the laws of that jurisdiction.
2. The Other Examined Documents are within the capacity and powers of and have been duly authorised, executed and delivered by each of the parties thereto and have been duly delivered by the Company and constitute the legal, valid and binding obligations of each of the parties thereto enforceable in accordance with their terms as a matter of the laws of all relevant jurisdictions (other than the Republic of Zambia)
3. All authorisations, approvals, consents, licences and exemptions required by and all filings and other requirements of each of the parties to the Other Examined Documents outside the Republic of Zambia to ensure the legality, validity and enforceability of the Other Examined Documents have been duly obtained, made or fulfilled and are in full force and effect and that any conditions to which they are subject have been satisfied.
4. All original documents are authentic, that all signatures and seals are genuine, that all documents purporting to be sealed have been so sealed and that all copies conform to their originals.
5. The records maintained by the Courts of Zambia at which searches were conducted constitute a complete record of the proceedings in the Republic of Zambia.
6. In relation to the relevant agreements in connection with the Global Offering ("**Underwriting Agreements**"):
 - (i) the Company is not a signing party of the Underwriting Agreements;

- (ii) the Underwriting Agreements have been or will be validly authorized and executed by the respective parties thereto in accordance with all applicable laws. The performance of the obligations therein contained are within the capacity and powers of, and will constitute the legal, valid, binding and enforceable obligations of the respective parties thereto in accordance with their terms;
- (iii) the validity and binding effect under the laws of The Hong Kong Special Administrative Region of the People's Republic of China [or the laws of the State of New York (as the case may be)] of the Underwriting Agreements which are expressed to be governed by such Foreign Laws in accordance with their respective term; and
- (iv) there is no contractual or other prohibition binding on Softcare or on any other party prohibiting it from entering into and performing its obligations under the Underwriting Agreements.

APPENDIX B

QUALIFICATIONS

The opinions hereinbefore given are subject to the following qualifications:

We have undertaken our Review on the basis of your instructions only:

We have not undertaken any independent verification of any of the information supplied to us;

This opinion may not comprise all information relevant to the Transaction, and may not contain all the information relevant to your decision on whether or not to proceed with the Transaction and/or as to the consideration or terms on which to so proceed:

We have not investigated and, except as expressly stated herein, made no comment with regard to any warranties, facts, opinions or representations in the documents listed in the Opinion or to their accuracy or adequacy;

Except as stated herein, we have not for the purposes of this Opinion examined any contracts, instruments or other documents not discussed herein;

when reference is made in this Opinion to a matter being covered by an indemnity or warranty in a Transaction document, it means that the matter is within the scope of such indemnity or warranty. However, whether or not a claim can be made under such indemnity or warranty in respect of the matter will depend on the limitations set out in the relevant Transaction document in relation to the liability of the relevant contractual counterparty under such indemnity or warranty;

the terms of any document provided to us that we have reviewed may have been amended, subsequent to its execution or implementation, orally by the parties, by conduct or course of dealing or otherwise without our being aware of this;

the rights and obligations of a party to a contractual document provided to us will not necessarily be enforceable or enforced by the courts in accordance with their terms and/or additional terms may be imposed by the courts;

in respect of any public searches we may have carried out, searches of public registers are subject to various limitations, and cannot be relied on to reveal all relevant information.

You undertake to treat the contents of the Opinion as confidential, and not to provide the Opinion or copies thereof to any third party without our prior written consent which consent may be withheld or given at our sole discretion, except as strictly required by law, regulation or judicial or governmental regulating authority, after seeking confidential treatment and, to the extent legally permissible, after notifying us and the Client of such requirement in advance of any disclosure;

We shall have no liability under this Opinion with respect to any claim unless a written notice of the claim is presented to us, reasonably specifying the legal and factual basis of the claim, within six months of the date of this Opinion. Any claim so notified shall (unless previously settled) be deemed irrevocably withdrawn six months after it was made, unless at such time arbitral proceedings in respect of the claim have been initiated;

APPENDIX C

OTHER EXAMINED DOCUMENTS

- (i) the certificate of incorporation and the certificate(s) of incorporation on the change of name of the Company;
- (ii) the Articles of Association of the Company;
- (iii) General Tax Clearance Certificate 2025 dated 2 January 2025, valid until 31 December 2025
- (iv) Employer Compliance Certificate from the Workers Compensation Control Board granted on 13 January 2025, valid until 31 December 2025
- (v) Zambia Development Agency Certificate of Registration granted 6 December 2019 expiring on 5 December 2029;
- (vi) Fire Certificate granted on 17 September 2025 set to expire on 31 December 2025
- (vii) District Annual Business Levy granted on 12 December 2024 set to expire on 31 December 2025
- (viii) Decision Letter from the Zambia Environmental Management Agency (“ZEMA”) dated 30 September 2020;
- (ix) Zambia Association of Manufacturers Certificate for the year 2024;
- (x) Zambia Association of Manufacturers Certificate for the year 2025;
- (xi) Health Permit Certificate granted on 12 December 2024 valid until 31 December 2025;
- (xii) Zambia Development Agency MFEZ Certificate granted on 8 June 2020 valid until 7 June 2030;
- (xiii) Notice of Approval of Suspension of Duty dated 24 September 2022 and 11 October 2021;
- (xiv) Certificates of Conformity from the Zambia Bureau of Standards valid until 26 December 2027;
- (xv) Employee Handbook;
- (xvi) Sample employment contracts;

- (xvii) searches of the Subordinate Court, the High Court, the Court of Appeal and the Supreme Court with respect to the Company dated 22 October 2025;
- (xviii) Lease Agreement for the lease and development of Plot PH2IND /13, Plot PH2IND/14 and PH2IND/15 between Lusaka South Multi- Facility Economic Zone Limited and Sunda Industrial Zambia Company Limited;
- (xix) Lease Agreement between YK International Limited and Softcare Industrial Zambia Limited relating to office space of Plot No. 397A;
- (xx) Lease Agreement between YK International Limited and Softcare Industrial Zambia Limited relating to Shop No. 5 of Plot No. 397A;
- (xxi) Supplemental Agreement of the Product Sales Agreement of Republic of Zambia;
- (xxii) Asset All Risks Policy issued on 28 September 2025 valid until 27 September 2026;
- (xxiii) Goods in transit insurance policy issued on 28 September 2025 valid until 27 September 2026;
- (xxiv) Certificate of Motor Insurance issued on 21 October 2025 valid until 27 September 2026.
- (xxv) Annual returns for the years 2021 to 2024;
- (xxvi) Agreement for Manned Security and Patrol Services between Brix Security (Zambia) Limited and Softcare Industrial Zambia;
- (xxvii) Decision Letter from ZEMA dated 9 November 2023, in respect of the approval of the expansion of the production plant by adding a sanitary pad production line at its facilities in the Lusaka South MFEZ;
- (xxviii)(xxvii) Decision Letter from ZEMA dated 4 February 2025, in respect of the approval of the proposed installation and operation of a baby wipes production line at its facilities in the Lusaka South MFEZ
- (xxix) Approval for planning permission for the extension of a diaper manufacturing factory under the Urban and Regional Planning Act dated 21 October 2024;
- (xxx) Third-party payment Designation Letter template;
- (xxxi) the sample custom declaration documents; and

(xxxii) Such other documents as we have considered necessary for the purposes of rendering this opinion.

APPENDIX D

DETAILS OF THE COMPANY

Name	Softcare Industrial Zambia Limited (formerly known as Sunda Industrial Zambia Limited)
Date of Incorporation	26 November 2019
Registered Address	No. PH2IND/13 Off Leopards Hill Road, Chifwema Road, Lusaka South MFEZ, Lusaka
Type of Company	Private Limited Company
Nature of Business	Other manufacturing n.e.c Non- specialised wholesale trade Freight transport by road Warehousing and storage
Business Scope	Manufacturing and Sales
Authorised Share Capital	ZMW1,615,000
Issued Share Capital	ZMW1,615,000
Current Shareholder(s)	Senbai Holdings FZCO - 1,614,997 ordinary shares, 99.999814% from 19 March 2024

	Sunda FM Holdings Limited - 3 ordinary shares. 0.000186% from 30 July 2024
Previous Shareholder(s)	Century Industrial Limited (From 22 June 2020 to 19 March 2024) (99.999814% of 1.614.997 issued shares) Han Du – (19 February 2021 to 19 March 2024) (0.000062% of 1 issued share) Liu Jiuxing – (11 July 2023 to 19 March 2024) (0.000062% of 1 issued share) Shi Zheng - (20 October 2021 to 19 March 2024) (0.000062% of 1 issued share)
Current Director(s)	Xianming Yin 27 February 2024 Luo Jichao from 27 February 2024
Previous Director(s)	Shi Zheng (From 22 February 2021 to 28 February 2024) Jiuxing Liu (From 11 July 2023 to 28 February 2024)
Current Officer(s)	Stephen Chpeta – Company Secretary from 23 October 2024
Previous Officer(s)	Xianming Yin – Company Secretary 27

	February 2024 to 23 October 2024
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Details of the Lease	1 April 2020
Property Number	Plot PH2IND /13, Plot PH2IND/14 and PH2IND/15
Registered Ownership of Property	Lusaka South Multi-Facility Economic Zone Limited
Size of Property	43.884 square metres
Details of Lessor	Lusaka South Multi-Facility Economic Zone Limited
Details of Lessee	Sunda Industrial Zambia Company Limited
Duration of Lease	40 years
Registration Status of Lease Agreement	Lease was registered on 30 July 2020

APPENDIX E

REAL PROPERTIES AND LEASES

Details of the Lease	1 April 2020
Property Number	Plot PH2IND /13. Plot PH2IND/14 and PH2IND/15
Registered Ownership of Property	Lusaka Multi Facility Economic Zone
Details of Lessor	Lusaka Multi Facility Economic Zone
Details of Lessee	Softcare Industrial Zambia Limited
Duration of Lease	40 years
Registration Status of Lease Agreement	Registered

Details of the Lease	1 April 2025
Property Number	office space of Plot No. 397A
Registered Ownership of Property	YK International Limited
Details of Lessor	YK International Limited
Details of Lessee	Softcare Industrial Zambia Limited
Duration of Lease	9 months

Registration Status of Lease Agreement	A lease of this duration does not require registration under the Lands and Deeds Registry Act
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Details of the Lease	1 January 2025
Property Number	Shop No. 5 of Plot No. 397A
Registered Ownership of Property	YK International Limited
Details of Lessor	YK International Limited
Details of Lessee	Softcare Industrial Zambia Limited
Duration of Lease	12 months
Registration Status of Lease Agreement	A lease of this duration does not require registration under the Lands and Deeds Registry Act

Details of the Lease	1 September 2025
Property Number	Vibhav Business Park: Phase 3 Warehouse 3 Plot No. 2810, Chingola Road, Kitwe
Registered Ownership of Property	Priyesh Patel T/A Katalyst Transport Limited
Details of Lessor	Priyesh Patel T/A Katalyst Transport Limited

Details of Lessee	Softcare Industrial Zambia Limited
Duration of Lease	12 months
Registration Status of Lease Agreement	A lease of this duration does not require registration under the Lands and Deeds Registry Act

APPENDIX F
EMPLOYEE LIST
ZAMBIAN EMPLOYEES

Empl ID		Business Unit	Status	or Local	Subject	Position	
30000202	CHIBESAKUNDA & CO	FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Copper Belt Sales Supervisor	
30000203		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Customer Service Supervisor	
30000245		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	ZM Finance Specialist	
30001771		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sanitary Product Quality Inspector	
30001773		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sanitary Laboratory Technician	
30001775		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sanitary Product Quality Inspector	
30001779		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	BD Machine Operator team leader	
30001780		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packing Team Leader	
30001781		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	BD Machine Operator	
30001784		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001785		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	BD Machine Operator	
30001786		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001789		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001791		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	BD Machine Operator team leader	
30001793		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sanitary Product Quality Inspector	
30001795		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001796		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001797		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001798		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	BD Machine Operator	



30001799		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	BD Machine Operator	
30001801		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001803		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001804		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	BD Machine Operator	
30001805		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Electrician	
30001807		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	BD Machine Operator	
30001808		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001809		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packing Team Leader	
30001810		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packing Team Leader	
30001815		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Mechanic	
30001816		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001819		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001822		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Cleaner	
30001823		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Translator	
30001824		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Mechanic	
30001825		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001826		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001829		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Mechanic	

30001833		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001835		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001836		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001839		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001840		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	BD Machine Operator	
30001844		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001847		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001849		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001852		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001853		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001855		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001858		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001864		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001865		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001866		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001874		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001877		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001881		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	

30001885		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30001886		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30002093		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Lusaka Urban FMCG Sales Specialist	
30002095		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Central & West & North Province FMCG Sales Supervisor	
30002097		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Warehouse Supervisor	
30002117		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Purchasing Officer	
30002194		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Offloading & Issuing Specialist	
30002279		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Offloading & Issuing Specialist	
30002306		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30002392		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30002423		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	East & South Province FMCG Sales Supervisor	
30002431		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30002533		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30002817		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30002818		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Cleaner	
30002822		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Offloading & Issuing Specialist	
30002824		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30002843		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Lusaka Urban FMCG Sales Specialist	

30002883		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Outer District FMCG Customer Service Specialist	
30003010		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Offloading & Issuing Specialist	
30003022		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Statistics Specialist	
30003130		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003153		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003155		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Central & North FMCG Sales Specialist	
30003157		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003158		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Copper Belt FMCG Sales Specialist	
30003186		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003476		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	(Wh&L) Docs Specialist	
30003486		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003492		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sanitary Product Quality Inspector	
30003555		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Lusaka Urban Customer Service Specialist	
30003581		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003835		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003839		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003841		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003842		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	

30003843		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003844		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003872		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003873		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003875		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003918		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003925		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003926		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003927		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003930		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003931		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003932		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003945		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003947		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003948		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003951		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003954		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30003956		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	

30004103		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30004104		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Cleaner	
30004105		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30004106		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30004109		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30004110		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30004172		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30004173		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30004188		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	general worker	
30004211		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Lusaka Urban FMCG Sales Specialist	
30004212		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Lusaka Urban FMCG Sales Specialist	
30004213		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Lusaka Urban FMCG Sales Specialist	
30004214		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Lusaka Urban Customer Service Specialist	
30004215		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Outer District FMCG Customer Service Specialist	
30004233		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Electrician	
30004241		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Electrician	
30004353		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Lusaka Urban FMCG Sales Specialist	
30004394		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packaging Worker	

30004399		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packaging Worker	
30004402		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packaging Worker	
30004404		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	BD Machine Operator	
30004407		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packaging Worker	
30004409		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packaging Worker	
30004437		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packaging Worker	
30004438		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packaging Worker	
30004461		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packaging Worker	
30004471		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Statistics Specialist	
30004504		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Lusaka Urban FMCG Sales Specialist	
30004575		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004576		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004577		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004578		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004581		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004582		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004583		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004585		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	

30004591		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004594		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Machine Operator	
30004595		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004597		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004600		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Machine Operator	
30004601		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Machine Operator	
30004603		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004604		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Pads Packing Worker	
30004605		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Pads Packing Worker	
30004606		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Pads Packing Worker	
30004607		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004656		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Accounts Receivable Specialist	
30004692		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sanitary Product Quality Inspector	
30004806		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Production Cleaner	
30004807		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004846		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Pads Machine Operator	
30004847		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004851		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Admin Purchasing Specialist	

30004908		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sanitary Product Quality Inspector	
30004909		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004913		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004919		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sanitary Product Quality Inspector	
30004920		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sanitary Product Quality Inspector	
30004921		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sanitary Product Quality Inspector	
30004935		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004939		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004940		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30004947		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Lusaka Urban FMCG Sales Specialist	
30004948		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Lusaka Urban FMCG Sales Specialist	
30005110		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker	
30005131		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Warehouse Specialist	
30005160		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Warehouse Supervisor	
30005161		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Offloading & Issuing Specialist	
30005163		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Translator	
30005333		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Lusaka Urban FMCG Sales Specialist	
30005336		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sanitary Product Quality Inspector	

30005337		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sanitary Product Quality Inspector		
30004211		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sales Management Trainee		
30005339		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Warehouse Specialist		
30005340		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Offloading & Issuing Specialist		
30005348		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30005372		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Outer District FMCG Customer Service Specialist		
30005373		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Lusaka Urban Customer Service Specialist		
30005500		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	East & South FMCG Sales Specialist		
30005575		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Electrician		
30005576		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Electrician		
30005577		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Health&Safety Specialist		
30005578		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30005579		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30005580		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30005581		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Production Cleaner		
30005582		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30005583		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30005587		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packaging reserve multi-tasker		

30005588		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packaging reserve multi-tasker		
30005589		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packaging reserve multi-tasker		
30005699		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Accounts Receivable Specialist		
30005700		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	General Ledger Specialist		
30005706		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Purchasing Officer		
30005756		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Main Operator Reserve		
30005757		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Main Operator Reserve		
30005758		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Main Operator Reserve		
30005759		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Main Operator Reserve		
30005760		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Main Operator Reserve		
30005893		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30005894		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30005895		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30005896		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30005897		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30005898		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30005899		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30005906		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		

30005907		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30005908		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30005909		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	East & South FMCG Sales Specialist		
30005912		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Machine Operator		
30005913		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30005916		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Copper Belt FMCG Sales Specialist		
30006061		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Urban FMCG Sales Specialist		
30006063		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Lusaka Urban FMCG Sales Specialist		
30006150		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Capital Finance Supervisor		
30006175		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sanitary Product IPQC		
30006176		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Machine Operator		
30006181		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sanitary Product Quality Inspector		
30006207		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Offloading & Issuing Specialist		
30006208		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Machine Operator		
30006209		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30006210		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30006211		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30006216		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		

30006217		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30006266		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Machine Operator		
30006268		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Machine Operator		
30006283	\	FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Machine Operator		
30006336		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packaging reserve multi-tasker		
30006338		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30006352		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Machine Operator		
30006353		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packaging reserve multi-tasker		
30006385		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30006386		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30006400		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30006510		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sanitary QC Team Leader		
30006561		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Cashier		
30006641		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Health&Safety Specialist		
30006710		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packaging Worker		
30006712		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Production Cleaner		
30006713		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30006723		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Packaging Worker		

30006725		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sanitary QC Team Leader		
30006751		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Electrician		
30006791		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Granulation Machine Operator		
30006793		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Production Cleaner		
30006795		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Packing Worker		
30006822		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Mechanic		
30006823		FMCG	Active	Local	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Mechanic		

CHINESE EMPLOYEES

Employee ID	Name	Business Unit	HR Status	Chinese or Local	Contract Subject	Position	Employee Class
0111701		FMCG	Active	Chinese	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Machine Technician&Installer	
0112261		FMCG	Active	Chinese	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Factory Manager	
0113671		FMCG	Active	Chinese	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Factory Production Manager	
30000129		FMCG	Active	Chinese	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Sales Manager	
30000038		FMCG	Active	Chinese	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Line Supervisor	
0113777		FMCG	Active	Chinese	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Machine Technician	
30004638		FMCG	Active	Chinese	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Machine technician	
30001920		FMCG	Active	Chinese	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Finance Manager	
30005571		FMCG	Active	Chinese	SOFTCARE INDUSTRIAL ZAMBIA Ltd	ZM Warehouse Dept Manager	
30005597		FMCG	Active	Chinese	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Assistant Host	
30006520		FMCG	Active	Chinese	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers Main Host	
30005915		FMCG	Active	Chinese	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Electromechanical Engineer	

30006398		FMCG	Active	Chinese	SOFTCARE INDUSTRIAL ZAMBIA Ltd	ZM Quality Mgt Mgr	
30006514		FMCG	Active	Chinese	SOFTCARE INDUSTRIAL ZAMBIA Ltd	HP Equipment Manager	
30005123		FMCG	Active	Chinese	SOFTCARE INDUSTRIAL ZAMBIA Ltd	Diapers PMC Mgr	