Red Hat

PARTNER PROGRAM GUIDE

Technology Reseller

EMEA

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Sam Taha

RED HAT PARTNER PROGRAM

Welcome to the Red Hat Partner Program Technology Reseller. As market demand for open source solutions continues to increase, Red Hat looks forward to partnering with you to provide superior solutions to your customers.

This Partner Program is the foundation of the relationship between you, the marketplace experts, and Red Hat, the world's leading open source company. Red Hat views our Partners as playing an integral role in our go-to-market strategy and overall success. Our goal is to offer a Partner Program designed to help our Partners to develop a successful open source business.

The Red Hat Partner Program Guide for Technology Reseller Partner is your complete resource to partnering with Red Hat. In this guide, you will find the following:

Red Hat Partner Program Guide for Technology Reseller Partner is your complete resource to partnering with Red Hat. In this guide, you will find the following:

- Overview of the Red Hat Partner Program
- Description of Partner Program benefits for each track and membership level
- Description of partnering requirements for each track and membership level
- Information regarding the application and enrolment processes

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PROGRAM OVERVIEW

The Red Hat Partner Program is a multi-tiered partner model designed to offer you the resources that will help to grow your open source practices or developments. As you begin your relationship with Red Hat, you will have access to a variety of benefits available to assist you in developing your expertise of open source solutions and sales skills related to Red Hat products. As your commitment to Red Hat grows to meet increasing customer demand, the benefits you receive from Red Hat will also expand.

The Red Hat Partner Program provides you with the tools that help you to define how you would like to partner with Red Hat. Need product information or marketing collateral? It's available. Need sales or technical training? Learn how to access it. Focus on operating systems? Understand the latest Red Hat Enterprise Linux offerings. Prefer to offer Middleware solutions? Get up to speed on the Middleware product portfolio. You want to learn more about Cloud? Tell us how you would like to partner with Red Hat and how you would like to build your open source practice. We will provide you with the resources that can help you grow.

Upon successful application and admittance to the Red Hat Partner Program for Technology Reseller, you will be a Red Hat Partner with access to an array of benefits via the Red Hat Partner Connect

As a Red Hat Partner you receive marketing, sales and training benefits designed to assist you with the promotion and sales of the entire Red Hat's product portfolio.

When you meet additional qualification requirements defined for your geographic region, you can apply to ascend to higher membership levels in Technology Reseller Track. Upon approval by Red Hat of a membership upgrade, your continued commitment to open source solutions will be rewarded through access to additional benefits.

Red Hat is offering program tracks for partners with varying needs. Those tracks were established to fit into partners different business models. During the application, you can easily choose which track suits your business model best. You will find the track description in the partner program structure section on the following pages.

PROGRAM TRACKS

The Red Hat Partner Program offers three Program Tracks – Technology Reseller, Solution Provider and Independent Software Vendor (ISV). Additional tracks may be added to the Partner Program in future phases. This very document is the Partner Program Guide for the Technology Reseller Track.

Technology Reseller Track

This track is designed for partners whose primary focus is on selling Red Hat products with high transaction volumes, with a business model that focuses mostly on reselling rather than providing technical or consulting services. There is a higher program tier available for Technology Reseller Partners if certain requirements are met as set forth in this document.

Solution Provider Track

This track is meant for all partners who either resell or influence sales of Red Hat solutions. Value Added Resellers, channel partners, consultants and system integrator who help take Red Hat solutions to market and provide business and technology services to customers. Solution Providers market and sell their services and expertise along with infrastructure, middleware and cloud solutions from Red Hat. Hence access to higher levels of membership in the Solution Provider program track is dependent on the partner's service and development capabilities.

Independent Software Vendor Track (ISV)

Independent Software Vendors who own, develop, distribute and support commercially available applications that support or integrate with Red Hat technology.

MEMBERSHIP LEVELS

The Red Hat Partner Program consists of two membership levels with specific benefits and tools corresponding to each level. The table below outlines the characteristics for each membership level.

Partner Level	Red Hat Technology Reseller
Advanced Level	Partners who have reached the Advanced membership level have consistently met sales targets and expectations as defined in this program guide. The Advanced Business Partner has access to advanced sales benefits such as Opportunity Reward Program and higher NAT tiers, along with other benefits.
Ready Level	The Ready level membership enables Partners to grow open source practices. Ready Business Partners have access to a variety of sales training, marketing collateral, tools and access to software for testing and development purposes.

WHY JOIN

The software market is going open source. You know it. We know it. The industry knows it. The only questions are: 'How fast?' and 'Who will win?' As a Red Hat partner, the answers to both these questions are in your hands, because:

- The demand for open source solutions is already there.
- We have the products and the support tools to help you meet it.
- You have the customers, the skills and experience to succeed.

Above all, it's a partnership based on establishing commitment to active participation, competence in advising customers and contribution to revenue and reference generation.

WHICH BENEFITS AND REQUIREMENTS APPLY?

This document contains the list of benefits and requirements for the Technology Reseller Track. Which track you have applied for has been determined by yourself at the time of your registration. While at the Ready partner level, there are no differences regarding the program benefits and requirements between one program track and the other, but there are significant differences at the Advanced membership level or higher. Please ensure that you are referring to the right section of benefits and requirements, based on your current or desirable membership track.

PARTNER PROGRAM BENEFITS

The Red Hat Partner Program offers benefits designed to assist you in developing open source practices around Red Hats product portfolio. As a Ready Partner you will receive access to marketing and training resources tailored to assist you in building open source success stories. As an Advanced Partner, your increased dedication to Red Hat will be supported through enhanced benefits. The table below summarizes the benefits available to Partners at each membership level. Each benefit is described in additional detail on the following pages.

BENEFITS OVERVIEW:

	Ready level	Advanced level
GENERAL PROGRAM BENEFITS		
Red Hat Partner Connect access	Yes	Yes
Product marketing collateral and campaigns	Yes	Yes
Monthly partner e-newsletter	Yes	Yes
Partner Directory listing and search	Yes [1]	Yes
Success story highlights eligibility	No	Yes
TRAINING BENEFITS		
Sales and technical partner seminars	Yes	Yes
Web-based product training	Yes	Yes
Online Sales training	Yes	Yes
SALES BENEFITS		
Renewals annuity business	Yes	Yes
Access to Red Hat sales teams	No	Yes

	Ready level	Advanced level
Qualified for fulfilment relationship in country	No	Yes
Demand-generation campaign participation eligibility	No	Yes
Market Development Funds (MDF) eligibility per annual business plan	No	Yes
Red Hat Partner Manager	No	Yes (if agreed in business plan)
Opportunity Reward Program participation eligibility	No	Yes [2]
Special Bid Request	No	Yes
Access to Transactional Discounts	No	Yes

MARKETING BENEFITS

Campaign templates & guidelines	Yes	Yes
Not for Resale subscriptions (NFR)	Yes	Yes
Partner program logo usage	Yes	Yes
Partner Program Logo with Technology Reseller mark	No	Yes
Partnership plaque	No	Yes
Partner program certificate	Yes	Yes

TECHNICAL SUPPORT

Knowledge base access	Yes	Yes
Technical training discounts	No	Yes

[1] *one Sales or Sales Engineer accreditation need to be achieved*
[2] *based on Opportunity Reward Program rules, please see page 13 for more details*

BENEFIT DETAILS

Program benefits are designed to provide Partners with the resources to assist them in developing and maintaining a strong knowledge of Red Hat and the Red Hat product portfolio.

Welcome Information
As a new member of the Red Hat Partner Program, you receive access to an online repository of Red Hat information as well as guidance on how to do business with Red Hat.

Red Hat Partner Connect access
Membership in the Red Hat Partner Program entitles you access to the Red Hat Partner Connect, Red Hat's online content repository and partnership management tool. In the Red Hat Partner Connect, you will find an array of program, product, marketing, and sales resources designed for Red Hat's partner community. The Red Hat Partner Connect serves as your primary source of information regarding Red Hat, our product offerings and marketing campaigns. The Red Hat Partner Connect is also how you will administer your Partner relationship with Red Hat, including applying for and receiving Acceptance Notices for higher membership levels and specializations and facilitating other important communication with Red Hat.

Partner e-newsletters
Learn the latest news from Red Hat through Red Hat's monthly partner-focused communications. Receive key information about new products, upcoming campaigns, Red Hat resources, success stories and more.

Partner directory listing and search
Gain exposure through visibility in redhat.com's partner search function. Potential customers looking to engage Red Hat Partners may search based on geography or other factors, e.g. specializations or skills.

Success story highlights eligibility
Share your Red Hat success stories with Red Hat. Submit success story proposals through Partner Connect to Red Hat for consideration. Proposals selected by Red Hat may be developed into formal success stories which may be promoted by Red Hat and the Partner through various publicity vehicles. At the same time, submitting Customer References through Partner Connect counts for the annual requirements for Advanced partners.

TRAINING BENEFITS

Training benefits provide you with multiple resources with which you can use to increase your overall knowledge of Red Hat and the Red Hat product portfolio. Whether product-, sales-, or technical-focused training, you can access the training necessary to help meet the needs of your growing open source business.

Knowledge base access
You will have access to the Red Hat knowledge base through the Red Hat Partner Connect to research answers to technical product questions.

Web-based product training
Learn about Red Hat products and campaigns through Red Hat-hosted webinars.

Online sales training
Access detailed Red Hat product training catalogue through the Red Hat Partner Connect. This series of computer-based training modules develops an understanding of the Red Hat product portfolio, the competitive positioning of Red Hat products, and how to overcome objections in the sales cycle.

SALES BENEFITS

Sales benefits are sales-enablement and revenue-generating features to assist you in developing a successful, continuing open source business with Red Hat.

Renewals annuity business
Red Hat products are sold on a subscription basis. As a Partner, every subscription you sell is eligible for subscription renewal revenue upon expiration. This provides you with an excellent opportunity to engage deeper with customers on a periodic basis.

Access to Red Hat sales teams
Advanced Partners are eligible to network with Red Hat sales teams to coordinate efforts to close sales opportunities more effectively. For more information, contact your Red Hat Partner Manager or Red Hat Partner Engagement Team.

Fulfilment relationship eligibility
On occasion Red Hat may choose to fulfil Red Hat led deals through Advanced level Technology Reseller Partners. Advanced partners are preferred partners for local fulfilment relationships.

Demand-generation campaigns
Red Hat Advanced Partners are eligible to participate in Red Hat-developed demand-generation campaigns. For more information, contact your Red Hat Partner Manager or Red Hat Partner Engagement Team.

Market development funds (MDF)
As part of the annual business planning, Advanced Partners can request market development funds for activities designed to drive brand awareness, lead generation, and sales opportunities of Red Hat products. These activities must be aligned to Red Hat's goals per market, geography and industry. For more information, contact your Red Hat Partner Manager or Red Hat Partner Engagement Team.

Partner Manager
Red Hat Advanced Technology Reseller Partners have access to a Red Hat Partner Manager who acts as a point of contact with Red Hat, conducts business planning with the Partner, and assists the Partner to make the most of the partner program benefits and of the partnership.

Opportunity Reward Program

Red Hat's Opportunity Reward Program is designed to provide approved Advanced Technology Reseller Partners with the ability to accrue additional benefits when a Partner identifies "NEW" Red Hat business opportunities and engages in value added pre-sales activity in support of the growth of Red Hat business. Partners who apply to the program will be reviewed by Partner Sales Management to ensure that the partner has met criteria. For more information see the Opportunity Reward Program Guide.

Partner level	Ready level	Advanced level
Technology Reseller	n/a	5%

Special bid request

Red Hat Advanced Business Partners may benefit from a "sell with" approach on large enterprise prospects and Red Hat enterprise accounts. Advanced Partners are, therefore, eligible to request special bid pricing from Red Hat via their Red Hat partner managers to help close large sales opportunities.

Access to Transactional Discounts

Access to Transactional Discounts based on volume tiers Red Hat is offering its customers transactional volume discounts. Advanced Business Partner can benefit from higher tier via our distributors whilst Ready Partners are able to benefit from the entry level tiers. This makes it easy for our Advanced Partners to offer interesting pricing to your accounts. To learn more about the entry level and the scale of prices we kindly refer to get in contact with your preferred authorized Red Hat distributor.

Please note: Transactional discount is applicable to deals with end customers in territories only where partners obtained Advanced level.

MARKETING BENEFITS

You will be able to receive access to customizable product,marketing collateral and templates designed to enable you to develop presentations and campaigns focused on Red Hat solutions.

Campaign templates and guidelines
Red Hat provides you with the latest marketing campaign materials and guidelines via Red Hat Partner Connect.

Not for Resale subscriptions (NFR's)
As a Technology Reseller you are granted access to not-for-resale demonstration subscriptions to Red Hat products for the purpose of sales, marketing, sales enablement training of your personnel and demonstration of the functions and features of the Red Hat products to End Users and prospective End Users at no cost. Not-for-resale demonstration subscriptions provided to you as a benefit of the Red Hat Partner Program are not for use in either internal or external production environments or for resale to any other party.

Partner Program logo usage
Partners may use the Red Hat Technology Reseller logo of their corresponding level of membership to market their Red Hat relationship in compliance with Red Hat policies. Logos are available via Red Hat Partner Connect or from Red Hat EMEA Partner Engagement Team.

Partner Program Certificate
Technology Reseller Partners may use the Red Hat Advanced Partner Program Logo with Technology Reseller mark certificate to market their open source expertise and Red Hat relationship. Certificates are available by contacting Red Hat EMEA Partner Engagement Team.

Partnership Plaque
Advanced Technology Resellers will receive a physical plaque to display their partnership and program membership level with Red Hat.

TECHNICAL BENEFITS

Support benefits provide you with some additional technical resources that may help you to more effectively market and sell Red Hat solutions in the marketplace.

Knowledge base access
You will have access to the Red Hat knowledge base through the Red Hat Partner Connect to research answers to technical product questions.

Technical training discounts
Improve the technical knowledge of your staff through discounts off the MSRP price on Red Hat technical training courses.

For more details visit: https://www.redhat.com/en/services/training/ways-to-train

Technical training discounts eligibility:

	Ready level	Advanced level
Open enrolment	n/a	25%
Virtual Training (VT)	n/a	25%
ROLE trainings	n/a	25%
Red Hat Learning Subscription (RHLS)	n/a	25%

PARTNER PROGRAM REQUIREMENTS

Overview

Outlined in the Partner Program Technology Reseller Track Benefits section of this Program Guide is the resources that Red Hat make available to you, our Partner.

Partners at the Ready membership level need to maintain accurate profiles and assent to and comply with the Red Hat Partner Agreement in exchange for a variety of tools and resources. Red Hat provides enhanced resources to Partners who have achieved the Advanced membership level. The table below summarizes the requirements of each membership level. Each requirement is described in additional detail on the following pages.

READY MEMBERSHIP LEVEL

In order to be compliant with the program guidelines, Ready partners have to maintain at least one sales or sales engineer accreditation to meet program requirements. The table below will outline all qualifying role trainings.

ADVANCED MEMBERSHIP PROGRAM REQUIREMENTS

Every Technology Reseller Partner interested in becoming an Advanced Partner must meet described below program requirements. In order to receive Advanced level, partners have to submit a partnership upgrade request through Red Hat Partner Connect. Additionally, the Partner must remit the applicable program fee.

Additional Red Hat Sales Specialist accreditations are required based on partners booking performance mutually agreed in the business plan. A minimum of four Red Hat Sales Specialist accreditations (held by four individuals) are required to become Red Hat Advanced Technology Reseller partner.

Advanced partners are also required to obtain one Red Hat Sales Engineer accreditation per 2M in Red Hat booking value in the applicable currency.

Available Sales or Sales Engineer accreditation are with following Sales Conversations:

Role	Sales Conversation
Sales **Sales Engineer**	I.T. Optimization
	I.T. Automation + Management
	Cloud-Native Application Development
	Agile Integration
	Hybrid Cloud Infrastructure

TECHNOLOGY RESELLER PROGRAM REQUIREMENTS

Requirement	Ready level	Advanced level
Completion of Red Hat Partner Program application	Yes	Yes
Acceptance Red Hat Partner Program Agreement	Yes	Yes
Annual minimum annual booking target	No	Yes (per agreed business plan)
# of Sales accredited individuals	1 [1]	4 [2]
# of stand-alone Sales Engineer accreditation (per individual)	optional	1 [3]
Red Hat Certified System Administrator (RHCSA) or higher	No	recommended
Mutually agreed business plan	No	Yes
Forecast	No	Yes
Product~ or partner manager for Red Hat	No	1
Participation in Red Hat marketing offerings	No	Yes
Partner-led marketing campaigns or events	No	1 (monthly)
# of annual customer references	No	1
# of attendees at the EMEA Partner Event	No	1
Annual Partnership Requalification	Yes	Yes
Annual Participation Fee	No	Yes

[1] *Sales Accreditation or Sales Engineer Accreditation need to be achieved*
[2] *additional one Red Hat Sales Specialist accreditation required based on partners booking performance.*
[3] *1 Sales Engineer per 2M in Red Hat booking value in the applicable currency*

ANNUAL PARTICIPATION FEE

The annual participation fee, also called partner program fee is fundamental element for Advanced Partner level requirements.

Ready partners are exempt from participation fee.

	980 € │ *490 €
Annual Participation Fee	676 GBP │ *338 GBP
	1,225 USD │ *612,5 USD

*490 €, 338 GBP or 612.5 USD only in discounted countries. Please find the list of discounted countries at the end of this guide.

TECHNOLOGY RESELLER PROGRAM REQUIREMENT DETAILS

In order to qualify for the Advanced Partner membership level, you will have to (I) meet the following minimum requirements, (II) submit an application to be promoted to Advanced status, (III) meet the objective criteria set forth in the application material and (IV) maintain your status as a Partner in good standing annually, including the compliance with said objective criteria. Partners failing to maintain good standing and/or objective criteria compliance as an Advanced Partner may automatically be downgraded and lose the benefits of the higher membership level.

GENERAL RED HAT PARTNER PROGRAM REQUIREMENTS

Completion of Red Hat Partner Program Application
As part of the Red Hat Partner Program enrolment process, you will be required to complete the Red Hat Partner Program application and company profile outlined online via Red Hat Partner Connect at https://connect.redhat.com/

Acceptance of Red Hat Partner Program Agreement
As part of the Red Hat Partner Program enrolment process, you will be required to assent to the terms of the Red Hat Partner Agreement, available online via the Red Hat Partner Connect at https://connect.redhat.com/. Partners must maintain compliance with the Partner Agreement throughout their partner relationship with Red Hat.

Minimum Annual Revenue Targets
Red Hat Advanced Technology Reseller Partners must commit to meeting annual minimum revenue targets on Red Hat subscriptions. The actual revenue targets will be agreed to during the business planning.

# of Sales, Sales Engineer accredited individuals
To be considered a Red Hat sales accredited individual, the individual must successfully complete one of the following: Red Hat Sales or Sales Engineer Specialist - I.T. Optimization, Red Hat Sales or Sales Engineer Specialist - Agile Integration, Red Hat Sales or Sales Engineer Specialist - Hybrid Cloud Infrastructure, Red Hat Sales or Sales Engineer Specialist - I.T. Automation + Management, Red Hat Sales or Sales Engineer Specialist - Cloud-Native training via Red Hat OPEN available in Red Hat Partner Connect.

Business Plan | Revenue Target | Forecast

Developed in coordination with Red Hat Partner Managers, Red Hat Advanced Technology Reseller Partners create an annual strategic plan focusing on how Red Hat solutions can help partners achieve their corporate goals. Additionally, Red Hat Advanced Partners create quarterly forecasts and conduct quarterly business plan reviews in cooperation with Red Hat Partner Managers. Templates are available via Red Hat Partner Connect or from your Red Hat Partner Manager.

Participation in Red Hat Marketing Offerings

Advanced Technology Reseller Partners are required to work in coordination with their Red Hat Partner Manager to identify appropriate Red Hat campaigns that align with both the Partner's and Red Hat's goals and develop action plans to launch and support the campaigns in their market space. For such campaigns, Advanced Technology Reseller Partners are required to utilize Red Hat-approved messaging to support the campaign via Partner websites and submit proof of participation, such as collateral or campaign activity metrics, to their Red Hat Partner Manager.

Partner led marketing campaigns or events

Advanced Technology Reseller Partners are expected to define and execute their own Red Hat focused marketing campaigns or events and customer seminars to actively drive lead generation and prospect identification. At least one of the above per quarter is expected.

Customer References

To assist in raising the visibility of Advanced Partners and their open source expertise in the marketplace, Red Hat requests Advanced Partners to submit customer references through Red Hat Partner Connect. After submission, Red Hat will review and screen the customer reference if it will qualify for development into a customer success story available for public use by Red Hat and the Partner, assumed the approval from both the partner and the customer. Partners are to use the Red Hat Customer Success Story Submission form and obtain end-customer approval of participation prior to submission. Please refer to the Partner Program Technology Reseller Track Requirements table in this Program Guide for the specific annual requirement.

Red Hat Partner Event Participation

Red Hat Advanced Technology Reseller Partners will register a minimum number of staff members to the Red Hat EMEA Partner Event. Please refer to the Requirements table in this Program Guide for the specific annual requirement.

Annual Partner Requalification

Independent of your membership level your Red Hat Partnership is reviewed annually. Requalification consists a series of questions to check whether the information we hold about your company are still up to date and to re-accept the terms and conditions of your partnership with Red Hat. You will receive an eMail notification 60 days before the actual requalification date. In order to complete you will have to log on to the Red Hat Partner Connect and start the requalification process via the "REQUALIFY" button on the left-hand side of the main interface. Not requalifying will lead to the exclusion from the program which goes inherit with the loose of all Partner Program benefits available to you, based on your membership level.

Annual Participation Fee

The annual participation fee (program fee) applies for Advanced Partners. See "Requirements Table" for details.

TERRITORY

The territory for partners based in EMEA is defined as the country of the partner's primary address as submitted in the Company Profile. This Territory applies regardless of Partner's membership level.

MEMBERSHIP PROCESS

Application Process

To enrol in the Red Hat Partner Program, please visit the Red Hat Partner Connect at https://connect.redhat.com/ to access the application. Complete the application profile and agree to the Red Hat Partner agreement. If you prefer to sign a hard copy of the agreement, you may print out the agreement, sign it, and return it to Red Hat according to the instructions provided in the Partner Agreement. Note that partners in some countries are required to return a signed copy of the partner agreement. This is due to requirements in local legislation regarding the enforceability of online agreements. The countries for which a "wet signature" is required are specified in the partner agreement.

Partnership Renewal

Red Hat Partner Program membership is valid for one year. Partners must meet the program requirements of their membership level, at any time. Advanced Partners who are not meeting the requirements during the annual membership renewal will be assigned a lower level of membership.

Partner Program Changes

Red Hat reserves the right to alter the Red Hat Partner Program, including all tracks, membership levels, and specializations, skills and roles at its sole discretion. Although Red Hat attempts to assure the accuracy of the information contained in this Program Guide, occasional corrections or updates may be required by Red Hat. Red Hat reserves the right to make such corrections or updates on an as-needed basis by posting such updates to the Red Hat Partner Connect. Partners agree that they are responsible for compliance with the terms of the Red Hat Partner Program Guide and the Partner Agreement.

RED HAT PARTNER ASSISTANCE

Contact the Red Hat Partner Engagement Team for questions regarding the Red Hat Partner Program, partner opportunities, or information on the Red Hat product portfolio.

EMEA Partner Engagement Team Email: emea-partner-team@redhat.com
Telephone: 00800 7334 2888 English, German, Italian, Spanish, French, Russian, Arabic and Polish

List of discounted Countries
Albania, Algeria, Afghanistan, Angola, Azerbaijan, Bahrain, Belarus, Benin, Bosnia and Herzegovina, Botswana, Bulgaria, Burkina Faso, Burundi, Cameroon, Cape Verde, Central African Republic, Chad, Congo, Côte d'Ivoire, Croatia, Cyprus, Czech Republic, Democratic Republic of Congo, Djibouti, Egypt, Equatorial Guinea, Eritrea, Estonia, Eswatini, Ethiopia, Faroe Islands, Gabon, Gambia, Georgia, Ghana, Greece, Guinea, Guinea-Bissau, Hungary, Israel, Iraq, Jordan, Kenya, Kuwait, Latvia, Lebanon, Lesotho, Lithuania, Libya, North Macedonia, Madagascar, Malawi, Mali, Malta, Mauritius, Mauritania, Moldova, Montenegro, Morocco, Mozambique, Namibia, Niger, Nigeria, Oman, Poland, Qatar, Romania, Rwanda, Saudi Arabia, Sao Tome and Principe, Senegal, Seychelles, Serbia, Sierra Leone, Slovakia, Slovenia, South Africa, Tanzania, Somalia, United Republic of Togo, Tunisia, Turkey, Uganda, Ukraine, United Arab Emirates, Yemen, Zambia, Zimbabwe, Russia