

Broad-Based Black Economic Empowerment Commission

Compliance Report by Companies Listed on the Johannesburg Stock Exchange (JSE)

(in terms of Section 13G (2) of the Act)



FORM BBBEE 1

Case Number

SECTION A: DETAILS OF ENTITY

Name of Entity/Organisation: Metair Investments Ltd

Registration Number 1948/031013/06

Physical Address:

10 Anerley Road, Parktown, Johannesburg, Gauteng, 2196

Telephone Number: 011 646 3011

Email Address: Sanet@metair.co.za

Type of Entity/Organisation: Listed Entity

Industry/Sector: Automotive Components

Relevant Code of Good Practice Revised Codes - Generic Scorecard

Name of Verification Agency: Empowerlogic (Pty) Ltd

Name of Technical Signatory: Per G Le Roux

SECTION B: INFORMATION AS VERIFIED BY THE BROAD-BASED BLACK ECONOMIC EMPOWERMENT VERIFICATION PROFESSIONAL AS PER SCORECARDS

B-BBEE Elements	Target Score (including Bonus Points)	Actual Score Achieved	Subminimum Score Achieved
Ownership	25.00	23.00	Yes
Management Control	19.00	11.29	N/A
Skills Development	25.00	20.79	Yes
Enterprise & Supplier Development	44.00	34.59	Yes
Socio-Economic Development	5.00	5.00	N/A
Total Score	118.00	94.67	
Priority Elements Achieved	YES / NO and specify them	Yes	
Empowering Supplier Status	YES / NO and specify them	Deemed per Notice 708 of 2016	
Final B-BBEE Status Level	3		

SECTION C: FINANCIAL REPORT

1. BASIC ACCOUNTING DETAILS

a. Accounting Officer's Name: PricewaterhouseCoopers Inc

b. Accounting Officer Address Waterfall City

4 Lisbon Lane

Midrand

Gauteng

2090

c. Accounting Policy: (Your accounts are done?)

Weekly	Monthly	Other (specify)
		Annual Financial Statements

d. Has the attached financial statements and annual report been approved by the Entity No

2. PLEASE ATTACH THE FOLLOWING

i) Copy of Annual Financial Statement including Balance Sheet and Income and Expenditure Report.

ii) Annual Report

3. Entity Annual Turnover

R7,104,726,000.00

4. Sign-off and Date

Signature
Date

Broad-Based Black Economic Empowerment Commission

Compliance Reporting Matrix (Annexure)



Scorecard Elements

1. Ownership and Management Control

Please indicate % of black shareholding and number of directors/managers by providing relevant information below:

Categories	% / Number for each category	Race classification (indicate nr in terms of A, C & I)			Gender (indicate nr in terms of F & M)		Age (provide nr in chronological order)	Location (indicate nr in each Province)	Disability (indicate nr in terms of F & M)	
		A	C	I	M	F			M	F
Black Ownership	0 %	0	0	0	0	0	Annexure 1	Annexure 2	0	0
Non-Exec Directors	6	4	0	0	3	3			0	0
Exec Directors	2	0	0	0	2	0			0	0
Other Executive Management	30	3	1	6	28	2			2	1
Senior Management	96	16	5	26	82	14			7	1
Middle Management	294	86	16	91	229	65			10	1
Junior Management	1054	487	79	259	727	327			32	9
Dividends Declared	R0.00									

2. Skills Development

Provide number of black persons trained by providing relevant information as follows:

Categories	Number for each category	Race classification (indicate nr in terms of A, C & I)			Gender (indicate nr in terms of F & M)		Age (provide nr in chronological order)	Location (indicate nr in each Province)	Disability (indicate nr in terms of F & M)		Value thereof
		A	C	I	M	F			M	F	
Black employees	1153	1016	107	30	1043	110	Annexure 3	Annexure 4	24	14	R4,047,368.77
Black People on internships, apprenticeship, learnership	66	65	1	0	41	25			3	17	R3,190,987.98
Unemployed black people	55	53	2	0	30	25			3	17	R2,067,360.29
Black people absorbed	4	4	0	0	2	2			0	0	R230,824.00

3. Enterprise and Supplier Development

Number of enterprise and supplier development beneficiaries and value thereof by providing relevant information below:

Number of enterprise development beneficiaries (EMEs)	% of Black ownership	Number of enterprise development beneficiaries (QSEs)	% of Black ownership	Number of supplier development beneficiaries (EMEs)	% of Black ownership	Number of supplier development beneficiaries (QSEs)	% of Black ownership	Value (ent devel)
12	Annexure 5	6	Annexure 5	32	Annexure 6	10	Annexure 6	R3,2

4. Socio-Economic Development

Number of black participants, race classification, gender, geographical indication and value thereof by providing relevant information below:

Number of participants	Race classification (indicate nr in terms of A, C & I)			Gender (indicate nr in terms of F & M)		Geographical indication (indicate nr in each Province)								
	A	C	I	M	F	GP	MP	FS	LP	WC	EC	NC	KZN	NW
No Data Captured														

Annexure 1

Ownership and Management Control - Headcount per Age

Age Summary

Category	Youth (<35)	35-50	>50
Ownership	0	0	0
Non-Exec Directors	0	0	0
Exec Directors	0	0	0
Other Exec Management	0	3	7
Senior Management	0	13	16
Middle Management	12	58	41
Junior Management	114	210	110

Age Detail

Age	Ownership	Non-Executive Directors	Executive Directors	Other Executive Management	Senior Management	Middle Management	Junior Management
23	0	0	0	0	0	0	3
24	0	0	0	0	0	0	7
25	0	0	0	0	0	1	5
26	0	0	0	0	0	0	8
27	0	0	0	0	0	0	2
28	0	0	0	0	0	0	12

Age	Ownership	Non-Executive Directors	Executive Directors	Other Executive Management	Senior Management	Middle Management	Junior Management
29	0	0	0	0	0	1	14
30	0	0	0	0	0	1	9
31	0	0	0	0	0	2	14
32	0	0	0	0	0	1	6
33	0	0	0	0	0	2	17
34	0	0	0	0	0	4	17
35	0	0	0	0	0	0	10
36	0	0	0	0	0	3	12
37	0	0	0	0	1	4	12
38	0	0	0	0	0	3	12
39	0	0	0	0	1	6	13
40	0	0	0	0	0	4	22
41	0	0	0	0	1	1	17
42	0	0	0	0	0	4	15
43	0	0	0	0	1	6	16
44	0	0	0	1	1	6	9
45	0	0	0	0	2	2	17
46	0	0	0	0	2	3	15
47	0	0	0	0	0	4	10
48	0	0	0	0	1	3	16
49	0	0	0	0	1	5	8
50	0	0	0	2	2	4	6
51	0	0	0	0	2	3	12
52	0	0	0	1	2	1	9
53	0	0	0	0	1	3	8
54	0	0	0	2	0	5	7

Age	Ownership	Non-Executive Directors	Executive Directors	Other Executive Management	Senior Management	Middle Management	Junior Management
55	0	0	0	0	2	3	5
56	0	0	0	1	1	2	8
57	0	0	0	0	1	2	8
58	0	0	0	0	2	4	6
59	0	0	0	1	0	0	12
60	0	0	0	0	0	7	8
61	0	0	0	0	1	2	6
62	0	0	0	0	0	1	6
63	0	0	0	0	2	2	1
64	0	0	0	0	0	0	2
65	0	0	0	0	0	0	1
>65	0	0	0	0	0	2	6

Note: Table only shows individuals whose Date of Birth has been specified

Annexure 2

Ownership and Management Control - Headcount per Location

Location Summary

Category	GP	MP	FS	LP	WC	EC	NC	KZN	NW
Ownership	0	0	0	0	0	0	0	0	0
Non Executive Directors	6	0	0	0	0	0	0	0	0
Executive Directors	2	0	0	0	0	0	0	0	0
Other Executive Management	5	0	0	0	0	3	0	0	0
Senior Management	13	0	0	0	1	11	0	1	1
Middle Management	70	0	1	0	2	31	0	4	1
Junior Management	173	0	2	0	10	224	0	15	5

Annexure 3

Skills Development - Headcount per Age

Age	Black Employees	Black People on LAIs	Unemployed Black People	Black People Absorbed
<18	1	0	0	0
20	3	1	2	0
21	1	2	3	0
22	6	4	5	0
23	11	6	6	1
24	20	10	6	1
25	22	8	6	1
26	32	3	4	1
27	38	10	9	0
28	26	1	3	0
29	30	4	2	0
30	37	3	0	0
31	32	3	2	0
32	28	3	2	0
33	35	2	2	0
34	40	2	2	0
35	44	2	1	0
36	42	1	0	0
37	50	0	0	0
38	36	1	0	0
39	45	0	0	0
40	36	0	0	0
41	45	0	0	0
42	38	0	0	0

Age	Black Employees	Black People on LAIs	Unemployed Black People	Black People Absorbed
43	42	0	0	0
44	43	0	0	0
45	33	0	0	0
46	24	0	0	0
47	35	0	0	0
48	21	0	0	0
49	28	0	0	0
50	17	0	0	0
51	29	0	0	0
52	24	0	0	0
53	15	0	0	0
54	17	0	0	0
55	12	0	0	0
56	20	0	0	0
57	14	0	0	0
58	16	0	0	0
59	15	0	0	0
60	7	0	0	0
61	16	0	0	0
62	12	0	0	0
63	3	0	0	0
64	6	0	0	0
65	2	0	0	0
>65	4	0	0	0

Note: Table only shows individuals whose Date of Birth has been specified

Annexure 4

Skills Development - Headcount per Location

Category	HeadCount								
	EC	FS	GP	KZN	LP	MP	NC	NW	WC
Black Employees	763	0	366	16	0	0	0	4	5
Black People on internships, apprenticeships, or Learnerships	44	0	18	6	0	0	0	0	0
Unemployed Black People	35	0	14	22	0	0	0	0	0
Black People Absorbed	2	0	3	0	0	0	0	0	0

Annexure 5

Enterprise Development

Classification Type	% Black Ownership	Value thereof
EME	100.00 %	R2,043,988.70
QSE	51.00 %	R1,182,938.00

Please Note: The values displayed in this annexure are grouped by BEE Classification and % Black Ownership.

Annexure 6

Supplier Development

Classification Type	% Black Ownership	Value thereof
EME	100.00 %	R3,978,952.00
QSE	51.00 %	R4,806,564.70
QSE	100.00 %	R162,543.84

Please Note: The values displayed in this annexure are grouped by BEE Classification and % Black Ownership.