



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)

Case Number

FORM BBEE 1

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	2019 Amended Codes - Generic Scorecard
Name of Verification Agency	Empowerlogic (Pty) Ltd
Name of Technical Signatory	Prebashini Govender

B-BBEE Elements	Target Score (including Bonus Points)	Actual Score Achieved	Subminimum Score Achieved
Ownership	25.00	23.00	Yes
Management Control	19.00	11.53	N/A
Skills Development	25.00	16.25	Yes
Enterprise & Supplier Development	46.00	40.92	Yes
Socio-Economic Development	5.00	5.00	N/A
Total Score	120.00	96.81	
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	2		

1. BASIC ACCOUNTING DETAILS

a. Accounting Officer's Name:

b. Accounting Officer Address

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

Weekly	Monthly	Other (specify)
✓		

d. Has the attached financial statements and annual report been approved by the Entity

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

4. Sign-off and Date

<hr style="width: 80%; margin: 0 auto;"/> <p>Signature</p>	<hr style="width: 80%; margin: 0 auto;"/> <p>Date</p>
--	---

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	58.10 %	0	0	0	0	0	Annexure 1	Annexure 2	0	0
Non-Exec Directors	9	6	0	0	5	4			0	0
Exec Directors	2	0	0	0	2	0			0	0
Other Executive Management	107	19	3	31	93	14			3	0
Senior Management	26	5	2	7	20	6			4	1
Middle Management	319	106	22	88	241	78			8	0
Junior Management	1141	567	84	268	781	360			27	6
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	2501	2098	219	184	1998	503	Annexure 3	Annexure 4	97	58	R31,054,641.44
Black People on Internships, Apprenticeship, Learnership	287	222	21	44	164	123			13	25	R29,580,387.45
Unemployed Black People	140	119	16	5	80	60			5	17	R12,217,243.37
Black People Absorbed ¹⁴		12	2	0	6	8			0	0	R1,275,526.96

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	
381	338	8	35	232	149	0	0	0	0	381	0	0	0	0	
154	124	5	25	105	49	0	0	0	0	154	0	0	0	0	
Value thereof	R4,831,628.30														

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	1	1
Other Exec Management	7	34	44
Senior Management	2	13	9
Middle Management	38	142	83
Junior Management	277	503	178

Age Detail

Age	Ownership	Non-Executive Directors	Executive Directors	Other Executive Management	Senior Management	Middle Management	Junior Management
<18	0	0	0	0	0	0	2
22	0	0	0	0	0	0	3
23	0	0	0	0	0	0	9
24	0	0	0	0	0	0	9
25	0	0	0	0	0	1	16
26	0	0	0	0	0	1	20
27	0	0	0	0	0	3	24
28	0	0	0	0	0	5	14
29	0	0	0	0	1	3	33
30	0	0	0	1	0	4	32
31	0	0	0	1	0	6	21
32	0	0	0	1	0	6	27
33	0	0	0	2	1	5	32
34	0	0	0	2	0	4	35
35	0	0	0	0	1	8	34
36	0	0	0	1	0	12	31
37	0	0	0	1	0	10	40
38	0	0	0	2	0	8	29
39	0	0	0	2	0	10	30
40	0	0	1	1	0	10	36
41	0	0	0	3	0	8	40
42	0	0	0	4	2	8	35
43	0	0	0	2	2	9	29
44	0	0	0	1	1	8	38
45	0	0	0	4	0	12	33
46	0	0	0	2	2	8	35
47	0	0	0	2	1	9	31
48	0	0	0	3	2	9	18

	Ownership	Non-Executive Directors	Executive Directors	Other Executive Management	Senior Management	Middle Management	Junior Management
49	0	0	0	1	1	5	23
50	0	0	0	5	1	8	21
51	0	0	0	6	2	13	13
52	0	0	0	4	0	4	15
53	0	0	0	3	1	5	17
54	0	0	0	4	0	6	18
55	0	0	1	4	1	5	8
56	0	0	0	3	2	8	9
57	0	0	0	5	0	3	15
58	0	0	0	1	0	5	12
59	0	0	0	4	0	6	9
60	0	0	0	2	0	1	15
61	0	0	0	0	2	10	9
62	0	0	0	1	0	3	6
63	0	0	0	0	0	2	5
64	0	0	0	1	0	3	2
65	0	0	0	1	0	1	2
>65	0	0	0	1	0	1	4

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	9	0	0	0	0	0	0	0	0
Executive Directors	2	0	0	0	0	0	0	0	0
Other Executive Management	20	0	0	0	1	24	0	29	0
Senior Management	16	0	0	0	0	5	0	3	0
Middle Management	94	0	0	0	2	47	0	119	0
Junior Management	234	0	0	0	13	283	0	448	0

Annexure 3

Skills Development - Headcount per Age

Age	Black Employees	Black People on LAIs	Unemployed Black People	Black People Absorbed
<18	4	1	1	0
19	0	1	1	1
20	2	1	1	1
21	6	2	2	0
22	16	7	8	1
23	29	13	12	1
24	30	12	12	1
25	45	17	18	1
26	71	19	15	0
27	83	19	13	0
28	70	22	15	0
29	88	18	6	0
30	97	18	5	0
31	87	18	3	1
32	71	16	7	1
33	83	11	4	1
34	91	9	4	0
35	97	9	4	2
36	93	8	2	1
37	98	9	0	0
38	93	7	3	2
39	75	7	2	0
40	86	4	0	0
41	67	4	0	0
42	93	4	0	0
43	78	4	0	0
44	85	8	1	0
45	71	5	1	0
46	84	3	0	0
47	55	3	0	0
48	59	1	0	0
49	41	1	0	0
50	52	1	0	0
51	33	1	0	0
52	68	2	0	0
53	29	0	0	0
54	29	1	0	0
55	28	0	0	0
56	22	0	0	0

Age	Black Employees	Black People on LAIs	Unemployed Black People	Black People Absorbed
57	39	0	0	0
58	31	1	0	0
59	27	0	0	0
60	25	0	0	0
61	15	0	0	0
62	21	0	0	0
63	13	0	0	0
64	8	0	0	0
65	8	0	0	0
>65	5	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	1474	0	730	679	0	0	0	0	16
Black People on internships, apprenticeships, or Learnerships	159	0	26	181	0	0	0	0	0
Unemployed Black People	95	0	20	45	0	0	0	0	0
Black People Absorbed	16	0	1	1	0	0	0	0	0

Annexure 5

Enterprise Development

Classification Type	% Black Ownership	Value thereof
EME	100.00 %	R2,980,167.70
EME	51.00 %	R26,900.50
QSE	100.00 %	R4,151,038.00
EME	0 %	R336,095.13

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	51.00 %	R3,173,642.87
EME	100.00 %	R5,580,500.04
QSE	100.00 %	R1,155,004.80
EME	0 %	R473,464.09
QSE	51.00 %	R100,000.00
QSE	52.50 %	R137,817.68

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