



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	Wesco House, 10 Anerley Road Parktown Johannesburg Gauteng, 2193
Telephone Number	0116463011
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	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	13.75	N/A
Skills Development	25.00	16.55	Yes
Enterprise & Supplier Development	46.00	45.00	Yes
Socio-Economic Development	5.00	5.00	N/A
Total Score	120.00	103.30	
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	1		

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
Yes

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

R5,974,514,000.00

4. Sign-off and Date

_____ Signature	_____ Date
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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	0.00 %	0	0	0	0	0	Annexure 1	Annexure 2	0	0
Non-Exec Directors	7	4	0	0	5	2			0	0
Exec Directors	0	0	0	0	0	0			0	0
Other Executive Management	55	9	1	25	47	8			0	0
Senior Management	4	2	0	1	3	1			0	0
Middle Management	164	58	6	75	118	46			1	0
Junior Management	254	122	14	100	170	84			2	1
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	3317	2696	415	206	2473	844	Annexure 3	Annexure 4	89	55	R450,230,591.57
Black People on Internships, Apprenticeship, Learnership	486	384	41	61	248	238			22	46	R443,027,733.24
Unemployed Black People	93	63	6	24	44	49			2	3	R12,444,477.91
Black People Absorbed	25	21	4	0	19	6			0	0	R5,200,883.11

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
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
146	88	46	12	140	6	0	0	0	0	146	0	0	0	0
261	0	0	0	0	0	0	0	0	0	261	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
186	160	6	17	141	45	0	0	0	0	186	0	0	0	0
232	191	6	29	169	63	0	0	0	0	232	0	0	0	0
215	185	8	21	149	66	0	0	0	0	215	0	0	0	0
199	170	10	17	143	56	0	0	0	0	199	0	0	0	0
216	169	14	28	147	69	0	0	0	0	216	0	0	0	0
261	216	5	32	182	79	0	0	0	0	261	0	0	0	0
212	176	5	25	145	67	0	0	0	0	212	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Value thereof	R7,789,539.66													

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	1
Exec Directors	0	0	0
Other Exec Management	4	37	42
Senior Management	4	8	15
Middle Management	52	135	84
Junior Management	268	521	197

Age Detail

Age	Ownership	Non-Executive Directors	Executive Directors	Other Executive Management	Senior Management	Middle Management	Junior Management
< 18	0	0	0	0	0	1	3
22	0	0	0	0	0	1	2
23	0	0	0	0	0	0	3
24	0	0	0	0	0	0	10
25	0	0	0	0	0	0	9
26	0	0	0	0	0	2	19
27	0	0	0	0	0	5	16
28	0	0	0	0	0	4	28
29	0	0	0	0	0	6	24
30	0	0	0	1	1	7	34
31	0	0	0	1	1	6	34
32	0	0	0	0	0	7	23
33	0	0	0	1	1	8	28
34	0	0	0	1	1	5	35
35	0	0	0	1	0	6	34
36	0	0	0	2	1	6	35
37	0	0	0	1	0	11	36
38	0	0	0	1	0	9	43
39	0	0	0	2	0	6	30
40	0	0	0	3	0	7	30
41	0	0	0	1	0	9	32
42	0	0	0	2	0	9	44
43	0	0	0	5	2	9	32
44	0	0	0	2	2	6	28
45	0	0	0	3	0	10	38
46	0	0	0	5	0	11	30
47	0	0	0	2	1	10	36
48	0	0	0	2	0	11	32

Age	Ownership	Non-Executive Directors	Executive Directors	Other Executive Management	Senior Management	Middle Management	Junior Management
49	0	0	0	2	1	9	18
50	0	0	0	3	1	6	23
51	0	1	0	5	0	9	19
52	0	0	0	5	2	10	14
53	0	0	0	4	1	4	15
54	0	0	0	3	1	7	14
55	0	0	0	3	1	5	17
56	0	0	0	4	1	7	9
57	0	0	0	3	2	8	8
58	0	0	0	4	0	3	16
59	0	0	0	0	1	4	11
60	0	0	0	4	1	4	10
61	0	0	0	2	0	2	16
62	0	0	0	0	4	8	9
63	0	0	0	1	0	3	6
64	0	0	0	0	0	2	5
65	0	0	0	1	0	2	1
> 65	0	0	0	1	0	2	5

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	7	0	0	0	0	0	0	0	0
Executive Directors	0	0	0	0	0	0	0	0	0
Other Executive Management	26	0	0	0	1	28	0	31	0
Senior Management	20	0	0	0	0	4	0	3	0
Middle Management	86	0	0	0	1	51	0	135	0
Junior Management	224	0	0	0	15	308	0	458	0

Annexure 3

Skills Development - Headcount per Age

Age	Black Employees	Black People on LAIs	Unemployed Black People	Black People Absorbed
< 18	6	3	2	1
19	1	0	0	0
20	4	1	1	0
21	4	3	3	0
22	17	6	12	0
23	24	7	11	1
24	35	16	22	1
25	42	12	19	1
26	49	22	27	4
27	62	19	18	0
28	89	26	33	1
29	81	26	18	2
30	97	29	17	4
31	87	15	10	1
32	80	15	4	0
33	64	17	5	0
34	78	11	7	0
35	94	17	5	0
36	89	10	2	0
37	93	13	3	0
38	107	17	2	0
39	102	10	3	0
40	63	7	4	0
41	76	6	2	0
42	63	3	1	0
43	99	7	3	0
44	74	4	2	0
45	85	9	2	0
46	72	8	0	0
47	78	3	0	0
48	47	2	0	0
49	60	2	0	0
50	37	0	0	0
51	52	3	0	0
52	33	1	0	0
53	66	4	0	0
54	34	0	0	0
55	28	3	0	0
56	25	2	0	0

Age	Black Employees	Black People on LAIs	Unemployed Black People	Black People Absorbed
57	26	0	0	0
58	41	2	0	0
59	32	1	0	0
60	26	0	0	0
61	23	1	1	0
62	9	0	0	0
63	16	0	0	0
64	12	0	0	0
65	4	0	0	0
> 65	6	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	1565	0	852	574	0	0	0	0	17
Black People on internships, apprenticeships, or Learnerships	160	0	23	251	0	0	0	0	0
Unemployed Black People	106	0	21	134	0	0	0	0	0
Black People Absorbed	17	0	2	6	0	0	0	0	0

Annexure 5

Enterprise Development

Classification Type	% Black Ownership	Value thereof
EME	100.00 %	R2,309,590.70
QSE	100.00 %	R5,378,740.00
EME	0 %	R1,536,840.00

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 %	R5,828,054.86
QSE	100.00 %	R200,000.00
QSE	52.50 %	R192,817.68
QSE	52.00 %	R1,546,440.77

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