

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

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

Case Number

FORM BBBEE 1

#### **SECTION A: DETAILS OF ENTITY**

| Name of Entity/Organisation    | Metair Investments Limited                                 |
|--------------------------------|--|
| Registration Number            | 1948/031013/06   |
| Physical Address               | Suite 7, Ground Floor, Building 2, Corner Oxford &Glenhove |
|                                | 114 Oxford Road  |
|                                | Houghton Est   |
|                                | Gauteng  |
| Telephone Number               | 2198   |
|                                | 0107860369   |
| Email Address                  | Sanet@metair.co.za   |
| Type of Entity/Organisation    | Listed Fatility  |
| Industry/Sector                | Listed Entity  |
| Relevant Code of Good Practice | Automotive Components                                      |
| Name of Verification Agency    | 2019 Amended Codes - Generic Scorecard                     |
|                                | Empowerlogic (Pty) Ltd                                     |
| Name of Technical Signatory    | Prebashini Govender  |

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

| B-BBEE Elements                   | Target Score (including<br>Bonus Points) | Actual Score Achieved         | Subminimum Score<br>Achieved |  |  |  |  |
|-----------------------------------|--|-------------------------------|------------------------------|--|--|--|--|
| Ownership                         | 25.00                                    | 24.05                         | Yes                          |  |  |  |  |
| Management Control                | 19.00                                    | 14.29                         | N/A                          |  |  |  |  |
| Skills Development                | 25.00                                    | 17.10                         | Yes                          |  |  |  |  |
| Enterprise & Supplier Development | 46.00                                    | 43.32                         | Yes                          |  |  |  |  |
| Socio-Economic Development        | 5.00                                     | 5.00                          | N/A                          |  |  |  |  |
| Total Score                       | 120.00                                   | 103.76                        |                              |  |  |  |  |
| 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                             |                              |  |  |  |  |

#### **1. BASIC ACCOUNTING DETAILS**

| a. Accounting Officer's Name:   | Pricewaterho   | useCoopers Inc |                    |
|---|----------------|----------------|--------------------|
| b. Accounting Officer Address   | Waterfall City |                |                    |
|   | 4 Lisbon Lane  | 9              |                    |
|   | Midrand        |                |                    |
|   | Gauteng        |                |                    |
|   | 2090           |                |                    |
| c. Accounting Policy: (Your accounts are done?)   | Weekly         | Monthly        | Other<br>(specify) |
|   | ~              |                |                    |
| 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<br>Balance Sheet and Income and Expenditure<br>Report.<br>ii) Annual Report |                |                |                    |
| 3. Entity Annual Turnover   | R7,773,785,8   |                |                    |

## 4. Sign-off and Date

2.

| Allennen  | 29/03/2023 |
|-----------|------------|
| Signature | Date       |



**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                    | % for each |        | ssification<br>erms of A | n (indicate<br>A, C & I) |        | ndicate %<br>of F & M) | Age (provide % in    | Location (indicate nr | -     | (indicate %<br>of F & M) |
|-------------------------------|------------|--------|--------------------------|--------------------------|--------|------------------------|----------------------|-----------------------|-------|--------------------------|
|                               | Category   | A      | с                        | I                        | м      | F                      | chronological order) | in each Province)     | м     | F                        |
| Black<br>Ownership            | 0%         | 0%     | 0%                       | 0%                       | 0%     | 0%                     |                      |                       | 0%    | 0%                       |
| Non-Exec<br>Directors         | 66.67%     | 66.67% | 0%                       | 0%                       | 66.67% | 33.33%                 |                      |                       | 0%    | 0%                       |
| Exec Directors                | 50%        | 0%     | 0%                       | 50%                      | 100%   | 0%                     |                      |                       | 0%    | 0%                       |
| Other Executive<br>Management | 59.38%     | 18.75% | 0%                       | 40.63%                   | 78.13% | 21.88%                 | Annexure 1           | Annexure 2            | 0%    | 0%                       |
| Senior<br>Management          | 60%        | 40%    | 0%                       | 20%                      | 60%    | 40%                    |                      |                       | 0%    | 0%                       |
| Middle<br>Management          | 84.16%     | 53.47% | 4.46%                    | 26.24%                   | 62.87% | 37.13%                 |                      |                       | 0.99% | 0%                       |
| Junior<br>Management          | 95.76%     | 60%    | 3.03%                    | 32.73%                   | 55.15% | 44.85%                 |                      |                       | 0.61% | 0.61%                    |
| Dividends<br>Declared         | R0.00      |        |                          |                          |        |                        |                      |                       |       |                          |

## 2. Skills Development

Provide number of Black Persons trained by providing relevant information as follows:

| Total Leviable Amount: R1,636,774,879.00                    |                    |   |        |   |        |                                       |                             |                |                                 |                       |                |  |  |  |
|---|--------------------|---|--------|---|--------|---------------------------------------|-----------------------------|----------------|---------------------------------|-----------------------|----------------|--|--|--|
| Categories  | Number<br>for each | Race Classification<br>(indicate % in terms of<br>A, C & I) |        | Gender<br>(indicate % in<br>terms of F & M) |        | Age (provide %<br>in<br>chronological | Location<br>(indicate nr in | (indica        | bility<br>nte % in<br>nf F & M) | Total Amount<br>Spend |                |  |  |  |
|   | category           | A   | с      | I   | м      | F                                     | order)                      | each Province) | м                               | F                     |                |  |  |  |
| Black Employees   | 3078               | 82.42%  | 11.86% | 5.72%                                       | 71.44% | 28.56%                                |                             |                | 1.95%                           | 2.24%                 | R46,931,609.58 |  |  |  |
| Black Non-Employees   | 81                 | 87.65%  | 8.64%  | 3.7%  | 43.21% | 56.79%                                |                             |                | 0%                              | 6.17%                 | R4,857,260.85  |  |  |  |
| Black Employees with<br>Disabilities                        | 129                | 79.84%  | 12.4%  | 7.75%                                       | 46.51% | 53.49%                                |                             |                | 46.51%                          | 53.49%                | R4,059,846.06  |  |  |  |
| Black People at Institutions of Higher Education            | 227                | 74.89%  | 8.81%  | 16.3%                                       | 51.54% | 48.46%                                | Annexure 3                  | Annexure 4     | 0%                              | 0.44%                 | R4,815,427.01  |  |  |  |
| Black People on Internships,<br>Apprenticeship, Learnership | 545                | 88.44%  | 5.32%  | 6.24%                                       | 40.73% | 59.27%                                |                             |                | 2.75%                           | 11.93%                | R40,312,752.50 |  |  |  |

| Black People Absorbed at<br>end of Learnership,<br>Internship and<br>Apprenticeship | 100% | 0% | 0% | 100% | 0% |  |  | 0% | 0% | R401,256.08 |  |
|---|------|----|----|------|----|--|--|----|----|-------------|--|
|---|------|----|----|------|----|--|--|----|----|-------------|--|

## 3. Enterprise and Supplier Development

#### **Preferential Procurement**

Total procurement spend/budget and number of enterprise and supplier development beneficiaries and value thereof by providing relevant information below:

|        | Total Procurement Spe                           | nd                |                   |                         |
|--------|---|-------------------|-------------------|-------------------------|
| R3,774 | ,729,748.60                                     |                   |                   |                         |
|        | Total Number of Suppliers                       | Total Value Spend |                   |                         |
| 3272   |   | R3,122,109,874.43 |                   |                         |
|        | Total Number of EME Suppliers Total Value Spend |                   | % Black Ownership | % Black Women Ownership |
| 981    | R450,329,394.40                                 |                   | Annexure 9        | Annexure 9              |
|        | Total Number of QSE Suppliers                   | Total Value Spend | % Black Ownership | % Black Women Ownership |
| 425    |   | R328,935,839.29   | Annexure 9        | Annexure 9              |
|        | Total Number of Large Suppliers                 | Total Value Spend | % Black Ownership | % Black Women Ownership |
| 815    |   | R2,496,377,635.35 | Annexure 9        | Annexure 9              |

#### **Supplier Development**

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

|    | Total Value of 2% NPAT               | or 0.2% of allocate                  | d Budget:            | R2,813,358.50              |  |            |  |  |  |  |  |
|----|--------------------------------------|--------------------------------------|----------------------|----------------------------|--|------------|--|--|--|--|--|
|    | Total Number of EMEs                 | Total Number of EMEs Spend           |                      | % Black Women<br>Ownership | Location (Indicate nr in Each province)    | Sector     |  |  |  |  |  |
| 50 |                                      | R4,937,176.24                        | Annexure 6           | Annexure 6                 | Annexure 7                                 | Annexure 8 |  |  |  |  |  |
|    | Total Number of QSEs                 | er of QSEs Total Value %<br>Spend Ow |                      | % Black Women<br>Ownership | Location (Indicate nr in Each<br>province) | Sector     |  |  |  |  |  |
| 3  |                                      | R3,434,258.46                        | Annexure 6           | Annexure 6                 | Annexure 7                                 | Annexure 8 |  |  |  |  |  |
|    | Total Number of Large<br>Enterprises | Total Value<br>Spend                 | % Black<br>Ownership | % Black Women<br>Ownership | Location (Indicate nr in Each<br>province) | Sector     |  |  |  |  |  |
| 0  |                                      | R0.00                                | Annexure 6           | Annexure 6                 | Annexure 7                                 | Annexure 8 |  |  |  |  |  |

#### **Enterprise Development**

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

|    | Total Value of 1% NPAT                                     | or 0.1% of allocate  | d Budget:            | R1,406,679.25              |   |            |            |            |            |
|----|--|----------------------|----------------------|----------------------------|---|------------|------------|------------|------------|
|    | Total Number of EMEs Total Value % Black   Spend Ownership |                      | % Black<br>Ownership | % Black Women<br>Ownership | Location (Indicate nr in Each province) | Sector     |            |            |            |
| 22 |  | R4,304,254.17        | Annexure 5           | Annexure 5                 | Annexure 7                              | Annexure 8 |            |            |            |
|    | Total Number of QSEs                                       | Total Value<br>Spend | % Black<br>Ownership | % Black Women<br>Ownership | Location (Indicate nr in Each province) | Sector     |            |            |            |
| 10 |  | R3,493,050.00        | R3,493,050.00        | R3,493,050.00              |   | Annexure 5 | Annexure 5 | Annexure 7 | Annexure 8 |
|    | Total Number of Large<br>Enterprises                       | Total Value<br>Spend | % Black<br>Ownership | % Black Women<br>Ownership | Location (Indicate nr in Each province) | Sector     |            |            |            |
| 0  |  | R0.00                | Annexure 5           | Annexure 5                 | Annexure 7                              | Annexure 8 |            |            |            |

## 4. Socio-Economic Development

Number of Black Participants, Race Classification, Gender, Geographical Indication and Value thereof by providing relevant information below:

| Number of<br>Participants | Race Classification (indicate % in terms of<br>A, C & I) |       |        |        | e % in terms of F<br>M) | F Geographical Indication (indicate nr in each<br>Province) |    |    |    |     |    |    |     |    |  |
|---------------------------|--|-------|--------|--------|-------------------------|---|----|----|----|-----|----|----|-----|----|--|
| Participants              | А  | с     | I      | м      | F                       | GP  | МР | FS | LP | wc  | EC | NC | KZN | NW |  |
| 199                       | 76.88%   | 1.01% | 16.08% | 66.33% | 33.67%                  | 0   | 0  | 0  | 0  | 199 | 0  | 0  | 0   | 0  |  |
| 0                         | 0%   | 0%    | 0%     | 0%     | 0%                      | 0   | 0  | 0  | 0  | 0   | 0  | 0  | 0   | 0  |  |

| Number of    | Race Classific | ation (indicate<br>A, C & I) | % in terms of |    | e % in terms of F<br>M) | Ge | eogra | ohica | l Ind | licatio<br>Provi |    | dicate | e nr in e | each |
|--------------|----------------|------------------------------|---------------|----|-------------------------|----|-------|-------|-------|------------------|----|--------|-----------|------|
| Participants | А              | с                            | I             | м  | F                       | GP | МР    | 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    |
| 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%            | 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     | 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    |

| Number of    | Race Classifica | ation (indicate<br>A, C & I) | % in terms of |    | e % in terms of F<br>M) | Ge | eogra | ohica | l Ind | licatio<br>Provi |    | dicate | e nr in e | each |
|--------------|-----------------|------------------------------|---------------|----|-------------------------|----|-------|-------|-------|------------------|----|--------|-----------|------|
| Participants | A               | с                            | I             | м  | F                       | GP | МР    | 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    |
| 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%            | 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     | 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    |

| Number of     | Race Classification (indicate % in terms of<br>A, C & I) |    |    |    | Gender (indicate % in terms of F<br>& M) |    |    | Geographical Indication (indicate nr in each<br>Province) |    |    |    |    |     |    |  |
|---------------|--|----|----|----|--|----|----|---|----|----|----|----|-----|----|--|
| Participants  | А  | с  | I  | м  | F  | GP | МР | 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  |  |
| 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 | R4,985,439.05  |    |    |    |  |    |    |   |    |    |    |    |     |    |  |

## Ownership and Management Control - Headcount per Age

## Age Summary

| Category              | Youth (<35) | 35-50   | >50     |
|-----------------------|-------------|---------|---------|
| Ownership             | 0.00 %      | 0.00 %  | 0.00 %  |
| Non-Exec Directors    | 0.00 %      | 0.00 %  | 16.67 % |
| Exec Directors        | 0.00 %      | 50.00 % | 50.00 % |
| Other Exec Management | 3.13 %      | 40.65 % | 40.65 % |
| Senior Management     | 0.00 %      | 40.00 % | 20.00 % |
| Middle Management     | 38.15 %     | 43.59 % | 12.91 % |
| Junior Management     | 46.67 %     | 35.73 % | 7.90 %  |

## Age Detail

| Age | Ownership | Non-Executive<br>Directors | Executive<br>Directors | Other Executive<br>Management | Senior<br>Management | Middle<br>Management | Junior<br>Management |
|-----|-----------|----------------------------|------------------------|-------------------------------|----------------------|----------------------|----------------------|
| <18 | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 0.99 %               | 0.00 %               |
| 23  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 0.00 %               | 1.21 %               |
| 24  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 0.99 %               | 4.24 %               |
| 25  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 0.50 %               | 3.03 %               |
| 26  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 1.49 %               | 3.03 %               |
| 27  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 3.47 %               | 6.06 %               |
| 28  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 1.98 %               | 6.67 %               |
| 29  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 4.95 %               | 4.24 %               |
| 30  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 4.46 %               | 6.67 %               |
| 31  | 0.00 %    | 0.00 %                     | 0.00 %                 | 3.13 %                        | 0.00 %               | 5.45 %               | 3.64 %               |
| 32  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 5.94 %               | 0.61 %               |
| 33  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 4.46 %               | 4.24 %               |
| 34  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 3.47 %               | 3.03 %               |
| 35  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 2.97 %               | 4.24 %               |
| 36  | 0.00 %    | 0.00 %                     | 0.00 %                 | 3.13 %                        | 0.00 %               | 1.98 %               | 2.42 %               |
| 37  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 4.46 %               | 1.82 %               |
| 38  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 1.49 %               | 2.42 %               |
| 39  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 4.46 %               | 2.42 %               |
| 40  | 0.00 %    | 0.00 %                     | 0.00 %                 | 9.38 %                        | 0.00 %               | 4.46 %               | 2.42 %               |
| 41  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 2.97 %               | 1.82 %               |
| 42  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 3.47 %               | 2.42 %               |
| 43  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 2.97 %               | 2.42 %               |
| 44  | 0.00 %    | 0.00 %                     | 50.00 %                | 9.38 %                        | 0.00 %               | 1.98 %               | 2.42 %               |
| 45  | 0.00 %    | 0.00 %                     | 0.00 %                 | 6.25 %                        | 20.00 %              | 0.99 %               | 0.61 %               |
| 46  | 0.00 %    | 0.00 %                     | 0.00 %                 | 6.25 %                        | 0.00 %               | 2.48 %               | 3.03 %               |
| 47  | 0.00 %    | 0.00 %                     | 0.00 %                 | 3.13 %                        | 0.00 %               | 2.97 %               | 2.42 %               |
| 48  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 20.00 %              | 0.99 %               | 1.82 %               |
| 49  | 0.00 %    | 0.00 %                     | 0.00 %                 | 3.13 %                        | 0.00 %               | 2.97 %               | 1.21 %               |

| Age | Ownership | Non-Executive<br>Directors | Executive<br>Directors | Other Executive<br>Management | Senior<br>Management | Middle<br>Management | Junior<br>Management |
|-----|-----------|----------------------------|------------------------|-------------------------------|----------------------|----------------------|----------------------|
| 50  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 1.98 %               | 1.82 %               |
| 51  | 0.00 %    | 0.00 %                     | 0.00 %                 | 3.13 %                        | 0.00 %               | 0.99 %               | 0.61 %               |
| 52  | 0.00 %    | 0.00 %                     | 50.00 %                | 3.13 %                        | 0.00 %               | 0.50 %               | 0.00 %               |
| 53  | 0.00 %    | 0.00 %                     | 0.00 %                 | 6.25 %                        | 0.00 %               | 0.50 %               | 1.82 %               |
| 54  | 0.00 %    | 0.00 %                     | 0.00 %                 | 3.13 %                        | 0.00 %               | 0.99 %               | 1.82 %               |
| 55  | 0.00 %    | 0.00 %                     | 0.00 %                 | 6.25 %                        | 20.00 %              | 0.99 %               | 0.61 %               |
| 56  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 2.48 %               | 0.00 %               |
| 57  | 0.00 %    | 0.00 %                     | 0.00 %                 | 9.38 %                        | 0.00 %               | 0.50 %               | 0.61 %               |
| 58  | 0.00 %    | 0.00 %                     | 0.00 %                 | 6.25 %                        | 0.00 %               | 1.49 %               | 0.00 %               |
| 59  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 0.50 %               | 0.61 %               |
| 61  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 0.50 %               | 0.00 %               |
| 62  | 0.00 %    | 0.00 %                     | 0.00 %                 | 3.13 %                        | 0.00 %               | 0.00 %               | 0.61 %               |
| 63  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 0.99 %               | 0.00 %               |
| 64  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 0.99 %               | 0.00 %               |
| 65  | 0.00 %    | 0.00 %                     | 0.00 %                 | 0.00 %                        | 0.00 %               | 0.50 %               | 0.00 %               |
| >65 | 0.00 %    | 16.67 %                    | 0.00 %                 | 0.00 %                        | 0.00 %               | 0.99 %               | 1.21 %               |

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

## Ownership and Management Control - Headcount per Location

## **Location Summary**

| Category                   | GP | МР | 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        | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0   | 0  |
| Other Executive Management | 0  | 0  | 0  | 0  | 0  | 1  | 0  | 29  | 0  |
| Senior Management          | 2  | 0  | 0  | 0  | 0  | 2  | 0  | 0   | 0  |
| Middle Management          | 6  | 0  | 0  | 0  | 0  | 1  | 0  | 189 | 0  |
| Junior Management          | 4  | 0  | 0  | 0  | 0  | 2  | 0  | 141 | 0  |

## Skills Development - Headcount per Age

| 110.1%0.0%0.0%0.%0.0%0.%120.5%0.5%0.5%0.5%0.5%0.5%0.5%120.5%0.5%0.5%0.5%0.5%0.5%0.5%121.5%0.5%0.5%0.5%0.5%0.5%0.5%121.5%0.5%0.5%0.5%0.5%0.5%0.5%121.5%0.5%0.5%0.5%0.5%0.5%0.5%121.5%0.5%0.5%0.5%0.5%0.5%0.5%122.6%0.5%0.5%0.5%0.5%0.5%0.5%122.6%0.5%0.5%0.5%0.5%0.5%0.5%132.5%0.5%0.5%0.5%0.5%0.5%0.5%142.5%0.5%0.5%0.5%0.5%0.5%0.5%150.5%0.5%0.5%0.5%0.5%0.5%0.5%142.5%0.5%0.5%0.5%0.5%0.5%0.5%150.5%0.5%0.5%0.5%0.5%0.5%0.5%160.5%0.5%0.5%0.5%0.5%0.5%0.5%170.5%0.5%0.5%0.5%0.5%0.5%0.5%180.5%0.5%0.5%0.5%0.5%0.5%0.5%190.5%0.5%0.5%0.5%0.5%0.5%0.5%190.5%0.5%0.5%<  | Age | Black<br>Employees | Black Non-<br>Employees | Black Employees With<br>Disabilities | Black People at Institutions of<br>Higher Education | Black People<br>on LAIs | Black People Absorbed at the<br>end of LAIs |
|--|-----|--------------------|-------------------------|--------------------------------------|---|-------------------------|---|
| 200%0.0%0.0%0.0%0.0%0.0%210.0%0%0%0.0%0.0%0.0%0.0%220.2%0%0.0%0.1%0.1%0.1%0.1%230.0%0.0%0.2%0.2%0%0.2%0%241.5%0.1%0.0%0.2%0%0.2%0%251.74%0.16%0.09%0.2%0.6%0%262.6%0.2%0.09%1.2%0%0%272.6%0.2%0.0%0.2%0.%0%288.5%0.2%0.1%0.2%0.5%0%293.3%0.2%0.1%0.2%0%0%313.2%0.9%0.1%0.2%0%0%324.4%0.9%0.1%0.2%0%0%334.4%0.9%0.1%0.2%0%0%343.4%0.9%0.1%0.2%0.2%0%343.4%0.9%0.1%0.2%0.2%0%353.4%0.3%0.6%0.5%0.2%0.2%0%353.4%0.3%0.6%0.2%0.4%0.4%0.4%363.4%0.9%0.3%0.2%0.4%0.4%0.4%363.4%0.3%0.6%0.2%0.4%0.4%0.4%363.5%0.5%0.6%0.2%0.6%0.6%0.6% <t< td=""><td>&lt;18</td><td>0.41%</td><td>0.06%</td><td>0.03%</td><td>0%</td><td>0.09%</td><td>0%</td></t<>   | <18 | 0.41%              | 0.06%                   | 0.03%                                | 0%  | 0.09%                   | 0%  |
| 210.03%0%0%0%0.03%0%220.22%0%0.09%0%0.15%0%230.35%0.06%0.09%0.22%0.23%0%241.65%0.16%0.09%0.66%0%251.74%0.16%0.09%0.66%0%262.66%0.28%0.25%0.09%0.66%0%272.6%0.28%0.16%0.22%1.3%0%282.6%0.5%0.16%0.22%1.3%0%293.9%0.22%0.19%0.47%1.3%0%213.26%0.25%0.3%0.22%0.41%1.3%0%213.26%0.25%0.3%0.25%0.41%1.23%0%233.44%0.09%0.35%0.57%0.79%0%243.26%0.3%0.57%0.22%0%250.03%0.56%0.32%0.44%0%263.44%0.9%0.35%0.28%0.44%0%273.45%0.6%0.35%0.28%0.44%0%283.44%0.6%0.35%0.28%0.44%0%293.45%0.6%0.36%0.28%0.44%0%293.45%0.6%0.25%0.25%0.44%0%293.75%0.6%0.25%0.45%0.44%0%293.75%0.6%0.25%0.45%0.6%  | 18  | 0.03%              | 0%                      | 0.03%                                | 0%  | 0.03%                   | 0%  |
| 2222%9%0.9%0%0.16%0.46%9%230.3%0.6%0.9%0%0.2%0%0%241.5%0.13%0.13%0.9%0.66%0%0%251.74%0.16%0.09%0.66%0%0%262.6%0.2%0.9%0.2%0.66%0%282.6%0.16%0.2%0.13%0.11%0%292.6%0.16%0.13%0.47%1.3%0%203.9%0.2%0.19%0.47%1.3%0%211.8%0.9%0.13%0.32%0.92%0%232.4%0.9%0.13%0.32%0.92%0%242.4%0.9%0.13%0.25%0.97%0%232.4%0.9%0.57%0.92%0%0%242.4%0.9%0.57%0.92%0%0.41%250.4%0.9%0.25%0.47%0%0.41%260.4%0.9%0.28%0.47%0.47%0%273.4%0.9%0.6%0.28%0.47%0.47%283.6%0.9%0.25%0.47%0.4%0%293.8%0.6%0.28%0.44%0%0.41%293.8%0.9%0.25%0.45%0.4%0.4%293.8%0.9%0.25%0.41%0.4%0.4%293.8%0.6% </td <td>20</td> <td>0%</td> <td>0.06%</td> <td>0%</td> <td>0.03%</td> <td>0.03%</td> <td>0%</td>                        | 20  | 0%                 | 0.06%                   | 0%                                   | 0.03%   | 0.03%                   | 0%  |
| 230.35%0.06%0.09%0%0.32%0%241.65%0.13%0.13%0%0.04%0.66%0%251.7%0.16%0.09%0.66%0.66%0%262.06%0.28%0.25%0.09%1.2%0%272.6%0.23%0.16%0.22%1.3%0%282.6%0.22%0.16%0.22%1.3%0%293.9%0.22%0.19%0.47%1.3%0%304.18%0.09%0.19%0.41%1.23%0%312.26%0.25%0.03%0.32%0.92%0%323.7%0.09%0.13%0.57%0.92%0%334.24%0.03%0.06%0.51%0.92%0%343.4%0.09%0.13%0.57%0.92%0%343.4%0.09%0.51%0.82%0%353.04%0.09%0.05%0.28%0.47%0%363.67%0.66%0.95%0.41%0%373.42%0.05%0.29%0.44%0%383.67%0.66%0.28%0.44%0%393.7%0.05%0.25%0.44%0%313.66%0.56%0.25%0.44%0%343.66%0.56%0.25%0.44%0%353.67%0.66%0.25%0.44%0.66%360.5% <t< td=""><td>21</td><td>0.03%</td><td>0%</td><td>0%</td><td>0%</td><td>0.03%</td><td>0%</td></t<> | 21  | 0.03%              | 0%                      | 0%                                   | 0%  | 0.03%                   | 0%  |
| 24165%0.13%0.13%0.13%0.09%104%0%251.74%0.16%0.09%0.66%0.86%0%262.6%0.28%0.25%0.09%1.2%0%272.6%0.25%0.16%0.23%1.01%0%282.6%0.15%0.16%0.13%1.01%0%293.3%0.22%0.19%0.41%1.2%0%304.18%0.09%0.19%0.41%1.23%0%312.26%0.25%0.03%0.32%0.32%0%322.7%0.09%0.13%0.57%0.79%0%334.24%0.03%0.66%0.32%0.92%0%348.8%0.09%0.66%0.22%0.82%0%353.6%0.5%0.39%0.41%0.92%0%363.6%0.5%0.22%0.47%0%374.24%0.05%0.19%0.28%0.47%0%383.6%0.05%0.28%0.44%0%0.65%393.7%0.05%0.05%0.23%0.44%0%413.6%0.6%0.22%0.44%0.6%422.7%0.6%0.25%0.23%0.44%0.6%432.9%0.6%0.23%0.23%0.44%0.6%442.15%0.6%0.25%0.25%0.44%0.6%452.5%0.6%0.   | 22  | 0.22%              | 0%                      | 0.09%                                | 0%  | 0.16%                   | 0%  |
| 251.74%0.16%0.09%0.09%0.66%0%262.09%0.23%0.09%1.2%0%272.6%0.25%0.16%0.22%1.3%0%282.6%0.16%0.13%0.11%0%0%293.39%0.22%0.19%0.47%1.3%0%201.48%0.09%0.19%0.41%1.23%0%212.26%0.03%0.32%0.92%0%222.74%0.09%0.13%0.32%0.92%0%234.4%0.09%0.13%0.32%0.92%0%248.8%0.09%0.13%0.32%0.92%0%252.4%0.09%0.13%0.22%0%0.66%262.5%0.03%0.66%0.51%0.92%0%252.4%0.09%0.13%0.29%0.47%0%263.64%0.09%0.19%0.29%0.47%0%273.42%0.09%0.19%0.28%0.44%0%283.67%0.66%0.28%0.44%0%293.77%0.03%0.66%0.28%0.44%0%213.84%0.65%0.25%0.44%0.66%0.66%213.84%0.66%0.22%0.28%0.44%0.66%213.84%0.66%0.22%0.28%0.44%0.66%213.84%0.66%0.22%0.2  | 23  | 0.35%              | 0.06%                   | 0.09%                                | 0%  | 0.32%                   | 0%  |
| 2626%0.25%0.09%1.2%0%272.6%0.25%0.16%0.22%1.3%0%282.5%0.16%0.13%0.13%0.13%0%293.3%0.22%0.19%0.47%1.3%0%304.15%0.09%0.19%0.47%1.23%0%313.26%0.25%0.33%0.32%0.92%0%334.24%0.03%0.66%0.51%0.92%0%343.8%0.09%0.16%0.51%0.92%0%353.04%0.03%0.66%0.32%0.82%0%363.64%0.09%0.66%0.32%0.82%0%374.42%0.09%0.66%0.28%0.47%0%383.67%0.69%0.13%0.28%0.41%0%393.77%0.03%0.66%0.28%0.44%0%413.89%0.6%0.26%0.41%0.41%0.66%393.77%0.03%0.66%0.25%0.44%0%413.89%0.%0.66%0.22%0.44%0.66%422.72%0%0.05%0.25%0.44%0.66%433.94%0.66%0.25%0.44%0.66%442.15%0.%0.66%0.22%0.99%0.66%452.91%0.%0.66%0.22%0.99%0.66%442.15%0.%0.  | 24  | 1.65%              | 0.13%                   | 0.13%                                | 0%  | 1.04%                   | 0%  |
| 2726%0.25%0.16%0.22%1.3%0%282.6%0.16%0.16%0.13%1.01%0%293.39%0.22%0.19%0.47%1.3%0%304.18%0.09%0.19%0.41%1.23%0%312.26%0.25%0.03%0.22%0.92%0%323.74%0.09%0.13%0.57%0.92%0%334.24%0.03%0.06%0.32%0.92%0%344.36%0.09%0.06%0.32%0.82%0%353.04%0.95%0.66%0.82%0%0%363.64%0.25%0.09%0.41%0.1%0%373.42%0.06%0.28%0.44%0%0%383.67%0.66%0.95%0.41%0.44%0%393.77%0.03%0.06%0.28%0.44%0%403.89%0.66%0.28%0.44%0%0.66%413.86%0.66%0.28%0.44%0%0.66%422.72%0.%0.03%0.25%0.44%0%432.94%0.66%0.05%0.22%0.95%0.66%442.15%0.%0.03%0.25%0.95%0.66%452.5%0.%0.05%0.25%0.95%0.66%462.5%0.%0.05%0.25%0.95%0.66%472.5%   | 25  | 1.74%              | 0.16%                   | 0.09%                                | 0.09%   | 0.66%                   | 0%  |
| 2826%0.16%0.13%0.11%0%293.39%0.22%0.19%0.47%1.3%0%304.18%0.09%0.19%0.41%1.23%0%313.26%0.25%0.03%0.22%0.92%0%323.74%0.09%0.13%0.57%0.92%0%334.24%0.03%0.06%0.57%0.92%0%343.8%0.09%0.06%0.22%0.82%0%353.04%0.99%0.06%0.22%0.47%0%363.64%0.25%0.09%0.41%0.47%0%373.42%0.06%0.28%0.44%0%383.67%0.66%0.28%0.44%0%403.89%0%0.28%0.41%0.66%413.86%0%0.28%0.44%0%422.72%0%0.09%0.24%0.44%0%433.89%0.66%0.28%0.44%0%442.15%0%0.05%0.22%0.26%0.44%442.15%0%0.05%0.22%0.99%0%452.91%0.66%0.05%0.23%0.99%0%462.6%0%0.3%0.66%0.3%0%472.63%0%0.3%0.66%0.3%0%482.5%0%0.3%0.66%0.3%0%501.5% <td< td=""><td>26</td><td>2.06%</td><td>0.28%</td><td>0.25%</td><td>0.09%</td><td>1.2%</td><td>0%</td></td<> | 26  | 2.06%              | 0.28%                   | 0.25%                                | 0.09%   | 1.2%                    | 0%  |
| 2933%0.22%0.19%0.47%1.3%0%304.18%0.09%0.19%0.41%1.23%0%313.26%0.25%0.03%0.32%0.92%0%323.74%0.09%0.13%0.57%0.79%0%334.4%0.03%0.06%0.51%0.92%0%343.8%0.09%0.06%0.22%0.82%0%353.04%0.99%0.06%0.28%0.47%0%363.64%0.25%0.09%0.41%0.66%0%373.42%0.06%0.28%0.44%0%0%383.67%0.66%0.28%0.44%0%0%403.89%0.66%0.28%0.44%0%0%413.86%0.540.09%0.25%0.44%0%422.72%0%0.05%0.25%0.44%0%432.94%0.66%0.22%0.28%0.44%0%442.15%0%0.06%0.22%0.44%0%442.15%0%0.06%0.22%0.44%0%452.91%0.560.22%0.28%0.44%0%452.91%0.56%0.22%0.44%0%0.66%442.15%0.66%0.22%0.26%0.44%0%442.15%0.560.06%0.22%0.44%0%452.94%0.66%<  | 27  | 2.6%               | 0.25%                   | 0.16%                                | 0.22%   | 1.3%                    | 0%  |
| 30418%0.09%0.19%0.41%1.23%0%313.26%0.25%0.03%0.32%0.92%0%323.74%0.09%0.13%0.57%0.79%0%334.24%0.03%0.06%0.51%0.92%0%343.8%0.09%0.66%0.32%0.82%0%353.04%0.95%0.66%0.22%0.47%0%363.64%0.25%0.09%0.41%1.01%0%373.42%0.66%0.99%0.41%0.66%0%383.57%0.66%0.99%0.28%0.64%0%393.77%0.03%0.66%0.28%0.41%0%403.89%0.66%0.99%0.28%0.41%0%413.86%0%0.22%0.25%0.44%0%422.72%0%0.63%0.22%0.44%0%432.94%0.66%0.66%0.22%0.99%0%442.15%0%0.66%0.22%0.09%0%452.91%0%0.66%0.13%0.66%0.03%482.5%0%0.33%0.66%0.03%0.66%492.5%0%0.35%0.66%0.03%0.66%442.15%0%0.35%0.13%0.03%0.66%492.5%0%0.13%0.66%0.03%0.66%413.8%   | 28  | 2.6%               | 0.16%                   | 0.16%                                | 0.13%   | 1.01%                   | 0%  |
| 12.6%0.23%0.03%0.62%0.92%0%327.4%0.9%0.13%0.5%0.9%0%334.24%0.03%0.06%0.32%0.82%0%343.8%0.9%0.06%0.32%0.82%0%353.04%0.%0.13%0.28%0.47%0%363.64%0.5%0.09%0.41%1.01%0%373.42%0.06%0.9%0.33%0.66%0%383.67%0.66%0.9%0.28%0.44%0%393.77%0.03%0.06%0.28%0.41%0%403.89%0.66%0.28%0.41%0.66%0%413.66%0%0.22%0.25%0.44%0%422.72%0%0.03%0.13%0.99%0%432.94%0.66%0.06%0.22%0.09%0%442.15%0%0.06%0.22%0.09%0%452.91%0%0.05%0.13%0.09%0%462.5%0%0.09%0.13%0.03%0%472.33%0%0.09%0.13%0.03%0%482.5%0%0.03%0.66%0.03%0%492.5%0%0.09%0.13%0.03%0%492.3%0%0.09%0.66%0.03%0%501.8%0%0.09%0.06%   | 29  | 3.39%              | 0.22%                   | 0.19%                                | 0.47%   | 1.3%                    | 0%  |
| 123.74%0.09%0.13%0.57%0.79%0%134.24%0.03%0.06%0.51%0.92%0%143.8%0.09%0.06%0.22%0.82%0%153.04%0.%0.13%0.28%0.47%0%165.44%0.25%0.09%0.41%1.01%0%173.42%0.06%0.19%0.38%0.66%0%183.67%0.66%0.06%0.28%0.44%0%193.77%0.03%0.06%0.28%0.41%0.66%103.89%0.%0.06%0.28%0.41%0.66%113.86%0.66%0.22%0.44%0%0.66%122.72%0%0.03%0.19%0.44%0.66%143.65%0.66%0.22%0.44%0.66%143.65%0.66%0.22%0.44%0.66%143.65%0.66%0.22%0.09%0.66%152.91%0.66%0.06%0.13%0.66%162.5%0%0.03%0.66%0.33%162.5%0%0.33%0.66%0.33%172.63%0%0.39%0.13%0.66%182.5%0%0.09%0.33%0.66%192.5%0%0.03%0.66%0.66%101.3%0.09%0.06%0.03%0.66%142.5%0%0.0  | 30  | 4.18%              | 0.09%                   | 0.19%                                | 0.41%   | 1.23%                   | 0%  |
| 334.24%0.03%0.06%0.51%0.92%0%343.8%0.09%0.06%0.32%0.82%0%353.04%0.%0.13%0.28%0.47%0%363.64%0.25%0.09%0.41%1.01%0%373.42%0.06%0.19%0.38%0.66%0%383.67%0.6%0.06%0.28%0.44%0%393.77%0.03%0.06%0.28%0.41%0.66%403.89%0%0.06%0.28%0.41%0.66%413.86%0%0.09%0.41%0.41%0.66%422.72%0%0.03%0.25%0.44%0%432.94%0.66%0.06%0.22%0.28%0%442.15%0%0.03%0.22%0.9%0.6%452.91%0%0.66%0.13%0.9%0%462.5%0%0.03%0.66%0.13%0.9%472.63%0%0.03%0.13%0.03%0%482.5%0%0.03%0.13%0.03%0%501.8%0%0.6%0.66%0.66%0.66%512.03%0%0.64%0.06%0.65%0.9%521.23%0%0.34%0.9%0.33%0%541.11%0%0.09%0.03%0.3%0%   | 31  | 3.26%              | 0.25%                   | 0.03%                                | 0.32%   | 0.92%                   | 0%  |
| 1438%0.09%0.66%0.32%0.82%0.82%0%353.04%0%0.13%0.28%0.47%0%363.64%0.25%0.09%0.41%1.01%0%373.42%0.06%0.19%0.38%0.66%0%383.67%0%0.06%0.28%0.41%0%393.77%0.03%0.06%0.28%0.41%0%403.89%0%0.09%0.41%0.41%0.06%413.86%0%0.22%0.25%0.44%0%422.72%0%0.03%0.19%0.44%0%432.94%0.06%0.22%0.25%0.44%0%442.15%0%0.06%0.22%0.09%0.9%452.91%0%0.06%0.13%0.09%0%462.6%0%0.3%0.16%0.03%0%472.63%0%0.3%0.13%0.03%0%482.5%0%0.3%0.13%0.03%0.3%501.8%0%0.13%0.03%0.3%0%512.3%0%0.4%0.09%0.3%0.6%521.23%0%0.4%0.09%0.3%0.6%531.5%0%0.9%0.3%0.3%0.3%0%541.11%0%0.09%0.3%0.3%0.3%0.6%  | 32  | 3.74%              | 0.09%                   | 0.13%                                | 0.57%   | 0.79%                   | 0%  |
| 153.04%0%0.13%0.28%0.47%0%363.64%0.25%0.09%0.41%1.01%0%373.42%0.06%0.19%0.38%0.66%0%383.67%0%0.06%0.28%0.44%0%393.77%0.03%0.06%0.28%0.41%0%403.89%0%0.09%0.22%0.41%0.06%413.86%0%0.22%0.41%0.06%0.06%422.72%0%0.03%0.19%0.44%0%432.94%0.06%0.22%0.25%0.44%0%442.15%0.66%0.06%0.22%0.09%0%452.91%0.66%0.66%0.13%0.09%0%462.6%0%0.09%0.16%0.03%0%472.63%0%0.33%0.16%0.03%0%482.5%0%0.3%0.13%0.03%0.6%501.8%0%0.09%0.13%0.03%0.03%501.8%0%0.09%0.03%0.03%0.03%512.3%0%0.13%0.09%0.3%0.6%521.23%0%0.43%0.03%0.03%0.03%541.5%0%0.09%0.03%0.03%0.03%551.5%0%0.09%0.03%0.03%0.03%541.5%0%0  | 33  | 4.24%              | 0.03%                   | 0.06%                                | 0.51%   | 0.92%                   | 0%  |
| 363.64%0.25%0.09%0.41%1.01%0%373.42%0.06%0.19%0.38%0.66%0%383.67%0%0.06%0.28%0.41%0%393.77%0.03%0.06%0.28%0.41%0%403.89%0%0.09%0.41%0.41%0.66%413.66%0%0.22%0.25%0.44%0%422.72%0%0.03%0.19%0.99%0.44%0%432.94%0.06%0.22%0.22%0.28%0%0.44%442.15%0%0.06%0.22%0.99%0.44%0%442.15%0%0.06%0.22%0.99%0%0.44%452.91%0.66%0.06%0.22%0.99%0%462.6%0%0.06%0.13%0.99%0%472.63%0%0.03%0.13%0.03%0%482.5%0%0.33%0.13%0.03%0.9%492.53%0%0.9%0.13%0.03%0.9%501.8%0%0.9%0.9%0.33%0%512.03%0%0.13%0.9%0.33%0%521.23%0%0.9%0.03%0.3%0%531.52%0%0.9%0.03%0.3%0%541.11%0%0.9%0.3%0.3%0% <td>34</td> <td>3.8%</td> <td>0.09%</td> <td>0.06%</td> <td>0.32%</td> <td>0.82%</td> <td>0%</td>                   | 34  | 3.8%               | 0.09%                   | 0.06%                                | 0.32%   | 0.82%                   | 0%  |
| 373.42%0.06%0.19%0.38%0.66%0%383.67%0%0.06%0.28%0.44%0%393.77%0.03%0.06%0.28%0.41%0%403.89%0%0.09%0.41%0.41%0.06%413.86%0%0.22%0.25%0.44%0%422.72%0%0.03%0.19%0.09%0%432.94%0.06%0.02%0.22%0.09%0%442.15%0%0.66%0.22%0.09%0%452.91%0%0.66%0.13%0.09%0%462.6%0%0.09%0.13%0.09%0%472.63%0%0.03%0.66%0.13%0.33%482.5%0%0.13%0.13%0.03%0%492.53%0%0.99%0.13%0.03%0%501.8%0%0.09%0.09%0.03%0%512.03%0%0.13%0.09%0.03%0%521.23%0%0.13%0.03%0%0%531.52%0%0.09%0.03%0.03%0%541.11%0%0.09%0.03%0%0%   | 35  | 3.04%              | 0%                      | 0.13%                                | 0.28%   | 0.47%                   | 0%  |
| 383.67%0%0.06%0.28%0.44%0%393.77%0.03%0.06%0.28%0.41%0%403.89%0%0.09%0.41%0.41%0.06%413.86%0%0.22%0.25%0.44%0%422.72%0%0.03%0.19%0.09%0%432.94%0.66%0.06%0.22%0.09%0%442.15%0%0.66%0.22%0.09%0%452.91%0%0.66%0.13%0.09%0%462.6%0%0.09%0.16%0.03%0%472.63%0%0.33%0.66%0.13%0.22%482.5%0%0.33%0.66%0.13%0.22%492.53%0%0.36%0.13%0.22%0%501.8%0%0.69%0.13%0.03%0%512.03%0%0.66%0.06%0.03%0%521.23%0%0.13%0.03%0%0%531.52%0%0.03%0.03%0.03%0%541.11%0%0.09%0.33%0%0%   | 36  | 3.64%              | 0.25%                   | 0.09%                                | 0.41%   | 1.01%                   | 0%  |
| 393.77%0.03%0.06%0.28%0.41%0.41%0%403.89%0%0.09%0.41%0.41%0.06%413.86%0%0.22%0.25%0.44%0%422.72%0%0.03%0.19%0.09%0%432.94%0.66%0.06%0.22%0.28%0%442.15%0%0.66%0.22%0.09%0%452.91%0%0.66%0.13%0.09%0%462.6%0%0.09%0.16%0.03%0%472.63%0%0.03%0.06%0.13%0%482.5%0%0.13%0.06%0.13%0%492.53%0%0.39%0.13%0.03%0%501.8%0%0.41%0.09%0.03%0.03%512.03%0%0.13%0.09%0.03%0.03%521.23%0%0.13%0.03%0.03%0%531.52%0%0.09%0.03%0.03%0%541.11%0%0.09%0.03%0.03%0%  | 37  | 3.42%              | 0.06%                   | 0.19%                                | 0.38%   | 0.66%                   | 0%  |
| 403.89%0%0.09%0.41%0.41%0.06%413.86%0%0.22%0.25%0.44%0%422.72%0%0.03%0.19%0.09%0%432.94%0.06%0.06%0.22%0.28%0%442.15%0%0.06%0.22%0.09%0%452.91%0%0.06%0.13%0.09%0%462.6%0%0.06%0.13%0.09%0%472.63%0%0.03%0.66%0.13%0%482.5%0%0.03%0.13%0.22%0%492.53%0%0.09%0.13%0.03%0%501.8%0%0.09%0.66%0.03%0%512.03%0%0.13%0.09%0.03%0%521.23%0%0.13%0.03%0%0.03%531.52%0%0.09%0.03%0.03%0%541.11%0%0.09%0.03%0%0.03%  | 38  | 3.67%              | 0%                      | 0.06%                                | 0.28%   | 0.44%                   | 0%  |
| 413.86%0%0.22%0.25%0.44%0%422.72%0%0.03%0.19%0.09%0%432.94%0.06%0.06%0.22%0.28%0%442.15%0%0%0.22%0.09%0%452.91%0%0.06%0.13%0.09%0%462.6%0%0.06%0.13%0.09%0%472.63%0%0.03%0.66%0.13%0.03%482.5%0%0.03%0.13%0.22%0%492.53%0%0.09%0.06%0.03%0%501.8%0%0.09%0.06%0.03%0%512.03%0%0.13%0.06%0.03%0%521.23%0%0.13%0.03%0%0%531.52%0%0.09%0.03%0.3%0%   | 39  | 3.77%              | 0.03%                   | 0.06%                                | 0.28%   | 0.41%                   | 0%  |
| 422.72%0%0.03%0.19%0.09%0%432.94%0.06%0.06%0.22%0.28%0%442.15%0%0%0.22%0.09%0%452.91%0%0.06%0.13%0.09%0%462.6%0%0.09%0.16%0.03%0%472.63%0%0.03%0.06%0.13%0%482.5%0%0.13%0.06%0.13%0%492.53%0%0.09%0.66%0.03%0%501.8%0%0%0.06%0.03%0%512.03%0%0.13%0.09%0.03%0%521.23%0%0.13%0.03%0.03%0%531.52%0%0.09%0.03%0.03%0%541.11%0%0.99%0.03%0.03%0%   | 40  | 3.89%              | 0%                      | 0.09%                                | 0.41%   | 0.41%                   | 0.06%                                       |
| 432.94%0.06%0.06%0.22%0.28%0%442.15%0%0%0.22%0.09%0%452.91%0%0.06%0.13%0.09%0%462.6%0%0.09%0.16%0.03%0%472.63%0%0.03%0.06%0.13%0%482.5%0%0.13%0.13%0.22%0%492.53%0%0.09%0.13%0.03%0%501.8%0%0.09%0.13%0.03%0%512.03%0%0.13%0.09%0.03%0%521.23%0%0.13%0%0.03%0%531.52%0%0.09%0.03%0.03%0%541.11%0%0.09%0.03%0%0%  | 41  | 3.86%              | 0%                      | 0.22%                                | 0.25%   | 0.44%                   | 0%  |
| 442.15%0%0%0.22%0.09%0%452.91%0%0.06%0.13%0.09%0%462.6%0%0.09%0.13%0.03%0%472.63%0%0.03%0.06%0.13%0%482.5%0%0.13%0.13%0.22%0%492.53%0%0.09%0.13%0.06%0.03%0%501.8%0%0.09%0.06%0.06%0.06%0%512.03%0%0.13%0.09%0.03%0%0%521.23%0%0.13%0%0.03%0%0.03%531.52%0%0.09%0.03%0.03%0%0.03%541.11%0%0.09%0.03%0%0.03%0%  | 42  | 2.72%              | 0%                      | 0.03%                                | 0.19%   | 0.09%                   | 0%  |
| 452.91%0%0.06%0.13%0.09%0%462.6%0%0.09%0.16%0.03%0%472.63%0%0.03%0.6%0.13%0%482.5%0%0.13%0.13%0.22%0%492.53%0%0.09%0.13%0.03%0%501.8%0%0.09%0.13%0.03%0%512.03%0%0%0.09%0.09%0.03%0%521.23%0%0.13%0%0%0%531.52%0%0.09%0.03%0.3%0%541.11%0%0.9%0.3%0%0%   | 43  | 2.94%              | 0.06%                   | 0.06%                                | 0.22%   | 0.28%                   | 0%  |
| 462.6%0%0.09%0.16%0.03%0%472.63%0%0.03%0.03%0%0.13%0.13%0%482.5%0%0.13%0.13%0.22%0%0%492.53%0%0.09%0.13%0.03%0%0%501.8%0%0%0.06%0.06%0%0%512.03%0%0%0.09%0.09%0.03%0%0%521.23%0%0.13%0.03%0%0%0%541.11%0%0.09%0.3%0%0%0%   | 44  | 2.15%              | 0%                      | 0%                                   | 0.22%   | 0.09%                   | 0%  |
| 47 2.63% 0% 0.03% 0.06% 0.13% 0%   48 2.5% 0% 0.13% 0.13% 0.22% 0%   49 2.53% 0% 0.09% 0.13% 0.03% 0%   50 1.8% 0% 0.09% 0.06% 0.03% 0%   51 2.03% 0% 0% 0.09% 0.09% 0.03% 0%   52 1.23% 0% 0.13% 0% 0% 0%   53 1.52% 0% 0.09% 0.03% 0.03% 0%   54 1.11% 0% 0.09% 0.03% 0% 0%  | 45  | 2.91%              | 0%                      | 0.06%                                | 0.13%   | 0.09%                   | 0%  |
| 482.5%0%0.13%0.13%0.22%0%492.53%0%0.09%0.13%0.03%0%501.8%0%0%0.6%0.6%0%512.03%0%0%0.09%0.03%0%521.23%0%0.13%0%0%0%531.52%0%0.09%0.03%0.03%0%541.11%0%0.09%0.03%0%0%  | 46  | 2.6%               | 0%                      | 0.09%                                | 0.16%   | 0.03%                   | 0%  |
| 49 2.53% 0% 0.09% 0.13% 0.03% 0%   50 1.8% 0% 0.6% 0.06% 0.6% 0%   51 2.03% 0% 0% 0.09% 0.09% 0.03% 0%   52 1.23% 0% 0.13% 0% 0% 0%   53 1.52% 0% 0.09% 0.03% 0% 0%   54 1.11% 0% 0.09% 0.3% 0% 0%   | 47  | 2.63%              | 0%                      | 0.03%                                | 0.06%   | 0.13%                   | 0%  |
| 501.8%0%0%0.06%0.06%0%512.03%0%0%0.09%0.03%0%521.23%0%0.13%0%0%0%531.52%0%0.09%0.03%0.03%0%541.11%0%0.09%0.03%0%0%   | 48  | 2.5%               | 0%                      | 0.13%                                | 0.13%   | 0.22%                   | 0%  |
| 51 2.03% 0% 0.09% 0.03% 0%   52 1.23% 0% 0.13% 0% 0% 0%   53 1.52% 0% 0.09% 0.03% 0% 0%   54 1.11% 0% 0.09% 0.03% 0% 0%  | 49  | 2.53%              | 0%                      | 0.09%                                | 0.13%   | 0.03%                   | 0%  |
| 52 1.23% 0% 0.13% 0% 0% 0%   53 1.52% 0% 0.09% 0.03% 0.03% 0.03%   54 1.11% 0% 0.09% 0.03% 0% 0%   | 50  | 1.8%               | 0%                      | 0%                                   | 0.06%   | 0.06%                   | 0%  |
| 53 1.52% 0% 0.09% 0.03% 0.03% 0.03%   54 1.11% 0% 0.09% 0.03% 0% 0%  | 51  | 2.03%              | 0%                      | 0%                                   | 0.09%   | 0.03%                   | 0%  |
| 54 1.11% 0% 0.09% 0.03% 0% 0%  | 52  | 1.23%              | 0%                      | 0.13%                                | 0%  | 0%                      | 0%  |
|  | 53  | 1.52%              | 0%                      | 0.09%                                | 0.03%   | 0.03%                   | 0%  |
|  | 54  | 1.11%              | 0%                      | 0.09%                                | 0.03%   | 0%                      | 0%  |
| 55 1.77% 0% 0.09% 0.03% 0% 0%  | 55  | 1.77%              | 0%                      | 0.09%                                | 0.03%   | 0%                      | 0%  |

| 56 | 1.08% 0% | 0.06% | 0.06% | 0% | 0% |
|----|----------|-------|-------|----|----|
|----|----------|-------|-------|----|----|

| Age | Black<br>Employees | Black Non-<br>Employees | Black Employees With<br>Disabilities | Black People at Institutions of<br>Higher Education | Black People<br>on LAIs | Black People Absorbed at the end of LAIs |
|-----|--------------------|-------------------------|--------------------------------------|---|-------------------------|--|
| 57  | 0.57%              | 0%                      | 0.03%                                | 0%  | 0%                      | 0%                                       |
| 58  | 0.85%              | 0%                      | 0.06%                                | 0.03%   | 0%                      | 0%                                       |
| 59  | 0.76%              | 0%                      | 0.03%                                | 0.03%   | 0%                      | 0%                                       |
| 60  | 0.95%              | 0.06%                   | 0.09%                                | 0%  | 0.03%                   | 0%                                       |
| 61  | 0.51%              | 0%                      | 0.09%                                | 0%  | 0%                      | 0%                                       |
| 62  | 0.19%              | 0%                      | 0.03%                                | 0%  | 0%                      | 0%                                       |
| 63  | 0.19%              | 0%                      | 0%                                   | 0%  | 0%                      | 0%                                       |
| 64  | 0.25%              | 0%                      | 0.03%                                | 0%  | 0%                      | 0%                                       |
| 65  | 0.22%              | 0%                      | 0%                                   | 0.03%   | 0%                      | 0%                                       |
| >65 | 0.19%              | 0%                      | 0%                                   | 0%  | 0.03%                   | 0%                                       |

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

## Skills Development - Headcount per Location

| C-tonomi  | HeadCount |    |     |     |    |    |    |    |    |
|---|-----------|----|-----|-----|----|----|----|----|----|
| Category  | EC        | FS | GP  | KZN | LP | МР | NC | NW | wc |
| Black Employees   | 1469      | 0  | 767 | 795 | 0  | 0  | 0  | 0  | 16 |
| Black People on internships, apprenticeships, or Learnerships | 141       | 1  | 25  | 377 | 0  | 0  | 0  | 0  | 0  |
| Unemployed Black People                                       | 59        | 1  | 23  | 0   | 0  | 0  | 0  | 0  | 0  |
| Black People Absorbed   | 0         | 0  | 0   | 2   | 0  | 0  | 0  | 0  | 0  |

## **Prefential Procurement**

| Classification Type | % Black Ownership | % Black Female Ownership | Value thereof   |
|---------------------|-------------------|--------------------------|-----------------|
| QSE                 | 0%                | 0%                       | R4,269,838.52   |
| Generic             | 0%                | 0%                       | R424,825,708.64 |
| Generic             | 26%               | 26%                      | R65,473,779.16  |
| QSE                 | 65%               | 13.62%                   | R296,484.15     |
| Generic             | 36.15%            | 10.74%                   | R349,658.13     |
| Generic             | 77.68%            | 33.21%                   | R326,023.62     |
| QSE                 | 30.6%             | 20.4%                    | R558,324.95     |
| QSE                 | 51%               | 13.18%                   | R9,123.63       |
| EME                 | 25%               | 12.5%                    | R1,160.95       |
| EME                 | 0%                | 0%                       | R182,573,280.18 |
| EME                 | 51%               | 0%                       | R15,779,815.30  |
| QSE                 | 51%               | 51%                      | R15,000,201.49  |
| Generic             | 25.01%            | 11.83%                   | R701,857.88     |
| Generic             | 28.4%             | 12.37%                   | R1,469,417.84   |
| Generic             | 26%               | 13%                      | R5,682,438.69   |
| Generic             | 100%              | 30%                      | R6,442,431.09   |
| QSE                 | 51.1%             | 32.7%                    | R140,930.10     |
| Generic             | 56.45%            | 8.05%                    | R1,495,227.38   |
| Generic             | 28.02%            | 14.87%                   | R178,946.48     |
| QSE                 | 52.4%             | 0%                       | R9,720.00       |
| EME                 | 51%               | 51%                      | R28,837,708.19  |
| Generic             | 38.68%            | 8.89%                    | R140,625.44     |
| Generic             | 32.91%            | 0%                       | R625,890.16     |
| Generic             | 38.89%            | 24.41%                   | R92,383.03      |
| Generic             | 23.52%            | 2.24%                    | R3,342.50       |
| Generic             | 22.59%            | 10.69%                   | R52,957.73      |
| Generic             | 51%               | 0%                       | R69,625,616.90  |
| Generic             | 25.53%            | 5.58%                    | R3,037,845.34   |
| Generic             | 25.1%             | 8.37%                    | R97,609.34      |
| Generic             | 26.47%            | 16.54%                   | R5,677.70       |
| Generic             | 33%               | 17%                      | R9,159.60       |
| Generic             | 52.05%            | 26.17%                   | R5,780,276.70   |
| QSE                 | 67%               | 33%                      | R224,325.60     |
| Generic             | 31.11%            | 10.84%                   | R4,670,320.95   |
| QSE                 | 51%               | 0%                       | R73,356,122.08  |
| Generic             | 13.47%            | 10.56%                   | R1,460.44       |
| Generic             | 51%               | 30%                      | R27,011,308.67  |
| QSE                 | 26%               | 26%                      | R83,418.15      |
| Generic             | 13.45%            | 6.93%                    | R20,507.23      |

| Classification Type | % Black Ownership | % Black Female Ownership | Value thereof   |
|---------------------|-------------------|--------------------------|-----------------|
| Generic             | 26.79%            | 5.37%                    | R6,065,624.37   |
| Generic             | 18.77%            | 0%                       | R0.00           |
| Generic             | 25.65%            | 12.43%                   | R37,979.17      |
| Generic             | 60.31%            | 21.5%                    | R1,490,562.15   |
| EME                 | 100%              | 100%                     | R77,980,150.06  |
| QSE                 | 100%              | 0%                       | R65,995,143.72  |
| QSE                 | 100%              | 60%                      | R276,406.07     |
| Generic             | 100%              | 55.42%                   | R1,436,180.18   |
| Generic             | 18.79%            | 6.1%                     | R5,451,200.99   |
| QSE                 | 52.05%            | 0%                       | R14,527,993.76  |
| EME                 | 100%              | 40%                      | R9,053,118.49   |
| Generic             | 15%               | 0%                       | R42,800.00      |
| QSE                 | 100%              | 50%                      | R2,808,565.94   |
| QSE                 | 51%               | 30%                      | R11,441,434.27  |
| QSE                 | 51%               | 16.7%                    | R1,413,165.80   |
| Generic             | 32.79%            | 12.25%                   | R2,918,308.15   |
| Generic             | 26%               | 7.8%                     | R2,974,568.74   |
| Generic             | 32.17%            | 23.06%                   | R1,162,431.00   |
| Generic             | 100%              | 50%                      | R7,951,837.23   |
| Generic             | 100%              | 33.33%                   | R284,207.36     |
| Generic             | 38.92%            | 9.33%                    | R3,096,047.92   |
| EME                 | 100%              | 0%                       | R73,097,498.35  |
| Generic             | 55.35%            | 21.79%                   | R157,291.51     |
| QSE                 | 100%              | 33%                      | R1,343,517.77   |
| Generic             | 32.03%            | 16.86%                   | R1,046,526.15   |
| EME                 | 6%                | 0%                       | R217,681.29     |
| QSE                 | 20%               | 0%                       | R121,228.86     |
| QSE                 | 51%               | 30.6%                    | R17,786,906.45  |
| EME                 | 55%               | 55%                      | R2,186,172.22   |
| EME                 | 100%              | 50%                      | R9,956,790.45   |
| Generic             | 51%               | 51%                      | R376,330,970.28 |
| Generic             | 43.9%             | 0%                       | R1,505,640.47   |
| Generic             | 25%               | 8.43%                    | R198,018.21     |
| Generic             | 22.38%            | 11.19%                   | R63,131.76      |
| Generic             | 55.67%            | 18.56%                   | R3,968,660.00   |
| Generic             | 51.85%            | 13.77%                   | R3,327,431.85   |
| Generic             | 46.92%            | 23.93%                   | R732,821.41     |
| Generic             | 52.83%            | 22.78%                   | R173,880.00     |
| QSE                 | 100%              | 100%                     | R1,978,784.64   |
| Generic             | 32.03%            | 17.58%                   | R1,465,426.98   |
| QSE                 | 100%              | 10%                      | R7,625,808.47   |
| QSE                 | 66%               | 0%                       | R132,185.11     |

| Classification Type | % Black Ownership | % Black Female Ownership | Value thereof   |
|---------------------|-------------------|--------------------------|-----------------|
| Generic             | 26%               | 16.27%                   | R78,045.00      |
| Generic             | 51.29%            | 40.2%                    | R2,882,042.14   |
| Generic             | 30.04%            | 8.13%                    | R8,337.60       |
| Generic             | 38.96%            | 38.65%                   | R4,096,011.24   |
| Generic             | 36.54%            | 20.03%                   | R695,228.96     |
| EME                 | 15%               | 0%                       | R35,424.50      |
| EME                 | 51%               | 5%                       | R512,308.05     |
| EME                 | 100%              | 99%                      | R1,720,843.26   |
| Generic             | 56.76%            | 37.84%                   | R37,248.99      |
| Generic             | 64.2%             | 23.01%                   | R138,407.50     |
| QSE                 | 36%               | 36%                      | R2,671,731.49   |
| Generic             | 49.92%            | 31.33%                   | R767,827.16     |
| QSE                 | 53%               | 28%                      | R555,884.90     |
| Generic             | 41.43%            | 24.12%                   | R1,405,359.04   |
| EME                 | 51%               | 40.8%                    | R1,498,793.87   |
| Generic             | 25.1%             | 5.26%                    | R321,774,645.96 |
| EME                 | 100%              | 20%                      | R522,025.24     |
| EME                 | 100%              | 80%                      | R439,471.53     |
| EME                 | 51.01%            | 51.01%                   | R95,380.43      |
| EME                 | 60%               | 0%                       | R16,214,475.15  |
| EME                 | 51%               | 30.6%                    | R42,404.45      |
| EME                 | 51%               | 25.5%                    | R27,532.80      |
| EME                 | 51.22%            | 30.6%                    | R117,720.00     |
| EME                 | 51%               | 26%                      | R34,746.61      |
| EME                 | 100%              | 70%                      | R462,179.61     |
| EME                 | 10%               | 10%                      | R870,841.00     |
| EME                 | 24.47%            | 0%                       | R814,517.00     |
| EME                 | 41.8%             | 19.45%                   | R221,393.25     |
| EME                 | 26%               | 26%                      | R552,975.26     |
| EME                 | 25%               | 0%                       | R303,112.00     |
| Generic             | 55.15%            | 33.84%                   | R3,068,705.09   |
| Generic             | 55%               | 34%                      | R2,718,912.44   |
| Generic             | 55%               | 33.84%                   | R3,377.49       |
| Generic             | 35.07%            | 13%                      | R2,347,380.00   |
| Generic             | 33%               | 15%                      | R32,145.09      |
| Generic             | 28.8%             | 13.96%                   | R202,500.00     |
| Generic             | 39.26%            | 39%                      | R10,543,687.19  |
| Generic             | 39%               | 39%                      | R103,878.56     |
| Generic             | 51.19%            | 41.34%                   | R858,079.46     |
| Generic             | 21.15%            | 6.89%                    | R22,680.00      |
| Generic             | 51.09%            | 9.97%                    | R62,397.49      |
| Generic             | 30%               | 30%                      | R2,165,876.29   |

| Classification Type | % Black Ownership | % Black Female Ownership | Value thereof   |
|---------------------|-------------------|--------------------------|-----------------|
| Generic             | 30%               | 15%                      | R3,635,646.65   |
| Generic             | 54%               | 30%                      | R808,672.73     |
| Generic             | 45.3%             | 7.43%                    | R29,535,992.60  |
| Generic             | 30%               | 14.2%                    | R8,585.43       |
| Generic             | 26.13%            | 10.62%                   | R521,571.15     |
| Generic             | 29.53%            | 19.38%                   | R375,501.23     |
| Generic             | 25.1%             | 2.54%                    | R6,716.61       |
| Generic             | 31.11%            | 31.11%                   | R695,691.65     |
| Generic             | 39.47%            | 20.46%                   | R495,363.71     |
| Generic             | 16.05%            | 13.09%                   | R39,130.25      |
| Generic             | 17.56%            | 7.8%                     | R12,839,569.83  |
| Generic             | 26%               | 8.1%                     | R61,388.55      |
| Generic             | 30.96%            | 12.8%                    | R2,232,043.25   |
| Generic             | 26.03%            | 14.26%                   | R629,748.20     |
| Generic             | 30.1%             | 24.61%                   | R156,303.00     |
| Generic             | 51%               | 10.08%                   | R29,314.95      |
| Generic             | 59.65%            | 35.63%                   | R5,691,561.11   |
| Generic             | 64.82%            | 27.81%                   | R2,477,165.54   |
| Generic             | 30.52%            | 13.29%                   | R173,883.65     |
| Generic             | 58.94%            | 32.61%                   | R10,046,172.90  |
| Generic             | 59%               | 33%                      | R4,318,824.65   |
| Generic             | 61.6%             | 32.35%                   | R56,067.32      |
| Generic             | 18.47%            | 9.88%                    | R50,483.98      |
| Generic             | 68.13%            | 29.38%                   | R5,048,095.68   |
| Generic             | 30.42%            | 16.68%                   | R1,735,253.19   |
| Generic             | 58.92%            | 38.64%                   | R753,847.50     |
| Generic             | 37.03%            | 13.6%                    | R3,083,946.83   |
| Generic             | 37.03%            | 14%                      | R5,423.75       |
| Generic             | 23.59%            | 11.95%                   | R746,908.90     |
| Generic             | 26.73%            | 26.73%                   | R918,600.00     |
| Generic             | 11.6%             | 4.65%                    | R382,229.76     |
| Generic             | 51.53%            | 44.66%                   | R53,625.00      |
| Generic             | 25%               | 7%                       | R1,461,769.94   |
| Generic             | 25.14%            | 7.17%                    | R573,881.25     |
| Generic             | 14.81%            | 7.41%                    | R486,457.63     |
| Generic             | 27%               | 10%                      | R19,387.50      |
| Generic             | 26.5%             | 10.75%                   | R91,799.13      |
| Generic             | 67.07%            | 26.6%                    | R252,697,797.66 |
| Generic             | 10%               | 10%                      | R29,626.65      |
| Generic             | 32.82%            | 12.8%                    | R431,213.81     |
| Generic             | 100%              | 100%                     | R42,054,279.53  |
| Generic             | 41.69%            | 24.38%                   | R1,007,761.03   |

| Classification Type | % Black Ownership | % Black Female Ownership | Value thereof  |
|---------------------|-------------------|--------------------------|----------------|
| Generic             | 82.19%            | 38.52%                   | R182,410.72    |
| Generic             | 100%              | 32%                      | R27,812.25     |
| Generic             | 27.03%            | 15.22%                   | R2,316,924.10  |
| Generic             | 27%               | 15%                      | R120,670.05    |
| Generic             | 26%               | 10.2%                    | R65,520.38     |
| Generic             | 24.28%            | 0.88%                    | R207,976.20    |
| Generic             | 100%              | 0%                       | R11,533.97     |
| Generic             | 78.04%            | 43.68%                   | R2,880.00      |
| Generic             | 25%               | 8%                       | R38,615.08     |
| Generic             | 45%               | 30%                      | R11,416,921.30 |
| Generic             | 95.92%            | 50.42%                   | R112,384.16    |
| Generic             | 12.83%            | 5.04%                    | R21,911,085.99 |
| Generic             | 38.35%            | 20.04%                   | R3,726,618.60  |
| Generic             | 45.14%            | 30.41%                   | R1,717,171.12  |
| Generic             | 23.67%            | 10.71%                   | R2,517,795.03  |
| Generic             | 25.1%             | 10.18%                   | R1,494,876.01  |
| Generic             | 36%               | 11%                      | R237,555.81    |
| Generic             | 26.1%             | 13.05%                   | R246,769.20    |
| Generic             | 68.1%             | 25.01%                   | R20,926,746.51 |
| Generic             | 59.47%            | 21.79%                   | R161,575.47    |
| Generic             | 29.56%            | 17.58%                   | R775,100.80    |
| Generic             | 41.51%            | 20.05%                   | R104,838.38    |
| Generic             | 20%               | 3.4%                     | R74,674.60     |
| Generic             | 25.1%             | 12.55%                   | R56,756.29     |
| Generic             | 59.14%            | 32%                      | R480,763.13    |
| Generic             | 26%               | 17.33%                   | R8,800.00      |
| Generic             | 66.67%            | 33.33%                   | R251,637.62    |
| Generic             | 52.94%            | 0%                       | R608,800.00    |
| Generic             | 18.09%            | 16.19%                   | R332,900.00    |
| Generic             | 18.98%            | 11.44%                   | R163,151.83    |
| Generic             | 26%               | 10%                      | R7,049.96      |
| Generic             | 34.8%             | 5.85%                    | R183,210.94    |
| Generic             | 48.93%            | 32.46%                   | R83,252.00     |
| Generic             | 51%               | 11.37%                   | R211,270.00    |
| Generic             | 20.84%            | 16.39%                   | R32,683.00     |
| Generic             | 51.32%            | 25.75%                   | R107,179.60    |
| Generic             | 22%               | 2.24%                    | R717,180.70    |
| Generic             | 22%               | 2%                       | R679,468.20    |
| Generic             | 18.81%            | 9.72%                    | R22,801.91     |
| Generic             | 14.46%            | 14.04%                   | R979,924.43    |
| Generic             | 32.75%            | 2.67%                    | R315,871.89    |
| Generic             | 26%               | 13.26%                   | R477,349.26    |

| Classification Type | % Black Ownership | % Black Female Ownership | Value thereof |
|---------------------|-------------------|--------------------------|---------------|
| Generic             | 25.41%            | 12.71%                   | R1,392,853.83 |
| Generic             | 33.33%            | 0%                       | R12,549.19    |
| Generic             | 25.18%            | 25.18%                   | R814,733.59   |
| Generic             | 26.04%            | 20.83%                   | R34,728.00    |
| Generic             | 18.83%            | 10.63%                   | R174,453.37   |
| Generic             | 26%               | 10.14%                   | R144,240.00   |
| Generic             | 26%               | 17.34%                   | R1,327,043.20 |
| Generic             | 11.05%            | 1.75%                    | R67,988.19    |
| Generic             | 26.11%            | 0.85%                    | R530,290.87   |
| Generic             | 11.03%            | 5.63%                    | R69,586.41    |
| Generic             | 10%               | 6.5%                     | R4,921.03     |
| Generic             | 10%               | 0%                       | R3,597,156.43 |
| QSE                 | 30%               | 30%                      | R594,260.64   |
| QSE                 | 100%              | 45%                      | R116,197.16   |
| QSE                 | 51%               | 25.5%                    | R1,274,642.71 |
| QSE                 | 97.02%            | 0%                       | R105,800.58   |
| QSE                 | 20%               | 13.33%                   | R1,572,406.25 |
| QSE                 | 51%               | 13%                      | R274,200.70   |
| QSE                 | 54%               | 54%                      | R178,495.79   |
| QSE                 | 51.67%            | 36.17%                   | R4,866,246.23 |
| QSE                 | 51.5%             | 31%                      | R679,444.83   |
| QSE                 | 25%               | 12.75%                   | R31,306.25    |
| QSE                 | 51%               | 38.25%                   | R2,428,367.22 |
| QSE                 | 52%               | 0%                       | R253,483.75   |
| QSE                 | 51%               | 39%                      | R1,566,413.37 |
| QSE                 | 51%               | 43.16%                   | R25,398.00    |
| QSE                 | 51.96%            | 0%                       | R3,689,873.32 |
| QSE                 | 51.4%             | 32.7%                    | R113,572.37   |
| QSE                 | 53.17%            | 51.17%                   | R795,330.75   |
| QSE                 | 70%               | 0%                       | R64,332.00    |
| QSE                 | 51%               | 20%                      | R751,474.80   |
| QSE                 | 51%               | 35%                      | R433,009.85   |
| QSE                 | 51%               | 31%                      | R398,457.00   |
| QSE                 | 51.04%            | 50.35%                   | R73,440.00    |
| QSE                 | 51%               | 19.12%                   | R59,395.50    |
| QSE                 | 74.85%            | 37.8%                    | R9,914.58     |
| QSE                 | 51%               | 33.33%                   | R3,884,270.71 |
| QSE                 | 51%               | 26%                      | R593,693.50   |
| QSE                 | 51%               | 41%                      | R159,733.89   |
| QSE                 | 55%               | 7.21%                    | R5,419,132.69 |
| QSE                 | 51%               | 12.75%                   | R36,512.73    |
| QSE                 | 67.5%             | 40.5%                    | R245,030.68   |

| Classification Type | % Black Ownership | % Black Female Ownership | Value thereof  |
|---------------------|-------------------|--------------------------|----------------|
| QSE                 | 51%               | 18%                      | R158,321.84    |
| QSE                 | 51%               | 6%                       | R1,359,792.00  |
| QSE                 | 51%               | 20.4%                    | R175,022.10    |
| QSE                 | 51%               | 25%                      | R675,005.60    |
| QSE                 | 51.22%            | 30.73%                   | R134,018.66    |
| QSE                 | 51%               | 10%                      | R42,480.92     |
| QSE                 | 100%              | 70%                      | R798,664.82    |
| QSE                 | 60%               | 0%                       | R266,043.64    |
| QSE                 | 63.15%            | 24.75%                   | R135,000.00    |
| QSE                 | 51%               | 5.1%                     | R83,793.60     |
| QSE                 | 51.48%            | 41.18%                   | R229,338.11    |
| QSE                 | 51.02%            | 25.25%                   | R1,140,671.20  |
| QSE                 | 51%               | 25.25%                   | R67,498.20     |
| QSE                 | 51.38%            | 33.6%                    | R386,199.04    |
| QSE                 | 28.03%            | 9.07%                    | R299,130.00    |
| QSE                 | 26%               | 0%                       | R292,512.33    |
| QSE                 | 46%               | 11.73%                   | R68,116.90     |
| EME                 | 100%              | 51%                      | R7,501,804.97  |
| Generic             | 59.47%            | 21.35%                   | R2,990,509.84  |
| Generic             | 85.72%            | 0%                       | R3,735,685.13  |
| QSE                 | 65%               | 0%                       | R0.00          |
| EME                 | 98%               | 65%                      | R0.00          |
| QSE                 | 52.5%             | 0%                       | R7,763,691.06  |
| EME                 | 100%              | 60%                      | R7,059,561.27  |
| Generic             | 53.73%            | 45.93%                   | R11,751,399.32 |
| Generic             | 74%               | 0%                       | R33,139.49     |
| Generic             | 51.18%            | 0%                       | R0.00          |
| QSE                 | 100%              | 90%                      | R24,097.50     |
| EME                 | 51%               | 31.11%                   | R526,426.01    |
| Generic             | 100%              | 51%                      | R135,720.55    |
| EME                 | 100%              | 75%                      | R1,140,970.03  |
| Generic             | 61.6%             | 55.5%                    | R332,894.34    |
| Generic             | 56.45%            | 0%                       | R548,728.09    |
| Generic             | 56.45%            | 7.31%                    | R3,847.50      |
| QSE                 | 100%              | 75%                      | R2,114,330.30  |
| Generic             | 51%               | 50%                      | R0.00          |
| QSE                 | 60%               | 57%                      | R18,459.00     |
| EME                 | 50%               | 50%                      | R20,400.00     |
| EME                 | 91%               | 51%                      | R0.00          |
| Generic             | 58.02%            | 0%                       | R0.00          |
| QSE                 | 100%              | 12%                      | R61,507.51     |
| EME                 | 51%               | 38.25%                   | R1,931,631.56  |

| Classification Type | % Black Ownership | % Black Female Ownership | Value thereof   |
|---------------------|-------------------|--------------------------|-----------------|
| Generic             | 78.25%            | 45.89%                   | R0.00           |
| EME                 | 51%               | 30%                      | R5,513,672.71   |
| QSE                 | 25%               | 21.42%                   | R0.00           |
| EME                 | 75%               | 75%                      | R0.00           |
| Generic             | 59.03%            | 49.39%                   | R1,475,354.40   |
| Generic             | 87.26%            | 0%                       | R13,209,331.45  |
| EME                 | 61%               | 39%                      | R5,227.50       |
| QSE                 | 100%              | 30%                      | R967,140.00     |
| Generic             | 33.44%            | 15.87%                   | R67,362,256.43  |
| EME                 | 100%              | 30%                      | R0.00           |
| EME                 | 67%               | 60%                      | R0.00           |
| EME                 | 83%               | 0%                       | R24,000.00      |
| EME                 | 55%               | 0%                       | R0.00           |
| QSE                 | 51%               | 30.5%                    | R3,681,048.75   |
| QSE                 | 99.37%            | 48.03%                   | R0.00           |
| QSE                 | 100%              | 40%                      | R41,371.97      |
| QSE                 | 51.2%             | 0%                       | R34,933.05      |
| EME                 | 51.04%            | 50.35%                   | R0.00           |
| Generic             | 100%              | 70%                      | R0.00           |
| Generic             | 33.66%            | 14.75%                   | R1,571,049.58   |
| Generic             | 77.5%             | 36%                      | R6,660.00       |
| Generic             | 55.1%             | 11.42%                   | R610,406.57     |
| Generic             | 46.49%            | 16.67%                   | R509,550.93     |
| QSE                 | 51.11%            | 32.19%                   | R551,376.86     |
| Generic             | 100%              | 60%                      | R1,415,865.72   |
| QSE                 | 53.28%            | 53.28%                   | R166,500.00     |
| Generic             | 71.43%            | 30.53%                   | R111,082,413.73 |
| Generic             | 25.1%             | 2.51%                    | R6,608.40       |
| QSE                 | 51.22%            | 0%                       | R884,741.64     |
| Generic             | 100%              | 36.13%                   | R1,116.00       |
| Generic             | 30.95%            | 8.47%                    | R9,906.00       |
| Generic             | 85.72%            | 30.71%                   | R0.00           |
| QSE                 | 51%               | 18.86%                   | R17,493,886.50  |
| Generic             | 4.17%             | 1.76%                    | R1,160.88       |
| QSE                 | 51%               | 19.03%                   | R71,895.60      |
| EME                 | 34%               | 0%                       | R600,288.22     |
| QSE                 | 77.5%             | 2.3%                     | R134,834.39     |
| Generic             | 25%               | 15.35%                   | R5,687.50       |
| QSE                 | 51%               | 23.38%                   | R3,023,223.30   |
| QSE                 | 85.14%            | 60.13%                   | R35,658.60      |
| Generic             | 26%               | 20.54%                   | R4,316,695.78   |
| Generic             | 65.35%            | 22.42%                   | R16,157,423.97  |

| Classification Type | % Black Ownership | % Black Female Ownership | Value thereof  |
|---------------------|-------------------|--------------------------|----------------|
| Generic             | 25.01%            | 4.97%                    | R575,444.67    |
| QSE                 | 51%               | 34%                      | R317,400.00    |
| QSE                 | 77%               | 55%                      | R13,930.87     |
| Generic             | 40.18%            | 14.21%                   | R247,681.84    |
| Generic             | 90.1%             | 13.89%                   | R27,589.60     |
| Generic             | 29.55%            | 15.66%                   | R1,221,726.04  |
| Generic             | 30.11%            | 30.11%                   | R52,325.88     |
| Generic             | 16.63%            | 4.8%                     | R4,662.80      |
| Generic             | 28.94%            | 8.26%                    | R67,656,696.15 |
| Generic             | 19.18%            | 13.43%                   | R168,505.82    |
| Generic             | 33.47%            | 8.26%                    | R195,676.20    |
| Generic             | 81.26%            | 38.41%                   | R155,313.30    |
| Generic             | 14.28%            | 7.14%                    | R9,795.92      |
| QSE                 | 51.48%            | 51.48%                   | R965,879.20    |
| QSE                 | 100%              | 20%                      | R11,023.14     |
| Generic             | 85%               | 10%                      | R3,436.13      |
| QSE                 | 51%               | 31.9%                    | R12,136.50     |
| Generic             | 45.09%            | 23.94%                   | R2,899,397.75  |
| QSE                 | 52.06%            | 28.79%                   | R1,112,663.31  |
| Generic             | 41.69%            | 3.45%                    | R2,217,957.90  |
| Generic             | 25%               | 6.97%                    | R132,334.90    |
| QSE                 | 51.48%            | 0%                       | R581,728.18    |
| Generic             | 67.65%            | 23.21%                   | R108,288.38    |
| Generic             | 29.55%            | 15.33%                   | R18,990.00     |
| Generic             | 25.1%             | 13.81%                   | R7,166,194.32  |
| Generic             | 28.94%            | 13.81%                   | R87,183.92     |
| EME                 | 50%               | 0%                       | R198,434.50    |
| QSE                 | 51%               | 30.35%                   | R2,857,722.20  |
| Generic             | 54.42%            | 45.63%                   | R2,354,446.49  |
| EME                 | 4.31%             | 0%                       | R538,345.42    |
| Generic             | 25.18%            | 20.44%                   | R722,604.00    |
| Generic             | 35.02%            | 18.09%                   | R177,113.59    |
| EME                 | 80.42%            | 58.6%                    | R5,337.90      |
| Generic             | 46%               | 40%                      | R10,304.00     |
| Generic             | 25.01%            | 7.75%                    | R1,678,598.70  |
| QSE                 | 51.27%            | 51.27%                   | R26,268.00     |
| Generic             | 72.55%            | 44.46%                   | R103,127.05    |
| Generic             | 25.1%             | 25.1%                    | R2,859.30      |
| Generic             | 27.91%            | 15.72%                   | R8,462.30      |
| Generic             | 12.1%             | 7.33%                    | R0.00          |
| Generic             | 49.15%            | 7.45%                    | R6,870,679.20  |
| Generic             | 28.31%            | 17.25%                   | R10,313.00     |

| Classification Type | % Black Ownership | % Black Female Ownership | Value thereof |
|---------------------|-------------------|--------------------------|---------------|
| Generic             | 52.62%            | 30.35%                   | R437,392.08   |
| Generic             | 23.87%            | 9.6%                     | R12,365.00    |
| QSE                 | 51%               | 31.91%                   | R1,570,800.00 |
| Generic             | 30.42%            | 16.71%                   | R127,827.45   |
| Generic             | 36.82%            | 10.52%                   | R103,541.90   |
| Generic             | 24.18%            | 8.36%                    | R6,481,134.00 |
| Generic             | 25.1%             | 20.05%                   | R249,338.29   |
| Generic             | 25%               | 25%                      | R149,345.00   |
| Generic             | 18.09%            | 6.1%                     | R419,785.00   |
| Generic             | 22.6%             | 13.71%                   | R4,912,107.50 |
| EME                 | 100%              | 25%                      | R138,234.60   |
| Generic             | 54.79%            | 37.34%                   | R323,617.95   |
| Generic             | 36.93%            | 23.46%                   | R219,666.25   |
| Generic             | 24.88%            | 10.22%                   | R12,568.75    |
| Generic             | 26.73%            | 21.6%                    | R11,363.20    |
| QSE                 | 52%               | 52%                      | R376,240.50   |
| QSE                 | 65%               | 32.55%                   | R1,071,267.00 |
| Generic             | 25.93%            | 25.93%                   | R1,762,933.00 |
| Generic             | 13.26%            | 13.26%                   | R278,445.20   |
| QSE                 | 26%               | 6.5%                     | R683,362.00   |
| QSE                 | 20%               | 10.2%                    | R1,935,373.75 |
| Generic             | 26%               | 8.82%                    | R54,025.65    |
| QSE                 | 25%               | 10%                      | R532,421.10   |
| Generic             | 51%               | 36%                      | R927,145.50   |
| Generic             | 51.18%            | 13.95%                   | R4,276,614.00 |
| QSE                 | 10%               | 10%                      | R5,609,943.75 |
| Generic             | 30.07%            | 15.03%                   | R27,585.00    |
| Generic             | 70.97%            | 27.66%                   | R58,815.00    |
| Generic             | 21%               | 7.9%                     | -R22,997.50   |
| Generic             | 35%               | 14.74%                   | R567.00       |
| EME                 | 33%               | 0%                       | R498,369.00   |
| QSE                 | 51%               | 26.01%                   | -R10,449.60   |
| Generic             | 55.57%            | 32.59%                   | R22,618.20    |
| Generic             | 26.01%            | 26.01%                   | R8,637.50     |
| Generic             | 15.37%            | 10.17%                   | R43,664.00    |
| Generic             | 11.08%            | 5.93%                    | R10,599.50    |
| QSE                 | 53%               | 0%                       | R895,609.50   |
| QSE                 | 15%               | 0%                       | R2,640.00     |
| QSE                 | 51.01%            | 32.07%                   | R90,136.50    |
| Generic             | 21.15%            | 0%                       | R44,550.00    |
| Generic             | 88.73%            | 39.36%                   | R5,253.60     |
| Generic             | 100%              | 59.5%                    | R10,563.96    |

| Classification Type | % Black Ownership | % Black Female Ownership | Value thereof   |
|---------------------|-------------------|--------------------------|-----------------|
| Generic             | 18.93%            | 7.03%                    | R1,448.70       |
| Generic             | 50.23%            | 19.92%                   | R193,091.25     |
| Generic             | 50.3%             | 19.95%                   | R750,000.00     |
| QSE                 | 5.7%              | 5.7%                     | R2,423.70       |
| Generic             | 51.16%            | 40.88%                   | R151,583.40     |
| Generic             | 36.26%            | 2.72%                    | R16,742.10      |
| Generic             | 12.14%            | 7.14%                    | R4,389.00       |
| Generic             | 35.02%            | 17.51%                   | R85,937.50      |
| QSE                 | 25.1%             | 10.2%                    | R33,505.00      |
| Generic             | 51%               | 26.01%                   | R23,777.28      |
| EME                 | 50%               | 30%                      | R197,570.00     |
| QSE                 | 16.67%            | 0.43%                    | R810.40         |
| QSE                 | 51%               | 27.2%                    | R102,537.85     |
| Generic             | 89%               | 52.07%                   | R2,343.75       |
| Generic             | 23.23%            | 10.52%                   | R13,261.39      |
| Generic             | 77.63%            | 58.19%                   | R272,910,846.63 |
| QSE                 | 50%               | 40.8%                    | R257,163.20     |
| Generic             | 10.31%            | 10.31%                   | R15,625.00      |
| QSE                 | 25%               | 8.33%                    | R14,439.75      |
| Generic             | 51%               | 32.2%                    | R48,199.98      |
| Generic             | 28.79%            | 14.43%                   | R267,894.16     |
| Generic             | 31.42%            | 17.37%                   | R395,383.36     |
| QSE                 | 60%               | 60%                      | R0.00           |
| EME                 | 10%               | 0%                       | R243,520.00     |
| QSE                 | 26%               | 4.33%                    | R1,460,546.00   |
| Generic             | 61.26%            | 38.39%                   | R1,497.18       |
| QSE                 | 51%               | 8.39%                    | R0.00           |
| QSE                 | 51%               | 4.11%                    | R52,500.00      |
| Generic             | 51%               | 6.07%                    | R15,695.76      |
| Generic             | 51%               | 17%                      | R42,772.40      |
| EME                 | 65%               | 0%                       | R0.00           |
| Generic             | 26%               | 10.4%                    | R11,152.35      |
| Generic             | 26.47%            | 4.41%                    | R219,171.76     |
| QSE                 | 100%              | 51%                      | R7,700,522.49   |
| Generic             | 20%               | 8.84%                    | R0.00           |
| Generic             | 31%               | 31%                      | R202,528.75     |
| Generic             | 14.23%            | 12.83%                   | R27,504.30      |
| EME                 | 54.33%            | 51.62%                   | R0.00           |
| QSE                 | 70%               | 20%                      | R348,520.75     |
| Generic             | 34%               | 17%                      | R66,388.04      |
| Generic             | 26%               | 17.16%                   | R256,548.91     |
| QSE                 | 51%               | 13.01%                   | R1,854,090.65   |

| Classification Type | % Black Ownership | % Black Female Ownership | Value thereof |
|---------------------|-------------------|--------------------------|---------------|
| QSE                 | 12.76%            | 12.76%                   | R92,703.00    |
| Generic             | 25%               | 8.35%                    | R0.00         |
| EME                 | 52%               | 0%                       | R0.00         |
| Generic             | 30%               | 15.3%                    | R0.00         |
| QSE                 | 51%               | 40.8%                    | R353,623.50   |
| Generic             | 10%               | 4%                       | R5,200.00     |
| QSE                 | 51%               | 42.5%                    | R50,000.00    |
| Generic             | 51.58%            | 26.31%                   | R502.99       |
| Generic             | 46.5%             | 7.43%                    | R49,961.29    |
| EME                 | 66%               | 0%                       | R16,081.25    |
| Generic             | 37%               | 0%                       | R106,825.05   |
| QSE                 | 50%               | 0%                       | R83,235.00    |
| Generic             | 15.54%            | 4.29%                    | R90,112.50    |
| Generic             | 100%              | 57.17%                   | R5,467.50     |
| Generic             | 34.67%            | 11.78%                   | R1,900.00     |
| QSE                 | 51.9%             | 23.35%                   | R109,484.60   |
| QSE                 | 30%               | 7.65%                    | R1,044,560.14 |
| Generic             | 30.7%             | 6.52%                    | R4,418,042.34 |
| QSE                 | 51%               | 32.19%                   | R17,688.64    |
| Generic             | 21.28%            | 4.7%                     | R74,504.55    |

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

#### **Supplier Development**

| Classification Type | % Black Ownership | % Black Female Ownership | Value thereof |
|---------------------|-------------------|--------------------------|---------------|
| EME                 | 100%              | 0%                       | R2,835,425.72 |
| EME                 | 0%                | 0%                       | R86,093.16    |
| QSE                 | 52.5%             | 0%                       | R1,684,258.46 |
| EME                 | 100%              | 100%                     | R1,808,997.40 |
| EME                 | 51%               | 38.25%                   | R206,659.96   |
| QSE                 | 52%               | 0%                       | R1,750,000.00 |

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

### Annexure 7

#### **Enterprise Development**

| Classification Type | % Black Ownership | % Black Female Ownership | Value thereof |
|---------------------|-------------------|--------------------------|---------------|
| EME                 | 100%              | 0%                       | R718,877.80   |
| EME                 | 0%                | 0%                       | R247,800.00   |
| QSE                 | 100%              | 0%                       | R3,493,050.00 |
| EME                 | 100%              | 60%                      | R148,119.46   |
| EME                 | 51%               | 51%                      | R35,000.00    |
| EME                 | 50%               | 50%                      | R495,300.00   |
| EME                 | 100%              | 100%                     | R1,762,316.91 |
| EME                 | 100%              | 75%                      | R896,840.00   |

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

#### **Annexure 8**

## **ESD** - Spend per Location

| Category               | EC            | FS    | GP            | KZN           | LP    | МР    | NC    | NW    | wc    |
|------------------------|---------------|-------|---------------|---------------|-------|-------|-------|-------|-------|
| Enterprise Development | R649,803.07   | R0.00 | R5,084,741.64 | R1,814,959.46 | R0.00 | R0.00 | R0.00 | R0.00 | R0.00 |
| Supplier Development   | R1,130,352.99 | R0.00 | R1,986,420.32 | R4,254,156.75 | R0.00 | R0.00 | R0.00 | R0.00 | R0.00 |

## Annexure 9

## **ESD** - Spend per Sector

|               | Supplier Development | Enterprise Development |
|---------------|----------------------|------------------------|
|               | R2,109,720.16        | R247,800.00            |
| AUTOMOTIVE    | R0.00                | R599,374.73            |
| Manufacturing | R183,400.00          | R896,840.00            |
| Retail        | R327,669.00          | R1,604,648.00          |
| Security      | R3,296,440.78        | R0.00                  |
| Textile       | R0.00                | R770,000.00            |
| Unknown       | R2,454,204.76        | R3,678,641.44          |