

DTi Amended COGP Generic Overall Scorecard

Verification Agency: EmpowerBEE (Pty) Ltd
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 Completion Date: 03/09/2019
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 Sign-off Date: 15/10/2019

The Energy Company (Pty) Ltd qualifies and is measured as a Generic Entity

Element Weight	Element Criteria	Indicator	Indicator Weight	Target	Actual	Score	Element Score	Min 40% achieved?	
Ownership 100									
25	Voting Rights	Exercisable Black Voting Rights	4,00	25%+1 Vote	51,00%	4,00	25,00	Yes	
		Exercisable Black Women Voting Rights	2,00	10,00%	19,74%	2,00			
	Economic Interest	Economic interest - black people	4,00	25,00%	51,00%	4,00			
		Economic interest - black women	2,00	10,00%	19,74%	2,00			
		Economic interest - Black Designated Groups & ESOPs, Broad-based Schemes / Co-ops	3,00	3,00%	48,92%	3,00			
New Entrants	Ownership by Black New Entrants	2,00	2,00%	48,92%	2,00				
Net Equity Value	Net Equity Value	8,00	formula	1,00	8,00				
Management Control 200 based on RSA Overall Demographic Targets									
19	Board Participation	Exercisable Voting Rights of Black Board Members	2,00	50,00%	50,00%	2,00	10,47		
		Exercisable Voting Rights of Black Women Board Members	1,00	25,00%	25,00%	1,00			
	Executive Management	Black Exec. Directors as a % of all Exec. Directors	2,00	50,00%	66,67%	2,00			
		Black Women Exec. Directors as a % of all Exec. Directors	1,00	25,00%	33,33%	1,00			
		Black Exec. Management as a % of Other Executive Management	2,00	60,00%	0,00%	0,00			
		Black Women Exec. Management as a % of Other Executive Management	1,00	30,00%	0,00%	0,00			
		Black employees in Senior Management	2,00	60,00%	0,00%	0,00			
	Senior Management	Black Women employees in Senior Management	1,00	30,00%	0,00%	0,00			
		Black employees in Middle Management	2,00	75,00%	50,25%	1,34			
	Middle Management	Black Women employees in Middle Management	1,00	38,00%	25,08%	0,66			
		Black employees in Junior Management	1,00	88,00%	41,34%	0,47			
	Junior Management	Black Women employees in Junior Management	1,00	44,00%	0,00%	0,00			
		Disabled Employees	Black disabled employees	2,00	2,00%	3,70%			2,00
Skills Development 300 based on RSA Overall demographic targets									
20	Learning Program Expenditure	Expenditure on Learning Programmes for black people	8,00	6,00%	5,86%	7,81	17,57	Yes	
		Expenditure on Learning Programmes for disabled black employees	4,00	0,30%	0,52%	4,00			
	Leaverships, Apprenticeships, Internships	Number of black people participating in leaverships, apprenticeships and internships	4,00	2,50%	2,35%	3,76			
		Number of previously unemployed black people trained per the Learning Programme Matrix	4,00	2,50%	1,25%	2,00			
Leavers Absorbed	Number of black people absorbed at the end of Leaverships	5,00	100,00%	0,00%	0,00				
Enterprise & Supplier Development 400									
40	Preferential Procurement	BEE Procurement Spend with Empowering Suppliers	5,00	80,00%	64,28%	4,02	26,59	Yes	
		Procurement Spend with Empowering Suppliers qualifying as QSEs	3,00	15,00%	1,05%	0,21			
		Procurement Spend with suppliers qualifying as EMIs	4,00	15,00%	14,11%	3,76			
		BEE Procurement Spend with Empowering Suppliers Min 51% Black Owned	9,00	40,00%	9,26%	2,08			
		Procurement Spend with Empowering Suppliers >30% Black Women Owned	4,00	12,00%	2,02%	0,67			
		B-BEE Procurement with Designated Group suppliers Min 51% Black Owned	2,00	2,00%	0,00%	0,00			
	Supplier Development	Supplier Development contributions	10,00	2,00%	1,98%	9,89			Yes
		Enterprise Development contributions and Sector specific Programmes	5,00	1,00%	0,99%	4,96			
		Graduation from Enterprise Development to Supplier Development beneficiary	1,00	Yes	No	0,00			
		Job Creation	Created one or more jobs as a result of SD&E initiatives	1,00	Yes	Yes			
Socio-Economic Development 500									
5	Contributions	Annual value of SED contributions	5,00	1,00%	0,99%	4,93	4,93		
			118,00			84,56			
YES Initiative Bonus Points									
109	YES Initiative	1.5 x YES Target and 5% Absorption	3,00	Yes	No	0,00	0,00		
			121,00			84,56			

Note: This is not a BEE Certificate but is an indicative score for estimation purposes only

After BEE Level
Discount & YES
Enhancement

BEE Recognition Level	4	4
% Recognition	100%	100%
Black Ownership Economic Interest %	51,00%	
Black Women Ownership Econ. Interest %	19,74%	
Empowering Supplier Status	Yes	
Black Ownership Status per Amended COGP definitions	This Measured Entity qualifies as 51% Black Owned	
Designated Group Suppliers	No	
Modified Flow Through used in Ownership	Yes	