

## B-BBEE VERIFICATION REPORT

### TRANSPORT SECTOR GENERIC SCORECARD:ROAD FREIGHT SUB-SECTOR

<b>Measured Entity</b>	Imperial Logistics South Africa Holdings (Pty) Ltd	<b>Issue Date</b>	28 September 2020
<b>Registration Number</b>	2017/270514/07	<b>Certificate Number</b>	IMP 000122 - REV 8

BEE Elements	Weighting	Indicators	Indicator Weighting	Target (Years 0-5)	Actual %	Score	Total Score
Equity Ownership	20	Exercisable Voting Rights in the Enterprise in the hands of Black People	3	25% + 1 vote	57,51%	3,00	23,71
		Exercisable Voting Rights in the Enterprise in the hands of Black Women	2	10%	23,38%	2,00	
		Economic Interest of Black People in the Enterprise	4	25%	48,56%	4,00	
		Economic Interest of Black Women in the Enterprise	2	10%	17,58%	2,00	
		Economic Interest of the following black natural people in the Enterprise: - Black Designated Groups - black participants in Employee Share Ownership Programs (ESOPs) - black beneficiaries of Broad-Based Ownership Schemes (BBOS) - black participants in Co-operatives	1	2,5%	9,43% 8,58% 8,58% 0,00%	1,00	
		Ownership Fulfilment	1	Yes	Yes	1,00	
		Current Equity Interest / Net Value	7	As defined		7,00	
		<u>Bonus points</u> : Involvement in the ownership of the Enterprise of Black New Entrants	2	10%	8,55%	1,71	
		<u>Bonus point</u> : Involvement in the ownership of the Enterprise of black Participants in Employee Ownership Schemes; black beneficiaries of Public or General Benefit Schemes; or black Participants in Co-operatives.	2	10%	17,16%	2,00	
Management Control	10	Exercisable Voting Rights of Board members who are black	1,5	50%	37,50%	0,00	6,83
		Exercisable Voting Rights of Board members who are black women	1,5	25%	25,00%	1,50	
		Black Executive Directors	1	50%	50,00%	1,00	
		Black Women who are Executive Directors	1	25%	0,00%	0,00	
		Black Senior Top Management	1,5	40%	50,00%	1,50	
		Black Women who are Senior Top Management	1,5	20%	0,00%	0,00	
		Black Other Top Management	1	40%	50,00%	1,00	
		Black Women who are Other Top Management	1	20%	33,33%	1,00	
		<u>Bonus point</u> : Black Independent Non-Executive Board Members	1	40%	33,33%	0,83	
Employment Equity	15	Black disabled employees as a percentage of all employees	1,0	2%	0,70%	0,00	10,55
		Black women disabled employees as a percentage of all employees	1,0	1%	0,30%	0,00	
		% of semi & unskilled employees (i.e. below Junior Management) that are Black women	2,0	15%	17,34%	2,00	
		Black employees in Senior Management as a percentage of all such employees	2,5	43%	36,36%	2,11	
		Black women employees in Senior Management as a percentage of all such employees	2,5	22%	16,67%	1,89	
		Black employees in Middle Management as a percentage of all such employees	1,5	63%	45,66%	1,09	
		Black women employees in Middle Management as a percentage of all such employees	1,5	32%	17,23%	0,81	
		Black employees in Junior Management as a percentage of all such employees	1,5	68%	77,57%	1,50	
		Black women employees in Junior Management as a percentage of all such employees	1,5	34%	26,05%	1,15	
		<u>Bonus points</u> for meeting or exceeding the EAP targets in each category.	3,0			0,00	

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BEE Elements	Weighting	Indicators	Indicator Weighting	Target (Years 0-5)	Actual %	Score	Total Score
Skills Development	15	Skills Development for black employees as a percentage of Leviale Amount	3,00	3%	1,96%	1,96	<b>10,08</b>
		Skills Development for black women employees as a percentage of Leviale Amount	3,00	1,5%	0,79%	1,58	
		Skills Development for black employees with disabilities as a percentage of Leviale Amount	1,50	0,3%	0,10%	0,48	
		Skills Development for black women employees with disabilities as a percentage of Leviale Amount	1,50	0,15%	0,06%	0,61	
		Number of black employees participating in In-service Training Programmes as a percentage of total employees	3,00	5%	4,85%	2,91	
		Number of black women employees participating in In-service Training Programmes as a percentage of total employees	3,00	2,5%	2,12%	2,54	
Preferential Procurement	20	B-BBEE Procurement Spend from all Suppliers based on the BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	12	50%	76,12%	12,00	<b>20,00</b>
		B-BBEE Procurement Spend from Qualifying Small Enterprises or from Exempted Micro- Enterprises based on the applicable BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	10%	23,37%	3,00	
		B-BBEE Procurement Spend from any of the following Suppliers as a percentage of Total Measured Procurement Spend: - Suppliers that are more than 50% Black owned - Suppliers that are more than 30% Black Women owned	3	9%	30,84%	3,00	
			2	6%	10,11%	2,00	
Enterprise Development	15	Average annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Enterprise as a percentage of Net Profit (NPAT)	15	3,00% of Indicative NPAT	12,39%	15,00	<b>15,00</b>
Socio-Economic Development	5	Average annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of Net Profit After Tax with enhanced recognition for contributions to specific causes.	5	1,00% of Indicative NPAT	11,12%	5,00	<b>5,00</b>
<b>TOTAL SCORE</b>							<b>91,17</b>

<b>FINAL SCORE</b>	<b>91,17</b>
<b>FINAL STATUS AWARDED</b>	<b>Level Two Contributor</b>
<b>% RECOGNITION</b>	<b>125%</b>

#### Broad-Based BEE Status Categories

Level One Contributor	≥100 points	135% Recognition
Level Two Contributor	≥85 but <100 points	125% Recognition
Level Three Contributor	≥75 but <85 points	110% Recognition
Level Four Contributor	≥65 but <75points	100% Recognition
Level Five Contributor	≥55 but <65 points	80% Recognition
Level Six Contributor	≥45 but <55 points	60% Recognition
Level Seven Contributor	≥40 but <45 points	50% Recognition
Level Eight Contributor	≥30 but <40 points	10% Recognition
Non-Compliant Contributor	<30 points	0% Recognition

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