

EMPOWERLOGIC

Broad Based Black Economic Empowerment Verification Certificate

Issued to

MTN Zakhele Futhi (RF) Limited

Non-Compliant Contributor

Measured Entity

Company Name MTN Zakhele Futhi (RF) Limited
Registration Number 2016/268837/06
VAT Number NA
Address 135 Rivonia Road
Sandown, Sandton
2196

B-BBEE Status

B-BBEE Status Level Non-Compliant

| | | | | | |
|--------------------------------------|--------|---|------------|---|-------|
| Total Points Obtained | 20 | EO: 17 points; MC: 3 points; SD: 0 points; ESD: 0 points; SED: 0 points | | | |
| Discounting Principle Applied | No | Procurement Recognition | 0.00% | Participated in Y.E.S Initiative | No |
| Empowering Supplier | Yes | Measurement Period Year End | 31/12/2022 | | |
| Black Voting Rights | 98.70% | Black Women Voting Rights | 45.10% | Black Designated Groups | 5.77% |
| Black Economic Interest | 96.68% | Black Women Economic Interest | 42.45% | Black Youth | 5.77% |
| 51% Black Owned | No | 30% Black Women Owned | No | Black Disabled | 0.00% |
| Normal Flow Through Applied | Yes | Black New Entrants | 83.89% | Black Unemployed | 0.00% |
| Modified Flow Through Applied | No | Mandated Investment Exclusion Applied | No | Black People Living in Rural Areas | 0.00% |
| | | | | Black Military Veterans | 0.00% |

Issue Date 16/08/2023
Expiry Date 15/08/2024
Certificate Number ELC11674RGENBB
Version Final
Applicable Scorecard Amended Codes - Generic
Applicable BBBEE Codes Amended Generic Codes Gazetted on 11 October 2013 and Amendments Gazetted on 31 May 2019

EmpowerLogic (Pty) Ltd

Reg. No. : 1995/000523/07

BBBEE Verification Agency



Per Marissa Smith

Member - Verification Committee



SANAS Accredited

BVA018

This certificate is the result of an independent and impartial verification of the BBBEE status of the measured entity measured against the Codes of Good Practice on Broad Based Black Economic Empowerment and has been issued in accordance with the EmpowerLogic Verification Certificate Policy. This certificate supersedes any previous certificates issued to the Measured entity. For enquiries please contact EmpowerLogic at 086 111 4003.

Amended Codes - Generic Scorecard - Condensed Report

| Objective | Indicator | Weight | Actual Achieved | Target | Achieved against Target | Points |
|---|--|--------------|-----------------|--------|-------------------------|--------------|
| Broad Based Black Economic Empowerment Contribution | | 111.0 | | | | 20.00 |
| Objective : Ownership | | 25.00 | | | 68.00% | 17.00 |
| Equity Ownership | Exercisable Voting Rights by Black People | 4.00 | 98.70% | 25%+1 | 100.00% | 4.00 |
| | Exercisable Voting Rights by Black Women | 2.00 | 45.10% | 10.00% | 100.00% | 2.00 |
| | Economic Interest to which Black People are entitled | 4.00 | 96.68% | 25.00% | 100.00% | 4.00 |
| | Economic Interest to which Black Women are entitled | 2.00 | 42.45% | 10.00% | 100.00% | 2.00 |
| | Economic Interest to which BDG's, EOS, BBOS and Co-op's are entitled | 3.00 | 5.77% | 3.00% | 100.00% | 3.00 |
| | Involvement in the ownership by Black New Entrants | 2.00 | 83.89% | 2.00% | 100.00% | 2.00 |
| | A - Net Value | 8.00 | 0.00% | 25.00% | 0.00% | - |
| | B - Economic Interest | | 96.68% | 25.00% | 100.00% | - |
| Objective : Management Control | | 19.00 | | | 15.79% | 3.00 |
| Objective: Board Participation and Other Executive Management | | 9.00 | | | 33.33% | 3.00 |
| Management Control | % Exercisable Voting Rights of Black Board Members | 2.00 | 100.00% | 50.00% | 100.00% | 2.00 |
| | % Exercisable Voting Rights of Black Women Board Members | 1.00 | 50.00% | 25.00% | 100.00% | 1.00 |
| | % Black Executive Directors | 2.00 | 0.00% | 50.00% | 0.00% | - |
| | % Black Women Executive Directors | 1.00 | 0.00% | 25.00% | 0.00% | - |
| | % Black Executive Management | 2.00 | 0.00% | 60.00% | 0.00% | - |
| | % Black Women Executive Management | 1.00 | 0.00% | 30.00% | 0.00% | - |
| Objective : Employment Equity | | 10.00 | | | 0.00% | - |
| Employment Equity | % Black People in Senior Management | 2.00 | 0.00% | 60.00% | 0.00% | - |
| | % Black Women in Senior Management | 1.00 | 0.00% | 30.00% | 0.00% | - |
| | % Black People in Middle Management | 2.00 | 0.00% | 75.00% | 0.00% | - |
| | % Black Women in Middle Management | 1.00 | 0.00% | 38.00% | 0.00% | - |
| | % Black People in Junior Management | 1.00 | 0.00% | 88.00% | 0.00% | - |
| | % Black Women in Junior Management | 1.00 | 0.00% | 44.00% | 0.00% | - |
| | Black People Living with Disabilities as a % of All Employees | 2.00 | 0.00% | 2.00% | 0.00% | - |

Amended Codes - Generic Scorecard - Condensed Report

| Objective | Indicator | Weight | Actual Achieved | Target | Achieved against Target | Points |
|---|--|--------------|-----------------|--------|-------------------------|--------|
| Objective : Skills Development | | 20.00 | | - | 0.00% | - |
| Skills Development | Skills Development Expenditure on Black People as a % of Leviale Amount | 6.00 | 0.00% | 3.50% | 0.00% | - |
| | Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions as % of Leviale Amount | 4.00 | 0.00% | 2.50% | 0.00% | - |
| | Skills Development on Black Employees with disabilities as a % of Leviale Amount | 4.00 | 0.00% | 0.30% | 0.00% | - |
| | Black People Participating in Learnerships, Apprenticeships and Internships as a % of Total Employees | 6.00 | 0.00% | 5.00% | 0.00% | - |
| | Bonus Point: Number of Black People Absorbed | 5.00 | 0.00% | 100% | 0.00% | - |
| Objective: Enterprise and Supplier Development | | 42.00 | | | 0.00% | - |
| Objective : Preferential Procurement | | 27.00 | | | 0.00% | - |
| Preferential Procurement | Weighted BEE Procurement Expenditure - All Suppliers | 5.00 | 0.00% | 80.00% | 0.00% | - |
| | Weighted BEE Procurement Expenditure - Qualifying Small Enterprises | 3.00 | 0.00% | 15.00% | 0.00% | - |
| | Weighted BEE Procurement Expenditure - Exempted Micro Enterprises | 4.00 | 0.00% | 15.00% | 0.00% | - |
| | Weighted BEE Procurement Expenditure - Suppliers that are at least 51% Black Owned | 11.00 | 0.00% | 50.00% | 0.00% | - |
| | Weighted BEE Procurement Expenditure - Suppliers that are at least 30% Black Women Owned | 4.00 | 0.00% | 12.00% | 0.00% | - |
| | Bonus Points: Procurement Expenditure from Designated Group Suppliers that are at least 51% Black Owned | 2.00 | 0.00% | 2.00% | 0.00% | - |
| Objective : Enterprise and Supplier Development | | 15.00 | | | 0.00% | - |
| Enterprise and Supplier Development | Annual Value of all Supplier Development Contributions as a % of NPAT | 10.00 | 0.00% | 2.00% | 0.00% | - |
| | Annual Value of all Enterprise Development Contributions as a % of NPAT | 5.00 | 0.00% | 1.00% | 0.00% | - |
| | Bonus Point: Graduation | 1.00 | No | Yes | 0.00% | - |
| | Bonus Point: Creating Jobs | 1.00 | No | Yes | 0.00% | - |
| Objective : Socio Economic Development | | 5.00 | | | 0.00% | - |
| Socio-Economic Development | Annual Value of all Socio-Economic Development Contributions as a % of NPAT | 5.00 | 0.00% | 1.00% | 0.00% | - |