



H. Scorecards – Qualifying Small Enterprise

Ownership

Category	Target	Points	Formula
Exercisable Voting Rights in the Enterprise in the hands of black people	25% + 1	6	$A = B / (C + 1) \times D$ A = Score B = % black shares C = 25% (of shares) D = Points
Economic interest of black people in the Enterprise	25%	9	$A = B / C \times D$ A = Score B = % black shares C = 25% (target) D = Points
Ownership fulfillment		1	Occurs: <ul style="list-style-type: none"> On the release of all black Participants in a Measured Entity from all third-party rights arising from the financing their transaction with the measured entity If all black participants in the enterprise have never been subject to any such third-party rights A score of 7 points for Net Value is achieved.
Net Value		9	Deemed Net Value $A = (B - C) / D$ A = Deemed Net Value B = Value of the Equity Instruments relevant to the calculation C = Carrying value of any acquisition debts of the black shareholder D = Value of the measured entity on the date of measurement Formula A $A = B \times (1/25\% \times C) \times D$ A = Score B = Deemed Net Value C = Time Based graduation factor D = Points Formula B $A = B / C \times D$ A = Score B = Percentage Economic Interest C = Target for Ownership indicator D = Points
Involvement in the ownership of the Enterprise of black women	10%	2	$A = B / C \times D$ A = Score B = % black female C = 10% D = Points
Involvement in the ownership of the Enterprise of black Participants: <ul style="list-style-type: none"> Black participants in the Employee Ownership Schemes; Black beneficiaries of Broad-based Ownership Schemes; Black Participants in Co-Operatives. 	10%	1	$A = B / C \times D$ A = Score B = % black groups C = 10% D = Points



Management

Category	Target	Points	Formula
Black representation at Top-Management level	50.1%	25	A = B / C x D A = Score B = Adjusted Recognition for Gender calculated for Black Top Management C = Target D = Points
Bonus points: Black women representation as Top-Management	25%	2	A = B / C x D A = Score B = Percentage for Black Female Directors C = Target D = Points

Employment Equity

Category	Target	Points	Formula
Black Employees of the Measured Entity who are Management as a percentage of all Management adjusted using the Adjusted Recognition for Gender	40%	15	A = B / C x D A = Score B = Adjusted Recognition for Gender calculated for black management employees C = Target D = Points
Black employees of the Measured Entity as a percentage of all employees adjusted using the Adjusted Recognition for Gender	60%	10	A = B / C x D A = Score B = Adjusted Recognition for Gender calculated for Black employees C = Target D = Points
Bonus point for meeting or exceeding the EAP targets in each category above		2	A = B / C x D A = Score B = Percentage of black employees on each of the management levels out of the total number of employees on such level C = Target D = Points <ul style="list-style-type: none"> • 1 point per level • EAP target for management levels is 43% • EAP Target for total employees is 86%

Skills Development

Category	Target	Points	Formula
Adjusted skills development spent on learning programmes for black employees as a percentage of leviabile amount.	2%	25	A = B / C x D A = Score B = Adjusted Recognition for Gender calculated for total training spend C = Target D = Points



Preferential Procurement

Formulas:

Procurement Spend:

$$A = B - C$$

A - Procurement Spend

B - Sum of all the spends listed under A above

C - Sum of all the exclusions listed under B above

B-BBEE Procurement Spend:

$$A = \text{sum of } (B \times C)$$

A - Calculated total B-BBEE Procurement spend

B - The value of procurement falling within Total measured procurement spend and not excluded under the exclusions form the total measure procurement spend for each Supplier of the Measured entity

C - the B-BBEE procurement recognition level of each such supplier of the measured entity Multiplied by the Value Added Supplier recognition and the Enterprise development beneficiary recognition

Category	Target	Points	Formula
B-BBEE Procurement Spend from all Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	40%	25	$A = B / C \times D$ A = Score B = Total B-BBEE Procurement Spend calculated C = Target D = Points

Enterprise Development

Category	Target	Points	Formula
Average annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target.	2%	25	$A = B / C \times D$ A = Score B = Total value of qualifying contributions (the sum of all qualifying contribution) C = Target D = Points

Socio-Economic Development

Category	Target	Points	Formula
Average annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of the target	1%	25	$A = B / C \times D$ A = Score B = Total value of qualifying contributions (the sum of all qualifying contribution) C = Target D = Points

