

B-BBEE SCORECARD – DETAILED ANALYSIS

| | | |
|------------------------|---|--|
| Measured Entity | ABLON CONSTRUCTION CLOSE CORPORATION | Certificate # Moore9543 – 230720 – 01 |
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Ownership

| Sub-Element | Indicator | Weighting Points | Compliance Target | | Actual | Score |
|--------------------|--|------------------|-------------------|---|--------|-------|
| Voting Rights | Exercisable Voting Rights in the Enterprise in the hands of black people | 4.5 | 35.00% | Year 4+ | 60.00% | 4.50 |
| | Exercisable Voting Rights in the Enterprise in the hands of black Women | 2 | 14.00% | Year 4+ | 20.00% | 2.00 |
| Economic Interest | Economic Interest of black people in the Enterprise | 4.5 | 35.00% | Year 4+ | 60.00% | 4.50 |
| | Economic Interest of black Women in the Enterprise | 2 | 14.00% | Year 4+ | 20.00% | 2.00 |
| | Economic Interest of any of the following Black natural people in the Measured Entity: - Black Designated Groups (Youth, Unemployed, Rural Living, Disabled) - Black Participants in Employee Share Ownership Programmes; - Black people in Broad-based Ownership Schemes; - Black participants in Co-operatives | 3 | 12.00% | Year 4+ | 0.00% | 0.00 |
| | Involvement in the ownership of the Enterprise of black new entrants | 5 | 5.00% | | 60.00% | 5.00 |
| Realisation Points | Net Equity Value | 6 | 25.00% | As per Net Equity Calculations (Formula A or B) | 14.40 | 6.00 |
| Bonus Points | Exercisable Voting Rights in the Entity in the hands of Black People above 50% | 1 | 50.00% | Bonus Point only awarded if the 50% target is exceeded | 60.00% | 1.00 |
| | Exercisable Voting Rights in the Entity in the hands of Black People above 75% | 2 | 75.00% | Bonus Points only awarded if the 75% target is exceeded | 60.00% | 0.00 |
| | Exercisable Voting Rights in the Entity in the hands of Black Women above 50% | 1 | 50.00% | Bonus Point only awarded if the 50% target is exceeded | 20.00% | 0.00 |
| 25.00 | | | | | | |

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Management Control

| Sub-Element | Indicator | Weighting Points | Compliance Target | | Actual | Score |
|----------------------------|---|------------------|-------------------|---|---------|-------|
| Board Participation | Exercisable voting rights of black board members as a percentage of all board members | 3 | 50.00% | | 60.00% | 3.00 |
| | Exercisable voting rights of black female board members as a percentage of all board members | 1 | 20.00% | | 20.00% | 1.00 |
| | Black persons who are executive directors as a percentage of all executive directors | 2 | 50.00% | | 66.67% | 2.00 |
| | Black female executive directors as a percentage of all executive directors | 1 | 20.00% | | 33.33% | 1.00 |
| Other Executive Management | Black Other Executive Management as a percentage of all Other Executive Management | 2 | 60.00% | | 0.00% | 0.00 |
| | Black female Other Executive Management as a percentage of all Other Executive Management | 1 | 30.00% | | 0.00% | 0.00 |
| Senior Management | Black employees in Senior Management as a percentage of all Senior Management | 2 | 60.00% | | 31.33% | 1.04 |
| | Black female Employees in Senior Management as a percentage of all Senior Management | 0.5 | 30.00% | | 0.00% | 0.00 |
| Middle Management | Black Employees in Middle Management as a percentage of all Middle Management | 1 | 75.00% | | 48.49% | 0.65 |
| | Black female Employees in Middle Management as a percentage of all Middle Management | 0.5 | 30.00% | | 7.95% | 0.13 |
| Junior Management | Black Employees in Junior Management as a percentage of all Junior Management | 1 | 88.00% | | 62.61% | 0.71 |
| | Black female Employees in Junior Management as a percentage of all Junior Management | 0.5 | 35.00% | | 16.67% | 0.24 |
| Disabled | Black Employees with Disabilities as a percentage of all office based Employees | 0.5 | 2.00% | | 8.33% | 0.50 |
| Black Professionals | Black professionally registered Employees as a percentage of all professionally registered Employees | 2 | 50.00% | | 100.00% | 2.00 |
| Bonus Points | Exceeding the target for Black Executive Directors above | 1 | 50.00% | | 66.67% | 1.00 |
| | Exceeding the target for Black Female Executive Directors above | 1 | 20.00% | | 33.33% | 1.00 |
| | Black Employees that are Youth as a percentage of all Employees using the Adjusted Recognition for Gender | 2 | 30.00% | As defined by the National Youth Commission Act of 1996 | 18.43% | 1.23 |
| 15.50 | | | | | | |

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Skills Development

| Sub-Element | Indicator | Weighting Points | Compliance Target | | Actual | Score |
|---|---|------------------|-------------------|--|---------|-------|
| Skills Development Expenditure | Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leviable Amount | 4 | 3.00% | Year 5+ | 6.99% | 4.00 |
| | The Proportion of Skills Development Expenditure on Black people by the Measured Entity using the Adjusted Recognition for Gender expended on African People | 2 | 88.30% | %Contribution of African People to EAP | 88.17% | 2.00 |
| | The Proportion of Skills Development Expenditure on Black people by the Measured Entity using the Adjusted Recognition for Gender expended on Black Management (Executive, Senior & Middle Management) | 2 | 15.00% | | 57.73% | 2.00 |
| | The Proportion of Skills Development Expenditure on Black people by the Measured Entity using the Adjusted Recognition for Gender expended on Black Management (Junior Management) | 1 | 10.00% | | 10.81% | 1.00 |
| | The Proportion of Skills Development Expenditure on Black people by the Measured Entity using the Adjusted Recognition for Gender expended on Bursaries or Scholarships for Black People | 2 | 15.00% | | 0.49% | 0.07 |
| Learnerships, Apprenticeships, Internships and Professional Registrations | Number of black people participating in Category A, B, C or D learning programmes as per the Learning Programme Matrix, as a percentage of the total number of employees | 3 | 2.50% | | 6.25% | 3.00 |
| | Number of Black Employees registered as candidates with industry professional registration bodies as a % of the total number of such registered Employees | 3 | 60.00% | | 100.00% | 3.00 |
| | Number of Black People with Disabilities on Category A, B, C or D programmes as per the Learning Programme Matrix, as a percentage of black office based learners on those learning programmes | 1 | 5.00% | | 0.00% | 0.00 |
| Mentorship | Implementation of an approved and verified Mentorship Program | 3 | Yes | as per Annexure CSC300 (C) | Yes | 3.00 |
| Bonus Points | Number of black people absorbed by the Measured Entity at the end of a Category A, B, C or D learning programme | 1 | 100.00% | | 0.00% | 0.00 |
| | The number of black employees that completed a Mentorship Programme during the last 3 years that were promoted during the Measurement Period expressed as a percentage of all such employees during those 3 years | 2 | 15.00% | (3 years including the Measurement Period) | 0.00% | 0.00 |
| | Number of Black Employees who registered as professionals with industry professional bodies as a % of all Employees who registered as such in the Measurement Period | 2 | 60.00% | | 100.00% | 2.00 |
| 20.06 | | | | | | |

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Enterprise Supplier Development

| Sub-Element | Indicator | Weighting Points | Compliance Target | | Actual | Score |
|---------------------------------|--|------------------|-------------------|--------------------------|---------|-------|
| Preferential Procurement | B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a Percentage of Total Measured Procurement Spend | 6 | 80.00% | | 72.22% | 5.42 |
| | B-BBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend | 3 | 15.00% | | 25.75% | 3.00 |
| | B-BBEE Procurement Spend from Exempted Micro-Enterprise suppliers based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend | 3 | 15.00% | | 12.44% | 2.49 |
| | B-BBEE Procurement Spend from all Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend | 4 | 20.00% | | 62.15% | 4.00 |
| | B-BBEE Procurement Spend from all Empowering Suppliers that are at least 35% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend | 3 | 12.00% | | 51.41% | 3.00 |
| Bonus Points | B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend | 1 | 8.00% | | 31.22% | 1.00 |
| | B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned based on the B-BBEE Recognition Level | 3 | 20.00% | | 3.74% | 0.56 |
| Supplier Development Programmes | Compliant Supplier and Contractor Development Programmes | 5 | 100.00% | Annex CSC400 (C) | 98.02% | 4.90 |
| Supplier Development | Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target | 8 | 3.00% | of NPAT | 3.75% | 8.00 |
| | Annual value of all Qualifying Supplier Development Contributions towards 51% Black Women Owned Entities made by the Measured Entity as a percentage of the target | 2 | 20.00% | of SD Contribution Value | 100.00% | 2.00 |
| 34.37 | | | | | | |

Socio-Economic Development

| Sub-Element | Indicator | Weighting Points | Compliance Target | | Actual | Score |
|-------------------|--|------------------|-------------------|-------------------------------|--------|-------|
| SED Contributions | Annual value of all Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target | 4 | 1.25% | of NPAT | 2.44% | 4.00 |
| | The portion of Qualifying Socio Economic Development Contributions above spent on communities with limited services | 1 | 0.38% | of NPAT (30% of Target above) | 2.44% | 1.00 |
| Bonus Points | Annual Value of Contributions towards Structured SED Projects by the Measured Entity as a percentage of the target | 1 | 1.25% | of NPAT | 2.44% | 1.00 |
| 6.00 | | | | | | |

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Youth Employment Service Initiative (Y.E.S)

| Sub-Element | Indicator | Weighting Points | Compliance Target | Actual | Score |
|----------------------|--|------------------|-------------------|--------|-------------|
| Y.E.S - Bonus Points | Achieved 1.5 x Y.E.S Employment Target | 3 | 100.00% | 0.00% | 0.00 |
| | Achieved 2 x Y.E.S Absorption Target | | 2.50% | 0.00% | |
| | | | | | 0.00 |

| | |
|------------------------|----------------------|
| TOTAL BEE SCORE | 100.93 Points |
|------------------------|----------------------|

BROAD BASED CONTRIBUTION LEVEL

LEVEL 1

| | |
|---------------------------|------|
| YOUTH EMPLOYMENT SERVICE | NO |
| PROCUREMENT LEVEL | 135% |
| EMPOWERING SUPPLIER | YES |
| DESIGNATED GROUP SUPPLIER | NO |

Applied Scorecard: Construction Contractors - Generic (Revised Codes)
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