

TRANSPORT SECTOR GENERIC SCORECARD: FORWARDING & CLEARING SUB-SECTOR

| | | | |
|----------------------------|---------------------------|---------------------------|--------------------|
| Measured Entity | Röhlig-Grindrod (Pty) Ltd | Issue Date | 19 August 2021 |
| Registration Number | 1998/025820/07 | Certificate Number | RLG 01179 REV-10.2 |

| BEE Elements | Weighting | Indicators | Indicator Weighting | Target (Years 10) | Actual % | Score | Total Score |
|--------------------|-----------|--|---------------------|---------------------------------------|----------|-------|--------------|
| Equity Ownership | 20 | Exercisable Voting Rights in the Enterprise in the hands of Black People | 3 | 25% + 1 vote | 57.50% | 3.00 | 20.77 |
| | | Exercisable Voting Rights in the Enterprise in the hands of Black Women | 2 | 10% | 37.91% | 2.00 | |
| | | Economic Interest of Black People in the Enterprise | 4 | 25% | 57.50% | 4.00 | |
| | | Economic Interest of Black Women in the Enterprise | 2 | 10% | 32.37% | 2.00 | |
| | | Economic Interest of the following black natural people in the Enterprise: - Black Designated Groups - black participants in Employee Share Ownership Programs (ESOP) - black beneficiaries of Broad-Based Ownership Schemes (BBOS) - black participants in Co-operatives. | 1 | 3% | 10.84% | 1.00 | |
| | | Ownership Fulfilment | 1 | Yes | No | 0.00 | |
| | | Current Equity Interest | 7 | As defined | | 7.00 | |
| | | Bonus points: Involvement in the ownership of the Enterprise of Black People with disabilities | 2 | 2% | 0.00% | 0.00 | |
| | | Bonus points: Involvement in the ownership of the Enterprise of Black New Entrants | 1 | 10% | 12.44% | 1.00 | |
| | | Bonus point: 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. | 1 | 10% | 7.73% | 0.77 | |
| Management Control | 10 | Exercisable Voting Rights of black Board members who are black | 1.5 | 50% | 57.14% | 1.50 | 8.36 |
| | | Exercisable Voting Rights of black Board members who are black women | 1.5 | 25% | 14.29% | 0.86 | |
| | | Black Executive Directors | 1.0 | 50% | 100.00% | 1.00 | |
| | | Black Executive Directors who are women | 1.0 | 25% | 0.00% | 0.00 | |
| | | Black Senior Top Management | 2.5 | 40% | 60.00% | 2.50 | |
| | | Black Senior Top Management | 2.5 | 20% | 20.00% | 2.50 | |
| | | Black Other Top Management | 0.0 | 40% | 0.00% | 0.00 | |
| | | Black Other Top Management who are women | 0.0 | 20% | 0.00% | 0.00 | |
| | | Bonus points: Black Independent Non-Executive Board Members | 1.0 | 40% | 0.00% | 0.00 | |
| Employment Equity | 10 | Black disabled employees as a percentage of all employees | 0.5 | 2.0% | 2.88% | 0.50 | 4.43 |
| | | Black women disabled employees as a percentage of all employees | 0.5 | 1.0% | 1.92% | 0.50 | |
| | | Black employees in Senior Management as a percentage of all such employees | 2.0 | 60.0% | 20.00% | 0.00 | |
| | | Black women employees in Senior Management as a percentage of all such employees | 1.0 | 30.0% | 0.00% | 0.00 | |
| | | Black employees in Middle Management as a percentage of all such employees | 2.0 | 75.0% | 42.31% | 1.13 | |
| | | Black women employees in Middle Management as a percentage of all such employees | 1.0 | 38.0% | 11.54% | 0.00 | |
| | | Black employees in Junior Management as a percentage of all such employees | 2.0 | 80.0% | 65.44% | 1.64 | |
| | | Black women employees in Junior Management as a percentage of all such employee | 1.0 | 40.0% | 26.27% | 0.66 | |
| | | Bonus points for meeting or exceeding the EAP targets in each category. | 3.0 | Exceed targets, Min 40% in categories | 0.00% | 0.00 | |

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|--|-----------|---|---------------------|-------------------|----------|-------|--------------|
| Skills Development | 20 | Skills Development for black employees as a percentage of Leivable Amount | 5 | 3.0% | 2.54% | 4.24 | 18.72 |
| | | Skills Development for black women employees as a percentage of Leivable Amount | 5 | 1.5% | 1.35% | 4.48 | |
| | | Skills Development for black employees with disabilities as a percentage of Leivable Amount | 2 | 0.3% | 0.42% | 2.00 | |
| | | Skills Development for black women employees with disabilities as a percentage of Leivable Amount | 2 | 0.15% | 0.40% | 2.00 | |
| | | Number of black employees participating in In-service Training Programmes as a percentage of total employees | 4 | 5.0% | 7.54% | 4.00 | |
| | | Number of black women employees participating in In-service Training Programmes as a percentage of total employees | 2 | 2.5% | 4.04% | 2.00 | |
| Preferential Procurement | 20 | B-BBEE Procurement Spend from all Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend | 12 | 70.0% | 60.83% | 10.43 | 18.43 |
| | | B-BBEE Procurement Spend from Qualifying Small Enterprises or from Exempted Micro-Enterprises based on the applicable B-BBEE Procurement cognition Levels as a percentage of Total Measured Procurement Spend | 3 | 15.0% | 26.33% | 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 | 3 | 20.0% | 42.69% | 3.00 | |
| - Suppliers that are more than 30% black women owned | 2 | 20.0% | 22.76% | 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 NPAT | 10 | 3% of NPAT | 2.85% | 9.48 | 14.48 |
| | | Investment in Black Women Owned Enterprises | 5 | 1% of NPAT | 1.41% | 5.00 | |
| Socio-Economic Development | 5 | Average annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of NPAT with enhanced recognition for contributions to specific causes. | 5 | 1% of NPAT | 1.56% | 5.00 | 5.00 |
| Total | | | | | | | 90.19 |

FINAL SCORE

90.19

STATUS

Level Two Contributor

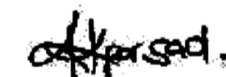
Broad-Based BEE Status Categories

| | | |
|---------------------------|---------------------|------------------|
| 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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