

### TRANSPORT SECTOR GENERIC SCORECARD:FORWARDING & CLEARING SUB-SECTOR

|                            |                           |                           |                  |
|----------------------------|---------------------------|---------------------------|------------------|
| <b>Measured Entity</b>     | Röhlig-Grindrod (Pty) Ltd | <b>Issue Date</b>         | 02 July 2024     |
| <b>Registration Number</b> | 1998/025820/07            | <b>Certificate Number</b> | RLG 01179 REV-13 |

| 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                          | 51.27%   | 3.00  | 19.28       |
|                    |           | Exercisable Voting Rights in the Enterprise in the hands of Black Women  | 2                   | 10%                                   | 37.42%   | 2.00  |             |
|                    |           | Economic Interest of Black People in the Enterprise  | 4                   | 25%                                   | 51.27%   | 4.00  |             |
|                    |           | Economic Interest of Black Women in the Enterprise   | 2                   | 10%                                   | 22.86%   | 2.00  |             |
|                    |           | Economic Interest of the following black natural people in the Enterprise:<br>- Black Designated Groups<br>- black participants in Employee Share Ownership Programs (ESOP)<br>- black beneficiaries of Broad-Based Ownership Schemes (BBOS)<br>- black participants in Co-operatives. | 1                   | 3%                                    | 0.49%    | 0.16  |             |
|                    |           | Ownership Fulfilment   | 1                   | Yes                                   | Yes      | 1.00  |             |
|                    |           | 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  |             |
|                    |           | <u>Bonus points</u> : Involvement in the ownership of the Enterprise of Black New Entrants   | 1                   | 10%                                   | 1.18%    | 0.12  |             |
|                    |           | <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.   | 1                   | 10%                                   | 0.00%    | 0.00  |             |
| Management Control | 10        | Exercisable Voting Rights of black Board members who are black   | 1.5                 | 50%                                   | 60.00%   | 1.50  | 7.20        |
|                    |           | Exercisable Voting Rights of black Board members who are black women   | 1.5                 | 25%                                   | 20.00%   | 1.20  |             |
|                    |           | 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  | 1.5                 | 40%                                   | 100.00%  | 1.50  |             |
|                    |           | Black Senior Top Management who are women  | 1.5                 | 20%                                   | 0.00%    | 0.00  |             |
|                    |           | Black Other Top Management   | 1.0                 | 40%                                   | 57.14%   | 1.00  |             |
|                    |           | Black Other Top Management who are women   | 1.0                 | 20%                                   | 28.57%   | 1.00  |             |
|                    |           | <u>Bonus points</u> : 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%                                  | 1.87%    | 0.47  | 7.44        |
|                    |           | Black women disabled employees as a percentage of all employees  | 0.5                 | 1.0%                                  | 1.31%    | 0.50  |             |
|                    |           | Black employees in Senior Management as a percentage of all such employees   | 2.0                 | 60.0%                                 | 37.50%   | 1.25  |             |
|                    |           | Black women employees in Senior Management as a percentage of all such employees   | 1.0                 | 30.0%                                 | 12.50%   | 0.42  |             |
|                    |           | Black employees in Middle Management as a percentage of all such employees   | 2.0                 | 75.0%                                 | 55.26%   | 1.47  |             |
|                    |           | Black women employees in Middle Management as a percentage of all such employees   | 1.0                 | 38.0%                                 | 23.68%   | 0.62  |             |
|                    |           | Black employees in Junior Management as a percentage of all such employees   | 2.0                 | 80.0%                                 | 74.27%   | 1.86  |             |
|                    |           | Black women employees in Junior Management as a percentage of all such employee  | 1.0                 | 40.0%                                 | 34.02%   | 0.85  |             |
|                    |           | <u>Bonus points</u> 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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| BEE Elements               | Weighting | Indicators  | Indicator Weighting | Target (Years 10) | Actual % | Score | Total Score |
|----------------------------|-----------|---|---------------------|-------------------|----------|-------|-------------|
| Skills Development         | 20        | Skills Development for black employees as a percentage of Leviaible Amount  | 5                   | 3.0%              | 2.02%    | 3.37  | 17.50       |
|                            |           | Skills Development for black women employees as a percentage of Leviaible Amount  | 5                   | 1.5%              | 1.24%    | 4.13  |             |
|                            |           | Skills Development for black employees with disabilities as a percentage of Leviaible Amount  | 2                   | 0.3%              | 0.34%    | 2.00  |             |
|                            |           | Skills Development for black women employees with disabilities as a percentage of Leviaible Amount  | 2                   | 0.15%             | 0.32%    | 2.00  |             |
|                            |           | Number of black employees participating in In-service Training Programmes as a percentage of total employees  | 4                   | 5.0%              | 8.99%    | 4.00  |             |
|                            |           | Number of black women employees participating in In-service Training Programmes as a percentage of total employees  | 2                   | 2.5%              | 5.99%    | 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%             | 80.15%   | 12.00 | 20.00       |
|                            |           | 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%             | 23.32%   | 3.00  |             |
|                            |           | B-BBEE Procurement Spend from any of the following Suppliers as a percentage of Total Measured Procurement Spend:<br>- Suppliers that are more than 50% black owned<br>- Suppliers that are more than 30% black women owned | 3                   | 20.0%             | 46.87%   | 3.00  |             |
|                            |           |   | 2                   | 20.0%             | 40.68%   | 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        | 3.26%    | 10.00 | 15.00       |
|                            |           | Investment in Black Women Owned Enterprises   | 5                   | 1.5% of NPAT      | 1.76%    | 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        | 0.96%    | 4.81  | 4.81        |

|   |                            |
|---|----------------------------|
| <b>SCORE BEFORE Y.E.S INITIATIVE CHECKED</b>                  | <b>91.23</b>               |
| <b>FINAL SCORE AFTER Y.E.S INITIATIVE CHECKED</b>             | <b>91.23</b>               |
| <b>RECOGNITION LEVEL BEFORE Y.E.S INITIATIVE CHECKED</b>      | <b>Level 2 Contributor</b> |
| <b>FINAL RECOGNITION LEVEL AFTER Y.E.S INITIATIVE CHECKED</b> | <b>Level 1 Contributor</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   |

  
 Jameshen Moodley  
 Analyst

  
 Nokulunga Ngcobo  
 Technical Signatory