|  |  |
| --- | --- |
| _Pic1 | **Broad-Based Black Economic Empowerment Commission****Compliance Reporting Matrix (Annexure)** |

**SCORECARD ELEMENTS**

1. **OWNERSHIP AND MANAGEMENT CONTROL**

Please indicate % of black shareholding and number of directors/managers by providing relevant information below:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Categories** | **%/ Number for each category** | **Race classification (indicate nr in terms of A, C & I)** | **Gender (indicate nr in terms of F & M)** | **Age (provide nr in chronological order)** | **Location (indicate nr in each Province)** | **Disability (indicate nr in terms of F & M)** |
| Black Ownership | 15.68% |  Various – mandated investments |  M = 7.67% F = 8.01% |  Various – mandated investments | Various – mandated investments |  None |
| As a listed public entity, CAT’s shares are held through individuals, entities that have submitted BBBEE certificates, and mandated investments (for which a Competent Person’s Report was obtained). The exact number, race, gender, age, location and any disabilities of such shareholders cannot be determined from available information. The Flow-through principle determines the CTP shareholding. |
| Non-Exec Directors | 33.3% |  A = 100% | M = 100% |  56, 63 | GP = 1WC = 1 |  None |
| Exec Directors | 66.7% | C = 50% | M = 75%F = 25% |  40, 55, 61, 75 | GP = 3WC = 1 |  None |
| SeniorManagement | 77 | A = 3%C = 9%I = 0% | M = 76.6%F = 23.4% | 18 – 34: 535 – 55: 47>55: 25 | GP = 56WC = 17KZN = 3MP = 1 |  None |
| MiddleManagement | 120 | A = 11%C = 19%I = 9% | M = 48%F = 52% | 18 – 34: 1935 – 55: 94>55: 7 | GP = 98WC = 13KZN = 5LP = 1MP = 3 | None |
| JuniorManagement | 1890 | A = 31%C = 25%I = 10% | M = 56%F = 44% | 18 – 34: 49935 – 55: 1116>55: 275 | GP = 1142WC = 301KZN = 250LP = 49MP =  | F = 3M = 5 |
| **Dividends declared - nil** |  |  |  |  |

1. **SKILLS DEVELOPMENT**

Provide number of black persons trained by providing relevant information as follows:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Categories** | **Numberfor eachcategory** | **Race classification (indicate nr in terms of A, C & I)** | **Gender (indicate nr in terms of F & M)** | **Age (provide nr in chronological order)** | **Location (indicate nr in each Province)** | **Disability (indicate nr in terms of F & M)** | **Value thereof** |
| Blackemployees |  2352 | A = 1412C = 724I = 216 |  M = 1634 F = 718 | 18 – 34: 189535 – 55: 434>55: 23 | GP: 1343WC:963KZN: 34MP:12  |  20 | R48099638 |
| Black People on internships, apprenticeship, learnership |  552 | A = 388C = 142I = 22 |  M = 349 F = 203 | 18 – 34:42435 – 55: 128>55: 0 | GP: 291WC: 254KZN: 7 |  20 | R25321243 |
| Unemployed black people |  188 | A = 145C = 39I =4 |  M = 100 F = 88 | 18 – 34: 18835 – 55: 0>55: 0 | GP: 123WC:61 KZN: 4 |  75 | R12845362 |
| Black people absorbed |  30 | A = 22C = 3I =5 |  M = 18 F = 12 | 18 – 34: 3035 – 55: 0>55: 0 | GP: 24WC: 10 |  6 | Not applicable |

1. **ENTERPRISE AND SUPPLIER DEVELOPMENT**

Number of enterprise and supplier development beneficiaries and value thereof by providing relevant information below:

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Number** | **%** | **of** | **Number** | **%** | **of** | **Number** | **%** | **of** | **Number** | **%** | **of** | **Value** | **Value** |
| **of** | **Black** |  | **of** | **Black** |  | **of** | **Black** |  | **of** | **Black** |  | **thereof** | **thereof** |
| **enterpris** | **owner-** |  | **enterpris** | **owner-** |  | **supplier** | **owner-** |  | **supplier** | **owner-** |  | **(enterpri** | **(supplier** |
| **e****develop ment beneficia ries** | **ship** |  | **e****develop ment beneficia ries** | **ship** |  | **develop ment beneficia ries (EMEs)** | **ship** |  | **develop ment beneficia ries (QSEs)** | **ship** |  | **se****develop ment)** | **develop ment)** |
| **(EMEs)** |  |  | **(QSEs)** |  |  |  |  |  |  |  |  |  |  |
| 24 | 100% |  |  0 |  Not applicable |  | 16 | 100% |  | 0 | Not applicable |  | R3 487 000 | R5 898 000  |

1. **SOCIO-ECONOMIC DEVELOPMENT**

Number of black participants, race classification, gender, geographical indication and value thereof by providing relevant information below:

|  |  |  |  |
| --- | --- | --- | --- |
| **Number of participants** | **Race classification (indicate nr in terms of A, C & I)** | **Gender (indicate nr in terms of F & M)** | **Geographical indication (indicate nr in each Province)** |
|  Beneficiaries are organisations that only provide a breakdown of the percentage Black beneficiaries as required by the DTI BEE Codes. | The organisations indicate that at least 75% are Black beneficiaries. These are not measured, per beneficiary, as this is not required by the DTI BEE Codes |  The beneficiary organisations do not collate the information per gender. They only provide proof that at least 75% of the beneficiaries are Black as required by the DTI BEE Codes. | GP | There is no breakdown per province provided by the beneficiary organisations. |
|  |  |  | MP |  |
|  |  |  | FS |  |
|  |  |  | LP |  |
|  |  |  | WC |  |
|  |  |  | EC |  |
|  |  |  | NC |  |
|  |  |  | KZN |  |
|  |  |  | NW |  |
| **Value thereof** |  R4 212 000 |