|  |  |
| --- | --- |
| _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 = 1  WC = 1 | None |
| Exec Directors | 66.7% | C = 50% | M = 75%  F = 25% | 40, 55, 61, 75 | GP = 3  WC = 1 | None |
| Senior  Management | 77 | A = 3%  C = 9%  I = 0% | M = 76.6%  F = 23.4% | 18 – 34: 5  35 – 55: 47  >55: 25 | GP = 56  WC = 17  KZN = 3  MP = 1 | None |
| Middle  Management | 120 | A = 11%  C = 19%  I = 9% | M = 48%  F = 52% | 18 – 34: 19  35 – 55: 94  >55: 7 | GP = 98  WC = 13  KZN = 5  LP = 1  MP = 3 | None |
| Junior  Management | 1890 | A = 31%  C = 25%  I = 10% | M = 56%  F = 44% | 18 – 34: 499  35 – 55: 1116  >55: 275 | GP = 1142  WC = 301  KZN = 250  LP = 49  MP = | F = 3  M = 5 |
| **Dividends declared - nil** | |  | | | | |  |  |  |

1. **SKILLS DEVELOPMENT**

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

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **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)** | **Value thereof** |
| Black  employees | 2352 | A = 1412  C = 724  I = 216 | M = 1634  F = 718 | 18 – 34: 1895  35 – 55: 434  >55: 23 | GP: 1343  WC:963  KZN: 34  MP:12 | 20 | R48099638 |
| Black People on internships, apprenticeship, learnership | 552 | A = 388  C = 142  I = 22 | M = 349  F = 203 | 18 – 34:424  35 – 55: 128  >55: 0 | GP: 291  WC: 254  KZN: 7 | 20 | R25321243 |
| Unemployed black people | 188 | A = 145  C = 39  I =4 | M = 100  F = 88 | 18 – 34: 188  35 – 55: 0  >55: 0 | GP: 123  WC:61  KZN: 4 | 75 | R12845362 |
| Black people absorbed | 30 | A = 22  C = 3  I =5 | M = 18  F = 12 | 18 – 34: 30  35 – 55: 0  >55: 0 | GP: 24  WC: 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 | | | |