



## BROAD-BASED BEE VERIFICATION CERTIFICATE

WE CERTIFY THAT

### BROTHER INTERNATIONAL SA (PTY) LTD

Brother House, 96 Sovereign Drive, Route 21, Corporate Park, Irene, 0157

REG No: 1970/006803/07 | VAT No: 4870106285

Has been assessed and verified with the B-BBEE Amendment Act (No. 46 of 2013) and the Amended ICT

Sector Codes, Gazette 40407 and has achieved the following:

**B-BBEE STATUS LEVEL: 6**

B-BBEE PROCUREMENT RECOGNITION LEVEL: 60%



ELEMENT	ACHIEVED
OWNERSHIP	0.00
MANAGEMENT CONTROL	05.28
SKILLS DEVELOPMENT	20.28
ENTERPRISE & SUPPLIER DEV	52.53
SOCIO-ECONOMIC DEVELOPMENT	12.00
<b>TOTAL</b>	<b>90.10</b>

#### YES PARTICIPATION

PARTICIPATED IN Y.E.S. INITIATIVE	YES
ACHIEVED Y.E.S. TARGET & 2.5% ABSORPTION	YES
ACHIEVED 1.5 X Y.E.S. TARGET & 5% ABSORPTION	NO
ACHIEVED DOUBLE Y.E.S TARGET & 5% ABSORPTION	NO
<b>CERTIFICATE NUMBER</b>	<b>BI803ICT24JS</b>
<b>MEASUREMENT PERIOD START</b>	<b>01 APRIL 2022</b>
<b>MEASUREMENT PERIODEND</b>	<b>31 MARCH 2023</b>

BLACK OWNERSHIP %	0.00%
BLACK FEMALE OWNERSHIP %	0.00%
BLACK DESIGNATED GROUP %	0.00%
BLACK YOUTH %	0.00%
BLACK DISABLED %	0.00%
BLACK UNEMPLOYED %	0.00%
BLACK PEOPLE LIVING IN RURAL AREAS%	0.00%
BLACK MILITARY VETERANS %	0.00%
MODIFIED FLOW THROUGH PRINCIPLE	NO
EXCLUSION PRINCIPLE USED	NO
EMPOWERING SUPPLIER	YES
DISCOUNTING PRINCIPLE USED	YES
ALL PRIORITY ELEMENTS ACHIEVED	NO
BEE CATEGORY	GENERIC – ICT
EFFECTIVE DATE	16 FEBRUARY 2024
EXPIRY DATE	15 FEBRUARY 2025

  
JOE SERETLOE  
VERIFICATION MANAGER



BVA 265

# ICT Amended COGP Generic Calculator - Scorecard -



Overall Scorecard - BROTHER INTERNATIONAL SA - BEE Level Before Discount: 6, After Discount: 6	Verification Agency: <b>JSBEE SOLUTIONS</b>	
	Analyst Name: <b>Sidney Kabwe</b>	01 February 2024
	Date Completed:	
	Technical Signatory: <b>Johanees Seretloe</b>	16 February 2024
	Date Signed Off:	

BROTHER INTERNATIONAL SA qualifies and is measured as a Generic Entity under the ICT Sector Code

Element Weight	Element Criteria	Indicator	Indicator Weight	Target	Actual	Score	Element Score	Min 40% achieved?
<b>Ownership AICT 100</b>								
<b>25</b>	<b>Voting Rights</b>	Exercisable Black Voting Rights	4,00	30,00%	0,00%	0,00	0,00	No
		Exercisable Black Women Voting Rights	2,00	10,00%	0,00%	0,00		
	<b>Economic Interest</b>	Economic interest - black people	4,00	30,00%	0,00%	0,00		
		Economic interest - black women	2,00	10,00%	0,00%	0,00		
		Economic interest - Black Designated Groups & ESOPs, Broad-based Schemes / Co-ops	3,00	3,00%	0,00%	0,00		
	<b>New Entrants</b>	Ownership by Black New Entrants	2,00	2,00%	0,00%	0,00		
<b>Net Equity Value</b>	Net Equity Value	8,00	formula	0,00	0,00			
<b>Management Control AICT 200 based on RSA Overall Demographic Targets</b>								
<b>23</b>	<b>Board Participation</b>	Exercisable Voting Rights of Black Board Members	3,00	50,00%	0,00%	0,00	5,28	
		Exercisable Voting Rights of Black Women Board Members	2,00	25,00%	0,00%	0,00		
		Black Exec. Directors as a % of all Exec. Directors	2,00	50,00%	0,00%	0,00		
		Black Women Exec. Directors as a % of all Exec. Directors	1,00	25,00%	0,00%	0,00		
	<b>Other Executive Management</b>	Black Exec. Management as a % of all Executive Management	3,00	60,00%	33,33%	1,67		
		Black Women Exec. Management as a % of all Executive Management	2,00	30,00%	0,00%	0,00		
	<b>Senior Management</b>	Black employees in Senior Management	2,00	60,00%	1,76%	0,06		
		Black Women employees in Senior Management	1,00	30,00%	0,71%	0,02		
	<b>Middle Management</b>	Black employees in Middle Management	2,00	75,00%	0,00%	0,00		
		Black Women employees in Middle Management	1,00	38,00%	0,00%	0,00		
	<b>Junior Management</b>	Black employees in Junior Management	1,00	88,00%	56,07%	0,64		
		Black Women employees in Junior Management	1,00	44,00%	39,39%	0,90		
	<b>Disabled Employees</b>	Black disabled employees	2,00	2,00%	4,35%	2,00		
	<b>Skills Development AICT 300 based on RSA Overall demographic targets</b>							
<b>20</b>	<b>Learning Program Expenditure</b>	Expenditure on Learning Programmes for Black People	8,00	6,00%	5,50%	7,34	20,28	Yes
		Expenditure on Learning Programmes for Disabled Black People with EAP applied	4,00	0,30%	0,26%	3,48		
	<b>Learnerships, Apprenticeships, Internships</b>	Number of Black People in Learning Programmes	4,00	2,50%	2,17%	3,48		Yes
		Number of Black Unemployed People in Learning programmes	4,00	2,50%	2,17%	3,48		
<b>Learners Absorbed</b>	Black people absorbed at the end of Learnerships with EAP applied	5,00	100,00%	50,20%	2,51			
<b>Enterprise &amp; Supplier Development AICT 400</b>								
<b>50</b>	<b>Preferential Procurement</b>	BEE Procurement Spend with Empowering Suppliers	5,00	80,00%	103,47%	5,00	52,53	Yes
		Procurement Spend with Empowering Suppliers qualifying as QSEs	3,00	15,00%	57,66%	3,00		
		Procurement Spend with suppliers qualifying as EMES	4,00	15,00%	5,73%	1,53		
		BEE Procurement Spend with Empowering Suppliers Min 51% black owned	9,00	40,00%	95,20%	9,00		
		Procurement Spend with Empowering Suppliers Min 30% black women owned	4,00	12,00%	57,66%	4,00		
		B-BBEE Procurement with Designated Group suppliers Min 51% black owned	2,00	2,00%	7,28%	2,00		
	<b>Supplier Development</b>	Supplier Development contributions	10,00	2,00%	2,17%	10,00	Yes	
		Enterprise Development contributions and Sector specific Programmes	15,00	3,00%	4,14%	15,00	Yes	
	<b>Graduation</b>	Graduation from Enterprise Development to Supplier Development beneficiary	1,00	Yes	Yes	1,00		
	<b>Job Creation</b>	Created new jobs up to 10% of workforce as a result of SD&ED initiatives OR	1,00	Yes	Yes	1,00		
Created new jobs 11%+ as a result of SD&ED initiatives - max 2 points across both		1,00	Yes	Yes	1,00			
<b>Socio-Economic Development AICT 500</b>								
<b>12</b>	<b>Contributions</b>	Annual value of SED contributions	12,00	1,50%	1,59%	12,00	12,00	
<b>130,00</b>			<b>140,00</b>				<b>90,10</b>	
<b>133,00</b>	<b>YES Initiative</b>	1.5 x YES Target and 5% Absorption	3,00	Yes	No	0,00	0,00	
			<b>143,00</b>				<b>90,10</b>	

Comment:

	Before discount	After discount
<b>BEE Recognition Level</b>	<b>6</b>	<b>6</b>
<b>% Recognition</b>	<b>60%</b>	<b>60%</b>
<b>Black Ownership Economic Interest %</b>		<b>0,00%</b>
<b>Black Women Ownership Econ. Interest %</b>		<b>0,00%</b>
<b>Modified Flow Through used in Ownership</b>		<b>No</b>
<b>Black Ownership Status per Amended COGP Definitions</b>		
- Measured Entity has not met the criteria for Black Ownership		
<b>Empowering Supplier Status</b>		<b>Yes</b>
<b>Designated Group Suppliers</b>		<b>No</b>