

## BBBEE VERIFICATION REPORT

### GENERIC SCORECARD

<b>Measured Enterprise</b>	GEA Aircooled Systems (Pty) Ltd	<b>Physical Location</b>	Germiston, Gauteng
<b>Registration Number</b>	1975/000303/07	<b>Certificate Number</b>	GEA 100925G - REV 1

BEE Elements	Weighting	Indicators	Indicator Weighting	Target (Years 0-5)	Actual %	Score	Total Score
Equity Ownership	20	Exercisable Voting Rights in the Enterprise in the hands of black people	3	25%	25.0%	3.00	20.28
		Exercisable Voting Rights in the Enterprise in the hands of black women	2	10%	10.4%	2.00	
		Economic Interest of black people in the Enterprise	4	25%	25.0%	4.00	
		Economic Interest of black women in the Enterprise	2	10%	10.4%	2.00	
		Economic Interest of the following black natural people in the Enterprise: - black designated groups - black participants in Employee Ownership Schemes - black beneficiaries of Broad based Ownership Schemes - black participants in Co-operatives.	1	2.5%	6.7%	1.00	
		Ownership Fulfilment	1	Yes	No	0.00	
		Current Equity Interest	7	40% of Target (Yr. 3&4)		5.92	
		<u>Bonus points</u> : Involvement in the ownership of the Enterprise of black new entrants	2	10%	12.2%	1.69	
<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%	6.7%	0.67			
Management Control	10	Exercisable Voting Rights of black Board members who are black adjusted using the Adjusted Recognition for Gender	3	50.0%	45.0%	2.70	2.70
		Black Executive Directors adjusted using the Adjusted Recognition for Gender	2	50.0%	0.0%	0.00	
		Black Senior Top Management adjusted using the Adjusted Recognition for Gender	3	40.0%	0.0%	0.00	
		Black Other Top Management adjusted using the Adjusted Recognition for Gender	2	40.0%	0.0%	0.00	
		<u>Bonus points</u> : Black Independent Non-Executive Board Members	1	40.0%	0.0%	0.00	
Employment Equity	15	Black disabled employees as a percentage of all employees using the Adjusted Recognition for Gender	2	2%	2.3%	2.00	8.53
		Black employees in Senior Management as a percentage of all such employees using the Adjusted Recognition for Gender	5	43%	38.2%	4.44	
		Black employees in Middle Management as a percentage of all such employees using the Adjusted Recognition for Gender	4	63%	25.0%	0.00	
		Black employees in Junior Management as a percentage of all such employees using the Adjusted Recognition for Gender	4	68%	35.6%	2.09	
		<u>Bonus points</u> for meeting or exceeding the EAP targets in each category.	3	Exceed targets, Min 40% in categories		0.00	

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BEE Elements	Weighting	Indicators	Indicator Weighting	Target (Years 0-5)	Actual %	Score	Total Score
Skills Development	15	Skills Development for black employees as a percentage of Leivable Amount using the Adjusted recognition for Gender.	6	3%	4.4%	6.00	15.00
		Skills Development for black employees with disabilities as a percentage of Leivable Amount using the Adjusted Recognition for Gender.	3	0.3%	0.5%	3.00	
		Number of black employees participating in In-service Training Programmes as a percentage of total employees using the Adjusted Recognition for Gender	6	5%	7.2%	6.00	
Preferential Procurement	20	BB-BEE Procurement Spend from all Suppliers based on the BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	12	50%	39.9%	9.59	13.85
		BB-BEE Procurement Spend from Qualifying Small Enterprises or from Exempted Micro- Enterprises based on the applicable BB-BEE Procurement cognition Levels as a percentage of Total Measured Procurement Spend	3	10%	1.8%	0.54	
		BB-BEE Procurement Spend from any of the following Suppliers as a percentage of Total Measured Procurement Spend: - Suppliers that are more than 50% black owned - Suppliers that are more than 30% black women owned	3 2	9% 6%	9.5% 2.1%	3.00 0.72	
Enterprise Development	15	Average annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Enterprise as a percentage of Net Profit after Tax or Turnover	15	3.00% of NPAT	5.76%	15.00	15.00
Socio-Economic Development	5	Average annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of Net Profit after Tax or Turnover	5	1.00% of NPAT	1.15%	5.00	5.00
<b>Total</b>							<b>80.35</b>

### Measurement Options

<b>FINAL SCORE</b>	<b>80.35</b>
<b>STATUS</b>	<b>Level Three 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