

MEASURED ENTERPRISE

Company Name ArcelorMittal South Africa Limited
Trade Name ArcelorMittal South Africa Limited
Registration Number 1989/002164/06
VAT Number 4920114990

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% + 1 vote	0.00%	0.00	0.00
		Exercisable Voting Rights in the Enterprise in the hands of black women	2	10%	0.00%	0.00	
		Economic Interest in the Enterprise to which Black people are entitled	4	25%	0.00%	0.00	
		Economic Interest in the Enterprise to which Black women are entitled	2	10%	0.00%	0.00	
		Economic Interest in the Enterprise to which specified black natural people are entitled	1	2.5%	0.00%	0.00	
		Ownership Fulfilment	1	40% of Target (Yr. 3)	0.00%	0.00	
		Net Value	7			0.00	
		Bonus points: Involvement in the ownership of the enterprise by Black New Entrants	2	10%	0.00%	0.00	
		Bonus points: Involvement in the ownership of the enterprise by various black group schemes	1	10%	0.00%	0.00	
Management Control	10	Exercisable Voting Rights of black board members using the adjusted recognition for gender	3	50%	31.81%	1.90	8.93
		Black Executive Directors using the adjusted recognition for gender	2	50%	50.00%	2.00	
		Black Senior Top Management using the adjusted recognition for gender	3	40%	45.00%	3.00	
		Black Other Top Management using the adjusted recognition for gender	2	40%	20.58%	1.02	
		Bonus points: Black Independent Non-Executive Board Members	1	40%	40.00%	1.00	
Employment Equity	15	Black Disabled Employees as a percentage of all employees (gender adjusted)	2	2%	0.00%	0.00	0.00
		Black employees in Senior Management as a percentage of all such employees (gender adjusted)	5	43%	0.00%	0.00	
		Black employees in Middle Management as a percentage of all such employees (gender adjusted)	4	63%	0.00%	0.00	
		Black employees in Junior Management as a percentage of all such employees (gender adjusted)	4	68%	0.00%	0.00	
		Bonus point for meeting or exceeding the EAP targets in Senior Management	1	87%	0.00%	0.00	
		Bonus point for meeting or exceeding the EAP targets in Middle Management	1	87%	0.00%	0.00	
		Bonus point for meeting or exceeding the EAP targets in Junior Management	1	87.5%	0.00%	0.00	

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Skills Development	15	Adjusted Skills Development Expenditure on Learning Programmes for black employees as a percentage of Leviable Amount (gender adjusted).	6	3%	3.36%	6.00	12.00
		Adjusted Skills Development Expenditure on Learning Programmes for black disabled employees as a percentage of Leviable Amount (gender adjusted).	3	0.3%	0.00%	0.00	
		Number of black employees in learnerships or category B,C, and D Programmes as a percentage of total employees (gender adjusted)	6	5%	5.71%	6.00	
Preferential Procurement	20	BEE Procurement Spend from all Suppliers based on the BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	12	50%	57.36%	12.00	16.94
		BEE Procurement Spend from QSE'S and EME'S based on the BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	10%	5.24%	1.57	
		BEE Procurement Spend from Suppliers that have black ownership greater than 50% as a percentage of Total Measured Procurement Spend	3	9%	15.07%	3.00	
		BEE Procurement Spend from Suppliers that have black women ownership greater than 30% as a percentage of Total Measured Procurement Spend	2	6%	1.11%	0.37	
Enterprise Development	15	Average annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Enterprise as a percentage of the target (NPAT or Turnover).	15	3.00%	0.00%	0.00	0.00
Socio-Economic Development	5	Average annual value of all Socio-Economic Development Contributions and Approved Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target (NPAT or Turnover)	5	1%	1.00%	5.00	5.00

Measurement Options:

FINAL SCORE	42.88
STATUS:	Level 7 Contributor