

# SAP South Africa (Pty) Ltd

## ICT CODES SCORECARD

FOR THE TWELVE PERIOD ENDED 31 DECEMBER 2011

CERTIFICATION DATE: 14 MARCH 2013

Verified and issued by SizweNtsalubaGobodo Inc. on 15 March 2013

SUMMARY SCORECARD - December 2011

ANNEXURE B

DRAFT FOR  
DISCUSSION

### Ownership

- Voting Rights of black people
- Voting rights of black women
- Economic interest of black people
- Economic interest of black women
- Economic interest of designated groups
- Realisation of ownership
- Realisation of net value
- Involvement of new entrants (bonus points)
- Involvement of black participants (bonus points)

### Management Control

#### Board Participation

- Board of directors
- Exercisable Voting rights of black boardmembers (ARfG)
- Black executive directors (ARfG)
- Black Independent directors (Bonus point)

#### Top Management

- Executives (appointed by the Board)
- Black Senior and other Top Management (ARfG)

### Employment Equity

- Senior Management
  - Black People (ARfG)
- Middle Management
  - Black People (ARfG)
- Junior Management
  - Black People (ARfG)
- Black People with Disabilities
- EAP targets (Bonus points)

### Skills Development

- Black People (ARfG)
- Black People with Disabilities (ARfG)
- Black Learnerships (ARfG)

### Preferential Procurement

- Procurement
- Procurement from EMEs and QSEs
- Procurement from:
  - 50% black owned
  - 30% black women owned
- Favourable payments(Bonus points)
- B-BBEE spend from 50%black owned and 30% black women owned
- Bonus points for every 5% of the 70% target spent with 50% black owned and 30% black women owned

### Enterprise Development

- Average annual value of Enterprise development

### Socio-Economic Development

- Corporate Social Investment (% of NPAT)

### Score

### Broad based BEE status level

### Value Adding Supplier

Pft before tax + Payroll > 25% of Revenue

Level 3

No

| ICT CODES OF GOOD PRACTICE |       |                  |             |               |
|----------------------------|-------|------------------|-------------|---------------|
| Codes Targets              |       |                  | YTD results | Current Score |
| 2011                       | 2016  | Weighting points | ICT Actuals |               |
| 20.00                      |       |                  |             | 15.82         |
|                            | 30.0% | 3.00             | 17.50%      | 1.75          |
|                            | 10.0% | 2.00             | 7.12%       | 1.42          |
|                            | 30.0% | 4.00             | 17.50%      | 2.33          |
|                            | 10.0% | 2.00             | 7.12%       | 1.42          |
|                            | 2.5%  | 1.00             | 17.50%      | 1.00          |
| Dependant                  |       | 1.00             | 0.00%       | 0.00          |
| Dependant                  |       | 7.00             | 17.50%      | 4.90          |
|                            | 10.0% | 2 bonus points   | 17.50%      | 2.00          |
|                            | 10.0% | 1 bonus point    |             | 1.00          |
| 10.00                      |       |                  |             | 9.00          |
|                            |       |                  |             |               |
|                            | 50.0% | 3.00             | 38.89%      | 2.33          |
|                            | 50.0% | 2.00             | 41.67%      | 1.67          |
|                            | 40.0% | 1 bonus point    | 0.00%       | 0.00          |
|                            | 40.0% | 5.00             | 41.67%      | 5.00          |
| 10.00                      |       |                  |             | 5.09          |
| 43.0%                      | 60.0% | 4.00             | 53.33%      | 3.56          |
| 63.0%                      | 75.0% | 3.00             | 19.40%      | 0.00          |
| 68.0%                      | 80.0% | 2.00             | 61.11%      | 1.53          |
| 2.0%                       | 3.0%  | 1.00             | 0.00%       | 0.00          |
|                            |       | 3 bonus point    |             | 0.00          |
| 17.00                      |       |                  |             | 6.27          |
|                            | 3.0%  | 7.00             | 1.48%       | 3.46          |
|                            | 0.3%  | 3.00             | 0.00%       | 0.00          |
|                            | 5.0%  | 7.00             | 2.01%       | 2.81          |
| 20.00                      |       |                  |             | 17.70         |
|                            | 70.0% | 12.00            | 71.20%      | 12.00         |
|                            | 15.0% | 3.00             | 31.27%      | 3.00          |
|                            | 20.0% | 5.00             | 6.79%       | 1.70          |
|                            | 12.0% | 3.00             | 6.45%       | 1.61          |
|                            | 8.0%  | 2.00             | 0.34%       | 0.09          |
|                            |       | 3bonus points    |             | 0.00          |
|                            |       | 2 bonus points   |             | 0.00          |
|                            |       | 1 bonus point    |             | 1.00          |
| 11.00                      |       |                  |             | 11.00         |
|                            | 5.00% | 11.00            | 9.22%       | 11.00         |
| 12.00                      |       |                  |             | 12.00         |
|                            | 1.50% | 12.00            | 2.49%       | 12.00         |
| 100.00                     |       |                  |             | 76.88         |

21.36%