

SAP South Africa (Pty) Ltd

ANNEXURE B

ICT CODES SCORECARD

FOR THE TWELVE PERIOD ENDED 31 DECEMBER 2011

CERTIFICATION DATE: 14 MARCH 2014

Verified and issued by SizweNtsalubaGobodo Inc. on 14 March 2013

SUMMARY SCORECARD - December 2012

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)
- 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 terms (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

Level 3

		YTD results	Current Score
Target	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
	1.00	0.00%	0.00
	7.00	17.50%	4.90
10.0%	2 bonus points	17.50%	2.00
10.0%	1 bonus point		1.00
8.00			8.45
50.0%	3.00	38.89%	2.33
50.0%	2.00	41.67%	1.67
40.0%	1 bonus point	22.22%	0.56
40.0%	3.00	47.35%	3.00
40.0%	2.00	17.73%	0.89
10.00			4.93
60.0%	4.00	41.07%	2.74
75.0%	3.00	21.77%	0.87
80.0%	2.00	52.94%	1.32
3.0%	1.00	0.00%	0.00
3 bonus point			
17.00			7.00
3.0%	7.00	3.71%	7.00
0.3%	3.00	0.00%	0.00
5.0%	7.00	0.00%	0.00
20.00			19.32
70.0%	12.00	76.76%	12.00
15.0%	3.00	17.64%	3.00
20.0%	5.00		
12.0%	3.00	4.89%	1.22
8.0%	2.00	0.39%	0.10
3bonus points		Yes	3.00
2 bonus points			
1 bonus point			
11.00			11.00
5.00%	11.00	14.32%	11.00
12.00			12.00
1.50%	12.00	6.72%	12.00
98.00			78.52