BEE VERIFICATION OWNERSHIP REPORT
GENERIC SCORECARD - ICT

MEASURED ENTERPRISE	
Company Name	SAP South Africa
Date	04 March 2014
Physical Location	SAP Business Park, 1 Woodmead Drive, Woodmead, Sandton
Registration Number	N/A
Vat Number	4150190645

Biltec – 10.5% black shareholding

The score is based on the following:

1. Biltec 10.5% Black shareholding with 4.27 Black females
2. No outstanding loans
3. Confirmation of Black new entrants
4. Qualify for points under Voting Rights and Economic Interest

Trust or Broad Based Black Ownership Scheme with 19.5% blacks (meets requirements and additional requirements – therefore 100%)

The score is based on the following assumptions as discussed with Andre:

1. BBBOS meets the 100% of the requirements of Annexure 100(b) of the Codes of Good Practice
2. No outstanding loans on Black owned shares
3. Scheme consists of 60% Black females and 40% Black males
4. Qualify for points under Voting Rights and Economic Interest

OWNERSHIP INCORPORATING BBOS (19.5%) AND BILTEC (10.5%)

Indicators	Weighting Points	Compliance Target	Actual %	Score	Total Score
Voting Rights:					
Exercisable Voting Rights in the Enterprise in the hands of black people	3	30%	30%	3	
Exercisable Voting Rights in the Enterprise in the hands of black women	2	10%	15.97%	2	
Economic Interest:					
Economic Interest of black people in the Enterprise	4	30%	30%	4	
Economic Interest of black women in the Enterprise	2	10%	15.97%	2	
Economic Interest of the following black natural people in the Enterprise 1. Black designated groups; 2. Black participants in Employee Ownership Schemes; 3. Black beneficiaries of Broad based Ownership Schemes; or 4. Black Participants in Co-operatives.	1	2.5%	19.50%	1	23
Realization Points:					
Ownership Fulfillment	1	Refer to par. 10.1	1	8	
Net Equity Interest	7	Refer to Annex C par. 4	7		
Bonus points:					
Involvement in the ownership of the Enterprise of black new entrants	2	10%	10.5%	2	
Involvement in the ownership of the Enterprise of black Participants: 1. in Employee Ownership Schemes; 2. of Broad-Based Ownership Schemes; or 3. Co-operatives.	1	10%	19.5%	1	

B-BBEE SCORE FOR OWNERSHIP ELEMENT
TOTAL SCORE: 23points

OWNERSHIP INCORPORATING BILTEC (10.5%)

Indicators	Weighting Points	Compliance Target	Actual %	Score	Total Score
Voting Rights:					8.60
Exercisable Voting Rights in the Enterprise in the hands of black people	3	30%	10.5%	1.05	
Exercisable Voting Rights in the Enterprise in the hands of black women	2	10%	4.27%	0.85	
Economic Interest:					
Economic Interest of black people in the Enterprise	4	30%	10.5%	1.40	
Economic Interest of black women in the Enterprise	2	10%	4.27%	0.85	
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; or Black Participants in Co-operatives.	1	2.5%	10.50%	0	
Realization Points:					
Ownership Fulfillment	1	Refer to par. 10.1	No	0	
Net Equity Interest	7	Refer to Annex C par. 4	35%	2.45	
Bonus points:					
Involvement in the ownership of the Enterprise of black new entrants	2	10%	10.5%	2	
Involvement in the ownership of the Enterprise of black Participants: 1. in Employee Ownership Schemes; 2. of Broad-Based Ownership Schemes; or 3. Co-operatives.	1	10%	0%	0	

B-BBEE SCORE FOR OWNERSHIP ELEMENT
TOTAL SCORE: 8.60 points

ADDITIONAL INFORMATON

BROAD-BASED BEE STATUS CATEGORIES		
B-BBEE Status	**Qualification**	**B-BBEE Recognition Level**
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 < 75 points	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

The distinction between trusts and broad-based ownership schemes is important. A trust includes trusts as normally understood, established for the benefit of employees or others who will themselves hold shares in, and derive economic benefits from, the measured enterprise. On the other hand, broad-based ownership schemes include schemes where the shares in the measured enterprise are held by fiduciaries (e.g. trustees), but the economic benefits flow through to a wide class of beneficiaries.

RULES FOR BROAD-BASED OWNERSHIP SCHEME'S CHECKLIST

(A maximum of 40% of the total points on the ownership scorecard of the measured entity if they meet the qualification criteria set out in Annexure 100 B in the Codes of Good Practice and 100% of total points should they meet the additional criteria in Annexure 100 B)

Kindly extract the information/ reference from the trust deed and populate the template below:

Requirements	Reference from the trust deed	Requirements Met (yes/No)
1. The management fees of the scheme does not exceed 15%	Same	
2. The constitution of the scheme must record the rules governing any portion of Economic Interest received and reserved for future distribution	Same	
3. At least 85% of the value of benefits allocated by the scheme must accrue to black people	Same	
4. At least 50% of the fiduciaries of the scheme must be independent persons having no employment with or direct or indirect beneficial interest in the scheme	Same	
5. At least 50% of the fiduciaries of the scheme must be black people and at least 25% must be black women	Same	
6. The chairperson of the scheme must be independent and:	Same	
7. The fiduciaries of the scheme must have no discretion on the above mentioned terms	Amended codes	
8 On winding up or termination of the scheme all accumulated Economic Interest must be transferred to beneficiaries or an entity with similar objectives	Same	
9. The constitution of the scheme must define the Participants and the proportion of their claim to receive distributions	Amended codes	
10 A written record of the names of the	Amended codes	

Participants or the use of a defined class of natural persons satisfies the requirement for identification		
110. A written record of fixed percentages of claim or the use of a formula for calculating claim satisfies the need for defining proportion of benefit	Amended codes	
12. The constitution, or other relevant statutory documents, of the scheme must be available, on request, to any participant in an official language in which that person is familiar	Amended codes	
13. The scheme fiduciaries must present the financial reports of the scheme to participants yearly at an annual general meeting of the scheme	Amended codes	
Additional criteria applicable to Trusts		
For an entity to obtain the maximum points on its Ownership scorecard, the following additional requirements must be met by a Broad-Based Ownership Scheme:		
1. A track record of operating as a Broad-Based Ownership Scheme, or in the absence of such a track record demonstrable evidence of full operational capacity to operate as a Broad-Based Ownership Scheme: and	Amended codes	
2. Operational capacity must be evidenced by suitably qualified and experienced staff in sufficient number, experienced professional advisors, operating premises, and all other necessary requirements for operating a business.	Amended codes	

Requirements	**Conclusion**
The Trust has met all the requirements therefore 100% points can be awarded	
The Trust has not met all the requirements therefore no 40% points can be awarded	