

Final BEE Verification Report

Mustek Group

Name of Entities	Registration Number	VAT Number
Brotek (Pty) Ltd	1981/007141/07	4840102885
Mecer Inter-Ed (Pty) Ltd	1990/002858/07	4660122567
Mustek Limited	1987/070161/06	4620105041
Rectron (Pty) Ltd	1995/003772/07	4380149775

16 January 2024

A handwritten signature in black ink, appearing to be 'Jeanet Phahlane'.

Jeanet Phahlane

Technical Signatory

A handwritten signature in black ink, appearing to be 'Jaques Koekemoer'.

Jaques Koekemoer

Verification Analyst

1. Details of Measured Entity:

Company Name	Mustek Group
Trade Name	Mustek Group
Address	322 15th Road Randjespark Midrand

2. Scorecard Overview:

Ownership Equity	25.00
Management Control	16.19
Skills Development	24.54
Enterprise Supplier Development	47.76
Socio Economic Development	10.46
TOTAL SCORE	123.95

3. B-BBEE Status:

BEE Recognition Level	135.00%
BEE Status	LEVEL 1
Subminimum discount applied (already discounted above if applicable)	NO
Black Ownership	46.73%
Black Female Ownership	25.87%
Qualifying Enterprise Supplier Development Beneficiary	YES
Empowering Supplier Status	YES
Applicable BEE Codes	Generic ICT Sector Code
Financial Period Measured	01 Jul 2022 - 30 Jun 2023
HR Measurement Date	30 September 2023
Issue Date	14 December 2023
Re-Issue Date	16 January 2024
Expiry Date	13 December 2024
Certificate Number	MUS008085/12/2023 (2)

4. Scorecard Summary:

Ownership

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Voting Rights	Exercisable Voting Rights in the Enterprise in the hands of black people	4	30.00%	48.95%	4.00
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	27.10%	2.00
Economic Interest	Economic Interest of black people in the Enterprise	4	30.00%	46.73%	4.00
	Economic Interest of black Women in the Enterprise	2	10.00%	25.87%	2.00
	Economic Interest of any of the following Black natural people in the Measured Entity: - Black Designated Groups (Youth, Unemployed, Rural Living, Disabled) - Black Participants in Employee Share Ownership Programmes; - Black people in Broad-based Ownership Schemes; - Black participants in Co-operatives	3	3.00%	14.61%	3.00
	Involvement in the ownership of the Enterprise of black new entrants	2	2.00%	24.00%	2.00
Realisation Points	Net Equity Value	8	30.00%	12.46	8.00
					25.00

Management Control

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Board Participation	Exercisable voting rights of black board members as a percentage of all board members	3	50.00%	57.14%	3.00
	Exercisable voting rights of black female board members as a percentage of all board members	2	25.00%	42.86%	2.00
	Black persons who are executive directors as a percentage of all executive directors	2	50.00%	33.33%	1.33
	Black female executive directors as a percentage of all executive directors	1	25.00%	33.33%	1.00
Other Executive Management	Black Other Executive Management as a percentage of all Other Executive Management	3	60.00%	42.11%	2.11
	Black female Other Executive Management as a percentage of all Other Executive Management	2	30.00%	21.05%	1.40
Senior Management	Black employees in Senior Management as a percentage of all Senior Management	2	60.00%	22.46%	0.75
	Black female Employees in Senior Management as a percentage of all Senior Management	1	30.00%	15.71%	0.52
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%	33.89%	0.90
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	17.83%	0.47
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	58.68%	0.67
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%	29.51%	0.67
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%	1.36%	1.36
					16.19

Skills Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Skills Development Expenditure	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leviable Amount	8	6.00%	5.66%	7.54
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people with disabilities as a percentage of Leviable Amount	4	0.30%	0.36%	4.00
Learnerships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	4	2.50%	2.50%	4.00
Unemployed Learners	Number of black unemployed people participating in training specified in the Learning Programme Matrix as a percentage of total employees	4	2.50%	2.50%	4.00
Bonus Points	Number of black people absorbed by the Measured Entity or in the Economy at the end of the Learnership, Apprenticeship, Internship and Graduate programmes	5	100.00%	100.00%	5.00
					24.54

Enterprise Supplier Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Preferential Procurement	B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a Percentage of Total Measured Procurement Spend	5	80.00%	108.58%	5.00
	B-BBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15.00%	4.66%	0.93
	B-BBEE Procurement Spend from Exempted Micro-Enterprise suppliers based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	15.00%	3.20%	0.85
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	9	40.00%	50.81%	9.00
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 30% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	12.00%	8.92%	2.97
Bonus Points	B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned based on the B-BBEE Recognition Level	2	2.00%	3.18%	2.00
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2.00%	3.06%	10.00
Enterprise Development	Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	15	3.00%	4.74%	15.00
Bonus Points	Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level	1	Yes	No	0.00
	Bonus point for creating new jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	2	10.00%	40.00%	2.00
					47.76

Socio-Economic Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
SED Contributions	Annual value of all Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target	12	1.50%	1.31%	10.46
					10.46

Youth Employment Service Initiative (Y.E.S)

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Y.E.S - Bonus Points	Achieved 1.5 x Y.E.S Employment Target	3	100.00%	0.00%	0.00
	Achieved 2 x Y.E.S Absorption Target		2.50%	0.00%	
					0.00

TOTAL BEE SCORE	123.95 Points
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BROAD BASED CONTRIBUTION LEVEL

LEVEL 1

YOUTH EMPLOYMENT SERVICE	NO
PROCUREMENT LEVEL	135%
EMPOWERING SUPPLIER	YES
DESIGNATED GROUP SUPPLIER	NO