



Final BEE Verification Report

Mustek Group

Consolidated Rating Certificate Incorporating:

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.

21 October 2024

A handwritten signature in black ink, appearing to be 'Jeanet Phahlane', written over a horizontal line.

Jeanet Phahlane

Technical Signatory

A handwritten signature in black ink, appearing to be 'Jaques Koekemoer', written over a horizontal line.

Jaques Koekemoer

Verification Analyst

1. Details of Measured Entity:

Company Name	Mustek Group
Incorporating	Refer to Annexure
Address	322 15th Road Randjespark Midrand
Registration Number	Refer to Annexure
Vat Number	Refer to Annexure

2. Scorecard Overview:

B-BBEE Element	Score Achieved	Weighted Points
Ownership Equity	25.00	25.00
Management Control	15.59	23.00
Skills Development	21.96	25.00
Enterprise Supplier Development	46.39	55.00
Socio Economic Development	12.00	12.00
Total Score	120.93	140.00

3. B-BBEE Status:

BEE Recognition Level	135.00%
BEE Status	LEVEL 1
Subminimum discount applied (already discounted above if applicable)	NO
Exclusions Principle applied	NO
Modified Flow Through Principle applied	NO
Black Ownership (Flow Through Principle)	51.98%
Black Ownership (Modified)	51.98%
Black Female Ownership	34.27%
Black Youth	13.25%
Black Disabled	0.00%
Black Unemployed	0.00%
Black People living in rural areas	0.00%
Black Military Veterans	0.00%
Black New Entrants	32.00%
Black Ownership Schemes	0.00%
Empowering Supplier Status	YES
Black Designated Group Supplier	NO (13.25%)
Applicable BEE Codes	Generic ICT Sector Code
Financial Period Measured	01 Jul 2023 - 30 Jun 2024
HR Measurement Date	31 July 2024
Issue Date	21 October 2024
Re-Issue Date	N/A
Expiry Date	20 October 2025
Certificate Number	MUS008282/10/2024

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%	51.23%	4.00
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	31.75%	2.00
Economic Interest	Economic Interest of black people in the Enterprise	4	30.00%	51.98%	4.00
	Economic Interest of black Women in the Enterprise	2	10.00%	34.27%	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%	13.25%	3.00
	Involvement in the ownership of the Enterprise of black new entrants	2	2.00%	32.00%	2.00
Realisation Points	Net Equity Value	8	30.00%	13.86	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%	40.00%	2.00
	Black female Other Executive Management as a percentage of all Other Executive Management	2	30.00%	15.00%	1.00
Senior Management	Black employees in Senior Management as a percentage of all Senior Management	2	60.00%	18.32%	0.61
	Black female Employees in Senior Management as a percentage of all Senior Management	1	30.00%	8.81%	0.29
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%	34.72%	0.93
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	19.41%	0.51
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	55.73%	0.63
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%	21.59%	0.49
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%	1.79%	1.79
					15.59

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 Leivable Amount	8	6.00%	3.75%	5.000
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people with disabilities as a percentage of Leivable Amount	4	0.30%	0.52%	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%	2.47%	3.96
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
					21.96

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%	94.04%	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%	2.77%	0.55
	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%	0.96%	0.26
	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%	38.87%	8.75
	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%	11.34%	3.78
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%	0.05%	0.05
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2.00%	2.07%	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%	3.03%	15.00
Bonus Points	Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level	1	Yes	Yes	1.00
	Bonus point for creating new jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	2	10.00%	100.00%	2.00
					46.39

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%	1.52%	12.00
					12.00

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



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