

## B-BBEE VERIFICATION REPORT

### CODES OF GOOD PRACTICE GENERIC SCORECARD

<b>Measured Enterprise</b>	MMI Holdings Limited	<b>Physical Location</b>	Centurion
<b>Registration Number</b>	2000/031756/06	<b>Certificate Number</b>	GEN 11460 REV1

BEE Elements	Weighting	Indicators	Indicator Weighting	Target	Actual %	Score	Total Score	
Equity Ownership	20	Exercisable Voting Rights in the Enterprise in the hands of black people	3	25.10%	30.94%	3.00	20.66	
		Exercisable Voting Rights in the Enterprise in the hands of black women	2	10.00%	7.44%	1.49		
		Economic Interest of black people in the Enterprise	4	25.00%	30.88%	4.00		
		Economic Interest of black women in the Enterprise	2	10.00%	7.44%	1.49		
		Economic Interest of the following black natural people in the Enterprise:	1	- black designated groups	2.50%	13.16%		1.00
		- black participants in Employee Ownership Schemes						
		- black beneficiaries of Broad based Ownership Schemes						
		- black participants in Co-operatives.						
		Ownership Fulfilment	1	Yes	No	0.00		
		Current Equity Interest	7			6.78		
		<b>Bonus points:</b> Involvement in the ownership of the Enterprise of black new entrants	2	10.00%	11.53%	1.94		
<b>Bonus point:</b> Involvement in the ownership of the Enterprise of black Participants in Employee Ownership Schemes; black beneficiaries of Public or General Benefit Schemes; or black Participants in Co-operatives.	1	10.00%	13.16%	0.97				
Management Control	10	Exercisable Voting Rights of Black Board Members	3	50.00%	42.11%	2.53	9.78	
		Black Executive Directors	2	50.00%	50.00%	2.00		
		Black Senior Top Management	3	40.00%	45.00%	3.00		
		Black Other Top Management	2	40.00%	25.00%	1.25		
		<b>Bonus points:</b> Black Independent Non-Executive Board Members	1	40.00%	53.85%	1.00		
Employment Equity	15	Black disabled employees	2	3.00%	0.00%	0.00	8.90	
		Black employees in Senior Management	5	60.00%	29.69%	2.47		
		Black employees in Middle Management	4	75.00%	45.49%	2.43		
		Black employees in Junior Management	4	80.00%	81.34%	4.00		
		<b>Bonus Points:</b> for meeting or exceeding the EAP targets	3			0.00		



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Skills Development	15	Skills Development for black employees as a percentage of Leviabie Amount using the Adjusted recognition for Gender.	6	3.00%	2.82%	5.64	11.78
		Skills Development for black employees with disabilities as a percentage of Leviabie Amount using the Adjusted recognition for Gender	3	0.30%	0.01%	0.14	
		Number of black employees participating in learnerships or Category B,C and D Programmes as a percentage of total employees using the Adjusted Recognition for Gender	6	5.00%	9.00%	6.00	
Preferential Procurement	20	B-BBEE Procurement Spend from all Suppliers based on the BEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	12	70.00%	65.2%	11.17	15.85
		B-BBEE Procurement Spend from Qualifying Small Enterprises or from Exempted Micro- Enterprises based on the applicable B-BBEE Procurement cognition Levels as a percentage of Total Measured Procurement Spend	3	15.00%	14.5%	2.89	
		B-BBEE Procurement Spend from any of the following Suppliers as a percentage of Total Measured Procurement Spend:					
		- Suppliers that are more than 50% black owned	3	12.00%	5.8%	1.45	
		- Suppliers that are more than 30% black women owned	2	8.00%	1.3%	0.34	
Enterprise Development	15	Average annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Enterprise as a percentage of Net Profit after Tax or Turnover	15	3.00%	4.75%	15.00	15.00
Socio-Economic Development	5	Average annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of Net Profit after Tax or Turnover	5	1.00%	1.02%	5.00	5.00
<b>Total</b>							<b>86.97</b>

### Measurement Options

<b>FINAL SCORE</b>	<b>86.97</b>
<b>STATUS</b>	<b>Level Two Contributor</b>

Broad-Based BEE Status Categories		
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 <75points	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