

Measured entity: **Omnia Group (Pty) Ltd, incorporating the divisions and subsidiaries as listed in "Annexure A"**

Element	Weighting	Criteria	Points	Target	Actual %	Actual Score	Total
Ownership	25	Voting rights					
		Exercisable voting rights in the hands of black people	4	25% + 1 vote	45.60%	4.00	24.06
		Exercisable voting rights in the hands of black women	2	10%	15.90%	2.00	
		Economic interest					
		Economic interest in the hands of black people	4	25%	34.16%	4.00	
		Economic interest in the hands of black women	2	10%	9.73%	1.95	
		Economic interest in the hands of black Designated Groups, black natural people in Employee Ownership Schemes, Broad-based Ownership Schemes or Co-Operatives	3	3%	12.44%	3.00	
New entrants	2	2%	12.44%	2.00			
		Net value	8			7.11	
Management Control	19	Board participation					
		Exercisable voting rights of black board members as a percentage of all board members	2	50%	66.67%	2.00	11.01
		Exercisable voting rights of black female board members as a percentage of all board members	1	25%	0.00%	0.00	
		Black executive directors as a percentage of all executive directors	2	50%	66.67%	2.00	
		Black female executive directors as a percentage of all executive directors	1	25%	0.00%	0.00	
		Other executive management					
		Black executive management as a percentage of all executive directors	2	60%	42.86%	1.43	
		Black female executive management as a percentage of all executive directors	1	30%	28.57%	0.95	
		Senior management					
		Black employees in senior management as a percentage of all senior management	2	60%	*ΣScore ^{RG}	0.67	
		Black female employees in senior management as a percentage of all senior management	1	30%	*ΣScore ^{RG}	0.26	
		Middle management					
		Black employees in middle management as a percentage of all middle management	2	75%	*ΣScore ^{RG}	0.69	
		Black female employees in middle management as a percentage of all middle management	1	38%	*ΣScore ^{RG}	0.27	
		Junior Management					
Black employees in junior management as a percentage of all junior management	1	88%	*ΣScore ^{RG}	0.62			
Black female employees in junior management as a percentage of all junior management	1	44%	*ΣScore ^{RG}	0.26			
Employees with Disabilities							
Black employees with disabilities as a percentage of all employees	2	2%	1.86%	1.86			

5

Measured entity: **Omnia Group (Pty) Ltd, incorporating the divisions and subsidiaries as listed in "Annexure A"**

Skills Development	20	Skills Development Expenditure on any programme specified in the Learning Programmes Matrix	8	6%	*ΣScore ^{RG}	5.76	17.05				
		Skills development expenditure on Learning Programmes specified in the Learning Programme's Matrix for black employees as a percentage of Leviale Amount									
		Skills development expenditure on Learning Programmes specified in the Learning Programme's Matrix for black employees with disabilities as a percentage of Leviale Amount						4	0.3%	0.13%	1.67
		Totals for Learnerships, Apprenticeships and Internships						4	2.5%	*ΣScore ^{RG}	3.90
		Number of black employees participating in Learnerships, Apprenticeships and Internships as a percentage of total employees						4	2.5%	*ΣScore ^{RG}	3.99
Number of black unemployed people participating in training specified in the learning programme matrix as a percentage of total employees	4	2.5%	*ΣScore ^{RG}	3.99							
Bonus points											
		Number of black people absorbed by the measured and Industry Entity at the end of the Learnership programme	5	100%	34.55%	1.73					
Enterprise and Supplier Development	40	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%	74.11%	4.63	34.03				
		B-BBEE procurement spend from all empowering Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of the Total Measured Procurement Spend	3	15%	10.59%	2.12					
		B-BBEE procurement spend from all empowering Exempted Micro Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of the Total Measured Procurement Spend	4	15%	6.95%	1.85					
		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 the Total Measured Procurement Spend	9	40%	19.07%	4.29					
		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 the Total Measured Procurement Spend	4	12%	9.15%	3.05					
		Bonus point - B-BBEE procurement spend from designated group suppliers that are at least 51% black owned	2	2%	1.09%	1.09					
		Supplier Development: Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2% of NPAT	3.92%	10.00					
		Enterprise Development: Annual value of all Enterprise Development Contributions made by the Measured Entity as a percentage of the target	5	1% of NPAT	3.43%	5.00					
		Bonus point – Graduation of one or more Enterprise Development Beneficiaries to the Supplier Development Level	1	Yes/No	Yes	1.00					
		Bonus point – Creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	1	Yes/No	Yes	1.00					
Socio-Economic Development	5	Average annual value of all Socio-Economic Development Contributions made by the measured entity as a percentage of the target	5	1% of NPAT	1.03%	5.00	5.00				
TOTAL B-BBEE POINTS SCORED						91.15					
B-BBEE CONTRIBUTION LEVEL						Level 3					
B-BBEE RECOGNITION LEVEL						110%					
Date of Assessment						23 October 2019					

* ΣScore^{RG}: Total score of the qualifying six black race group employees for the applicable measurement category indicator

07