



CALL: (012) 348 1193
MAIL: verifications@a-o-s.co.za

B-BBEE VERIFICATION AGENCY

*Broad-Based Black Economic Empowerment
Verification Certificate*

AMASONDO FLEET SERVICES (PTY) LTD

Certificate No: GEN0591-V1/AOSMP147.01.1

Registration No: 2000/015762/07
Vat No: 4630192112
Address: 12 Corobrik Road
Meadowdale
Gauteng
1614

Verification standard applied: Integrated and Sub-Sector Transport B-BBEE Charter: Road Freight
Issue of the rating standard applied: Section 9(1) of the B-BBEE Act 53 of 2003
Scorecard Applied: Generic Scorecard
Size of the enterprise: Turnover greater than R 35 million

| Element | Weighting | Score |
|----------------------------|-------------------|--------------|
| Ownership | 20 points | 17.24 |
| Management Control | 10 points | 7.17 |
| Employment Equity | 15 points | 15.00 |
| Skills Development | 15 points | 14.39 |
| Preferential Procurement | 20 points | 13.26 |
| Enterprise Development | 15 points | 14.35 |
| Socio-Economic Development | 5 points | 3.95 |
| Overall Score | 100 points | 85.36 |

Broad Based BEE status level: A level TWO contributor to B-BBEE.
BEE procurement recognition level: 125 %
Black Ownership: 41.46%
Black Women Ownership: 31.13%
Value Adding Supplier (Yes /No): No
Black Designated Group Ownership: 0.00%
Empowering Supplier (Yes/No): Yes
Modified Flow Through Principle applied: No
Financial year end verified: August'19
Date of Issue: 09 March 2020
Date of Expiry: 08 March 2021

This verification certificate and the verification report are based on information provided to Accountants-on-site (Pty) Ltd and represent an independent opinion based on the verification and analysis completed by Accountants-on-site (Pty) Ltd. The calculation of the scores has been determined in accordance with the Department of Trade and Industry's Gazette 32511 on Broad Based Black Economic Empowerment as gazetted on 21 August 2009.

Cornelius J. van Dyk
Accountants-on-site (Pty) Ltd



BVA197

Name of Measured Entity:

AMASONDO FLEET SERVICES (PTY) LTD

Certificate number:

GEN0591-V1/AOSMP147.01.1

SANAS Accreditation No:

BVA197

B-BBEE Analyst

Carina Havenga

Technical signatory

Cornelius J. van Dyk


MEASUREMENT OF THE OWNERSHIP ELEMENT OF B-BBEE

| Weighting Points | Ownership | Weighting Points | Compliance Target | Score |
|------------------|--|------------------|------------------------------|--------------|
| 20.00 | 1.1. Voting Rights: | | | |
| | 1.1.1 Exercisable Voting Rights in the Enterprise in the hands of black people | 3.00 | 25% + 1 Vote | 3.00 |
| | 1.1.2 Exercisable Voting Rights in the Enterprise in the hands of black women | 2.00 | 10.00% | 2.00 |
| | 1.2 Economic Interest | | | |
| | 1.2.1 Economic Interest of black people in the Enterprise | 4.00 | 25.00% | 4.00 |
| | 1.2.2 Economic Interest of black women in the Enterprise | 2.00 | 10.00% | 2.00 |
| | 1.2.3 Economic Interest of the following black natural people in the Enterprise: | 1.00 | 2.50% | 0.00 |
| | 1.2.3.1 black designated groups | | | |
| | 1.2.3.2 black participants in Employee Ownership Schemes | | | |
| | 1.2.3.3 black beneficiaries of Broad-based Ownership Schemes | | | |
| | 1.2.3.4 black participants in Co-Operatives | | | |
| | 1.3 Realisation Points | | | |
| | 1.3.1 Ownership Fulfilment | 1.00 | Refer to paragraph 10.1 | 0.00 |
| | 1.3.2 Net Value | 7.00 | Refer to Annex C paragraph 4 | 5.00 |
| 4.00 | 1.4 Bonus Points | | | |
| | 1.4.1 Involvement in the ownership of the Enterprise of black new entrants | 2.00 | 10.00% | 1.25 |
| | 1.4.2 Involvement in the ownership of the Enterprise of black: | 2.00 | 10.00% | 0.00 |
| | 1.4.2.1 Participants in Employee Ownership Schemes | | | |
| | 1.4.2.2 beneficiaries of Broad-based Ownership Schemes | | | |
| | 1.4.2.3 Participants in Co-Operatives | | | |
| Total | | 24.00 | | 17.24 |

MEASUREMENT OF THE MANAGEMENT CONTROL ELEMENT FOR B-BBEE

| Weighting Points | Management Control | Weighting Points | Compliance Target | Score |
|------------------|--|------------------|-------------------|-------------|
| 10.00 | 2.1 Board Participation | | | |
| | 2.1.1 Exercisable Voting Rights of Black Board Members | 1.50 | 50.00% | 1.50 |
| | 2.1.2 Exercisable Voting Rights of Black Women Board Members | 1.50 | 25.00% | 1.50 |
| | 2.1.3 Percentage Black People who are Executive Directors | 1.00 | 50.00% | 0.67 |
| | 2.1.4 Percentage Black Women who are Executive Directors | 1.00 | 25.00% | 0.00 |
| | 2.2 Top Management | | | |
| | 2.2.1 Percentage Black People who hold Senior Top Management positions | 2.50 | 40.00% | 2.50 |
| | 2.2.2 Percentage Black Women who hold Senior Top Management positions | 2.50 | 20.00% | 0.00 |
| | 2.2.3 Percentage Black People who hold Other Top Management positions | 0.00 | 40.00% | 0.00 |
| | 2.2.4 Percentage Black Women who hold Other Top Management positions | 0.00 | 20.00% | 0.00 |
| 1.00 | 2.3 Bonus Points | | | |
| | Black Independent Non-Executive Board Members | 1.00 | 40.00% | 1.00 |
| Total | | 11.00 | | 7.17 |

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Technical signatory: Cornelius J. van Dyk



MEASUREMENT OF THE EMPLOYMENT EQUITY ELEMENT OF B-BBEE

| Weighting Points | Employment Equity | Weighting Points | Compliance Target | Score |
|------------------|---|------------------|-------------------|--------------|
| 15.00 | % Black People in Senior Management | 4.00 | 43.00% | 4.00 |
| | % Black Women in Senior Management | 4.00 | 22.00% | 4.00 |
| | % Black People in Middle Management | 0.00 | 63.00% | 0.00 |
| | % Black Women in Middle Management | 0.00 | 32.00% | 0.00 |
| | % Black People in Junior Management | 1.50 | 68.00% | 1.50 |
| | % Black Women in Junior Management | 1.50 | 34.00% | 1.50 |
| | % Black Women who are semi and unskilled (i.e. Employees below Junior Management) | 2.00 | 15.00% | 2.00 |
| | % Black people living with disabilities as a percentage of all employees | 1.00 | 2.00% | 1.00 |
| | % Black Women living with disabilities as a percentage of all employees | 1.00 | 1.00% | 1.00 |
| 3.00 | 2.1.5. Bonus points for meeting or exceeding the EAP targets under each category under 3.2 to 3.4 | 3.00 | | 0.00 |
| Total | | 18.00 | | 15.00 |

MEASUREMENT OF THE SKILLS DEVELOPMENT ELEMENT OF B-BBEE

| Weighting Points | Skills Development | Weighting points | Compliance Target | Score |
|------------------|--|------------------|-------------------|--------------|
| 15.00 | 4.1 Skills Development Expenditure on any programme specified in the Learning Programmes Matrix | | | |
| | 4.1.1 Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black employees as a percentage of Leviable Amount | 3.00 | 3.00% | 3.00 |
| | 4.1.2 Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black women employees as a percentage of Leviable Amount | 3.00 | 1.50% | 2.39 |
| | 4.1.3 Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black employees with disabilities as a percentage of Leviable Amount | 1.50 | 0.30% | 1.50 |
| | 4.1.4 Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black women employees with disabilities as a percentage of Leviable Amount | 1.50 | 0.15% | 1.50 |
| | 4.2 Learnerships | | | |
| | 4.2.1. Number of black employees participating in Learnerships or Category B, C and D programmes as a percentage of total employees | 3.00 | 5.00% | 3.00 |
| | 4.2.2 Number of black women employees participating in Learnerships or Category B, C and D programmes as a percentage of total employees | 3.00 | 2.50% | 3.00 |
| Total | | 15.00 | | 14.39 |

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MEASUREMENT OF THE PREFERENTIAL PROCUREMENT ELEMENT OF B-BBEE

| Weighting points | Preferential Procurement | Weighting points | Compliance Target | Score |
|------------------|--|------------------|-------------------|-------|
| 20.00 | 2.1.1. B-BBEE Procurement Spend from all Suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of the Total Measured Procurement Spend | 12.00 | 50.00% | 7.38 |
| | 2.1.2. B-BBEE Procurement Spend from Qualifying Small Enterprises and Exempted Micro Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of the Total Measured Procurement Spend | 3.00 | 10.00% | 0.88 |
| | 2.1.3. B-BBEE Procurement Spend from any of the following Suppliers as a percentage of the Total Measured Procurement Spend: | | | |
| | 2.1.3.1 Supplier that are 50% Black Owned (3 out of 5 Points) | 3.00 | 9.00% | 3.00 |
| | 2.1.3.2. Suppliers that are 30% Black Women Owned (2 out of 5 points) | 2.00 | 6.00% | 2.00 |
| Total | | 20.00 | | 13.26 |

MEASUREMENT OF THE ENTERPRISE DEVELOPMENT ELEMENT OF B-BBEE

| Weighting points | Enterprise Development | Weighting points | Compliance Target | Score |
|------------------|---|------------------|-------------------|-------|
| 15.00 | Average Annual value of all Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target | 15.00 | 3% of NPAT | 14.35 |
| Total | | 15.00 | | 14.35 |

MEASUREMENT OF THE SOCIO-ECONOMIC DEVELOPMENT ELEMENT OF B-BBEE

| Weighting Points | Socio-Economic Development | Weighting Points | Compliance Target | Score |
|------------------|---|------------------|-------------------|-------|
| 5.00 | Average Annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of the target | 5.00 | 1% of NPAT | 3.95 |
| Total | | 5.00 | | 3.95 |