

B-BBEE VERIFICATION REPORT

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AMENDED FINANCIAL SECTOR GENERIC SCORECARD: BANKS

Measured Entity	Sasfin Bank Limited	Issue Date	29 November 2024
Registration Number	1951/002280/06	Certificate Number	SBL011115-REV1

BEE Elements	Weighting	Indicators	Indicator Weighting	Compliance Target	Actual %	Score	Total Score	
Equity Ownership	23	Exercisable Voting Rights in the Measured Entity in the hands of Black People	4	25% + 1 vote	25,10%	4,00	24,60	
		Exercisable Voting Rights in the Measured Entity in the hands of Black Women	2	10,00%	18,41%	2,00		
		Economic Interest in the Enterprise to which Black People are entitled	3	25,00%	25,10%	3,00		
		Economic Interest in the Enterprise to which Black Women are entitled	2	10,00%	18,41%	2,00		
		Economic Interest of any of the following Black natural people in the Measured Entity - Black Designated Groups:	3	- Black Designated Groups (Black Youth)	3,0%	(1,26%)		3,00
		- Black Designated Groups (Black Disabled)		(0%)				
		- Black Designated Groups (Black Unemployed)		(0,71%)				
		- Black Designated Groups (Rural or Under-Developed Area)		(5,55%)				
		- Black Designated Groups (Black Military Veterans)		(0%)				
		Black participants in Employee Share Ownership Programs (ESOPs)		0,00%				
		Black participants in Broad-Based Ownership Schemes (BBOS)		0,00%				
Black participants in co-operatives		0,00%						
New Entrants (Economic Interest of Black New Entrants)	3	2,0%	4,59%	3,00				
Net Value	6	As defined		4,60				
Bonus: Direct or Indirect Ownership in excess of 15%	3	10%	10,10%	3,00				
Bonus: Economic Interest and Voting Rights above 32.5%	2	1 point @32.5% 1 point @ 40%		0,00				
Management Control	20	Exercisable Voting Rights of Black Board members as a percentage of all board members	1,0	50%	20,00%	0,40	11,18	
		Exercisable Voting Rights of Black Female Board members as a percentage of all board members	1,0	25%	20,00%	0,80		
		Black Executive Directors as a percentage of all executive directors	2,0	50%	0,00%	0,00		
		Black Female Executive Directors as a percentage of all executive directors	1,0	25%	0,00%	0,00		
		Black Other Executive Management as a percentage of all Other Executive Management	2,0	60%	25,00%	0,83		
		Black Other Female Executive Management as a percentage of all Other Executive Management	1,0	30%	0,00%	0,00		
		Black employees in Senior Management as a percentage of all Senior Management	2,0	60%	34,85%	1,16		
		Black Female employees in Senior Management as a percentage of all Senior Management	1,0	30%	22,73%	0,76		
		African employees in Senior Management as a percentage of all Senior Management	1,0	EAP%	10,61%	0,20		
		Black employees in Middle Management as a percentage of all Middle Managers	2,0	75%	75,94%	2,00		
		Black female employees in Middle Management as a percentage of all Middle Managers	1,0	38%	45,11%	1,00		
		African Middle Managers as a percentage of all Middle Managers	1,0	EAP%	36,09%	0,55		
		Black employees in Junior Management as a percentage of all such employees	1,0	88%	92,93%	1,00		
		Black female employees in Junior Management as a percentage of all Junior Managers	1,0	44%	61,96%	1,00		
African Junior Managers as a percentage of all Junior Managers	1,0	EAP%	62,50%	0,81				
Black employees with disabilities as a percentage of all employees	1,0	2%	1,35%	0,67				
Skills Development	20	Senior & Exec Management:					17,27	
		Skills Development spend for Black Senior & Executive Managers as a percentage of the Leviable Amount applicable to this level	1,0	2,0%	2,58%	1,00		
		Skills Development spend for Black Women Senior & Executive Managers as a percentage of the Leviable Amount applicable to this level	0,5	1,0%	1,00%	0,50		
		Skills Development spend for African Senior and Executive Managers as a percentage of the Leviable Amount applicable to this level	0,5	EAP%	0,21%	0,06		
		Middle Management:						
		Skills Development spend for Black Middle Managers as a percentage of the Leviable Amount applicable to this level	1,0	3,0%	3,30%	1,00		
		Skills Development spend for Black Women Middle Managers as a percentage of the Leviable Amount applicable to this level	0,5	1,5%	1,53%	0,50		
		Skills Development spend for African Middle Managers as a percentage of the Leviable Amount applicable to this level	0,5	EAP%	1,46%	0,28		
		Junior Management:						
		Skills Development spend for Black Junior Managers as a percentage of the Leviable Amount applicable to this level	1,0	5,0%	7,19%	1,00		
		Skills Development spend for Black Women Junior Managers as a percentage of the Leviable Amount applicable to this level	1,0	2,5%	3,96%	1,00		
		Skills Development spend for African Junior Managers as a percentage of the Leviable Amount applicable to this level	1,0	EAP%	5,44%	1,00		
		Black non-management staff:						
		Skills Development spend for Black non-management staff as a percentage of the Leviable Amount applicable to this level	2,0	8,0%	8,91%	2,00		
		Skills Development spend for Black Women non-management staff as a percentage of the Leviable Amount applicable to this level	1,0	4,00%	7,06%	1,00		
		Skills Development spend for African Non-Management staff as a percentage of the Leviable Amount applicable to this level	1,0	EAP%	8,21%	1,00		
Black Unemployed People:								
Skills Development spend for black unemployed people as a percentage of the Leviable Amount	4,0	1,50%	0,00%	0,01				
Black Disabled People:								
Skills Development spend for Black people with disabilities as a percentage of the Leviable Amount	1,0	0,30%	0,19%	0,64				
Learnerships, Internships, Apprenticeships:								
Number of Black People participating in learnerships, internships and apprenticeships as a percentage of total employees	4,0	5,0%	17,53%	4,00				
Bonus: Number of unemployed black people absorbed by the Measured Entity/Industry at the end of the learnership program	3,0	100,0%	75,86%	2,28				

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Procurement, Enterprise & Supplier Development	15	Preferential Procurement B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE recognition levels as a percentage of Total Measured Procurement Spend	4,0	80,0%	95,94%	4,00	16,68
		B-BBEE Procurement Spend from Empowering Suppliers who are QSEs based on the applicable B-BBEE recognition levels as a percentage of Total Measured Procurement Spend	2,0	18%	16,14%	1,79	
		B-BBEE Procurement Spend from Empowering Suppliers who are EMEs based on the applicable B-BBEE recognition levels as a percentage of Total Measured Procurement Spend	2,0	12%	11,36%	1,89	
		B-BBEE Procurement Spend from Empowering Suppliers who are at least 51% Black Owned based on the applicable B-BBEE recognition levels as a percentage of Total Measured Procurement Spend	5,0	30%	61,95%	5,00	
		B-BBEE Procurement Spend from Empowering Suppliers who are at least 30% Black Women Owned based on the applicable B-BBEE recognition levels as a percentage of Total Measured Procurement Spend	2,0	10%	54,04%	2,00	
		Bonus: B-BBEE Procurement Spend from black stockbrokers, black fund managers and intermediaries who are Empowering Suppliers based on the B-BBEE recognition levels as a percentage of total value of all trade allocated	2,0	5%	0,00%	0,00	
		Bonus: B-BBEE Procurement Spend from designated group suppliers who are at least 51% Black Owned	2,0	2%	6,57%	2,00	
	10	Annual value of all Supplier Development Contributions as a percentage of the target	7	1,80% of NPAT	2,60%	7,00	11,81
		Annual value of Enterprise Development Contributions and Sector Specific Programmes as a percentage of the target	3	0,20% of NPAT	0,19%	2,81	
		Bonus point for graduation of an Enterprise Development beneficiary to Supplier Development level	1	Yes	Yes	1,00	
Bonus point for creating jobs directly as a result of Supplier or Enterprise Development initiatives		1	Yes	Yes	1,00		
Socio-Economic Development & Consumer Education	5	Annual value of all Qualifying Socio-Economic Development Contributions by the Measured Entity as a percentage of Net Profit After Tax (NPAT)	3	0,60% of NPAT	1,20%	3,00	7,60
		Annual value of all Consumer Education Contributions by the Measured Entity as a percentage of Net Profit After Tax (NPAT)	2	0,40% of NPAT	0,55%	2,00	
		Bonus Points Additional CE contributions made by the Measured Entity as a percentage of NPAT	1	0,10%	0,15%	1,00	
		Grant contributions to Fundisa Retail Fund	2	0,20%	0,16%	1,60	
Empowerment Financing	15	Black SME Financing	2,4	100,00%	9885,77%	2,40	15,00
		Transaction Financing	9,6	100,00%	249,80%	9,60	
		B-BBEE Transaction Financing and Black Business Growth Funding	3	100,00%	2583,13%	3,00	
Access to Financial Services	N/A	Geographic Access (Reach)					N/A
		Transaction Point (POS)	N/A	N/A	N/A	N/A	
		Service Point (ATM) & Sales Points (Branch)	N/A	N/A	N/A	N/A	
		Electronic Access	N/A	35,00%	N/A	N/A	
		Banking Densification	N/A	N/A	N/A	N/A	
Product Related Access	N/A	N/A	N/A	N/A			

TOTAL SCORE 104,13

TOTAL AVAILABLE POINTS 108,00

LEVEL BEFORE PRIORITY ELEMENTS CHECKED Level 1 Contributor

LEVEL AFTER PRIORITY ELEMENTS CHECKED Level 1 Contributor

ADDITIONAL LEVEL AND POINTS FOR QUALIFYING Y.E.S EMPLOYERS + 0 LEVELS + 0 POINTS

ANY FURTHER DISCOUNTING APPLIED No

FINAL SCORE 104,13

FINAL STATUS AWARDED Level One Contributor

% RECOGNITION 135%

Broad-Based BEE Status Categories			
B-BBEE Status	Codes % Qualification*	Actual Points Required (lower threshold)	B-BBEE Recognition Level
Level One Contributor	>=100/111	97,00	135% Recognition
Level Two Contributor	>=95/111 but <100/111	92,00	125% Recognition
Level Three Contributor	>=90/111 but <95/111	88,00	110% Recognition
Level Four Contributor	>=80/111 but <90/111	78,00	100% Recognition
Level Five Contributor	>=75/111 but <80/111	73,00	80% Recognition
Level Six Contributor	>=70/111 but <75/111	68,00	60% Recognition
Level Seven Contributor	>=55/111 but <70/111	54,00	50% Recognition
Level Eight Contributor	>=40/111 but <55/111	39,00	10% Recognition
Non-Compliant Contributor	<40/111	0,00	0% Recognition

Louis Nel
Louis Nel
Verification Analyst

William Smith
William Smith
Technical Signatory