

**AMENDED FINANCIAL SECTOR GENERIC SCORECARD: BANKS**

<b>Measured Entity</b>	Sasfin Holdings Limited	<b>Issue Date</b>	30 October 2024
<b>Registration Number</b>	1987/002097/06	<b>Certificate Number</b>	SHL010463-REV7

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 - <b>Black Designated Groups:</b>			<b>7.52%</b>			
		- Black Designated Groups (Black Youth)			(1.26%)			
		- Black Designated Groups (Black Disabled)			(0%)			
		- Black Designated Groups (Black Unemployed)			(0.71%)			
		- Black Designated Groups (Rural or Under-Developed Area)	3	3.0%	(5.55%)	3.00		
		- Black Designated Groups (Black Military Veterans)			(0%)			
		Black participants in Employee Share Ownership Programs (ESOPs)			<b>0.00%</b>			
		Black participants in Broad-Based Ownership Schemes (BBOS)			<b>0.00%</b>			
Black participants in co-operatives			<b>0.00%</b>					
New Entrants (Economic Interest of Black New Entrants)	3	2.0%	4.59%	3.00				
Net Value	6	As defined		4.60				
<b>Bonus:</b> Direct or Indirect Ownership in excess of 15%	3	10%	10.10%	3.00				
<b>Bonus:</b> 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	11.62	
		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%	33.33%	1.11		
		Black Other Female Executive Management as a percentage of all Other Executive Management	1.0	30%	16.67%	0.56		
		Black employees in Senior Management as a percentage of all Senior Management	2.0	60%	33.91%	1.13		
		Black Female employees in Senior Management as a percentage of all Senior Management	1.0	30%	20.00%	0.67		
		African employees in Senior Management as a percentage of all Senior Management	1.0	EAP%	11.30%	0.22		
		Black employees in Middle Management as a percentage of all Middle Managers	2.0	75%	65.02%	1.73		
		Black female employees in Middle Management as a percentage of all Middle Managers	1.0	38%	38.42%	1.00		
		African Middle Managers as a percentage of all Middle Managers	1.0	EAP%	30.05%	0.46		
		Black employees in Junior Management as a percentage of all such employees	1.0	88%	88.32%	1.00		
		Black female employees in Junior Management as a percentage of all Junior Managers	1.0	44%	60.58%	1.00		
		African Junior Managers as a percentage of all Junior Managers	1.0	EAP%	57.66%	0.75		
Black employees with disabilities as a percentage of all employees	1.0	2%	1.58%	0.79				
Skills Development	20	<b>Senior &amp; Exec Management:</b>					16.63	
		Skills Development spend for Black Senior & Executive Managers as a percentage of the Leviable Amount applicable to this level	1.0	2.0%	1.60%	0.80		
		Skills Development spend for Black Women Senior & Executive Managers as a percentage of the Leviable Amount applicable to this level	0.5	1.0%	0.68%	0.34		
		Skills Development spend for African Senior and Executive Managers as a percentage of the Leviable Amount applicable to this level	0.5	EAP%	0.30%	0.09		
		<b>Middle Management:</b>						
		Skills Development spend for Black Middle Managers as a percentage of the Leviable Amount applicable to this level	1.0	3.0%	2.27%	0.76		
		Skills Development spend for Black Women Middle Managers as a percentage of the Leviable Amount applicable to this level	0.5	1.5%	1.22%	0.41		
		Skills Development spend for African Middle Managers as a percentage of the Leviable Amount applicable to this level	0.5	EAP%	1.02%	0.20		
		<b>Junior Management:</b>						
		Skills Development spend for Black Junior Managers as a percentage of the Leviable Amount applicable to this level	1.0	5.0%	7.12%	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%	4.38%	1.00		
		Skills Development spend for African Junior Managers as a percentage of the Leviable Amount applicable to this level	1.0	EAP%	5.11%	1.00		
		<b>Black non-management staff:</b>						
		Skills Development spend for Black non-management staff as a percentage of the Leviable Amount applicable to this level	2.0	8.0%	10.51%	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%	7.08%	1.00		
Skills Development spend for African Non-Management staff as a percentage of the Leviable Amount applicable to this level	1.0	EAP%	9.31%	1.00				
<b>Black Unemployed People:</b>								
Skills Development spend for black unemployed people as a percentage of the Leviable Amount	4.0	1.50%	0.13%	0.34				
<b>Black Disabled People:</b>								
Skills Development spend for Black people with disabilities as a percentage of the Leviable Amount	1.0	0.30%	0.23%	0.78				
<b>Learnerships, Internships, Apprenticeships:</b>								
Number of Black People participating in learnerships, internships and apprenticeships as a percentage of total employees	4.0	5.0%	15.90%	4.00				
<b>Bonus:</b> Number of unemployed black people absorbed by the Measured Entity/Industry at the end of the learnership program	3.0	100.0%	63.64%	1.91				

# B-BBEE VERIFICATION REPORT

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BEE Elements	Weighting	Indicators	Indicator Weighting	Compliance Target	Actual %	Score	Total Score
Procurement, Enterprise & Supplier Development	15	<b>Preferential Procurement</b> 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%	124.27%	4.00	17.00
		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%	22.29%	2.00	
		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%	15.37%	2.00	
		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%	81.37%	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%	67.09%	2.00	
		<b>Bonus:</b> 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	
		<b>Bonus:</b> B-BBEE Procurement Spend from designated group suppliers who are at least 51% Black Owned	2.0	2%	9.56%	2.00	
	10	Annual value of all Supplier Development Contributions as a percentage of the target	7	1.80% of NPAT	2.57%	7.00	12.00
		Annual value of Enterprise Development Contributions and Sector Specific Programmes as a percentage of the target	3	0.20% of NPAT	0.37%	3.00	
		<b>Bonus point</b> for graduation of an Enterprise Development beneficiary to Supplier Development level	1	Yes	Yes	1.00	
<b>Bonus point</b> for creating jobs directly as a result of Supplier or Enterprise Development initiatives		1	Yes	Yes	1.00		
<b>Bonus Points</b> for Enterprise Development support of black stockbrokers, black fund managers or intermediaries		2	0.50% of NPAT	0.00%	0.00		
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	1.50%	3.00	8.00
		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	0.69%	2.00	
		<b>Bonus Points</b> Additional CE contributions made by the Measured Entity as a percentage of NPAT	1	0.10%	0.29%	1.00	
		Grant contributions to Fundisa Retail Fund	2	0.20%	0.20%	2.00	
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	<b>Geographic Access (Reach)</b>					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** 104.85

**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** 104.85

**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