

Broad Based Black Economic Empowerment Verification Certificate

A Consolidated Verification Certificate Issued to

CSG Holdings Limited and Subsidiaries

Level 1 Contributor

Measured Entity

| | |
|----------------------------|--|
| Company Name | CSG Holdings Limited and Subsidiaries |
| Registration Number | 2006/011359/06 |
| VAT Number | 4760263675 |
| Address | Brooklyn Office Park, Block D 1109 Jan Shoba Street, Brooklyn, Pretoria 0181 |

B-BBEE Status

| | | | | | |
|--------------------------------------|---------|--|------------|---|--------|
| B-BBEE Status Level | Level 1 | | | | |
| Total Points Obtained | 105.38 | EO: 25 points; MC: 13.1 points; SD: 17.32 points; ESD: 44.97 points; SED: 5 points | | | |
| Discounting Principle Applied | No | Procurement Recognition | 135.00% | Participated in Y.E.S Initiative | No |
| Empowering Supplier | Yes | Measurement Period Year End | 31/03/2022 | | |
| Black Voting Rights | 63.23% | Black Women Voting Rights | 19.22% | Black Designated Groups | 26.67% |
| Black Economic Interest | 63.23% | Black Women Economic Interest | 19.22% | Black Youth | 26.19% |
| 51% Black Owned | Yes | 30% Black Women Owned | No | Black Disabled | 0.00% |
| Normal Flow Through Applied | Yes | Black New Entrants | 11.16% | Black Unemployed | 0.16% |
| Modified Flow Through Applied | No | Exclusion Principle Applied | No | Black People Living in Rural Areas | 0.33% |
| | | | | Black Military Veterans | 0.00% |

| | |
|------------------------------|--|
| Issue Date | 10/08/2022 |
| Expiry Date | 09/08/2023 |
| Certificate Number | ELC11161RGENBB |
| Version | Final |
| Applicable Scorecard | Amended Codes - Generic |
| Applicable BBEE Codes | Amended Generic Codes Gazetted on 11 October 2013 and Amendments Gazetted on 31 May 2019 |

EmpowerLogic (Pty) Ltd

Reg. No. : 1995/000523/07

BBBEE Verification Agency



Per Marissa Smith

Member - Verification Committee



SANAS Accredited

BVA018

This certificate is the result of an independent and impartial verification of the BBBEE status of the measured entity measured against the Codes of Good Practice on Broad Based Black Economic Empowerment and has been issued in accordance with the EmpowerLogic Verification Certificate Policy. This certificate supersedes any previous certificates issued to the Measured entity. For enquiries please contact EmpowerLogic at 086 111 4003.

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Entities Included in the Consolidated Verification Certificate

| Company Name | Registration Number | Vat Number |
|--|---------------------|------------|
| Afriboom (Pty) Ltd | 2001/024946/07 | 4710245814 |
| BDM Management (Pty) Ltd | 1996/013579/07 | 4610196455 |
| CSG Resourcing (Pty) Ltd | 2007/016693/07 | 4270238902 |
| CSG Recruit (Pty) Ltd | 2014/235231/07 | 4400253789 |
| CSG Integrated Services (Pty) Ltd | 1986/090909/07 | 4500157104 |
| CSG Engineering Services (Pty) Ltd | 2001/006191/07 | 4650227061 |
| CSG Resourcings (Pty) Ltd | 1992/005475/07 | 4670135013 |
| Northern Projects (Pty) Ltd | 2007/009590/07 | 4330237811 |
| Phakamani Solutions (Pty) Ltd | 1996/011239/07 | 4330178486 |
| Safety Adherence Technology (Pty) Ltd | 1999/005547/07 | 4610182976 |
| CSG Food Solutions (Pty) Ltd | 1993/060002/07 | 4480156845 |
| Umdeni Maintenance Services (Pty) Ltd | 2006/017752/07 | 4140174170 |
| CSG Skills Institute (Pty) Ltd | 2001/005723/07 | 4770194555 |
| Pinnacle Risk Management Solutions (Pty) Ltd | 2018/225820/07 | 4290273145 |
| Hi-Tech Nelspruit (Pty) Ltd | 2012/158412/07 | 4960263434 |
| Hi Tech Asset Protection (Pty) Ltd | 2015/194922/07 | 4140272388 |
| CSG Security (Pty) Ltd | 1997/005499/07 | 4210186625 |
| CSG Technology (Pty) Ltd | 2006/002212/07 | 4630264473 |
| CSG Engineering Services NC (Pty) Ltd | 2021/805942//07 | 4020303576 |
| | | |
| | | |

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Amended Codes - Generic Scorecard - Condensed Report

| Objective | Indicator | Weight | Actual Achieved | Target | Achieved against Target | Points |
|---|--|--------------|-----------------|--------|-------------------------|---------------|
| Broad Based Black Economic Empowerment Contribution | | 111.0 | | | | 105.38 |
| Objective : Ownership | | 25.00 | | | 100.00% | 25.00 |
| Equity Ownership | Exercisable Voting Rights by Black People | 4.00 | 63.23% | 25%+1 | 100.00% | 4.00 |
| | Exercisable Voting Rights by Black Women | 2.00 | 19.22% | 10.00% | 100.00% | 2.00 |
| | Economic Interest to which Black People are entitled | 4.00 | 63.23% | 25.00% | 100.00% | 4.00 |
| | Economic Interest to which Black Women are entitled | 2.00 | 19.22% | 10.00% | 100.00% | 2.00 |
| | Economic Interest to which BDG's, EOS, BBOS and Co-op's are entitled | 3.00 | 26.67% | 3.00% | 100.00% | 3.00 |
| | Involvement in the ownership by Black New Entrants | 2.00 | 11.16% | 2.00% | 100.00% | 2.00 |
| | A - Net Value | 8.00 | 62.11% | 25.00% | 100.00% | 8.00 |
| | B - Economic Interest | | 63.23% | 25.00% | 100.00% | |
| Objective : Management Control | | 19.00 | | | 68.93% | 13.10 |
| Objective: Board Participation and Other Executive Management | | 9.00 | | | 66.67% | 6.00 |
| Management Control | % Exercisable Voting Rights of Black Board Members | 2.00 | 66.67% | 50.00% | 100.00% | 2.00 |
| | % Exercisable Voting Rights of Black Women Board Members | 1.00 | 50.00% | 25.00% | 100.00% | 1.00 |
| | % Black Executive Directors | 2.00 | 0.00% | 50.00% | 0.00% | - |
| | % Black Women Executive Directors | 1.00 | 0.00% | 25.00% | 0.00% | - |
| | % Black Executive Management | 2.00 | 100.00% | 60.00% | 100.00% | 2.00 |
| | % Black Women Executive Management | 1.00 | 100.00% | 30.00% | 100.00% | 1.00 |
| Objective : Employment Equity | | 10.00 | | | 70.96% | 7.10 |
| Employment Equity | % Black People in Senior Management | 2.00 | 33.17% | 60.00% | 55.28% | 1.11 |
| | % Black Women in Senior Management | 1.00 | 11.50% | 30.00% | 38.34% | 0.38 |
| | % Black People in Middle Management | 2.00 | 59.16% | 75.00% | 78.89% | 1.58 |
| | % Black Women in Middle Management | 1.00 | 26.61% | 38.00% | 70.02% | 0.70 |
| | % Black People in Junior Management | 1.00 | 69.72% | 88.00% | 79.23% | 0.79 |
| | % Black Women in Junior Management | 1.00 | 23.62% | 44.00% | 53.69% | 0.54 |
| | Black People Living with Disabilities as a % of All Employees | 2.00 | 2.49% | 2.00% | 100.00% | 2.00 |

Amended Codes - Generic Scorecard - Condensed Report

| Objective | Indicator | Weight | Actual Achieved | Target | Achieved against Target | Points |
|---|--|--------------|-----------------|--------|-------------------------|--------------|
| Objective : Skills Development | | 20.00 | | - | 86.58% | 17.32 |
| Skills Development | Skills Development Expenditure on Black People as a % of Leviaible Amount | 6.00 | 2.31% | 3.50% | 65.98% | 3.96 |
| | Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions as % of Leviaible Amount | 4.00 | 2.16% | 2.50% | 86.54% | 3.46 |
| | Skills Development on Black Employees with disabilities as a % of Leviaible Amount | 4.00 | 0.88% | 0.30% | 100.00% | 4.00 |
| | Black People Participating in Learnerships, Apprenticeships and Internships as a % of Total Employees | 6.00 | 4.91% | 5.00% | 98.27% | 5.90 |
| | Bonus Point: Number of Black People Absorbed | 5.00 | 0.00% | 100% | 0.00% | - |
| Objective: Enterprise and Supplier Development | | 42.00 | | | 107.06% | 44.97 |
| Objective : Preferential Procurement | | 27.00 | | | 103.58% | 27.97 |
| Preferential Procurement | Weighted BEE Procurement Expenditure - All Suppliers | 5.00 | 88.48% | 80.00% | 100.00% | 5.00 |
| | Weighted BEE Procurement Expenditure - Qualifying Small Enterprises | 3.00 | 26.26% | 15.00% | 100.00% | 3.00 |
| | Weighted BEE Procurement Expenditure - Exempted Micro Enterprises | 4.00 | 31.01% | 15.00% | 100.00% | 4.00 |
| | Weighted BEE Procurement Expenditure - Suppliers that are at least 51% Black Owned | 11.00 | 45.30% | 50.00% | 90.61% | 9.97 |
| | Weighted BEE Procurement Expenditure - Suppliers that are at least 30% Black Women Owned | 4.00 | 26.87% | 12.00% | 100.00% | 4.00 |
| | Bonus Points: Procurement Expenditure from Designated Group Suppliers that are at least 51% Black Owned | 2.00 | 11.59% | 2.00% | 100.00% | 2.00 |
| Objective : Enterprise and Supplier Development | | 15.00 | | | 113.33% | 17.00 |
| Enterprise and Supplier Development | Annual Value of all Supplier Development Contributions as a % of NPAT | 10.00 | 3.54% | 2.00% | 100.00% | 10.00 |
| | Annual Value of all Enterprise Development Contributions as a % of NPAT | 5.00 | 1.54% | 1.00% | 100.00% | 5.00 |
| | Bonus Point: Graduation | 1.00 | Yes | Yes | 100.00% | 1.00 |
| | Bonus Point: Creating Jobs | 1.00 | Yes | Yes | 100.00% | 1.00 |
| Objective : Socio Economic Development | | 5.00 | | | 100.00% | 5.00 |
| Socio-Economic Development | Annual Value of all Socio-Economic Development Contributions as a % of NPAT | 5.00 | 1.65% | 1.00% | 100.00% | 5.00 |