

**AMENDED CODES GENERIC SCORECARD**

|                            |                        |                           |                |
|----------------------------|------------------------|---------------------------|----------------|
| <b>Measured Entity</b>     | Curro Holdings Limited | <b>Issue Date</b>         | 26 March 2024  |
| <b>Registration Number</b> | 1998/025801/06         | <b>Certificate Number</b> | CUR009892-REV7 |

| BEE Elements   | Weighting | Indicators  | Indicator Weighting | Target      | Actual %  | Score | Total Score |
|--|-----------|---|---------------------|-------------|---|-------|-------------|
| Equity Ownership   | 25        | Exercisable Voting Rights in the Enterprise in the hands of Black People  | 4                   | 25%+ 1 vote | 33,22%  | 4,00  | 19,63       |
|  |           | Exercisable Voting Rights in the Enterprise in the hands of Black Women   | 2                   | 10%         | 12,88%  | 2,00  |             |
|  |           | Economic Interest in the Entity to which Black People are entitled  | 4                   | 25%         | 23,50%  | 3,76  |             |
|  |           | Economic Interest in the Entity to which Black Women are entitled   | 2                   | 10%         | 10,37%  | 2,00  |             |
|  |           | Economic Interest of any of the following Black natural people in the Measured Entity - <b>Black Designated Groups</b> :<br><ul style="list-style-type: none"> <li>- Black Designated Groups (Black Youth)</li> <li>- Black Designated Groups (Black Disabled)</li> <li>- Black Designated Groups (Black Unemployed)</li> <li>- Black Designated Groups (Rural or Under-Developed Area)</li> <li>- Black Designated Groups (Black Military Veterans)</li> </ul> | 3                   | 3%          | 0,23%<br>(0%)<br>(0,2%)<br>(0,01%)<br>(0,02%)<br>(0%) | 0,23  |             |
|  |           | - Black participants in Employee Ownership Programmes (ESOP)  |                     |             | 0,00%   |       |             |
|  |           | - Black participants in Broad-Based Ownership Schemes (BBOS)  |                     |             | 0,00%   |       |             |
|  |           | - Black participants in Co-Operatives   |                     |             | 0,00%   |       |             |
| Involvement in the ownership of the enterprise by Black New Entrants | 2         | 2%  | 0,12%               | 0,12        |   |       |             |
| Current Equity Interest  | 8         | As defined  |                     | 7,52        |   |       |             |
| Management Control   | 19        | Exercisable Voting Rights of Black board members as a percentage of all board members   | 2                   | 50%         | 50,00%  | 2,00  | 9,36        |
|  |           | Exercisable Voting Rights of Black Female board members as a percentage of all board members  | 1                   | 25%         | 20,00%  | 0,60  |             |
|  |           | Black Executive Directors as a percentage of all Executive Directors  | 2                   | 50%         | 50,00%  | 2,00  |             |
|  |           | Black Female Executive Directors as a percentage of all Executive Directors   | 1                   | 25%         | 0,00%   | 0,00  |             |
|  |           | Black Other Executive Management as a percentage of all Executive Management  | 2                   | 60%         | 40,00%  | 1,33  |             |
|  |           | Black Female Other Executive Management as a percentage of all Executive Management   | 1                   | 30%         | 20,00%  | 0,67  |             |
|  |           | Black employees in Senior Management as a percentage of all Senior Management   | 2                   | 60%         | 15,83%  | 0,53  |             |
|  |           | Black Female employees in Senior management as a percentage of all Senior Management  | 1                   | 30%         | 8,75%   | 0,29  |             |
|  |           | Black employees in Middle Management as a percentage of all Middle Management   | 2                   | 75%         | 19,17%  | 0,51  |             |
|  |           | Black Female employees in Middle Management as a percentage of all Middle Management  | 1                   | 38%         | 11,43%  | 0,30  |             |
|  |           | Black employees in Junior Management as a percentage of all Junior Management   | 1                   | 88%         | 29,78%  | 0,34  |             |
|  |           | Black Female employees in Junior Management as a percentage of all Junior Management  | 1                   | 44%         | 21,87%  | 0,50  |             |
|  |           | Black disabled employees as a % of all employees  | 2                   | 2%          | 0,09%   | 0,09  |             |
| Skills Development   | 20        | Skills Development Expenditure on Learning Programmes for Black People as a percentage of Leviable Amount   | 6                   | 3,5%        | 1,54%   | 2,64  | 4,82        |
|  |           | Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions   | 4                   | 2,5%        | 0,10%   | 0,16  |             |
|  |           | Skills Development Expenditure on Learning Programmes for Black employees with disabilities as a percentage of Leviable Amount  | 4                   | 0,3%        | 0,00%   | 0,00  |             |
|  |           | Number of Black People participating in Learnerships, Apprenticeships and Internships as a % of total employees   | 6                   | 5,0%        | 1,68%   | 2,02  |             |
|  |           | <b>Bonus:</b> Number of Black People absorbed by the Measured Entity at the end of the Learnership Programme.   | 5                   | 100%        | 0,00%   | 0,00  |             |



# B-BBEE VERIFICATION REPORT

www.aqrate.co.za

## AMENDED CODES GENERIC SCORECARD

|                     |                        |                    |                |
|---------------------|------------------------|--------------------|----------------|
| Measured Entity     | Curro Holdings Limited | Issue Date         | 26 March 2024  |
| Registration Number | 1998/025801/06         | Certificate Number | CUR009892-REV7 |

| BEE Elements  | Weighting | Indicators  | Indicator Weighting | Target     | Actual % | Score | Total Score |  |
|---|-----------|---|---------------------|------------|----------|-------|-------------|--|
| Enterprise & Supplier Development   | 42        | <b>PREFERENTIAL PROCUREMENT:</b>  |                     |            |          |       |             |  |
|   |           | B-BBEE Procurement Spend from all Empowering Suppliers as a percentage of Total Measured Procurement Spend                                      | 5                   | 80%        | 54,31%   | 3,39  | 31,89       |  |
|   |           | B-BBEE Procurement Spend from all Empowering Suppliers that are QSEs, as percentage of Total Measured Procurement Spend                         | 3                   | 15%        | 3,16%    | 0,63  |             |  |
|   |           | B-BBEE Procurement Spend from all EMEs as a percentage of Total Measured Procurement Spend,   | 4                   | 15%        | 3,10%    | 0,83  |             |  |
|   |           | B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% black owned, as a percentage of Total Measured Procurement Spend       | 11                  | 50%        | 27,45%   | 6,04  |             |  |
|   |           | B-BBEE Procurement Spend from Empowering Suppliers that are at least 30% black women owned, as a percentage of Total Measured Procurement Spend | 4                   | 12%        | 23,32%   | 4,00  |             |  |
|   |           | <b>Bonus:</b> B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% black owned,                                       | 2                   | 2%         | 2,45%    | 2,00  |             |  |
|   |           | <b>ENTERPRISE &amp; SUPPLIER DEVELOPMENT</b>  |                     |            |          |       |             |  |
|   |           | Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target                                | 10                  | 2% of NPAT | 3,33%    | 10,00 |             |  |
|   |           | Annual value of all Enterprise Development and Sector Specific Contributions made by the Measured Entity as a percentage of the target          | 5                   | 1% of NPAT | 2,05%    | 5,00  |             |  |
| <b>Bonus:</b> Graduation from Enterprise Development to Supplier Development Beneficiary  | 1         | Yes   | No                  | 0,00       |          |       |             |  |
| <b>Bonus:</b> Jobs created directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity | 1         | Yes   | No                  | 0,00       |          |       |             |  |
| Socio-Economic Development  | 5         | Average annual value of all Socio-Economic Development Contributions by the Measured Entity as a percentage of Net Profit after Tax or Turnover | 5                   | 1% of NPAT | 3,53%    | 5,00  | 5,00        |  |

|   |                              |
|---|------------------------------|
| <b>TOTAL SCORE</b>  | <b>70.70</b>                 |
| <b>LEVEL BEFORE PRIORITY ELEMENTS CHECKED</b>                     | <b>Level 6 Contributor</b>   |
| <b>LEVEL AFTER PRIORITY ELEMENTS CHECKED</b>                      | <b>Level 7 Contributor</b>   |
| <b>ADDITIONAL LEVEL AND POINTS FOR QUALIFYING Y.E.S EMPLOYERS</b> | <b>+ 1 LEVEL + 0 POINTS</b>  |
| <b>FINAL SCORE</b>  | <b>70.70</b>                 |
| <b>FINAL STATUS AWARDED</b>                                       | <b>Level Six Contributor</b> |
| <b>% RECOGNITION</b>  | <b>60%</b>                   |

| Broad-Based BEE Status Levels |                     |                  |
|-------------------------------|---------------------|------------------|
| Level One Contributor         | ≥100 points         | 135% Recognition |
| Level Two Contributor         | ≥95 but <100 points | 125% Recognition |
| Level Three Contributor       | ≥90 but <95 points  | 110% Recognition |
| Level Four Contributor        | ≥80 but <90 points  | 100% Recognition |
| Level Five Contributor        | ≥75 but <80 points  | 80% Recognition  |
| Level Six Contributor         | ≥70 but <75 points  | 60% Recognition  |
| Level Seven Contributor       | ≥55 but <70 points  | 50% Recognition  |
| Level Eight Contributor       | ≥40 but <55 points  | 10% Recognition  |
| Non-Compliant Contributor     | <40 points          | 0% Recognition   |

*Nicholas Erasmus*

Nicholas Erasmus  
Verification Analyst

*Lindsay Orange*

Lindsay Orange  
Technical Signatory