



CALL: (012) 348 1193

MAIL: verifications@a-o-s.co.za

B-BBEE VERIFICATION AGENCY

*Broad-Based Black Economic Empowerment
Verification Certificate*

EQSTRA FLEET MANAGEMENT AND LOGISTICS

(Incorporating companies listed in Annexure A)

Certificate No: GEN0592-V2/AOSMP147.01.1

Registration No: Refer to Annexure A
Vat No: Refer to Annexure A
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	21.97
Management Control	10 points	0.00
Employment Equity	15 points	7.06
Skills Development	15 points	12.95
Preferential Procurement	20 points	16.74
Enterprise Development	15 points	15.00
Socio-Economic Development	5 points	5.00
Overall Score	100 points	78.71

Broad Based BEE status level: A level THREE contributor to B-BBEE.
BEE procurement recognition level: 110 %
Black Ownership: 46.82%
Black Women Ownership: 27.44%
Value Adding Supplier (Yes /No): No
Black Designated Group Ownership: 4.40%
Empowering Supplier (Yes/No): Yes
Modified Flow Through Principle applied: No
Financial year end verified: August'19
Date of Issue: 08 April 2020
Date of Re-issue: 16 September 2020
Date of Expiry: 07 April 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: EQSTRA FLEET MANAGEMENT AND LOGISTICS
Certificate number: GEN0592-V2/AOSMP147.01.1
SANAS Accreditation No: BVA197
B-BBEE analyst: Marinda Gates
Technical signatory: Cornelius J. van Dyk



ANNEXURE A : INCORPORATED COMPANIES

Name of subsidiaries:	Registration No.	VAT No.
EQSTRA FLEET SERVICES (PTY) LTD	1988/002850/07	4640131381
GPS TRACKING SOLUTIONS (PTY) LTD	2002/031133/07	4910242280
EQSTRA NH EQUIPMENT (PTY) LTD t/a HYPERCAR	1959/001593/07	4080258454
EQSTRA FINANCIAL SERVICES (PTY) LTD	1956/002589/07	4260271475
ENX CORPORATION LIMITED	1984/007045/06	4460246962
ENX CORPORATION LIMITED (WORKSHOPS)	1984/007045/06	4810246969

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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%	1.00
	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	1.00	
1.3.2 Net Value	7.00	Refer to Annexe C paragraph 4	7.00	
4.00	1.4 Bonus Points			
	1.4.1 Involvement in the ownership of the Enterprise of black new entrants	2.00	10.00%	1.97
	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		21.97

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%	0.00
	2.1.2 Exercisable Voting Rights of Black Women Board Members	1.50	25.00%	0.00
	2.1.3 Percentage Black People who are Executive Directors	1.00	50.00%	0.00
	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	1.50	40.00%	0.00
	2.2.2 Percentage Black Women who hold Senior Top Management positions	1.50	20.00%	0.00
	2.2.3 Percentage Black People who hold Other Top Management positions	1.00	40.00%	0.00
	2.2.4 Percentage Black Women who hold Other Top Management positions	1.00	20.00%	0.00
1.00	2.3 Bonus Points			
	Black Independent Non-Executive Board Members	1.00	40.00%	0.00
Total		11.00		0.00

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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	2.50	43.00%	1.42
	% Black Women in Senior Management	2.50	22.00%	0.00
	% Black People in Middle Management	1.50	63.00%	0.00
	% Black Women in Middle Management	1.50	32.00%	0.00
	% Black People in Junior Management	1.50	68.00%	1.02
	% Black Women in Junior Management	1.50	34.00%	1.08
	% 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%	0.65
	% Black Women living with disabilities as a percentage of all employees	1.00	1.00%	0.87
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		7.06

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 Leivable Amount	3.00	3.00%	1.82
	4.1.2 Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black women employees as a percentage of Leivable Amount	3.00	1.50%	2.36
	4.1.3 Skills Development Expenditure on Learning Programmes specified in the Learning Programmes Matrix for black employees with disabilities as a percentage of Leivable Amount	1.50	0.30%	1.27
	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 Leivable 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		12.95

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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%	11.23
	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%	0.51
	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		16.74

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	15.00
Total		15.00		15.00

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	5.00
Total		5.00		5.00