

AMENDED CODES GENERIC SCORECARD

Measured Entity	Curro Holdings Limited	Issue Date	25 March 2025
Registration Number	1998/025801/06	Certificate Number	CUR009892 - REV8

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	34.92%	4.00	20.41
		Exercisable Voting Rights in the Enterprise in the hands of Black Women	2	10%	13.58%	2.00	
		Economic Interest in the Entity to which Black People are entitled	4	25%	24.85%	3.98	
		Economic Interest in the Entity to which Black Women are entitled	2	10%	11.06%	2.00	
		Economic Interest of any of the following Black natural people in the Measured Entity - Black Designated Groups : - Black Designated Groups (Black Youth) - Black Designated Groups (Black Disabled) - Black Designated Groups (Black Unemployed) - Black Designated Groups (Rural or Under-Developed Area) - Black Designated Groups (Black Military Veterans)	3	3%	0.43% (0.41%) (0%) (0.01%) (0.01%) (0%)	0.43	
		- 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%	0.05%	0.05			
Current Equity Interest	8	As defined		7.95			
Management Control	19	Exercisable Voting Rights of Black board members as a percentage of all board members	2	50%	60.00%	2.00	9.90
		Exercisable Voting Rights of Black Female board members as a percentage of all board members	1	25%	30.00%	1.00	
		Black Executive Directors as a percentage of all Executive Directors	2	50%	33.33%	1.33	
		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%	50.00%	1.67	
		Black Female Other Executive Management as a percentage of all Executive Management	1	30%	33.33%	1.00	
		Black employees in Senior Management as a percentage of all Senior Management	2	60%	20.83%	0.69	
		Black Female employees in Senior management as a percentage of all Senior Management	1	30%	8.97%	0.30	
		Black employees in Middle Management as a percentage of all Middle Management	2	75%	20.52%	0.55	
		Black Female employees in Middle Management as a percentage of all Middle Management	1	38%	11.75%	0.31	
		Black employees in Junior Management as a percentage of all Junior Management	1	88%	33.54%	0.38	
		Black Female employees in Junior Management as a percentage of all Junior Management	1	44%	24.15%	0.55	
		Black disabled employees as a % of all employees	2	2%	0.12%	0.12	
Skills Development	20	Skills Development Expenditure on Learning Programmes for Black People as a percentage of Leviable Amount	6	3.5%	1.47%	2.52	4.92
		Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions	4	2.5%	0.05%	0.08	
		Skills Development Expenditure on Learning Programmes for Black employees with disabilities as a percentage of Leviable Amount	4	0.3%	0.00%	0.05	
		Number of Black People participating in Learnerships, Apprenticeships and Internships as a % of total employees	6	5.0%	0.98%	1.18	
		Bonus: Number of Black People absorbed by the Measured Entity at the end of the Learnership Programme.	5	100%	21.74%	1.09	

B-BBEE VERIFICATION REPORT

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Enterprise & Supplier Development	42	PREFERENTIAL PROCUREMENT:						
		B-BBEE Procurement Spend from all Empowering Suppliers as a percentage of Total Measured Procurement Spend	5	80%	65.82%	4.11	36.17	
		B-BBEE Procurement Spend from all Empowering Suppliers that are QSEs, as a percentage of Total Measured Procurement Spend	3	15%	10.73%	2.15		
		B-BBEE Procurement Spend from all EMEs as a percentage of Total Measured Procurement Spend.	4	15%	8.85%	2.36		
		B-BBEE Procurement Spend from Empowering Suppliers that are at least 51% black owned, as a percentage of Total Measured Procurement Spend	11	50%	25.21%	5.55		
		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%	16.84%	4.00		
		Bonus: B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% black owned.	2	2%	4.19%	2.00		
		ENTERPRISE & SUPPLIER DEVELOPMENT						
		Annual value of all Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2% of NPAT	9.67%	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	19.29%	5.00		
Bonus: Graduation from Enterprise Development to Supplier Development Beneficiary	1	Yes	No	0.00				
Bonus: Jobs created directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	1	Yes	Yes	1.00				
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	11.40%	5.00	5.00	

TOTAL SCORE	76.40
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LEVEL BEFORE PRIORITY ELEMENTS CHECKED	Level 5	Contributor
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LEVEL AFTER PRIORITY ELEMENTS CHECKED	Level 6	Contributor
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ADDITIONAL LEVEL AND POINTS FOR QUALIFYING Y.E.S EMPLOYERS	+ 1 LEVEL	+ 0 POINTS
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FINAL SCORE	76.40
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FINAL STATUS AWARDED	Level Five Contributor
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% RECOGNITION	80%
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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

Louis Nel

 Louis Nel
 Technical Signatory