



Final BEE Verification Report

Cognition Holdings Limited

30 September 2019

1. Details of Measured Entity:

Company Name	Cognition Holdings Limited
Address	Cognition House Corner Bram Fischer Drive & Will Scarlet Road, Ferndale Randburg 2194
Registration Number	1997/010640/06
Vat Number	4870155746

2. Scorecard Overview:

Ownership Equity	15.44
Management Control	6.76
Skills Development	21.37
Enterprise Supplier Development	30.55
Socio Economic Development	5.00
TOTAL SCORE	79.12

3. B-BBEE Status:

BEE Recognition Level	80%
BEE Status	LEVEL 5
Subminimum discount applied (already discounted above if applicable)	No
Black Ownership	16.40%
Black Female Ownership	5.12%
Qualifying Enterprise Supplier Development Beneficiary	NO
Empowering Supplier Status	YES
Applicable BEE Codes	DTI Generic Code (Gazette No:36928)
Financial Period Measured	01 July 2018 – 30 June 2019
Analyst	M Arnold
Technical Signatory	T Dippenaar
Verification Date	18 September 2019
Scorecard Number	TLVT9226-300919

4. Scorecard Summary:

Ownership

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Voting Rights	Exercisable Voting Rights in the Enterprise in the hands of black people	4	25.00%	15.66%	2.51
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	3.54%	0.71
Economic Interest	Economic Interest of black people in the Enterprise	4	25.00%	16.40%	2.62
	Economic Interest of black Women in the Enterprise	2	10.00%	5.12%	1.02
	Economic Interest of any of the following Black natural people in the Measured Entity: - Black Designated Groups (Youth, Unemployed, Rural Living, Disabled) - Black Participants in Employee Share Ownership Programmes; - Black people in Broad-based Ownership Schemes; - Black participants in Co-operatives	3	3.00%	1.33%	1.33
	Involvement in the ownership of the Enterprise of black new entrants	2	2.00%	4.31%	2.00
Realisation Points	Net Equity Value	8	25.00%	5.25	5.25
					15.44

Management Control

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Board Participation	Exercisable voting rights of black board members as a percentage of all board members	2	50.00%	10.00%	0.40
	Exercisable voting rights of black female board members as a percentage of all board members	1	25.00%	0.00%	0.00
	Black persons who are executive directors as a percentage of all executive directors	2	50.00%	0.00%	0.00
	Black female executive directors as a percentage of all executive directors	1	25.00%	0.00%	0.00
Other Executive Management	Black Other Executive Management as a percentage of all Other Executive Management	2	60.00%	33.33%	1.11
	Black female Other Executive Management as a percentage of all Other Executive Management	1	30.00%	16.67%	0.56
Senior Management	Black employees in Senior Management as a percentage of all Senior Management	2	60.00%	14.30%	0.48
	Black female Employees in Senior Management as a percentage of all Senior Management	1	30.00%	7.76%	0.26
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%	13.33%	0.36
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	6.67%	0.18
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	62.14%	0.71
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%	31.91%	0.73
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%	3.08%	2.00
					6.76

Skills Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Skills Development Expenditure	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leivable Amount	8	6.00%	3.62%	4.83
	Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leivable Amount	4	0.30%	0.29%	3.88
Learnerships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	4	2.50%	2.38%	3.80
	Number of black unemployed people participating in training specified in the Learning Programme Matrix as a percentage of total employees	4	2.50%	2.41%	3.86
Bonus Points	Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme	5	100.00%	100.00%	5.00
					21.37

Enterprise Supplier Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Preferential Procurement	B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a Percentage of Total Measured Procurement Spend	5	80.00%	42.22%	2.64
	B-BBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15.00%	15.22%	3.00
	B-BBEE Procurement Spend from Exempted Micro-Enterprise suppliers based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	15.00%	9.69%	2.58
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	9	40.00%	16.06%	3.61
	B-BBEE Procurement Spend from all Empowering Suppliers that are at least 30% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	12.00%	15.20%	4.00
Bonus Points	B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned based on the B-BBEE Recognition Level	2	2.00%	0.13%	0.13
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2.00%	1.72%	8.58
Enterprise Development	Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target	5	1.00%	1.11%	5.00
Bonus Points	Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level	1	Yes	No	0.00
	Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	1	Yes	Yes	1.00
					30.55

Socio-Economic Development

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
SED Contributions	Annual value of all Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target	5	1.00%	1.67%	5.00
					5.00

Youth Employment Service Initiative (Y.E.S)

Sub-Element	Indicator	Weighting Points	Compliance Target	Actual	Score
Y.E.S - Bonus Points	Achieved 1.5 x Y.E.S Employment Target	3	100.00%	0.00%	0.00
	Achieved the Y.E.S Absorption Target		2.50%	0.00%	
					0.00

TOTAL BEE SCORE	79.12 Points
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BROAD BASED CONTRIBUTION LEVEL

LEVEL 5

YOUTH EMPLOYMENT SERVICE	NO
PROCUREMENT LEVEL	80%
EMPOWERING SUPPLIER	YES
DESIGNATED GROUP SUPPLIER	NO