

EMPOWERLOGIC

Broad Based Black Economic Empowerment Verification Certificate

A Consolidated Verification Certificate Issued to

EOH Holdings Limited and Subsidiaries

Level 1 Contributor

Measured Entity

Company Name	EOH Holdings Limited and Subsidiaries
Registration Number	1998/014669/06
VAT Number	4180202386
Address	1st Floor Block E, Pinmill Farm 164 Katherine Street, Sandton 2148

B-BBEE Status

B-BBEE Status Level	Level 1				
Total Points Obtained	122.22	EO: 22.86 points; MC: 15.91 points; SD: 16.77 points; ESD: 54.68 points; SED: 12 points			
Discounting Principle Applied	No	Procurement Recognition	135.00%	Participated in Y.E.S Initiative	No
Empowering Supplier	Yes	Measurement Period Year End	31/07/2022		
Black Voting Rights	49.33%	Black Women Voting Rights	16.99%	Black Designated Groups	0.00%
Black Economic Interest	49.33%	Black Women Economic Interest	16.99%	Black Youth	0.00%
51% Black Owned	No	30% Black Women Owned	No	Black Disabled	0.00%
Normal Flow Through Applied	No	Black New Entrants	2.11%	Black Unemployed	0.00%
Modified Flow Through Applied	No	Exclusion Principle Applied	Yes	Black People Living in Rural Areas	0.00%
				Black Military Veterans	0.00%

Issue Date	28/10/2022
Expiry Date	27/10/2023
Certificate Number	ELC11423-2RGENBBICT replacing ELC11423RGENBBICT
Version	Final - Revised 1/11/2022
Applicable Scorecard	Amended ICT - Generic
Applicable BBEE Codes	Amended ICT Codes Gazetted on 7 November 2016



EmpowerLogic (Pty) Ltd

Reg. No. : 1995/000523/07

BBBEE Verification Agency

Per Gianna Le Roux

Member - Verification Committee



SANAS Accredited

BVA018

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Entities Included in the Consolidated Verification Certificate

Company Name	Registration Number	Vat Number
EOH Holdings Limited	1998/014669/06	4180202386
EOH Mthombo (Pty) Ltd	1998/000103/07	4320172499
iOCO Solutions Ltd	2019/199519/07	4530289356
Amber Moon Trading 5 (Pty) Ltd	2007/022104/07	4560253512
EOH Managed Services PS (Pty) Ltd	2009/022961/07	4370255822
EOH Afrika (Pty) Ltd	2000/008680/07	4660199201
NEXTEC Security and Building Technologies (Pty) Ltd	1994/006897/07	4870146232
iOCO Digital (Pty) Ltd	2004/022847/07	4270220164
Freethinking Business Consulting (Pty) Ltd	2008/021602/07	4200241414
Faranani Sapremo (Pty) Ltd	2006/037174/07	4440248088
Quinedge (Pty) Ltd	2002/027602/07	4190184269
Regro Technology (Pty) Ltd	2005/022508/07	4330224587
Coastal and Environmental Services (Pty) Ltd	2012/151672/07	4380172835
Dihlase Consulting Engineers (Pty) Ltd	2007/000416/07	4520234610
iOCO Managed Services (Pty) Ltd	2000/028133/07	4160191112
Shandon Business Solutions (Pty) Ltd	2003/004032/07	4050190034
Exigo Sustainability (Pty) Ltd	2006/011434/07	4910184854
Deixis (Pty) Ltd	2003/010010/07	4760205957
About Time Software (Pty) Ltd	2009/019149/07	4430258519
Comitant Solutions (Pty) Ltd	1999/024408/07	4320188792
iOCO Infrastructure Services (Pty) Ltd	1980/002315/07	4490119700

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Company Name	Registration Number	Vat Number
Intelligens IT Solutions (Pty) Ltd	2002/009822/07	4300206994
In The Cloud Internet Services (Pty) Ltd	2015/435438/07	4880254489
Rinedata SA (Pty) Ltd	2012/046793/07	4740261575
EOH Linkstate Services (Pty) Ltd	2012/079510/07	4520263379
Apronics (Pty) Ltd	2001/017007/07	4620138075
Arcserve Southern Africa (Pty) Ltd	2013/233550/07	4220267001
Allos Consulting (Pty) Ltd	2004/019547/07	4350216620
Cornastone Enterprise Systems (Pty) Ltd	2000/024217/07	4270190988
Impression Signatures (Pty) Ltd	2015/285088/07	4580275040
EOH Abantu (Pty) Ltd	2006/024041/07	4440230920
Siyangoba Seminars (Pty) Ltd	2008/008249/07	4340185570
Highveld Wealth Management (Pty) Ltd	2006/022666/07	4810243750
Rosstone Consulting (Pty) Ltd	2004/004405/07	4630213371
CSO Employee Benefit Services (Pty) Ltd	2003/005594/07	4810210189
Inlexso (Pty) Ltd	1999/014204/07	4490184621
Sult (Pty) Ltd	2006/037114/07	4960245845
Medical Services Organisation SA (Pty) Ltd	2005/031842/07	4320226832
Faculty Training Institute (Pty) Ltd	1996/000943/07	4470164825
Hospitality Professionals South Africa (Pty) Ltd	1998/009890/07	4040180384
MPC Recruitment (Pty) Ltd	2013/156235/07	4320175989
EOH Employee Benefits (Pty) Ltd	2009/000156/07	4550256038

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HCI Financial Services (Pty) Ltd	2014/001364/07	4600189494
Cortez Trading (Pty) Ltd	2002/011481/07	4880210119
Impact Human Resources (Pty) Ltd	1983/011355/07	4020171049
XTND (Pty) Ltd	2010/011730/07	4380257537
Scientia Optimate Financial Services (Pty) Ltd	2000/028612/07	4900202005
2Identify (Pty) Ltd	2001/023408/07	4120197415
Symplexity (Pty) Ltd	2002/016335/07	4640208825
Siyaya Skills Institute (Pty) Ltd	2008/016628/07	4150201624
Sabela Learning Academy (Pty) Ltd	2014/168306/07	4560235824
Zusiza (Pty) Ltd	2005/003955/07	4490228089
Mbat (Pty) Ltd	2011/011208/07	4420259998
Triclinium Clinical Development (Pty) Ltd	1999/027211/07	4040188650
Nuvoteq (Pty) Ltd	2015/049891/07	4080271887
iOCO Software Distribution (Pty) Ltd (previously Enterprise Softworks (Pty) Ltd)	1995/006114/07	4880152378
EOH International (Pty) Ltd	1998/021180/07	4860186347
NEXTEC Industrial Technologies (Pty) Ltd	1980/003734/07	4250165810
ITS Technologies (Pty) Ltd	2010/017464/07	4940213442
GLS Consulting (Pty) Ltd	2007/003039/07	4910241134
IMQS Software (Pty) Ltd	2000/019581/07	4820194431
Energy Cybernetics (Pty) Ltd	2006/029422/07	4660174493
Energy Insight (Pty) Ltd	2008/001336/07	4140245756

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Compu-Power (Pty) Ltd	1969/001222/07	4770103820
Umbane Systems (Pty) Ltd	1997/014583/07	4640187185
Cybercare (Pty) Ltd	2004/012482/07	4720215906
V & V Holdings (Pty) Ltd	2000/005155/07	4100194754
V & V Consulting Engineers (Pty) Ltd	1999/007112/07	4650195383
Trackstar Trading 308 (Pty) Ltd	2001/016720/07	4820194647
Industrial Logistic Systems (Pty) Ltd	1987/005223/07	4890117775
Joat Consulting (Pty) Ltd	2012/010902/07	4890246921
Joat Sales and Services (Pty) Ltd	2012/010964/07	4800207583
Scan RF Projects (Pty) Ltd	1999/027886/07	4710186729
Integrators of Systems Technology (Pty) Ltd	2007/015049/07	4890239827
Pia Solar SA (Pty) Ltd	2012/022535/07	4450260825
CA Southern Africa (Pty) Ltd	2008/021302/07	4400252195
iOCO Enterprise Applications (Pty) Ltd (previously Intellient (Pty) Ltd	1971/010320/07	4440105072
Mthombo IT Services (Pty) Ltd	1998/020465/07	4900189012
EOH Consulting (Pty) Ltd	2000/016947/07	4330204662
NEXTEC Shared Services (Pty) Ltd	2018/295431/07	4920288257
Fluent (Pty) Ltd	2019/204161/07	4270291422
Digital Industries (Pty) Ltd	2016/505179/07	4170280095
iOCO Solutions (Pty) Ltd	2019/199519/07	4530289356

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Amended ICT - Generic Scorecard - Condensed Report

Objective	Indicator	Weight	Actual Achieved	Target	Achieved against Target	Points
Broad Based Black Economic Empowerment Contribution		130.0				122.22
Objective : Ownership		25.00			91.44%	22.86
Equity Ownership	Exercisable Voting Rights by Black People	4.00	49.33%	30.00%	100.00%	4.00
	Exercisable Voting Rights by Black Women	2.00	16.99%	10.00%	100.00%	2.00
	Economic Interest to which Black People are entitled	4.00	49.33%	30.00%	100.00%	4.00
	Economic Interest to which Black Women are entitled	2.00	16.99%	10.00%	100.00%	2.00
	Economic Interest to which BDG's, EOS, BBOS and Co-op's are entitled	3.00	2.10%	3.00%	70.06%	2.10
	Involvement in the ownership by Black New Entrants	2.00	2.11%	2.00%	100.00%	2.00
	A - Net Value	8.00	25.34%	30.00%	84.48%	6.76
	B - Economic Interest		49.33%	30.00%	100.00%	
Objective : Management Control		23.00			69.17%	15.91
Objective: Board Participation and Other Executive Management		13.00			84.19%	10.94
Management Control	% Exercisable Voting Rights of Black Board Members	3.00	54.55%	50.00%	100.00%	3.00
	% Exercisable Voting Rights of Black Women Board Members	2.00	36.36%	25.00%	100.00%	2.00
	% Black Executive Directors	2.00	33.33%	50.00%	66.67%	1.33
	% Black Women Executive Directors	1.00	33.33%	25.00%	100.00%	1.00
	% Black Executive Management	3.00	50.00%	60.00%	83.33%	2.50
	% Black Women Executive Management	2.00	16.67%	30.00%	55.56%	1.11
Objective : Employment Equity		10.00			49.66%	4.97
Employment Equity	% Black People in Senior Management	2.00	16.27%	60.00%	27.11%	0.54
	% Black Women in Senior Management	1.00	2.26%	30.00%	7.54%	0.08
	% Black People in Middle Management	2.00	25.36%	75.00%	33.82%	0.68
	% Black Women in Middle Management	1.00	8.86%	38.00%	23.33%	0.23
	% Black People in Junior Management	1.00	66.18%	88.00%	75.21%	0.75
	% Black Women in Junior Management	1.00	41.01%	44.00%	93.21%	0.93
	Black People Living with Disabilities as a % of All Employees	2.00	1.75%	2.00%	87.72%	1.75

Amended ICT - Generic Scorecard - Condensed Report

Objective	Indicator	Weight	Actual Achieved	Target	Achieved against Target	Points
Objective : Skills Development		20.00		-	83.86%	16.77
Skills Development	Skills Development Expenditure on Black People as a % of Leviaible Amount	8.00	3.58%	6.00%	59.65%	4.77
	Skills Development on Black People with disabilities as a % of Leviaible Amount	4.00	0.35%	0.30%	100.00%	4.00
	Black People Participating in Learnerships, Apprenticeships and Internships as a % of Total Employees	4.00	2.50%	2.50%	100.00%	4.00
	Unemployed Black People Participating in the Learning Matrix as a % of Total Employees	4.00	2.50%	2.50%	100.00%	4.00
	Bonus Point: Number of Black People Absorbed	5.00	0.00%	100%	0.00%	-
Objective: Enterprise and Supplier Development		50.00			109.35%	54.68
Objective : Preferential Procurement		25.00			106.70%	26.68
Preferential Procurement	Weighted BEE Procurement Expenditure - All Suppliers	5.00	101.66%	80.00%	100.00%	5.00
	Weighted BEE Procurement Expenditure - Qualifying Small Enterprises	3.00	13.38%	15.00%	89.20%	2.68
	Weighted BEE Procurement Expenditure - Exempted Micro Enterprises	4.00	18.59%	15.00%	100.00%	4.00
	Weighted BEE Procurement Expenditure - Suppliers that are at least 51% Black Owned	9.00	62.49%	40.00%	100.00%	9.00
	Weighted BEE Procurement Expenditure - Suppliers that are at least 30% Black Women Owned	4.00	44.20%	12.00%	100.00%	4.00
	Bonus Points: Procurement Expenditure from Designated Group Suppliers that are at least 51% Black Owned	2.00	4.20%	2.00%	100.00%	2.00
Objective : Enterprise and Supplier Development		25.00			112.00%	28.00
Enterprise and Supplier Development	Annual Value of all Supplier Development Contributions as a % of NPAT	10.00	14.00%	2.00%	100.00%	10.00
	Annual Value of all Enterprise Development Contributions as a % of NPAT	15.00	9.34%	3.00%	100.00%	15.00
	Bonus Point: Graduation	1.00	Yes	Yes	100.00%	1.00
	Bonus Points: Creating New Jobs up to 11% of the Workforce	2.00	Yes	Yes	100.00%	2.00
Objective : Socio Economic Development		12.00			100.00%	12.00
Socio-Economic Development	Annual Value of all Socio-Economic Development Contributions as a % of NPAT	12.00	12.60%	1.50%	100.00%	12.00