

EMPOWERLOGIC

Broad Based Black Economic Empowerment Verification Certificate

A Consolidated Verification Certificate Issued to

Raubex Group Limited and Subsidiaries

Level 1 Contributor

Measured Entity

Company Name Raubex Group Limited and Subsidiaries
Registration Number 2006/023666/06
VAT Number Refer to page 2 of Certificate
Address Highgrove Office Park, Building 1
50 Tegel Avenue, Highveld, Centurion
0169

B-BBEE Status

B-BBEE Status Level Level 1

Total Points Obtained	109.79	EO: 30 points; MC: 14.15 points; SD: 23.55 points; ESD: 36.45 points; SED: 5.64 points				
Discounting Principle Applied	No	Procurement Recognition	135.00%	Empowering Supplier	Yes	
Black Ownership	71.44%	Black Designated Groups	12.78%	51% Black Owned	Yes	
Black Women Ownership	29.99%	Black Youth	12.20%	30% Black Women Owned	No	
Black New Entrants	14.87%	Black Disabled	0.06%	Participated in Y.E.S Initiative	No	
Normal Flow Through Applied	Yes	Black Unemployed	0.07%	Achieve Y.E.S Target and 2.5% Absorption	No	
Modified Flow Through Applied	No	Black People Living in Rural Areas	0.57%	Achieve 1.5 x Y.E.S Target and 5% Absorption	No	
Mandated Investment Exclusion Applied	No	Black Military Veterans	0.00%	Achieve Double x Y.E.S Target and 5% Absorption	No	
					Measurement Period Year End	29/02/2024

Issue Date 24/06/2024
Expiry Date 23/06/2025
Certificate Number ELC12790RGENBBCON
Version Final
Applicable Scorecard Amended Construction - Generic Contractor
Applicable BBEE Codes Amended Construction Sector Codes Gazetted 1 December 2017



SANAS Accredited

EmpowerLogic (Pty) Ltd

Reg. No. : 1995/000523/07

BBBEE Rating Agency

Per Theo Lombard

Member - Verification Committee



BVA018

This certificate is the result of an independent and impartial verification of the BBBEE status of the measured entity measured against the Codes of Good Practice on Broad Based Black Economic Empowerment and has been issued in accordance with the EmpowerLogic Verification Certificate Policy. This certificate supersedes any previous certificates issued to the Measured entity. For enquiries please contact EmpowerLogic at 086 111 4003.

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Certificate Number: ELC12790RGENBBCON

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Entities Included in the Consolidated Verification Certificate

Company Name	Registration Number	Vat Number
B&E International (Pty) Ltd	1982/010924/07	4420103634
Bauba A Hlabirwa Mining Investments (Pty) Ltd	2006/039054/07	4870249218
Bauba Resources (Pty) Ltd	1986/004649/06	4150215608
Comar Plant Design and Manufacturing (Pty) Ltd	2012/180733/07	4700102421
Donkerhoek Quarry (Pty) Ltd	1984/002268/07	4070131224
Empa Structures (Pty) Ltd	2015/023522/07	4720214412
Forte Demolition Solutions (Pty) Ltd	2015/218660/07	4320285036
L&R Civil (Pty) Ltd	2007/011169/07	4720107574
Milling Techniks (Pty) Ltd	1999/016677/07	4850186885
National Asphalt (Pty) Ltd	1997/014970/07	4160181709
Nuco Chrome Bophuthatswana (Pty) Ltd	1989/070023/07	4380232159
OMV (Pty) Ltd	2014/011295/07	4430265654
Raubex (Pty) Ltd	1978/004596/07	4820114140
Raubex Building (Pty) Ltd	1976/003683/07	4330191208
Raubex Building Group (Pty) Ltd	2015/224827/07	4920278480
Raubex Construction (Pty) Ltd	1993/070002/07	4230179964
Raubex Facility Management (Pty) Ltd	2014/046159/07	4750267652
Raubex Infra (Pty) Ltd	2002/019269/07	4960218016
Raubex Infrastructure Holdings (Pty) Ltd	2019/117140/07	Not Registered
Raubex KZN (Pty) Ltd	1970/007930/07	4130101373
Raubex Materials Holdings (Pty) Ltd	1984/000024/07	Not Registered

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Company Name	Registration Number	Vat Number
Raubex REI Holdings (Pty) Ltd	2020/047901/07	Not Registered
Raubex Roads and Earthworks Holdings (Pty) Ltd	1997/000224/07	4730167444
Raudev (Pty) Ltd	2007/024392/07	4420249973
Raumix Aggregates (Pty) Ltd	1999/013981/07	4280252166
Roadmac Surfacing (Pty) Ltd	1992/001299/07	4800168611
Roadmac Surfacing Cape (Pty) Ltd	2001/018597/07	4880196516
Shisalanga Construction (Pty) Ltd	1998/007366/07	4010173740
SPH Kundalila (Pty) Ltd	1997/015857/07	4690170982
Tosas (Pty) Ltd	1971/011973/07	4680109495
Transkei Quarries (Pty) Ltd	2015/218760/07	4260281243

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Amended Construction - Generic Contractor Scorecard - Condensed Report

Objective	Indicator	Weight	Actual Achieved	Target	Achieved against Target	Points	
Broad Based Black Economic Empowerment Contribution		105.0				109.79	
Objective : Ownership		27.00			111.11%	30.00	
Equity Ownership	Exercisable Voting Rights by Black People	4.50	84.82%	35.00%	100.00%	4.50	
	Exercisable Voting Rights by Black Women	2.00	36.19%	14.00%	100.00%	2.00	
	Economic Interest to which Black People are entitled	4.50	71.44%	35.00%	100.00%	4.50	
	Economic Interest to which Black Women are entitled	2.00	29.99%	14.00%	100.00%	2.00	
	Economic Interest to which BDG's, EOS, BBOS and Co-op's are entitled	3.00	12.78%	12.00%	100.00%	3.00	
	Involvement in the ownership by Black New Entrants	5.00	14.87%	5.00%	100.00%	5.00	
	A - Net Value	6.00	66.24%	25.00%	100.00%	6.00	
	B - Economic Interest		71.44%	25.00%	100.00%		
	Bonus Points:						
		Exercisable Voting Rights in the hands of Black People above 50%	1.00	Yes	Yes	100.00%	1.00
		Exercisable Voting Rights in the hands of Black People above 75%	2.00	Yes	Yes	100.00%	2.00
		Exercisable Voting Rights in the hands of Black Women above 50%	1.00	No	Yes	0.00%	-
Objective : Management Control		18.00			78.60%	14.15	
Objective: Board Participation and Other Executive Management		10.00			81.67%	8.17	
Management Control	% Exercisable Voting Rights of Black Board Members	3.00	50.00%	50.00%	100.00%	3.00	
	% Exercisable Voting Rights of Black Women Board Members	1.00	50.00%	20.00%	100.00%	1.00	
	% Black Executive Directors	2.00	33.33%	50.00%	66.67%	1.33	
	% Black Women Executive Directors	1.00	33.33%	20.00%	100.00%	1.00	
	% Black Executive Management	2.00	25.00%	60.00%	41.67%	0.83	
	% Black Women Executive Management	1.00	0.00%	30.00%	0.00%	-	
	Bonus Points:						
		Bonus Points: Exceeding the Target for Black Executive Directors (>50%)	1.00	No	Yes	0.00%	-
		Bonus Points: Exceeding the Target for Black female Executive Directors (>20%)	1.00	Yes	Yes	100.00%	1.00
Objective : Employment Equity		8.00			74.77%	5.98	
Employment Equity	% Black People in Senior Management	2.00	15.53%	60.00%	25.89%	0.52	
	% Black Women in Senior Management	0.50	2.14%	30.00%	7.13%	0.04	
	% Black People in Middle Management	1.00	52.59%	75.00%	70.12%	0.70	
	% Black Women in Middle Management	0.50	11.95%	30.00%	39.82%	0.20	
	% Black People in Junior Management	1.00	53.71%	88.00%	61.03%	0.61	
	% Black Women in Junior Management	0.50	7.22%	35.00%	20.64%	0.10	
	Black People Living with Disabilities as a % of Office Based Employees	0.50	13.30%	2.00%	100.00%	0.50	
	Black Professionally registered Employees as a % of all Professionally Registered Employees	2.00	32.86%	50.00%	65.71%	1.31	
	Bonus Points:						
		Bonus Points: Black Youth Employees as a % of all Employees using ARG	2.00	34.81%	30.00%	100.00%	2.00

Amended Construction - Generic Contractor Scorecard - Condensed Report

Objective	Indicator	Weight	Actual Achieved	Target	Achieved against Target	Points
Objective : Skills Development		21.00		-	112.13%	23.55
Skills Development	Skills Development Expenditure of Black People as a % of Leviaible Amount	4.00	2.85%	3.00%	95.06%	3.80
	Proportion of Skills Development Expenditure on African People using ARG	2.00	71.91%	80.00%	89.89%	1.80
	Proportion of Skills Development Expenditure on Black People spent on Black Exec, Snr and Mid Management using ARG	2.00	53.14%	15.00%	100.00%	2.00
	Proportion of Skills Development Expenditure on Black People spent on Black Junior Management using ARG	1.00	11.74%	10.00%	100.00%	1.00
	Proportion of Skills Development Expenditure on Black People spent on Black Bursaries or Scholarships using ARG	2.00	5.87%	15.00%	39.10%	0.78
	Learners in Category A, B, C and D as % of Total Employees	3.00	6.88%	2.50%	100.00%	3.00
	Black Employees registered as candidates with Professional registration bodies as a % of such registered learners	3.00	92.86%	60.00%	100.00%	3.00
	Black Disabled Learners in Category A ,B, C and D as a % of Black Office Based Learners	1.00	125.84%	5.00%	100.00%	1.00
	Implementation of an Approved and Verified Mentorship Programme	3.00	Yes	Yes	100.00%	3.00
	Bonus Points: % of Black People Absorbed at the end of Category A, B, C and D learning Programmes	1.00	16.49%	100.00%	16.49%	0.16
	Bonus Points: Black Employees that completed a Mentorship Programme during the last 3 years that were promoted during the measurement period as a % of all such employees during those 3 years	2.00	100.00%	15.00%	100.00%	2.00
	Bonus Points: Black Employees who registered as Professionals with industry professional bodies as a % of all Employees registered as such in the measurement period	2.00	100.00%	60.00%	100.00%	2.00
Objective: Preferential Procurement and Supplier Development		34.00			107.20%	36.45
Objective : Preferential Procurement		19.00			112.88%	21.45
Preferential Procurement	Weighted BEE Procurement Expenditure - All Suppliers	6.00	77.62%	80.00%	97.02%	5.82
	Weighted BEE Procurement Expenditure - Qualifying Small Enterprises	3.00	13.56%	15.00%	90.39%	2.71
	Weighted BEE Procurement Expenditure - Exempted Micro Enterprises	3.00	19.62%	15.00%	100.00%	3.00
	Weighted BEE Procurement Expenditure - Suppliers that are at least 51% Black Owned	4.00	50.34%	20.00%	100.00%	4.00
	Weighted BEE Procurement Expenditure - Suppliers that are at least 35% Black Women Owned	3.00	25.16%	12.00%	100.00%	3.00
	Bonus Points: Weighted BEE Procurement Expenditure - Suppliers that are at least 51% Black Designated Group Owned	3.00	12.76%	20.00%	63.80%	1.91
	Bonus Points: Weighted BEE Procurement Expenditure - Suppliers that are at least 51% Black Women Owned	1.00	14.94%	8.00%	100.00%	1.00
Objective : Supplier Development		15.00			100.00%	15.00
Supplier Development	Compliant Supplier and Contractor Development Programmes	5.00	11.15%	5.00%	100.00%	5.00
	Annual Value of all Supplier Development Contributions as a % of NPAT	8.00	5.75%	3.00%	100.00%	8.00
	Annual Value of all Supplier Development Contributions towards 51% Black Women Owned Entities as a % of NPAT (20% of target)	2.00	1.56%	0.60%	100.00%	2.00
Objective : Socio Economic Development		5.00			112.74%	5.64
Socio-Economic Development	Annual Value of all Socio-Economic Development Contributions as a % of NPAT	4.00	2.65%	1.25%	100.00%	4.00
	Portion of Socio-Economic Contributions Spend on communities with Limited Services as a % of NPAT (30% of target)	1.00	0.94%	0.38%	100.00%	1.00
	Bonus Points: Annual Value of Contributions towards Structured SED Projects as a % of NPAT	1.00	0.80%	1.25%	63.72%	0.64