



Final BEE Verification Report

COGNITION HOLDINGS LIMITED

And subsidiaries as per Annex A

29 September 2020

1. Details of Measured Entity:

Company Name	
Trade Name	COGNITION HOLDINGS LIMITED
Address	Cognition House 84 Bram Fischer Drive Ferndale Randburg
Registration Number	1997/010640/06
Vat Number	4870155746

2. Scorecard Overview:

Ownership Equity	15.34
Management Control	4.01
Skills Development	14.18
Enterprise Supplier Development	42.10
Socio Economic Development	5.00
TOTAL SCORE	80.63

3. B-BBEE Status:

BEE Recognition Level	100%
BEE Status	LEVEL 4
Subminimum discount applied (already discounted above if applicable)	No
Black Ownership	16.89%
Black Female Ownership	6.25%
Qualifying Enterprise Supplier Development Beneficiary	NO
Empowering Supplier Status	YES
Y.E.S Targets Achieved	NO
Y.E.S Enhancement Level	N/A
Applicable BEE Codes	DTI Generic Code (Gazette No:42496)
Financial Period Measured	1/7/19-30/6/2020
Analyst	Rabyn Cockman
Technical Signatory	Marsha Arnold
Verification Date	14 September 2020
Scorecard Number	TLVT9432-290920

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%	15.98%	2.56
	Exercisable Voting Rights in the Enterprise in the hands of black Women	2	10.00%	4.23%	0.85
Economic Interest	Economic Interest of black people in the Enterprise	4	25.00%	16.89%	2.70
	Economic Interest of black Women in the Enterprise	2	10.00%	6.25%	1.25
	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%	0.58%	0.58
	Involvement in the ownership of the Enterprise of black new entrants	2	2.00%	5.34%	2.00
Realisation Points	Net Equity Value	8	25.00%	5.40	5.40
					15.34

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%	9.09%	0.36
	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%	0.00%	0.00
	Black female Other Executive Management as a percentage of all Other Executive Management	1	30.00%	0.00%	0.00
Senior Management	Black employees in Senior Management as a percentage of all Senior Management	2	60.00%	0.00%	0.00
	Black female Employees in Senior Management as a percentage of all Senior Management	1	30.00%	0.00%	0.00
Middle Management	Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%	17.79%	0.47
	Black female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	12.92%	0.34
Junior Management	Black Employees in Junior Management as a percentage of all Junior Management	1	88.00%	58.71%	0.67
	Black female Employees in Junior Management as a percentage of all Junior Management	1	44.00%	23.02%	0.52
Disabled	Black Employees with disabilities as a percentage of all employees	2	2.00%	1.64%	1.64
					4.01

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	6	3.50%	2.90%	4.97
	Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions	4	2.50%	0.00%	0.00
	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%	0.01%	0.16
Learnerships	Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	6	5.00%	4.81%	5.77
Bonus Points	Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme	5	100.00%	65.57%	3.28
					14.18

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%	94.36%	5.00
	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%	34.06%	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%	35.15%	4.00
	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	11	50.00%	44.96%	9.89
	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%	35.54%	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%	1.20%	1.20
Supplier Development	Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target	10	2.00%	2.43%	10.00
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%	1.61%	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	No	0.00
					42.10

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%	1.99%	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 2 x Y.E.S Absorption Target		2.50%	0.00%	
					0.00

TOTAL BEE SCORE	80.63 Points
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BROAD BASED CONTRIBUTION LEVEL

LEVEL 4

YOUTH EMPLOYMENT SERVICE	NO
PROCUREMENT LEVEL	100%
EMPOWERING SUPPLIER	YES
DESIGNATED GROUP SUPPLIER	NO