



EMPOWERDEX

Economic Empowerment Rating Agency

QSE ICT Sector Code B-BBEE Verification Certificate

Finteq (Pty) Ltd

Registration Number: 2005/013109/07
Address: 138 Athol Street, Highlands North, Johannesburg 2192

Level Four Contributor

Scorecard Information	Actual Score	Target Score	Analysis	Results
Ownership	N/A	N/A	Procurement Recognition Level	100.00%
Management	N/A	N/A	Black Ownership	N/A
Employment Equity	22.56	25.00	Black Women Ownership	N/A
Skills Development	4.17	25.00	VAT Number	4360221933
Preferential Procurement	N/A	N/A	Value Adding Enterprise	Yes
Enterprise Development	22.97	25.00	Issue Date	29 June 2016
Socio-Economic Development	20.75	25.00	Expiry Date	28 June 2017
Total Score	70.45	100.00	Re-Issue Date	N/A



For EMPOWERDEX (Pty) Ltd – Cape Town

29 June 2016

Date

This verification certificate and the verification report are based on information provided to Empowerdex and represent an independent opinion based on the verification and analysis completed by Empowerdex. The calculation of the scores has been determined in accordance with the Information and Communication Technology Sector Code as Gazetted on 6 June 2012.

Empowerdex (Pty) Ltd Reg. 2001/027963/07
Directors: C Wu, V Jack, L Ratsoma, J Brebnor

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BBBEE Verification Agency

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EMPOWERDEX



Economic Empowerment Rating Agency

Cape Town

Contact Marketing at EMPOWERDEX: (+27) 21 419 5130

Finteq (Pty) Ltd

Registration Number: 2005/013109/07

an EMPOWERDEX QSE ICT Sector Code Scorecard Verification Report

A

Level Four Contributor					
Element	EMPOWERDEX Score		Target Score	B-BBEE Analysis	Results
Ownership	N/A	N/A	N/A	Procurement Recognition Level	100.00%
Management & Control	N/A	N/A	N/A	Black Ownership	N/A
Employment Equity	A	22.56	25.00	Black Women Ownership	N/A
Skills Development	E	4.17	25.00	VAT Number	4360221933
Preferential Procurement	N/A	N/A	N/A	Value Adding Enterprise	Yes
Enterprise Development	A	22.97	25.00	Issue Date	29 June 2016
Socio-Economic Development	A	20.75	25.00	Expiry Date	28 June 2017
Overall Score	A	70.45	100.00	Operational Capacity	Unconstrained

PRELIMINARY REPORT FOR DISCUSSION PURPOSES ONLY

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29 June 2016

For EMPOWERDEX (Pty) Ltd-Cape Town

Date

This verification report is an independent opinion on the B-BBEE status, (in terms of the ICT Sector Code (gazetted 06 June 2012)), based on the verification, validation and analysis performed by Empowerdex using the information presented by the management of the measured entity

EMPOWERDEX	Contribution Level	Qualification	Procurement Recognition Level
AAA+	Level One Contributor	> 100 points on the Scorecard	135.00%
AAA	Level Two Contributor	> 85 But < 100 points on the Scorecard	125.00%
AA	Level Three Contributor	> 75 But < 85 points on the Scorecard	110.00%
A	Level Four Contributor	> 65 But < 75 points on the Scorecard	100.00%
BBB	Level Five Contributor	> 55 But < 65 points on the Scorecard	80.00%
BB	Level Six Contributor	> 45 But < 55 points on the Scorecard	60.00%
B	Level Seven Contributor	> 40 But < 45 points on the Scorecard	50.00%
C	Level Eight Contributor	> 30 But < 40 points on the Scorecard	10.00%
D	Non Compliant Contributor	< 30 points on the Scorecard	0.00%

Empowerdex (Pty) Ltd. Reg. 2001/027963/07
Directors: C Wu, V Jack, J Brebnor, L Ratsoma.



Finteq (Pty) Ltd

BEE Elements	Status	EMPOWERDEX Score	Rating Components
Ownership	N/A	A ICT Sector Codes (Released June 2012) Level Four Contributor	Unconstrained Operational Capacity
Management & Control	N/A		
Employment Equity	A		
Skills Development	E		
Preferential Procurement	N/A		
Enterprise Development	A		
Socio Economic Development	A		
Operational Capacity	A		

Detailed Indicators	Target Level	Target Score	Verified Level	Verified Score
Employment Equity:				
Verification date:			May 2016	
Total permanent workforce analyzed:			12	
Total permanent black employees:			9	
Total permanent black female employees:			3	
Black representation: All employees who are management (adjusted for gender)	60.00%	15.00	54.54%	13.64
Black representation: All employees (adjusted for gender)	70.00%	10.00	62.50%	8.93
Bonus: Exceeding EAP targets for all employees who are management	89.91%	1.00	72.73%	0.00
Bonus: Exceeding EAP targets for all employees	89.91%	1.00	75.00%	0.00
TOTAL SCORE: EMPLOYMENT EQUITY	25.00 + 2.00		22.56	
Skills Development:				
Skills development review period:			March 2015 – February 2016	
Adjusted skills development spend on learning programmes for black employees as a percentage of leviab amount	2.00%	25.00	0.33%	4.22
TOTAL SCORE: SKILLS DEVELOPMENT	25.00		4.22	
Enterprise Development:				
Enterprise development initiatives:			Yes	
Annual/Cumulative recognition period:			March 2015 – February 2016	
Average annual value of all Qualifying Contributions made by the measured Entity as a percentage of NPAT	2.00%	25.00	1.84%	22.97
TOTAL SCORE: ENTERPRISE DEVELOPMENT	25.00		22.97	
Socio-Economic Development:				
Socio economic development initiatives:			Yes	
Annual/Cumulative recognition period:			March 2015 – February 2016	
Average annual value of all Qualifying Contributions made by the measured Entity as a percentage of NPAT	1.50%	25.00	1.24%	25.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT	25.00		25.00	
TOTAL SCORE:	100.00 + 2.00		70.45	