

Annexure A

SCORECARD ELEMENTS

Name of Entity: Impala Platinum Holdings Limited

1. OWNERSHIP AND MANAGEMENT CONTROL

Please indicate number of shareholders/directors/managers by providing relevant information below:

Categories	% for each category	Race classification (indicate % in terms of A, C & I)	Gender (indicate % in terms of F & M)	Age (provide % in chronological order)	Location (indicate nr in each Province)	Disability (indicate % in terms of F & M)
Black Ownership	REFER TO ATTACHED REPORT FROM VACO					
Board	69,23%	A – 53,84% I – 15,38%	F – 46,15% M – 23,07%	44 – 7,69% 46 – 15,38% 47 – 7,69% 52 – 7,69% 60 – 7,69%	GP – 9	F – 0% M – 0%

				63 – 7,69% 65 – 7,69% 68 – 7,69%		
Exec Directors	33,33%	I – 16,66%	F – 33,33%	47 – 16,66% 52 – 16,66%	GP – 2	F – 0%
Non-Exec Directors	70%	A – 70%	F – 40% M – 30%	44 – 10% 46 – 20% 60 – 10% 63 – 10% 65 – 10% 68 – 10%	GP – 7	F – 0% M – 0%
Senior Management	58,59%	A – 47,66% I – 7,03% C – 3,91%	F – 13,28% M – 44,53%	33 – 0,78% 34 – 0,78% 36 – 0,78% 38 – 2,34% 39 – 0,78% 40 – 3,13% 41 – 0,78% 42 – 7,03% 43 – 2,34% 44 – 1,56% 45 – 4,69%	GP – 20 NW – 55	F – 0% M – 0%

				46 – 4,69% 47 – 3,13% 48 – 3,13% 49 – 2,34% 50 – 1,56% 51 – 1,56% 52 – 4,69% 53 – 1,56% 54 – 0,78% 55 – 2,34% 57 – 2,34% 58 – 1,56% 59 – 0,78% 60 – 1,56% 61 – 0,78% 62 – 0,78%		
Middle Management	66,62%	A – 59,84% I – 4,06% C – 2,71%	F – 23,46% M – 43,16%	27 – 0,15% 28 – 0,30% 29 – 0,75% 30 – 0,60% 31 – 1,05% 32 – 1,80%	GP – 95 NW – 283 LP – 65	F – 0% M – 0%

				33 – 1,65%		
				34 – 3,61%		
				35 – 2,41%		
				36 – 2,86%		
				37 – 3,16%		
				38 – 2,71%		
				39 – 2,11%		
				40 – 2,71%		
				41 – 3,00%		
				42 – 3,46%		
				43 – 0,90%		
				44 – 3,91%		
				45 – 2,71%		
				46 – 4,06%		
				47 – 2,71%		
				48 – 1,95%		
				49 – 2,11%		
				50 – 2,86%		
				51 – 1,95%		
				52 – 1,20%		
				53 – 0,90%		
				54 – 1,05%		

				55 – 0,90% 56 – 0,75% 57 – 1,20% 58 – 1,50% 59 – 1,05% 60 – 1,05% 61 – 0,60% 62 – 0,45% 63 – 0,30%		
Junior Management	88,12%	A – 87,27% I – 0,24% C – 0,61%	F – 19,34% M – 68,79%	25 – 0,04% 26 – 0,31% 27 – 0,45% 28 – 0,67% 29 – 0,98% 30 – 1,35% 31 – 1,57% 32 – 1,41% 33 – 1,57% 34 – 2,49% 35 – 2,36% 36 – 2,69% 37 – 2,89%	GP – 318 NW – 3528 LP – 643	F – 0% M – 0%

				38 – 3,10%		
				39 – 3,53%		
				40 – 3,42%		
				41 – 4,08%		
				42 – 4,00%		
				43 – 3,73%		
				44 – 3,93%		
				45 – 3,63%		
				46 – 3,63%		
				47 – 3,57%		
				48 – 3,36%		
				49 – 3,10%		
				50 – 3,08%		
				51 – 2,67%		
				52 – 2,89%		
				53 – 1,85%		
				54 – 2,08%		
				55 – 1,65%		
				56 – 1,77%		
				57 – 1,83%		
				58 – 1,45%		
				59 – 1,96%		

				60 – 1,94%		
				61 – 1,18%		
				62 – 0,88%		
				63 – 0,29%		
Dividends declared		No dividends declared in the measurement period				

(NB: A-Africans, C-Coloureds, and I-Indians)

2. SKILLS DEVELOPMENT

Total leviable amount and number of black persons trained by providing relevant information as follows:

Total Leviable Amount: R 19'299'580'043,00							
Categories	Number for each category	Race classification (indicate % in terms of A, C & I)	Gender (indicate % in terms of F & M)	Age (provide % in chronological order)	Location (indicate nr in each Province)	Disability (indicate % in terms of F & M)	Total Amount Spend
Black employees	22671	A – 92,77% I – 0,44% C – 0,78%	F – 21,77% M – 72,21%	20 – 0,02% 21 – 0,11% 22 – 0,39% 23 – 0,53% 24 – 0,05%	GP – 3496 KZN – 3 LP – 656 MP – 13 NC – 5	F – 0% M – 0%	R47 328 536.00

				25 – 1,49%	NW – 18497		
				26 – 1,28%			
				27 – 1,76%			
				28 – 1,77%			
				29 – 2,19%			
				30 – 2,13%			
				31 – 2,15%			
				32 – 1,94%			
				33 – 2,26%			
				34 – 3,04%			
				35 – 3,40%			
				36 – 3,50%			
				37 – 3,85%			
				38 – 3,87%			
				39 – 3,88%			
				40 – 2,97%			
				41 – 3,58%			
				42 – 3,45%			
				43 – 3,42%			
				44 – 3,46%			
				45 – 3,44%			
				46 – 2,30%			

				47 – 2,80%			
				48 – 2,52%			
				49 – 2,11%			
				50 – 2,64%			
				51 – 1,84%			
				52 – 1,92%			
				53 – 1,28%			
				54 – 1,48%			
				55 – 1,28%			
				56 – 1,39%			
				57 – 1,50%			
				58 – 1,75%			
				59 – 1,36%			
				60 – 1,83%			
				61 – 1,18%			
				62 – 1,26%			
				63 – 0,76%			
				64 – 0,10%			
				65 – 0,01%			
Black non-employees	1389	A – 90,93% I – 0,21% C – 0,70%	F – 51,58% M – 46,03%	18 – 0,04% 19 – 0,27% 20 – 0,62%	GP – 13 LP – 16 MP – 2	F – 0% M – 0%	

				21 – 0,54%	NW - 1358		
				22 – 0,58%			
				23 – 0,41%			
				24 – 0,09%			
				25 – 0,36%			
				26 – 0,36%			
				27 – 0,25%			
				28 – 0,34%			
				29 – 0,28%			
				30 – 0,23%			
				31 – 0,23%			
				32 – 0,13%			
				33 – 0,16%			
				34 – 0,16%			
				35 – 0,07%			
				36 – 0,08%			
				37 – 0,10%			
				38 – 0,04%			
				39 – 0,04%			
				40 – 0,02%			
				41 – 0,01%			
				42 – 0,02%			

				43 – 0,01% 44 – 0,01% 45 – 0,02% 48 – 0,01% 49 – 0,01% 50 – 0,01% 56 – 0,01% 62 – 0,01%			
Black employees with disabilities	0	0	0	0	0	0	0
Black people at institutions of higher education	1273	A – 92,29% I – 0,29% C – 0,88%	F – 53,67% M – 39,79%	19 – 4,66% 20 – 11,61% 21 – 9,69% 22 – 9,69% 23 – 7,03% 24 – 1,33% 25 – 2,14% 26 – 1,26% 27 – 1,41% 28 – 2,44% 29 – 3,48%	GP – 130 LP – 14 NW - 1129	F – 0% M – 0%	R14 081 383,00

				30 – 1,33%			
				31 – 0,81%			
				32 – 0,96%			
				33 – 0,81%			
				34 – 1,41%			
				35 – 1,41%			
				36 – 1,55%			
				37 – 2,14%			
				38 – 1,85%			
				39 – 2,74%			
				40 – 1,26%			
				41 – 1,92%			
				42 – 1,26%			
				43 – 3,18%			
				44 – 1,70%			
				45 – 1,78%			
				46 – 1,63%			
				47 – 1,33%			
				48 – 1,41%			
				49 – 0,96%			
				50 – 1,33%			
				51 – 1,55%			

				52 – 0,59%			
				53 – 1,04%			
				54 – 0,44%			
				55 – 0,37%			
				56 – 0,30%			
				57 – 0,44%			
				58 – 0,89%			
				59 - 0,15%			
				60 – 0,07%			
				61 – 0,30%			
				62 – 0,15%			
Black people on a learnership, internship and apprenticeship	2175	A – 97,35% I – 0,00% C – 0,09%	F – 24,37% M – 73,07%	20 – 0,15% 21 – 0,67% 22 – 1,63% 23 – 2,37% 24 – 3,33% 25 – 5,25% 26 – 5,99% 27 – 5,55% 28 – 8,21% 29 – 6,29% 30 – 7,77%	GP – 30 LP – 1051 NW – 1093 WC - 1	F – 0% M – 0%	R285 345 547,80

				31 – 6,80%			
				32 – 6,58%			
				33 – 6,73%			
				34 – 5,99%			
				35 – 5,25%			
				36 – 5,25%			
				37 – 6,21%			
				38 – 7,40%			
				39 – 6,95%			
				40 – 6,36%			
				41 – 4,96%			
				42 – 5,40%			
				43 – 6,58%			
				44 – 5,40%			
				45 – 6,51%			
				46 – 5,77%			
				47 – 5,25%			
				48 – 3,70%			
				49 – 3,48%			
				50 – 2,44%			
				51 – 2,88%			
				52 – 2,66%			

				53 – 2,22%			
				54 – 1,33%			
				55 – 0,81%			
				56 – 1,48%			
				57 – 0,81%			
				58 – 1,41%			
				59 – 1,18%			
				60 – 0,67%			
				62 – 0,15%			
				63 – 0,07%			
Black people absorbed at end of learnership, internship and apprenticeship	0	0	0	0	0	0	0

(NB: Please use fields applicable to each codes of good practice, considering the 31 May 2019 amended generic codes)

3. ENTERPRISE AND SUPPLIER DEVELOPMENT

Total procurement spend/budget and number of enterprise and supplier development beneficiaries and value thereof by providing relevant information below:

Total Procurement Spend: R 33'407'882'850,00			
Total Number of Suppliers	Total Value Spend		
Total Number of EME Supplier	Total Value Spend	% Black Ownership	% Black women ownership
1170	R 676'669'776,00	63,38%	21,72%
Total Number of QSE Supplier	Total Value Spend	% Black Ownership	% Black women ownership
712	R 4'117'881'533,00	53,96%	20,99%
Total Number of Large Suppliers	Total Value Spend	% Black Ownership	% Black women ownership

1155	R 28'613'331'541,00	34,94%	16,36%		
Total Value of 2% NPAT or 0.2% of allocated Budget: R 6'986'890,34					
Total Number of EMEs	Total Value Spend	% Black Ownership	% Black Women Ownership	Location (indicate nr in each Province)	Sector
22	R2 321 802,00	100%	50%	NW	N/A
Total Number of QSEs	Total Value Spend	% Black Ownership	% Black Women Ownership	Location (indicate nr in each Province)	Sector
0	0	0	0	0	0
Total Number of Large enterprises*	Total Value Spend	% Black Ownership	% Black Women Ownership	Location (indicate nr in each Province)	Sector

0	0	0	0	0	0
Total Value of 1% NPAT or 0.1% of allocated Budget: R 3'493'445,17					
Total Number of EMEs	Total Value Spend	% Black Ownership	% Black Women Ownership	Location (indicate nr in each Province)	Sector
34	R1 853 643,00	100%	50%	NW	
Total Number of QSEs	Total Value Spend	% Black Ownership	% Black Women Ownership	Location (indicate nr in each Province)	Sector
0	0	0	0	0	0
Total Number of Generic entities*	Total Value Spend	% Black Ownership	% Black Women Ownership	Location (indicate nr in each Province)	Sector

0	0	0	0	0	0
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(NB: Use the NPAT percentages that is applicable in each codes of good practice)

*In terms of the 31 May 2019 amended generic codes of good practice, large entities will qualify as beneficiaries of enterprise and supplier development only if they were EMEs or QSEs when they were identified for support in the first instance, and a measured entity is allowed to recognise large entities only up to 5 years.

4. SOCIO-ECONOMIC DEVELOPMENT

Total spend and number of black participants, race classification, gender, geographical indication and value thereof by providing relevant information below:

Total Value of 1% NPAT or 0.1% of allocated Budget: R 3'493'445,17				
Number of participants	Race classification (indicate % in terms of A, C & I)	Gender (indicate % in terms of F & M)	Location (indicate nr in each Province)	
24	A	Community Based	GP	
			MP	
			FS	
			LP	4
			WC	
			EC	
			NC	

			KZN	
			NW	
Total Value Spend:				

(NB: A-Africans, C-Coloureds, and I-Indians)