

EMPOWERDEX



Economic Empowerment Rating Agency

Johannesburg

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Eskom Holdings Limited

Registration Number: 2002/015527/06

Incorporating Eskom Enterprise (Pty) Ltd (1999/002761/07), Roschon (Pty) Ltd (1990/006897/07) and Rotek (Pty) Ltd (1964/003378/07)

an EMPOWERDEX Adjusted Generic Scorecard Verification Report

AAA

Level Two Contributor					
Element	EMPOWERDEX Score		Target Score	B-BBEE Analysis	Results
Ownership	N/A	N/A	N/A	Procurement Recognition Level	125.00%
Management & Control	A	12.31	15.00	Black Ownership	N/A
Employment Equity	A	13.17	15.00	Black Women Ownership	N/A
Skills Development	C	10.57	20.00	VAT Number	4740101508
Preferential Procurement	A	19.05	20.00	Value Adding Enterprise	Yes
Enterprise Development	A	15.00	15.00	Issue Date	01 September 2011
Socio-Economic Development	A	15.00	15.00	Expiry Date	31 August 2012
Overall Score	AA	85.10	100.00	Operational Capacity	Unconstrained


For EMPOWERDEX (Pty) Ltd

01 September 2011
Date

This verification report is an independent opinion on the B-BBEE status, (in terms of the Department of Trade and Industry's Codes of Good Practice (gazetted 09 February 2007) and interpreted using the Interpretive Guide (released 29 June 2007)), 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: V Jack, C Wu, J Stumbles, L Ratsoma



Executive Summary: Eskom Holdings Ltd

BEE Elements	Status	EMPOWERDEX Score	Rating Components
Ownership	N/A	AAA Department of Trade and Industry's Codes of Good Practice (Released February 2007) Level Two Contributor	Unconstrained Operational Capacity
Management & Control	A		
Employment Equity	A		
Skills Development	C		
Preferential Procurement	A		
Enterprise Development	A		
Socio Economic Development	A		
Operational Capacity	A		

Detailed Indicators	Target Level	Target Score	Verified Level	Verified Score
Management & Control:				
Verification date:				31 March 2010
Black representation at board: (adjusted for gender)	50.00%	4.50	50.00%	4.50
Black representation of the executive directors: (adjusted for gender)	50.00%	3.00	33.33%	2.00
Black representation at senior top management: (adjusted for gender)	40.00%	4.50	25.00%	2.81
Black representation at other top management: (adjusted for gender)	40.00%	3.00	61.67%	3.00
Bonus points: black independent non-executive directors	40.00%	1.00	0.00%	0.00
TOTAL SCORE: MANAGEMENT & CONTROL	15.00		12.31	
Employment Equity:				
Verification date:				31 March 2010
Total permanent workforce analyzed:				14,751
Total permanent black employees:				9,866
Total permanent black female employees:				5,795
Black disabled representation : (adjusted for gender)	2.00%	2.00	1.21%	1.21
Black representation at senior management : (adjusted for gender)	43.00%	5.00	39.86%	4.64
Black representation at middle management: (adjusted for gender)	63.00%	4.00	54.99%	3.49
Black representation at junior management : (adjusted for gender)	68.00%	4.00	65.19%	3.83
Bonus Points: meeting or exceeding EAP targets, senior management	87.50%	1.00	54.15%	0.00
Bonus Points: meeting or exceeding EAP targets, middle management	87.50%	1.00	61.93%	0.00
Bonus Points: meeting or exceeding EAP targets, Junior management	87.50%	1.00	66.76%	0.00
TOTAL SCORE: EMPLOYMENT EQUITY	15.00		13.17	
Skills Development:				
Latest Skills Development Plan submitted to:				E SETA
Skills development review period:				01 April 2009 – 31 March 2010
Skills development spend on black staff:				R178,863 387.57
Skills development spend on black female staff:				R61,934 050.06
Skills spend on black staff as a percentage of leviabale amount: (adjusted for gender)	3.00%	8.00	0.96%	2.57
Skills spend on black disabled staff as a percentage of leviabale amount: (adjusted for gender)	0.30%	4.00	0.00%	0.00
Learnerships and category B,C and D programmes for black employees as a percentage of total employees: (adjusted for gender)	5.00%	8.00	5.62%	8.00
TOTAL SCORE: SKILLS DEVELOPMENT	20.00		10.57	

Executive Summary: Eskom Holdings Ltd

Detailed Indicators	Target Level	Target Score	Verified Level	Verified Score
Preferential Procurement:				
Preferential procurement policy:				Yes
Financial period verified:			01 April 2009 – 31 March 2010	
Total expenditure:				R117,977,168,000
Procurement exclusions:				R42,975,430,957
Total measured procurement spend:				R75,001,737,043
Total BEE procurement as a percentage of total measured procurement spend:	50.00%	12.00	48.24%	11.58
Total BEE procurement from QSE's and EME's as a percentage of total measured procurement spend:	10.00%	3.00	10.17%	3.00
Total unadjusted BEE procurement from black owned suppliers as a percentage of total measured procurement spend:	9.00%	3.00	16.71%	3.00
Total unadjusted BEE procurement from black women owned suppliers as a percentage of total measured procurement spend:	6.00%	2.00	4.43%	1.48
TOTAL SCORE: PREFERENTIAL PROCUREMENT	20.00		19.05	
Enterprise Development:				
Enterprise development initiatives:				Yes
Cumulative recognition period:			01 April 2007 – 31 March 2010	
Enterprise development as a percentage of NPAT:	3.00%	15.00	3.15%	15.00
TOTAL SCORE: ENTERPRISE DEVELOPMENT	15.00		15.00	
Socio-Economic Development:				
Socio-economic development initiatives:				Yes
Cumulative recognition period:			01 April 2007 – 31 March 2010	
Socio-economic development as a percentage of NPAT:	1.00%	15.00	1.46%	15.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT	15.00		15.00	
TOTAL SCORE:	100.00		85.10	

Analyst:

Themba Palagangwe

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