



Broad-Based Black Economic Empowerment Verified Report

Generic ICT Scorecard

Entity:

Telkom SA SOC Limited

Verification Period:

01 April 2024 – 31 March 2025

Report as at:

08 July 2025

Certificate Number:

IC25J07545

Technical Signatory:

Dimakatso Mphahlele

Verification Analyst:

Thubelihle Ntshangase





TELKOM SA SOC LIMITED

Registration Number: 1991/005476/30

AAA+

LEVEL ONE CONTRIBUTOR

ELEMENT	EMPOWERDEX SCORE		TARGET SCORE	B-BBEE ANALYSIS	RESULTS
Ownership	A	19.85	25.00	Black Ownership Percentage	23.45%
Management & Control	A	21.42	23.00	Black Women Ownership Percentage	11.72%
Skills Development	A	24.96	20.00	51% Black Owned Designated Group Supplier	No
Enterprise & Supplier Development	A	48.35	50.00	Black Disabled Percentage	0.00%
Socio-Economic development	A	12.00	12.00	Black Youth Percentage	0.00%
Overall Score	AAA+	126.58	130.00	Black Unemployed Percentage	0.00%
				Black People Living in Rural Areas	0.00%
Empowering Supplier	Yes			Black Military Veterans	0.00%
Recognised Procurement Recognition Level	135.00%			Modified Flow-Through Principle Applied	No
Discounting Principle Applicable	No			Exclusion Principal Applied	No
Recorded Procurement Recognition Level	135.00%			Financial Year	31 March 2025
Participated in Y.E.S Initiative	No			VAT Number	4680101146
Achieved Y.E.S Target & 2.5% Absorption	No			Effective Date	08 July 2025
Achieved 1.5 x Y.E.S Target & 5% Absorption	No			Expiry Date	07 July 2026
Achieved 2 x Y.E.S Target & 5% Absorption	No			Re-Issue Date	N/A

This verification report is an independent opinion in terms of the Information and Communication Technology Sector (gazetted 07 November 2016). The information herein is based on an analysis performed by Empowerdex using the information presented by the management of the measured entity.

08 July 2025

Technical Signatory – D. Mphahlele

Date

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

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EXECUTIVE SUMMARY PER ELEMENT:

DETAILED INDICATORS	TARGET LEVEL	TARGET	VERIFIED LEVEL	VERIFIED SCORE
OWNERSHIP				
Verification Date			04 June 2025	
Voting rights of black people:	30.00%	4.00	19.04%	2.54
Voting rights of black women:	10.00%	2.00	5.22%	1.04
Economic interest of black people:	30.00%	4.00	23.45%	3.13
Economic interest of black women:	10.00%	2.00	11.72%	2.00
Economic interest of any of the following Black natural people:				
Designated groups:				
Black participants in employee ownership schemes:	3.00%	3.00	2.89%	2.89
Black beneficiaries of broad-based ownership schemes:				
Black participants in co-operatives:				
Black new entrant:	2.00%	2.00	3.00%	2.00
Net Value:	30.00%	8.00	23.45%	6.25
TOTAL SCORE: OWNERSHIP		25.00		19.85
Sub minimum achieved		3.20		Yes
MANAGEMENT AND CONTROL				
Verification Date			04 June 2025	
Black representation at board:	50.00%	3.00	73.33%	3.00
Black Female representation at board:	25.00%	2.00	33.33%	2.00
Black representation of the Executive Directors:	50.00%	2.00	100.00%	2.00
Black Female representation of the Executive Directors:	25.00%	1.00	50.00%	1.00
Black Executive Management:	60.00%	3.00	85.71%	3.00
Black Female Executive Management:	30.00%	2.00	28.57%	1.90
Black Senior Management as % of all Senior Management	60.00%	2.00	59.03%	1.97
Black Female Senior Management as % of all Senior Management	30.00%	1.00	28.25%	0.94
Black Middle Management as % of all Middle Management	75.00%	2.00	56.05%	1.49
Black Female Middle Management as % of all Middle Management	38.00%	1.00	27.40%	0.72
Black Junior Management as % of all Junior Management	88.00%	1.00	70.48%	0.80
Black Female Junior Management as % of all Junior Management	44.00%	1.00	26.48%	0.60
Black Employees with Disabilities as % of all Employees	2.00%	2.00	2.86%	2.00
TOTAL SCORE: MANAGEMENT & CONTROL		23.00		21.42
SKILLS DEVELOPMENT				
Latest Skills Development Plan submitted to:				
Skills development review period:			01 APRIL 2024 – 31 MARCH 2025	
Skills spend on black people as % of leviable amount:	6.00%	8.00	5.83%	7.96
Skills spend on black disabled staff as % of leviable amount:	0.30%	4.00	0.30%	4.00
Learnerships and category B, C and D programmes for black employees as % of total	2.50%	4.00	2.50%	4.00
Learnerships and category B, C and D programmes for black unemployed people as % of total employees:	2.50%	4.00	2.50%	4.00



DETAILED INDICATORS	TARGET LEVEL	TARGET	VERIFIED LEVEL	VERIFIED SCORE
Bonus: Number of black people absorbed by entity or industry at the end of the learnership:	100.00%	5.00	100.00%	5.00
TOTAL SCORE: SKILLS DEVELOPMENT	20.00 + 5.00			24.96
Sub minimum achieved	8.00			YES
ENTERPRISE AND SUPPLIER DEVELOPMENT				
Preferential Procurement				
Financial period verified:	01 APRIL 2024 – 31 MARCH 2025			
Total BEE procurement with Empowering Suppliers as % of total measured procurement	80.00%	5.00	105.76%	5.00
Total BEE procurement from QSE's as % of total measured procurement spend:	15.00%	3.00	7.44%	1.49
Total BEE procurement from EME's as % of total measured procurement spend:	15.00%	4.00	3.35%	0.89
Total BEE procurement from 51% black owned suppliers as % of total measured	40.00%	9.00	30.98%	6.97
Total BEE procurement from 30% black women owned suppliers as % of total measured procurement spend:	12.00%	4.00	41.93%	4.00
Bonus: Procurement spend with designated groups who are at least 51% Black Owned	2.00%	2.00	2.16%	2.00
TOTAL SCORE: Preferential Procurement	25.00 + 2.00			20.35
Sub minimum achieved	10.00			YES
Supplier Development:				
Financial period verified:	01 APRIL 2024 – 31 MARCH 2025			
Supplier development contributions as % of NPAT:	2.00%	10.00	2.09%	10.00
TOTAL SCORE: Supplier Development	10.00			10.00
Sub minimum achieved	4.00			YES
Enterprise Development:				
Financial period verified:	01 APRIL 2024 – 31 MARCH 2025			
Enterprise development contributions as % of NPAT:	3.00%	15.00	3.05%	15.00
Bonus: Graduation of one or more Enterprise Development beneficiaries to Supplier Development status:	Yes	1.00	YES	1.00
Bonus: For one or more jobs created as a direct result of Enterprise or Supplier	Yes	1.00	YES	1.00
Bonus: for 11% or more jobs created as a direct result of Enterprise or Supplier	>11.00%	2.00	YES	1.00
TOTAL SCORE: Enterprise Development	15.00 + 3.00			18.00
Sub minimum achieved	6.00			YES
TOTAL SCORE: ENTERPRISE & SUPPLIER DEVELOPMENT	50.00 + 5.00			48.35
SOCIO-ECONOMIC DEVELOPMENT				
Financial period verified:	01 APRIL 2024 – 31 MARCH 2025			
Socio-economic development contributions as % of NPAT:	1.50%	12.00	1.56%	12.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT	12.00			12.00
TOTAL SCORE:	130.00 + 11.00			126.58

ANALYST: TK Ntshangase

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EMPOWERDEX	CONTRIBUTION LEVEL	QUALIFICATION	PROCUREMENT RECOGNITION LEVEL
AAA+	Level One Contributor	≥ 120 points on the Scorecard	135.00%
AAA	Level Two Contributor	≥ 115 But < 120 points on the Scorecard	125.00%
AA	Level Three Contributor	≥ 110 But < 115 points on the Scorecard	110.00%
A	Level Four Contributor	≥ 100 But < 110 points on the Scorecard	100.00%
BBB	Level Five Contributor	≥ 95 But < 100 points on the Scorecard	80.00%
BB	Level Six Contributor	≥ 90 But < 95 points on the Scorecard	60.00%
B	Level Seven Contributor	≥ 75 But < 90 points on the Scorecard	50.00%
C	Level Eight Contributor	≥ 55 But < 75 points on the Scorecard	10.00%
D	Non-Compliant Contributor	< 55 points on the Scorecard	0.00%

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