

EMPOWERLOGIC

Broad Based Black Economic Empowerment Verification Certificate

A Consolidated Verification Certificate Issued to

EOH Holdings Limited and Subsidiaries

Level 1 Contributor

Measured Entity

Company Name	EOH Holdings Limited and Subsidiaries
Registration Number	1998/014669/06
VAT Number	4180202386
Address	EOH Business Park 1 Osbourne Lane Bedfordview 2007

B-BBEE Status

B-BBEE Status Level	Level 1		
Total Points Obtained	122.88	EO: 23.93 points; MC: 15.71 points; SD: 17.32 points; ESD: 53.93 points; SED: 12 points	
Discounting Principle Applied	No	Measurement Period Year End	31/07/2020
Empowering Supplier	Yes	Participated in Y.E.S Initiative	No
Black Voting Rights	55.33%	Achieve Y.E.S Target and 2.5% Absorption	No
Black Women Voting Rights	7.31%	Achieve 1.5 x Y.E.S Target and 5% Absorption	No
Black Economic Interest	55.33%	Achieve Double x Y.E.S Target and 5% Absorption	No
Black Women Economic Interest	7.31%	Black New Entrants	5.22%
51% Black Owned*	Yes	Black Designated Groups	0.00%
30% Black Women Owned*	No	Black Youth	0.00%
Normal Flow Through Principle Applied	Yes	Black Disabled	0.00%
Modified Flow Through Principle Applied	No	Black Unemployed	0.00%
Exclusion Principle Applied	No	Black People Living in Rural Areas	0.00%
		Black Military Veterans	0.00%

BEE Procurement Recognition Levels

Level	Qualification	%
1	≥ 120 Points	135%
2	≥ 115 but < 120	125%
3	≥ 110 but < 115	110%
4	≥ 100 but < 110	100%
5	≥ 95 but < 100	80%
6	≥ 90 but < 95	60%
7	≥ 75 but < 90	50%
8	≥ 55 but < 75	10%
Non Compliant		<55 0%

Enquiries Tel: 086 111 4003

www.empowerlogic.co.za

Issue Date	30/10/2020
Expiry Date	29/10/2021
Certificate Number	ELC9792RGENBBICT
Version	Final
Applicable Scorecard	Amended ICT - Generic
Applicable BBEE Codes	Amended ICT Codes Gazetted on 7 November 2016

*Black Owned: ≥51% and full points for Net Value

*Black Women Owned: ≥30% and full points for Net Value



SANAS Accredited

EmpowerLogic (Pty) Ltd

Reg. No. : 1995/000523/07

BBBEE Verification Agency

Per Gianna Le Roux

Member - Verification Committee



BVA018

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Entities Included in the Consolidated Verification Certificate

Company Name	Registration Number	VAT Number
EOH Holdings Limited	1998/014669/06	4180202386
EOH Mthombo (Pty)	1998/000103/07	4320172499
EOH Technology Solutions	Division of EOH Mthombo (Pty) Ltd	
EOH Network Solutions	Division of EOH Mthombo (Pty) Ltd	
NEXTEC Holdings (Pty) Ltd	2018/295431/07	4920288257
iOCO Solutions (Pty) Ltd	2019/199519/07	4530289356
2Identify (Pty) Ltd	2001/023408/07	4120197415
Afiswitch (Pty) Ltd	2001/023465/07	4420223168
Allos Consulting (Pty) Ltd	2004/019547/07	4350216620
CA Southern Africa (Pty) Ltd	2008/021302/07	4400252195
Civec Civil Engineering Consultants (Pty) Ltd	2015/294966/07	4010158212
Coastal and Environmental Services (Pty) Ltd	2012/151672/07	4380172835
Compu – Power (Pty) Ltd	1969/001222/07	4770103820
Cornastone Enterprise Systems (Pty) Ltd	2000/024217/07	4270190988
Cortez Trading (Pty) Ltd	2002/011481/07	4880210119
CSO Employee Benefit Services (Pty) Ltd	2003/005594/07	4810210189
CSV Water Consulting Engineers (Pty) Ltd	2008/004489/07	4010245704

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Company Name	Registration Number	VAT Number
Cybercare (Pty) Ltd	2004/012482/07	4720215906
Data World (Pty) Ltd	1998/010263/07	4340175407
DCode Mobility (Pty) Ltd	2011/002940/07	4210257905
Deixis (Pty) Ltd	2003/010010/07	4760205957
Digital Industries (Pty) Ltd	2016/505179/07	4170280095
Dihlase Consulting Engineers (Pty) Ltd	2007/000416/07	4520234610
Emerald Sky Trading 730 (Pty) Ltd	2008/005365/07	4940247689
EMID (Pty) Ltd	1980/002315/07	4490119700
Energy Cybernetics (Pty) Ltd	2006/029422/07	4660174493
Energy Insight (Pty) Ltd	2008/001336/07	4140245756
Enterprise Softworks (Pty) Ltd	1995/006114/07	4880152378
EOH Abantu (Pty) Ltd	2006/024041/07	4440230920
Highveld PFS	Division of EOH Abantu (Pty) Ltd	4060257781
EOH Consulting (Pty) Ltd	2000/016947/07	4330204662
EOH Employee Benefits (Pty) Ltd	2009/000156/07	4550256038
EOH Human Capital Solutions (Pty) Ltd	2006/037114/07	4960245845
EOH International (Pty) Ltd	1998/021180/07	4860186347

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Company Name	Registration Number	VAT Number
EOH Linkstate Services (Pty) Ltd	2012/079510/07	4520263379
EOH Managed Services PS (Pty) Ltd	2009/022961/07	4370255822
EOH Microsoft Coastal (Pty) Ltd	2004/022847/07	4370220164
Evaluations Enhanced Property Appraisals (Pty) Ltd Trading as Evaluatio	2004/016116/07	4180213425
Exigo Sustainability (Pty) Ltd	2006/011434/07	4910184854
Faculty Training Institute (Pty) Ltd	1996/000943/07	4470164825
Fluent (Pty) Ltd	2019/204161/07	4270291422
Freethinking Business Consultants (Pty) Ltd	2008/021602/07	4200241414
GLS Consulting (Pty) Ltd	2007/003039/07	4910241134
HCI Financial Services (Pty) Ltd	2014/001364/07	4600189494
Highveld Wealth Management (Pty) Ltd	2006/022666/07	4190215584
Hoonar Tekwurks Consulting (South Africa) (Pty) Ltd	2011/131002/07	4230261218
Hospitality Professionals South Africa (Pty) Ltd	1998/009890/07	4040180384
Hymax SA (Pty) Ltd	2000/006285/07	4810188757
Impact Human Resources (Pty) Ltd	1983/011355/07	4020171049
Impression Signatures (Pty) Ltd	2015/285088/07	4580275040
IMQS Software (Pty) Ltd	2000/019581/07	4820194431

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Company Name	Registration Number	VAT Number
In The Cloud Internet Services (Pty) Ltd	2015/435438/07	4880254489
Industrial Logistic Systems (Pty) Ltd	1987/005223/07	4890117775
Inlexso (Pty) Ltd	1999/014204/07	4490184621
Veritas	Division of Inlexso (Pty) Ltd	
Integrators of Systems Technology (Pty) Ltd	2007/015049/07	4890239827
Intellient (Pty) Ltd	1971/010320/07	4440105072
Joat Consulting (Pty) Ltd	2012/010902/07	4890246921
Joat Sales and Services (Pty) Ltd	2012/010964/07	4800207583
JOAT Sales and Services EC (Pty) Ltd	2016/122174/07	N/A
Managed Integrity Evaluation (Pty) Ltd (MIE)	2003/016541/07	4400111011
MANXIT (Pty) Ltd	2000/028133/07	4160191112
MBAT (Pty) Ltd	2011/011208/07	4420259998
MPC Recruitment (Pty) Ltd	2013/156235/07	4320175989
Mthombo IT Services (Pty) Ltd	1998/020465/07	4900189012
NEXTEC Advisory (Pty) Ltd	1999/023679/07	4020188175
NEXTEC Industrial Technologies (Pty) Ltd	1980/003734/07	4250165810
NEXTEC Security and Building Technologies (Pty) Ltd	1994/006897/07	4870146232

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Nuvoteq (Pty) Ltd	2015/049891/07	4080271887
Paterson Candy International SA (Pty) Ltd Trading as PCI Africa	1953/001821/07	4460156021
PIA Solar SA (Pty) Ltd	2012/022535/07	4450260825
Regro Technology (Pty) Ltd	2005/022508/07	4330224587
Riccla 1715 (Pty) Ltd Trading as PCISA	2002/005320/07	4460225917
Rosstone Consulting (Pty) Ltd	2004/004405/07	4630213371
Sabela Learning Academy (Pty) Ltd Trading	2014/168306/07	4560235824
SCAN RF Projects (Pty) Ltd	1999/027886/07	4710186729
Scientia Optimate Financial Services (Pty) Ltd	2000/028612/07	4900202005
Shandon Business Solutions (Pty) Ltd	2003/004032/07	4050190034
SI Analytics (Pty) Ltd	1999/019199/07	4570185282
Siyanoqoba Seminars (Pty) Ltd	2008/008249/07	4340185570
Siyaya Skills Institute (Pty) Ltd T/A Siyaya Skills Institute Eastern Cape	2008/016628/07	4150201624
SULT (Pty) Ltd	2006/037114/07	4960245845
Sybrin SA (Pty) Ltd	2020/455945/07	4720292038
Sybrin Systems (Pty) Ltd	2005/021840/07	4050227950
Symplexity (Pty) Ltd	2002/016335/07	4640208825

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TCD Outcomes Research (Pty) Ltd	2006/030051/07	4660236781
Trackstar Trading 308 (Pty) Ltd	2001/016720/07	4820194647
Triclinium Clinical Development (Pty) Ltd	1999/027211/07	4040188650
Umbane Systems (Pty) Ltd	1997/014583/07	4640187185
Veritek (Pty) Ltd	2005/013237/07	4430261695
Xcallibre (Pty) Ltd	2007/023453/07	4350240695
Xpert Decision Systems (Pty) Ltd	2002/022938/07	4370206924
XTND (Pty) Ltd	2010/011730/07	4380257537
Zusiza (Pty) Ltd Trading as Siyaya Skills Cape (Pty) Ltd	2005/003955/07	4490228089

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Amended ICT - Generic Scorecard - Condensed Report

Objective	Indicator	Weight	Actual Value	Target	Achieved	Points
Broad Based Black Economic Empowerment Contribution		130.0				122.88
Objective : Ownership		25.00			95.70%	23.93
Equity Ownership	Exercisable Voting Rights by Black People	4.00	55.33%	30.00%	100.00%	4.00
	Exercisable Voting Rights by Black Women	2.00	7.31%	10.00%	73.13%	1.46
	Economic Interest to which Black People are entitled	4.00	55.33%	30.00%	100.00%	4.00
	Economic Interest to which Black Women are entitled	2.00	7.31%	10.00%	73.13%	1.46
	Economic Interest to which BDG's, EOS, BBOS and Co-op's are entitled	3.00	5.20%	3.00%	100.00%	3.00
	Involvement in the ownership by Black New Entrants	2.00	5.22%	2.00%	100.00%	2.00
	A - Net Value	8.00	55.33%	30.00%	100.00%	8.00
	B - Economic Interest		55.33%	30.00%	100.00%	
Objective : Management Control		23.00			68.29%	15.71
Objective: Board Participation and Other Executive Management		13.00			82.05%	10.67
Management Control	% Exercisable Voting Rights of Black Board Members	3.00	63.64%	50.00%	100.00%	3.00
	% Exercisable Voting Rights of Black Women Board Members	2.00	27.27%	25.00%	100.00%	2.00
	% Black Executive Directors	2.00	33.33%	50.00%	66.67%	1.33
	% Black Women Executive Directors	1.00	33.33%	25.00%	100.00%	1.00
	% Black Executive Management	3.00	40.00%	60.00%	66.67%	2.00
	% Black Women Executive Management	2.00	20.00%	30.00%	66.67%	1.33
Objective : Employment Equity		10.00			50.41%	5.04
Employment Equity	% Black People in Senior Management	2.00	11.75%	60.00%	19.58%	0.39
	% Black Women in Senior Management	1.00	3.39%	30.00%	11.31%	0.11
	% Black People in Middle Management	2.00	27.72%	75.00%	36.96%	0.74
	% Black Women in Middle Management	1.00	10.82%	38.00%	28.47%	0.28
	% Black People in Junior Management	1.00	64.05%	88.00%	72.79%	0.73
	% Black Women in Junior Management	1.00	34.53%	44.00%	78.47%	0.78
	Black People Living with Disabilities as a % of All Employees	2.00	2.02%	2.00%	100.00%	2.00

Amended ICT - Generic Scorecard - Condensed Report

Objective	Indicator	Weight	Actual Value	Target	Achieved	Points
Objective : Skills Development		20.00		-	86.60%	17.32
Skills Development	Skills Development Expenditure on Black People as a % of Leviale Amount	8.00	2.55%	6.00%	42.45%	3.40
	Skills Development on Black People with disabilities as a % of Leviale Amount	4.00	0.43%	0.30%	100.00%	4.00
	Black People Participating in Learnerships, Apprenticeships and Internships as a % of Total Employees	4.00	2.50%	2.50%	100.00%	4.00
	Unemployed Black People Participating in the Learning Matrix as a % of Total Employees	4.00	2.50%	2.50%	100.00%	4.00
	Bonus Point: Number of Black People Absorbed	5.00	38.46%	100%	38.46%	1.92
Objective: Enterprise and Supplier Development		50.00			107.86%	53.93
Objective : Preferential Procurement		25.00			103.72%	25.93
Preferential Procurement	Weighted BEE Procurement Expenditure - All Suppliers	5.00	94.05%	80.00%	100.00%	5.00
	Weighted BEE Procurement Expenditure - Qualifying Small Enterprises	3.00	9.65%	15.00%	64.30%	1.93
	Weighted BEE Procurement Expenditure - Exempted Micro Enterprises	4.00	24.61%	15.00%	100.00%	4.00
	Weighted BEE Procurement Expenditure - Suppliers that are at least 51% Black Owned	9.00	44.23%	40.00%	100.00%	9.00
	Weighted BEE Procurement Expenditure - Suppliers that are at least 30% Black Women Owned	4.00	33.76%	12.00%	100.00%	4.00
	Bonus Points: Procurement Expenditure from Designated Group Suppliers that are at least 51% Black Owned	2.00	6.79%	2.00%	100.00%	2.00
Objective : Enterprise and Supplier Development		25.00			112.00%	28.00
Enterprise and Supplier Development	Annual Value of all Supplier Development Contributions as a % of NPAT	10.00	6.31%	2.00%	100.00%	10.00
	Annual Value of all Enterprise Development Contributions as a % of NPAT	15.00	9.02%	3.00%	100.00%	15.00
	Bonus Point: Graduation	1.00	Yes	Yes	100.00%	1.00
	Bonus Points: Creating New Jobs up to 11% of the Workforce	2.00	Yes	Yes	100.00%	2.00
Objective : Socio Economic Development		12.00			100.00%	12.00
Socio-Economic Development	Annual Value of all Socio-Economic Development Contributions as a % of NPAT	12.00	19.95%	1.50%	100.00%	12.00