

Ownership: Ayo Technology Solutions Ltd

Indicators	Weighting Points	Compliance Target	Actual %	Score	Total Score	
<i>Voting Rights:</i>						
Exercisable Voting Rights in the Enterprise in the hands of black people	4	30,00%	66,87%	4,00	25,00	
Exercisable Voting Rights in the Enterprise in the hands of black women	2	10%	31,82%	2,00		
<i>Economic Interest:</i>						
Economic Interest of black people in the Enterprise	4	30,0%	66,87%	4,00		
Economic Interest of black women in the Enterprise	2	10%	31,82%	2,00		
Economic Interest of the following black natural people in the	3	3,0%	33,10%	3,00		
1. Black designated groups;						
2. Black participants in Employee Ownership Schemes;						
3. Black beneficiaries of Broad based Ownership Schemes; or						
Black participants in co-ops						
Net Equity Interest	8	Refer to Annex C par. 4	100,00%	8,00		
Involvement in the ownership of the Enterprise of black new entrants	2	2%	30,74%	2,00		
Sub Min Target achieved	TRUE					



Management Control: Ayo Technology Solutions Ltd

Category	Management control indicator	Weighting points	target	Score
Board participation	Exercising voting rights of black board members as a % of all board members	3	50%	3,00
	Excercising voting rights of black female board members as a % of all board members	2	25%	2,00
	Black executive directors as a % of all executive directors	2	50%	2,00
	Black female executive directors as % of all executive directors	1	25%	1,00
Other executive management	Black executive management as a % of all Executive management	3	60%	3,00
	Black female executive management as a % of all Executive management	2	30%	0,61
Senior management	Black employees in senior management as a % of all senior management	0	60%	1,84
	Black female employees in senior management as a % of all senior management	0	30%	0,83
Middle management	Black employees in middle management as a % of all middle management	2	75%	1,23
	Black female employees in middle management as a % of all middle management	1	38%	0,51
Junior management	Black employees in junior management as a % of all junior management	1	88%	0,56
	Black female employees in junior management as a % of all junior management	1	44%	0,52
Disabled employees	Black employees with disabilities as a % of all employees	2	2%	1,50
				18,60



Skills Development: Ayo Technology Solutions Ltd

Criteria	Weighting Points	Compliance Target	Score	Total Score
Skills development Expenditure on the Learning Programmes for black people as a percentage of Leivable Amount (Note: including external training for non-employees)	8	6%	3,35	16,16
Skills Development Expenditure on Learning Programmes for black employees with disabilities as a percentage of Leivable Amount	4	0,3%	1,92	
Learnerships, Apprenticeships and Internships:				
Number of Black people participating Learnerships, Apprenticeships and Internships as a percentage of total employees	4	2,5%	2,02	
Number of unemployed Black people participating Learnerships, Apprenticeships and Internships as a percentage of total employees	4	2,5%	3,88	
Bonus points:				
Number of black people absorbed by the Measured entity at the end of the Learnership and Internship Programme	5	100,0%	5,00	
Sub Min Target achieved	TRUE			



Enterprise & Supplier Development: Ayo Technology Solutions Ltd

Criteria	Weighting Points	Target	Actual %	Score	Total Score	
B-BBEE Procurement Spend:						
B-BBEE Procurement Spend on all Empowered Suppliers based on the B-BBEE Procurement Recognition Levels as a Percentage of Total Measured Procurement Spend	5	80%	171,79%	5,00	34,16	
B-BBEE Procurement Spend from all Empowered Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a Percentage of Total Measured Procurement Spend	3	15%	3,32%	0,66		
B-BBEE Procurement Spend from all Exempted Micro-Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a Percentage of Total Measured Procurement Spend	4	15%	0,75%	0,20		
B-BBEE Procurement Spend from all Empowered Suppliers that are 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a Percentage of Total Measured Procurement Spend	9	40%	67,83%	9,00		
B-BBEE Procurement Spend from all Empowered Suppliers that are 30% black woman owned based on the applicable B-BBEE Procurement Recognition Levels as a Percentage of Total Measured Procurement Spend	4	12%	17,13%	4,00		
Bonus Points						
B-BBEE Procurement Spend from designated Group Suppliers that are at least 51% Black owned	2	2%	13,34%	2,00		
Supplier Development						
Annual value of all Supplier Development Contributions made by the measured Entity as a percentage of the target	10	2%	1,46%	7,31		
Enterprise Development						
Average annual value of all qualifying ED Contributions and Sector Specific Programmes made by the measured Entity as a percentage of the target	15	3%	1,20%	5,98		
Bonus points						
Graduation of one or more Enterprise Development beneficiary to graduate to the Supplier development level	1	TRUE	R 0,00	0		
Creating one or more Jobs up to 10% of the workforce directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	1	TRUE	R 0,00	0		
Creating one or more Jobs 11% or more of the workforce directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity	1	TRUE	R 0,00	0		
Subminimum reached	TRUE					

Socio-Economic Development: Ayo Technology Solutions Ltd

Criteria	Weighting Points	Compliance Target	Actual %	Score
Average annual value of all qualifying SED contributions made by the Measured Entity as a percentage of the target	12	1,5%	1,08%	8,64