



Broad-Based Black Economic Empowerment Commission

Compliance Report by Companies Listed on the Johannesburg Stock Exchange (JSE)

(in terms of Section 13G (2) of the Act)

Case Number

FORM BBEE 1

SECTION A: DETAILS OF ENTITY

Name of Entity / Organisation	METROFILE HOLDINGS LIMITED
Registration Number	1983/012697/06
Physical Address	FIRST FLOOR, 28 FRICKER ROAD ILLOVO, 2196, GAUTENG, SOUTH AFRICA
Telephone Number	+27 (0)10 001 6380
Email Address	VERAM@METROFILEHOLDINGS.CO.ZA
Indicate Type of Entity / Organisation	GENERIC
Industry / Sector	SUPPORT SERVICES
Relevant Code of Good Practice	GENERIC CODES 2013
Name of Verification Agency	PLATINUM VERIFICATIONS
Name of Technical Signatory	TIMOTHY HARRISON

SECTION B: INFORMATION AS VERIFIED BY THE BROAD-BASED BLACK ECONOMIC EMPOWERMENT VERIFICATION PROFESSIONAL AS PER SCORECARDS

B-BBEE Elements	Target Score Including	Bonus Points	Actual Score Achieved
Ownership	e.g. 25 points		25.00
Management Control	e.g. 19 points		11.28
Skills Development	e.g. 20 points		16.73
Enterprise and Supplier Development	e.g. 40 points		38.54
Socio-Economic Development	e.g. 5 points		05.00
Total Score	e.g. 109 points		96.55
Priority Elements Achieved	YES / NO and specify them	YES - ALL	
Empowering Supplier Status	YES / NO and specify them	YES	
Final B-BBEE Status Level	Level 2		

*indicate how each element contributes to the outcome of the scorecard

SECTION C: FINANCIAL REPORT

1. BASIC ACCOUNTING DETAILS:

a. Accounting Officer's Name:

SHIVAN MANSINGH

b. Address:

FIRST FLOOR, 28 FRICKER ROAD

ILLOVO, 2196, GAUTENG

SOUTH AFRICA

c. Accounting Policy: (*Your accounts are done?*)

Weekly	Monthly	Other (specify)
	X	

d. Has the attached Financial Statements and Annual Report been approved by the entity?

Yes, the annual financial statements and annual report were approved by the Audit, Governance and Risk Committee and Metrofille Holdings Limited board of directors on 13 September 2021 and 25 October 2021, respectively

2. PLEASE ATTACH THE FOLLOWING:

i) Copy of Annual Financial Statement including Balance Sheet and Income and Expenditure Report.

ATTACHED

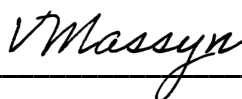
ii) Annual Report

ATTACHED

3. Entity Annual Turnover:

R 933 465 000 (Consolidated)

4. Sign-off and Date



Signature

26 OCTOBER 2021

Date

Compliance Reporting Matrix (Annexure)

SCORECARD ELEMENTS

1. OWNERSHIP AND MANAGEMENT CONTROL

Please indicate % of black shareholding and number of directors/managers by providing relevant information below:

Categories	%/Number for each category	Race classification (indicate number in terms of A, C & I)	Gender (indicate number in terms of F & M)	Age (provide number in chronological order)	Location (indicate number in each Province)	Disability (indicate number in terms of F & M)
Black Ownership	78.25%	A = 2 398 C = 302 I = 86	M = 983 F = 1 803	35 - 39 = 600 40 - 44 = 470 45 - 49 = 400 50 - 54 = 333 55 - 59 = 288 60 - 64 = 234 65 - 69 = 180 70 - 74 = 125 75 - 79 = 78 80+ = 79	GP = 865 MP = 211 LP = 238 ZN = 452 WC = 427 NC = 57 EC = 235 FS = 133 NW = 168	M = 0 F = 0
Non-Executive Directors	7	A = 5 C = 0 I = 1	M = 3 F = 4	34 = 1 35 = 1 47 = 2 48 = 1 56 = 1 68 = 1	GP = 7 MP = 0 LP = 0 ZN = 0 WC = 0 NC = 0 EC = 0 FS = 0 NW = 0	M = 0 F = 0
Executive Directors	2	A = 0 C = 0 I = 1	M = 2 F = 0	35 = 1 56 = 1	GP = 2 MP = 0 LP = 0 ZN = 0 WC = 0 NC = 0 EC = 0 FS = 0 NW = 0	M = 0 F = 0
Senior Management	18	A = 1 C = 1 I = 3	M = 9 F = 9	34 = 1 36 = 1 41 = 1 42 = 1 44 = 2 47 = 1 48 = 1 50 = 2 53 = 2 58 = 2 59 = 1 64 = 1 68 = 1 77 = 1	GP = 16 MP = 0 LP = 0 ZN = 1 WC = 1 NC = 0 EC = 0 FS = 0 NW = 0	M = 0 F = 0

				63 = 1 66 = 1 75 = 1		
Middle Management	56	A = 14 C = 6 I = 8	M = 30 F = 26	29 = 1 58 = 3 31 = 1 59 = 1 32 = 1 64 = 1 33 = 2 65 = 2 35 = 2 36 = 4 37 = 3 38 = 1 39 = 2 40 = 1 41 = 2 42 = 1 43 = 3 44 = 4 45 = 2 46 = 3 47 = 2 48 = 1 49 = 2 50 = 2 51 = 3 53 = 3 54 = 1 57 = 2	GP = 41 MP = 1 LP = 0 ZN = 5 WC = 5 NC = 0 EC = 3 FS = 1 NW = 0	M = 2 F = 0
Junior Management	49	A = 23 C = 6 I = 1	M = 12 F = 37	28 = 1 52 = 1 29 = 1 53 = 1 30 = 1 54 = 2 32 = 3 55 = 1 33 = 1 57 = 1 34 = 1 61 = 1 35 = 1 62 = 1 38 = 2 63 = 1 39 = 2 40 = 1 41 = 2 42 = 1 43 = 2 44 = 1 45 = 2 46 = 4 47 = 5 48 = 1 49 = 1 50 = 5 51 = 2	GP = 46 MP = 0 LP = 1 ZN = 1 WC = 1 NC = 0 EC = 0 FS = 0 NW = 0	M = 0 F = 1
Dividends declared		Interim dividend – a cash dividend of 7 cents per Metrofile share was declared on 8 March 2021, payable on 6 April 2021. Final dividend – a cash dividend of 8 cents per Metrofile share was declared on 13 September 2021, payable on 4 October 2021.				

2. SKILLS DEVELOPMENT

Provide number of black persons trained by providing relevant information as follows:

Categories	Number for each category	Race classification (indicate number in terms of A, C & I)	Gender (indicate number in terms of F & M)	Age (provide number in chronological order)	Location (indicate number in each Province)	Disability (indicate number in terms of F & M)	Value thereof
Black employees	A = 8 D = 76 E = 29 F = 166 G = 45	A = 203 C = 64 I = 19	M = 168 F = 156	28 = 40 29 = 49 30 = 68 31 = 42 32 = 43 33 = 17 34 = 16 35 = 9 36 = 3 37 = 8 38 = 13 40 = 3 41 = 8 44 = 5	GP = 215 MP = 2 LP = 0 ZN = 39 WC = 42 NC = 0 EC = 24 FS = 4 NW = 0	M = 2 F = 1	R1 074 194.78
Black People on internships, apprenticeship, learnership	B = 2 D = 356	A = 295 C = 48 I = 10	M = 170 F = 188	18 = 6 19 = 11 20 = 15 21 = 22 22 = 25 23 = 25 24 = 36 25 = 46 26 = 29 27 = 38 28 = 32 29 = 23 30 = 12 31 = 6 32 = 5 33 = 3 35 = 8 36 = 4 37 = 3 38 = 6	GP = 296 MP = 10 LP = 0 ZN = 20 WC = 25 NC = 0 EC = 5 FS = 0 NW = 0	M = 13 F = 18	R11 380 171.63

Unemployed black people	B = 2 D = 280 F = 17	A = 256 C = 34 I = 7	M = 114 F = 115	18 = 6 19 = 11 20 = 15 21 = 22 22 = 25 23 = 24 24 = 32 25 = 36 26 = 28 27 = 31 28 = 29 29 = 12 30 = 11 31 = 6 32 = 6 33 = 2 35 = 3	GP = 254 MP = 10 LP = 0 ZN = 20 WC = 15 NC = 0 EC = 0 FS = 0 NW = 0	M = 135 F = 145	R11 031 636.38
Black people absorbed	D = 25	A = 18 C = 5 I = 2	M = 8 F = 17	21 = 2 22 = 2 23 = 3 24 = 2 25 = 4 26 = 3 27 = 2 28 = 2 29 = 1 30 = 1 31 = 1 32 = 1 33 = 1	GP = 22 MP = 0 LP = 00 ZN = 2 WC = 1 NC = 0 EC = 0 FS = 0 NW = 0	M = 0 F = 5	R2 343 756.81

3. ENTERPRISE AND SUPPLIER DEVELOPMENT

Number of enterprise and supplier development beneficiaries and value thereof by providing relevant information below:

Number of enterprise development beneficiaries (EMEs)	% of Black ownership	Number of enterprise development beneficiaries (QSEs)	% of Black ownership	Number of supplier development beneficiaries (EMEs)	% of Black ownership	Number of supplier development beneficiaries (QSEs)	% of Black ownership	Value thereof (enterprise development)	Value thereof (supplier development)
2	100%	0	N/A	2	100%	0	N/A	R254 418	R623 835.46

4. SOCIO-ECONOMIC DEVELOPMENT

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

Number of participants	Race classification (indicate number in terms of A, C & I)	Gender (indicate number in terms of F & M)	Geographical indication (indicate number in each Province)	
14	A = 13 C = 1 I = 0	M = 5 F = 9	GP	R614 242 (Education Sponsor) R54 000 (Donations)
0	A = 0 C = 0 I = 0	M = 0 F = 0	MP	R0
0	A = 0 C = 0 I = 0	M = 0 F = 0	FS	R0
0	A = 0 C = 0 I = 0	M = 0 F = 0	LP	R0
1	A = 1 C = 0 I = 0	M = 1 F = 0	WC	R74 574 (Education Sponsor)
0	A = 0 C = 0 I = 0	M = 0 F = 0	EC	R0
0	A = 0 C = 0 I = 0	M = 0 F = 0	NC	R0
1	A = 0 C = 0 I = 0	M = 0 F = 0	KZN	R0
0	A = 0 C = 0 I = 0	M = 0 F = 0	NW	R0
Value thereof	R742 815			