

Broad-Based Black Economic Empowerment Verification Certificate

Hertz Rent a Car, a division of Unitrans Automotive (Pty) Ltd

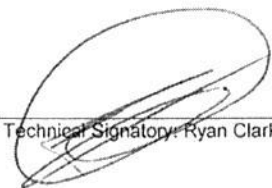
Certificate Number: GEN/R01/19/12/2017 (2)
 Version No: 2
 Registration No: 1997/009861/07
 VAT No: 4230169692
 Address: 3rd Floor, ExecuJet Business Park
 Tower Road, Cape Town International Airport
 7525

Verification Standard Applied: Codes of Good Practice (Government Gazette 36928)
 Scorecard Applied: Amended Tourism Sector Code
 Size of enterprise: Large Enterprise (More than R45M)

Broad Based BEE Status level: A Level 6 Contributor to B-BBEE
 BEE Procurement recognition level: 60%
 Black Ownership: 32.13%
 Black Women Ownership: 14.98%
 Modified Flow Through Principle Applied: No
 Evaluation Period: 30 September 2017
 Empowering Supplier: Yes
 Designated Group Supplier: No
 51% Black Owned: No
 30 % Black Women Owned: No

A Level 6 Contributor to B-BBEE

Description	Score	Weighting
Ownership	23.53	27
Management Control	9.34	19
Skills Development	11.92	20
Enterprise & Supplier Development	23.54	40
Socio Economic Development	8.00	5
Overall Score	76.33	111



Technical Signatory: Ryan Clark

Issue Date V1: 19-Dec-17
 Issue Date V2: 20-Dec-17
 Expiry Date: 18-Dec-18
 Period of validity: 12 Months

This Certificate and the verification report are based on information provided to Moore Stephens Cape Town BEE Services (Pty) Ltd and represent an independent opinion based on the verification and analysis completed by Moore Stephens Cape Town BEE Services (Pty) Ltd. The calculation of the scores have been determined in accordance with the Department of Trade and Industry's Amended Tourism Sector Code as Gazetted on 20 November 2015.

Moore Stephens Cape Town BEE Services (Pty) Ltd Reg. 2011/109066/07
 Directors: R Clark, S Grau, L Reddy



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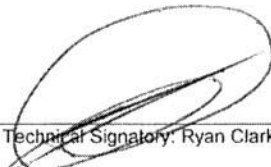
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 Directors: R Clark, S Grau, L Reddy



MOORE STEPHENS

Annexure A: Detailed Scorecard

Registered Name	Hertz Rent a Car, a division of Unitrans Automotive (Pty) Ltd
Trading Name	
Registration Number	1997/009861/07
VAT Registration Number	4230169692
Physical Address	3rd Floor, ExecuJet Business Park, Tower Road, Cape Town International Airport, 7525
Measurement Period	01/10/2016 - 30/09/2017
Entity Size	Generic
Scorecard Applied	Amended Tourism Sector Code
Level	Level Five Contributor
Total Points	76.33
Black Ownership	32.13%
Black Female Ownership	14.98%
Empowering Supplier	Yes
40% Targets Met on Critical Elements	No
Discounted Level	Level Six Contributor
Discounting Applied	Yes
Assigned Analyst	Michael van Schalkwyk & Jessica Lansberg

Ownership				
Measurement Category & Criteria	Weighting Points	Compliance Targets	Actual %	Score
2.1) Voting Rights:				
2.1.1) Exercisable Voting Rights in the Entity in the hands of black people	4	30.00%	43.59%	4.00
2.1.2) Exercisable Voting Rights in the Entity in the hands of black women	2	15.00%	20.28%	2.00
2.2) Economic Interest:				
2.2.1) Economic interest in the Entity to which black people are entitled	4	30.00%	32.13%	4.00
2.2.2) Economic interest in the Entity to which black women are entitled	2	15.00%	14.98%	2.00
2.2.3) Economic Interest of any of the following black natural people in the Measured Entity	3	3.00%	2.52%	2.52
2.2.3.1) Black designated groups;				
2.2.3.2) Black participants in Employee Share Ownership Programs;				
2.2.3.3) Black people in Broad-Based Ownership Schemes;				
2.2.3.4) Black Participants in Co-operatives				
2.2.4) New Entrants	4	10.00%	2.52%	1.01
2.3) Realisation Points:				
2.3.1) Net Value	8	Refer to Annexe C	0.00%	8.00

23.53

Management Control				
Measurement Category & Criteria	Weighting Points	Compliance Targets	Actual %	Score
2.1) Board Participation				
2.1.1) Exercisable voting rights of black board members as a percentage of all board members	2	50.00%	50.00%	2.00
2.1.2) Exercisable voting rights of black female board members as a percentage of all board members	1	30.00%	0.00%	0.00
2.1.3) Black Executive Directors as a percentage of all executive Directors	2	50.00%	50.00%	2.00
2.1.4) Black female Executive Directors as a percentage of all executive Directors	1	30.00%	0.00%	0.00
2.2) Other Executive Management				
2.2.1) Black Executive Management as a percentage of all Other Executive Management;	2	60.00%	0.00%	0.00
2.2.2) Black Female Executive Management as a percentage of all Other Executive Management	1	30.00%	0.00%	0.00
2.3) Senior Management				
2.3.1) Black Employees in Senior Management as a percentage of all Senior Management	2	60.00%	9.00%	0.30
2.3.2) Black Female Employees in Senior Management as a percentage of all Senior Management	1	30.00%	0.74%	0.02
2.4) Middle Management				
2.4.1) Black Employees in Middle Management as a percentage of all Middle Management	2	75.00%	9.61%	0.26
2.4.2) Black Female Employees in Middle Management as a percentage of all Middle Management	1	38.00%	4.21%	0.11
2.5) Junior Management				
2.5.1) Black Employees in Junior Management as a percentage of all Junior Management	1	80.00%	22.36%	0.28
2.5.2) Black Female Employees in Junior Management as a percentage of all Junior Management	1	40.00%	14.60%	0.37
2.6) Employees with Disabilities				
2.6.1) Black Employees with disabilities as a percentage of all employees	2	2.00%	100.00%	2.00
2.7) Bonus Points				
2.7.1) Number of Black Employees with Disabilities over and above the 2% target for Black Employees with Disabilities in terms of 2.6.1, as a percentage of all Employees.	2	1.00%	2.07%	2.00

9.34

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Skills Development

Measurement Category & Criteria	Weighting Points	Compliance Targets	Actual %	Score
2.1.1 Skills Development Expenditure on any programme specified in the Learning Programme Matrix for Black People as a percentage of the Leviable Amount				
2.1.1.1] Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for Black People in any of the following three tourism sub-sectors as a percentage of Leviable Amount: 2.1.1.1.1) Accommodation; 2.1.1.1.2) Hospitality and related services; 2.1.1.1.3) Travel and related services.	5	6.00%	0.13%	0.11
2.1.1.2] Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for Black People with Disabilities in any of the above three tourism sub-sectors as a percentage of Leviable Amount.	3	0.30%	0.05%	0.52
2.1.2] Learnerships, Apprenticeships and Internships				
2.1.2.1] Number of Black Employees participating in Learnerships, Apprenticeships and Internships paid for by the measured entity as a percentage of total Employees.	8	3.50%	3.25%	7.43
2.1.2.2] Number of Black Unemployed Learners participating in Learnerships, Apprenticeships and Internships paid for by the measured entity as a percentage of number of total Employees.	4	3.00%	2.89%	3.86
2.1.3] Bonus Points				
2.1.3.1] Number of black people absorbed by the Measured and Industry Entity at the end of the Learnership programme	5	100.00%	0.00%	0.00

11.92

Enterprise & Supplier Development

Measurement Category & Criteria	Weighting Points	Compliance Targets	Actual %	Score
2.1] Preferential Procurement				
2.1.1] B-BBEE Procurement Spend from all Empowering Suppliers based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	5	80.00%	74.20%	4.64
2.1.2] B-BBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	3	15.00%	2.54%	0.51
2.1.3] 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	15.00%	0.00%	0.00
2.1.4] B-BBEE Procurement Spend from all Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	9	40.00%	3.69%	0.83
2.1.5] B-BBEE Procurement Spend from all Empowering Suppliers that are at least 30% black women owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend	4	12.00%	1.70%	0.57
Bonus Points				
B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned.	2	2.00%	0.00%	0.00
2.2] Supplier Development				
<i>(of NPAT)</i>				
2.2.1] Annual value of all Supplier Development Contributions made by the measured Entity as a percentage of the target	10	3.00%	5.82%	10.00
2.3] Enterprise Development				
<i>(of NPAT)</i>				
2.3.1] Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the measured Entity as a percentage of the target	5	0.50%	0.67%	5.00
2.4] Bonus Points				
2.4.1] Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development Level	1	Yes	Yes	1.00
2.4.2] Bonus point for creating one or more jobs directly as a result of Supplier Development Initiatives by the measured Entity	1	Yes	Yes	1.00

23.54

Socio-Economic Development

Measurement Category & Criteria	Weighting Points	Compliance Targets	Actual %	Score
<i>(of NPAT)</i>				
2.4.1] Annual value of all Qualifying Socio-Economic Development contributions by the measured entity as a percentage of the target.	5	1.00%	2.69%	5.00
Bonus: 2.4.2] Status as TOMSA levy collector.	3	Yes/No	Yes	3.00

8.00

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