

EMPOWERLOGIC

Broad Based Black Economic Empowerment Verification Certificate

A Consolidated Verification Certificate Issued to

Investec Limited and Subsidiaries

Level 1 Contributor

Measured Entity

Company Name Investec Limited and Subsidiaries
Registration Number 1925/002833/06
VAT Number refer page 2 list of subsidiaries
Address 100 Grayston Drive
Sandton, Sandown
2196

B-BBEE Status

B-BBEE Status Level Level 1

Total Points Obtained (99.41 / 108 points x 111 = 102.2)	102.17	EO: 25.25 points; MC: 12.05 points; SD: 16.6 points; PP: 11.68 points; EF and ESD: 26 points; SED and CE: 7.83 points				
Discounting Principle Applied	No	Procurement Recognition	135.00%	Empowering Supplier	Yes	
Black Ownership	20.68%	Black Designated Groups	4.45%	51% Black Owned	No	
Black Women Ownership	11.03%	Black Youth	4.13%	30% Black Women Owned	No	
Black New Entrants	2.86%	Black Disabled	0.00%	Participated in Y.E.S Initiative	No	
Normal Flow Through Applied	Yes	Black Unemployed	0.00%	Achieve Y.E.S Target and 2.5% Absorption	No	
Modified Flow Through Applied	No	Black People Living in Rural Areas	0.14%	Achieve 1.5 x Y.E.S Target and 5% Absorption	No	
Mandated Investment Exclusion Applied	No	Black Military Veterans	0.00%	Achieve Double x Y.E.S Target and 5% Absorption	No	
					Measurement Period Year End	31/03/2024

Issue Date 15/07/2024
Expiry Date 14/07/2025
Certificate Number ELC12835-2RGENBBFSC replacing ELC12835RGENBBFSC
Version Final - Revised 16/7/2024
Applicable Scorecard FSC - Generic Banks
Applicable BBEE Codes Amended Financial Services Sector Codes Gazetted on 1 December 2017



EmpowerLogic (Pty) Ltd

Reg. No. : 1995/000523/07

BBBEE Rating Agency

Per Gianna Le Roux

Member - Verification Committee



SANAS Accredited

BVA018

This certificate is the result of an independent and impartial verification of the BBBEE status of the measured entity measured against the Codes of Good Practice on Broad Based Black Economic Empowerment and has been issued in accordance with the EmpowerLogic Verification Certificate Policy. This certificate supersedes any previous certificates issued to the Measured entity. For enquiries please contact EmpowerLogic at 086 111 4003.

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Certificate Number: ELC12835-2RGENBBFSC replacing ELC12835RGENBBFSC

Level 1 Contributor

Entities Included in the Consolidated Verification Certificate

Company Name	Registration Number	Vat Number
Investec Bank Limited	1969/004763/06	4620124729
Investec Wealth and Investment International (Pty) Ltd	1972/008905/07	4780103091
Investec Property (Pty) Ltd	1947/025753/07	4820110551
Investec Investment (Pty) Ltd	1990/001609/07	n/a
Investec Share Plan Services (Pty) Ltd	2000/016211/07	4830199644
Investec Markets (Pty) Ltd	2018/243092/07	4010285486
Sibvest Limited	2004/034793/07	4930224060

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FSC - Generic Banks Scorecard - Condensed Report

Objective	Indicator	Weight	Actual Achieved	Target	Achieved against Target	Points	
Broad Based Black Economic Empowerment Contribution		108.0				99.41	
Broad Based Black Economic Empowerment Contribution - Converted		111.00			92.05%	102.17	
Objective : Ownership		23.00			109.78%	25.25	
Equity Ownership	Exercisable Voting Rights by Black People	4.00	26.50%	25%+1	100.00%	4.00	
	Exercisable Voting Rights by Black Women	2.00	14.47%	10.00%	100.00%	2.00	
	Economic Interest to which Black People are entitled	3.00	20.68%	25.00%	82.70%	3.00	
	Economic Interest to which Black Women are entitled	2.00	11.03%	10.00%	100.00%	2.00	
	Economic Interest to which BDG's, EOS, BBOS and Co-op's are entitled	3.00	4.74%	3.00%	100.00%	3.00	
	Involvement in the ownership by Black New Entrants	3.00	2.86%	2.00%	100.00%	3.00	
	A - Net Value	6.00	20.04%	25.00%	80.14%	6.00	
	B - Economic Interest		20.68%	25.00%	82.70%		
	Bonus Points:						
		Direct / Indirect ownership in excess of 15%	3.00	5.68%	10.00%	46.94%	2.25
		Economic Interest and voting rights above 32.5%	1.00	No	Yes	0.00%	-
	Economic Interest and voting rights above 40%	1.00	No	Yes	0.00%	-	
Objective : Management Control		20.00			60.23%	12.05	
Objective: Board Participation and Other Executive Management		8.00			76.32%	6.11	
Management Control	% Exercisable Voting Rights of Black Board Members	1.00	50.00%	50.00%	100.00%	1.00	
	% Exercisable Voting Rights of Black Women Board Members	1.00	25.00%	25.00%	100.00%	1.00	
	% Black Executive Directors	2.00	100.00%	50.00%	100.00%	2.00	
	% Black Women Executive Directors	1.00	0.00%	25.00%	0.00%	-	
	% Black Executive Management	2.00	57.89%	60.00%	96.49%	1.93	
	% Black Women Executive Management	1.00	5.26%	30.00%	17.54%	0.18	
Objective : Employment Equity		12.00			49.50%	5.94	
Employment Equity	% Black People in Senior Management	2.00	21.41%	60.00%	35.69%	0.71	
	% Black Women in Senior Management	1.00	7.88%	30.00%	26.26%	0.26	
	% African People in Senior Management	1.00	7.68%	52.17%	14.71%	0.15	
	% Black People in Middle Management	2.00	47.70%	75.00%	63.61%	1.27	
	% Black Women in Middle Management	1.00	22.45%	38.00%	59.07%	0.59	
	% African People in Middle Management	1.00	24.74%	65.22%	37.94%	0.38	
	% Black People in Junior Management	1.00	70.11%	88.00%	79.67%	0.80	
	% Black Women in Junior Management	1.00	44.50%	44.00%	100.00%	1.00	
	% African People in Junior Management	1.00	40.27%	76.52%	52.63%	0.53	
	Black People Living with Disabilities as a % of All Employees	1.00	0.50%	2.00%	25.17%	0.25	

FSC - Generic Banks Scorecard - Condensed Report

Objective	Indicator	Weight	Actual Achieved	Target	Achieved against Target	Points
Objective : Skills Development		20.00		-	83.02%	16.60
Skills Development	% of Spend on Black Senior and Executive Management as a % of Leviaible Amount applicable to this level	1.00	1.12%	2.00%	56.25%	0.56
	% of Spend on Black Women Senior and Executive Management as a % of Leviaible Amount applicable to this level	0.50	0.48%	1.00%	47.57%	0.24
	% of Spend on African Senior and Executive Management as a % of Leviaible Amount applicable to this level	0.50	0.57%	1.74%	32.94%	0.16
	% of Spend on Black Middle Management as a % of Leviaible Amount applicable to this level	1.00	2.32%	3.00%	77.31%	0.77
	% of Spend on Black Women Middle Management as a % of Leviaible Amount applicable to this level	0.50	0.57%	1.50%	37.98%	0.19
	% of Spend on African Middle Management as a % of Leviaible Amount applicable to this level	0.50	1.16%	2.61%	44.29%	0.22
	% of Spend on Black Junior Management as a % of Leviaible Amount applicable to this level	1.00	4.56%	5.00%	91.27%	0.91
	% of Spend on Black Women Junior Management as a % of Leviaible Amount applicable to this level	1.00	1.92%	2.50%	76.99%	0.77
	% of Spend on African Junior Management as a % of Leviaible Amount applicable to this level	1.00	2.83%	4.35%	65.09%	0.65
	% of Spend on Black Non-Management Staff as a % of Leviaible Amount applicable to this level	2.00	9.27%	8.00%	100.00%	2.00
	% of Spend on Black Women Non-Management Staff as a % of Leviaible Amount applicable to this level	1.00	12.73%	4.00%	100.00%	1.00
	% of Spend on African Non-Management Staff as a % of Leviaible Amount applicable to this level	1.00	8.94%	6.96%	100.00%	1.00
	% of Spend on Unemployed Black People on Learning Matrix as a % of Leviaible Amount	4.00	0.71%	1.50%	47.60%	1.90
	% of Spend on Black People with Disabilities as a % of Leviaible Amount	1.00	0.05%	0.30%	15.87%	0.16
	Number of Black People participating in Category B,C or D as a % of total Employees	4.00	8.29%	5.00%	100.00%	4.00
Bonus Point: Number of Unemployed Black People Absorbed	3.00	68.59%	100.00%	68.59%	2.06	
Objective : Preferential Procurement		15.00			77.88%	11.68
Preferential Procurement	Weighted BEE Procurement Expenditure - All Suppliers	4.00	74.67%	80.00%	93.34%	3.73
	Weighted BEE Procurement Expenditure - Qualifying Small Enterprises	2.00	5.50%	18.00%	30.58%	0.61
	Weighted BEE Procurement Expenditure - Exempted Micro Enterprises	2.00	5.08%	12.00%	42.35%	0.85
	Weighted BEE Procurement Expenditure - Suppliers that are at least 51% Black Owned	5.00	21.69%	30.00%	72.31%	3.62
	Weighted BEE Procurement Expenditure - Suppliers that are at least 30% Black Women Owned	2.00	15.10%	10.00%	100.00%	2.00
	Bonus Points: Weighted BEE Procurement Expenditure from Intermediated Black Professional Service Providers	2.00	0.00%	5.00%	0.00%	-
	Bonus Points: Procurement Expenditure from Designated Group Suppliers that are at least 51% Black Owned	2.00	0.87%	2.00%	43.73%	0.87
Objective : Empowerment Financing and Enterprise and Supplier Development		25.00			104.00%	26.00
EF and ESD	Targeted Investments	12.00	100.00%	100.00%	100.00%	12.00
	B-BBEE transaction financing and Black Business Growth / SME Funding	3.00	135.06%	100.00%	100.00%	3.00
	Annual Value of all Supplier Development Contributions as a % of NPAT	7.00	9.58%	1.80%	100.00%	7.00
	Annual Value of all Enterprise Development Contributions as a % of NPAT	3.00	0.24%	0.20%	100.00%	3.00
	Bonus Point: Graduation	1.00	No	Yes	0.00%	-
	Bonus Point: Creating Jobs	1.00	Yes	Yes	100.00%	1.00
	Bonus Point: Enterprise Development support of Black Stockbrokers; Black Fund Managers or Intermediaries	2.00	0.00%	0.50%	0.00%	-
Objective : Socio Economic Development and Consumer Education		5.00			156.65%	7.83
Socio-Economic Development and Consumer Education	Annual Value of all Socio-Economic Development Contributions as a % of NPAT	3.00	0.73%	0.60%	100.00%	3.00
	Annual Value of all Consumer Education Contributions as a % of NPAT	2.00	0.48%	0.40%	100.00%	2.00
	Bonus Point: Additional Consumer Education Contributions as a % of NPAT	1.00	0.08%	0.10%	83.26%	0.83
	Bonus Point: Grant Contributions to Fundisa Retail Fund or other similar initiatives	2.00	0.20%	0.20%	100.00%	2.00