



Broad-Based Black Economic Empowerment Verified Report

Generic Tourism Scorecard

Entity:

Spur Corporation Ltd

Verification Period:

01 July 2024 - 30 June 2025

Report as at:

12 December 2025

Certificate Number:

TS25C07673

Technical Signatory:

Nazeem Allie

Verification Analyst:

Tracy Chihoro





SPUR CORPORATION LIMITED

Registration Number: 1998/000828/06

A

LEVEL FOUR CONTRIBUTOR

ELEMENT	EMPOWERDEX SCORE		TARGET SCORE	B-BBEE ANALYSIS	RESULTS
Ownership	B	21.68	27.00	Black Ownership Percentage	43.88%
Management & Control	C	10.79	19.00	Black Women Ownership Percentage	15.04%
Skills Development	B	13.42	20.00	51% Black Owned Designated Group Supplier	No
Enterprise & Supplier Development	B	30.01	40.00	Black Disabled Percentage	0.00%
Socio-Economic development	A	5.00	5.00	Black Youth Percentage	1.60%
Overall Score	A	80.90	111.00	Black Unemployed Percentage	0.02%
				Black People Living in Rural Areas	0.05%
Empowering Supplier		Yes		Black Military Veterans	0.00%
Recognised Procurement Recognition Level		100.00%		Modified Flow-Through Principle Applied	Yes
Discounting Principle Applicable		No		Exclusion Principal Applied	No
Recorded Procurement Recognition Level		100.00%		Financial Year	30 June 2025
Participated in Y.E.S Initiative		No		VAT Number	4740182367
Achieved Y.E.S Target & 2.5% Absorption		No		Effective Date	12 December 2025
Achieved 1.5 x Y.E.S Target & 5% Absorption		No		Expiry Date	11 December 2026
Achieved 2 x Y.E.S Target & 5% Absorption		No		Re-Issue Date	N/A

This verification report is an independent opinion in terms of the Tourism Sector Codes (gazetted 20 November 2015). The information herein is based on an analysis performed by Empowerdex using the information presented by the management of the measured entity.

Technical Signatory – N. Allie

12 December 2025

Date

info@empowerdex.com

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EXECUTIVE SUMMARY PER ELEMENT: SPUR CORPORATION LIMITED

DETAILED INDICATORS	TARGET LEVEL	TARGET SCORE	VERIFIED LEVEL	VERIFIED SCORE
OWNERSHIP				
Verification Date	02 DECEMBER 2025			
Voting rights of black people:	30.00%	4.00	45.70%	4.00
Voting rights of black women:	15.00%	2.00	12.41%	1.87
Economic interest of black people:	30.00%	4.00	43.88%	4.00
Economic interest of black women:	15.00%	2.00	15.04%	2.00
Economic interest of any of the following Black natural people:				
Designated groups:				
Black participants in employee ownership schemes:	3.00%	3.00	1.93%	0.56
Black beneficiaries of broad-based ownership schemes:				
Black participants in co-operatives:				
Black new entrant:	10.00%	4.00	0.25%	0.20
Net Value:	30.00%	8.00	43.88%	8.00
TOTAL SCORE: OWNERSHIP		27.00		21.68
Sub minimum achieved		3.20		YES
MANAGEMENT AND CONTROL				
Verification Date	02 DECEMBER 2025			
Black representation at board:	50.00%	2.00	44.44%	1.78
Black Female representation at board:	30.00%	1.00	44.44%	1.00
Black representation of the Executive Directors:	50.00%	2.00	0.00%	0.00
Black Female representation of the Executive Directors:	30.00%	1.00	0.00%	0.00
Black Executive Management:	60.00%	2.00	62.50%	2.00
Black Female Executive Management:	30.00%	1.00	25.00%	0.83
Black Senior Management as % of all Senior Management	60.00%	2.00	11.11%	0.37
Black Female Senior Management as % of all Senior Management	30.00%	1.00	0.00%	0.00
Black Middle Management as % of all Middle Management	75.00%	2.00	43.11%	1.15
Black Female Middle Management as % of all Middle Management	38.00%	1.00	22.21%	0.58
Black Junior Management as % of all Junior Management	80.00%	1.00	53.28%	0.67
Black Female Junior Management as % of all Junior Management	40.00%	1.00	19.87%	0.50
Black Employees with Disabilities as % of all Employees	2.00%	2.00	1.91%	1.91
Bonus: Black disabled employees above target of 2%	1.00% over 2.00%	2.00		
TOTAL SCORE: MANAGEMENT & CONTROL		19.00 + 2.00		10.79
SKILLS DEVELOPMENT				
Latest Skills Development Plan submitted to:	CATHSETA			
Skills development review period:	01 JULY 2024 - 30 JUNE 2025			
Skills spend on black people as % of leviable amount:	6.00%	5.00	4.34%	3.62
Skills spend on black disabled staff as % of leviable amount:	0.30%	3.00	0.12%	1.55
Learnerships and category B, C and D programmes for black employees as % of total employees:	3.50%	8.00	3.40%	7.77

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DETAILED INDICATORS	TARGET LEVEL	TARGET SCORE	VERIFIED LEVEL	VERIFIED SCORE
Learnerships and category B, C and D programmes for black unemployed peoples as % of total employees:	3.00%	4.00	0.17%	0.23
Bonus: Number of black people absorbed by entity or industry at the end of the learnership:	100.00%	5.00	4.84%	0.24
TOTAL SCORE: SKILLS DEVELOPMENT	20.00 + 5.00		13.42	
Sub minimum achieved	8.00		YES	
ENTERPRISE AND SUPPLIER DEVELOPMENT				
Preferential Procurement				
Financial period verified:	01 JULY 2024 - 30 JUNE 2025			
Total BEE procurement with Empowering Suppliers as % of total measured procurement spend:	80.00%	5.00	64.74%	4.05
Total BEE procurement from QSE's as % of total measured procurement spend:	15.00%	3.00	8.38%	1.68
Total BEE procurement from EME's as % of total measured procurement spend:	15.00%	4.00	10.93%	2.91
Total BEE procurement from 51% black owned suppliers as % of total measured procurement spend:	40.00%	9.00	35.61%	8.01
Total BEE procurement from 30% black women owned suppliers as % of total measured procurement spend:	12.00%	4.00	29.95%	4.00
TOTAL SCORE: Preferential Procurement	25.00		20.65	
Sub minimum achieved	10.00		YES	
Supplier Development:				
Financial period verified:	01 JULY 2024 - 30 JUNE 2025			
Supplier development contributions as % of NPAT:	3.00%	10.00	1.31%	4.36
TOTAL SCORE: Supplier Development	10.00		4.36	
Sub minimum achieved	4.00		YES	
Enterprise Development:				
Financial period verified:	01 JULY 2024 - 30 JUNE 2025			
Enterprise development contributions as % of NPAT:	1.00%	5.00	1.05%	5.00
Bonus: Graduation of one or more Enterprise Development beneficiaries to Supplier Development status:	Yes	1.00	NO	0.00
Bonus: For one or more jobs created as a direct result of Enterprise or Supplier Development	Yes	1.00	NO	0.00
TOTAL SCORE: Enterprise Development	5.00 + 2.00		5.00	
Sub minimum achieved	2.00		YES	
TOTAL SCORE: ENTERPRISE & SUPPLIER DEVELOPMENT	40.00 + 2.00		30.01	
SOCIO-ECONOMIC DEVELOPMENT				
Financial period verified:	01 JULY 2024 - 30 JUNE 2025			
Socio-economic development contributions as % of NPAT:	1.00%	5.00	1.78%	5.00
Bonus: TOMSA Levy Collector Status:	Yes/No	3.00	NO	0.00
TOTAL SCORE: SOCIO ECONOMIC DEVELOPMENT	5.00 + 3.00		5.00	
TOTAL SCORE:	111.00 + 12.00		80.90	

ANALYST: T. Chihoro

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EMPOWERDEX	CONTRIBUTION LEVEL	QUALIFICATION	PROCUREMENT RECOGNITION LEVEL
AAA+	Level One Contributor	≥ 100 points on the Scorecard	135.00%
AAA	Level Two Contributor	≥ 95 But < 100 points on the Scorecard	125.00%
AA	Level Three Contributor	≥ 90 But < 95 points on the Scorecard	110.00%
A	Level Four Contributor	≥ 80 But < 90 points on the Scorecard	100.00%
BBB	Level Five Contributor	≥ 75 But < 80 points on the Scorecard	80.00%
BB	Level Six Contributor	≥ 70 But < 75 points on the Scorecard	60.00%
B	Level Seven Contributor	≥ 55 But < 70 points on the Scorecard	50.00%
C	Level Eight Contributor	≥ 40 But < 55 points on the Scorecard	10.00%
D	Non-Compliant Contributor	< 40 points on the Scorecard	0.00%

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