

## 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 / Organization	Thungela Resources Limited Group
Registration Number	2021/303811/06
Physical Address	25 Bath Avenue, Rosebank, Johannesburg, 2196, South Africa
Telephone Number	011 638 3610
Email Address	nkosinomusa.motsoeneng@thungela.com
Indicate Type of Entity / Organization	Listed - Public Company
Industry / Sector	Mining
Relevant Code of Good Practice	Revised Amended Codes of Good Practice
Name of Verification Agency	GLP BBEE (Pty) Ltd
Name of Technical Signatory	Joanna Pillay

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

B-BBEE Elements	Target Score	Bonus Points	Actual Score Achieved
Ownership	25	N/A	25.00
Management Control	19	N/A	12.76
Skills Development	20	5	14.44
Enterprise and Supplier Development	42	4	33.56
Socio-Economic Development	5	N/A	3.86
<b>Total Score</b>	<b>111</b>	<b>9</b>	<b>89.63</b>
Priority Elements Achieved	YES / NO and specify them	Ownership - Yes Skills Development - Yes Enterprise and Development - No	
Empowering Supplier Status	YES / NO and specify them	Yes	
Final B-BBEE Status Level	5		

**1. BASIC ACCOUNTING DETAILS:**

a. Accounting Officer's Name:

b. Address:

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

Weekly	Monthly <b>X</b>	Other (specify)
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d. Has the attached Financial Statements and Annual Report been approved by the entity?

**2. PLEASE ATTACH THE FOLLOWING:**

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

i) Annual Report

b. Entity Annual Turnover:

**c. Sign-off and Date**

<p><i>July</i></p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p><b>Signature</b></p>	<p>01/04/2025</p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p><b>Date</b></p>
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**Annexure A**

**SCORECARD ELEMENTS**

**Name of Entity: Thungela Resources Limited**

**1. OWNERSHIP AND MANAGEMENT CONTROL**

Please indicate number of shareholders/directors/managers by providing relevant information below:

Categories	% for each category	Race classification (indicate % in terms of A, C & I)	Gender (indicate % in terms of F & M)	Age (provide % in chronological order)	Location (indicate nr in each Province)	Disability (indicate % in terms of F & M)
<b>Black Ownership</b>	Voting Rights BO = 84.39% Voting Rights BWO=23.89% Economic Interest BO = 84.39% Economic Interest BWO = 23.89% Black Designated group: 5.77%	Voting Rights BO = 84.39% Voting Rights BWO=23.89% Economic Interest BO = 84.39% Economic Interest BWO = 23.89% Black Designated group: 5.77%	Voting Rights BO = 84.39% Voting Rights BWO=23.89% Economic Interest BO = 84.39% Economic Interest BWO = 23.89% Black Designated group: 5.77%	Economic Interest held by people classified as Youth – 0.78%	Various	Economic Interest held by people classified as Disabled – 0.32%

<b>Board</b>	50%	African:100% Coloured:0% Indian:0%	Female:50% Male:50%	Youth:0% Adults:100%	Gauteng:100%	Female:0% Male:0%
<b>Exec Directors</b>	0%	African:0% Coloured:0% Indian:0%	Female:0% Male:100%	Youth:0% Adults:100%	Gauteng:100%	Female:0% Male:0%
<b>Non-Exec Directors</b>	67%	African:100% Coloured:0% Indian:0%	Female:50% Male:50%	Youth:0% Adults:100%	Gauteng:100%	Female:0% Male:0%
<b>Senior Management</b>	54%	African:76% Coloured:9% Indian:15%	Female:43% Male:57%	Youth:7% Adults:93%	Gauteng: 69% Mpumalanga:31%	Female:0% Male:100%
<b>Middle Management</b>	68%	African:92% Coloured:3% Indian:5%	Female:44% Male:56%	Youth:30% Adults:70%	Gauteng:38% Mpumalanga:62%	Female:66% Male:33%
<b>Junior Management</b>	82%	African:95% Coloured:3% Indian:2%	Female:35% Male:65%	Youth:26% Adults:74%	Gauteng:9% Mpumalanga:91%	Female:25% Male:75%
<b>Dividends declared</b>	1,000.00 cents per share(South African Rands)					

*(NB: A-Africans, C-Coloureds, and I-Indians)*

## 2. SKILLS DEVELOPMENT

Total leviabale amount and number of black persons trained by providing relevant information as follows:

<b>Total Leviabale Amount: R4 769 720 837</b>
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<b>Categories</b>	<b>Number for each category</b>	<b>Race classification (indicate % in terms of A, C &amp; I)</b>	<b>Gender (indicate % in terms of F &amp; M)</b>	<b>Age (provide % in chronological order)</b>	<b>Location (indicate nr in each Province)</b>	<b>Disability (indicate % in terms of F &amp; M)</b>	<b>Total Amount Spend</b>
<b>Black employees</b>	5554	African:98% Indian:1% Coloured:1%	Female:27% Male:73%	Youth:27% Adult:73%	Mpumalanga:554	Female:19% Male:81%	R130 260 260
<b>Black non-employees</b>	3140	African:99% Indian:0% Coloured:1%	Female:25% Male:75%	Youth:55% Adult:45%	Mpumalanga:3140	Female:70% Male:30%	R34 293 875
<b>Black employees with disabilities</b>	141	African:100% Indian:0% Coloured:0%	Female:60% Male:40%	Youth:84% Adult:16%	Mpumalanga:141	Female:60% Male:40%	R11 867 989
<b>Black people at institutions of higher education</b>	151	African:97% Indian:0% Coloured:3%	Female:56% Male:44%	Youth:66% Adult:34%	Mpumalanga:151	Female:0% Male:100%	R14 377 575
<b>Black people on a learnership, internship and apprenticeship</b>	535	African:98% Indian:0% Coloured:2%	Female:48% Male:52%	Youth:88% Adult:12%	Mpumalanga:535	Female:71% Male:29%	R110 829 107

<b>Black people absorbed at end of learnership, internship and apprenticeship</b>	26	African:100% Indian:0% Coloured:0%	Female:38% Male:62%	Youth:58% Adult:42%	Mpumalanga:2 6	Female:0% Male:0%	R4 636 585
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(NB: Please use fields applicable to each codes of good practice, considering the 31 May 2019 amended generic codes)

### 3. ENTERPRISE AND SUPPLIER DEVELOPMENT

Total procurement spend/budget and number of enterprise and supplier development beneficiaries and value thereof by providing relevant information below:

<b>Total Procurement Spend: R9 721 191 298</b>			
<b>Total Number of Suppliers: 1270</b>	<b>Total Value Spend: R9 721 191 298</b>		
<b>Total Number of EME Supplier</b>	<b>Total Value Spend</b>	<b>% Black Ownership</b>	<b>% Black women ownership</b>
<b>571</b>	<b>R1 123 692 591</b>	<b>429</b>	<b>188</b>

Total Number of QSE Supplier	Total Value Spend	% Black Ownership	% Black women ownership		
265	R1 243 974 818	217	102		
Total Number of Large Suppliers	Total Value Spend	% Black Ownership	% Black women ownership		
434	R7 353 523 888	162	105		
<b>Supplier Development</b>					
<b>Total Value of 2% NPAT or 0.2% of allocated Budget: R 70 880 000</b>					
Total Number of EMEs	Total Value Spend	% Black Ownership	% Black Women Ownership	Location (indicate nr in each Province)	Sector
41	R10 410 684(Direct Costs and Grants) R7 281 014- (Loans)	41	19	Mpumalanga: 41	Various
Total Number of QSEs	Total Value Spend	% Black Ownership	% Black Women Ownership	Location (indicate nr in each Province)	Sector

N/A	N/A	N/A	N/A	N/A	N/A
<b>Total Number of Large enterprises*</b>	<b>Total Value Spend</b>	<b>% Black Ownership</b>	<b>% Black Women Ownership</b>	<b>Location (indicate nr in each Province)</b>	<b>Sector</b>
N/A	N/A	N/A	N/A	N/A	N/A
<b>Enterprise Development</b>					
<b>Total Value of 1% NPAT or 0.1% of allocated Budget: R35 440 000</b>					
<b>Total Number of EMEs</b>	<b>Total Value Spend</b>	<b>% Black Ownership</b>	<b>% Black Women Ownership</b>	<b>Location (indicate nr in each Province)</b>	<b>Sector</b>
141	R17 693 541 (Direct costs and grants)	141	24	Mpumalanga: 141	<b>Various</b>
<b>Total Number of QSEs</b>	<b>Total Value Spend</b>	<b>% Black Ownership</b>	<b>% Black Women Ownership</b>	<b>Location (indicate nr in each Province)</b>	<b>Sector</b>
<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

Total Number of Generic entities*	Total Value Spend	% Black Ownership	% Black Women Ownership	Location (indicate nr in each Province)	Sector
N/A	N/A	N/A	N/A	N/A	N/A

(NB: Use the NPAT percentages that is applicable in each codes of good practice)

\*In terms of the 31 May 2019 amended generic codes of good practice, large entities will qualify as beneficiaries of enterprise and supplier development only if they were EMEs or QSEs when they were identified for support in the first instance, and a measured entity is allowed to recognise large entities only up to 5 years.

#### 4. SOCIO-ECONOMIC DEVELOPMENT

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

Total Value of 1% NPAT or 0.1% of allocated Budget: R35 440 000					
Number of participants	Race classification (indicate % in terms of A, C & I)	Gender (indicate % in terms of F & M)	Location (indicate nr in each Province)		
3804673	African:97% Indian:1% Coloured:2%	Male: 52% Female: 48%	GP	0	
			MP	3804423	
			FS	0	
			LP	0	

			<b>WC</b>	0
			<b>EC</b>	0
			<b>NC</b>	0
			<b>KZN</b>	250
			<b>NW</b>	0
<b>Total Value Spend:</b>	R27 384 053			

**(NB: A-Africans, C-Coloureds, and I-Indians)**