

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: BBBEE 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 BBBEE (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	12.15
Skills Development	20	5	14.02
Enterprise and Supplier Development	42	4	30.66
Socio-Economic Development	5	N/A	5.00
Total Score	111	9	86.83
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	Level 5		

1. BASIC ACCOUNTING DETAILS:


- a. Accounting Officer's Name:
- b. Address:
- c. Accounting Policy: (*Your accounts are done?*)
- | | | |
|---------------|---------------------|------------------------|
| Weekly | Monthly
X | Other (specify) |
|---------------|---------------------|------------------------|
- 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

 _____ Signature	<input type="text" value="2024/03/27"/> _____ Date
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Annexure A

SCORECARD ELEMENTS

NAME OF THE ENTITY: Thungela ResourcesRegistration No.: 2021/303811/06

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 terms of youth (between18 – 35 yrs) & Adults (36 and above)]	Location (indicate % ineach Province)	Disability (indicate % in terms of F & M)
Black Ownership	92.39%	African: 43% Coloured:11% Indian:46%	Female:44% Male: 56%	Youth:4% Adults:96%	Eastern Cape: 4% Free State: 3% Gauteng: 19% KwaZulu-Natal: 13% Limpopo:1% Mpumalanga:24% North-West: 11% Northern Cape:11% Western Cape: 14%	Female:0% Male:0%
Board	63%	African:100% Coloured:0% Indian:0%	Female:40% Male:60%	Youth:0% Adults:100%	Gauteng:100%	Female:0% Male:0%
Executive Directors	29%	African:100% Coloured:0% Indian:0%	Female:50% Male:50%	Youth:0% Adults:100%	Gauteng:100%	Female:0% Male:0%

Non-Executive Directors	100%	African:100% Coloured:0% Indian:0%	Female:50% Male:50%	Youth:0% Adults:100%	Gauteng:100%	Female:0% Male:0%
Senior Management	52%	African:77% Coloured:8% Indian:15%	Female:38% Male:62%	Youth:8% Adults:92%	Gauteng: 29% Mpumalanga:71%	Female:0% Male:0%
Middle Management	66%	African:93% Coloured:3% Indian:4%	Female:40% Male:60%	Youth:26% Adults:74%	Gauteng:11% Mpumalanga:89%	Female:50% Male:50%
Junior Management	81%	African:95% Coloured:3% Indian:2%	Female:64% Male:36%	Youth:32% Adults:68%	Gauteng:1% Mpumalanga:99%	Female:37% Male:63%

(NB: A-Africans, C-Coloureds, and I-Indian

2. SKILLS DEVELOPMENT

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

Total Leviabale Amount: R4 968 321 889							
Categories	Number for each category	Race classification (indicate % in terms of A, C & I)	Gender (indicate % in terms of F & M)	Age [provide % in terms of youth (between 18 – 35 yrs) & Adults (36 and above)]	Location (indicate nr in each Province)	Disability (indicate % in terms of F & M)	Total Amount Spend Amount
Black Total	5437	African: 98% Indian: 1% Coloured: 1%	Female: 30% Male:70%	Youth:34% Adults: 66%	Mpumalanga: 5437	Female:55% Male:45%	R156 860 469
Black non-employees	68	African:96% Coloured:3% Indian:1%	Female:51% Male:49%	Youth:100% Adults:00%	Mpumalanga: 68	Female:0% Male:0%	R12 237 692
Black employees with disabilities	127	African:100% Coloured:0% Indian:0%	Female:55% Male:45%	Youth:84% Adults:16%	Mpumalanga:127	Female:55% Male:45%	R11 008 414
Black people at institutions of higher education	177	African:98% Coloured:1% Indian:1%	Female:60% Male:40%	Youth:61% Adults:39%	Mpumalanga: 177	Female:0% Male:100%	R15 355 230
Black people on a learnership, internship and apprenticeship	450	African:99% Coloured: 0.4% Indian:0.60%	Female:44% Male:55%	Youth:84% Adults:16%	Mpumalanga:450	Female:64% Male:36%	R99 514 639
Black people absorbed at end of learnership, internship and apprenticeship	25	African:100% Coloured:0% Indian:0%	Female:52% Male:48%	Youth:100% Adults:0%	Mpumalanga:25	Female:0% Male:0%	R3 818 422
GRAND TOTAL AMOUNT SPEND							R156 860 469

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:

PREFERENTIAL PROCUREMENT

Actual Total Value Spend = R10 087 964 293			
Total Number of EME Supplier	Total Value Spend	% Black Ownership	% Black women ownership
377	R1 106 753 329	259	112
Total Number of QSE Supplier	Total Value Spend	% Black Ownership	% Black women ownership
229	R756 856 351	186	80
Total Number of Large Supplier	Total Value Spend	% Black Ownership	% Black women ownership
781	R8 215 354 613	115	79

SUPPLIER DEVELOPMENT

Total Value of 2% of NPAT = R99 400 000					
Actual Total Spend of 2% of NPAT = R 50 634 912					
Total Number of EME Suppliers	Total Value Spend	% Black Ownership	% Black women ownership	Location (indicate nr in each province)	Sector
64	R27 020 655(Direct cost and grants) R24 755 250(loans)	22	22	Mpumalanga-22	Various
Total Number of QSE Suppliers	Total Value Spend	% Black Ownership	% Black women ownership	Location (indicate nr in each province)	Sector
0	0	0	0	0	N/A
Total Number of Large Suppliers	Total Value Spend	% Black Ownership	% Black women ownership	Location (indicate nr in each province)	Sector
0	0	0	0	0	N/A

ENTERPRISE DEVELOPMENT

Total Value of 1% of NPAT = R49 700 000					
Actual Total Spend of 1% of NPAT =R 4 607 960					
Total Number of EME Suppliers	Total Value Spend	% Black Ownership	% Black women ownership	Location (indicate nr in each province)	Sector
222	R4 988 422(Direct cost and grants)	222	222	Mpumalanga-222	Various
Total Number of QSE Suppliers	Total Value Spend	% Black Ownership	% Black women ownership	Location (indicate nr in each province)	Sector
0	0	0	0	0	N/A
Total Number of Large Suppliers	Total Value Spend	% Black Ownership	% Black women ownership	Location (indicate nr in each province)	Sector
0	0	0	0	0	N/A

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

3. SOCIO-ECONOMIC DEVELOPMENT

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

Total Value of 1% of NPAT = R49 700 000			
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)
57 682 408	African: 94.29% Coloured: 1.83% Indian: 3.88%	Male: 50.72% Female: 49.28%	Mpumalanga: 57 682 408 KZN: 41 580
Total Spend value	R96 784 531		