

EMPOWERLOGIC

Broad Based Black Economic Empowerment Verification Certificate

A Consolidated Verification Certificate Issued to

Media24 (Pty) Ltd and Subsidiaries

Level 3 Contributor

Measured Entity

Company Name Media24 (Pty) Ltd and Subsidiaries
Registration Number 1950/038385/07
VAT Number refer to second page of certificate
Address 40 Heerengracht
Cape Town
8001

B-BBEE Status

B-BBEE Status Level Level 3

Total Points Obtained	93.96	EO: 22.99 points; MC: 10.67 points; SD: 14.28 points; ESD: 41.01 points; SED: 5 points			
Discounting Principle Applied	No	Procurement Recognition	110.00%	Participated in Y.E.S Initiative	No
Empowering Supplier	Yes	Measurement Period Year End	31/03/2023		
Black Voting Rights	45.10%	Black Women Voting Rights	24.39%	Black Designated Groups	0.99%
Black Economic Interest	100.00%	Black Women Economic Interest	72.28%	Black Youth	0.99%
51% Black Owned	No	30% Black Women Owned	No	Black Disabled	0.00%
Normal Flow Through Applied	Yes	Black New Entrants	14.81%	Black Unemployed	0.00%
Modified Flow Through Applied	No	Mandated Investment Exclusion Applied	No	Black People Living in Rural Areas	0.00%
				Black Military Veterans	0.00%

Issue Date 23/06/2023
Expiry Date 22/06/2024
Certificate Number ELC12011RGENBB
Version Final
Applicable Scorecard Amended Codes - Generic
Applicable BBBEE Codes Amended Generic Codes Gazetted on 11 October 2013 and Amendments Gazetted on 31 May 2019

EmpowerLogic (Pty) Ltd

Reg. No. : 1995/000523/07

BBBEE Verification 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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Entities Included in the Consolidated Verification Certificate

Company Name	Registration Number	Vat Number
MEDIA24 (CORPORATE)		
Media24 (Pty) Ltd trading as Media24 Head Office	1950/038385/07	4150102228
Media24 Investments (Pty) Ltd	2017/349170/07	Not registered
MEDIA24 (ENTITIES)		
Simplify.hr (a division of Media24 (Pty) Ltd)	1950/038385/07	4150102228
Naspers Properties (Pty) Ltd	2003/006411/07	4340252719
COMMUNITY NEWS (FORMERLY NEWS)		
Media24 (Pty) Ltd trading as Community News	1950/038385/07	4150102228
Fever Newspapers (Pty) Ltd	2007/023414/07	Not registered
Sky Blue Media (Pty) Ltd trading as Divine Inspiration Trading	2004/032499/07	Not registered
AFRIKAANS NEWS		
Media24 (Pty) Ltd trading as Afrikaans News	1950/038385/07	4150102228
ENGLISH NEWS		
Media24 (Pty) Ltd trading as English News	1950/038385/07	4150102228
The Natal Witness Printing and Publishing Company (Pty) Ltd	1988/002702/07	Not registered

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Broad Based Black Economic Empowerment Provisional Report

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Entities Included in the Consolidated Provisional Report

Company Name	Registration Number	Vat Number
DIGITAL		
Media24 (Pty) Ltd trading as 24.com	1950/038385/07	4150102228
Media24 (Pty) Ltd trading as AdSpace24	1950/038385/07	4150102228
Media24 (Pty) Ltd trading as Careers24	1950/038385/07	4150102228
24.com Online Studio (Pty) Ltd	1996/010950/07	4740165719
Health24 (Pty) Ltd	2000/012930/07	4300190933
LIFESTYLE (MAGAZINES)		
Media24 (Pty) Ltd trading as Media24 Lifestyle	1950/038385/07	4150102228
NEW MEDIA		
Media24 (Pty) Ltd trading as New Media	1950/038385/07	4150102228
Swipe Interactive (Pty) Ltd trading as Swipe IX	2017/340414/07	4700266218
TELEVISION		
Media24 (Pty) Ltd trading as Media24 TV	1950/038385/07	4150102228
Media24 (Pty) Ltd trading as VIA	1950/038385/07	4150102228
Media24 (Pty) Ltd trading as Honey	1950/038385/07	4150102228
Media24 (Pty) Ltd trading as POP24	1950/038385/07	4150102228
ON THE DOT		
Media24 (Pty) Ltd trading as On the Dot	1950/038385/07	4150102228

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Company Name	Registration Number	Vat Number
E-COMMERCE		
Media24 (Pty) Ltd trading as M24 Logistics	1950/038385/07	4150102228
BOOKS		
Media24 (Pty) Ltd trading as Jonathan Ball Publishers	1950/038385/07	4150102228
Jonathan Ball Publishers (Pty) Ltd trading as Sunbird	1984/003543/07	Not registered
Leksikons (Pty) Ltd trading as Horizon Books	1981/001468/07	Not registered
Via Afrika (Pty) Ltd	1949/035471/07	Not registered
NB Uitgewers (Edms) Bpk trading as NB Publishers	1951/002378/07	Not registered
BOOKS (MEDIA24 BOEKE (PTY) LTD)		
Media24 Boeke (Pty) Ltd trading as Media24 Boeke Hoofkantoor	1953/000037/07	4490197763
Media24 Boeke (Pty) Ltd trading as NB Publishers	1953/000037/07	4490197763
Media24 Boeke (Pty) Ltd trading as Van Schaik Publishers	1953/000037/07	4490197763
BOOKS (NASOU VIA AFRIKA PTY LTD)		
Nasou Via Afrika (Pty) Ltd trading as Via Afrika	1996/012379/07	4870165067

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Amended Codes - Generic Scorecard - Condensed Report

Objective	Indicator	Weight	Actual Achieved	Target	Achieved against Target	Points
Broad Based Black Economic Empowerment Contribution		111.0				93.96
Objective : Ownership		25.00			91.96%	22.99
Equity Ownership	Exercisable Voting Rights by Black People	4.00	45.10%	25%+1	100.00%	4.00
	Exercisable Voting Rights by Black Women	2.00	24.39%	10.00%	100.00%	2.00
	Economic Interest to which Black People are entitled	4.00	100.00%	25.00%	100.00%	4.00
	Economic Interest to which Black Women are entitled	2.00	72.28%	10.00%	100.00%	2.00
	Economic Interest to which BDG's, EOS, BBOS and Co-op's are entitled	3.00	0.99%	3.00%	33.00%	0.99
	Involvement in the ownership by Black New Entrants	2.00	14.81%	2.00%	100.00%	2.00
	A - Net Value	8.00	100.00%	25.00%	100.00%	8.00
	B - Economic Interest		100.00%	25.00%	100.00%	
Objective : Management Control		19.00			56.17%	10.67
Objective: Board Participation and Other Executive Management		9.00			79.12%	7.12
Management Control	% Exercisable Voting Rights of Black Board Members	2.00	83.33%	50.00%	100.00%	2.00
	% Exercisable Voting Rights of Black Women Board Members	1.00	33.33%	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	36.36%	60.00%	60.61%	1.21
	% Black Women Executive Management	1.00	27.27%	30.00%	90.91%	0.91
Objective : Employment Equity		10.00			35.52%	3.55
Employment Equity	% Black People in Senior Management	2.00	17.38%	60.00%	28.96%	0.58
	% Black Women in Senior Management	1.00	5.60%	30.00%	18.67%	0.19
	% Black People in Middle Management	2.00	22.07%	75.00%	29.43%	0.59
	% Black Women in Middle Management	1.00	12.96%	38.00%	34.11%	0.34
	% Black People in Junior Management	1.00	40.36%	88.00%	45.86%	0.46
	% Black Women in Junior Management	1.00	22.17%	44.00%	50.38%	0.50
	Black People Living with Disabilities as a % of All Employees	2.00	0.89%	2.00%	44.68%	0.89

Amended Codes - Generic Scorecard - Condensed Report

Objective	Indicator	Weight	Actual Achieved	Target	Achieved against Target	Points
Objective : Skills Development		20.00		-	71.42%	14.28
Skills Development	Skills Development Expenditure on Black People as a % of Leviaible Amount	6.00	1.77%	3.50%	50.62%	3.04
	Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions as % of Leviaible Amount	4.00	0.43%	2.50%	17.35%	0.69
	Skills Development on Black Employees with disabilities as a % of Leviaible Amount	4.00	0.31%	0.30%	100.00%	4.00
	Black People Participating in Learnerships, Apprenticeships and Internships as a % of Total Employees	6.00	5.00%	5.00%	100.00%	6.00
	Bonus Point: Number of Black People Absorbed	5.00	11.06%	100%	11.06%	0.55
Objective: Enterprise and Supplier Development		42.00			97.65%	41.01
Objective : Preferential Procurement		27.00			88.93%	24.01
Preferential Procurement	Weighted BEE Procurement Expenditure - All Suppliers	5.00	100.01%	80.00%	100.00%	5.00
	Weighted BEE Procurement Expenditure - Qualifying Small Enterprises	3.00	6.63%	15.00%	44.21%	1.33
	Weighted BEE Procurement Expenditure - Exempted Micro Enterprises	4.00	35.25%	15.00%	100.00%	4.00
	Weighted BEE Procurement Expenditure - Suppliers that are at least 51% Black Owned	11.00	34.93%	50.00%	69.87%	7.69
	Weighted BEE Procurement Expenditure - Suppliers that are at least 30% Black Women Owned	4.00	19.13%	12.00%	100.00%	4.00
	Bonus Points: Procurement Expenditure from Designated Group Suppliers that are at least 51% Black Owned	2.00	2.44%	2.00%	100.00%	2.00
Objective : Enterprise and Supplier Development		15.00			113.33%	17.00
Enterprise and Supplier Development	Annual Value of all Supplier Development Contributions as a % of NPAT	10.00	9.19%	2.00%	100.00%	10.00
	Annual Value of all Enterprise Development Contributions as a % of NPAT	5.00	5.13%	1.00%	100.00%	5.00
	Bonus Point: Graduation	1.00	Yes	Yes	100.00%	1.00
	Bonus Point: Creating Jobs	1.00	Yes	Yes	100.00%	1.00
Objective : Socio Economic Development		5.00			100.00%	5.00
Socio-Economic Development	Annual Value of all Socio-Economic Development Contributions as a % of NPAT	5.00	3.29%	1.00%	100.00%	5.00