



# 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/Organisation	Tiger Brands Ltd
Registration Number	1944/017881/06
Physical Address	3010 William Nicol Drive Bryanston 2146
Telephone Number	+27 11 840 4000
Email Address	Mary-Jane.morifi@tigerbrands.com
Type of Entity/Organisation	Listed Entity
Industry/Sector	Agri-Sector
Relevant Code of Good Practice	Revised Agri - Generic Scorecard
Name of Verification Agency	Empowerlogic PTY(Ltd)
Name of Technical Signatory	Theo Lombard

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

B-BBEE Elements	Target Score (including Bonus Points)	Actual Score Achieved	Subminimum Score Achieved
Ownership	25.00	20.90	Yes
Management Control	19.00	13.22	N/A
Skills Development	25.00	9.60	Yes
Enterprise & Supplier Development	44.00	33.91	Yes
Socio-Economic Development	15.00	15.00	N/A
<b>Total Score</b>	<b>128.00</b>	<b>92.63</b>	
Priority Elements Achieved	YES / NO and specify them	Yes	
Empowering Supplier Status	YES / NO and specify them	Deemed per Notice 708 of 2016	
Final B-BBEE Status Level	3		

**1. BASIC ACCOUNTING DETAILS**

a. Accounting Officer's Name: Ernst & Young Inc.

b. Accounting Officer Address: 102 Rivonia Road,  
Sandton  
Johannesburg  
2194

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

Weekly	Monthly	Other (specify)
	✓	

d. Has the attached financial statements and annual report been approved by the Entity

Yes

**2. PLEASE ATTACH THE FOLLOWING**

i) Copy of Annual Financial Statement including Balance Sheet and Income and Expenditure Report. Yes

ii) Annual Report Yes

**3. Entity Annual Turnover**

R29,800,000,000.00

**4. Sign-off and Date**



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Signature

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**15 December 2020**

Date

**Compliance Reporting Matrix (Annexure)**

**Scorecard Elements**

**1. Ownership and Management Control**

Please indicate % of Black Shareholding and number of Directors/Managers by providing relevant information below:

Categories	% / Number for each category	Race Classification (indicate nr in terms of A, C & I)			Gender (indicate nr in terms of F & M)		Age (provide nr in chronological order)	Location (indicate nr in each Province)	Disability (indicate nr in terms of F & M)	
		A	C	I	M	F			M	F
Black Ownership*	1844	1307	212	325	1333	511	Annexure 1	Annexure 2	0	0
Mandated Investments*	Black Economic Interest 7,90%	6,22%	0,84%	0,33%	3,89%	4,01%			0	0
Non-Exec Directors	13	4	2	1	7	6			0	0
Exec Directors	2	0	0	1	1	1			0	0
Other Executive Management	8	3	0	2	5	3			0	0
Senior Management	93	18	5	27	54	39			0	0
Middle Management	457	147	49	93	269	188			0	0
Junior Management	1430	759	211	165	932	498			0	0
Dividends Declared	R739,800,000.00									

\*Shareholding through various BBBEE companies and an Independent Mandated Investment Report. The race, gender, age, location and disabilities could not be determined for all shareholders as the information is not available due to the nature of the shareholding.

**2. Skills Development**

Provide number of Black Persons trained by providing relevant information as follows:

Categories	Number for each category	Race Classification (indicate nr in terms of A, C & I)			Gender (indicate nr in terms of F & M)		Age (provide nr in chronological order)	Location (indicate nr in each Province)	Disability (indicate nr in terms of F & M)		Value thereof
		A	C	I	M	F			M	F	
Black Employees	2851	1992	661	198	2035	816	Annexure 3	Annexure 4	0	0	R97,346,764.57
Black People on Internships, Apprenticeship, Learnership	510	434	53	23	311	199			0	0	R55,568,452.09
Unemployed Black People	69	66	2	1	31	38			0	0	R392 755.02
Black People Absorbed	0	0	0	0	0	0			0	0	R0.00

### 3. Enterprise and Supplier Development

Number of Enterprise and Supplier Development Beneficiaries and value thereof by providing relevant information below:

Number of Enterprise Development Beneficiaries (EMEs)	% of Black Ownership	Number of Enterprise Development Beneficiaries (QSEs)	% of Black Ownership	Number of Supplier Development Beneficiaries (EMEs)	% of Black ownership	Number of Supplier Development Beneficiaries (QSEs)	% of Black Ownership	Value thereof (Enterprise Development)	Value thereof (Supplier Development)
5	Annexure 5	1	Annexure 5	7	Annexure 6	0	Annexure 6	R16,244,895.58	R34,804,883.77

### 4. Socio-Economic Development

Number of Black Participants, Race Classification, Gender, Geographical Indication and Value thereof by providing relevant information below:

Number of Participants	Race Classification (indicate nr in terms of A, C & I)			Gender (indicate nr in terms of F & M)		Geographical Indication (indicate nr in each Province)								
	A	C	I	M	F	GP	MP	FS	LP	WC	EC	NC	KZN	NW
2100	2100	0	0	1118	982	0	0	165	710	0	0	0	0	1225
1500	1075	230	195	595	905	400	0	300	500	0	300	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
596	567	29	0	300	296	64	58	91	173	20	43	0	33	114
390	390	0	0	195	195	0	0	0	0	390	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
100	100	0	0	42	58	0	0	0	100	0	0	0	0	0
98	98	0	0	45	53	98	0	0	0	0	0	0	0	0
1250	1250	0	0	277	973	1250	0	0	0	0	0	0	0	0
1232	1224	6	0	546	686	0	0	0	0	0	0	0	1232	0
23582	23582	0	0	9648	13934	23582	0	0	0	0	0	0	0	0
100	100	0	0	4	96	0	0	0	0	0	0	0	100	0
1812	1812	0	0	420	1292	0	0	0	0	1812	0	0	0	0
13200	12313	853	2	7404	5796	0	0	13200	0	0	0	0	0	0
5973	3656	2317	0	2186	3787	0	0	0	0	0	0	0	5973	0
500	500	0	0	198	302	0	0	0	0	0	0	0	0	500
181	181	0	0	53	128	181	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
484	484	0	0	239	245	484	0	0	0	0	0	0	0	0
500	500	0	0	216	284	500	0	0	0	0	0	0	0	0
1036	912	124	0	518	518	0	0	0	0	0	0	0	1036	0
2749	2653	62	34	1451	1298	2749	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
117	117	0	0	31	86	0	0	0	0	0	0	0	117	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Value thereof	R22,433,738.49													

## Annexure 1

### Ownership and Management Control - Headcount per Age

#### Age Summary

Category	Youth (<35)	35-50	> 50
Ownership	0	0	0
Non-Exec Directors	0	2	10
Exec Directors	0	1	1
Other Exec Management	0	5	5
Senior Management	2	68	43
Middle Management	140	386	195
Junior Management	426	675	397

#### Age Detail

Age	Ownership	Non-Executive Directors	Executive Directors	Other Executive Management	Senior Management	Middle Management	Junior Management
22	0	0	0	0	0	0	4
23	0	0	0	0	0	0	5
24	0	0	0	0	0	3	14
25	0	0	0	0	0	2	20
26	0	0	0	0	0	3	26
27	0	0	0	0	0	11	26
28	0	0	0	0	0	11	36
29	0	0	0	0	0	13	46
30	0	0	0	0	0	10	51
31	0	0	0	0	0	19	48
32	0	0	0	0	0	18	43
33	0	0	0	0	2	21	43
34	0	0	0	0	0	29	64
35	0	0	0	0	1	27	57
36	0	0	0	0	0	17	58
37	0	0	0	0	3	35	45
38	0	0	0	0	4	27	46
39	0	0	0	0	4	26	45
40	0	0	0	0	5	24	40
41	0	0	0	1	4	25	48
42	0	0	0	0	5	20	41
43	0	0	1	0	3	23	29
44	0	0	0	0	6	23	34
45	0	1	0	0	6	23	34
46	0	0	0	0	9	27	46
47	0	1	0	1	5	22	39
48	0	0	0	2	5	21	46
49	0	0	0	1	4	24	29

Age	Ownership	Non-Executive Directors	Executive Directors	Other Executive Management	Senior Management	Middle Management	Junior Management
50	0	0	0	0	4	22	38
51	0	0	0	0	2	17	40
52	0	0	0	0	5	15	43
53	0	1	0	2	2	16	39
54	0	1	1	1	5	17	27
55	0	0	0	0	4	7	32
56	0	0	0	0	2	10	24
57	0	2	0	0	4	16	22
58	0	2	0	0	5	16	27
59	0	0	0	1	3	6	36
60	0	1	0	0	2	12	27
61	0	0	0	0	1	9	11
62	0	0	0	0	0	9	13
63	0	2	0	1	1	15	8
64	0	1	0	0	3	3	6
65	0	1	0	0	2	4	4
>65	0	0	0	0	0	5	4

Note: Table only shows individuals whose Date of Birth has been specified

## Annexure 2

### Ownership and Management Control - Headcount per Location

#### Location Summary

Category	GP	MP	FS	LP	WC	EC	NC	KZN	NW
Ownership	0	0	0	0	0	0	0	0	0
Non Executive Directors	7	0	0	0	3	0	0	0	0
Executive Directors	2	0	0	0	0	0	0	0	0
Other Executive Management	10	0	0	0	0	0	0	0	0
Senior Management	106	0	0	0	3	0	0	2	0
Middle Management	519	8	19	17	67	7	0	52	13
Junior Management	743	17	41	72	268	15	0	263	45

### Annexure 3

#### Skills Development - Headcount per Age

Age	Black Employees	Black People on LAIs	Unemployed Black People	Black People Absorbed
21	10	4	4	0
22	18	7	7	0
23	23	5	6	0
24	34	5	6	0
25	47	11	9	0
26	62	8	4	0
27	52	12	5	0
28	83	19	8	0
29	79	17	5	0
30	110	28	12	0
31	110	29	2	0
32	126	34	4	0
33	115	22	2	0
34	111	19	1	0
35	138	35	1	0
36	128	19	4	0
37	120	21	1	0
38	128	24	1	0
39	102	17	1	0
40	103	15	0	0
41	89	15	0	0
42	72	10	1	0
43	99	18	1	0
44	82	16	0	0
45	73	14	2	0
46	88	21	2	0
47	75	13	0	0
48	66	9	1	0
49	57	5	0	0
50	54	5	0	0
51	52	8	0	0
52	48	7	0	0
53	43	2	0	0
54	39	4	0	0
55	43	4	0	0
56	27	4	1	0
57	41	1	0	0
58	22	1	0	0
59	30	1	0	0

Age	Black Employees	Black People on LAIs	Unemployed Black People	Black People Absorbed
60	15	0	0	0
61	8	1	0	0
62	15	0	0	0
63	9	0	0	0
64	2	0	0	0
65	1	0	0	0
>65	2	0	0	0

Note: Table only shows individuals whose Date of Birth has been specified

## Annexure 4

### Skills Development - Headcount per Location

Category	HeadCount								
	EC	FS	GP	KZN	LP	MP	NC	NW	WC
Black Employees	2	88	1145	530	41	46	0	87	912
Black People on internships, apprenticeships, or Learnerships	0	3	318	68	17	11	0	25	68
Unemployed Black People	0	0	46	6	13	0	0	23	3
Black People Absorbed	0	0	0	0	0	0	0	0	0

## Annexure 5

### Enterprise Development

Classification Type	% Black Ownership	Value thereof
EME	100.00 %	R15,397,718.48
QSE	60.00 %	R847,177.10

Please Note: The values displayed in this annexure are grouped by BEE Classification and % Black Ownership.

## Annexure 6

### Supplier Development

Classification Type	% Black Ownership	Value thereof
EME	51.00 %	R670,363.07
EME	100.00 %	R34,134,520.70

Please Note: The values displayed in this annexure are grouped by BEE Classification and % Black Ownership.