EE PLAN (SECTION 20)

PLEASE READ THIS FIRST	SECTION A: EMPLOYER DETAILS & INSTRUCTIONS	
PURPOSE OF THIS FORM Section 20 requires designated employers to prepare and implement an Employment Equity Plan which will achieve reasonable progress towards employment equity in the employer's workforce. An Employment Equity Plan must state- (a) The objectives to be achieved for each year of the plan (b) The affirmative action measures to be implemented as required by section 15(2); (c) Where under representation of people from designated groups has been identified by the analysis, the numerical goals to achieve the equitable representation of suitably qualified people from designated groups within each occupational level in the workforce, the timetable within which this is to be achieved, and the strategies intended to achieve those goals; (d) The timetable for each year of the plan for the achievement of goals and objectives other than numerical goals; (e) The duration of the plan, this may not be shorter than one year or longer than five years; (f) The procedures that will be used to monitor and evaluate the implementation of the plan and whether reasonable progress is being made towards implementing employment equity; (g) The internal procedures to resolve any dispute about the interpretation or implementation of the plan; (h) The persons in the workforce, including senior managers, responsible for monitoring and implementing the plan; and (i) Any other prescribed matter	Trade name	HYRPOP INVESTMENTS LIMITED
	DTI registration name	HYRPOP INVESTMENTS LIMITED
	DTI registration number	1987/005284/06
	PAYE/SARS number	7630822411
	UIF reference number	0054810/07
	EE reference number	21498
	National or Provincial EAP	National EAP
	Industry/Sector	Real Estate Activities
	Seta classification	Services Seta
	Bargaining Council	Other
	Telephone number	0114470090
	Postal address	PO Box 52509 Saxonwold
	Postal code	2132
	City/Town	Johannesburg
	Province	Gauteng
	Physical address	2nd Floor, Cradock Heights 21 Cradock Avenue
	Postal code	2196
	City/Town	Johannesburg
	Province	Gauteng
	Details of CEO/Accounting Officer	
	Name and surname	Morne Wilken
	Telephone number	0114470090
	Email address	morne@hyprop.co.za
	Details of Employment Equity Senior Manager	
	Name and Surname	Igsaan Hendricks
	Telephone number	0114470090
	Email address	Igsaan@hyprop.co.za
	Business type (Please mark with an X)	
	X Private Sector ☐ National Government ☐ Local Government ☐ Non-profit Organisation	☐ State Owned Enterprise ☐ Provincial Government ☐ Educational Institution
	Information about the organization (Please mark with an X)	
	Is your organisation an organ of State or designated in terms of a collective agreement?	YES: ; NO: X
	Number of employees in your organisation. **(NB: Employers with 1 to 49 employees are designated if they are an organ of state or if they are appointed as a designated employer by collective agreement to comply with Chapter 3 of the EEA)**	1 to 49: ; 50 to 149: ; 150 or more: X
	Is your organisation part of a group / holding company? If yes, please provide the name.	YES: ; NO: X _____
	Date on which this EE Plan was finalised and approved.	**31 August 2025**

IMPORTANT INFORMATION

a) A designated employer must comply to Sections 16 and 17 of the Employment Equity Act, as amended, by consulting with employees when conducting an EE Analysis, preparing an EE Plan and reporting annually to the Department of Employment and Labour.

b) Section 20 requires that a designated employer prepares and implements an Employment Equity Plan.

c) The employer must consult and attempt to reach consensus on the development of the EE Plan (EEA13) by taking the following into account-

(i) Analysis report (EEA12).
(ii) National or Provincial Economically Active Population (EAP)
(iii) Determining the duration of the EE Plan.
(iv) Determining the annual objectives of the EE Plan.
(v) Corrective measures/ Affirmative Action measures formulated, including goals and targets.
(vi) Time frames established.
(vii) Determine the monitoring procedures of the implementation of the EE Plan.
(viii) Determine the internal procedures to resolve any dispute about the implementation of the EE Plan.
(ix) Resources identified and allocated for the implementation of the EE Plan, including senior managers responsible for monitoring the implementation of the EE Plan.
(x) The EE Plan must be communicated to all employees.

d) Barriers and Affirmative Action Measures must be aligned with those indicated in the audit analysis (EEA12) and meet the following requirements:

- Include time-frames in order to track progress in the implementation of these AA Measures;
- These time-frames should be within the duration of the EE Plan in terms of day, month and year (dd/mm/yyyy); and
- Include the designations of responsible persons in the workforce to monitor the implementation of these AA Measures.

e) Designated employers must prepare and implement an EE Plan (EEA13) that outlines annual targets, which are in line with relevant 5-year sector targets regulated in terms of Section 15A of the Employment Equity Act as amended for the four-upper occupational levels (i.e. Top Management, Senior Management, Professionally Qualified and Skilled Technical).

f) Employers who become designated during the 5-year sector target period regulated in terms of Section 15A of the Employment Equity Act as amended must prepare an EE Plan with annual targets for the remainder of the period.

g) Numerical goals and targets in the EE plan must include the entire workforce profile for that occupational level in terms of population group and gender, and NOT the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve.

h) The objectives to be achieved for each year of the plan should meet the SMART principle as follows: Specific; measurable; attainable; relevant and time bound.

i) "Temporary employees" are those employees employed for less than three months.

j) Guidelines on occupational levels are provided in the EEA9 form of these regulations.

N.B It is advisable that at least 6 months before the expiry of the EE Plan a designated employer should prepare a subsequent EE Plan (Successive EE Plan as required by Section 23).

1. DURATION OF THE PLAN

The affirmative action measures, numerical goals and the annual targets in this EE Plan must be aligned to the sector targets (i.e. the 5-year sector target) set in terms of Section 15A of the Employment Equity Act, as amended. The specific start and end dates for the duration of this Employment Equity Plan (EE Plan) is contained below.

01/09/2025		**31/08/2030**
Start date: (dd / mm / yyyy)	**to**	**End date: (dd / mm / yyyy)**

2. OBJECTIVES FOR EACH YEAR OF THE PLAN

The relevant Economically Active Population (EAP) and the 5-year sector targets set in terms of Section 15A of the Employment Equity Act, as amended, have been used to address the under-representation of the suitably qualified individuals from the designated groups in this EE Plan.

The objectives for each year of the plan outlined below are specific, measurable, attainable, relevant and time bound.

TIMEFRAMES		OBJECTIVES
YEAR 1	1 September 2025-31 August 2026	Conduct a full workforce analysis aligned to sectoral numerical targets by ensuring the EEA12 is completed; current workforce vs sectoral targets established • Responsible - HR Compliance & EE Forum • Status: Planned Q4 2025 Consultative Forum training for all members • 100% EE Forum members trained on new 2025 Regulations • Responsible: Head of HR • Status: Planned Q4 2025 Conduct barrier analysis (policies, procedures, practices) • Barriers identified • Responsible: Head of HR • Status: Planned Q4 2025 Develop and approve 5-year EE Plan (EEA13) with numerical targets and plan approved by Exco. • Responsible: Head of HR • Time Frame: Q4 2025 • Status: Planned Q4 2025 Launch the Graduate Programme to provide designated professionals with an opportunity to obtain experience in alignment with the sectoral targets. • Responsible – Head of HR • Time frame Q4 2026 • Status: Ongoing
YEAR 2	1 September 2026-31 August 2027	Continued advancement and monitoring of the recruitment plan to support the sectoral targets and achieve the annual numerical targets • Responsible – Head of HR • Status: Ongoing in alignment with sectoral targets Alignment of recruitment practices to consider EE plans. • Responsible – Head of HR • Status: Ongoing Conduct a pay and grading equity audits within each cycle, including every year in the future. • Responsible – Head of HR • Status: Annually Implement structured recruitment interview guides • Responsible – Head of HR • Timeframe – August 2027

		Facilitate management and Leadership Programmes to support the achievement of the sectoral targets • Responsible – Head of HR • Status: Ongoing
YEAR 3	1 September 2027-31 August 2028	Continued advancement and monitoring of the recruitment plan to support the sectoral targets and achieve the annual numerical targets • Responsible – Head of HR • Status: Ongoing in alignment with sectoral targets Amendments to job ads where preference will be given to suitable Designated Candidates in alignment with sectoral targets • Responsible – Head of HR • Status: Ongoing Annual succession plans to identify designated candidates in alignment with the sectoral targets • Responsible – Head of HR • Status: Annually Conduct an annual pay and grading equity audits within each cycle, including every year in the future • Responsible – Head of HR • Status: Annually Facilitate management and Leadership Programmes to support the achievement of the sectoral targets • Responsible – Head of HR • Status: Ongoing
YEAR 4	1 September 2028-31 August 2029	Continued advancement and monitoring of the recruitment plan to support the sectoral targets and achieve the annual numerical targets • Responsible – Head of HR • Status: Ongoing in alignment with sectoral target Annual Succession Plans to identify designated groups in alignment with the sectoral targets • Responsible – Head of HR • Status: Annually EE Targets STI & LTI measure • Responsible – Head of HR • Time frame Q4 2030 Conduct an annual pay and grading equity audits within each cycle, including every year in the future • Responsible – Head of HR • Time frame Q4 2029 • Status: Annually Facilitate management and Leadership Programmes to support the achievement of the sectoral targets • Responsible – Head of HR • Status: Ongoing

YEAR 5	1 September 2029-31 August 2030	Conduct full **5-year review** of EE Plan and evaluate progress toward sectoral targets. • Responsible – Head of HR & EE Forum/ SA Exco/CEO • Time frame Q3 2030 Conduct an annual pay and grading equity audits within each cycle, including every year in the future • Responsible – Head of HR • Status: Annually Facilitate management and Leadership Programmes to support the achievement of the sectoral targets • Responsible – Head of HR • Status: Ongoing Annual succession plans to identify designated groups in alignment with the sectoral targets • Responsible – Head of HR • Status: Annually Launch mentorship program • Responsible – Head of HR • Time frame Q3 2030 • Status: Annually Implement disability awareness training • Responsible – Head of HR • Time frame Q3 2030 • Status: Annually

3. BARRIERS AND AFFIRMATIVE ACTION MEASURES

The barriers and Affirmative Action Measures identified in the EE analysis conducted must be included in the EE Plan. These measures must include time- frames to track progress in the implementation of the AA Measures. The time-frames must have specific dates and be within the duration of the EE Plan (no "ongoing" permitted). The designations of responsible persons to monitor the implementation of these AA Measures must be specified.

CATEGORIES	BARRIERS AND AFFIRMATIVE ACTION MEASURES							
	Tick (√) one or more cells for each category below to indicate where barriers exist in terms of policies, procedures and/or practice			BARRIERS (PLEASE PROVIDE NARRATION)	AFFIRMATIVE ACTION MEASURES (PLEASE PROVIDE NARRATION)	TIME FRAME		RESPONSIBILITY (Designation)
	POLICY	PROCEDURE	PRACTICE	(Briefly describe each of the barriers identified in terms of policies, procedures and/or practice for each category)	(Briefly describe the affirmative action measures to be implemented in response to barriers identified for each category)	START DATE	END DATE	
Recruitment		√	√	Limited transparency and consistency in recruitment and selection	• Standardise recruitment procedures • Implement structured interview guides. • Communicate outcomes responsibly. • Run targeted recruitment campaigns for designated groups. • Launch graduate program for designated employees	01/09/2025	31/08/2030	Head of HR

CATEGORIES	BARRIERS AND AFFIRMATIVE ACTION MEASURES							
	Tick (√) one or more cells for each category below to indicate where barriers exist in terms of policies, procedures and/or practice			BARRIERS (PLEASE PROVIDE NARRATION) (Briefly describe each of the barriers identified in terms of policies, procedures and/or practice for each category)	AFFIRMATIVE ACTION MEASURES (PLEASE PROVIDE NARRATION) (Briefly describe the affirmative action measures to be implemented in response to barriers identified for each category)	TIME FRAME		RESPONSIBILITY (Designation)
	POLICY	PROCEDURE	PRACTICE			START DATE	END DATE	
Advertising positions			√	Preference not given to designated candidates	• Include a clause for the preference of suitable designated candidates	01/09/2025	31/08/2030	Head of HR
Selection criteria								
Appointments								
Job classification and grading			√	Limited transparency in job grading and unclear progression.	• Conduct grading audits.	01/09/2025	31/08/2030	Head of HR
Remuneration and benefits			√	Pay inequities and of awareness of market benchmarking.	• Annual pay equity audits and correctly identified pay gaps • Communicate remuneration principles	01/09/2025	31/08/2030	Head of HR
Terms & conditions of employment								
Work environment and facilities								

CATEGORIES	BARRIERS AND AFFIRMATIVE ACTION MEASURES							
	Tick (√) one or more cells for each category below to indicate where barriers exist in terms of policies, procedures and/or practice			BARRIERS (PLEASE PROVIDE NARRATION) (Briefly describe each of the barriers identified in terms of policies, procedures and/or practice for each category)	AFFIRMATIVE ACTION MEASURES (PLEASE PROVIDE NARRATION) (Briefly describe the affirmative action measures to be implemented in response to barriers identified for each category)	TIME FRAME		RESPONSIBILITY (Designation)
	POLICY	PROCEDURE	PRACTICE			START DATE	END DATE	
Training and Development		√	√	Lack of opportunities for designated groups	• Targeted training for designated groups. • Track training participation by demographic. • Launch mentorship programs. • Implement disability awareness training.	01/09/2025	31/08/2030	Head of HR
Performance and evaluation			√		• Incorporate EE KPIs into management's performance. • Hold Senior Managers accountable for meeting targets	01/09/2025	31/08/2030	Head of HR
Succession & experience planning		√	√	Lack of transparency of promotions and transformation focus.	• Fast-track high-potential designated employees	01/09/2025	31/08/2030	Head of HR

CATEGORIES	BARRIERS AND AFFIRMATIVE ACTION MEASURES							
	Tick (√) one or more cells for each category below to indicate where barriers exist in terms of policies, procedures and/or practice			BARRIERS (PLEASE PROVIDE NARRATION) (Briefly describe each of the barriers identified in terms of policies, procedures and/or practice for each category)	AFFIRMATIVE ACTION MEASURES (PLEASE PROVIDE NARRATION) (Briefly describe the affirmative action measures to be implemented in response to barriers identified for each category)	TIME FRAME		RESPONSIBILITY (Designation)
	POLICY	PROCEDURE	PRACTICE			START DATE	END DATE	
					• Implement succession plans considering EE Targets • Incorporate EE KPIs into management's performance.			
Disciplinary measures								
Retention of designated groups			√	High-potential designated employees exit the organisation before reaching leadership levels due to lack of career progression opportunities. Absence of formal mentorship and sponsorship programs limits the development and retention of	• Introduce retention strategy including career pathing, talent reviews, and targeted retention interventions for designated groups. • Implement formal mentorship and sponsorship programmes linking senior leaders to	01/09/2026	31/08/2030	Head of HR

CATEGORIES	BARRIERS AND AFFIRMATIVE ACTION MEASURES							
	Tick (√) one or more cells for each category below to indicate where barriers exist in terms of policies, procedures and/or practice			BARRIERS (PLEASE PROVIDE NARRATION) (Briefly describe each of the barriers identified in terms of policies, procedures and/or practice for each category)	AFFIRMATIVE ACTION MEASURES (PLEASE PROVIDE NARRATION) (Briefly describe the affirmative action measures to be implemented in response to barriers identified for each category)	TIME FRAME		RESPONSIBILITY (Designation)
	POLICY	PROCEDURE	PRACTICE			START DATE	END DATE	
				designated talent.	designated employees.			
Corporate culture								
Reasonable accommodation								
Harassment								
HIV&AIDS prevention and wellness programmes								
Assigned senior manager(s) to manage EE implementation								
Budget allocation in support of employment equity goals								
Time off for employment equity consultative committee to meet								

4. 5-YEAR SECTOR NUMERICALTARGETS AND NUMERICAL GOALS

Employers must populate the table below using the regulated 5-year sector targets including the numerical goals for the semi-skilled and unskilled level.

5-YEAR SECTOR TARGETS AND NUMERICAL GOALS FOR SEMI-SKILLED AND UNSKILLED LEVEL (2025-2030)		
OCCUPATIONAL LEVELS AND DISABILITY	GENDER	DESIGNATED GROUPS SECTOR TARGET %
TOP MANAGEMENT	Male	18.9%
	Female	30.3%
	TOTAL	49.2%
SENIOR MANAGEMENT	Male	22.9%
	Female	46.1%
	TOTAL	69.0%
PROFESSIONALLY QUALIFIED	Male	32.4%
	Female	46.1%
	TOTAL	78.5%
SKILLED TECHNICAL	Male	38.3%
	Female	46.1%
	TOTAL	84.4%
		EMPLOYER'S NUMERICAL GOAL
SEMI-SKILLED	Male	27
	Female	49
	TOTAL	76
UNSKILLED	Male	0
	Female	2
	TOTAL	2
5-YEAR NUMERICAL TARGET FOR EMPLOYEES WITH DISABILITIES		
5-Year Sector Target for Employees with disabilities (%)		3%

5. WORKFORCE PROFILE, NUMERICAL GOALS AND TARGETS

5.1 SNAPSHOT OF THE CURRENT WORKFORCE PROFILE

The workforce profile snapshot tables used for the conducting of the analysis to inform this plan are used below as a baseline for the setting of numerical goals and targets for each year of the plan.

Workforce profile snapshot date **31/08/2025**

Table 1: Snapshot of workforce profile for all employees, including employees with disabilities

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	Male	Female	
Top management	value	-	-	-	3	-	-	-	-	-	-	3
	%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Senior management	value	1	1	3	9	3	-	1	7	0	0	25
	%	4.0%	4.0%	12.0%	36.0%	12.0%	0.0%	4.0%	28.0%	0.0%	0.0%	100.0%
Professionally qualified and experienced specialists and mid-management	value	5	-	4	5	2	6	5	9	1	-	37
	%	13.5%	0.0%	10.8%	13.5%	5.4%	16.2%	13.5%	24.3%	2.7%	0.0%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	value	9	-	2	5	3	6	1	5	1	-	32
	%	28.1%	0.0%	6.3%	15.6%	9.4%	18.8%	3.1%	15.6%	3.1%	0.0%	100.0%
Semi-skilled and discretionary decision making	value	24	11	-	4	40	12	1	7	-	-	99
	%	24.2%	12.8%	0.0%	4.0%	40.4%	12.1%	1.0%	7.1%	0.0%	0.0%	100.0%
Unskilled and defined decision making	value	-	-	-	-	2	-	-	-	-	-	2
	%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
TOTAL PERMANENT	value	39	12	9	26	50	24	8	28	2	0	198
	%	**19.7%**	**6.1%**	**4.5%**	**13.1%**	**25.3%**	**12.1%**	**4.0%**	**14.1%**	**1.0%**	**0**	**100.0%**
Temporary employees	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GRAND TOTAL	value	39	12	9	26	50	24	8	28	2	0	198
	%	**19.7%**	**6.1%**	**4.5%**	**13.1%**	**25.3%**	**12.1%**	**4.0%**	**14.1%**	**1.0%**	**0**	**100.0%**

Table 2: Snapshot for workforce profile for employees with disabilities ONLY

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	Male	Female	
Top management	value	-	-	-	-	-	-	-	-	-	-	-
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior management	value	-	-	-	1	-	-	-	1	-	-	2
	%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	100.0%
Professionally qualified and experienced specialists and mid-management	value	1	-	-	-	-	-	-	-	-	-	1
	%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	value	-	-	-	-	-	-	-	-	-	-	-
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Semi-skilled and discretionary decision making	value	3	2	-	-	3	1	-	-	1	-	10
	%	30.0%	20.0%	0.0%	0.0%	30.0%	10.0%	0.0%	0.0%	10.0%	0.0%	100.0%
Unskilled and defined decision making	value	-	-	-	-	-	-	-	-	-	-	-
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL PERMANENT	value	4	2	-	1	3	1	-	2	-	-	13
	%	30.8%	15.4%	0.0%	7.7%	23.1%	7.7%	0.0%	15.4%	0.0%	0.0%	100.0%
Temporary employees	value	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	%	-	-	-	-	-	-	-	-	-	-	-
GRAND TOTAL	value	4	2	-	1	3	1	-	2	-	-	13
	%	30.8%	15.4%	0.0%	7.7%	23.1%	7.7%	0.0%	15.4%	0.0%	0.0%	100.0%

5.2 5-YEAR SECTOR NUMERICAL TARGETS, NUMERICAL GOALS AND ANNUAL TARGETS

5-year Sector Numerical targets and Numerical goals must include the entire workforce profile, and **NOT** the difference that is projected to be achieved by the end of this EE Plan. Below are two tables on numerical goals, one covering all employees, including employees with disabilities, and the other covering employees with disabilities **ONLY.**

Start date: **...01/09/2025.....** **End date: .....31/08/2030.....**
DD / MM / YYYY **DD / MM / YYYY**

Table 3: Numerical goals and 5-year Sector Targets for all employees, including employees with disabilities

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	Male	Female	
Top management	value	-	-	-	3	-	-	-	-	-	-	3
	%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.00%	0.0%	0.0%	100.0%
Senior management	value	-	1	4	8	3	-	1	7	-	-	24
	%	0.0%	4.2%	16.7%	33.3%	12.5%	0.0%	4.2%	29.2%	0.0%	0.0%	100.0%
Professionally qualified and experienced specialists and mid-management	value	5	-	3	5	1	5	5	7	1	-	32
	%	15.6%	0.0%	9.4%	15.6%	3.1%	15.6%	15.6%	21.9%	3.1%	0.0%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	value	11	1	2	2	4	6	1	5	1	-	33
	%	33.3%	3.0%	6.1%	6.1%	12.1%	18.2%	3.0%	15.2%	3.0%	0.0%	100.0%
Semi-skilled and discretionary decision making	value	17	10	-	2	31	10	2	6	-	-	78
	%	21.8%	12.8%	0.0%	2.6%	39.7%	12.8%	2.6%	7.7%	0.0%	0.0%	100%
Unskilled and defined decision making	value	-	-	-	-	2	-	-	-	-	-	2
	%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.00%	0.0%	0.0%	100.0%
TOTAL PERMANENT	value	33	12	9	20	41	21	9	25	2	-	172
	%	19.2%	7.0%	5.2%	11.6%	23.8%	12.2%	5.2%	14.5%	1.0%	0.0%	100.0%
Temporary employees	value	-	-	-	-	-	-	-	-	-	-	-
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GRAND TOTAL	value	33	12	9	20	41	21	9	25	2	-	172
	%	19.2%	7.0%	5.2%	11.6%	23.8%	12.2%	5.2%	14.5%	1.0%	0.0%	100.0%

Table 4: Numerical goals and targets for employees with disabilities ONLY

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	Male	Female	
Top management	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior management	value	-	-	-	1	-	-	-	1	-	-	2
	%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	100.0%
Professionally qualified and experienced specialists and mid-management	value	1	-	-	-	-	-	-	-	-	-	1
	%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Semi-skilled and discretionary decision making	value	1	2	-	-	1	1	-	1	-	-	6
	%	16.7%	33.3%	0.0%	0.0%	16.7%	16.7%	0.0%	16.7%	0.0%	0.0%	100.0%
Unskilled and defined decision making	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL PERMANENT	value	2	2	-	1	1	1	-	2	-	-	9
	%	22.2%	22.2%	0.0%	11.1%	11.1%	11.1%	0.0%	22.2%	0.0%	0.0%	100.0%
Temporary employees	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GRAND TOTAL	value	2	2	-	1	1	1	-	2	-	-	9
	%	22.2%	22.2%	0.0%	11.1%	11.1%	11.1%	0.0%	22.2%	0.0%	0.0%	100.0%

5.3 NUMERICAL TARGETS

Numerical targets must include the entire workforce profile, and **NOT** the difference that is projected to be achieved by the next reporting period. Below are two tables on numerical targets, one covering all employees, including employees with disabilities, and the other only covers employees with disabilities **ONLY**.

Numerical targets: Year 1	
Start date: ……01/09/2025…… DD / MM / YYYY	End date: ……31/08/2026…… DD / MM / YYYY

Table 5: Numerical targets for all employees, including employees with disabilities

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	Male	Female	
Top management	value	-	-	-	3	-	-	-	-	-	-	3
	%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Senior management	value	-	1	3	8	3	-	1	7	-	-	23
	%	0.0%	4.3%	13.0%	34.8%	13.0%	0.0%	4.3%	30.4%	0.0%	0.0%	100.0%
Professionally qualified and experienced specialists and mid-management	value	4	-	4	6	1	5	5	7	1	-	33
	%	12.1%	0.0%	12.1%	18.2%	3.0%	15.2%	15.2%	21.2%	3.1%	0%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	value	11	1	2	3	3	6	1	5	1	-	33
	%	33.3%	3.0%	6.1%	9.1%	9.1%	18,2%	3.0%	15.2%	3.0%	0.0%	100.0%
Semi-skilled and discretionary decision making	value	13	11	-	5	31	11	1	6	-	-	78
	%	17.1%	13.2%	0.0%	6.6%	40.8%	14.5%	1.3%	6.6%	0.0%	0.0%	100.0%
Unskilled and defined decision making	value	-	-	-	-	2	-	-	-	-	-	2
	%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
TOTAL PERMANENT	value	28	13	9	25	40	22	8	25	2	-	172
	%	16.3%	7.6%	5.2%	14.5%	23.3%	12.8%	4.7%	14.5%	1.2%	0.0%	100.0%
Temporary employees	value	-	-	-	-	-	-	-	-	-	-	-
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GRAND TOTAL	value	28	13	9	25	40	22	8	25	2	-	172
	%	16.3%	7.6%	5.2%	14.5%	23.3%	12.8%	4.7%	14.5%	1.2%	0.0%	100.0%

Table 6: Numerical targets for employees with disabilities ONLY

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	Male	Female	
Top management	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior management	value	-	-	-	1	-	-	-	1	-	-	2
	%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	100.0%
Professionally qualified and experienced specialists and mid-management	value	1	-	-	-	-	-	-	-	-	-	1
	%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Semi-skilled and discretionary decision making	value	1	2	-	-	1	1	-	1	-	-	6
	%	16.7%	33.3%	0.0%	0.0%	16.7%	16.7%	0.0%	16.7%	0.0%	0.0%	100.0%
Unskilled and defined decision making	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL PERMANENT	value	2	2	-	1	1	1	-	2	-	-	9
	%	22.2%	22.2%	0.0%	11.1%	11.1%	11.1%	0.0%	22.2%	0.0%	0.0%	100.0%
Temporary employees	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GRAND TOTAL	value	2	2	-	1	1	1	-	2	-	-	9
	%	22.2%	22.2%	0.0%	11.1%	11.1%	11.1%	0.0%	22.2%	0.0%	0.0%	100.0%

Numerical targets: Year 2

Start date: .....01/09/2026..... DD / MM / YYYY

End date: .....31/08/2027..... DD / MM / YYYY

Table 7: Numerical targets, including employees with disabilities

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	Male	Female	
Top management	value	-	-	-	3	-	-	-	-	-	-	3
	%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Senior management	value	-	1	4	8	3	-	1	7	-	-	24
	%	0.0%	4.2%	16.7%	33.3%	12.5%	0.0%	4.2%	29.2%	-	-	100.0%
Professionally qualified and experienced specialists and mid-management	value	5	-	3	6	1	5	5	7	1	-	33
	%	15.2%	0.0%	9.1%	18.2%	3.0%	15.2%	15.2%	21.2%	3.0%	0.0%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	value	11	1	2	3	3	6	1	5	1	-	33
	%	33.3%	3.0%	6.1%	9.1%	9.1%	18.2%	3.0%	15.2%	3.0%	0.0%	100.0%
Semi-skilled and discretionary decision making	value	14	11	-	3	31	11	2	6	-	-	78
	%	18.4%	13.2%	0.0%	3.9%	40.8%	14.5%	2.6%	6.6%	0.0%	0.0%	100.0%
Unskilled and defined decision making	value	-	-	-	-	2	-	-	-	-	-	2
	%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
TOTAL PERMANENT	value	30	13	9	23	40	22	9	25	2	-	173
	%	17.3%	7.5%	5.2%	13.3%	23.1%	12.7%	5.2%	14.5%	1.2%	0.0%	100.0%
Temporary employees	value	-	-	-	-	-	-	-	-	-	-	-
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GRAND TOTAL	value	30	13	9	23	40	22	9	25	2	-	173
	%	17.3%	7.5%	5.2%	13.3%	23.1%	12.7%	5.2%	14.5%	1.2%	0.0%	100.0%

Table 8: Numerical targets for employees with disabilities ONLY

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	Male	Female	
Top management	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior management	value	-	-	-	1	-	-	-	1	-	-	2
	%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	100.0%
Professionally qualified and experienced specialists and mid-management	value	1	-	-	-	-	-	-	-	-	-	1
	%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Semi-skilled and discretionary decision making	value	1	2	-	-	1	1	-	1	-	-	6
	%	16.7%	33.3%	0.0%	0.0%	16.7%	16.7%	0.0%	16.7%	0.0%	0.0%	100.0%
Unskilled and defined decision making	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL PERMANENT	value	2	2	-	1	1	1	-	2	-	-	9
	%	22.2%	22.2%	0.0%	11.1%	11.1%	11.1%	0.0%	22.2%	0.0%	0.0%	100.0%
Temporary employees	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GRAND TOTAL	value	2	2	-	1	1	1	-	2	-	-	9
	%	22.2%	22.2%	0.0%	11.1%	11.1%	11.1%	0.0%	22.2%	0.0%	0.0%	100.0%

Numerical targets: Year 3

Start date: .....01/09/2027..... DD / MM / YYYY

End date: .....31/08/2028..... DD / MM / YYYY

Table 9: Numerical targets, including employees with disabilities

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	Male	Female	
Top management	value	-	-	-	3	-	-	-	-	-	-	3
	%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Senior management	value	-	1	4	8	3	-	1	7	-	-	24
	%	0.0%	4.2%	16.7%	33.3%	12.5%	0.0%	4.2%	29.2%	0.0%	0.0%	100.0%
Professionally qualified and experienced specialists and mid-management	value	5	-	3	6	1	5	5	7	1	-	33
	%	15.2%	0.0%	9.1%	18.2%	3.0%	15.2%	15.2%	21.2%	3.0%	0.0%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	value	11	1	2	3	3	6	1	5	1	-	33
	%	33.3%	3.0%	6.1%	9.1%	9.1%	18.2%	3.0%	15.2%	3.0%	0.0%	100.00%
Semi-skilled and discretionary decision making	value	15	11	-	2	31	11	2	6	-	-	78
	%	19.2%	14.1%	0.0%	2.6%	39.7%	14.1%	2.6%	7.7%	0.0%	0.0%	100.0%
Unskilled and defined decision making	value	-	-	-	-	2	-	-	-	-	-	2
	%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
TOTAL PERMANENT	value	31	13	9	22	40	22	9	25	2	-	173
	%	17.9%	7.5%	5.2%	12.7%	23.1%	12.7%	5.2%	14.5%	1.2%	0.0%	100.0%
Temporary employees	value	-	-	-	-	-	-	-	-	-	-	-
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GRAND TOTAL	value	31	13	9	22	40	22	9	25	2	-	173
	%	17.9%	7.5%	5.2%	12.7%	23.1%	12.7%	5.2%	14.5%	1.2%	0.0%	100.0%

Table 10: Numerical targets for employees with disabilities ONLY

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	Male	Female	
Top management	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior management	value	-	-	-	1	-	-	-	1	-	-	2
	%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	100.0%
Professionally qualified and experienced specialists and mid-management	value	1	-	-	-	-	-	-	-	-	-	1
	%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Semi-skilled and discretionary decision making	value	1	2	-	-	1	1	-	1	-	-	6
	%	16.7%	33.3%	0.0%	0.0%	16.7%	16.7%	0.0%	16.7%	0.0%	0.0%	100.0%
Unskilled and defined decision making	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL PERMANENT	value	2	2	-	1	1	1	-	2	-	-	9
	%	22.2%	22.2%	0.0%	11.1%	11.1%	11.1%	0.0%	22.2%	0.0%	0.0%	100.0%
Temporary employees	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GRAND TOTAL	value	2	2	-	1	1	1	-	2	-	-	9
	%	22.2%	22.2%	0.0%	11.1%	11.1%	11.1%	0.0%	22.2%	0.0%	0.0%	100.0%

Numerical targets: Year 4

Start date: 01/09/2028..... DD / MM / YYYY

End date: .....31/08/2029..... DD / MM / YYYY

Table 11: Numerical targets, including employees with disabilities

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	Male	Female	
Top management	value	-	-	-	3	-	-	-	-	-	-	3
	%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Senior management	value	-	1	4	8	3	-	1	7	-	-	24
	%	0.0%	4.2%	16.7%	33.3%	12.5%	0.0%	4.2%	29.2%	0.0%	0.0%	100.0%
Professionally qualified and experienced specialists and mid-management	value	5	-	3	6	1	5	5	7	1	-	33
	%	15.2%	0.0%	9.1%	18.2%	3.0%	15.2%	15.2%	21.2%	3.0%	0.0%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	value	11	1	2	3	3	6	1	5	1	-	33
	%	33.3%	3.0%	6.1%	9.1%	9.1%	18.2%	3.0%	15.2%	3.0%	0.0%	100.0%
Semi-skilled and discretionary decision making	value	16	11	-	2	31	10	2	6	-	-	78
	%	21.1%	13.2%	0.0%	2.6%	40.8%	13.2%	2.6%	6.6%	0.0%	0.0%	100.0%
Unskilled and defined decision making	value	-	-	-	-	2	-	-	-	-	-	2
	%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
TOTAL PERMANENT	value	32	13	9	22	40	21	9	25	2	-	173
	%	18.5%	7.5%	5.2%	12.7%	23.1%	12.1%	5.2%	14.5%	1.2%	0.0%	100.0%
Temporary employees	value	-	-	-	-	-	-	-	-	-	-	-
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GRAND TOTAL	value	32	13	9	22	40	21	9	25	2	-	173
	%	18.5%	7.5%	5.2%	12.7%	23.1%	12.1%	5.2%	14.5%	1.2%	0.0%	100.0%

Table 12: Numerical targets for employees with disabilities ONLY

Occupational Levels		Male				Female				Foreign Nationals		Total
		A	C	I	W	A	C	I	W	Male	Female	
Top management	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior management	value	-	-	-	1	-	-	-	1	-	-	2
	%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	100.0%
Professionally qualified and experienced specialists and mid-management	value	1	-	-	-	-	-	-	-	-	-	1
	%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Semi-skilled and discretionary decision making	value	1	2	-	-	1	1	-	1	-	-	6
	%	16.7%	33.3%	0.0%	0.0%	16.7%	16.7%	0.0%	16.7%	0.0%	0.0%	100.0%
Unskilled and defined decision making	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL PERMANENT	value	2	2	-	1	1	1	-	2	-	-	9
	%	22.2%	22.2%	0.0%	11.1%	11.1%	11.1%	0.0%	22.2%	0.0%	0.0%	100.0%
Temporary employees	value	-	-	-	-	-	-	-	-	-	-	0
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GRAND TOTAL	value	2	2	-	1	1	1	-	2	-	-	9
	%	22.2%	22.2%	0.0%	11.1%	11.1%	11.1%	0.0%	22.2%	0.0%	0.0%	100.0%

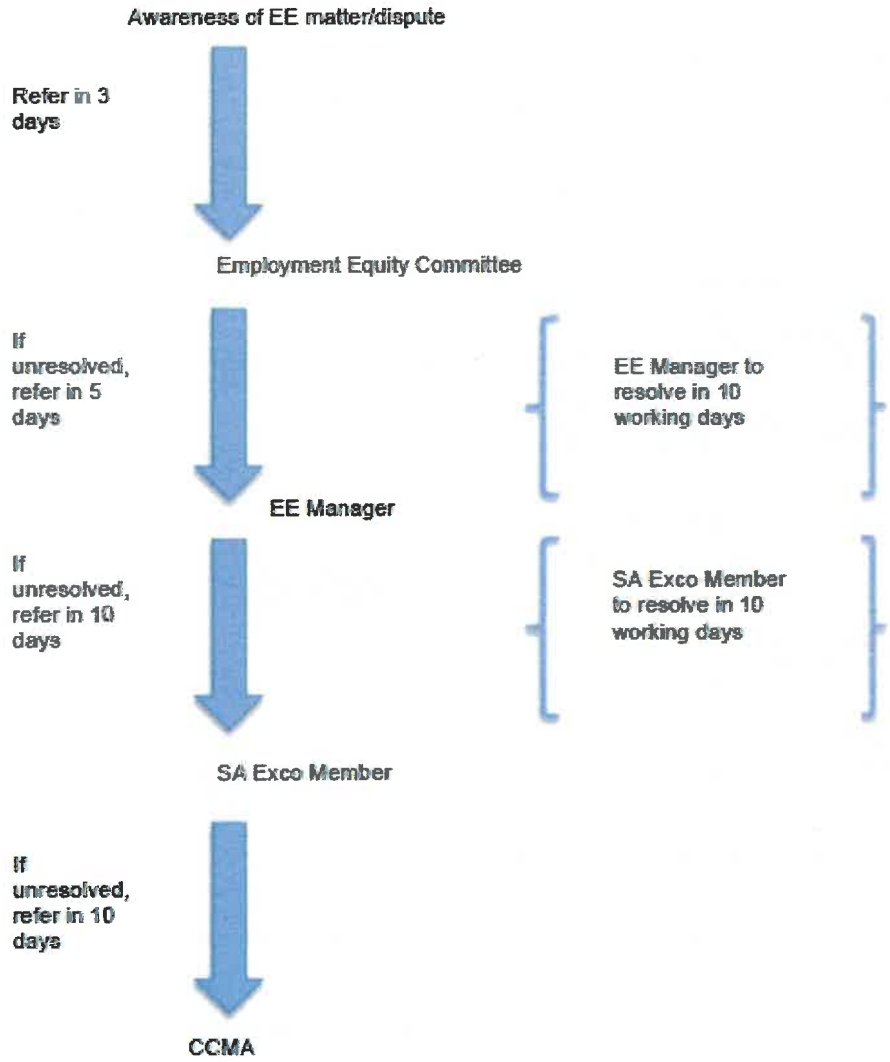
6. PROCEDURES TO MONITOR AND EVALUATE THE IMPLEMENTATION OF THE PLAN

All the structures for monitoring and evaluating the progress of the plan should be specified with clear roles and responsibilities for the stakeholders involved, including time frames when the monitoring takes place.

STAKEHOLDER	ROLE/RESPONSIBILITY	FREQUENCY
▪ Exco	• Provides strategic oversight and approves the Employment Equity (EE) Plan and related transformation initiatives. • Monitors performance against the annual and five-year numerical targets in alignment with the sectoral targets published in the Government Gazette. • Ensures that Employment Equity is embedded in business strategy and linked to key performance indicators of accountable executives. • Reviews quarterly reports from HR and the EE Forum to evaluate progress, risks, and corrective interventions.	▪ Biannually
▪ SEC and Sustainability Committee	▪ Provides governance oversight on compliance with the Employment Equity Act and transformation objectives. ▪ Reviews consolidated EE progress reports, including workforce movements, barrier analyses, and alignment to national EAP and sector targets. ▪ Recommend strategic interventions or escalations to the Board for corrective action where non-compliance or slow progress is identified. ▪ Ensures linkage between EE, B-BBEE, and Sustainability metrics for integrated reporting.	▪ Biannually
▪ EE Forum	▪ Monitors the implementation of the EE Plan across business units. ▪ Reviews recruitment, promotion, and skills development data to track equitable representation and identify emerging barriers. ▪ Facilitates consultation and communication between employees and management regarding EE progress, barriers, and interventions.	▪ Quarterly
▪ Head of HR	▪ Accountable for coordinating the overall EE implementation process. ▪ Ensures that barrier analyses (EEA12) and workforce profiles are updated annually. ▪ Aligns all HR policies, practices, and procedures with the Employment Equity Act and Codes of Good Practice. ▪ Leads engagement with the Department of Employment and Labour and ensures timely submission of statutory reports (EEA2, EEA4). ▪ Submit quarterly progress reports to HR Compliance and Exco. ▪ Participates in the preparation of the EEA2 and EEA4 reports and validates data accuracy before submission to the Department of Employment and Labour.	▪ Quarterly

7. DISPUTE RESOLUTION MECHANISMS

Internal dispute resolution procedures will be used for resolving any dispute about the interpretation and implementation of the Employment Equity Act. The EE Manager will be the designated person to deal with such disputes.



8. SENIOR MANAGERS ASSIGNED TO MONITOR AND IMPLEMENT THE PLAN

Name and Surname	Igsaan Hendricks
Telephone number	0114470090
Email address	Igsaan@hyprop.co.za

9. ANY OTHER PRESCRIBED MATTER CAN BE INCLUDED.

Not applicable

SIGNATURE OF THE CHIEF EXECUTIVE OFFICER/ACCOUNTING OFFICER

The information contained in the EEA13 template must be authorised and verified by the Chief Executive Officer; or the Accounting Officer in the case of an employer falling under the Public Finance Management Act, 1999(Act No.1 of 1999) or the Municipal Finance Management Act, 2003 (Act No. 56 of 2003).

Chief Executive Officer/Accounting Officer

I MARK WILKEN (full Name) CEO/Accounting Officer of (Organisation) HYPROP INVESTMENTS

hereby declare that I have read, approved and authorized this EE Plan.

Signed on this 18 day of AUGUST year 2026

At place: ROSEBANK

Chief Executive Officer /Accounting Officer

SIGNATURE OF THE HEAD OF HR

HEAD OF HR

I Igsaan Hendricks (full Name) HEAD OF HR of (Organisation)

Hyprop Investments

hereby declare that I have read, approved and authorized this EE Plan.

Signed on this 18 day of August year 2026

At place: Rosebank

Head of HR