PERFORMANCE AGREEMENT

Made And Entered Into By And Between:

THE ENTITY,

SOUTH COAST TOURISM AND INVESTMENT ENTERPRISE (RF) SOC



As Represented by the Chairman of the Board

MR. SANDILE DLOMO

And

VUSUMUZI INNOCENT SIBIYA

(Chief Executive Officer)

For the period

01 July 2025 - 30 June 2026



PERFORMANCE AGREEMENT

ENTERED INTO AND BETWEEN:

The Municipal Entity of Ugu District Municipality, South Coast Tourism and Investment Enterprise (RF) SOC herein represent by Mr Sandile Dlomo in his capacity as Chairman of the Board, hereinafter referred to as the Employer or Reporting Officer

And

Vusumuzi Innocent Sibiya, Employee of the Municipal entity of South Coast Tourism and Investment Enterprise (RF) SOC (hereinafter referred to as the Employee).

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

- 1.1 The Employer has entered into a contract of employment with the Employee in terms of either section 57(1) (a) of the Local Government: Municipal Systems Acts 32 of 2000 ("the System Act") or by virtue of being employed as a Manager. The Employer and the Employee are hereinafter referred to as "the Parties".
- 1.2 By virtue of having entered into a Contract of Employment between the parties, they are bound by the Individual and Organisational Performance Management System Framework of the South Coast Tourism and Investment Enterprise (RF) SOC. The Individual Performance Management System (IPMS) Framework requires that an annual performance Agreement/Workplan be entered into.
- 1.3 The parties wish to ensure that they are clear about the goals to be achieved, and secure the commitment of the Employee to a set of outcomes that will secure local government policy goals.
- 1.4 The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Systems Act.

2. PURPOSE OF THIS AGREEMENT

The Purpose of this Agreement is to -

- 2.1 Comply with the provisions of Section 57(1)(b),4(A),(4B) and (5) of the Systems Acts, and IPMS Framework as well as the Contract of Employment entered into between the parties;
- 2.2 Specify objectives and targets established for the Employee and to communicate to the Employee the Employer's expectations of the Employee's performance expectations and accountabilities;
- 2.3 Specify accountabilities as set out in the Performance Plan (Annexure A);
- 2.4 Monitor and measure performance against set targeted outputs;
- 2.5 Use the Performance Agreement and Performance Plan as the basis for assessing whether the Employee has met the performance expectations applicable to his/her job;
- 2.6 Appropriately reward the Employee in accordance with the South Coast Tourism and Investment Enterprise (RF) SOC's performance management policy framework in the event of outstanding performance; and

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SCTIE Individual Performance Agreement 2025/2026: Dr. VI SIBIYA : 1 July 2025 – 30 June 2026

2.7 Give effect to the Employer's commitment to a performance-orientated relationship with the Employee in attaining equitable and improved service delivery.

3. COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the 1 July 2025 and will remain in force until 30 June 2026 whereafter a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than the beginning of each successive financial year.
- 3.3 This Agreement will terminate on the termination of the Employee's contract of employment for any reason.
- 3.4 The content of this Agreement may be revised at any time during the abovementioned period to determine the applicability of the matters agreed upon.
- 3.5 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.

4. Performance Objectives

- 4.1 The Performance Plan (Annexure A1) sets out-
 - 4.1.1 The performance objectives and targets that must be met by the Employee; and
 - 4.1.2 The time frames within which those performance objectives and targets must be met.
- 4.2 The performance objectives and targets reflected in Annexure A are set by the Employer in consultation with the Employee and based on the Entity's Strategy, Budget and Service Delivery and Budget Implementation Plan of the Employer, and shall include key objectives; key performance indicators; target dates and weighting
- 4.3 The key objectives describe the main tasks that need to be done. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved. The target dates describe the timeframe in which the work must be achieved. The weightings show the relative importance of the key objectives to each other.
- 4.4 The Employee's performance will, in addition, be measured in Terms of contributions to the goals and strategies set out in the Employer's Integrated Development Plan.

5 Performance Management System

- 5.1 The Employee agrees to participate in the Performance Management System that the Employer adopts or introduces for the Employer, management, and municipal staff of the Employer.
- The Employee accepts that the purpose of the Performance Management System will be to provide a comprehensive system with specific performance standards to assist the Employer, management, and municipal staff to perform to the standards required.
- 5.3 The Employer will consult the Employee about the specific performance standard that will be included in the Performance Management System as applicable to the Employee.

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- The Employee agrees to participate in the Performance Management and Development System that the Employer adopts.
- 6.1 The Employee undertakes to actively focus towards the promotion and implementation of KPA's (including special projects relevant to the employee's responsibilities) within the local government framework.
- 6.2 The criteria upon which the performance of the Employee shall be assessed shall consist of two components, both of which shall be contained in the Performance Agreement.
 - 6.2.1 The Employee must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPA's) and the Core Managerial Competencies (CMC's) respectively.
 - 6.2.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
 - 6.2.3 KPA's covering the main areas of work will account for 80% and CMC's will account 20% of the final assessment.
- 6.3 The Employee's assessment will be based on his/her performance in terms of the outputs / outcomes (performance indicators) identified as per attached Performance Plan (Annexure A1), which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weightings agreed to between the Employer and Employee.

KEY PERFORMANCE AREAS (KPA'S)	WEIGHTING
Basic Service Delivery	5/
Municipal Institute Development and Transformation	10%
Local Economic Development (LED)	60%
Municipal Financial Viability and Management	209
Good Governance and Public Participation	10%
Community & Social Development Services	13 3
Total	100%
원 - 1 등록 소리 등 회사 : 1 등로 기계적으로 살아 보고 있다면 보고 있다면 보고 있는 것이다. 그 사고 있는 사고 있는 1 등로 가고 있는 1 등로 가고 있는 1 등로 있는 1 등로 있는	



6.4 The CMCs will make the other 20% of the Employee's assessment score. CMC's that are deemed to be most critical for the Employee's specific job should be selected from the list below as agreed to between the Employer and Employee:

CORE MANAGEMENT CRITERIA (CMC)	1	WEIGHT %
Strategic Capability & Leadership		20%
2. Programme & Project Management		10
3. Financial Management (Compulsory)		810
4. Change Management		5
5. Knowledge Management		
6. Service Delivery Innovation		
7. Problem Solving & Analysis		5
8. People Management & Empowerment (Compulsory)		15
9. Client Orientation & Customer Focus (Compulsory)		10
10. Communication		15
11. Honesty & Integrity		10
		100%
CORE OCCUPATIONAL COMPETENCY (COC)	٧	WEIGHT %
1. Competence in Self-Management		20
2. Interpretation of and implementation within the legislation and national policy framework	· ·	200
Knowledge of developmental local government		15
4. Knowledge of Performance Management & Reporting		ıs
5. Knowledge of global & South African specific political, social and economic contexts		
6. Competency on policy conceptualisation, analysis and implementation		10
7. Knowledge of more than one functional municipal fields/discipline		10
8. Skills in mediation		V
9. Skills in governance		10
10. Competence as required by other national line sector departments		
11. Exceptional and dynamic creativity to improve the functioning of the municipality		11
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7. EVALUATING PERFORMANCE

- 7.1 The Performance Plan (Annexure A1) to this Agreement sets out-
 - 7.1.1 The standards and procedures for evaluating Employee's performance; and
 - 7.1.2 The intervals for the evaluation of the Employee's performance.
- 7.2 Despite the establishment of intervals for evaluation, the Employer may in addition review the Employee's performance at any stage while the contract of employment remains in force.
- 7.3 Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames.
- 7.4 The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's Annual Plan.
- 7.5 The annual performance appraisal will involve:
 - 7.5.1 Assessment of the achievement of results as outlined in the performance plan:
 - (a) Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.
 - (b) An indicative rating on the five-point scale should be provided for each KPA.
 - 7.5.2 Assessment of the CMC's
 - (a) Each CMC should be assessed according to the extent to which the specified standards have been met.
 - (b) An indicative rating on the five-point scale should be provided for each CMC.
 - (c) The applicable assessment rating calculator (refer to Paragraph 7.5.3) must then be used to add the scores and calculate a final CMC score.
 - 7.5.3 Overall Rating

An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcomes of the performance appraisal.

7.6 The assessment of the performance of the Employee will be based on the following rating scale for KPA's, CMC's and COC's:

LEVEL	TERMINOLOGY	DESCRIPTION	RATING
5	Outstanding Performance	Performance far exceeds the standard expected of an employee at this level. The appraisal indicate that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the Performance Agreement and Performance Plan and maintained this in all areas of responsibility throughout the year.	>150%
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.	130 – 149%
3	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and	100 -129%

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LEVEL	TERMINOLOGY	DESCRIPTION	RATING
		indicators as specified in the Performance Agreement and Performance Plan.	
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review / assessment indicate that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the Performance Agreement and Performance Plan.	80 - 99%
1	Unacceptable Performance	Performance does not meet the standard expected for the job. The review / assessment indicates that the employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the Performance Agreement and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement.	>79%

7.7 For purpose of evaluating the performance of the Chief Executive Officer, an evaluation panel will be appointed by the Board of Directors

8. SCHEDULE FOR PERFORMANCE REVIEWS

8.1 The performance of each Employee in relation to his/her performance agreement shall be reviewed on the following dates with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

First quarter : July – September (year)
Second quarter : October – December (year)
Third quarter : January – March (year)
Fourth quarter : April – June (year)

- 8.2 The Employer shall keep a record of the mid-year review and annual assessment meetings.
- 8.3 Performance feedback shall be based on the Employer's assessment of the Employee's performance.
- The Employer will be entitled to review and make reasonable changes to the provisions of Annexure 'A1' from time to time for operational reasons. The Employee will be fully consulted before any such change is made.
- 8.5 The Employer may amend the provisions of Annexure A1 whenever the Performance Management System is adopted, implemented, and /or amended as the case may be. In that case the Employee will be fully consulted before any such change is made.

9. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing development gaps is attached as Annexure A2.

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10. OBLIGATIONS OF THE EMPLOYER

The Employer shall:

- 10.1 Create an enabling environment to facilitate effective performance by the Employee;
- 10.2 Provide access to skills development and capacity building opportunities;
- 10.3 Work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;
- 10.4 On the request of the Employee delegates such powers reasonably required by the Employee to enable him/ her to meet the performance objectives and targets established in term of this Agreement; and
- 10.5 Make available to the Employee such resources as the Employee may reasonably require from time to time to assist him/her to meet the performance objectives and targets established in terms of this Agreement.

11. CONSULTATION

- 11.1 The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others-
 - 11.1.1 A direct effect on the performance of any of the Employee's functions;
 - 11.1.2 Commit the Employee to implement or to give effect to a decision made by the Employer; and
 - 11.1.3 A substantial financial effect on the Employer.
- 11.2 The employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 11.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

12 Management Of Evaluation Outcomes

- 12.1 The evaluation of the Employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.
- 12.2 A performance bonus of 5% to 14% of inclusive annual remuneration package may be paid to the Employee in recognition of outstanding performance.
- 12.3 The Employee will be eligible for progression to the next higher remuneration package, within the relevant remuneration band, after completion of least twelve months (12) service at current remuneration package 30 June (end of financial year) subject to a fully effective assessment.
- 12.4 In the case of unacceptable performance, the Employer shall-
 - 12.4.1 Provide systematic remedial of development support to assist the Employee to improve his or her performance; and
 - 12.4.2 After appropriate performance and counselling and having provided the necessary guidance and/ or support as well as reasonable time for improvement in performance, the Employer may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his or her duties.

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13. GENERAL

- 13.1 The contents of this agreement and the outcome of any review conducted in terms of Annexure A1 may be available to the public by the Employer.
- 13.2 Nothing in this agreement diminishes the obligations, duties, or accountabilities of the Employee in terms of his/ her contract of employment, or the effects of existing or new regulations, circulars, policies, directives, or other instruments.

AS WITNESSES:

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EMPLOYEE

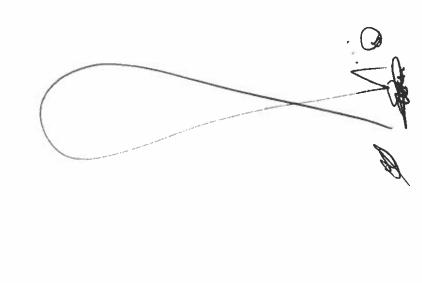
EMPLÓYER

1. ANNUAL PERFORMANCE PLAN, PERSONAL DEVELOPMENT PLAN & REVIEW FOR MANAGERS

The following annual management review on Key Performance Areas (KPA), Core Management Criteria (CMC) and Core Occupational Competencies (COC) agreed to in each manager performance agreement has to be completed. The annual performance appraisal involves the assessment of the achievement of results of the KRA's, CMC's and COC's in accordance with the fivepoint scale of (1-5).

RATING	DEFINITION OF SCORE
2	Outstanding performance
4	Performance significantly above expectation
က	Fully effective
2	Performance not fully satisfactory
_	Unacceptable performance

Period Under Review	
Surname	-
Name	
Municipality	
Department	-
Race	+
Gender	+
Employee Number	-
Date Of Appointment	_
Salary Package	



2. MANAGERS PERFORMANCE PLAN AND REPORT FOR THE YEAR UNDER REVIEW B 0 KPA 4: MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT: WEIGHTING 🕹 KPA 5: GOOD GOVERNANCE AND PUBLIC PARTICIPATION: WEIGHTING .. KPA 3: SERVICE DELIVERY: WEIGHTING......

MANAGER'S SIGNATURE

DATE: 38-62-5

REPORTING OFFICER'S SIGNATURE DATE: 38・マネ・シュン

3. EVALUATION ON THE CORE MANAGEMENT CRITERIA (CMC)

Compulsory CMC's for Managers are highlighted below: (NOTE: Weight should be taken from the signed performance agreement for the year under CMC's are based on the eleven core competencies - every Manager should be assessed against all those CMC's that are applicable to her/his job. review)

CORE MANAGEMENT CRITERIA (CMC)	WEIGHT %	MILESTONES/COMMENTS	OWN RATING (BY MANAGER) (1-5)	RATING BY PANEL MEMBER (1-5)
1. Strategic Capability & Leadership	B			
2. Programme & Project Management	100			
3. Financial Management (Compulsory)	000			
4. Change Management	S S			
5. Knowledge Management				
6. Service Delivery Innovation				
7. Problem Solving & Analysis	58			
8. People Management & Empowerment (Compulsory)	158	.0		
9. Client Orientation & Customer Focus (Compulsory)	<u>0</u>			
10. Communication	15.8			
11. Honesty & Integrity	00			
TOTAL	100%			

4. EVALUATION ON THE CORE OCCUPATIONAL COMPETENCY (COC)

CORE OCCUPATIONAL COMPETENCY	WEIGHT	MILESTONES	I OWN RATING	RATING BY PANEL MEMBER
	%	COMMENTS	(BY MANAGER) (1-5)	(1-5)
1. Competence in Self-Management	જ			
2. Interpretation of and implementation within the legislation and national	6			
policy framework	8			
Knowledge of developmental local government	<u>15</u>			
4. Knowledge of Performance Management & Reporting	55 85			
5. Knowledge of global & South African specific political, social and	L			
economic contexts				
6. Competency on policy conceptualisation, analysis and implementation	201			
7. Knowledge of more than one functional municipal fields/discipline	20			
8. Skills in mediation				
9. Skills in governance	5			
10. Competence as required by other national line sector departments				
11. Exceptional and dynamic creativity to improve the functioning of the municipality				
TOTAL	100%			

5. ANNEXURE A1
Annual Performance Plan

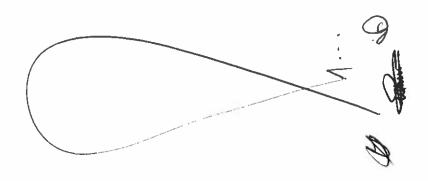
6. ANNEXURE A 2 Personal Development Plan

						_	
	ACTIONS TO OVERCOME BARRIERS						
PERFORMANCE REVIEW FOR PDP	BARRIERS						
PERFORMANCE	PROGRESS						
	TARGET DATE		,				
	TYPE OF INTERVENTION						
	AREA TO BE DEVELOPED						

7. ANNEXURE A3: Performance Assessment Rating

The tables below should be completed by the summarized total of each panel member (NOTE: Weight should be taken from the signed performance The assessment rating calculator will be used to add the scores and calculate a final KRA score (80%) and a final CMC & COC's score (20%) agreement for the year under review)

КРА	Weight	Rating	Score
1. Basic Service Delivery	%		
2. Municipal Institutional development and transformation	2 %		
3. Local economic development	% %		
4. Municipal financial viability and management	& %		
5. Good Governance and Public Participation	01 %		
Total	%		
×80%			%



Core Management Competencies	Weight	Rating	Score
1. Strategic Capability & Leadership	5		
2. Programme & Project Management	ق م		
3. Financial Management (Compulsory)	80		
4. Change Management	S		
5. Knowledge Management			
6. Service Delivery Innovation			
7. Problem Solving & Analysis	5		
8. People Management & Empowerment (Compulsory)	1521		
9. Client Orientation & Customer Focus (Compulsory)	õ		
10. Communication	158		
11. Honesty & Integrity	90		
Total	400%		
x 20%			
The second contraction of the second contrac	THE REAL PROPERTY AND PERSONS ASSESSED.	Commence of Spiritual Commence	No. of Street, or other Persons and Street, o

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Core Occupational Competencies	Weight	Rating	Score	5 25
1. Competence in Self Management	24			
2. Interpretation of and implementation within the legislation and national policy framework	888			П
3. Knowledge of developmental local government	183			
4. Knowledge of Performance Management & Reporting	(5)			
5. Knowledge of global & South African specific political, social and economic contexts				
6. Competency on policy conceptualisation, analysis and implementation	60			Ţ
7. Knowledge of more than one functional municipal fields/discipline	80			T
8. Skills in mediation				
9. Skills in governance	60			Т
10. Competence as required by other national line sector departments				
11. Exceptional and dynamic creativity to improve the functioning of the municipality				1
Total	100%			1,553
x 20%				200
				_

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KPA	(A) SUB-TOTAL	(B) % OF	(A X B) TOTAL SCORE
		ASSESSMENT	
KRA (Key Result Area)		80%	
CC (Conduct Criteria)		20%	
(C) FINAL SCORE			
FINAL SCORE IN PERCENTAGE (C / 5 X 100)			%

SIGNATURES OF MEMBERS OF THE EVALUATION PANEL

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Chairperson	Member :	Member	Member	Member

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Signed in

AGREEMENT TO PERFORMANCE AND DEVELOPMENT PLAN:

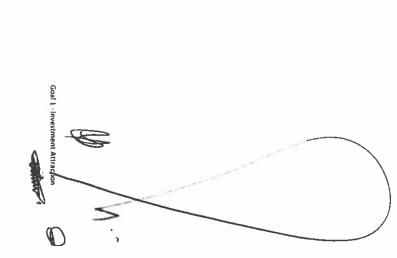
. Ⅱ ⊑ .	I undertake to support Vusumuzi Innocent Sibiya with the achievement	
on. SIGNATURE: Name of Manager: VUSUMUZI INNOCENT SIBIYA	SIGNATURE: CHAIRMAN OF THE BOARD	
FEEDBACK ON INFORMAL QUARTERLY REVIEW:		_ \
FEEDBACK FROM REPORTING OFFICER:		
Signature of Reporting Officer Date:	Signature of Manager Date:	and the same of th

-																LED	Ugu NAT.
-															billion and a positive trade balance by 2030.	To grow the district economy by an average of 2% annualty over a five year period, as reflected in ODP-R	DISTRICT STRATEGIC OBJECTIVE
-																Goal 1 Inv	PROGRAM
																vestment	PROGRAM
-									8						increased tourists.	To grow and transform the economy of the district through investment and tourism attraction resulting in GFCF share of GDPR achieving at least the control of the control o	PROGRAM STRATEGIC OBJECTIVE
-							123		1.2.2	1.2.1						1.1.1	REF
Г		-			7		-			Investment Packaging 1 & Facilitation						Investment Governance, packaging, enabling & facilitation	읙
	2.41.4	.2.4.1.3	2.4.1.2	1.2.4.1.1		.2.3.2	.2.3.1 Pi	.2.2.2 Ea	.2.2.1 E	1.2.1.1 D		.1.1.3	<u> </u>	1.1.1.2	3.1.1	.3.1.1 S:	PROJECT REF.
	RNM	RNM	Umzumbe	Սուշսmbe	2025 - 2026 Projects		Pre-2024 Strategy Projects	Eastern Seaboard investment facilitation	Eastern Seaboard investment packaging	District Wide Catalytic Project Investment Packaging & Investment Facilitation	One Stop Shop/Investor Support Service	Investment economic information				Obstrict Investment Framework: Strategy, Plan, Institutional Arrangements & SOPS	SUB-PROJECT
	- Small Craft Herbour (T1 & T2) - Margate Airport expansion - Beechfront Upgrades - KweNtimakwe Multi-Trails - Gamelakhe Township Experience - KweNdwalane / Nyandezulu Experience - Nacatraing plant - Conference Centre - South Coast Film City cancept - Post School Education Training programme - Macadamia Value Add, pracessing, packaging & distribution	Techno-Hub Lithium processing investment NPC Cement manufecturers distribution centre	Coffee farming (Report) - Mawuleni Nature Resorre (Report) - Mehlomnyarna Mixed Use (Report) - Industrial Park development - Uga Agri-Hub programme - Turton Beach development - Itshe likal Maria - Ntelezi Maani Heritage Centre - survana seNicos uShaka - Msikazi Mountain - Umzumbe Marine Tilapia i msubator	 St. Faiths pracinct development (Small towns) 	To facilitate investment funding in line with the Local Municipal Project Plans:	To review each project plan in line with the signed Service Level Agreements in place with Local Municipalities. eg: - KwaXolo Caves - John Mason Park Development - Hibberdene Mixed Use Development	To develop & implement an approved project plan (to co-ordinate and lead in getting investment) for the following: - If at a Project - Umzumbe River Traits	To facilitate investment in the abovementioned products arising from the Eastern Seaboard Programme implementation	To package bankable investment products arising from Eastern Seaboard Programme Innihamentation	To package for investment Ugu Council Resolved district wide prioritised catalytic projects: - District-Wide Ranewable Energy (Green Energy) - District-Wide Broadband/Connectivity	To provide a single point of call for potential investors and existing businesses wishing to invest further, to be "enabled" with ease to invest in the district.	To consolidate existing business expansion and retention, and new business investment information bi-annually to feed into the state of the district economy report by dua dates.	To drive the implementation of the district investment framework implementation to achieve planned outputs and outcomes of the framework as from 1 February 2025 onwards.	To develop the approved District Investment Implementation Plan by date:	To develop the approved District Investment Strategy by date:	: To develop and get approved a district investment framework: strategy, Plan, institutional arrangements and SOPS to guide how investments are death with in an inclusive, strategic and structured manner ensuring accountability and clear role and responsibility definition by and	
	Report on the progress of each project	R-value of investment facilitated	Report on the progress of each project	R-value of investment facilitated		Raport on each project with resolutions taken by the previous Board (prior of 1.10.2023), with a revised implementation plan where required	Approved Project Plans with Implementation timelines.	R-value of investment facilitated	Number of Approved investment products packaged	Project Plans to package projects ready for investment lacilitation - Developed, Approved by 30 June 2026			R-Value of Investment considered & R-Value of Investment secured for 2025-2026 year of Investment secured for 2025-2026 year	Approved by Board and Council Resolutions of Support by date: 30 June 2026	Approved by Board and Council Resolutions of Support by date: 30 June 2026	Approved by Board and Council Resolutions of Support by date	ОИТРИТ
	Report	R-value of Investment	Report	R-value of Investment		Number		R-value of Investment	Number	Approved 2 project plans by 30 June 2026						Approvat	
	63	R100 000 000	N	R20 000 000		(s)	ы	R20 000 000	Two products packaged	Approved 2 project plans by 30 June 2026	4	22	R50 million	30 June 2026.	30 June 2026.	Target removed: Completed	PERFORMANCE TARGET - DRAFT
	Operational	NIL	Operations	NI		R600 000	R387 830	Operational	Operational	R481850	R153 143	Operations	Operational		R300 000	Operations	DRAFT 22 May 2025
	¥	¥	N _A	N A		_	NiA	N/A	N/A	N/A	_	N/A	N P			N/A	y Q1: TARGET
	-	50 million	NA.	¥.		N	N/A	N/A	N/A	N/A	→		R25 million			N/A	ET Q2: TARGET
	₹	3	-	Z.		N/A	N/A	N/A	N/A	N	_	N/A	N/A			NIA	T Q3: TARGET
	-	50 million		R20 000 000		N/A	- Na	R20million	2	N/A	_	_	R25 million	30 June 2026.	30 June 2026.	2	ET Q4: TARGET
	Progress report submitted to the CSO on each project within the Local Municipally	Report submitted to the CEO reflecting the Rand- Value of investment facilitiated	Progress report submitted to the CEO or each project within the Cocal Municipality	Quarterly report submitted to the CEO oreflecting the Rand Value of investment facilitiated		Board of Directors	Board of Directors *pproved Project Plans	Investor statement of intention Rand value	2 packaged products presented to board	Board resolution for the approved project plans	Quarterly report to the Board of Directors.	Report compiled and submitted to the CEO	Report submitted to the CEO with attached evidence investor Commitmental Signed MOU and or Agreement)		86. Adoption by date	Board Resolution of Adoption by date	EVIDENCE

										ū							Ugu IOP REF
		·															NAT. DISTRICT:
			35														DISTRICT STRATEGIC PRO OBJECTIVE
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1.3.3						1.3.2					13.1						PROJECT REF
											investment Marketing, Attraction and Promotion						PRÓJECT
1.3.3.1	1.3.2.6	1,3.2.5	1,3.2.4	1.3.2.3	1.3.2.2	1.3.2.1	1.3.1.4	1.3.1.3		1.3,1.2	1.3.1.1	Added 30.04 DL	1.2.4.18	1.2.4.1.7	24.16	ļ	SUB- PROJECT REF.
Investment Marketing & Promotional Collateral						Online Platforms					nvestment Campaigns	Cross · Cutting Projects	-Umdoni	- Umdoni	ปฑนอาพอิตลกใน	- Umuziwabantu	SUB-PROJECT
To develop and circulate a South Coast based Investment Brochure					To effectively provide information and engage with potential investors through SCTIE Social Media platforms	To effectively provide information to potential investors the www.investkznsouthcoast.co.ze investment Website	To effectively formulate an Annual Investment Campaign Marketing Plan	To position the South Coast as a Destination of Choice within the KZN province with investment offerings		To position the South Coast in the trivestment sectors by communicating the diverse offerings, through investor Campaigns	To expose and manage the brand of the South Coast to potential Investors through print and ordine media throughout the year - through PR = - Port Shepstone Business Hub - Agriculture Value Add - Property Development - Handlacturing - Nining & Beneficiation - Maning & Beneficiation - Maning & Beneficiation - Maning & Green Economy - Logistics (Airport / Storage) - Renewable Energy (Green Economy - Handrand sites (KwaXolo Caves / URT) - Hinterland sites (KwaXolo Caves / URT)	Revitalisation & development of the Railway line N2 Road upgrade & N2 Mnatu Interchange Inductinal Development porgramma (ISA) - Hiblingus Marie Route - Circular Economy development and or support - Historical Route development - Sports events / Facilicities (USLC)	- Baschiront development - Industrial Park (Park Rymer Umzincor Penningtor/ Sizele) - Emalangent Experience - Kwakiko	- Post school eductaien & training programme : MUT	- Wonderland - Worn Farming - Bee Farming - Industrial park development - Weze Hiking Trail - KweFodo Vallage - Timber processing investment - Rurak Horse racing	- LEO Strategy reviewel - Currently none - pending reporting below	PROJECT OBJECTIVE
Date of the South Coast Investment Brochures developed and circulated.	Number of YouTube posts with an overall annual growth in followers based on June 2025 figures of 8%	Number of Linkdin posts with an overall annual growth in followers based on June 2025 figures of 8%	Number of X (Twitter) posts with an overall annual growth in followers based on June 2025 figures of 8%	Number of Inatgram posts with an overall annual growth in followers based on June 2025 figures of 8%	Number of Facebook posts with an overall annual growth in followers based on June 2025 figures of 8%	investment website updated quarterly, with statistical analysis and trends	Annual Investment Marketing Campaign	Quarterly newsletters and I or Mass Mailing communication distributed to ali Stakeholders, focussing on Investment	Free and or paid for Radio and TV or Live- Streaming exposure generated through the Investment ectivities for the South Coast	Number of Investor Friendly Awareness and Activities undertaken to support Investment opportunnities: - Advertising - PR - Activations	Rand value of Brand Exposure in relation to the Marketing Budget	Report on the progress of **C** project	Report on the progress of each project	R-value of investment facilitated	report on the progress of each project	ante	25
Date	Number and Percentage	Number and Percentage	Number and Percentage	Number and Percentage	Number and Percentage	Quarterly reporting referencing Website	Number	Number	Number	Number	Rands	Report	Raport	R-value of Investment	Neport	Approved LED Strategy	
31 March 2026.	8 posts and 8 % growth	60 posts and 8 % growth	60 posts and 8% growth	60 posts and 8% growth	60 posts and 8% growth	4-		.4	2	60	R7 200 000	_	N	29 000 000	3	Nil	ANNUAL PERFORMANCE TARGET - DRAFT
R300 000						R420 000	R40 000	R16 000		R264 751	R1 059 420	Operational	Operational	Operational	Operational	R178 500	ANNUAL BUDGET: DRAFT 22 May 2025
N/A	15 posts	15 posts	15 posts	15 posts	15 posts	1		1	4	16	1 500 000	N _A	₹	*	¥	NA.	T: Q1: TARGET
N/A	15 posts / 3%	15 posts / 3%	15 posts / 3%	15 posts / 3%	15 posts / 3%			1		15	1 500 000	8	_	NA.	¥	NA.	Q2: TARGET
31 March 2026.	15 post#/	15 posts / 5%	15 posts / 5%	15 posts/ 5%	15 posts / 5%	-		7	1	15	2 100 000	NA.	¥.	N _A	-	_	Q3: TARGET
N/A	15 posts / 8%	15 posts / 8%	15 posts / 8%	15 posts / 8%	15 posts / 8%			1		15	2 100 000	3	-	20 million	N.	N _A	Q4: TARGET
Brochure produced by date.	Statistical report confirming the posts and the growth of the platform	Statistical report, confirming the posts and the growth of the platform	Statistical report confirming the posts and the growth of the platform	Statistical report confirming the posts and the growth of the platform	Statistical report confirming the posts and the growth of the platform	Quarterly Investment Services website update report submitted by the Manager	Annual Invaskment Marketing Campaign approved by the CEO.	Statistical report confirming the distribution of the Newslatters, or evidence of the Mass Asiling Communictation cirulated.	Confirmation schedule / Notification / Clip of exposure received submitted to the CEO	Quarterly Campaign report which would include the elements and adverting exposure received submitted to the CEO.	Quarterly Brand Tracking Report reflective of the Adventising Value Equivalent (AVE) and the Adventising undertaken	Progress report submitted to the CEO on each of the cross-cutting projects within the Disctrict Municipality	Progress report submitted to the CEO on each project within the Local Municipality	Report submitted to the CEO reflecting the Rand - Value of investment facilitiated	Progress report submitted to the CEO on each project within the Local Municipality	Resolution of the Board submitted to Umuziwabantu LM	PORTFOLIO OF EVIDENCE

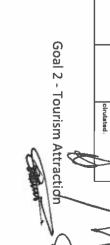
Page 2

Ugu NAT.	NAT. DISTRICT STRATEGIC KPA OBJECTIVE	PROGRAM	PROGRAM	PROGRAM STRATEGIC OBJECTIVE	PROJECT	PROJECT	SUB- PROJECT REF.	SUB-PROJECT	PROJECT OBJECTIVE	ANNUAL KEY PERFORMANGE INDICATOR:	UNIT OF MEASURE	ANNUAL PERFORMANCE TARGET - DRAFT	ANNUAL BUDGET: DRAFT 22 May 2025	Q1: TARGET Q2: TARGET		Q3: TARGET	Q4: TARGET	
							13.3.2		To showcase diverse destination investment offerings on Collateral and promotional material production:	Promotional Material and Collateral Produced % of budget for Investment attraction	% of budget						9	E O
									production: - Promotional items - Videos - Images Library			50%	R150 000	N/A	N/A	25%	50%	Expenditure Report & Evidence of Materials
									- Videos	3	Na. of Videos	ы		N/A	-	N/A	-	Annual Video Portfolio
									·Images		No. of Images	50		N/A	25	N/A	25	Annual Image Portfolio
					13.4		1.3.4.1	Sector specific trade shows, exhibitions and Conferences and Activations	To host OR #ARTICIPATE in a South Coast Investment Conference to market the investment opportunities B. C. Cataloic Projects and Growth Sectors	Investor Conference	Number	1	R450 000	N/A	N/A	N/A	-	Report on the attendance and outcomes of Conference
							1.3.4.2		To participate in exhibitions, shows, conferences and other relevant activation platforms to market the investment opportunities e.g., Africa Energy Indaba, (March - Manufacturing Indaba, (March - Manufacturing Indaba, (Moyember) - TIKZN Trade Delegations (November) - TIKZN Export Week, (Nov) - VITH Africa (April) - Buy Local Summit/ Expo (March)	Representation achieved in Sector Specific platforms	Number	sa.	R587 316	N/A	ы	N	N/A	Attendance or Participation Report on the Sector Specific platform attended with relevant outcomes
							3 4.3		To support Meetings, Incentives, Conferences and Events during the year e.g.: - To incorporate the Beach & Hinterland brand activations - Sardine Fastival - Ugu Maskandi Festival - Ugu Maskandi Festival	Number of MICE events & activities supported during the year.	Number	4	R646 780	-	Na .	NA	-	Closeout report OR Event Support Report on the MICE activity supported
					1,3.5		1.3.5.1	Investment Trade & Media Fam Trips	To host sector specific Trade, potential Investors and Media on investment site visits	Familiarisation Trips hosted during the year	Number of trips hosted	4	R215 000	-	-	-	-	Fam Trip report as well as supporting evidence



						<u>-</u>							1	
	<u> </u>												LEO	Ugu IDP KPA
											billion and a positive trade balance	2027: R36 926 bittion and a positive trade balance. And 2030: R40 769	To grow the economy by an average of 2% annually, as reflected in COS Paragraphs	Ugu IDP KPA DISTRICT STRATEGIC OBJECTIVE
													Goal 2	PROGRA
												spread, improve quality of service and potential tourism information services to being a destination of choice in KZN for Tourists.	Tourism Attraction: To market, attract, promote, the South Coast to increase the number of	PROGRAM
	7											positioning it as a destination a of choice and addressing the competitiveness of the destination.	To implement destination management services that will put measures to attract more using the table of the contract more using the contract more than the contract more than the contract more contract more than the contract more t	PROGRAM STRATEGIC OBJECTIVE
			9 × 1 7							2.2 To			2.1	PROJECT REF
2.		Į Ņ	Tourism 2.3 Marketing, Attraction & Promotion	2	2.	, , , , , , , , , , , , , , , , , , ,	2	2.2	N	eurism Product 2.2 Pevelopment		2	Tourism 2 Facilitation	PROJECT
2.3.13		2.3.1,2	4.1	2.3.1	2.2.1	215	21.4	i.	212	:		2.1.1.2	21.1.1 F	SUB- PROJECT REF
			Brand exposure : Through Tourism Marketing Campaigns	Youth Expasure to working environment	SHME Support	Nodal development and support to extend the geographical spread for the following: - Umuzwabantu	Nodel development and support to extend the geographical spread for the following: - Ray Nhonyeni	Nodel development and support to extend the geographical spread for the following: - Unraumbe	Nodal development and support to acted the geographical spread for the following: - Umdoni	Nodet development and support to extend the geographical spread for the following: - Umdoni - Umuznwebantu - Ray Nkonyeni - Umzumbe	Tourism District Strategy	Target Market Identification	Related Economic Intelligence Tourism Research	SUB-PROJECT
To position the South Cosst as a leader within the province with tourism offerings	- Adventure (Hicing / 4.4 / MTB) - Nature and Outdoor - Culture and Hentage - Raceway - MICE - Agri-Rural	To position the South Coast as the Destination of Choice in the tourism sector by communicating its diverse olderings e.g.: Beach Destination Golf Marine scirrites (Dwing / Fishing)	Te expose and manage the Brand of the South Cleast through: (tweet and tourism platferms highlighting the diversity of the destination through Teurism Marketing Campaigns & PR: - Quarterly Seasonal Campaigns	To provide support to government departments in programs pertaining to the limit implementation of Youth Development	To provide support to SMNE's to enable them to actively participate in the industry, preparing them to service the Bomastic and international markets	Active implementation of the development programs which support Nodal development	Active implementation of the development programs which support Nodel development	Active implementation of the development programs which aupport Nodal development	(Active implementation of the development programs which support Nodal development	t Active implementation of the development programs which support Nodal development	Tourism District Strategy	To identify the KZN South Coast Target Market	Obtaining KZN South Coast Data with regards to Seasonal footprint: - Summer	SUB-PROJECT OBJECTIVE
Quarterly nemetators and For Nease Healting Communication distributed to dall Sakeholders, focussing on livestment	Exposure through Radio, TV or Live-Streaming platforms	Liposure through the focal news national public platforms.	Rand value of Brand Exposure in relation to the Tourism Marketing Budget :	Number of programs supported pertaining to youth development	Capacitate and facilitate in apportunities for SMME's to be A sassisted through: - Being treined, - Graded (FGCSA) - Exposure to markets	Implementation of the Nedal Development Program	Implementakon ol the Nodal Development Program	Implementation of the Nodel Development Program	Implementation of the Nedal Development Program	Implementation of the Nidel Development Program	District Tourism Strategy approved by date	Completed Research Report by date		
Number of Newsletters o distributed	Number		Rands	Number	Number of e Activities undertaken	Percentage of program developed plem nied	Percentage of program developed implemented	Percentaga er program de velleped implemented	Percentage of program developed implemented	Percentage of program developed implemented	Date	Report by Date	Number of reports	UNIT OF MEASURE
	ю	8	R23 000 000	00		M09	60%	80#	80%	60% Achievement (accumulative)	39 June 2026.	39 June 2026.	2	ANNUAL PERFORMANCE TARGET - DRAFT
R14 837		R\$50 520	R2 129 315	Operational	A139 500					R270 000	R180 000	R75 000	R75 000	ANNUAL BUDGET: DRAFT 22 May 2025
														ADJUSTED BUDGET
	-	15	5 000 000	ΑW	-	10%	19	10%	10%		N/A	N/A	N/A	Q1: TARGET
-		5	5 990 000	-		20%	20%	20%	20%		N/A	N/A	-	Q2: TARGET
-	NA	ŭ	6 500 000	N/A	<u>-</u>	40%	40%	40%	40%		N/A	N/A	N/A	Q3: TARGET
0.0078.00	N/A	15	6 500 000 A	-		3	60%	60%	60%		30 Juna 2026.	30 June 2026.	1	Q4: TARGET
Statistical report confirming the distribution of the Newsletters, or avidence of the Mass Mailing Communicitation circulated.	Confirmation schedule / Notification / Clip of exposure received submitted to the CEO	Quarterly Campaign report which would include the elements and adverting exposure received submitted to the CEO.	Quarterly Brand Tracking Report reflective of the Advertising Value Equivalent (AVE)	Report on the Youth Development Program supported sumbfited to	Activity Report on the support provided to the SPME's submitted to the CEO	Quarterly progress report submitted to the CEO on Model development within the Local Municipality	Quarterly progress report submitted to the CEO on Noted development within the Local rhunicipality	Quarterly progress report submitted to the CEO on Model development within the Local Municipality	Quarterly progress report submitted to the CEO on Nodel development within the Local Municipality		Board Resolution of Adoption by data	Report presented to the CEO	Report presented to the CEO	PORTFOLIO OF EVIDENCE

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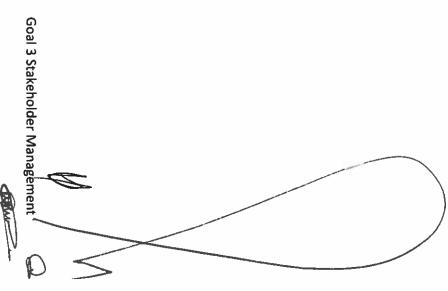
															Ugu IDP
										· · · <u>-</u> · · ·					Nat. D
															DISTRICT STRATEGIC OBJECTIVE
_															PROGRAM
														20	PROGRAM
-															PROGRAM STRATEGIC OBJECTIVE
															PROJECT REF
ió ió	راد وز	<u> </u>	10	9	60 (A)	2)	N						21	2	PROJECT
2.3.5.2	2.3.6.1	2.3.5.4	23.5.3	2.3.5.2	2.3.5.1	2.3.4.2	2.3.4.1						2,3.3.1	2.3.1.4	PROJECT
fourism Trade & Media Fam Trips	Tourism Trade Shows and Enhibitions				fourism Promotional Material/Collaters!		Packaging						E-Marketing		SUB-PROJECT
To host Tourism Trade and Media to experience the destination	To participate in Euhibisions & Shows: e.g.: SATSA Conf(Aug - moved) - SACCI (Aug - moved) - SATSA Speed marketing (Aug - moved) - Meoungs Africa, (Feb) - Meoungs Africa, (Feb) - Mrk (Feb) - Mrk Africa (April) - Africa Tourism Indaba, (May)	To provide updated and relevant information related to tourism, print and digital	-Images	- Videos	To showcase diverse destination tourism offerings on Collateral and promotional material	To create and showcase diverse tour packages during the year	To perticipate/Iscilitate in marketing training workshops, to stimulate the development of tour packages to the South Coast.						To efficiently manage the Entity owned digitals channels (website, social media and mobile app) and ensure information is updated	To effectively formulate an Annual Investment Cempaign Marketing Plen	SUB-PROJECT OBJECTIVE
Familiarisation Trips hosted during the year		SC Experience, Accommodation , Routes, Niche products produced.	Number of Images	Number of Videos produced	Promotionat Material and Collateral Produced	r South Coast Tour Pickinges created to improve geographic spread for tourists	Marketing workshops participated in during the year		Number of Linkdin posts with an overall annual growth in followers based on June 2025 figures of JP6	Number of X (Twitter) posts with an overall annual growth in followers based on June 2025 figures of 8%	Number of instgram posts with an overall annual growth in followers based on June 2025 figures of 8%	Number of Facebook posts with an overall annual growth in followers based on June 2025 figures of 8%	Quarterly Content (New and Maintenance) updated, including statistics and trends analysis	Annual Investment Marketing n Campaign	ANNUAL KEY PERFORMANCE INDICATOR: OUTPUT
Number of trips hosted	Number of exhibitions/trad e shows as per plan.	By Date			% of budget	Number of tour packages created	Number of Workshops	Number and Percentage	Number and Percentage	Number and Percentage	Number and Percentage	Number and Percentage	Quarterly report referencing updates	Number	MEASURE
10	66	15 June 2026.	68	23	50% (cumulative)	4	-	thwart %8 bosts and 8	50 posts and 8% grawth	60 posts and 8% growth	50 posts and 8% growth	60 pasts and 8% prowth	da	•	PERFORMANCE TARGET - DRAFT
R150 000	R651 045	8479 000			R100 000	Operational	P58 068						R15464	PL40 000	BUDGET: DRAFT 22 May 2025
												,			BUDGET
N	N/A	N/A	A/N	N/A	NIA	*		15 posta	15 posts	15 pests	15 posts	rtsod 51	91	656	Q1:TARGET
N	× ×	NJA	25	4	NA	i -	Z	15 posts / 3h	15 posts / 3%	15 posts / 3%	15 posts / 3%	15 peats /	4	NA	Q2:TARGET
u	o.	NVA	AIN	A/N	25%	್ರ	ķ	15 posts / 5%	15 posts / 5%	15 posts / 5%	15 posts / 5%	15 posts / 5%	24	NA	Q3:TARGET
ω	u i	15 June 2026.	25	1	50%	3	N	15 posts / 8%	15 posts / 8%	15 posts / 8%	15 posts / 8%	15 posts / 8%		N/A	Q4: TARGET
Fam Trip report as well as supporting evidence	Report on the Domestie Show / Exhibition participation submared by the Manage	Evidence of SC Information produced and available by date	Annual image Portfolio	Annual Video Portfolio	Expenditure Report & Evidence of Materials	Tour packages developed	Report on the Workshop held submitted by the Manager	Statistical report confirming the posts and the growth of the platform	Statistical report confirming the posts and the growth of the platform	Statistical report confirming the posts and the growth of the platform	Statistical report confirming the posts and the growth of the platform	Statistical report confirming the posts and the growth of the platform	Quarterly Digital Reports submitted to the CEO	Annual Fourism Marketing Campaign approved by the CEO.	PORTFOLIO OF EVIDENCE

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Goal 2 - Tourism Attraction

-		Public Participati	1.2, 3.3 Governan	Ugu IDP Nationat PROGRAM REF PROGRAM Ref KPA
		making the South Coast a warm and welcoming destination, by investing in improvement of good quality service, across the board	Stakeholder Management:	Stakeholder Relations 1 REF PROGRAM
	engagement	ensure stakeholder engagement and the enhancement of people in the South Coast, to be able to manage the economy and render quality services and ensure excellent stakeholder	To put in place adequate systems	PROGRAM STRATEGIC OBJECTIVE
ယ မ	3.2.1	ω	3.1	PROJECT REF
Business Relations		Membership	Stakeholder mana	PROJECT
To strengthen relations with organised business to ensure effective implementation of programs		To encourage South Coast tourism businesses to be Compliant in terms of the EDTEA legislative requirements	Stakeholder mana To strengthen stakeholder realtionships	PROJECT OBJECTIVE
Stakeholder relations		Grow Membership Base	Stakeholder Relations	SUB-PROJECT
To ensure that Municipal Stakeholders, Organised Business and Communities are are aware and contribute to the programs of the Emity: e.g.: - Municipalities, - PTIC - PTIC - PTF - DDA - CEO Forum - District Tourism Forum - Area Committees - Tradional Councils - Tradional Councils - Tradional Councils	To review the membership benefits and fee structure - Sector wide	To encourage compliance with legislation, and To increase the paid Membership grow membership base	Stakeholder Management Strategy and Plan	SUB-PROJECT OBJECTIVE
Number of engagements undertaken with Organisad Business & Givernment Departments	Finalised Membership Benefits and fee structure guideline	d To increase the paid Membership	Approved Stakeholder Management Strategy	ANNUAL KEY PERFORMANCE INDICATOR: OUTPUT
Number	Date	Number	Date	UNIT OF MEASURE
40	15 February 2026.	140	31 January 2026.	ANNUAL PERFORMANCE TARGET - DRAFT
358 703	Operational	Operational	Operational	ANNUAL BUDGET: DRAFT Q1: TARGET 22.05.2025
10	N/A	40	N/A	Q1: TARGET
10	N/A	6	N/A	Q2: TARGET
10	15 February 2026.	20	N/A	Q3: TARGET
00	N/A	20	31 January 2026.	Q4: TARGET
Agenda/Attendance Register/ Minutes/Record/ Presentation in the meeting partcipated in to strengthen retations in Investment &	Membership benefits and fee structure guideline submitted to the CEO by date.	Report on the number of fully paid up Members submitted	Approved Stakeholder 31 January 2026. Managament Strategy by Roard by data	PORTFOLIO OF EVIDENCE

Production in Production Pr	OBJECTIVE	OBJECTIVE: Goal 3: Stakeholder Relations	older Relations															
Internation of Control Part Place of Control	National KPA	PROGRAM REF	PROGRAM	PROGRAM STRATEGIC OBJECTIVE	PROJECT REF	PROJECT	PROJECT OBJECTIVE	SUB-PROJECT	SUB-PROJECT OBJECTIVE	ANNUAL KEY PERFORMANCE INDICATOR: OUTPUT		ANNUAL PERFORMANCE B	ANNUAL JUDGET: DRAFT 22.05.2025		Q2: TARGET	Q3: TARGET	Q4:TARGET	PORTFOLIO OF EVIDENCE
te te in en in departement de la controllère de	Good		Stakeholder			Stakeholder mana				Approved Stakeholder Management	Date							Approved Stakeholder
The contribution of the processes to the board of the contribution of the processes to the board of the bo	Governan		Management:	adequate systems		_		Relations		Strategy		31 January 2026.	Operational	N/A	N/A		31 January 2026.	Management Strategy by
Incidential Control Search Sea	20			and processes, to			-	danagement .									-	Joard by date
Count of processing contained by Counting Coun	Public								to encourage compliance with lagislation, and		Number							
Intersting, by proposed in the stands for the programment of improvement of impro	Participati			engagement and the					grow membership base	base								
n Coast to be about of the South Coast Tob and Gradien of the Coast Tob an	7			enhancement of			Compliant in terms of the											
The control makes to be able to be proported months of the community of economy and render to be able to be community of economy and render to section which control and the final state of the state of				people in the South		_	DTEA legislative										_	
try of manage the consoning and recorder cons				Coast, to be able to			equirements					5		3		3		seport on the mainteer of
Protest and continue and continue accolors in the register of a gagement in the register of an and continue for the register of a gagement in the register o			improvement of	manage the								-	Operationer	å	6	20		ony paro op menibers
According senders and continue accollant 1.2.1 2.2.2 2			good quality	economy and render														Collinged
engagement: 3.2.1 3.3 Business To strongthen/relations with Saleholder Pfinal membership benefits and fee in structure guideline To ensure that thunicipal Stakeholders, and contribute to the programs of the Mumber of engagements implementation of programs and contribute to the programs of the Mumber of engagements implementation of programs of the Mumber of engagements in adentification of			\$	quality services and														
3.2.1 Relations Relations				ensure excellent														
3.2.1 Business To strengthen relations with Stateholder To neture that Municipal Stakeholders, elations Giganised Business and Communities are are implementation of programs First Phic. First Phic.				stakeholder														
Business To strengthen relations with Stakeholder To ensure that Municipal Stakeholders, ensure effective implementation of programs Communities are are implementation of programs Communities are are implementation of programs of the PMICC PPIC PPIF - PIC - PPIF - Avas Committees - Tradional Councils - Pass Associations - Acad Showe					3.2.1						Date							vernbership benefits
Business To strengthen relations with Stakeholder organised Business and Communities are ensure effective implementation of programs of the PIIIC - PIIIC - PIIIC - PIIIC - PIIIC - PIIII - PIIII - POA - PO									structure - Sector wide	fee structure guideline		15 February 2026.	Operational	N/A	N/A	15 February 2026.		uideline submitted to
organised business to relations of programs or relations of programs or relation of programs or relation of programs or the implementation of programs or the programs of the implementation of programs or the programs of the implementation of programs or the programs of the implementation of programs or the implementation of programs or the implementation of programs or the programs of the implementation of programs or the program or the programs or the program or the									o ensure that Municipal Stakeholders,		Number							
Aware and contribute to the programs of the Entity; e.g.: Inducipalities, PTIC PTIC PTIC - PTIC - PTIC - DDA - CEO Forum - District Tourism Forum - Area Committees - Tradional Councils - Business Chambers - Associations - Road Shows									Organised Business and Communities are are									
Entity; e.g.: undertaken with Organisad -Municipalities, Susiness & Givernment -PTIC -PTIC -PTIC -DDA -CEO Forum - District Tourism Forum -Area Committees -Tradional Councilis - Business Chambers -Associations -Road Shows							nsure effective			Number of engagements								
Cipalities, Business & Givernment Departments 40 358 703 10 10 10 10 10 10 10 10 10 10 10 10 10							mplementation of programs		entity: e.g.:	undertaken with Organised								
Popartments 40 358 703 10 10 10 10 Committees onal Councils clations Chambers Cham									- Municipalities,	Business & Givernment								genda/Attendance
Forum - District Tourism Forum Committees onal Councils ness Chambers ciations Shows									- PTIC	Departments							-	legister/
Forum - District Tourism Forum Committees onal Councils ness Chambers ciations									-PTF			40	358 703	10	10	10		dinutes/Record/
t Tourism Forum									- DDA			ł			i			resentation in the
									- CEO Forum - District Tourism Forum								_	neeting partcipated in
									- Area Committees								-	o strengthen relations
									- Tradional Councils									n Investment &
- Associations - Road Shows									- Business Chambers									ourism activities
- Road Shows									- Associations					_				
									- Road Shows									



-	V		4.7							··	-				Goal 4	PROGRAM REF
			.										on its mandate, through systems and processes	To ensure SCTIE has the capacity and financial	Instutional Support and Financial Viability:	
		Finance								Governance					Management Management	PROJECT
	to legislation	To ensure good budgeting, financial								To ensure good governance through statutory compliance and policy framework				timeously aligned to government's planning cycle and prescripts.	To develop and adopt credible strategic and operational plans	PROJECT OBJECTIVE
5.3.4	5.3.2	5.3.1	5.2.12	5.2.11	5.2.9	5.2.8	5.2.7	5.2.3	55 12 16	5.2.1	5.1.6		5.1.4	5.1.2	5.1.1	PROJECT REF.
f		Budget Planning				Statutory	Auditor-General Management Report	Audit Committee	Annual Audit Plan	Risk Management and Fraud Prevention				Annual Performance Plan	Strategic Plan review	SUB-PROJECT
First draft budget submitted to Ugu District Municipality 150 days before the start of the financial year.	S88: Mid Year Budget & Performance assessment report approved by date	Budget Related Policies approved by date				100% Statutory compliance for Board	Auditor-General Management Report and Audit Finding: SCTIE	Number of Quarterly Audit Committee sittings.	Annual Audit Plan approved by 31 October	Completed Risk Register and Fraud Prevention Plan by 31 October	Quarterly Performance Review reports submitted to Ugu District by the 5th of the New Quarter	Mid-Year Performance Report adopted and submitted to the Ugu District Municipality by 20 January	Annual Report for SCTIE adopted by Board 31 December	Annual Performance Plan approved by Board by date	Reviewed Strategic Plan approved by Board by date	ANNUAL KEY PERFORMANCE INDICATOR: OUTPUT
By Date	By date	By date	Reviewed and updated Operational Policies Approved by	AGM with the Parent by date	Report confirming statutory compliance with CIPC	Number of Board meetings held	AG Report Opinion	Number per quarter	Date	Date	Number of reports	Date of Mid-Year Report Adoption		Date of Operational Plan Approval	Date of Strategic Plan Approval	UNIT OF MEASURE
31 January 2026.	20 January 2026.	31 May 2026.	20 June 2026.	30 June 2026.	100%	6	Unqualified Audit	4	31 October 2025.	31 October 2025.	4	20 January 2026.	31 December 2025.	31 May 2026.	30 April 2026.	ANNUAL PERFORMANCE TARGET - DRAFT
Operational	Operational	Operational	Operational	Operational	Operational	Operational	R880 895	R145 491	Operational	Operational	Operational	Operational	Operational	Operational	Operational	DRAFT 22.05.2025
N/A	N/A	N/A	N/A	N/A	100%	2	N/A	-	N/A	N/A	-	N/A	N/A	N/A	N/A	Q1: TARGET
N/A	N/A	N/A	N/A	N/A	100%	2	Unqualified Audit Opinion	-	31 October 2025	31 October 2025.	-	N/A	31 December 2024.	N/A	N/A	Q2: TARGET
31 January 2026.	20 January 2026.	N/A	N/A	N/A	100%	1	t N/A		N/A	N/A	_	20 January 2026.	N/A	N/A	N/A	Q3: TARGET
N/A	N/A	31 May 2026.	20 June 2026.	30 June 2026.	100%	1	N/A	-	N/A	N/A		N/A	0	31 May 2026.	30 April 2026.	Q4: TARGET
Evidence of first Draft Budget tabled, and Submission to Ugu DM.	Board resolution for the approval of the S88 Mid Year Performance assessment report, and submitted to Ugu District Municipality	Board Resolution Adopting Budget Policy	Resolution by the Board by date	Agenda and Attendance Register for the AGM held, with Minutes from previous meeting held.	Confirmation of changes effected to CoR 39.	Board Minutes.	AG Management Report Duly Signed off and Tabled.	Audit Committee Minutes	Board Resolution of Adoption of Annual Audit Plan	Risk Register and Fraud Risk Register submitted to the CEO by date	Evidence of Submission to Ugu District Municipality	Board Resolution of Adoption, submission to the Ugu District Municipality	Board Resolution of Adoption, submission to the Ugu District	Board Resolution of Approval	Board Resolution of the Approval of the Strategic Plan.	PORTFOLIO OF EVIDENCE

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5.3.18	5.3.17	5.3.16	5.3.15	5.3.14	5.3.13	5.3.12	5.3.11	5.3.10	5.3.8	5.3.7	5.3.7	5.3.6	5.3.5	SUB- PROJECT REF.
Received Revenue to Plan	Grant Funding	Unauthorised Expenditure	Fruitless & Wasteful Expenditure	Capital Expenditure			Operational Expenditure	·	Annual Financial Statements	Financial In-Year Reporting	Working towards 90% Grant Funding - 10% Own funding			SUB-PROJECT
90% revenue received as per Annual Revenue Budget	% of Municipal Grant revenue collected as per the funding model	Less than 1% unauthorised expenditure	Less than 1% Fruitless and Wasteful expenditure	% capital expenditure to plan.	Board salaries paid monthly by date	Staff salaries paid monthly by date	Operational expenditure spend to Percentage spend plan	Adopted Annual Financial Statements by the Boards by date	Draft AFS submitted to AG by date	12 Monthly Reports compiled and submitted by deadline.	Funding Model Review - Own revenue generation - Sourcing of Project Funds	Annual Budget approved by the Board 30 days before the start of the financial year	Revised draft budget submitted to Ugu, 100 days before the start of the financial year	ANNUAL KEY PERFORMANCE INDICATOR: OUTPUT
% revenue received to 90% plan.	% of Municipal Grant funding collected	Budget % spend unauthorthorised expenditure	Budget % spend fruitless and wasteful expenditure	% capital expenditure to plan.	12 x Salary Payments by date	12 x Salary Payments by date	Percentage spend	Adopted AFS by date	Draft AFS submitted to AG by Date	Number of Reports by deadline.	By Date	By Date	By date	UNIT OF MEASURE
90%	100%	Less than 1%	Less than 1%	50%	25th of the month	25th of the month	80%	31 December 2025.	31 August 2025.	12	30 October 2026.	31 May 2026.	23 March 2026.	ANNUAL PERFORMANCE TARGET - DRAFT
R464 286	R26 364 132	Operational	R4 190	R894 000	R1 024 586	R8 850 319	R2 210 146	Operational	Operational	Operational	Operational	Operational	Operational	ANNUAL BUDGET: DRAFT 22.05.2025
30%	100%	<1%	<1%	0%	3x Monthly Payment by 25th	3x Monthly Payments by 25th	80%	N/A	31 August 2025.	ы	N/A	N/A	N/A	Q1: TARGET
70%	100%	<1%	<1%	25%	3x Monthly Payment by 25th	3x Monthly Payments by 25th	80%	31 December 2025.	N/A	3	30 October 2026.	N/A	N/A	Q2: TARGET
80%	100%	<1%	<1%	30%	3x Monthly Payment by 25th	3x Monthly Payments by 25th	80%	N/A	N/A	ω	N/A	N/A	23 March 2026.	Q3: TARGET
90%	100%	%1%	<1%	50%	3x Monthly Payment by 25th	3x Monthly Payments by 25th	80%	N/A	N/A	ω	N/A	31 May 2026.	N/A	Q4: TARGET
Quarterly Reports	Quartely reports on the grant funding received	Board Reports and Minures, and Register.	Board Reports and Minutes, and Register.	Quarterly Reports.	Salary Reports by date	Confirmation of changes effected to CoR 39.	Quarterly calcualtion reports on operational spend	Board Resolution of AFS Adoption.	Draft AFS submitted to AG with acknowledgement of receipt.	Reports with submission dates.	Board resolution adopting the new Funding Model proposed	Board Resolution of Approval of Draft Budget & submission to Ugu	Evidence of first Draft Budget tabled, and Submission to Ugu DM.	PORTFOLIO OF EVIDENCE

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								Systems (IPMS) - by dare						
Duly Signed Annual Performance Plans	N/A	N/A	15 December 2025.	N/A	Operational	15 December 2025.	Date	Cascading of Individual Performance Management		5.4.6				
Reports	100%	100%	100%	N/A	Operational	I OUY	% Implementation of IPMS	Implementation Individual Performance Management Systems (IPMS)		.4. 				
Duly Signed Annual Performance Plans	N/A	N/A	N/A	100%	Operational	100%		gned	Staff Performance					
Quarterly Reports	N/A	N/A	30 December 2025.	N/A	R165 000	30 December 2025.	Date	Plan Development by date	Staff Development	5.4.3				
Salary Reports by date	N/A	N/A	ω	N/A	R139 230	3	Number of Interns / Graduates appointed	Appointment of Interns and or Graduates in SCTIE departments	Internships	5.4.2		,		
Quarterly Reports	100%	100%	100%	100%	Operational	100%	% filled posts in structure	100% posts in structure filled.	Staffing	5.4.1	To ensure HR matters are compliant and enable core functions to be performed.	Corporate Service & HR		
Quarterly Reports	100%	100%	100%	100%	Operational	100%	% Compliance	100% compliant Asset Register implementation	Asset Register	5.3.23				
Quarterly Reports	1	1	-	1	Operational	4		Development of an Annual Quarterly Procurement Plan, with quarterly Procurement report reports on expenditure	Annual Procurement Plan	5.3.20				
Report submitted to the CEO on the revenue and or support generated as a 118 409 percentage of the Annual Grant budget received	118 409	118 409	118 409	N/A	Operational	R355 228.06	Revenue generated or R355 228.08 support received	To raise own revenue or support funding through various avenues to reach a 90/10 split in relation to grant funding from participating municipalities, over a five (5) year period	Revenue Generation	5. 3. 19				
PORTFOLIO OF EVIDENCE	Q4: TARGET	Q3: TARGET	Q2: TARGET	Q1: TARGET	ANNUAL BUDGET: DRAFT 22.05.2025	ANNUAL PERFORMANCE TARGET - DRAFT	UNIT OF MEASURE	ANNUAL KEY PERFORMANCE INDICATOR: OUTPUT	SUB-PROJECT	SUB- PROJECT REF.	PROJECT OBJECTIVE	PROJECT	PROGRAM	PROGRAM REF
											nancial Viability	STRATEGIC OBJECTIVE: Goal 4: Institutional Support & Financial Viability	CTIVE: Goal 4: Inst	STRATEGIC OBJEC

