

Broad Based Black Economic Empowerment CERTIFICATE

TALENTCRU (PTY) LTD

Business Address: Adcorp Office Park West Building Nicolway Corner of William Nicol and Wedgewood,
Bryanston 2021

Registration No.: 2007/015624/07

VAT No.: 4940255518

Verification Standard Applied: Revised Codes of Good Practice on Black Economic Empowerment
Issue of the rating standard rating applied: Section 9 of the B-BBEE Act of 2003, Amended by Act 46 of 2013
Scorecard Applied: Revised Generic Codes

B-BBEE SCORECARD

ELEMENT	ELEMENT WEIGHTING	SCORE
Ownership	25	15.38
Management Control	19	13.85
Skills Development	25	22.50
Enterprise Supplier Development	44	39.00
Socio Economic Development	5	5.00
Overall Score	118	95.73

B-BBEE status level: A Level 2 Contributor to B-BBEE

BEE Procurement Recognition: 125%

Discounted BEE Procurement Recognition: No

Black Ownership: 80.88%

Black Female Ownership: 41.70%

Modified flow-through: No

Continued recognition: Yes

Empowering Supplier: Yes

Financial Period Measured: 1 March 2018 – 28 February 2019

Date Issued: 29 July 2019

Expiry Date: 28 July 2020

Generic Certificate no: KBS/GEN/2019/057

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Kopax BEE Solutions (Pty) Ltd has verified this verification certificate based on the Revised Codes of Good Practice on Black Economic Empowerment gazetted on 11 October 2013. Our opinion is reflected in the scorecard and accompanying verification report, on the basis of information provided by management.