## SWORN AFFIDAVIT – B-BBEE EXEMPTED MICRO ENTRPRISE- GENERAL

I, the undersigned,

| | |
|---|---|
| **Full name & Surname** | WERNER BUYS |
| **Identity number** | 6701055107087 |

Hereby declare under oath as follows:

1. The contents of this statement are to the best of my knowledge a true reflection of the facts.
2. I am a Member / Director / Owner of the following enterprise and am duly authorized to act on its behalf:

| | |
|---|---|
| **Enterprise Name:** | ALTITUDE EMPLOYMENT SOLUTIONS (PTY)LTD |
| **Trading Name (if Applicable):** | |
| **Registration Number:** | 2010/011700/07 |
| **Enterprise Physical Address:** | BLOCK Z GREENFORD OFFICE ESTATE<br>PUNTERS WAY<br>KENILWORTH<br>7708 |
| **Type of Entity (CC, (Pty) Ltd, Sole Prop etc.):** | (PTY) LTD |
| **Nature of Business:** | HR & IR CONSULTING SERVICES |
| **Definition of "Black People** | As per the Broad-Based Black Economic Empowerment Act 53 of 2003 as Amended by Act No 46 of 2013 "Black People" is a generic term which means Africans, Coloureds and Indians –<br><br>(a) Who are citizens of the Republic of South Africa by Birth or descent; or<br>(b) Who became citizens of the Republic of South Africa by naturalization –<br>i. Before 27 April 1994; or<br>ii. On or after 27 April 1994; and who would have been entitled to acquire citizenship by naturalization prior to that date |
| **Definition of "Black Designated Groups"** | "Black Designated Groups means:<br><br>(a) Unemployed black people not attending and not required by law to attend an educational institution and not awaiting admission to an educational institution;<br>(b) Black people who are youth as defined in the National Youth Commission Act of 1996;<br>(c) Black people who are persons with disabilities as defined in the Code of Good Practice on employment of people with disabilities issued under the Employment Equity Act;<br>(d) Black people living in rural and under developed areas;<br>(e) Black military veterans who qualifies to be called a military veteran in terms of the Military Veterans Act 18 of 2011;" |

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3. I hereby declare under Oath that:

- The Enterprise is_0___ % Black owned as per Amended Code Series 100 of the Amended Codes of Good Practice issued under the section 9 (1) of B-BBEE Act No 53 of 2003 as Amended by Act No 46 of 2013,
- The Enterprise is _0___ % Black Female owned as per Amended Code Series 100 of the Amended Codes of Good Practice issued under section 9(1) of B-BBEE Act No 53 of 2003 as Amended by Act No 46 of 2013,
- The Enterprise is __0__ % Black Designated Group Owned as per Amended Code Series 100 of the Amended Codes of Good Practice issued under section 9 (1) of B-BBEE Act No 53 of 2003 as Amended by Act No 46 of 2013,
- Black Designated Group Owned % Breakdown as per the definition stated above:
- Black Youth % = ___0_____ %
- Black Disabled %= ___0_____ %
- Black Unemployed % = __0_____ %
- Black People living in Rural areas % = __0_____ %
- Black Military Veterans % = _____0_____ %
- Based on the Financial Statements/Management Accounts and other information available on the latest financial year-end of _FEBRUARY 2025, the annual Total Revenue was between R10,000,000.00 (Ten Million Rands) or less
- Please confirm on the table below the B_BBEE level contributor, **by ticking the applicable box.**

| | | |
|---|---|---|
| 100% Black Owned | **Level One** (135% B-BBEE procurement recognition level | |
| At Least 51% black owned | **Level Two** (125% B-BBEE procurement recognition level | |
| Less than 51% Black Owned | **Level Four** (100% B-BBEE procurement recognition level) | X |

4. I know and understand the contents of this affidavit and I have no objection to take the prescribed oath and consider the oath binding on my conscience and on the Owners of the Enterprise which I represent in this matter.

5. The sworn affidavit will be valid for a period of 12 months from the date signed by commissioner.

**Deponent Signature:** _____

**Date:__25_AUGUST_2025_____**

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**Commissioner of Oaths**
**Signature & Stamp**

JODY BRENT VAN BRIDGES
Commissioner of Oaths
Ref no: 9/1/8/2
Greenford Office Estate
Punters Way, Unit X, Kenilworth, 7708