RENAISSANCE
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LABOURNET HOLDINGS (PTY) LTD

(Including Subsidiaries in Annexure A)

has been independently verified in accordance with the Codes of Good Practice, issued in terms of section 9(1) of the Broad Based Black Economic Empowerment Act 53 of 2003 as Amended per Act 46 of 2013 (Gazette 37271 of 27 January 2014). This Broad-Based BEE Verification Certificate is based on information provided to Renaissance SA Ratings, a SANAS accredited BEE Verification agency.

LEVEL 4 CONTRIBUTOR

MEASURED ENTITY:	
Company Name:	Labournet Holdings (Pty) Ltd
Registration Number:	2000/026820/07
VAT Number:	4920268275
Address:	24 Sturdee Avenue, Rosebank, Johannesburg, Gauteng, 2196

BEE STATUS			
Scorecard:	**Generic Enterprise - Revised Codes General DTI Scorecard (Gazette no 36928 and 42496)**		
Financial Period used:	01 Jan 2024 - 31 Dec 2024		
B-BBEE Recognition:	100%		
Black Owned:	26.02%	Black Owned (MFT):	N/A
Black Women Owned:	18.21%	Black Designated Group:	23.42%
Black Youth:	23.42%	Black Disabled:	0.00%
Black Unemployed:	0.00%	Black People in Rural Areas:	0.00%
Black Military Veteran:	0.00%	Black New Entrants:	26.02%
Empowering Supplier:	YES	Discounting Principle:	NO
Designated Group Supplier:	NO	Exclusion Principle Applied:	NO
Participated in YES-Initiative:	NO	Achieved YES & 2.5% Absorption	NO
Achieved 1.5 x YES & 5% Absorption	NO	Achieved Double YES & 5% Absorption	NO

Scorecard Information	**Score**	**Target Score**
Ownership	25.00	25.00
Management Control	4.44	19.00
Skills Development	11.29	20.00
Enterprise and Supplier Development	37.21	42.00
Socio-Economic Development	5.00	5.00
Total Score	82.94	**111.00**

Date Issued: 23 April 2025

Date Expired: 22 April 2026

Technical Signatory: Tebogo Masenya

Certificate Number: RS-18474-0425-C61

Signature:

Renaissance SA Rating (Pty) Ltd Reg. (2004/018974/07)
Physical Address: 76 Gardenia Street, Lynnwood Ridge, Pretoria
Contact: 012 348 1838 / jeanette@renratings.co.za
Directors: J Lee, T Masenya, P Grobler

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B-BBEE Rating Agency
BVA139

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ANNEXURE A TO THE B-BBEE VERIFICATION CERTIFICATE OF LABOURNET HOLDINGS (PTY) LTD
CERTIFICATE NUMBER: RS-18474-0425-C61

This is to certify that **Labournet Holdings (Pty) Ltd,** Registration Number **2000/026820/07,** has been independently verified in accordance with the Codes of Good Practice, issued in terms of section 9(1) of the Broad Based Black Economic Empowerment Act 53 of 2003 as Amended per Act 46 of 2013 (Gazette 37271 of 27 January 2014). This Broad-Based BEE Verification Certificate is based on information provided to Renaissance SA Ratings, a SANAS accredited BEE Verification agency.

The **Labournet Holdings (Pty) Ltd** B-BBEE Certificate incorporates the following subsidiaries:

SUBSIDIARY	REGISTRATION NUMBER	VAT NUMBER
LabourNet Learning and Development Solutions (Pty) Ltd	2009/020639/07	4010264630
My Tax (Pty) Ltd	2001/004855/07	4080196043
LabourNet Properties (Pty) Ltd	2002/009827/07	4110233998
Psiber Solutions (Pty) Ltd	1997/019399/07	4160171239
LabourNet Recruitment Solutions (Pty) Ltd	2010/009222/07	4190264624
Strauss Daly LabourNet (Pty) Ltd	2004/033581/07	4260227857
LabourNet Payment Solutions (Pty) Ltd	2006/021847/07	4320232871
LabourNet Eastern Cape (Pty) Ltd	2004/029043/07	4380227605
LabourNet Central (Pty) Ltd	2001/017821/07	4540205640
LabourNet Management Services (Pty) Ltd	2020/095017/07	4550294351
LabourNet Rustenburg (Pty) Ltd	2006/031034/07	4930236684
Psiber Group (Pty) Ltd	1998/008865/07	N/A
Psiber Works (Pty) Ltd	1998/019242/07	N/A
LabourNet Potchefstroom (Pty) Ltd	2023/743701/07	N/A

Date Issued: 23 April 2025
Date Expired: 22 April 2026

Technical Signatory: Tebogo Masenya
For Renaissance SA Rating (Pty) Ltd