



Broad-Based Black Economic Empowerment Verification Certificate

MANPOWER SA (PTY) LTD

Certificate Number: 01/B-BBEE/2025/00516/GEN

Registration Number: 1999/023055/07
 VAT Number: 4350188506
 Head Office Location: Design Quarter, Building 3
 Winnie Mandela Drive & Leslie Avenue
 Fourways, Johannesburg, Gauteng
 2191

Verification Standard Applied: DTi Codes of Good Practice on Black Economic Empowerment
 Issue of the Rating Standard Applied: Section 9 of the B-BBEE Amendment Act 46 of 2013
 Scorecard Applied: Generic (>R50 million)

B-BBEE Level: A level ONE contributor to B-BBEE
B-BBEE Procurement Recognition Level: 135%
Financial Year Rated: 2024/12/31

Element	Element weighting	Score
Ownership	25	24.96
Management Control	19	13.09
Skills Development	20	17.44
Enterprise and Supplier Development	42	40.10
Socio-Economic Development	5	5.00
Y.E.S Initiative Bonus Points		0.00
Overall Score	111	100.59

Empowering Supplier	Yes
Designated Group Supplier	No
Modified Flow Through Applied	No
Exclusion Principle Applied	No
Discounting Principle Applied	No
Participated in Y.E.S Initiative	No
Achieve Y.E.S Target and 2.5% Absorption	N/A
Achieve 1.5 x Y.E.S Target and 5% Absorption	N/A
Achieve Double Y.E.S Target and 5% Absorption	N/A

Black Ownership	25.00%
Black Female Ownership	17.01%
Black Designated Group Percentage	24.64%
Black Youth Percentage	24.64%
Black Disabled Percentage	0.00%
Black Unemployed Percentage	0.00%
Black People Living in Rural Areas Percentage	0.00%
Black Military Veterans Percentage	0.00%
Black New Entrant Percentage	25.00%

This verification certificate and verification report is based on information provided to Amax BEE Verifications (Pty) Ltd and represent an independent opinion based on the verification and analysis completed by Amax BEE Verifications (Pty) Ltd. The calculation of the scores has been determined in accordance with the DTi Codes of Good Practice on Black Economic Empowerment as Gazetted. Gazettes 36928, 41866, 41975 and 42496

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 Re-Issue Date: N/A
 Expiry date: 17 December 2026
 Period of validity: 12 Months



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