



RENAISSANCE

SA Rating

Making BEE our Business

## Final Verification Report and Scorecard

Labournet Holdings (Pty) Ltd

22 April 2026

### Verification:

This Report is the result of a verification carried out by the analyst who compiled this report. The Verification was done in terms of the Broad-Based Black Economic Empowerment Act 53 of 2003 and the Codes of Good Practice. This report is a factual finding report by the Analyst and provides a reflection of the initiatives undertaken by the Measured Entity.

### Decision:

The Verification Manager evaluates all the findings and submissions of the analyst.  
If the results are found to be true and accurate the Verification Manager will issue the certificate.

## 1. Details of Measured Entity:

|                     |                                                          |
|---------------------|----------------------------------------------------------|
| Company Name        | Labournet Holdings (Pty) Ltd                             |
| Trade Name          | Labournet Holdings (Pty) Ltd                             |
| Address             | 24 Sturdee Avenue<br>Rosebank<br>Johannesburg<br>Gauteng |
| Registration Number | 2000/026820/07                                           |
| Vat Number          | 4920268275                                               |

## 2. Scorecard Overview:

|                                 |       |
|---------------------------------|-------|
| Ownership Equity                | 25.00 |
| Management Control              | 4.55  |
| Skills Development              | 11.11 |
| Enterprise Supplier Development | 35.56 |
| Socio Economic Development      | 5.00  |
| TOTAL SCORE                     | 81.22 |

## 3. B-BBEE Status:

|                                                                         |                           |
|-------------------------------------------------------------------------|---------------------------|
| BEE Recognition Level                                                   | 100%                      |
| BEE Status                                                              | LEVEL 4                   |
| Subminimum discount applied<br>(already discounted above if applicable) | No                        |
| Black Ownership                                                         | 25.90%                    |
| Black Female Ownership                                                  | 18.13%                    |
| Empowering Supplier Status                                              | YES                       |
| Applicable BEE Codes                                                    | DTI Generic Code          |
| Financial Period Measured                                               | 01 Jan 2025 - 31 Dec 2025 |
| Verification Date                                                       | 17 March 2026             |
| Scorecard Number                                                        | 20259                     |

## 4. Scorecard Summary:

### Ownership

| Sub-Element        | Indicator                                                                                                                                                                                                                                                                                                                    | Weighting Points | Compliance Target | Actual | Score        |
|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-------------------|--------|--------------|
| Voting Rights      | Exercisable Voting Rights in the Enterprise in the hands of black people                                                                                                                                                                                                                                                     | 4                | 25.01%            | 25.90% | 4.00         |
|                    | Exercisable Voting Rights in the Enterprise in the hands of black Women                                                                                                                                                                                                                                                      | 2                | 10.00%            | 18.13% | 2.00         |
| Economic Interest  | Economic Interest of black people in the Enterprise                                                                                                                                                                                                                                                                          | 4                | 25.00%            | 25.90% | 4.00         |
|                    | Economic Interest of black Women in the Enterprise                                                                                                                                                                                                                                                                           | 2                | 10.00%            | 18.13% | 2.00         |
|                    | Economic Interest of any of the following Black natural people in the Measured Entity:<br>- Black Designated Groups (Youth, Unemployed, Rural Living, Disabled)<br>- Black Participants in Employee Share Ownership Programmes;<br>- Black people in Broad-based Ownership Schemes;<br>- Black participants in Co-operatives | 3                | 3.00%             | 23.31% | 3.00         |
|                    | Involvement in the ownership of the Enterprise of black new entrants                                                                                                                                                                                                                                                         | 2                | 2.00%             | 25.90% | 2.00         |
| Realisation Points | Net Equity Value                                                                                                                                                                                                                                                                                                             | 8                | 25.00%            | 8.29   | 8.00         |
|                    |                                                                                                                                                                                                                                                                                                                              |                  |                   |        | <b>25.00</b> |

### Management Control

| Sub-Element                | Indicator                                                                                    | Weighting Points | Compliance Target | Actual | Score       |
|----------------------------|----------------------------------------------------------------------------------------------|------------------|-------------------|--------|-------------|
| Board Participation        | Exercisable voting rights of black board members as a percentage of all board members        | 2                | 50.00%            | 0.00%  | 0.00        |
|                            | Exercisable voting rights of black female board members as a percentage of all board members | 1                | 25.00%            | 0.00%  | 0.00        |
|                            | Black persons who are executive directors as a percentage of all executive directors         | 2                | 50.00%            | 0.00%  | 0.00        |
|                            | Black female executive directors as a percentage of all executive directors                  | 1                | 25.00%            | 0.00%  | 0.00        |
| Other Executive Management | Black Other Executive Management as a percentage of all Other Executive Management           | 2                | 60.00%            | 0.00%  | 0.00        |
|                            | Black female Other Executive Management as a percentage of all Other Executive Management    | 1                | 30.00%            | 0.00%  | 0.00        |
| Senior Management          | Black employees in Senior Management as a percentage of all Senior Management                | 2                | 60.00%            | 8.28%  | 0.28        |
|                            | Black female Employees in Senior Management as a percentage of all Senior Management         | 1                | 30.00%            | 2.95%  | 0.10        |
| Middle Management          | Black Employees in Middle Management as a percentage of all Middle Management                | 2                | 75.00%            | 25.96% | 0.69        |
|                            | Black female Employees in Middle Management as a percentage of all Middle Management         | 1                | 38.00%            | 13.32% | 0.35        |
| Junior Management          | Black Employees in Junior Management as a percentage of all Junior Management                | 1                | 88.00%            | 51.86% | 0.59        |
|                            | Black female Employees in Junior Management as a percentage of all Junior Management         | 1                | 44.00%            | 30.05% | 0.68        |
| Disabled                   | Black Employees with disabilities as a percentage of all employees                           | 2                | 2.00%             | 1.86%  | 1.86        |
|                            |                                                                                              |                  |                   |        | <b>4.55</b> |

## Skills Development

| Sub-Element                    | Indicator                                                                                                                                                                 | Weighting Points | Compliance Target | Actual | Score        |
|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-------------------|--------|--------------|
| Skills Development Expenditure | Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black people as a percentage of Leviable Amount                      | 6                | 3.50%             | 0.70%  | 1.21         |
|                                | Skills Development Expenditure on Bursaries for Black Students at Higher Education Institutions                                                                           | 4                | 2.50%             | 0.00%  | 0.00         |
|                                | Skills Development Expenditure on Learning Programmes specified in the Learning Programme Matrix for black employees with disabilities as a percentage of Leviable Amount | 4                | 0.30%             | 0.49%  | 4.00         |
| Learnerships                   | Number of black people participating in Learnerships, Apprenticeships and Internships as a percentage of total employees                                                  | 6                | 5.00%             | 4.77%  | 5.73         |
| Bonus Points                   | Number of black people absorbed by the Measured and Industry Entity at the end of the Learnerships programme                                                              | 5                | 100.00%           | 3.38%  | 0.17         |
|                                |                                                                                                                                                                           |                  |                   |        | <b>11.11</b> |

## Enterprise Supplier Development

| Sub-Element              | Indicator                                                                                                                                                                                                        | Weighting Points | Compliance Target | Actual | Score        |
|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-------------------|--------|--------------|
| Preferential Procurement | B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE Procurement Recognition Levels as a Percentage of Total Measured Procurement Spend                                                    | 5                | 80.00%            | 54.15% | 3.38         |
|                          | B-BBEE Procurement Spend from all Empowering Suppliers that are Qualifying Small Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend   | 3                | 15.00%            | 8.58%  | 1.72         |
|                          | B-BBEE Procurement Spend from Exempted Micro-Enterprise suppliers based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend                              | 4                | 15.00%            | 9.43%  | 2.51         |
|                          | B-BBEE Procurement Spend from all Empowering Suppliers that are at least 51% black owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend       | 11               | 50.00%            | 31.61% | 6.95         |
|                          | B-BBEE Procurement Spend from all Empowering Suppliers that are at least 30% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend | 4                | 12.00%            | 12.18% | 4.00         |
| Bonus Points             | B-BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black owned based on the B-BBEE Recognition Level                                                                                 | 2                | 2.00%             | 8.86%  | 2.00         |
| Supplier Development     | Annual value of all Qualifying Supplier Development Contributions made by the Measured Entity as a percentage of the target                                                                                      | 10               | 2.00%             | 2.05%  | 10.00        |
| Enterprise Development   | Annual value of Enterprise Development Contributions and Sector Specific Programmes made by the Measured Entity as a percentage of the target                                                                    | 5                | 1.00%             | 1.03%  | 5.00         |
| Bonus Points             | Bonus point for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development level                                                                                     | 1                | Yes               | No     | 0.00         |
|                          | Bonus point for creating one or more jobs directly as a result of Supplier Development and Enterprise Development initiatives by the Measured Entity                                                             | 1                | Yes               | No     | 0.00         |
|                          |                                                                                                                                                                                                                  |                  |                   |        | <b>35.56</b> |

## Socio-Economic Development

| Sub-Element       | Indicator                                                                                                              | Weighting Points | Compliance Target | Actual | Score       |
|-------------------|------------------------------------------------------------------------------------------------------------------------|------------------|-------------------|--------|-------------|
| SED Contributions | Annual value of all Socio-Economic Development Contributions made by the Measured Entity as a percentage of the target | 5                | 1.00%             | 1.11%  | 5.00        |
|                   |                                                                                                                        |                  |                   |        | <b>5.00</b> |

## Youth Employment Service Initiative (Y.E.S)

| Sub-Element          | Indicator                              | Weighting Points | Compliance Target | Actual | Score |
|----------------------|----------------------------------------|------------------|-------------------|--------|-------|
| Y.E.S - Bonus Points | Achieved 1.5 x Y.E.S Employment Target | 3                | 100.00%           | 0.00%  | 0.00  |
|                      | Achieved 2 x Y.E.S Absorption Target   |                  | 2.50%             | 0.00%  |       |
|                      |                                        |                  |                   |        | 0.00  |

|                        |                     |
|------------------------|---------------------|
| <b>TOTAL BEE SCORE</b> | <b>81.22 Points</b> |
|------------------------|---------------------|

BROAD BASED CONTRIBUTION LEVEL

LEVEL 4

|                           |      |
|---------------------------|------|
| YOUTH EMPLOYMENT SERVICE  | NO   |
| PROCUREMENT LEVEL         | 100% |
| EMPOWERING SUPPLIER       | YES  |
| DESIGNATED GROUP SUPPLIER | NO   |

Suzanne Uys

**VERIFICATION ANALYST**