INGWANE VERIFICATIONS
BUILT FOR CHANGE

Registration No: 2022/664555/07
VAT Registration No:4540315688

WE CERTIFY THAT

WORKFORCE HOLDING LIMITED

Consolidated rating including subsidiaries listed on Annexure "A" of the certificate

Address:11 Wellington Road, Parktown, Johannesburg, 2193
Registration Number: 2006/018145/06
VAT Registration Number: As Per Annexure

Has been assessed and verified with the Amended B-BBEE Codes of Good Practice (Gazette 42496 of May 2019) and the old codes (Gazette 36928 of October 2013) and has achieved the following:

B-BBEE STATUS LEVEL: 1

CERTIFICATE NUMBER: GEN/2026/349/V2

ELEMENT	WEIGHTING	ACHIEVED
Equity Ownership	25.00	25.00
Management Control	19.00	9.65
Skills Development	25.00	16.72
Enterprise & Supplier Development	46.00	38.20
Socio-Economic Development	5.00	4.84
Youth Empowerment Service	3.00	0.00
Total Score	**123.00**	**94.41**
Final B-BBEE Recognition Level		135%
Empowering Supplier		YES
Discounting Principle Applied		NO
Measurement Period Year End		31 Dec 2025
Applicable B-BBEE Codes		Amended Codes
Applicable Scorecard		Generic General Codes
Issue Date		**03 July 2026**
Date of re-issue		**03 Aug 2026**
Expiry Date		**02 July 2027**

Black Ownership	51.02%
Black Female Ownership	41.85%
Black Designated Group	7.48%
Black Youth	7.48%
Black Disabled	0.00%
Black Unemployed	6.00%
Black People Living in Rural Areas	0.00%
Black Military Veterans	0.00%
Modified Flow Through Principle	NO
Exclusion principle applied	NO
Achieved Y.E.S Target and 2.5% Absorption	NO
Achieved double Y.E.S Target & 2.5% Absorption	YES
Achieved 1.5x Y.E. S Target and 5% Absorption	NO
Participated in the Y.E.S Initiative	YES

Shadrack Hlongwane
Technical Signatory

sanas B-BBEE Rating Agency
BVA308

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Registration No: 2022/664555/07

Annexure "A"

Subsidiary Name	Registration Number	VAT Number
Staffing & Outsourcing Holdings Ltd (Staffing Cluster)	**2020/098851/06**	**N/A**
Workforce Staffing (Pty) Ltd	1999/006358/07	4150182527
Oxyon People Solutions (Pty) Ltd	2018/610023/07	4430296360
Interchange Business Consulting (Pty) Ltd	2010/015764/07	4340277302
Quyn HR & Payroll Services (Pty) Ltd	**2000/020149/07**	**4640191237**
Quyn International Outsourcing (Pty) Ltd	2000/020939/07	4050192055
Molapo Quyn Outsourcing (Pty) Ltd	2001/016370/07	4630227678
Worldwide Staffing (Pty) Ltd	1999/015667/07	4940292974
Programmed Process Outsourcing (Pty) Ltd	2008/021505/07	4940257175
Recruitco (Pty) Ltd	**2008/003431/07**	**N/A**
Fempower Personnel (Pty) Ltd	1999/022719/07	4650186770
Accotech Interim Outsourcing	A division of Fempower	N/A
Only The Best (Pty) Ltd	1994/006637/07	4650145164
Teleresources (Pty) Ltd	1997/021127/07	4010172874
Opensource Intelligent Solutions (Pty) Ltd	2012/115388/07	4450268778
Global Healthcare Resources (Pty) Ltd (Healthcare Cluster)	**2020/868167/07**	**N/A**
Allmed Healthcare Professionals (Pty) Ltd	2007/018584/07	4270240494
Nursing Emergencies (Pty) Ltd	2015/357704/07	4620209405
Workforce Training and Consulting Ltd (Training cluster)	2018/267262/06	N/A
Training Force (Pty) Ltd	**1999/014865/07**	**4580211151**
Prisma Training Solutions (Pty) Ltd	2003/006342/07	4040237523
KBC Health & Safety (Pty) Ltd	2000/000068/07	4810187403
Dyna Training (Pty) Ltd	1995/009490/07	4180166391
Dyna Industrial Training and Development (Pty) Ltd	1967/004182/07	4770118182
NQ Plus Networks (Pty) Ltd	1999/020541/07	4240195885
Chartall Business College	2003/015217/07	N/A
WF Financial Services (Pty) Ltd (Financial cluster)	**2020/879403/07**	**N/A**
Essential Employee Benefits (Pty) Ltd	2015/130742/07	4920273853
GetSavvi Health (Pty) Ltd	2011/008277/07	4290258682
Xperia Financial Services (Pty) Ltd	2014/114072/07	4600273454
Shared Services (Shared Services Cluster)	**N/A**	**N/A**
WFG Management Services (Pty) Ltd	2017/342721/07	4850299860

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