



## Broad-Based Black Economic Empowerment Verification Certificate

**MANPOWERGROUP SA (PTY) LTD**

Certificate Number: 01/B-BBEE/2023/00824/GEN

Registration Number: 1999/023055/07  
 VAT Number: 4350188506  
 Head Office Location: Nicol Grove Office Park, Block 1  
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 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: Large Enterprise (>R50 million)

**B-BBEE Level: A level ONE contributor to B-BBEE**  
**B-BBEE Procurement Recognition Level: 135%**  
**Black Ownership: 25.00%**  
**Black Women Ownership: 17.08%**  
**Y.E.S Initiative Applied: No Y.E.S. Initiative**  
**Financial Year Rated: 2022/12/31**

Element	Element weighting	Score
Ownership	25	24.96
Management Control	19	12.40
Skills Development	20	17.38
Enterprise and Supplier Development	42	41.06
Socio-Economic Development	5	5.00
Y.E.S Initiative Bonus Points		0.00
<b>Overall Score</b>	<b>111</b>	<b>100.80</b>

Empowering Supplier	Yes
Designated Group Supplier	No
Modified Flow Through Applied	No
Exclusion Principle Applied	No
Discounting Principle Applied	No
Black New Entrant Percentage	25.00%

Black Designated Group Percentage	24.25%
Black Youth Percentage	24.25%
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%

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, 38076, 41866, 41975 and 42496

  
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 Period of validity: 12 Months

