

Broad-Based Black Economic Empowerment Verification Certificate

SPOOR AND FISHER

(Refer to Annexure B for the business units/subsidiaries included in the verification)

Certificate No: GEN-BEE/SPF/2025-01

Registration no: N/A

VAT no: 4920107895

Head Office, Location: 11 Byls Bridge Boulevard, Building No. 14, Highveld Ext 73, Centurion, Pretoria, 0157

Applicable Criteria: Amended Codes of Good Practice (Gazette number 36928 & 42496)

Scorecard applied: Generic Scorecard (>R50 million annual turnover)

Element	Weighting	Score
Ownership	25	19.37
Management Control	19	10.32
Skills Development	20	15.92
Enterprise & Supplier Development	42	42.73
Socio-Economic Development	5	4.91
Overall Score	111	93.25

Broad Based BEE Status Level: Level 1 Contributor to B-BBEE

Procurement Recognition Level: 135.00 %

Black Ownership: 21.65 %

Black Women Ownership: 14.13 %

Black Designated Group: 0.00 %

Black Youth: 0.00 %

Black Disabled: 0.00 %

Black Unemployed: 0.00 %

Black People living in Rural Areas: 0.00 %

Black Military Veterans 0.00 %

Financial Year End Used: 01 March 2024 – 28 February 2025

Black New Entrant: 21.65 %

Modified Flow Through Applied: No

Exclusion Principle Used: No

Discounting Principle Used: No

Empowering Supplier: Yes

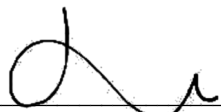
Participated in Y.E.S Initiative: Yes

Achieved Y.E.S Target and 2.5% Absorption: No

Achieved 1.5 x Y.E.S Target and 5% Absorption: No

Achieved Double Y.E.S Target and 5% Absorption: Yes

Spoor and Fisher has been independently verified in accordance with the Amended Codes of Good Practice, issued in term of section 9(1) of the Broad-Based Black Economic Empowerment Act 46 of 2013 or as amended. This Broad-Based Black Economic Empowerment Verification Certificate is based on information provided to RVN Empowerment Services, a SANAS accredited B-BBEE Rating agency.



André Rautenbach
Technical Signatory

Date of issue: 11 July 2025
Expiry date: 10 July 2026
Period of validity: 12 months

Annexure B – Certificate Number: GEN-BEE/SPF/2025-01

The business units/subsidiaries below have been included in the rating of **Spoor and Fisher**.

Subsidiary Name:	Registration Number:	VAT Number:
S and F Management Services (Pty) Ltd	1996/011873/07	4480186511
Spoor and Fisher Renewals (Pty) Ltd	2021/359020/07	4490295807



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