

BROAD-BASED BEE VERIFICATION CERTIFICATE

We Certify that

Vox Telecommunications (Pty) Ltd

Refer to Annexure A for List of Consolidated Entities

Company Address: Rutherford Estate, 1 Scott Street, Waverley, 2090

Registration Number: 2011/000797/07 VAT Number: 4680257989

Has been verified for compliance with B-BBEE Amendment Act of 2013 and the ICT Sector Code 40407 of 7 November 2016 and has achieved the following:

BEE RATING

Level Three (3) Contributor

(Generic Scorecard)

BEE PROCUREMENT RECOGNITION LEVEL

110%

Analysis	Score	Element	Results
Black Ownership	33.80%	Ownership	25.00
Black Woman Ownership	13.34%	Management Control	11.92
Black Designated Group	13.18%	Skills Development	18.53
Black Youth	13.18%	Enterprise & Supplier Development	42.67
Black Disabled	0.29%	Socio-Economic Development	12.00
Black Unemployed	4.99%	Total	110.12
Black People Living in Rural Areas	13.07%	Y.E.S. Initiative Implemented	No
Black Military Veterans	0.00%	Y.E.S. Target Achieved	N/A
Black New Entrants	11.97%	Number of Levels Promoted	N/A
Exclusion Principle Applied	Yes	Certificate Number	HR_GEN_2927_22
Modified Flow Through Principle	Yes	Version Number	1.0
Empowering Supplier	Yes	Issue Date	22 November 2022
Discounting Applied	No	Expiry Date	21 November 2023
Financial Period Reviewed	01 September 2021 – 31 August 2022	Revision Date	N/A

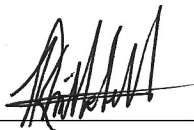


Verification Manager
Kyle Mitchell
Honeycomb BEE Ratings

ANNEXURE A

*Vox Telecommunications (Pty) Ltd Certificate Number HR_GEN_2927_22
Incorporates the following Entities:*

Company Name	Registration Number	VAT Number
Braintree By Vox Telecom (Pty) Ltd	2008/023574/07	4790254439
Frogfoot Networks (Pty) Ltd	2006/011693/07	4610189278
Everlytic (Pty) Ltd	2010/003671/07	4300211259
Lekelela Technical Services (Pty) Ltd	2016/482159/07	4840286639
Hypa Fibre (Pty) Ltd	2020/470615/07	4270300082



Verification Manager
Kyle Mitchell
Honeycomb BEE Ratings



BROAD-BASED BEE RATING

Final Report

Submitted to

Vox Telecommunications (Pty) Ltd including Subsidiary entities

Registration Number	2011/000797/07
VAT Number	4680257989
BBBEE Status	Level Three (3) Contributor
BBBEE Recognition Level	110%
Empowering Supplier	Yes
Certificate Number	HR_GEN_2927_22
Validity Period	23 November 2022 – 22 November 2023

Verification Manager
Honeycomb BEE Ratings



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1. INTRODUCTION

In September 2022, Vox Telecommunications (Pty) Ltd including Subsidiary entities commissioned Honeycomb to conduct a BBBEE verification of the organization. Honeycomb's mandate was to assess, verify and validate both disclosed and undisclosed BBBEE-related information of Vox Telecommunications (Pty) Ltd including Subsidiary entities. The BBBEE rating has been based on the ICT Sector Codes of Good Practice on Black Economic Empowerment released by the Dti in November 2016.

Vox Telecommunications (Pty) Ltd including Subsidiary entities is a broad-based entity and is therefore measured on all of the five elements of BBBEE – Ownership, Management Control, Skills development, Enterprise & Supplier Development and Socio-Economic Development.

In conducting the verification, a comprehensive methodology was followed. Honeycomb followed a rigorous verification process that is aligned to best practice verification standards, the Dti Amended Codes of Good Practice and the South African National Accreditation System (SANAS). Data and information relating to the elements of the Scorecard was obtained, interviews with senior management, and personnel of Vox Telecommunications (Pty) Ltd including Subsidiary entities were conducted as well as the verification of supporting documentation provided to Honeycomb.

All the information utilized for the verification was obtained from Vox Telecommunications (Pty) Ltd including Subsidiary entities and the conclusions reached are based on this information. Based on the information provided and subject to the terms of the verification engagement Honeycomb is of the opinion that the rating reflected herein is accurate and reflects the true BBBEE status of Vox Telecommunications (Pty) Ltd including Subsidiary entities.

The on-site verification was conducted on the 17th & 18th of November 2022 by Maritza Wolmarans.

2. VOX TELECOMMUNICATIONS (PTY) LTD INCLUDING SUBSIDIARY ENTITIES DETAILED SCORECARD

Component Indicator	Notes	Indicator Weightings	Indicator Target	Verified Level	Score
Ownership	3.1				25.00
Exercisable Black Voting Rights		4.00	30.00%	33.70%	4.00
Exercisable Black Women Voting Rights		2.00	10.00%	13.28%	2.00
Economic interest - black people		4.00	30.00%	33.80%	4.00
Economic interest - black women		2.00	10.00%	13.34%	2.00
Economic interest - Black Designated Groups & ESOPs, Broad-based Schemes / Co-ops		3.00	3.00%	13.18%	3.00
Ownership by Black New Entrants		2.00	2.00%	11.97%	2.00
Net Equity Value		8.00	formula	1.00	8.00
Management and Control	3.2				11.92
Exercisable Voting Rights of Black Board Members		3.00	50.00%	40.00%	2.40
Exercisable Voting Rights of Black Women Board Members		2.00	25.00%	20.00%	1.60
Black Exec. Directors as a % of all Exec. Directors		2.00	50.00%	33.33%	1.33
Black Women Exec. Directors as a % of all Exec. Directors		1.00	25.00%	33.33%	1.00
Black Exec. Management as a % of all Executive Management		5.00	60.00%	18.64%	1.55
Black Women Exec. Management as a % of all Executive Management		3.00	30.00%	3.39%	0.34
Black employees in Senior Management		0.00	0.00%	0.00%	0.00
Black Women employees in Senior Management		0.00	0.00%	0.00%	0.00
Black employees in Middle Management		2.00	75.00%	20.58%	0.55
Black Women employees in Middle Management		1.00	38.00%	10.36%	0.27
Black employees in Junior Management		1.00	88.00%	41.31%	0.47
Black Women employees in Junior Management		1.00	44.00%	18.15%	0.41
Black disabled employees		2.00	2.00%	2.05%	2.00
Skills Development	3.3				18.53
Expenditure on Learning Programmes for black people		8.00	6.00%	1.33%	1.77
Expenditure on Learning Programmes for disabled black employees		4.00	0.30%	0.29%	3.84
Number of black people in Learnerships, Apprenticeships and Internships		4.00	2.50%	2.50%	4.00
Number of black Unemployed people in Learning programmes		4.00	2.50%	2.45%	3.92
Number of black people absorbed at the end of Learnerships, Apprenticeships and Internships		5.00	100.00%	100.00%	5.00

Enterprise and Supplier Development	3.4				42.67
BEE Procurement Spend with Empowering Suppliers		5.00	80.00%	72.00%	4.50
Procurement Spend with Empowering Suppliers qualifying as QSEs		3.00	15.00%	3.18%	0.64
Procurement Spend with suppliers qualifying as EMEs		4.00	15.00%	2.17%	0.58
BEE Procurement Spend with Empowering Suppliers Min 51% black owned		9.00	40.00%	16.88%	3.80
Procurement Spend with Empowering Suppliers Min 30% black women owned		4.00	12.00%	12.08%	4.00
B-BBEE Procurement with Designated Group suppliers Min 51% black owned		2.00	2.00%	5.04%	2.00
Supplier Development contributions		10.00	2.00%	1.99%	9.95
Enterprise Development contributions and Sector specific Programmes		15.00	3.00%	2.84%	14.20
Graduation from Enterprise Development to Supplier Development beneficiary		1.00	Yes	Yes	1.00
Created new jobs up to 10% of workforce as a result of SD&ED initiatives		1.00	Yes	Yes	1.00
Created new jobs up to 11% of workforce as a result of SD&ED initiatives		1.00	Yes	Yes	1.00
Socio Economic Development	3.5				12.00
Average annual value of all socio economic development contributions by the measured entity as a percentage of the target		12.00	1.50%	3.69%	12.00
Total					110.12

3. CONCLUSION

- 3.1. Vox Telecommunications (Pty) Ltd including Subsidiary entities achieved a BEE score of 110.12 Points.
- 3.2. Based on this score Vox Telecommunications (Pty) Ltd including Subsidiary entities is a Level Three (3) Contributor to BEE.
- 3.3. Accordingly, Vox Telecommunications (Pty) Ltd received a BEE Recognition Level of 110%.

B-BBEE Status	Qualification	B-BBEE Recognition Level
Level One Contributor	≥ 120 points on the Generic Scorecard	135%
Level Two Contributor	≥ 115 but < 120 points on the Generic Scorecard	125%
Level Three Contributor	≥ 110 but < 115 points on the Generic Scorecard	110%
Level Four Contributor	≥ 100 but < 110 points on the Generic Scorecard	100%
Level Five Contributor	≥ 95 but < 100 points on the Generic Scorecard	80%
Level Six Contributor	≥ 90 but < 95 points on the Generic Scorecard	60%
Level Seven Contributor	≥ 75 but < 90 points on the Generic Scorecard	50%
Level Eight Contributor	≥ 55 but < 75 points on the Generic Scorecard	10%
Non-Compliant Contributor	< 40 points on the Generic Scorecard	0%