



Broad-Based Black Economic Empowerment Verification Certificate

Towers Watson (Pty) Ltd

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| Certificate Number: | GEN/S02/04/08/2020 |
| Version No: | 1 |
| Registration No: | 1998/001765/07 |
| VAT No: | 4760172751 |
| Address: | Level 4 Montclare Place 23 Main Road, Claremont Cape Town 7708 |
| Verification Standard Applied: | Codes of Good Practice (Government Gazette 36928) |
| Scorecard Applied: | Generic Scorecard: Amended Financial Services Sector Code (Other Institutions) |
| Broad Based BEE Status level: | A Level 3 Contributor to B-BBEE |
| BEE Procurement recognition level: | 110% |
| Youth Employment Service (Y.E.S) Recognition: | No |
| Modified Flow Through Principle Applied: | No |
| | Flow Through Modified Flow Through |
| Voting Rights of Black People | 21,15% N/A |
| Voting Rights of Black Women | 0,00% N/A |
| Economic Interest of Black People | 21,15% N/A |
| Economic Interest of Black Women | 0,00% N/A |
| 51% Black Owned: | No |
| 30 % Black Women Owned: | No |
| Designated Group Supplier: | No |
| Evaluation Period: | 31 December 2019 |
| Empowering Supplier: | Yes |

A Level 3 Contributor to B-BBEE

| Description | Score | Weighting |
|---|--------------|------------|
| Ownership | 18,54 | 25 |
| Management Control | 8,23 | 20 |
| Skills Development | 16,95 | 20 |
| Procurement & ESD | 35,74 | 35 |
| Socio-Economic Development & Consumer Education | 8,00 | 5 |
| Empowerment Financing & ESD | N/A | N/A |
| Access to Financial Services | N/A | N/A |
| Additional Y.E.S Points | 0,00 | 3 |
| Overall Score | 87,46 | 105 |

Technical Signatory: Stanley Grau

Date of Issue: 4-Aug-20
Expiry Date: 3-Aug-21
Period of validity: 12 Months

This Certificate and the verification report are based on information provided to MSCT BEE Services (Pty) Ltd and represent an independent opinion based on the verification and analysis completed by MSCT BEE Services (Pty) Ltd. The calculation of the scores have been determined in accordance with the Department of Trade and Industry's Amended Financial Services Sector Code as Gazetted on 01 December 2017. Digitally signed certificates are signed using an Advanced Electronic Signature in accordance with the regulations and compliant with the Electronic Communications and Transactions Act, 2002.

MSCT BEE Services (Pty) Ltd, Reg. 2011/109066/07
Directors: R Clark, S Grau, L Reddy

