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30 July 2019

TO WHOM IT MAY CONCERN

B-BBEE Verification Certificate

of

Workforce Holdings Limited & subsidiaries
Reg. No. 2006/018145/06

This letter further serves as confirmation that Workforce Holdings Limited & its subsidiaries has appointed Siyandisa Verification Solutions (Pty) Ltd ("Siyandisa"); a SANAS Accredited BEE Verification Agency, No. BVA 184; to verify their B-BBEE status level.

Siyandisa has started the verification process for Workforce Holdings Limited & its subsidiaries and the BEE Certificate as well as the verification scorecard will be available as soon as the verification process is completed.

This letter is valid for 30 days from date of issuance.

Should you have any queries in this regard, please do not hesitate to contact the undersigned.

A blue ink handwritten signature, appearing to be a stylized name, is positioned above a horizontal line.

For and on behalf of
Siyandisa Verification Solutions
010 476 0900
info@siyandisasolutions.co.za



Directors: C Singh, B Mzila, T Morare, G Wing