



BROAD BASED BLACK ECONOMIC EMPOWERMENT
VERIFICATION CERTIFICATE FOR

Bearing Man Group (Pty) Ltd

a subsidiary of

Invicta South Africa Holding (Pty) Ltd

Registration Number # 2014/147732/07

Vat Number: 4090266570

Address: 3 Droste Crescent, Droste Park, Jeppestown, 2001

Broad Based Economic Empowerment Codes of Good Practice

Gazette no 36928 | 11 October 2013

Generic Scorecard

B-BBEE Status: Level 2 - Procurement Recognition 125%

BEE ELEMENT SCORECARD

SCORE INFORMATION	ACTUAL SCORE	TARGET SCORE
OWNERSHIP	25.00	25.00
MANAGEMENT CONTROL	9.47	15.00
SKILLS DEVELOPMENT	11.27	20.00
ENTERPRISE AND SUPPLIER DEVELOPMENT	32.21	40.00
SOCIO ECONOMIC DEVELOPMENT	5.00	5.00
TOTAL SCORE	82.95	105.00

ANALYSIS	RESULT	ANALYSIS	RESULT
BLACK OWNERSHIP	25.00%	Black Designated:	
BLACK WOMEN OWNERSHIP	12.53%	- Youth	20.06%
BLACK DESIGNATED GROUP	No	- Disabled	0%
MODIFIED FLOW THROUGH APPLIED	No	- Unemployed	0%
EXCLUSION PRINCIPLE APPLIED	No	- Rural Areas	0%
DISCOUNTING PRINCIPLE APPLIED	No	- Military Veteran	0%
EMPOWERING SUPPLIER	Yes	Achieved Y.E.S Target & 2.5% Absorption	No
Y.E.S. PARTICIPATION	Yes	Achieved 1.5% Y.E.S Target & 5% Absorption	No
Financial Year	31 March 2025	Double Y.E.S Target & 5% Absorption	Yes

SIGNATURE:

Technical Signatory: M FORD



BVA 207

Ingwazi has assessed and verified the B-BBEE elements of the stated Measured Entity, providing an independent and impartial opinion on the BEE status of the enterprise, based on the Broad Based BEE Codes of Good Practice gazette no 36928

CERTIFICATE NUMBER: AK G 25.10.30 1 RPI

Issue Date: 30 October 2025

Expiry Date: 29 October 2026

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