

BROAD-BASED BEE RATING

Final Report

Submitted to

Vox Telecommunications (Pty) Ltd

Registration Number	2011/000797/07
VAT Number	4680257989
BBBEE Status	Level Four (4) Contributor
BBBEE Recognition Level	100%
Empowering Supplier	Yes
Certificate Number	HR_GEN_4106_25
Validity Period	11 December 2025 – 10 December 2026


Verification Manager
Honeycomb BEE Ratings



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1. INTRODUCTION

In August 2025, Vox Telecommunications (Pty) Ltd 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. 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 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 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 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.

The on-site verification was conducted on the 25th of November 2025 by Chamonic Penny and Tshego Mohlala.

2. VOX TELECOMMUNICATIONS (PTY) LTD 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%	35.18%	4.00
Exercisable Black Women Voting Rights		2.00	10.00%	15.30%	2.00
Economic interest - black people		4.00	30.00%	33.79%	4.00
Economic interest - black women		2.00	10.00%	14.56%	2.00
Economic interest - Black Designated Groups & ESOPs, Broad-based Schemes / Co-ops		3.00	3.00%	13.17%	3.00
Ownership by Black New Entrants		2.00	2.00%	18.48%	2.00
Net Equity Value		8.00	formula	1.00	8.00
Management and Control	3.2				10.52
Exercisable Voting Rights of Black Board Members		3.00	50.00%	25.00%	1.50
Exercisable Voting Rights of Black Women Board Members		2.00	25.00%	0.00%	0.00
Black Exec. Directors as a % of all Exec. Directors		2.00	50.00%	0.00%	0.00
Black Women Exec. Directors as a % of all Exec. Directors		1.00	25.00%	0.00%	0.00
Black Exec. Management as a % of all Executive Management		3.00	60.00%	100.00%	3.00
Black Women Exec. Management as a % of all Executive Management		2.00	30.00%	100.00%	2.00
Black employees in Senior Management		2.00	60.00%	7.17%	0.24
Black Women employees in Senior Management		1.00	30.00%	3.01%	0.10
Black employees in Middle Management		2.00	75.00%	19.46%	0.52
Black Women employees in Middle Management		1.00	38.00%	6.16%	0.16
Black employees in Junior Management		1.00	88.00%	45.71%	0.52
Black Women employees in Junior Management		1.00	44.00%	21.23%	0.48
Black disabled employees		2.00	2.00%	2.03%	2.00
Skills Development	3.3				13.39
Expenditure on Learning Programmes for black people		8.00	6.00%	2.10%	2.80
Expenditure on Learning Programmes for disabled black employees		4.00	0.30%	0.41%	4.00
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%	1.62%	2.59
Number of black people absorbed at the end of Learnerships, Apprenticeships and Internships		5.00	100.00%	0.00%	0.00

Enterprise and Supplier Development	3.4				40.25
BEE Procurement Spend with Empowering Suppliers		5.00	80.00%	87.94%	5.00
Procurement Spend with Empowering Suppliers qualifying as QSEs		3.00	15.00%	1.78%	0.36
Procurement Spend with suppliers qualifying as EMEs		4.00	15.00%	3.50%	0.93
BEE Procurement Spend with Empowering Suppliers Min 51% black owned		9.00	40.00%	8.64%	1.94
Procurement Spend with Empowering Suppliers Min 30% black women owned		4.00	12.00%	6.07%	2.02
B-BBEE Procurement with Designated Group suppliers Min 51% black owned		2.00	2.00%	2.10%	2.00
Supplier Development contributions		10.00	2.00%	5.15%	10.00
Enterprise Development contributions and Sector specific Programmes		15.00	3.00%	5.10%	15.00
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%	7.59%	12.00
Total					101.16

3. CONCLUSION

- 3.1. Vox Telecommunications (Pty) Ltd achieved a BEE score of 101.16 Points.
- 3.2. Based on this score, Vox Telecommunications (Pty) Ltd is a Level Four (4) Contributor to BEE.
- 3.3. Accordingly, Vox Telecommunications (Pty) Ltd received a BEE Recognition Level of 100%.

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%