SWORN AFFIDAVIT
B-BBEE EXEMPTED MICRO ENTERPRISE - GENERAL

I, the undersigned,

Full Name & Surname	*Peter Venter*
Identity Number	*6211215022085*

Hereby declare under oath as follows:

1. *The contents of this statement are to the best of my knowledge a true reflection of the facts.*
2. *I am a Director of the following enterprise and am duly authorised to act on its behalf:*

Enterprise Name:	*Tower Talent Specialists (Pty) Ltd*
Trading Name (If Applicable):	*Tower Group*
Registration Number:	*2014/055623/07*
Enterprise Physical Address:	*C/o We Work 173 Oxford Road, Rosebank 2196*
Type of Entity (CC, (Pty) Ltd, Sole Prop etc.):	*(Pty) Ltd*
Nature of Business:	*General Business Services*
Definition of "Black People"	*As per the Broad-Based Black Economic Empowerment Act 53 of 2003 as Amended by Act No 46 of 2013 "Black People" is a generic term which means:* *African, Coloured or Indian persons –* *(a) who are citizens of the Republic of South Africa by birth or descent; or* *(b) who became citizens of the Republic of South Africa by (i) naturalisation before 27 April 1994; or (ii) on or after 27 April 1994 and who would have been entitled to acquire citizenship by naturalisation prior to that date;"*
Definition of "Black Designated Groups"	*"Black Designated Groups means:* *(a) Unemployed black people not attending and not required by law to attend an educational institution and not awaiting admission to an educational institution;* *(b) Black people who are youth as defined in the National Youth Commission Act of 1996;* *(c) Black people who are persons with disabilities as defined in the Code of Good Practice on employment of people with disabilities issued under the Employment Equity Act;* *(d) Black people living in rural and under-developed areas;* *(e) Black military veterans who qualify to be called a military veteran in terms of the Military Veterans Act 18 of 2011;"*

3. *I hereby declare under Oath that:*

- *The Enterprise is* **26% Black Owned** *using the flow-through principle as per Amended Code Series 100 of the Amended Codes of Good Practice issued under section 9 (1) of B-BBEE Act No 53 of 2003 as Amended by Act No 46 of 2013,*
- *The Enterprise is* **26% Black Female Owned** *as per Amended Code Series 100 of the Amended Codes of Good Practice issued under section 9 (1) of B-BBEE Act No 53 of 2003 as Amended by Act No 46 of 2013,*
- *The Enterprise is* **10% Black Designated Group Owned** *as per Amended Code Series 100 of the Amended Codes of Good Practice issued under section 9 (1) of B-BBEE Act No 53 of 2003 as Amended by Act No 46 of 2013,*
- *Black Designated Group Owned % Breakdown as per the definition stated above:*
  - **Black Youth % = 8%**
  - **Black Disabled % = 2%**
  - *Black Unemployed % = 0%*
  - *Black People living in Rural areas % = 0%*
  - *Black Military Veterans % = 0%*

- *Based on the Financial Statements and other information available on the latest financial year-end of* **28 February 2025,** *the annual Total Revenue was R10,000,000.00 (Ten Million Rands) or less based on the Enterprise status of being a Start-Up Enterprise.*
- *Please confirm on the below table the B-BBEE Level contributor,* **by ticking the applicable box:**

100% Black Owned	*Level One (135% B-BBEE procurement recognition level)*	
At least 51% Black Owned	*Level Two (125% B-BBEE procurement recognition level)*	
Less than 51% Black Owned	**Level Four** *(100% B-BBEE procurement recognition level)*	X

4. *I know and understand the contents of this affidavit and I have no objection to take the prescribed oath and consider the oath binding on my conscience and on the Owners of the Enterprise which I represent in this matter.*

5. *The sworn affidavit will be valid for a period of 12 months from the date signed by the Commissioner.*

Deponent Signature: _____

Date: 25/11/2025

_____

Commissioner of Oaths
Signature & Stamp

Date: 25/11/2025

ANNIKE STEYN
Commissioner of Oaths
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