



BEE TRANSFORMATION SOLUTIONS (PTY) LTD
TEL NR: 063 336 6349
ADDRESS: MIDLANDS OFFICE PARK WEST, 1ST FLOOR,
MOUNT QUARY DRIVE, MIDLANDS ESTATE, MIDSTREAM 1692



The Managing Director

BTS26/08/08GEN

HUGE GROUP LIMITED

Dear Sir/Madam

BEE -verification: **HUGE GROUP LIMITED**

Attached please find the Verification Scorecard compiled by the assigned Verification Team and validated by the Technical Signatory in respect of the B-BBEE-status of your business for your perusal.

You have the right to appeal regarding any of the validated scores on the Scorecard and/or statements, findings, and conclusions in the Verification Scorecard within 10 working days from date of receipt of your e-mailed B-BBEE Certificate.

Kind regards,



Technical Signatory
Antoinette Groenewald



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VERIFICATION REPORT AND SCORECARD OF HUGE GROUP LIMITED

Registration nr:	2006/023587/06
VAT – Registration:	4390253955
Physical address:	Unit 23 1 Melrose Boulevard Melrose Arch Johannesburg 2076
Normative document used:	Broad Based Black Economic Empowerment Act, 2003 (Act 53 of 2003) and the concomitant Codes of Good Practice published in the Government Gazette on 9 February 2007 and the Amended ICT Sector Codes as published on the 7 November 2016.
Scorecard:	ICT Generic Scorecard
Status of this report:	Final Report
Date of Verification Report:	03 September 2026
Measurement Period:	1 March 2025 – 28 February 2026
Verification Team Leader:	Carla Badenhorst
Verification Analyst:	Antoinette Groenewald



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INTRODUCTION:

This Report and Scorecard is the result of an independent, objective, and impartial verification of the BBBEE-initiatives undertaken by the Measured Entity.

The Measured Entity was assessed in terms of the Broad Based Black Economic Empowerment Act, 2003 (Act 53 of 2003) and the concomitant Codes of Good Practice as have been published in the Government Gazette on 07 November 2017. Therefore, this report was based on, and compiled within the framework of the said Act and Codes of Good Practice.

The Measured Entity has been assessed in terms of the following Elements:

No claim

The report was compiled by Carla Badenhorst who acted as the appointed Team Leader for the Verification Team assigned to conduct the verification and rating of the Measured Entity.



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OWNERSHIP:

Indicator & Description	Weighting Points	Compliance Target	Actual Level	Sub Total	Total
2.1. Voting Rights					
2.1.1 Exercisable Voting Rights in the Entity in the hands of Black People	4	30%	0.00%	0.00	0.00
2.1.2 Exercisable voting rights in the Entity in the hands of Black Women	2	10%	0.00%	0.00	0.00
2.2 Economic Interest					
2.2.1 Economic Interest in the Entity to which Black People are entitled	4	30%	0.00%	0.00	0.00
2.2.2 Economic Interest in the Entity to which Black Women are entitled	2	10%	0.00%	0.00	0.00
2.2.3 Economic Interest of any of the following Black Natural People in the Measured Entity					
2.2.3.1 Black Designated Groups 2.2.3.2 Black Participants in Employee Share Ownership Programmes 2.2.3.3 Black People in Broad-Based Ownership Schemes 2.2.3.4 Black Participants in Co-Operatives	3	3%	0.00%	0.00	0.00
2.4 New Entrants	2	2%	0.00%	0.00	0.00
2.3. Realisation Points					
2.3.1 Net Value	8	ann c	0.00%	0.00	0.00
OWNERSHIP TOTAL: 25					

MANAGEMENT CONTROL:

Indicator & Description	Weighting Points	Compliance Target	Actual Level	Sub Total	Total
2.1. Board Participation:					
2.1.1 Exercisable voting rights of black board members as a percentage of all board members	3	50%	0.00%	0.00	0.00
2.1.2 Exercisable voting rights of black female board members as a percentage of all board members	2	25%	0.00%	0.00	0.00
2.1.3 Black Executive Directors as a Percentage of all Executive Directors.	2	50%	0.00%	0.00	0.00
2.1.4 Black Female Executive Directors as Percentage of all Executive Directors	1	25%	0.00%	0.00	0.00
2.2. Other Executive Management:	3	60%	0.00%	0.00	0.00



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2.2.1 Black Executive Management as a percentage of all Executive Directors					
2.2.2 Black Female Executive Management as a percentage of all Executive Directors	2	30%	0.00%	0.00	0.00
2.3. Senior Management:					
2.3.1 Black Employees in Senior Management as a Percentage of all Senior Management	2	60%	0.00%	0.00	0.00
2.3.2 Black Female Employees in Senior Management as a percentage of all Senior Management	1	30%	0.00%	0.00	0.00
2.4. Middle Management:					
2.4.1 Black Employees in Middle Management as a Percentage of all Middle Management	2	75%	0.00%	0.00	0.00
2.4.2 Black Female Employees in Middle Management as a percentage of all Middle Management	1	38%	0.00%	0.00	0.00
2.5. Junior Management:					
2.5.1 Black Employees in Junior Management as a Percentage of all Junior Management	1	88%	0.00%	0.00	0.00
2.5.2 Black Female Employees in Junior Management as a percentage of all Junior Management	1	44%	0.00%	0.00	0.00
2.6. Employees with Disabilities:					
2.5.1 Black Employees in Disabilities as a percentage of all employees	2	2%	0.00%	0.00	0.00
MANAGEMENT CONTROL TOTAL					0.00

SKILLS DEVELOPMENT:

Indicator & Description	Weighting Points	Compliance Target	Actual Level	Sub Total	Total
2.1.1. Skills Development Expenditure on any program specified in the Learning Programme Matrix for Black People as a percentage of the Leviable Amount:					
2.1.1.1 Skills development Expenditure on Learning Programmes specified in the Learning Programme Matrix for Black People as a percentage of Leviable Amount.	8	6%	0.00%	0.00	0.00
2.1.1.2 Skills development Expenditure on Learning Programmes specified in the Learning Programme Matrix for Black	4	0,3%	0.00%	0.00	0.00



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Employees with disabilities as a percentage of Leviable Amount.					
2.1.2 Learnerships, Apprenticeships and Internships					
2.1.2.1 Number of Black People participating in Learnerships, Apprenticeships and Internships as a percentage of total employees	4	2.5%	0.00%	0.00	0.00
2.1.2.2 Number of Black Unemployed People participating in training specified in the learning programme matrix as a percentage of number of employees	4	2.5%	0.00%	0.00	0.00
Bonus Points:					
2.1.3 Number of Black People absorbed by the Measured and Industry Entity at the end of the Learnerships programme	5	100%	0.00%	0.00	0.00
SKILLS DEVELOPMENT TOTAL					0.00

ENTERPRISE & SUPPLIER DEVELOPMENT:

Indicator & Description	Weighting Points	Compliance Target	Actual Level	Sub Total	Total
2.1 Preferential Procurement					
2.1.1 B-BBEE Procurement Spend from all Empowered suppliers based on the B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend (TMPS)	5	80%	0.00%	0.00	0.00
2.1.2 B-BBEE Procurement Spend from all Empowered Suppliers that are Qualifying Small Enterprises (QSE's) based on the applicable BBEE Procurement Recognition Levels as percentage of Total Measured Procurement Spend (TMPS)	3	15%	0.00%	0.00	0.00
2.1.3 B-BBEE Procurement Spend from all Empowered Exempted Micro Enterprises based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend (TMPS)	4	15%	0.00%	0.00	0.00



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2.1.4 B-BBEE Procurement Spend from all Empowering Suppliers that are at least 51% Black Owned based on the applicable BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend (TMPS)	9	40%	0.00%	0.00	0.00
2.1.5 B-BBEE Procurement Spend from all Empowering Suppliers that are at least 30% Black Women Owned based on the applicable B-BBEE Procurement Recognition Levels as a percentage of Total Measured Procurement Spend (TMPS)	4	12%	0.00%	0.00	0.00
Bonus Points:					
BBEE Procurement Spend from Designated Group Suppliers that are at least 51% Black Owned	2	2%	0.00%	0.00	0.00
2.2 Supplier Development 2.2.1 Annual Value of all Supplier Development Contributions made by the Measured Entity as a percentage of the Target	10	2% of NPAT	0.00%	0.00	0.00
2.3 Enterprise Development 2.3.1 Annual Value of Enterprise Development and Sector Specific Programmes made by the Measured Entity as percentage of the target for Black owned companies	15	3% NPAT	0.00%	0.00	0.00
2.4 Bonus Points					
2.4.1 Bonus points for graduation of one or more Enterprise Development beneficiaries to graduate to the Supplier Development Level	1		0.00%	0.00	0.00
2.4.2 Bonus points for creating new jobs (up to 10% of the workforce) directly as a result of Supplier Development and Enterprise Development initiatives by the measured OR	1		0.00%	0.00	0.00
2.4.3 Bonus points for creating new jobs (11% or more of the workforce) directly as a result of Supplier Development and Enterprise Development initiatives by the measured	2		0.00%	0.00	0.00
ENTERPRISE & SUPPLIER DEVELOPMENT TOTAL					0.00



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SOCIO -ECONOMIC DEVELOPMENT:

Indicator & Criteria	Weighting Points	Compliance Target	Actual Level	Sub Total	Total
Average annual value of all socio - economic development contributions by the measured entity as a percentage of the target	12	1.5% of NPAT	0.00%	0.00	0.00
SOCIO - ECONOMIC DEVELOPMENT TOTAL					0.00

RECOMMENDED STATUS

The recommended BEE-status level of the Measured Entity is: **NON-COMPLIANT**

Does the Discounting Principle Apply: **NO**

And the overall recommended B-BBEE Procurement Recognition level is **0%**.

Empowering Supplier Status - **YES**