

## B-BBEE VERIFICATION REPORT

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### AMENDED FINANCIAL SECTOR GENERIC SCORECARD: OTHER INSTITUTIONS

<b>Measured Entity</b>	Old Mutual Investments	<b>Issue Date</b>	11 May 2022
<b>Registration Number</b>	2008/026974/07	<b>Certificate Number</b>	OLD009930 - REV8

BEE Elements	Weighting	Indicators	Indicator Weighting	Compliance Target	Actual %	Score	Total Score	
Equity Ownership	25	Exercisable Voting Rights in the Measured Entity in the hands of Black People	4	25% + 1 vote	39.62%	4.00	22.79	
		Exercisable Voting Rights in the Measured Entity in the hands of Black Women	2	10.00%	20.46%	2.00		
		Economic Interest in the Enterprise to which Black People are entitled	4	25.00%	28.94%	4.00		
		Economic Interest in the Enterprise to which Black Women are entitled	2	10.00%	14.43%	2.00		
		Economic Interest of any of the following Black natural people in the Measured Entity - <b>Black Designated Groups:</b>	3	- Black Designated Groups (Black Youth)	3.0%	3.35%		3.00
		- Black Designated Groups (Black Disabled)		(0.73%)				
		- Black Designated Groups (Black Unemployed)		(0%)				
		- Black Designated Groups (Rural or Under-Developed Area)		(0.01%)				
		- Black Designated Groups (Black Military Veterans)		(0%)				
		Black participants in Employee Share Ownership Programs (ESOPs)		2.86%				
Black participants in Broad-Based Ownership Schemes (BBOS)		0.00%						
Black participants in co-operatives		0.00%						
New Entrants (Economic Interest of Black New Entrants)	2	2.0%	2.66%	2.00				
Net Value	8	As defined		5.79				
<b>Bonus:</b> Direct or Indirect Ownership in excess of 15%		N/A	N/A	N/A				
<b>Bonus:</b> Economic Interest and Voting Rights above 32.5%		N/A	N/A	N/A				
Management Control	20	Exercisable Voting Rights of Black Board members as a percentage of all board members	1.0	50%	57.14%	1.00	16.43	
		Exercisable Voting Rights of Black Female Board members as a percentage of all board members	1.0	25%	28.57%	1.00		
		Black Executive Directors as a percentage of all executive directors	2.0	50%	50.00%	2.00		
		Black Female Executive Directors as a percentage of all executive directors	1.0	25%	0.00%	0.00		
		Black Other Executive Management as a percentage of all Other Executive Management	2.0	60%	50.00%	1.67		
		Black Other Female Executive Management as a percentage of all Other Executive Management	1.0	30%	25.00%	0.83		
		Black employees in Senior Management as a percentage of all Senior Management	2.0	60%	51.05%	1.70		
		Black Female employees in Senior Management as a percentage of all Senior Management	1.0	30%	23.08%	0.77		
		African employees in Senior Management as a percentage of all Senior Management	1.0	EAP%	13.29%	0.47		
		Black employees in Middle Management as a percentage of all Middle Managers	2.0	75%	76.05%	2.00		
		Black female employees in Middle Management as a percentage of all Middle Managers	1.0	38%	37.39%	0.98		
		African Middle Managers as a percentage of all Middle Managers	1.0	EAP%	23.53%	0.67		
		Black employees in Junior Management as a percentage of all such employees	1.0	88%	81.61%	0.93		
		Black female employees in Junior Management as a percentage of all Junior Managers	1.0	44%	59.20%	1.00		
African Junior Managers as a percentage of all Junior Managers	1.0	EAP%	26.44%	0.64				
Black employees with disabilities as a percentage of all employees	1.0	2%	1.54%	0.77				
Skills Development	20	<b>Senior &amp; Exec Management:</b>					17.04	
		Skills Development spend for Black Senior & Executive Managers as a percentage of the Leivable Amount applicable to this level	1.0	2.0%	1.15%	0.57		
		Skills Development spend for Black Women Senior & Executive Managers as a percentage of the Leivable Amount applicable to this level	0.5	1.0%	0.53%	0.26		
		Skills Development spend for African Senior and Executive Managers as a percentage of the Leivable Amount applicable to this level	0.5	EAP%	0.12%	0.06		
		<b>Middle Management:</b>						
		Skills Development spend for Black Middle Managers as a percentage of the Leivable Amount applicable to this level	1.0	3.0%	2.56%	0.85		
		Skills Development spend for Black Women Middle Managers as a percentage of the Leivable Amount applicable to this level	0.5	1.5%	1.28%	0.43		
		Skills Development spend for African Middle Managers as a percentage of the Leivable Amount applicable to this level	0.5	EAP%	0.74%	0.26		
		<b>Junior Management:</b>						
		Skills Development spend for Black Junior Managers as a percentage of the Leivable Amount applicable to this level	1.0	5.0%	6.01%	1.00		
		Skills Development spend for Black Women Junior Managers as a percentage of the Leivable Amount applicable to this level	1.0	2.5%	2.64%	1.00		
		Skills Development spend for African Junior Managers as a percentage of the Leivable Amount applicable to this level	1.0	EAP%	3.31%	1.00		
		<b>Black non-management staff:</b>						
		Skills Development spend for Black non-management staff as a percentage of the Leivable Amount applicable to this level	2.0	8.0%	6.45%	1.61		
		Skills Development spend for Black Women non-management staff as a percentage of the Leivable Amount applicable to this level	1.0	4.00%	6.45%	1.00		
		Skills Development spend for African Non-Management staff as a percentage of the Leivable Amount applicable to this level	1.0	EAP%	5.34%	1.00		
<b>Black Unemployed People:</b>								
Skills Development spend for black unemployed people as a percentage of the Leivable Amount	4.0	1.50%	0.22%	0.59				
<b>Black Disabled People:</b>								
Skills Development spend for Black people with disabilities as a percentage of the Leivable Amount	1.0	0.30%	0.12%	0.41				
<b>Learnerships, Internships, Apprenticeships:</b>								
Number of Black People participating in learnerships, internships and apprenticeships as a percentage of total employees	4.0	5.0%	6.00%	4.00				
Bonus: Number of unemployed black people absorbed by the Measured Entity/Industry at the end of the learnership program	3.0	100.0%	100.00%	3.00				

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BEE Elements	Weighting	Indicators	Indicator Weighting	Compliance Target	Actual %	Score	Total Score
Procurement, Enterprise & Supplier Development	20	<b>Preferential Procurement</b> B-BBEE Procurement Spend from all Empowering Suppliers based on the B-BBEE recognition levels as a percentage of Total Measured Procurement Spend	5.0	80.0%	84.72%	5.00	14.77
		B-BBEE Procurement Spend from Empowering Suppliers who are QSEs based on the applicable B-BBEE recognition levels as a percentage of Total Measured Procurement Spend	3.0	18%	9.83%	1.64	
		B-BBEE Procurement Spend from Empowering Suppliers who are EMEs based on the applicable B-BBEE recognition levels as a percentage of Total Measured Procurement Spend	2.0	12%	5.47%	0.91	
		B-BBEE Procurement Spend from Empowering Suppliers who are at least 51% Black Owned based on the applicable B-BBEE recognition levels as a percentage of Total Measured Procurement Spend	7.0	30%	13.52%	3.15	
		B-BBEE Procurement Spend from Empowering Suppliers who are at least 30% Black Women Owned based on the applicable B-BBEE recognition levels as a percentage of Total Measured Procurement Spend	3.0	10%	6.72%	2.02	
		<b>Bonus:</b> B-BBEE Procurement Spend from black stockbrokers, black fund managers and intermediaries who are Empowering Suppliers based on the B-BBEE recognition levels as a percentage of total value of all trade allocated	2.0	5%	50.68%	2.00	
		<b>Bonus:</b> B-BBEE Procurement Spend from designated group suppliers who are at least 51% Black Owned	2.0	2%	0.05%	0.05	
	15	Annual value of all Supplier Development Contributions as a percentage of the target	10	2.00% of NPAT	5.72%	10.00	19.00
		Annual value of Enterprise Development Contributions and Sector Specific Programmes as a percentage of the target	5	1.00% of NPAT	3.09%	5.00	
		<b>Bonus point</b> for graduation of an Enterprise Development beneficiary to Supplier Development level	1	Yes	Yes	1.00	
		<b>Bonus point</b> for creating jobs directly as a result of Supplier or Enterprise Development initiatives	1	Yes	Yes	1.00	
		<b>Bonus Points</b> for Enterprise Development support of black stockbrokers, black fund managers or intermediaries	2	0.50% of NPAT	0.50%	2.00	
Socio-Economic Development & Consumer Education	5	Annual value of all Qualifying Socio-Economic Development Contributions by the Measured Entity as a percentage of Net Profit After Tax (NPAT)	3	0.60% of NPAT	0.70%	3.00	8.00
		Annual value of all Consumer Education Contributions by the Measured Entity as a percentage of Net Profit After Tax (NPAT)	2	0.40% of NPAT	0.89%	2.00	
		<b>Bonus Points</b> Additional CE contributions made by the Measured Entity as a percentage of NPAT	1	0.10%	0.49%	1.00	
		Grant contributions to Fundisa Retail Fund	2	0.20%	0.20%	2.00	
Empowerment Financing	N/A	N/A	N/A				N/A
		N/A					
Access to Financial Services	N/A						N/A

**TOTAL SCORE** 98.03

**TOTAL AVAILABLE POINTS** 105.00

**LEVEL BEFORE PRIORITY ELEMENTS CHECKED** Level 1 Contributor

**LEVEL AFTER PRIORITY ELEMENTS CHECKED** Level 1 Contributor

**ADDITIONAL LEVEL AND POINTS FOR QUALIFYING Y.E.S EMPLOYERS** + 0 LEVELS + 0 POINTS

**ANY FURTHER DISCOUNTING APPLIED** No

**FINAL SCORE** 98.03

**FINAL STATUS AWARDED** Level One Contributor

**% RECOGNITION** 135%

#### Broad-Based BEE Status Categories

B-BBEE Status	Codes "% Qualification"	Actual Points Required (lower threshold)	B-BBEE Recognition Level
Level One Contributor	>=100/111	95.00	135% Recognition
Level Two Contributor	>=95/111 but <100/111	90.00	125% Recognition
Level Three Contributor	>=90/111 but <95/111	85.00	110% Recognition
Level Four Contributor	>=80/111 but <90/111	76.00	100% Recognition
Level Five Contributor	>=75/111 but <80/111	71.00	80% Recognition
Level Six Contributor	>=70/111 but <75/111	66.00	60% Recognition
Level Seven Contributor	>=55/111 but <70/111	52.00	50% Recognition
Level Eight Contributor	>=40/111 but <55/111	38.00	10% Recognition
Non-Compliant Contributor	<40/111	0.00	0% Recognition

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