

AMENDED FINANCIAL SECTOR GENERIC SCORECARD: OTHER INSTITUTIONS

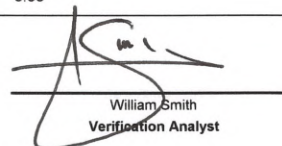
Measured Entity	Old Mutual Investment Group Holdings		Issue Date	30 April 2019			
Registration Number	2008/026974/07		Certificate Number	OLD009930 - REV5			
BEE Elements	Weighting	Indicators	Indicator Weighting	Compliance Target	Actual %	Score	Total Score
Equity Ownership	25	Exercisable Voting Rights in the Measured Entity in the hands of Black People	4	25% + 1 vote	33.88%	4.00	20.28
		Exercisable Voting Rights in the Measured Entity in the hands of Black Women	2	10.00%	15.18%	2.00	
		Economic Interest in the Enterprise to which Black People are entitled	4	25.00%	22.84%	3.65	
		Economic Interest in the Enterprise to which Black Women are entitled	2	10.00%	11.07%	2.00	
		Economic Interest in the hands of Black Designated Groups			2.50%		
		Economic Interest in the hands of Black participants in Employee Share Ownership Programs (ESOPs), Broad-Based Ownership Schemes (BBOS) and co-operatives	3	3.0%	2.78%	3.00	
		New Entrants (Economic Interest of Black New Entrants)	2	2.0%	1.78%	1.78	
		Net Value	8	As defined		3.85	
		Bonus: Direct or Indirect Ownership in excess of 15%	N/A	N/A	0.00%	0.00	
		Bonus: Economic Interest and Voting Rights above 32.5%	N/A	N/A		0.00	
Management Control	20	Exercisable Voting Rights of Black Board members as a percentage of all board members	1.0	50%	40.00%	0.80	14.47
		Exercisable Voting Rights of Black Female Board members as a percentage of all board members	1.0	25%	20.00%	0.80	
		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%	40.00%	1.33	
		Black Other Female Executive Management as a percentage of all Other Executive Management	1.0	30%	20.00%	0.67	
		Black employees in Senior Management as a percentage of all Senior Management	2.0	60%	44.38%	1.48	
		Black Female employees in Senior Management as a percentage of all Senior Management	1.0	30%	18.13%	0.60	
		African employees in Senior Management as a percentage of all Senior Management	1.0	EAP%	8.13%	0.30	
		Black employees in Middle Management as a percentage of all Middle Managers	2.0	75%	73.60%	1.96	
		Black female employees in Middle Management as a percentage of all Middle Managers	1.0	38%	38.07%	1.00	
		African Middle Managers as a percentage of all Middle Managers	1.0	EAP%	15.23%	0.46	
		Black employees in Junior Management as a percentage of all such employees	1.0	88%	80.35%	0.91	
		Black female employees in Junior Management as a percentage of all Junior Managers	1.0	44%	54.34%	1.00	
		African Junior Managers as a percentage of all Junior Managers	1.0	EAP%	24.86%	0.63	
		Black employees with disabilities as a percentage of all employees	1.0	2%	1.06%	0.53	
Skills Development	20	Senior & Exec Management:					14.94
		Skills Development spend for Black Senior & Executive Managers as a percentage of the Leviable Amount applicable to this level	1.0	2.0%	0.31%	0.16	
		Skills Development spend for Black Women Senior & Executive Managers as a percentage of the Leviable Amount applicable to this level	0.5	1.0%	0.12%	0.06	
		Skills Development spend for African Senior and Executive Managers as a percentage of the Leviable Amount applicable to this level	0.5	EAP%	0.07%	0.04	
		Middle Management:					
		Skills Development spend for Black Middle Managers as a percentage of the Leviable Amount applicable to this level	1.0	3.0%	2.91%	0.97	
		Skills Development spend for Black Women Middle Managers as a percentage of the Leviable Amount applicable to this level	0.5	1.5%	1.68%	0.50	
		Skills Development spend for African Middle Managers as a percentage of the Leviable Amount applicable to this level	0.5	EAP%	0.47%	0.17	
		Junior Management:					
		Skills Development spend for Black Junior Managers as a percentage of the Leviable Amount applicable to this level	1.0	5.0%	7.87%	1.00	
		Skills Development spend for Black Women Junior Managers as a percentage of the Leviable Amount applicable to this level	1.0	2.5%	5.30%	1.00	
		Skills Development spend for African Junior Managers as a percentage of the Leviable Amount applicable to this level	1.0	EAP%	3.87%	1.00	
		Black People and non-management staff:					
		Skills Development spend for Black People and non-management staff as a percentage of the Leviable Amount applicable to this level	2.0	8.0%	5.49%	1.37	
		Skills Development spend for Black Women and non-management staff as a percentage of the Leviable Amount applicable to this level	1.0	4.00%	5.29%	1.00	
		Skills Development spend for African Non-Management staff as a percentage of the Leviable Amount applicable to this level	1.0	EAP%	1.95%	0.55	
Black Unemployed People:							
Skills Development spend for black unemployed people as a percentage of the Leviable Amount	4.0	1.50%	0.03%	0.07			
Black Disabled People:							
Skills Development spend for Black employees with disabilities as a percentage of the Leviable Amount	1.0	0.30%	0.01%	0.05			
Learnerships, Internships, Apprenticeships:							
Number of Black People participating in learnerships, internships and apprenticeships as a percentage of total employees	4.0	5.0%	7.39%	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
Preferential Procurement	20	Preferential Procurement 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	75.0%	81.91%	5.00	20.19
		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	14%	12.91%	2.77	
		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	8%	6.21%	1.55	
		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	20%	14.71%	5.15	
		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	9%	24.34%	3.00	
		Bonus: 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%	80.81%	2.00	
		Bonus: B-BBEE Procurement Spend from designated group suppliers who are at least 51% Black Owned	2.0	2%	0.72%	0.72	
Enterprise & Supplier Development	15	Annual value of all Supplier Development Contributions as a percentage of the target	10	2.00% of NPAT	3.87%	10.00	18.00
		Annual value of Enterprise Development Contributions and Sector Specific Programmes as a percentage of the target	5	1.00% of NPAT	2.00%	5.00	
		Bonus point for graduation of an Enterprise Development beneficiary to Supplier Development level	1	Yes	No	0.00	
		Bonus point for creating jobs directly as a result of Supplier or Enterprise Development initiatives	1	Yes	Yes	1.00	
		Bonus Points for Enterprise Development support of black stockbrokers, black fund managers or intermediaries	2	0.50% of NPAT	0.52%	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	0.69%	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	0.91%	2.00	
		Bonus Points Additional CE contributions made by the Measured Entity as a percentage of NPAT	1	0.10%	0.51%	1.00	
		Grant contributions to Fundisa Retail Fund	2	0.20%	0.21%	2.00	
TOTAL SCORE							95.88
TOTAL AVAILABLE POINTS							105.00
LEVEL BEFORE PRIORITY ELEMENTS CHECKED					Level	2	Contributor
LEVEL AFTER PRIORITY ELEMENTS CHECKED					Level	2	Contributor
ADDITIONAL LEVEL AND POINTS FOR QUALIFYING Y					+ 0 LEVELS + 0 POINTS		
FINAL SCORE							95.88
FINAL STATUS AWARDED							Level Two Contributor
% RECOGNITION							125%

Broad-Based BEE Status Categories

B-BBEE Status	Codes "% Qualification"	Actual Points Required (lower threshold)	B-BBEE Recognition Level
Level One Contributor	>=100/109	96.33	135% Recognition
Level Two Contributor	>=95/109 but <100/109	91.51	125% Recognition
Level Three Contributor	>=90/109 but <95/109	86.70	110% Recognition
Level Four Contributor	>=80/109 but <90/109	77.06	100% Recognition
Level Five Contributor	>=75/109 but <80/109	72.25	80% Recognition
Level Six Contributor	>=70/109 but <75/109	67.43	60% Recognition
Level Seven Contributor	>=55/109 but <70/109	52.98	50% Recognition
Level Eight Contributor	>=40/109 but <55/109	38.53	10% Recognition
Non-Compliant Contributor	<40/109	0.00	0% Recognition


 William Smith
 Verification Analyst


 Lindsay Orange
 Technical Signatory