

B-BBEE VERIFICATION REPORT

AMENDED FINANCIAL SECTOR GENERIC SCORECARD: OTHER INSTITUTIONS

Measured Entity	Aon Reinsurance Solutions		Issue Date	17 June 2025			
Registration Number	1964/006190/07		Certificate Number	ARS011078 - REV2			
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	27.17%	4.00	25.00
		Exercisable Voting Rights in the Measured Entity in the hands of Black Women	2	10.00%	11.17%	2.00	
		Economic Interest in the Enterprise to which Black People are entitled	4	25.00%	27.17%	4.00	
		Economic Interest in the Enterprise to which Black Women are entitled	2	10.00%	11.17%	2.00	
		Economic Interest of any of the following Black natural people in the Measured Entity - Black Designated Groups : - Black Designated Groups (Black Youth) - Black Designated Groups (Black Disabled) - Black Designated Groups (Black Unemployed) - Black Designated Groups (Rural or Under-Developed Area) - Black Designated Groups (Black Military Veterans) Black participants in Employee Share Ownership Programs (ESOPs) Black participants in Broad-Based Ownership Schemes (BBOS) Black participants in co-operatives	3	3.0%	6.50% (0%) (0%) (0%) (0%) (0%) 0.00% 0.00% 0.00%	3.00	
		New Entrants (Economic Interest of Black New Entrants)	2	2.0%	27.17%	2.00	
		Net Value	8	As defined		8.00	
		Bonus: Direct or Indirect Ownership in excess of 15%	N/A	N/A	N/A	N/A	
		Bonus: Economic Interest and Voting Rights above 32.5%	N/A	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%	28.58%	0.57	8.46
		Exercisable Voting Rights of Black Female Board members as a percentage of all board members	1.0	25%	0.00%	0.00	
		Black Executive Directors as a percentage of all executive directors	2.0	50%	0.00%	0.00	
		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%	0.00%	0.00	
		Black Other Female Executive Management as a percentage of all Other Executive Management	1.0	30%	0.00%	0.00	
		Black employees in Senior Management as a percentage of all Senior Management	2.0	60%	25.00%	0.83	
		Black Female employees in Senior Management as a percentage of all Senior Management	1.0	30%	0.00%	0.00	
		African employees in Senior Management as a percentage of all Senior Management	1.0	EAP%	0.00%	0.00	
		Black employees in Middle Management as a percentage of all Middle Managers	2.0	75%	66.67%	1.78	
		Black female employees in Middle Management as a percentage of all Middle Managers	1.0	38%	44.44%	1.00	
		African Middle Managers as a percentage of all Middle Managers	1.0	EAP%	38.89%	0.55	
		Black employees in Junior Management as a percentage of all such employees	1.0	88%	79.31%	0.90	
		Black female employees in Junior Management as a percentage of all Junior Managers	1.0	44%	44.83%	1.00	
		African Junior Managers as a percentage of all Junior Managers	1.0	EAP%	68.97%	0.83	
		Black employees with disabilities as a percentage of all employees	1.0	2%	2.56%	1.00	
Skills Development	20	Senior & Exec Management: Skills Development spend for Black Senior & Executive Managers as a percentage of the Leviable Amount applicable to this level	1.0	2.0%	0.09%	0.04	16.32
		Skills Development spend for Black Women Senior & Executive Managers as a percentage of the Leviable Amount applicable to this level	0.5	1.0%	0.00%	0.00	
		Skills Development spend for African Senior and Executive Managers as a percentage of the Leviable Amount applicable to this level	0.5	EAP%	0.00%	0.00	
		Middle Management: Skills Development spend for Black Middle Managers as a percentage of the Leviable Amount applicable to this level	1.0	3.0%	2.77%	0.92	
		Skills Development spend for Black Women Middle Managers as a percentage of the Leviable Amount applicable to this level	0.5	1.5%	1.70%	0.50	
		Skills Development spend for African Middle Managers as a percentage of the Leviable Amount applicable to this level	0.5	EAP%	1.60%	0.28	
		Junior Management: Skills Development spend for Black Junior Managers as a percentage of the Leviable Amount applicable to this level	1.0	5.0%	8.04%	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%	5.11%	1.00	
		Skills Development spend for African Junior Managers as a percentage of the Leviable Amount applicable to this level	1.0	EAP%	7.25%	1.00	
		Black non-management staff: Skills Development spend for Black non-management staff as a percentage of the Leviable Amount applicable to this level	2.0	8.0%	125.29%	2.00	
		Skills Development spend for Black Women non-management staff as a percentage of the Leviable Amount applicable to this level	1.0	4.00%	50.50%	1.00	
		Skills Development spend for African Non-Management staff as a percentage of the Leviable Amount applicable to this level	1.0	EAP%	102.84%	1.00	
		Black Unemployed People: Skills Development spend for black unemployed people as a percentage of the Leviable Amount	4.0	1.50%	1.28%	3.41	
		Black Disabled People: Skills Development spend for Black people with disabilities as a percentage of the Leviable Amount	1.0	0.30%	0.05%	0.17	
		Learnerships, Internships, Apprenticeships: Number of Black People participating in learnerships, internships and apprenticeships as a percentage of total employees	4.0	5.0%	10.26%	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%	0.00%	0.00	

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Procurement, Enterprise & Supplier Development	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	80.0%	68.52%	4.28	17.60
		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%	4.78%	0.80	
		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%	15.86%	2.00	
		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%	19.33%	4.51	
		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%	17.25%	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%	135.00%	2.00	
		Bonus: B-BBEE Procurement Spend from designated group suppliers who are at least 51% Black Owned	2.0	2%	1.01%	1.01	
	15	Annual value of all Supplier Development Contributions as a percentage of the target	10	2.00% of NPAT	2.00%	10.00	16.00
		Annual value of Enterprise Development Contributions and Sector Specific Programmes as a percentage of the target	5	1.00% of NPAT	1.12%	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	0.00%	0.00	
	3	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	0.60%	3.00	5.00
		Annual value of all Consumer Education Contributions by the Measured Entity as a percentage of Net Profit After Tax (NPAT)	N/A	N/A	N/A	N/A	
		Bonus Points Additional CE contributions made by the Measured Entity as a percentage of NPAT	N/A	N/A	N/A	N/A	
		Grant contributions to Fundisa Retail Fund	2	0.20%	0.21%	2.00	
Empowerment Financing	N/A	N/A	N/A				N/A
Access to Financial Services	N/A						N/A

TOTAL SCORE 88.38

TOTAL AVAILABLE POINTS 103.00

LEVEL BEFORE PRIORITY ELEMENTS CHECKED Level 2 Contributor

LEVEL AFTER PRIORITY ELEMENTS CHECKED Level 2 Contributor

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

ANY FURTHER DISCOUNTING APPLIED No

FINAL SCORE 88.38

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	>=100/111	93.00	135% Recognition
Level Two Contributor	>=95/111 but <100/111	88.00	125% Recognition
Level Three Contributor	>=90/111 but <95/111	84.00	110% Recognition
Level Four Contributor	>=80/111 but <90/111	74.00	100% Recognition
Level Five Contributor	>=75/111 but <80/111	70.00	80% Recognition
Level Six Contributor	>=70/111 but <75/111	65.00	60% Recognition
Level Seven Contributor	>=55/111 but <70/111	51.00	50% Recognition
Level Eight Contributor	>=40/111 but <55/111	37.00	10% Recognition
Non-Compliant Contributor	<40/111	0.00	0% Recognition

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