

B-BBEE VERIFICATION REPORT

Measured B	Entity	Aon Reinsurance Solutions	Iss	ue Date		17 June 2025	
Registration Number		1964/006190/07	Certificate Number		ARS011078 - REV2		
BEE Elements	Weighting	Indicators	Indicator Weighting	Compliance Target	Actual %	Score	Total Scor
		Exercisable Voting Rights in the Measured Entity in the hands of Black People	4	25% + 1 vote	27.17%	4.00	
		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	
Equity Ownership	25	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)	3	3.0%	6.50% (0%) (0%) (0%)	3.00	2.00
		 Black Designated Groups (Black Military Veterans) Black participants in Employee Share Ownership Programs (ESOPs) Black participants in Broad-Based Ownership Schemes (BBOS) 			(0%) 0.00% 0.00%		
		Black participants in co-operatives			0.00%		
		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		
		Bonus: Economic Interest and Voting Rights above 32.5%	N/A	N/A		N/A	
	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 Black Other Executive Management as a percentage of all Other Executive	1.0	25%	0.00%	0.00	
		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	
Management Control		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	
	20	Senior & Exec Management: Skills Development spend for Black Senior & Executive Managers as a percentage of the Leviable Amount applicable to this level Skills Development spend for Black Women Senior & Executive Managers as a	1.0	2.0%	0.09%	0.04	16.32
		percentage of the Leviable Amount applicable to this level	0.5	1.0%	0.00%	0.00	
Skills Development		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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AMENDED FINANCIAL SECTOR GENERIC SCORECARD: CTHER INSTITUTIONS Measured Entity Aon Reinsurance Solutions Issue Date 17 June 20 Registration Number 1964/006190/07 Certificate Number Actual % Score BEE Elements Weighting Ompliance Target Actual % Score BEE Elements Weighting Compliance Target Actual % Score BEE Elements Weighting Compliance Target Actual % Score BEBE Procument Spend from Empowering Suppliers based on the BBBEE Procument Spend from Empowering Suppliers ware QSEs based on the applicable BBBEE Procument Spend from Empowering Suppliers ware Placebased Procument 3.0 18% 4.78% 0.08 BBBE Procument Spend from Empowering Suppliers ware Placebased on the applicable BBBEE recognition leves as a percentage of Total Massurd Procument 3.0 18% 4.78% 0.08 BBBE Procument Spend from Empowering Suppliers ware at least 3% DBLK from Spend from Empowering Suppliers ware at least 3% DBLK from Spend from Empowering Suppliers ware at least 3% DBLK from Spend from Empowering Suppliers ware at least 3% DBLK from Spend from Empowering Suppliers ware at least 3% DBLK from Spend from Empowering Suppliers ware at least 3% DBLK from Spend from Empowering Suppliers ware at least 3% DBLK from Spend from Empowering Suppliers ware at least 3% DBLK from Spend from Spend from Back taboktrokers, black			
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N/A			
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Financing N/A N/A	N/A		
Access to Financial N/A N/A	N/A		
TOTAL SCORE			
TOTAL SCORE TOTAL AVAILABLE POINTS	88.38		
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 LEVEL			
ANY FURTHER DISCOUNTING APPLIED	No		
FINAL SCORE	88.38		
FINAL STATUS AWARDED Level T	o Contributor		
% RECOGNITION	125%		
Broad-Based BEE Status Categories			
B-BBEE Status Codes "% Qualification" Actual Points Required (lower threshold) B-BBEE Reco	nition 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	110% Recognition		
Level Four Contributor >=80/111 but <90/111 74.00 100% Recognition	100% Recognition		
Level Five Contributor >=75/111 but s80/111 70.00 80% Recognition			
Level Six Contributor >=70/111 but <75/111 65.00 60% Recognition Level Seven Contributor >=55/111 but <70/111			
Level certe contributor >-30/11 but <5/11 31.00 30% Recognition Level cight Contributor >=40/11 but <5/11			
Non-Compliant Contributor <40/111 0.00 0% Recognition			

<u>Nicholas Erasmus</u> Nicholas Erasmus Verification Anatyst

Blayne Farmer Blayne Farmer Technical Signatory