

B-BBEE VERIFICATION REPORT

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AMENDED FINANCIAL SECTOR GENERIC SCORECARD: OTHER INSTITUTIONS

Measured Entity	Aon Reinsurance Solutions	Issue Date	19 June 2024
Registration Number	1964/006190/07	Certificate Number	ARS011078-REV1.1

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:	3	- Black Designated Groups (Black Youth)	3,0%	(0%)		3,00
		- Black Designated Groups (Black Disabled)		(0%)				
		- Black Designated Groups (Black Unemployed)		(0%)				
		- Black Designated Groups (Rural or Under-Developed Area)		(0%)				
		- Black Designated Groups (Black Military Veterans)		(0%)				
		Black participants in Employee Share Ownership Programs (ESOPs)		0,00%				
		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%	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				
Management Control	20	Exercisable Voting Rights of Black Board members as a percentage of all board members	1,0	50%	28,58%	0,57	9,37	
		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%	33,33%	1,11		
		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%	33,33%	0,59		
		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%	38,89%	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%	81,25%	0,92		
		Black female employees in Junior Management as a percentage of all Junior Managers	1,0	44%	43,75%	0,99		
African Junior Managers as a percentage of all Junior Managers	1,0	EAP%	71,88%	0,86				
Black employees with disabilities as a percentage of all employees	1,0	2%	2,44%	1,00				
Skills Development	20	Senior & Exec Management:					18,65	
		Skills Development spend for Black Senior & Executive Managers as a percentage of the Leviable Amount applicable to this level	1,0	2,0%	0,22%	0,11		
		Skills Development spend for Black Women Senior & Executive Managers as a percentage of the Leviable Amount applicable to this level	0,5	1,0%	0,05%	0,02		
		Skills Development spend for African Senior and Executive Managers as a percentage of the Leviable Amount applicable to this level	0,5	EAP%	0,22%	0,06		
		Middle Management:						
		Skills Development spend for Black Middle Managers as a percentage of the Leviable Amount applicable to this level	1,0	3,0%	4,61%	1,00		
		Skills Development spend for Black Women Middle Managers as a percentage of the Leviable Amount applicable to this level	0,5	1,5%	2,54%	0,50		
		Skills Development spend for African Middle Managers as a percentage of the Leviable Amount applicable to this level	0,5	EAP%	2,57%	0,45		
		Junior Management:						
		Skills Development spend for Black Junior Managers as a percentage of the Leviable Amount applicable to this level	1,0	5,0%	5,97%	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%	3,20%	1,00		
		Skills Development spend for African Junior Managers as a percentage of the Leviable Amount applicable to this level	1,0	EAP%	5,38%	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%	165,59%	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%	57,04%	1,00		
		Skills Development spend for African Non-Management staff as a percentage of the Leviable Amount applicable to this level	1,0	EAP%	152,96%	1,00		
Black Unemployed People:								
Skills Development spend for black unemployed people as a percentage of the Leviable Amount	4,0	1,50%	0,95%	2,52				
Black Disabled People:								
Skills Development spend for Black people with disabilities as a percentage of the Leviable Amount	1,0	0,30%	0,13%	0,42				
Learnerships, Internships, Apprenticeships:								
Number of Black People participating in learnerships, internships and apprenticeships as a percentage of total employees	4,0	5,0%	9,76%	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%	85,71%	2,57				

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BEE Elements	Weighting	Indicators	Indicator Weighting	Compliance Target	Actual %	Score	Total Score
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%	52,90%	3,31	17,10
		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%	1,08%	0,18	
		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%	27,07%	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%	28,32%	6,61	
		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%	30,86%	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%	140,87%	2,00	
	Bonus: B-BBEE Procurement Spend from designated group suppliers who are at least 51% Black Owned	2,0	2%	0,00%	0,00		
	15	Annual value of all Supplier Development Contributions as a percentage of the target	10	2,00% of NPAT	1,81%	9,05	16,91
		Annual value of Enterprise Development Contributions and Sector Specific Programmes as a percentage of the target	5	1,00% of NPAT	0,97%	4,86	
		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	0,78%	2,00	
Socio-Economic Development & Consumer Education	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	0,70%	3,00	3,00
		Bonus Points					
		Additional CE contributions made by the Measured Entity as a percentage of NPAT	1	0,10%	0,00%	0,00	
		Grant contributions to Fundisa Retail Fund	2	0,20%	0,00%	0,00	
Empowerment Financing	N/A	N/A	N/A				N/A
Access to Financial Services	N/A						N/A

TOTAL SCORE	90,03
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	90,03
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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