

		B-BBEE VERIFICATION REPORT					
www.aqrates.co.za		AMENDED FINANCIAL SECTOR GENERIC SCORECARD: OTHER INSTITUTIONS					
Measured Entity	Aon South Africa (Pty) Ltd			Issue Date	24 July 2026		
Registration Number	1978/004501/07			Certificate Number	ASA011079 - REV3		
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	25.10%	4.00	22.55
		Exercisable Voting Rights in the Measured Entity in the hands of Black Women	2	10.00%	17.00%	2.00	
		Economic Interest in the Enterprise to which Black People are entitled	4	25.00%	25.10%	4.00	
		Economic Interest in the Enterprise to which Black Women are entitled	2	10.00%	17.00%	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%	0.69% (0.69%) (0%) (0%) (0%) (0%) 0.00% 0.00% 0.00%	0.69	
		New Entrants (Economic Interest of Black New Entrants)	2	2.0%	5.62%	2.00	
		Net Value	8	As defined		7.86	
		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	
Management Control	20	Exercisable Voting Rights of Black Board members as a percentage of all board members	1.0	50%	71.43%	1.00	12.88
		Exercisable Voting Rights of Black Female Board members as a percentage of all board members	1.0	25%	57.14%	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%	50.00%	1.00	
		Black Other Executive Management as a percentage of all Other Executive Management	2.0	60%	42.86%	1.43	
		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%	18.18%	0.61	
		Black Female employees in Senior Management as a percentage of all Senior Management	1.0	30%	13.64%	0.45	
		African employees in Senior Management as a percentage of all Senior Management	1.0	EAP%	9.09%	0.16	
		Black employees in Middle Management as a percentage of all Middle Managers	2.0	75%	55.20%	1.47	
		Black female employees in Middle Management as a percentage of all Middle Managers	1.0	38%	32.80%	0.86	
		African Middle Managers as a percentage of all Middle Managers	1.0	EAP%	28.40%	0.40	
		Black employees in Junior Management as a percentage of all such employees	1.0	88%	78.28%	0.89	
		Black female employees in Junior Management as a percentage of all Junior Managers	1.0	44%	55.06%	1.00	
		African Junior Managers as a percentage of all Junior Managers	1.0	EAP%	50.19%	0.61	
Skills Development	20	Black employees with disabilities as a percentage of all employees	1.0	2%	0.00%	0.00	14.64
		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%	0.33%	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%	0.24%	0.12	
		Skills Development spend for African Senior and Executive Managers as a percentage of the Leviable Amount applicable to this level	0.5	EAP%	0.24%	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%	0.50%	0.17	
		Skills Development spend for Black Women Middle Managers as a percentage of the Leviable Amount applicable to this level	0.5	1.5%	0.28%	0.09	
		Skills Development spend for African Middle Managers as a percentage of the Leviable Amount applicable to this level	0.5	EAP%	0.29%	0.05	
		Junior Management: Skills Development spend for Black Junior Managers as a percentage of the Leviable Amount applicable to this level	1.0	5.0%	1.50%	0.30	
		Skills Development spend for Black Women Junior Managers as a percentage of the Leviable Amount applicable to this level	1.0	2.5%	1.01%	0.40	
		Skills Development spend for African Junior Managers as a percentage of the Leviable Amount applicable to this level	1.0	EAP%	1.03%	0.22	
		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%	16.50%	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%	10.17%	1.00	
		Skills Development spend for African Non-Management staff as a percentage of the Leviable Amount applicable to this level	1.0	EAP%	15.84%	1.00	
		Black Unemployed People: Skills Development spend for black unemployed people as a percentage of the Leviable Amount	4.0	1.50%	0.87%	2.31	
		Black Disabled People: Skills Development spend for Black people with disabilities as a percentage of the Leviable Amount	1.0	0.30%	0.03%	0.09	
		Learnerships, Internships, Apprenticeships: Number of Black People participating in learnerships, internships and apprenticeships as a percentage of total employees	4.0	5.0%	7.61%	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%	88.89%	2.67	



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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%	100.25%	5.00	21.30
		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%	10.74%	1.79	
		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%	12.43%	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%	23.61%	5.51	
		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%	12.63%	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%	6.97%	2.00	
	15	Annual value of all Supplier Development Contributions as a percentage of the target	10	2.00% of NPAT	2.01%	10.00	18.93
		Annual value of Enterprise Development Contributions and Sector Specific Programmes as a percentage of the target	5	1.00% of NPAT	1.02%	5.00	
		Bonus point for graduation of an Enterprise Development beneficiary to Supplier Development Level	1	Yes	Yes	1.00	
		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	0.48%	1.93	
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	0.57%	2.87	7.85
		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	0.50%	2.00	
		Bonus Points Additional CE contributions made by the Measured Entity as a percentage of NPAT	1	0.10%	0.10%	0.98	
		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							98.16
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							98.16
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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