

Our transformation journey in numbers

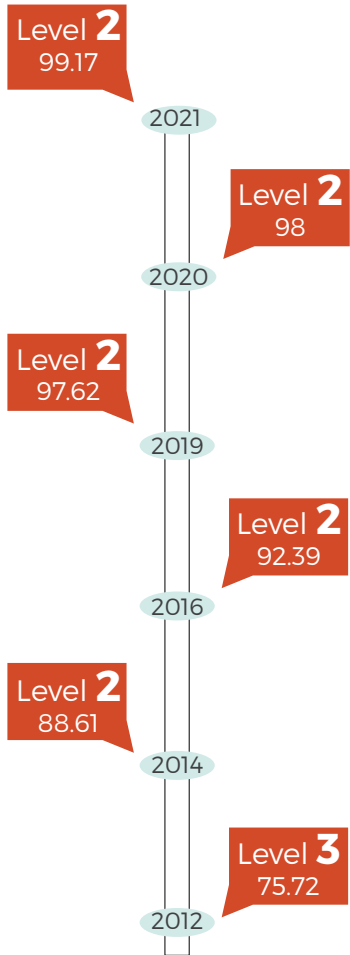
Investing in transformation is at the heart of our business, investment and organisational strategies.

31 December 2021

FUTUREGROWTH

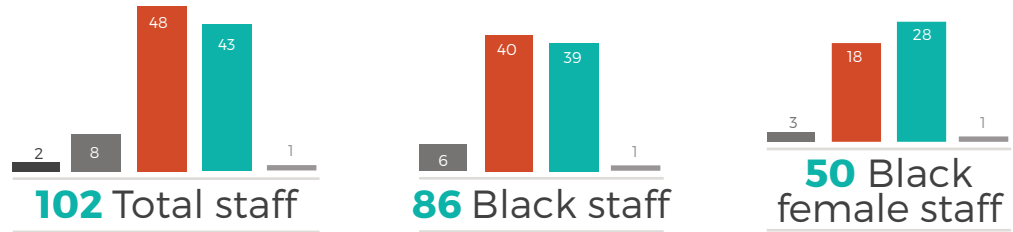
/ ASSET MANAGEMENT

// FSC SCORECARD



// EMPLOYMENT EQUITY STATISTICS

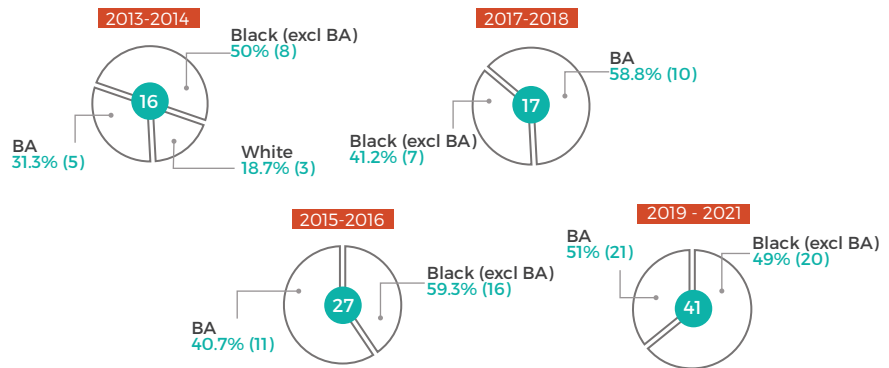
Top management // Senior management // Professional staff
// Technical/Specialist staff // Semi skilled staff*



// NEW APPOINTMENTS

101 TOTAL OF THE 101 **98** Black OF WHICH **47** BA.

Black African (BA)



// SKILLS DEVELOPMENT SINCE 2013

51 TOTAL

Black staff are studying or studied towards a formal qualification (CFA, CIPM, post graduate degrees, FMI).



// GRADUATE APPRENTICE PROGRAMME (GAP): LEARNERSHIPS

22 GAP INTERNS APPOINTED SINCE 2011.

ALL ARE BLACK AND **12** ARE BLACK AFRICAN.

17 WHO JOINED BEFORE 2019 HAVE BECOME PERMANENT EMPLOYEES.

8* HAVE BEEN PROMOTED TO ANALYSTS IN THE INVESTMENT TEAM AND **3** TO PORTFOLIO MANAGER. **4** ARE BLACK AFRICAN.

*3 investment analysts have left us

Black - Black African (BA), Coloured and Indian // FSC: Financial Sector Code
*As per the the Employment Equity Act 55 of 1998 Occupational Categories

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