



Old Mutual Limited Employment Equity Report (extract)

The table below sets out the staff profile of the company, across the different race groups (African, Coloured, Indian and White) as at 31 August 2024 for the 2023/2024 Employment Equity reporting period. This employment equity data formed part of the annual declaration to the Department of Labour and in compliance with section 21 of the Employment Equity Act, 55 of 1998, as amended.

1. Workforce profile

1.1 Please report the total number of **employees** (including employees with disabilities) in each of the following **occupational levels**:

Note: A = Africans, C = Coloureds, I = Indians and W = Whites

Occupational levels	Male				Female				Foreign nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	2	0	0	4	1	0	2	1	1	0	11
Senior management	169	148	162	324	162	154	122	167	50	29	1 487
Professionally qualified and experienced specialists and mid-management	649	551	266	414	837	629	250	462	58	27	4 143
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2 400	1 046	249	427	5 598	1 690	290	488	43	94	12 325
Semi-skilled and discretionary decision making	667	343	19	9	1 784	575	27	29	10	20	3 483
Unskilled and defined decision making	3	3	0	0	20	5	0	0	0	0	31
Total permanent	3 890	2 091	696	1 178	8 402	3 053	691	1 147	162	170	21 480
Temporary employees	10	26	1	0	17	25	3	3	0	1	86
Grand total	3 900	2 117	697	1 178	8 419	3 078	694	1 150	162	171	21 566

1.2 Please report the total number of **employees with disabilities** only in each of the following occupational levels:

Note: A = Africans, C = Coloureds, I = Indians and W = Whites

Occupational levels	Male				Female				Foreign nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	2	3	1	6	1	7	6	5	0	0	31
Professionally qualified and experienced specialists and mid-management	9	12	4	10	11	27	9	26	1	0	109
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	16	31	2	12	36	43	10	26	0	0	176
Semi-skilled and discretionary decision making	12	6	0	3	33	11	0	1	0	0	66
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
Total permanent	39	52	7	31	81	88	25	58	1	0	382
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
Grand total	39	52	7	31	81	88	25	58	1	0	382