



Old Mutual Limited Employment Equity Report

Old Mutual Limited Employment Equity profile as at 31 August 2025

Occupational levels	Male				Female				Foreign nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	4	1	0	2	0	1	0	9
Senior management	154	124	144	266	155	131	112	148	38	26	1 298
Professionally qualified and experienced specialists and mid-management	643	525	232	357	862	607	223	393	44	26	3 912
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2 333	990	240	389	5 920	1 606	250	419	23	53	12 223
Semi-skilled and discretionary decision-making	658	311	13	7	1 660	536	21	21	2	5	3 234
Unskilled and defined decision making	1	2	0	0	11	3	0	0	0	0	17
Total employees (excluding temporary employees)	3 790	1 952	629	1 023	8 609	2 883	608	981	108	110	20 693
Temporary employees	1	4	1	0	5	4	0	1	0	0	16
Grand total	3 791	1 956	630	1 023	8 614	2 887	608	982	108	110	20 709

Old Mutual Limited Employment Equity report for employees with disabilities as at 31 August 2025

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	0	3	1	5	1	5	6	4	0	0	25
Professionally qualified	7	13	4	11	12	26	8	22	1	0	104
Skilled technical	29	30	2	9	47	40	8	25	0	0	190
Semi-skilled	14	6	0	1	32	10	0	1	0	0	64
Unskilled	0	0	0	0	0	0	0	0	0	0	0
Total permanent	50	52	7	26	92	81	22	52	1	0	383
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
Grand total	50	52	7	26	92	81	22	52	1	0	383

Annual EE target for employees with disabilities

Employees with disabilities as a percentage of the total Old Mutual Limited Workforce

1.85%