

Our transformation journey

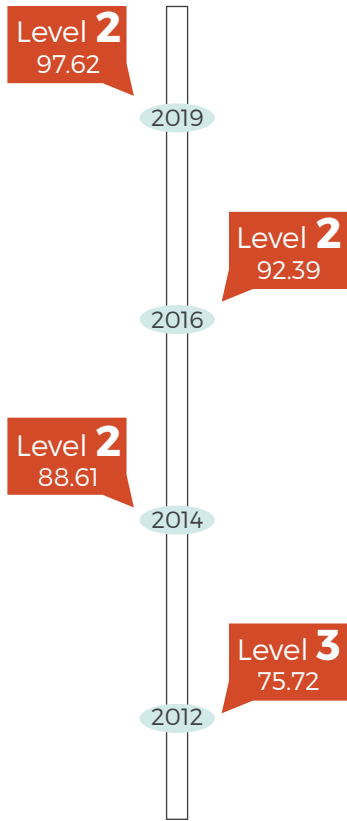
Investing in transformation is at the heart of our business, investment and organisational strategies.

31 December 2019

FUTUREGROWTH

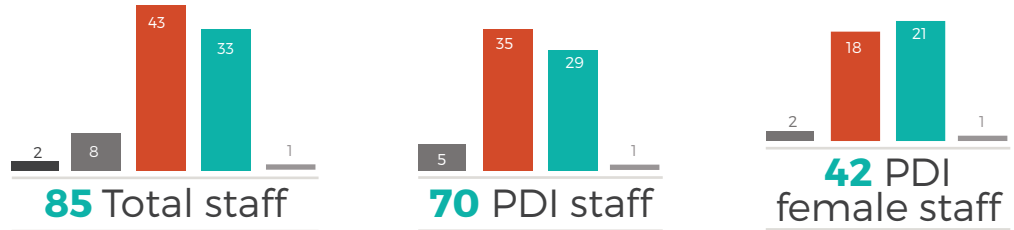
/ ASSET MANAGEMENT

// FSC SCORECARD

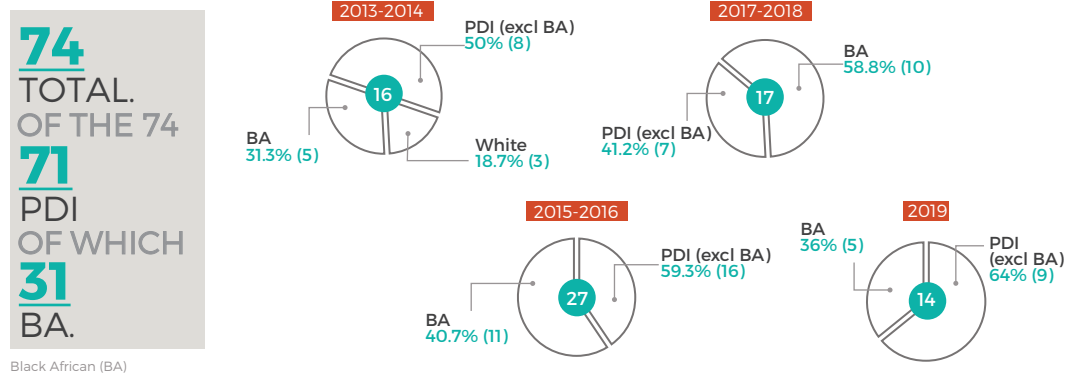


// EMPLOYMENT EQUITY STATISTICS

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



// NEW APPOINTMENTS



// SKILLS DEVELOPMENT SINCE 2013

47
TOTAL

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



29
FEMALE



18
MALE

// GRADUATE APPRENTICE PROGRAMME (GAP): LEARNERSHIPS

17 GAP INTERNS APPOINTED SINCE 2011.

ALL ARE PDI AND **11** ARE BLACK AFRICAN.

13 WHO JOINED BEFORE 2019 HAVE BECOME PERMANENT EMPLOYEES.

5 HAVE BEEN PROMOTED TO ANALYSTS IN THE INVESTMENT TEAM AND **1** TO PORTFOLIO MANAGER. **4** ARE BLACK AFRICAN.

PDI: Previously Disadvantaged Individual - 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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