

OUR ACHIEVEMENTS RELATING TO THE 5 PILLARS

Ownership

Achievements and commitments

- **55.80%** Black owned
- The only firm amongst the large firms to achieve more than 51% Black ownership
- 18.00% Black female owned
- Target to reach 30% Black female ownership by 2027
- Active and targeted high-performance programme for managers and associate directors with an emphasis on Black female managers and associate directors
- Lateral hires of talented Black female managers, associate directors and potential partners.

Management control

Achievements and commitments

- Target to further improve on existing progress made, acknowledging that more needs to be done to improve representation of underrepresented race groups
- Reconstituting employment equity committees to be service line representative, ensuring more accountability from service lines to achieve employment equity goals
- Special Transformation Approvals Committee with decision making powers on hires and promotions of all potential and current employees to ensure all efforts are made to source and promote previously disadvantaged individuals, with particular focus on African male and female.

Skills development

Achievements and commitments

- Strong learnership programme and extensive skills expenditure made towards upskilling Black people demonstrated in our latest B-BBEE report
- R3.5 million invested in upskilling Black disabled employees
- Significant absorption of Black employees within the firm and the industry in a time when jobs are scarce. All Black disabled employees were absorbed in the market at the end of their learnership
- Further commitment to increase the level of absorption of Black employees that have concluded their learnerships with the firm.

Enterprise and supplier development

Achievements and commitments

- 90% of total procurement expenditure made to B-BBEE suppliers
- 43% of spend was made to Exempted Micro Enterprises (EMEs)
- 37% of total procurement expenditure made to 51% Black owned suppliers
- R2 million given in supplier development initiatives
- R1 million given in enterprise development initiatives
- Dedicated procurement team tasked with ensuring spend on BEE suppliers.

Socio-economic development

Achievements and commitments

- R2 million given to NPOs that house Black beneficiaries
- Notable beneficiaries include Afrika Tikkun NPC
- Commit to sustaining our efforts to contribute meaningfully to NPOs, specifically those that house beneficiaries from previously disadvantaged backgrounds

THE BDO SA TRANSFORMATION JOURNEY*

OWNERSHIP

1
Level B-BBEE

55.80%
Black owned

18%
Black female ownership

30% ← Target by 2027

SKILLS DEVELOPMENT

R3.5m
Upskilling Black employees with disabilities

46
Learners with disabilities

R2.2M
Y.E.S Youth registered

82%
ACIs in Audit trainee intake for 2024

Of which **82%**
African & Coloured in 1st-year intake

ENTERPRISE AND SUPPLIER DEVELOPMENT

90%
of total procurement to BBBEE suppliers

43%
Procurement benefitting EMEs

37%
of BDO expenditure supported

51%
Black owned suppliers

R2M
Interest free loans

R1m
Grants to small businesses

R10.9m
Pro bono work for **29** clients

SOCIO-ECONOMIC DEVELOPMENT

R2m
to NPOs housing Black beneficiaries

2019	2020	2021	2022	2023	2024
<ul style="list-style-type: none"> Introduction of disabled learnership programme 	<ul style="list-style-type: none"> Greater economic interest and voting rights to Black shareholders Diversity & Inclusion training to Partners and Managers 	<ul style="list-style-type: none"> Partnership with the Youth Employment Service Appointment of first African female Head of Advisory 	<ul style="list-style-type: none"> Appointment of first African CEO to BDO 	<ul style="list-style-type: none"> Appointment of first African Head of Audit 	<ul style="list-style-type: none"> Highest score in history of company
Level 2	Level 2	Level 1	Level 1	Level 1	Level 1