

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.

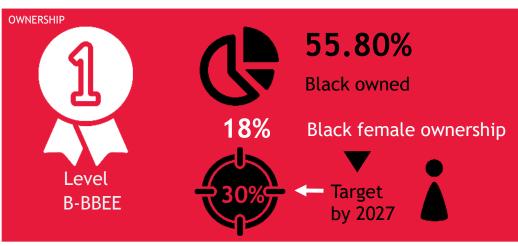
Socio-economic development

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

Elevating people. Elevating business. Elevating society.

THE BDO SA TRANSFORMATION JOURNEY*



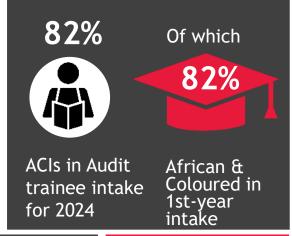


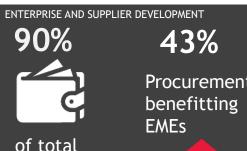
disabilities



with

disabilities





Procurement



37%



51%



Black owned suppliers

R₂M



Interest free loans R₁m

Youth

registered



Grants to small businesses

R10.9m



Pro bono work clients for 25

2023

SOCIO-ECONOMIC DEVELOPMENT R₂m to NPOs housing

Black beneficiaries

2024

2019

procurement

to BBBEE

suppliers

Introduction of disabled • Greater economic interest and voting rights to Black shareholders learnership programme

> • Diversity & Inclusion training to Partners and Managers

2020

• Partnership with the Youth Employment Service

2021

• Appointment of first African female Head of Advisory

· Appointment of first African CEO to BDO

2022

Appointment of first African Head of Audit

 Highest score in history of company

Level 2

Level 2

Level



Level

Level 1

Level /

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