



HOW CORONATION CREATES VALUE FOR STAKEHOLDERS

The quality of our capital inputs directed by our material matters

and our strategy enable our core business activities

to generate long-term value for all our primary stakeholders

INTELLECTUAL CAPITAL

- Coronation's intellectual capital
- Ongoing investment in IT & IS infrastructure
- Robust, valuations-based investment process
- Thought leadership

- 543 years' cumulative Coronation experience of senior investment professionals¹
- IT & IS investment of R247 million
- 54 CFAs on our team

HUMAN CAPITAL

- Strong, ethical culture
- Highly skilled employees
- Mentorship by senior investment professionals
- Individual and group coaching
- Significant investment in training

- 12 years' average tenure of investment team
- Training and wellness: R11.1 million
- Ownership culture – 34% employee owned²

FINANCIAL CAPITAL

- High cash generating business & strong capital management
- Variable expenditure model

- Dividend policy: a minimum of 75% of after-tax cash profit
- Seeding of international products
- Remuneration Policy reduces fixed costs

NATURAL CAPITAL

Active Stewardship

- Annual Stewardship Report – investment activities
- Annual Sustainability Report – corporate activities

- Annual operational Carbon Footprint Assessment – Partnering for carbon neutrality

SOCIAL & RELATIONSHIP CAPITAL

- Deepen our commitment to transformation & positively impacting our communities
- Recognise key role in building stronger & transformed society

- Engaged corporate citizen
- Key focus on diversity and transformation
- Investment in enterprise and supplier development
- Active participant in business and industry forums

INVESTMENT PERFORMANCE



ESG



TALENT



SOUTH AFRICAN ENVIRONMENT



CHANGING CLIENT NEEDS



REGULATORY TIGHTENING



TRANSFORMATION



STRATEGIC FOCUS AREAS

Enhancing our excellent client service

- B-BBEE transaction enhances black ownership to 52% as at December 2024
- Focused initiatives for retention, development & wellness of our people
 - fit-for-purpose remuneration model
 - robust succession planning
- Investment in technology solutions to enable efficiency, innovation and risk management

Client loyalty and satisfaction >90%

Deepened client engagement: hybrid delivery of thought-leadership content via in-person & digital channels

New funds launched

Strengthening operational resilience

- B-BBEE support for black citizens via the Ho Jala Community Trust
- Holistic approach to education
- Conscious focus on food security
- Active engagement with industry peers, SA Inc. & government to improve operating environment

Delivering superior long-term investment outperformance

Championing active corporate citizenship

- Comprehensive range of solutions that meets the needs of our global clients – launch of GEM ex-China Strategy
- R51 billion in global AUM
- Winner of the 100 Women in Finance EMEA Diversity, Equity & Inclusion Award
- Winner of the Irish Pensions Diversity Award

Developing our global footprint

OUTCOMES

- Long-term investment outperformance
- CFA outcomes
- Fully integrated global investment capability with a 15-year+ track record
- New fund launches:
 - seven AMETFs
 - two fixed income unit trusts
 - GEM ex-China Strategy
 - Corporate Money Market Fund
- Hedge funds:
 - accounting moved from Sanne to JPMorgan
 - investor administration moved from Sanne to INTIA

- Global employee turnover: 6.3% is well below global industry average
- Diversity and inclusion³
 - 80% of our Board of Directors ARE BLACK
 - 63% of our employees ARE WOMEN
- A woman-led Board with three subcommittees chaired by women
 - 50% of our employees ARE WOMEN
 - 50% of our Board of Directors ARE WOMEN
- Performance-based remuneration outcomes

¹ SA-based employees

- Operational fund management earnings up 9%⁴
- 92% of fund management earnings per share paid as dividend
- Strong equity position
- Repayment of \$10 million term loan (October 2024)

- Continued engagement with regulators & industry peers; CEO on the ASISA and BUSA boards
- Carbon footprint results (erosion) & carbon neutrality
- Further embedded our corporate sustainability reporting
- Continued engagement with investee companies on key environmental issues

- 31% black employee owned – lifting to 52% following our B-BBEE transaction⁵
- Social ownership via a public benefit trust that uplifts black communities
- B-BBEE Level 1 contributor since 2021⁶
- Stockbroker support initiative
- IFA training initiatives
- External training initiatives – women & black investment professionals; bursaries
- Consumer financial education
- CSI initiatives

	Clients	Shareholders	Our people
Long-term investment outperformance	+	+	+
Diversity and inclusion ³	+	+	+
Operational fund management earnings up 9% ⁴	+	+	+
Continued engagement with regulators & industry peers	+	+	+
31% black employee owned	+	+	+

+ Value creation | I Value preservation - Value erosion

To deliver superior long-term investment outperformance for the benefit of all stakeholders

¹ Global team
² Up from 29% (FY24) following our B-BBEE deal

⁴ Excluding the impact of the SARS matter
⁵ Measured by the B-BBEE Codes of Good Practice
⁶ As per the Financial Sector Code