

ENVIRONMENTAL, SOCIAL AND GOVERNANCE DATA

ECONOMIC	UNITS OF MEASURE	2022	2021	2020
Value of total discretionary/measured procurement spend (South Africa only)	R'000	840 847	Not reported	Not reported
Value of historically disadvantaged South African (HDSA) procurement spend (South Africa only)	R'000	546 670	156 393	Not reported
HDSA procurement spend: percentage of total measured spend (South Africa only)	%	65	0	0
Rand value of all payments to governments (VAT, income tax, rates and taxes, royalties and all other payments)	R'000	227 256	250 685	373 108
Percentage of total taxes paid in South Africa	%	128.10	100	100
Value of payments to providers of capital	R'000	50 162	3 446	0
Total rand value of research and development spending	R'000	7 996	2 448 544	14 889 110
Value of funds invested in research and development in South Africa	R'000	5 625	0	0
Percentage of total funds invested in Research and Development in South Africa	%	70.30	100	100
Value of dividends paid to shareholders	R'000	211 402	196 408	147 307
Rand value of retained earnings/(losses)	R'000	297 592	(376 890)	(78 927)
Ratio of payments to employees relative to dividends paid to shareholders	%	0.00	0.00	0.00
Ratio of payments to government relative to dividends paid to shareholders	%	0.00	0.00	0.00
Value of share buybacks	R'000	2 922	0	277
Rand value of capital expenditures (Capex)	R'000	46 103	61 409	88 466
Rand value of capital expenditures (Capex) - in South Africa	R'000	45 788	51 409	88 466

GOVERNANCE	UNITS OF MEASURE	2022	2021	2020
Board members	Number	9	8	7
Non-executive Board members	Number	7	6	5
Percentage of non-executive members	%	77.80	75.00	71.40
Executive Board members	Number	2	2	2
Prescribed Officers: persons who are not already counted as "Executives"	Number	0	0	0
Independent Board members	Number	5	4	4
Percentage of Independent Board members	%	55.60	50.00	57.10
HDSA Board members	Number	7	6	6
Percentage of HDSA Board members	%	77.80	75.00	85.70
Female Board members	Number	3	2	2
Percentage of female Board members	%	33.30	25.00	28.60
Average length of executive directors' service	Years	2.3	2	2
Average length of non-executive directors' service	Years	3	3	0.50
Average length of executive and non-executive directors' service (entire Board)	Years	2.6	2.2	2.0
Average age of directors	Years	50.20	48.00	46.90
Overall Board and Committee meeting attendance	%	98.30	100.00	83.30
Name of External Auditor		Crowe JHB and THAWT Inc.	Crowe JHB and THAWT Inc.	Crowe JHB and THAWT Inc.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE DATA TABLE (ESG) CONTINUED

GOVERNANCE	UNITS OF MEASURE	2022	2021	2020
Auditor remuneration: % of non-audit fees	%	0.00	0.00	0.00
Length of current auditor's service	Years	3	2	1
Independence of Board chairman	Yes/No	No	No	No
Publicly available policy on Board Conflicts of Interest and Politically Exposed Persons (PEP)	Yes/No	No	No	No
Public disclosure on any/all Board member conflicts of interest	Yes/No	No	No	No
Publicly available human rights policy	Yes/No	Yes	Yes	Yes
ESG included in service level agreements with suppliers	Yes/No	Yes	Yes	Yes
Shareholders' non-binding vote on executive remuneration	Yes/No	No	No	No
Shareholders vote on sustainability-related resolutions, and are the votes binding?	Binding/ Not binding	Not binding	Not binding	Not binding
Publicly disclose voting records on sustainability-related resolutions and are the votes binding?	Binding/ Not binding	Not binding	Not binding	Not binding
Is the Company's policy on Board Gender Diversity and Board Race Diversity publicly available?	Yes/No	Yes	Yes	Yes
Does the Company publicly provide targets with respect to Board Gender and Race Diversity?	Yes/No	Yes	Yes	Yes
Does the Company publicly provide progress against these targets?	Yes/No	Yes	Yes	Yes
Does the Company publicly disclose AGM minutes?	Yes/No	No	No	No
Does the Company disclose its positions on key policy positions (e.g. wage gap disclosure, min wage, carbon tax)?	Yes/No	Yes	Yes	Yes
Does the Company have significant Board sustainability expertise (i.e. % with measurable sustainability qualifications)?	Yes/No	Partial	Partial	Partial
Does the Company have significant Board Climate Change expertise (i.e. % with measurable Climate Change qualifications)?	Yes/No	Partial	Partial	Partial
Does the Company have a Whistle-Blower Programme in place? HOTLINE	Yes/No	Yes	Yes	Yes
Does the Company have a Whistle-Blower Programme in place? POLICY	Yes/No	Yes	Yes	Yes
Number of Whistle-Blower incidents Reported	Number	2	0	0
Number of Whistle-Blower incidents leading to disciplinary hearing	Number	8	0	0
Number of Whistle-Blower incidents leading to disciplinary action	Number	1	0	0
Number of employees receiving disciplinary action	Number	1	0	0
Total amount political contributions made to political parties	R'000	0	0	0
Number of significant social and/or governance legal non-compliance directives, compliance notices, warnings or investigations	Number	0	0	0
Rand value of losses resulting from legal proceedings (including fines) due to fraud, insider trading, antitrust, anti-competitive behaviour, market manipulation, malpractice or violations of other industry laws or regulations	R'000	0	0	0

GOVERNANCE	UNITS OF MEASURE	2022	2021	2020
Does the company have formal stakeholder engagement policies in place, including mechanisms for stakeholders to raise issues?	Yes/No	Yes	Yes	Yes
Total number of complaints received concerning breaches of customer privacy	Number	1	0	0
Number of allegations of discrimination and/or human rights violations within the workplace	Number	0	0	0

HUMAN CAPITAL	UNITS OF MEASURE	2022	2021	2020
Number of employees	Number	1 831	1 480	1 998
Number of employees - Permanent	Number	1 530	1 480	1 998
Number of employees - Fixed Term (>90 Days)	Number	281	Not reported	Not reported
Number of employees - Temporary (<90 Days)	Number	20	Not reported	Not reported
Total number of employees - Calculated	Number	1 831	2 089	2 059
Number of contractors	Number	176	609	61
Number of employees and contractors	Number	2 007	2 089	2 059
Number of employees and contractors operating in South Africa	Number	1 831	2 089	2 059
Percentage of employees and contractors operating in South Africa	%	91.80	100.00	100.00
Management (top and senior) deemed HDSA	%	62.40	23.00	61.00
Management (top and senior) who are women	%	26.20	23.00	30.00
Employees who are deemed HDSA	%	82.34	82.38	72.00
Employees who are women	%	29.80	34.90	40.00
Employees who are permanent	%	83.60	100.00	86.50
Number of employees who are deemed disabled	Number	16	9	0
Disabled persons rate (calculated)	%	0.88	0.61	0.00
Employees who belong to a Trade Union	%	0.44	0.00	6.00
Employee turnover	%	10.70	0.00	6.50
Person hours worked (PHW) - Reported	Number	3 639 395	2 506 707	4 411 868
Number of employees trained, including internal and external training interventions	Number	397	1 176	1 851
Percentage of employees trained in South Africa	%	91.40	100.00	100.00
Rand value of employee training expenditure	R'000	7 712	7 781	12 575
Training expenditure in South Africa	%	92.60	100.00	100.00
Person days lost due to absenteeism	Number	1 759	1 004	2 888
Percentage of days lost due to absenteeism	%	0.38	0.21	0.62
Percentage of employees under the age of 30	%	23.59	Not reported	Not reported
Percentage of employees aged between 30 and 50	%	54.67	Not reported	Not reported
Percentage of employees over the age of 50	%	22.20	Not reported	Not reported
Median remuneration of all employees	R'000	391	Not reported	Not reported

ENVIRONMENTAL, SOCIAL AND GOVERNANCE DATA TABLE (ESG) CONTINUED

HEALTH AND SAFETY	UNITS OF MEASURE	2022	2021	2020
Fatalities (i.e. injuries on duty leading to death – excluding the deaths of workers not occurring at work)	Number	0	0	1
Medical treatment cases (MTCs, i.e. injuries on duty leading to medical treatment, but no lost days)	Number	22	34	11
Lost Time Injuries (LTIs, i.e. injuries on duty leading to at least one lost day)	Number	24	30	11
Recordable injuries, including MTCs, LTIs and fatalities – Calculated	Number	46	64	22
Fatal Injury Frequency Rate (FIFR, i.e. number of fatalities per 200 000 person hours worked)	Number	0.00	0.00	0.00
Lost Time Injury Frequency Rate (LTIFR, i.e. number of LTIs per 200 000 person hours worked)	Number	1.319	2.394	0.45
Total Recordable Injury Frequency Rate (TRIFR)	Number	2.528	5.106	0.499
LTIFR and/or TRIFR target	Yes/No	No	No	No

ENVIRONMENTAL	UNITS OF MEASURE	2022	2021	2020
ENERGY				
Total direct energy consumption (Gigajoules, GJ) – All fuels	GJ	129 622	151 870	Not reported
Percentage of direct energy consumption from renewable fuels	%	0.05	0.00	0.00
Direct energy efficiency: Total direct energy consumed per person hour worked (kJ/PHW)	kJ/PHW	35 616.4	60 585.5	0.00
Total Volume of Electricity Purchased (MWh) – excluding self-generated from solar, wind or other sources	MWh	9 545	39 875	4 378
Total volume of electricity consumed (MWh) – purchased + self-generated	MWh	9 697	39 884	4 378
Total volume of electricity self-generated (MWh) – i.e. from solar, wind or other sources	MWh	152	9	0
Percentage of electricity consumed that was self-generated	%	1.60	0.00	0.00
Electricity efficiency: average electricity consumed per person hour worked	kWh/PHW	2.66	15.91	0.99
Total Indirect Energy Consumption (i.e. Electricity) in Gigajoules	GJ	34 362	143 550	15 761
Total direct and indirect (i.e. Electricity) energy consumption in Gigajoules – Calculated	GJ	163 984	295 420	15 761
Total energy efficiency: total direct energy and indirect energy consumed per person hour worked (kJ/PHW)	kJ/PHW	45 058	117 852	3 572
CARBON FOOTPRINT				
Total Carbon Emissions (Tonnes TCO ₂ e) – Scope 1	TCO ₂ e	8 808	7 792	2 010
Carbon Emissions (Tonnes TCO ₂ e) – Scope 2	TCO ₂ e	10 213	12 650	4 553
Total Carbon Emissions (Tonnes of Carbon Dioxide equivalents, TCO ₂ e)	TCO ₂ e	19 300	20 442	6 563
Carbon Intensity: Average Volume of Carbon Emissions per Person Hour Worked (kg CO ₂ e/PHW)	TCO ₂ e/h	5.30	8.15	1.49
GHG emissions intensity for Scope 1 emissions expressed as metric tonnes of CO ₂ e per million Rands revenue	TCO ₂ e/Rm	0.0021	0.0037	0.0007
GHG emissions intensity for Scope 2 emissions expressed as metric tonnes of CO ₂ e per million Rands revenue	TCO ₂ e/Rm	0.0024	0.0060	0.0015
GHG emissions intensity for Scope 3 emissions expressed as metric tonnes of CO ₂ e per million Rands revenue	TCO ₂ e/Rm	0.0046	0.0097	0.0021

ENVIRONMENTAL	UNITS OF MEASURE	2022	2021	2020
WATER				
Total volume of water consumed (Kilolitres, or kl) – new purchases and/or abstractions (excluding recycled water used)	kl	49 995	97 346	49 841
Water efficiency: average volume of water (Litres) consumed per person hour worked (l/PHW)	l/PHW	13.73	38.83	11.30

CSI/SED EXPENDITURE	UNITS OF MEASURE	2022	2021	2020
CSI/SED expenditure as a percentage of total revenue generated	%	0.25	1.29	0.49
CSI expenditure as a percentage of net profit after tax (NPAT)	%	11.90	(11.46)	(0.95)
Value of CSI/SED expenditure on arts, sports and culture	R'000	36	32	32
Value of CSI/SED expenditure on basic needs and social development, including nutrition and/or feeding programmes	R'000	3 251	823	62
Value of CSI/SED expenditure on education	R'000	1 532	3 875	2 552
Value of CSI/SED spent on Environmental Management Projects	R'000	0	0	0
Value of CSI/SED expenditure on health, including HIV/AIDS	R'000	511	1 540	0
Value of CSI/SED expenditure on infrastructure development	R'000	0	766	0
Value of CSI/SED expenditure on skills development, including adult basic education and training (ABET)	R'000	2 910	20 384	12 574
Value of CSI/SED expenditure on small business development projects	R'000	592	892	652
Value of CSI/SED expenditure on other initiatives	R'000	1 688	1 850	918
Total rand value of CSI/SED expenditure	R'000	10 520	30 062	16 790
Value of enterprise development expenditure (i.e. support for small businesses)	R'000	10 624	12 842	1 635

The process of data gathering and collation from the operations has been undergoing a process of continuous improvement, often resulting in more data and thus higher volumes for indicators. As such, this minimises year-on-year comparability of impacted data.