2026

SOCIAL, ETHICS AND TRANSFORMATION COMMITTEE REPORT

Lewis Group Ltd

SOCIAL, ETHICS AND TRANSFORMATION COMMITTEE REPORT

Lewis Group's social, ethics and transformation committee (the committee) is a committee of the board which operates in compliance with the Companies Act, No 71 of 2008 and its amendments (Companies Act). The committee is governed by a formal charter and supports the board in monitoring the Group's activities in relation to:

- Corporate citizenship;
- Ethics;
- Transformation and empowerment;
- Environmental sustainability; and
- Stakeholder engagement, including relationships with employees, customers, the communities in which the Group trades, suppliers and shareholders.

The chairperson of the committee presents the following report to shareholders for the 2026 financial year, in accordance with the requirements of the Companies Act. This report should be read in conjunction with the Sustainability Report on pages 22 to 35 of the Integrated Annual Report, as well as the full Corporate Governance Report available on

https://www.lewisgroup.co.za/reporting-and-financial-results

Committee composition

The members of the committee are nominated and appointed by the board. In terms of the Companies Act and the recommendations of King IV Report on Corporate Governance for South Africa, 2016™, the committee consists of a majority of independent non-executive directors, including the chairperson of the committee. The committee comprised the following members for the reporting period:

Name	Status
Prof. Fatima Abrahams (Chairperson)	Independent non-executive director
Daphne Motsepe	Independent non-executive director
Hilton Saven	Independent non-executive director
Johan Enslin	Executive director

Senior management in the human resources, socio-economic development and finance departments attend meetings by invitation. The company secretary is also the secretary to the committee.

Biographical details of the committee members appear on pages 38 and 39 of the Integrated Annual Report and the fees paid to the committee members are disclosed in the Remuneration Report on page 74 of the Integrated Annual Report

Activities of the committee

Key focus areas and activities undertaken in 2026

- Monitoring the application of the code of ethics, including values and ethics awareness
- Monitoring customer relationships and compliance with consumer laws
- Overseeing environmental, social and governance reporting
- Oversight of the preparation of the new five-year employment equity plan with targets for 2030, in compliance with the requirements of the Department of Employment and Labour
- Monitoring skills development through learning and development initiatives and leadership programmes
- Supporting learnerships for disabled unemployed learners
- Supporting learnerships for junior information technology software developers
- Monitoring initiatives aimed at improving retention rates of branch managers and regional controllers
- Supporting enterprise and supplier development partners
- Monitoring continued support for socio-economic development programmes
- Recommending key policies for board approval, including the environmental policy and the stakeholder engagement policy.

These key focus areas will remain priorities for the committee in the 2027 financial year. In addition, should the implementation of IFRS S1 and IFRS S2 become mandatory in the upcoming financial year, the committee will oversee management's preparation and planning for adoption of the new standards.

Committee areas of responsibility

Social sustainability and ethics

- Social and economic development, including the principles of the United Nations Global Compact, the recommendations of the Organisation for Economic Co-operation and Development regarding corruption, the Employment Equity Act, No 55 of 1998 and the Broad-Based Black Economic Empowerment (B-BBEE) Act, No 53 of 2003
- Good corporate citizenship, including the promotion of equality, prevention of unfair discrimination, elimination of corruption, contribution to the development of communities, and recording of sponsorships, donations and charitable giving
- Consumer relationships, including the Group's advertising, public relations and compliance with consumer protection laws
- Labour and employment, including the relevant recommendations of the International Labour Organisation Protocol, the Group's employment relationships and its contribution towards the educational development of its employees.

Environmental sustainability

- The environment and climate change, including the impact of the Group's activities, products and services on the environment.

Transformation and empowerment

- Transformation strategy and programme
- Approval of targets in terms of the Codes of Good Practice of the Department of Trade, Industry and Competition
- B-BBEE verification and monitoring of the Group's performance against targets
- Legislative compliance.

Committee functioning

The committee met twice during the financial year. The members of the committee are satisfied that the committee has functioned in accordance with its terms of reference and believe that the Group is substantively addressing the issues required to be monitored by the committee in terms of the Companies Act.

Prof. Fatima Abrahams
Chairperson
Social, ethics and transformation committee

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