03 SUSTAINABILITY

Sustainability report

A people-centred approach rooted in Ubuntu and social impact.

"I am because we are."

Sustainability through Ubuntu

As Lewis marks over 90 years of trading in southern Africa, our commitment to people, purpose and performance remains central to our sustainability ambitions. This report reflects how those commitments are integrated across the business.

In 2025 the principle of Ubuntu, the belief that we are defined through our relationships with others, continued to shape how Lewis approaches value creation. It informs the way we work through long-standing customer relationships, a stable workforce and a deep understanding of the communities we serve.

Over the years, we have made good progress. We began applying global sustainability frameworks including the International Sustainability Standards Board (ISSB) standards, the Task Force on Climate-related Financial Disclosures (TCFD) and the United Nations Sustainable Development Goals (SDGs). We also initiated climate scenario planning, advanced transformation goals and contributed to social development in the markets where we operate.

Notably, we are rethinking how we define and measure impact and moving beyond compliance or outputs to focus on relationships, relevance and trust. This integrated approach is central to how we see the future, not as a set of disconnected activities but as a coherent strategy built on shared value.

OUR COMMITMENT TO SUSTAINABILITY

We recognise our responsibilities as a business operating within society and the environment. The Group has committed to adhere to sustainable business practices by ensuring appropriate sustainability governance practices are embedded in the business. At Lewis, sustainability means creating value for our stakeholders through responsible practices and long-term thinking. We achieve this by:

- Offering affordable, exclusive and quality household goods for customers
- Supporting employees, customers and communities
- Creating long-term value for shareholders
- Ensuring that the business model remains sustainable
- Meeting our responsibilities in sustaining the environment

Sustainability report continued

A YEAR OF MILESTONES

This year held particular significance as Lewis received external recognition for the values that continue to shape our journey. We were named Company of the Year 2025, an honour that reflects both our commercial resilience and the enduring dedication of our people.

In addition, we received the Wholesale and Retail Sector Education and Training Authority (W&RSETA) Ambassador Award, which affirms our leadership in skills development and our contribution to a more inclusive and empowered retail sector. These awards reflect a long-standing commitment to investing in people and creating value through stable employment, continuous learning and shared growth. For over 90 years, this focus has underpinned the way we do business.

During our Annual Awards events, **chief executive officer Johan Enslin reminded us that:**

"The success of this Company depends, and has always depended, on the success of all of us… of each us."

This was more than symbolism. It was a recognition that our success rests in the shared efforts of teams and individuals across every level of the business.

WHAT WE ACHIEVED THIS YEAR

LEWIS GROUP COMPANY OF THE YEAR AWARD 2025

Lewis Group was named Company of the Year at the prestigious News24 Business Awards 2025 which recognise excellence in corporate South Africa.

The award recognises the JSE-listed company that has created strong shareholder value over the medium term, while also excelling in performance, transforming the business landscape in South Africa through strategic leadership and innovation and maintaining transparency in its communications.

Chief executive officer, Johan Enslin, said the external endorsement of the investment community and News24's financial team made the award particularly meaningful to the Company.

"Everybody in our Company worked really hard to rebuild this business to what it is today. This award is a tribute to the energy, commitment and resilience of our staff of over 10 400 across our operations in South Africa and our neighbouring countries. We have great plans to expand the business and believe the award will motivate our employees to continue to go the extra mile in serving our customers."

Sustainability report continued

Alignment with the SDGs

The Group supports the SDGs, a global framework that addresses the world's most pressing environmental, social and economic challenges. These goals guide our efforts to contribute meaningfully to inclusive growth, social well-being and environmental stewardship.

Our sustainability commitments are aligned with the following SDGs:

Environmental, social and governance

We are aware of our impact on the world around us and remain committed to doing business in a way that is responsible, ethical and sustainable. Our approach reflects a conscious decision to integrate ESG considerations into how we operate and report. Measuring our performance in these areas helps make better decisions, reduce harm, unlock new opportunities and contribute positively to the people and communities connected to our business.

ENVIRONMENTAL	SOCIAL	GOVERNANCE
Manage climate risk	Transformation Invest in our people Support communities that support us	The social, ethics and transformation committee supports the board in fulfilling its responsibility for ESG and sustainability oversight

Sustainability report continued

Sustainability governance

The Lewis Group social, ethics and transformation committee reports to the board of directors. Its responsibilities include oversight of employment equity, social investment, ethics management and climate-related governance. The committee supports the board in monitoring the Group's performance in relation to its social licence to operate and its alignment with applicable legislation and codes of best practice.

At an operational level, the Lewis Stores social, ethics and transformation working group reports to the chief executive officer. The working group is responsible for driving implementation across the business, including workforce transformation, sustainability initiatives, community investment and internal reporting. It ensures that the Group's sustainability priorities are embedded in day-to-day operations and provides regular feedback to the executive team.

Oversight structure

- The board holds primary responsibility for ESG and sustainability oversight
- The social, ethics and transformation committee leads on employment equity, social investment and climate governance
- The risk committee ensures alignment between climate risks and the enterprise-wide risk framework
- The TCFD Working Group supports climate risk management, scenario analysis, reporting and target alignment

SUSTAINABILITY GOVERNANCE

BOARD OF DIRECTORS

The board of directors provides strategic oversight of sustainability and ESG matters

SOCIAL, ETHICS AND TRANSFORMATION COMMITTEE COMPOSITION

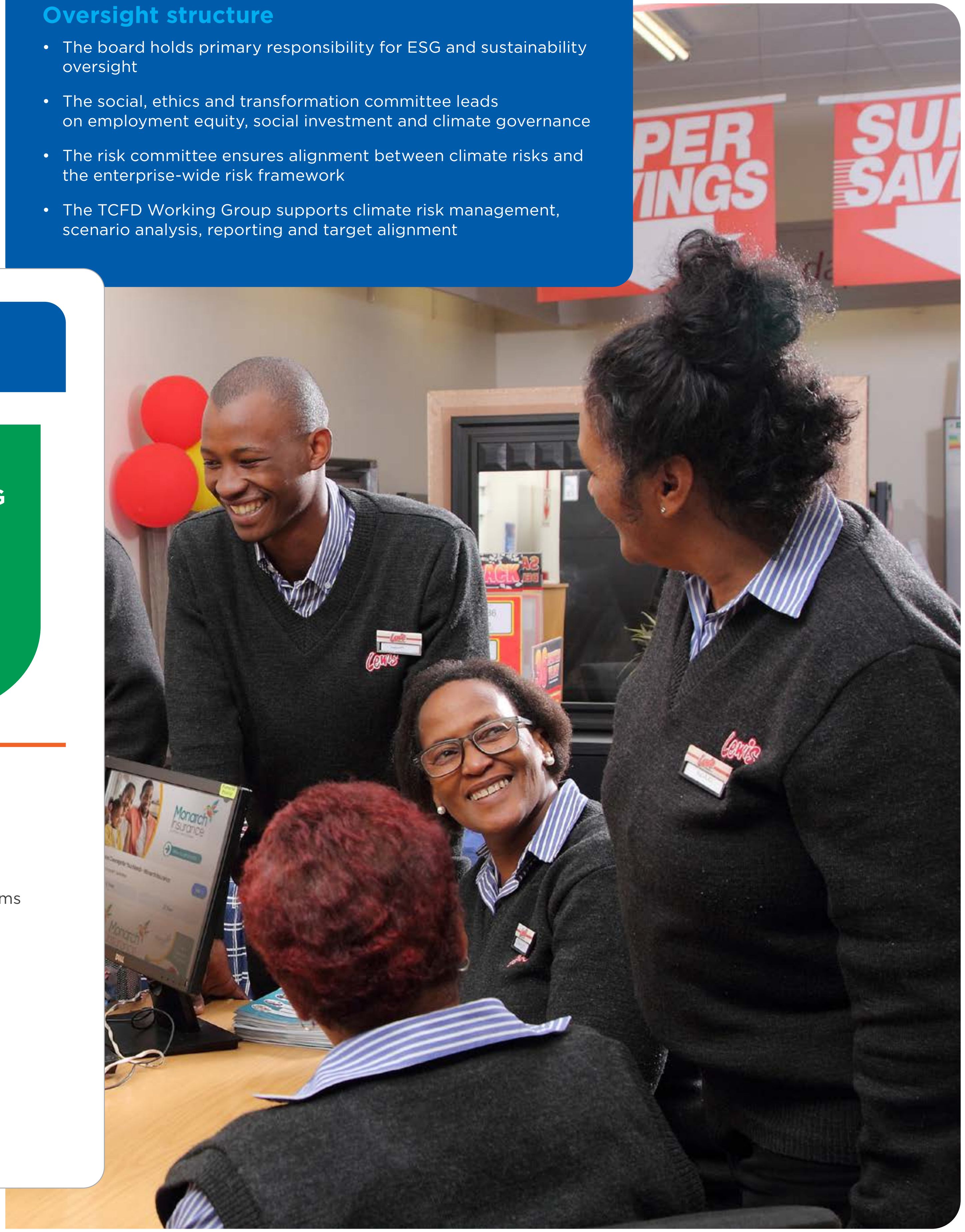
- Three independent non-executive directors
- The chairperson serves on the committee in his capacity as a non-executive director, not as chairperson of the board
- Chief executive officer

SOCIAL, ETHICS AND TRANSFORMATION WORKING GROUP COMPOSITION

- Human resources director
- Chief financial officer
- Chief risk officer
- Operations director
- Human resources manager
- Company secretary

KEY FOCUS AREAS IN 2025

- Monitoring the application of the code of ethics, including values and ethics awareness
- Monitoring customer relationships and compliance with consumer laws
- Increasing focus on ESG reporting
- Oversight of the employment equity plan aimed at increasing representation of all designated groups in terms of race and gender, particularly in management categories
- Monitoring skills development through learning and development initiatives and leadership programmes
- Supporting learnerships for disabled unemployed learners
- Supporting learnerships for junior IT 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 stakeholder engagement policy.



Sustainability report continued

4 QUALITY EDUCATION
8 DECENT WORK AND ECONOMIC GROWTH

Investing in our people

TRAINING, TALENT AND SKILLS DEVELOPMENT

The Group's training and development programmes create opportunities for all employees, ranging from basic sales and product knowledge to preparing high-potential staff for branch and management roles. The training department is accredited with the W&RSETA and delivers a mix of classroom-based and e-learning programmes across retail, management and leadership topics.

A central learning and development facility supports the training of store operations managers across all five countries where the Group operates, reflecting a consistent commitment to staff development.

WHAT WE ACHIEVED THIS YEAR

SKILLS DEVELOPMENT AND RECOGNITION

R56.4 million
Invested in employee training

98%
Training spend on previously disadvantaged employees

23 570
Training initiatives

20
Employees completed the senior management development programme

We believe learning is a journey – not just of skill, but of identity. In 2025, we also deepened our coaching and mentoring platforms to support new leaders from underrepresented groups.

EMPLOYER RECOGNITION

W&RSETA Ambassador Award

Championing skills development from shop floor to sectoral voice

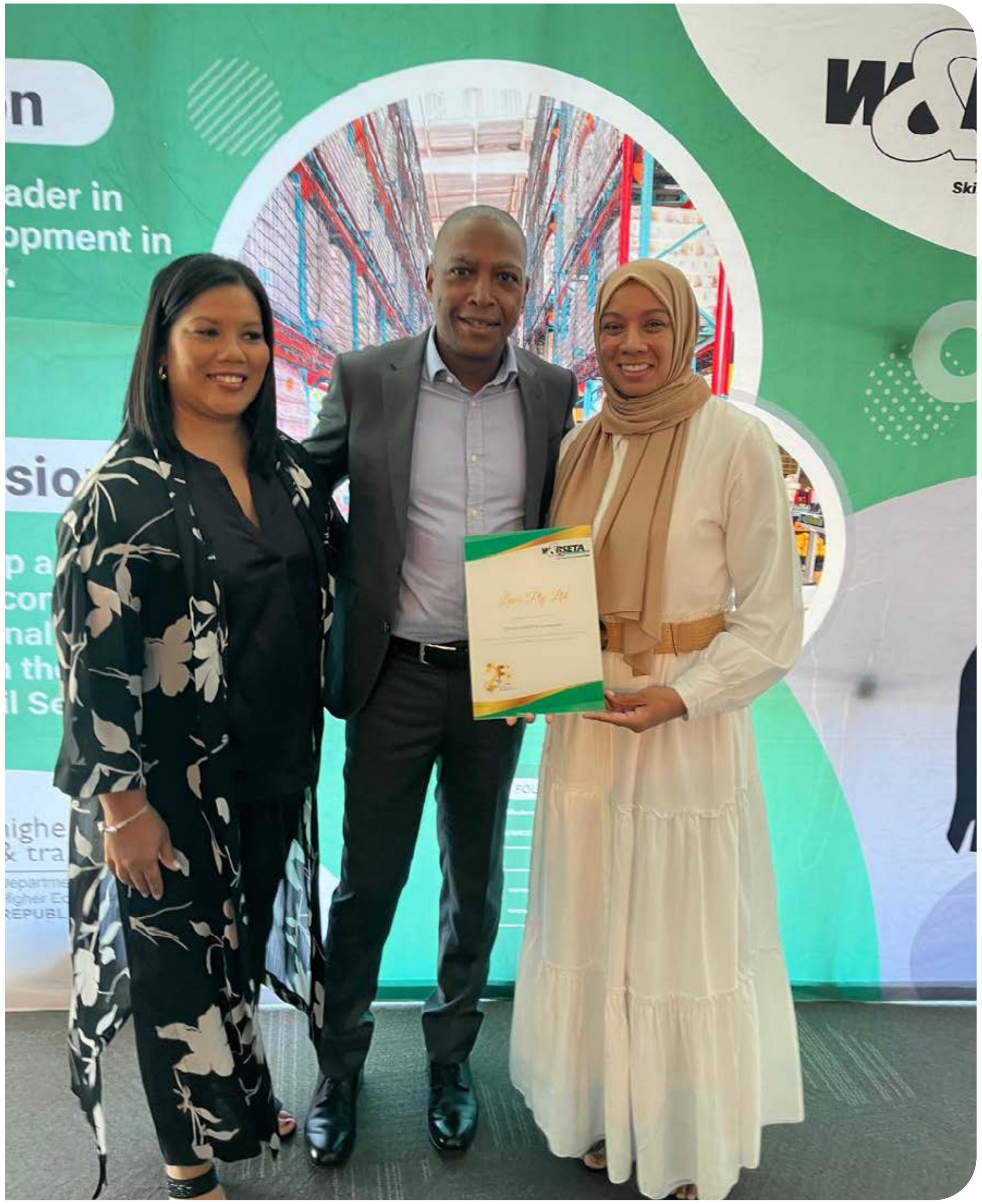
At the W&RSETA CEO Stakeholder Engagement held on 16 April 2025, Lewis received the 2025/2026 W&RSETA Ambassador Award. This national honour recognises organisations that lead in developing people within the wholesale and retail sector. The award reflects Lewis's ongoing investment in employee training and its broader impact in the communities where it operates.

As a W&RSETA Ambassador, Lewis now serves as a visible advocate for quality skills development, sector-wide improvement and meaningful transformation. The recognition affirms the Group's belief that learning is a cultural priority that requires consistent effort.

Through formal training, workplace mentorship and community-based initiatives, Lewis continues to build an environment where learning is accessible, relevant and sustained.

"There are many things that make us Lewis. But the most important is the spirit of Ubuntu – the knowledge that 'I am, because we are'".

HR Director Waleed Achmat



Sustainability report continued

Our people, our strength

"Because we are, I am."

Our people are central to our strategy. In 2025, this belief guided our investment in skills development, our recognition of excellence and our leadership approach rooted in empathy and accountability. Coaching practices, performance frameworks, award programmes and transformation initiatives all evolved to reflect a stronger culture of listening, learning and collective growth.

The Great Employee Movement (GEM)

The GEM campaign was initiated to encourage and reward employees who are committed to service excellence.

Our goal is to create and enforce a strong sense of excellent customer service in all employees.

Our management team is committed to customer care and satisfaction and expect the same commitment from every employee.

Our head office service excellence team assesses service standards and manages reward programmes that recognise and provide incentives to employees who deliver outstanding service to our customers.

Frans Masenya – Top Stock Clerk Award Winner

Lethiba Moela – Collection Star Award Winner

Thandeka Ceyana-Sindi – Collection Star Award Winner

Veena Ramatar – Millionaires Club Award Winner

Welcome Siyo – Antonia Seerane – Irene Hlatsi – CEO Award Winners

Marius Snygans – Irene Hlatsi – Top Regional Controller and CEO Award Winner

Welcome Siyo – GEM Award Winner with **Roan Koen**

Yvonne Openshaw – GEM Award Winner with **Waleed Achmat**

Sustainability report continued

INVESTMENT IN STAFF

264
Learners part of unemployed learnerships initiative (including 250 disabled learners)

35
Bursaries to dependants of staff

Black female staff comprise
57%
of total workforce

253
Interns/learners offered full-time positions

217
Dependants of staff provided educational assistance

43
Bursaries granted to staff

- No reports of health and safety non-compliance
- Employment equity targets exceeded across all employment categories
- Achieved level 5 B-BBEE rating
- Continued rollout of ethics and integrity training
- Wellness counselling offered to all staff

WORKFORCE PROFILE

10 423
permanent employees across southern Africa

98%
black representation

58%
women in the workforce

38%
black directors

38%
female directors

These figures reflect our progress as well as our continued commitment to fair representation, leadership diversity, and community-rooted employment.

Sustainability report continued

TRANSFORMATION

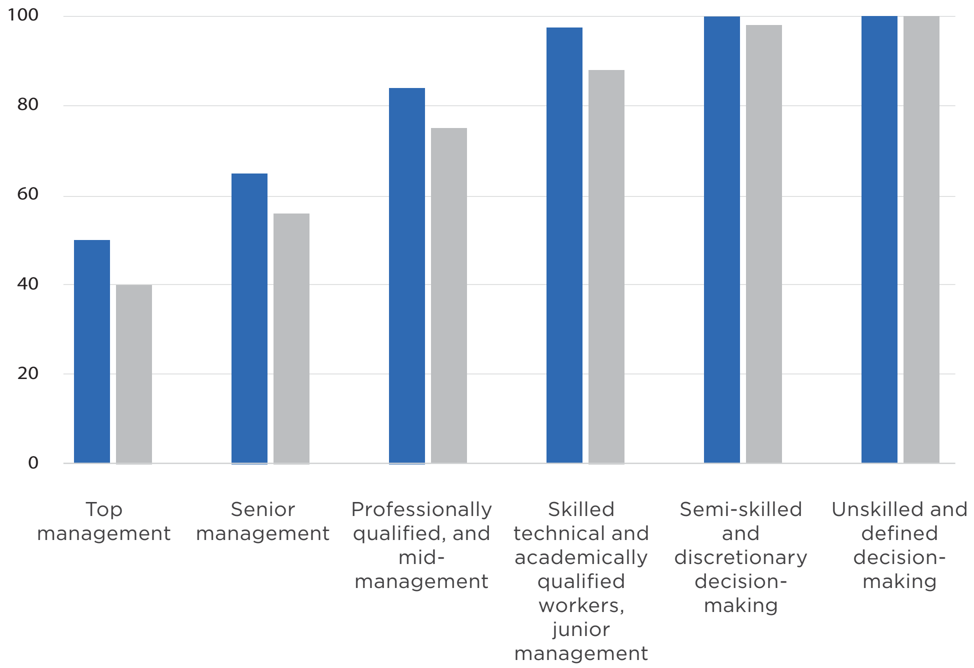
Employment equity

The Group's employment equity plan focuses on increasing the representation of designated groups, mainly in the senior management and professionally qualified areas. Strategies have been developed to achieve internal employment equity targets, including the implementation of a comprehensive learning and development plan, in-service training of retail management students, granting bursaries, job profiling and performance assessments.

Management is also committed to ensuring that the Group's employee profile is representative of the customer base it serves and the communities in which it trades.

Equity targets across all employment categories exceeded.

EMPLOYMENT EQUITY



	Top management	Senior management	Professionally qualified, and mid-management	Skilled technical and academically qualified workers, junior management	Semi-skilled and discretionary decision-making	Unskilled and defined decision-making
Target 2025	**50.00%**	**63.89%**	**80.41%**	**97.33%**	**99.85%**	**100.00%**
% Black employees	**40.00%**	**56.00%**	**75.00%**	**88.00%**	**98.00%**	**100.00%**

Black economic empowerment

The Group supports the principles and objectives of B-BBEE as outlined in the 2015 Amended Codes of Good Practice. The board recognises its responsibility in overseeing transformation and empowerment efforts across all elements of the B-BBEE scorecard.

In 2025, the Group maintained a level 5 rating, verified by AQRate, an accredited empowerment rating agency. Efforts remain focused on strengthening performance to meet the objectives of the B-BBEE Act 46 of 2013.

B-BBEE Element	Weighting	2025	2024	2023
Equity ownership	25	**5.69**	6.50	5.95
Management control	19	**12.06**	12.14	11.39
Skills development	20	**21.07**	20.77	19.21
Enterprise and supplier development	42	**36.87**	37.18	36.01
Socio-economic development	5	**5.00**	5.00	5.00
Total score		**80.69**	**81.59**	**77.56**
B-BBEE rating		**Level 5**	Level 5	Level 6

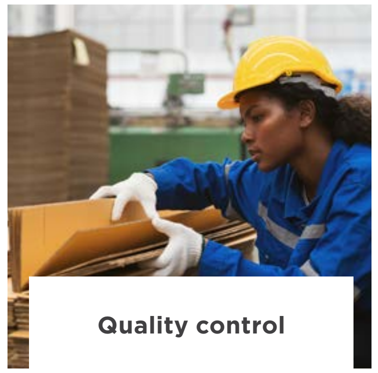
Enterprise and supplier development

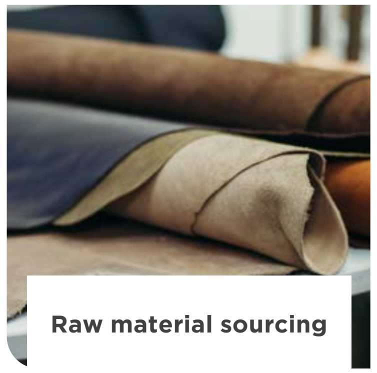
During the past year, Lewis focused on increasing its local supplier base and continued to support the local furniture industry through a focused enterprise development strategy to stimulate job creation in the domestic economy.

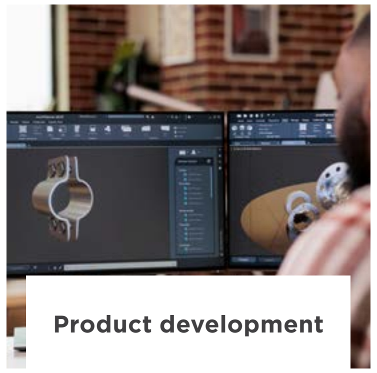
Large volumes of locally sourced merchandise, goods and services are purchased from small businesses which are mainly black-owned.


Financial administrative business support

How we support our enterprise development partners


Quality control


Raw material sourcing


Product development


Design

Our supplier agreements are aligned with and supportive of the 10 principles of the United Nations Global Compact. These establish core values in:

- **HUMAN RIGHTS**
- **LABOUR STANDARDS**
- **THE ENVIRONMENT**
- **ANTI-CORRUPTION FOR COMPANIES**

Sustainability report continued

Supporting communities that support us

Lewis works to improve the quality of life of all stakeholders by making a positive impact. We aim to be an active part of the communities where we operate, recognised as a dependable, caring and ethical corporate citizen.

Most of the initiatives we support focus on education and nutrition, followed by health and social development. We place emphasis on supporting women and children at risk.

We partner with large-scale projects located in the communities where our employees and customers live. Our aim is to develop replicable models that lead to sustainable and independent community initiatives over time. We achieve this by:

- **Engaging in socio-economic participation** from every level of the organisation by actively seeking employee community involvement opportunities
- **Communicating** these projects through our internal communication channels
- **Encouraging** stakeholders to get involved
- **Actively pursue** our integrated socio-economic development strategy in a transparent manner

Although primarily focused in South Africa, the programme includes communities in the neighbouring countries of Botswana, Lesotho, Namibia and Eswatini where the Group has a retail presence.

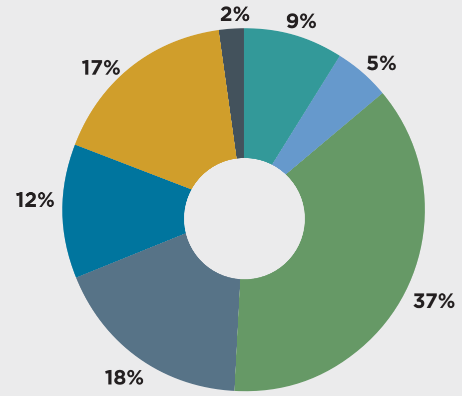
The Group is committed to direct and indirect financial investment in socially responsible initiatives and activities and allocates funds throughout each financial year for this specific purpose.

DIRECT	Financial support
INDIRECT	Contribution in kind for a project including resources, merchandise, materials

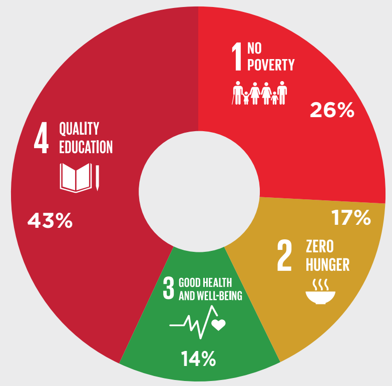
We aim to invest 1% of our Group after-tax profits on socio-economic development initiatives. This spend is reviewed and approved annually and the Group has a proven history of achieving 100% for this element on the B-BBEE scorecard.

Our core socio-economic strategy is reflected in our motto:
Supporting communities that support us.

Click here to see our CSI initiatives on ***https://www.lewiscsi.co.za.***



FOCUS AREAS
- Community upliftment
- Development programmes
- Education
- Sport development
- Health
- Orphans and vulnerable children
- Feeding and nutrition



ALIGNING CSI SPEND WITH PRIORITY SDGS
- No poverty
- Zero hunger
- Good health and well-being
- Quality education

Over R25 million invested
in supporting children of our employees over the years through school and tertiary funding

8 students supported
through the Kay Mason Foundation honouring the legacy of Alan Smart, the former chief executive officer of Lewis Group

1 150 learners fed daily
through our primary project – Peninsula School Feeding Association

Over R4 million donated
to positively impact the lives of children at Durbanville Children's Home and SA Children's Home over the years

Sustainability report continued

Upliftment and upskilling stories of impact

Learning to earn, and to dream again.

We believe real sustainability begins with human possibility. In 2025, our continued support of Learn to Earn enabled dozens of South Africans to build lives defined not by circumstance, but by capacity and courage. As Sharon Röhm, Head of CSI, reminds us: *"Although Lewis funds these projects, we are not the heroes. The heroes are those on the ground bringing them to life."*

The human heart of our sustainability journey

Behind every metric in this report there is a person. And behind every strategy, a story. The projects we support reflect our belief that sustainability is not just what a company does – it is what it makes possible.

> These are not mere CSI case studies, but real human lives, quietly and continually transformed by access, belief, and opportunity, where upliftment, though not easy, becomes lasting and far-reaching when approached with humility.

The following are partnerships that embody this principle. Each one reflects a different facet of our long-term commitment to enablement, dignity, and community-rooted transformation.

Lesedi la Batho project

The Lesedi la Batho Centre in Mabopane, Tshwane, was established to equip unemployed individuals with practical skills such as sewing, beadwork, computer literacy and baking. These skills enable participants to produce and sell goods, helping them generate an income and build self-reliance. One of the centre's key initiatives, Amogelang Diphetogo, is supported by Beares and focuses on the production of teddy bears. This initiative provides a source of income for women in the community while also donating the teddy bears to children in hospitals and children's homes.

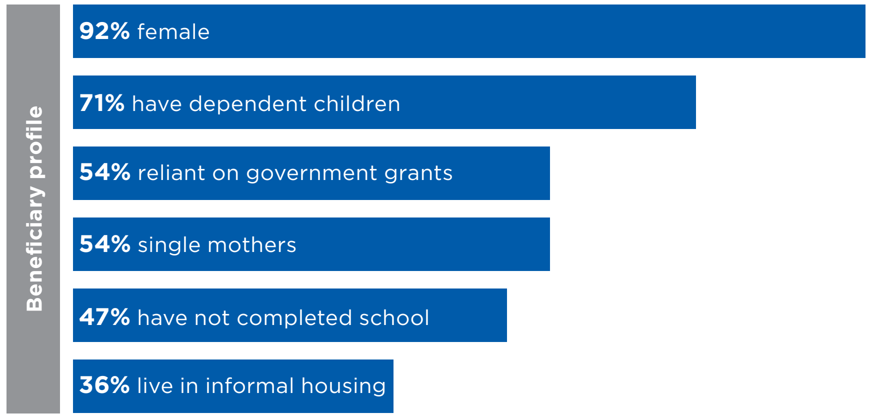
Learn to Earn

A cornerstone of our social investment portfolio, Learn to Earn is more than a training provider, it is a catalyst for human potential. Focused on developing entrepreneurial and vocational skills, the programme equips graduates not just to find work, but to reshape their lives and communities. Many of the stories shared in this report, from small business founders to bakery and factory employees, trace their first steps back to Learn to Earn's model of empowerment.

Sustainability report continued

Bergzicht Training

For over a decade, Lewis has partnered with Bergzicht Training, a skills development organisation that empowers unemployed and unskilled individuals, particularly women, in the Western Cape. Through our support, Bergzicht has delivered accredited training programmes in frail care, early childhood development, hospitality and office administration. These programmes equip participants with practical skills and a renewed sense of confidence and agency. Testimonials from graduates consistently highlight a shared message: with the right support, transformation becomes possible and sustainable.



Nourish Eco Village – FCD Skills Centre

Nourish Eco Village is an integrated community platform located in Mpumalanga. It delivers food security, conservation and education initiatives in a shared space. The FCD Skills Centre forms the core of the village and offers hands-on training in trades, crafts and sustainability-linked enterprise. As part of our commitment to social investment and inclusive development, Lewis has supported the centre's growth and extended its reach, helping communities build resilient livelihoods where opportunities are limited. The project demonstrates our shared commitment to sustainability that uplifts both people and the environment.

Fisantekraal Skills Centre

Fisantekraal Skills Centre has empowered unemployed individuals through skills training since 2010. Its programmes include the following training, bake for profit, barista training, beauty and nail care, childcare, English with confidence, frail care, handyman, hospitality, housekeeping, job readiness, office basics, sew for profit and trade for profit. These programmes build practical skills alongside the values and attitudes needed to remain economically active, helping participants regain their dignity and self-esteem.

Sustainability report continued

Managing climate change

Climate change is one of the most critical challenges of our time, with far-reaching implications for businesses, governments, and society.

As the impact of climate change becomes increasingly evident, there is a growing need for businesses to assess and address climate-related risks and opportunities. The impacts of climate change, including physical risks such as extreme weather events and transition risks arising from policy changes and market shifts, can have significant consequences for retail operations.

The Group operates an extensive network of retail outlets, manages a complex global supply chain and handles local distribution operations. Understanding these physical and transitional climate risks is crucial in ensuring our Group's long-term sustainability and resilience. This includes how we use energy, engage with resource efficiency, and align operations with emerging regulatory and stakeholder expectations around environmental stewardship.

LEWIS GROUP'S CLIMATE CHANGE STRATEGIC PATHWAY

2021	2022	2023	2024	2025
Developed a strategic TCFD-aligned implementation pathway	First TCFD-aligned report published	Commenced with climate-related risk and opportunity identification	Scenario-based climate risk identification and assessment	**Board-approved risks, opportunities and targets, with advanced reporting on first full scenario analysis**

In 2025, the Group extended its commitment to conducting business in a manner that actively reduces harmful impacts on the environment. From scenario-based climate risk assessments to investments in smart metering and solar infrastructure, the Group is embedding environmental responsibility into its strategy and operations to ensure sustainable value creation.

CLIMATE GOVERNANCE

The Group is committed to reducing greenhouse gas emissions in alignment with international goals to limit global warming to 1.5°C above pre-industrial levels. This commitment is reflected not only in the business operations but also how climate considerations are embedded into governance, risk, and strategy.

Climate disclosures and risk assessments have historically followed the recommendations of the TCFD, which provided a global framework for identifying and managing climate-related risks and opportunities. Following the disbanding of the TCFD and its integration into the ISSB, the Group's focus is now on aligning with the ISSB's General Sustainability (IFRS S1) and Climate-related (IFRS S2) Disclosure Standards, which both incorporate the TCFD principles. The adoption of IFRS S1 and S2 is not yet mandatory in South Africa and no timing has been prescribed for the adoption of the standards. The Group continues to draw on the JSE's Climate and Sustainability Disclosure Guidance which provides local context to the evolving global framework.

This multi-tiered approach reflects our belief that climate governance should be both strategic and operational, being embedded across leadership, responsive to regulatory change, and grounded in a culture of accountability.

Climate governance framework

Climate oversight

BOARD

Mandate
- Sets the direction and drives a climate-conscious culture
- Provides overall guidance to management on the climate-related strategy and implementation through an annual risk review

Climate management

EXECUTIVE COMMITTEE

Mandate
- Identification, assessment, mitigation and management of material climate-related risks and opportunities
- Review of TCFD working group implementation

Social, ethics and transformation committee

Three independent non-executive directors and the chief executive officer

Mandate
- Delegated responsibility to oversee TCFD-aligned climate implementation and continual improvement of climate performance

Risk committee

Six independent non-executive directors, chief executive officer and the chief financial officer

Mandate
- Risk management oversight and monitoring of the impact of material climate-related risks and opportunities

TCFD working group

Chief financial officer, chief risk officer and the general manager finance

Mandate
- Engaging with specialist carbon consultants, GCX, to assist with the implementation of the TCFD recommendations
- Driving implementation of TCFD recommendations

Sustainability report continued

CLIMATE RISKS, OPPORTUNITIES AND SCENARIO ANALYSIS

The Group has progressed its identification of climate risks and opportunities, working towards impact quantification using scenario analysis.

The Network for Greening Financial Systems (NGFS) has been selected as the basis for the Group's scenario analysis. The NGFS consists of seven plausible future scenarios from which management selected the Hot House World and Disorderly Transition scenarios. These scenarios cover a wide range of physical and transition risks and are categorised according to the increasing level of these risks.

The Group believes these are the two most likely future scenarios, considering physical and transition risks.

- **Hot House World:** a scenario where current policies persist, resulting in high physical risks
- **Disorderly Transition:** a late but forceful response to limit warming to below 2°C, with high transitional disruption

The risks were assessed qualitatively using the Group's enterprise-wide risk assessment ratings of impact and likelihood, to determine the inherent risk level of each of the identified risks, against each scenario over the short, medium and long term.

The five major climate risks identified from the scenario analysis (not ranked in order of importance) as requiring the most attention over the long term in the strategic risk management process, have been grouped according to the Group's material issues and risks as follows:

Material issues and risks *Refer to pages 14 to 16*	Risk
01 Retail trading environment	Compounded macroeconomic impacts, resulting in decreased disposable income and reduced revenue Costs or inability to transition to lower emissions technology
02 Global and local supply chain challenges	Disruption in global and local supply chains
07 Regulation	Carbon pricing resulting in increased operational costs Increased requirements for climate change disclosures

Following the inherent risk assessment, all associated control and mitigation measures were outlined. The impact of existing control measures was factored into a final residual risk assessment, concluding that management is satisfied that all identified risks have adequate control measures in place.

The climate risk matrices will be reviewed and evaluated according to the enterprise risk management system annually and additional controls will be implemented, where necessary.

METRICS, TARGETS AND PERFORMANCE

While the Group's approach to tracking, monitoring and reporting performance has evolved in recent years, management is still in the process of identifying meaningful targets.

The Group is investing in a smart metering and utility management system. This will enable management to accurately measure consumption data in real time, removing the current administrative challenges in obtaining this data. Accurate base data will allow for robust reduction targets to be determined for the long term.

CARBON FOOTPRINT REPORTING

Since 2018 the Group has measured and calculated its carbon footprint according to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), which includes Scope 1 and 2 emissions and certain Scope 3 emissions.

Scope 1 and 2 emissions breakdown (tonnes CO_2e)

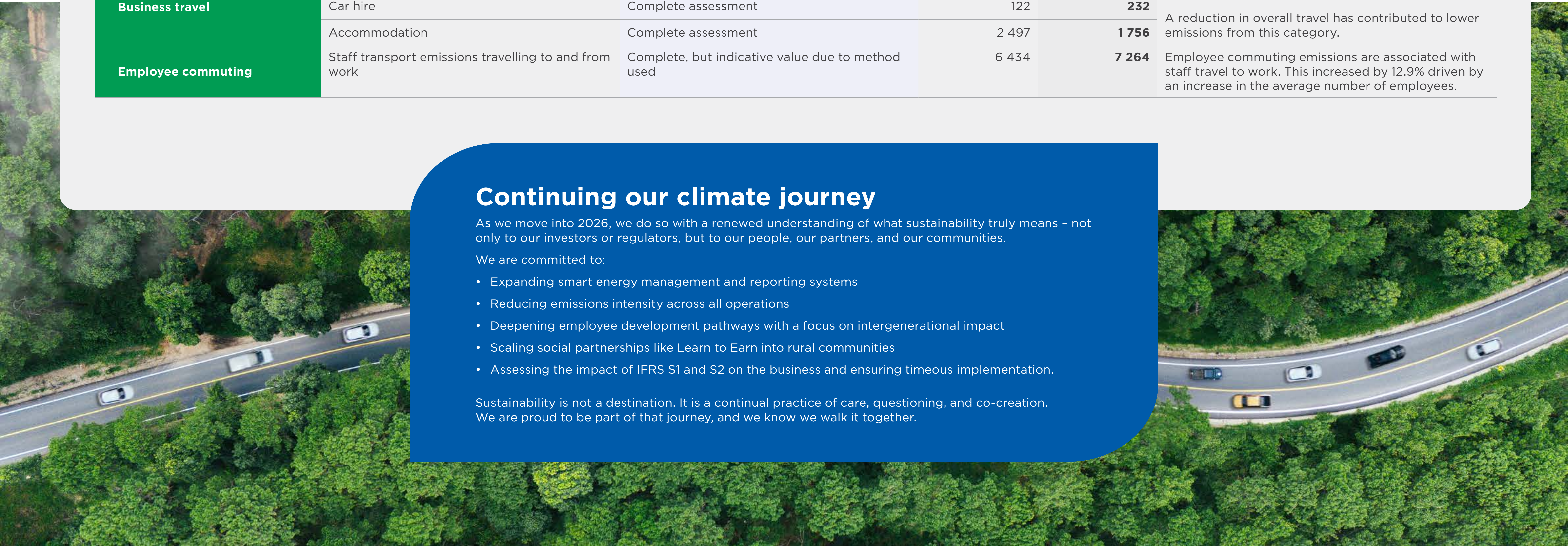
Scope	Source	2024	2025	Commentary
Scope 1 Scope 1 emissions result from fuel consumption by company-owned vehicles as well as diesel generators.	South Africa fuel	18 605	**19 200**	The increase in fuel consumption measured under Scope 1 can be attributed to higher sales which results in increased stock movements and deliveries.
	International fuel	2 595	**2 901**	
	Total scope 1	21 200	**22 101**	
Scope 2 Scope 2 emissions result from the generation of purchased electricity by the company.	South Africa electricity	19 874	**22 571**	Scope 2 increase was impacted by electricity grid emission factors driven by the inefficiency of Eskom's coal stations.
	International electricity	3 313	**3 527**	
	Total scope 2	23 187	**26 098**	
TOTAL SCOPE 1 & 2		44 387	**48 199**	The overall increase in Scope 1 and 2 emissions was driven primarily by the store expansion within the Group, with an additional 49 stores opened and acquired during the year.
Total South Africa		38 479	**41 770**	
Total international		5 908	**6 429**	

An 8.5% reduction in head office emissions achieved over the six-month period following the installation of solar panels.

Sustainability report continued

Summary of assessed Scope 3 emissions (tonnes CO_2e)

Scope 3	Emission source	Comment	2024	2025	Commentary
Fuel and energy-related activities	Oil, gas and coal extraction, transport and conversion to liquid fuels; transmission and distribution losses of the electricity grid	Complete assessment	16 971	**17 710**	Fuel- and energy-related activities emissions increased by 4% due to increased fuel (petrol and diesel) consumption and increased electricity consumption(Scope 1 and 2 emissions).
Upstream transportation and distribution	Outsourced road distribution in South Africa	Partial assessment: Outsourced transport within South Africa; Outsourced transport from the movement of stock from South Africa to Botswana, Lesotho, Eswatini and Namibia; does not include shipping or other transport	6 951	**7 691**	Emissions associated with upstream transportation and distribution for the Group could only be calculated for road distribution. Road distribution is outsourced mainly to one large service provider. Although international shipping from suppliers to South African ports as well as local furniture manufacturing would also contribute to this category, quantifying the emissions from our supply chain remains a challenge. The increase in emissions is as a result of higher fuel consumption driven by business operational requirements as well as the increased store footprint.
Business travel	Domestic and international flights	Complete assessment	946	**444**	Business travel emissions include domestic, regional and international travel. A reduction in overall travel has contributed to lower emissions from this category.
	Car hire	Complete assessment	122	**232**	
	Accommodation	Complete assessment	2 497	**1 756**	
Employee commuting	Staff transport emissions travelling to and from work	Complete, but indicative value due to method used	6 434	**7 264**	Employee commuting emissions are associated with staff travel to work. This increased by 12.9% driven by an increase in the average number of employees.



Continuing our climate journey

As we move into 2026, we do so with a renewed understanding of what sustainability truly means – not only to our investors or regulators, but to our people, our partners, and our communities.

We are committed to:

- Expanding smart energy management and reporting systems
- Reducing emissions intensity across all operations
- Deepening employee development pathways with a focus on intergenerational impact
- Scaling social partnerships like Learn to Earn into rural communities
- Assessing the impact of IFRS S1 and S2 on the business and ensuring timeous implementation.

Sustainability is not a destination. It is a continual practice of care, questioning, and co-creation. We are proud to be part of that journey, and we know we walk it together.