



**2024**

**ESG SUMMARY REPORT**

For the 53 weeks ended 30 June 2024

# ESG Summary Report

for the 53 weeks ended 30 June 2024

Robust corporate governance remains a key focus for Cashbuild to ensure that the Company remains a good corporate citizen in line with ESG best practice. We also continue to enhance our ESG disclosure. This ESG Summary Report is therefore intended to show Cashbuild's progress against ESG requirements and what we deem to be material to our business. It must be noted that Cashbuild is on a journey towards improving ESG disclosure, and the Group is committed to increasing transparency and delivering more information for future reporting.

The Group's ESG Policy aims to identify material ESG risks and implement controls to mitigate these through sustainable strategies throughout the Group. However, as a Group it is acknowledged that this is a journey, and that Cashbuild needs to continue its understanding and disclosure of significant ESG impacts to make an informed decision on how long it will take to attain appropriate levels of mitigation.

The recently released global sustainability reporting standards, IFRS S1 and S2, are effective for companies reporting from 1 January 2025. Also, given that Cashbuild is not involved in the production or manufacturing processes of the products available in its stores, and is not a heavy emitter of either Scope 1 or 2 GHGs, and no Scope 3 GHGs, the applicability of the IFRS standards, in particular IFRS S2, may be of limited pertinence to companies such as ours.

Cashbuild has thus opted to apply the JSE Sustainability Disclosure Guidance this year, which although closely aligned with the globally recognised GRI Standards on which prior years' reporting has been based, has moved towards a focus on sustainability as a whole in line with the work being done by the ISSB and the IFRS Foundation.

Although the Group's direct impact on the environment is not significant, where practical, Cashbuild is committed to reducing any impact its operations may have on the environment and we thus continually strive to improve our environmental performance as part of our business strategy. The Group remains committed to sourcing products that comply with applicable building industry standards, such as those developed by the South African Bureau of Standards and other relevant certification agencies. In line with Cashbuild's drive to be a responsible and sustainable retailer, the Group sources products that comply with legislative requirements related to product labelling, including warning labels. In certain instances, particularly regarding products with finite lifespans such as paint or cement, Cashbuild constantly updates its procurement and inventory management practices to eliminate wastage from the disposal of expired products that can no longer be sold.

For all ESG-related information on our environmental initiatives, social involvement as well as governance matters, please refer to the ESG Report commencing on page 48 of the 2024 Integrated Report.

The ESG Report has not been independently assured for the 2024 financial year. The Group's own internal audit function reviews the ESG information on request from the CFO. Certain information is scrutinised by external assurance providers where this has been deemed relevant and necessary.

The definitions and abbreviations used throughout this ESG Summary Report are available on pages 186 and 187 of the 2024 Integrated Report.

# ESG Summary Report (continued)

for the 53 weeks ended 30 June 2024

## GENERAL DISCLOSURE METRICS

	Unit of measure	June 2024	June 2023	June 2022	June 2021
<b>STANDARD DISCLOSURES</b>					
Stated reporting period of the report	Y/N	Y	Y	Y	Y
Month of financial year end	Y/N	Y	Y	Y	Y
Is the reporting aligned to SASB?	Y/N	N	N	N	N
Has the report undergone a process of Independent Third Party Assurance over the Sustainability/ESG Reporting?	Y/N	N	N	N – only a review	N
If so, by whom?	Name	n/a	n/a	IRAS	n/a
Has the assurance provider identified specific data points that have been tested?	Y/N	N	N	Y	N
Is a standalone ESG data table provided either in the IAR/ESG/Sustainability Report or as a supplemental document?	Y/N	Y	Y	Y	N
Does the report contain a King IV compliance checklist?	Y/N	Y	Y	Y	Y
Is the company a signatory of the UN Global Compact?	Y/N	N	N	N	N
Is the company a signatory of any industry-specific regulatory body (e.g., ICMM) or the Equator Principles?	Y/N	N	N	N	N
Is the Company associated with any sustainability initiatives and/or sustainable memberships?	Y/N	N	N	N	N
Trading brands	Number	2	2	2	2
Registered trademarks	Number	7	7	7	7
Does the Company provide mention of the UN SDGs?	Y/N	Y	Y	Y	Y
Do the SDG disclosures extend to one or more of the 169 SDG targets?	Y/N	N	N	N	N
Does the Company provide targets for one or more of the SDGs?	Y/N	N	N	N	N
Does the Company provide progress against prior targets for one or more of the SDGs?	Y/N	N	N	N	N

### Application of JSE Guidance

Core = C

Leadership = L

IR = Integrated Report

# ESG Summary Report (continued)

for the 53 weeks ended 30 June 2024

## GOVERNANCE DISCLOSURE METRICS

	Unit of measure	Leadership/ Core	June 2024	June 2023	June 2022	June 2021	Reference in IR
<b>G1 BOARD COMPOSITION</b>							
<b>G1.1 BOARD DIVERSITY</b>							
<i>Composition of the Board and its committees by race, gender, age and where relevant, any under-represented social groups</i>							
■ HDSA Board members	Number	C	3	3	3	3	Pages 79 and 81
■ Percentage of HDSA Board members	%		30	30	30	30	
■ Female Board members	Number		2	2	2	2	
■ Percentage of female Board members	%		20	20	20	20	
<b>G1.2 BOARD COMPETENCE</b>							
<i>Description of the specific skills, competencies, and experience on the Board to address the organisation's significant sustainability-related impacts, risks, and opportunities.</i>							
	Qualitative – Y/N	C	Y	Y	Y	Y	Pages 80 and 81
<b>G1.3 BOARD INDEPENDENCE</b>							
<i>The composition of the Board regarding executive or non-executive; independence; tenure on the governance body; and number and nature of each individual's other significant positions and commitments.</i>							
■ Board members	Number	C	10	10	10	10	Pages 79 to 81
■ Executive Directors	Number		4	4	4	4	
■ Percentage of Executive Directors	%		40	40	40	40	
■ Non-Executive Directors	Number		6	6	6	6	
■ Percentage of Non-Executive Directors	%		60	60	60	60	
■ Independent Non-Executive Directors	Number		6	6	6	6	
■ Prescribed Officers <sup>1</sup>	Number		0	1	2	2	
■ Average length of Executive Director service at financial year-end	Years		14	13	12	11	
■ Average length of Non-Executive Director service at financial year-end	Years		7	6	5	4	

# ESG Summary Report (continued)

for the 53 weeks ended 30 June 2024

	Unit of measure	Leadership/ Core	June 2024	June 2023	June 2022	June 2021	Reference in IR
▪ Average age of directors	Years		57	56	55	57	Pages 79 to 81
▪ Overall Board and Committee meeting attendance	%		96	100	100	100	
▪ Independence of Board Chairman	Y/N		Y	Y	Y	Y	
▪ Publicly available policy on Board conflicts of interest and PEP	Y/N		N	N	N	N	
▪ Public disclosure on any/all Board member conflicts of interest	Y/N		Y	Y	Y	Y	
<b>G2 REMUNERATION</b> <i>How the remuneration policies for Board members and senior executives relate to their objectives and performance in relation to the delivery of the organisation's strategy and management of its impacts on people, the environment and the economy, noting the split between fixed pay and variable pay, and with variable pay split into short and long-term incentives.</i>	Y/N	C					
▪ Average compensation per Executive Director – excluding the value of the Share Scheme	R'000		7 444	5 764	4 962	6 445	Pages 92 and 94
▪ Value of the Share Scheme vested to Executive Directors	R'000		2 988	6 087	7 145	660	
▪ Compensation paid to Executive Directors – including the value of the Share Scheme	R'000		32 764	29 143	26 994	32 886	
▪ Average compensation per Executive Director – including the value of the Share Scheme	R'000		8 191	7 286	6 749	6 577	
▪ Total compensation paid to prescribed officers – excluding the value of the Share Schemes <sup>1</sup>	R'000		1 123	3 454	5 986	4 228	
▪ Average compensation per Executive Director and prescribed officers – excluding the value of the Share Schemes	R'000		7 131	5 302	5 133	6 076	
▪ Value of the Share Schemes – prescribed officers	R'000		–	297	1 746	74	
▪ Average compensation per Executive Director and prescribed officers – including the value of the Share Schemes	R'000		7 820	6 579	5 788	6 198	
▪ Shareholders vote (non-binding) on Remuneration Policy	Y/N		Y	Y	Y	Y	Page 178 – Notice of AGM
▪ Shareholders vote (non-binding) on the implementation of the Remuneration Policy	Y/N		Y	Y	Y	Y	

# ESG Summary Report (continued)

for the 53 weeks ended 30 June 2024

	Unit of measure	Leadership/ Core	June 2024	June 2023	June 2022	June 2021	Reference in IR
<b>G3 ETHICAL BEHAVIOUR</b>							
<b>G3.1 ANTI-CORRUPTION</b>							
Total percentage of governance body members, employees and business partners who have received training or awareness-raising on the organisation's anti-corruption policies and procedures, broken down by employee category and region.	%	C					
Total number and nature of incidents of corruption confirmed during the current year, related to this year and previous years, with a description of the activities taken to address confirmed incidents, and of the outcomes of these activities.	Number and description		32	30	35	41	Page 46
A description of (i) the internal and external grievance mechanisms (including whistle-blowing facilities) for reporting concerns about unethical or unlawful behaviour and lack of organisational integrity; (ii) mechanisms for seeking advice about ethical and lawful behaviour and organisational integrity; and (iii) the extent to which these various mechanisms have been used, and the outcomes of processes using these mechanisms.	Description	C	Yes	Yes	Yes	Yes	Pages 46 and 47
Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, to combat corruption.	Description	L	Yes	Yes	Yes	Yes	Pages 24 to 33
<b>G4 COMPLIANCE AND RISK MANAGEMENT</b>							
<b>G4.1 INCIDENTS</b>							
Number and nature of significant environmental, social and/or governance-related incidents during the reporting period, including incidents of legal non-compliance (whether under investigation, pending finalisation, or finalised) and directives, compliance notices, warnings or investigations, and any public controversies.	Number	C	0	0	0	0	-
<b>G4.2 FINES AND MONETARY LOSS</b>							
Total number and monetary value of fines, settlements, penalties, and other monetary loss suffered in relation to ESG incidents or breaches, including individual and total cost of the fines, settlements and penalties paid in relation to ESG incidents or breaches; and description of plans to address any incidents or breaches.	Number and value	C	0	0	0	0	Page 56
■ Total environmental incidents (level 1, 2 and/or 3)	Number		0	0	0	0	
■ Total environmental fines and/or non-compliances	Number		0	0	0	0	
■ Total environmental complaints	Number		0	0	0	0	

# ESG Summary Report (continued)

for the 53 weeks ended 30 June 2024

## SOCIAL DISCLOSURE METRICS

	Unit of measure	Leadership/ Core	June 2024	June 2023	June 2022	June 2021	Reference in IR
<b>S1 LABOUR STANDARDS</b>							
<b>S1.1 DIVERSITY &amp; INCLUSION</b>							
<i>Percentage of employees per employee category by race, gender, and where relevant other diversity indicators.</i>							
	%	C					
■ Management (Top and Senior) deemed HDSA	%		11.8	11.1	12.5	11.1	Page 63
■ Management (Top and Senior) who are women	%		23.5	22.2	25.0	22.2	
■ Employees who are deemed HDSA	%		92.3	92.4	91.3	87.1	Page 58 to 60
■ Employees who are women	%		32.7	32.6	29.7	28.1	
■ Employees who are permanent	Number		5 346	5 793	5 955	5 928	
■ Employees who are deemed 'disabled'	Number		14	10	2	2	
■ B-BBEE Level	Number		8	7	7	7	Page 62
<i>Number of allegations and confirmed incidents of discrimination and/or human rights incidents relating to workers incidents during the reporting period, noting the investigation status of reported and actual incidents, actions taken, and total amount of monetary losses due to legal proceedings associated with labour law violation, employment discrimination, and/or human rights violations.</i>							
	Number and description	C					

# ESG Summary Report (continued)

for the 53 weeks ended 30 June 2024

	Unit of measure	Leadership/ Core	June 2024	June 2023	June 2022	June 2021	Reference in IR
<b>S1.2 PAY EQUALITY</b>							
<i>The ratio of the average annual remuneration of the top 10% of the organisation's top earners, and the average annual remuneration for the bottom 10% of the lowest earners in the organisation.</i>		L					
<ul style="list-style-type: none"> <li>Income disparity ratio: average compensation paid to Executive Directors relative to average compensation paid to employees – excluding the value of the Share Schemes</li> </ul>	Ratio		<b>36.34</b>	31.71	32.20	36.17	Only in ESG Summary Report – will include in the Remuneration Report for the 2025 year-end
<ul style="list-style-type: none"> <li>Income disparity ratio: average compensation paid to Executive Directors relative to average compensation paid to employees – including the value of the Share Schemes</li> </ul>	Ratio		<b>40.91</b>	40.10	43.40	36.85	
<i>The total annual remuneration of both the highest paid employee and the lowest paid employee; the average remuneration; and the median remuneration of all employees.</i>							
<ul style="list-style-type: none"> <li>Companies Act Wage Gap – average compensation per Top 5% of all employees (including executives)</li> </ul>	R		<b>1 035 032</b>	942 348	860 604	834 828	
<ul style="list-style-type: none"> <li>Companies Act Wage Gap – average compensation per Bottom 5% of all employees (including executives)</li> </ul>	R		<b>63 539</b>	56 088	54 204	50 628	
<ul style="list-style-type: none"> <li>Companies Act Wage Gap – ratio of average compensation per Top 5% to average compensation per Bottom 5% of all employees</li> </ul>	Ratio		<b>16.3</b>	16.8	15.9	16.5	
<i>Ratio of the total annual remuneration of women to men, and by race group, for each employee category, by 'significant locations of operation' (as defined by the organisation).</i>							
<ul style="list-style-type: none"> <li>Average compensation per male employee</li> </ul>	R		<b>157 587</b>	142 632	132 432	130 284	
<ul style="list-style-type: none"> <li>Average compensation per female employee</li> </ul>	R		<b>168 693</b>	150 552	142 356	138 372	
<ul style="list-style-type: none"> <li>Gender pay gap – ratio of average compensation per male to average compensation per female</li> </ul>	Ratio		<b>0.90</b>	0.95	0.93	0.94	



# ESG Summary Report (continued)

for the 53 weeks ended 30 June 2024

	Unit of measure	Leadership/ Core	June 2024	June 2023	June 2022	June 2021	Reference in IR
<b>S1.4 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>							
<i>Describe how the organisation manages freedom of association and collective bargaining, noting any policy or policies considered likely to affect workers' decisions to form or join a trade union, to bargain collectively or to engage in trade union activities.</i>		C					
<i>Percentage of total employees covered under collective bargaining agreements</i>							
■ Union membership	%		2.6	2.6	2.2	3.1	Page 63
<i>Disclose the extent of major work stoppages (including both strikes and lockouts) due to disputes between the undertaking and its workforce, including the number of major work stoppages, and for each: number of workers involved; length in days of stoppage, reasons, and steps taken to resolve each dispute.</i>							
Total person days lost due to industrial action (i.e. strike action, unrest)	Number		0	0	0	0	Page 42
Total person days lost due to industrial action – calculated	%		0	0	0	0	
<b>S1.5 CHARACTERISTICS OF EMPLOYEES AND WORKERS IN WORKFORCE</b>							
<i>Describe key characteristics of employees in own workforce, including total number of all employees; permanent employees; temporary employees – with breakdown by race and gender for each.</i>		C					
<i>Describe key characteristics of non-employee workers in the organisation's own workforce, including total number of non-employee workers, noting the most common type of workers and their relationship with the organisation.</i>							
■ Total number of employees	Number		5 472	6 046	6 170	6 238	Pages 59
■ Total delivery driver contractors	Number		377	331	332	348	Page 75
■ Total employees and delivery driver contractors	Number		5 849	6 377	6 502	6 586	
■ Total employees operating in South Africa	Number		4 965	5 508	5 621	5 694	Page 59
■ Employees operating in South Africa	%		90.7	91.1	91.1	91.3	
■ Total employees – fixed term (>90 days, but not permanent)	Number		26	223	82	145	
■ Total employees – temporary (<90 days)	Number		100	30	133	165	
■ Average length of employee service	Years		7.2	6.5	6.0	6.0	

# ESG Summary Report (continued)

for the 53 weeks ended 30 June 2024

	Unit of measure	Leadership/ Core	June 2024	June 2023	June 2022	June 2021	Reference in IR
<b>S2 COMMUNITY DEVELOPMENT</b>							
<b>S2.1 COMMUNITY HUMAN RIGHTS</b>							
<i>Nature of processes for engaging with affected communities and their representatives, and channels for affected community members to raise concerns.</i>		Qualitative – Y/N					
■ Human Rights Policy	Y.N		N	N	N	N	–
<b>S2.2 SKILLS FOR THE FUTURE</b>							
<i>Describe the employee and external skills development programmes aimed at developing skills that increase the recipient's future mobility, career development, and/ or income earning potential.</i>		Qualitative – Y/N					
■ Total employees trained, including internal and external training interventions	Number	C	3 756	5 685	5 539	5 348	Pages 60 and 61
■ Employees trained in South Africa	%		3 420	89.95	90.18	90.22	
■ Employee training spend	R'000		7 129	11 813	7 571	9 820	
■ Training spend in South Africa	%		100	100	100	100	
<b>S2.3 EMPLOYMENT AND WEALTH CREATION</b>							
<i>Total number and rate of employee turnover (for permanent employees) during the reporting period.</i>							
Employee turnover percentage	%	C	18.9	17.9	12.3	15.9	Page 60
<b>S2.4 ECONOMIC CONTRIBUTION<sup>2</sup></b>							
<i>Direct economic value generated and distributed on an accrual basis, covering the basic components of the organisation's operations.</i>		Qualitative – Y/N					
■ Total revenue generated	R'm	C	11 192	10 653	11 145	12 616	Pages 115 to 171 – AFS
■ Total revenue generated in South Africa	R'm		9 999	9 470	9 906	11 313	
■ Revenue generated in South Africa	%		89.3	88.9	88.9	89.7	
■ Revenue generated from online sales	%		0.30	0.24	0.16	0.04	
■ Total taxes paid, inclusive of VAT, income tax, royalties, rates and taxes, and all other payments to Government	R'000		462 518	531 602	683 052	845 634	
■ Total taxes paid in South Africa	R'000		312 016	375 099	509 340	669 698	
■ Total taxes paid in South Africa	%		67.46	70.56	74.60	79.20	

# ESG Summary Report (continued)

for the 53 weeks ended 30 June 2024

	Unit of measure	Leadership/ Core	June 2024	June 2023	June 2022	June 2021	Reference in IR	
■ Dividends paid to shareholders	R'000		145 806	249 167	666 741	231 895	Pages 115 to 171 – AFS	
■ Retained earnings	R'000		2 327 803	2 385 008	2 527 829	2 705 936		
■ Payments to employees relative to dividends paid to shareholders	ratio		7.73	4.52	1.45	5.04		
■ Payments to Government relative to dividends paid to shareholders	ratio		3.17	2.13	1.02	3.65		
■ Current assets – total	R'000		2 981 068	3 414 730	3 618 284	4 241 101		
■ Current assets – in South Africa	R'000		2 607 343	3 052 168	3 207 814	3 457 624		
■ Current liabilities – total	R'000		2 500 412	2 911 913	2 827 244	3 226 461		
■ Current liabilities – in South Africa	R'000		2 236 874	2 637 275	2 516 354	2 898 279		
■ Share buybacks	R'000		57 859	258 923	–	–		
■ Capital investment	R'000		151 524	158 907	263 223	196 096		
■ Capital Investment – in South Africa	R'000		136 456	151 735	261 335	179 954		
■ CSI/SED expenditures – reported	R'm		188.0	188.3	182.5	175.0		Page 64
■ CSI/SED spend as a percentage of total revenue	%		1.7	1.8	1.6	1.4		
■ CSI spend as a percentage of net profit after tax (NPAT)	%		214.67	163.8	38.1	26.1		
■ Total CSI/SED spend in South Africa	%		100.0	100.0	100.0	100.0		
■ CSI/SED spend on:								
• Education	R'm		1.9	3.2	5.5	0.0		
• Small Business Development Projects	R'm		184.4	183.3	176.3	175.0		
• Other	R'm		1.7	1.8	0.7	0		
• CSI/SED spend – calculated	R'm		188.0	188.3	182.5	175.0		
• Variance between Total CSI/SED spend reported vs calculated	R		–	–	–	–		
• Variance between Total CSI/SED spend reported vs calculated	%		–	–	–	–		
• Enterprise Development spend (i.e., support for small business)	R'm		184.4	180.0	175.9	175.0		
Description of significant identified indirect economic impacts of the organisation.	Qualitative – Y/N	C						

# ESG Summary Report (continued)

for the 53 weeks ended 30 June 2024

	Unit of measure	Leadership/ Core	June 2024	June 2023	June 2022	June 2021	Reference in IR
<b>S3 HEALTH AND SAFETY</b>							
<b>S3.1 WORKPLACE HEALTH AND SAFETY</b>							
<i>Number and rate of fatalities as a result of a work-related injury or ill-health during the reporting period across the organisation; the disclosure should include both employees and workers who are not employees, but whose work and/or workplace is controlled by the organisation.</i>							
<ul style="list-style-type: none"> <li>Fatalities (i.e., injuries on duty leading to death, excluding the deaths of workers not occurring “at work”)</li> </ul>	Number	C	0	0	0	0	Pages 60
<i>Number of recordable work-related injuries, and number of work-related illnesses or health conditions arising from exposure to work-related hazards during the reporting period; the disclosure should include both employees and workers who are not employees, but whose work and/or workplace is controlled by the organisation.</i>							
<ul style="list-style-type: none"> <li>Medical treatment cases (MTCs, i.e., injuries on duty leading to medical treatment, but no lost days). This was taken as injuries where the employee went to the doctor for treatment and returned to work with no lost working days.</li> </ul>	Number		8	9	6	1	Pages 60 to 62
<ul style="list-style-type: none"> <li>Lost Time Injuries (LTIs, i.e., injuries on duty leading to at least one lost day)</li> </ul>	Number		78	94	78	89	
<ul style="list-style-type: none"> <li>Total recordable injuries, including MTCs, LTIs and fatalities – reported</li> </ul>	Number		86	103	84	90	
<ul style="list-style-type: none"> <li>Total recordable injuries, including MTCs, LTIs and fatalities – calculated</li> </ul>	Number		86	103	84	90	
<ul style="list-style-type: none"> <li>Fatal Injury Frequency Rate (FIFR, i.e., number of fatalities per 200 000 person hours worked) – reported</li> </ul>	Number		0	0	0	0	
<ul style="list-style-type: none"> <li>FIFR i.e., number of fatalities per 200 000 person hours worked) – calculated</li> </ul>	Number		0	0	0	0	
<ul style="list-style-type: none"> <li>LTIFR i.e., number of LTIs per 200 000 person hours worked) – reported (lost days)</li> </ul>	Number		1.57	1.74	1.42	1.61	
<ul style="list-style-type: none"> <li>LTIFR i.e., number of LTIs per 200 000 person hours worked) – calculated</li> </ul>	Number		1.57	1.74	1.42	1.61	
<ul style="list-style-type: none"> <li>Total Recordable Injury Frequency Rate (TRIFR) – reported all injuries</li> </ul>	Number		1.73	1.91	1.53	1.62	
<ul style="list-style-type: none"> <li>TRIFR – calculated</li> </ul>	Number		1.73	1.91	1.53	1.62	
<ul style="list-style-type: none"> <li>Does the company report a LTIFR and/or TRIFR target?</li> </ul>	Y/N		N	N	N	N	
<ul style="list-style-type: none"> <li>Employee injuries per 1 000 transactions</li> </ul>	Number		0.006	0.007	0.005	0.005	
<ul style="list-style-type: none"> <li>Staff Covid-19 cases</li> </ul>	Number		N/A	4	569	358	

# ESG Summary Report (continued)

for the 53 weeks ended 30 June 2024

	Unit of measure	Leadership/ Core	June 2024	June 2023	June 2022	June 2021	Reference in IR
<i>An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers, and a description of any voluntary health promotion services and programmes offered to workers to address major non-work-related health risks, including the specific health risks addressed.</i>	Qualitative – Y/N	L					
<b>S4 CUSTOMER RESPONSIBILITY</b> <b>S4.3 CONSUMER DATA AND PRIVACY</b> A description of the mechanisms and steps taken to ensure the privacy of consumer data.	Qualitative – Y/N	C	Y	Y	Y	Y	Pages 46 and 47
Number of substantiated complaints received regarding breaches of customer privacy.	Number		0	0	0	0	

## ENVIRONMENTAL DISCLOSURE METRICS

	Unit of measure	Leadership/ Core	June 2024	June 2023	June 2022	June 2021	Reference in IR
<b>E1 CLIMATE CHANGE</b> ESG policy in place	Qualitative – Y/N	C	Y	N	N	N	Pages 49 to 52
Climate change risk assessment	Qualitative – Y/N		N	N	N	N	
<b>E1.1 GHG EMISSIONS</b> <i>Absolute gross greenhouse gas emissions expressed as metric tonnes of CO<sub>2</sub> equivalent and measured in accordance with the Greenhouse Gas Protocol for Scope 1, Scope 2</i>	Tonnes	C					
■ Scope 1 (vehicles, mobile machinery, stationary fuels)	Tonnes		2 121.29	1 266.50	404.91	N/A	Page 56
■ Scope 2 (electricity – location)	Tonnes		–	–	–	–	
■ Out of scope (non-Kyoto gases)	Tonnes		–	–	–	–	
■ Carbon intensity: average volume of carbon emissions per person hour worked	Tonnes CO <sub>2</sub> e/ HW		2 121.29	1 266.50	404.91	N/A	
■ Does the company report a target for carbon emissions, or reduction, against a specific denominator (e.g., per PHW) <sup>2</sup>	Y/N		N	N	N	N	

# ESG Summary Report (continued)

for the 53 weeks ended 30 June 2024

	Unit of measure	Leadership/ Core	June 2024	June 2023	June 2022	June 2021	Reference in IR
<b>E1.2 ENERGY MIX</b>							
<ul style="list-style-type: none"> <li>Total direct energy consumption – i.e., from non-renewable fuels burned (e.g., diesel, petrol, etc.)</li> </ul>	GJ		<b>49 967.86</b>	57 573.34	39 492.68	N/A	Pages 55 and 56
<ul style="list-style-type: none"> <li>Total volume of diesel consumed</li> </ul>	KL		<b>1 291.07</b>	1 487.58	1 020.38	N/A	
<ul style="list-style-type: none"> <li>Total volume of petrol consumed</li> </ul>	KL		<b>370.08</b>	181.49	N/A	N/A	
<ul style="list-style-type: none"> <li>Total stores converted through energy conservation projects to date</li> </ul>	number		<b>284</b>	279	245	231	
<ul style="list-style-type: none"> <li>Energy spend as a percentage of total operational spend</li> </ul>	%		<b>1.7</b>	1.7	0.9	n/a	
<ul style="list-style-type: none"> <li>Does the Company report a target for electricity consumption, or reductions, against a specific denominator (e.g., per PHW)</li> </ul>	Y/N		<b>N</b>	N	N	N	
<b>E2 WATER SECURITY</b>							
<b>E2.1 WATER USAGE<sup>3</sup></b>							
<i>Total water consumption from all areas, and from areas with water stress.</i>							
<ul style="list-style-type: none"> <li>Total water used</li> </ul>	KL	C	<b>148 503</b>	N/A	N/A	N/A	Page 57
<b>E4 POLLUTION AND WASTE</b>							
<b>E4.1 SOLID WASTE</b>							
<i>Total weight of waste generated (non-recycled), with a breakdown by the composition of waste, noting % directed to disposal (including landfill and incineration), and % diverted from disposal (e.g. reuse, recycling, recovery).</i>							
<ul style="list-style-type: none"> <li>Total volume of waste sent for recycling</li> </ul>	Tonnes	C	<b>1.69</b>	3.59	1.34	N/A	Page 57

# ESG Summary Report (continued)

for the 53 weeks ended 30 June 2024

## ADDITIONAL DISCLOSURE METRICS

	Unit of measure	June 2024	June 2023	June 2022	June 2021
<b>PROPERTY</b>					
Total floorspace under roof for stores	m <sup>2</sup>	380 125	377 635	376 537	377 582
Total land used for stores	m <sup>2</sup>	1 408 724	1 401 964	1 398 443	1 387 607
Revenue from sales per under roof for stores per m <sup>2</sup>	R	29 442	28 210	29 599	32 466
Retail stores	number	322	318	318	319
Retail stores in South Africa	number	290	289	287	288
<b>PRODUCTIVITY</b>					
Total inventory as at financial year-end	R'bn	1.79	1.70	1.52	1.55
Closing stock holding days <sup>4</sup>	days	30	90	81	74
Total customer transactions	'000	15 190	14 732	15 886	19 672
Trading weeks	number	53	52	52	52
Average transactions per week	'000	286.6	283.3	305.5	378.3
Weekly transactions per store	number	890.1	890.9	960.7	1 185.9
Weekly transactions per employee	number	52.40	46.86	49.51	60.65
Average basket size	R	737	724	705	643

**Notes:**

N/A: Not available

n/a: not applicable

1. DS Masala stopped being a prescribed officer with effect from 17 October 2023. The directors have not nominated a prescribed officer into office for the remainder of the financial year. Thus, at year-end, Cashbuild had no prescribed officers.
2. The financial information pertaining to the 2024 financial year includes the 53rd trading week, thus it is the statutory financial information.
3. The recording of water usage at each store commenced on 1 July 2023.
4. Stock levels are back to normal.



[www.cashbuild.co.za](http://www.cashbuild.co.za)