



2025

ESG SUMMARY REPORT

For the 52 weeks ended 29 June 2025



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Robust corporate governance remains a key focus for Cashbuild to ensure that the Group remains a good corporate citizen. In respect of ESG, this means being aligned with global best practice. This ESG Summary Report is therefore intended to show Cashbuild's progress against both local and international ESG reporting requirements as well as to disclose what we deem to be material to our business. We remain committed to enhancing our ESG disclosure, increasing transparency, and providing additional information in future reporting cycles.

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 we need to continue both our understanding and disclosure of significant ESG impacts to make an informed decision on how long it will take to attain appropriate levels of mitigation.

This year Cashbuild has once again applied the JSE Sustainability Disclosure Guidance, which closely aligns with the GRI Standards, which remains one of the most globally recognised ESG reporting frameworks, and the work being done by the ISSB and the IFRS Foundation. Although the IFRS Sustainability Disclosure Standards (IFRS Standards) continue to gain traction, their adoption has not as yet been mandated for implementation by listed companies in South Africa. As Cashbuild is not involved in any production or manufacturing processes, nor is it a heavy emitter of Scope 1 or Scope 2 GHGs, or any Scope 3 GHGs, it is likely that the IFRS Standards, in particular IFRS S2, may be of limited applicability to companies such as ours. However, we continue to assess developments in the ESG space, including changes to IFRS S2 and new standards issued by the GRI, to remain abreast of best practice. To allow readers of this report to understand the interoperability between the JSE Guidance and the GRI Standards, we have included references to the applicable GRI Standards in the tables.

Although the Group's overall impact on the environment is not significant, where practical, we are committed to reducing any impact our 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 our 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 50 of the 2025 Integrated Report.

The ESG Report has not been independently assured for the 2025 financial year. The Group's 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 185 to 187 of the 2025 Integrated Report.

ESG SUMMARY REPORT (CONTINUED)

For the 52 weeks ended 29 June 2025

GENERAL DISCLOSURE METRICS

	Unit of measure	June 2025	June 2024 ¹	June 2023	June 2022	June 2021
STANDARD DISCLOSURES						
Stated reporting period of the report	Y/N	Y	Y	Y	Y	Y
Month of financial year-end	Y/N	Y	Y	Y	Y	Y
Is the reporting aligned to SASB?	Y/N	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	N – only a review	N
If so, by whom?	Name	n/a	n/a	n/a	IRAS	n/a
Has the assurance provider identified specific data points that have been tested?	Y/N	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	Y	N
Does the report contain a King IV compliance checklist?	Y/N	Y	Y	Y	Y	Y
Is the Company a signatory of the UN Global Compact?	Y/N	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	N
Is the Company associated with any sustainability initiatives and/or sustainable memberships?	Y/N	N	N	N	N	N
Trading brands	Number	2	2	2	2	2
Registered trademarks	Number	9	9	9	9	9
Does the Company provide mention of the UN SDGs?	Y/N	Y	Y	Y	Y	Y
Do the SDG disclosures extend to one or more of the 169 SDG targets?	Y/N	Y	N	N	N	N
Does the Company provide targets for one or more of the SDGs?	Y/N	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	N

Application of JSE Guidance

Core = C

IR = Integrated Report

Leadership = L

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For the 52 weeks ended 29 June 2025

GOVERNANCE DISCLOSURE METRICS

JSE GUIDANCE	Unit of measure	Leadership/ Core	June 2025	June 2024 ¹	June 2023	June 2022	June 2021	Reference in IR	Reference to GRI Standards
G1 BOARD COMPOSITION									
G1.1 BOARD DIVERSITY									
<i>Composition of the Board and its committees by race, gender, age, and, where relevant, any under-represented social groups.</i>		C							GRI 2-9 GRI 405-1
■ HDSA Board members	Number		3	3	3	3	3	Page 81	
■ Percentage of HDSA Board members	%		30	30	30	30	30		
■ Female Board members	Number		2	2	2	2	2		
■ Percentage of female Board members	%		20	20	20	20	20		
G1.2 BOARD COMPETENCE									
<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	Y	Pages 82 and 83	GRI 2-9 GRI 14 GRI 2-17
G1.3 BOARD INDEPENDENCE									
<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>		C							GRI 2-9 GRI 2-11 GRI 2-12 GRI 2-15
■ Board members	Number		10	10	10	10	10	Pages 81 to 83	
■ Executive Directors	Number		4	4	4	4	4		
■ Percentage of Executive Directors	%		40	40	40	40	40		
■ Non-Executive Directors	Number		6	6	6	6	6		
■ Percentage of Non-Executive Directors	%		60	60	60	60	60		
■ Independent Non-Executive Directors	Number		6	6	6	6	6		
■ Prescribed Officers ²	Number		0	0	1	2	2		

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JSE GUIDANCE	Unit of measure	Leadership/ Core	June 2025	June 2024 ¹	June 2023	June 2022	June 2021	Reference in IR	Reference to GRI Standards
■ Average length of Executive Director service at financial year-end	Years		10	14	13	12	11		
■ Average length of Non-Executive Director service at financial year-end	Years		8	7	6	5	4		
■ Average age of directors	Years		57	57	56	55	57		
■ Overall Board and Committee meeting attendance	%		100	96	100	100	100		
■ Independence of Board Chairman	Y/N		Y	Y	Y	Y	Y		
■ Publicly available policy on Board conflicts of interest and PEP	Y/N		N	N	N	N	N		
■ Public disclosure on any/all Board member conflicts of interest	Y/N		Y	Y	Y	Y	Y		
G2 REMUNERATION <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						Pages 97 to 101	GRI 2-18 GRI 2-19 GRI 2-20
■ Average compensation per Executive Director – excluding the value of the Share Scheme	R'000		8 932	7 444	5 764	4 962	6 445		
■ Value of the Share Scheme vested to Executive Directors	R'000		1 184	2 988	6 087	7 145	660		
■ Compensation paid to Executive Directors – including the value of the Share Scheme	R'000		36 912	32 764	29 143	26 994	32 886		
■ Average compensation per Executive Director – including the value of the Share Scheme	R'000		9 228	8 191	7 286	6 749	6 577		
■ Total compensation paid to prescribed officers – excluding the value of the Share Schemes ¹	R'000		–	1 123	3 454	5 986	4 228		

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JSE GUIDANCE	Unit of measure	Leadership/ Core	June 2025	June 2024 ¹	June 2023	June 2022	June 2021	Reference in IR	Reference to GRI Standards
■ Average compensation per Executive Director and prescribed officers – excluding the value of the Share Schemes	R'000		8 932	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		9 228	7 820	6 579	5 788	6 198		
■ Shareholders vote (non-binding) on Remuneration Policy	Y/N		Y	Y	Y	Y	Y	Page 177 – Notice of AGM	
■ Shareholders vote (non-binding) on the implementation of the Remuneration Policy	Y/N		Y	Y	Y	Y	Y		
G3 ETHICAL BEHAVIOUR G3.1 ANTI-CORRUPTION <i>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.</i>	%	C							GRI 2-24 GRI 2-25 GRI 2-26 GRI 2-29 GRI 205-2
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		19	32	30	35	41	Page 48	GRI 205-3
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	Y	Y	Y	Y	Y	Pages 48 and 49	GRI 2-26 GRI 2-29 GRI 205-3
Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, to combat corruption.	Description	L	Y	Y	Y	Y	Y	Pages 24 to 32	GRI 2-26 GRI 2-29

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JSE GUIDANCE	Unit of measure	Leadership/ Core	June 2025	June 2024 ¹	June 2023	June 2022	June 2021	Reference in IR	Reference to GRI Standards
G4 COMPLIANCE AND RISK MANAGEMENT									
G4.1 INCIDENTS									
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	0		GRI 2-25 GRI 2-26 GRI 2-27
G4.2 FINES AND MONETARY LOSS									
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	0	Page 58	GRI 2-25 GRI 2-27
■ Total environmental incidents (Level 1, 2 and/or 3)	Number		0	0	0	0	0		
■ Total environmental fines and/or non-compliances	Number		0	0	0	0	0		
■ Total environmental complaints	Number		0	0	0	0	0		

SOCIAL DISCLOSURE METRICS

JSE GUIDANCE	Unit of measure	Leadership/ Core	June 2025	June 2024 ¹	June 2023	June 2022	June 2021	Reference in IR	Reference to GRI Standards
S1 LABOUR STANDARDS									
S1.1 DIVERSITY & INCLUSION									
Percentage of employees per employee category by race, gender, and, where relevant, other diversity indicators.	%	C							GRI 2-7 GRI 2-8 GRI 405-1
■ Management (Top and Senior) deemed HDSA	%		15.8	11.8	11.1	12.5	11.1	Page 66	
■ Management (Top and Senior) who are women	%		21.0	23.5	22.2	25.0	22.2		
■ Employees who are deemed HDSA	%		96.8	92.3	92.4	91.3	87.1	Pages 65 and 66	

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JSE GUIDANCE	Unit of measure	Leadership/ Core	June 2025	June 2024 ¹	June 2023	June 2022	June 2021	Reference in IR	Reference to GRI Standards
■ Employees who are women	%		33.0	32.7	32.6	29.7	28.1	Page 65	
■ Employees who are permanent	Number		5 242	5 346	5 793	5 970	5 993		
■ Employees who are deemed “disabled”	Number		7	12	10	2	2		
■ B-BBEE Level	Number		7	8	7	7	7		
<i>Number of allegations and confirmed incidents of discrimination and/or human rights incidents relating to workers 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							GRI 2-23 GRI 2-24 GRI 2-25 GRI 2-26 GRI 2-27 GRI 406-1 GRI 411-1
S1.2 PAY EQUALITY <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							GRI 2-18 GRI 2-20 GRI 2-21 GRI 202-1 GRI 405-2
■ Income disparity ratio: average compensation paid to Executive Directors relative to average compensation paid to employees – excluding the value of the Share Schemes	Ratio		43.22	36.34	31.71	32.20	36.17	Page 97	
■ Income disparity ratio: average compensation paid to Executive Directors relative to average compensation paid to employees – including the value of the Share Schemes	Ratio		45.02	40.91	40.10	43.73	36.87		
<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>									
■ Companies Act Wage Gap – average compensation per Top 5% of all employees (including executives)	R		1 127 484	1 035 032	942 348	860 604	834 828		
■ Companies Act Wage Gap – average compensation per Bottom 5% of all employees (including executives)	R		67 406	63 539	56 088	54 204	50 628		

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JSE GUIDANCE	Unit of measure	Leadership/ Core	June 2025	June 2024 ¹	June 2023	June 2022	June 2021	Reference in IR	Reference to GRI Standards
<ul style="list-style-type: none"> Companies Act Wage Gap – ratio of average compensation per Top 5% to average compensation per Bottom 5% of all employees 	Ratio		16.7	16.3	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"> Average compensation per male employee 	R		168 509	157 587	142 632	132 432	130 284		
<ul style="list-style-type: none"> Average compensation per female employee 	R		183 742	168 693	150 552	142 356	138 372		
<ul style="list-style-type: none"> Gender pay gap – ratio of average compensation per male to average compensation per female 	Ratio		0.92	0.90	0.95	0.93	0.94		
S1.4 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING <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>	Qualitative – Y/N	C							GRI 2-30 GRI 407-1
<i>Percentage of total employees covered under collective bargaining agreements</i>									
<ul style="list-style-type: none"> Union membership 	%		2.4	2.6	2.6	2.2	3.1	Page 66	
<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	0	Page 65	
Total person days lost due to industrial action – calculated	%		0	0	0	0	0		

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JSE GUIDANCE	Unit of measure	Leadership/ Core	June 2025	June 2024 ¹	June 2023	June 2022	June 2021	Reference in IR	Reference to GRI Standards
S1.5 CHARACTERISTICS OF EMPLOYEES AND WORKERS IN WORKFORCE <i>Describe key characteristics of employees in own workforce, including total number of all employees; permanent employees; temporary employees – with a breakdown by race and gender for each.</i>		C							GRI 2-7 GRI 2-8
<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>									GRI 2-8
■ Total number of employees	Number		5 357	5 472	6 046	6 170	6 238	Page 61	
■ Total delivery driver contractors	Number		431	377	331	332	348	Page 77	
■ Total employees and delivery driver contractors	Number		5 788	5 849	6 377	6 502	6 586		
■ Total employees operating in South Africa	Number		4 866	4 965	5 508	5 621	5 694	Page 61	
■ Employees operating in South Africa	%		90.8	90.7	91.1	91.1	91.3		
■ Total employees – fixed term (>90 days, but not permanent)	Number		26	26	223	82	145		
■ Total employees – temporary (<90 days)	Number		89	100	30	30	78		
■ Average length of employee service	Years		7.4	7.2	6.5	6.0	6.0		
S2 COMMUNITY DEVELOPMENT S2.1 COMMUNITY HUMAN RIGHTS <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								GRI 2-23 GRI 2-25 GRI 2-29 GRI 413-1
■ Human Rights Policy	Y/N		N	N	N	N	N	–	

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JSE GUIDANCE	Unit of measure	Leadership/ Core	June 2025	June 2024 ¹	June 2023	June 2022	June 2021	Reference in IR	Reference to GRI Standards
S2.2 SKILLS FOR THE FUTURE <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	C							GRI 404-1 GRI 404-2 GRI 404-3
■ Total employees trained internally	Number		4 974	3 756	5 685	5 539	5 348	Pages 62 and 63	
■ Employees trained in South Africa	%		4 504	3 420	89.95	90.18	90.22		
■ Employee training spend	R'000		8 455	7 129	11 813	7 571	9 820		
■ Training spend in South Africa	%		100	100	100	100	100		
S2.3 EMPLOYMENT AND WEALTH CREATION <i>Total number and rate of employee turnover (for permanent employees) during the reporting period.</i>		C							GRI 2-7 GRI 401-1
Employee turnover percentage	%		17.8	18.9	17.9	12.3	15.9	Page 62	
S2.4 ECONOMIC CONTRIBUTION² <i>Direct economic value generated and distributed on an accrual basis, covering the basic components of the organisation's operations.</i>	Qualitative – Y/N	C							GRI 201-1 GRI 203-2 GRI 207-4 GRI 204-1
■ Total revenue generated	R'm		11 478	11 192	10 653	11 145	12 616	Pages 121 to 126 – AFS	
■ Total revenue generated in South Africa	R'm		10 262	9 999	9 470	9 906	11 313		
■ Revenue generated in South Africa	%		89.4	89.3	88.9	88.9	89.7		
■ Revenue generated from online sales	%		0.32	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		518 754	462 518	531 602	683 052	845 634		
■ Total taxes paid in South Africa	R'000		365 289	312 016	375 099	509 340	669 698		
■ Total taxes paid in South Africa	%		70.42	67.46	70.56	74.60	79.20		
■ Dividends paid to shareholders	R'000		119 803	145 806	249 167	666 741	231 895		

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JSE GUIDANCE	Unit of measure	Leadership/ Core	June 2025	June 2024 ¹	June 2023	June 2022	June 2021	Reference in IR	Reference to GRI Standards
■ Retained earnings	R'000		2 429 172	2 327 803	2 385 008	2 527 829	2 705 936		
■ Payments to employees relative to dividends paid to shareholders	Ratio		9.5	7.7	4.5	1.5	5.0		
■ Payments to Government relative to dividends paid to shareholders	Ratio		1.1	3.2	2.1	1.0	3.7		
■ Current assets – total	R'000		4 008 333	2 981 068	3 414 730	3 618 284	4 241 101		
■ Current assets – in South Africa	R'000		3 518 049	2 607 343	3 052 168	3 207 814	3 457 624		
■ Current liabilities – total	R'000		3 585 847	2 500 412	2 911 913	2 827 244	3 226 461		
■ Current liabilities – in South Africa	R'000		3 229 863	2 236 874	2 637 275	2 516 354	2 898 279		
■ Share buybacks	R'000		49 826	57 859	258 923	–	–		
■ Capital investment	R'000		235 390	151 524	158 907	263 223	196 096		
■ Capital Investment – in South Africa	R'000		214 363	136 456	151 735	261 335	179 954		
■ CSI/SED expenditures – reported	R'm		202.1	188.0	188.3	182.5	175.0	Page 67	
■ CSI/SED spend as a percentage of total revenue	%		1.8	1.7	1.8	1.6	1.4		
■ CSI spend as a percentage of net profit after tax (NPAT)	%		88.3	214.7	163.8	38.1	26.1		
■ Total CSI/SED spend in South Africa	%		99.8	100.0	100.0	100.0	100.0		
■ CSI/SED spend on:									
• Education	R'm		3.0	1.9	3.2	5.5	0.0		
• Small Business Development Projects	R'm		197.6	184.4	183.3	176.3	175.0		
• Other	R'm		1.5	1.7	1.8	0.7	0		
■ CSI/SED spend – calculated	R'm		202.1	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	%		–	–	–	–	–		

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JSE GUIDANCE	Unit of measure	Leadership/ Core	June 2025	June 2024 ¹	June 2023	June 2022	June 2021	Reference in IR	Reference to GRI Standards
■ Enterprise Development spend (i.e., support for small business)	R'm		197.6	184.4	180.0	175.9	175.0		
<i>Description of significant identified indirect economic impacts of the organisation.</i>	Qualitative – Y/N	C	Y	Y	Y	Y	Y		GRI 203-1 GRI 204-1
S3 HEALTH AND SAFETY S3.1 WORKPLACE HEALTH AND SAFETY <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>									
■ Fatalities (i.e., injuries on duty leading to death, excluding the deaths of workers not occurring “at work”)	Number	C	0	0	0	0	0	Page 65	
<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>									GRI 403-9 GRI 403-10
■ 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.	Number		8	8	9	6	1	Pages 64 and 65	
■ Lost Time Injuries (LTIs, i.e., injuries on duty leading to at least one lost day)	Number		90	78	94	78	89		
■ Total recordable injuries, including MTCs, LTIs, and fatalities – reported	Number		98	86	103	84	90		
■ Total recordable injuries, including MTCs, LTIs, and fatalities – calculated	Number		98	86	103	84	90		

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JSE GUIDANCE	Unit of measure	Leadership/ Core	June 2025	June 2024 ¹	June 2023	June 2022	June 2021	Reference in IR	Reference to GRI Standards
■ Fatal Injury Frequency Rate (FIFR, i.e., number of fatalities per 200 000 person hours worked) – reported	Number		0	0	0	0	0		
■ FIFR, i.e., number of fatalities per 200 000 person hours worked. – calculated	Number		0	0	0	0	0		
■ LTIFR, i.e., number of LTIs per 200 000 person hours worked) – reported (lost days)	Number		1.89	1.57	1.74	1.42	1.61		
■ LTIFR, i.e., number of LTIs per 200 000 person hours worked) – calculated	Number		1.89	1.57	1.74	1.42	1.61		
■ Total Recordable Injury Frequency Rate (TRIFR) – reported all injuries	Number		2.06	1.73	1.91	1.53	1.62		
■ TRIFR – calculated	Number		2.06	1.73	1.91	1.53	1.62		
■ Does the Company report a LTIFR and/or TRIFR target?	Y/N		N	N	N	N	N		
■ Employee injuries per 1 000 transactions	Number		0.006	0.006	0.007	0.005	0.005		
<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							n/a
S4 CUSTOMER RESPONSIBILITY S4.3 CONSUMER DATA AND PRIVACY <i>A description of the mechanisms and steps taken to ensure the privacy of consumer data.</i>	Qualitative – Y/N	C	Y	Y	Y	Y	Y	Pages 48 and 49	GRI 418-1
Number of substantiated complaints received regarding breaches of customer privacy	Number		0	0	0	0	0		

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ENVIRONMENTAL DISCLOSURE METRICS

JSE GUIDANCE	Unit of measure	Leadership/ Core	June 2025	June 2024 ¹	June 2023	June 2022	June 2021	Reference in IR	Reference to GRI Standards
E1 CLIMATE CHANGE									
ESG policy in place	Qualitative – Y/N	C	Y	Y	N	N	N	Pages 51 to 57	n/a
Climate change risk assessment	Qualitative – Y/N		N	N	N	N	N		
E1.1 GHG EMISSIONS									
<i>Absolute gross greenhouse gas emissions expressed as metric tonnes of CO₂ equivalent and measured in accordance with the Greenhouse Gas Protocol for Scope 1, Scope 2</i>	Tonnes	C							GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4 GRI 305-5
■ Scope 1 (vehicles, mobile machinery, stationary fuels)	Tonnes		738.63	2 121.29	1 266.50	404.91	N/A	Page 58	
■ 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 ₂ e/HW		738.63	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)	Y/N		N	N	N	N	N		
E1.2 ENERGY MIX									
■ Total direct energy consumption – i.e., from non-renewable fuels burned (e.g., diesel, petrol, etc.)	GJ		36 578.40	49 967.86	57 573.34	39 492.68	N/A	Page 58	GRI 302-1
■ Total volume of diesel consumed	KL		945.11	1 291.07	1 487.58	1 020.38	N/A		
■ Total volume of petrol consumed	KL		–	370.08	181.49	N/A	N/A		
■ Total stores converted through energy conservation projects to date	Number		290	284	279	245	231		
■ Energy spend as a percentage of total operational spend	%		0.9	1.7	1.7	0.9	n/a		
■ Does the Company report a target for electricity consumption, or reductions, against a specific denominator (e.g., per PHW)	Y/N		N	N	N	N	N		

ESG SUMMARY REPORT (CONTINUED)

For the 52 weeks ended 29 June 2025

JSE GUIDANCE	Unit of measure	Leadership/ Core	June 2025	June 2024 ¹	June 2023	June 2022	June 2021	Reference in IR	Reference to GRI Standards
E2 WATER SECURITY									
E2.1 WATER USAGE³									
<i>Total water consumption from all areas, and from areas with water stress.</i>									
■ Total water used	KL	C	148 824	148 503	N/A	N/A	N/A	Page 59	GRI 303-1 GRI 303-5
E4 POLLUTION AND WASTE									
E4.1 SOLID WASTE									
<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>									
■ Total volume of waste sent for recycling	Tonnes	C	1.66	1.69	3.59	1.34	N/A	Page 59	GRI 306-3 GRI 306-4 GRI 306-5

ESG SUMMARY REPORT (CONTINUED)

For the 52 weeks ended 29 June 2025

ADDITIONAL DISCLOSURE METRICS

	Unit of measure	June 2025	June 2024	June 2023	June 2022	June 2021
PROPERTY						
Total floor space under roof for stores	m ²	383 243	380 125	377 635	477 248	472 263
Total land used for stores	m ²	1 399 258	1 408 724	1 401 964	1 398 443	1 387 607
Revenue from sales per under roof for stores per m ²	R	29 949	29 442	28 210	29 599	32 466
Retail stores	Number	318	322	318	318	319
Retail stores in South Africa	Number	287	290	289	286	287
PRODUCTIVITY						
Total inventory as at financial year-end	R'bn	1.91	1.79	1.70	1.52	1.55
Closing stock holding days	Days	96	90	90	81	74
Total customer transactions	'000	15 743	15 190	14 732	15 886	19 672
Trading weeks	Number	52	53	52	52	52
Average transactions per week	'000	302.7	286.6	283.3	305.5	378.3
Weekly transactions per store	Number	952.0	890.1	890.9	960.7	1 185.9
Weekly transactions per employee	Number	56.5	52.40	46.86	49.51	60.65
Average basket size	R	729	737	724	705	643

Notes:

N/A: Not available

n/a: not applicable

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



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