



This 2025 ESG Summary Report shows the Group's progress against ESG requirements and what we deem material to our business. It has been compiled following the JSE Guidance. We have also included additional information where appropriate. Raubex continues on its journey towards improving ESG disclosure and remains committed to increasing transparency and including more information for future reporting. We also continue to investigate and evaluate suitable impact metrics to record our progress for monitoring and reporting purposes.

ESG SUMMARY REPORT

2025



Raubex ESG Summary Report

	Unit of measure	Metrics	February 2025	February 2024	February 2023	February 2022	February 2021	February 2020	Reference
GOVERNANCE DISCLOSURE METRICS									
G1 BOARD COMPOSITION									
G1.1 BOARD DIVERSITY									
Composition of the Board and its committees by race, gender, age and where relevant, any under-represented social groups.			C						IR pages 22 to 24.
➤ HDSA Board members	Number		5	4	3	3	3	3	
➤ Percentage of HDSA Board members	%		55	50	38	43	43	43	
➤ Female Board members	Number		4	4	3	2	2	2	
➤ Percentage of female Board members	%		44	50	38	29	29	29	
G1.2 BOARD COMPETENCE									
Description of the specific skills, competencies, and experience on the Board to address the organisation's significant sustainability-related impacts, risks, and opportunities.		Qualitative – Y/N	C	Y	Y	Y	Y	Y	IR pages 22 and 23.
G1.3 BOARD INDEPENDENCE									
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. ¹			C						IR pages 22 and 23.
➤ Board members	Number		9	8	8	7	7	7	
➤ Executive Directors	Number		3	3	3	3	3	3	
➤ Percentage of Executive Directors	%		33	37	37	43	43	43	
➤ Non-Executive Directors	Number		6	5	5	4	4	4	
➤ Percentage of Non-Executive Directors	%		67	63	63	57	57	57	
➤ Independent Non-Executive Directors	Number		5	4	4	3	3	3	
➤ Prescribed Officers	Number		4	4	9	6	6	6	
➤ Average length of Executive Director service ²	Years		5	4	3	7	8	7	
➤ Average length of Non-Executive Director service	Years		5	10	9	10	9	8	
➤ Average age of Directors	Years		56	59	58	61	60	59	

1. All Board statistics exclude the Company Secretary.

2. Moses Zolinjani (Zwelli) Ndese was appointed Independent Non-Executive Director as of 24 January 2025. His tenure has been calculated as zero years.

Raubex ESG Summary Report (CONTINUED)

	Unit of measure	Metrics	February 2025	February 2024	February 2023	February 2022	February 2021	February 2020	Reference
➤ Overall Board and Committee meeting attendance	%		100	100	100	100	100	100	
➤ Independence of Board Chairman	Y/N		N	N	N	N	N	N	
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	Y	Y	Y	Y	Y	Y	AGM pages 13 to 28; Remuneration and Nomination Committee Report.
Other:									
➤ Shareholders vote (non-binding) on Remuneration Policy	Y/N		Y	Y	Y	Y	Y	Y	AGM Page 14; Remuneration and Nomination Committee Report.
➤ Shareholders vote (non-binding) on the implementation of the Remuneration Policy	Y/N		Y	Y	Y	Y	Y	Y	
G3 ETHICAL BEHAVIOUR									
G3.1 ANTI-CORRUPTION									
<i>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.</i>	Qualitative – Y/N	L	Y – Full disclosure	Full disclosure	Partial disclosure	Partial disclosure	Partial disclosure	Partial disclosure	SR pages 11 and 18.
<i>Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, to combat corruption.</i>	Qualitative – Y/N		Y	Y	Y	Y	Y	Y	SR pages 19 to 23.

Raubex ESG Summary Report (CONTINUED)

	Unit of measure	Metrics	February 2025	February 2024	February 2023	February 2022	February 2021	February 2020	Reference
G4 COMPLIANCE AND RISK MANAGEMENT									
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	0	IR page 42. SR page 64.
SOCIAL DISCLOSURE METRICS									
S1 LABOUR STANDARDS									
S1.1 DIVERSITY AND INCLUSION									
Percentage of employees per employee category by race, gender, and where relevant other diversity indicators		C							SR page 49.
➤ Number of female employees	Number		1 632	1 446	1 284	1 137	1 112	1 125	SR page 49.
➤ Percentage of females employed	%		17.7	17.5	16.8	15.2	15.5	15.2	
➤ Number of HDSA employees (SA operations only)	Number		7 342	6 598	5 921	5 658	5 592	5 779	SR pages 49, 50 and 54.
➤ Percentage of HDSAs employed (SA operations only)	%		87.0	86.0	84.3	83.9	83.9	83.9	SR pages 49, 50 and 54.
➤ Number of disabled employees	Number		66	65	53	18	21	31	SR page 49.
Other:									
➤ Total number of hours worked	Hours		34 502 222	29 094 594	32 959 682	28 708 717	25 953 249	26 141 768	SR page 49.
➤ B-BBEE Level	Number		1	1	1	1	1	1	IR page 3. SR pages 3 and 58.
S1.2 PAY EQUITY									
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).	%	C	Partial disclosure	n/a	n/a	n/a	n/a	n/a	SR pages 49 and 54.
➤ Mean gender pay gap			(3.2)						
➤ Median gender pay gap			38.1						
➤ Mean gender bonus gap			(33.9)						
➤ Median gender bonus gap			4.4						

Raubex ESG Summary Report (CONTINUED)

	Unit of measure	Metrics	February 2025	February 2024	February 2023	February 2022	February 2021	February 2020	Reference
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	Y	Y	Y	Y	Y	Y	
➤ Union membership	%		17.7	16.4	17.6	18.8	23.5	22.6	SR page 57.
Other:									
➤ Total person-days lost to industrial action	Days		7 066	2 945	5 925	6 403	3 205	16 913	SR page 49.
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 breakdown by race and gender for each.</i>									
➤ Number of employees – permanent	Number		4 734	4 264	4 404	4 187	4 030	4 276	
➤ Number of temporary staff	Number		4 505	4 012	3 256	3 286	3 131	3 142	SR pages 49 and 50.
➤ Total number of employees	Number		9 239	8 276	7 660	7 473	7 161	7 418	
➤ Indirect employment	Number		9 926	9 320	6 612	n/a	n/a	n/a	SR page 52.
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	Y	Y	Y	Y	Y	Y	
Other:									
➤ Human Rights Policy			Y	Y	N	N	N	N	SR page 59.
➤ Ethical Supplier Agreement			Y	Y	N	N	N	N	SR pages 11 and 18.

Raubex ESG Summary Report (CONTINUED)

	Unit of measure	Metrics	February 2025	February 2024	February 2023	February 2022	February 2021	February 2020	Reference
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	Y	Y	Y	Y	Y	Y	
Other:									
➤ Number of employees trained	Number		6 812	5 563	4 745	5 175	4 788	6 467	SR page 49.
➤ Training and development spend	Rand value		R46.8m	R35.3m	R31.6m	R26.8m	R23.8m	R40.1m	IR page 74. SR pages 3, 12 and 56.
S2.3 EMPLOYMENT AND WEALTH CREATION									
<i>Total number of new employee hires during the reporting period, by age group, gender, other indicators of diversity, and region.</i>	Number	C	788	n/a	n/a	n/a	n/a	n/a	
<i>Total number and rate of employee turnover (for permanent employees) during the reporting period.</i>	%	C	11%	10.7%	10.6%	9.3%	8.8%	10.2%	SR pages 50 and 51.
S2.4 ECONOMIC CONTRIBUTION									
<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	Y	Y	Y	Y	Y	Y	
Other:									
➤ Spend on CSI	Rand		R30.1m	R22.1m ³	R6.0m	R5.3m	R3.8m	R4.9m	IR pages 3 and 14. SR pages 3 and 76.
➤ Local supplier spend	%		98%	98%	98%	98%	98%	98%	
➤ Indirect employment	Number		9 926	9 320	6 612	n/a	n/a	n/a	SR page 52.
<i>Description of significant identified indirect economic impacts of the organisation.</i>	Qualitative – Y/N	C	Y	Y	Y	Y	Y	Y	SR pages 33, 39, 41, 58, 59 and 76 to 88.

3. Restated.

	Unit of measure	Metrics	February 2025	February 2024	February 2023	February 2022	February 2021	February 2020	Reference
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 at work	Number	C	2	4	7	1	3	1	IR pages 44 and 74. SR pages 7, 12 and 46.
<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>									
➤ Number of lost time injuries	Number	C	63	64	137	119	111	116	SR pages 3 and 46.
➤ Injury frequency rate	%		0.37	0.44	0.83	0.83	0.86	0.89	
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.	Qualitative – Y/N	L	Y	Y	Y	Y	Y	N	SR pages 47 and 48.
S4 CUSTOMER RESPONSIBILITY									
S4.3 CONSUMER DATA AND PRIVACY									
➤ A description of the mechanisms and steps taken to ensure the privacy of consumer data.	Qualitative – Y/N	C	Y	Y	Y	Y	Y	Y	IR pages 32, 81, 84 and 85 SR page 20.
➤ Number of substantiated complaints received regarding breaches of customer privacy.	Number		0	0	n/a	n/a	n/a	n/a	

Raubex ESG Summary Report (CONTINUED)

	Unit of measure	Metrics	February 2025	February 2024	February 2023	February 2022	February 2021	February 2020	Reference
ENVIRONMENTAL DISCLOSURE METRICS									
E1 CLIMATE CHANGE									
ESG strategy in place	Qualitative – Y/N		Y	Y	N	N	N	N	IR pages 20, 41, 44 and 75. SR pages 6, 8 to 10, 13, and 14 to 17.
Climate change risk assessment	Qualitative – Y/N		Y	Y	N	N	N	N	SR pages 14 and 63.
E1.1 GHG EMISSIONS									
Absolute gross greenhouse gas emissions expressed as metric tonnes of CO ₂ equivalent and measured in accordance with the Greenhouse Gas Protocol for Scope 1 and Scope 2 emissions	Tonnes	C	272 121	171 951	175 303	164 954	142 206	146 975	SR pages 64 to 69.
➤ Scope 1 (vehicles, mobile machinery, stationary fuels)	Tonnes		244 306	144 765	148 188	135 689	117 481	n/a	
➤ Scope 2 (electricity – location)	Tonnes		27 668	25 698	26 936	29 085	24 554	n/a	
➤ Out of scope (non-Kyoto gases)	Tonnes		147	1 488	179	180	171	n/a	
E1.2 ENERGY MIX									
Electricity used	kWh	C	29 718 208	26 917 129	26 935 501	27 559 199	24 558 242	24 231 968	IR page 3. SR pages 3 and 63.
E2 WATER SECURITY									
E2.1 WATER USAGE⁴									
Total water consumption from all areas, and from areas with water stress.	KL	C	65 736 952 ⁴	11 435 815	8 138 193	n/a	n/a	n/a	IR page 3. SR pages 3 and 70.
➤ From boreholes	KL		2 351 211	937 078	4 970 296	n/a	n/a	n/a	
➤ From municipal sources	KL		3 678 260	4 599 624	3 167 897	n/a	n/a	n/a	
➤ Other sources – dams, rivers, mine pits			53 180 073	5 899 113	n/a	n/a	n/a	n/a	
Other:									
➤ Recycled water	KL		1 932 221	1 798 020	1 469 739	n/a	n/a	n/a	
➤ Recycled water as a percentage of total water	%		2.94	15.7	18.1	n/a	n/a	n/a	

4. This year includes water from boreholes, dams, and mines.

Raubex ESG Summary Report (CONTINUED)

	Unit of measure	Metrics	February 2025	February 2024	February 2023	February 2022	February 2021	February 2020	Reference
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>	Y/N	C	Y	Y	Partial disclosure (see below)	n/a	n/a	n/a	SR pages 68, 69, 71 and 72.
➤ Composting waste generated	Kg		0	1 250	960	n/a	n/a	n/a	
Waste diverted from disposal			0	1 250	960				
Waste sent to landfill			0	0	0				
➤ Paper and cardboard waste generated	Kg		32 304	22 003	4 425	n/a	n/a	n/a	
Waste diverted from disposal			32 304	22 003	4 425				
Waste sent to landfill			0	0	0				
➤ eWaste generated	Kg		1 416	1 857	1 277	n/a	n/a	n/a	
Waste diverted from disposal			1 416	1 857	1 277				
Waste sent to landfill			0	0	0				
➤ Metal waste generated	Tonnes		129 737	22 264	132	n/a	n/a	n/a	
Waste diverted from disposal			129 737	22 624	132				
Waste sent to landfill			0	0	0				
➤ Used oil	Litres		197 474	143 201	40 388	n/a	n/a	n/a	
Waste diverted from disposal			197 474	143 201	30 228				
Waste sent to landfill			0	0	10 160				
Other:									
➤ Recycled asphalt	Tonnes		144 287	78 991	42 595	n/a	n/a	n/a	
Waste diverted from disposal			144 287	78 991	42 595				
Waste sent to landfill			0	0	0				
➤ Ink cartridges	Units		609	338	203	n/a	n/a	n/a	
Waste diverted from disposal			609	338	203				
Waste sent to landfill			0	0	0				
➤ Recycled tyres	Kg		162 873	81 519	n/a	n/a	n/a	n/a	
Waste diverted from disposal			162 873	81 519					
Waste sent to landfill			0	0					
➤ Recycled rubber crumb	Tonnes		10 026	2 995	n/a	n/a	n/a	n/a	
Waste diverted from disposal			10 026	2 995					
Waste sent to landfill			0	0					

n/a: Not available.