



Adtech

ESG Index

for the year ended
31 December 2025

Reporting Suite, Frameworks, Regulations Codes and Standards

Our suite of reports is shown alongside to guide and inform our decisions during the preparation of these reports, we applied and considered the principles requirements contained within various frameworks, regulations, codes and standards, locally and internationally.



About our cover

The renovation and extension of **Rosebank International** Braamfontein mega-campus is now nearly complete. Building work will expand capacity from 11 500 to 15 000 students.



Annual Integrated Report

Primary audience: Financial capital providers

Provides material information on how Advtech uses its capital resources through its business model to create and preserve enterprise value over time, as well as mitigate value erosion

Reporting frameworks/legislation

- ✓ <IR> Framework (January 2021)
- ✓ South African Companies Act, No. 71 of 2008
- ✓ King Code Report on Corporate Governance for South Africa 2016
- ✓ JSE Listing Requirements



Annual Financial Statements

Primary audience: Financial capital providers

Provides the Group's audited annual financial statements including the report of the independent auditor, Ernst & Young Inc.

- ✓ International Financial Reporting Standards (IFRS)
- ✓ JSE Listing Requirements
- ✓ South African Companies Act, No. 71 of 2008
- ✓ King Code Report on Corporate Governance for South Africa 2016



Environmental, Social and Governance Report

Primary audience: All key stakeholders

Provides material information on Advtech's ESG impacts, with an emphasis on its social impact through its educational business in its schools and Tertiary Divisions

View the report on our website www.groupadvtech.com >

- ✓ King Code Report on Corporate Governance for South Africa 2016
- ✓ JSE Sustainability Disclosure Guidance and Requirements
- ✓ IFRS, ISSB S1 and S2 Standards
- ✓ Sustainability Accounting Standards Board (SASB)
- ✓ Sustainable Development Goals (SDGs)



Education Sector SASB standards

The SASB standards set out the Group's progress against SASB Education Sector recommendations including indicators material to our schools and Tertiary Divisions. The standards can be found on page xx of the ESG report



ESG Index

Primary audience: All key stakeholders

This document has been compiled in accordance with the JSE Sustainability Disclosure Guidance and Requirements as released in June 2022. This index sets out our progress against the JSE Sustainability Disclosure Guidance and Requirements as well as what we deem to be material to our business

View the report on our website www.groupadvtech.com >

- ✓ JSE Sustainability Disclosure Guidance and Requirements

Guidance released in June 2022. It sets out our progress against these requirements as well as what we deem to be material to our business.



Governance Disclosure Metrics



		Metrics	Materiality	Metric	Disclosure	Comment
G1 Board composition						
G1.1 Board diversity	Composition of the board and its committees by race, gender, age group (under 30, 30-50, over 50) and where relevant, any under-represented social groups.	C	☐	Gender profile, racial profile and age group (%)	●●●	ESGR 49
				Total size of the board (number of board members)	●●●	ESGR 48
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.	C	☐	Number of competencies relating to economic, environmental and social topics	●●●	ESGR 49
				Frequency of the highest governance body's review of economic, environmental and social topics and their impacts, risks and opportunities	●●●	ESGR 52
G1.3 Board independence	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.	C	☐	Attendance of board meetings per committee (%)	●●●	ESGR 50 to 52
				Executive or non-executive (number)	●●●	ESGR 48
				Number of independent and non-independent directors	●●●	ESGR 48
				Tenure on the governance body (years)	●●●	ESGR 49
			☐	Number of each individual's other significant positions and commitments	●○○	Annually disclosed internally but not publicly reported
G2 Remuneration						
G2.1 Remuneration practices	How the remuneration policies for board members and senior executives relate to their objectives and performance in relation to 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.	C	☐	Qualitative	●●●	AIR 81 to 92

Key:

Metrics: C Core

L Leadership

Materiality: ☐ Material ☐ Non-material

Disclosure: ●●● Disclosure met

●○○ Disclosure partially met

○○○ Work in progress

○○○ Non-material

Governance Disclosure Metrics continued



		Metrics	Materiality	Metric	Disclosure	Comment						
G3 Ethical behaviour												
G3.1 Anti-corruption	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	<input type="checkbox"/>	Percentage of board members	●●●	ESGR 46						
G3.1a												
G3.1b							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.	C	<input type="checkbox"/>	Number and qualitative description	●●●	None
G3.1c												
G3.1d	A description of: <ul style="list-style-type: none"> 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. 	C	<input type="checkbox"/>	Number and qualitative description	●●●	ESGR 57						
G3.2 Lobbying and political contributions	Total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation, by country and recipient/beneficiary.	L	<input type="checkbox"/>	Qualitative	●●●	ESGR 46						
G3.2a												

Key:

Metrics: C Core

L Leadership

Materiality: Material Non-material

Disclosure: ●●● Disclosure met

●○○ Disclosure partially met

○○○ Work in progress

○○○ Non-material

Governance Disclosure Metrics continued



		Metrics	Materiality	Metric	Disclosure	Comment
G3 Ethical behaviour						
G3.2b	Identify the significant issues that are the focus of the company's participation in public policy development and lobbying, including within any business association that the company is a member of; describe the company's strategy relevant to these areas of focus, identifying any differences between its lobbying positions and its purpose, policies, goals and other public positions.	C	☐	Qualitative	●○○	ESGR 25
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.	C	☐	Number and description	●○○	None
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.	C	☐	Total number and monetary value related to this	●●●	ESGR 46 and 53 Comply with required legislation and regulation

Key:

Metrics: **C** Core

L Leadership

Materiality: Material Non-material

Disclosure: ●●● Disclosure met

●○○ Disclosure partially met

○○○ Work in progress

○○○ Non-material

Governance Disclosure Metrics continued



		Metrics	Materiality	Metric	Disclosure		Comment
G5 Tax transparency							
G5.1 Tax paid and estimated tax gap	A description of the organisation's approach to tax, including:	C	☐	Qualitative	●●●	AIR 49 to 50	Comply with required legislation and regulation
G5.1a	i) whether the organisation has a tax strategy and, if so, a link to this strategy if publicly available; ii) the governance body or executive-level position within the organisation that formally reviews and approves the tax strategy, and the frequency of this review; iii) how its approach to tax is linked to the business and sustainability strategies of the organisation.						
G5.1b	For each tax jurisdiction: the total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company, by category of taxes.	C	☐	Rand value	●●●	AIR 49 to 50	Comply with required legislation and regulation
G5.1c	Extent of exposure to countries and jurisdictions recognised for their corporate tax rate, tax transparency and tax haven status; estimated tax gap (gap between estimated effective tax rate and estimated statutory tax rate).	L	☐	Quantitative	●●●	AIR 49 to 50	

Key:

Metrics: **C** Core

L Leadership

Materiality: Material Non-material

Disclosure: ●●● Disclosure met

●○○ Disclosure partially met

○○○ Work in progress

○○○ Non-material

Social Disclosure Metrics

	Metrics	Materiality	Metric	Disclosure	Comment
S1 Labour standards					
S1.1 Diversity and Inclusion S1.1a	Percentage of employees per employee category by race, gender, age group (under 30, 30-50, over 50), and where relevant other diversity indicators.		Gender <ul style="list-style-type: none"> Number of male employees Number of female employees 	ESGR 40	
			Race <ul style="list-style-type: none"> Number of African employees Number of Coloured employees Number of Indian employees Number of White employees 	ESGR 40	
			Nationality <ul style="list-style-type: none"> Number of employees from SA Number of foreign employees 	ESGR 40	
			Type of employees <ul style="list-style-type: none"> General staff Educators and administrators Middle management Senior management Top management 		Annually disclosed internally but not publicly reported
			Total number of new hires by grade		Annually disclosed internally but not publicly reported
			Total employees in management positions (number) <ul style="list-style-type: none"> Black junior managers White junior managers Black middle managers White middle managers Black senior and top managers White senior and top managers Number of female managers Number of male managers 		Annually disclosed internally but not publicly reported The Black category includes Black, Coloured and Indian employees

Key:

Metrics: Core

Leadership

Materiality: Material

Non-material

Disclosure: Disclosure met

Disclosure partially met

Work in progress

Non-material

Social Disclosure Metrics continued



	Metrics	Materiality	Metric	Disclosure	Comment	
S1 Labour standards						
S1.1b	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.	C	<input type="checkbox"/>	Total number of allegations, total number of incidents, status of investigation, description and monetary losses	●○○	Annually disclosed internally but not publicly reported
S1.2 Pay equity	Ratio between the CEO's total annual remuneration and the median, lower quartile and upper quartile of the total annual remuneration of all the organisation's employees (excluding the CEO).	C	<input type="checkbox"/>	Ratio	●○○	Annually disclosed internally but not publicly reported
S1.2a						
S1.2b	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 earners in the organisation.	L	<input type="checkbox"/>	Ratio	●○○	Annually disclosed internally but not publicly reported
S1.2c	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.	C	<input type="checkbox"/>	Ratio of the annual total compensation for the highest-paid individual of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual)	●○○	Annually disclosed internally but not publicly reported
			<input type="checkbox"/>	Ratios of standard entry-level wage by race and gender compared to local minimum wage for the sector	●○○	Annually disclosed internally but not publicly reported
			<input type="checkbox"/>	Rand value	●○○	Annually disclosed internally but not publicly reported

Key:

Metrics: **C** Core

L Leadership

Materiality: Material

Non-material

Disclosure: ●●● Disclosure met

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○○○ Non-material

Social Disclosure Metrics continued



		Metrics	Materiality	Metric	Disclosure	Comment
S1 Labour standards						
S1.2d	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	<input type="checkbox"/>	Ratio	●○○ ESGR 56	
S1.3 Wage level and living wage S1.3a	When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the standard entry level wage by race and gender compared to the applicable legislated minimum wage for the sector.	C	<input type="checkbox"/>	N/A	●○○	Annually disclosed internally but not publicly reported
S1.3b Living wage	Ratio of lowest wage to living wage for employees and non-employee workers for each significant location of operation.	C	<input type="checkbox"/>	N/A	●○○	Annually disclosed internally but not publicly reported
S1.3c	Percentage of employees and non-employee workers whose wages fall below a specific living wage methodology or benchmark.	L	<input type="checkbox"/>	N/A	●○○	Annually disclosed internally but not publicly reported
S1.4 Freedom of Association and Collective Bargaining S1.4a	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.	C	<input type="checkbox"/>	N/A	○○○	
S1.4b	Percentage of total employees covered under collective bargaining agreements.	C	<input type="checkbox"/>	N/A	○○○	

Key:

Metrics: **C** Core

L Leadership

Materiality: Material

Non-material

Disclosure: ●●● Disclosure met

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Social Disclosure Metrics continued



		Metrics	Materiality	Metric	Disclosure	Comment
S1 Labour standards						
S1.4c	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.	C	<input type="checkbox"/>	N/A	○○○	
S1.4d	An explanation of the due diligence assessment performed on suppliers for which the right to freedom of association and collective bargaining is at risk including measures taken by the organisation to address these risks.	L	<input type="checkbox"/>	N/A	○○○	
S1.5 Characteristics of employees and workers in workforce	Describe key characteristics of employees in own workforce, including total number of all employees by country, permanent employees, temporary employees, non-guaranteed hours employees, full-time employees and part-time employees, with a breakdown by race and gender for each.	C	<input type="checkbox"/>	Number of employees per country	●●●	ESGR 40
				Permanent employees	●●●	ESGR 40
				Non-permanent employees	●●●	ESGR 40
S1.5b	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.	C	<input type="checkbox"/>	Total number of non-employee workers	●○○	Annually disclosed internally but not publicly reported
				Type	●○○	Annually disclosed internally but not publicly reported

Key:

Metrics: **C** Core

L Leadership

Materiality: Material

Non-material

Disclosure: ●●● Disclosure met

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Social Disclosure Metrics continued



		Metrics	Materiality	Metric	Disclosure	Comment
S2 Community development						
S2.1 Community human rights S2.1a	Total number and percentage of operations that have been subject to a human rights due diligence process or impact assessments, by country.	C	☐	Fair treatment and non-discrimination	●●●	ESGR 55 to 56
				Equal opportunities	●●●	ESGR 55 to 56
				Avoid forced labour/slavery clause	●●●	ESGR 46
				Protect workers and their families, material supply chains and vulnerable communities directly affected or impacted	○○○	
S2.1b	Nature of processes for engaging with affected communities and their representatives, and channels for affected community members to raise concerns.	C	☐	Qualitative	●●●	ESGR 29
S2.1c	Number and type of grievances reported with associated impacts related to a salient human rights issue in the reporting period, and an explanation of the % of these that are remedied in agreement with those who expressed the grievance.	C	☐	Number and type of employee grievances reported with associated impacts related to salient human rights issues in the reporting period	●○○	Annually disclosed internally but not publicly reported
S2.1d	Number and percentage of relevant sites (typically those involved in extracting, harvesting or developing natural resources or energy) that implement a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights.	L	☐	N/A	○○○	
S2.1e	Number and percentage of sites at which the ownership, use of or access to land is contested, and an explanation of actions taken to address related social risks.	L	☐	N/A	○○○	

Key:

Metrics: **C** Core

L Leadership

Materiality: ☐ Material ☐ Non-material

Disclosure: ●●● Disclosure met

●○○ Disclosure partially met

○○○ Work in progress

○○○ Non-material

Social Disclosure Metrics continued



		Metrics	Materiality	Metric	Disclosure	Comment
S2 Community development						
S2.2 Skills for the future	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.	C	<input type="checkbox"/>	Total number of male employees benefited from training programmes (number) <ul style="list-style-type: none"> • African males (%) • Coloured males (%) • Indian males (%) • White males (%) 	●○○	Annually disclosed internally but not publicly reported
			<input type="checkbox"/>	Total number of female employees benefited from training programmes (number) <ul style="list-style-type: none"> • African females (%) • Coloured females (%) • Indian females (%) • White females (%) 	●○○	Annually disclosed internally but not publicly reported
			<input type="checkbox"/>	Total spend on training and development and conferences (ZAR)	●●●	ESGR 38
			<input type="checkbox"/>	Graduation pass rate per category (%)	●●●	ESGR 17
			<input type="checkbox"/>	Students placed in first-time employment opportunities	○○○	ESGR 19 and 31
S2.3 Employment and wealth creation	Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and religion.	C	<input type="checkbox"/>	Total number and rate of new employees	●○○	ESGR 40
S2.3a						Annually disclosed internally but not publicly reported

Key:

Metrics: **C** Core

L Leadership

Materiality: Material Non-material

Disclosure: ●●● Disclosure met

●○○ Disclosure partially met

○○○ Work in progress

○○○ Non-material

Social Disclosure Metrics continued



	Metrics	Materiality	Metric	Disclosure	Comment	
S2 Community development						
S2.3b	Total number and rate of employee turnover (for permanent employees) during the reporting period, by age group, gender, other indicators of diversity and region.	C	<input type="checkbox"/> Involuntary turnover (number)	●●●	ESGR 40	
			<input type="checkbox"/> Voluntary turnover (number)	●●●	ESGR 40	
			<input type="checkbox"/> Voluntary turnover rate by grade (%)	●○○		
			<input type="checkbox"/> Average score for the employee engagement survey (%)	●●●	ESGR 37	Measured and only reported on bi-annually
			<input type="checkbox"/> Response rate for the employee engagement survey (%)	●●●	ESGR 37	Measured and only reported on bi-annually
			<input type="checkbox"/> Promote employee health	●●●	ESGR 36 to 39	
S2.4 Economic contribution	Direct economic value generated and distributed (EVG&D) on an accrual basis, covering the basic components for the organisation's global operations, ideally split by: (i) Revenue (ii) Operating costs (iii) Employee wages and benefits (iv) Payments to providers of capital (v) Payments to government (vi) Community investment (including charitable giving, impact investment and other forms of social investment)	C	<input type="checkbox"/> Direct economic value generated and distributed	●●●	AIR 46 to 48	
S2.4a			<input type="checkbox"/> (i) Revenue	●●●	AIR 46 to 48	
			<input type="checkbox"/> (ii) Operating costs	●●●	AIR 46 to 48	
			<input type="checkbox"/> (iii) Employee wages and benefits	●●●	AIR 46 to 48	
			<input type="checkbox"/> (iv) Payments to providers of capital	●●●	AIR 46 to 48	
			<input type="checkbox"/> (v) Payments to government	●●●	AIR 46 to 48	
			<input type="checkbox"/> (vi) Community investment (including charitable giving, impact investment and other forms of social investment)	●●●	AIR 46 to 48	

Key:

Metrics: **C** Core

L Leadership

Materiality: Material Non-material

Disclosure: ●●● Disclosure met

●○○ Disclosure partially met

○○○ Work in progress

○○○ Non-material

Social Disclosure Metrics continued

		Metrics	Materiality	Metric	Disclosure	Comment
S2 Community development						
S2.4b	Description of significant identified indirect economic impacts of the organisation, including for example: number of jobs supported in supply or distribution chain; number of suppliers/ enterprises supported from defined vulnerable groups; nature of economic development in areas of high poverty; availability of products and services for those on low incomes or previously disadvantaged; enhanced skills and knowledge in a professional community or geographic location.	C	<input type="checkbox"/>	Number of suppliers assessed for social impacts	○○○	
			<input type="checkbox"/>	Number of suppliers identified as having significant actual and potential negative social impacts	○○○	
			<input type="checkbox"/>	Percentage of new suppliers that were screened using social criteria (%)	○○○	
S2.4c	Percentage of the procurement budget used for significant locations of operation that is spent on local suppliers, noting the organisation's definitions of 'local' and 'significant locations of operation'.	C	<input type="checkbox"/>	Percentage of local supplier spend (%)	●○○	Annually disclosed internally but not publicly reported
			<input type="checkbox"/>	Percentage of B-BBEE supplier spend (%)	●○○	Annually disclosed internally but not publicly reported
S2.4d	Description (quantitative and qualitative) of the extent of significant infrastructure investment and services supported.	L	<input type="checkbox"/>	Extent of significant infrastructure investment and services supported	●●●	AIR 19 ESGR 22 to 23
S2.4e	Total monetary value of financial assistance received by the organisation from any government during the reporting period.	L	<input type="checkbox"/>	Total monetary value of financial assistance or relief received from any government (ZAR)	●●●	Annually disclosed internally but not publicly reported

Key:

Metrics: **C** Core**L** LeadershipMateriality: Material Non-material

Disclosure: ●●● Disclosure met

●○○ Disclosure partially met

○○○ Work in progress

○○○ Non-material

Social Disclosure Metrics continued



		Metrics	Materiality	Metric	Disclosure		Comment	
S3 Health and Safety								
S3.1 Workplace health and safety	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.	C	☐	Number of fatalities	●●●	ESGR 36	Comply with required legislation and regulation. Measured and only reported on where applicable	
S3.1a								
S3.1b	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.	C	☐	Work-related accidents reported (number)	●●●	ESGR 36		
				Number of medical treatments	●●●			
				Number of Lost Time Injuries (LTIs)	●●●			
				Lost Time Injury Frequency Rate (LTIFR) (%)	●●●			
				Total spend on health and safety of employees (ZAR)	●○○			Annually disclosed internally but not publicly reported
				Promotion of safe and healthy working conditions	●●●			ESGR 36
S3.1c	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.	L	☐	Participation in employee medical schemes (including health insurance)	●○○		Annually disclosed internally but not publicly reported	

Key:

Metrics: **C** Core

L Leadership

Materiality: ☐ Material ☐ Non-material

Disclosure: ●●● Disclosure met

●○○ Disclosure partially met

○○○ Work in progress

○○○ Non-material

Social Disclosure Metrics continued



		Metrics	Materiality	Metric	Disclosure	Comment
S4 Customer responsibility						
S4.1 High risk products and services S4.1a	Description of products and services that present specific risks to individuals, communities or the environment; an outline of the nature of these risks, and the measures taken to mitigate these.	C	<input type="checkbox"/>	N/A	○○○	
S4.1b	Number and nature of any product recalls.	C	<input type="checkbox"/>	N/A	○○○	
S4.2 Product information S4.2a	Total research and development spend.	C	<input type="checkbox"/>	Rand value invested in research and development	●●●	AIR 19 ESGR 20
S4.2b	Total costs related to research and development aimed at enhancing social or environmental attributes of products and services.	L	<input type="checkbox"/>	Rand value invested in research and development	●●●	AIR 19 ESGR 56 Investment in bursaries
S4.2c	Percentage of revenue from products and services designed to deliver specific sustainability challenges. If the company applies a taxonomy or benchmark to label their activities as sustainable, it should report on the benchmark used and how they meet the criteria of the benchmark.	L	<input type="checkbox"/>	N/A	○○○	
S4.3 Consumer data and privacy S4.3a	A description of the mechanisms and steps taken to ensure privacy of consumer data.	C	<input type="checkbox"/>	Description of process	●●●	ESGR 46

Key:

Metrics: **C** Core

L Leadership

Materiality: Material Non-material

Disclosure: ●●● Disclosure met

●○○ Disclosure partially met

○○○ Work in progress

○○○ Non-material

Social Disclosure Metrics continued



		Metrics	Materiality	Metric	Disclosure		Comment
S4 Customer responsibility							
S4.3b	Total number of substantiated complaints received concerning breaches of customer privacy (categorised by complaints received from outside parties and substantiated by the organisation, and complaints from regulatory bodies), and total number of identified leaks, thefts or losses of customer data.	C	<input type="checkbox"/>	Total number	●●●	ESGR 46	
S5 Supply chain							
S5.1 Supply Chain (Social)	Description of the operations and suppliers considered to have a significant risk of child labour, forced or compulsory labour, or other significant actual and potential negative social impacts, given the type of operation, commodities or geographic region, and the nature of the measures taken by the organisation intended to contribute to eliminating these risks.	C	<input type="checkbox"/>	Qualitative	●●●	ESGR 46	No incidents of negative social impact have been reported for 2025 and no suspicions were raised in this regard
S5.1a							
S5.1b	The number and percentage of identified child labour, or forced and compulsory labour incidents in its operations or value chain; and percentage of these where the reporting entity has played a role in securing remedy for those affected.	C	<input type="checkbox"/>	Quantitative	●●●	ESGR 46	No incidents of child labour have been reported for 2025 and no suspicions were raised in this regard
S5.1c	Report wherever material across the supply chain: mechanisms (e.g. supplier screening and audits) to identify and address significant actual and potential negative social impacts, nature of these impacts, and measures to address these.	C	<input type="checkbox"/>	N/A	○○○		
S5.1d	% of products certified by external agencies, % of traceable origin.	L	<input type="checkbox"/>	N/A	○○○		

Key:

Metrics: **C** Core

L Leadership

Materiality: Material Non-material

Disclosure: ●●● Disclosure met

●○○ Disclosure partially met

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Environmental Disclosure Metrics

		Metrics	Materiality	Metric	Disclosure	Comment	
E1 Climate change							
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, Scope 2 and Scope 3 emissions. Scope 1 and Scope 2 emissions should be disclosed separately for (i) the consolidated accounting group (the parent and its subsidiaries) and (ii) associates, joint ventures, unconsolidated subsidiaries or affiliates not included in (i).	C	<input type="checkbox"/>	Total Scope 1 CO ₂ e (tonnes) (direct)	●●●	ESGR 15	
E1.1a				Total Scope 2 CO ₂ e (tonnes) (indirect)	●●●	ESGR 15	
				Total Scope 1 CO ₂ e and Scope 2 CO ₂ e	●●●	ESGR 15	
				Total Scope 3 CO ₂ e (tonnes)	○○○		
				Total Scope CO ₂ e (tonnes)	●●●	ESGR 15	Scope 1 and Scope 2
				Reduction in total carbon emissions from previous year CO ₂ e (tonnes)	●●●	ESGR 15	
				Scope 1 and 2 emissions per revenue (tCO ₂ e/ZARm)	●●●	ESGR 14	
E1.1b	Scope 3 emissions should include upstream and downstream emissions. The categories of Scope 3 emissions and basis for measurement for information provided by entities in the value chain should be disclosed. Recognising the challenges related to the disclosure of Scope 3 emissions, including data availability, reasons should be provided when Scope 3 emissions or categories of Scope 3 emissions are omitted.	L	<input type="checkbox"/>	N/A	○○○	Low environmental materiality but material impact through educating our students	
E1.1c	GHG emissions intensity for Scope 1 and 2 expressed as metric tonnes of CO ₂ equivalent per unit of physical or economic output.	C	<input type="checkbox"/>	Scope 1 and 2 emissions per student (tCO ₂ e/student)	●●●	ESGR 14	

Key:

Metrics: **C** Core

L Leadership

Materiality: Material

Non-material

Disclosure: ●●● Disclosure met

●○○ Disclosure partially met

○○○ Work in progress

○○○ Non-material

Environmental Disclosure Metrics continued

		Metrics	Materiality	Metric	Disclosure	Comment
E1 Climate change						
E1.2 Energy Mix	Total energy use and share of energy usage by generation type, noting use of energy from renewable non-fossil sources namely wind, solar (solar thermal and solar photovoltaic) and geothermal energy; ambient energy; tide, wave and other ocean energy; hydropower; and biomass, landfill gas, sewage treatment plant gas and biogas.	C	☐	Total energy consumed (MWh)	●●●	ESGR 33
				• Percentage grid electricity (%)	●●●	ESGR 34
				• Percentage self-generated renewable energy (%)	●●●	ESGR 34
				• Percentage purchased renewable energy (%)	●●●	ESGR 34
				• Percentage energy from fuels (%)	●●●	ESGR 34
				Total spend on grid electricity (ZAR)	●●●	ESGR 33
				Change in grid electricity consumed from previous year (%)	●●●	ESGR 33
				Change in grid electricity spend from previous year	●●●	ESGR 33
				Average amount of electricity consumed per student (MW/student)	●●●	ESGR 33
				Investment made into electricity initiatives since (ZAR)	●○○	
				Total solar photovoltaic (PV) capacity (KWp)	●●●	ESGR 34
				Energy produced by solar PV installations (MWh)	●●●	ESGR 34
				Annual saving in electricity spend from solar PV installations (ZAR)	●●●	ESGR 34
Investment made into renewable energy initiatives (ZAR)	●●●	ESGR 34				

Key:

Metrics: **C** Core

L Leadership

Materiality: ☐ Material ☐ Non-material

Disclosure: ●●● Disclosure met

●○○ Disclosure partially met

○○○ Work in progress

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Environmental Disclosure Metrics continued



		Metrics	Materiality	Metric		Disclosure	Comment
E1 Climate change							
E1.3 Science-based targets	Define and report progress against time bound short-, medium- and long-term science-based GHG emissions targets that are in line with the goals of the Paris Agreement and Glasgow Climate Pact. This includes reducing global carbon dioxide emissions by 45% by 2030 relative to the 2010 level, and to net zero around mid century, based on the best available scientific knowledge and equity, taking into account common but differentiated responsibilities and respective capabilities, and in the context of sustainable development and efforts to eradicate poverty. Science-based emissions reduction targets should be informed by recognised scientific methodologies and verified through approved processes; they should (as an absolute minimum) be consistent with relevant host country/ies' Nationally Determined Contribution.	L	<input type="checkbox"/>	N/A		○○○	
E1.4 Just transition							
E1.4a	Existence and nature of a 'transition plan' that commits to stakeholder engagement with affected workers and communities (see the JSE Sustainability and Climate Disclosure Guidance for further detail).	C	<input type="checkbox"/>	A plan		●●●	ESGR 8
E1.4b	Number of workers in the past year recruited, retrained, retrenched and/or compensated due to implementation of the decarbonisation plan.	C	<input type="checkbox"/>	N/A		○○○	
E1.4c	Number of engagements undertaken with affected parties by group and geography.	L	<input type="checkbox"/>	N/A		○○○	

Key:

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L Leadership

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Non-material

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Environmental Disclosure Metrics continued



		Metrics	Materiality	Metric	Disclosure	Comment
E1 Climate change						
E1.4d	Nature of climate-related lobbying activities and those of relevant associations and membership groups, and their alignment with the objectives of the Paris Agreement and Glasgow Climate Pact.	L	<input type="checkbox"/>	N/A	○○○	
E1.4e	Nature of provision for delivery of the transition plan within executive remuneration.	L	<input type="checkbox"/>	N/A	○○○	
E1.4f	Nature of provision for impacts on workers and communities within climate scenario plans.	L	<input type="checkbox"/>	N/A	○○○	
E1.4g	Amount of capital and expenditure deployed on direct and indirect climate adaptation and climate mitigation efforts.	L	<input type="checkbox"/>	Monetary value	○○○	
E2 Water security						
E2.1 Water usage	Total water consumption from all areas, and from areas with water stress.	C	<input type="checkbox"/>	Total portfolio water consumption (kilolitres)	○○○	ESGR 33
E2.1a			<input type="checkbox"/>	Areas affected by water stress	○○○	
E2.1b	Total water withdrawal from all areas with water stress, with a breakdown by following sources if applicable: surface water, groundwater, seawater, produced water, third-party water.	L	<input type="checkbox"/>	Percentage municipal water (%)	●●●	ESGR 33
E2.1c	Freshwater consumption intensity: total freshwater use per material unit (e.g. sales revenue, unit of production, m ² of building, or other).	L	<input type="checkbox"/>	Percentage other water collection (%) borehole/rainwater should be included	●●●	ESGR 33
			<input type="checkbox"/>	Average amount of water consumed per student (Kl/student)	●●●	ESGR 33
			<input type="checkbox"/>	Total spend on water (ZAR)	●●●	ESGR 33
			<input type="checkbox"/>	Change in water use from previous year (%)	●●●	ESGR 33
			<input type="checkbox"/>	Percentage of wastewater reused or recycled (%) of total water consumption	●●●	ESGR 33

Key:

Metrics: **C** Core**L** LeadershipMateriality: Material Non-material

Disclosure: ●●● Disclosure met

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Environmental Disclosure Metrics continued



		Metrics	Materiality	Metric	Disclosure	Comment
E3 Biodiversity and land use						
E3.1 Biodiversity footprint: (ecosystems) E3.1a	Number and area of sites owned, leased or managed in or adjacent to areas of high biodiversity value (key biodiversity areas (KBAs)) for operations (if applicable) and full supply chain (if material).	C	<input type="checkbox"/>	Number and hectares (or km ₂ if applicable)	○○○	
E3.1b	Area of land used for the production of basic plant, animal or mineral commodities (e.g. the area of land used for forestry, agriculture or mining activities).	C	<input type="checkbox"/>	N/A	○○○	
E3.1c	Level of capital and expenditure deployed towards implementation of measures undertaken to manage positive impacts and avoid, minimise, restore/rehabilitate and/or offset negative impacts on biodiversity and ecosystems.	C	<input type="checkbox"/>	N/A	○○○	
E3.1d	Describe wherever material across the value chain mechanisms aimed at enhancing management of biodiversity and ecosystem impacts (such as policies, targets, certifications and audits).	L	<input type="checkbox"/>	N/A	○○○	
E3.1e	Describe and report results of any processes aimed at identifying, assessing and/or managing the biodiversity footprint of the organisation, including the size and location of all habitat areas protected or restored, whether the success of the restoration measure was or is approved by independent external professionals, and the status of each area based on its condition at the close of the reporting period, noting the standards and methodologies used.	L	<input type="checkbox"/>	N/A	○○○	

Key:

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L Leadership

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Environmental Disclosure Metrics continued



		Metrics	Materiality	Metric	Disclosure	Comment
E4 Pollution and waste						
E4.1 Solid waste	Total weight of waste generated (non-recycled), with a breakdown by composition of waste, noting % directed to disposal (including landfill and incineration) and % diverted from disposal (e.g. reuse, recycling, recovery).	C	Material	Amount of waste generated from operations (tonnes)	●●●	ESGR 35
E4.1a				N/A	○○○	
				Amount of waste diverted from disposal, reused, recycled or recovered	○○○	
E4.1b	Total weight of hazardous waste generated, noting % directed to disposal (including landfill and incineration) and % diverted from disposal (e.g. reuse, recycling, recovery).	C	Non-material	N/A	○○○	
E4.1c	Waste intensity: total waste per material unit (e.g. sales revenue, unit of production or other).	C	Non-material	N/A	○○○	
E4.2 Single use plastic	Report wherever material along the value chain: estimated metric tonnes of single-use plastic consumed and share (%) of single-use plastic weight of total plastic weight.	L	Non-material	N/A	○○○	
E4.3 Atmospheric pollution	Report wherever material along the value chain: nitrogen oxides (NOx), sulphur oxides (SOx), volatile organic compounds (VOC), persistent organic pollutants (POP), particulate matter, and other significant air emissions identified in relevant regulations.	C	Non-material	N/A	○○○	
E4.3a						
E4.3b	Wherever possible estimate the proportion of specified emissions that occur in or adjacent to urban/densely populated areas.	L	Non-material	N/A	○○○	
E4.4 Water pollution	Total water discharge to all areas in megalitres, and list of priority substances of concern for which discharges are treated, including how these substances were defined, approach to setting discharge limits, and number of incidents of non-compliance with discharge limits.	L	Non-material	N/A	○○○	

Key:

Metrics: **C** Core

L Leadership

Materiality: Material Non-material

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Environmental Disclosure Metrics continued



		Metrics	Materiality	Metric	Disclosure	Comment
E5 Supply chain and materials						
E5.1 Supply chain (environmental)	Report wherever material across the supply chain: mechanisms (e.g. supplier screening and audits) to identify and address significant actual and potential negative environmental impacts, nature of these impacts and measures to address these.	L	<input type="checkbox"/>	Lost Time LTIFR (%)	○○○	
			<input type="checkbox"/>	Number of legal cases against the company for non-compliance with all relevant local laws, standards and regulations	○○○	Zero
			<input type="checkbox"/>	Monetary value of significant fines for non-compliance (ZAR)	○○○	Measured and only reported on where applicable
			<input type="checkbox"/>	Percentage of new suppliers screened using environmental criteria (%)	○○○	
			<input type="checkbox"/>	Number of suppliers assessed for environmental impacts	○○○	
			<input type="checkbox"/>	Number of suppliers identified as having significant actual and potential negative environmental impacts	○○○	
E5.2 Materials of concern	Process to identify and manage emerging materials and chemicals of concern in products (materials of concern could include conflict minerals or recognised high impact raw materials such as palm oil).	C	<input type="checkbox"/>	N/A	○○○	
E5.2a						
E5.2b	Percentage of materials identified in point 1 above that are covered by a sustainability certification standard or formalised sustainability management programme.	L	<input type="checkbox"/>	N/A	○○○	

Key:

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L Leadership

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Disclosure: ●●● Disclosure met

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