

# ESG Approach

We are a trusted corporate citizen with significant ESG and CSI initiatives and we are committed to the implementation of our ESG approach across the business. We are proud to make a meaningful difference to key stakeholders.





## Strategically integrating ESG

Sustainability is a broad concept. ESG is a set of specific, measurable criteria assessing environmental, social and governance risks and performance. Investors are increasingly focused on ESG risks and opportunities when assessing companies. For Advtech, ESG encompasses a broad, long-term vision of balancing environmental, social and economic needs for future generations.

Advtech's ESG approach reflects our commitment to building a balanced and resilient organisation – one that creates long-term value without depleting natural resources or causing harm to the environment, society or economy. Our greatest impact and legacy stems from a social perspective as we educate students from pre-school to tertiary level on the importance of becoming global citizens. We also upskill educators and employees and aim to be an employer of choice. While our environmental impact is comparatively low, we are focused on monitoring, managing and reducing our carbon emissions and broader environmental impacts.

Sustainability is integrated into both academic and operational activities, with ESG embedded across core business elements including strategy, policies, risk management, metrics and targets. The CEO is responsible for implementing the board-approved sustainability strategy, which is integral to our overall objectives and is integrated into our business strategy.

To embed ESG in decision-making, relevant non-financial key performance areas (KPIs) are assigned to specific executives and linked to performance-based remuneration. We have identified four ESG themes where Advtech can make the greatest positive impact, aligned to our purpose:

-  Academic excellence
-  Research and innovation
-  Campuses
-  Stakeholder engagement and feedback

*These themes are supported by our strong governance and risk framework, stakeholder engagement and evolving policies and initiatives across all schools, campuses and operations*

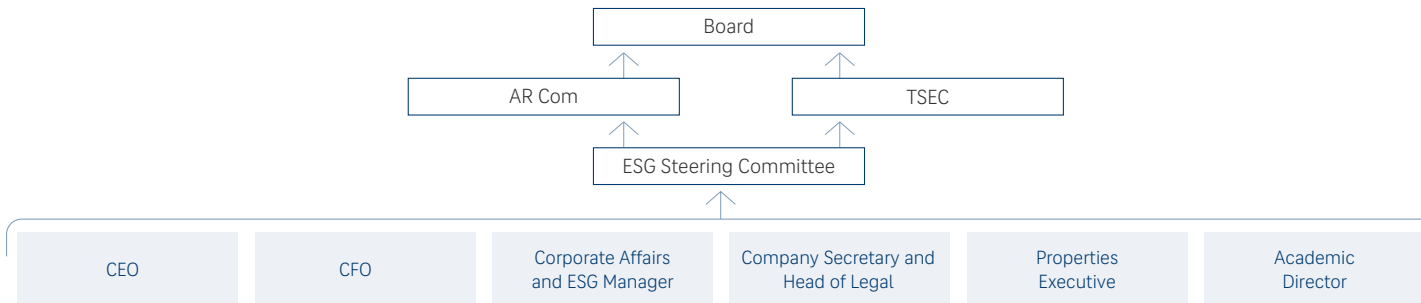
## Governance

Advtech's ESG approach is shaped by a robust corporate governance framework that incorporates various policies, standards and procedures relating to our ESG performance. The Group's governance process ensures we comply with relevant laws and frameworks that incorporate ESG elements.

The ESG Steering Committee provides oversight and direction to all ESG initiatives in accordance with its charter and reports to the board. Advtech's board is responsible for oversight, assigning responsibility to the Audit and Risk Committee (ARCom) from a governance perspective, and to the Transformation, Social and Ethics Committee (TSEC) from a social and environmental perspective. Both of these statutory committees operate in accordance with a formal mandate. Board packs containing specific updates on the Group's ESG matters and progress made, are regularly submitted to ARCom and TSEC. These include ESG alignment with international standards, climate change risk management, stakeholder engagement, employee wellbeing, diversity and inclusion, employee transformation and relevant ESG policies. The chairs of these respective committees are responsible for keeping the board and stakeholders abreast of Advtech's ESG progress. Read more in the TSEC report on page 55 >

## ESG Governance structure

The graphic below depicts Advtech's ESG governance structure as well as the 2025 ESG focus areas.



## 2025 ESG focus areas

### Environmental

- Managing the Group's exposure to current climate risks, which are monitored by the properties department and captured in the company risk register
- Determining the Group's carbon footprint and investigating means to reduce emissions
- Setting targets for emissions and the consumption of energy and water
- Implementing renewable energy projects where feasible

Please read more on pages 12 to 15 and 33 to 35 >

### Social

- Managing our human capital within three strategic imperatives
- Ongoing focus on a working environment that promotes respect, diversity and inclusivity
- A comprehensive wellbeing strategy and framework in place
- Occupational health and safety at school and campus sites
- Ongoing employee engagement
- Managing cyber security and protection of personal information

Please read more on page 46 >

### Governance

- Benchmarked our ESG process and reporting against international best practice standards and requirements (IFRS S1 and S2, SASB, JSE Sustainability and Climate Change Disclosure Guidance)
- Environmental impact reduction plan to guide the Group around key environmental concerns: carbon emission reductions, energy transitioning, water conservation, waste management, biodiversity preservation and pollution mitigation
- A transition plan has been drafted in accordance with the ISSB standards to accurately document Advtech's response to climate impact considerations regarding carbon emissions, transition and physical risks, opportunities and related capital deployment
- A sustainability policy is also being drafted to guide the Group in addressing material concerns such as carbon emissions reductions, energy transitioning, water conservation, waste management, biodiversity preservation and pollution mitigation

Please read more on pages 12 and 33 >

2025 Reporting

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# ESG Approach continued

## Assurance

The Group performed an external assurance of our 2024 carbon footprint, as the base-year. Further assurance activities will be initiated periodically and will be informed by mandatory requirements or significant operational changes.

## International and local ESG best practice standards

The Group remains attuned to evolving ESG-related regulations and disclosure requirements, recognising the growing investor demand for consistent, comparable data across jurisdictions. By aligning with internationally recognised ESG frameworks and standards (as detailed in the table below) the Group reinforces its commitment to responsible business practices. This alignment not only enhances trust and transparency, but also supports more meaningful stakeholder engagement around Advtech's sustainability goals, performance and long-term impact.

International Standards	Description	Progress
SASB education-specific standards	SASB's industry-specific standards allow the Group to focus on the most material ESG issues within our sector	Advtech has aligned with SASB education-specific standards tabled on page 59 >
IFRS S1 and S2 are sustainability related disclosure standards developed by the ISSB under the IFRS Foundation	<p>IFRS S1 – General Requirements for Disclosure of Sustainability-related Financial Information provides a framework for general sustainability related disclosures that companies must make, which cover a broad range of sustainability-related issues that affect their long-term value creation</p> <p>IFRS S2 – Focus specifically on climate-related disclosures, aligning with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. The goal of IFRS S2 is to provide consistent and comparable disclosures on the financial impacts of climate change</p>	While these standards are voluntary in South Africa, Advtech conducted a gap analysis to determine its current alignment with these standards and will over the short-, medium- and long-term progress towards alignment with these standards

### Local South African guidance

JSE Sustainability Disclosure Guidance and Climate Disclosure Guidance	<p>The JSE Sustainability Disclosure Guidance and Climate Disclosure Guidance are broadly aligned with various international initiatives on sustainability and climate change disclosure, including, but not limited to the Global Reporting Initiative, IFRS and the TCFD.</p> <p>It aims to improve the quality and availability of information both for investors – focusing on the sustainability-related risks and opportunities that affect the entity's financial performance (the 'outside-in' perspective) – and for stakeholders more broadly, covering disclosure on the reporting entity's significant impacts on the economy, society and the environment ('inside-out' perspective)</p>	Advtech continues to align with the JSE Sustainability Disclosure Guidance
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Please refer to the TSEC Report on pages 55 to 57 for governance and board oversight

## Climate change risk management

Climate change continues to alter weather patterns leading to more frequent severe weather events. These climatic hazards have an unprecedented and adverse impact worldwide and the education sector is not exempt from these events. Potential climate-related risks (physical and transitional) were identified and analysed to evaluate the Group's current risks and the potential future impacts of these identified risks on Advtech's operations. The financial impact of the Group's climate-related risks are below the threshold for these risks to be considered material. The climate risk position is monitored and accounted for within the risk management process as well as through our environmental impact reduction plan. The outcome of this analysis is outlined in the climate change risk management section of this report on page 12 >

