Pick 'n Pay Stores Ltd

2025 CDP Corporate Questionnaire 2025

Word version

Important: this export excludes unanswered questions

This document is an export of your organization’s CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.

Read full terms of disclosure

11/14/2025, 10:57 am

Contents

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:
☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:
☑ ZAR

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:
☑ Publicly traded organization

(1.3.3) Description of organization

Pick n Pay is a prominent retail company based in South Africa. It was founded in 1967 by Raymond Ackerman and has since grown to become one of the largest supermarket chains in the country, with a total of 2195 stores (1498 company-owned stores, 697 franchise stores) in Botswana, Eswatini, Lesotho, Namibia, South Africa, Zambia, Nigeria, and Zimbabwe. Pick n Pay owns a 49% share of a Zimbabwean supermarket business, TM Supermarkets. Pick n Pay operates through multiple store formats under two brands; Pick n Pay and Boxer. The company offers a wide range of products, including groceries, fresh produce, household goods, clothing, electronics, and general merchandise. We strive to provide affordable prices and quality products to our customers. Pick n Pay is known for its focus on customer service and has implemented various initiatives to enhance the shopping experience. Pick n Pay operates various store formats, including hypermarkets, supermarkets, and convenience stores. In addition to our physical stores, we also have an online shopping platform that allows customers to conveniently purchase items and have them delivered to their doorstep. Pick n Pay places great priority on environmental issues and actively promotes sustainable practices in its core activities. The company has identified and refined its key environmental impacts and formalized a clear strategy on climate change and food security.
[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

	End date of reporting year	Alignment of this reporting period with your financial reporting period	Indicate if you are providing emissions data for past reporting years
	02/27/2025	*Select from:* ☑ Yes	*Select from:* ☑ No

[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

118610000000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ Yes

(1.6.2) Provide your unique identifier

ISIN: ZAE000005443

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ No

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ No

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ Yes

(1.6.2) Provide your unique identifier

JSE and A2X share code: PIK
[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply
☑ Zambia
☑ Lesotho
☑ Eswatini
☑ Zimbabwe

☑ Namibia

☑ South Africa

☑ Nigeria

☑ Botswana

(1.22) Provide details on the commodities that you produce and/or source.

Timber products

(1.22.1) Produced and/or sourced

Select from:

☑ Sourced

(1.22.2) Commodity value chain stage

Select all that apply

☑ Retailing

(1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

☑ Yes, we are providing the total volume

(1.22.5) Total commodity volume (metric tons)

37464.3

(1.22.8) Did you convert the total commodity volume from another unit to metric tons?

Select from:

☑ No

(1.22.11) Form of commodity

Select all that apply

☑ Primary packaging

☑ Secondary packaging

(1.22.12) % of procurement spend

Select from:

☑ Less than 1%

(1.22.13) % of revenue dependent on commodity

Select from:

☑ Less than 1%

(1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

☑ Yes, disclosing

(1.22.15) Is this commodity considered significant to your business in terms of revenue?

Select from:

☑ No

(1.22.19) Please explain

Pick n Pay utilizes a wide range of timber-based products across its operations and retail activities. Timber is incorporated into both primary and secondary packaging for our private label food products. In our clothing division, timber-derived materials are used in shopping bags, swing tags, and marketing collateral for in-store displays and visual merchandising across all store formats. All cardboard used for footwear packaging in our clothing stores is Forest Stewardship Council (FSC) certified. In addition, paper products support internal operations, including administrative functions in our stores and support offices, as well as the production of leaflets, magazines, ticketing materials, informational booklets, till rolls, and bakery packaging. For Pick n Pay-branded products, we use paper and cardboard, 71.3% of which is sourced from responsibly managed forests. However, as these materials are used both in our operations and sold to customers, determining the exact percentage of responsibly sourced procurement is complex.

Palm oil

(1.22.1) Produced and/or sourced

Select from:

☑ Sourced

(1.22.2) Commodity value chain stage

Select all that apply

☑ Retailing

(1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

☑ Yes, we are providing the total volume

(1.22.5) Total commodity volume (metric tons)

3587.01

(1.22.8) Did you convert the total commodity volume from another unit to metric tons?

Select from:

☑ No

(1.22.11) Form of commodity

Select all that apply

☑ Palm kernel oil derivatives

☑ Palm oil derivatives

☑ Refined palm oil

(1.22.12) % of procurement spend

Select from:

☑ 1-5%

(1.22.13) % of revenue dependent on commodity

Select from:

☑ 1-10%

(1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

☑ Yes, disclosing

(1.22.15) Is this commodity considered significant to your business in terms of revenue?

Select from:

☑ No

(1.22.19) Please explain

We work closely with our suppliers to ensure the ethical sourcing of forest risk commodities and enhance traceability throughout our supply chain Our commitment extends to taking responsibility for our private label suppliers and their supply chains To foster positive change in raw material sourcing we distribute annual surveys and implement environmental management systems that focus on water energy waste and health safety This process helps us assess the volumes of palm oil and palm oil derivatives in our private label products We also engage actively with our suppliers ensuring they understand our standards and providing the necessary capacity building to meet our ethical sourcing targets for key commodities While several Pick n Pay own brand products contain palm oil or its derivatives they represent a small percentage of our bakery edible nonedible and prepared meals divisions Additionally we submit an annual report to the Roundtable for Sustainable Palm Oils Annual Communication on Progress to demonstrate our commitment. Based on sales data and goods receipted data we can estimate the percentage of procurement spending and the share of revenue represented by Pick n Pay private label products that contain palm oil or palm oil derivatives

Cattle products

(1.22.1) Produced and/or sourced

Select from:

☑ Sourced

(1.22.2) Commodity value chain stage

Select all that apply

☑ Retailing

(1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

☑ Yes, we are providing the total volume

(1.22.5) Total commodity volume (metric tons)

19391.79

(1.22.8) Did you convert the total commodity volume from another unit to metric tons?

Select from:

☑ No

(1.22.11) Form of commodity

Select all that apply

☑ Beef

(1.22.12) % of procurement spend

Select from:

☑ 6-10%

(1.22.13) % of revenue dependent on commodity

Select from:

☑ 1-10%

(1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

☑ Yes, disclosing

(1.22.15) Is this commodity considered significant to your business in terms of revenue?

Select from:

☑ Yes

(1.22.19) Please explain

Under the Pick n Pay private label or own brand products we sell fresh beef products and prepared meals that contain beef. Based off sales data and goods receipted data we can estimate the percentage of procurement spending and the share of revenue represented by Pick n Pay private label products that contain beef cattle products.

Soy

(1.22.1) Produced and/or sourced

Select from:

☑ Sourced

(1.22.2) Commodity value chain stage

Select all that apply

☑ Retailing

(1.22.3) Indicate if you have direct soy and/or embedded soy in your value chain

Select from:

☑ Direct soy only

(1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

☑ Yes, we are providing the total volume

(1.22.5) Total commodity volume (metric tons)

1736.89

(1.22.8) Did you convert the total commodity volume from another unit to metric tons?

Select from:

☑ No

(1.22.11) Form of commodity

Select all that apply

☑ Embedded soy [soy row only]

☑ Soybean meal

☑ Soy derivatives

(1.22.12) % of procurement spend

Select from:

☑ Less than 1%

(1.22.13) % of revenue dependent on commodity

Select from:

☑ Less than 1%

(1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

☑ Yes, disclosing

(1.22.15) Is this commodity considered significant to your business in terms of revenue?

Select from:

☑ No

(1.22.19) Please explain

We maintain a close collaboration with our suppliers to ensure ethical sourcing of forest-risk commodities. Our ongoing mission is to enhance traceability throughout our supply chain. We take responsibility for our private label suppliers and their supply chains. To drive meaningful change in raw material sourcing, we conduct annual supplier surveys and implement environmental management systems that address water, energy, waste, and health & safety. These tools also help us assess the volumes of embedded and direct soy derivatives present in Pick n Pay private label products. Additionally, we analyse sales reports for products containing soy concentrations greater than 15% to further refine our estimations. We actively engage with our suppliers to ensure they comprehend our standards and provide necessary capacity building. In pursuit of our ethical sourcing targets for key commodities.

Cocoa

(1.22.1) Produced and/or sourced

Select from:

☑ Sourced

(1.22.2) Commodity value chain stage

Select all that apply

☑ Retailing

(1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

☑ No, the total volume is unknown

(1.22.11) Form of commodity

Select all that apply

☑ Other, please specify

(1.22.12) % of procurement spend

Select from:

☑ Less than 1%

(1.22.13) % of revenue dependent on commodity

Select from:

☑ Less than 1%

(1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

☑ No, not disclosing

(1.22.15) Is this commodity considered significant to your business in terms of revenue?

Select from:

☑ No

(1.22.16) Reason for not disclosing

Select all that apply

☑ Data is not available

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(1.22.18) Explanation for not disclosing

We are currently not tracking data for cocoa. Our current focus within our supply chain has been on palm oil and our private label packaging.

(1.22.19) Please explain

We are currently not tracking data for cocoa. Our current focus within our supply chain has been is on palm oil and our private label packaging.

Coffee

(1.22.1) Produced and/or sourced

Select from:

☑ Sourced

(1.22.2) Commodity value chain stage

Select all that apply

☑ Retailing

(1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

☑ No, the total volume is unknown

(1.22.11) Form of commodity

Select all that apply

☑ Other, please specify

(1.22.12) % of procurement spend

Select from:

☑ Less than 1%

(1.22.13) % of revenue dependent on commodity

Select from:

☑ Less than 1%

(1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

☑ No, not disclosing

(1.22.15) Is this commodity considered significant to your business in terms of revenue?

Select from:

☑ No

(1.22.16) Reason for not disclosing

Select all that apply

☑ Data is not available

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(1.22.18) Explanation for not disclosing

We are currently not tracking data for Coffee. Our current focus within our supply chain has been on palm oil and our private label packaging.

(1.22.19) Please explain

We are currently not tracking data for Coffee. Our current focus within our supply chain has been on palm oil and our private label packaging.
[Fixed row]

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

☑ Upstream value chain

☑ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

☑ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

☑ Tier 2 suppliers

(1.24.6) Smallholder inclusion in mapping

Select from:

☑ Smallholders relevant and included

(1.24.7) Description of mapping process and coverage

We maintain a close collaboration with our suppliers to ensure ethical sourcing of forest-risk commodities. Our ongoing mission is to enhance traceability throughout our supply chain. We take responsibility for our private label suppliers and their supply chains. To drive positive change in their raw material sourcing for our products, we annually distribute surveys and implement environmental management systems covering water, energy, waste, and health & safety. During this survey we can collect information on contact details and locations. Our suppliers are required to sign up on the Pick n Pay Supplier portal and provide the necessary documents. Suppliers are categorised based on commodities they supply to us and interact directly with a buyer from Pick n Pay.

[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

☑ Yes, we have mapped or are currently in the process of mapping plastics in our value chain

(1.24.1.2) Value chain stages covered in mapping

Select all that apply

☑ Upstream value chain

☑ Downstream value chain

☑ End-of-life management

(1.24.1.4) End-of-life management pathways mapped

Select all that apply

☑ Preparation for reuse

☑ Recycling

☑ Composting (industrial/home)

☑ Landfill

[Fixed row]

(1.24.2) Which commodities has your organization mapped in your upstream value chain (i.e., supply chain)?

Timber products

(1.24.2.1) Value chain mapped for this sourced commodity

Select from:

☑ Yes

(1.24.2.2) Highest supplier tier mapped for this sourced commodity

Select from:

☑ Tier 1 suppliers

(1.24.2.3) % of tier 1 suppliers mapped

Select from:

☑ 100%

(1.24.2.7) Highest supplier tier known but not mapped for this sourced commodity

Select from:

☑ All supplier tiers known have been mapped for this sourced commodity

Palm oil

(1.24.2.1) Value chain mapped for this sourced commodity

Select from:
☑ Yes

(1.24.2.2) Highest supplier tier mapped for this sourced commodity

Select from:
☑ Tier 1 suppliers

(1.24.2.3) % of tier 1 suppliers mapped

Select from:
☑ 100%

(1.24.2.7) Highest supplier tier known but not mapped for this sourced commodity

Select from:
☑ All supplier tiers known have been mapped for this sourced commodity

Cattle products

(1.24.2.1) Value chain mapped for this sourced commodity

Select from:
☑ Yes

(1.24.2.2) Highest supplier tier mapped for this sourced commodity

Select from:
☑ Tier 1 suppliers

(1.24.2.3) % of tier 1 suppliers mapped

Select from:
☑ 100%

(1.24.2.7) Highest supplier tier known but not mapped for this sourced commodity

Select from:

☑ All supplier tiers known have been mapped for this sourced commodity

Soy

(1.24.2.1) Value chain mapped for this sourced commodity

Select from:

☑ Yes

(1.24.2.2) Highest supplier tier mapped for this sourced commodity

Select from:

☑ Tier 1 suppliers

(1.24.2.3) % of tier 1 suppliers mapped

Select from:

☑ 100%

(1.24.2.7) Highest supplier tier known but not mapped for this sourced commodity

Select from:

☑ All supplier tiers known have been mapped for this sourced commodity

[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

2

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Time horizons play a vital role in shaping Pick n Pay's integrated business and sustainability strategy. We apply a structured approach across short-term (0–2 years), medium-term (3–5 years), and long-term (5+ years) horizons to address immediate needs while building long-term resilience. Our medium-term business strategy includes a clear target to return the Pick n Pay segment to profitability by FY27, aiming for a 2%+ trading profit margin and break-even after leases. Achieving this goal is expected to improve access to capital, enabling further investment in innovation and sustainability initiatives. Building on previous lessons, our strategy prioritises sustainability-related risks and opportunities with potential for scale and value creation. The sustainability team regularly assesses operational inputs (energy, water, commodities) and outputs (waste, emissions), identifying both positive and negative environmental impacts. Based on regulatory, reputational, and physical risk exposure, we allocate resources to areas with the highest impact. Medium- and long-term planning, supported by environmental trend analysis, is essential to achieving our sustainability goals and aligning them with business recovery and growth.

Medium-term

(2.1.1) From (years)

3

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Time horizons play a vital role in shaping Pick n Pay's integrated business and sustainability strategy. We apply a structured approach across short-term (0–2 years), medium-term (3–5 years), and long-term (5+ years) horizons to address immediate needs while building long-term resilience. Our medium-term business strategy includes a clear target to return the Pick n Pay segment to profitability by FY27, aiming for a 2%+ trading profit margin and break-even after leases. Achieving this goal is expected to improve access to capital, enabling further investment in innovation and sustainability initiatives. Building on previous lessons, our strategy prioritises sustainability-related risks and opportunities with potential for scale and value creation. The sustainability team regularly assesses operational inputs (energy, water, commodities) and outputs (waste, emissions), identifying both positive and negative environmental impacts. Based on regulatory, reputational, and physical risk exposure, we allocate resources to areas with the highest impact. Medium- and long-term planning, supported by environmental trend analysis, is essential to achieving our sustainability goals and aligning them with business recovery and growth.

Long-term

(2.1.1) From (years)

5

(2.1.2) Is your long-term time horizon open ended?

Select from:

☑ Yes

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Time horizons play a vital role in shaping Pick n Pay's integrated business and sustainability strategy. We apply a structured approach across short-term (0–2 years), medium-term (3–5 years), and long-term (5+ years) horizons to address immediate needs while building long-term resilience. Our medium-term business strategy includes a clear target to return the Pick n Pay segment to profitability by FY27, aiming for a 2%+ trading profit margin and break-even after leases. Achieving this goal is expected to improve access to capital, enabling further investment in innovation and sustainability initiatives. Building on previous lessons, our strategy prioritises sustainability-related risks and opportunities with potential for scale and value creation. The sustainability team regularly assesses operational inputs (energy, water, commodities) and outputs (waste, emissions), identifying both positive and negative environmental impacts. Based on regulatory, reputational, and physical risk exposure, we allocate resources to areas with the highest impact. Medium- and long-term planning, supported by environmental trend analysis, is essential to achieving our sustainability goals and aligning them with business recovery and growth.
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ Yes

[Fixed row]

(2.2.2) Provide details of your organization’s process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply
☑ Climate change
☑ Forests
☑ Water
☑ Plastics

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply
☑ Dependencies
☑ Impacts
☑ Risks
☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply
☑ Direct operations
☑ Upstream value chain
☑ Downstream value chain
☑ End of life management

(2.2.2.4) Coverage

Select from:
☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply
☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

☑ Local

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ SEDEX

☑ TNFD – Taskforce on Nature-related Financial Disclosures

☑ WWF Water Risk Filter

Other
☑ Desk-based research
☑ External consultants
☑ Internal company methods
☑ Partner and stakeholder consultation/analysis

(2.2.2.13) Risk types and criteria considered

Acute physical
☑ Drought
☑ Flood (coastal, fluvial, pluvial, ground water)
☑ Heat waves
☑ Heavy precipitation (rain, hail, snow/ice)
☑ Landslide

Chronic physical
☑ Water stress
☑ Groundwater depletion
☑ Declining water quality
☑ Poorly managed sanitation
☑ Declining ecosystem services
☑ Changing temperature (air, freshwater, marine water)
☑ Changing precipitation patterns and types (rain, hail, snow/ice)
☑ Increased ecosystem vulnerability
☑ Rationing of municipal water supply
☑ Water quality at a basin/catchment level
☑ Water availability at a basin/catchment level
☑ Seasonal supply variability/interannual variability

Policy
☑ Changes to international law and bilateral agreements
☑ Changes to national legislation

Market
☑ Changing customer behavior

☑ Inadequate access to water, sanitation, and hygiene services (WASH)
☑ Uncertainty in the market signals

Reputation
☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback
☑ Stakeholder conflicts concerning water resources at a basin/catchment level

Technology
☑ Dependency on water-intensive energy sources

Liability
☑ Exposure to litigation
☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply
☑ NGOs
☑ Customers
☑ Employees
☑ Investors
☑ Suppliers
☑ Regulators
☑ Local communities
☑ Indigenous peoples
☑ Other water users at the basin/catchment level

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:
☑ No

(2.2.2.16) Further details of process

Pick n Pay operates in regions with high poverty, food insecurity, and increasing climate vulnerability. Our operations are dependent on stable environmental systems, particularly in agriculture, energy, logistics, and water. Climate change, shifting weather patterns, and resource scarcity pose direct risks to product availability, cost stability, and operational continuity. We identify, assess, and manage environmental dependencies, impacts, risks, and opportunities through a cross-

functional ESG governance framework that includes our sustainability strategy, stakeholder engagement, internal reviews, and integration into enterprise risk management. Environmental risks are reviewed more than once a year and span short-term (0–2 years), medium-term (3–5 years), and long-term (5+ years) horizons. We use both qualitative and quantitative assessments across direct operations, our upstream and downstream value chains, and end-of-life stages. We apply internal methods, desk-based research, external consultants, and tools such as SEDEX, and the WWF Water Risk Filter to inform our analysis. Our Group-wide ESG framework is structured around four pillars: 1. Sustainable Supply Chains, 2. Reducing Environmental Impacts 3. Investing in our people 4. Supporting our communities Oversight is provided by the Executive ESG Steering Committee and the Social, Ethics and Transformation Committee (SETC). ESG KPIs are integrated into core business processes and monitored across operating levels. Risks assessed include climate-related water stress, packaging and food waste, deteriorating ecosystem services, and supplier misalignment with ethical and environmental standards. We also monitor socio-economic trends that affect community vulnerability and consumer access. These risks carry reputational, regulatory, and financial implications. We regularly engage with stakeholders including NGOs (e.g. WWF-SA), suppliers, regulators, investors, and Producer Responsibility Organisations (e.g. SA Plastics Pact, RSPO), to remain aligned with regulatory changes and market expectations. Environmental risks have shaped financial decisions. For example, capital expenditure has increased to support energy efficiency and solar power adoption, while operational investments have targeted water-saving infrastructure. Site-level decisions factor in location-specific risks such as drought or flooding. Although some long-term ESG targets were rephased to support the Group's supermarket recovery, ESG remains central to strategic planning, helping reduce costs, unlock value, and enhance resilience.

[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☑ Yes

(2.2.7.2) Description of how interconnections are assessed

In our retail operations, we recognize the intricate connections between environmental dependencies, impacts, risks, and opportunities. This understanding has informed the implementation of our newly approved strategy, which was approved in the first quarter of FY25. The strategy places our Pick n Pay customers and communities at the centre of our sustainability ambitions. Building on lessons learned in prior years, this revised framework focuses on critical areas within our business that represent significant sustainability-related risks and opportunities. We position this focus alongside areas where we see the most potential for scale, value creation, and innovation. Our strategy acknowledges the significant impact Pick n Pay's operations have on the environment and recognizes the opportunities to collaborate with our supply chain to fulfil our sustainability commitments. We aim to maximize the positive social and environmental impacts of our products and operations while striving to create a closed-loop system for the resources and materials we rely on. In areas of impact, we have integrated mitigation measures to address and respond to potential risks. In areas of opportunity, we have identified key investment opportunities to drive positive outcomes. This holistic approach ensures that our strategies are robust and sustainable, addressing critical areas such as water, forest commodities, climate change, and plastics. When assessing dependencies, impacts, risks, and opportunities, we determine whether they represent potential value creation or value destruction. If there is potential for value creation, we invest resources accordingly. In cases of value destruction, we implement mitigation measures. The evaluation of value creation or destruction is based on the potential impact on our stakeholders, including customers, employees, suppliers, and communities

[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☑ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☑ Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations

☑ Areas important for biodiversity

☑ Areas of limited water availability, flooding, and/or poor quality of water

☑ Areas of importance for ecosystem service provision

Locations with substantive dependencies, impacts, risks, and/or opportunities

☑ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water

(2.3.4) Description of process to identify priority locations

We worked with WWF to conduct a water risk analysis using the WWF Water Risk Filter. Company-owned stores in South Africa have been identified as priority locations due to the country's high exposure to water risks and because 97.5% of Pick n Pay's corporate-owned stores are located there. The stores were assessed against South Africa's physical, regulatory, and reputational risks. The physical risk category in the WRF assesses factors like water scarcity, flooding, water quality and local ecosystem functioning. These factors directly impact operations, affecting supply chain vulnerability, can have the potential for infrastructure damage, impact consumer experience, have economic implications for the Group, and require regulatory compliance.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☑ Yes, we will be disclosing the list/geospatial map of priority locations

(2.3.6) Provide a list and/or spatial map of priority locations

South Africa Images.pdf
[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Revenue

(2.4.3) Change to indicator

Select from:

☑ % decrease

(2.4.4) % change to indicator

Select from:

☑ 21-30

(2.4.6) Metrics considered in definition

Select all that apply

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Our materiality determination at Pick n Pay is grounded in a rigorous risk management framework that identifies and evaluates risks and opportunities across strategic, regulatory, reputational, financial, and operational dimensions, including ESG factors. This approach underpins our enterprise-wide risk management and combined assurance program. The FY25 Audit, Risk, and Compliance Committee assesses the effectiveness of our risk management function, especially in mitigating issues that could impact stakeholder value. Risks are categorized as substantive if they have the potential to curtail operating hours or necessitate store closures. For instance, insufficient access to potable water during droughts poses a substantive financial risk due to our reliance on water for store operations. A sales growth decreases greater than 20% from the previous year is considered a substantive business impact, requiring a public trading statement per Johannesburg Stock Exchange (JSE) regulations. This affects our share price and investor opinions, with ripple effects on our operations and value chain. We use quantitative and qualitative indicators to evaluate substantive risks and their strategic impact. Store closures are a metric to quantify financial implications of climate change risks, with significant closures resulting in lost sales turnover. We prioritize risks affecting customer perception and brand, using surveys and other tools to gauge and mitigate these risks. Our Climate Change strategy addresses risks and opportunities in areas like food waste, energy consumption, refrigeration practices, and packaging. The Sustainability Steering Committee reviews and acts on significant risks and opportunities, supported by robust business cases. Our strategy spans our operations, supply chain, and customer interactions, assessing impacts from severe weather events and evolving weather patterns on fresh produce supply, food security, and financial standing. We see opportunities in increased demand for water-saving technologies and storage solutions. Committed to the Paris Climate Agreement, we aim to minimize our carbon footprint and set ambitious targets to manage climate change risks proactively over the medium to long term.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Revenue

(2.4.3) Change to indicator

Select from:

☑ % increase

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Likelihood of effect occurring

(2.4.7) Application of definition

At Pick n Pay, our materiality determination is deeply embedded in a robust risk management framework that not only identifies and evaluates risks but also uncovers opportunities across strategic, regulatory, reputational, financial, and operational dimensions, including ESG factors. This comprehensive approach supports our enterprise-wide risk management and combined assurance program. Our FY25 Audit, Risk, and Compliance Committee plays a critical role in assessing the effectiveness of our risk management processes, especially in identifying and capitalizing on opportunities that enhance stakeholder value. We categorize opportunities as substantive if they significantly improve operations or expand market presence. Recognizing the impact of sales growth, we view any growth beyond projections as a substantive opportunity, positively influencing our share price and investor confidence. Our approach uses quantitative and qualitative indicators to identify and seize opportunities. For instance, the metric of store performance during climate-related events allows us to implement resilient strategies, potentially increasing sales turnover even during adverse conditions. We emphasize customer perception and brand value, using surveys and feedback tools to enhance our offerings and strengthen our brand. Our Climate Change strategy proactively seeks opportunities in areas like food waste, energy consumption, refrigeration practices, and packaging. The Sustainability Steering Committee, reviews and acts on significant opportunities with solid business cases. This strategy includes a broad review of our operations, supply chain, and customer interactions, allowing us to respond to evolving weather patterns and severe weather events. By doing so, we safeguard our fresh produce supply and food security while improving financial standing and market reputation. We also see opportunities in aligning with the Paris Climate Agreement. Our commitment to minimizing our carbon footprint includes setting ambitious targets and leveraging sustainability advancements to enhance operations. This proactive stance lets us capitalize on the growing market for environmentally responsible products and services, positioning Pick n Pay as a leader in sustainable retail practices. By addressing ESG factors and aligning with global sustainability goals, we turn potential risks into significant opportunities that drive our business forward while enhancing stakeholder value.

[Add row]

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

(2.5.1) Identification and classification of potential water pollutants

Select from:

☑ No, we do not identify and classify our potential water pollutants

(2.5.3) Please explain

Pick n Pay leases a large portion of our operational footprint, therefore, it is not feasible to monitor pollutants with the current property owners. However, based on the nature of Pick n Pay's operations, we do not discharge pollutants with detrimental impacts on human health. Nevertheless, Pick n Pay has implemented a biological water treatment system, which processes and reuses over 150 000 litres of wastewater from the onsite truck wash bay at our Distribution Centre. This ensures effective treatment and purification, and the treated wash bay water can be reused on-site, minimizing water consumption.
[Fixed row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental risks identified
Climate change	*Select from:* ☑ Yes, both in direct operations and upstream/downstream value chain
Forests	*Select from:* ☑ Yes, both in direct operations and upstream/downstream value chain
Water	*Select from:* ☑ Yes, both in direct operations and upstream/downstream value chain
Plastics	*Select from:* ☑ Yes, both in direct operations and upstream/downstream value chain

[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Temperature variability

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Zambia

☑ Lesotho

☑ Namibia

☑ Nigeria

☑ Botswana

☑ Eswatini

☑ Zimbabwe

☑ South Africa

(3.1.1.9) Organization-specific description of risk

As a South African retailer, 96% of our Pick n Pay private label products are sourced locally. Temperature variability poses a significant risk to our supply chain, affecting staple crops like maize and wheat, which are highly sensitive to temperature changes and require substantial water. In our water-scarce country, agricultural yields and livestock are particularly vulnerable, leading to supply shortages and increased prices. The impact is expected to mirror El Niño and La Niña periods, with reduced rainfall and cooling effects. Temperature fluctuations will reduce arable land, decreasing product supply and increasing scarcity and prices. This will drive up procurement costs to maintain stock levels. Additionally, unpredictable growing seasons and extreme weather events, such as floods and droughts, will further disrupt our supply chain and increase costs. To mitigate these risks, we must invest in resilient sourcing strategies and diversify our supply base to ensure a stable flow of goods.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Very likely

(3.1.1.14) Magnitude

Select from:

☑ Medium-high

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

The resultant effect is expected to resemble periods of El Niño, characterized by less rainfall, and La Niña, with cooling effects, both of which South Africa experiences, but on a much greater scale. Temperature variability impacting livestock and agricultural crop growth will create a domino effect on our supply chain. Diminishing areas of arable land will reduce the amount of product farmers can supply, leading to increased scarcity and higher prices. This scarcity will drive up the cost of products due to increased demand and limited availability, necessitating higher procurement costs to keep our shelves stocked. Additionally, the increased unpredictability of growing seasons and heightened risk of extreme weather events, such as floods and droughts, will exacerbate these challenges, potentially leading to more frequent supply chain disruptions and further cost increases. To mitigate these risks, we must invest in more resilient sourcing strategies and consider diversifying our supply base to ensure a stable flow of goods. Thus we anticipate in increase in procurement costs.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

0

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

1000000000

(3.1.1.25) Explanation of financial effect figure

In FY25, we spent approximately R97.2 billion on procurement. It is estimated that fresh and edible products accounted for 35% of this spend. The average Producer Price Index (PPI) for 2024 was approximately 5.4%. Assuming that economic and climatic conditions remain stable over the next four years (aligned with the medium-term horizon 2.1), and inflation remains near this average, our cumulative procurement spend is projected to be around R420 billion over the four-year period. This projection assumes annual compounding at 5.4% starting from a base of R96.8 billion. However, should adverse climate conditions, such as those driven by El Niño, impact agricultural production, the PPI could rise significantly. For instance, during the 2015–2016 drought, South Africa experienced an average food-related PPI increase of 19.7%, according to Stats SA. If a similar inflation rate were to apply, our four-year procurement spend could escalate to approximately R520 billion. This represents an increase of roughly R100 billion compared to the 'normal' scenario estimate. Climate-related temperature variability resulting in prolonged droughts could inflate our procurement costs, specifically in fresh and edible product categories.

(3.1.1.26) Primary response to risk

Diversification

☑ Increase supplier diversification

(3.1.1.27) Cost of response to risk

112000000

(3.1.1.28) Explanation of cost calculation

The amount spend of small business development and our enterprise and supplier development programmes

(3.1.1.29) Description of response

Collaborating with local suppliers, we ensure quality products are produced ethically while expanding our range of affordable sustainable food choices. Our Enterprise and Supplier Development (ESD) initiatives empower 177 local businesses through mentorship and support, and we are currently reviewing our ESD strategy to better address supplier concerns. We spent an additional R4.2 billion on SMMEs on FY25.

Forests

(3.1.1.1) Risk identifier

Select from:

☑ Risk2

(3.1.1.2) Commodity

Select all that apply

☑ Palm oil

(3.1.1.3) Risk types and primary environmental risk driver

Market

☑ Lack of availability and/or increased cost of certified sustainable material

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ South Africa

(3.1.1.9) Organization-specific description of risk

We have a commitment to sourcing 100% sustainable palm oil, a commitment which we have achieved in FY22 and FY23. In FY25 however we only achieved 96% sustainable palm oil in Pick n Pay own brand products. When engaging with our supplier, who use the palm oil/palm oil derivative as an ingredient in Pick n Pay branded products, to assess where the issue has arisen it is apparent that the cost of sourcing sustainable palm oil is high.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Upfront costs to adopt/deploy new practices and processes

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Pick n Pay is committed to using 100% sustainably sourced palm oil in our Pick n Pay branded products. In FY25 96% of palm oil in Pick n Pay private label products were sourced sustainably, assured by Third-party assurance provider. However, the remaining 4% was not sustainably sourced due to the higher cost of certified palm oil, as stated as the primary reason by our suppliers. Achieving 100% sustainability would require our suppliers to absorb these increased costs, potentially raising our procurement expenses. This could, in turn, create a cost-push inflation scenario for our consumer. There is also reputational damage that we could incur from not maintaining the commitment

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

3100000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

15600000

(3.1.1.25) Explanation of financial effect figure

Pick n Pay is committed to sourcing 100% sustainably certified palm oil. As of FY25, 96% of our palm oil use met sustainability certification standards. The remaining 4% has not yet transitioned, primarily due to the higher cost of certified sustainable palm oil, as confirmed by suppliers. Estimating the financial impact of full transition is challenging, but reasonable assumptions can guide us. If palm oil represents 1–5% of our total procurement spend (R97.2 billion in FY25). billion. Given that only 4% of our palm oil use needs to convert, and assuming a 6–10% price premium for sustainable palm oil, the estimated additional cost would range from R3.1 million to R15.6 million. This cost represents an increase of approximately 0.003% to 0.016% of total procurement spend

(3.1.1.26) Primary response to risk

Pricing and credits

☑ Other pricing or credit, please specify :Purchasing of sustainable palm oil credits

(3.1.1.27) Cost of response to risk

10000

(3.1.1.28) Explanation of cost calculation

Membership fee for the Roundtable for Sustainable Palm Oil (RSPO) and the cost of purchasing palm oil credits from RSPO.

(3.1.1.29) Description of response

Pick n Pay is member of the Roundtable for Sustainable Palm Oil (RSPO). Due to us not meeting our sustainable commitment, with a shortfall of 4% we purchased an additional 150 tonnes of sustainable palm oil credits from RSPO.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Water stress

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ South Africa

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ Vaal

☑ Orange

☑ Limpopo

☑ Tugela

☑ Zambezi

☑ Pongola-Uzimkulu

☑ Mzimvubu-Tsitsikamma

☑ Okavango

☑ Olifants

☑ Berg-Olifants

☑ Breede-Gouritz

☑ Inkomati-Usuthu

(3.1.1.9) Organization-specific description of risk

As a South African retailer, a large portion of our fresh and edible groceries are grown and manufactured locally, with 96% of our Pick n Pay private label (own brand) products sourced within the country. South African is already water scarce and stressed country, fluctuations in water availability and quality is a significant risk to our upstream value chain. Staple crops grown in South Africa, such as maize and wheat, are extremely sensitive to water fluctuations. Majority of the country's *agricultural yields are vulnerable in an already water-scarce country. Livestock will also likely be greatly impacted by these changes, leading to supply shortages and increased prices.*

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased capital expenditures

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Very likely

(3.1.1.14) Magnitude

Select from:

☑ Medium-high

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

The resultant effect is expected to resemble periods of El Niño, characterized by less rainfall, and La Niña, with cooling effects, both of which South Africa experiences, but on a much greater scale. Temperature variability impacting livestock and agricultural crop growth will create a domino effect on our supply chain. Diminishing areas of arable land will reduce the amount of product farmers can supply, leading to increased scarcity and higher prices. This scarcity will drive up the cost of products due to increased demand and limited availability, necessitating higher procurement costs to keep our shelves stocked. Additionally, the increased unpredictability of growing seasons and heightened risk of extreme weather events, such as floods and droughts, will exacerbate these challenges, potentially leading to more frequent supply chain disruptions and further cost increases. To mitigate these risks, we must invest in more resilient sourcing strategies and consider diversifying our supply base to ensure a stable flow of goods. Thus we anticipate in increase in procurement costs.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

0

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

74200000

(3.1.1.25) Explanation of financial effect figure

In FY25, Pick n Pay's total procurement spend was approximately R97.2 billion. Of this, around 51% was allocated to fresh and edible products, with 19.5% of that related to Pick n Pay own brand products. The average Producer Price Index (PPI) in 2024 was 5.4%. If inflation remains stable, our procurement costs for this category are projected to increase to approximately R11.92 billion over the next four years (medium-term horizon). However, if climate-related risks such as El Niño-induced droughts affect agricultural production, price inflation could rise sharply. During the 2015–2016 drought, food prices in South Africa increased by 19.7% on average (Stats SA). Under similar conditions, procurement costs for own brand fresh and edible products could rise to R19.34 billion, an increase of approximately R7.42 billion compared to the baseline estimate. This scenario illustrates the material financial risk posed by climate-driven disruptions to the agricultural supply chain, reinforcing the need for strong mitigation and adaptation strategies.

(3.1.1.26) Primary response to risk

Diversification

☑ Increase supplier diversification

(3.1.1.27) Cost of response to risk

11200000

(3.1.1.28) Explanation of cost calculation

The amount spend of small business development and our enterprise and supplier development programmes

(3.1.1.29) Description of response

We aim to raise awareness of climate change in the South African consumer market and enhance our reputation as a responsible business. Our investment in measuring our impact and communicating our actions exceeds R1 million annually, excluding marketing costs. We share our progress on our website, in stores, and through our Annual Integrated and Sustainability Reports. Collaborating with local suppliers, we ensure quality products are produced ethically while expanding our range of affordable sustainable food choices. Our Enterprise and Supplier Development (ESD) initiatives empower 177 local businesses through mentorship and support, and we are currently reviewing our ESD strategy to better address supplier concerns.

Plastics

(3.1.1.1) Risk identifier

Select from:

☑ Risk4

(3.1.1.3) Risk types and primary environmental risk driver

Technology

☑ Transition to recyclable plastic products

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ End-of-life management

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ South Africa

(3.1.1.9) Organization-specific description of risk

Packaging plays an important role in the protection of our products and ensures the quality, guaranteed safety and nutritional value of the food we sell. The primary role of packaging is to protect the product and help eliminate product waste. Globally, however, there is increasing concern about the resources used in the production of packaging as well as the impact that packaging has on the environment if it is not recycled or disposed of properly. The more our packaging can be designed in a circular way, the more value we can create for our company, for our customers and for the communities within which we operate. Recycling is a critical part of a circular economy, ensuring that resources are valued, not wasted, and don't end up in the natural environment. The Circular Economy model promotes the *move from a linear take-make-waste model, to one which focuses on reducing consumption of finite resources, eliminating waste in its design, and keeping materials such as plastic, in high value use for as long as possible through recycling. Good design means eliminating unnecessary excess packaging, having lighter weight packaging, and incorporating recycled plastic in the production of new packaging where possible.*

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased compliance costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Very likely

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

To ensure compliance with current legislation while meeting consumer needs, we anticipate increased costs that will need to be absorbed into our operations. Additionally, we expect to invest more in research and development to enhance the recyclability of our packaging. There is also growing pressure to establish effective recycling mechanisms for our packaging in South Africa, which will require active stakeholder engagement, both within and outside our current boundary of engagement.

(3.1.1.26) Primary response to risk

Diversification

☑ Develop new products, services and/or markets

(3.1.1.29) Description of response

To ensure compliance with current legislation while meeting consumer needs, we anticipate increased costs that will need to be absorbed into our operations. Additionally, we expect to invest more in research and development to enhance the recyclability of our packaging. There is also growing pressure to establish effective recycling mechanisms for our packaging in South Africa, which will require active stakeholder engagement, both within and outside our current boundary of engagement. Our commitment to have 100% of our own brand packaging to be recyclable and reusable packaging is something we are close to achieving (93.3%), however it is the 6.7% remaining that we believe poses the greatest risk. This is representative of the packaging that is currently not able to be recycled in South Africa, but is estimated to be integral to the protection of the product.

[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:

☑ Revenue

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

10000000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☑ 100%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

118610000000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☑ 1-10%

(3.1.2.7) Explanation of financial figures

Pick n Pay's total turnover was R118.61 billion in FY25. Sales of fruit and vegetables account for an estimated 1–10% of this figure. In a water-scarce country like South Africa, agricultural yields and livestock production are highly vulnerable to climate-related disruptions. These disruptions can result in local supply shortages and increased prices. Should our local fruit and vegetable producers be significantly impacted, it could affect up to 10% of our total turnover. In terms of transitional risks, the risk of non compliance with the South African National Greenhouse Gas Emission Reporting Regulation is R10 000 000

Forests

(3.1.2.1) Financial metric

Select from:

☑ Revenue

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

97200000000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☑ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

118610000000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☑ Less than 1%

(3.1.2.7) Explanation of financial figures

Pick n Pay's total turnover was R118.61 billion in FY25. Palm oil-derived ingredients used in Pick n Pay own-brand products are estimated to contribute less than 1% of total sales. Climate-related impacts in major palm oil-producing regions could lead to supply chain disruptions and increased sourcing costs. In addition, an inability to source certified sustainable palm oil may result in reputational damage, particularly given rising consumer and stakeholder expectations. Combined, these factors could disrupt product availability and impact up to 1% of total turnover. Pick n Pay is committed to sourcing 100% sustainably certified palm oil. As of FY25, 96% of our palm oil use met sustainability certification standards. The remaining 4% has not yet transitioned, primarily due to the higher cost of certified sustainable palm oil, as confirmed by suppliers. Estimating the financial impact of full transition is challenging, but reasonable assumptions can guide us. If palm oil represents 1–5% of our total procurement spend (R97.2 billion in FY25). billion. Given that only 4% of our palm oil use needs to convert, and assuming a 6–10% price premium for sustainable palm oil, the estimated additional cost would range from R3.1 million to R15.6 million. This cost represents an increase of approximately 0.003% to 0.016% of total procurement spend

Water

(3.1.2.1) Financial metric

Select from:

☑ CAPEX

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

22470000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:
☑ 1-10%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

1722000000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:
☑ 1-10%

(3.1.2.6) Amount of CAPEX in the reporting year deployed towards risks related to this environmental issue

0

(3.1.2.7) Explanation of financial figures

PnP adheres to the published PnP Water policy to guide progress against these targets. Additional costs are incorporated into the normal store development process and does not necessarily have a higher cost of management. The risk of additional capital investment in backup water supply is managed by evaluating each store on a site-by-site basis. An estimated half of all stores are located in shopping centres where backup water supply has already been installed, or where water can be accessed via boreholes. In these cases, it is not necessary for Pick n Pay to install backup water tanks. The cost reported is an estimation for the cost of installing backup water supply at half of the stores. For half of 1498 company-owned stores at a cost of R30 000 per store for 5kL water storage the total cost is about R22.5 million. This is roughly more than 1% of total FY25 capex. In terms of CAPEX spent: Given the challenging financial year, Pick n Pay adopted a prudent approach to capital expenditure, with a limited focus on high-cost sustainability initiatives. In the early stages of our turnaround strategy, the business prioritised financial stability through the successful implementation of the Recapitalisation Plan. As a result, capital investment was carefully managed and strategically directed toward high-growth and revenue-generating areas of the business. While this disciplined approach was necessary, it meant that certain sustainability initiatives—particularly those requiring significant upfront investment, were temporarily deferred. Nonetheless, our long-term commitment to sustainable development remains intact. To support future value creation, we are actively evolving our ESG framework, with a renewed focus on unlocking and scaling customer-focused, profit-enabled sustainability initiatives. These initiatives aim to drive revenue, reduce operational costs, and deliver measurable environmental and social impact as the business stabilises and enters the next phase of growth.
[Add row]

(3.2) Within each river basin, how many facilities are exposed to substantive effects of water-related risks, and what percentage of your total number of facilities does this represent?

Row 1

(3.2.1) Country/Area & River basin

South Africa
☑ Berg-Olifants

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply
☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

75

(3.2.4) % of your organization’s total facilities within direct operations exposed to water-related risk in this river basin

Select from:
☑ 1-25%

(3.2.10) % organization’s total global revenue that could be affected

Select from:
☑ 11-20%

(3.2.11) Please explain

In FY25, we conducted a water risk analysis using the WWF Water Risk Filter. This tool evaluated several Pick n Pay stores and distribution centers based on physical, reputational, and regulatory risks. By analyzing the location of our stores against 32 relevant risks, we received a comprehensive risk profile for each store.

Pick n Pay's annual revenue was R118.6 billion, with 1498 company-owned stores. The percentage of organizational revenue was estimated by distributing the total revenue across all operational stores.

Row 2

(3.2.1) Country/Area & River basin

South Africa

☑ Limpopo

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

108

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ 1-25%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☑ 31-40%

(3.2.11) Please explain

In FY25, we conducted a water risk analysis using the WWF Water Risk Filter. This tool evaluated several Pick n Pay stores and distribution centers based on physical, reputational, and regulatory risks. By analyzing the location of our stores against 32 relevant risks, we received a comprehensive risk profile for each store. Pick n Pay's annual revenue was R118.6 billion, with 1498 company-owned stores. The percentage of organizational revenue was estimated by distributing the total revenue across all operational stores.

Row 3

(3.2.1) Country/Area & River basin

South Africa

☑ Orange

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

60

(3.2.4) % of your organization’s total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ 1-25%

(3.2.10) % organization’s total global revenue that could be affected

Select from:

☑ 11-20%

(3.2.11) Please explain

In FY25, we conducted a water risk analysis using the WWF Water Risk Filter. This tool evaluated several Pick n Pay stores and distribution centers based on physical, reputational, and regulatory risks. By analyzing the location of our stores against 32 relevant risks, we received a comprehensive risk profile for each store. Pick n Pay’s annual revenue was R118.6 billion, with 1498 company-owned stores. The percentage of organizational revenue was estimated by distributing the total revenue across all operational stores.

[Add row]

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations	Comment
	Select from: ☑ No	*Pick n Pay was not subject to any fines, enforcement orders, and/or other penalties for water-related violations.*

[Fixed row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:
☑ Yes

(3.5.1) Select the carbon pricing regulation(s) which impact your operations.

Select all that apply
☑ South Africa carbon tax

(3.5.3) Complete the following table for each of the tax systems you are regulated by.

South Africa carbon tax

(3.5.3.1) Period start date

12/31/2022

(3.5.3.2) Period end date

12/30/2024

(3.5.3.3) % of total Scope 1 emissions covered by tax

9.4

(3.5.3.4) Total cost of tax paid

316207

(3.5.3.5) Comment

Our South African facilities are subject to the carbon tax which runs on a calendar year period. The tax is payable by July of the following year. Only emission activities that are above the specified thresholds are included in the tax. Our emissions related to the stationary combustion of diesel in generators, paraffin and LPG in bakeries and coal in our meat factory are all covered by the tax. Any mobile combustion emissions are excluded from the tax directly. However, there is, a carbon tax applied to all purchases of petrol and diesel in the country. This tax is incorporated into the fuel levy and captures most of the vehicle related emissions.
[Fixed row]

(3.5.4) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?

A South African carbon tax was implemented in 2019. In the first phase the tax is set to target companies that own or control combustion installations of 10 MW (megawatt thermal) or higher amongst other emitting activities. The first phase will have a 60% allowance which can be expanded with additional relief mechanisms for trade exposure, offsets and carbon budgets. The maximum tax-free threshold that Pick n Pay can achieve in the first phase is 90%. The first phase of the tax will be effective until 31 December 2025. Thereafter it is anticipated that the government will gradually phase out the relief mechanisms resulting in much higher effective tax rates. For Pick n Pay 90% of the emissions that fall under the proposed scope of the tax are fuel combustion emissions.Strategy for complying with system: Pick n Pay annually reports their emissions to the South African Department of Forestry, Fisheries and Environment as required by the regulations. These emissions are the emissions that fall under the carbon tax. Based on these emissions, Pick n Pay completes the necessary tax documents and pays the carbon tax to the South African Revenue Service every July. These processes happen annually every year. As a result of this strategy, Pick n Pay has reported their emissions and paid the carbon tax on time and has not received any penalties. Furthermore, Pick n Pay keeps up to date with any developments in the regulations that govern the carbon tax to ensure that we remain in compliance with any new requirements.

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized
Forests	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized
Water	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:
☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Capital flow and financing
☑ Access to sustainability linked loans

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ South Africa

(3.6.1.8) Organization specific description

We partnered with RMB on an inaugural Sustainability-Linked Loan. The sustainability-linked features of the loan enable us to align our financial and sustainability strategy. The two main KPIs food waste diversions from landfill and conversions of our company-owned refrigeration to natural refrigeration, aligning with our Waste Policy and Climate Change and Energy Policy. We successfully paid off the loan in FY25, it assisted us in integrating sustainability into our core financing strategy. Although the loan has been repaid, it underscores a significant anticipated future opportunity, the growing availability of sustainability-linked financing in South Africa. This mechanism remains an attractive option should we require future capital to accelerate climate mitigation and adaptation measures. It demonstrates how financial innovation can support the business case for environmental action and provides a model for integrating sustainability performance with access to finance.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased access to capital

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

☑ The opportunity has already had a substantive effect on our organization in the reporting year

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Very likely (90–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium-high

(3.6.1.13) Effect of the opportunity on the financial position, financial performance and cash flows of the organization in the reporting period

The loan provided Pick n Pay with increased access to capital which can be used to improve the Group's operations whilst ensuring that the sustainability-links to the loan are met through the incorporation of KPIs. The loan increased executive engagement on loan-linked sustainability KPIs as a result of financial penalties.

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

This will enable Pick n Pay to align its financial strategy and sustainability strategy, whilst ensuring that we fulfil our commitments. The loan has allowed for business continuity whilst providing competitive terms due to interest rates being matched with sustainability performance.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Although the loan has been repaid, it underscores a significant anticipated future opportunity; the growing availability of sustainability-linked financing in South Africa. This mechanism remains an attractive option should we require future capital to accelerate climate mitigation and adaptation measures. It demonstrates how financial innovation can support the business case for environmental action and provides a model for integrating sustainability performance with access to finance.

(3.6.1.26) Strategy to realize opportunity

We will continue to evolve our ESG strategy to transition from pure philanthropy to value creation through sustainability, branded as "The Shift." This initiative aims to drive revenue, reduce costs, and create measurable positive impacts within key business functions, supporting our back-to-basics strategy and vision of returning Pick n Pay to profitability. Approved in FY25, The Shift focuses on customer-centred sustainability projects that tackle significant risks and opportunities. Key objectives include closing the loop on resources and materials by avoiding, reducing, and diverting waste, especially food waste, and investing in recycling initiatives and sustainable packaging. Food waste is a critical issue with environmental, social, and financial impacts. Increasing regulations and societal pressure necessitate *effective food waste management to avoid reputational damage and increased capital costs. In FY25, we diverted 64% of waste from landfill through strategic partnerships, donations, and surplus food prevention. Our goal is to reduce food waste by 50% by 2030, aligned with the World Resources Institute's (WRI) 10x20x30 target. We work with 17 of our largest suppliers to measure and improve their food waste management, using the WRI's Food Waste and Loss Protocol for transparent and accurate reporting. We optimize forecasting, improve procurement, invest in shelf-life extension projects, and implement "reduced to clear" processes to minimize food surplus. Enhanced internal reporting capabilities now display weekly food waste figures across stores. We reinforce training on cold storage protocols and minimize food waste. Exploring partnerships for organic waste diversion, we aim to repurpose waste by collaborating with local farmers, composters, or waste-to-energy facilities, thus closing the loop on waste generation and consumption. The Shift embodies our commitment to sustainability, focusing on areas with the most potential for scale, value creation, and innovation while placing our customers and communities at the heart of our efforts.*

Forests

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp2

(3.6.1.2) Commodity

Select all that apply

☑ Palm oil

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Reputational capital

☑ Reputational benefits resulting in increased demand for products/services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ South Africa

(3.6.1.8) Organization specific description

As a leading retailer, Pick n Pay is uniquely positioned to influence positive environmental practices through our ownership and development of brands. This unique capability allows us to create and refine products that align with our commitment to sustainability and the global push for deforestation-free commodities, such as palm oil. Currently, Pick n Pay sources 96% of its palm oil sustainably, although this is not where we were in FY23 (100%) we are still dedicated to reducing deforestation and promoting ethical sourcing practices. Owning our brands gives us the strategic advantage to integrate sustainable palm oil and other deforestation-free ingredients, ensure our suppliers align with our environmental goals, and explore substitutions where feasible. By collaborating with industry experts, NGOs, and sustainability advocates, we can gain the insights needed to navigate sustainable sourcing complexities and stay ahead of emerging trends. Pick n Pay is committed to continuous improvement in our sustainability practices, confident in our ability to achieve 100% sustainable palm oil sourcing and develop products contributing to a deforestation-free future. In FY25 we purchased an additional 150 credits from RSPO to ensure we continue support ethical supply chains.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium-low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

The reputational benefits from increased demand for sustainable products from consumers could lead to increase revenue from sales.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

1500000000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

10800000000

(3.6.1.23) Explanation of financial effect figures

Estimating the perceived financial effect figure is difficult. Revenue for FY25 was R118.6 billion. If we assume it increases by 6% annually for the next 4 years, our revenue will be R149.7 billion (minimum), or if it increases by 15.5% annually, our revenue will be R215.1 billion (maximum). Products containing palm oil and/or palm oil derivatives only constitute 1–5% of sales. Therefore, the estimated financial effect the opportunity may have is R1.5 billion to R10.8 billion.

(3.6.1.24) Cost to realize opportunity

7780000

(3.6.1.25) Explanation of cost calculation

Pick n Pay is committed to sourcing sustainably certified palm oil. In FY25, we achieved 96% compliance. The remaining 4% was not sustainably sourced primarily due to the increased cost of certified sustainable palm oil, as confirmed in consultations with our suppliers. Quantifying the cost to close this 4% gap is complex, but using conservative assumptions, we can estimate the potential impact. If palm oil accounts for 1–5% of our total procurement spend (R97.2 billion), then palm oil costs approximately R972 million to R4.86 billion annually. To reach 100% certification, only 10% of this volume would need to transition, as 90% is already sustainably sourced. Assuming certified sustainable palm oil is 6–10% more expensive than conventional palm oil, this results in an estimated additional cost of R7.78 million to R38.88 million. This translates to an approximate increase of just 0.006% to 0.04% of total procurement spend.

(3.6.1.26) Strategy to realize opportunity

Introducing Pick n Pay's Sustainable Impact Framework: Pick n Pay's revised Sustainable Impact Framework, builds on the four pillars of our strategic ESG framework. It was approved in the first quarter of FY25 and is in the early stages of integration into the business. We have clear objectives The new strategy puts Pick n Pay customers and communities at the centre of our sustainability ambitions. Building on lessons we have learned in prior years, the revised framework focuses on *the critical areas of our Pick n Pay business that represent significant sustainability-related risks and opportunities. We position this focus alongside areas where we see the most potential for scale, value creation, and innovation. Eco-resilience: We will reduce the environmental impact of our operations, specifically through energy efficiency, emission reduction, water efficiency, and supporting biodiversity. Zero-waste: We will close the loop on resources and materials. We will avoid, reduce and divert waste in our operations and supply chain, specifically food waste, and invest in recycling initiatives and sustainable packaging. Sustainable Supply Chain: We recognise that our ability to deliver a positive impact derives from our extensive supply chain and customer base. We will ensure that Pick n Pay's supply chain is fully onboard to help us meet our sustainability commitments. We will maximise the positive social and environmental impact of our products and operations. We are committed to ensuring that our own brand products are grown, sourced and produced responsibly and sustainably. This includes promoting animal welfare, healthy oceans and fish stocks, sustainably manufactured clothing, and tracking ingredients with high environmental and social impacts. This year, suppliers of sustainably sourced palm oil in Pick n Pay branded products decreased (achieving 96%, down from 100% in FY23). This decrease is largely driven by the complexity of the palm oil supply chain and the cost of certification schemes. Pick n Pay is committed to procuring sustainably sourced palm oil for Pick n Pay branded products, and we will continue to work with our suppliers to achieve 100%. Purchased an additional 150 tonnes of sustainable palm oil credits from RSPO*

Water

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ Reduced water usage and consumption

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ South Africa

(3.6.1.6) River basin where the opportunity occurs

Select all that apply

☑ Vaal

☑ Orange

☑ Limpopo

☑ Olifants

☑ Berg-Olifants

☑ Breede-Gouritz

☑ Inkomati-Usuthu

☑ Pongola-Uzimkulu

☑ Mzimvubu-Tsitsikamma

(3.6.1.8) Organization specific description

South Africa is a water-scarce country, and declining water availability and quality are heightening water security risks. Recent droughts have impacted farmers and communities, emphasizing the need to use water sparingly and implement measures to mitigate shortages in our operations and value chain. While the risk of water scarcity is high, it presents opportunities for investing in water-efficient technologies like rainwater harvesting. It also provides a chance to diversify our supply chain and partner with suppliers to reduce water consumption. Aligning with our new strategy, The Shift, we focus on eco-resilience to reduce the environmental impact of our operations. Pick n Pay has implemented water efficiency measures at our new Eastport distribution centre in Gauteng. Projects include a rainwater harvesting system and a biological water treatment system, both with significant cost-saving and conservation potential. The rainwater harvesting system collects and treats 300,000 litres of rainwater for the cooling plant, supported by a 3,000,000-litre dam and a 1,000,000-litre underground sump for safe water storage. This minimizes dependence on municipal water. The biological water treatment system processes and reuses over 150,000 litres of wastewater from the truck wash bay, ensuring effective treatment for on-site reuse. This optimizes wastewater treatment, reduces environmental impact, and adheres to regulatory requirements.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Reduced costs of water as a result of implementation of water saving techniques. Potential positive increase in brand reputation.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

6200000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

12400000

(3.6.1.23) Explanation of financial effect figures

Accurately accounting for water consumption at the store level can enable Pick n Pay to achieve operational cost savings. The potential financial impact is based on improved water efficiency, enhanced tracking, and reduced leakages. Using the total water cost from the last financial year (R62 million), a 10%–20% reduction could result in annual savings of R6.2 million to R12.4 million. Additionally, the rainwater harvesting system is expected to save over R2.5 million annually, while the water treatment system could contribute further savings of over R2.2 million per year.

(3.6.1.24) Cost to realize opportunity

22500000

(3.6.1.25) Explanation of cost calculation

The cost reported is an estimation for the cost of installing backup water supply at half of the stores. For half of 1498 company owned stores at a cost of R30 000 per store for 5kL water storage the total cost is about R22.5 million

(3.6.1.26) Strategy to realize opportunity

To mitigate risks such as increased water stress leading to operational disruptions, higher commodity prices, stock unavailability, reputational damage, and declining water quality impacting communities, Pick n Pay has developed a comprehensive water management strategy. We respect the national resolution recognizing the right to safe drinking water and sanitation as a basic human right. Although our direct water footprint is limited, we understand water's critical role in our supply chain. Our policy aims to reduce water usage and increase its value as a resource across our supply chain and consumer base. Our target is to reduce water intensity by 20% by 2025 from an FY2018 baseline. • Water Efficiency: We are committed to sustainable water use across our operations, installing online water meters at most sites and seeking innovative ways to reduce water use. We work with NGOs to educate consumers about water conservation. • Compliance and Engagement: We meet or exceed all legislative and regulatory requirements regarding water quality and consumption. We engage NGOs and work with fresh produce suppliers to reduce water consumption, providing training and assistance to small suppliers to manage water scarcity impacts. • Stakeholder Collaboration: Pick n Pay collaborates with all stakeholders to mitigate water scarcity risks, participating in water stewardship programs such as the CDP to address the global water crisis and raising awareness through our marketing channels. • International Standards: We align our efforts with international standards and conventions, including the United Nations Sustainable Development Goals, to ensure our practices contribute to global sustainability. By implementing these measures, Pick n Pay aims to safeguard our operations, enhance our brand reputation, and support the communities we serve while promoting sustainable water use and management.

[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:

☑ OPEX

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

0

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☑ Less than 1%

(3.6.2.4) Explanation of financial figures

In FY25, Pick n Pay did not allocate capital towards specific climate change improvement projects. This was largely due to the financial pressures faced during the year and the need to focus on stabilising the business through the successful implementation of the Recapitalisation Plan. With limited capital available, investment was directed toward areas that supported immediate business recovery and growth. As a result, higher-cost sustainability initiatives, particularly those related to climate adaptation and mitigation, were deferred. While this meant delaying some of our climate-related ambitions, it was a necessary decision in the context of broader financial constraints. That said, our long-term sustainability goals remain unchanged. As the business regains financial stability, we are evolving our ESG approach to prioritise initiatives that are both customer-focused and commercially viable projects that can deliver environmental and social impact while also supporting cost savings and revenue growth.

Forests

(3.6.2.1) Financial metric

Select from:

☑ OPEX

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

10000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☑ Less than 1%

(3.6.2.4) Explanation of financial figures

Cost of sourcing sustainable palm oil credits through RSPO & RSPO membership fees

Water

(3.6.2.1) Financial metric

Select from:

☑ OPEX

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

0

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☑ Less than 1%

(3.6.2.4) Explanation of financial figures

In FY25, Pick n Pay did not allocate capital towards specific water improvement projects. This was largely due to the financial pressures faced during the year and the need to focus on stabilising the business through the successful implementation of the Recapitalisation Plan. With limited capital available, investment was directed toward areas that supported immediate business recovery and growth. As a result, higher-cost sustainability initiatives, particularly those related to climate adaptation and mitigation, were deferred. While this meant delaying some of our water-related ambitions, it was a necessary decision in the context of broader financial constraints. That said, our long-term sustainability goals remain unchanged. As the business regains financial stability, we are evolving our ESG approach to prioritise initiatives that are both customer-focused and commercially viable—projects that can deliver environmental and social impact while also supporting cost savings and revenue growth.

[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Executive directors or equivalent

☑ Non-executive directors or equivalent

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

The Corporate Governance Charter of the Pick n Pay Group establishes the frameworks, principles, and guidelines for the governance of the board and the organization. Board appointments are made in accordance with the company's Memorandum of Incorporation. The board must predominantly consist of non-executive directors, with the majority of these non-executive directors being independent. The independence of board members is evaluated annually based on the King Code on Corporate Governance for South Africa. In compliance with the JSE Listing Requirements, the Board has implemented a Gender and Race Diversity

Policy aimed at promoting diversity in these areas. The Pick n Pay Nomination Committee is tasked with considering this policy when nominating directors for appointment.

(4.1.6) Attach the policy (optional)

corporate-governance-at-pick-n-pay-external-2023.pdf
[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes
Forests	*Select from:* ☑ Yes
Water	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Financial Officer (CFO)

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board mandate

☑ Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in every board meeting (standing agenda item)

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Reviewing and guiding annual budgets

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Approving corporate policies and/or commitments

☑ Overseeing and guiding public policy engagement

☑ Overseeing and guiding acquisitions, mergers, and divestitures

☑ Monitoring supplier compliance with organizational requirements

☑ Monitoring compliance with corporate policies and/or commitments

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

☑ Reviewing and guiding innovation/R&D priorities

☑ Approving and/or overseeing employee incentives

☑ Monitoring the implementation of the business strategy

☑ Overseeing reporting, audit, and verification processes

☑ Overseeing and guiding the development of a business strategy

(4.1.2.7) Please explain

The Executive Director of ESG at Pick n Pay holds board-level responsibility for sustainability and climate change. This role includes overseeing Corporate Social Responsibility (CSR) initiatives, encompassing environmental projects, sustainability efforts, and climate change strategies. Responsibilities involve reporting progress on key areas such as energy efficiency, renewable energy generation, and food waste reduction. The assignment of climate-related issues to executives and senior management reflects Pick n Pay's recognition of these issues as material concerns likely to affect the company's strategy, operations, and value creation. The Social, Ethics, and Transformation Committee consists of four non-executive directors. The Company Secretary, executives responsible for strategy and human resources, senior managers, and technical experts assist the committee. All levels and areas of expertise across the Group are present at committee meetings, with advisors attending by invitation based on the agenda. The committee is tasked with monitoring compliance with social, ethical, and legal requirements, best practice codes of conduct, organizational ethics, responsible corporate citizenship, sustainable development, and stakeholder relationships. It reports to the Board bi-annually and updates shareholders on relevant matters. The committee focuses on executing Pick n Pay's strategy and implementing the revised sustainable impact framework. This framework aims to drive value creation through customer-facing sustainability initiatives that create shared value for the business, customers, communities, and the environment. Supported by strong operational leadership and support teams, the committee ensures that the sustainability strategy aligns with the United Nations Sustainable Development Goals (SDGs) most relevant to the business. The Sustainability Steering Committee includes the CEO, Chairman, ESG Executive, CFO, and the Strategy and General Manager of Sustainability. This committee meets quarterly to review the progress of sustainability and climate-related initiatives and to approve new sustainability projects. Sustainability and climate change issues are also discussed on an ad hoc basis during the quarterly Ethics Committee meetings. The committee is chaired by the ESG Executive, with the sustainability team reporting to the ESG Executive weekly and to the Sustainability Steering Committee quarterly. The Sustainability Manager leads and coordinates sustainability efforts within the company, overseeing projects related to energy efficiency, renewable energy generation, and food waste reduction. The manager ensures that the sustainability team meets its objectives, tracks progress, and provides weekly reports to the ESG Executive. Additionally, the manager participates in the quarterly Ethics Committee meetings, contributing to the discussion of sustainability and climate change issues from an ethical perspective.

Forests

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Financial Officer (CFO)

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board mandate

☑ Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Reviewing and guiding annual budgets

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Approving corporate policies and/or commitments

☑ Overseeing and guiding public policy engagement

☑ Overseeing and guiding acquisitions, mergers, and divestitures

☑ Monitoring supplier compliance with organizational requirements

☑ Monitoring compliance with corporate policies and/or commitments

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

☑ Reviewing and guiding innovation/R&D priorities

☑ Approving and/or overseeing employee incentives

☑ Monitoring the implementation of the business strategy

☑ Overseeing reporting, audit, and verification processes

☑ Overseeing and guiding the development of a business strategy

(4.1.2.7) Please explain

The Executive Director of ESG at Pick n Pay holds board-level responsibility for sustainability and climate change. This role includes overseeing Corporate Social Responsibility (CSR) initiatives, encompassing environmental projects, sustainability efforts, and climate change strategies. Responsibilities involve reporting progress on key areas such as energy efficiency, renewable energy generation, and food waste reduction. The assignment of climate-related issues to executives and senior management reflects Pick n Pay's recognition of these issues as material concerns likely to affect the company's strategy, operations, and value creation. The Social, Ethics, and Transformation Committee consists of four non-executive directors. The Company Secretary, executives responsible for strategy and human resources, senior managers, and technical experts assist the committee. All levels and areas of expertise across the Group are present at committee meetings, with advisors attending by invitation based on the agenda. The committee is tasked with monitoring compliance with social, ethical, and legal requirements, best practice codes of conduct, organizational ethics, responsible corporate citizenship, sustainable development, and stakeholder relationships. It reports to the Board bi-annually and updates shareholders on relevant matters. The committee focuses on executing Pick n Pay's strategy and implementing the revised sustainable impact framework. This framework aims to drive value creation through customer-facing sustainability initiatives that create shared value for the business, customers, communities, and the environment. Supported by strong operational leadership and support teams, the committee ensures that the sustainability strategy aligns with *the United Nations Sustainable Development Goals (SDGs) most relevant to the business. The Sustainability Steering Committee includes the CEO, Chairman, ESG Executive, CFO, and the Strategy and General Manager of Sustainability. This committee meets quarterly to review the progress of sustainability and climate-related initiatives and to approve new sustainability projects. Sustainability and climate change issues are also discussed on an ad hoc basis during the quarterly Ethics Committee meetings. The committee is chaired by the ESG Executive, with the sustainability team reporting to the ESG Executive weekly and to the Sustainability Steering Committee quarterly. The Sustainability Manager leads and coordinates sustainability efforts within the company, overseeing projects related to energy efficiency, renewable energy generation, and food waste reduction. The manager ensures that the sustainability team meets its objectives, tracks progress, and provides weekly reports to the ESG Executive. Additionally, the manager participates in the quarterly Ethics Committee meetings, contributing to the discussion of sustainability and climate change issues from an ethical perspective.*

Water

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Financial Officer (CFO)

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board mandate

☑ Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Reviewing and guiding annual budgets
☑ Overseeing the setting of corporate targets
☑ Monitoring progress towards corporate targets
☑ Approving corporate policies and/or commitments
☑ Overseeing and guiding public policy engagement
☑ Overseeing and guiding acquisitions, mergers, and divestitures
☑ Monitoring supplier compliance with organizational requirements
☑ Monitoring compliance with corporate policies and/or commitments
☑ Overseeing and guiding the development of a climate transition plan
☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities
☑ Reviewing and guiding innovation/R&D priorities
☑ Approving and/or overseeing employee incentives
☑ Monitoring the implementation of the business strategy
☑ Monitoring the implementation of a climate transition plan
☑ Overseeing and guiding the development of a business strategy

(4.1.2.7) Please explain

The Executive Director of ESG at Pick n Pay holds board-level responsibility for sustainability and climate change. This role includes overseeing Corporate Social Responsibility (CSR) initiatives, encompassing environmental projects, sustainability efforts, and climate change strategies. Responsibilities involve reporting progress on key areas such as energy efficiency, renewable energy generation, and food waste reduction. The assignment of climate-related issues to executives and senior management reflects Pick n Pay's recognition of these issues as material concerns likely to affect the company's strategy, operations, and value creation. The Social, Ethics, and Transformation Committee consists of four non-executive directors. The Company Secretary, executives responsible for strategy and human resources, senior managers, and technical experts assist the committee. All levels and areas of expertise across the Group are present at committee meetings, with advisors attending by invitation based on the agenda. The committee is tasked with monitoring compliance with social, ethical, and legal requirements, best practice codes of conduct, organizational ethics, responsible corporate citizenship, sustainable development, and stakeholder relationships. It reports to the Board bi-annually and updates shareholders on relevant matters. The committee focuses on executing Pick n Pay's strategy and implementing the revised sustainable impact framework. This framework aims to drive value creation through customer-facing sustainability initiatives that create shared value for the business, customers, communities, and the environment. Supported by strong operational leadership and support teams, the committee ensures that the sustainability strategy aligns with the United Nations Sustainable Development Goals (SDGs) most relevant to the business. The Sustainability Steering Committee includes the CEO, Chairman, ESG Executive, CFO, and the Strategy and General Manager of Sustainability. This committee meets quarterly to review the progress of sustainability and climate-related initiatives and to approve new sustainability projects. Sustainability and climate change issues are also discussed on an ad hoc basis during the quarterly Ethics Committee meetings. The committee is chaired by the ESG Executive, with the sustainability team reporting to the ESG Executive weekly and to the Sustainability Steering Committee quarterly. The Sustainability Manager leads and coordinates sustainability efforts within the company, overseeing projects related to energy efficiency, renewable energy generation, and food waste reduction. The manager ensures that the sustainability team meets its objectives, tracks progress, and provides weekly reports to the ESG Executive. Additionally, the manager participates in the quarterly Ethics Committee meetings, contributing to the discussion of sustainability and climate change issues from an ethical perspective.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Financial Officer (CFO)

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board mandate

☑ Individual role descriptions

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Reviewing and guiding annual budgets

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Approving corporate policies and/or commitments

☑ Overseeing and guiding public policy engagement

☑ Overseeing and guiding acquisitions, mergers, and divestitures

☑ Monitoring supplier compliance with organizational requirements

☑ Monitoring compliance with corporate policies and/or commitments

☑ Reviewing and guiding innovation/R&D priorities

☑ Approving and/or overseeing employee incentives

☑ Monitoring the implementation of the business strategy

☑ Monitoring the implementation of a climate transition plan

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding the development of a climate transition plan

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

(4.1.2.7) Please explain

The Executive Director of ESG at Pick n Pay holds board-level responsibility for sustainability and climate change. This role includes overseeing Corporate Social Responsibility (CSR) initiatives, encompassing environmental projects, sustainability efforts, and climate change strategies. Responsibilities involve reporting progress on key areas such as energy efficiency, renewable energy generation, and food waste reduction. The assignment of climate-related issues to executives and senior management reflects Pick n Pay's recognition of these issues as material concerns likely to affect the company's strategy, operations, and value creation. The Social, Ethics, and Transformation Committee consists of four non-executive directors. The Company Secretary, executives responsible for strategy and human resources, senior managers, and technical experts assist the committee. All levels and areas of expertise across the Group are present at committee meetings, with advisors attending by invitation based on the agenda. The committee is tasked with monitoring compliance with social, ethical, and legal requirements, best practice codes of conduct, organizational ethics, responsible corporate citizenship, sustainable development, and stakeholder relationships. It reports to the Board bi-annually and updates shareholders on relevant matters. The committee focuses on executing Pick n Pay's strategy and implementing the revised sustainable impact framework. This framework aims to drive value creation through customer-facing sustainability initiatives that create shared value for the business, customers, communities, and the environment. Supported by strong operational leadership and support teams, the committee ensures that the sustainability strategy aligns with the United Nations Sustainable Development Goals (SDGs) most relevant to the business. The Sustainability Steering Committee includes the CEO, Chairman, ESG Executive, CFO, and the Strategy and General Manager of Sustainability. This committee meets quarterly to review the progress of sustainability and climate-related initiatives and to approve new sustainability projects. Sustainability and climate change issues are also discussed on an ad hoc basis during the quarterly Ethics Committee meetings. The committee is chaired by the ESG Executive, with the sustainability team reporting to the ESG Executive weekly and to the Sustainability Steering Committee quarterly. The Sustainability Manager leads and coordinates sustainability efforts within the company, overseeing projects related to energy efficiency, renewable energy generation, and food waste reduction. The manager ensures that the sustainability team meets its objectives, tracks progress, and provides weekly reports to the ESG Executive. Additionally, the manager participates in the quarterly Ethics Committee meetings, contributing to the discussion of sustainability and climate change issues from an ethical perspective.
[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Consulting regularly with an internal, permanent, subject-expert working group

☑ Engaging regularly with external stakeholders and experts on environmental issues

☑ Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)

☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Additional training

☑ Course certificate (relating to environmental issues), please specify :ESG Overview IoD SA

☑ Training in an environmental subject by a certified organization, please specify :ESG Overview IoD SA

Experience

☑ Executive-level experience in a role focused on environmental issues

☑ Management-level experience in a role focused on environmental issues

☑ Staff-level experience in a role focused on environmental issues

☑ Active member of an environmental committee or organization

Forests

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Consulting regularly with an internal, permanent, subject-expert working group

☑ Engaging regularly with external stakeholders and experts on environmental issues

☑ Integrating knowledge of environmental issues into board nominating process

☑ Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)

Water

(4.2.1) Board-level competency on this environmental issue

Select from:
☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply
☑ Consulting regularly with an internal, permanent, subject-expert working group
☑ Engaging regularly with external stakeholders and experts on environmental issues
☑ Integrating knowledge of environmental issues into board nominating process
☑ Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)
☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Additional training
☑ Course certificate (relating to environmental issues), please specify
☑ Training in an environmental subject by a certified organization, please specify

Experience
☑ Executive-level experience in a role focused on environmental issues
☑ Management-level experience in a role focused on environmental issues
☑ Staff-level experience in a role focused on environmental issues

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	*Select from:* ☑ Yes
Forests	*Select from:* ☑ Yes
Water	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The leadership structure of the organization involves several key committees and teams, each playing a specific role in managing and integrating sustainability across the Group. At the top level, the Executive Committee consists of the CEO, Sean Summers, and the CFO, Lorena Olivier, who also serves as the Group's Chief Operating Decision Maker (CODM). This committee is responsible for implementing the Group's strategy and managing day-to-day operations, with a focus on creating sustainable value for all stakeholders. The Executive Sustainability Steering Committee is a specialized body within senior management, including roles such as the Chief Executive Officer, Chief Financial Officer, Head of ESG for Pick n Pay and Boxer, and Chief People Officers of Pick n Pay and Boxer. The Head of Marketing for Pick n Pay and some members of the SET Committee are also part of this group. Meeting quarterly, this committee reviews performance against ESG (Environmental, Social, and Governance) indicators and formulates responses to sustainability challenges across the value chain. Finally, the Sustainability team operates across key business functions in Pick n Pay and Boxer, with the objective of integrating sustainability into the Group's various initiatives, ensuring that sustainability practices are embedded throughout the organization. The sustainability team reports into the Head of ESG who reports into the CFO.

Forests

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The leadership structure of the organization involves several key committees and teams, each playing a specific role in managing and integrating sustainability across the Group. At the top level, the Executive Committee consists of the CEO, Sean Summers, and the CFO, Lorena Olivier, who also serves as the Group's Chief Operating Decision Maker (CODM). This committee is responsible for implementing the Group's strategy and managing day-to-day operations, with a focus on creating sustainable value for all stakeholders. The Executive Sustainability Steering Committee is a specialized body within senior management, including roles such as the Chief Executive Officer, Chief Financial Officer, Head of ESG for Pick n Pay and Boxer, and Chief People Officers of Pick n Pay and Boxer. The Head of Marketing for Pick n Pay and some members of the SET Committee are also part of this group. Meeting quarterly, this committee reviews performance against ESG (Environmental, Social, and Governance) indicators and formulates responses to sustainability challenges across the value chain. Finally, the Sustainability team operates across key business functions in Pick n Pay and Boxer, with the objective of integrating sustainability into the Group's various initiatives, ensuring that sustainability practices are embedded throughout the organization. The sustainability team reports into the Head of ESG who reports into the CFO.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

Strategy and financial planning

☑ Implementing the business strategy related to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The leadership structure of the organization involves several key committees and teams, each playing a specific role in managing and integrating sustainability across the Group. At the top level, the Executive Committee consists of the CEO, Sean Summers, and the CFO, Lorena Olivier, who also serves as the Group's Chief Operating Decision Maker (CODM). This committee is responsible for implementing the Group's strategy and managing day-to-day operations, with a focus on creating sustainable value for all stakeholders. The Executive Sustainability Steering Committee is a specialized body within senior management, including roles such as the Chief Executive Officer, Chief Financial Officer, Head of ESG for Pick n Pay and Boxer, and Chief People Officers of Pick n Pay and Boxer. The Head of Marketing for Pick n Pay and some members of the SET Committee are also part of this group. Meeting quarterly, this committee reviews performance against ESG (Environmental, Social, and Governance) indicators and formulates responses to sustainability challenges across the value chain. Finally, the Sustainability team operates across key business functions in Pick n Pay and Boxer, with the objective of integrating sustainability into the Group's various initiatives, ensuring that sustainability practices are embedded throughout the organization. The sustainability team reports into the Head of ESG who reports into the CFO.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The leadership structure of the organization involves several key committees and teams, each playing a specific role in managing and integrating sustainability across the Group. At the top level, the Executive Committee consists of the CEO, Sean Summers, and the CFO, Lorena Olivier, who also serves as the Group's Chief Operating Decision Maker (CODM). This committee is responsible for implementing the Group's strategy and managing day-to-day operations, with a focus on

creating sustainable value for all stakeholders. The Executive Sustainability Steering Committee is a specialized body within senior management, including roles such as the Chief Executive Officer, Chief Financial Officer, Head of ESG for Pick n Pay and Boxer, and Chief People Officers of Pick n Pay and Boxer. The Head of Marketing for Pick n Pay and some members of the SET Committee are also part of this group. Meeting quarterly, this committee reviews performance against ESG (Environmental, Social, and Governance) indicators and formulates responses to sustainability challenges across the value chain. Finally, the Sustainability team operates across key business functions in Pick n Pay and Boxer, with the objective of integrating sustainability into the Group's various initiatives, ensuring that sustainability practices are embedded throughout the organization. The sustainability team reports into the Head of ESG who reports into the CFO.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:
☑ No, but we plan to introduce them in the next two years

(4.5.3) Please explain

Pick n Pay has taken the decision to discontinue the provision of Short-Term Incentives (STI) for executives and management in light of the Group's current financial challenges. As the business continues to navigate a difficult trading environment and implement a turnaround strategy, it is critical that leadership demonstrates accountability and alignment with the realities faced by the company, its employees, and its shareholders. Removing STI ensures that executive and management remuneration remains responsible, transparent, and reflective of performance, while prioritising the long-term stability and recovery of the business.

Forests

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:
☑ No, but we plan to introduce them in the next two years

(4.5.3) Please explain

Pick n Pay has taken the decision to discontinue the provision of Short-Term Incentives (STI) for executives and management in light of the Group's current financial challenges. As the business continues to navigate a difficult trading environment and implement a turnaround strategy, it is critical that leadership demonstrates accountability and alignment with the realities faced by the company, its employees, and its shareholders. Removing STI ensures that executive and management remuneration remains responsible, transparent, and reflective of performance, while prioritising the long-term stability and recovery of the business.

Water

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ No, but we plan to introduce them in the next two years

(4.5.3) Please explain

Pick n Pay has taken the decision to discontinue the provision of Short-Term Incentives (STI) for executives and management in light of the Group's current financial challenges. As the business continues to navigate a difficult trading environment and implement a turnaround strategy, it is critical that leadership demonstrates accountability and alignment with the realities faced by the company, its employees, and its shareholders. Removing STI ensures that executive and management remuneration remains responsible, transparent, and reflective of performance, while prioritising the long-term stability and recovery of the business.
[Fixed row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

(4.6.1.4) Explain the coverage

Policy is applicable to Pick n Pay Stores Limited subsidiaries including Pick n Pay and Boxer company-owned stores.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to take environmental action beyond regulatory compliance

☑ Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

☑ Commitment to net-zero emissions

☑ Commitment to not funding climate-denial or lobbying against climate regulations

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

pick-n-pay-climate-change-and-energy-policy-2024.pdf

Row 2

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Forests

(4.6.1.2) Level of coverage

Select from:

☑ Selected products only

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

(4.6.1.4) Explain the coverage

Applicable to only Pick n Pay branded products

(4.6.1.5) Environmental policy content

Forests-specific commitments

☑ Other forests-related commitment, please specify :Pick n Pay is committed to sourcing with integrity and we are working with our suppliers to ensure that they all become certified members of the RSPO (the Round Table for Responsible Palm Oil).

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ No, but we plan to align in the next two years

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

packaging-policy.pdf

Row 3

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Water

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

(4.6.1.4) Explain the coverage

Policy is applicable to Pick n Pay Stores Limited subsidiaries including Pick n Pay and Boxer company-owned stores.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

Water-specific commitments

☑ Commitment to reduce water consumption volumes

☑ Commitment to reduce water withdrawal volumes

☑ Commitment to the conservation of freshwater ecosystems

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with Sustainable Development Goal 6 on Clean Water and Sanitation

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

water-policy.pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:
☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply
☑ UN Global Compact
☑ Plastic Pact Network
☑ Better Cotton Initiative (BCI)
☑ Forest Stewardship Council (FSC)
☑ Roundtable on Sustainable Palm Oil (RSPO)
☑ Science-Based Targets Initiative (SBTi)
☑ Ellen MacArthur Foundation Global Commitment
☑ Task Force on Climate-related Financial Disclosures (TCFD)
☑ Other, please specify **:WRI10x20x30; JSE; SEDEX;**

(4.10.3) Describe your organization’s role within each framework or initiative

Global Reporting Initiative (GRI) Community Member: Our ESG reporting, and disclosures are informed by GRI standards UN Global Compact: Or disclosures align continue to be informed by the UN Global Impact. TCFD: We quantify and publish scope 1, 2 & 3 emissions following best practice in GHG accounting & reporting guidelines of the TCFD. WRI 10x20x30: We are working with 19 of our biggest suppliers as part of the World Resources Institute (WRI) 10x20x30 Food Waste Initiative to help them determine and demonstrate their progress. Progress in some areas has been challenged during the energy crisis. The vision of the 10x20x30 Initiative is to massively increase private sector contribution to the global goal of reducing food loss and waste by 50% by 2030 by catalysing efforts “up” the supply chain. We will work closely with our largest suppliers and the WRI to ensure that food waste is reduced and minimized in our supply chain. One supplier has met 10x20x30 targets in FY23 JSE: The JSE guidelines lead improvements in the Group’s disclosure aligned with the JSE’s 2022 Sustainability Disclosure Guidance, as part of our commitment to report annually and comprehensively against relevant and credible international frameworks. Our improved data management processes have enabled us to report accurately against a wider scope of metrics. Our annual ESG report provides the ESG/Sustainability Databook that includes our response to the narrative disclosures of the JSE’s 2022 Sustainability Disclosure Guidance. This includes detailed information on our approach to: • Sustainability governance • Sustainability strategy • Management approach • Metrics, targets and performance SEDEX: 83% of our direct Pick n Pay Clothing suppliers are registered on Supplier Ethical Data Exchange (SEDEX) Better cotton initiative: Through the Better Cotton Initiative, we are growing the ranges that use organic cotton that is sustainably sourced. Our progress has been impacted by climate and geopolitical issues causing spikes in cotton prices. SDG: We are active participants in local and international initiatives that align with the United Nations Sustainable Development Goals 12.3 target to reduce global food loss and waste by 50% by 2030. This includes working with 19 of our biggest suppliers as part of the international 10x20x30 Food Waste Initiative to help them determine and demonstrate their progress. The vision of the 10x20x30 Initiative is to increase private sector contribution to the global goal of reducing food loss and waste by 50% by 2030 by catalysing efforts up the supply chain.
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☑ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☑ Paris Agreement

(4.11.4) Attach commitment or position statement

paris-agreement-position-statement.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ No

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

Pick n Pay engaged in several multi-stakeholder initiatives and partnerships that directly and indirectly influence environmental policy and regulation in South Africa. We partner with WWF South Africa, who are actively involved in shaping national climate and environmental legislation, including the Climate Change Act and water-related policy. Our collaboration supports policy development through shared research, pilot programmes, and sustainable sourcing frameworks, particularly in seafood (via WWF-SASSI) and water stewardship. As a founding signatory of the South African Plastics Pact, and a member of the Ellen MacArthur we contribute to collective industry goals that support national regulatory shifts towards a circular plastics economy. Our involvement supports target setting, reporting, and innovation

that inform packaging legislation and Extended Producer Responsibility (EPR) frameworks. Pick n Pay also engages with multiple Producer Responsibility Organisations (PROs) for packaging, plastics, and e-waste. These entities work closely with government to operationalize South Africa's EPR regulations, and our role ensures that practical insights from the retail sector inform system design and implementation. Internationally, we support the principles of the Roundtable on Sustainable Palm Oil (RSPO), helping align our sourcing practices with global standards aimed at reducing deforestation and promoting responsible land use, which indirectly informs international supply chain regulation. Through these platforms, Pick n Pay contributes to the development and implementation of policies that advance environmental protection and climate action in both national and international contexts.
[Fixed row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:
☑ Indirect engagement via other intermediary organization or individual

(4.11.2.2) Type of organization or individual

Select from:
☑ Non-Governmental Organization (NGO) or charitable organization

(4.11.2.3) State the organization or position of individual

Roundtable for Sustainable Palm Oil WWF SA

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply
☑ Climate change
☑ Forests
☑ Water

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Pick n Pay maintains strong partnerships with leading environmental organisations such as WWF SA and RSPO. Our collaboration with WWF-SA focuses on advancing climate action, sustainable sourcing, and water stewardship, which are key components of our sustainability agenda. Climate Change: WWF-SA plays a vital role in shaping South Africa's climate policies, including the Climate Change Act. We align our emissions reduction targets and operational initiatives with these national frameworks, engaging in multi-stakeholder dialogues facilitated by WWF to support effective climate governance. Sustainable Seafood: Through the WWF-SASSI initiative, Pick n Pay commits to responsible seafood sourcing by integrating sustainable sourcing criteria into procurement and raising consumer awareness. This helps protect vulnerable marine ecosystems and supports fisheries management. Water Stewardship: WWF-SA leads water stewardship programmes addressing water risks in key catchments. We support these efforts by promoting responsible water use in our supply chains and collaborating on catchment management initiatives. Policy Engagement: Partnering with WWF-SA also enables us to indirectly influence environmental policy development in areas like biodiversity conservation, natural resource management, and sustainable agriculture, ensuring our business practices support national environmental goals. Roundtable on Sustainable Palm Oil (RSPO). We support RSPO's global standards for sustainable palm oil production and sourcing. Sustainable Sourcing: We work with suppliers to increase the use of RSPO-certified palm oil, particularly in our private label products, contributing to deforestation-free supply chains. Environmental and Social Responsibility: RSPO standards help prevent deforestation, peatland degradation, and social harms. Aligning with these criteria ensures our procurement respects environmental and human rights considerations. Transparency: We are improving supply chain traceability to support RSPO compliance and enhance accountability in palm oil sourcing.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

50000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Promoting sustainable palm oil through campaigns, policy advocacy, and partnership development is also financed through membership fees, aiming to increase adoption globally.

(4.11.2.11) Indicate if you have evaluated whether your organization’s engagement is aligned with global environmental treaties or policy goals

Select from:
☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization’s engagement on policy, law or regulation

Select all that apply
☑ Paris Agreement
[Add row]

(4.12) Have you published information about your organization’s response to environmental issues for this reporting year in places other than your CDP response?

Select from:
☑ Yes

(4.12.1) Provide details on the information published about your organization’s response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:
☑ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☑ GRI

☑ Other, please specify :JSE, SASB

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

☑ Forests

☑ Water

☑ Biodiversity

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Strategy

☑ Emission targets

☑ Emissions figures

☑ Risks & Opportunities

☑ Biodiversity indicators

☑ Water accounting figures

☑ Deforestation- and conversion-free (DCF) status metrics

(4.12.1.6) Page/section reference

Page 58-69

(4.12.1.7) Attach the relevant publication

integrated-annual-report-2025-spread.pdf

(4.12.1.8) Comment

Sustainability chapter in our integrated annual report

Row 2

(4.12.1.1) Publication

Select from:

☑ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☑ GRI

☑ Other, please specify :SASB, JSE

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

☑ Forests

☑ Water

☑ Biodiversity

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Governance

☑ Emissions figures
☑ Commodity volumes
☑ Water accounting figures

(4.12.1.6) Page/section reference

1-16

(4.12.1.7) Attach the relevant publication

pnp-2025-sustainability-databook.pdf

(4.12.1.8) Comment

Sustainability databook
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☑ No, but we plan to within the next two years

(5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(5.1.4) Explain why your organization has not used scenario analysis

As of Q2 FY24, Pick n Pay has hired internal resources, and has contracted WWF-SA to assist in conducting climate related scenario analysis, as well as Scope 3 emissions assessments in an attempt to set Science Based targets. We are currently awaiting validation of our science-based targets by the SBTi.

Forests

(5.1.1) Use of scenario analysis

Select from:

☑ No, but we plan to within the next two years

(5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(5.1.4) Explain why your organization has not used scenario analysis

We currently do not have the internal resources to conduct forest-risk scenario analysis but it is something we aim to do in the future.

Water

(5.1.1) Use of scenario analysis

Select from:

☑ Yes

(5.1.2) Frequency of analysis

Select from:

☑ Annually

[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Water

(5.1.1.1) Scenario used

Water scenarios

☑ WWF Water Risk Filter

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:
☑ Facility

(5.1.1.5) Risk types considered in scenario

Select all that apply
☑ Acute physical

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply
☑ 2025
☑ 2030
☑ 2040
☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts
☑ Changes to the state of nature
☑ Changes in ecosystem services provision
☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Understanding how climate change may affect water risks over time is an important part of assessing and responding to water risks. Scenario analysis is used to understand the impacts of uncertainties and is a useful approach for forward-looking assessment of climate and water related risks as recommended by the Task Force on Climate-related Financial Disclosure (TCFD). The WRF tool contains three different scenario pathways for the 2030 and 2050 timeframes to assess how the basin risk may evolve. The scenarios represent an optimistic, current, and pessimistic pathway of the future climate trajectories and aligns with Task Force on Climate related financial disclosure (TCFD) recommendations. Understanding the and responding to the implications of these different possible futures is critical in business *resilience. Optimistic pathway: represents a world with sustainable socio-economic development (SSP1) and moderate reduction of GHG emissions (RCP2.6 /RCP4.5), leading to an increase of global mean surface temperature of approximately 1.5°C by the end of the 21st century. *Current trend pathway: represents a world similar to current socio-economic development trends (SSP2) and intermediate GHG emission levels (RCP4.5 /RCP6.0), leading to an increase of global mean surface temperature of approximately 2°C by the end of the 21st century. *Pessimistic trend pathway: represents a world with unequal and unstable socio-economic development (SSP3) and high GHG emission levels (RCP6.0 /RCP8.5), leading to an increase of global mean surface temperature of approximately 3.5/4°C by the end of the 21st century*

(5.1.1.11) Rationale for choice of scenario

*Optimistic pathway: represents a world with sustainable socio-economic development (SSP1) and moderate reduction of GHG emissions (RCP2.6 /RCP4.5), leading to an increase of global mean surface temperature of approximately 1.5°C by the end of the 21st century. *Current trend pathway: represents a world similar to current socio-economic development trends (SSP2) and intermediate GHG emission levels (RCP4.5 /RCP6.0), leading to an increase of global mean surface temperature of approximately 2°C by the end of the 21st century. *Pessimistic trend pathway: represents a world with unequal and unstable socio-economic development (SSP3) and high GHG emission levels (RCP6.0 /RCP8.5), leading to an increase of global mean surface temperature of approximately 3.5/4°C by the end of the 21st century*

Water

(5.1.1.1) Scenario used

Water scenarios

☑ WWF Water Risk Filter

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Facility

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Chronic physical

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

☑ Changes in ecosystem services provision

☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

*Understanding how climate change may affect water risks over time is an important part of assessing and responding to water risks. Scenario analysis is used to understand the impacts of uncertainties and is a useful approach for forward-looking assessment of climate and water related risks as recommended by the Task Force on Climate-related Financial Disclosure (TCFD). The WRF tool contains three different scenario pathways for the 2030 and 2050 timeframes to assess how the basin risk may evolve. The scenarios represent an optimistic, current, and pessimistic pathway of the future climate trajectories and aligns with Task Force on Climate related financial disclosure (TCFD) recommendations. Understanding the and responding to the implications of these different possible futures is critical in business resilience. Optimistic pathway: represents a world with sustainable socio-economic development (SSP1) and moderate reduction of GHG emissions (RCP2.6 /RCP4.5), leading to an increase of global mean surface temperature of approximately 1.5°C by the end of the 21st century. *Current trend pathway: represents a world similar to current socio-economic development trends (SSP2) and intermediate GHG emission levels (RCP4.5 /RCP6.0), leading to an increase of global mean surface temperature of approximately 2°C by the end of the 21st century. *Pessimistic trend pathway: represents a world with unequal and unstable socio-economic* *development (SSP3) and high GHG emission levels (RCP6.0 /RCP8.5), leading to an increase of global mean surface temperature of approximately 3.5/4°C by the end of the 21st century*

(5.1.1.11) Rationale for choice of scenario

*Optimistic pathway: represents a world with sustainable socio-economic development (SSP1) and moderate reduction of GHG emissions (RCP2.6 /RCP4.5), leading to an increase of global mean surface temperature of approximately 1.5°C by the end of the 21st century. *Current trend pathway: represents a world similar to current socio-economic development trends (SSP2) and intermediate GHG emission levels (RCP4.5 /RCP6.0), leading to an increase of global mean surface temperature of approximately 2°C by the end of the 21st century. *Pessimistic trend pathway: represents a world with unequal and unstable socio-economic development (SSP3) and high GHG emission levels (RCP6.0 /RCP8.5), leading to an increase of global mean surface temperature of approximately 3.5/4°C by the end of the 21st century*

[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Water

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

(5.1.2.2) Coverage of analysis

Select from:

☑ Facility

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

The scenario analysis indicates that basin risk exposure will remain very high for Pick n Pay. Water scarcity is predicted to become an increasing risk for Pick n Pay under the all scenarios with the most intense impacts being felt inland (where risk of increasing conflict is also highest), on the west coast and around the big centres - these combined factors will drive up the average risk to over 4. Although this will impact the functioning of stores and distribution centres this can be mitigated with appropriate water saving measures. The greatest exposure will be in terms from goods produced by suppliers located in these regions where greater resilience will need to be developed. Flood risk is predicted to intensify along the eastern seaboard driven by intensification of tropical cyclones, although average exposure will not change significantly the maximum exposure is predicted to change the most of any of the indicators to nearly 5 (very high risk). Water quality is already 4.5 on

average and will increase to nearly 6 under pessimistic scenarios. Long term planning to mitigate this exposure is needed. The most pronounced increase in maximum values is for ecosystem service status – which will rise to 6 emphasising the importance of active restoration to buffer the impacts of the climate crisis.
[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:
☑ No, but we are developing a climate transition plan within the next two years

(5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

Select from:
☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world

Our retail company recognizes the importance of aligning with the 1.5°C climate target but currently does not have a comprehensive climate transition plan for several reasons. Firstly, we lack the internal resources, capabilities, and expertise required to develop and implement such a plan effectively. Addressing climate change at this scale demands specialized knowledge and significant investment in both human and financial capital. Additionally, we are actively participating in the Science Based Targets initiative, working with WWF-SA and external consultants to understand the totality of our Scope 3 emissions, which is a complex and ongoing process. We are aiming for the process to be complete by the end of FY25. Furthermore, our current focus is on building a strong foundation by enhancing our data collection and reporting mechanisms to ensure accurate and reliable information, which is crucial for any future climate strategies. We are taking many steps within our own operations to minimise our carbon emissions and negative impacts on the environment. In 2022, we set a Group commitment to be net zero (scope 1 and 2) by 2050, with a 60% reduction by 2040. These targets focus on our direct climate change impacts where we have the most control and include emission reduction, renewable energy, energy efficiency, and natural refrigeration targets. We are targeting net zero (scope 1 and 2) across the Group by 2050, with a 60% reduction by 2040. To ensure that our efforts are aligned with the latest climate science, we are working with the SBTi to verify our climate change-related targets and set targets for our scope 3 emissions. We anticipate that we will complete this verification in FY26. Based on the outcome of this verification process, we may update our climate change-related targets. We target a 45% improvement in energy efficiency across Pick n Pay's energy programme (322 company owned stores) by 2030 (achieved 38% in FY25) and 100% conversion to natural refrigeration in Pick n Pay company-owned and Boxer stores by 2040 (achieved 15% in FY25). We are also committed to engaging with our supply chain partners to foster collaboration and drive collective action towards sustainability. While we are making progress in these areas, developing a fully aligned 1.5°C climate transition plan requires more time and resources to ensure it is comprehensive and effective*
[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☑ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☑ Products and services

☑ Upstream/downstream value chain

☑ Investment in R&D

☑ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Forests

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Climate change presents both risks and opportunities, impacting our stores through droughts and flooding. Risk: In April 2022, floods in KwaZulu-Natal affected product availability, price, and quality, influencing our short and long-term strategies. Short term, floods can spike demand for bottled water and non-perishables, requiring proactive stock management. Long term, water-related risks like floods or droughts can constrain product supply, prompting us to enhance supplier engagement on water risks and management. This risk is something that was also highlighted in the WWF water risk assessment conducted on Pick n Pay stores. Opportunity: The 2019 Western Cape drought boosted demand for bottled water, water efficiency devices, and storage tanks, with bottled water sales increasing by over 80%, generating more than R10m. We increased bottled water stock to meet this demand, reducing it post-drought. In the long term, South Africa's water scarcity may drive demand for water-saving devices. Risk: As RSPO members, we aim to source only sustainable palm oil by 2022, aligning with our strategy to reduce deforestation, a key climate change driver. Opportunity: Sourcing sustainable palm oil allows us to diversify our supply chain and align with environmental goals, engaging with sector experts and similar industries through RSPO. Risk: Carbon emissions from our products and services. Opportunity: Investing in lower carbon emission products can benefit the environment and create additional profit mechanisms.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Forests

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

1. Risk: Increased frequency of floods and droughts, as experienced in April 2022, affected product availability, price, and quality in KwaZulu-Natal, influencing our short and long-term strategies. Short term, floods can spike demand for bottled water and non-perishables, requiring proactive stock management. Long term, water-related risks like floods or droughts can constrain product supply, prompting us to enhance supplier engagement on water risks and management. This was also highlighted in the water risk assessment conducted, using WWF Water Risk Filter, on company-owned stores and facilities.1. Opportunities: As a result, there is a focus on engaging with suppliers to address water risks, efficiency, and management in the supply chain, which is a proactive approach to managing long-term risks. Pick n Pay's long-term strategic plan includes improving operational efficiency in the supply chain, with a specific emphasis on reducing water usage and *enhancing efficiency at distribution centers. Additionally, the company is exploring opportunities for increased local production, supporting black economic empowerment, and adhering to environmental and social standards. We send out supplier sustainability surveys to understand areas in our value chain that pose significant risk in terms of carbon emissions, energy efficiency, water, and forest-risk commodities. 2.Risks: address environmental concerns and reduce emissions 2.Opportunity: Pick n Pay has taken steps such as renewing the truck leasing program and partnering with Mercedes for new low-emission vehicles. Furthermore, the company is piloting a gas-powered vehicle with solar-cooled refrigeration, which indicates a commitment to sustainable transportation practices. By implementing these measures and strategies, Pick n Pay aims to mitigate the impacts of extreme weather events, reduce its environmental footprint, and ensure a more sustainable and resilient supply chain. These efforts align with the growing awareness of environmental risks and the importance of responsible business practices 3. Risk: Waste, specifically food waste, within the value chain 3.Opportunity: We have engaged with WRI and 17 of our biggest suppliers to participate in the WRI 10x20x30 initiative to reduce food waste in our supplier's value chain, and thus in ours, by 50% by 2030. We have also, through supplier partnership, scaled our reverse vending machine initiative. Our reverse vending recycling machines in stores have helped customers recycle over 53 tonnes of recyclables since inception in FY19. These units reward customers for recycling waste products by loading points on the Imagined Earth App which customers can redeem as digital vouchers such as airtime. We aim to expand the roll-out of recycling vending machines across the country in FY25 by launching an additional 35 machines through supplier partnerships.*

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Risk: Negative environmental impact of packaging on the environment and social. Opportunity: Pick n Pay has various packaging commitment to reduce the environmental impact our products have. Our commitments include: • To have an average of 30% recycled content in our packaging • To have packaging weight reduced by 30% from our 2018 baseline • To increase reusable bag sales by 30% • To have 100% of our packaging being reusable or recyclable • To have 100% of paper and cardboard packaging being responsibly sourced • To ensure that 100% of our packaging features the on-pack recycling logo by 2023 In order to achieve this goal, it requires a level of packaging research and development in order to ensure products are designed for recyclability and minimise resource use. Pick n Pay is actively involved in climate change-related research and working with various stakeholders to address the issue. Collaborating with NGOs, business organizations, and consultants is crucial for developing effective strategies and solutions. Focusing on areas such as energy efficiency and food waste reduction is commendable, as this can lead to significant greenhouse gas (GHG) emissions reductions and cost savings. Food waste is a major contributor to *climate change, so it's encouraging that Pick n Pay is commissioning pilot projects to analyse and research the financial and environmental benefits of improved food waste management procedures. Being a member of the global 10x20x30 food waste reduction initiative demonstrates Pick n Pay's commitment to addressing the issue of food waste. The target of reducing food waste by 50% by 2030 aligns with the global goals of mitigating climate change and promoting sustainable practices. Considering the continuing impact of climate change on the supply chain, it's wise for Pick n Pay to prioritize research and development efforts in the long term. By exploring various areas contributing to climate change, such as water management and other related aspects, Pick n Pay can identify additional opportunities for reducing its environmental footprint and promoting sustainability throughout its operations. Overall, Pick n Pay's focus on climate change-related research, collaboration with stakeholders, and commitment to food waste reduction demonstrates its dedication to sustainable business practices and addressing the challenges posed by climate change*

Operations

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Pick n Pay has taken proactive measures to address the water scarcity issue caused by drought. The installation of back-up water tanks at some stores and online water meters at the majority of operations showcases a commitment to water management and conservation. Incorporating water efficiency devices and backup water supplies as part of the specifications for new developments reflects Pick n Pay's dedication to sustainable practices. Although this may have impacted the capital expenditure for new store development, it is a worthwhile investment considering the long-term benefits and the need to adapt to changing environmental conditions. The focus on water efficiency has not only contributed to water conservation but has also resulted in significant cost savings, with Pick n Pay saving more than R1m over the past financial year. This showcases the financial benefits that can be achieved through sustainable practices and operational efficiency. Water efficiency aligns with Pick n Pay's long-term business strategy, which emphasizes operational efficiency. By optimizing water usage, Pick n Pay is not only reducing costs but also minimizing its environmental impact and enhancing its sustainability. Furthermore, as a member of the global 10x20x30 food waste reduction initiative, Pick n Pay is actively working towards reducing food waste by 50% by 2030. This aligns with the business strategy and presents additional opportunities for cost savings and mitigating the company's impact on climate change, including Scope 3 emissions. By reducing food waste, Pick n Pay can lower operational costs, improve resource utilization, and minimize greenhouse gas emissions associated with the production, transportation, and disposal of wasted food. This demonstrates a comprehensive approach to sustainability, encompassing both water management and food waste reduction. Overall, Pick n Pay's efforts in water efficiency and

food waste reduction showcase a commitment to operational efficiency, cost savings, and environmental sustainability. These initiatives not only contribute to reducing the company's impact on climate change but also position Pick n Pay as a responsible and forward-thinking organization in the retail industry.
[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply
☑ Indirect costs
☑ Capital expenditures
☑ Access to capital

(5.3.2.2) Effect type

Select all that apply
☑ Risks
☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply
☑ Climate change
☑ Forests
☑ Water

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Environmental risks and opportunities have not yet resulted in material changes to Pick n Pay's core financial planning. In recent years, our primary focus has been on restoring financial sustainability and profitability in a constrained operating environment marked by load-shedding, inflation, and weak consumer demand. As a *result, climate-related issues have not been formally integrated into long-range forecasting or enterprise-wide financial models. However, environmental factors are beginning to influence financial and strategic decisions at an operational level. Previously, Pick n Pay secured a sustainability-linked loan, which included ESG performance conditions. This influenced business actions aligned with environmental outcomes. The facility was fully repaid at the end of FY25 (December 2024), but it played a role in increasing ESG focus across operations. Our commitment to sustainable sourcing has introduced cost implications. In 2024, we purchased an additional 150 tonnes of RSPO (Roundtable on Sustainable Palm Oil) credits to support responsible palm oil sourcing. Certified materials carry a price premium, which impacts margins and may lead to higher consumer prices in some categories. These trade-offs are managed within operational and supplier budgets. We have also experienced climate-related disruptions to product availability. Drought, water stress, and extreme weather have affected the supply and pricing of fresh produce. While these events have not changed financial planning, they are being tracked by sourcing and risk teams to support future resilience. In response to South Africa's energy challenges, we have invested in energy efficiency mechanism across selected stores and distribution centres. These projects aim to manage energy costs and improve operational resilience. While currently addressed through CapEx planning, broader integration into financial forecasts is under review. We are monitoring the implementation of the Climate Change Act, including upcoming carbon budgets and mandatory disclosures. We have begun aligning with IFRS S2, and plan to incorporate climate scenario analysis into future financial risk assessments. In summary, environmental risks and opportunities have not yet materially impacted our financial planning, but are increasingly influencing business decisions, with integration expected to deepen over time. Our focus for the last period has been to restore financial sustainability and profitability.*

[Add row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from: ☑ No, but we plan to in the next two years

[Fixed row]

(5.9) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

(5.9.1) Water-related CAPEX (+/- % change)

10

(5.9.2) Anticipated forward trend for CAPEX (+/- % change)

20

(5.9.3) Water-related OPEX (+/- % change)

-10

(5.9.4) Anticipated forward trend for OPEX (+/- % change)

-15

(5.9.5) Please explain

We anticipate CAPEX to increase as we continue rolling out of water metering (also to Boxer stores). We anticipate OPEX to decrease as water efficiency measures (like water metering) are rolled out to more stores.
[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Environmental externality priced
	Select from: ☑ Yes	*Select all that apply* ☑ Carbon

[Fixed row]

(5.10.1) Provide details of your organization's internal price on carbon.

Row 1

(5.10.1.1) Type of pricing scheme

Select from:

☑ Shadow price

(5.10.1.2) Objectives for implementing internal price

Select all that apply

☑ Drive energy efficiency

☑ Navigate regulations

☑ Other, please specify :change internal behaviour & Stakeholder expectations

(5.10.1.3) Factors considered when determining the price

Select all that apply

☑ Alignment to scientific guidance

☑ Alignment with the price of a carbon tax

(5.10.1.4) Calculation methodology and assumptions made in determining the price

Made use of the South African Carbon Tax Act 15 of 2019. The yearly increases up to 2030 have been legislated by the National Treasury. For 2024 the carbon tax rate was R190/tCO2e. Methodological guidelines from the DEFFE were followed in order to calculate the emissions. Pick n Pay also supports the Paris Agreement, which is grounded in scientific research from the Intergovernmental Panel on Climate Change (IPCC).

(5.10.1.5) Scopes covered

Select all that apply

☑ Scope 1

(5.10.1.6) Pricing approach used – spatial variance

Select from:

☑ Uniform

(5.10.1.8) Pricing approach used – temporal variance

Select from:

☑ Evolutionary

(5.10.1.9) Indicate how you expect the price to change over time

The South African Carbon Tax, which our internal carbon price aligns to, is increased yearly. The yearly increases up to 2030 have been legislated by National Treasury. The carbon tax rate is expected to increase from R190/tCO2e in 2024 to R462/tCO2e by 2030.

(5.10.1.10) Minimum actual price used (currency per metric ton CO2e)

159

(5.10.1.11) Maximum actual price used (currency per metric ton CO2e)

190

(5.10.1.12) Business decision-making processes the internal price is applied to

Select all that apply

☑ Capital expenditure

☑ Operations

(5.10.1.13) Internal price is mandatory within business decision-making processes

Select from:

☑ Yes, for some decision-making processes, please specify :Operations

(5.10.1.14) % total emissions in the reporting year in selected scopes this internal price covers

9.4

(5.10.1.15) Pricing approach is monitored and evaluated to achieve objectives

Select from:

☑ Yes

(5.10.1.16) Details of how the pricing approach is monitored and evaluated to achieve your objectives

The South African Carbon Tax, which our internal carbon price aligns to, is increased yearly. The yearly increases up to 2030 have been legislated by National Treasury. The carbon tax rate is expected to increase from R190/tCO2e in 2024 (R159 tCO2e in 2023) to R462/tCO2e by 2030. Pick n Pay's internal carbon price plays a vital role in advancing the company's climate commitments and driving our climate transition plan. By aligning our internal carbon price with the South African carbon tax value, Pick n Pay demonstrates a proactive approach to incorporating the true costs of carbon emissions into business operations planning. This strategic decision not only ensures regulatory compliance but also empowers the us to make informed decisions that prioritize emissions reductions and sustainability. The internal carbon price acts as a financial incentive, encouraging departments and business units to identify and implement measures that reduce their carbon footprint. It fosters a culture of innovation, efficiency, and environmental stewardship within the organization. Furthermore, by accurately reflecting the external costs of carbon emissions, Pick n Pay's internal carbon price helps the company effectively allocate resources, evaluate project viability, and drive investment towards low carbon alternatives. Ultimately, this approach strengthens Pick n Pay's climate commitments, bolsters their climate transition plan, and positions us as a leader in sustainable business practices within the retail industry.

[Add row]

(5.11) Do you engage with your value chain on environmental issues?

Suppliers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(5.11.2) Environmental issues covered

Select all that apply

☑ Climate change

☑ Forests

☑ Water

Smallholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ No, but we plan to within the next two years

(5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:

☑ Other, please specify :We do engage with smallholders but primarily agricultural smallholders

(5.11.4) Explain why you do not engage with this stakeholder on environmental issues

We do engage with agricultural smallholders; however they do not farm the forest-risk commodities.

Customers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(5.11.2) Environmental issues covered

Select all that apply

☑ Water

Investors and shareholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(5.11.2) Environmental issues covered

Select all that apply

☑ Climate change

Other value chain stakeholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(5.11.2) Environmental issues covered

Select all that apply

☑ Forests

☑ Water

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

	Assessment of supplier dependencies and/or impacts on the environment
Climate change	*Select from:* ☑ No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years
Forests	*Select from:*

	Assessment of supplier dependencies and/or impacts on the environment
	☑ No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years
Water	*Select from:* ☑ No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Leverage over suppliers

☑ Procurement spend

(5.11.2.4) Please explain

We take responsibility for our private-label suppliers and their supply chains. We conduct annual environmental surveys with both national and own-brand suppliers to understand their climate-related, water, waste and packaging risk and opportunities. We are working with 17 of our biggest national-brand suppliers as part of the international WRI 10x20x30 Food Waste initiative to help them track and demonstrate their progress. Our efforts in recent years have focused on assisting small-scale entrepreneurs in the retail industry to implement more sustainable practices in their operations. For example, we have assisted in projects that focus on *appropriate crop selection and the development of a robust access-to-market strategy for these farmers. Pick n Pay also aims to increase the human capital of farmers through increased education*

Forests

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Leverage over suppliers

☑ Procurement spend

(5.11.2.4) Please explain

We take responsibility for our private-label suppliers and their supply chains. We conduct annual environmental surveys with both national and own-brand suppliers to understand their climate-related, water, waste and packaging risk and opportunities. We conduct private-label supplier specific survey that focuses on the product forest-risk commodities. The survey includes commodity volumes, commodity source origins and sustainability certification schemes.

Water

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Leverage over suppliers

☑ Procurement spend

(5.11.2.4) Please explain

We take responsibility for our private-label suppliers and their supply chains. We conduct annual environmental surveys with both national and own-brand suppliers to understand their climate-related, water, waste and packaging risk and opportunities. Our efforts in recent years have focused on assisting small-scale entrepreneurs in the retail industry to implement more sustainable practices in their operations. For example, we have assisted in projects that focus on appropriate crop selection and the development of a robust access-to-market strategy for these farmers. Pick n Pay also aims to increase the human capital of farmers through increased education.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization’s purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:
☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:
☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Steps must be taken to minimise any negative impact on the environment which may result from the processes and operations of the business. Business partners must comply with all local laws regarding environmental standards. Business partners should contribute to the building of a sustainable society and take proactive steps to systematically reduce and remove environmental impacts and prevent degradation of the environment. 1Business Partners are expected to; reduce dependency on materials, substances and activities that are harmful to people and the environment; -improve environmental performance on a continuous basis, minimise waste, use natural resources as efficiently as possible; and integrate environmental considerations into decision-making at all levels. The provisions of any local environmental legislation must be adhered to.

Forests

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Steps must be taken to minimise any negative impact on the environment which may result from the processes and operations of the business. Business partners must comply with all local laws regarding environmental standards. Business partners should contribute to the building of a sustainable society and take proactive steps to systematically reduce and remove environmental impacts and prevent degradation of the environment. 1Business Partners are expected to; reduce dependency on materials, substances and activities that are harmful to people and the environment; -improve environmental performance on a continuous basis, minimise waste, use natural resources as efficiently as possible; and integrate environmental considerations into decision-making at all levels. The provisions of any local environmental legislation must be adhered to.

Water

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Steps must be taken to minimise any negative impact on the environment which may result from the processes and operations of the business. Business partners must comply with all local laws regarding environmental standards. Business partners should contribute to the building of a sustainable society and take proactive steps to systematically reduce and remove environmental impacts and prevent degradation of the environment. 1Business Partners are expected to; reduce dependency on materials, substances and activities that are harmful to people and the environment; -improve environmental performance on a continuous basis, minimise waste, use natural resources as efficiently as possible; and integrate environmental considerations into decision-making at all levels. The provisions of any local environmental legislation must be adhered to.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:
☑ Environmental disclosure through a non-public platform

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply
☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:
☑ 26-50%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:
☑ 26-50%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ 1-25%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ 1-25%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ Unknown

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

Pick n Pay suppliers, both own-brand and national brand, must complete the annual supplier sustainability survey. This survey collects information on climate, water, waste, and packaging risks and opportunities in our suppliers' value chain. We also gather tier-1 suppliers' carbon emissions, water consumption, and waste data to understand their environmental impact. Pick n Pay aims to reduce food waste in our value chain by 50% by 2030, using 2019 as a baseline. We improve food waste data accuracy with the WRI Food Waste and Loss Protocol, helping us identify and act on reducing food waste and increasing food surplus redistribution. In FY25, 64% of waste in our company-owned operations was diverted from landfill through donations and recoveries. We're part of local and international initiatives aligned with the UN's SDG 12.3 target to halve global food loss and waste by 2030. This includes collaboration with 19 major suppliers through the 10x20x30 Food Waste

Initiative. Our partnership with Food Forward SA now includes excess food in our supply chain, contributing 1401 tonnes of edible surplus food valued at R73 million for distribution to over 2800 organizations. These organizations provide daily meals to more than 985,000 people each year. Within our operations, we aim to eliminate unsold food waste by optimizing forecasting, ordering, shelf-life extension projects, and implementing 'reduced to clear' processes

Forests

(5.11.6.1) Environmental requirement

Select from:

☑ Environmental disclosure through a non-public platform

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 1-25%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 1-25%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ 76-99%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

Pick n Pay is responsible for their private label products, suppliers, and supply chains. We engage with suppliers annually through sustainability and environmental surveys, gathering information on carbon emissions, water consumption, waste, packaging, risks, opportunities, forest-risk commodity dependencies, and palm oil and soy volumes. Our mission is to enhance traceability throughout our supply chain. Pick n Pay suppliers providing palm oil and soy must report the volumes used in our private label products. Currently, Pick n Pay sources 96% of its palm oil sustainably. Although this is a decrease from FY23's 100%, we remain dedicated to reducing deforestation and promoting ethical sourcing. By engaging with our suppliers, we have identified the reasons for this change and are working together to meet and maintain our commitment. Owning our brands gives us the advantage to integrate sustainable palm oil and other deforestation-free ingredients, ensure supplier alignment with our environmental goals, and explore feasible substitutions. Collaborating with industry experts, NGOs, and sustainability advocates provides insights to navigate sustainable sourcing complexities and stay ahead of trends. Pick n Pay is committed to continuous improvement in our sustainability practices and is confident in achieving 100% sustainable palm oil sourcing and developing products contributing to a deforestation-free future.

Water

(5.11.6.1) Environmental requirement

Select from:

☑ Regular environmental risk assessments (at least once annually)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 1-25%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:
☑ 1-25%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:
☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:
☑ Unknown

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply
☑ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

All produce suppliers are required to have potable water for washing hands, cleaning and the area where products are washed. Pick n Pay fresh suppliers are required to send the team water analysis per schedule at minimum annually as per regulatory requirements. Produce suppliers are also required to complete a risks assessment that considers the water source utilised. Suppliers are required to have a Global G.A.P certification.
[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:
☑ Circular economy

(5.11.7.3) Type and details of engagement

Capacity building

☑ Support suppliers to develop public time-bound action plans with clear milestones

Information collection

☑ Collect environmental risk and opportunity information at least annually from suppliers

Innovation and collaboration

☑ Collaborate with suppliers on innovations to reduce environmental impacts in products and services

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 26-50%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☑ 1-25%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Pick n Pay aims to reduce food waste by 50% by 2030, aligned with the World Resource Institute's (WRI) 10x20x30 target. 10x20x30 is a WRI initiative bringing together 10 of the world's biggest food retailers and providers to each engage with 20 of their priority suppliers to halve rates of food loss and waste by 2030. We are working with 17 of our biggest suppliers to help them measure and demonstrate their progress towards food waste reduction. Pick n Pay Pick n Pay is responsible for their private label product, suppliers, and their supply chains. We engage with suppliers annually through our annual sustainability and environmental surveys. Sustainability surveys include gathering information regarding suppliers' carbon emissions, water consumption, waste, packaging, risks and opportunities, forest-risk commodity dependencies, palm oil and soy volumes. Our ongoing mission is to enhance traceability throughout our supply chain. This survey is also extended to beyond our private label supply chain but also includes national brands/

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ Yes, please specify the environmental requirement :Reduce food loss and waste in our value chain

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Yes

Forests

(5.11.7.1) Commodity

Select from:

☑ Palm oil

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ No deforestation and/or conversion of other natural ecosystems

(5.11.7.3) Type and details of engagement

Information collection

☑ Collect environmental risk and opportunity information at least annually from suppliers

Innovation and collaboration

☑ Collaborate with suppliers on innovations to reduce environmental impacts in products and services

☑ Engage with suppliers to advocate for policy or regulatory change to address environmental challenges

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 1-25%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Pick n Pay is responsible for their private label product, suppliers, and their supply chains. We engage with suppliers annually through our annual sustainability and environmental surveys. Sustainability surveys include gathering information regarding suppliers' carbon emissions, water consumption, waste, packaging, risks and opportunities, forest-risk commodity dependencies, palm oil and soy volumes. Our ongoing mission is to enhance traceability throughout our supply chain. Currently, Pick n Pay sources 90% of its palm oil sustainably, although this is not where we were in FY23 (100%) we are still dedicated to reducing deforestation and promoting ethical sourcing practices. When engaging with our suppliers we have been able to identify the reasons for the change and are now able to work alongside them to reach and maintain our commitment. Owning our brands gives us the strategic advantage to integrate sustainable palm oil and other deforestation-free ingredients, ensure our suppliers align with our environmental goals, and explore substitutions where feasible. By collaborating with industry experts, NGOs, and sustainability advocates, we can gain the insights needed to navigate sustainable sourcing complexities and stay ahead of emerging trends. Pick n Pay is committed to continuous improvement in our sustainability practices, confident in our ability to achieve 100% sustainable palm oil sourcing and develop products contributing to a deforestation-free future

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ Yes, please specify the environmental requirement :To align with Pick n Pay, Palm Oil commitment of sourcing 100% sustainably sourced palm oil in Pick n Pay own-brand products.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Yes

Water

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Adaptation to climate change

(5.11.7.3) Type and details of engagement

Information collection

☑ Collect environmental risk and opportunity information at least annually from suppliers

☑ Collect WASH information at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 1-25%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Pick n Pay Pick n Pay is responsible for their private label product, suppliers, and their supply chains. We engage with suppliers annually through our annual sustainability and environmental surveys. Sustainability surveys include gathering information regarding suppliers' carbon emissions, water consumption, waste, packaging, risks and opportunities, forest-risk commodity dependencies, palm oil and soy volumes. Our ongoing mission is to enhance traceability throughout our supply chain. This survey is also extended to beyond our private label supply chain but also includes national brands/

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ No, this engagement is unrelated to meeting an environmental requirement

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:
☑ No, because our tier 1 suppliers are producers, and have no suppliers of commodities
[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:
☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing
☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services
☑ Share information about your products and relevant certification schemes
☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:
☑ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:
☑ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Engaging with shareholders and investors through our annual sustainability report, annual general meetings, interactions with Head of Investor Relations, and disclosure to reporting agencies allows us to effectively communicate our sustainability strategy, sustainable risks and opportunities while gaining insights into our shareholders' perspectives. As investors increasingly evaluate companies based on both financial performance and environmental impact, these engagements underscore our commitments to long-term sustainable value creation. By proactively managing risks and opportunities, we aim to build investors' confidence in the business's resilience and future growth

(5.11.9.6) Effect of engagement and measures of success

Engagement with our investors and shareholders has the potential to strengthens our relationship with investors and shareholders, increase investor confidence, increase capital, improvements in company's market share valuation, enhance reputation and aid in improving customers perception.

Forests

(5.11.9.1) Type of stakeholder

Select from:

☑ Other value chain stakeholder, please specify :NGO; Roundtable for Sustainable Palm Oil

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information about your products and relevant certification schemes

Innovation and collaboration

☑ Encourage collaborative work in multi-stakeholder landscape towards initiatives for sustainable land-use goals

☑ Engage with stakeholders to advocate for policy or regulatory change

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 100%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Pick n Pay is a member several Producer Responsibility Organisations (PRO), in terms of timber products we submit quarterly data to the PRO Fibre Circle and associated fees. This PRO is responsible for ensuring that there is end-of-life management for all paper and carboard packaging that we put onto the South African market (according to the Section 18 Regulation to the National Environmental Management Waste Act).

(5.11.9.6) Effect of engagement and measures of success

The effect of this engagement ensures that all Pick n Pay private label paper and carboard packaging is accounted for per the Extended Producer Responsibility Act. It contributes towards the paper and carboard recycling industry in South Africa, ensuring end-of-life management for paper and carboard packaging and products. Engagement with PROs, assist us in determining potential areas of risks and thus opportunities in our packaging portfolio and ensures that we remain compliant according to Section 18 Regulation to the National Environmental Management Waste Act..

Water

(5.11.9.1) Type of stakeholder

Select from:

☑ Other value chain stakeholder, please specify :Employees

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 51-75%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Pick n Pay launched a consumer and employee water awareness programme aimed at raising customer and staff awareness. The campaign consisted of posters, in-store radio, and screens as well as an extensive social media campaign. Customers are considered a very significant part of the Pick n Pay value chain; therefore, it was deemed important to use Pick n Pay's stores to educate customers on the risks of drought and encourage efficient use of freshwater. The advertising of climate-

and water responsible products creates environmentally aware and conscious customers. Pick n Pay continues to address the global water crisis and commit to using use our marketing channels to raise awareness amongst customers and other relevant stakeholders.

(5.11.9.6) Effect of engagement and measures of success

Pick n Pay measured the success of this campaign by evaluating social media views, reach and impressions. We also tracking the effectiveness of this engagement by tracking our progress against our commitment of reducing water intensity by 20% by 2025 from a FY2018 baseline (FY25: 20%)

Water

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☑ Align your organization's goals to support customers' targets and ambitions

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 1-25%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

The retail environment in FY25 was tough. Our Pick n Pay, and Boxer customers are struggling with high debt levels and rising living costs, which have dampened consumer sentiment. Affordability is a key concern, emphasising the importance of a strong customer value proposition and offering our customers the right products at the right prices. In the face of these challenges, one might assume that customers would deemphasise sustainability considerations in their purchasing decisions. However, we have found the opposite to be true. In fact, we are seeing greater engagement on ESG issues across our broad customer base, including within our lower- and middle-income communities. Our customers experience the effects of climate change daily, including devastating floods and storms, wildfires, and soaring temperatures. They see the impact of poorly managed waste in their communities and feel the impact of unsafe products or poor ethical business practices. Our priority is always to serve our customers, including stepping up to demonstrate what we are doing to address environmental challenges, engage in community development and drive positive change through initiatives that focus on food security, access to education, and social empowerment. As customers reward us with their loyalty, we can grow, serve more customers, generate more jobs, and help build resilience in our communities. We engage with our customers through social media, our website, surveys, and annual sustainability and integrated reports. We have an estimated reach of 5-10 million customers across the different social media platforms and 11.3 million customers registered to our loyalty programme. We engage in the following; growth in customers and basket value of environmentally friendly products, redemption of personalised Smart Shopper loyalty vouchers and the effectiveness of Smart Prices and Boxer discounts, number and nature of customer complaints and the resolution thereof, including engagements through social media channels.

(5.11.9.6) Effect of engagement and measures of success

Pick n Pay measured the success of this campaign by evaluating social media views, reach and impressions. We also tracking the effectiveness of this engagement by tracking our progress against our commitment of reducing water intensity by 20% by 2025 from a FY2018 baseline (FY25: 20%)
[Add row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Pick n Pay climate greenhouse gases (GHG) consolidation approach is limited to entities with operational control. Pick ‘n Pay Stores Limited is a JSE-listed holding company, the Group has three trading subsidiaries: Pick ‘n Pay Retailers (Pty) Ltd. (PnP South Africa and PnP Africa), Boxer Superstores (Pty) Ltd. and Zimbabwe-based associate TM Supermarkets Pvt Ltd, in which it has a non-controlling stake (PnP owns 49% of TM Supermarkets and does not have operational control over the 73 TM stores in Zimbabwe). PnP engages with a verifier to conduct an independent GHG verification of the Group’s GHG, with the objective to provide a completeness and accuracy of the GHG Statement and assess conformity to the stated criteria. PnP has the internal controls and measures in place to accurately report on carbon data. A materiality threshold of 5% per emission source category is applied. PnP adopts the criteria of the principles and reporting requirements set out in the WRI/WBCSD Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, 2004 and subsequent amendments, including the Scope 2 Guidance (GHG Protocol Standard)

Forests

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

The Pick n Pay Forests disclosure does not include Boxer and TM stores. Boxer stores are Pick n Pay’ discount supermarket chain. As of FY25, there are 525 Boxer stores, which represent 23% of total stores. The Pick n Pay Group has 49% investment into our associates TM supermarkets in Zimbabwe. The 75 TM Supermarkets make up 3% of the Group’s total stores. Due to current limitations in data availability and the capacity for oversight, we are not including these segments in our *disclosures. We also only report on the Pick n Pay own brand, of which we have control over. We are committed to ensuring the highest standards of ethical sourcing and are actively working to enhance traceability throughout our supply chain. As part of our ongoing mission, we maintain close collaboration with our suppliers to ensure ethical sourcing of forest-risk commodities and take responsibility for our private label suppliers and their supply chains.*

Water

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Pick n Pay ‘s reporting on water usage is limited to the company-owned stores within South Africa, which has water meters installed. Its currently sits at 331 stores, this is 33.87% of the total company owned PNP stores of 1007. Due to limited resources and personnel, the company is unable to expand the water meter roll-out to the rest of the company-owned PNP, Boxer and Franchise stores.

Plastics

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Pick n Pay’s overall packaging, including plastic packaging reporting is limited to the Pick n Pay Branded products. The focus areas been: On-pack recycling logo, recyclable or reusable packaging, averaging a 30% recycled content across all packaging and increase the number of reusable bags sold. The data collection process is manual; however, the company is looking to automate the packaging data collection and reporting. With plastic, can be a significant environmental problem when not re-used or recycled. Our customers continue to hold us accountable for excessive and non-recyclable packaging, and failure to work effectively with key stakeholders along our value chain to manage this risk.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Pick n Pay does not have a biodiversity action plan in place to minimize impacts on biodiversity and ecosystems. However, the company is looking to focus on biodiversity in its new Sustainability impact framework strategy. Where the company will focus on supporting biodiversity.
[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:
☑ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply ☑ No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?
	Select all that apply ☑ No

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:

☑ We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

☑ We are reporting a Scope 2, market-based figure

(7.3.3) Comment

Pick n Pay procures renewable electricity from both onsite PV and through a PPA. Therefore, supplier specific emission factors are available for a portion of its consumption and a market based figure has been calculated.
[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:

☑ Yes

(7.4.1) Provide details of the sources of Scope 1, Scope 2, or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure.

Row 1

(7.4.1.1) Source of excluded emissions

Purchased Goods for the Group

(7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply

☑ Scope 3: Purchased goods and services

(7.4.1.6) Relevance of Scope 3 emissions from this source

Select from:

☑ Emissions are not evaluated

(7.4.1.10) Explain why this source is excluded

Planning to disclose. The company is looking to implement the full Scope 3, with all categories into its Carbon Footprint, which will be verified. No date is set, this is an on-going process.

Row 2

(7.4.1.1) Source of excluded emissions

Capital Goods for the Group

(7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply

☑ Scope 3: Capital goods

(7.4.1.6) Relevance of Scope 3 emissions from this source

Select from:

☑ Emissions are not evaluated

(7.4.1.10) Explain why this source is excluded

Planning to disclose. The company is looking to implement the full Scope 3, with all categories into its Carbon Footprint, which will be verified. No date is set, this is an on-going process.

Row 3

(7.4.1.1) Source of excluded emissions

Employee Commuting for Pick n Pay Retailers in South Africa

(7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply

☑ Scope 3: Employee commuting

(7.4.1.6) Relevance of Scope 3 emissions from this source

Select from:

☑ Emissions are not evaluated

(7.4.1.10) Explain why this source is excluded

Planning to disclose. The company is looking to implement the full Scope 3, with all categories into its Carbon Footprint, which will be verified. No date is set, this is an on-going process.

Row 4

(7.4.1.1) Source of excluded emissions

Upstream Leased Assets for Pick n Pay Retailers & Boxer in South Africa

(7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply

☑ Scope 3: Upstream leased assets

(7.4.1.6) Relevance of Scope 3 emissions from this source

Select from:

☑ Emissions are not evaluated

(7.4.1.10) Explain why this source is excluded

Planning to disclose. The company is looking to implement the full Scope 3, with all categories into its Carbon Footprint, which will be verified. No date is set, this is an on-going process.

Row 5

(7.4.1.1) Source of excluded emissions

Products Sold for the Group

(7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply

☑ Scope 3: Processing of sold products

(7.4.1.6) Relevance of Scope 3 emissions from this source

Select from:

☑ Emissions are not evaluated

(7.4.1.10) Explain why this source is excluded

Planning to disclose. The company is looking to implement the full Scope 3, with all categories into its Carbon Footprint, which will be verified. No date is set, this is an on-going process.

Row 6

(7.4.1.1) Source of excluded emissions

Products Sold for the Group

(7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply

☑ Scope 3: Use of sold products

(7.4.1.6) Relevance of Scope 3 emissions from this source

Select from:

☑ Emissions are not evaluated

(7.4.1.10) Explain why this source is excluded

Planning to disclose. The company is looking to implement the full Scope 3, with all categories into its Carbon Footprint, which will be verified. No date is set, this is an on-going process.

Row 7

(7.4.1.1) Source of excluded emissions

Investments for the Group

(7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply

☑ Scope 3: Investments

(7.4.1.6) Relevance of Scope 3 emissions from this source

Select from:

☑ Emissions are not evaluated

(7.4.1.10) Explain why this source is excluded

Planning to disclose. The company is looking to implement the full Scope 3, with all categories into its Carbon Footprint, which will be verified. No date is set, this is an on-going process.

Row 8

(7.4.1.1) Source of excluded emissions

Franchises Operations

(7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply

☑ Scope 3: Franchises

(7.4.1.6) Relevance of Scope 3 emissions from this source

Select from:

☑ Emissions are not evaluated

(7.4.1.10) Explain why this source is excluded

Due to the make-up of the Franchisee store network, which are individually owned. Collection of data would be problematic, as each franchise store would or would not record their carbon data.
[Add row]

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

02/28/2020

(7.5.2) Base year emissions (metric tons CO2e)

124858

(7.5.3) Methodological details

In accordance with the operational control approach for consolidating emissions, the GHG boundary included scope 1 and scope 2 emissions for all operationally controlled facilities, and scope 3 emissions sources, to the extent they are currently measured.

Scope 2 (location-based)

(7.5.1) Base year end

02/28/2020

(7.5.2) Base year emissions (metric tons CO2e)

703438

(7.5.3) Methodological details

In accordance with the operational control approach for consolidating emissions, the GHG boundary included scope 1 and scope 2 emissions for all operationally controlled facilities, and scope 3 emissions sources, to the extent they are currently measured.

Scope 2 (market-based)

(7.5.1) Base year end

02/28/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

In accordance with the operational control approach for consolidating emissions, the GHG boundary included scope 1 and scope 2 emissions for all operationally controlled facilities, and scope 3 emissions sources, to the extent they are currently measured.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

02/28/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Planning to disclose. We are in the progress of submitting to the SBTi and waiting the approval of the targets submitted. We will be using the base year of FY23.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

02/28/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Planning to disclose.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

02/28/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Planning to disclose. We are in the progress of submitting to the SBTi and waiting the approval of the targets submitted. We will be using the base year of FY23

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

02/28/2020

(7.5.2) Base year emissions (metric tons CO2e)

49105

(7.5.3) Methodological details

In accordance with the operational control approach for consolidating emissions, the GHG boundary included scope 1 and scope 2 emissions for all operationally controlled facilities, and scope 3 emissions sources, to the extent they are currently measured.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

02/28/2020

(7.5.2) Base year emissions (metric tons CO2e)

14800

(7.5.3) Methodological details

In accordance with the operational control approach for consolidating emissions, the GHG boundary included scope 1 and scope 2 emissions for all operationally controlled facilities, and scope 3 emissions sources, to the extent they are currently measured.

Scope 3 category 6: Business travel

(7.5.1) Base year end

02/28/2020

(7.5.2) Base year emissions (metric tons CO2e)

4549

(7.5.3) Methodological details

In accordance with the operational control approach for consolidating emissions, the GHG boundary included scope 1 and scope 2 emissions for all operationally controlled facilities, and scope 3 emissions sources, to the extent they are currently measured.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

02/28/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Planning to disclose.

Scope 3 category 8: Upstream leased assets

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Planning to disclose. We are working alongside WWF-SA and SBTi to set our climate-change targets, included in this is target setting for our scope 3 emissions. This will be included in our scope 3 emissions inventory moving forward, with us being able to report on data in FY25

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

02/28/2020

(7.5.2) Base year emissions (metric tons CO2e)

452.0

(7.5.3) Methodological details

In accordance with the operational control approach for consolidating emissions, the GHG boundary included scope 1 and scope 2 emissions for all operationally controlled facilities, and scope 3 emissions sources, to the extent they are currently measured.

Scope 3 category 10: Processing of sold products

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Planning to disclose. We are working alongside WWF-SA and SBTi to set our climate-change targets, included in this is target setting for our scope 3 emissions. This will be included in our scope 3 emissions inventory moving forward, with us being able to report on data in FY25

Scope 3 category 11: Use of sold products

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Planning to disclose. We are working alongside WWF-SA and SBTi to set our climate-change targets, included in this is target setting for our scope 3 emissions. This will be included in our scope 3 emissions inventory moving forward, with us being able to report on data in FY25

Scope 3 category 12: End of life treatment of sold products

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Planning to disclose. We are working alongside WWF-SA and SBTi to set our climate-change targets, included in this is target setting for our scope 3 emissions. This will be included in our scope 3 emissions inventory moving forward, with us being able to report on data in FY25

Scope 3 category 13: Downstream leased assets

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Planning to disclose. We are working alongside WWF-SA and SBTi to set our climate-change targets, included in this is target setting for our scope 3 emissions. This will be included in our scope 3 emissions inventory moving forward, with us being able to report on data in FY25

Scope 3 category 14: Franchises

(7.5.1) Base year end

02/28/2020

(7.5.2) Base year emissions (metric tons CO2e)

439061.0

(7.5.3) Methodological details

In accordance with the operational control approach for consolidating emissions, the GHG boundary included scope 1 and scope 2 emissions for all operationally controlled facilities, and scope 3 emissions sources, to the extent they are currently measured.

Scope 3 category 15: Investments

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Planning to disclose. We are working alongside WWF-SA and SBTi to set our climate-change targets, included in this is target setting for our scope 3 emissions. This will be included in our scope 3 emissions inventory moving forward, with us being able to report on data in FY25

Scope 3: Other (upstream)

(7.5.1) Base year end

02/27/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

N/A

Scope 3: Other (downstream)

(7.5.1) Base year end

02/27/2020

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

N/A
[Fixed row]

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

297933.23

(7.6.3) Methodological details

In accordance with the operational control approach for consolidating emissions, the GHG boundary included scope 1 and scope 2 emissions for all operationally controlled facilities, and scope 3 emissions sources, to the extent they are currently measured. Fuels: Consistent with previous reporting, fuel consumption for mobile and stationary equipment (generators, forklifts/hysters and ovens/cookers) was estimated using spend data from the General Ledger (GL) and applying the SAPIA average fuel price for the period. Analysis of a sample of line items from the GL indicated a notably higher unit price than that regulated by SAPIA, attributed to additional delivery/non-fuel charges (and VAT thereon) per fuel order. To avoid over-estimating fuel consumption, an uplift (7.5%) was subsequently added to the SAPIA FY2025 average price per fuel. Following the significant decrease of load shedding on diesel usage, FY2025 stores’ generator diesel consumption decreased by a further 85%. An 89% decrease for support facilities was also attributed to loadshedding. A 60% decrease in Scope 1 stationary fuel combustion emissions is largely attributed to reduced loadshedding across South African operations. Substantial increased loadshedding in Zambia has however necessitated an increase in fuel use and its associated emissions outside of South Africa. The increase in Scope 1 mobile fuel emissions is a function of more complete Tomis Abattoir reporting.

A monthly stratified analysis of Pick n Pay refrigerant data revealed discrepancies that suggested potential inaccuracies. A sampling exercise found that transcription errors present in the April 2024 month resulted in over-reporting. Due to time constraints further scrutiny to confirm and quantify the extent of errors was not possible.
[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

739753.29

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

878097.66

(7.7.4) Methodological details

In accordance with the operational control approach for consolidating emissions, the GHG boundary included scope 1 and scope 2 emissions for all operationally controlled facilities, and scope 3 emissions sources, to the extent they are currently measured. Purchased Electricity: For sites without online electricity metering, either billed consumption was used, or consumption was estimated. A 7% increase in Scope 2 location-based emissions mirrors the increase in electricity use across corporate-owned stores and non-store sites. The increase reflects the reduction in loadshedding as scaled GLA only marginally increased. The marked 16% increase in Scope 2 market-based emissions is a function of the increase in electricity use mentioned in the point above and an 8% increase in the residual mix emission factor.
[Fixed row]

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:
☑ Relevant, not yet calculated

(7.8.5) Please explain

Plan to disclose in future

Capital goods

(7.8.1) Evaluation status

Select from:
☑ Relevant, not yet calculated

(7.8.5) Please explain

Plan to disclose in future

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:
☑ Relevant, not yet calculated

(7.8.5) Please explain

Plan to disclose in future

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

64017.01

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Supplier-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

Upstream/deliveries: Mr D/Takealot, a third party-provider for Pick n Pay deliveries, uncovered inaccuracies in previous years' reporting, which was over-reported. Year on-year comparison of Scope 3, Category 4 (Upstream transportation and distribution) emissions should not be made without consideration of this. The decrease is sufficient and due to time, correct data was unavailable.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

20890.31

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Supplier-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

Waste - emissions are incomplete and under reported as Pick n Pay waste data is only gathered from 350 corporate-owned stores. The increase in waste emissions is largely attributed to the expanded reporting boundary that now incorporates Boxer waste. Boxer waste data is limited to food waste.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

2288.11

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Supplier-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

A 34% decrease in emissions is a function of austerity measures across Pick n Pay

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, not yet calculated

(7.8.5) Please explain

Plan to disclose in future

Upstream leased assets

(7.8.1) Evaluation status

Select from:
☑ Relevant, not yet calculated

(7.8.5) Please explain

Plan to disclose in future

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

5239.1

(7.8.3) Emissions calculation methodology

Select all that apply
☑ Supplier-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

Upstream/deliveries: Mr D/Takealot, a third party-provider for Pick n Pay deliveries, uncovered inaccuracies in previous years' reporting, which was over-reported. Year on-year comparison of Scope 3, Category 4 (Upstream transportation and distribution) emissions should not be made without consideration of this. The decrease is sufficient and due to time, correct data was unavailable.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, not yet calculated

(7.8.5) Please explain

Plan to disclose in future

[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	*Select from:* ☑ Third-party verification or assurance process in place
Scope 3	*Select from:* ☑ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:

☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.1.4) Attach the statement

PnP FY2025 GHG Verification Opinion V1.1_27June2025.pdf

(7.9.1.5) Page/section reference

1-4

(7.9.1.6) Relevant standard

Select from:

☑ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:
☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.2.5) Attach the statement

PnP FY2025 GHG Verification Opinion V1.1_27June2025.pdf

(7.9.2.6) Page/ section reference

1-4

(7.9.2.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.2.1) Scope 2 approach

Select from:
☑ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.2.5) Attach the statement

PnP FY2025 GHG Verification Opinion V1.1_27June2025.pdf

(7.9.2.6) Page/ section reference

1-4

(7.9.2.7) Relevant standard

Select from:

☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Upstream transportation and distribution

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

PnP FY2025 GHG Verification Opinion V1.1_27June2025.pdf

(7.9.3.6) Page/section reference

1-4

(7.9.3.7) Relevant standard

Select from:

☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Waste generated in operations

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.3.5) Attach the statement

PnP FY2025 GHG Verification Opinion V1.1_27June2025.pdf

(7.9.3.6) Page/section reference

1-4

(7.9.3.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 3

(7.9.3.1) Scope 3 category

Select all that apply
☑ Scope 3: Business travel

(7.9.3.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.3.5) Attach the statement

PnP FY2025 GHG Verification Opinion V1.1_27June2025.pdf

(7.9.3.6) Page/section reference

1-4

(7.9.3.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 4

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Downstream transportation and distribution

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

PnP FY2025 GHG Verification Opinion V1.1_27June2025.pdf

(7.9.3.6) Page/section reference

1-4

(7.9.3.7) Relevant standard

Select from:

☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 5

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Franchises

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

PnP FY2025 GHG Verification Opinion V1.1_27June2025.pdf

(7.9.3.6) Page/section reference

1-4

(7.9.3.7) Relevant standard

Select from:

☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:
☑ Increased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

23039.2

(7.10.1.2) Direction of change in emissions

Select from:

☑ Increased

(7.10.1.3) Emissions value (percentage)

1.22

(7.10.1.4) Please explain calculation

Increase in Scope 2 location and market based.

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

N/A
[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:
☑ Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:
☑ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:
☑ Yes

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:
☑ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

38409.95

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:
☑ CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

50.81

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:
☑ N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

485.94

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 4

(7.15.1.1) Greenhouse gas

Select from:
☑ HFCs

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

258986.54

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)
[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Botswana

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Eswatini

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Lesotho

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Namibia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Nigeria

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

South Africa

(7.16.1) Scope 1 emissions (metric tons CO2e)

289540.67

(7.16.2) Scope 2, location-based (metric tons CO2e)

736464.11

(7.16.3) Scope 2, market-based (metric tons CO2e)

874808.47

Zambia

(7.16.1) Scope 1 emissions (metric tons CO2e)

8392.57

(7.16.2) Scope 2, location-based (metric tons CO2e)

3289.19

(7.16.3) Scope 2, market-based (metric tons CO2e)

3289.19

Zimbabwe

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0
[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply
☑ By activity

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Stationary Combustion*	*30776.85*
Row 2	*Fugitive emissions*	*259022.17*
Row 3	*Mobile Combustion*	*8134.21*

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☑ By activity

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Distribution Centers*	*29031.79*	*34491.93*
Row 2	*Store operations*	*696845.15*	*827119.58*
Row 3	*Offices*	*4767.41*	*5664.04*
Row 4	*Support facilities*	*9108.94*	*10822.11*

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

297933.23

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

739753.29

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

878097.66

(7.22.4) Please explain

PNP SA, PNP Africa & Boxer Stores (Pty) Ltd. The organizational boundary was extended to include both structural and organic changes (new/closed stores/DCs). Scope 1 and scope 2 emissions for the specific exclusions noted, were evaluated and deemed not relevant relative to the Group's overall scope 1 and scope 2 GHG emissions.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

N/A
[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:
☑ Yes

(7.23.1) Break down your gross Scope 1 and Scope 2 emissions by subsidiary.

Row 1

(7.23.1.1) Subsidiary name

Boxer Superstores (Pty) Ltd

(7.23.1.2) Primary activity

Select from:
☑ Discretionary delivery retail

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply
☑ ISIN code - equity
☑ No unique identifier

(7.23.1.5) ISIN code – equity

ZAE000339891

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

167896.92

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

264349.55

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

313901.36

(7.23.1.15) Comment

All Boxer Superstores are owned by this subsidiary as well as the Boxer Meat factory, distribution centres and support facilities.

Row 2

(7.23.1.1) Subsidiary name

PnP Retailers (Pty) Ltd.

(7.23.1.2) Primary activity

Select from:
☑ Discretionary delivery retail

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply
☑ No unique identifier

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

130036.31

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

475403.75

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

564196.3

(7.23.1.15) Comment

All Pick n Pay branded stores are owned by this subsidiary as well as the corresponding distribution centres and support facilities.
[Add row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:
☑ More than 0% but less than or equal to 5%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:*

	Indicate whether your organization undertook this energy-related activity in the reporting year
	☑ No
Consumption of purchased or acquired steam	*Select from:* ☑ No
Consumption of purchased or acquired cooling	*Select from:* ☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ Yes

[Fixed row]

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:
☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

310347.12

(7.30.1.4) Total (renewable + non-renewable) MWh

310347.12

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

12128

(7.30.1.3) MWh from non-renewable sources

1343805

(7.30.1.4) Total (renewable + non-renewable) MWh

1355933.00

Consumption of self-generated non-fuel renewable energy

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.4) Total (renewable + non-renewable) MWh

0.00

Total energy consumption

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

12131

(7.30.1.3) MWh from non-renewable sources

842929.01

(7.30.1.4) Total (renewable + non-renewable) MWh

855060.01
[Fixed row]

(7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ Yes
Consumption of fuel for the generation of heat	*Select from:* ☑ No
Consumption of fuel for the generation of steam	*Select from:*

	Indicate whether your organization undertakes this fuel application
	☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Other biomass

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A - The company does not make use of renewable hydrogen

Coal

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

1133.77

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Boxer makes use of Coal for the Meat Factory, we record this in Tonnes which has been converted to MWh

Oil

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A

Gas

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

303.91

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Only LPG gas figures are displayed for PNP Stores (PNP SA & Africa)

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

N/A - The compnay does not make use of renewable hydrogen

Total fuel

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

1437.68

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Fuel used by the company
[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

1355936.87

(7.30.9.2) Generation that is consumed by the organization (MWh)

1343805

(7.30.9.3) Gross generation from renewable sources (MWh)

12131

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

12.13

Heat

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Steam

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Cooling

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0
[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:
☑ South Africa

(7.30.14.2) Sourcing method

Select from:
☑ Purchase from an on-site installation owned by a third party (on-site PPA)

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:
☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

12.13

(7.30.14.6) Tracking instrument used

Select from:
☑ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:
☑ South Africa

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2010

(7.30.14.10) Comment

Purchased electricity - PPA with attributes (Plattekloof & On Nichol solar PV & across the Group)
[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Botswana

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Eswatini

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Lesotho

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Namibia

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Nigeria

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

South Africa

(7.30.16.1) Consumption of purchased electricity (MWh)

1323123

(7.30.16.2) Consumption of self-generated electricity (MWh)

12131

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1335254.00

Zambia

(7.30.16.1) Consumption of purchased electricity (MWh)

20682

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

20682.00

Zimbabwe

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.00162

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

1915784.19

(7.45.3) Metric denominator

Select from:
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

118610000000

(7.45.5) Scope 2 figure used

Select from:
☑ Location-based

(7.45.6) % change from previous year

0.01

(7.45.7) Direction of change

Select from:
☑ Increased

(7.45.8) Reasons for change

Select all that apply
☑ Change in output

(7.45.9) Please explain

Decrease in loadshedding and diesel usage, has increase the electricity usage
[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:
☑ Waste

(7.52.2) Metric value

12895.83

(7.52.3) Metric numerator

Tonnes

(7.52.4) Metric denominator (intensity metric only)

Total volume of waste recycled

(7.52.5) % change from previous year

23

(7.52.6) Direction of change

Select from:
☑ Increased

(7.52.7) Please explain

Increased recycling measures implemented, has resulted in more recycling

Row 2

(7.52.1) Description

Select from:
☑ Waste

(7.52.2) Metric value

10416.7

(7.52.3) Metric numerator

Tonnes

(7.52.4) Metric denominator (intensity metric only)

Waste to landfill (excluding food waste)

(7.52.5) % change from previous year

1

(7.52.6) Direction of change

Select from:

☑ Increased

(7.52.7) Please explain

Increased recycling measures implemented, has resulted in more recycling
[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☑ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☑ No, but we anticipate setting one in the next two years

(7.53.1.5) Date target was set

12/30/2021

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.1.11) End date of base year

02/27/2022

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

183614

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

816844

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

1000458.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/30/2039

(7.53.1.55) Targeted reduction from base year (%)

60

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

400183.200

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

297933

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

739753

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

1037686.000

(7.53.1.78) Land-related emissions covered by target

Select from:
☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

-6.20

(7.53.1.80) Target status in reporting year

Select from:
☑ Replaced

(7.53.1.81) Explain the reasons for the revision, replacement, or retirement of the target

We are currently setting science-based targets and are awaiting the review process with SBTi. Once those targets are approved, they will replace the current target.

(7.53.1.82) Explain target coverage and identify any exclusions

In 2022, we set a Group commitment to be net zero (scope 1 and 2) by 2050, with a 60% reduction by 2040.

(7.53.1.83) Target objective

Group commitment to be net zero (scope 1 and 2) by 2050, with a 60% reduction by 2040.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:
☑ Yes
[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply
☑ Net-zero targets

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

Select from:
☑ NZ1

(7.54.3.2) Date target was set

12/30/2021

(7.54.3.3) Target Coverage

Select from:
☑ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply
☑ Abs1

(7.54.3.5) End date of target for achieving net zero

07/14/2050

(7.54.3.6) Is this a science-based target?

Select from:

☑ Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

(7.54.3.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

(7.54.3.10) Explain target coverage and identify any exclusions

In 2022, we set a Group commitment to be net zero (scope 1 and 2) by 2050, with a 60% reduction by 2040.

(7.54.3.11) Target objective

to be net zero (scope 1 and 2) by 2050, with a 60% reduction by 2040.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

☑ Unsure

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:

☑ No, we do not plan to mitigate emissions beyond our value chain

(7.54.3.17) Target status in reporting year

Select from:

☑ Underway

(7.54.3.19) Process for reviewing target

We relook at the Target each year

Row 2

(7.54.3.1) Target reference number

Select from:

☑ NZ1

(7.54.3.2) Date target was set

12/30/2021

(7.54.3.3) Target Coverage

Select from:

☑ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply

☑ Abs1

(7.54.3.5) End date of target for achieving net zero

07/14/2030

(7.54.3.6) Is this a science-based target?

Select from:

☑ No, but we anticipate setting one in the next two years

(7.54.3.8) Scopes

Select all that apply

☑ Scope 2

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

(7.54.3.10) Explain target coverage and identify any exclusions

We target a 45% improvement in energy efficiency across Pick n Pay’s energy programme (322 company owned stores) by 2030

(7.54.3.11) Target objective

We target a 45% improvement in energy efficiency across Pick n Pay’s energy programme

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

☑ Unsure

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:

☑ No, we do not plan to mitigate emissions beyond our value chain

(7.54.3.17) Target status in reporting year

Select from:
☑ Underway

(7.54.3.19) Process for reviewing target

We relook at the Target each year

Row 3

(7.54.3.1) Target reference number

Select from:
☑ NZ1

(7.54.3.2) Date target was set

12/30/2018

(7.54.3.3) Target Coverage

Select from:
☑ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply
☑ Abs1

(7.54.3.5) End date of target for achieving net zero

07/14/2030

(7.54.3.6) Is this a science-based target?

Select from:
☑ No, but we anticipate setting one in the next two years

(7.54.3.8) Scopes

Select all that apply
☑ Scope 3

(7.54.3.9) Greenhouse gases covered by target

Select all that apply
☑ Carbon dioxide (CO2)

(7.54.3.10) Explain target coverage and identify any exclusions

Pick n Pay aims to reduce food waste by 50% by 2030

(7.54.3.11) Target objective

Reduce food waste by 50% by 2030

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:
☑ Unsure

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:
☑ No, we do not plan to mitigate emissions beyond our value chain

(7.54.3.17) Target status in reporting year

Select from:
☑ Underway

(7.54.3.19) Process for reviewing target

We relook at the Target each year
[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:
☑ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	*0*	*`Numeric input*
To be implemented	*4*	*175837.15*
Implementation commenced	*0*	*0*
Implemented	*0*	*0*
Not to be implemented	*0*	*`Numeric input*

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Transportation

☑ Company fleet vehicle efficiency

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

10539.31

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 3 category 4: Upstream transportation & distribution

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

49481875

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

2000000

(7.55.2.7) Payback period

Select from:

☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ Ongoing

(7.55.2.9) Comment

At our Eastport distribution, leasing a fleet of low-emission, fuel-efficient vehicles and piloting a gas-powered truck with solar-cooled refrigeration. This vehicle delivered a 17% reduction in GHG emissions, equating to 3 300 kg less than a diesel vehicle over the same period.

Row 2

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption
☑ Solar PV

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

5900

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply
☑ Scope 2 (location-based)
☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:
☑ 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ Ongoing

(7.55.2.9) Comment

We completed the installation of additional solar panels at our Eastport distribution centre. The facility has 6 600 solar PV panels, occupying 16 900m2 of the roof. These panels have an annual electricity output of 6 GWh, saving 5 900 tonnes of CO2 emissions annually

Row 4

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes
☑ Cooling technology

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

0.04

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply
☑ Scope 1

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

7500000

(7.55.2.7) Payback period

Select from:

☑ 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Reducing refrigeration emissions and converting to climate-friendly natural refrigerants. In FY25, we opened 1 Pick n Pay company-owned store, which had a climate-friendly natural refrigeration system, bringing the total to 78 (among Pick n Pay company-owned stores). All our distribution centres run natural refrigeration system

Row 5

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Building Energy Management Systems (BEMS)

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

159395.8

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

7728003

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

1610000

(7.55.2.7) Payback period

Select from:

☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

In our energy resilience program (322 Pick n Pay company owned stores), we monitor 1 500 utility meters across our operations, enabling us to track and verify our electricity consumption data in real time. We can track sites that has high consumption.
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:
☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

The impact of the carbon tax will have a financial impact on Pick n Pay. The potential financial impact is used to motivate additional investment in low carbon technologies.

Row 2

(7.55.3.1) Method

Select from:
☑ Dedicated budget for energy efficiency

(7.55.3.2) Comment

Pick n Pay has a budget for investing in energy efficiency technologies.
[Add row]

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:
☑ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☑ Low-Carbon Investment (LCI) Registry Taxonomy

(7.74.1.3) Type of product(s) or service(s)

Lighting

☑ Conventional LED

(7.74.1.4) Description of product(s) or service(s)

Pick n Pay sells conventional LED light bulbs which reduce the electricity and therefore Scope 2 emissions of our customers.The product has been assessed in terms of the Low-Carbon Investment Registry Taxonomy

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☑ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

0

[Add row]

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:

☑ No

C8. Environmental performance - Forests

(8.1) Are there any exclusions from your disclosure of forests-related data?

	Exclusion from disclosure
Timber products	*Select from:* ☑ Yes
Palm oil	*Select from:* ☑ Yes
Cattle products	*Select from:* ☑ Yes
Soy	*Select from:* ☑ Yes

[Fixed row]

(8.1.1) Provide details on these exclusions.

Timber products

(8.1.1.1) Exclusion

Select from:

☑ Business activities

(8.1.1.2) Description of exclusion

At present this disclosure does not include packaging for Boxer and TM stores. Boxer stores are Pick n Pay' discount supermarket chain. As of FY25, there are 525 Boxer stores, which represent 23% of total stores. The Pick n Pay Group has 49% investment into our associates TM supermarkets in Zimbabwe. The 74 TM Supermarkets make up 3% of the Group's total stores

(8.1.1.3) Value chain stage

Select from:

☑ Direct operations

(8.1.1.4) Reason for exclusion

Select from:

☑ Data is not available

(8.1.1.5) Primary reason why data is not available for your disclosed commodity

Select from:

☑ Challenges associated with data collection and/or quality

(8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

☑ No, the volume excluded is unknown

(8.1.1.10) Please explain

Due to current limitations in data availability and oversight capacity, these product segments are not yet included in our disclosures. Our efforts are currently focused on Pick n Pay Own Brand products, where we have the most direct influence over sourcing practices. We are committed to upholding the highest standards of ethical sourcing and continue to strengthen traceability across our supply chain. As part of this commitment, we work closely with our private label suppliers to support responsible sourcing of forest-risk commodities and take accountability for their supply chains.

Palm oil

(8.1.1.1) Exclusion

Select from:

☑ Business activities

(8.1.1.2) Description of exclusion

At present this disclosure does not include Boxer and TM stores. Boxer stores are Pick n Pay' discount supermarket chain. As of FY25, there are 525 Boxer stores, which represent 23% of total stores. The Pick n Pay Group has 49% investment into our associates TM supermarkets in Zimbabwe. The 74 TM Supermarkets make up 3% of the Group's total stores

(8.1.1.3) Value chain stage

Select from:

☑ Direct operations

(8.1.1.4) Reason for exclusion

Select from:

☑ Data is not available

(8.1.1.5) Primary reason why data is not available for your disclosed commodity

Select from:

☑ Challenges associated with data collection and/or quality

(8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

☑ No, the volume excluded is unknown

(8.1.1.10) Please explain

Due to current limitations in data availability and oversight capacity, these product segments are not yet included in our disclosures. Our efforts are currently focused on Pick n Pay Own Brand products, where we have the most direct influence over sourcing practices. We are committed to upholding the highest standards of ethical *sourcing and continue to strengthen traceability across our supply chain. As part of this commitment, we work closely with our private label suppliers to support responsible sourcing of forest-risk commodities and take accountability for their supply chains.*

Cattle products

(8.1.1.1) Exclusion

Select from:

☑ Business activities

(8.1.1.2) Description of exclusion

At present this disclosure does not include Boxer and TM stores. Boxer stores are Pick n Pay' discount supermarket chain. As of FY25, there are 525 Boxer stores, which represent 23% of total stores. The Pick n Pay Group has 49% investment into our associates TM supermarkets in Zimbabwe. The 74 TM Supermarkets make up 3% of the Group's total stores

(8.1.1.3) Value chain stage

Select from:

☑ Direct operations

(8.1.1.4) Reason for exclusion

Select from:

☑ Data is not available

(8.1.1.5) Primary reason why data is not available for your disclosed commodity

Select from:

☑ Challenges associated with data collection and/or quality

(8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

☑ No, the volume excluded is unknown

(8.1.1.10) Please explain

Due to current limitations in data availability and oversight capacity, these product segments are not yet included in our disclosures. Our efforts are currently focused on Pick n Pay Own Brand products, where we have the most direct influence over sourcing practices. We are committed to upholding the highest standards of ethical sourcing and continue to strengthen traceability across our supply chain. As part of this commitment, we work closely with our private label suppliers to support responsible sourcing of forest-risk commodities and take accountability for their supply chains.

Soy

(8.1.1.1) Exclusion

Select from:

☑ Business activities

(8.1.1.2) Description of exclusion

At present this disclosure does not include Boxer and TM stores. Boxer stores are Pick n Pay' discount supermarket chain. As of FY25, there are 525 Boxer stores, which represent 23% of total stores. The Pick n Pay Group has 49% investment into our associates TM supermarkets in Zimbabwe. The 74 TM Supermarkets make up 3% of the Group's total stores

(8.1.1.3) Value chain stage

Select from:

☑ Direct operations

(8.1.1.4) Reason for exclusion

Select from:

☑ Data is not available

(8.1.1.5) Primary reason why data is not available for your disclosed commodity

Select from:

☑ Challenges associated with data collection and/or quality

(8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

☑ No, the volume excluded is unknown

(8.1.1.10) Please explain

Due to current limitations in data availability and oversight capacity, these product segments are not yet included in our disclosures. Our efforts are currently focused on Pick n Pay Own Brand products, where we have the most direct influence over sourcing practices. We are committed to upholding the highest standards of ethical sourcing and continue to strengthen traceability across our supply chain. As part of this commitment, we work closely with our private label suppliers to support responsible sourcing of forest-risk commodities and take accountability for their supply chains.

Timber products

(8.1.1.1) Exclusion

Select from:

☑ Specific product lines

(8.1.1.2) Description of exclusion

Our current focus is primarily on the private label brands of Pick n Pay where we possess internal leverage However we do have plans to extend this scope to include Boxers private label brand in the future allowing us to gain a better understanding of forest related risks within that segment The data provided solely encompasses our private label brands that utilize timber products as an ingredient/packaging in their products It does not include non-Pick n Pay branded timber products or packaging We maintain a close collaboration with our suppliers to ensure ethical sourcing of forest risk commodities Our ongoing mission is to enhance traceability throughout our supply chain We take responsibility for our private label suppliers and their supply chains.

(8.1.1.3) Value chain stage

Select from:

☑ Direct operations

(8.1.1.4) Reason for exclusion

Select from:

☑ Other, please specify :Our current focus is on the Pick n Pay private labels where we possess internal leverage and operational control over

(8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

☑ No, the volume excluded is unknown

(8.1.1.10) Please explain

Due to current limitations in data availability and oversight capacity, these product segments are not yet included in our disclosures. Our efforts are currently focused on Pick n Pay Own Brand products, where we have the most direct influence over sourcing practices. We are committed to upholding the highest standards of ethical sourcing and continue to strengthen traceability across our supply chain. As part of this commitment, we work closely with our private label suppliers to support responsible sourcing of forest-risk commodities and take accountability for their supply chains.

Palm oil

(8.1.1.1) Exclusion

Select from:

☑ Specific product lines

(8.1.1.2) Description of exclusion

Our current focus is primarily on the private label brands of Pick n Pay, where we possess internal leverage. However, we do have plans to extend this scope to include Boxer's private label brand in the future, allowing us to gain a better understanding of forest-related risks within that segment. The data provided solely encompasses our private label brands that utilize timber products as an ingredient in their products. It does not include non-Pick n Pay branded timber products or packaging. We maintain a close collaboration with our suppliers to ensure ethical sourcing of forest-risk commodities. Our ongoing mission is to enhance traceability throughout our supply chain. We take responsibility for our private label suppliers and their supply chains.

(8.1.1.3) Value chain stage

Select from:

☑ Direct operations

(8.1.1.4) Reason for exclusion

Select from:

☑ Other, please specify :Our current focus is on the Pick n Pay private labels where we possess internal leverage and operational control over

(8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

☑ No, the volume excluded is unknown

(8.1.1.10) Please explain

Due to current limitations in data availability and oversight capacity, these product segments are not yet included in our disclosures. Our efforts are currently focused on Pick n Pay Own Brand products, where we have the most direct influence over sourcing practices. We are committed to upholding the highest standards of ethical sourcing and continue to strengthen traceability across our supply chain. As part of this commitment, we work closely with our private label suppliers to support responsible sourcing of forest-risk commodities and take accountability for their supply chains.

Cattle products

(8.1.1.1) Exclusion

Select from:

☑ Specific product lines

(8.1.1.2) Description of exclusion

Our current focus is primarily on the private label brands of Pick n Pay, where we possess internal leverage. However, we do have plans to extend this scope to include Boxer's private label brand in the future, allowing us to gain a better understanding of forest-related risks within that segment. The data provided solely encompasses our private label brands that utilize timber products as an ingredient in their products. It does not include non-Pick n Pay branded timber products or packaging. We maintain a close collaboration with our suppliers to ensure ethical sourcing of forest-risk commodities. Our ongoing mission is to enhance traceability throughout our supply chain. We take responsibility for our private label suppliers and their supply chains..

(8.1.1.3) Value chain stage

Select from:

☑ Direct operations

(8.1.1.4) Reason for exclusion

Select from:

☑ Other, please specify :Our current focus is on the Pick n Pay private labels where we possess internal leverage and operational control over

(8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

☑ No, the volume excluded is unknown

(8.1.1.10) Please explain

Due to current limitations in data availability and oversight capacity, these product segments are not yet included in our disclosures. Our efforts are currently focused on Pick n Pay Own Brand products, where we have the most direct influence over sourcing practices. We are committed to upholding the highest standards of ethical sourcing and continue to strengthen traceability across our supply chain. As part of this commitment, we work closely with our private label suppliers to support responsible sourcing of forest-risk commodities and take accountability for their supply chains.

Soy

(8.1.1.1) Exclusion

Select from:

☑ Specific product lines

(8.1.1.2) Description of exclusion

Our current focus is primarily on the private label brands of Pick n Pay, where we possess internal leverage. However, we do have plans to extend this scope to include Boxer's private label brand in the future, allowing us to gain a better understanding of forest-related risks within that segment. The data provided solely encompasses our private label brands that utilize soy as an ingredient in their products. It does not include non-Pick n Pay branded soy products. We maintain a *close collaboration with our suppliers to ensure ethical sourcing of forest-risk commodities. Our ongoing mission is to enhance traceability throughout our supply chain. We take responsibility for our private label suppliers and their supply chains.*

(8.1.1.3) Value chain stage

Select from:

☑ Direct operations

(8.1.1.4) Reason for exclusion

Select from:

☑ Other, please specify :Our current focus is on the Pick n Pay private labels where we possess internal leverage and operational control over

(8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

☑ No, the volume excluded is unknown

(8.1.1.10) Please explain

Due to current limitations in data availability and oversight capacity, these product segments are not yet included in our disclosures. Our efforts are currently focused on Pick n Pay Own Brand products, where we have the most direct influence over sourcing practices. We are committed to upholding the highest standards of ethical sourcing and continue to strengthen traceability across our supply chain. As part of this commitment, we work closely with our private label suppliers to support responsible sourcing of forest-risk commodities and take accountability for their supply chains.
[Add row]

(8.2) Provide a breakdown of your disclosure volume per commodity.

	Disclosure volume (metric tons)	Volume type	Sourced volume (metric tons)
Timber products	*37464.3*	*Select all that apply* ☑ Sourced	*37464.3*
Palm oil	*3587.01*	*Select all that apply* ☑ Sourced	*3587.01*
Cattle products	*19391.79*	*Select all that apply* ☑ Sourced	*19285.23*
Soy	*1736.89*	*Select all that apply* ☑ Sourced	*1736.89*

[Fixed row]

(8.5) Provide details on the origins of your sourced volumes.

Timber products

(8.5.1) Country/area of origin

Select from:

☑ South Africa

(8.5.2) First level administrative division

Select from:

☑ States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Western Cape, Gauteng and KwaZulu-Natal

(8.5.4) Volume sourced from country/area of origin (metric tons)

35092.07

(8.5.5) Source

Select all that apply

☑ Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

CDP - Q8.5 - Pick n Pay.pdf

(8.5.7) Please explain

We currently source our Pick n Pay private label products from tier 1suppliers who source packaging types from alternative suppliers. We have a commitment of 100% of Pick n Pay own brand to be sourced from responsibly sourced forests (FSC), we have achieved 71.4% in FY25. For the 2.7% we just need to address the last productions units that do not align to our goals. We have invested in a packaging database that has helped us track and monitor our progress towards this goal. The packaging database enables us to link the packaging type, packaging dimensions, material type and packaging supplier to the number of products sold. We also pay Extended Producer Responsibility fees for all brand-owned packaging we put onto the market, including paper and cardboard, to ensure there is end-of-life management.

Palm oil

(8.5.1) Country/area of origin

Select from:

☑ South Africa

(8.5.2) First level administrative division

Select from:

☑ States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Western Cape, Gauteng and KwaZulu Natal

(8.5.4) Volume sourced from country/area of origin (metric tons)

3515.65

(8.5.5) Source

Select all that apply

☑ Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

CDP - Q8.5 - Pick n Pay.pdf

(8.5.7) Please explain

We have a commitment to sourcing 100% sustainably sourced palm oil in our Pick n Pay private label products, in FY25 we source 96%. Pick n Pay Technical divisions team does supplier visits to engage and advise supplier on compliance. We collect additional information from our annual sustainability surveys. Through this survey we were able to see that our suppliers source palm oil from Indonesia, Thailand, Malaysia and South Africa. Our food's traceability is ensured through thorough audits focused on food health and safety. Pick n Pay technologists diligently conduct traceability audits during their facility visits. In the event of an audit failure, the facility or farm is suspended, and necessary corrective measures must be taken before resuming the supply. We actively trace and monitor ingredients that have significant environmental and social impacts, like palm oil, to promote sustainable sourcing. Any Pick n Pay-branded product containing palm oil is clearly labelled for transparency. We source the Pick n Pay branded product from a supplier, of which 96% originate from South Africa. We are able to track this using the Pick n Pay Supplier portal, sustainability surveys and buyer/technical management engagement.

Cattle products

(8.5.1) Country/area of origin

Select from:

☑ South Africa

(8.5.2) First level administrative division

Select from:
☑ States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Western Cape, Gauteng, KwaZulu Natal, Eastern Cape

(8.5.4) Volume sourced from country/area of origin (metric tons)

18298.54

(8.5.5) Source

Select all that apply
☑ Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

CDP - Q8.5 - Pick n Pay.pdf

(8.5.7) Please explain

Pick n Pay Technical divisions team does supplier visits to engage and advise supplier on compliance. We collect additional information from our annual sustainability surveys. Our food's traceability is ensured through thorough audits focused on food health and safety. Pick n Pay technologists diligently conduct traceability audits during their facility visits. In the event of an audit failure, the facility or farm is suspended, and necessary corrective measures must be taken before resuming the supply. We actively trace and monitor ingredients that have significant environmental and social impacts, like palm oil, to promote sustainable sourcing. Pick n Pay primarily source from countries within the Southern African Development Community (SADC). While some SADC countries do face deforestation challenges, the region as a whole is not uniformly classified as high-risk for deforestation. Our primary sourcing countries have relatively lower deforestation risks associated with cattle production compared to other regions globally. This geographical sourcing strategy significantly mitigates our deforestation impact, aligning with our commitment to sustainable and responsible sourcing practices. It is however something that we are continuously analysing and will adjust accordingly to align with our sustainability strategies. Majority of the beef sourced for retail is from South Africa, We source the Pick n Pay branded product from a supplier, of which 96% originate from South Africa. We are able to track this and other metrics using the Pick n Pay Supplier portal, sustainability surveys and buyer/technical management engagement.

Soy

(8.5.1) Country/area of origin

Select from:

☑ South Africa

(8.5.2) First level administrative division

Select from:

☑ States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Western Cape, Gauteng, KwaZulu-Natal

(8.5.4) Volume sourced from country/area of origin (metric tons)

1701.38

(8.5.5) Source

Select all that apply

☑ Contracted suppliers (manufacturers)

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

CDP - Q8.5 - Pick n Pay.pdf

(8.5.7) Please explain

Pick n Pay Technical divisions team does supplier visits to engage and advise supplier on compliance. We collect additional information from our annual sustainability surveys. Through this survey we were able to see that our suppliers source soy from South Africa, China, Argentina, however the volume per origin is not known. Our food's traceability is ensured through thorough audits focused on food health and safety. Pick n Pay technologists diligently conduct traceability audits during their facility visits. In the event of an audit failure, the facility or farm is suspended, and necessary corrective measures must be taken before resuming the supply. We actively trace and monitor ingredients that have significant environmental and social impacts, like soy, to promote sustainable sourcing. Any Pick n Pay-branded product containing palm oil is clearly labelled for transparency. We source the Pick n Pay branded product from a supplier, of which 96% originate from South Africa. We are able to track this using the Pick n Pay Supplier portal, sustainability surveys and buyer/technical management engagement.

[Add row]

(8.6) Does your organization produce or source palm oil derived biofuel?

Select from:
☑ No

(8.7) Did your organization have a no-deforestation or no-conversion target, or any other targets for sustainable production/ sourcing of your disclosed commodities, active in the reporting year?

Timber products

(8.7.1) Active no-deforestation or no-conversion target

Select from:
☑ Yes, we have a no-deforestation target

(8.7.2) No-deforestation or no-conversion target coverage

Select from:
☑ Organization-wide (direct operations only)

(8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

Select from:
☑ No, but we plan to have other targets related to this commodity in the next two years

(8.7.6) Primary reason for not having other active targets in the reporting year

Select from:
☑ Not an immediate strategic priority

(8.7.7) Explain why you did not have other active targets in the reporting year

Given limited resources, we prioritised areas where we can make the most substantial impact, aligning to our current sustainability strategy. In terms of forest-risk commodities our focus is on palm oil and paper and cardboard packaging. To have 100% of paper and cardboard packaging being responsibly sourced, In FY25 we have achieved 71.4%. We are focusing our resources into converting the remaining proportion and ensuring that we continue complying with our Extender Producer Responsibility requirements.

Palm oil

(8.7.1) Active no-deforestation or no-conversion target

Select from:

☑ Yes, we have a no-deforestation target

(8.7.2) No-deforestation or no-conversion target coverage

Select from:

☑ Organization-wide (direct operations only)

(8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

Select from:

☑ No, but we plan to have other targets related to this commodity in the next two years

(8.7.6) Primary reason for not having other active targets in the reporting year

Select from:

☑ Not an immediate strategic priority

(8.7.7) Explain why you did not have other active targets in the reporting year

Given limited resources, we prioritised areas where we can make the most substantial impact, aligning to our current sustainability strategy. In terms of forest-risk commodities our focus is on palm oil and paper and cardboard packaging. We have a target of sourcing sustainable palm oil; palm kernel oil or palm oil derivatives *used in Pick n Pay branded products from suppliers who are using sustainable palm oil. In FY25 we have achieved 96%. We are focusing our resources in converting the remaining 4% and working with suppliers to find a solution around the high cost of sourcing sustainable palm oil.*

Cattle products

(8.7.1) Active no-deforestation or no-conversion target

Select from:

☑ No, but we plan to have a no-deforestation or no-conversion target in the next two years

(8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

Select from:

☑ Not an immediate strategic priority

(8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

The Pick n Pay does not currently have a deforestation target for cattle products because we primarily source from countries within the Southern African Development Community (SADC). While some SADC countries do face deforestation challenges, the region as a whole is not uniformly classified as high-risk for deforestation. Our primary sourcing countries have relatively lower deforestation risks associated with cattle production compared to other regions globally. This geographical sourcing strategy significantly mitigates our deforestation impact, aligning with our commitment to sustainable and responsible sourcing practices

(8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

Select from:

☑ No, but we plan to have other targets related to this commodity in the next two years

(8.7.6) Primary reason for not having other active targets in the reporting year

Select from:

☑ Not an immediate strategic priority

(8.7.7) Explain why you did not have other active targets in the reporting year

The Pick n Pay does not currently have a deforestation target for cattle products because we primarily source from countries within the Southern African Development Community (SADC). While some SADC countries do face deforestation challenges, the region as a whole is not uniformly classified as high-risk for deforestation. Our primary sourcing countries have relatively lower deforestation risks associated with cattle production compared to other regions globally. This geographical sourcing strategy significantly mitigates our deforestation impact, aligning with our commitment to sustainable and responsible sourcing practices

Soy

(8.7.1) Active no-deforestation or no-conversion target

Select from:

☑ No, but we plan to have a no-deforestation or no-conversion target in the next two years

(8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

Select from:

☑ Not an immediate strategic priority

(8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

We currently do not have a dedicated target for no-deforestation and no-conversion target for soy. Given limited resources, we prioritised areas where we can make the most substantial impact, aligning to our current sustainability strategy. In terms of forest-risk commodities our focus is on palm oil and paper and cardboard packaging.

(8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

Select from:

☑ No, but we plan to have other targets related to this commodity in the next two years

(8.7.6) Primary reason for not having other active targets in the reporting year

Select from:

☑ Not an immediate strategic priority

(8.7.7) Explain why you did not have other active targets in the reporting year

We currently do not have a dedicated target for no-deforestation and no-conversion target for soy. Given limited resources, we prioritised areas where we can make the most substantial impact, aligning to our current sustainability strategy. In terms of forest-risk commodities our focus is on palm oil and paper and cardboard packaging
[Fixed row]

(8.7.1) Provide details on your no-deforestation or no-conversion target that was active during the reporting year.

Timber products

(8.7.1.1) No-deforestation or no-conversion target

Select from:
☑ No-deforestation

(8.7.1.2) Your organization’s definition of “no-deforestation” or “no-conversion”

We align with Forest Stewardship Council's definition of sourcing from responsibly managed forests.

(8.7.1.3) Cutoff date

Select from:
☑ No cutoff date

(8.7.1.6) Target date for achieving no-deforestation or no-conversion

Select from:
☑ 2025

Palm oil

(8.7.1.1) No-deforestation or no-conversion target

Select from:
☑ No-deforestation

(8.7.1.2) Your organization’s definition of “no-deforestation” or “no-conversion”

We align with Roundtable for Sustainable Palm Oil's definition of no deforestation and responsibly managed forests

(8.7.1.3) Cutoff date

Select from:

☑ No cutoff date

(8.7.1.6) Target date for achieving no-deforestation or no-conversion

Select from:

☑ No target date

[Add row]

(8.8) Indicate if your organization has a traceability system to determine the origins of your sourced volumes and provide details of the methods and tools used.

Timber products

(8.8.1) Traceability system

Select from:

☑ Yes

(8.8.2) Methods/tools used in traceability system

Select all that apply

☑ Internal traceability system

(8.8.3) Description of methods/tools used in traceability system

We have developed a packaging database that has all the information of Pick n Pay private label suppliers, included in this system is the packaging supplier, packaging material, recyclability of it and if it is considered FSC

Palm oil

(8.8.1) Traceability system

Select from:

☑ Yes

(8.8.2) Methods/tools used in traceability system

Select all that apply

☑ Supplier engagement/communication

(8.8.3) Description of methods/tools used in traceability system

Pick n Pay is a member of the Roundtable on Sustainable Palm Oil, we will be reporting to them on a yearly basis on Palm oil used in our Pick n Pay branded products. We also collect data from our suppliers through surveys to see the type of palm they use, the amount and also if they are a member of RSPO or source from suppliers that are members of RSPO. Pick n Pay is also a member of Sedex which aims to provide transparency on the supply through better working conditions, Environmental management, Labor issues such as child and forced labor

Cattle products

(8.8.1) Traceability system

Select from:

☑ Yes

(8.8.2) Methods/tools used in traceability system

Select all that apply

☑ Internal traceability system

(8.8.3) Description of methods/tools used in traceability system

Pick n Pay Supplier Portal

Soy

(8.8.1) Traceability system

Select from:

☑ Yes

(8.8.2) Methods/tools used in traceability system

Select all that apply

☑ Supplier engagement/communication

(8.8.3) Description of methods/tools used in traceability system

In Pick n Pay, Soy has not yet become a consumer pressure but we do expect it to be in next coming years as awareness around the commodity's impact grows. Due to this our internal resources are, at the moment, focused on Palm Oil, Cotton (BCI), Seafood, FSC paper and cardboard. With increasing consumer pressure and increasing internal resources we are planning on paying greater attention to improving the tracking and monitoring the origin of soy. We do require Pick n Pay branded products' suppliers to respond to our annual Sustainability Survey which includes a section on disclosing soy volumes (direct and indirect) used in Pick n Pay branded products.
[Fixed row]

(8.8.1) Provide details of the point to which your organization can trace its sourced volumes.

Timber products

(8.8.1.1) % of sourced volume traceable to production unit

100

(8.8.1.2) % of sourced volume traceable to sourcing area and not to production unit

0

(8.8.1.3) % sourced volume traceable to country/area of origin and not to sourcing area or production unit

0

(8.8.1.4) % of sourced volume traceable to other point (i.e., processing facility/first importer) not in the country/area of origin

0

(8.8.1.5) % of sourced volume from unknown origin

0

(8.8.1.6) % of sourced volume reported

100.00

Palm oil

(8.8.1.1) % of sourced volume traceable to production unit

100

(8.8.1.2) % of sourced volume traceable to sourcing area and not to production unit

0

(8.8.1.3) % sourced volume traceable to country/area of origin and not to sourcing area or production unit

0

(8.8.1.4) % of sourced volume traceable to other point (i.e., processing facility/first importer) not in the country/area of origin

0

(8.8.1.5) % of sourced volume from unknown origin

0

(8.8.1.6) % of sourced volume reported

100.00

Cattle products

(8.8.1.1) % of sourced volume traceable to production unit

0

(8.8.1.2) % of sourced volume traceable to sourcing area and not to production unit

100

(8.8.1.3) % sourced volume traceable to country/area of origin and not to sourcing area or production unit

0

(8.8.1.4) % of sourced volume traceable to other point (i.e., processing facility/first importer) not in the country/area of origin

0

(8.8.1.5) % of sourced volume from unknown origin

0

(8.8.1.6) % of sourced volume reported

100.00

Soy

(8.8.1.1) % of sourced volume traceable to production unit

100

(8.8.1.2) % of sourced volume traceable to sourcing area and not to production unit

0

(8.8.1.3) % sourced volume traceable to country/area of origin and not to sourcing area or production unit

0

(8.8.1.4) % of sourced volume traceable to other point (i.e., processing facility/first importer) not in the country/area of origin

0

(8.8.1.5) % of sourced volume from unknown origin

0

(8.8.1.6) % of sourced volume reported

100.00
[Fixed row]

(8.9) Provide details of your organization's assessment of the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of its disclosed commodities.

Timber products

(8.9.1) DF/DCF status assessed for this commodity

Select from:
☑ Yes, deforestation-free (DF) status assessed

(8.9.2) % of disclosure volume determined as DF/DCF in the reporting year

71.4

(8.9.3) % of disclosure volume determined as DF/DCF through a third-party certification scheme providing full DF/DCF assurance

0

(8.9.4) % of disclosure volume determined as DF/DCF through monitoring of production unit

0

(8.9.5) % of disclosure volume determined as DF/DCF through monitoring of sourcing area

0

(8.9.6) Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?

Select from:
☑ No

Palm oil

(8.9.1) DF/DCF status assessed for this commodity

Select from:
☑ Yes, deforestation-free (DF) status assessed

(8.9.2) % of disclosure volume determined as DF/DCF in the reporting year

96

(8.9.3) % of disclosure volume determined as DF/DCF through a third-party certification scheme providing full DF/DCF assurance

0

(8.9.4) % of disclosure volume determined as DF/DCF through monitoring of production unit

0

(8.9.5) % of disclosure volume determined as DF/DCF through monitoring of sourcing area

0

(8.9.6) Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?

Select from:

☑ No

Cattle products

(8.9.1) DF/DCF status assessed for this commodity

Select from:

☑ No, but we plan to do so within the next two years

(8.9.6) Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?

Select from:

☑ No

(8.9.7) Primary reason for not assessing DF/DCF status

Select from:

☑ Not an immediate strategic priority

(8.9.8) Explain why you have not assessed DF/DCF status

The Pick n Pay does not currently have a deforestation policy for cattle products because we primarily source from countries within the Southern African Development Community (SADC). While some SADC countries do face deforestation challenges, the region as a whole is not uniformly classified as high-risk for deforestation. Our primary sourcing countries have relatively lower deforestation risks associated with cattle production compared to other regions globally. This geographical sourcing strategy significantly mitigates our deforestation impact, aligning with our commitment to sustainable and responsible sourcing practices. It is however something that we are continuously analysing and will adjust accordingly to align with our sustainability strategies.

Soy

(8.9.1) DF/DCF status assessed for this commodity

Select from:

☑ No, but we plan to do so within the next two years

(8.9.6) Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?

Select from:

☑ No

(8.9.7) Primary reason for not assessing DF/DCF status

Select from:

☑ Not an immediate strategic priority

(8.9.8) Explain why you have not assessed DF/DCF status

In Pick n Pay, Soy has not yet become a consumer pressure but we do expect it to be in next coming years as awareness around the commodity's impact grows. Due to this our internal resources, at the moment, we are focused on Palm Oil, Cotton (BCI), Seafood, FSC paper and cardboard. With increasing consumer pressure and increasing internal resources we are planning on paying greater attention to improving the tracking and monitoring the origin of soy. We do however encourage Pick n Pay branded products suppliers to respond to our sustainability Survey which are inclusive of disclosing, if possible, the volume of soy used in pick n pay branded products, their carbon, water and packaging targets.
[Fixed row]

(8.10) Indicate whether you have monitored or estimated the deforestation and conversion of other natural ecosystems footprint for your disclosed commodities.

Timber products

(8.10.1) Monitoring or estimating your deforestation and conversion footprint

Select from:

☑ No, but we plan to monitor or estimate our deforestation and conversion footprint in the next two years

(8.10.2) Primary reason for not monitoring or estimating deforestation and conversion footprint

Select from:

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(8.10.3) Explain why you do not monitor or estimate your deforestation and conversion footprint

Currently, Pick n Pay has not monitored or estimated the deforestation and conversion of other natural ecosystems footprint for our disclosed commodities; Timber products, Palm Oil, Soy, and Cattle. We are currently, because of budget constraints, focusing primarily on managing and reducing carbon emissions, in alignment with both global sustainability goals and South Africa's commitment to the Paris Agreement. In line with our new sustainability strategy we are aiming for value creation for the Group through sustainability, by unlocking and scaling profit-enabled, customer-focused sustainability projects that drive revenue, reduce costs or create a material and measurable positive impact within key business functions. We are currently prioritising areas where we can leverage our strengths and make substantial progress against commitments. This is however something we hope to address in the next 1-2 years

Palm oil

(8.10.1) Monitoring or estimating your deforestation and conversion footprint

Select from:

☑ No, but we plan to monitor or estimate our deforestation and conversion footprint in the next two years

(8.10.2) Primary reason for not monitoring or estimating deforestation and conversion footprint

Select from:

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(8.10.3) Explain why you do not monitor or estimate your deforestation and conversion footprint

Currently, Pick n Pay has not monitored or estimated the deforestation and conversion of other natural ecosystems footprint for our disclosed commodities; Timber products, Palm Oil, Soy, and Cattle. We are currently, because of budget constraints, focusing primarily on managing and reducing carbon emissions, in alignment with both global sustainability goals and South Africa's commitment to the Paris Agreement. In line with our new sustainability strategy we are aiming for value creation for the Group through sustainability, by unlocking and scaling profit-enabled, customer-focused sustainability projects that drive revenue, reduce costs or create a material and measurable positive impact within key business functions. We are currently prioritising areas where we can leverage our strengths and make substantial progress against commitments. This is however something we hope to address in the next 1-2 years

Cattle products

(8.10.1) Monitoring or estimating your deforestation and conversion footprint

Select from:

☑ No, but we plan to monitor or estimate our deforestation and conversion footprint in the next two years

(8.10.2) Primary reason for not monitoring or estimating deforestation and conversion footprint

Select from:

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(8.10.3) Explain why you do not monitor or estimate your deforestation and conversion footprint

Currently, Pick n Pay has not monitored or estimated the deforestation and conversion of other natural ecosystems footprint for our disclosed commodities;Timber products, Palm Oil, Soy, and Cattle. We are currently, because of budget constraints, focusing primarily on managing and reducing carbon emissions, in alignment with both global sustainability goals and South Africa's commitment to the Paris Agreement. In line with our new sustainability strategy we are aiming for value creation for the Group through sustainability, by unlocking and scaling profit-enabled, customer-focused sustainability projects that drive revenue, reduce costs or create a material and measurable positive impact within key business functions. We are currently prioritising areas where we can leverage our strengths and make substantial progress against commitments. This is however something we hope to address in the next 1-2 years

Soy

(8.10.1) Monitoring or estimating your deforestation and conversion footprint

Select from:

☑ No, but we plan to monitor or estimate our deforestation and conversion footprint in the next two years

(8.10.2) Primary reason for not monitoring or estimating deforestation and conversion footprint

Select from:
☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(8.10.3) Explain why you do not monitor or estimate your deforestation and conversion footprint

Currently, Pick n Pay has not monitored or estimated the deforestation and conversion of other natural ecosystems footprint for our disclosed commodities;Timber products, Palm Oil, Soy, and Cattle. We are currently, because of budget constraints, focusing primarily on managing and reducing carbon emissions, in alignment with both global sustainability goals and South Africa's commitment to the Paris Agreement. In line with our new sustainability strategy we are aiming for value creation for the Group through sustainability, by unlocking and scaling profit-enabled, customer-focused sustainability projects that drive revenue, reduce costs or create a material and measurable positive impact within key business functions. We are currently prioritising areas where we can leverage our strengths and make substantial progress against commitments. This is however something we hope to address in the next 1-2 years
[Fixed row]

(8.11) For volumes not assessed and determined as deforestation- and conversion-free (DCF), indicate if you have taken actions in the reporting year to increase production or sourcing of DCF volumes.

	Actions taken to increase production or sourcing of DCF volumes
Timber products	*Select from:* ☑ Yes
Palm oil	*Select from:* ☑ Yes
Cattle products	*Select from:* ☑ No, but we plan to within the next two years
Soy	*Select from:* ☑ No, but we plan to within the next two years

[Fixed row]

(8.11.1) Provide details of actions taken in the reporting year to assess and increase production/sourcing of deforestation- and conversion-free (DCF) volumes.

Timber products

(8.11.1.1) Action type

Select from:

☑ Increasing physical certification

(8.11.1.2) % of disclosure volume that is covered by this action

29

(8.11.1.3) Indicate whether you had any major barriers or challenges related to this action in the reporting year

Select from:

☑ Yes

(8.11.1.4) Main measures identified to manage or resolve the challenges

Select all that apply

☑ Improvement in data collection and quality

(8.11.1.5) Provide further details on the actions taken, their contribution to achieving DCF status, and any related barriers or challenges

Pick n Pay has a packaging database which tracks and traces the packaging used for Pick n Pay own-branded products. Included on this database is the sustainability attributes and packaging characteristics for each product. Issues with packaging supplier data has been issue. Trying to ensure traceability in terms of FSC certification has been challenging

Palm oil

(8.11.1.1) Action type

Select from:
☑ Working with non-compliant suppliers

(8.11.1.2) % of disclosure volume that is covered by this action

4

(8.11.1.3) Indicate whether you had any major barriers or challenges related to this action in the reporting year

Select from:
☑ Yes

(8.11.1.4) Main measures identified to manage or resolve the challenges

Select all that apply
☑ Greater supplier awareness/engagement
☑ Price premium for certified materials

(8.11.1.5) Provide further details on the actions taken, their contribution to achieving DCF status, and any related barriers or challenges

Suppliers are finding the cost of sustainable palm oil extremely high, continuous engagement with suppliers to ensure alignment to our commitment is vital.
[Add row]

(8.14) Indicate if you assess your own compliance and/or the compliance of your suppliers with forest regulations and/or mandatory standards, and provide details.

(8.14.1) Assess legal compliance with forest regulations

Select from:
☑ Yes, from suppliers

(8.14.2) Aspects of legislation considered

Select all that apply

☑ Labor rights

☑ Human rights protected under international law

(8.14.3) Procedure to ensure legal compliance

Select all that apply

☑ Certification

☑ Third party tools

☑ Third party audits

(8.14.5) Please explain

Our supplier is required to undergo human rights and health and safety audits. We make use of platform such as SEDEX and Qima to ensure compliance which is subsequently audited by third-party auditors. Our food's traceability is ensured through thorough audits focused on food health and safety. Pick n Pay technologists diligently conduct traceability audits during their facility visits. In the event of an audit failure, the facility or farm is suspended, and necessary corrective measures must be taken before resuming the supply. We
[Fixed row]

(8.15) Do you engage in landscape (including jurisdictional) initiatives to progress shared sustainable land use goals?

	Engagement in landscape/jurisdictional initiatives
	Select from: ☑ Yes, we engage in landscape/jurisdictional initiatives

[Fixed row]

(8.15.1) Indicate the criteria you consider when prioritizing landscapes and jurisdictions for engagement in collaborative approaches to sustainable land use and provide an explanation.

(8.15.1.1) Criteria for prioritizing landscapes/jurisdictions for engagement

Select all that apply

☑ Ability to contribute to/ build on existing landscape/jurisdictional initiatives

☑ Organization has operational presence in area

☑ Opportunity for increased human well-being in area

(8.15.1.2) Explain your process for prioritizing landscapes/jurisdictions for engagement

Pick n Pay actively works in the communities in which we service and operate. In practice this is beneficial to positively influence individuals within our supply chain through our sustainable initiatives whilst also allowing for the potential of supply chain partnerships to develop. It enables better monitoring of initiatives and supports the communities that currently support us Potential to influence policy and enhance brand visibility
[Fixed row]

(8.15.2) Provide details of your engagement with landscape/jurisdictional initiatives to sustainable land use during the reporting year.

Row 1

(8.15.2.1) Landscape/jurisdiction ID

Select from:

☑ LJ1

(8.15.2.2) Name of initiative

WWF-SA SASSI

(8.15.2.3) Country/area

Select from:

☑ South Africa

(8.15.2.4) Name of landscape or jurisdiction area

South African Coastlines

(8.15.2.5) Attach public information about the initiative (optional)

integrated-annual-report-2025-spread.pdf

(8.15.2.6) Indicate if you can provide the size of the area covered by the initiative

Select from:

☑ Yes

(8.15.2.7) Area covered by the initiative (ha)

122000000

(8.15.2.8) Type of engagement

Select all that apply

☑ Implementer: Executes actions based on the collective goals

(8.15.2.9) Engagement start year

2023

(8.15.2.10) Engagement end year

Select from:

☑ Please specify :2030

(8.15.2.11) Estimated investment over the project period

110000

(8.15.2.12) Landscape goals supported by engagement

Environmental

☑ Biodiversity protected and/or restored

☑ Decreased ecosystem degradation rate

Governance

☑ Promotion of transparency, participation, inclusion, and coordination in landscape policy, planning, and management

(8.15.2.13) Organization actions supporting initiative

Participate in planning and multi-stakeholder alignment

☑ Co-design and develop goals, strategies and an action plan with timebound targets and milestones for the initiative

☑ Collaborate on establishing and managing monitoring system for deforestation, natural ecosystem conversion and/or degradation

☑ Collaborate on landscape sustainability assessments through participatory mapping

(8.15.2.14) Type of partners engaged in the initiative design and implementation

Select all that apply

☑ NGO and/or civil society

(8.15.2.15) Description of engagement

Pick n Pay has been one of the most influential retailers driving sustainable seafood in South Africa. In working toward our sustainable seafood commitments, 79% of our seafood products by species comply with our commitments. All seafood products are checked by the South African Sustainable Seafood Initiative (SASSI) to ensure these products are sustainably sourced and on SASSI's green list1. Pick n Pay continues to work closely with SASSI to increase our procurement of green listed species.

(8.15.2.16) Collective monitoring framework used to measure progress towards landscape goals and actions

Select from:

☑ Yes, progress is collectively monitored using a shared external framework, please specify :WWF SASSI Retailer/Supplier Participation Scheme report 2022

(8.15.2.17) State the achievements of your engagement so far and how progress is monitored

In working toward our sustainable seafood commitments, 79% of our seafood products by species comply with our commitments.

(8.15.2.18) Claims made

Select from:
☑ No, we are not making any claims, and we do not plan to within the next two years
[Add row]

(8.15.3) For each of your disclosed commodities, provide details on the disclosure volume from each of the landscapes/jurisdictions you engage in.

Row 1

(8.15.3.1) Landscape/jurisdiction ID

Select from:
☑ LJ1

(8.15.3.2) Does any of your produced and/or sourced commodity volume originate from this landscape/jurisdiction, and are you able/willing to disclose information on this volume?

Select from:
☑ No, we do not produce/source from this landscape/jurisdiction
[Add row]

(8.16) Do you participate in any other external activities to support the implementation of policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains?

Select from:
☑ Yes

(8.16.1) Provide details of the external activities to support the implementation of your policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains

Row 1

(8.16.1.1) Commodity

Select all that apply

☑ Timber products

(8.16.1.2) Activities

Select all that apply

☑ Involved in industry platforms

(8.16.1.3) Country/area

Select from:

☑ Worldwide

(8.16.1.4) Subnational area

Select from:

☑ Not applicable

(8.16.1.5) Provide further details of the activity

We participate in national and global industry associations and voluntary initiatives to advance ESG best conduct in our business activities: SA Plastics Pact, Plastics Pact, Consumer Goods Forum, Consumer Goods Council for South Africa. We are also a member of South Africa's Food Loss and Waste Voluntary Agreement. We are currently members of the UN Global Compact, WRI 10X20X30, FSC, National Business Intstitute (NBI), in partnership with WWF and WWF SASSI, BCI, Sedex and the Ellen Macarthur Foundation. We are active participants on these ESG ratings and research agencies FTSE4Good, FTSE Russel, Moody's Analytics and S&P Global.

Row 2

(8.16.1.1) Commodity

Select all that apply

☑ Palm oil

(8.16.1.2) Activities

Select all that apply

☑ Involved in industry platforms

(8.16.1.3) Country/area

Select from:

☑ Worldwide

(8.16.1.4) Subnational area

Select from:

☑ Not applicable

(8.16.1.5) Provide further details of the activity

We participate in national and global industry associations and voluntary initiatives to advance ESG best conduct in our business activities: SA Plastics Pact, Plastics Pact, Consumer Goods Forum, Consumer Goods Council for South Africa. We are also a member of South Africa's Food Loss and Waste Voluntary Agreement. We are currently members of the UN Global Compact, WRI 10X20X30, FSC, National Business Intstitute (NBI), in partnership with WWF and WWF SASSI, BCI, Sedex and the Ellen Macarthur Foundation. We are active participants on these ESG ratings and research agencies FTSE4Good, FTSE Russel, Moody's Analytics and S&P Global.

Row 3

(8.16.1.1) Commodity

Select all that apply

☑ Cattle products

(8.16.1.2) Activities

Select all that apply

☑ Involved in industry platforms

(8.16.1.3) Country/area

Select from:

☑ Worldwide

(8.16.1.4) Subnational area

Select from:

☑ Not applicable

(8.16.1.5) Provide further details of the activity

We participate in national and global industry associations and voluntary initiatives to advance ESG best conduct in our business activities: SA Plastics Pact, Plastics Pact, Consumer Goods Forum, Consumer Goods Council for South Africa. We are also a member of South Africa's Food Loss and Waste Voluntary Agreement. We are currently members of the UN Global Compact, WRI 10X20X30, FSC, National Business Intstitute (NBI), in partnership with WWF and WWF SASSI, BCI, Sedex and the Ellen Macarthur Foundation. We are active participants on these ESG ratings and research agencies FTSE4Good, FTSE Russel, Moody's Analytics and S&P Global.

Row 4

(8.16.1.1) Commodity

Select all that apply

☑ Soy

(8.16.1.2) Activities

Select all that apply

☑ Involved in industry platforms

(8.16.1.3) Country/area

Select from:

☑ Worldwide

(8.16.1.4) Subnational area

Select from:

☑ Not applicable

(8.16.1.5) Provide further details of the activity

We participate in national and global industry associations and voluntary initiatives to advance ESG best conduct in our business activities: SA Plastics Pact, Plastics Pact, Consumer Goods Forum, Consumer Goods Council for South Africa. We are also a member of South Africa's Food Loss and Waste Voluntary Agreement. We are currently members of the UN Global Compact, WRI 10X20X30, FSC, National Business Intstitute (NBI), in partnership with WWF and WWF SASSI, BCI, Sedex and the Ellen Macarthur Foundation. We are active participants on these ESG ratings and research agencies FTSE4Good, FTSE Russel, Moody's Analytics and S&P Global.

[Add row]

(8.17) Is your organization supporting or implementing project(s) focused on ecosystem restoration and long-term protection?

Select from:

☑ Yes

(8.17.1) Provide details on your project(s), including the extent, duration, and monitoring frequency. Please specify any measured outcome(s).

Row 1

(8.17.1.1) Project reference

Select from:

☑ Project 1

(8.17.1.2) Project type

Select from:

☑ Threatened and protected species

(8.17.1.3) Expected benefits of project

Select all that apply

☑ Further transformative change through sharing of project design, implementation and lessons learnt

☑ Improvement to sustainability of production practices

☑ Reduce/halt biodiversity loss

(8.17.1.4) Is this project originating any carbon credits?

Select from:

☑ No

(8.17.1.5) Description of project

Fishery Improvement Projects (FIP) We have partnered with WWF to implement a Fishery Improvement Project are a multi-stakeholder effort to improve fishing practices and management on South Africa's costline

(8.17.1.6) Where is the project taking place in relation to your value chain?

Select all that apply

☑ Project based in sourcing area(s)

(8.17.1.7) Start year

2023

(8.17.1.8) Target year

Select from:

☑ 2030

(8.17.1.9) Project area to date (Hectares)

122000000

(8.17.1.10) Project area in the target year (Hectares)

122000000

(8.17.1.11) Country/Area

Select from:

☑ South Africa

(8.17.1.12) Latitude

-33.027699

(8.17.1.13) Longitude

17.917631

(8.17.1.14) Monitoring frequency

Select from:

☑ Annually

(8.17.1.15) Total investment over the project period (currency)

500000

(8.17.1.16) For which of your expected benefits are you monitoring progress?

Select all that apply

☑ Improvement to sustainability of production practice

(8.17.1.17) Please explain

The collaboration with WWF was initiated in 2006 to restore over-exploited fish stocks and evolved into a long-term, transformative partnership. While initially focused on fisheries improvement projects, Pick n Pay and WWF South Africa are now broadening their horizons to address critical issues within the entire food system. This partnership will address Scope 3 emissions and Science Based Targets initiative (SBTi) target-setting encompassing Pick n Pay's supply chain and will also work on developing a strategy to reduce food waste within the supply chain. In addition, the partnership will build upon ongoing marine conservation efforts within the Marine Programme and extend its reach into other areas.

[Add row]

C9. Environmental performance - Water security

(9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

☑ Yes

(9.1.1) Provide details on these exclusions.

Row 1

(9.1.1.1) Exclusion

Select from:

☑ Facilities

(9.1.1.2) Description of exclusion

Company offices, which includes Cape Town and Johannesburg head offices

(9.1.1.3) Reason for exclusion

Select from:

☑ Data is not available

(9.1.1.4) Primary reason why data is not available

Select from:

☑ Challenges associated with data collection and/or quality

(9.1.1.7) Percentage of water volume the exclusion represents

Select from:

☑ Less than 1%

(9.1.1.8) Please explain

The company doesn’t have the systems (online water meters) in place and manpower in place to facilitate and accurately report on the monthly water usage. Currently, the company’s water data is limited to the Pick n Pay company-owned stores within South Africa. These stores have online water meters in place and an existing reporting system in place. Limited resources are also a big factor.

Row 2

(9.1.1.1) Exclusion

Select from:

☑ Country/geographical area

(9.1.1.2) Description of exclusion

Zambia Stores (20 stores and 3 liquor stores), these are company-owned stores based in Zambia

(9.1.1.3) Reason for exclusion

Select from:

☑ Data is not available

(9.1.1.4) Primary reason why data is not available

Select from:

☑ Challenges associated with data collection and/or quality

(9.1.1.7) Percentage of water volume the exclusion represents

Select from:

☑ 1-5%

(9.1.1.8) Please explain

The company doesn't have the systems (online water meters) in place and manpower in place to facilitate and accurately report on the monthly water usage. Currently, the company's water data is limited to the Pick n Pay company-owned stores within South Africa. These stores have online water meters in place and an existing reporting system in place. Limited resources are also a big factor.

Row 3

(9.1.1.1) Exclusion

Select from:

☑ Facilities

(9.1.1.2) Description of exclusion

Franchise stores (total of 722 stores) in South Africa, Namibia, Botswana, Lesotho and Eswatini. These stores are individually owned and not owned by Pick n Pay.

(9.1.1.3) Reason for exclusion

Select from:

☑ Data is not available

(9.1.1.4) Primary reason why data is not available

Select from:

☑ Challenges associated with data collection and/or quality

(9.1.1.7) Percentage of water volume the exclusion represents

Select from:

☑ 31-40%

(9.1.1.8) Please explain

The company doesn't have the systems (online water meters) in place and manpower in place to facilitate and accurately report on the monthly water usage. Currently, the company's water data is limited to the Pick n Pay company-owned stores within South Africa. These stores have online water meters in place and an existing reporting system in place. Limited resources are also a big factor.

Row 4

(9.1.1.1) Exclusion

Select from:

☑ Facilities

(9.1.1.2) Description of exclusion

Boxer stores (total of 477 stores), these stores that are company-owned.

(9.1.1.3) Reason for exclusion

Select from:

☑ Data is not available

(9.1.1.4) Primary reason why data is not available

Select from:

☑ Challenges associated with data collection and/or quality

(9.1.1.7) Percentage of water volume the exclusion represents

Select from:

☑ 21-30%

(9.1.1.8) Please explain

The company doesn't have the systems (online water meters) in place and manpower in place to facilitate and accurately report on the monthly water usage. Currently, the company's water data is limited to the Pick n Pay company-owned stores within South Africa. These stores have online water meters in place and an existing reporting system in place. Limited resources are also a big factor.

[Add row]

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Water withdrawals – total volumes

(9.2.1) % of sites/facilities/operations

Select from:
☑ 76-99

(9.2.2) Frequency of measurement

Select from:
☑ Continuously

(9.2.3) Method of measurement

Water withdrawals are measured on a continuous basis using online water meters, which have been installed at all of our stores, distribution centres and offices reports are generated on a weekly basis.

(9.2.4) Please explain

We use limited amounts of water, and we are not a water intensive company. Primarily, we use limited amounts of water in our direct operations at stores for sanitation, cleaning, and cooling. Most of Pick n Pay's water supply come from third-party sources

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

Select from:
☑ 76-99

(9.2.2) Frequency of measurement

Select from:
☑ Continuously

(9.2.3) Method of measurement

Water withdrawals are measured on a continuous basis using online water meters, which have been installed at all of our stores, distribution centres and offices reports are generated on a weekly basis.

(9.2.4) Please explain

We use limited amounts of water, and we are not a water intensive company. Primarily, we use limited amounts of water in our direct operations at stores for sanitation, cleaning, and cooling. Most of Pick n Pay's water supply come from third-party sources

Water withdrawals quality

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

(9.2.4) Please explain

Pick n Pay primarily uses municipal water in our direct operations at stores for sanitation, cleaning, cooling, and baking. This water is clean, potable water which is the minimum requirement for PnP's' operations.

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Continuously

(9.2.3) Method of measurement

Total volumes of water discharges are closely monitored on a continuous basis. We have installed online water meters at most of our stores, distribution centres and offices reports are generated on a weekly basis.

(9.2.4) Please explain

Water discharges are monitored at most of our stores, distribution centres and offices. Water discharge changes and/or leakages are addressed to prevent water wastage and expense

Water discharges – volumes by destination

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Continuously

(9.2.3) Method of measurement

Total volumes of water discharges to third party sources are continuously monitored and reported on a quarterly basis.

(9.2.4) Please explain

All of Pick n Pay's water discharges go to municipal sewers (third-party sources) for treatment.

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not relevant

(9.2.4) Please explain

Pick n Pay discharges all water into municipal systems. The water is, therefore, not treated in any way before it leaves the company boundary, hence the monitoring of water discharge volumes by treatment method is not applicable to our operations

Water discharge quality – by standard effluent parameters

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not relevant

(9.2.4) Please explain

Pick n Pay uses limited amounts of water and we are not a water intensive company. Primarily, we use limited amounts of water in our direct operations at stores for sanitation, cleaning and cooling. Pick n Pay's water discharges are therefore not considered harmful and as a result are discharged primarily to municipal sewers.

Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not relevant

(9.2.4) Please explain

The monitoring of water discharge temperature is not applicable to Pick n Pay's operations as water is used in relatively limited amounts for sanitation, baking, cooling, and cleaning.

Water discharge quality – temperature

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not relevant

(9.2.4) Please explain

The monitoring of water discharge temperature is not applicable to Pick n Pay's operations as water is used in relatively limited amounts for sanitation, baking, cooling, and cleaning.

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

Select from:
☑ 76-99

(9.2.2) Frequency of measurement

Select from:
☑ Monthly

(9.2.3) Method of measurement

Water consumption is monitored by the utilities team on a continuous basis using the online water meters in store and reports are generated on a weekly basis

(9.2.4) Please explain

Pick n Pay is not a water intensive company and we primarily we use water in our direct operations at stores for sanitation, cleaning, cooling, and baking
[Fixed row]

(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

Total withdrawals

(9.2.2.1) Volume (megaliters/year)

889.17

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ Lower

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in efficiency

(9.2.2.4) Five-year forecast

Select from:

☑ Lower

(9.2.2.5) Primary reason for forecast

Select from:

☑ Increase/decrease in efficiency

(9.2.2.6) Please explain

The Pick n Pay Water policy recognizes the right to safe and clean drinking water and sanitation as a basic human right Pick n Pays policy aims to reduce water usage and to increase its value as a resource throughout our supply chain and consumer base Increases in operational efficiencies surrounding leak detection has led to the reduction Our policy not only aims to reduce water usage, but also to increase its value as a resource, throughout our supply chain and consumer base. Our target is to reduce water intensity by 20% by 2025 from a FY2018 baseline. We are committed to water efficiency and sustainable use of water across our operations. We have installed online water meters at most of our operations. We will also seek innovative ways to reduce water use as well as continue to work with NGOs in educating consumers about ways to save water. We will meet or exceed all applicable legislative and regulatory requirements with respect to water quality and consumption. We have engaged NGOs and are working with our fresh produce suppliers to reduce water consumption. We will provide our small suppliers with training and assistance for managing the impacts of water scarcity. Pick n Pay will continue to work collectively with all our stakeholders to mitigate the risks associated with water scarcity. We will continue to participate in water stewardship programs such as the CDP to assist us in addressing the global water crisis and will use our marketing channels to raise awareness amongst customers and other relevant stakeholders. We are committed to aligning our efforts to international standards and conventions such as the United Nations Sustainable Development Goals. In FY25 we achieved 20% reduction in water intensity.

Total discharges

(9.2.2.1) Volume (megaliters/year)

264.66

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ Much lower

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in efficiency

(9.2.2.4) Five-year forecast

Select from:

☑ Lower

(9.2.2.5) Primary reason for forecast

Select from:

☑ Increase/decrease in efficiency

(9.2.2.6) Please explain

Limited it to the reporting boundary of the Pick n Pay company-owned stores and distribution centres in South Africa. A decrease of 44% is reported, as there was a closure of a stores.

Total consumption

(9.2.2.1) Volume (megaliters/year)

624.51

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ Lower

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in efficiency

(9.2.2.4) Five-year forecast

Select from:

☑ Lower

(9.2.2.5) Primary reason for forecast

Select from:

☑ Increase/decrease in efficiency

(9.2.2.6) Please explain

The Pick n Pay Water policy recognizes the right to safe and clean drinking water and sanitation as a basic human right Pick n Pays policy aims to reduce water usage and to increase its value as a resource throughout our supply chain and consumer base Increases in operational efficiencies surrounding leak detection has led to the reduction. Our policy not only aims to reduce water usage, but also to increase its value as a resource, throughout our supply chain and consumer base. Our target is to reduce water intensity by 20% by 2025 from a FY2018 baseline. We are committed to water efficiency and sustainable use of water across our operations. We have installed online water meters at most of our operations. We will also seek innovative ways to reduce water use as well as continue to work with NGOs in educating consumers about ways to save water. We will meet or exceed all applicable legislative and regulatory requirements with respect to water quality and consumption. We have engaged NGOs and are working with our fresh produce suppliers to reduce water consumption. We will provide our small suppliers with training and assistance for managing the impacts of water scarcity. Pick n Pay will continue to work collectively with all our stakeholders to mitigate the risks associated with water scarcity. We will continue to participate in water stewardship programs such as the CDP to assist us in addressing the global water crisis and will use our marketing channels to raise awareness amongst customers and other relevant stakeholders. We are committed to aligning our efforts to international standards and conventions such as the United Nations Sustainable Development Goals. In FY25 we achieved 20% reduction in water intensity.

[Fixed row]

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

(9.2.4.1) Withdrawals are from areas with water stress

Select from:

☑ Yes

(9.2.4.2) Volume withdrawn from areas with water stress (megaliters)

240.08

(9.2.4.3) Comparison with previous reporting year

Select from:

☑ Lower

(9.2.4.4) Primary reason for comparison with previous reporting year

Select from:

☑ Facility closure

(9.2.4.5) Five-year forecast

Select from:

☑ Lower

(9.2.4.6) Primary reason for forecast

Select from:

☑ Increase/decrease in efficiency

(9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress

27.00

(9.2.4.8) Identification tool

Select all that apply

☑ WWF Water Risk Filter

(9.2.4.9) Please explain

South Africa is a water-stressed country. Conducted water risk assessment using the WWF Risk Filter tool. 27% of water of store sites are considered to have high to very high-water scarcity risks. The WRF water scarcity analysis includes aridity index, water shortage, baseline water stress, blue water scarcity, projected change in water discharge, estimated drought occurrence and projected change in drought occurrence. We have estimated the total withdrawal from areas with water stress to be 240.08 mega litres

[Fixed row]

(9.2.7) Provide total water withdrawal data by source.

Fresh surface water, including rainwater, water from wetlands, rivers, and lakes

(9.2.7.1) Relevance

Select from:

☑ Relevant but volume unknown

(9.2.7.5) Please explain

The company's distribution centres, has water tanks in place where rainwater is collected. This data hwoever if not frequently collected and reported on

Brackish surface water/Seawater

(9.2.7.1) Relevance

Select from:

☑ Not relevant

(9.2.7.5) Please explain

Brackish surface water / seawater is not relevant to Pick n Pay because operations largely require potable water. It is not expected that withdrawals from this source will increase over the next couple of years.

Groundwater – renewable

(9.2.7.1) Relevance

Select from:

☑ Not relevant

(9.2.7.5) Please explain

Renewable groundwater is not relevant to Pick n Pay because operations largely require potable water. It is not expected that withdrawals from this source will increase over the next couple of years

Groundwater – non-renewable

(9.2.7.1) Relevance

Select from:

☑ Not relevant

(9.2.7.5) Please explain

Renewable groundwater is not relevant to Pick n Pay because operations largely require potable water. It is not expected that withdrawals from this source will increase over the next couple of years

Produced/Entrained water

(9.2.7.1) Relevance

Select from:

☑ Not relevant

(9.2.7.5) Please explain

Produced/Entrained water is not relevant to Pick n Pay because operations largely require potable water. It is not expected that withdrawals from this source will increase over the next couple of years.

Third party sources

(9.2.7.1) Relevance

Select from:

☑ Relevant

(9.2.7.2) Volume (megaliters/year)

889.17

(9.2.7.3) Comparison with previous reporting year

Select from:

☑ Lower

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in efficiency

(9.2.7.5) Please explain

Pick n Pay primarily uses municipal water in our direct operations at stores for sanitation, cleaning, cooling, and baking. This water is clean, potable water which is the minimum requirement for PnP's' operations. The usage has decreased, our increase in operational efficiencies surrounding leak detection has prevented leaks and water wastage
[Fixed row]

(9.2.8) Provide total water discharge data by destination.

Fresh surface water

(9.2.8.1) Relevance

Select from:

☑ Not relevant

(9.2.8.5) Please explain

Pick n Pay discharges water primarily to third party destinations for municipal treatment. Fresh surface water discharges only occur at very small volumes and therefore not relevant.

Brackish surface water/seawater

(9.2.8.1) Relevance

Select from:

☑ Not relevant

(9.2.8.5) Please explain

Pick n Pay discharges water primarily to third party destinations for municipal treatment. Fresh surface water discharges only occur at very small volumes and therefore not relevant.

Groundwater

(9.2.8.1) Relevance

Select from:

☑ Not relevant

(9.2.8.5) Please explain

Pick n Pay discharges water primarily to third party destinations for municipal treatment. Fresh surface water discharges only occur at very small volumes and therefore not relevant.

Third-party destinations

(9.2.8.1) Relevance

Select from:

☑ Relevant

(9.2.8.2) Volume (megaliters/year)

264.66

(9.2.8.3) Comparison with previous reporting year

Select from:

☑ Lower

(9.2.8.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in efficiency

(9.2.8.5) Please explain

Limited it to the reporting boundary of the Pick n Pay company-owned stores and distribution centres in South Africa. A decrease of 44% is reported, as there was a closure of a stores.
[Fixed row]

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

Direct operations

(9.3.1) Identification of facilities in the value chain stage

Select from:

☑ Yes, we have assessed this value chain stage and identified facilities with water-related dependencies, impacts, risks, and opportunities

(9.3.2) Total number of facilities identified

5

(9.3.3) % of facilities in direct operations that this represents

Select from:

☑ 26-50

(9.3.4) Please explain

Pick n Pay make use of a Water Risk Filter as a conservative measure and to ensure the Group encompasses potential risks broadly across its entire operational area, we have considered all Pick n Pay stores within water stressed areas are to be at some form or water-related risk. This is due to South Africa' water-stress nature. The Risk Filter has indicated that 27% of store sites have high to very high-water scarcity risks. These are primarily located in the Western Cape, Limpopo and Northwest regions following South Africa's rainfall pattern. For simplicity, facilities are defined within a major river basin therefore the 27% of stores assessed are grouped into five overall 'facilities' in term of water scarcity risk. The five major river basins are Berg Olifants, Breede, Gouritz, Inkomati-Usuthu, Limpopo and Olifants.

Upstream value chain

(9.3.1) Identification of facilities in the value chain stage

Select from:

☑ No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, and are not planning to do so in the next 2 years

(9.3.4) Please explain

The company has put measures in place to conduct this assessment, in the next couple of years.
[Fixed row]

(9.3.1) For each facility referenced in 9.3, provide coordinates, water accounting data, and a comparison with the previous reporting year.

Row 1

(9.3.1.1) Facility reference number

Select from:

☑ Facility 1

(9.3.1.2) Facility name (optional)

Berg-Olifants Facilities

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

South Africa

☑ Berg-Olifants

(9.3.1.8) Latitude

-33.22

(9.3.1.9) Longitude

18.09

(9.3.1.10) Located in area with water stress

Select from:

☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

162.59

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

162.59

(9.3.1.21) Total water discharges at this facility (megaliters)

143

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Higher

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

143

(9.3.1.27) Total water consumption at this facility (megaliters)

19.59

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Higher

(9.3.1.29) Please explain

We forecast that discharge will decrease in the next five-years as we implement further water efficiency measures. The Group's water consumption is primarily at stores for sanitation, cleaning, cooking, and baking. The Group relies predominantly on municipal supplies. We continually monitor and manage our water usage, focusing on identifying and addressing leaks. The Pick n Pay Water policy recognizes the right to safe and clean drinking water and sanitation as a basic human right. Pick n Pay's policy aims to reduce water usage, and to increase its value as a resource throughout our supply chain and consumer base. Increases in operational efficiencies surrounding leak detection has led to the reduction

Row 2

(9.3.1.1) Facility reference number

Select from:

☑ Facility 2

(9.3.1.2) Facility name (optional)

Breede-Gouritz Facilities

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

South Africa

☑ Breede-Gouritz

(9.3.1.8) Latitude

-33.88

(9.3.1.9) Longitude

20.21

(9.3.1.10) Located in area with water stress

Select from:

☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

2.27

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Much lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

2.27

(9.3.1.21) Total water discharges at this facility (megaliters)

1.55

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Much lower

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

0.71

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Lower

(9.3.1.29) Please explain

We forecast that discharge will decrease in the next five-years as we implement further water efficiency measures. The Group's water consumption is primarily at stores for sanitation, cleaning, cooking, and baking. The Group relies predominantly on municipal supplies. We continually monitor and manage our water usage, focusing on identifying and addressing leaks. The Pick n Pay Water policy recognizes the right to safe and clean drinking water and sanitation as a basic human right. Pick n Pay's policy aims to reduce water usage, and to increase its value as a resource throughout our supply chain and consumer base. Increases in operational efficiencies surrounding leak detection has led to the reduction

Row 3

(9.3.1.1) Facility reference number

Select from:

☑ Facility 3

(9.3.1.2) Facility name (optional)

Inkomati-Usuthu Facilities

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

South Africa

☑ Inkomati-Usuthu

(9.3.1.8) Latitude

-25.48

(9.3.1.9) Longitude

31.08

(9.3.1.10) Located in area with water stress

Select from:
☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

36

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:
☑ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

35.39

(9.3.1.21) Total water discharges at this facility (megaliters)

6.89

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Higher

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

28.5

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Higher

(9.3.1.29) Please explain

We forecast that discharge will decrease in the next five-years as we implement further water efficiency measures. The Group's water consumption is primarily at stores for sanitation, cleaning, cooking, and baking. The Group relies predominantly on municipal supplies. We continually monitor and manage our water usage, focusing on identifying and addressing leaks. The Pick n Pay Water policy recognizes the right to safe and clean drinking water and sanitation as a basic human right. Pick n Pay's policy aims to reduce water usage, and to increase its value as a resource throughout our supply chain and consumer base. Increases in operational efficiencies surrounding leak detection has led to the reduction

Row 4

(9.3.1.1) Facility reference number

Select from:

☑ Facility 4

(9.3.1.2) Facility name (optional)

Limpopo Facilities

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

South Africa

☑ Limpopo

(9.3.1.8) Latitude

-23.89

(9.3.1.9) Longitude

29.46

(9.3.1.10) Located in area with water stress

Select from:

☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

327.8

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

327.8

(9.3.1.21) Total water discharges at this facility (megaliters)

261

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:
☑ Higher

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

259.1

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Higher

(9.3.1.29) Please explain

We forecast that discharge will decrease in the next five-years as we implement further water efficiency measures. The Group's water consumption is primarily at stores for sanitation, cleaning, cooking, and baking. The Group relies predominantly on municipal supplies. We continually monitor and manage our water usage, focusing on identifying and addressing leaks. The Pick n Pay Water policy recognizes the right to safe and clean drinking water and sanitation as a basic human right. Pick n Pay's policy aims to reduce water usage, and to increase its value as a resource throughout our supply chain and consumer base. Increases in operational efficiencies surrounding leak detection has led to the reduction

Row 5

(9.3.1.1) Facility reference number

Select from:

☑ Facility 5

(9.3.1.2) Facility name (optional)

Olifants Facilities

(9.3.1.3) Value chain stage

Select from:
☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply
☑ Dependencies
☑ Impacts
☑ Risks
☑ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:
☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

South Africa
☑ Olifants

(9.3.1.8) Latitude

-24.17

(9.3.1.9) Longitude

29.52

(9.3.1.10) Located in area with water stress

Select from:
☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

171.86

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:
☑ Much higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

171.86

(9.3.1.21) Total water discharges at this facility (megaliters)

103.57

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Higher

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

68.29

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ Higher

(9.3.1.29) Please explain

We forecast that discharge will decrease in the next five-years as we implement further water efficiency measures. The Group's water consumption is primarily at stores for sanitation, cleaning, cooking, and baking. The Group relies predominantly on municipal supplies. We continually monitor and manage our water usage, focusing on identifying and addressing leaks. The Pick n Pay Water policy recognizes the right to safe and clean drinking water and sanitation as a basic human right.

Pick n Pay's policy aims to reduce water usage, and to increase its value as a resource throughout our supply chain and consumer base. Increases in operational efficiencies surrounding leak detection has led to the reduction
[Add row]

(9.3.2) For the facilities in your direct operations referenced in 9.3.1, what proportion of water accounting data has been third party verified?

Water withdrawals – total volumes

(9.3.2.1) % verified

Select from:
☑ Not verified

(9.3.2.3) Please explain

No verification has been done this reporting year

Water withdrawals – volume by source

(9.3.2.1) % verified

Select from:
☑ Not verified

(9.3.2.3) Please explain

No verification has been done this reporting year

Water withdrawals – quality by standard water quality parameters

(9.3.2.1) % verified

Select from:

☑ Not verified

(9.3.2.3) Please explain

No verification has been done this reporting year

Water discharges – total volumes

(9.3.2.1) % verified

Select from:

☑ Not verified

(9.3.2.3) Please explain

No verification has been done this reporting year

Water discharges – volume by destination

(9.3.2.1) % verified

Select from:

☑ Not verified

(9.3.2.3) Please explain

No verification has been done this reporting year

Water discharges – volume by final treatment level

(9.3.2.1) % verified

Select from:

☑ Not verified

(9.3.2.3) Please explain

No verification has been done this reporting year

Water discharges – quality by standard water quality parameters

(9.3.2.1) % verified

Select from:

☑ Not verified

(9.3.2.3) Please explain

No verification has been done this reporting year

Water consumption – total volume

(9.3.2.1) % verified

Select from:

☑ Not verified

(9.3.2.3) Please explain

No verification has been done this reporting year
[Fixed row]

(9.5) Provide a figure for your organization's total water withdrawal efficiency.

(9.5.1) Revenue (currency)

118610000000

(9.5.2) Total water withdrawal efficiency

133394064.13

(9.5.3) Anticipated forward trend

We have a commitment to reduce our water intensity by 25% by 2025. In FY25 we have achieved a 20% reduction in water intensity. Water intensity was calculated using water withdrawals and total gross letting area for company owned stores. We anticipate that water efficiency will follow a similar trend and increase as business revenue increases and withdrawals decreases
[Fixed row]

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances
	Select from: ☑ Yes

[Fixed row]

(9.13.1) What percentage of your company's revenue is associated with products containing substances classified as hazardous by a regulatory authority?

Row 1

(9.13.1.1) Regulatory classification of hazardous substances

Select from:
☑ Other, please specify :National Envirnomental Act

(9.13.1.2) % of revenue associated with products containing substances in this list

Select from:

☑ Less than 10%

(9.13.1.3) Please explain

We use the National Environmental Management Act and The Occupational Health and Safety Act, Regulations for Hazardous Chemical Agents, 2021, as guidelines to handle these substances correctly across our operations. Pick n Pay have a "Household and Cleaning" and "Home appliances and Outdoor" shopping category in store. Under these categories we sell various household detergents, batteries, gas canisters and pool chemicals, which would fall into hazardous chemical agents. The revenue generated from the sales of these products is less than 10% of Pick n Pay's annual revenue. To reduce our sales of hazardous substances we have reintroduced our Live Green brand, which comprises eco-friendly alternatives to standard household cleaning products. All products (except furniture polish) are made with biodegradable and naturally derived active ingredients.

Row 2

(9.13.1.1) Regulatory classification of hazardous substances

Select from:

☑ Other, please specify :Occupational Health and Safety Act, Regulations for Hazardous Chemical Agents, 2021

(9.13.1.2) % of revenue associated with products containing substances in this list

Select from:

☑ Less than 10%

(9.13.1.3) Please explain

We use the National Environmental Management Act and The Occupational Health and Safety Act, Regulations for Hazardous Chemical Agents, 2021, as guidelines to handle these substances correctly across our operations. Pick n Pay have a "Household and Cleaning" and "Home appliances and Outdoor" shopping category in store. Under these categories we sell various household detergents, batteries, gas canisters and pool chemicals, which would fall into hazardous chemical agents. The revenue generated from the sales of these products is less than 10% of Pick n Pay's annual revenue. To reduce our sales of hazardous substances we have reintroduced our Live Green brand, which comprises eco-friendly alternatives to standard household cleaning products. All products (except furniture polish) are made with biodegradable and naturally derived active ingredients.
[Add row]

(9.14) Do you classify any of your current products and/or services as low water impact?

(9.14.1) Products and/or services classified as low water impact

Select from:

☑ Yes

(9.14.2) Definition used to classify low water impact

Low water impact products are defined by Pick n Pay as products that reduce the quantity of water required during our supply chain's manufacturing of the products which Pick n Pay sells.

(9.14.4) Please explain

Pick n Pay clothing, has several suppliers that make use of water saving techniques throughout the manufacturing process of Pick n Pay own brand. Techniques include effluent treatment, water recycling and dope dying techniques minimising water usage and to prevent pollutants from dyes downstream manufacturing.

[Fixed row]

(9.15) Do you have any water-related targets?

Select from:

☑ Yes

(9.15.1) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

Water pollution

(9.15.1.1) Target set in this category

Select from:

☑ No, but we plan to within the next two years

(9.15.1.2) Please explain

Pick n Pay uses limited amounts of water and we are not a water intensive company. Primarily, we use water in our direct operations at stores for sanitation, cleaning, and cooling. Pick n Pay's water discharges are therefore not considered harmful and as a result are discharged primarily to municipal sewers. As a result, we do not have a specific target in place for water pollution.

Water withdrawals

(9.15.1.1) Target set in this category

Select from:

☑ Yes

Water, Sanitation, and Hygiene (WASH) services

(9.15.1.1) Target set in this category

Select from:

☑ No, but we plan to within the next two years

(9.15.1.2) Please explain

Pick n Pay's operations undergo annual food safety and occupational health and safety audits, which include sanitation and hygiene. Other water-risk mitigation strategies that have been incorporated at the Eastport distribution centre are low water use sanitary fixtures and waterless urinals. However, a specific target has not been created as this is a small aspect of the companies' water usage.

Other

(9.15.1.1) Target set in this category

Select from:

☑ No, and we do not plan to within the next two years

(9.15.1.2) Please explain

N/A
[Fixed row]

(9.15.2) Provide details of your water-related targets and the progress made.

Row 1

(9.15.2.1) Target reference number

Select from:
☑ Target 1

(9.15.2.2) Target coverage

Select from:
☑ Other, please specify :Company-owned operations

(9.15.2.3) Category of target & Quantitative metric

Water withdrawals
☑ Other water withdrawals, please specify :Reduction in Water Intensity

(9.15.2.4) Date target was set

12/31/2017

(9.15.2.5) End date of base year

12/30/2018

(9.15.2.6) Base year figure

0.85

(9.15.2.7) End date of target year

12/30/2025

(9.15.2.8) Target year figure

25

(9.15.2.9) Reporting year figure

20

(9.15.2.10) Target status in reporting year

Select from:

☑ Underway

(9.15.2.11) % of target achieved relative to base year

79

(9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

☑ None, alignment not assessed

(9.15.2.13) Explain target coverage and identify any exclusions

Target limited to Pick n Pay company-owned stores in South Africa

(9.15.2.14) Plan for achieving target, and progress made to the end of the reporting year

We have a commitment to reduce our water intensity by 20% by 2025. in FY25 we have achieved a 20% reduction in water intensity. Water intensity was calculated using water withdrawals and total gross letting area for company owned stores. We anticipate that water efficiency will follow a similar trend and increase as business revenue increases and withdrawals decreases

(9.15.2.16) Further details of target

We have a commitment to reduce our water intensity by 20% by 2025. in FY25 we have achieved a 20% reduction in water intensity. Water intensity was calculated using water withdrawals and total gross letting area for company owned stores. We anticipate that water efficiency will follow a similar trend and increase as business revenue increases and withdrawals decreases
[Add row]

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets, and if so what type?

(10.1.1) Targets in place

Select from:

☑ Yes

(10.1.2) Target type and metric

Plastic packaging

☑ Increase the proportion of post-consumer recycled content in plastic packaging

(10.1.3) Please explain

Pick n Pay commits to reducing their impact on the environment and encouraging their suppliers and others to do the same. By reducing their environmental footprint, they can manage environmental risk and achieve cost reductions. As part of this journey, PnP has set definitive goals for their PnP branded products. The key areas of focus include: • On-pack recycling logo • FSC certification • Recyclable or reusable packaging • Average of 30% recycled content across all packaging • Increase the number of reusable bags sold • Reduce packaging

[Fixed row]

(10.2) Indicate whether your organization engages in the following activities.

Production/commercialization of plastic polymers (including plastic converters)

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

Pick n Pay is not invloved in any production of plastic polymers

Production/commercialization of durable plastic goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

Pick n Pay is not invloved in any production of plastic goods

Usage of durable plastics goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☑ Yes

(10.2.2) Comment

The company sells plastic goods, however the compnay does not manufacturer any goods

Production/commercialization of plastic packaging

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

The company only sells goods with plastic packaging

Production/commercialization of goods/products packaged in plastics

(10.2.1) Activity applies

Select from:
☑ No

(10.2.2) Comment

Pick n Pay is not invloved in any production of plastic good, with plastic packaging

Provision/commercialization of services that use plastic packaging (e.g., food services)

(10.2.1) Activity applies

Select from:
☑ Yes

(10.2.2) Comment

The Deli's sells food that makes use of plastic packaging

Provision of waste management and/or water management services

(10.2.1) Activity applies

Select from:
☑ No

(10.2.2) Comment

Pick n Pay company-owned stores in South Africa has waste service providers, that are based at each store. It collects, sorts and recycled the waste at the store. However our organisation itself does not provide waste management services.

Provision of financial products and/or services for plastics-related activities

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

No provision of financial products

Other activities not specified

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

N/A
[Fixed row]

(10.4) Provide the total weight of plastic durable goods and durable components produced, sold and/or used, and indicate the raw material content.

	Total weight during the reporting year (Metric tons)	Raw material content percentages available to report	Please explain
Durable goods and durable components used	*0*	*Select all that apply* ☑ None	*The company does not record or report on this figure, it isn't available for all goods sold.*

[Fixed row]

(10.5) Provide the total weight of plastic packaging sold and/or used and indicate the raw material content.

Plastic packaging used

(10.5.1) Total weight during the reporting year (Metric tons)

33727

(10.5.2) Raw material content percentages available to report

Select all that apply
☑ % virgin renewable content

(10.5.4) % virgin renewable content

4

(10.5.7) Please explain

The total weight of all Pick n Pay Branded goods/products for our company-owned stores within South Africa. This includes primary, secondar and tertiary packaging. The company's reported plastic packaging data is restricted to these products.
[Fixed row]

(10.5.1) Indicate the circularity potential of the plastic packaging you sold and/or used.

Plastic packaging used

(10.5.1.1) Percentages available to report for circularity potential

Select all that apply

☑ % technically recyclable

(10.5.1.3) % of plastic packaging that is technically recyclable

96

(10.5.1.5) Please explain

The Pick n Pay packaging database records edible grocery products packaging that is recyclable, it identifies each component and advise if its recyclable or not. This is done over primary, secondary and tertiary packaging. Recyclability is defined if the material is currently recycled in South Africa
[Fixed row]

(10.6) Provide the total weight of waste generated by the plastic you produce, commercialize, use and/or process and indicate the end-of-life management pathways.

Usage of plastic

(10.6.1) Total weight of waste generated during the reporting year (Metric tons)

33727

(10.6.2) End-of-life management pathways available to report

Select all that apply

☑ Recycling

(10.6.4) % recycling

4

(10.6.12) Please explain

This figure represents the volume of plastic waste sent for recycling; this only includes the Pick n Pay company owned stores in South Africa. Where the waste service providers are present at the stores. This data is received from them and consolidated at a company level.
[Fixed row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☑ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☑ Education & awareness

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
	Select from: ☑ Yes, we use indicators	*Select all that apply* ☑ Pressure indicators ☑ Response indicators

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Yes

(11.4.2) Comment

We engage with our customers through social media, our website, surveys, and annual sustainability and integrated reports. We have an estimated reach of 5-10 million customers across the different social media platforms and 11.3 million customers registered to our loyalty programme. We engage in the following: growth in customers and basket value of environmentally friendly products, redemption of personalised Smart Shopper loyalty vouchers and the effectiveness of Smart Prices and Boxer discounts, number and nature of customer complaints and the resolution thereof, including engagements through social media channels. The impact of the engagement is measured in % response rate on the surveys, in addition to impressions, likes and views on social media. The impact of the engagement has resulted in our customers being more environmentally conscious when making purchasing decisions. This includes awareness related to environmentally friendly packaging and recyclable items. A measure of success which Pick n Pay uses to establish the impact of customer engagement is whether there is an increase in the sale of environmentally friendly products.

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Yes

(11.4.2) Comment

South Africa is home to 10 UNESCO World Heritage Sites. The 5 cultural are Fossil Hominid Sites of South Africa, Mapungubwe Cultural Landscape, Richtersveld Cultural and Botanical Landscape, Robben Island and ‡Khomani Cultural Landscape. The 4 natural are Barberton Makhonjwa Mountains, Cape Floral Region Protected Areas, iSimangaliso Wetland Park, Vredefort Dome. The one mixed is the Maloti-Drakensberg Park. Pick n Pay has 2090 (92%) stores in South Africa of which 71% are company-owned.

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Yes

(11.4.2) Comment

South Africa is rich in biodiversity and has 10 of UNESCO Biosphere reserves. Pick n Pay has 2090 (92%) stores in South Africa of which 71% are company-owned. 1. Kogelberg Biosphere Reserve (Western Cape Province) 2. Cape West Coast Biosphere Reserve (Western Cape Province) 3. Waterberg Biosphere Reserve (Limpopo Province) 4. Kruger-to-Canyons Biosphere Reserve (Limpopo Province and Mpumalanga Provinces). 5. Cape Winelands Biosphere Reserve (Western Cape Province) 6. Vhembe Biosphere Reserve (Limpopo Province) 7. Gouritz Cluster Biosphere Reserve (Western Cape and Eastern Cape Provinces). 8. Magaliesberg Biosphere Reserve (Gauteng and Northwest Province) 9. Garden Route Biosphere Reserve (Western Cape and Eastern Provinces). 10. Marico Biosphere Reserve (Northwest Province designated 2018).

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Yes

(11.4.2) Comment

South Africa has 30 Ramsar sites. Pick n Pay has 2090 (92%) stores in South Africa of which 71% are company-owned.

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ Yes

(11.4.2) Comment

As of 2024 South Africa has 263 terrestrial Key Biodiversity Areas. Pick n Pay has 2090 (92%) stores in South Africa of which 71% are company-owned.

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:
☑ Not assessed

(11.4.2) Comment

We use protected areas, UNESCO, Ramsar sites, Key Biodiversity Areas as the qualification of 'areas of imporant biodiversity'
[Fixed row]

(11.4.1) Provide details of your organization’s activities in the reporting year located in or near to areas important for biodiversity.

Row 1

(11.4.1.2) Types of area important for biodiversity

Select all that apply
☑ UNESCO World Heritage sites

(11.4.1.4) Country/area

Select from:
☑ South Africa

(11.4.1.5) Name of the area important for biodiversity

Cape Floral Region Protected Areas iSimangaliso Wetland Park Barberton Makhonjwa Mountains Vredefort Dome

(11.4.1.6) Proximity

Select from:

☑ Up to 5 km

(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area

We also have a number of stores located in proximity to Cape Floral Region Protected Areas iSimangaliso Wetland Park, Barberton Makhonjwa Mountains and Vredefort Dome. Retails store operations are not as resource intensive when compared to our distribution centre however there may still be minor impacts. Any waste, in terms of food waste (if something happens to the product i.e. damaged) or the secondary and/or tertiary packaging the product may come in could also be a threat to the reserve if the waste is not correctly disposed of. We have a third-party waste disposal company who ensures the proper collection, sorting and redistribution of all waste in order for it to be either recycled, composted, repurposed, donated and lastly sent to landfill

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity

Select from:

☑ Yes, but mitigation measures have been implemented

(11.4.1.10) Mitigation measures implemented within the selected area

Select all that apply

☑ Physical controls

☑ Operational controls

(11.4.1.11) Explain how your organization's activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

There is a large influx of trucks that are transporting products from suppliers and redistributing to our outlets. Any water used in the cleaning of products could potentially influence the quality of the water in the Edith Stevens nature reserve, that is what it is integral that the correct physical and operational controls are in place for the discharge of water. Any waste, in terms of food waste (if something happens to the product i.e. damaged) or the secondary and/or tertiary packaging the product may come in could also be a threat to the reserve if the waste is not correctly disposed of. We have a third party waste disposal company who ensures the proper collection, sorting and redistribution of all waste in order for it to be either recycled, composted, repurposed, donated and lastly sent to landfill

[Add row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☑ Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Emissions breakdown by business division

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☑ ISO 14064-3

(13.1.1.4) Further details of the third-party verification/assurance process

Pick n Pay Stores Limited commissioned Earthbound Consulting in collaboration with Carbon Calculated to perform an independent verification of its 2025 GHG Inventory for the period 1 March 2024 to 28 February 2025. The internally quantified and prepared corporate GHG emissions inventory is based on the requirements of the WBCSD/WRI Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. The inventory, together with documented systems and processes and evidence to support the GHG inventory, is collectively referred to as the 'GHG statement.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

PnP FY2025 GHG Verification Opinion V1.0_13June2025.pdf
[Add row]

(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

	Additional information	Attachment (optional)
	See attached our sustainability databook	*pnp-2025-sustainability-databook (4).pdf*

[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Group Company Secretary & Head of ESG

(13.3.2) Corresponding job category

Select from:
☑ Other C-Suite Officer
[Fixed row]

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

Select from:
☑ Yes, CDP may share our Disclosure Submission Lead contact details with the Pacific Institute