

BOXER



2025

ESG PERFORMANCE DATA MATRIX

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This data matrix should be read in conjunction with Boxer's FY25 Integrated Annual Report.

The reporting boundary for all indicators is Group unless otherwise stated.

Key Performance Indicator	Unit	FY25	GRI	SASB	JSE
Governance					
Number of Board Members who are deemed Non-Executive	Number	7	2-9		
Number of Board Members who are deemed Executive	Number	2	2-9		
Number of Board Members who are deemed 'HDSA'	Number	4	2-9		
Number of Board Members who are Women	Number	4	2-9		
Average Length of Executive Director Service (in years)	Number	24	2-9		G1.3
Number of Board Members who are deemed 'Independent'	Number	5	2-9		G1.3
Average Length of Non-Executive Director Service (in years)	Number	1	2-9		G1.1
Average Length of Director (full Board) Service (in years)	Number	6	2-9		G1.1
Average Age of Directors (in years)	Number	55	405-1		G1.3
Overall Board and Committee Meeting Attendance	%	100	2-9		G1.1
Independence of Board Chairman	Yes/No	No	2-11		
Does the company have a publicly available policy on Board Conflicts of Interest & Politically Exposed Persons?	Yes/No	Yes	2-15		
Does the company provide public disclosure on any/all Board member politically exposed persons (PEP)?	Yes/No	No			
Is the company's policy on Board Gender Diversity and Board Race Diversity publicly available?	Yes/No	Yes			
Does the company publicly provide targets with respect to Board Gender and Race Diversity?	Yes/No	Yes			
Does the company publicly provide progress against these targets?	Yes/No	Yes			
Does the company have a Whistle-blower Programme in place? HOTLINE	Yes/No	Yes	2-26		G3.1c
Does the company have a Whistle-blower Programme in place? POLICY	Yes/No	Yes	2-26		G3.1c
Total amount of Political Contributions made to Political Parties	Rand	0	415-1		G3.2b
Is there a breakdown of political contributions per political party provided?	Yes/No	No	415-1		G3.2b
Rand Value of Losses Resulting from Legal Proceedings (including fines)	Rand	0			
Number of Allegations and Confirmed Incidents of Discrimination and/or Human Rights Violations	Number	0	2-27	FB-FR-270a.2 & FB-FR-310a.4	G4.2
Total Number and/or Percentage of Operations that have undergone a Human Rights Assessment	Number	0	409-1, 409-1, 410-1, 205-1		S2.1a

Key Performance Indicator	Unit	FY25	GRI	SASB	JSE
Labour					
Number of Employees – Permanent	Number	31 756	2-7b		S1.5a
Number of Employees – Fixed Term (>90 Days)	Number	129	2-7b		S1.5a
Number of Employees – Temporary (<90 Days)	Number	0	2-7b		S1.5a
Total Number of Contractor Employees	Number	21			
Total Number of Employees and Contractors Operating in South Africa	Number	31 906	2-7a & 2-8a		S1.5a
Percentage of Management (Top and Senior) deemed 'HDSA'	%	91%	405-1		
Percentage of Management (Top and Senior) who are Women	%	30%	405-1		
Percentage of Employees who are deemed 'HDSA'	%	98%	405-1		S1.5a
Percentage of Employees who are Women	%	57%	405-1		S1.5a
Percentage of Employees who are 'Permanent'	%	100%	2-7b		S1.5a
Number of Employees who are deemed 'Disabled'	Number	198	405-1		
Disabled Persons Rate	%	1%			
Percentage of Employees who Belong to a Trade Union	%	52%	2-30	FB-FR-310a.2	S1.4b
Employee Turnover	%	30%	401-1		S2.3b
Total Number of Person Hours Worked	PHW	57 870 848	403-9a		
Total Number of Employees Trained for Skills	Number	6 094	404-1		S2.2
Total number of Employees with Disabilities Trained for Skills	Number	0			
Percentage of Employees Trained in South Africa	%	96%			
Rand Million Value of Employee Training Spend	Rand	3 345 253			
Percentage of Training Spend in South Africa	%	96%			
Total number of Person Days lost due to Absenteeism	Number	8 625			
Percentage of Total Person Days lost due to Absenteeism	%	3%			
Total number of Person Days lost due to Industrial Action (i.e., strike action)	Number	0		FB-FR-310a.3	S1.4c
Percentage of Total Person Days lost due to Industrial Action	%	0%			
Percentage of Employees under the age of 30	%	45%	405-1		S1.1a
Percentage of Employees aged between 30 and 50	%	52%	405-1		
Percentage of Employees over the age of 50	%	3%	405-1		

Key Performance Indicator	Unit	FY25	GRI	SASB	JSE
Health and Safety					
Number of Fatalities	Number	0	403-9a		S3.1a
Number of Medical Treatment Cases	Number	137	403-9a		S3.1b
Number of Lost Time Injuries	Number	382	403-9a		S3.1b
Total Number of Recordable Injuries, including MTCs, LTIs and Fatalities	Number	519	403-9a		S3.1b
Fatal Injury Frequency Rate	Rate	0	403-9a		
Lost Time Injury Frequency Rate	Rate	1.3	403-9a		
Total Recordable Injury Frequency Rate (TRIFR)	Rate	1.3	403-9a		
Number of High-Risk Food Safety Violations	Number	0	FB-FR-250a.1		
Number of Product Recalls	Number	0	FB-FR-250a.2		S4.1b
Social and Value Chain					
Number of Entrepreneurs enrolled in Enterprise and Supplier Development Programme	Number	261	203-1		S2.4a
Rand billion Spend on BBBEE businesses	Rand	29 732 981 190			
Rand billion Spend on Black-owned Businesses	Rand	5 951 357 977			
Rand billion Spend on Black Women-owned Businesses	Rand	2 732 819 394	203-1		
Rand million Value of CSI/SED expenditure	Rand	11 858 781	203-1		S2.4a
CSI/SED Spend as a Percentage of Total Revenue Generated	%	0	203-1		S2.4a
Rand million Value of CSI/SED Spend on Basic Needs & Social Development	Rand	4 824 962	203-1		S2.4a
Rand million Value of CSI/SED Spend on Education	Rand	714 129	203-1		S2.4a
Rand million Value of CSI/SED Spend in Environmental Management Projects	Rand	10 875 271	203-1		S2.3a
Rand million Value of CSI/SED Spend on Skills Development	Rand	5 921 874	203-1		
Rand million Value of CSI/SED Spend on Small Business Development Projects	Rand	57 038 355			
Number of smalls scale farmers supported to date	Number	584			
Number of athletes supported through Boxer Athletics Club	Number	18			
Number of schools in Boxer school club	Number	47			
Tonnage of food donated through SA Harvest	Tonnes	31 427			

Key Performance Indicator	Unit	FY25	GRI	SASB	JSE
Property and Energy					
Total number of Stores	Number	525			
Number of Stores in South Africa	Number	515			
Number of New Stores Opened	Number	48			
Total Store Floorspace – Boxer Company-owned Stores	million m ²	0.65			
Total Direct Energy Consumption – All fuels	Gigajoules (GJ)	244 077	302-1		
Direct Energy Efficiency: Total Direct Energy Consumed per GLA	GJ/m ²	0.38			
Total MWh of Electricity Consumed – Renewable Sources (Solar)	MWh	1 858	302-1	FB-FR-130a.1	
Percentage of Electricity Consumed that was Renewable Energy	%	0.01	302-1		
Electricity Efficiency: Average Electricity Consumed per GLA	MWh/m ²	0.45			
Total Indirect Energy Consumption (i.e., Electricity) in Gigajoules	Gigajoules (GJ)	1 061 822			
Total Direct and Indirect (i.e., Electricity) Energy Consumption in Gigajoules	Gigajoules (GJ)	1 305 899			
Total Energy Efficiency: Total Direct Energy & Indirect Energy Consumed per GLA	GJ/m ²	2.01			
Rand Million Value of Investments in Projects to Improve Energy Efficiency (Natural Refrigeration and LED Lighting)	Rand	149 474 946			
Carbon Emissions					
Carbon Emissions – Scope 1	tCO ₂ e	167 897	305-1	FB-FR-110b.1	E1.1a
Carbon Emissions – Scope 2	tCO ₂ e	313 901	305-2		E1.1a
Total Carbon Emissions (Tonnes of Carbon Dioxide equivalents, CO ₂ e)	tCO ₂ e	522 655			
Carbon emissions target reported against a prior baseline?	Yes/No	PnP Group is currently setting science-based targets			
Baseline Year for Carbon Reduction Targets	Year	PnP Group is currently setting science-based targets			
Target for Carbon Emissions, or Reduction, against a Specific Denominator	Yes/No	PnP Group is currently setting science-based targets			
Carbon Emission Targets are Science-Based Target initiative (SBTi) Approved	Yes/No	Awaiting Approval			
Percentage of Stores using Natural Refrigerants	%	9%			
Scope 1 Emission Intensity: Average Volume of Scope 1 Carbon Emissions per GLA	tCO ₂ e/m ²	0.26	305-4		E1.1c
Scope 2 Emissions Intensity: Average Volume of Scope 2 Carbon Emissions per GLA	tCO ₂ e/m ²	0.48	305-4		E1.1c
Carbon Intensity: Average Volume of Scope 1 & 2 Carbon Emissions per GLA	tCO ₂ e/m ²	0.74			
Does the company have a 'Just Transition' plan to meet decarbonisation targets?	Yes/No	No			
CDP Climate	Score	B			

Key Performance Indicator	Unit	FY25	GRI	SASB	JSE
Waste					
Total Volume of Waste to Landfill (excluding food waste)	Tonnes	0			
Total Volume of Waste Recycled	Tonnes	10 217			
Total Volume of Waste Disposed to Landfill and Recycled	Tonnes	1 702			
Total Volume of Hazardous Waste Disposed (tonnes) to Registered Disposal Sites	Tonnes	0.52			
Total Volume of Recycled Content in Boxer Recyclable Shopping Bags	%	100			
Rand million value of Investments in Projects to Improve Waste Efficiency (Baler Machines)	Rand	2 836 350			
Environmental Management					
Total Number of Environmental Incidents (Level 1, 2 and/or 3)	Number	0	2-27a		G4.1
Total Number of Environmental Fines and/or Non-Compliances	Number	0	2-27b		G4.2
Total Number of Environmental Complaints	Number	0	2-27	2-28	2-29
Rand Value of Carbon Tax Paid	Rand	292 070			
Does the company have a Biodiversity Action Plan in place?	Yes/No	No			