



Driving Technology



30 YEARS OF CREATING VALUE

Responsible Business
Report 2025

Overview

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Feedback

We value feedback from our stakeholders and use it to ensure that we are reporting appropriately on the issues that are most relevant to them.

Please take the time to give us your feedback on this report.

Email: ir@datatec.com

@DatatecGroup

<https://www.linkedin.com/company/datatec-limited>

Datatec is an international information and communication technology (“ICT”) solutions and services group. It was founded in 1986 and has been listed on the Johannesburg Stock Exchange (“JSE”) since 1994. It has grown on a foundation of integrity, responsibility and long-term value creation.

Fast facts

Global customers and partners

over 11 000

Employees

over 11 000

MSCI ESG Rating

AA (Leader)

Sustainalytics score

11.6

ESG factors are considered low risk to enterprise value

LSEG ESG score (previously Refinitiv)

68/100 (top 10%)



30 YEARS ON THE JSE.

30 YEARS OF CREATING VALUE.

CEO message



Jens Montanana
Founder and Chief Executive Officer

“When I founded Datatec, my ambition was not only to build a successful global technology business but to do so on a foundation of integrity, responsibility, and long-term value creation. These principles have shaped our culture and guided our growth over the past three decades. That is why I am especially proud to introduce Datatec’s first responsible business report, a significant milestone in our ongoing journey to ensure that our global expansion reflects our deep commitment to people, communities and the planet.

“We are embedding ESG principles into everything we do, across the Group.”

Sustainability and ethical business practices are not just aspirations; they are essential to Datatec’s continued success. Whether through the services we deliver, the inclusive teams we build, the communities we support, or the steps we take to reduce our environmental impact, we are embedding ESG principles into everything we do, across the Group.

Over the years, we have made meaningful progress. Our Educational and Technology Foundation is creating opportunities where they are needed most. Our workforce, now 11 000 strong, is increasingly diverse, driven by inclusive hiring programmes. Our climate strategy is underpinned by science-based targets to lower emissions and make a measurable difference.

We are clear-eyed about the challenges that persist in our industry. Skills shortages, gender imbalances, rising energy demand, and the growing burden of e-waste are realities we must confront. We are actively collaborating with customers, vendors and stakeholders to tackle these issues head-on and to help shape a more responsible, sustainable future for the ICT sector.

What gives me the greatest confidence is the passion and commitment I see across our Group. I am inspired by the many individuals who go above and beyond to ensure Datatec operates responsibly, and I am proud to lead a business where responsible leadership is deeply embedded in our values.

We have more to do but we are on the right path and, as CEO, I remain fully committed to accelerating our ESG agenda and ensuring that Datatec continues to deliver sustainable value for all our stakeholders.”

Many shareholders are now benefiting from more accessible information and helping the environment too. If you have not already tried it, visit our online integrated report website on your mobile device by scanning the QR code with a QR code reader smart app.



About this report

Datatec is proud to publish its first standalone responsible business report, for FY25, with a view to setting out its environmental, social and governance (“ESG”) principles and approach as well as transparently highlighting its initiatives, performance and plans in each area.

Through its responsible business efforts, which are embedded in Datatec’s overall strategy, it aims to create value for all of its key stakeholders including employees, customers, partners/vendors, investors, communities, and the environment.

This responsible business report is a key communication tool for informing investors and other Datatec stakeholders of Datatec’s commitment to building a sustainable future for its communities, the planet and the Group.

This report is one of a suite of reports produced by Datatec, which also includes the annual report and the integrated report. The integrated report includes comprehensive coverage of the responsible business practices of our divisions, which should be read in conjunction with this report. The divisions also publish individual responsible business reports, available on their websites.

Scope and boundary

This report covers relevant information for the period 1 March 2024 to 28 February 2025 (the FY25 financial year).

The responsible business reporting boundary covers the impact of Datatec’s operations on environmental, social and governance matters, as well as their respective impact on its operations. Non-financial and financial performance data presented in this report relates to Datatec Limited as the reporting entity, which includes all entities that it owns and over which it has control. This aligns with the Group’s financial reporting boundary as relevant for its other reports.

Stakeholder engagement

Datatec aims to create value for all stakeholders in the short, medium and long term. Understanding the needs and expectations of our stakeholders is fundamental to achieving this objective. Datatec has identified seven key stakeholder groups that may impact or be impacted by its business strategy, activities and policies. We rely on these stakeholder groups to create value and our focus is on strengthening our relationships with them, understanding their needs and meeting their expectations

Our shareholders remain a key stakeholder group and Datatec offers shareholders an opportunity to invest in a leading international ICT group that is uniquely positioned to take advantage of best-in-class solutions, while aiming to improve shareholder returns sustainably and responsibly. Our commitment to building relationships with all stakeholders remains at the core of our engagement approach with shareholders. In January 2025, Deepa Sita, Remuneration Committee Chair, and Maya Mankanjee, Chair of the Datatec Board held a series of face-to-face shareholder meetings on ESG related matters to ensure an optimal alignment between Datatec and its shareholders.

Our double materiality assessments described later in this section included customer engagement activities. Other notable stakeholder engagement activities undertaken in FY25 included:

- A number of investor meetings during the year which covered ESG topics.
- Employee surveys are used regularly across the Group as one of the ways in which members of our teams are engaged; these generally include evaluation of inclusion and belonging programmes.
- An extensive engagement programme was undertaken with larger suppliers at Westcon International to establish a baseline for sustainability data.

For more information on Datatec’s engagement with stakeholders, refer to the Datatec 2025 integrated report.

Reporting frameworks, standards and guidelines

Datatec’s responsible business practices and disclosures are guided by a range of ESG-related voluntary, legislative and regulatory frameworks:

Framework	Jurisdiction	ESG pillar
King IV™ Report on Corporate Governance in South Africa 2016 (“King IV”)	South Africa	Governance
South African Companies Act 71 of 2008, as amended (“Companies Act”)	South Africa	Governance
JSE Sustainability Disclosure Guidance	South Africa	Governance
Broad-Based Black Economic Empowerment (“BBBEE”) Codes of Good Practice	South Africa	Social
United Nations Global Compact (“UNGC”)	Global	Governance
European Sustainability Reporting Standards (“ESRS”) under the European Union (“EU’s”) Corporate Sustainability Reporting Directive (“CSRD”)	European Union	Governance
Science-Based Targets Initiative (“SBTi”)	Global	Environmental
Greenhouse Gas (“GHG”) Protocol	Global	Environmental
Climate Disclosure Project (“CDP”)	Global	Environmental
EcoVadis sustainability assessment	Global	Governance

Datatec complies with all relevant legislation and mandatory non-financial reporting frameworks as well as a number of voluntary commitments (including UNGC, SBTi, CDP and EcoVadis) which reflect the importance the Company ascribes to ESG principles and performance. It actively monitors advances in sustainability reporting to ensure ongoing compliance and enhance its ESG disclosures where possible.

For Datatec’s Task Force on Climate-related Financial Disclosures (“TCFD”)-aligned non-financial and sustainability information statement (“NFSIS”), see the Datatec Plc annual report and accounts.

Oversight and approval

The Datatec Board holds ultimate oversight of our responsible business approach and ESG performance, ensuring these priorities are fully integrated into Datatec’s Group strategy.

The Social and Ethics Committee (“SEC”) supports the Board through its detailed oversight of: (i) environmental and social initiatives and performance; (ii) compliance with relevant ESG legislation, regulations and policies; and (iii) responsible business reporting. The Audit, Risk and Compliance Committee (“ARCC”) monitors risk management activities at the Group and subsidiary level on an ongoing basis, including ESG risks. Both the SEC and ARCC have responsibility for approval and sign-off of this report.

Materiality approach

Datatec conducted its first comprehensive materiality assessment in FY24 in order to identify the most important ESG issues to our stakeholders (see our integrated report for more detail on the process undertaken).

A double materiality approach was adopted, identifying matters that impact Datatec’s ability to create value (financial materiality) as well as its impact on communities, its employees and the environment (impact materiality). Thirteen ESG topics were identified as the highest priority to the Group and its stakeholders, which help guide Datatec’s responsible business strategy and areas of focus. These are set out in the ESG materiality matrix overleaf and summarised below:



In FY25, as part of our preparation for aligning with the European Union (“EU”) Corporate Sustainability Reporting Directive (“CSRD”), two of our three major divisions (Westcon International and Logicalis International) undertook separate double materiality assessments (“DMA”s). Initial findings clearly indicate strong alignment with the FY24 Datatec DMA, reinforcing our confidence in both the rigour of our processes and the relevance of our focus areas across the Group.

More information on these can be found in the integrated report, and the detailed results of these assessments will be set out in each division’s forthcoming responsible business report.

ESG materiality matrix

A full materiality assessment will be conducted every two years as appropriate, to ensure our responsible business strategy remains aligned with stakeholder priorities. As we undertook the divisional DMAs in FY25 as described above, we plan to internally refresh the Datatec materiality assessment in FY26 and undertake another full materiality assessment in FY27.

By continuing to prioritise the issues most critical to our stakeholders across divisions, we can continue to adapt our responsible business strategy to benefit Datatec and our stakeholders.



- Further information is available online
- Further information is available in the integrated report
- Further information is available in the annual report

Overview

Strategy

Our responsible business practices

Supplementary information

Datatec is resolute in its commitment to doing business responsibly. It believes that cultivating long-term value for shared prosperity is critical to the Group's success.

Datatec creates value through improving shareholder returns by optimising its business for the current economic landscape and industry trends. It is committed to conducting its business in a responsible and sustainable way, a commitment which applies to our planet, our communities and our people.

Datatec's business model is underpinned by its commitment to the highest standards of ethics and business conduct and to being a socially responsible business. Corporate governance is viewed as a tool that contributes to improved operational decision-making and business performance.

Our purpose

To deliver value to all stakeholders through technological agility and service excellence.

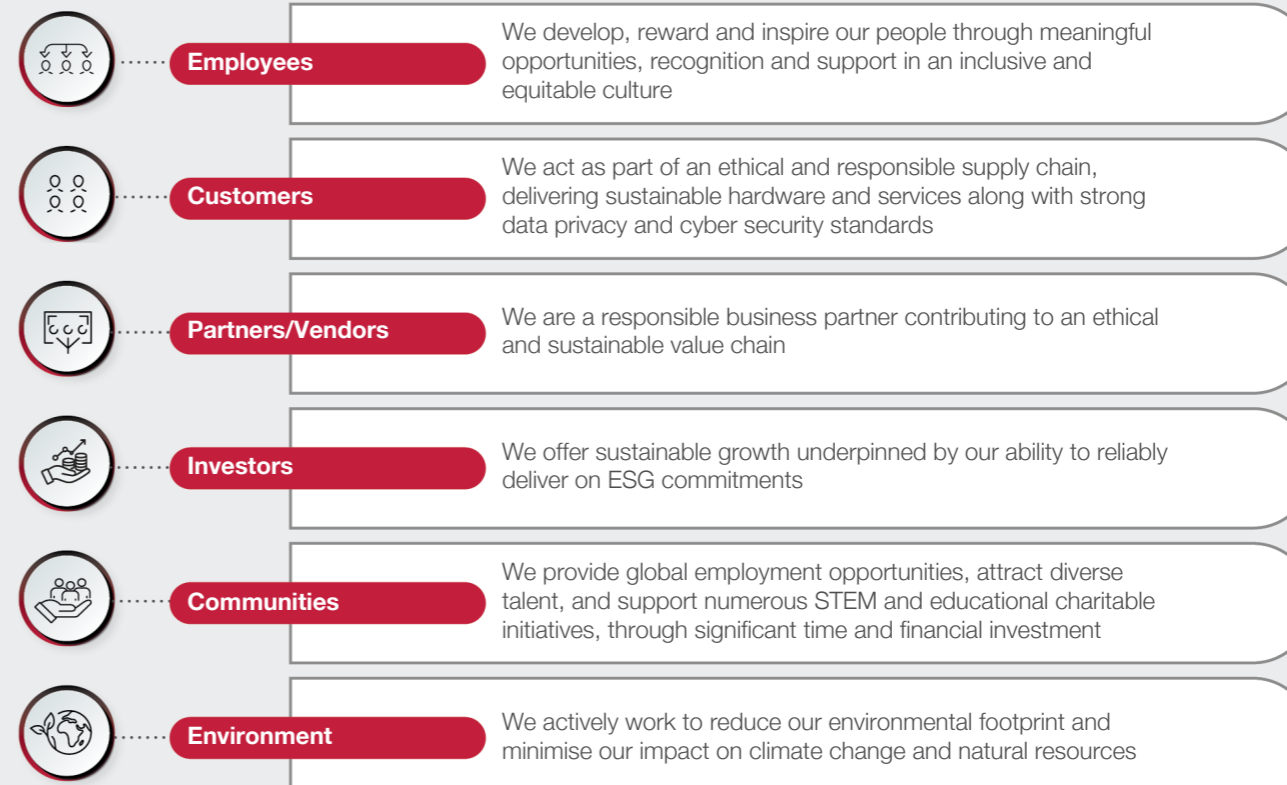
Our vision

To be a global leader in speciality, high-value ICT solutions through distribution and integrated services businesses, in collaboration with leading vendor technology partners. We have built an extensive global footprint through our entrepreneurial expansion, which we plan to continue.

Our responsible business ambition

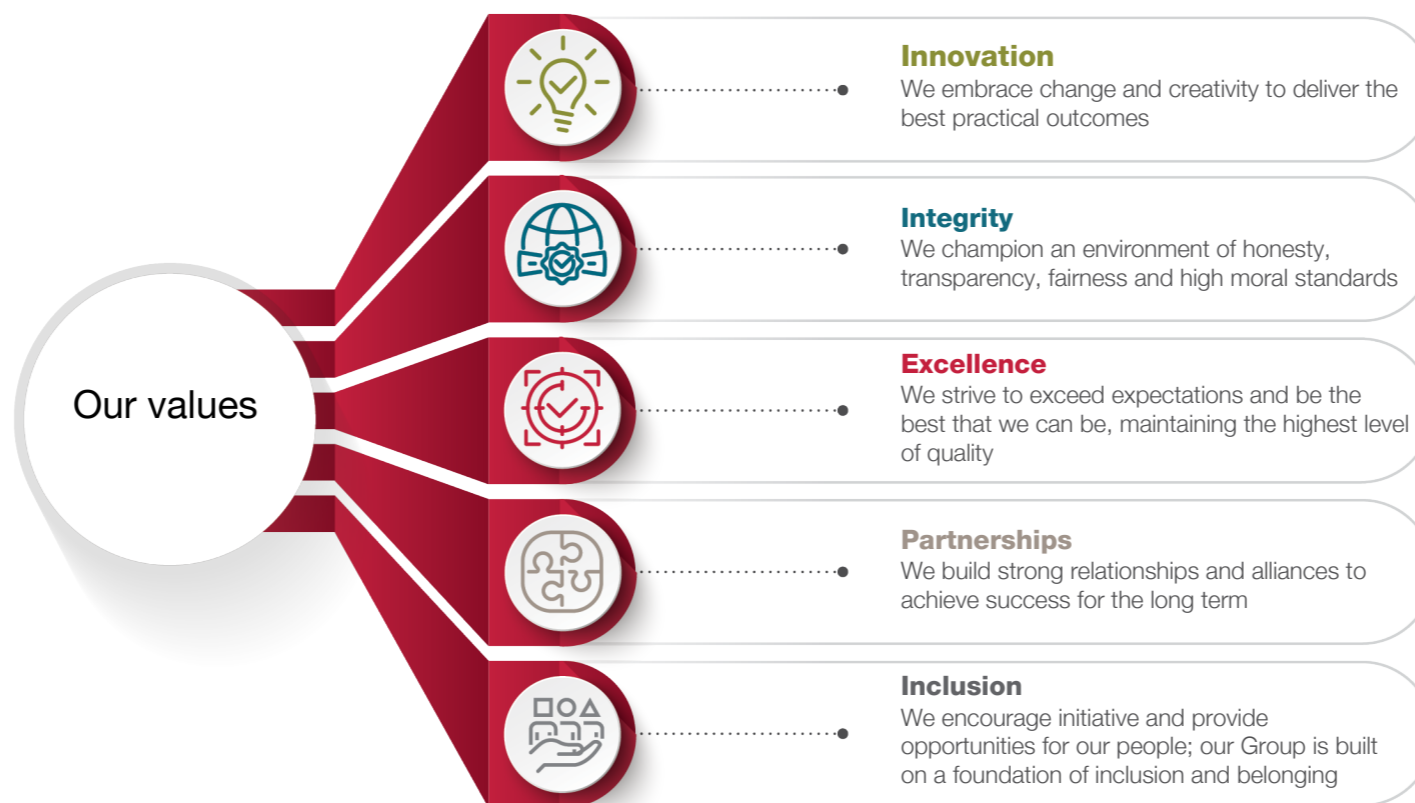
To consistently measure and improve Datatec's impact in the areas that matter most, with Group-wide focus on people, communities and the planet.

We believe that responsible business enables value creation for all of Datatec stakeholders, in the following ways:



Datatec is committed to maintaining the highest standards of ethics and business conduct. Our business philosophy has its roots in an entrepreneurial culture.

We are committed to being honest, transparent, socially and environmentally responsible corporate citizens. We strive to be an employer of choice, attracting, developing and retaining talented people. We value business partnerships and we work towards creating shareholder value by developing a best-in-class portfolio of actively managed businesses operating in the high-value sectors of the ICT market.



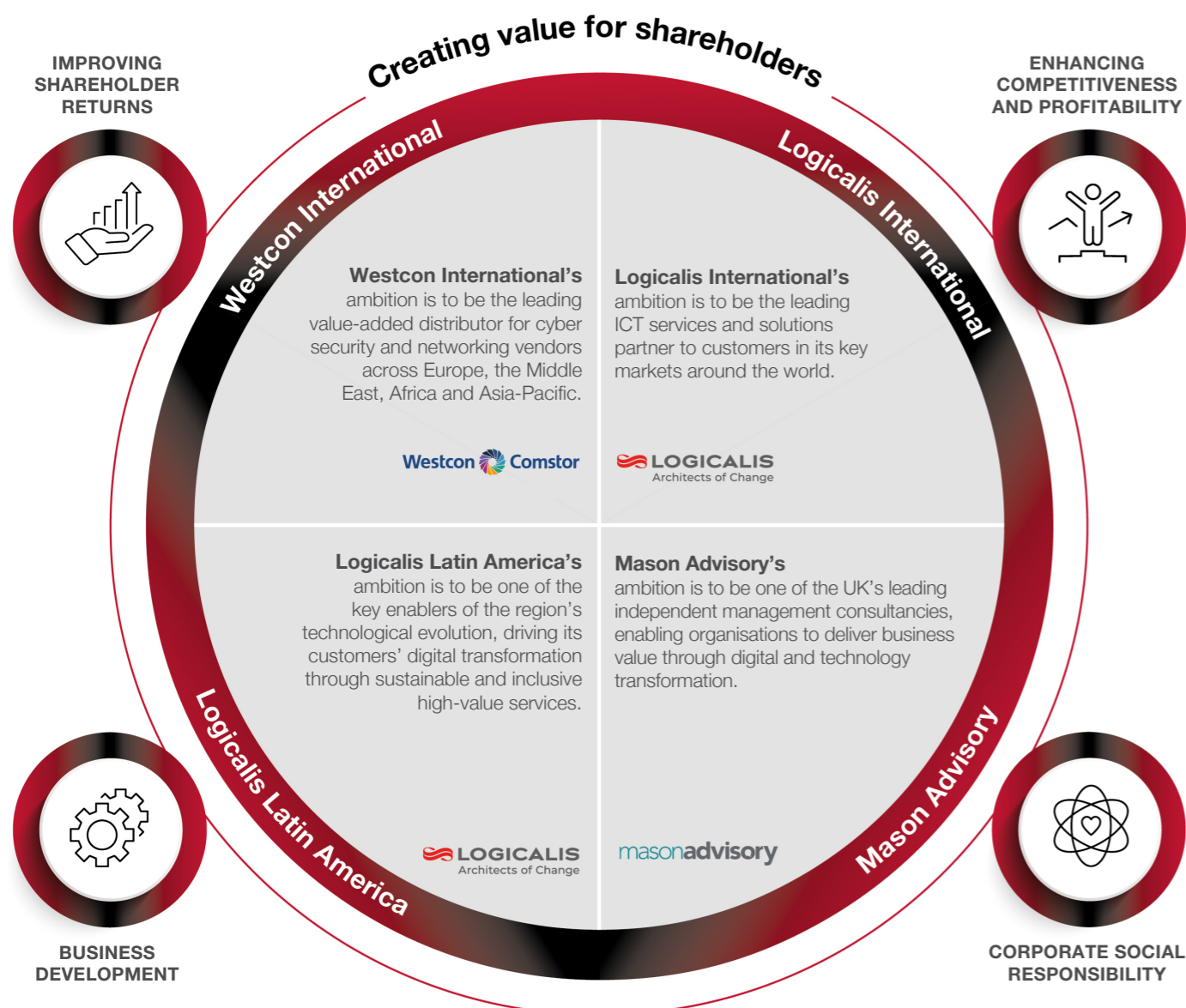
Our strategy

Datatec's goal is to improve shareholder returns over the medium term through a combination of corporate and business development actions aimed to enhance the competitiveness and profitability of its subsidiaries and operating divisions. In executing its strategy, Datatec is cognisant of its corporate social responsibility.

The Group provides leadership and sets the direction and strategy for each business, together with divisional management. It identifies potential areas for growth and supports the realisation of growth both organically and through acquisition by allocating capital and financing.

Datatec targets profit growth, EBITDA margins and total shareholder return.

The Group's decentralised operating model, extensive geographic footprint, positioning across the ICT value chain and strong vendor and customer relationships combine to create a strategic competitive advantage.

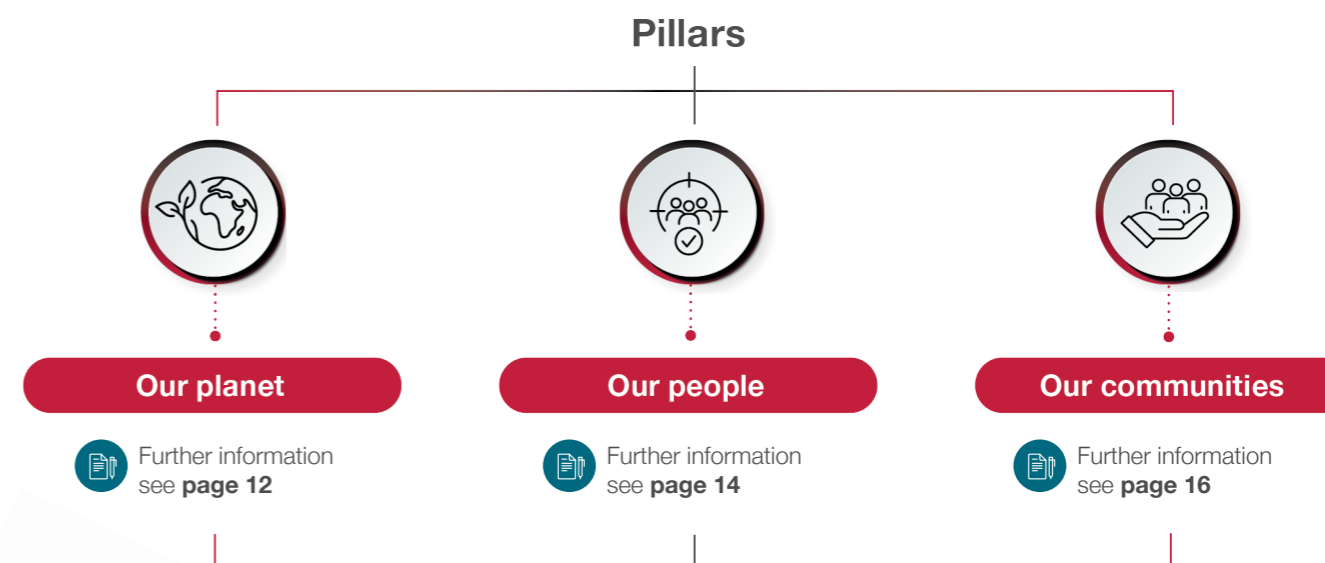


Responsible business strategy

Datatec's responsible business approach is centred on the positive impact it can drive, enable or influence in key areas identified through its materiality process. The foundations of the Group have always been built on core ESG principles, in particular career development, community education, and robust governance frameworks. In recent years, Datatec has taken steps to formalise its responsible business strategy and structures, with the aim of expanding and accelerating its positive impact.

A notable element of this formalisation was the establishment of three responsible business pillars, namely our planet, our people and our communities, all supported by strong governance and communication. Datatec's initiatives, measurements and reporting are delineated into these pillars, which are therefore used in this report.

A number of external frameworks are used to help guide and validate the Group's overall responsible business performance, including MSCI and Sustainalytics ESG rating agency scores, SBTi, CDP, and the EcoVadis sustainability assessment platform. Internally, Datatec has developed a set of key performance indicators ("KPIs", as set out later in this report) in order to track strategically important outcomes across the different pillars.

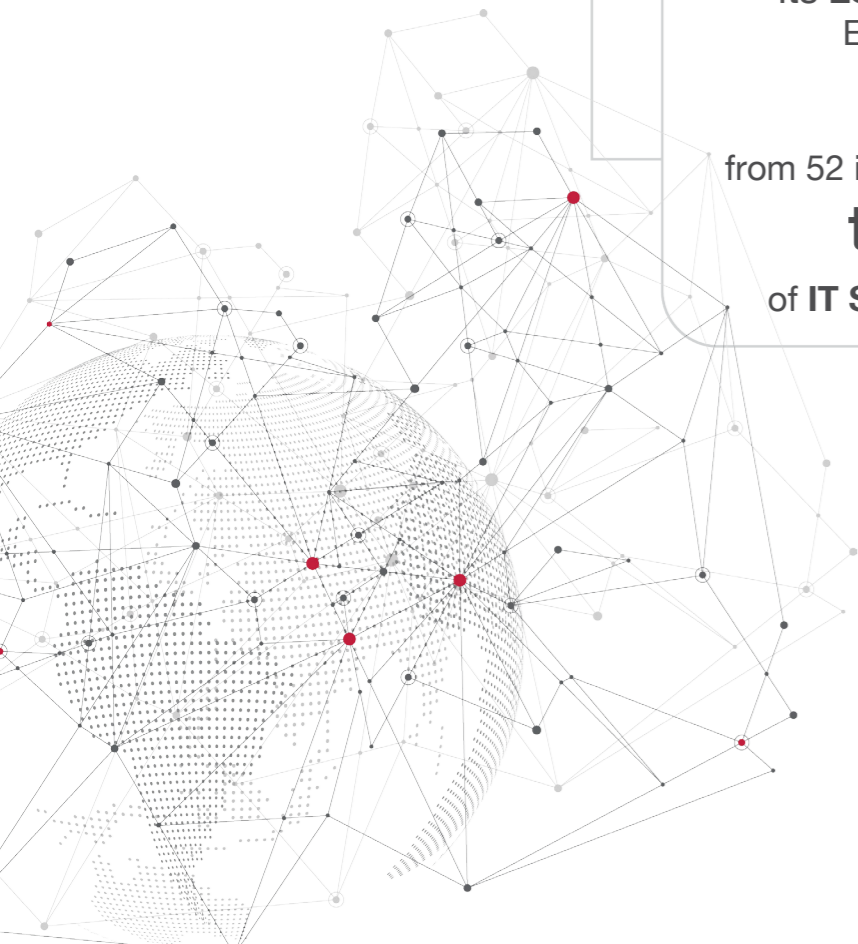




Datatec has maintained its **AA (leader) level** on MSCI's ESG Ratings (on a seven-band scale from AAA to CCC) in the latest update in February 2025. This level is defined as a company **leading its industry** in managing the **most significant sustainability risks and opportunities**.

Datatec improved its **Sustainalytics score to 11.6** in May 2025, from **13.3** at the end of 2023 on a scale of 0-55, meaning ESG factors are considered to drive **low risk to enterprise value**.

Its **LSEG (previously Refinitiv) ESG score improved to 68/100** from 52 in 2023 which puts **Datatec in the top 10%** of IT Services companies rated.



In this report, we set out our principal responsible business key performance indicators for the first time:

Our commitment to long-term value creation

Pillars					
Our planet		Our people		Our communities*	
KPIs	FY25	KPIs	FY25	KPIs	FY25
% Scope 1+2 market-based emissions reduction versus FY22 baseline	12%	US\$ spend on training, development and accreditations	\$3.4m	US\$ invested in community initiatives	\$1.2m
% renewable electricity usage	28%	% female employees	30%	Number of people positively impacted by community initiatives	10 050

Our commitment to responsible business

Our Planet	Our People	Our Communities
<p>Datatec continues to invest in reducing its impact on the planet across the value chain. We prioritise environmental responsibility through three key focus areas: reducing carbon emissions, energy usage and e-waste management.</p> <p>Our primary ambition is to achieve carbon emissions reduction in order to reach our net zero goal by 2050. Within this, our current focus is on our interim milestone of reducing scope 1 and 2 emissions by 50% by 2030 from a 2022 baseline.</p> <p>We are pleased to report that Datatec has reduced its scope 1 and 2 market-based emissions by 12% in FY25 against the FY22 baseline, as a result of numerous initiatives around the world to save energy and switch to renewable electricity, which now represents 28% of our total electricity usage.</p>	<p>Datatec strives to attract and retain the best talent through the maintenance of a fair, inclusive culture and by ensuring optimal working conditions and opportunities for growth and development. In FY25, we invested US\$3.4 million across our divisions in training, development and accreditations.</p> <p>We aim to be a great place to work for all of our employees and are committed to building a workforce that is diverse and representative. In an industry historically marked by under-representation of women, 30% of Datatec's global workforce is female, with women holding 31% of leadership roles (defined as CEO, CEO-1 and CEO-2 roles) across the Group.</p> <p>With respect to the Datatec Board, of the eight members there are three women (38%), above the target of a minimum of two, and three black people (defined as including African, coloured and Indian populations).</p>	<p>Involvement and investment in local communities is core to Datatec's purpose, through broad recruitment programmes, supporting inclusive education, and donating to a wide range of charities.</p> <p>We are advocates for education and lifelong learning. Over our 39-year history, we have maintained the belief that education is the most transformative force in building a competitive economy and resilient societies.</p> <p>In FY25, we donated US\$1.2 million to community projects and charities (including through the Datatec Educational and Technology Foundation). This helped us fund 50 education-focused projects and reach over 10 000 beneficiaries across all our community initiatives.</p>



At Datatec, our role as a global technology hardware and service provider gives us both an opportunity and a responsibility to take the lead in contributing solutions for an environmentally sustainable future, both internally and across our value chain.

Our partners rely on us to operate responsibly and sustainably, remain compliant with environmental legislation and regulatory requirements, and collaborate with upstream value chain partners to drive sustainable innovation. For our employees, we have a duty to strive for a healthier planet to ensure better lives for them and their families. Datatec will continue to invest in improving its environmental and climate performance and take meaningful action to reduce our footprint.

We prioritise our environmental responsibility through a focus on three key areas: carbon emissions, energy usage, and e-waste management.

During FY25, we improved our environmental data coverage, integrity and accuracy across operations, through a combination of better controls and internal quality assurance as well as the implementation of new ESG and carbon emissions data collection and analysis software.

Carbon emissions

Our climate and carbon emissions goals, encompassing Datatec and its subsidiaries, set a clear path towards achieving net-zero emissions by 2050 and reinforce our commitment to aligning our operations with the Paris Agreement’s goal of limiting global warming to below 2°C.

Our SBTi-validated targets are to:

- Reduce scope 1 and 2 emissions by 50% by 2030 from a 2022 baseline
- Ensure 85% of suppliers set science-based emission reduction targets by 2028
- Achieve net-zero emissions by 2050

Disclosed below are Datatec’s FY25 scope 1, 2 and 3 emissions with FY24 and baseline comparators:

Carbon emissions (tCO ₂ e)	2025	2024	2022 (base)
Scope 1+2 (location-based)	7 429	8 229	7 965
Scope 1+2 (market-based)	7 006	7 857	7 923
Year-on-year change (market-based)	(11%)		
Change vs. base year (market-based)	(12%)		
Scope 3	993 622	952 516	973 023
Year-on-year change	+4%		
Change vs. base year	+2%		
% suppliers (by spend) with science-based targets	74%	N/A	N/A

¹ The emissions data was compiled in alignment with the GHG Protocol Corporate Standard. The GHG inventory aligns with the requirements set by the Science-Based Targets initiative (“SBTi”) for transparent reporting on progress towards our science-based targets. Please note the carbon emissions data presented in the table has not been audited and should not be considered as an assurance of the accuracy and completeness of such information. The reported emissions data at the Group level covers approximately 99% of our operations (Datatec head office, Westcon International, Logicalis International, Logicalis Latin America and Mason Advisory Limited), as measured by both revenue and number of employees.

² FY24 scope 1 and 2 figures have been restated to reflect updated calculation methodologies used in FY25 and applied to prior year figures to ensure comparability.

We have made significant reductions in our scope 1 and 2 emissions in FY25 compared to the prior year and our FY22 base year. This is due to energy efficiency measures, increasing the proportion of operational electricity consumption from renewable sources, and installing on-site solar generation at a small number of logistics centres, as well as decreased diesel and petrol consumption in Group-owned vehicles. As a result, Datatec has now decreased scope 1 and 2 emissions by 12% compared to the FY22 base year. While this is reasonable progress, we need to accelerate our actions in order to meet our SBTi target of 50% reduction by 2030.

Datatec’s total scope 3 emissions increased by 4% in FY25. This is primarily due to a significant increase in emissions from the “use of sold products” category, one of our most sizeable, because of more accurate product data and improved calculations. Emissions from most categories remained consistent year-over-year, and emissions in the significant “purchased goods and services” category fell, partly due to increased coverage of supplier-specific data and a reduction in the spend-based emissions factors.

Energy usage

The management of our energy usage and a drive to switch to renewable electricity sources wherever possible are integral elements of our scope 1 and 2 emissions reduction strategy. We have made good progress in both areas, using energy audits in some geographies to reduce usage and switching to renewable sources where operationally feasible. Overall, our total energy use from all sources decreased by 10% in FY25 compared to the prior year, and renewable electricity contributed 28% towards our total electricity usage. However, we recognise that there is a great deal more to do in this area if we are to reach our interim 2030 target.

E-waste management

As technology distribution is a significant part of Datatec’s business globally, the hardware products we sell and distribute contribute to global e-waste. To reduce the number of products going to waste and prolong the lifespan of equipment, we work with our vendors and partners, to deliver bespoke “reverse logistics” programmes in several parts of the world.

These include facilitating the return of equipment which has reached the end of its useful life in the field to our facilities and repurposing it, combining new equipment with approved vendor remanufactured equipment, or passing equipment which has genuinely reached the end of its life to authorised IT recyclers. We also participate in partner programmes in this area, for example the Cisco Takeback and Reuse programme.

External climate frameworks and reporting

We support leading sustainability initiatives and count the SBTi and CDP among our formal commitments. Having had our climate and carbon emissions targets validated by SBTi, Datatec is recognised by the UN Global Compact as one of only a few companies in South Africa who are currently taking ambitious and credible action on climate change.

In FY25, Datatec maintained its CDP rating of B (above both African and global averages), having improved in the areas of opportunity disclosure, governance and emissions reporting, reflecting notable progress in transparency and climate accountability. A key area for future improvement is strengthening the verification processes for our environmental data.

We have enhanced our TCFD-aligned reporting in FY25 by including the results of a financial quantification exercise undertaken to estimate the impacts of the most material physical climate risks on our business (extreme heat and water stress, as identified in previous climate scenario analysis).

FY26 plans

- Targeted planning and execution of regional decarbonisation plans and renewable electricity goals
- Continue to engage with key suppliers in line with our scope 3 SBTi commitment
- Review and improve measurement methodologies of material scope 3 categories
- Utilise the functionality of our new ESG software to manage and derive insights from our climate data and improve our reporting.

Case study

In FY24 and FY25, Westcon International transformed its supplier engagement programme by onboarding and deploying a third-party assessment platform to drive engagement and identify risks and opportunities linked to sustainability and climate across key vendors.

The shift to a streamlined, data-driven system improved transparency, enhanced collaboration, and ensured more accurate sustainability reporting. The division can now focus on strategic initiatives through a better overview of the supply chain and improved engagement with partners.

Westcon International can also deliver value back to their suppliers, given the platform enables benchmarking and maturity assessments whereby feedback can be given and agreement can be reached on how to address on any identified gaps in sustainability performance.

By strengthening supplier relationships and driving meaningful change, Westcon International’s efforts were recognised with the “Best Sustainability Project/Initiative of the Year” award at the CRN Channel Awards 2024. This is testament to the hard work the division has put into building strong relationships with suppliers and partners.

Navigating supply chains is notoriously challenging, so winning an award specifically for stakeholder engagement is particularly meaningful. It highlights Westcon International’s commitment to sustainability and the effectiveness of their approach.





Datatec employs over 11 000 people in more than 50 countries: they are our greatest asset and the driving force behind our success. We prioritise the development, support and wellbeing of our people and are dedicated to providing the resources and working environment they need to excel.

We strive to be an employer of choice and attract, develop and retain talented people by delivering an inclusive culture where every team member can reach their full potential. Employees are encouraged to provide feedback and we undertake regular engagement and inclusion surveys to listen to and understand what is important to our people as well as how we can improve.

The behaviours and performance we look for and encourage in our teams are reflected in Datatec's values:



Learning and development

Continual learning and development, including technical accreditations where relevant, is fundamental to our business success and plays a key role in positioning Datatec as an employer of choice. Datatec and its subsidiaries continue to invest meaningfully in training and development, including the implementation and enhancement of learning management systems.

In FY25, we invested over US\$3.4 million on employees' career development, training, and accreditations across the Group. This included funding to improve training infrastructure, materials, and programme offerings including inductions, sales, financial analysis, management and leadership, ESG, inclusion and belonging, as well as various technical and vendor accreditations which enhance professional profiles and improve our industry capabilities.

Inclusion and belonging

As one of our key Datatec values, inclusion continues to be an integral part of our culture which focuses on creating equal opportunities for all employees. We are proud to support a diverse and varied workforce around the world, which helps our business learn, thrive and grow.

Our divisions are committed to promoting and building inclusive work environments for all team members, and have succeeded reasonably well, according to employee surveys. Across Logicalis International and Latin America, a score of 8.5 out of 10 on the diversity and inclusion measure was registered for FY25, which considers employees' perceptions of efforts to maintain a diverse workforce and create an environment where everyone feels included. At Westcon International, 85% of employees believed that the division actively promotes diversity and inclusion, while 89% felt comfortable sharing their cultural background.

Initiatives undertaken to achieve this success have included broad diversity, equity and inclusion training programmes, holding leadership teams accountable for delivering on inclusion commitments, celebrating success stories and cultural diversity through multiple events and activities across the world, and a focus on increased representation of women at all role levels.

Currently Datatec Group has 30% female employees overall, and 31% of the c.600 leaders (defined as CEO, CEO-1 and CEO-2 levels) in the Group are female. While attracting women into the technology sector remains a challenge, we see a clear opportunity to increase female representation at Datatec and are committed to realising the benefits of a more diverse and inclusive workforce.

Wellbeing

Employee wellbeing is a priority across Datatec, including both physical and mental health. This is promoted and supported through a combination of activities and initiatives, including regional employee assistance programmes, health insurance options, wellbeing webinars, employee resource groups or health committees, targeted policies, local fitness activities, and mental health awareness events.

FY26 plans

Across Datatec's divisions in the year ahead, we will continue strengthening leadership capability through our development academies, formalise our commitment to inclusion and belonging through the introduction of related policies, and enhance our recognition and celebration of top performance.

Case study

In FY25, Datatec combined its commitment to people development and responsible business through ESG training courses made available to all staff at Logicalis International and Westcon International via their learning portals.

These courses provide a good understanding of ESG principles as they relate to Datatec. The training covers a broad range of topics, starting with an overview of ESG and its significance within our organisation. It explains our responsibilities and illustrates how these are integrated into our responsible business practices, while also covering specific topics like ESG and the supply chain, environmental topics, inclusion and belonging, and ESG reporting and regulations. Beyond theoretical knowledge, the training provides practical, actionable steps that employees can take to contribute to our ESG goals and initiatives.

Across Datatec, our ESG training courses were completed by 71% of targeted employees in FY25, (representing 53% of Datatec employees in total) and we plan to roll out the training to Logicalis Latin America employees in FY26.



Our communities



Datatec has a long history of strong involvement and investment in the local communities of its companies across the world.

While charitable initiatives across subsidiaries cover a wide range of areas, we actively work mainly towards driving access to education, supporting science, technology, engineering and mathematics (“STEM”) programmes at all levels, and facilitating interventions to increase the number of women and minority groups in the technology industry.

We seek to positively impact the communities in which we operate through four community support interventions: the Datatec Educational and Technology Foundation (the “Foundation”), the Datatec Africa Flagship Project, the Datatec Emergency Fund, and subsidiary community initiatives.

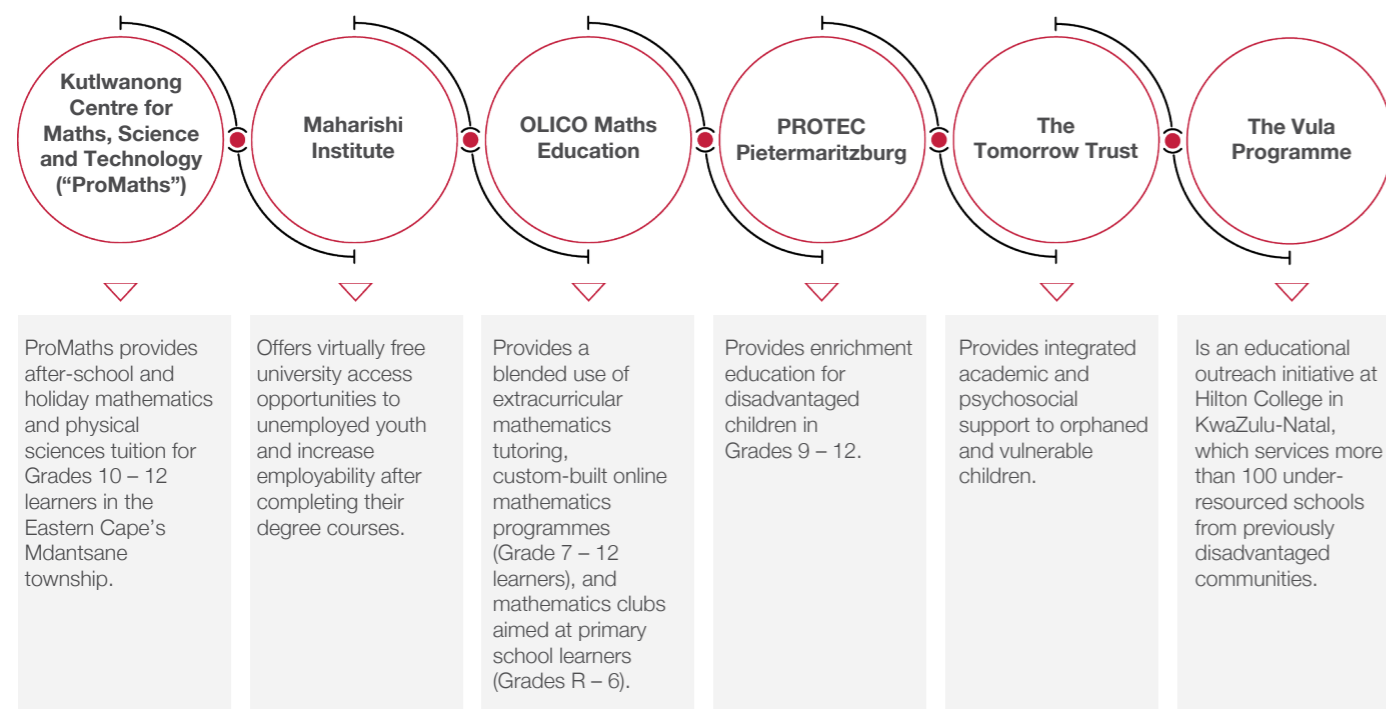
The Foundation

Most prominently we work through the Foundation: recognising that education is the base on which a successful economy is built, it funds educational organisations whose purpose is to improve education within underprivileged communities in South Africa.

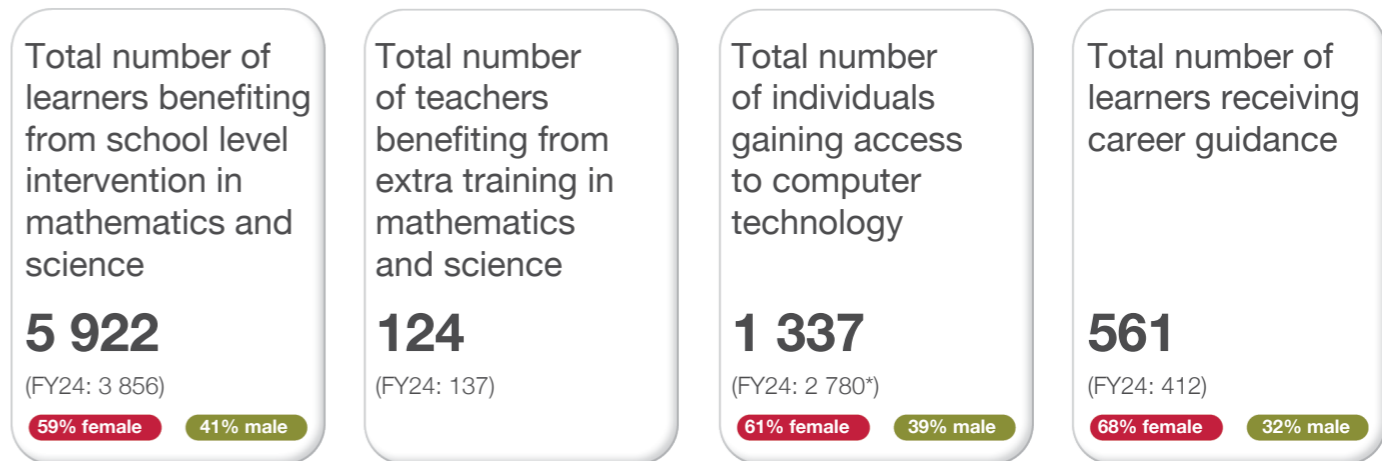
Specifically, the Foundation aims to strengthen education of mathematics and science, bridge the digital divide by providing equitable access to technology and educational resources, and empower educators with the tools and knowledge to enhance their proficiency in teaching STEM subjects.

Spend is primarily directed into school-level intervention programmes for learners and teachers, and educational bursaries, while other initiatives include providing technology infrastructure and skills development for unemployed youth. In FY25, the Foundation contributed ZAR10.0 million to education programmes in South Africa.

Beneficiaries in FY25 included:



FY25 OUTCOMES



* The Afrika Tikkun organisation, which accounted for many of the FY24 beneficiaries, did not receive support in FY25. Across all supported projects, there was an increase in the number of students achieving a matric pass from 212 in FY24 to 349 in FY25. 99.3% of students achieved a matric pass rate, 93.9% a bachelor pass, and there were 89 distinctions in mathematics and science. Of these, 166 learners are now pursuing STEM-related degrees in 2025.

Programme highlights for FY25 include:

- Through the Foundation, the Olico Diepsloot Centre has been renovated with four new classrooms for the Maths Clubs programme. In addition, the funding has made it possible for Olico to expand the Grade 7 computer lab and installed a container solution at Reshomile Primary School in Diepsloot.
- The Kutlwanong Augmented Reality (“AR”) model was successfully integrated into the ProMaths Online platform: teachers and learners are currently interacting with the AR models. The ProMaths AR Experiments project involves creating augmented reality-driven science experiment content for the ProMaths learner platform. Augmented reality will be utilised to highlight granular components such as protons, offering interactive 3D models aligned with the experiment.
- The Tomorrow Trust has enhanced their academic testing by assessing the learners quarterly. These assessments are based on higher standards, requiring a passing mark of 50% or above. They are crucial for monitoring academic progress and comparing performance each quarter.

FY25 was a successful year for the Foundation, and we look forward to continuing this success through our contributions to well-deserving organisations in coming years.



▶ **Foundation case study**

During FY25, the Foundation donated funds to set up three fully equipped computer labs at the Maharishi Invincibility Institute, accommodating 300 additional computer stations in the Johannesburg central business district to help students develop essential technology skills. This has given further impetus to the institute's drive to ensure that every student, irrespective of background, can access modern technologies and excel in a digital world.

The contribution from the Datatec Educational and Technology Foundation, a long-time supporter of the Institute, will bolster its initiatives, providing bursary loans and educational programmes to help deserving youth further their studies.

Dr. Taddy Blecher, CEO of Maharishi, described the Foundation's support as a "game-changer," highlighting its pivotal role as a long-time supporter in the institute's mission to empower students through education and technology.

"The three computer labs have been set up to boost digital literacy, give students access to online learning tools, and equip them with the tech skills they need to succeed in the job market. Each lab is tailored to support different programmes at the Maharishi Invincibility Institute," he says.

Blecher believes the new laboratories stand out for several reasons, the most important of which is that they are designed for students with little prior access to technology. Furthermore, they are part of a holistic educational model that combines academics with personal development. Students are also free to use the facilities for research, career development, and entrepreneurship.

"These labs aren't just about teaching tech skills; they're about transforming lives."



Datatec flagship project and emergency response

In FY25, Datatec continued to support the Concern Worldwide "Promoting access to STEM education" project which directly benefited 702 learners and their teachers and reached a further 2 849 learners who participated in the science fair in the Marsabit county of Kenya. Datatec invested US\$100 000 in the project in FY25 (and a total of US\$150 000 to date), providing mobile laboratories, science kits and training resources for eight primary schools in the county.

There has been strong progress in performance on integrated science exams in 2024, some of which could be attributed to provision of mobile laboratories and integrated kits. A comparative analysis of four project schools shows that there was an increase in performance year-on-year from a 40% average result in 2023, to 61% in 2024.

Datatec has an emergency fund available for donations to help responses to humanitarian emergencies. In FY25, we donated a total of US\$23 650 to crises in South Africa, Gaza and Spain.



Education in the community – divisional performance

Datatec supports strategically-aligned community projects at its subsidiaries with funding and resources where required. The priorities of these programmes are focused on three areas: supporting STEM education, increasing diversity in technology, and improving skills in the technology industry.

Across Logicalis International, Logicalis Latin America, and Westcon International, there were a total of 41 education-focused projects in FY25, benefiting over 1 800 people. Across all community projects (including non-education related initiatives) and charitable donations, over US\$400 000 was invested.

FY26 plans

In the coming year, through the Datatec overall community programme we are looking to:

- Continue to develop and scale strategically-aligned community engagement initiatives across the Group, ensuring they deliver meaningful and measurable results
- Use community engagement KPIs to drive further positive impact
- Map localised project impact measures against key projects (for example using a new "Theory of Change" developed at Logicalis International)

▶ **Case study:**

Logicalis International's business in Indonesia (PSI) partners with the 1000 Guru organisation on its "Travelling and Teaching" programme, a dual-purpose communities initiative which combines community support with employee volunteerism. This initiative provides the best employees at PSI with an immersive experience in Indonesia's remote areas to promote access to education and empower local communities.

Rural and remote areas are often faced with limited resources and poor ICT infrastructure, hindering digital literacy, educational opportunities and career pathways. The goal of the Travelling and Teaching programme is to help improve this situation and make a meaningful contribution to the lives of young children from low-income families. This is achieved by employees travelling to remote areas and teaching elementary school children about STEM as well as contributing equipment.

In 2024, the third year of the initiative, 26 Logicalis employees travelled to Belitung Island and taught in the underserved Badau Elementary School, bringing school bags, supplies and sports equipment to support learning. In addition, the trip included a visit to the Negeri 1 Vocational High school, targeting the IT-focused departments. With 177 students across the school (20% of whom are female), the introduction of "Women in Tech" aimed to inspire young female students to pursue careers in IT. This included an in-person introduction to the technology industry followed by monthly online mentorship sessions led by Logicalis International's engineers and consultants.

Through this initiative, Logicalis International provided access to better educational resources and promoted greater gender inclusion in STEM education. As a result, the partner schools have seen an increase in student enthusiasm and engagement. This project reflects Logicalis International's commitment to empowering communities while investing in people.

Further detail on divisional community efforts can be found in the divisional sections of the integrated report.

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Datatec has looked to build the foundations of a strong responsible business function by underpinning it with a robust governance structure to help drive progress. The Board is ultimately responsible for Datatec’s ethics performance, adherence to human rights principles, and sustainability.

The Board has granted authority to the Social and Ethics Committee (“SEC”) to oversee the good corporate citizenship and sustainability performance of the Group on its behalf. The SEC is appointed and discharges its responsibilities in line with the Companies Act. Its responsibilities encompass monitoring and regulating the Group’s social, ethics and sustainability performance, and its impact on its stakeholders. The SEC provides strategic guidance, sets performance expectations, and monitors the implementation of responsible business initiatives.

The SEC FY25 report can be found in the Datatec annual report.

The Datatec Responsible Business Committee reports into the SEC and is tasked with consolidating and analysing information from relevant divisional committees. It provides a platform for cross-functional collaboration and ensures alignment with the Group’s overall sustainability strategy.

Strategy and risk management

Datatec’s strategy is to improve shareholder returns over the medium term, combining corporate and business development actions aimed at enhancing the competitiveness and profitability of its subsidiaries and operating divisions. A responsible business programme is fully integrated into this strategy, reflecting our commitment to social and community development, environmental performance, and the wellbeing of our people. Creating long-term value for shared prosperity remains central to Datatec’s purpose.

Our approach to risk is set out in the Datatec risk policy and summarised in the annual and integrated reports. We integrate ESG risks into the overall risk management framework as appropriate. The process is overseen by the Audit, Risk and Compliance Committee (“ARCC”) which reports to the Board.

Following preparatory work undertaken in FY25, the risk policy was updated in early FY26 to provide more detail on categorisation of risk. This provides a structured way to identify and assess risks that could impact the organisation’s objectives, including its commitment to responsible business practices. As a result, general responsible business risks were integrated into the risk policy for the first time.

To complement this, it is planned for specific material responsible business risks (as identified in the recent subsidiary double materiality assessments) to be included in divisional risk registers during FY26.

It should be noted that cyber security (commonly considered an ESG issue) has been identified as one of the key risks for the Group – this is described in more detail in the risk report within the Datatec annual report.

Ethics and integrity

Datatec is committed to maintaining the highest standards of ethics and business conduct. The Group has a Code of Conduct (“the Code”) detailing the standards expected of all Datatec employees, including addressing specific matters such as bribery and corruption. It is founded on the 10 principles of the United Nations Global Compact (including its focus on human rights) and the Organisation for Economic Co-operation and Development (“OECD”) policy guidelines for preventing corruption. The Code is reviewed annually.

The Code is applied across all divisions, and all Datatec employees are required to undertake annual training on the Code.

Incentives

As part of Datatec’s fair and responsible remuneration programme, short-term incentives for Group executive directors include an element related to ESG performance on specific measures. These are set out, including performance against the measures, in our integrated report.

Modern Slavery

Datatec recognises that modern slavery practices can have severe, wide-ranging and long-lasting impacts on stakeholders and is therefore committed to preventing acts of modern slavery and human trafficking from occurring within its own business and within its supply chain and expects its suppliers to adhere to the same standards.

As part of our commitment to combating modern slavery, we have policies and measures undertaken at Datatec and divisional level. Details on these can be found on each entity’s website.

Reporting

The responsible business team at Datatec continually looks for ways to improve our ESG initiatives and how we report on them. To that end, we have produced this first standalone Datatec responsible business report. It is complemented by detail included in the integrated report and by divisional responsible business reports produced annually by our three main subsidiaries.

In addition, we are enhancing our FY25 TCFD-aligned reporting (included as the non-financial and sustainability information statement in our Datatec Plc annual report and accounts) through the inclusion of financial quantification of material physical climate risks for the first time. This will improve the climate scenario analysis set out in our first TCFD report for FY24.

Looking forward, we support the voluntary adoption of IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures, which were effective from 1 January 2024. We are monitoring government discussions regarding adoption of the new sustainability standards for businesses in South Africa, and plan to undertake a gap analysis to understand in detail the route to alignment for Datatec.

Responsible business performance evaluation

We evaluate Datatec and its subsidiaries’ responsible business performance in a number of ways, including internal strategically-aligned KPIs (as noted in the pillar sections above), investor ESG ratings agencies (notably MSCI and Sustainalytics), and external frameworks including EcoVadis and CDP globally, and BBBEE in South Africa.

For more detail on the responsible business performance and plans of our divisions, refer to the Datatec integrated report.

Glossary

ARCC	The Datatec Group Audit, Risk and Compliance Committee
BBBEE	Broad-Based Black Economic Empowerment
CDP	Formerly the Carbon Disclosure Project, an environmental disclosure system
CEO	Chief Executive Officer
CSRD	Corporate Sustainability Reporting Directive
EBITDA	Earnings before interest, taxation, depreciation
ESG	Environmental, social and governance
ESRS	European Sustainability Reporting Standards
EU	European Union
FY	Financial year; for Datatec, ended/ending 28/29 February
GHG	Greenhouse gas
ICT	Information and communication technology, an umbrella term that includes any communication device or application, encompassing radio, television, mobile phones, computer and network hardware and software, and satellite systems
JSE	The Johannesburg Stock Exchange, a securities exchange operated by JSE Limited
King IV/The King IV Code	The King IV Report on Corporate Governance for South Africa, 2016
KPI	Key performance indicators
Logicalis or Logicalis Group	A division of Datatec that supplies ICT infrastructure and solutions and managed services. Datatec has split its investment in Logicalis Group into two divisions: Logicalis International and Logicalis Latin America
Logicalis International	Comprises the Logicalis business in all markets outside Latin America
Logicalis Latin America	Comprises the Logicalis business in Latin America
LSEG	London Stock Exchange Group
MSCI	Morgan Stanley Capital International, Inc.
NFSIS	Non-financial and sustainability information statement
OECD	Organisation for Economic Co-operation and Development
SBTi	Science-Based Targets initiative, a collaboration between the CDP, the United Nations Global Compact, World Resources Institute and the World Wide Fund for Nature
Scope 1 emissions	Direct greenhouse gas emissions from sources owned or controlled by a company ie emissions are released into the atmosphere directly from the Company's daily activities. They include boiler and furnace emissions, transportation emissions, and chemical production emissions from owned or controlled processes. (eg emissions from company facilities and vehicles)
Scope 2 emissions	Indirect emissions. Come from electricity, steam, heat and cooling consumption. (eg emissions from purchased energy to switch on lights)
Scope 3 emissions	All indirect emissions, also known as value chain emissions. These are linked not only to a company's value chain but to its entire product life. Companies' most common and significant source of emissions. (eg emissions from waste disposal, business travel and downstream product/services usage)
SEC	The Datatec Group Social and Ethics Committee
STEM	Science, technology, engineering and mathematics
TCFD	Task Force on Climate Related Financial Disclosures
The Board	The Board of directors of Datatec Limited
The Code	The Datatec Group Code of Conduct
The Companies Act	South African Companies Act 71 of 2008, as amended
The Company or Datatec	Datatec Limited, listed on the JSE in the "Computer Services" sector
The current year, the year, the year under review or FY25	The year ended 28 February 2025
The Foundation	The Datatec Educational and Technology Foundation
The Group	The Datatec Group, Datatec Limited and its subsidiaries
The previous year, the prior year or FY24	The year ended 29 February 2024
UNGC	United Nations Global Compact
Westcon International or Westcon	A division of Datatec that provides distribution of security, collaboration, networking and data centre products. Includes Datatec Financial Services, a provider of financing/leasing solutions

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Datatec Limited
 Incorporated in the Republic of South Africa
 Registration number: 1994/005004/06
 ISIN: ZAE000017745
 JSE Main Board: Computer Services
 Listing date: 1994
 Share code: DTC
 Shares in issue at 28 February 2025: 236 184 688

OTC Market US
 OTCQX: DTTLF
 Listing date: 2025





Driving Technology

www.datatec.com

www.westconcomstor.com

www.logicalis.com

www.la.logicalis.com

www.masonadvisory.com