



2025 ESG Data Pack

HYPROP



About our ESG Data Pack

The Hyprop environmental, social and governance (ESG) Data Pack is a comprehensive repository aimed to provide stakeholders with a clear overview of non-financial performance across key ESG metrics for the 2025 financial year (FY2025), highlighting Hyprop's commitment to transparent and responsible business practices.

The Data Pack has been prepared in alignment with the JSE Sustainability Disclosure Guidance.

Table Bay Mall, Western Cape, South Africa

How purpose and sustainability work together

How purpose and sustainability work together

Our long-term sustainability depends on our ability to deliver our core purpose of creating spaces and connecting people in a commercially, environmentally and socially responsible way.

Our **sustainability goals**

Our purpose

Create spaces and connect people

Aligning with the UN SDGs,

which shape our sustainability strategies, goals, activities and reporting processes

Create **safe spaces that connect people**



Partner for climate resilience



Facilitate **inclusion across our value chain**



Supported by our **enablers**

Responsible

In managing our health, safety and environmental practices; doing business ethically; and engaging transparently with stakeholders

Our stakeholders are increasingly interested in how we manage ESG-related risks. In response, we are committed to transparent engagement.

Digital

In being platform-enabled; maintaining cybersecurity; and protecting data

Digital technology allows us to monitor and measure our ESG impact and collaborate with our stakeholders to make a meaningful impact and mitigate our sustainability risks.

Innovative

In committing to creating a diverse workforce; developing skills; and staying connected

We believe in an empowering culture where HYperformers are innovative in their approach to our sustainability impact.

Driven by **our values**



Collaboration

We team up
We support each other
We win together



Execution

We act decisively
We overcome challenges
We make it happen



Responsibility

We take ownership
We follow through
We build trust



Integrity

We do the right thing
We speak the truth
We lead by example



Creativity

We dare to try
We stay curious
We challenge the status quo

Environment



South Africa (SA) and Nigeria

Historic data was updated with the most recent available information.

Green buildings by sector and sub-sector		Unit	2022	2023	2024 ¹	2025 ²
PB recommended (SASB and 3rd party ratings)	Green Certified to energy star rating (SA only)	% of buildings	12.5	13.0	11.1	11.1
	Energy consumption data coverage as a % of total floor area	% of floor area	100	100	100	100
	% of tenants separately metered (electricity)	% by area	100	100	100	100
	% of tenants separately metered (water)	% by area	80	80	80	85
	Describe approach to measuring, incentivising and improving sustainability impact by tenants		Tenants have to comply to SANS 10 400 XA and green lease	Tenants have to comply to SANS 10 400 XA and green lease	Tenants have to comply to SANS 10 400 XA and green lease	Tenants have to comply to SANS 10 400 XA and green lease
	Green building industry body memberships/initiatives	Y/N	Y	Y	Y	Y
Initiatives						
Installation of waterless urinals						
Installation of Propelair toilets						
Replacement of ozone depleting refrigerants with ozone-friendly ones						
Replacement of fluorescent lights with LED lights						
Conversion of wet cooling towers to dry cooling towers						
Installation of solar-PV						

¹ Decrease in 2024 due to the acquisition of Table Bay Mall

² Nigeria was only included for three months in 2025 as the Group sold its interest in Ikeja City Mall in September 2024

Climate change

		Unit	Consumption	% change	Consumption	% change	Consumption	% change	Consumption	% change
Energy use and portfolio GHG Emissions by property sector and sub-sector			2022		2023		2024		2025	
GHG Emissions	Scope 1: Absolute gross greenhouse gas emissions expressed as metric tonnes of CO ₂ equivalent and measured in accordance with the Greenhouse Gas Protocol for: Scope 1 emissions.	tCO ₂ e	17 891	(5.63%)	18 165	1.53%	13 352	(26.50%)	4 468	(66.54%)
	Scope 2: Absolute gross greenhouse gas emissions expressed as metric tonnes of CO ₂ equivalent and measured in accordance with the Greenhouse Gas Protocol for: Scope 2 emissions.	tCO ₂ e	20 675	(8.89%)	17 649	(14.64%)	16 753	(5.08%)	17 743	5.91%
	Scope 3: Absolute gross Scope 3 greenhouse gas emissions expressed as metric tonnes of CO ₂ equivalent and measured in accordance with the Greenhouse Gas Protocol. Scope 3 emissions should include upstream and downstream emissions. The categories of Scope 3 emissions and basis for measurement for information provided by entities in the value chain should be disclosed. Recognising the challenges related to the disclosure of Scope 3 emissions, including data availability, reasons should be provided when Scope 3 emissions or categories of Scope 3 emissions are omitted.	tCO ₂ e	200 187	0.39%	174 121	(13.02%)	165 546	(4.92%)	159 970	(3.37%)
Energy mix	Total energy consumed kWh including grid, diesel generated and solar produced.	kWh	183 528 000	(6.04%)	164 175 582	(10.54%)	176 759 788	7.67%	178 195 877	0.81%
	Total energy consumed GJ including grid, diesel generated and solar produced.	GJ	660 701	(6.04%)	550 238	(16.72%)	636 335	15.65%	641 505	0.81%
	Total energy consumed but not recovered (i.e. common area)	GJ	82 982	(7.67%)	52 856	(36.30%)	86 113	62.92%	74 119	(13.93%)
	Total energy recovered from tenants	GJ	577 719	(5.80%)	497 382	(13.91%)	550 222	10.62%	567 386	3.12%
	Diesel generated electricity emissions	tCO ₂ e	7 046	176.1%	10 969	55.68%	5 925	(45.98%)	796	(86.56%)
	Total solar energy produced	GJ	38 462	0.51%	38 555	0.24%	50 989	32.25%	85 539	67.76%
	Energy use intensity	GJ/m ^{2*}	1.07	11.46%	1.05	(1.87%)	1.06	0.95%	0.89	(16.04%)
	Retail energy use intensity	kWh/m ^{2*}	265	(1.49%)	231	(12.83%)	233	0.87%	250	7.30%
Office energy use intensity	kWh/m ^{2*}	100	2.04%	85	(15.00%)	138	62.35%	127	(7.97%)	

* m² = GLA

Water security

Excludes Nigeria as it is not a water scarce area.

	Unit	Consumption		Consumption		Consumption		Consumption	
		% change		% change		% change		% change	
		2022	2023	2024	2025				
Portfolio water security									
Total water withdrawal from all areas (surface water and third-party water)	kl	621 415	(6.50%)	650 702	4.71%	732 600	12.59%	698 238	(4.69%)
Total water consumption from all areas not discharged into sewer and consumed by cooling towers	kl	236 003	(3.71%)	225 125	(4.61%)	217 692	(3.30%)	204 630	(6.00%)
Fresh water consumption intensity: total fresh water use per material unit	kl /hr worked	0.94	3.30%	0.92	(2.13%)	0.87	(5.43%)	0.83	(4.60%)
Water withdrawal data coverage as a % of GLA	%	100	–	100	–	100	–	100	–

Biodiversity and land use

Biodiversity footprint (ecosystems)	Number			
	2022	2023	2024	2025
Number and area of centres owned, leased, or managed in or adjacent to areas of high biodiversity value (Key Biodiversity Areas – KBAs), for operations	1	1	1	1

Water consumption

	Unit	Consumption		Consumption		Consumption		Consumption	
		% change		% change		% change		% change	
		2022	2023	2024	2025				
Fresh water									
Retail	kl	618 266	(3.72%)	650 702	5.25%	728 244	11.92%	695 205	(4.54%)
Office	kl	3 214	(0.5%)	4 707	46.45%	4 356	(7.46%)	3 033	(30.37%)
Total fresh water consumed	kl	621 480	(3.70%)	655 409	5.46%	732 600	11.78%	698 238	(4.69%)
Water intensity									
Water intensity retail	kl/m ²	0.94	2.17%	0.98	4.26%	1.02	4.08%	0.97	(4.90%)
Water intensity office	kl/m ²	0.47	0.00%	0.67	42.55%	0.63	(5.97%)	0.68	7.94%

Pollution and waste

Excludes Nigeria as no waste company contracted to manage waste.

		Unit	2022		2023		2024		2025		
Solid waste	Total weight of waste generated (non-recycled), with a breakdown by composition of waste, noting % directed to disposal (including landfill and incineration), and % diverted from disposal (eg reuse, recycling, recovery).	t	Directed to disposal (landfill, incineration)	3 316.37	54%	2 370.61	38%	1 901.38	31%	1 411.00	22%
		t	Diverted from disposal (recycled, reuse, recovery)	2 652.35	44%	3 600.20	58%	3 836.89	64%	4 789.00	73%
	Total weight of hazardous waste generated, noting % directed to disposal (including landfill and incineration), and % diverted from disposal (eg reuse, recycling, recovery).	t	Directed to disposal (landfill, incineration)	0	0%	0	0%	0	0%	0	0%
		t	Diverted from disposal (recycled, reuse, recovery)	141.97	2%	223.47	4%	282.00	5%	355.00	5%
	Total weight of waste generated		t		6 110.69	100%	6 194.28	100%	6 019.79	100%	6 555.00
	Waste intensity	Total waste/tenant turnover		2.926×10^{-7}		2.421×10^{-7}		2.238×10^{-7}		2.31×10^{-7}	
* Single use plastic	Report wherever material along the value chain: estimated metric tonnes of single-use plastic consumed and share % (#) of single-use plastic weight of total plastic weight	Estimated metric tonnes		320.05	# 100%	408.76	# 100%	451.1	# 100%	520.00	# 100%
Atmospheric pollution (value chain)	Report wherever material along the value chain: nitrogen oxides (NOx), sulphur oxides (SOx), volatile organic compounds (VOC), persistent organic pollutants (POP), particulate matter, and other significant air emissions identified in relevant regulations.	Kilograms or multiples per emission type		Disposal occurs at licensed landfills. Recycling occurs in industrial zones at licensed facilities. The only emissions close to urban areas are from transport which is at 3-6% of total emissions from recycling and disposal activities							
	Wherever possible estimate the proportion of specified emissions that occur in or adjacent to urban/densely populated areas.	%									
Water pollution	Total water discharge to all areas in megalitres, and list of priority substances of concern for which discharges are treated, including how these substances were defined, approach to setting discharge limits, and number of incidents of non-compliance with discharge limits.	Megalitres		0.154		-		-		-	

* Forms part of solid waste diverted from disposal

Energy mix

GHG Emissions by energy type.

	Unit	Production		Production		Production		Production	
		2022	% change	2023	% change	2024	% change	2025	% change
Scope 1									
Diesel	tCO ₂ e	10 586	16.79%	10 297	(2.73%)	9 166	(10.98%)	796	(91.32%)
Refrigerants	tCO ₂ e	7 305	(26.17%)	7 868	7.71%	4 186	(46.80%)	3 672	(12.28%)
Total Scope 1	tCO₂e	17 891	(5.63%)	18 165	1.53%	13 352	(26.50%)	4 468	(66.54%)
Scope 2									
Electricity	tCO ₂ e	20 675	(8.89%)	17 649	(14.64%)	16 753	(5.08%)	17 743	5.91%
Scope 3									
Electricity	tCO ₂ e	177 656	(2.29%)	153 173	(13.78%)	145 058	(5.30%)	140 805	(2.93%)
Waste	tCO ₂ e	1 948	(3.99%)	492	(74.74%)	989	101.02%	702	(29.02%)
Sub-total Scope 3 (electricity and waste)	tCO₂e	179 604	(2.31%)	153 665	(14.44%)	146 047	(4.96%)	141 507	(3.11%)
Flight Emissions	tCO ₂ e	20	300.00%	78	290.00%	74	(5.13%)	107	44.59%
Car Emissions	tCO ₂ e	127	0.00%	138	8.66%	146	5.8%	149	2.05%
Transmission and distribution losses	tCO ₂ e	20 028	31.07%	17 625	(12.00%)	17 872	1.40%	18 020	0.83%
Well to tank (i.e. from oil well to end consumer tank)	tCO ₂ e	408	175.68%	2 615	540.93%	1 407	(46.20%)	187	(86.71%)
Total Scope 3	tCO₂e	200 187	0.39%	174 121	(13.02%)	165 546	(4.92%)	159 970	(3.37%)



Eastern Europe (EE)

Historic data was updated with the most recent available information.

The table includes disclosure regarding the energy and electricity consumption of our EE portfolio. We completed BREEAM audits for the four EE centres.

Energy consumption	Heated area (m ²)				Gas consumption (m ³ /year) ¹				Heating oil consumption (tons/year)				Energy indicator (kWh/m ²)			
	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025
The Mall, Sofia ⁵	81 701	81 701	81 701	81 701	–	–	–	–	–	–	–	–	106	127	124	116
City Center one West	57 000	57 000	57 000	57 000	294 879	27 123	130 956	201 126	–	27	–	–	192	150	154	171
City Center one East	61 987	61 987	61 987	61 987	154 882	29 471	102 652	70 818	–	12	–	–	169	161	145	139
Skopje City Mall	52 000	52 000	52 000	52 000	–	–	–	–	–	–	–	–	121	109	108	110

Electricity consumption (kWh/year)	2022	2023	2024	2025
The Mall, Sofia ⁵	21 816 682	22 650 730	22 878 540	22 205 000
City Center one West	11 673 283	10 807 656	10 786 894	11 222 967
City Center one East	12 910 522	12 067 822	11 369 090	11 353 284
Skopje City Mall	12 889 274	11 214 637	11 993 716	11 938 309

Water consumption (m ³ /year)	2022	2023	2024	2025
The Mall, Sofia ⁴	69 338	68 720	90 487	91 158
City Center one West	30 006	31 079	31 947	38 650
City Center one East	37 231	37 841	36 819	41 035
Skopje City Mall	35 513	38 071	39 973	38 435

Delivered energy consumption (kWh/year) ²	2022	2023	2024	2025
The Mall, Sofia ⁵	8 662 876	10 337 770	10 147 538	9 489 310
City Center one West	10 925 654	8 538 500	8 804 026	9 736 043
City Center one East	10 487 070	9 965 401	9 005 144	8 631 071
Skopje City Mall	6 303 396	5 672 874	5 616 925	5 704 297

CO ₂ Emissions (tons/year) ³	2022	2023	2024	2025
The Mall, Sofia ⁵	1 489	1 419	1 468	1 425
City Center one West	518	117	261	430
City Center one East	272	83	219	151
Skopje City Mall	891	775	829	825

¹ The gas consumption is affected by better weather conditions in 2023/2024, which led to savings.

² CCo West and CCo East had heating oil consumption added from 2022.

³ Delivered energy consumption excludes HVAC for all centres.

⁴ CO₂ emissions are based on electricity in The Mall and Skopje City Mall, while in CCo East and West the ratio is based on gas and oil consumption.

⁵ The water supply company in The Mall had a faulty water meter that understated the consumption in the previous financial year however the landlord did not lose any revenue due to the faulty water meter.

Social

Headcount profile by staff level - SA and EE¹

Historic data was updated with the most recent available information.

	Number of people				% of total headcount			
	30 June 2022	30 June 2023	30 June 2024	30 June 2025	30 June 2022	30 June 2023	30 June 2024	30 June 2025
Non-executive directors	10	8	9	8				
Executive directors	3	3	3	3	1	1	1	1
Executive management	4	6	6	5	2	2	2	2
Senior management	22	26	26	22	9	9	8	7
Other employees	187	237	248	255	78	81	82	81
Total headcount - permanent employees	216	272	283	285	90	93	93	91
Contract employees	4	3	4	11	2	1	1	3
Contract casual employees (<i>information desk and event staff</i>)	16	13	13	13	7	4	4	4
Employees paid by disability	4	6	7	7	2	2	2	2
Total headcount - contract employees	24	22	24	31	10	7	7	9
Total headcount	240	294	307	316	100	100	100	100
Trade union members	0	0	0	0				

¹ Data from 2023 onwards includes Eastern Europe (EE)

	# of people			
	30 June 2022 ¹	30 June 2023	30 June 2024	30 June 2025
Average age of employees (years)	43	43	43	43
Retirement age (years)	65	65	65	65
Staff retention and tenure				
Annual employee turnover rate	8.5%	7.0%	12.0%	9.0%
Retention by staff level				
Non-executive directors	100.0%	63.0%	100.0%	92.0%
Executive directors	100.0%	100.0%	100.0%	100.0%
Executive management	80.0%	100.0%	100.0%	83.0%
Senior management	91.0%	88.0%	96.0%	95.0%
Other employees	91.0%	93.0%	87.0%	90.0%
Total staff retained	91.5%	93.0%	88.0%	91.0%
Average tenure (years of service) by staff level				
Non-executive directors	5	5	6	6
Executive directors	4	5	6	7
Executive management	9	9	11	10
Senior management	11	9	10	12
Other employees	10	9	8	8
Average tenure	9.6	8.7	8.4	8.5

¹ South Africa only



City Center one West Zagreb, Croatia

Recruitment - SA and EE

	# of positions			
	30 June 2022 ¹	30 June 2023	30 June 2024	30 June 2025
Number of permanent positions	228	286	284	285
Number of vacancies	12	10	10	10
Vacancies as % of permanent positions	5.3%	3.5%	3.5%	3.5%
Staff movement				
Internal placements	18	25	23	16
New appointments	16	34	36	30
Designated new appointments (Applies to SA only) ²	15	22	22	27
Voluntary resignations	20	23	38	20
Retirements	1	3	1	1
Retrenchment	0	0	1	0
Terminations (dismissals)	2	1	4	0
Transferred employees (due to asset sales/acquisitions)	(7)	0	6	0

Employee wellness - SA and EE

Leave liability (R'000)	11 776	11 861	12 726	10 882
Total number of sick days utilised	631	1 076	869	513
Average sick days / employee	5.00	5.59	4.70	5.83
Number of physical injuries on duty	4	1	3	7
Serious occupational injuries	0	0	0	0
Cases reported via the Ethics line	0	1	6	3

¹ South Africa only

² Designated includes African, Coloured and Indian

Employee diversity - SA only

	2022		2023		2024		2025	
	#	%	#	%	#	%	#	%
Male	93	39	98	41	109	43	112	41
Female	144	61	142	59	147	57	159	59
	237	100	240	100	256	100	271	100
Black*	164	70	169	72	179	70	201	75
White	69	30	67	28	75	30	66	25
	233	100	236	100	254	100	267	100
South African	233	98	236	98	254	99	267	99
Non-South African	4	2	4	2	2	1	4	1
	237	100	240	100	256	100	271	100

* Black- includes African, Coloured and Indian

Employment equity

Total number of South African employees reported in terms of the Employment Equity Act:

	30 June 2025												
	Male				Female				Total				Total
	A	C	I	W	A	C	I	W	A	C	I	W	
Top management	-	-	-	3	-	-	-	-	-	-	-	3	3
Senior management	2	1	3	8	3	-	1	8	5	1	4	16	26
Professionally qualified and experienced specialists and mid management	7	-	4	8	2	7	6	16	9	7	10	24	50
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	15	2	4	5	4	7	3	6	19	9	7	11	46
Semi-skilled and discretionary decision-making	20	14	-	4	47	27	3	7	67	41	3	11	122
Unskilled and defined decision-making	-	-	-	-	2	-	-	-	2	-	-	-	2
Total permanent	44	17	11	28	58	41	13	37	102	58	24	65	249
Temporary employees	9	-	-	-	5	2	1	1	14	2	1	1	18
Total	53	17	11	28	63	43	14	38	116	60	25	66	267

A - African, C - Coloured, I - Indian, W - White

Employment equity - disabilities - SA only

	30 June 2025													
	Male				Female				Total				Total	
	A	C	I	W	A	C	I	W	A	C	I	W		
Top management	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior management	-	-	-	1	-	-	-	1	-	-	-	2	-	2
Professionally qualified and experienced specialists and mid management	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Semi-skilled and discretionary decision-making	1	2	-	-	2	1	-	1	3	3	-	1	-	7
Unskilled and defined decision-making	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total permanent	1	2	-	1	2	1	-	2	3	3	-	3	-	9
Temporary employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	1	2	-	1	2	1	-	2	3	3	-	3	-	9

A - African, C - Coloured, I - Indian, W - White

Training and development - SA only

	30 June 2022	30 June 2023	30 June 2024	30 June 2025
	Cost of training			
Training by Race	R	R	R	R
African	874 948	963 871	1 469 861	2 605 494
Coloured	282 297	166 966	524 065	732 623
Indian	360 851	455 675	659 664	319 359
White	413 815	851 427	1 305 785	863 719
Non-South African	38 135	-	79 637	150 379
Total	1 970 046	2 437 939	4 039 012	4 671 574
Training by Gender				
Male	1 245 026	1 267 800	2 364 464	2 421 582
Female	725 020	1 170 139	1 674 548	2 249 992
Total	1 970 046	2 437 939	4 039 012	4 671 574
Training by Type				
Training	710 009	483 995	1 094 152	1 042 731
Workshop	4 050	-	798 997	27 594
Membership fee	121 920	240 644	352 100	292 143
Medicals	-	22 240	1 032	-
Conference	74 067	130 660	472 958	197 450
Strategy	400 000	807 600	207 924	903 736
Learnership	660 000	752 800	1 111 849	2 207 919
Total	1 970 046	2 437 939	4 039 012	4 671 574
Training spend by topic				
Leadership	400 000	52 500	325 995	943 297
Business operations	472 520	1 340 705	2 115 452	885 128
Degree / Diploma	327 268	280 954	321 708	423 875
Green building principles	35 500	-	-	129 684
Learnership	660 000	763 780	1 111 849	2 207 919
Trade qualification	70 508	-	68 958	-
Health and safety	4 250	-	39 290	81 670
HIV and Aids	-	-	55 760	-
Total	1 970 046	2 437 939	4 039 012	4 671 574

Long service - SA and EE

	2022 ¹	2023	2024	2025
Years	Awards	Awards	Awards	Awards
35	0	1	1	0
30	0	0	1	0
25	0	1	1	0
20	2	2	8	8
15	7	12	9	15
10	16	16	12	3
Total	25	32	32	26












Hyprop excellence awards - SA and EE

	2022 ¹	2023	2024	2025
	Awards	Awards	Awards	Awards
Individual	4	5	6	7
Team	0	1	2	2
Total	4	6	8	9

¹ South Africa only

Governance

Board composition: diversity, competence and independence at 30 June 2025

Board efficacy		Board competence		Director independence	
Directors	Expertise	Committees	Nationality	Independent	Other listed boards
 Spiro Noussis (Chairman)	● ● ● ● ●	IN, NOM, REM	South African	✓	–
 Richard Inskip	● ● ● ● ●	NOM, REM	South African	✓	2 – Clicks Group Ltd, Mr Price Group Ltd
 Annabel Dallamore	● ● ● ● ●	ARC, REM, NOM	South African	✓	–
 Loyiso Dotwana	● ● ● ● ●	IN, SES	South African	✓	1 – Afrimat Ltd
 Reeza Isaacs	● ● ● ● ● ● ●	ARC	South African	✓	The Spar Group Limited
 Zuleka Jasper	● ● ● ● ● ● ●	ARC, SES	South African	✓	–
 Bernadette Mzobe	● ● ● ● ●	SES, IN	South African	✓	–
 Kevin Ellerine	● ● ● ● ● ● ●	IN	South African	X	1 – Newpark REIT Ltd
 Wilhelm Nauta	● ● ● ● ● ● ●	IN	South African	N/A	–
 Brett Till	● ● ● ● ● ● ● ● ● ● ●	–	South African	N/A	–
 Morné Wilken	● ● ● ● ● ● ● ● ● ● ●	IN	South African	N/A	–

ARC Audit & Risk Committee
 SES Social, Ethics and Sustainability Committee
 REM Remuneration Committee
 NOM Nomination Committee
 IN Investment Committee
 Full CVs available at www.hyprop.co.za

Skills & experience:

● Financial & accounting
 ● Corporate Social Investment
 ● Information technology/digital disruption
 ● Leadership & governance
 ● Risk and compliance
 ● Legal & regulatory
 ● Property investment & development
 ● Strategy



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