



Pick n Play

ESG performance / data matrix **25**

ESG performance data matrix

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

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

	Unit	53 weeks FY25	52 weeks FY24 ¹	52 weeks FY23 ¹	52 weeks FY22	52 weeks FY21	GRI	SASB	JSE	Comments FY25
Economic Group										
1	Rand million value of total turnover generated	Rand million	118 610	112 295	106 562	97 873	93 079	201-1		S2.4a
2	Rand million value of total turnover generated in South Africa	Rand million	114 487	108 085	102 721	94 535	89 919	201-1		
3	Percentage of turnover generated in South Africa	%	97.0	96.3	96.4	96.6	96.6			
4	Rand million value of total turnover generated per employee, including full time and variable time employees	Rand million	1.9	1.9	1.8	1.7	1.7			
5	Rand million value of net profit/(loss) after tax generated	Rand million	(651)	(3 301)	1 170	1 215	967	201-1		
6	Rand value of net profit/(loss) after tax per employee, including full time and variable time employees	Rand	(10 218)	(54 692)	19 558	21 310	17 524			
7	Rand million value of total compensation paid to employees, including wages and benefits	Rand million	9 516	9 000	8 348	7 836	7 959	201-1		S2.4a
8	Average compensation paid to employees, including wages and benefits of full time and variable time employees	Rand	149 360	149 115	139 553	137 501	144 218			
9	Total rand million value of compensation paid to executive directors – excluding gains realised from LTI awards	Rand million	34.1	41.6	38.6	46.7	68.8	2-19		
10	Total rand million compensation paid to executive directors and key management personnel – excluding gains realised from LTI awards	Rand million	75	109	95	132	163			
11	Rand million value of total taxes paid	Rand million	744	454	458	404	425	201-1		G5.1a & S2.4a
12	Dividends paid to shareholders	Rand million	0	687	1 113	960	935	201-1		
13	Retained earnings	Rand million	7 301	646	4 686	4 717	4 574	201-1		
14	Capital expenditures (capex)	Rand million	1 725	3 752	3 963	2 134	1 485			

¹ Refer to note 38 of the Group Annual Financial statements for details of restatements.

	Unit	53 weeks FY25	52 weeks FY24 ¹	52 weeks FY23 ¹	52 weeks FY22	52 weeks FY21	GRI	SASB	JSE	Comments FY25
Governance⁺										
15	Number of Board members	12	13	13	14	15	2-9			
16	Number of Board members who are deemed non-executive	10	11	12	10	10	2-9			
17	Percentage of Board members who are deemed non-executive	83.3	84.6	92.3	71.4	66.7	2-9			
18	Number of Board members who are deemed executive	2	2	2	4	4	2-9			
19	Number of Board members who are deemed 'independent'	7	7	8	8	7	2-9		G1.3	
20	Percentage of non-executive Board members who are deemed 'independent'	58.3	53.8	61.5	57.1	46.7	2-9		G1.3	
21	Number of Board members who are deemed 'HDSA'	4	4	5	5	5	2-9		G1.1	
22	Percentage of Board members who are deemed 'HDSA'	33.3	30.8	38.5	35.7	33.3	2-9		G1.1	
23	Number of Board members who are women	5	5	4	5	5	2-9		G1.1	
24	Percentage of Board members who are women	41.7	38.5	30.8	35.7	33.3	2-9		G1.1	
25	Average length of executive director service (in years)	3.5	2.5	2.5	9.6	8.7	2-9		G1.3	
26	Average length of non-executive director service (in years)	12.0	12.0	11.4	13.9	12.4	2-9		G1.3	
27	Average length of director (full Board) service (in years)	10.0	10.5	10.1	12.5	11.3	2-9		G1.3	
28	Average age of directors (in years)	60.0	59.5	58.6	60.2	59.2	405-1		G1.3	
29	Overall board and committee meeting attendance	97	94	100	100	100				With the Board achieving 100% attendance for its standard meetings
30	Name of financial auditor	Ernst & Young Inc.	Ernst & Young Inc.	Ernst & Young Inc.	Ernst & Young Inc.	Ernst & Young Inc.				
31	Auditor remuneration: % of non-audit fees	0.1	0.1	0.0	0.2	2.2				
32	Length of current auditor's service (in years)	10	9	8	7	6				
33	Independence of Board Chair	Yes/No	No	No	No	No	2-11			

¹ Refer to note 38 of the Group Annual Financial statements for details of restatements.

⁺ Further details on our governance can be found on page 80 of the IAR.

	Unit	53 weeks FY25	52 weeks FY24 ¹	52 weeks FY23 ¹	52 weeks FY22	52 weeks FY21	GRI	SASB	JSE	Comments FY25
Governance* (continued)										
34	Does the Company have a publicly available policy on Board conflicts of interest and politically exposed persons (PEP)?	Yes/No	Yes	Yes	Yes	Yes	2-15			
35	Does the Company provide public disclosure on any/all Board member politically exposed persons (PEP)?	Yes/No	n/a	n/a	n/a	n/a				No board members are classified as politically exposed persons (PEPs).
36	Does the Board sign off on publicly available climate-related financial disclosures, as per TCFD?	Yes/No	Yes	Yes	Yes	Yes	2-5a			
37	Does the Company have a publicly available human rights policy?	Yes/No	Yes	Yes	Yes	Yes	2-23a			
38	Does the Company include ESG into service level agreements with suppliers?	Yes/No	Yes	Yes	Yes	Yes	308-1 & 414-1	FB-FR-430a.3	S5.1c	Ensure, at minimum, adherence to legislation.
39	Does the Company formally audit suppliers and contractors for ESG compliance (including human rights)?	Yes/No	Partial	Partial	Partial	Partial	308-1 & 308-2 & 414-2		S5.1c	We prioritise material issues in supplier audits to address key risks and enhance performance.
40	Are shareholders given the right to vote on executive remuneration, and is the vote binding?	Yes/No	Partial	Partial	Partial	Partial	2-20 & 2-21			In accordance with the Companies Act, shareholder votes are advisory and therefore non-binding.
41	Does the Company publicly disclose its voting record on sustainability-related resolutions and are the votes binding?	Yes/No	n/a	n/a	n/a	n/a				
42	Is executive remuneration linked to ESG?	Yes/No	Partial	Yes	Yes	No	2-19b		G2.1	
43	Is the Company's policy on Board gender diversity and Board race diversity publicly available?	Yes/No	Yes	Yes	Yes	Yes			G1.1	
44	Does the Company publicly provide targets with respect to Board gender and race diversity?	Yes/No	Yes	Yes	Yes	Yes			G1.1	
45	Does the Company publicly provide progress against these targets?	Yes/No	Yes	Yes	Yes	Yes			G1.1	
46	Does the Company publicly disclose AGM minutes?	Yes/No	Yes	Yes	Yes	Yes				
47	Does the Company's publicly disclosure of AGM minutes include the Q&A session?	Yes/No	Yes	Yes	Yes	Yes				

¹ Refer to note 38 of the Group Annual Financial statements for details of restatements.

* Further details on our governance can be found on page 80 of the IAR.

	Unit	53 weeks FY25	52 weeks FY24 ¹	52 weeks FY23 ¹	52 weeks FY22	52 weeks FY21	GRI	SASB	JSE	Comments FY25
Governance* (continued)										
48	Does the Company disclose its positions on key policy positions?	Yes/No	Partial	Partial	No	No	No			ESG Policies
49	Does the Company have significant Board sustainability expertise (i.e., % with measurable sustainability qualifications)?	Yes/No	No	No	No	No	2-9c		G1.2	Board members underwent ESG training with the Institute of Directors South Africa (IoDSA).
50	Does the Company have significant Board climate change expertise (i.e., % with measurable climate change qualifications)?	Yes/No	No	No	No	No	2-9c		G1.2	Board members underwent ESG training with the Institute of Directors South Africa (IoDSA).
52	Does the Company have a whistle-blower programme in place? HOTLINE	Yes/No	Yes	Yes	Yes	Yes	- 2-26		G3.1c	
52	Does the Company have a whistle-blower programme in place? POLICY	Yes/No	Yes	Yes	Yes	Yes	- 2-26		G3.1c	
53	Number of whistle-blower incidents reported ²		21	25	-	-	- 2-26		G3.1c	
54	Number of whistle-blower incidents leading to disciplinary hearing ²		2	4	-	-	- 2-26		G3.1c	All incidents are managed through formal investigations and disciplinary procedures in line with company policy.
55	Total amount of political contributions made to political parties	Rand	0	0	0	0	0 415-1		G3.2b	
56	Is there a breakdown of political contributions per political party provided?	Yes/No	n/a	n/a	n/a	n/a	n/a 415-1		G3.2	
57	Rand value of losses resulting from legal proceedings (including fines) due to fraud, insider trading, anti-trust, anti-competitive behaviour, market manipulation, malpractice or violations of other industry laws or regulations	Rand	0	0	0	0	0 2-27	FB-FR-270a.2 & FB-FR-310a.4	G4.2	
58	Does the Company have stakeholder engagement policies in place, including mechanisms for stakeholders to raise issues?	Yes/No	Yes	Yes	Yes	Yes	Yes			Read more about our stakeholder engagement on page 42 of the IAR.

¹ Refer to note 38 of the Group Annual Financial statements for details of restatements.

² Pick n Pay Segment.

* PnP company-owned.

+ Further details on our governance can be found on page 80 of the IAR.

	Unit	53 weeks FY25	52 weeks FY24 ¹	52 weeks FY23 ¹	52 weeks FY22	52 weeks FY21	GRI	SASB	JSE	Comments FY25
Labour Pick n Pay Company-owned										
59	Number of employees – permanent	29 434	31 163	32 919			– 2-7b		S1.5a	
60	Total number of employees	31 806	31 337	33 162			–			
61	Total number of employees and contractors operating in South Africa	31 804	31 335	33 160			– 2-7a & 2-8a		S1.5a	
62	Percentage of employees and contractors operating in South Africa	%	99.99	99.99			– 2-7a & 2-8a			
63	Percentage of management (top and senior) deemed 'HDSA'	%	74.0	73.0	72.0		– 405-1			
64	Percentage of management (top and senior) who are women	%	38.0	39.0	36.0		– 405-1			
65	Percentage of employees who are deemed 'HDSA'	%	98.0	98.1	98.0		– 405-1		S1.5a	
66	Percentage of employees who are women	%	70.0	70.5	69.5		– 405-1		S1.5a	
67	Percentage of employees who are 'permanent'	%	92.5	99.4	99.3		– 2-7b		S1.5a	
68	Number of employees who are deemed 'disabled'		583	575	617		– 405-1			
69	Disabled persons rate	%	1.8	1.8	1.9		–			
70	Percentage of employees who belong to a trade union	%	60	66	67		– 2-30	FB-FR-310a.2	S1.4b	
71	Employee turnover (i.e., number of persons who departed relative to the total number of employees at year-end)	%	19	20	14	15	401-1		S2.3b	
72	Total number of person hours worked	PHW	58 904 630	55 244 197	59 287 619		– 403-9a			
73	Total number of employees trained for skills, including internal and external training interventions		29 687	21 370	17 903		– 404-1		S2.2	
74	Total number of employees with disabilities trained for skills, including internal and external training interventions		279	377	390		– 404-1			
75	Percentage of employees trained in South Africa	%	100	100	100		– 404-1			
76	Rand million value of employee training spend	Rand million	67	55	76		– 404-1		S2.2	
77	Percentage of training spend in South Africa	%	100	100	100		– 404-1			
78	Total number of person days lost due to absenteeism		150 213	158 044	138 999		– 403-9b			

¹ Refer to note 38 of the Group Annual Financial statements for details of restatements.

	Unit	53 weeks FY25	52 weeks FY24 ¹	52 weeks FY23 ¹	52 weeks FY22	52 weeks FY21	GRI	SASB	JSE	Comments FY25
Labour Pick n Pay Company-owned (continued)										
79	Percentage of total person days lost due to absenteeism	%	2	2	2	-				
80	Total number of person days lost due to industrial action (i.e., strike action)		1	1	39	-		FB-FR-310a.3	S1.4c	The matters were promptly addressed and resolved, resulting in minimal operational impact.
81	Percentage of total person days lost due to industrial action	%	0	0	0	-			S1.4c	
82	Percentage of employees under the age of 30	%	26	21	20	-	405-1		S1.1a	
83	Percentage of employees aged between 30 and 50	%	61	65	67	-	405-1			
84	Percentage of employees over the age of 50	%	13	14	13	-	405-1			
85	The total rand million annual remuneration of the highest paid employee	Rand million	25	25	25	23	37	2-21		S1.2c
Health and Safety Pick n Pay Company-owned										
86	Number of fatalities (i.e., injuries on duty leading to death, excluding the deaths of workers not occurring 'at work')		0	1	0			403-9a		S3.1a
87	Number of medical treatment cases (MTCs, i.e. injuries on duty leading to medical treatment, but no lost days)		161	130	167			403-9a		S3.1b
88	Number of lost time injuries (LTIs, i.e. injuries on duty leading to at least one lost day)		832	883	984			403-9a		S3.1b
89	Total number of recordable injuries, including MTCs, LTIs and fatalities		993	1013	1151			403-9a		
90	Fatal injury frequency rate (FIFR, i.e. number of fatalities per 200 000 person hours worked)		0	0	0			403-9a		
91	Lost time injury frequency rate (LTIFR, i.e. number of LTIs per 200 000 person hours worked)		2.7	2.7	3.0			403-9a		
92	Total recordable injury frequency rate (TRIFR)		3.2	3.1	3.6			403-9a		
93	Does the Company report a LTIFR and/or TRIFR target?	Yes/No	No	No	No			403-9a		
94	Does the Company's safety data include contractor injuries?	Yes/No	No	No	No			403-9b		
95	Number of high-risk food safety violations*		0	1	0	-	-			FB-FR-250a.1

¹ Refer to note 38 of the Group Annual Financial statements for details of restatements.

	Unit	53 weeks FY25	52 weeks FY24 ¹	52 weeks FY23 ¹	52 weeks FY22	52 weeks FY21	GRI	SASB	JSE	Comments FY25
Food Safety Pick n Pay company-owned										
96	Number of product recalls of Pick n Pay own branded products *	18	10	7	-	-		FB-FR-250a.2	S4.1b	All recalls are fully investigated to determine the root cause.
97	Number of supplier site visits by PnP food technologists*	525	645	508	769	789				
98	Number of food safety store audits*	7 990	7 725	6 132	6 648	6 480				
Value Chain Pick n Pay Company-owned										
99	Percentage of clothing suppliers registered on SEDEX*	%	90	97	83	90	77			Percentage of suppliers with active Sedex membership at time of data collection.
100	Percentage of Pick n Pay clothing sourced from the Southern African development community (SADC) suppliers*	%	46	51	54	46	43			The decrease was driven by higher shipping costs and delays, which raised input costs and disrupted stock, affecting local production and order timelines.
101	Percentage of clothing products with one or more sustainability attributes*	%	45	40	31	19	-			Methodology updated to improve performance tracking accuracy; historical figures restated accordingly.
102	Percentage clothing from local suppliers*	%	41	44	44	41	39			The decrease was driven by higher shipping costs and delays, which raised input costs and disrupted stock, affecting local production and order timelines.
103	Percentage sustainably sourced cotton clothing*	%	60	28	22					
104	Number of suppliers part of the WRI 10x20x30 Food Waste Initiative*		17	17	19	20	20			Three suppliers have exited the program after successfully achieving their targets, which is a positive reflection of their progress and commitment.
105	Number of entrepreneurs enrolled in enterprise and supplier development programme*		177	178	198	187	112			

¹ Refer to note 38 of the Group Annual Financial statements for details of restatements.

	Unit	53 weeks FY25	52 weeks FY24 ¹	52 weeks FY23 ¹	52 weeks FY22	52 weeks FY21	GRI	SASB	JSE	Comments FY25
Value Chain Pick n Pay Company-owned (continued)										
106	Percentage sustainable palm oil in Pick n Pay branded products*	%	96	90	100	100	30	430.00	S5.1d	In light of not reaching our commitment, we purchased an additional 150 tonnes of sustainable palm oil credits, which were not included in our sustainable sourcing percentage calculation.
107	Sustainable seafood percentage by sales value for Pick n Pay company-owned stores*	%	66	79	89	91	95			Progress against our sustainable seafood commitments declined due to updated species assessments and sourcing changes impacting classification outcomes.
108	Sustainable seafood percentage by number of species sales value for Pick n Pay company-owned stores*	%	71	79	79	83	78			Progress against our sustainable seafood commitments declined due to updated species assessments and sourcing changes impacting classification outcomes.
109	Percentage of Pick n Pay branded products procured locally*	%	96	94	85	95	95			
110	Percentage private label sow crate friendly pork*	%	100	100	100	100	100			
111	Rand billion spend on BBBEE businesses*	Rand billion	51.0 ³	53.1	53.4	50.8	54.5			
112	Rand billion spend on black-owned businesses*	Rand billion	7.8 ³	8.1	6.3	8.3	7.7			
113	Rand billion spend on black women-owned businesses*	Rand billion	5.1 ³	6.1 ²	4.8	6.3	5.2			
114	Rand billion spend on black-owned SMMEs*	Rand billion	1.9 ³	1.3 ²	0.9	1.9	2.6			
115	Rand billion spend on SMMEs*	Rand billion	4.2 ³	6.2	3.1	4.3	4.5			

¹ Refer to note 38 of the Group Annual Financial statements for details of restatements.

² FY24 figure revised to reflect audited data from the FY24 B-BBEE verification process.

³ Figure may change as a result of findings from FY25 BBBEE verification process.

* PnP company-owned.

	Unit	53 weeks FY25	52 weeks FY24 ¹	52 weeks FY23 ¹	52 weeks FY22	52 weeks FY21	GRI	SASB	JSE	Comments FY25
Footprint										
116	Total number of stores	2 269	2 279	2 204	2 081	1 994				
117	Number of Group stores in South Africa	2 080	2 090	2 018	1 910	1 828				
118	Number of Pick n Pay company-owned stores	1 498	1 484	1 385	1 244	1 172				
119	Number of Pick n Pay franchise stores	697	722	747	773	761				
120	Number of associate-owned stores (Zimbabwe)	74	73	72	64	61				
121	Number of new stores opened	100	128	175	139	112				
122	Total store floorspace – all Group	m ² million	2.13	2.80	2.80	2.70	2.70			
123	Total store floorspace – company-owned stores (Boxer & Pick n Pay)	m ² million	2.06	2.10	2.10	2.00	1.90			
124	Total store floorspace – Pick n Pay company-owned stores	m ² million	1.10	1.50	1.50	1.50	1.50			
125	Total store floorspace – Boxer company-owned stores	m ² million	0.69	0.60	0.60	0.50	0.40			
126	Total store floorspace – Pick n Pay franchise	m ² million	0.72	0.70	0.70	0.70	0.80			
Loyalty and customer satisfaction Pick n Pay Company-owned										
127	Number of active Smart Shopper loyalty members (million)*	million	11.4	11.3	11.0	9.5	8.5			
128	Percentage of sales transactions through Smart Shopper loyalty cards*	%	79.0	81.0	80.0	80.0	75.0			
129	Rand billion value of loyalty savings provided*	Rand billion	5.0	6.7	6.5	5.5	3.5			The decline reflects a strategic shift towards making promotions accessible to all customers, rather than limiting them to Smart Shopper deals.
Energy Group										
130	Total direct energy consumption – all fuels	Gigajoules (GJ)	525 583	1 131 536	1 033 300	316 747	–	302-1		Decrease in stationary fuel combustion is largely attributed to reduced loadshedding.
131	Direct energy efficiency: total direct energy consumed per general letting area	GJ/m ²	0.20	0.45	0.48	0.15	–			

¹ Refer to note 38 of the Group Annual Financial statements for details of restatements.

* PnP company-owned.

	Unit	53 weeks FY25	52 weeks FY24 ¹	52 weeks FY23 ¹	52 weeks FY22	52 weeks FY21	GRI	SASB	JSE	Comments FY25
Energy Group (continued)										
132	Total MWh of electricity consumed – purchased (ex. renewable sources)	MWh	828 790	771 827	758 907	791 886	773 025	302-1	FB-FR-130a.1	Electricity use increased, mainly due to reduced loadshedding.
133	Total MWh of electricity consumed – renewable sources (solar)	MWh	2 144	9 664	8 579	7 791	7 773	302-1		
134	Total MWh of electricity consumed – purchased and renewable	MWh	830 935	781 491	767 486	799 677	780 798			Electricity use increased, mainly due to reduced loadshedding.
135	Percentage of electricity consumed that was renewable energy	%	0.30	1.20	1.10	1.00	1.00			
136	Electricity Efficiency: Average Electricity Consumed per GLA	MWh/m ²	0.32	0.30	0.36	0.39	0.43			
137	Total indirect energy consumption (i.e., electricity) in gigajoules	GJ	2 991 364	2 786 235	2 762 950	2 878 837	2 810 873			
138	Total direct and indirect (i.e., electricity) energy consumption in gigajoules	GJ	3 516 948	3 917 771	3 796 250	3 167 537	-			
139	Total energy efficiency: total direct energy and indirect energy consumed per GLA	GJ/m ²	1.3	1.6	1.8	1.6	-			
140	Total energy efficiency improvement from FY10 baseline*	%	37.5	39.0	37.0	35.1	34.3			
141	Does the Company report a target for direct energy consumption, or reductions, and is it against a specific denominator (e.g. per PHW)?	Yes/No	No	No	No	No	No			
142	Does the Company report a target for indirect energy consumption (i.e., electricity), or reductions, and is it against a specific denominator (e.g. per PHW)?	Yes/No	Yes	Yes	Yes	Yes	Partial			
143	Does the Company report a target for TOTAL energy consumption, or reductions, and is it against a specific denominator (e.g. per PHW)?	Yes/No	No	No	No	No	No	302-4		

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	Unit	53 weeks FY25	52 weeks FY24 ¹	52 weeks FY23 ¹	52 weeks FY22	52 weeks FY21	GRI	SASB	JSE	Comments FY25	
Carbon footprint Group											
144	Carbon emissions – scope 1	Tonnes CO ₂ e	297 933	447 357	381 435	183 614	123 421	305-1	FB-FR-110b.1	E1.1a	The decrease in Scope 1 emissions is mainly due to reduced stationary fuel combustion, which resulted from reduced loadshedding.
145	Carbon emissions – scope 2	Tonnes CO ₂ e	878 098	754 993	761 910	816 944	766 174	305-2		E1.1a	Increase in Scope 2 emissions is driven by higher electricity use in stores and non-store sites, resulting from reduced loadshedding.
146	Carbon emissions – total scope 1 and scope 2	Tonnes CO ₂ e	1 176 031	1 202 350	1 143 345	1 000 558	889 595				
147	Carbon emissions – scope 3	Tonnes CO ₂ e	373 250	444 436	452 280	475 222	482 615	305-3		E1.1a	Decrease in FY25 largely due to reduced business travel and revised methodology by our third-party service provider for calculating delivery distances.
148	Total carbon emissions (scope 1, scope 2 and scope 3)	Tonnes CO ₂ e	1 549 281	1 646 786	1 595 625	1 475 780	1 372 210				Decrease in FY25 largely due to reduced business travel and revised methodology by our third-party service provider for calculating delivery distances.
149	Carbon emissions target reported against a prior baseline?	Yes/No	Yes	Yes	Yes	Yes	Yes	305-5			
150	Baseline year for carbon reduction targets	Year	2022	2022	2022	2013	2013	305-5			
151	Target for carbon emissions, or reduction, against a specific denominator	Yes/No	Yes	Yes	Yes	Yes	Yes	305-5		E1.3	
152	Carbon emission targets are Science-Based Target initiative (SBTi) approved		Submitted, awaiting approval	In Progress	No	No	No	305.00		E1.3	
153	Percentage of stores using natural refrigerants	%	15	13	10	6	5				
154	Volume of carbon emissions offset via the purchase of carbon credits and/or company-owned carbon offset projects (tonnes)	Tonnes	0	0	0	0	0	305-5			

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	Unit	53 weeks FY25	52 weeks FY24 ¹	52 weeks FY23 ¹	52 weeks FY22	52 weeks FY21	GRI	SASB	JSE	Comments FY25	
Carbon footprint Group (continued)											
155	Volume of carbon emissions offset via company-owned carbon offset projects (tonnes)	Tonnes	0	0	0	0	0	305-5			
156	Rand value of spend on carbon offset projects	Rand	0	0	0	0	0				
157	Scope 1 emission intensity: average volume of scope 1 carbon emissions per GLA	Tonnes CO ₂ e/m ²	0.14	0.18	0.17	0.09	0.07	305-4		E1.1c	
158	Scope 2 emissions intensity: average volume of scope 2 carbon emissions per GLA	Tonnes CO ₂ e/m ²	0.43	0.30	0.35	0.40	0.42	305-4		E1.1c	
159	Carbon intensity: average volume of scope 1 and 2 carbon emissions per GLA	Tonnes CO ₂ e/m ²	0.57	0.47	0.47	0.49	0.49				
160	Does the Company have a just transition plan to meet decarbonisation targets?	Yes/No	No	No	No	No	No			E1.4a	
161	Does the just transition plan include stakeholder engagement for workers and communities?	Yes/No	N/A	N/A	N/A	N/A	N/A			E1.4a	
Water Pick n Pay company-owned											
162	Total volume of water consumed – new purchases and/or abstractions (excluding recycled water used)*	Kl	889 168	1 099 982	1 108 223	1 019 918	1 006 000	303-5a		E2.1a	The reduction in water consumption can be attributed to a combination of store closures and the implementation of water efficiency measures, including online metering with real-time alerts across most of our company-owned Pick n Pay stores, distribution centres, and offices.
163	Water efficiency: average volume of water consumed per GLA*	l/m ²	0.8	0.4	0.5	0.5	0.6				While we have reduced our overall store footprint through closures, the decrease in total water use has been smaller. This suggests that the stores we closed were likely smaller or lower-usage sites and did not contribute significantly to overall water consumption.
164	Water consumption target reported against a prior baseline*	Yes/No	Yes	Yes	Yes	Yes	Yes				

¹ Refer to note 38 of the Group Annual Financial statements for details of restatements.

	Unit	53 weeks FY25	52 weeks FY24 ¹	52 weeks FY23 ¹	52 weeks FY22	52 weeks FY21	GRI	SASB	JSE	Comments FY25
Water Pick n Pay company-owned (continued)										
165	Baseline year for water reduction targets*	2018	2018	2018	2018	2018				
166	Target for water consumption, or reduction, against a specific denominator (e.g. per GLA)*	Yes	Yes	Yes	Yes	Yes				
167	Water intensity reduction from FY18 baseline for Pick n Pay company-owned stores*	20	25	12	11	13				
168	Percentage of company-owned stores assessed for water-risk using WWF-water risk filter*	100	100	-	-	-				
Waste Pick n Pay company-owned										
160	Total volume of waste to landfill (excluding food waste)*	10 417	10 349	12 757	14 343	-	306-5		E4.1a	
170	Total volume of waste recycled*	12 896	10 456	11 422	14 150	-	306-4		E4.1a	
171	Total volume of waste disposed to landfill and recycled*	23 313	20 805	26 025	29 408	-			E4.1a	
172	Waste intensity: Pick n Pay company-owned stores*	26.2	15.6	15.5	14.6	14.1	306-3		E4.1c	
173	Food waste intensity: Pick n Pay company-owned stores*	19.0	16.3	16.0	15.3	14.7				
174	Percentage reduction in food waste against 2019 baseline*	33.9	31.5	27.9	31.9	37.8				
175	Percentage of waste diverted from landfill*	63.6	55.7	62.0	55.0	-				
176	Percentage of waste disposed of that is sent for recycling*	45.0	44.8	43.9	48.1	-				
177	Total tonnes of items collected for recycling through reverse vending machines*	26	5	5	5	-				
178	Volume of waste sent for recycling – plastic*	1 379	1 104	1 361	1 663	-				Increased recycling drives at stores and distribution centres lead to high volumes in FY25.
179	Volume of waste sent for recycling – food waste recovered*	724	706	991	914	-				Restatement of FY24 figure to accurately represent the split between recovery and donations.
180	Volume of waste sent for recycling – glass*	106	91	10	13	-				
181	Volume of waste sent for recycling – metal*	38	10	8	11	-				
182	Volume of waste sent for recycling – excess food products donated*	1 401	901	882	848	-				Expanded connections between stores and beneficiary organisations.

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	Unit	53 weeks FY25	52 weeks FY24 ¹	52 weeks FY23 ¹	52 weeks FY22	52 weeks FY21	GRI	SASB	JSE	Comments FY25
Waste Pick n Pay company-owned (continued)										
183	Volume of waste sent for recycling – cardboard and paper*	Tonnes	11 349	9 241	10 020	13 500	–			Increased recycling drives at stores and distribution centres lead to high volumes in FY25.
Packaging Pick n Pay company-owned										
184	Percentage own brand packaging which is recyclable/reusable*	%	91.8	93.3	91.8	88.4	87.3			
185	Percentage recycled content in plastic packaging*	%	14.3	35.5	27.7	22.3	13.7			The FY25 decrease is primarily due to data quality challenges at supplier level, along with shifting buying patterns. We are currently developing a digital solution to address these issues and improve data accuracy.
186	Percentage FSC-certified cardboard and paper in packaging*	%	71.3	97.7	88.0	25.3	34.8			The FY25 decrease is primarily due to data quality challenges at the supplier level, along with shifting buying patterns. We are currently developing a digital solution to address these issues and improve data accuracy.
187	Packaging weight reduction from FY20 baseline*	%	37.6	33.1	27.6	31.9	10.2			
Environmental management Pick n Pay company-owned										
188	Does the Company have a biodiversity action plan in place to minimise impacts on biodiversity and ecosystems?	Yes/No	No	No	No	No	No	304-3	E3.1c	
189	Total number of environmental incidents (level 1, 2 and/or 3)		0	0	0	0	0	2-27a	G4.1	
190	Total number of environmental fines and/or non-compliances		0	0	0	0	0	2-27b	G4.2	
191	Total number of environmental complaints		0	0	0	0	0	2-27	G4.1	

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	Unit	53 weeks FY25	52 weeks FY24 ¹	52 weeks FY23 ¹	52 weeks FY22	52 weeks FY21	GRI	SASB	JSE	Comments FY25	
Environmental management Pick n Pay company-owned (continued)											
192	Rand Value of Group carbon tax paid	Rand	316 207	190 665	143 909	82 293	69 505				The FY25 carbon tax value reflects the higher use of stationary fuels in FY24.
193	Group CDP climate		B	B	B	B	B				
194	Group Water		B	B	B	B	A-				
195	Group CDP forests (cattle products/palm oil/soy/timber)		C	D/B-/D/B-	D/C/C/C	C/D/ /C	C/D/ /C				
CSI expenditure Pick n Pay company-owned											
196	Rand million value of corporate social investment expenditures*	Rand million	29	29	39	32	42	203-1		S2.4a	
197	CSI/SED spend as a percentage of total turnover generated	%	0	0	0	0	0				
198	CSI spend as a percentage of net profit after tax (NPAT)	%	n/a	n/a	3	3	4				Despite operating at a loss during the reporting period, we remained committed to supporting our communities.
199	Percentage of total CSI spend in South Africa	%	100	100	100	100	100	203-1			
200	Rand million value of CSI spend on basic needs and social development, including nutrition and/or feeding programmes	Rand million	6.9	10.6	11.1	11.4	14.3	203-1		S2.4a	
201	CSI spend on education	Rand million	7.4	6.8	9.6	11.4	11.2	203-1		S2.4a	
202	CSI spend in environmental management projects	Rand million	1.7	2.2	3.5	2.1	1.5	203-1		S2.4a	
203	CSI spend on skills development, including adult basic education and training (ABET)	Rand million	2.0	1.9	3.3	3.3	3.3	203-1		S2.4a	
204	CSI spend on small business development projects	Rand million	11.2	7.7	11.6	9.7	11.1	203-1		S2.3a	
205	Are CSI projects clearly aligned to the company's material issues? (yes/no)	Yes/No	Yes	Yes	Yes	Yes	Yes				Read more about our Sustainability Strategy on page 58 of the IAR.
206	Are CSI projects clearly aligned to the company's business strategy? (yes/no)	Yes/No	Yes	Yes	Yes	Yes	Yes				Read more about our Sustainability Strategy on page 58 of the IAR.

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	Unit	53 weeks FY25	52 weeks FY24 ¹	52 weeks FY23 ¹	52 weeks FY22	52 weeks FY21	GRI	SASB	JSE	Comments FY25
CSI expenditure Pick n Pay company-owned (continued)										
207	Are CSI projects aligned to government's national development plan (NDP)?	Yes/No	Yes	Yes	Yes	No				
208	Enterprise development spend (i.e. support for small business)	Rand billion	0.7	0.8	3.1	4.3	4.5			
209	Total volume of products donated to FoodForward SA*	Tonnes	1 401	901	882	841	840			
210	Distributions on behalf of Feed the Nation	Rand million	8.5	12.9	17.8	30.6	135.0			
211	Number of million meals distributed for Feed the Nation	million	0.2	0.8	5.2	9.1	27.9			Meal donations have decreased as emergency relief needs declined post Covid, and we've shifted to more targeted, long-term support for the most vulnerable.
212	Number of schools in the Pick n Pay School Club		3 380	3 280	3 280	3 185	3 155			Expanding network of over 50 partners has allowed us to increase the number of schools reached.
213	Volume of educational content distributed through Pick n Pay School Club	Tonnes	8.8	4.5	17.0	8.4	8.2			Educational content has a strong focus on health, wellbeing, and environmental resilience.
214	Spent on bursaries	Rand million	3.3	3.3	3.3	3.3	3.3			
215	Clothing donated to Taking Care of Business (previously The Clothing Bank)	Rand million	15.8	15.5	11.6	10.3	8.0			

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