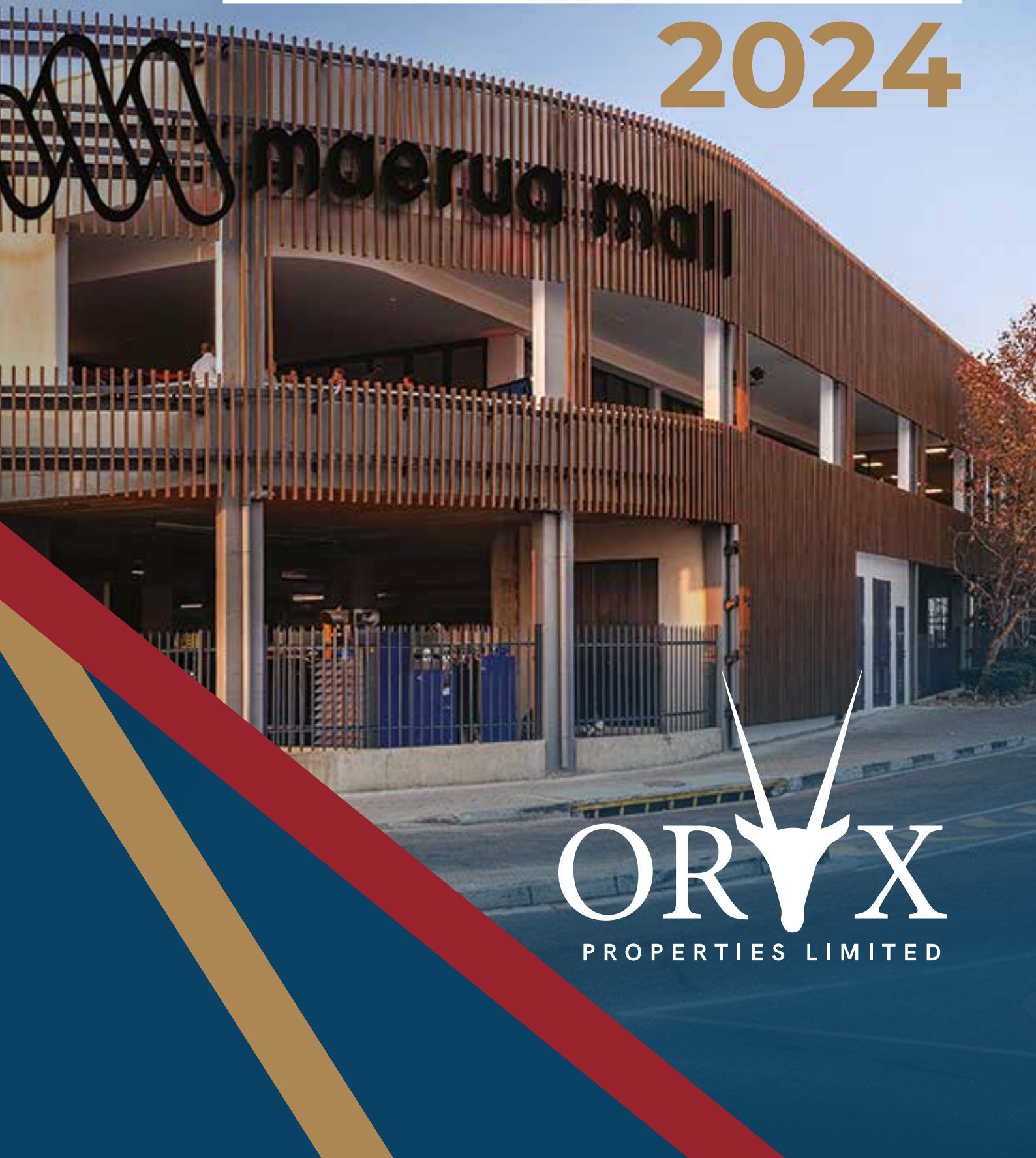


JSE Sustainability Disclosure Guidance Metrics

2024



ORX
PROPERTIES LIMITED

JSE Sustainability Disclosure Guidance metrics

Climate change

Goal: To mitigate climate change and reduce our carbon footprint

Metric: Greenhouse gas emissions	2024	2023
Absolute gross GHG emissions expressed as metric tonnes of CO ₂ equivalent and measured in accordance with the GHG Protocol for: Scope 1, Scope 2, and Scope 3 emissions. Scope 1 and Scope 2 emissions should be disclosed separately for the consolidated accounting group (the parent and its subsidiaries) and associates, joint ventures, unconsolidated subsidiaries, or affiliates.	Refer to page 49.	Reporting included in the first carbon footprint report.
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.	Refer to page 49.	Reporting included in the first carbon footprint report.

Energy management

Goal: To mitigate climate change and reduce our carbon footprint

Metric: Energy mix	2024	2023
Total energy use and share of energy usage by generation type, noting use of energy from renewable non-fossil sources.	Disclosure elements included in the carbon footprint report.	Disclosure elements included in the first carbon footprint report.

Goal: To mitigate climate change and reduce our carbon footprint

Metric: Energy management	2024	2023
Energy consumption data coverage as a percentage of total floor area, by property sub-sector	Disclosure elements included in the carbon footprint report.	Disclosure elements included in the first carbon footprint report.
Per property sub-sector (retail, industrial, office, residential): <ul style="list-style-type: none"> Total energy consumed by portfolio area with data coverage Percentage grid electricity Percentage renewable energy 	Disclosure elements included in the carbon footprint report.	Disclosure elements included in the first carbon footprint report.
Percentage change in energy consumption for the portfolio area with data coverage, by property sub-sector	Disclosure elements included in the carbon footprint report.	Disclosure elements included in the first carbon footprint report.
Energy Benchmarking – benchmark buildings against a national or regional benchmark (Green Building Council South Africa energy benchmarking for offices, Morgan Stanley Capital International industry consumption figures).	Disclosure elements included in the carbon footprint report.	Disclosure elements included in the first carbon footprint report.
Description of how building energy management considerations are integrated into property investment analysis and operational strategy.	Disclosure elements included in the carbon footprint report.	Disclosure elements included in the first carbon footprint report.

Water security

Goal: To establish good energy management metering, monitoring and reporting; based on the consumption data, finalise a benchmarking exercise to understand the baseline

Metric: Water management and consumption	2024	2023
Total water consumption from all areas, and from areas with water stress.	Not reported.	Not reported.
Total water withdrawal from all areas with water stress, with a breakdown by following sources if applicable: surface water, groundwater, seawater, produced water, third-party water.	Not reported.	Not reported.
Freshwater consumption intensity: total freshwater use per material unit (e.g. sales revenue, unit of production, m ² of building, or other).	Not reported.	Not reported.
Water consumption data coverage as a percentage of total floor area, by property sub-sector.	Not reported.	Not reported.
Per property sub-sector (retail, industrial, office, residential):	Not reported.	Not reported.
<ul style="list-style-type: none"> Total water consumed by portfolio area with data coverage Percentage municipal water Percentage borehole water Percentage recycled/harvested rainwater 		
Percentage change in water consumption for the portfolio area with data coverage, by property sub-sector.	Not reported.	Not reported.
Water benchmarking – benchmark buildings against a national or regional benchmark.	Not reported.	Not reported.
Description of how building water management considerations are integrated into property investment analysis and operational strategy.	Not reported.	Not reported.

Pollution and waste

Goal: To create a waste footprint and identify where waste savings can be made

Metric: Waste management and consumption	2024	2023
Total weight of waste generated (non-recycled), with a breakdown by composition of waste, noting percentage directed to disposal (including landfill and incineration), and percentage diverted from disposal (e.g., re-use, recycling, recovery).	Not reported – committed to report in the future.	Not reported – committed to report in the future.
Total weight of hazardous waste generated, noting percentage directed to disposal (including landfill and incineration), and percentage diverted from disposal (e.g., reuse, recycling, recovery).	Not reported – committed to report in the future.	Not reported – committed to report in the future.
Waste intensity: total waste per material unit (e.g., sales revenue, unit of production, or other).	Not reported – committed to report in the future.	Not reported – committed to report in the future.

Green buildings

Goal: To integrate green building certifications into building developments and as part of the investment strategy

Metric: Green buildings	2024	2023
Acquire buildings Number of new acquired buildings evaluated against the investment criteria.	9 acquisitions this year.	One acquisition (Maerua Crossings).
Develop buildings <ul style="list-style-type: none"> Number of buildings developed in line with Oryx green building design guideline Number of buildings achieved Green Building Certification 	Not reported - but goals defined and reporting structures in progress. Refer to page 51.	Not reported - but goals defined and reporting structures in progress.
Manage buildings <ul style="list-style-type: none"> Number of buildings with an energy management plan Number of buildings with a water management plan Number of buildings achieved Green Building Certification 	Not reported - but goals defined and reporting structures in progress. Refer to page 51.	Not reported – committed to report in the future.

Science-based targets

Goal: To mitigate climate change and reduce our carbon footprint

Metric: Science-based targets	2024	2023
Define and report progress against time-bound short-, medium-, and long-term science-based GHG emissions targets that are in line with the goals of the Paris Agreement and Glasgow Climate Pact.	Disclosure elements included in the carbon footprint report.	Disclosure elements included in the first carbon footprint report.

Biodiversity and land use

Goal: To create a waste footprint and identify where waste savings can be made

Metric: Biodiversity	2024	2023
Number and area of sites owned, leased, or managed in or adjacent to areas of high biodiversity value (Key Biodiversity Areas – KBAs), for operations (if applicable) and full supply chain (if material).	Not reported – but goals defined and reporting structures in progress. Refer to page 51.	Not reported – but goals defined and reporting structures in progress.
Level of capital and expenditure deployed towards implementation of measures undertaken to manage positive impacts and avoid, minimise, restore/rehabilitate and/or offset negative impacts on biodiversity and ecosystems.	Not reported – but goals defined and reporting structures in progress. Refer to page 51.	Not reported – but goals defined and reporting structures in progress.

Diversity and inclusion

Goal: To create a diverse and inclusive working environment for our employees to thrive, and foster an organisational culture free of discrimination, bullying or harassment

Metric: Diversity and inclusion	2024	2023
Percentage of employees per employee category, by race, gender, age, and other indicators of diversity	Reported. Refer to page 53.	Reported.
Number of allegations and confirmed incidents of discrimination and/or human rights incidents relating to workers incidents during the reporting period, investigation status of reported incidents, and actions taken and the total amount of monetary losses as a result of legal proceedings associated with i) law violations, ii) employment discrimination, and iii) human rights violations.	No allegations during the year.	No allegations during the year.

Pay equality and remuneration

Goal: To provide incentives to senior executives that reinforce long-term value and relate to the organisation's economic, environmental and social objectives

Metric: Remuneration practices	2024	2023
How the remuneration policies for Board members and senior executives relate to their objectives and performance in relation to delivery of the organisation's strategy and management of its impacts on people, the environment and the economy, noting the split between fixed pay and variable pay, and with variable pay split into short- and long-term incentives.	Reported. Refer to page 84.	Reported.

Community impact

Goal: To minimise any cause or contribution to environmental or social abuses that violate the human rights of individuals, workers and communities

Metric: Community human rights	2024	2023
Number and type of grievances reported with associated impacts related to salient human right issues in the reporting period, and an explanation of the percentage of these that are remedied in agreement with those who expressed the grievance.	No incidents to report.	No incidents to report.

Workplace health and wellbeing

Goal: To provide a safe and healthy work environment

Metric: Employee satisfaction and safety incidents	2024	2023
Report on the employee satisfaction rating from annual employee surveys.	Reported. Refer to page 53.	Reported.
Report on any safety incidents in the workplace.	No incidents to report.	No incidents to report.
Report on any health issues in the workplace.	Employee benefits included in the remuneration report.	Employee benefits included in remuneration report.

Skills for the future

Goal: To invest in our employees to improve business performance

Metric: Skills for the future	2024	2023
Staff Education Describe the employee and external skills development programmes aimed at developing skills that increase the recipient's future mobility, career development, and/or income earning potential.	Reported. Refer to page 54.	Reported

Tenant responsibility (added to the JSE Guidelines)

Goal: To attract, empower and retain tenants

Metric: Tenant satisfaction, vacancy rates and leasing terms	2024	2023
Describe tenant satisfaction through tenant feedback processes.	Reported. Refer to page 56.	Reported.
Report on the vacancy rates and leasing terms of the portfolio.	Reported. Refer to page 47.	Reported.

Characteristics of employees

Goal: To provide incentives to employees that reinforce long-term value and relate to the organisation's economic, environmental and social objectives

Metric: Employment and wealth creation	2024	2023
Describe key characteristics of employees in the organisation's workforce, including the total number of all employees, permanent employees, temporary employees, and part-time employees – with a breakdown by race and gender for each.	Reported. Refer to page 53.	Reported.
Describe key characteristics of non-employee workers in the organisation's workforce, including the total number of non-employee workers, noting the most common type of workers and their relationship with the organisation.	Reported. Refer to page 53.	Reported.

Employment and wealth creation

Goal: To minimise any cause or contribution to environmental or social abuses that violate the human rights of individuals, workers and communities

Metric: Employment and wealth creation	2024	2023
Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.	Workforce profile reported according to the Namibian Employment Equity Commission Criteria. Refer to page 53.	Workforce profile reported according to the Employment Equity Commission Criteria.
Total number and rate of employee turnover (for permanent employees) during the reporting period, by age group, gender, other indicators of diversity and region.	Workforce profile reported according to the Namibian Employment Equity Commission Criteria. Refer to page 53.	Workforce profile reported according to the Employment Equity Commission Criteria.

Economic contribution

Goal: To contribute to wealth creation for our stakeholders and economic development for our country

Metric: Economic contribution	2024	2023
<p>Direct economic value generated and distributed on an accrual basis, covering the basic components for the organisation's global operations, ideally split out by:</p> <ul style="list-style-type: none"> (i) Revenue (ii) Operating costs (iii) Employee wages and benefits (iv) Payments to providers of capital (v) Payments to government (taxes, royalties, levies, etc.) (vi) Community investment (including charitable giving, impact investment and other social investment) 	Disclosed in the Annual Financial Statements.	Disclosed in the Annual Financial Statements.
<p>Description of significant identified indirect economic impacts of the organisation, including for example: number of jobs supported in supply or distribution chain, number of suppliers/enterprises supported from defined vulnerable groups, nature of economic development in areas of high poverty, availability of products and services for those on low incomes or previously disadvantaged, enhanced skills and knowledge in a professional community or geographic location.</p>	Not reported – it was re-evaluated during the year and the difficulty to track was confirmed.	Not reported – difficult to track for tenants. Investigation performed on suppliers will not be reported on at this stage although it will be evaluated on an annual basis.
<p>Percentage of the procurement budget used for significant locations of operation that is spent on local suppliers, noting the organisation's definitions of "local" and "significant locations of operation".</p>	Oryx procured 90% of its goods and services from Namibian suppliers where the aim is to procure at least 70% locally.	Oryx procured 94% of its goods and services from Namibian suppliers where the aim is to procure at least 70% locally.
<p>Description (quantitative and qualitative) of the extent of significant infrastructure investment and services supported.</p>	Refer to the CFO's review on page 39.	Reported.
<p>Local sourcing of materials for new building development. Industry-specific requirement – added to JSE requirements.</p>	A Procurement Policy was drafted during the year however has not been approved and implemented. This will be prioritised for 2025.	Governance of the supply chain was prioritised during 2023 for the 2024 year. This includes developing a Sustainable Procurement and Purchasing Policy to give preference to materials/resources sourced in Namibia.

Health and safety

Goal: To improve employee wellbeing and productivity to increase operational efficiency

Metric: Workplace health and safety	2024	2023
Number and rate of fatalities because of a work-related injury or ill health during the reporting period across the organisation. The disclosure should include both employees and workers who are not employees, but whose work and/or workplace is controlled by the organisation.	No incidents to report.	No incidents to report.
Number of recordable work-related injuries, and number of work-related illnesses or health conditions arising from exposure to work-related hazards during the reporting period. The disclosure should include both employees and workers who are not employees, but whose work and/or workplace is controlled by the organisation.	No incidents to report.	No incidents to report.
An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers, and a description of any voluntary health promotion services and programmes offered to workers to address major non-work-related health risks, including the specific health risks addressed.	Employee benefits included in the remuneration report.	Employee benefits included in the remuneration report.

Health and safety of employees, community and buildings

Goal: To improve employee wellbeing and productivity to increase operational efficiency

Metric: Workplace health and safety	2024	2023
1. Medical aid benefits	Reported. Refer to page 80.	Reported.
2. Gym membership		
3. Healthy office environment		
4. Work-life balance		
5. Mental health of employees		
Metric: Community health		
CSR project related to community health.	Reported. Refer to page 55.	Reported.
Metric: Indoor environmental quality		
Indoor environmental quality of buildings.	Reported. Refer to Alignment with SDG requirements.	Reported. Refer to Alignment with SDG requirements.

Customer responsibility

Goal: To ensure consumer and employee privacy protection

Metric: Consumer data and privacy	2024	2023
A description of the mechanisms and steps taken to ensure privacy of consumer data.	Not reported.	Not reported.
Total number of substantiated complaints received concerning breaches of customer privacy (categorised by complaints received from outside parties and substantiated by the organisation, and complaints from regulatory bodies), and total number of identified leaks, thefts, or losses of customer data.	No incidences to report.	No incidences to report.

Corporate social responsibility (CSR)

Goal: To make a meaningful contribution to local society, employees, the environment and other stakeholders

Metric: Corporate social responsibility	2024	2023
CSR projects related to schools or scholarships.	Reported. Refer to page 55.	Reported.
Describe the employee and external skills development programmes aimed at developing skills that increase the recipient's future mobility, career development, and/or income earning potential.		

Board composition

Goal: The Board reflects an appropriate blend of skills, knowledge, qualifications, diversity, experience and independence

Metric: Board diversity	2024	2023
Composition of the Board and its Committees by race, gender, age group (under 30, 30–50, over 50) and, where relevant, any under-represented social groups	Reported. Refer to page 64.	Refer to page 85 of our 2023 Integrated Annual Report.
Metric: Board competence		
Description of the specific skills, competencies, and experience on the Board to address the organisation's significant sustainability-related impacts, risks, and opportunities.	Reported. Refer to page 65.	Refer to page 86 of our 2023 Integrated Annual Report.
Metric: Board independence		
Composition of the Board in relation to executive or non-executive, independence, Board tenure, number of each individual's other significant positions and commitments, and the nature of the commitments.	Reported. Refer to page 64.	Refer to page 86 of our 2023 Integrated Annual Report.

Ethical behaviour

Goal: To conduct business with integrity and to provide sound leadership grounded in an ethical foundation

Metric: Anti-corruption	2024	2023
Total percentage of Board members, employees and business partners who have received training on the Group's anti-corruption policies and procedures, broken down by employee category.	<p>100% of board members submitted their annual declaration confirming their declaration that they have read, understood and comply with the:</p> <p>Code of Ethics of the Company;</p> <p>Communication Policy of the Company;</p> <p>Sections 223 to 225 and Section 242 of the Companies Act, 2004; and</p> <p>Sections 1.19 to 1.24 of the NSX listing requirements.</p> <p>All new employees received induction training on policies during the year.</p>	<p>Code of Ethics and Professional Conduct Policy was reviewed.</p> <p>Prevention and Detecting of Fraud Policy developed and incorporated into the Code of Ethics and Professional Conduct Policy.</p> <p>Whistle-blowing electronic platform available on the website, in tenant and supplier take-on processes and part of the Group's regular communication processes. The platform is independently managed.</p> <p>Compulsory annual training on ethics provided to employees.</p>

Ethical behaviour - continued

Goal: To conduct business with integrity and to provide sound leadership grounded in an ethical foundation		
Metric: Anti-corruption	2024	2023
<p>A description of:</p> <ul style="list-style-type: none"> • The internal and external grievance mechanisms (including whistle-blowing facilities) for reporting concerns about unethical or unlawful behaviour and lack of organisational integrity. • Mechanisms for seeking advice about ethical and lawful behaviour and organisational integrity. • The extent to which these various mechanisms have been used, and the outcomes of processes using these mechanisms. 	<p>Whistleblowing platform was updated during the year.</p> <p>Regular communication and awareness campaigns launched to update and inform employees on the process to be followed, including Conflict of Declaration processes.</p> <p>Annual tenant satisfaction survey was conducted to serve as a platform to raise concerns</p>	<p>Regular communication and awareness campaigns launched to update and inform employees on the process to be followed.</p> <p>Customer and supplier forms updated with Oryx's view of ethical behaviours, and reporting on any irregularities is encouraged.</p> <p>Compulsory annual Conflict of Interest declarations are implemented in addition to declaration to be declared as they arise.</p> <p>Annual tenant satisfaction survey is conducted, which serves as a platform to raise concerns.</p>
<p>Metric: Anti-corruption</p> <p>Total percentage of Board members, employees and business partners who have received training on the Group's anti-corruption policies and procedures, broken down by employee category.</p>	<p>Suppliers were requested to update KYC and legal documentation.</p>	<p>88% of employees received ethics training.</p> <p>All suppliers were requested to update KYC documentation, along with information shared on our whistle-blowing platform.</p>
<p>Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.</p>	<p>Not reported.</p>	<p>Not reported.</p>

Compliance and risk management

Goal: To ensure compliance and minimise risks related to ESG-related incidents

Metric: Incidents	2024	2023
Number and nature of significant environmental, social and/or governance related incidents, including incidents of legal non-compliance (whether under investigation, pending finalisation, or finalised) and directives, compliance notices, warnings or investigations, and any public controversies.	No significant incidents to report on.	No significant incidents to report on.
Metric: Fines and monetary loss		
Total number and monetary value of fines, settlements, penalties, and other monetary loss suffered in relation to ESG incidents or breaches, including individual and total cost of the fines, settlements and penalties paid in relation to ESG incidents or breaches, and description of plans to address any incidents or breaches.	No significant incidents to report on.	No significant incidents to report on.

Tax transparency

Goal: To provide transparency related to taxes paid and contributions to governmental revenues

Metric	2024	2023
A description of the organisation's approach to tax, including: <ul style="list-style-type: none"> Whether the organisation has a tax strategy and, if so, a link to this strategy if publicly available. The governance body or executive-level position within the organisation that formally reviews and approves the tax strategy and the frequency of this review. How its approach to tax is linked to the business and sustainability strategies of the organisation. 	Not reported.	Not reported.
For each tax jurisdiction: the total global tax borne by the Company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the Company, by category of taxes.	Not reported.	Not reported.

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