



**JSE SUSTAINABILITY
DISCLOSURE
GUIDANCE METRICS**

2025

JSE Sustainability Disclosure Guidance metrics

Climate change

Goal: To mitigate climate change and reduce our carbon footprint

	2025	2024
Metric: Greenhouse gas emissions Absolute gross greenhouse gas (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 54 of the IAR. Oryx has commissioned a specialist to review our carbon footprint baseline numbers and to develop a new baseline in 2026. This new baseline will reflect changes within Maerua Mall, including new restaurants and the new phase development. Furthermore, the baseline will include newer acquisitions such as Dune Mall and Platz am Meer Shopping Centre. This baseline will be used to set revise GHG emission reduction targets.	Refer to page 49 of the IAR.
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 54 of the IAR.	Refer to page 49 of the IAR.

Energy management

Goal: To mitigate climate change and reduce our carbon footprint

	2025	2024
Metric: Energy mix 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 carbon footprint report.
Metric: Energy management 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 carbon footprint report.
Per property sub-sector (retail, industrial, office, residential): - 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 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 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 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 carbon footprint report.

Science-based targets

Goal: To mitigate climate change and reduce our carbon footprint

Metric: Science-based targets

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.

2025

Disclosure elements included in the first carbon footprint report.

2024

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

Total water consumption from all areas and from areas with water stress.

Total water withdrawal from all areas with water stress, with a breakdown by the following sources if applicable: surface water, groundwater, seawater, produced water, third-party water.

Freshwater consumption intensity: total freshwater use per material unit (e.g. sales revenue, unit of production, m² of building, or other).

Water consumption data coverage as a percentage of total floor area, by property sub-sector.

Per property sub-sector (retail, industrial, office, residential):

- 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.

Water benchmarking – benchmark buildings against a national or regional benchmark.

Description of how building water management considerations are integrated into property investment analysis and operational strategy.

2025

Complete review of water security strategy for 2026 that includes unique limitations water environment (harvesting, bore holes). This will include a new baseline of all properties with regard to water consumption.

2024

Not reported.

Not reported.

Not reported.

Not reported.

Not reported.

Not reported.

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

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).

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).

Waste intensity: total waste per material unit (e.g., sales revenue, unit of production, or other).

2025

We have begun a process to analyse and report on our waste generated at our retail centres. Committed to report in the future.

Complete review of water security strategy for 2026 that includes unique limitations water environment (harvesting, bore holes). This will include a new baseline of all properties with regard to water consumption. Oryx is contractually bound by current suppliers, which is to be managed over the next few years.

2024

Not reported – committed to report in the future.

Not reported – committed to report in the future.

Not reported – committed to report in the future.

Green buildings (Active Edge Green Rating)

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

Metric: Green buildings	2025	2024
Acquire buildings Number of new acquired buildings evaluated against the investment criteria.	33 potential investments evaluated, with only one completed. 1 Asset acquired where green criteria was assessed albeit the building not certified yet.	Nine acquisitions completed.
Develop buildings - Number of buildings developed in line with the Oryx green building design guideline - Number of buildings achieved Green Building Certification - Goreangab development engagement with Solid Green as part of the Edge certification	We are working with Deloitte, our tenant, to convert their offices to a green building. Read more on page 55 of the IAR.	Not reported – but goals defined and reporting structures in progress. Refer to page 51 of the IAR.
Manage buildings - Number of buildings with an energy management plan - Number of buildings with a water management plan - Number of buildings achieved Green Building Certification - First green building not achieved in 2025 but in progress for completion 2026.	Not reported – but goals defined and reporting structures in progress. Refer to page 55 of the IAR.	Not reported – but goals defined and reporting structures in progress. Refer to page 51 of the IAR.

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	2025	2024
Percentage of employees per employee category, by race, gender, age, and other indicators of diversity.	Reported. Refer to page 56 of the IAR.	Reported. Refer to page 53 of the IAR.
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: Pay equality and remuneration	2025	2024
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 of the IAR.	Reported. Refer to page 84 of the IAR.

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	2025	2024
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	2025	2024
Report on the employee satisfaction rating from annual employee surveys.	Reported. Refer to page 55 of the IAR.	Reported. Refer to page 53 of the IAR.
Report on any safety incidents in the workplace.	No incidents to report.	No incidents to report.
Report on any health issues in the workplace. Health and Safety training provided to a number of employees in relevant positions.	Employee benefits included in the remuneration report.	Employee benefits included in the remuneration report.

Skills for the future

Goal: To invest in our employees to improve business performance

Metric: Skills for the future	2025	2024
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 57 of the IAR.	Reported. Refer to page 54 of the IAR.

Tenant responsibility (added to the JSE Guidelines)

Goal: To attract, empower, and retain tenants

Metrics: Tenant satisfaction, vacancy rates and leasing terms	2025	2024
Describe tenant satisfaction through tenant feedback processes.	Reported. Refer to page 50 of the IAR.	Reported. Refer to page 56 of the IAR.
Report on the vacancy rates and leasing terms of the portfolio.	Reported. Refer to page 50 of the IAR.	Reported. Refer to page 47 of the IAR.

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	2025	2024
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 56 of the IAR.	Reported. Refer to page 53 of the IAR.
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 56 of the IAR.	Reported. Refer to page 53 of the IAR.

Employment and wealth creation

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

Metric: Employment and wealth creation	2025	2024
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 56 of the IAR.	Workforce profile reported according to the Namibian Employment Equity Commission Criteria. Refer to page 53 of the IAR.
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 56 of the IAR.	Workforce profile reported according to the Namibian Employment Equity Commission Criteria. Refer to page 53 of the IAR.

Economic contribution

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

Metric: Economic contribution	2025	2024
Direct economic value generated and distributed on an accrual basis, covering the basic components for the organisation's global operations, ideally split out by: (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) 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. 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". Description (quantitative and qualitative) of the extent of significant infrastructure investment and services supported. Local sourcing of materials for new building development. Industry-specific requirement – added to JSE requirements.	Disclosed in the Annual Financial Statements. Not reported – it was re-evaluated during the year, and the difficulty of tracking was confirmed. Oryx procured 96% of its goods and services from Namibian suppliers, with the aim of procuring at least 70% locally. Refer to page 48 of the IAR. The Procurement Policy was approved during the year, which includes a section on utilising local suppliers.	Disclosed in the Annual Financial Statements. Not reported – it was re-evaluated during the year, and the difficulty of tracking was confirmed. Oryx procured 96% of its goods and services from Namibian suppliers, with the aim of procuring at least 70% locally. Refer to the CFO's review on page 38 of the IAR. A Procurement Policy was drafted during the year; however, it has not been approved and implemented. This was prioritised for 2025.

Health and safety

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

Metric: Workplace health and safety	2025	2024
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. 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. 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.	No incidents to report. No incidents to report. Employee benefits included in the remuneration report on page 80 of the IAR.	No incidents to report. No incidents to 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	2025	2024
- Medical aid benefits - Gym membership - Healthy office environment - Work-life balance - Mental health of employees	Reported. Refer to page 56 of the IAR. In 2025, Oryx approved a Work Life Balance Guideline with implementation planned for 2026.	Reported. Refer to page 80 of the IAR.
Metric: Community health		
CSR project related to community health.	Reported. Refer to page 58 of the IAR.	Reported. Refer to page 55 of the IAR.
Metric: Indoor environmental quality		
Indoor environmental quality of buildings.	Reported. Refer to alignment with SDG requirements. Read more on page 53 of the IAR.	Reported. Refer to alignment with SDG requirements. Read more on page 51 of the IAR.

Customer responsibility

Goal: To ensure consumer and employee privacy protection

Metric: Consumer data and privacy	2025	2024
A description of the mechanisms and steps taken to ensure privacy of consumer data.	No incidents to report.	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 incidents to report.	No incidents to report.

Board composition

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

Metric: Board diversity	2025	2024
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 65 of the IAR.	Reported. Refer to page 64 of the IAR.
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 of the IAR.	Reported. Refer to page 65 of the IAR.
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 65 of the IAR.	Reported. Refer to page 64 of the IAR.

Ethical behaviour

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

Metric: Anti-corruption

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.

2025	2024
100% of Board members submitted their annual declaration confirming their declaration that they have read, understood and comply with the Code of Ethics of the Company; Communication Policy of the Company; Sections 223 to 225 and Section 242 of the Companies Act, 2004; and Sections 1.19 to 1.24 of the NSX listing requirements.	100% of Board members submitted their annual declaration confirming their declaration that they have read, understood and comply with the Code of Ethics of the Company; Communication Policy of the Company; Sections 223 to 225 and Section 242 of the Companies Act, 2004; and Sections 1.19 to 1.24 of the NSX listing requirements. All new employees received induction training on policies during the year.

Metric: Anti-corruption

A description of:

- 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.

The Whistleblowing platform was updated during the previous year. Regular communication and awareness campaigns were launched to update and inform employees on the process to be followed, including Conflict of Interest processes. An annual tenant satisfaction survey is conducted to serve as a platform to raise concerns.	The Whistleblowing platform was updated during the year. Regular communication and awareness campaigns were launched to update and inform employees on the process to be followed, including Conflict of Interest processes. An annual tenant satisfaction survey was conducted to serve as a platform to raise concerns.
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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.

Not reported.

Not reported.

Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.

Not reported.

Not reported.

Compliance and risk management

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

Metric: Incidents

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.

2025	2024
No incidents.	No significant incidents.

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 incidents to report on.	No significant incidents to report on.
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Tax transparency

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

Metric: Tax	2025	2024
A description of the organisation's approach to tax, including: - 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.	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.



Oryx is a leading Namibian property fund with high-quality assets and ambitious growth plans.

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