

Come home to
Pick n Play



ESG
Performance Data Matrix
2026

ESG performance data matrix

This data matrix should be read in conjunction with Pick n Pay's FY26 Integrated Annual Report.

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

		Unit	FY26	FY25 ¹	FY24 ¹	FY23	FY22	GRI	SASB	JSE	Comments FY26
Economic Group											
1	Total turnover generated ¹	Rand million	120 290	119 049	112 681	106 867	98 105	201-1		S2.4a	
2	Total turnover generated in South Africa ¹	Rand million	116 402	114 913	108 457	103 013	94 759	201-1			
3	Percentage of turnover generated in South Africa	%	96.8	96.5	96.3	96.4	96.6				
4	Total turnover generated per employee, including full time and variable time employees	Rand million	1.8	1.9	1.9	1.8	1.7				
5	Rand million value of net profit/(loss) after tax generated	Rand million	(193)	(651)	(3 301)	1 170	1 215	201-1			
6	Net profit/(loss) after tax per employee, including full time and variable time employees	Rand	(2 928)	(10 218)	(54 692)	19 599	21 319				
7	Total compensation paid to employees, including wages and benefits	Rand million	10 009	9 516	9 000	8 348	7 836	201-1		S2.4a	
8	Average compensation paid to employees	Rand	151 840	149 360	149 115	139 554	136 495				
9	Total compensation paid to executive directors – excluding LTI awards	Rand million	36.4	34.1	41.6	38.6	46.7	2-19			
10	Total compensation paid to executive directors and key management personnel – excluding LTI awards	Rand million	103	89	123	109	144				
11	Rand million value of total taxes paid	Rand million	534	744	454	458	404	201-1		G5.1a & S2.4a	
12	Dividends paid to shareholders ²	Rand million	71	0	687	1 113	960	201-1			
13	Retained earnings	Rand million	6 588	7 301	646	4 686	4 717	201-1			
14	Capital expenditures (capex)	Rand million	2 083	1 725	3 752	3 963	2 134				

¹ Comparative figures have been restated to correct for certain product articles where system mapping erroneously resulted in turnover being presented within the incorrect financial statement lines. The reclassification increased prior period revenue, turnover and cost of merchandise sold with no impact on previously reported trading profit.

² During the period, the Group's partly owned subsidiary, Boxer Retail Limited, declared dividends resulting in a payment of R71 million (2025: Nil) to the Group's non-controlling-interest.

	Unit	FY26	FY25	FY24	FY23	FY22	GRI	SASB	JSE	Comments FY26
Governance Group										
15	Number of Board members	13	12	13	13	14	2-9			
16	Number of non-executive Board members	11	10	11	12	10	2-9			
17	Percentage of Board members who are deemed non-executive	% 84.6	83.3	84.6	92.3	71.4	2-9			
18	Number of executive Board members	2	2	2	2	4	2-9			
19	Number of independent Board members	8	7	7	8	8	2-9		G1.3	
20	Percentage of non-executive Board members who are deemed 'independent'	% 61.5	58.3	53.8	61.5	57.1	2-9		G1.3	
21	Number of Board members who are deemed HDSA	5	4	4	5	5	2-9		G1.1	
22	Percentage of Board members who are deemed HDSA	% 38.5	33.3	30.8	38.5	35.7	2-9		G1.1	
23	Number of Board members who are women	5	5	5	4	5	2-9		G1.1	
24	Percentage of Board members who are women	% 38.5	41.7	38.5	30.8	35.7	2-9		G1.1	
25	Average length of executive director service	4	4	3	3	10	2-9		G1.3	
26	Average length of non-executive director service	Years 10.3	12.0	12.0	11.4	13.9	2-9		G1.3	
27	Average length of director (full Board) service	Years 9.4	10.0	10.5	10.1	12.5	2-9		G1.3	
28	Average age of directors	Years 60.2	60.0	59.5	58.6	60.2	405-1		G1.3	
29	Overall board and committee meeting attendance	% 99.0	97.0	94.0	100.0	100.0				
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	% 0.4	0.1	0.1	0.0	0.2				

	Unit	FY26	FY25	FY24	FY23	FY22	GRI	SASB	JSE	Comments FY26
Governance Group (continued)										
32	Length of current auditor's service	Years	11	10	9	8	7			
33	Independence of Board Chair	Yes/No	Yes	No	No	No	No	2-11		
34	Public policy on board conflicts & politically exposed persons?	Yes/No	Yes	Yes	Yes	Yes	Yes	2-15		
35	Public disclosure on any/all Board member politically exposed persons (PEP)?	Yes/No	N/A	N/A	N/A	N/A	N/A			
36	Board approval of climate financial disclosures	Yes/No	Yes	Yes	Yes	Yes	Yes	2-5a		
37	Public policy on human rights?	Yes/No	Yes	Yes	Yes	Yes	Yes	2-23a		
38	ESG included in supplier SLAs?	Yes/No	Yes	Yes	Yes	Yes	Yes	308-1 & 414-1	FB-FR-430a.3	S5.1c
39	ESG compliance audits of suppliers & contractors	Yes/No	Partial	Partial	Partial	Partial	Partial	308-1 & 308-2 & 414-2		S5.1c
40	Do shareholders have a binding vote on executive pay?	Yes/No	Yes	Partial	Partial	Partial	Partial	2-20 & 2-21		
41	Do shareholders have a binding vote on sustainability-related resolutions?	Yes/No	No	No	No	No	No			
42	Is executive remuneration linked to ESG?	Yes/No	Yes	Yes	Yes	Yes	No	2-19b		G2.1
43	Public policy on Board gender diversity and Board race diversity?	Yes/No	Yes	Yes	Yes	Yes	Yes			G1.1
44	Public Board gender and race diversity targets?	Yes/No	Yes	Yes	Yes	Yes	Yes			G1.1
45	Public disclosure of target progress?	Yes/No	Yes	Yes	Yes	Yes	Yes			G1.1
46	Public disclosure of the AGM minutes?	Yes/No	Yes	Yes	Yes	Yes	Yes			
47	Public disclosure of the AGM minutes, inclusive of the Q&A session?	Yes/No	Yes	Yes	Yes	Yes	Yes			
48	Public disclosure on key policy positions (e.g., wage gap disclosure, min wage, carbon tax)?	Yes/No	Partial	Partial	Partial	No	No			
49	Board sustainability expertise?	Yes/No	Partial	No	No	No	No	2-9c		G1.2
50	Board climate change expertise?	Yes/No	Partial	No	No	No	No	2-9c		G1.2
51	Whistleblower policy in place?	Yes/No	Yes	Yes	Yes	Yes	Yes	2-26		G3.1c
52	Whistleblower hotline in place?	Yes/No	Yes	Yes	Yes	Yes	Yes	2-26		G3.1c
53	Number of whistle-blower incidents reported		22	21	25	-	-	2-26		G3.1c

	Unit	FY26	FY25	FY24	FY23	FY22	GRI	SASB	JSE	Comments FY26
Governance Group (continued)										
54	Number of whistle-blower incidents leading to disciplinary hearing	4	2	4	–	–	2-26		G3.1c	
55	Total amount of political contributions made to political parties	Rand 0	0	0	0	0	415-1		G3.2b	
56	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 legal losses (fraud, anti-competitive, etc.)?	Rand 0	0	0	0	0	2-27	FB-FR-270a.2 & FB-FR-310a.4	G4.2	
Human Measures Group										
58	Number of employees	65 900	63 700	60 300	59 900	57 000	2-7b		S1.5a	
59	Permanent employee turnover	% 27	24	23	19	16	2-7b		S1.5a	
60	Employment Equity ¹ : Top management	% 59.4	57.0	56.3	56.2	53.8	405-1		S1.5a	
61	Employment Equity ¹ : Senior management	% 81.4	82.2	82.6	80.8	81.7	405-1		S1.5a	
62	Employment Equity ¹ : Professionally qualified middle management	% 97.3	96.8	96.7	96.1	95.8	405-1		S1.5a	
63	Employment Equity ¹ : Skilled technical and junior management	% 99.2	99.0	98.8	98.5	98.7	405-1		S1.5a	
64	Employment Equity ¹ : Semi-skilled and discretionary decision-making	% 99.8	99.8	99.7	99.7	99.8	405-1		S1.5a	
65	Employment Equity ¹ : Unskilled and defined decision-making	% 99.7	99.6	99.6	99.5	99.7	405-1		S1.5a	
Labour Pick n Pay										
66	Number of employees – permanent	30 213	29 434	31 163	32 919		2-7b		S1.5a	
67	Total number of employees	30 604	31 806	31 337	33 162					
68	Percentage of employees and contractors operating in South Africa	% 100.0	100.0	100.0	100.0		2-7a & 2-8a			
69	Employment Equity ¹ : Top management	% 42	46	44	43		405-1		S1.5a	
70	Employment Equity ¹ : Senior management	% 78	77	77	75		405-1		S1.5a	
71	Employment Equity ¹ : Professionally qualified middle management	% 94	93	93	92		405-1		S1.5a	
72	Employment Equity ¹ : Skilled technical and junior management	% 98	98	98	98		405-1		S1.5a	

¹ These measures represent the participation of employment equity candidates, as governed by the Employment Equity Act, No 55 of 1998, in the presented categories.

		Unit	FY26	FY25	FY24	FY23	FY22	GRI	SASB	JSE	Comments FY26
Labour Pick n Pay (continued)											
73	Employment Equity ¹ : Semi-skilled and discretionary decision-making	%	99	99	99	99		405-1		S1.5a	
74	Employment Equity ¹ : Unskilled and defined decision-making %	%	99	99	99	99		405-1		S1.5a	
75	Percentage of management (top and senior) who are women	%	40.6	38.0	39.0	36.0		405-1			
76	Percentage of employees who are women	%	70.2	70.0	70.5	69.5		405-1		S1.5a	
77	Percentage of employees who are 'permanent'	%	98.7	92.5	99.4	99.3		2-7b		S1.5a	
78	Number of employees who are deemed 'disabled'		541	583	575	617		405-1			
79	Disabled persons rate	%	1.77	1.80	1.83	1.90					
80	Percentage of employees who belong to a trade union	%	63.7	60.0	66.0	67.0		2-30	FB-FR-310a.2	S1.4b	
81	Employee turnover	%	21.4	19.0	20.0	14.0		401-1		S2.3b	Total employee turnover was largely driven by the non-renewal of fixed term contracts and restructuring initiatives undertaken as part of the turnaround, with many of these roles not being replaced.
82	Total number of person hours worked	PHW	56 899 385	58 904 630	55 244 197	59 287 619		403-9a			
83	Total number of employees trained (internal and external training interventions)		28 915	29 687	21 370	17 903		404-1		S2.2	
84	Total number of employees with disabilities trained for skills, including internal and external training interventions		516	279	377	390		404-1			
85	Percentage of employees trained in South Africa	%	100.0	100.0	100.0	100.0		404-1			
86	Rand million value of employee training spend	Rand million	TBC	67	55	76		404-1		S2.2	
87	Percentage of training spend in South Africa	%	100.0	100.0	100.0	100.0		404-1			
88	Total number of person days lost due to absenteeism		160 764	150 213	158 044	138 999		403-9b			
89	Percentage of total person days lost due to absenteeism	%	2.3	2.0	2.3	1.9					
90	Total number of person days lost due to industrial action (i.e., strike action)		36.0	1.0	1.0	38.5			FB-FR-310a.3	S1.4c	

¹ These measures represent the participation of employment equity candidates, as governed by the Employment Equity Act, No 55 of 1998, in the presented categories.

		Unit	FY26	FY25	FY24	FY23	FY22	GRI	SASB	JSE	Comments FY26
Labour Pick n Pay (continued)											
91	Percentage of total person days lost due to industrial action	%	0.0	0.0	0.0	0.0				S1.4c	
92	Percentage of employees under the age of 30	%	23.8	26.0	21.0	20.0		405-1		S1.1a	
93	Percentage of employees aged between 30 and 50	%	62.6	61.0	65.0	67.0		405-1			
94	Percentage of employees over the age of 50	%	13.5	13.0	14.0	13.0		405-1			
95	The total rand million annual remuneration of the highest paid employee – excluding LTI awards	Rand million	25.2	24.9	25.3	25.0	23.0	2-21		S1.2c	
Health and Safety Pick n Pay											
96	Number of fatalities (i.e., injuries on duty leading to death)		0	0	1	0		403-9a		S3.1a	
97	Number of medical treatment cases (injuries requiring medical treatment but no days lost)		100	161	130	167		403-9a		S3.1b	
98	Number of lost time injuries (LTIs, i.e. injuries on duty leading to at least one lost day)		957	832	883	984		403-9a		S3.1b	
99	Total number of recordable injuries, including MTCs, LTIs and fatalities		1 057	993	1 013	1 151		403-9a			
100	Fatal injury frequency rate (FIFR, i.e. number of fatalities per 200 000 person hours worked)		0.0	0.0	0.0	0.0		403-9a			
101	Lost time injury frequency rate (LTIFR, i.e. number of LTIs per 200 000 person hours worked)		3.3	2.7	2.7	3.0		403-9a			
102	Total recordable injury frequency rate (TRIFR)		3.6	3.2	3.1	3.6		403-9a			
103	Does the Company report a LTIFR and/or TRIFR target?	Yes/No	No	No	No	No		403-9a			
104	Does the Company's safety data include contractor injuries?	Yes/No	No	No	No	No		403-9b			

	Unit	FY26	FY25	FY24	FY23	FY22	GRI	SASB	JSE	Comments FY26
Food safety Pick n Pay										
105	Number of high-risk food safety violations	0	0	1	0	–		FB-FR-250a.1		
106	Number of product recalls of Pick n Pay own branded products	7	18	10	7	–		FB-FR-250a.2	S4.1b	
107	Number of supplier site visits by PnP food technologists	525	400	645	508	769				
108	Number of food safety store audits	8 159	7 990	7 725	6 132	6 648				
Value chain Pick n Pay										
109	Percentage of clothing suppliers registered on SEDEX	%	86.0	90.0	97.0	83.0	90.0			A further 17 suppliers are audited through alternative international platforms (Amfori, WRAP).
110	Percentage of Pick n Pay clothing sourced from the Southern African development community (SADC) suppliers	%	46.9	46.0	51.0	54.0	46.0			
111	Percentage of clothing products with one or more sustainability attributes	%	55	45.0	40.0	31.0	19.0			
112	Percentage clothing from local suppliers	%	42.5	41.0	44.0	44.0	41.0			Tightened compliance standards resulted in the exit of non-compliant suppliers and limitation to further expand local procurement.
113	Percentage sustainably sourced cotton clothing	%	68.0	60.0						
114	Number of entrepreneurs enrolled in enterprise and supplier development programme		162	177	178	198	187			
115	Percentage sustainable palm oil in Pick n Pay branded products	%	96.0	96.0	90.0	100.0	100.0	430.00	S5.1d	
116	Sustainable seafood percentage by sales value for Pick n Pay company-owned stores	%	76.0	66.0	79.0	89.0	91.0			The increase year-on-year was largely due to the decrease in sales of WWF SASSI red listed species.
117	Sustainable seafood percentage by number of species sold for Pick n Pay company-owned stores	%	74.0	75.0	79.0	79.0	83.0			FY25 figure was updated to align to WWF SASSI public reporting.

		Unit	FY26	FY25	FY24	FY23	FY22	GRI	SASB	JSE	Comments FY26
Value chain Pick n Pay (continued)											
118	Percentage of Pick n Pay branded products procured locally	%	88	89	87	85	95				Historical figures updated to align to new reporting methodology.
119	Percentage private label sow crate friendly pork	%	100.0	100.0	100.0	100.0	100.0				
120	Rand billion spend on B-BBEE businesses	Rand billion	48²	47.9	53	53	51				FY25 restated after verification.
121	Rand billion spend on black-owned businesses	Rand billion	7.7²	7.0	8	6	8				FY25 restated after verification.
122	Rand billion spend on black women-owned businesses	Rand billion	5.6²	5.9	6	5	6				FY25 restated after verification.
123	Rand billion spend on black-owned SMMEs	Rand billion	1.7²	1.7	1	1	2				FY25 restated after verification.
124	Rand billion spend on SMMEs	Rand billion	3.3²	3.8	6	3	4				FY25 restated after verification.
125	Number of registered Smart Shopper loyalty members (million)	million	20.6	18.5							
Property Group											
126	Total number of stores		2 261	2 267	2 279	2 204	2 081				
127	Number of Group stores in South Africa		2 102	2 080	2 090	2 018	1 910				
128	Number of Pick n Pay company-owned stores		992	971	1 007	957	876				
129	Number of Boxer stores		576	525	477	428	368				
130	Number of Pick n Pay franchise stores		620	697	722	747	773				
131	Number of associate-owned stores (TM Supermarkets)		73	74	73	72	64				
132	Number of new stores opened		108	100	128	175	139				
133	Total store floorspace – Pick n Pay (company-owned and franchise stores)	m² million	2.03	2.13	2.25	2.24	2.22				
134	Total store floorspace – company-owned stores (Boxer & Pick n Pay)	m² million	2.09	2.06	2.11	2.07	1.96				
135	Total store floorspace – Pick n Pay company-owned stores	m² million	1.41	1.41	1.52	1.51	1.47				
136	Total store floorspace – Boxer company-owned stores	m² million	0.69	0.65	0.59	0.56	0.49				
137	Total store floorspace – franchise stores	m² million	0.62	0.72	0.73	0.73	0.75				

² Provisional figures pending B-BBEE verification.

		Unit	FY26	FY25	FY24	FY23	FY22	GRI	SASB	JSE	Comments FY26
Energy Group											
138	Total direct energy consumption – all fuels	Gigajoules	450 094	525 583	1 131 536	1 033 300	316 747	103-2			
139	Direct energy efficiency: total direct energy consumed per general letting area	gj/m ²	0.2	0.2	0.5	0.5	0.2	103-4			
140	Total MWh of electricity consumed – purchased	MWh	778 727	828 790	771 827	758 907	791 886	103-2	FB-FR-130a.1		
141	Total MWh of electricity consumed – renewables	MWh	2 478	2 144	9 664	8 579	7 791	103-2			
142	Total MWh of electricity consumed – purchased and renewables	MWh	781 205	830 935	781 491	767 486	799 677	103-2			
143	Percentage of electricity consumed that was solar energy	%	0.3	0.3	1.2	1.1	1.0	103-2			
144	Electricity Efficiency: Average Electricity Consumed per GLA	MWh/m ²	0.4	0.3	0.3	0.4	0.4	103-2			
145	Total indirect energy consumption (i.e., electricity) in gigajoules	Gigajoules	2 812 338	2 991 364	2 786 235	2 762 950	2 878 837	103-4			
146	Total direct and indirect (i.e., electricity) energy consumption in gigajoules	Gigajoules	3 262 432	3 516 948	3 917 771	3 796 250	3 167 537	103-2			
147	Total energy efficiency: total direct energy and indirect energy consumed per GLA	MJ/m ²	1.6	1.3	1.6	1.8	1.6	103-4			
148	Total energy efficiency improvement from FY10 baseline	%	37.9	37.5	39.0	37.0	35.1	103-4			
149	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	103-5			
150	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	Yes	103-5			
151	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	103-5			

		Unit	FY26	FY25	FY24	FY23	FY22	GRI	SASB	JSE	Comments FY26
Carbon footprint Group											
152	Carbon emissions – scope 1*	Tonnes CO ₂ e	322 524	297 933	447 357	381 435	183 614	102-5	FB-FR-110b.1	E1.1a	
153	Carbon emissions – scope 2*	Tonnes CO ₂ e	689 051	878 098	754 993	761 910	816 944	102-6		E1.1a	
154	Carbon emissions – total scope 1 and scope 2*	Tonnes CO ₂ e	1 011 575	1 176 031	1 202 350	1 143 345	1 000 558				
155	Carbon emissions – scope 3	Tonnes CO ₂ e	13 593 694	373 250	444 436	452 280	475 222	102-7		E1.1a	FY26 reflects a complete Scope 3 inventory, whereas historical figures represent only a partial inventory.
156	Carbon emissions – Scope 3 Category 1: Purchased Goods & Services	Tonnes CO ₂ e	6 191 709			7 752 020		102-7			
157	Carbon emissions – Scope 3 Category 2: Capital Goods	Tonnes CO ₂ e	85 742			97 717		102-7			
158	Carbon emissions – Scope 3 Category 3: Fuel- and energy-related activities	Tonnes CO ₂ e	204 425			219 685		102-7			
159	Carbon emissions – Scope 3 Category 4: Upstream transportation and distribution*	Tonnes CO ₂ e	59 579	58 778	63 604	91 486		102-7			
160	Carbon emissions – Scope 3 Category 5: Waste Generated*	Tonnes CO ₂ e	20 590	20 890	15 303	26 306		102-7			
161	Carbon emissions – Scope 3 Category 6: Business Travel*	Tonnes CO ₂ e	2 360	2 288	3 475	9 304		102-7			FY24 and FY25 complete Scope 3 footprint calculations are currently in progress, with priority given to compiling the current reporting year.
162	Carbon emissions – Scope 3 Category 7: Employee Commuting	Tonnes CO ₂ e	116 954			58 837		102-7			
163	Carbon emissions – Scope 3 Category 9: Downstream Transportation and distribution*	Tonnes CO ₂ e	7 400	5 239	59 795	1 673		102-7			FY26 Scope 3 emissions are reported as provisional and may change if additional adjustments are required.
164	Carbon emissions – Scope 3 Category 11: Use of Sold products	Tonnes CO ₂ e	5 967 446			5 246 164		102-7			
165	Carbon emissions – Scope 3 Category 12: End-of-life treatments of sold products	Tonnes CO ₂ e	582 204			834 896		102-7			
166	Carbon emissions – Scope 3 Category 13: Downstream leased assets	Tonnes CO ₂ e	5 206			4 392		102-7			
167	Carbon emissions – Scope 3 Category 14: Franchises*	Tonnes CO ₂ e	282 078	286 055	302 259	450 168		102-7			
168	Carbon emissions – Scope 3 Category 15: Investments	Tonnes CO ₂ e	67 983			33 785		102-7			
169	Total carbon emissions (scope 1, scope 2 and scope 3)	Tonnes CO ₂ e	14 605 269	1 549 281	1 646 786	15 969 778	1 475 780				
170	Carbon emissions target reported against a prior baseline?	Yes/No	Yes	Yes	Yes	Yes	Yes	102-4			

* This indicator has been independently verified by a third party.

		Unit	FY26	FY25	FY24	FY23	FY22	GRI	SASB	JSE	Comments FY26
Carbon footprint Group (continued)											
171	Baseline year for carbon reduction targets	Year	2023	2022	2022	2022	2013	102-4			
172	Target for carbon emissions, or reduction, against a specific denominator	Yes/No	Yes	Yes	Yes	Yes	Yes	102-4		E1.3	
173	Carbon emission targets are Science-Based Target initiative (SBTi) approved	Yes/No/ In Progress	Yes	In Progress	In Progress	No	No	102-4		E1.3	
174	Percentage of stores using natural refrigerants	%	19.0	15.00	12.90	9.50	6.40				
175	Scope 1 emission intensity: average volume of scope 1 carbon emissions per GLA	Tonnes CO ₂ e/m ²	0.15	0.14	0.18	0.17	0.09	102.8		E1.1c	
176	Scope 2 emissions intensity: average volume of scope 2 carbon emissions per GLA	Tonnes CO ₂ e/m ²	0.33	0.43	0.30	0.35	0.40	102-8		E1.1c	
177	Carbon intensity: average volume of scope 1 and 2 carbon emissions per GLA	Tonnes CO ₂ e/m ²	0.48	0.57	0.47	0.53	0.49	102-8			
178	Does the Company have a just transition plan to meet decarbonisation targets?	Yes/No	No	No	No	No	No			E1.4a	
Water Pick n Pay Company-owned											
179	Total volume of water consumed – new purchases and/or abstractions (excluding recycled water used)	Kl	873 350.1	889 168.1	1 099 982.0	1 108 223.0	1 019 918.0	303-5a		E2.1a	
180	Water efficiency: average volume of water consumed per GLA	l/m ²	0.6	0.6	0.4	0.5	0.5				
181	Water consumption target reported against a prior baseline	Yes/No	Yes	Yes	Yes	Yes	Yes				
182	Baseline year for water reduction targets		2023	2018	2018	2018	2018				
183	Target for water consumption, or reduction, against a specific denominator (e.g. per GLA)	Yes/No	Yes	Yes	Yes	Yes	Yes				
184	Water intensity reduction from FY23 baseline for Pick n Pay company-owned stores	%	7.3	12.8	15.2						
185	Percentage of company-owned stores assessed for water-risk using WWF-water risk filter	%	100.0	100.0	100.0	0.0	0.0				

		Unit	FY26	FY25	FY24	FY23	FY22	GRI	SASB	JSE	Comments FY26
Waste Pick n Pay South Africa											
186	Total volume of waste to landfill (excluding food waste)	Tonnes	10 171.1	10 416.7	10 348.9	12 757.0	14 342.5	306-5		E4.1a	
187	Total volume of waste recycled	Tonnes	12 807.5	12 895.8	10 456.3	11 421.5	14 150.1	306-4		E4.1a	
188	Total volume of waste (landfill + recycled)	Tonnes	22 978.6	23 312.5	20 805.2	26 025.1	29 407.5			E4.1a	
189	Waste intensity: Pick n Pay company-owned stores	(kg/m²)	20.6	20.6	15.6	15.5	14.6	306-3		E4.1c	FY25 restated due to a calculation error; revised to align with the Pick n Pay RSA segment boundary.
190	Food waste intensity: Pick n Pay company-owned stores	(kg/m²)	24.8	23.8	16.3	16.0	15.3				FY25 restated due to a calculation error; revised to align with the Pick n Pay RSA segment boundary.
191	Percentage reduction in food waste intensity against 2019 baseline	%	31.0	26.0	(14.0)	(15.4)	(19.5)				Converted from an absolute to an intensity target to avoid distortion from store footprint changes.
192	Percentage of waste diverted from landfill	%	63.0	63.6	55.7	62.0	55.0				
193	Percentage of waste disposed of that is sent for recycling	%	55.7	45.0	44.8	43.9	48.1				
194	Total tonnes of items collected for recycling through reverse vending machines	Tonnes	35.5	25.9	5.3	5.1	4.7				
195	Volume of waste sent for recycling – plastic	Tonnes	1 369.6	1 379.3	1 104.0	1 360.7	1 662.8				
196	Volume of waste sent for recycling – food waste recovered	Tonnes	590.1	724.1	706.0	990.8	914.0				
197	Volume of waste sent for recycling – glass	Tonnes	91.3	105.7	91.2	10.2	13.1				
198	Volume of waste sent for recycling – metal	Tonnes	56.5	37.8	10.3	8.1	10.8				
199	Volume of waste sent for recycling – excess food products donated	Tonnes	1 587.2	1 401.4	900.5	882.0	847.9				
200	Volume of waste sent for recycling – cardboard and paper	Tonnes	11 284.8	11 349.3	9 241.2	10 019.6	13 500.0				

		Unit	FY26	FY25	FY24	FY23	FY22	GRI	SASB	JSE	Comments FY26
Packaging Pick n Pay Company-owned											
201	Percentage own brand packaging which is recyclable/reusable	%	91.0	91.7	93.3	91.8	88.4				
202	Percentage recycled content in plastic packaging	%	22.2	14.3	35.5	27.7	22.3				
203	Percentage FSC-certified cardboard and paper in packaging	%	73.0	71.3	97.7	88.0	25.3				
204	Percentage of own brand packaging that carry the on-pack OPRL	%	98.0	91.0	97.7	96.2	15.5				
Environmental management Pick n Pay Company-owned											
205	Biodiversity Action Plan	Yes/No	No	No	No	No	No	304-3		E3.1c	
206	Total number of environmental incidents (level 1, 2 and/or 3)		0	0	0	0	0	2-27a		G4.1	
207	Total number of environmental fines and/or non-compliances		0	0	0	0	0	2-27b		G4.2	
208	Total number of environmental complaints		0	0	0	0	0	2-27		G4.1	
209	Rand value of carbon tax paid	Rand	355 811	316 207	190 665	143 909	82 293				
210	CDP climate score		B	B	B	B	B				
211	CDP water score		B	B	B	B	B				
212	CDP forest score		B	C	D/B-/D/B-	D/C/C/C	C/D/ /C				
CSI Pick n Pay Company-owned											
213	Total Corporate Social Investment (CSI) spend	Rand million	28.8	29.2	29.2	39.1	32.0	203-1		S2.4a	
214	Percentage of total CSI/SED spend in South Africa	%	100.0	100.0	100.0	100.0	100.0	203-1			
215	CSI/SED spend: basic needs, feeding programmes & social development	Rand million	4.2	6.9	10.6	11.1	11.4	203-1		S2.4a	
216	CSI/SED spend: education	Rand million	8.8	7.4	6.8	9.6	11.4	203-1		S2.4a	
217	CSI/SED spend: environmental management projects	Rand million	0.2	1.7	2.2	3.5	2.1	203-1		S2.4a	
218	CSI/SED spend: skills development & ABET	Rand million	0.1	2.0	1.9	3.3	3.3	203-1		S2.4a	
219	CSI/SED spend: small business development projects	Rand million	15.4²	11.2	7.7	11.6	9.7	203-1		S2.3a	
220	CSI return on investment disclosed	Yes/No	Partial	Partial	Partial	Partial	Partial	203-1			
221	CSI/SED projects aligned to the company's material issues?	Yes/No	Yes	Yes	Yes	Yes	Yes				

² Provisional figures pending B-BBEE verification.

		Unit	FY26	FY25	FY24	FY23	FY22	GRI	SASB	JSE	Comments FY26
CSI Pick n Pay Company-owned (continued)											
222	CSI/SED projects aligned to the company's business strategy?	Yes/No	Yes	Yes	Yes	Yes	Yes				
223	Are CSI/SED projects aligned to government's national development plan (NDP)?	Yes/No	Yes	Yes	Yes	Yes	Yes				
224	Enterprise development spend (i.e. support for small business)	Rand million	16.5²	17							Boundary of indicator has been updated.
225	Total volume of products donated to Food Distribution Partners	Tonnes	1 588	1 401	901	882	841				
226	Distributions on behalf of Feed the Nation	Rand million	9	9	13	18	31				
227	Number of million meals distributed for Feed the Nation	million	0	0	1	5	9				
228	Number of schools in the Pick n Pay School Club		3 638	3 380	3 280	3 280	3 185				
229	Volume of educational content distributed through Pick n Pay School Club	Tonnes	12.2	8.8	4.5	17.0	8.4				
230	Spent on bursaries	Rand million	3.0	3.3	3.3	3.3	3.3				
231	Clothing donated to Taking Care of Business	Rand million	14.4	15.8	15.5	11.6	10.3				

² Provisional figures pending B-BBEE verification.

Pick n Play



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