



HYPROP

**ESG Data Pack
2024**

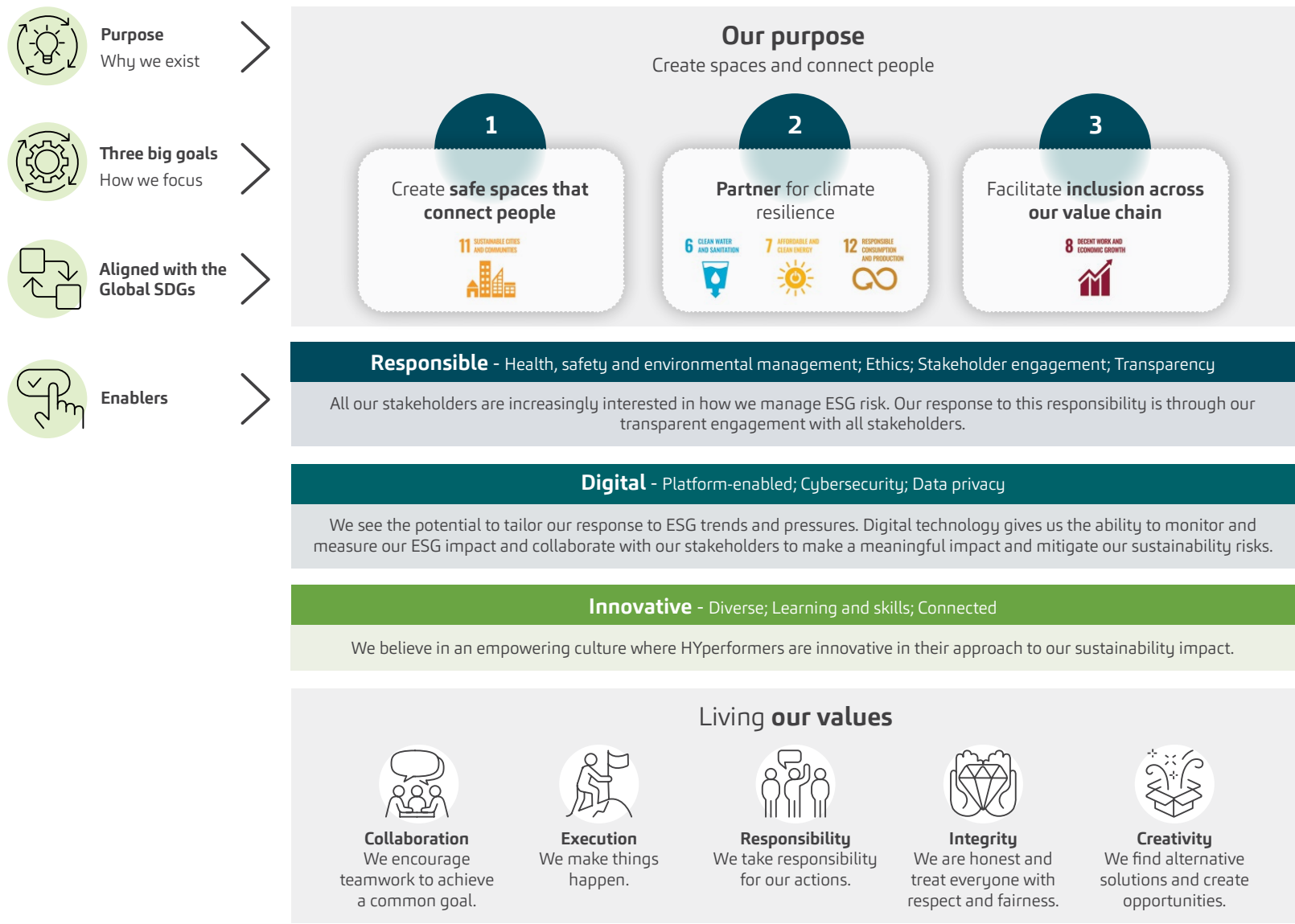
About our ESG Data Pack

The Hyprop ESG Data Pack provides a summary of non-financial performance across key environmental, social and governance metrics for FY2024.

This Data Pack is supplementary to our Integrated Annual Report, and is the third edition since its inception.

The JSE Sustainability Disclosure Guidance was taken into account when preparing our Data Pack.

How purpose and sustainability work together



Environment



South Africa (SA) and Nigeria

Green Buildings by Sector & Sub-Sector		Unit	2021	2022 ¹	2023	2024 ²
PB Recommended (SASB & 3rd party ratings)	Green Certified to energy star rating (SA only)	% of buildings	11.1	12.5	12.5	11.1
	Energy consumption data coverage as a % of total floor area	% of floor area	100	100	100	100
	% of tenants separately metered (electricity)	% by area	100	100	100	100
	% of tenants separately metered (water)	% by area	80	80	82	80
	Describe approach to measuring, incentivising and improving sustainability impact of tenants			Tenants have to comply to SANS 10 400 XA and Green lease	Tenants have to comply to SANS 10 400 XA and Green lease	Tenants have to comply to SANS 10 400 XA and Green lease
	Green building industry body memberships/initiatives	Y/N	Y	Y	Y	Y
Initiatives						
Installation of waterless urinals						
Installation of Propelair toilets						
Replacement of ozone depleting refrigerants with ozone-friendly ones						
Replacement of fluorescent lights with LED lights						
Conversion of wet cooling towers to dry cooling towers						

¹ Increase from 2021 is due to the sale of Atterbury Value Mart
² Decrease in 2024 due to the acquisition of Table Bay Mall

Climate change

Energy use and portfolio GHG Emissions by property sector and sub-sector		Unit	2021		2022		2023		2024	
			Consumption	% change	Consumption	% change	Consumption	% change	Consumption	% change
GHG Emissions	Scope 1: Absolute gross greenhouse gas emissions expressed as metric tonnes of CO ₂ equivalent and measured in accordance with the Greenhouse Gas Protocol for: Scope 1 emissions.	tCO ₂ e	18 959	(24.50%)	17 981	(5.16%)	18 165	1.02%	13 352	(26.50%)
	Scope 2: Absolute gross greenhouse gas emissions expressed as metric tonnes of CO ₂ equivalent and measured in accordance with the Greenhouse Gas Protocol for: Scope 2 emissions.	tCO ₂ e	22 693	(5.42%)	20 675	(8.89%)	17 649	(14.64%)	16 753	(5.08%)
	Scope 3: Absolute gross Scope 3 greenhouse gas emissions expressed as metric tonnes of CO ₂ equivalent and measured in accordance with the Greenhouse Gas Protocol. Scope 3 emissions should include upstream and downstream emissions. The categories of Scope 3 emissions and basis for measurement for information provided by entities in the value chain should be disclosed. Recognising the challenges related to the disclosure of Scope 3 emissions, including data availability, reasons should be provided when Scope 3 emissions or categories of Scope 3 emissions are omitted.	tCO ₂ e	165 879	(9.97%)	177 656	7.10%	153 173	(13.78%)	145 058	(5.30%)
Energy mix	Total energy consumed kWh including grid, diesel generated and solar produced.	kWh	195 325 072	(4.22%)	183 528 000	(6.04%)	164 175 582	(10.54%)	171 224 176	4.29%
	Total energy consumed GJ including grid, diesel generated and solar produced.	GJ	703 170	(4.22%)	660 701	(6.04%)	550 238	(16.72%)	583 370	6.02%
	Total energy consumed but not recovered (i.e. common area)	GJ	89 871	(0.04%)	82 982	(7.67%)	52 856	(36.30%)	54 236	2.61%
	Total energy recovered from tenants	GJ	613 299	(1.38%)	577 719	(5.80%)	497 382	(13.91%)	510 362	2.61%
	Diesel generated electricity emissions	tCO ₂ e	2 552	(16.86%)	7 046	176.1%	10 969	55.68%	5 925	(45.98%)
	Total solar energy produced [#]	GJ	38 266	212.84%	38 462	0.51%	38 555	0.24%	50 989	32.25%
	Energy use intensity	GJ/m ² *	0.96	(3.0%)	1.07	11.46%	1.05	(1.87%)	1.06	0.48%
	Retail energy use intensity	kWh/m ² *	269	(1.47%)	265	(1.49%)	231	(12.83%)	233	0.87%
	Office energy use intensity	kWh/m ² *	98	(30.98%)	100	2.04%	85	(15.00%)	95	11.76%

* m² = GLA

[#] Nigeria has no solar PV and is therefore not included

Water security*

		Unit	2021		2022		2023		2024	
Portfolio water security			Consumption	% change	Consumption	% change	Consumption	% change	Consumption	% change
Water usage	Total water withdrawal from all areas (surface water and third-party water)	kl	645 326	(6.45%)	621 415	(6.50%)	650 702	4.71%	641 820	(3.55%)
	Total water consumption from all areas not discharged into sewer and consumed by cooling towers	kl	252 326	(16.60%)	236 003	(3.71%)	225 125	(4.61%)	215 457	(4.29%)
	Freshwater consumption intensity: total freshwater use per material unit	kl /hr worked	0.91	(8.25%)	0.94	3.30%	0.92	(2.13%)	0.87	(5.43%)
	Water withdrawal data coverage as a % of GLA	%	100	-	100		100		100	

* Excludes Nigeria as it is not in a water scarce area

Biodiversity and land use

		Unit	2021		2022		2023		2024	
Biodiversity footprint (ecosystems)			Consumption	% change	Consumption	% change	Consumption	% change	Consumption	% change
Number and area of centres owned, leased, or managed in or adjacent to areas of high biodiversity value (Key Biodiversity Areas – KBAs), for operations		#	1	-	1	-	1	-	1	-

Pollution and waste **

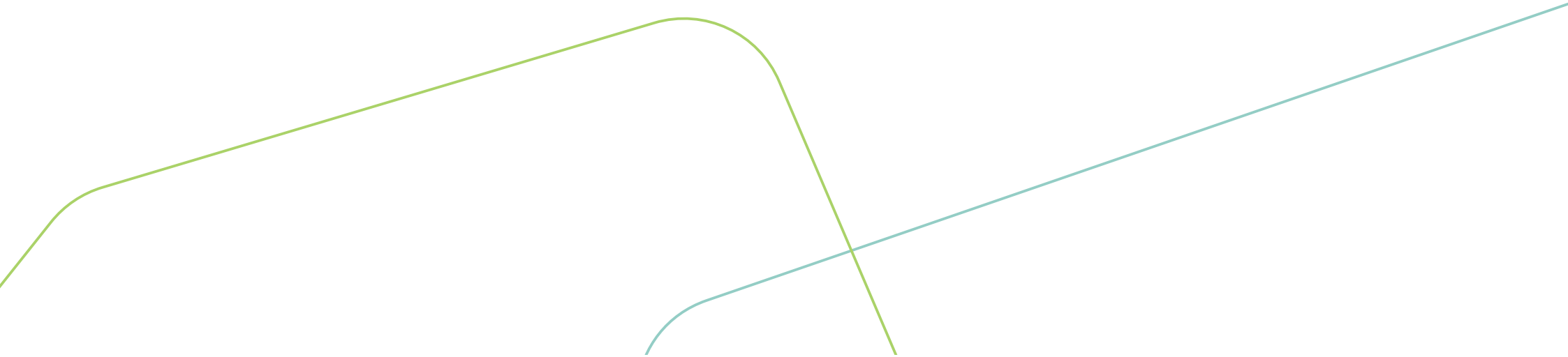
		Unit	2021		2022		2023		2024			
* Single use plastic	Solid waste	Total weight of waste generated (non-recycled), with a breakdown by composition of waste, noting % directed to disposal (including landfill and incineration), and % diverted from disposal (eg reuse, recycling, recovery).	t	Directed to disposal (landfill, incineration)	3 337.37	56%	3 316.37	54%	2 370.61	38%	1 901.38	32%
			t	Diverted from disposal (recycled, reuse, recovery)	2 540.30	43%	2 652.35	44%	3 600.20	58%	3 836.89	64%
		Total weight of hazardous waste generated, noting % directed to disposal (including landfill and incineration), and % diverted from disposal (eg reuse, recycling, recovery).	t	Directed to disposal (landfill, incineration)	94.40	2%	0	0%	0	0%	0	0%
			t	Diverted from disposal (recycled, reuse, recovery)	0	0%	141.97	2%	223.47	4%	282.00	5%
		Total weight of solid waste generated	t		5 972.07	100%	6 110.69	100%	6 194.28	100%	6 019.79	100%
	Waste intensity	Total waste/tenant turnover		3.249 × 10 ⁻⁷		2.926 × 10 ⁻⁷		3.594 × 10 ⁻⁶		4.124 × 10 ⁻⁶		
	Report wherever material along the value chain: estimated metric tonnes of single-use plastic consumed and share % (#) of single-use plastic weight of total plastic weight	Estimated metric tonnes		280.92	# 100%	320.05	# 100%	408.76	# 100%	451.1	# 100%	
Atmospheric pollution (value chain)	Report wherever material along the value chain: nitrogen oxides (NOx), sulphur oxides (SOx), volatile organic compounds (VOC), persistent organic pollutants (POP), particulate matter, and other significant air emissions identified in relevant regulations.	Kilograms or multiples per emission type		Disposal occurs at licensed landfills. Recycling occurs in industrial zones at licensed facilities. The only emissions close to urban areas are from transport which is at 3-6% of total emissions from recycling and disposal activities								
	Wherever possible estimate the proportion of specified emissions that occur in or adjacent to urban/densely populated areas.	%										
	Water pollution	Total water discharge to all areas in megalitres, and list of priority substances of concern for which discharges are treated, including how these substances were defined, approach to setting discharge limits, and number of incidents of non-compliance with discharge limits.	Megalitres		0.103 ML		0.154 ML		-		-	

* Forms part of solid waste diverted from disposal

** Excludes Nigeria as no waste company contracted to manage waste

Energy mix

	Unit	2021		2022		2023		2024	
		Consumption	% change	Consumption	% change	Consumption	% change	Consumption	% change
Scope 1									
Diesel	tCO ₂ e	9 064	39.02%	10 586	16.79%	10 297	(2.73%)	9 166	(10.98%)
Refrigerants	tCO ₂ e	9 895	(46.78%)	7 305	(26.17%)	7 868	7.71%	4 186	(46.80%)
Total Scope 1	tCO ₂ e	18 959	(24.5%)	17 891	(5.63%)	18 165	4.98%	13 352	(57.78%)
Scope 2									
Electricity	tCO ₂ e	22 693	(5.42%)	20 675	(8.89%)	17 649	(14.64%)	16 753	(5.08%)
Scope 3									
Electricity	tCO ₂ e	181 815	0.79%	177 656	(2.29%)	153 173	(13.78%)	145 058	(5.30%)
Waste	tCO ₂ e	2 029	(1.02%)	1 948	(3.99%)	492	(74.74%)	989	101.05%
Total Scope 3	tCO ₂ e	183 844	0.77%	179 604	(2.31%)	153 665	(88.52%)	146 047	(95.75%)



GHG Emissions

	Unit	2021		2022		2023		2024	
		Consumption	% change	Consumption	% change	Consumption	% change	Consumption	% change
Flight Emissions	tCO ₂ e	5	(92.31%)	20	300.00%	78	290.00%	74	(5.13%)
Car Emissions	tCO ₂ e	127	(53.31%)	127	0.00%	138	8.66%	146	5.79%
Transmission and distribution losses	tCO ₂ e	15 280	(13.22%)	20 028	31.07%	17 625	(12.00%)	17 872	1.40%
Well to tank (i.e. from oil well to end consumer tank)	tCO ₂ e	148	(90.45%)	408	175.68%	2 615	540.93%	1 407	(46.19%)

Water consumption

	Unit	2021		2022		2023		2024	
		Consumption	% change	Consumption	% change	Consumption	% change	Consumption	% change
Fresh water									
Retail	kl	642 153	(6.38%)	618 266	(3.72%)	650 702	5.25%	637 464	(2.03%)
Office	kl	3 230	(17.96%)	3 214	(0.5%)	4 707	46.45%	4 356	(7.45%)
Total fresh water consumed	kl	645 383	(6.44%)	621 480	(3.70%)	655 409	5.45%	641 820	(2.07%)
Water intensity									
Water intensity retail	kl/m ²	0.92	(5.15%)	0.94	2.17%	0.98	4.26%	0.9	(8.16%)
Water intensity office	kl/m ²	0.47	(29.85%)	0.47	0.00%	0.67	42.55%	0.63	(5.97%)



Eastern Europe

The table below includes disclosure regarding the energy and electricity consumption of our Eastern European portfolio. We completed BREEAM audits for the four EE centres. The findings for the audits are still pending and will guide our sustainability journey for the EE portfolio.

Energy and electricity consumption

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

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

Water consumption (m ³ /year)	2022	2023	2024
The Mall, Sofia ⁵	69 338	68 720	90 487
City Center one West	30 006	31 079	31 947
City Center one East	37 231	37 841	36 819
Skopje City Mall	35 513	38 071	39 973

Delivered energy consumption (kWh/year) ³	2022	2023	2024
The Mall, Sofia	8 662 876	10 337 770	10 147 538
City Center one West	10 925 654	8 538 500	8 804 026
City Center one East	10 487 070	9 965 401	9 005 144
Skopje City Mall	6 303 396	5 672 874	5 616 925

CO ₂ Emissions (tons/year) ⁴	2022	2023	2024
The Mall, Sofia	1 489	1 419	1 468
City Center one West	518	117	261
City Center one East	272	83	219
Skopje City Mall	891	775	829

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

² CCo West & CCo East commenced using oil powered heating from June 2022. No heating oil was used in the current year.

³ Delivered energy consumption excludes HVAC for all centres.

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

⁵ The water supply company in The Mall had a faulty water meter that understated the consumption in the previous financial year.

Social

Headcount profile by staff level - SA and EE¹

(excluding non-executive directors)

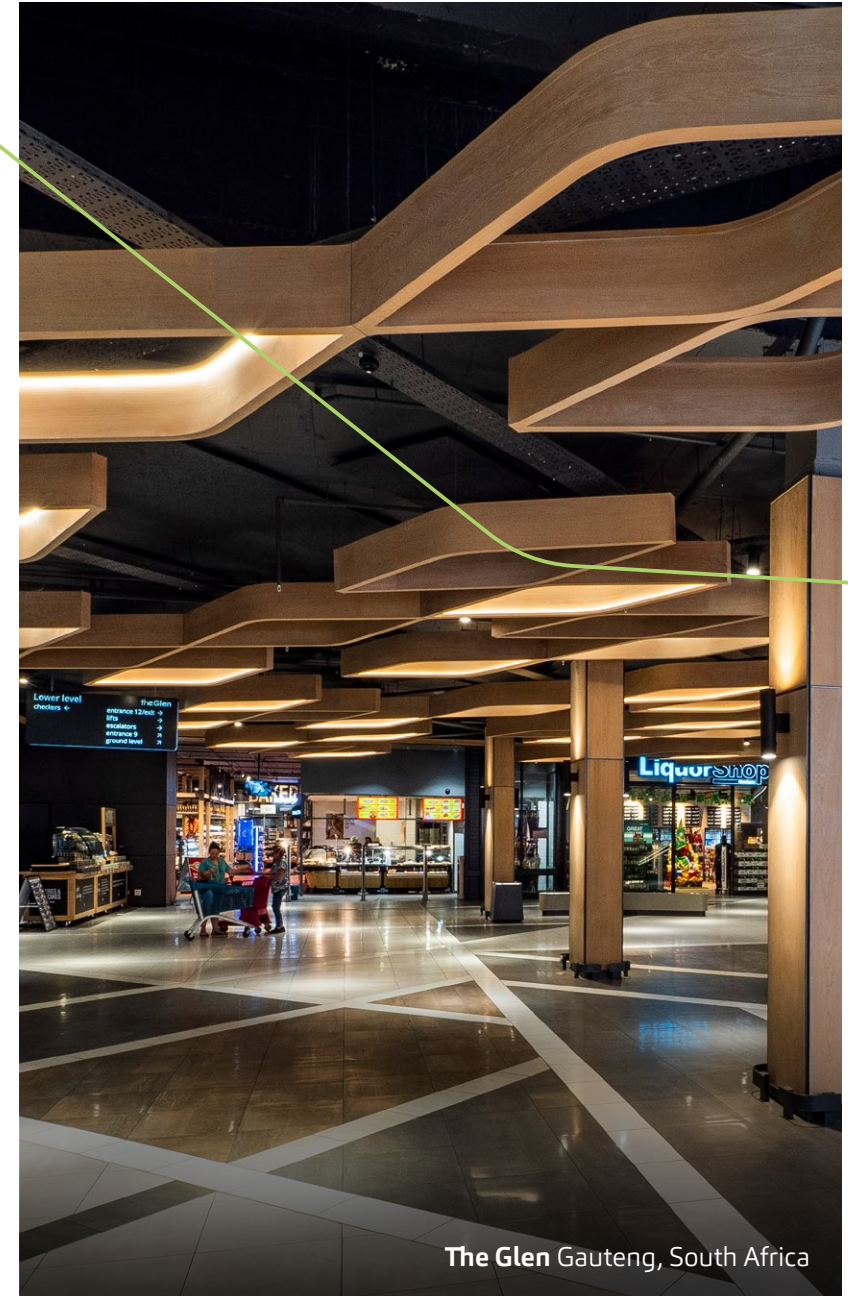
	30 June 2021	30 June 2022	30 June 2023	30 June 2024	30 June 2021	30 June 2022	30 June 2023	30 June 2024
	Number of people				% of total headcount			
Non-executive directors	8	10	8	9				
Executive directors	3	3	3	3	1	1	1	1
Executive management	5	4	6	6	2	2	2	2
Senior management	22	22	26	25	9	9	9	8
Other employees	186	187	237	248	74	78	81	81
Total headcount - permanent employees	216	216	272	283	86	90	93	92
Contract employees	6	4	3	4	2	2	1	1
Contract casual employees (information desk and event staff)	27	16	13	13	11	7	4	4
Employees paid by disability	3	4	6	7	1	2	2	2
Total headcount - contract employees	36	24	22	23	14	10	7	8
Total headcount	252	240	294	306	100	100	100	100
Trade union members	0	0	0					

¹ Data from 2023 onwards includes Eastern Europe (EE)

Staff profile - SA and EE

	30 June 2021 ¹	30 June 2022 ¹	30 June 2023	30 June 2024
	# of people			
Average age of employees (years)	43	43	43	43
Retirement age (years)	65	65	65	65
Staff retention and tenure				
Annual employee turnover rate	6.1%	8.5%	7.0%	12%
Retention by staff level				
Non-executive directors	88.9%	100.0%	63.0%	100.0%
Executive directors	100.0%	100.0%	100.0%	100.0%
Executive management	100.0%	80.0%	100.0%	100.0%
Senior management	90.5%	91.0%	88.0%	96.0%
Other employees	94.2%	91.0%	93.0%	87.0%
Total staff retained	93.9%	91.5%	93.0%	88.0%
Average tenure (years of service) by staff level				
Non-executive directors	6	5	5	6
Executive directors	3	4	5	6
Executive management	10	9	9	11
Senior management	10	11	9	10
Other employees	9	10	9	8
Average tenure	9.2	9.6	8.7	8.4

¹ South Africa only



The Glen Gauteng, South Africa

Recruitment - SA and EE

	30 June 2021 ¹	30 June 2022 ¹	30 June 2023	30 June 2024
	# of positions			
Number of permanent positions	236	228	286	284
Number of vacancies	20	12	10	10
Vacancies as % of permanent positions	8.5%	5.3%	3.5%	3.5%
Staff movement				
Internal placements	15	18	25	23
New appointments	6	16	34	36
Designated new appointments (Applies to SA only) ²	5	15	22	22
Voluntary resignations	8	20	23	38
Retirements	1	1	3	1
Retrenchment	-	-	-	1
Terminations (dismissals)	1	2	1	4
Transferred employees (due to asset sales/acquisitions)	0	(7)	0	6

Employee wellness - SA and EE

Leave liability (R'000)	9 819	9 576	10 544	8 899
Total number of sick days utilised	759	631	1 076	869
Average sick days / employee	2.44	5.00	5.59	4.70
Number of physical injuries on duty	5	4	1	3
Serious occupational injuries	0	0	0	0
Cases reported via the Ethics line	0	0	1	6

¹ South Africa only

² Designated includes African, Coloured and Indian

Employee diversity - SA only

	2021		2022		2023		2024	
	#	%	#	%	#	%	#	%
Male	105	40	93	39	98	40	109	43
Female	158	60	144	61	142	60	147	57
	263	100	237	100	240	100	256	100
Black*	170	65	164	70	169	71	179	70
White	93	35	69	30	67	29	75	30
	263	100	233	100	236	100	254	100
South African	261	99	233	98	236	98	254	99
Non-South African	2	1	4	2	4	2	2	1
	263	100	237	100	240	100	256	100

* Black- includes African, Coloured and Indian

Employment equity

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

	30 June 2024												
	Male				Female				Total				
	A	C	I	W	A	C	I	W	A	C	I	W	Total
Top management	-	-	-	3	-	-	-	-	-	-	-	3	3
Senior management	2	1	3	9	3	-	2	8	5	1	5	17	28
Professionally qualified and experienced specialists and mid management	8	-	2	8	2	6	4	13	10	6	6	21	43
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	12	1	4	4	3	8	4	6	15	9	8	10	42
Semi-skilled and discretionary decision-making	22	14	1	3	43	21	3	10	65	35	4	13	117
Unskilled and defined decision-making	-	-	-	-	2	-	-	-	2	-	-	-	2
Total permanent	44	16	10	27	53	35	13	37	97	51	23	64	235
Temporary employees	3	1	-	6	1	1	2	5	4	2	2	11	19
Total	47	17	10	33	54	36	15	42	101	53	25	75	254

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

Employee equity - disabilities - SA only

	30 June 2024												
	Male				Female				Total				Total
	A	C	I	W	A	C	I	W	A	C	I	W	
Top management	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior management	-	-	-	-	-	-	-	2	-	-	-	2	2
Professionally qualified and experienced specialists and mid management	1	-	-	-	-	-	-	-	1	-	-	-	1
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	-	-	-	-	-	-	-	1	-	-	-	1	1
Semi-skilled and discretionary decision-making	-	3	-	-	1	-	-	-	1	3	-	-	4
Unskilled and defined decision-making	-	-	-	-	-	-	-	-	-	-	-	-	-
Total permanent	1	3	-	-	1	-	-	3	2	3	-	3	8
Temporary employees	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	1	3	-	-	1	-	-	3	2	3	-	3	8

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

Training and development - SA only

	30 June 2021	30 June 2022	30 June 2023	30 June 2024
Cost of training				
	R	R	R	R
Training by Race				
African	650 400	874 948	963 871	1 469 861
Coloured	264 432	282 297	166 966	524 065
Indian	104 244	360 851	455 675	659 664
White	164 543	413 815	851 427	1 305 785
Non-South African	-	38 135	-	79 637
Total	1 183 619	1 970 046	2 437 939	4 039 012
Training by Gender				
Male	645 782	1 245 027	1 267 800	2 364 464
Female	537 837	725 020	1 170 139	1 674 548
Total	1 183 619	1 970 046	2 437 939	4 039 012
Training by Type				
Training	242 598	710 009	483 995	1 094 152
Workshop	13 823	4 050	-	798 997
Membership fee	195 948	121 920	240 644	352 100
Medicals	-	-	22 240	1 032
Conference	6 250	74 067	130 660	472 958
Strategy	-	400 000	807 600	207 924
Learnership	-	660 000	752 800	1 111 849
Total	1 183 619	1 970 046	2 437 939	4 039 012
Training spend by topic				
Leadership	-	400 000	52 500	325 995
Business operations	251 212	472 520	1 340 705	2 115 452
Degree / Diploma	98 613	327 268	280 954	321 708
Green building principles	6 250	35 500	-	-
Learnership	725 000	660 000	763 780	1 111 849
Trade qualification	71 350	70 508	-	68 958
Health and safety	695	4 250	-	39 290
HIV and Aids	-	-	-	55 760
Other	30 499	-	-	-
Total	1 183 619	1 970 046	2 437 939	4 039 012

Only SA entities complete this information

Long service - SA and EE

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

Hyprop excellence awards - SA and EE

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

¹ South Africa only

Governance

Board composition: diversity, competence and independence at 30 June 2024

Board efficacy		Board competence		Director independence	
Directors	Expertise	Committees	Nationality	Independent	Other listed boards
Spiro Noussis (chairman)	■ ■ ■ ■	IN, RN	South African	✓	-
Annabel Dallamore	■ ■ ■ ■	AR, RN	South African	✓	-
Loyiso Dotwana	■ ■ ■	IN, SE (<i>appointed on 17 September 2024</i>)	South African	✓	1 - Afrimat Ltd
Kevin Ellerine	■ ■ ■ ■	IN	South African	X	1 - Newpark REIT Ltd
Richard Inskip	■ ■ ■ ■	RN	South African	✓	2 - Clicks Group Ltd, Mr Price Group Ltd
Reeza Isaacs	■ ■ ■ ■ ■ ■	AR	South African	✓	-
Zuleka Jasper	■ ■ ■ ■	AR, SE (<i>appointed on 17 September 2024</i>)	South African	✓	PwC SA (not listed)
Thabo Mokgatla	■ ■ ■ ■	AR	South African	✓	2 - Yebo Yethu (RF) Ltd, Yebo Yethu Investment Company Ltd
Bernadette Mzobe	■ ■ ■	SE, IN	South African	✓	-
Wilhelm Nauta	■ ■ ■ ■ ■	IN	South African	N/A	-
Brett Till	■ ■ ■ ■ ■ ■ ■ ■	SE (<i>stepped down on 17 September 2024</i>)	South African	N/A	-
Morné Wilken	■ ■ ■ ■ ■ ■ ■	IN, SE (<i>stepped down on 17 September 2024</i>)	South African	N/A	-

AR Audit & Risk Committee
 SE Social & Ethics Committee
 RN Remuneration & Nomination Committee
 IN Investment Committee
 Full CVs available at www.hyprop.co.za

Skills & experience:

Financial & accounting

Corporate Social Investment

Information technology/digital disruption

Leadership & governance

Risk

Legal & regulatory

Property investment & development

Strategy



Hyprop Investments Limited
2nd Floor Cradock Heights
21 Cradock Avenue Rosebank 2196

www.hyprop.co.za