



19 February 2026
FY2025 review

Social, Ethics and Transformation Committee

Committee overview



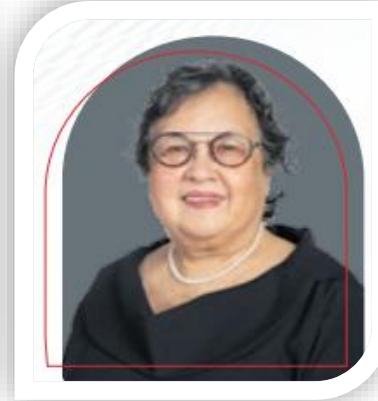
Mahlape Sello
Chairman



Audrey Mothupi-
Palmstierna



Caroline Henry



Marian Jacobs



Peter
Wharton-Hood



Joel Netshitenzhe
Retired 20 Feb 2025

- The Chairman of the Board is a standing invitee
- Executive and functional heads attend the meeting
- Three meetings were held in the financial year

Standing agenda Items

- ESG performance monitoring
- Whistle blowing and issues raised with the Ethics Office
- Internal and external stakeholder engagement
- B-BBEE progress
- Legislation
 - Compliance and privacy report
 - Reputational risk report



Community centre development - Pondoland

Focus areas

Deep dives were conducted on the following topics:

- Sustainability
- B-BBEE
- Diversity and inclusion



Committee focus area

ESG focus areas are weighted differently, depending on the industry. In Life Healthcare, the ESG split is as follows: environment 50% and social 50%.

Although, governance is not explicitly listed as a target, Life Healthcare remains dedicated to governance in all aspects of the organisation. From the boardroom to the hospital lobby, governance is integral to our purpose of ***Making life better.***





- ✓ A national roll out of the general waste recycling project reached 39 hospitals in FY2025
- ✓ For FY2025, 43% (2,074 tonnes) of general waste generated across the business was recycled
- ✓ Overall healthcare waste generation has decreased by 2,9%



- ✓ Procurement process for the roll out of 9MWp of solar capacity at 16 hospitals was completed. The installation thereof will commence in FY2026
- ✓ Investment in backup power systems and upgrading assets for uninterrupted electricity supply
- ✓ Finalising an energy efficiency strategy and exploring long-term renewable wheeling agreements



- ✓ 24+ hours bulk water storage onsite at hospitals ensuring water security
- ✓ Smart metering with online monitoring platform installed
- ✓ Installed changeover systems between water suppliers (mains to boreholes)
- ✓ Five additional boreholes will be added in FY2026



- ✓ Life Healthcare's head office maintains a Green Building Council: 5-Star Green Star rating
- ✓ As load shedding has decreased, our diesel consumption has been reduced, while electricity usage increased



Achieve net zero general waste to landfill



Reduce carbon emissions by 20%



Make progress towards achieving net zero emissions by 2050



Increase water security, renewable energy use and recycled general waste

FY2026 ESG targets

Pillar	KPI	Weighting	Measure	Target
Environment	Environmental compliance	25%	Zero regulatory fines levied against Life Healthcare related to non-compliance with healthcare risk waste (HCRW) regulations	Nil fines issued to Life Healthcare
	General waste recycled	25%	Recycled waste as a % of measured general waste generated	40% (threshold) 50% (target) 60% (stretch)
Social	Investment in nurse training	15%	Number of graduates in 2026	664 students
	B-BBEE procurement	15%	Total measurable procurement spend on B-BBEE enterprises	75% (threshold) 80% (target) 85% (stretch)
	Diversity in senior management	15%	70% achievement in ACI external recruitment from middle management and above.	90% (threshold) 100% (target) 110% (stretch)
	Doctor recruitment	5%	70% ACI doctors recruited	90% (threshold) 100% (target) 110% (stretch)

- Targets are aligned with **strategic objectives** across both **environmental and social** pillars
- Targets incorporated in FY2026 **senior management and executive incentives**
- ESG strategy underpinned by an effective governance model



Health

- South African National Council for the Blind
Cataract surgeries provided to uninsured patients, reducing surgical backlogs in public hospitals
- Operation Smile
37 cleft lip and palate surgeries performed at the Nelson Mandela Children's Hospital
- Pink Drive
Cancer screening and testing: 1 250 mammography; 1 367 cervical pap smears and 1 437 PSA screening and tests undertaken



Education

- Somerset College Saturday School
188 students from grade 10, 11 and 12 enrolled to enhance their maths and science skills. Four neighbouring public schools participated in this initiative



Community

- Play Pumps
Providing access to running water in rural schools and communities. 20 sites have been funded by Life Healthcare
- Soul Food
Providing 700 000 meals per annum to early childhood development centres
- Pondoland
The community centre construction was completed



Operation Smile

Safe surgery provided for children under 12 years with cleft lip and cleft palate in the Gauteng province.



Soul Food

Delivered nutritious meals to preschool and primary school children.

South African National Council for the Blind

244 cataract surgeries performed and 411 pairs of spectacles issued.



GBV care bags

3 000 care bags for GBV victims were donated to various NPOs nationally.



Board composition

- Succession planning
- Diversity and inclusion
- Female representation



Ethics

- Ethics Office
- Ethics Review Committee
- Whistle blowing line
- Policies reviewed:
 - Code of conduct
 - Conflicts of interest
 - Policy on the prevention of bribery, fraud, corruption and money laundering
 - Whistle blowing



ESG overview

- The Board provides overall oversight on ESG matters
- SETCO has overall responsibility for ESG and reports to the Board

*The Committee is satisfied
that it has discharged its
responsibilities
in accordance with its
mandate
for the year ending
30 September 2025.*

