

Group Social and Ethics Committee's Report

INTRODUCTION

The PPS Group Social and Ethics Committee (GSEC) is a statutory committee of the PPS Insurance Board established by the Board in terms of section 72(4) of the Companies Act (71 of 2008) (Companies Act) and has the functions set out in Regulation 43(5) of the Companies Act.

The GSEC is tasked with monitoring specific activities of the PPS Insurance Group as set out below and to advise the PPS Insurance Group Boards in relation to such matters. The GSEC meets at least twice a year. The GSEC is supported in discharging its duties by the Group Remuneration Committee, the Group Risk Committee and the Group Audit Committee.

Members

Dr SNE Seoka (Chairman), Independent Non-executive Director (Appointed 1 July 2025)

Ms DLT Dondur (Chairman), Independent Non-executive Director (Resigned 12 May 2025)

Dr DP du Plessis, Independent Non-executive Director

Mr L du Plessis, Group Executive: Legal and Compliance (Resigned 30 June 2025)

Dr CM Krüger, Independent Non-executive Director

Dr R Putter, Independent Non-executive Trustee

Meeting attendance:

100%

Meetings:

4 Mar 2025

2 Oct 2025

4 Nov 2025

Functions

The GSEC performs all the functions as are necessary to fulfil the following statutory duties:

Monitoring the PPS Insurance Group's activities, having regard to any relevant legislation, other legal requirements or prevailing codes of best practice, with regard to matters relating to:

- Social and economic development
- Good corporate citizenship
- Sustainability, the environment, health and public safety
- Assessment of the ethical risk profile
- Labour, culture and employment
- Ethics and conduct
- Consumer relationships
- The implementation of Treating Customers Fairly regulation
- Alignment of the GSEC's activities to the Broader Mutuality strategy of the PPS Group
- The PPS Group Sustainability report and recommendation thereof to the PPS Insurance Board for approval
- Drawing matters within its mandate to the attention of the PPS Insurance Group boards as may be required

Reporting, through one of its members, to the members of PPS Insurance at its annual general meeting on the matters within its mandate.

Group Social and Ethics Committee's Report (continued)

Report to PPS Insurance members by the GSEC

During 2025, the committee discharged its statutory duties and considered reports from the various contributors regarding the relevant functions and the following items were specifically noted:

Social and economic development	<ul style="list-style-type: none">• The United Nations Global Compact Principles are not legislation, but reflect international best practice. PPS conducts its business in accordance with the principles regarding human rights, labour standards, the environment and anti-corruption.• Compliance with the Employment Equity Act is managed in accordance with a report and a plan submitted to the Department of Labour, which are frequently tracked at executive management and board level.• Various action plans are in place to address the requirements of the sectoral Broad-Based Black Economic Empowerment Act and Financial Services Charter.
Good corporate citizenship	<ul style="list-style-type: none">• PPS promotes equality and prevents unfair discrimination against both employees and members.• Various corporate social investment initiatives are in place to develop the professional community and students studying towards qualifying degrees.• Various sponsorships, donations and charitable initiatives are undertaken and are regularly reviewed.• Advocacy and influencing public policy.
Assessment of the ethical risk profile	<p>Corruption and fraud management is a priority for PPS and a Fraud and Corruption Policy, as well as a confidential reporting facility, operated by an independent third party, are in place, and have been appropriately communicated to staff.</p>
Consumer relationships	<ul style="list-style-type: none">• PPS has implemented Treating Customers Fairly (TCF) regulation and has fully integrated it into its operations, achieving a high score using the self-assessment tool provided by the FSCA for this purpose.• Industry-specific consumer protection legislation is in place (FAIS, Insurance Act, etc.) and compliance therewith is actively managed and high levels of compliance have been achieved.
Health and public safety, labour and employment	<ul style="list-style-type: none">• The occupational health and safety of employees and others in buildings occupied by PPS are monitored and a high level of compliance is achieved.• Excellent working conditions are in place for all employees.• Employment relationships are valued at PPS and programmes for continued improvements to maintain best employee practices are in place and effective, as evidenced by the results of regular employee surveys.• Educational development of employees is achieved through various initiatives including internal and external training, induction programmes and bursary schemes.

Group Social and Ethics Committee's Report (continued)

Sustainability

- The Group Social and Ethics Committee oversaw meaningful progress in strengthening PPS's sustainability approach during 2025. A key milestone was the publication of PPS's first standalone Sustainability Report in October 2025, which provides an in-depth view of the organisation's environmental, social and governance performance and establishes a clear baseline for long-term measurement under the committee's oversight.


Key highlights from the 2025 Sustainability Report include:

- The embedding of a sustainability framework aligned with the United Nations Sustainable Development Goals, the Global Reporting Initiative and the King IV™ Code.
- A strengthened focus on education through bursaries, infrastructure support and work readiness programmes to build a resilient graduate professional pipeline.
- Strengthened responsible investment practices aligned with the Code for Responsible Investing in South Africa (CRISA) principles, including enhanced environmental, social and governance (ESG) integration across mandates and increased allocation to impact investments that support infrastructure, education and clean energy.
- Nearly R500 million committed to unlisted impact investments in South African infrastructure, education and clean energy, delivering both financial returns and social impact.
- Advancements in environmental stewardship, including solar photovoltaic installations that now provide 75% of daytime energy at the Parktown office and a 66% increase in solar output year-on-year.
- The full Sustainability Report published in 2025 is available on the PPS website and should be read together with this Group Social and Ethics Committee report and the rest of the Integrated Report. The next Sustainability Report will be published in the second half of 2026.

The committee is satisfied with the reporting and governance framework to ensure compliance with its statutory responsibilities in terms of the Companies Act.

No complaints were received by the GSEC during the year ended 31 December 2025 and based on the above monitoring reports, the GSEC concluded that there were no specific issues under its purview which required reporting to the PPS Insurance Board or members of the PPS Group.

On behalf of the PPS Group Social and Ethics Committee:



Dr SNE Seoka

Chairman of GSEC

25 March 2026