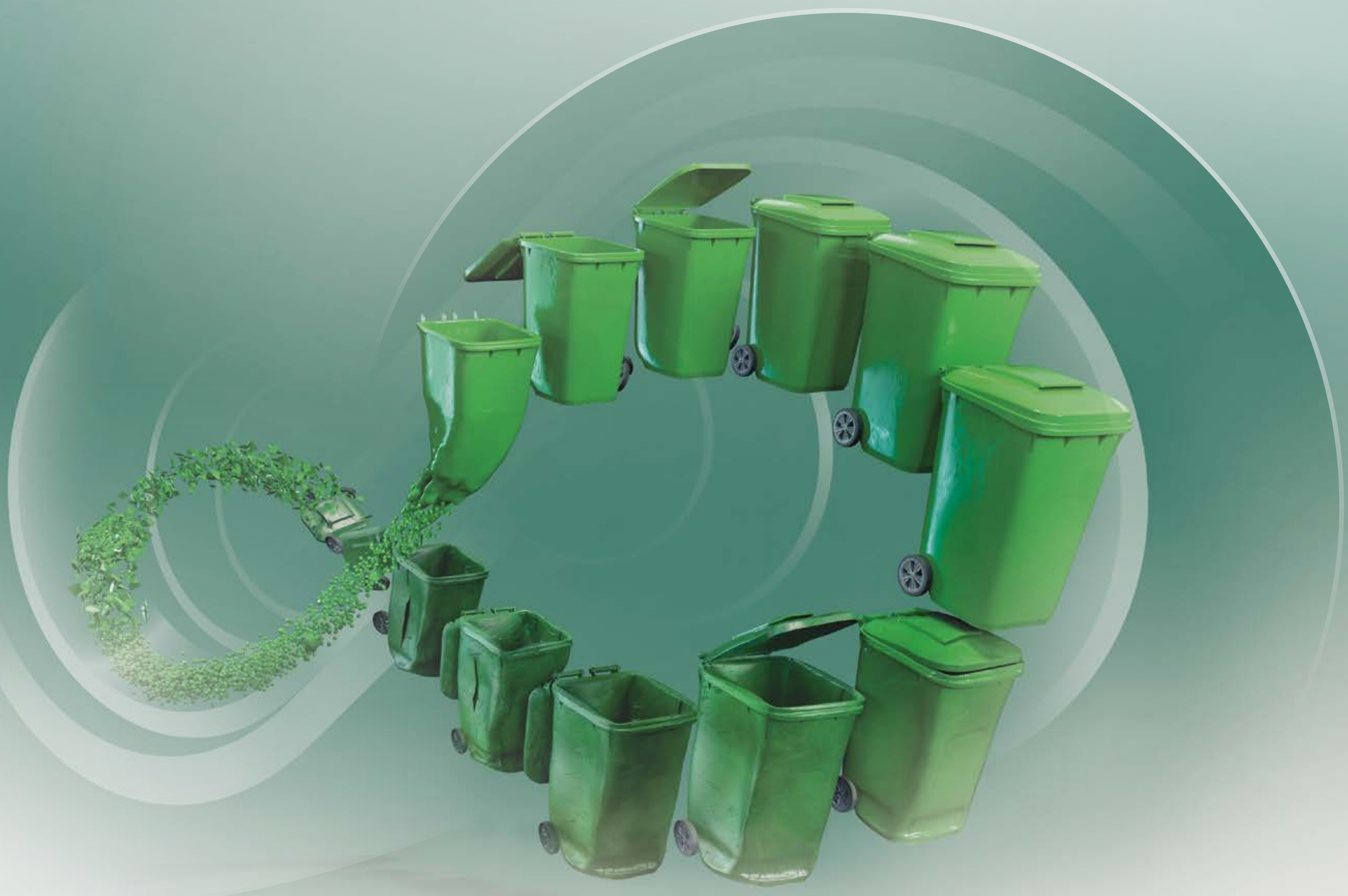


04

SUSTAINABILITY OVERVIEW

Our ESG strategy

Introduction

We are guided by our values of being resolute, trustworthy, and responsible in all our actions. Environmental sustainability and social responsibility to our employees, contractors and communities are sustained by our governance framework, which embeds the principles of sound corporate governance throughout the organisation. ESG priorities are woven into our strategic direction and operational approach, ensuring the long-term resilience and sustainability of our business.

The Board has overall responsibility for the Group's performance as a good and responsible corporate citizen. Monitoring and oversight of environmental sustainability, health and safety, and CSI is delegated to the Social and Ethics Committee, while our governance frameworks, including risk management, are overseen by the Audit and Risk Committee.

A broad suite of policies and procedures establishes the framework within which we manage our overall business and guide our employees, suppliers, and partners to promote a cooperative, coordinated, and ethical approach to business. These policies and procedures cover the Code of Ethics, safety, health, environment and energy, transformation, procurement, human resources, financial management, risk management, and maintenance, amongst others.

Sustainable development and continual improvement initiatives across the Group's operations are centrally coordinated.

The Group's performance for the year is outlined in the Social and Ethics Committee Report, as well as in our Sustainability Report, available online at www.mpact.co.za.

Mpact's vision is to be a leading packaging business with the highest ethical standards, delivering exceptional value for our customers, employees, communities and shareholders. This vision is embodied in our ESG strategy, along with our values and our strategic pillars. The strategy also takes into account our material matters.

Environment

We are committed to acting as a responsible corporate citizen, managing our natural resources with care, sensitivity and expertise, while complying with environmental laws as a minimum standard.

Climate and energy

We set challenging targets for energy and CO_2e reductions. We engage in energy-efficient practices, installing solar PV systems, and focus on the integration of green electricity.

We have invested extensively in energy use reduction through a range of efficiency projects and initiatives across the Group as well as our ongoing investment in solar PV installations. Driving this is our five-year energy management plan in which each operation commits to energy reduction targets. With carbon emissions integrally linked to energy, these also serve as carbon emission reduction plans and form the basis for our Greenhouse Gas Pollution Prevention Plans and Carbon budget, both of which have been approved by the Government.

Furthermore, Mpact has drafted a Net Zero vision for 2050, although the fulfilment of the plan will depend on developing green energy technologies and the carbon markets. We have also developed a Climate Change Risk Register that informs our climate adaptation and mitigation plan.

Protecting water, air and biodiversity

Our actions include efficiency measures, utilising rainwater and boreholes and recycling wastewater, where possible. We focus on minimising air emissions, reducing our waste to landfill and fostering biodiversity in the areas where we operate.

Mpact's paper mills account for 95% of the water used in the Group and have a legacy of optimising water use through water recycling and reuse while navigating the impact this has on paper quality. Other operations across the Group have also contributed with significant efforts to reduce water wastage, improve efficiency and developing water recycling and recovery systems as well as rainwater harvesting and boreholes. Our water reduction is driven by five-year plans that are routinely reviewed by all operations.

Reducing atmospheric emissions from boiler stacks, vehicle exhausts and dust is an ongoing focus within our environmental management plans. Progress is driven by energy reduction programmes.

To contribute to the protection of biodiversity, we purchase raw materials from responsible sources and most of the fibre used in our paper mills is supplied by the Recycling division. Additional virgin pulp comes from responsible sources, and our Paper Converting (Corrugated) plants are certified to Forest Stewardship Council (FSC®) standards.

Circular economy

Our business model is rooted in the circular economy, from the way our products are designed, to the materials we use and how we manufacture, recover and recycle products.

The Group plays an important part in closing the loop on the circular economy in southern Africa through our position as the largest paper and plastics packaging and recycling company in the region. In 2025, we collected 639 million kilograms of recyclable paper, glass, beverage cans, plastic, and liquid board packaging, diverting waste that would have ended up in landfill.

An increasing percentage of the high-density polyethylene used in the manufacture of crates, wheelie bins, and pallets in the Bins & Crates unit comes from on-site recycling.


Springs mill solar

Our ESG strategy *(continued)*

Environmental targets and performance

Our 2027 reduction targets are set across the business, based on five-year targets set by operations for energy (and by implication CO_2e) and water reduction. Executive and management KPIs are linked to ESG targets to demonstrate management commitment to Mpact's sustainability.

To plan effectively for the future and be more effective in reporting performance, we recalculated our targets with the exclusion of Versapak and Wadeville. Wadeville was downsized and restructured between 2023 and 2025, while Versapak was sold in 2024. The 2027 targets remain the same with year-on-year targets and performance restated with the exclusion of the above noted sites.

Progress towards meeting our targets in 2027 is set out in the table below:

Year-on-year reduction %

	Energy		Scope 1 and 2 CO_2e		Water	
Mpact Environmental Targets	Target Cumulative	**Achieved Cumulative**	Target Cumulative	**Achieved Cumulative**	Target Cumulative	**Achieved Cumulative**
2019						
2020	2.60%	**2.37%**	2.60%	**2.01%**	2.83%	**2.92%**
2021	1.44%	**1.31%**	1.44%	**0.64%**	0.25%	**0.15%**
2022	2.49%	**6.28%**	2.49%	**5.16%**	0.56%	**6.30%**
2023	3.74%	**9.04%**	3.74%	**7.92%**	1.01%	**6.86%**
2024	5.62%	**6.61%**	5.62%	**5.72%**	1.67%	**1.98%**
2025	8.12%	**8.99%**	8.12%	**8.73%**	2.56%	**5.05%**
2026	11.25%		11.25%		3.67%	
2027	15.00%		15.00%		5.00%	

Several factors in 2025 significantly affected energy and water efficiency. These included the Mkhondo paper mill project, restructuring of the Plastics Wadeville product offering, and structural challenges at Paper Converting Brakpan and Springs. The rebuild at Mkhondo was extensive, resulting in unavoidable production disruptions. For this reason, the months most affected by the shut have been excluded from environmental target calculations.

Social

We are dedicated to fostering a safe and supportive workplace where our employees can pursue their aspirations and enhance their lives, while also surpassing customers' expectations for product and service quality, innovation, and cost competitiveness. We collaborate with the communities within which we operate to improve lives where possible.

Health and safety

We are committed to providing a safe and secure working environment in which our employees can fulfil their ambitions and aspire to continually improve their circumstances. Mpact and our customers are supported by our Food Safety research team in Stellenbosch to ensure our products comply to world-class standards.

The safety and well-being of our employees and contractors remain a priority as we are committed to targeting "zero incidents". The SHE Management Committee and Social and Ethics Committee review performance against leading indicators, measured across six metrics, and lagging indicators, such as serious injury frequency rate, at their quarterly meetings.

The independently managed Life HS Employee Wellness Programme continues to provide essential health, psychosocial, legal, and financial counsel to employees and their dependants. Clinics at our operations support our efforts to promote safety, health and wellness through annual medical assessments, monitoring of chronic diseases, and providing primary health consultations as well as attending to injuries on duty when they occur during clinic hours.

Occupational hygiene surveys are conducted routinely to ensure that the operations comply with the necessary noise, lighting, dust and other occupational hygiene standards.

Development and transformation

Mpact Operations holds a B-BBEE Level 1 certificate and runs Mpact Foundation Trust, a bursary scheme exclusively for the dependants of qualifying employees. We actively engage with several programmes to contribute to the communities in which we operate.

We aim to be an employer of choice by offering a competitive employee value proposition, given that our ability to create value for stakeholders depends on our ability to continue to attract, develop, and retain talent and experience in the business.

We remain committed to transformation and the Group Transformation Philosophy sets transformation goals that are reflected in our vision, core values, culture, and approach to people development at all levels in the business. Our Fair Employment and Promotions Philosophy emphasises that there is a place for all people in Mpact and entrenches merit-based employment equity to address diversity throughout the organisation, especially regarding race, gender, and disabilities. The Mpact Foundation Trust (@ page 54) serves both as a vehicle for B-BBEE ownership and empowering previously disadvantaged individuals. The Trust established a bursary scheme solely for the benefit of qualifying Mpact employees' dependants.

Employment opportunities

In 2025, we had a workforce of 4,856 people at our operations, with R2.3 billion allocated towards salaries, wages, and benefits for our staff.

Skills development

Mpact invested R28.1 million in 2025 (2024: R26.9 million) in skills development and 76,159 man-hours of training for 4,001 employees. This investment enhances the human and intellectual capital available to the Group as well as the personal growth, career development, and employability of employees. People are encouraged and supported to continue to further their education in job-related fields. Furthermore, the Mpact e-Learning Academy offers internally and externally curated courses in a wide range of topics, including management and leadership, health and safety, wellness, business fundamentals, risk management, energy, and environmental management.

Promoting diversity and representation of historically disadvantaged South Africans

This year, the Group provided 210 people with learnerships and skills development opportunities through our programmes, which aim to better the industry-relevant skills pool. 85% of candidates on these programmes are from previously disadvantaged backgrounds, and 32% are Black women. Mpact's transformation initiatives promote diversity and the advancement of historically disadvantaged South Africans.

Socio-economic development

Community development and engagement are critical aspects of sustainable investment, and as such, our CSI strategy provides financial support for social upliftment projects, to build partnerships with host communities and encourage employee volunteerism. Many of the Group's contributions aim to address some of South Africa's most significant challenges, including socio-economic upliftment in disadvantaged communities, unemployment, education, and environmental sustainability.

During 2025, Mpact invested R12.6 million (2024: R10.8 million) in our CSI initiatives, which have a strong focus on education, health, sports, disaster relief, youth development and gender-based violence (GBV). More information on our CSI initiatives can be found in the Sustainability Report available on our website: www.mpact.co.za.

Enterprise development

We support economic development by providing opportunities for small businesses through our enterprise development programme and for suppliers in the recycling value chain. Mpact Recycling's 14 sites buy recyclable waste from buy-back centres and small enterprises, promoting local beneficiation of raw materials, supporting the development of SMMEs, and providing indirect job opportunities in the recycling industry.

Recycling

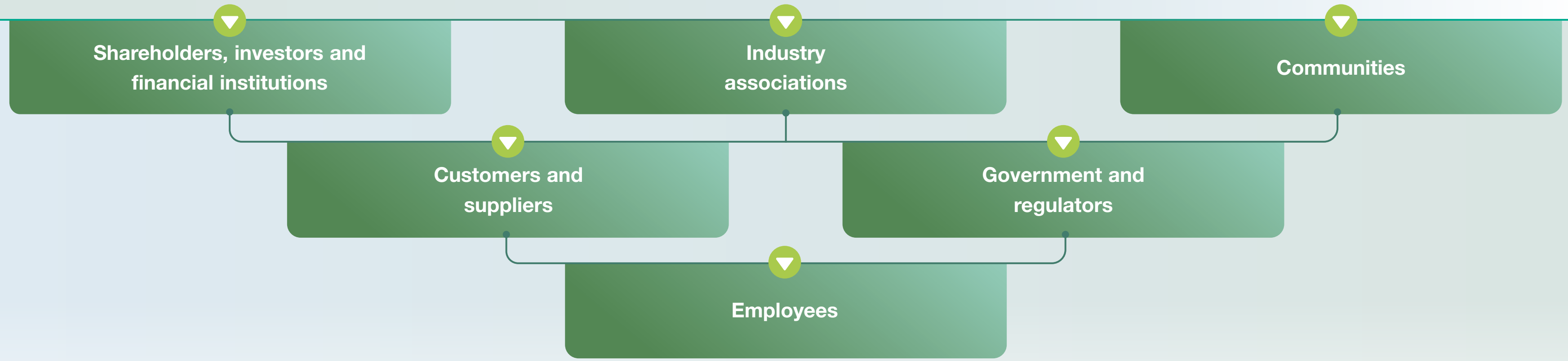
Our ESG strategy *(continued)*

Stakeholder engagement

Meeting and exceeding customers' requirements for product and service quality, innovation, as well as cost competitiveness, remains a commitment of our business. Accordingly, we engage with a range of stakeholders, including industry bodies such as PAMSA, Fibre Circle, Packaging SA, PETCO, Polyco and Plastics SA.

Regular, transparent, and open dialogue with our stakeholders remains an ongoing element of ensuring our long-term success. We engage regularly with primary stakeholders to understand their key concerns and identify ways to address the social, economic, and environmental challenges they and the Group face. The information from these engagements informs our strategy discussions, strengthens our community programmes, identifies risks, opportunities, and material matters, and ensures compliance with the Companies Act and King IV™.

Mpact's primary stakeholder groups



The Group's Stakeholder Engagement Policy guides this approach and is reviewed annually, with the Social and Ethics Committee reviewing quarterly reports on our key engagements with stakeholders. The Committee further evaluates our primary stakeholders each year to ensure these stakeholders continue to reflect the key groupings with which we interact.

Further information on Mpact's stakeholder engagement is detailed in the Sustainability Report, available on www.mpact.co.za

Governance

Our commitment to governance is set out in this Integrated Report that provides details on how we address the three core elements of governance in the ESG approach illustrated above.

Ethical business

Our values of being trustworthy, resolute and responsible drives our behaviour – we conduct business in an ethical and transparent manner.

Robust governance

We set challenging targets and remain accountable, especially in the face of adversity.

We are audited by global accreditation bodies across various disciplines to ensure trust in our processes and products.

Risk management

We are continuously identifying and managing risks through our Enterprise Risk Management system, compliant with ISO31000. With robust risk mitigation strategies and contingency plans, we maintain service stability and safeguard our customers' interest.

Social and Ethics Committee Report

Our role is to ensure Mpact remains a responsible corporate citizen, guided by ethical leadership and a commitment to sustainability. We will continue to focus on health, safety, transformation, and environmental stewardship to create long-term value for all stakeholders.

Maya Makanjee
Chair, Social and Ethics Committee

I am pleased to once again present the Social and Ethics Report to stakeholders for 2025.

Mandate and governance

The Social and Ethics Committee (the Committee) operates in accordance with Regulation 43 of the Companies Act, the principles of King IV™, and its approved Terms of Reference, which are reviewed annually to ensure alignment with statutory requirements and the evolving needs of the organisation.

The Committee reports to the Board quarterly and annually to shareholders at the AGM. Members of the Committee are as follows:

M Makanjee	Chair, Independent Non-executive Director
ABA Conrad	Independent Non-executive Director
FC Futwa	Independent Non-executive Director
BW Strong	Executive Director

The Committee met four times during the financial year. The table below sets out the attendance by the Committee members:

Director	4 March 2025	3 June 2025	29 July 2025	3 November 2025
M Makanjee	✓	✓	✓	✓
ABA Conrad	✓	✓	✓	✓
BW Strong	✓	✓	✓	✓
FC Futwa*	–	–	✓	✓

* *Joined as a member of the Social and Ethics Committee after being appointed at the AGM on 5 June 2025.*

Role and responsibilities

The Committee's mandate encompasses oversight of Mpact's ethical conduct, sustainability performance, and social responsibility. This includes monitoring compliance with legislation and codes of best practice in areas such as:

- Social and economic development, including alignment with the UN Global Compact Principles, OECD anti-corruption recommendations, the Employment Equity Act, and the B-BBEE Act.
- Good corporate citizenship, including equality, prevention of unfair discrimination, and anti-corruption measures.
- Environmental, health, and public safety, including the impact of Mpact's operations and products.
- Consumer relationships, ensuring compliance with consumer protection laws.
- Labour and employment, including decent working conditions and employee development.

Commitment to ESG

Mpact's commitment to ESG principles is embedded in its strategy and operationalised by management with oversight by the Committee. This commitment is expressed through the following actions:

- Acting as a responsible employer and corporate citizen, managing natural resources with care, sensitivity, and expertise.
- Providing a safe and secure working environment where employees can fulfil their ambitions and continually improve their circumstances.
- Delivering innovative, sustainable packaging solutions that advance the circular economy through Mpact's integrated business model.
- Making a difference in the communities in which we operate, through targeted social investment and engagement.
- Adhering to local and international standards in quality, environment, food safety, and employee health and safety.

Social and Ethics Committee Report *(continued)*

Key ESG initiatives include:

- Environmental stewardship guided by Mpact's Environmental Management Standard (EMS), which complies with ISO14001. Each operation has a five-year plan to reduce energy consumption, CO_2e emissions, water use, and wastewater disposal.
  - Mpact has installed 17.7MWp of solar PV capacity, with a target of 25MWp by 2027.
  - Boreholes and rainwater harvesting facilities have been installed at several sites to mitigate water supply risks.
  - A Net Zero journey plan for 2050 and a Climate Change Risk Register guide Mpact's adaptation and transition strategy.
  - The Group has met its energy, CO_2e, and water targets, and has received no adverse environmental findings.
- Circular economy leadership: As southern Africa's leading plastic and paper recycling and packaging manufacturer, Mpact ensures valuable recyclable materials remain in the ecosystem, reducing landfill pressure and promoting resource efficiency.

Health, safety, and employee well-being

The Committee oversees health and safety performance and ensures processes are in place to create a safe working environment.

Over the past two years, Mpact has invested in extensive first-line fire defence training, with the aim to train all employees and contractors on our sites on the basics of fire propagation and how to use a fire extinguisher. Fire team training has also been done at most plants, where volunteer firefighting teams have been trained on the advanced use of fire hydrant systems. Mpact held its inaugural firefighting competition in September 2025, showcasing the business's strong commitment to fire defence excellence and operational safety. This consisted of both first-line and fire team exercises.

Safety performance:

- SIFR (Serious Injury Frequency Rate) decreased to 0.38 (2024: 0.50)
- LTIFR (Lost-Time Injury Frequency Rate) decreased to 0.26 (2024: 0.40)
- LTIs (Lost-Time Injury) decreased to 17 (2024: 29),
- while RWCs (Restricted Work Case) increased to nine (2024: seven).

- Employee Wellness Programme (EWP):
  - Provides health, psychosocial, financial, and legal support to employees and their households.
  - 426 employees and family members accessed EWP services in 2025.
  - Onsite clinics offer primary health and chronic disease consultations, with the aim of having all employees undergo annual occupational health examinations.

While the Committee is pleased with the overall improvement in safety statistics across the Group this year, it is extremely saddened by the fatality that occurred in February 2025 at Mpact Corrugated Epping. A contractor employed to tarp trucks succumbed to his injuries as a result of a fall due to the incorrect use of the fall arrest equipment provided. The Committee expresses its condolences to his family, friends, and colleagues. The Department of Labour was informed in terms of section 24 of the OHSA, and Mpact conducted a thorough investigation of the incident.

Transformation and skills development

Mpact Operations continues to maintain a Level 1 B-BBEE rating, reflecting its commitment to diversity and inclusion. The Committee supports transformation across the Group through initiatives in procurement, enterprise development, and skills development:

- Enterprise development programmes support small Black-owned and Black women-owned businesses, particularly in recycling operations, creating jobs and supporting entrepreneurship.
- Equity ownership: Black ownership at 35.4% (2024: 33.7%) and Black female ownership at 20.2% (2024: 18.6%).
- Preferential procurement: Mpact promotes the growth of small, Black-owned (38.9% versus 38.8% in 2024) and Black woman-owned (35.6% versus 33.4% in 2024) businesses.
- Skills development: Apprenticeship and learnership programmes are NQF-aligned, with over 85% of participants from previously disadvantaged backgrounds, of which 32% are Black women.
- The Mpact e-Learning Academy, launched in 2021, continues to provide accessible training across the workforce with 4,786 short courses completed in 2025.

Corporate social investment (CSI)

Mpact invests in projects that uplift communities, focusing on education, health, sports, youth development, gender-based violence (GBV) and disaster relief. In 2025, Mpact contributed R12.6 million to CSI initiatives, reinforcing its commitment to socio-economic development.

Ethics and stakeholder engagement

Mpact's Code of Ethics underpins its approach to integrity, human rights, anti-bribery, and anti-corruption. Employees are encouraged to report unethical conduct through management or the independently administered Tip-offs Anonymous whistle-blowing facility.

Stakeholder engagement remains central to identifying risks, opportunities, and material issues, ensuring Mpact creates sustainable value through responsible leadership and its circular economy model.

Looking ahead to 2026

The Social and Ethics Committee will continue to:

- **Strengthen oversight of ESG risks and opportunities.**
- **Support the advancement of Mpact's climate adaptation and Net Zero strategy.**
- **Promote transformation and inclusive growth through procurement and skills development.**
- **Ensure the enhancement of health and safety initiatives to achieve the zero harm target.**
- **Deepen stakeholder engagement to maintain trust and transparency.**

Impact snapshot

Metric	2025 Performance	2024 Performance
Solar PV installed	**17.7MWp (Target: 25MWp by 2027)**	16MWp
CSI spend	**R12.6 million**	R10.8 million
B-BBEE rating	**Level 1**	Level 1
Black ownership	**35.4%**	33.7%
Black female ownership	**20.2%**	18.6%
SIFR	**0.38**	0.50
LTIFR	**0.26**	0.40
EWP consultations	**426**	341

Mpact's approach to sustainability and ethics is rooted in accountability, innovation, and care. By acting as a responsible employer, managing resources wisely, and fostering transformation, Mpact creates shared value for its stakeholders and communities in which it operates.

The company's commitment to the circular economy, adherence to global standards, and focus on employee well-being position Mpact as a leader in responsible business. As the Committee looks ahead, it remains dedicated to supporting the business as it builds resilience, drives inclusive growth, and ensures that the operations contribute positively to society and the environment, today and for future generations.

On behalf of the Social and Ethics Committee

Maya Makanjee
Chair, Social and Ethics Committee

24 April 2026

Mpact Foundation Trust Report

"Education is the foundation for overcoming South Africa's social and economic challenges. By empowering individuals with skills, we unlock potential. We remain committed to supporting our students and expanding opportunities for those who need them most."

Lea Conrad
Chair, Mpact Foundation Trust

Established in 2015, the Mpact Foundation Trust advances the empowerment of previously disadvantaged stakeholders by funding broad-based initiatives through a sustainable structure, in full compliance with the B-BBEE requirements applicable to the Trust and the company. All scholarships, bursaries, loans, or awards are granted based on merit and/or financial need.

The trustees established a bursary scheme exclusively for the dependants of qualifying Mpact employees, prioritising students from historically disadvantaged groups with a strong emphasis on supporting Black women. Successful candidates receive full cost, comprehensive academic support to study at accredited higher education institutions.

Governance and oversight

The Trust is governed by a dedicated team of trustees, which includes two Independent Non-executive Directors of Mpact, Lea Conrad (Chair) and Maya Makanjee, the Company Secretary, and Mpact's CFO, Hannes Snyman.

An independent third party monitors academic performance and reports progress to trustees, enabling timely support where needed. In addition, students receive regular check-ins, ensuring they feel connected to a reliable support system that addresses challenges early and holistically.

The trustees remain committed to:

- deploying the Trust's resources in support of projects and initiatives that advance the interests of the beneficiaries and deliver broad-based social, developmental, or philanthropic impact;
- supporting and promoting B-BBEE objectives and recognition within the Group; and
- ensuring that all financial assistance provided by the Trust is awarded fairly, transparently, and based on objective merit and/or demonstrated need.

Education as a driver of change

The bursary scheme remains the cornerstone of the Trust's work, providing comprehensive academic support, including tuition, accommodation, prescribed books, and living allowances, to dependants of qualifying Mpact employees in the Paterson C graded band and below.

By covering these essentials, the full cost nature of the bursary removes day-to-day financial pressures such as food, transport, and other basic needs, enabling students to focus fully on their studies and sustain performance.

These bursaries are awarded to students from historically disadvantaged groups, with a strong emphasis on supporting Black women. Last year we reported that a student had been accepted into a doctoral programme. This year we are pleased to present a feature story about Dr Nomsa Mnisi, the same student, who has now graduated.

Dr Nomsa Mnisi, 28, from Springs in Gauteng, was a recipient of the Mpact Foundation Trust bursary scheme in 2017. Her dream was to achieve the highest level of education through her passion as a teacher and an academic, and in August 2025, she graduated with a PhD in Education from the University of Witwatersrand.

She was enrolled for her second year at Wits for her undergraduate studies when her father, an Mpact employee, came home with the news that she has been accepted as a recipient of an Mpact bursary. “The bursary took care of everything from accommodation, tuition, text books and an allowance. This brought great relief to my parents and to my mental health as a varsity student.”

Today, Mnisi specialises in disability studies, including aspects of citizen participation, vocational education, and lifelong learning opportunities for learners with mild intellectual disabilities in South African schools.

Her work has been recognised and published through peer-reviewed publications in reputable South African education journals, which advance novel educational research.

Mnisi’s exceptional contributions have garnered her prestigious accolades, including membership in the Golden Key International Honour Society, a Dean’s List Merit recipient, and scholarships from prominent corporations and foundations.

“I’ve always wanted to realise my full potential and reach a pinnacle of my career and also contribute to the South African group of scholars,” Mnisi said.

Her father, Moses Mnisi, who worked at the Springs paper mill for 30 years, said he is forever grateful to the company’s contribution towards his daughter’s education. “I was one of the first parents to apply to the Mpact Foundation Trust, and I became an ambassador by encouraging other employees to apply and secure their children’s future.”

Dr Nomsa Mnisi

In March, six of the 18 beneficiaries were hosted at a meet and greet lunch with Chair Lea Conrad at Mpact’s Melrose Arch office, joined by the CEO Bruce Strong, CFO and Trustee, Hannes Snyman, and ex-Trustee Donna Dickson.

Students shared their university experiences and engaged management on mental health, goal setting, and expectations. Participants valued “putting human faces to the names of the Trustees”, which fostered mutual understanding and strengthened accountability. The Trust will continue to schedule engagements at times that suit both students and Trustees in 2026.

Lea Conrad said, "I found the engagement very enlightening. It was incredibly positive to meet the students and put faces to the names of those who have been awarded bursaries. I sensed that for the students, having the opportunity to ask questions, clarify expectations, and start engaging professionally with members of management was a valuable experience. On a lighter note, I could feel their energy and their excitement about being at Mpact. Engaging with the students regularly and planning sessions at times that suit the students and Trustees will be part of our focus going forward.”

Mpact Foundation Trust Report *(continued)*

Driving positive impact

Impact to date:

- **63** bursaries awarded since 2016
- **43** graduates completed their studies
- **27** of whom are women
- Fields of study include medicine, accounting, logistics, law, engineering and information systems
- **6** graduates pursued postgraduate studies; one accepted into a doctoral programme

Enabling work readiness

Education provides the foundation, while workplace readiness provides a bridge. Opportunities are provided, where possible, for students to gain workplace exposure, through:

- Paid mid-year vacation jobs within Mpact operations, providing practical exposure to workplace standards such as health, safety, ethics, and general work professionalism. In 2025,17 students participated in this programme.
- A 12-month internship programme, launched in 2021, for graduates without employment opportunities, offering experience aligned with their fields of study. These internships provide meaningful, structured workplace experience that allows participants to develop practical skills, professional confidence, and career readiness. They give interns sufficient time to contribute value, understand organisational culture, and build credible work experience, while enabling organisations to develop talent, assess potential future employees, and support skills development and transformation objectives in a sustainable way. Interns learn humility, collaboration, and professionalism.
- Employability training, including career strategies, emotional intelligence, financial literacy, and wellness, delivered online and in-person. Beneficiaries select three topics annually to complete.

Encouraging resilience and life-long learning

Introduced in 2023, the Mindful Resilience Programme equips students with tools to manage stress, maintain focus, and build confidence – competencies that educators and trustees alike view as essential life skills for young adults. This initiative equips beneficiaries with tools to manage stress, maintain focus, and embrace life-long learning. Feedback continues to be exceptionally positive, with participants reporting improved concentration and confidence.

The beneficiaries are also encouraged to use the Mpact Employee Wellness Programme, which provides free, confidential 24-hour support and assistance on health, financial, and legal matters.

Tracking the progress of graduates

In 2025, the Trust initiated a project to track graduate outcomes in order to better measure long-term impact. This project will continue into 2026.

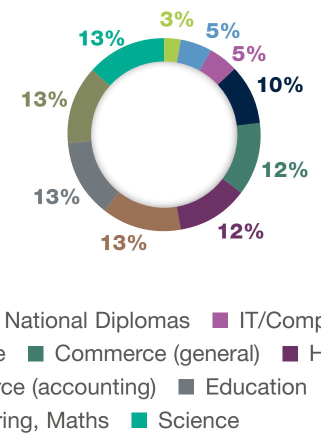
Focus for 2026

The Trust's focus for the next year is as follows:

- To enhance graduate tracking to demonstrate long-term impact.
- To deepen resilience and employability training, ensuring beneficiaries thrive in a rapidly changing world.
- To continue to provide well-rounded and structured support for students throughout the period of their bursary.
- To ensure that opportunities are created for vacation work to enable students to experience the world of work and equip themselves with the skills needed in their careers.

Mpact Foundation Trust

Mpact Foundation Trust (studies undertaken by beneficiaries)



Education remains one of the most powerful tools to address South Africa's socio-economic challenges. Through the Mpact Foundation Trust, the Group is proud to continue playing a role in shaping a future where talent and determination, and not circumstance, define opportunity.

On behalf of the Mpact Foundation Trust

Lea Conrad
Chair, Mpact Foundation Trust

24 April 2026