



Sustainability Report

2023



CORONATION

TRUST IS EARNED™



Contents

SCOPE OF THE REPORT	2
CEO AND CHAIRPERSON'S REVIEW	3
ABOUT US	6
> A singular focus on fund management	
> Active stewardship	
> Material matters to our Sustainability Report	
> How we create value for our stakeholders	
> United Nations Sustainable Development Goals	
ACTIVE INVESTMENT STEWARDSHIP	19
> Integrating stewardship	
> Our summarised investment-related climate actions and disclosures	
ENVIRONMENTAL SUSTAINABILITY	26
> Reducing our impact	
> Our summarised corporate climate-related actions and disclosures	
> Our corporate environmental impact	
SOCIAL SUSTAINABILITY	32
> Transformation	
> Training and development	
> Our commitment to industry transformation	
> Engaging and collaborating for a sustainable industry and economy	
> Corporate social investment	
GOVERNANCE	52
> Board oversight	
> Social, Ethics and Transformation Committee Report	
COMPANY INFORMATION	56



Scope of the report

This Sustainability Report relates to Coronation Fund Managers Ltd (Coronation), a listed entity on the Johannesburg Stock Exchange, and its wholly owned subsidiaries (the Group). This report aims to provide material and purposeful environmental, social, governance (ESG) and sustainability-related reporting and should be read in conjunction with the *Integrated Annual Report* as well as the *Stewardship Report*¹. The report provides details on our business activities and their impact on value creation for broader society and the economy, as well as on the environment. The report covers the sustainability-related activities of the Group for the period 1 October 2022 to 30 September 2023.

In compiling the report, we took guidance from the Global Reporting Initiative reporting principles and the framework designed by the now-concluded Task Force on Climate-Related Financial Disclosures (TCFD). We further reviewed and considered the United Nations Sustainable Development Goals (SDGs) that are relevant to our purpose and emphasised those SDGs to which we meaningfully contribute.

Reporting suite

In developing Coronation's comprehensive reporting suite, we have repositioned our disclosures across the suite. Our reporting suite comprises the following reports and ancillary documents:

[Integrated Annual Report →](#)

[Notice to Shareholders →](#)

[Annual Financial Statements →](#)

[Stewardship Report →](#)

[Sustainability Report →](#)

[Carbon Footprint Assessment →](#)

All reports are published in the Stakeholder Relations section on www.coronation.com.

DISCLAIMER – FORWARD-LOOKING STATEMENTS

Several statements in this report could be constituted as forward-looking statements. These are not statements of fact, guarantees or predictions of future performance. The information on which any perceived forward-looking statements is based was not audited and no assurance can be provided thereon. Stakeholders should exercise caution before placing any reliance on these statements.

¹ Stewardship activities as it relates to the Group's investment management activities are measured on a calendar year.



CEO and Chairperson's review



ALEXANDRA WATSON

BCom (Hons), CA(SA)



ANTON PILLAY

BBusSc, CA(SA), CFA,
AMP (Harvard)

Coronation turned 30 this year, a significant milestone for any business and an extraordinary journey for ours. Expanding from 18 employees to 349 employees, and with no assets under management to over R600bn in assets that we manage on behalf of South African savers and a portfolio of international clients. Today, Coronation is a leading independent asset manager and top 100 JSE-listed company, with a clear and simple purpose: to deliver superior, long-term investment outperformance for the benefit of all our stakeholders.

After successfully navigating through multiple market cycles, as a global asset manager and South Africa-based business, we are experiencing an operating environment that is growing increasingly complex. It is characterised by a seemingly endless sequence of macro outlier events; localised geopolitical conflict and escalating east/west and north/south tensions; overheated monetary policy interventions; and intensifying regulations – especially with respect to ESG-related matters. At home, we continue to be impacted by our unique set of systemic challenges, including a shrinking savings pool due to beleaguered consumers, unemployment, and low growth.

Today, Coronation is a leading independent asset manager and top 100 JSE-listed company, with a clear and simple purpose: to deliver superior, long-term investment outperformance for the benefit of all our stakeholders

Amid this perfect global storm, while we cannot influence the outcomes of macro shocks and international relations, it is important for a locally based business such as Coronation to remain proactive; both in terms of how we invest and with respect to how we conduct our business and our impact on society and the environment. Now more than ever, we need an engaged business community to partner with government in order to set South Africa on track to achieving the promise of equality and prosperity that we voted for in 1994.

After more than a decade of strained relations between the private and public sectors, this partnership gained renewed vigour in 2023, as President Ramaphosa moved to strengthen ties with the private sector across industries in order to return our nation to growth and prosperity, recognising that this will take a considerable, sustained, collective effort. Key long-term goals are job creation, inclusive growth and poverty reduction. The B4SA initiative focusing on energy, transport and logistics, crime and corruption has also started to have a positive impact. All of these are essential components of an environment that supports business sustainability and that is attractive to a productive, skilled workforce and foreign investors.

The nature of our business is one that requires a robust and thriving economy, in which all citizens have the opportunity to work and uplift themselves and their families to be economically active. It is a hard climb, but we are willing to go the distance and use our influence to advocate for positive change in our industry, economy and society.

Diversity, equity and inclusion

The focus on transformation of the financial services industry has certainly intensified, with many of the South African regulators and government departments producing separate requirements and guidance, resulting in slow and sometimes disjointed progress. However, there is great momentum from our clients – the asset owners – to allocate to black-owned asset managers, with some setting targets with respect to both ownership and the transformation of the investment management teams.

Diversity is not a box-ticking exercise for us – rather, it is a key aspect of our high-performance culture.

The pressure is mounting and, while we fully support all moves to achieve greater representation in our industry, we are concerned that too much prescription in a low-growth economy may end up having unintended consequences for the long-term sustainability of our industry. We advocate for a more aligned policy in government and more discussion with the private sector, to ensure that transformation is authentic and sustainable.

Looking abroad, there is similar focus and impetus, but more with respect to minority group inclusion, seeking greater gender and racial representation, and with a raft of regulation and frameworks in place to support this. Many of our peers both locally and globally are unprepared and struggling to meet these enhanced transformation requirements.

At Coronation, while we understand that transformation is an ongoing journey, we are well-positioned in our industry with transformation initiatives that predate employment equity and diversity legislation, and we are proud of the progress we have made. We understood from the start that a demographically representative and inclusive industry is better positioned to meet the needs of investors, to innovate and problem solve, and to make a positive contribution to society.

In 1998, we commenced our empowerment journey with the establishment of FinSource, a black-owned back-office services provider, just the first in the string of our business and enterprise development and training initiatives → [refer to page 35 for a timeline of our business and enterprise development projects](#).

We are also closely affiliated to the ASISA Foundation and its substantial training and development initiatives, and have provided funding in excess of R19 million over the years.

From a business perspective, three years ago in 2021, we achieved Level 1 status as contributor to broad-based black economic empowerment according to the Financial Sector Code, which we have consistently maintained. Our employee base is well represented with 64% of our employees being black, while over half are women, and 42% of our assets under management are managed by experienced black investment professionals.

This year, we were recognised both locally and abroad for our diversity, winning first place for diversity in both the 2023 Irish Pensions and European Pensions Awards, and also placing first for transparency in gender reporting at both the Gender Mainstreaming Awards and the UN's Women Empowerment Principles Awards.

At a community level, we are acutely aware that the education crisis weighs heavily on the prospects of South Africa, and we focus on education and feeding schemes at primary school level. We do this via specialised numeracy and literacy programmes that upskill educators, and provide conducive learning environments; and partnering with high-impact, effective NPOs. We also offer bursaries to students, offer internships and graduate programmes, and strive to play a significant role in delivering effective consumer financial education → [refer to page 37 for a snapshot of our training and development initiatives](#).

A responsible investor

As we compile our second annual Sustainability Report, the Dubai-hosted 28th Conference of the Parties (COP28), has concluded. This was arguably the most important COP to date, with the extreme weather events that wrought untold suffering across the world during the course of 2023 highlighting the pressing need for renewed energy and commitment from member states. This urgency was augmented by the results of the first Global Stocktake of collective progress to date, which revealed that as a global community we are falling far short of the 2016 Paris Agreement's goal of capping the average temperature increase at well-below 2°C off pre-industrial levels.

Unsurprisingly, the devil was in the details for implementation, and striking a deal saw the gathering run into overtime due to tensions over how to word actions around the future use of fossil fuel, with the all-important phrase 'phase out' being omitted – much to the consternation of the EU- and island-state constituents, who had been pushing for this firm commitment. The overall feeling by commentators is that a conference that started strongly with parties agreeing to operationalise a Loss & Damage Fund to help mitigate the impact of climate-related extreme weather events, biodiversity loss and associated social crises on Day One, has delivered lacklustre results and that there was a lot of compromise in areas where there should not be.

We have always believed that for a company to meet its environmental and social obligations, a strong management team overseen by an effective and independent Board of Directors is key.

While we are not party to international negotiations, as a long-term investor, we understand the materiality of climate-related risks to our business both in terms of how climate events and related risks impact the operating environment of our investee companies and indeed the various sectors, asset classes and society as a whole. For this reason, we disclose the carbon footprints of our key investment portfolios as well as that of our operational activities. Our investment team deploys significant time and resources understanding the materiality of climate-risk and other ESG-related factors in our investment portfolios, and engaging with investee companies to help not only mitigate the risks but find the potential for unlocking opportunity → [refer to our 2022 Stewardship Report](#) for our stances on climate, divestment and other material issues, and how we execute our duties as a responsible, active investor.

Oversight

We regard ESG-factors, stewardship and sustainability matters in a very serious light, and address these issues at Board and Board Committee level. Our woman-led Board is transformed and diverse with members bringing a diversity of experience and expertise to the business to help Coronation navigate a demanding and fluid environment.

To conclude

As a significant global asset manager, we understand that we have been granted a social licence to operate, and that we have an important role to play in South Africa's economic development, not just through our core business, but through our active corporate citizenship through which we advocate for a better world for us all through engagement and collaboration with our peers, government and society.

Year-end note

We thank all our clients, shareholders, employees and stakeholders for their loyalty through the cycle, and wish you all a well-deserved break with your family and loved ones, and a prosperous start to 2024.

Alexandra Watson
Chairperson

Anton Pillay
CEO



About us

For three demanding and rewarding decades, we have been growing long-term wealth for our institutional and personal investment clients, while building a transformed and inclusive investment firm. Our business generates financial capital by earning management and performance fees on the assets we manage on behalf of our clients. Coronation's continued success is due to our clients, who entrust us to manage their assets, and our diverse team of talented employees, all of whom are committed to our core purpose of delivering superior long-term investment outperformance for the benefit of all stakeholders.

A PROUD SOUTH AFRICAN COMPANY FOR 30 YEARS

As one of the largest independent asset managers in South Africa, we invest the long-term savings of millions of South Africans. Our clients include individuals, retirement funds, medical schemes and financial institutions. We also manage assets for several leading international retirement funds, endowments and family offices.

We understand that we have been granted a social licence to operate. We earn this in the ways in which we invest and run our business. In everything we do, we are guided by five strategic focus areas, namely: delivering long-term investment outperformance, enhancing our excellent client service, developing our global footprint, championing active corporate citizenship, and strengthening operational resilience.

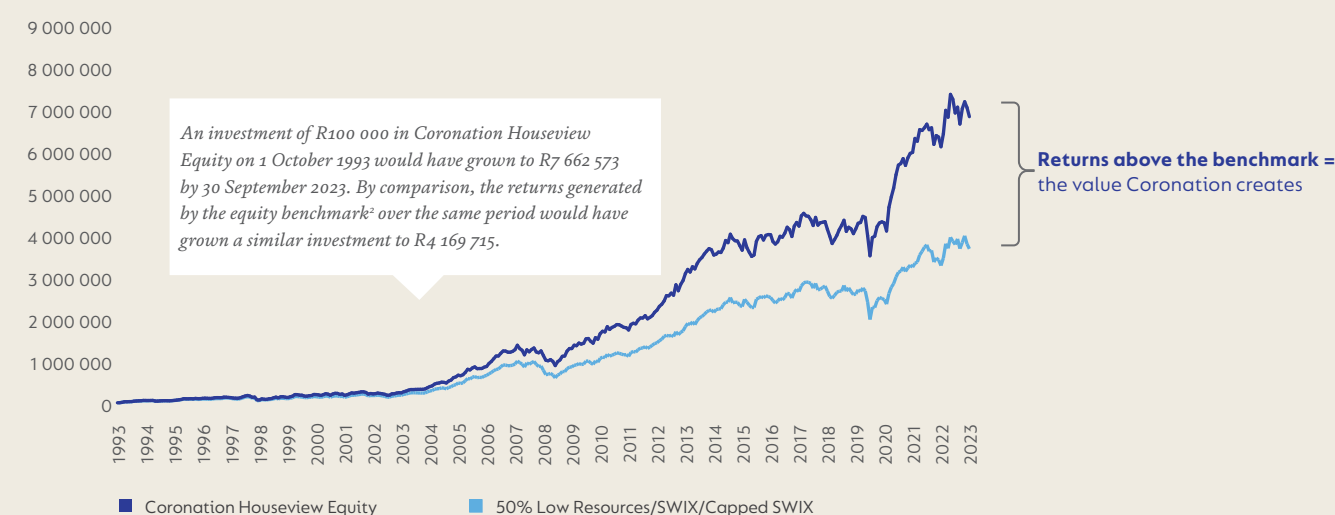
STRONG LONG-TERM INVESTMENT OUTPERFORMANCE

Our ability to deliver attractive and sustainable financial outcomes for clients is evidenced by long-term performance across our fund range, which remains compelling. Close to 95% of our portfolios have outperformed their benchmarks since inception.¹

VALUE CREATED BY OUR
HOUSEVIEW EQUITY
STRATEGY

more than the benchmark
since inception

84%



¹ As at 30 September 2023, company-wide, asset-weighted since-inception track record for funds with ≥10-year track records

² FTSE/JSE Capped Shareholder Weighted Index from 1 May 2017. Previously 50% Resources (inception to 31 January 2002) and FTSE/JSE Shareholder Weighted Index (1 February 2002 to 30 April 2017)

ACTIVE STEWARDSHIP

As an active owner and a responsible investor, we support a just transition to a greener, sustainable future and more equitable world.³

Active engagement

251
Number of engagements

144
Number of companies

Voting in line with our principles

6 902
Voting resolutions

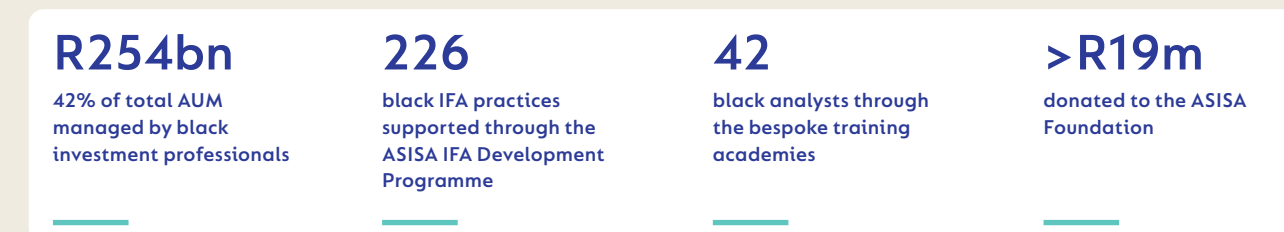
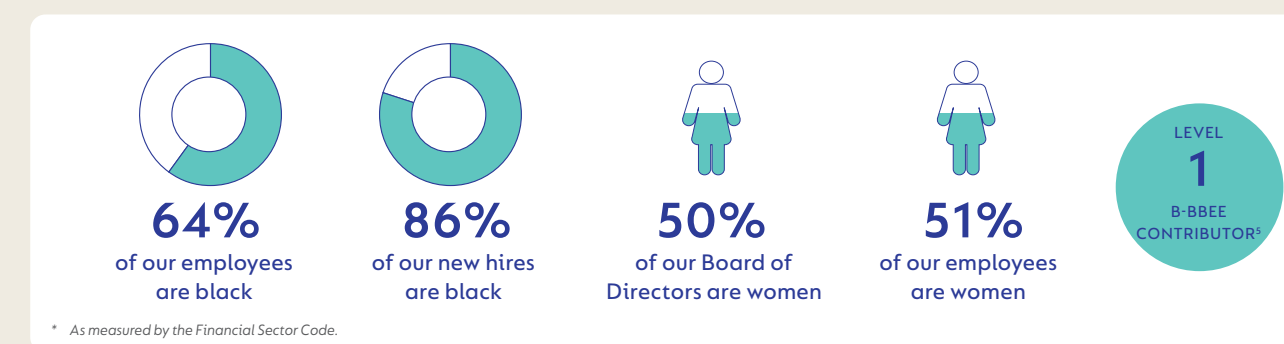
24
Engagement themes

³ Stewardship figures reflect activities during the 2022 calendar year

TRANSFORMING OUR BUSINESS AND INDUSTRY

A homegrown South African business committed to transforming our business and society

As a committed corporate citizen, we have been active in the transformation of the financial services sector and South African society, empowering our employees and benefiting the communities in which we operate.⁴



⁴ South Africa-based employees, enterprise development and funding figures, cumulative since project inception as at 30 September 2023

⁵ As per the Financial Sector Code

A SINGULAR FOCUS ON FUND MANAGEMENT

Coronation is 29% employee owned, creating a high-performance meritocracy that is characterised by curiosity, diversity and inclusivity. Our ability to consistently deliver outperformance, at scale, over multiple periods is a key differentiator.



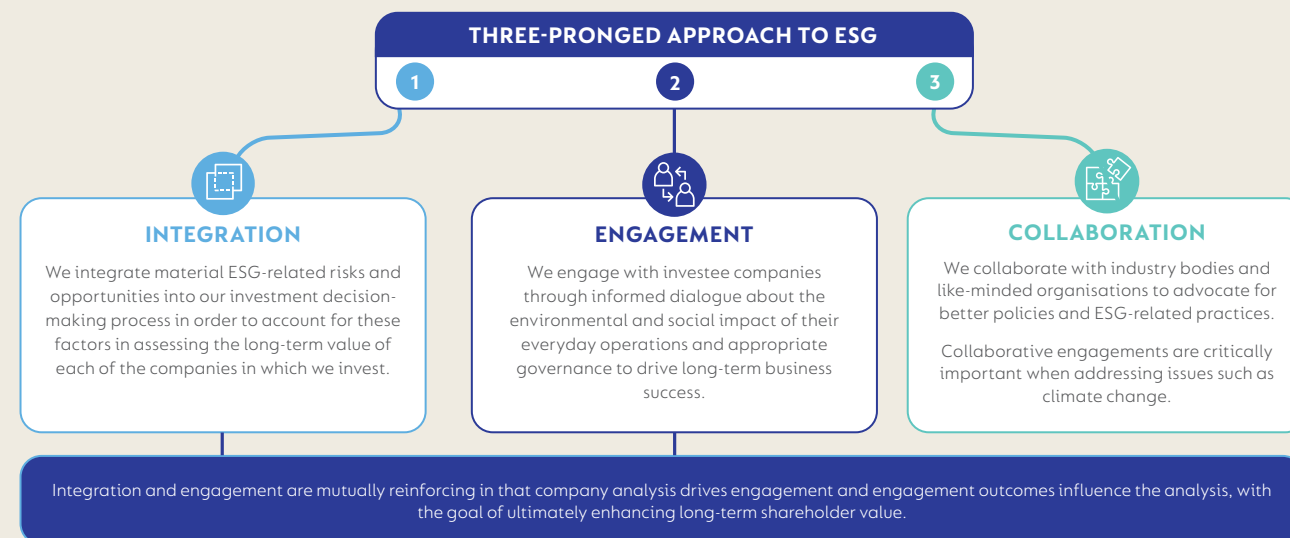


Active stewardship

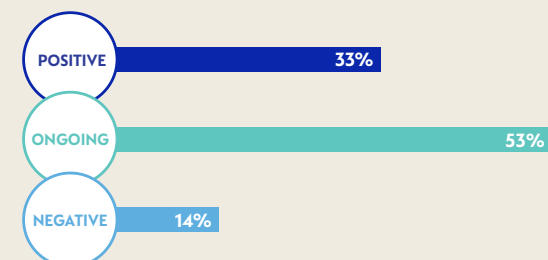
We are active stewards of the assets we manage on behalf of our clients and of our business. In all of our investment processes and corporate activities, we strive to improve our impact on the environment, society and the economy.

INVESTMENT STEWARDSHIP

Our approach to integrating environmental, social and governance (ESG) issues into our investment process is underpinned by three core pillars of integration, engagement and collaboration.

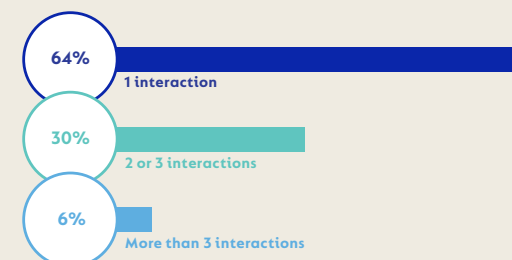


ENGAGEMENTS FOR CHANGE



These relate to the outcomes of engagements that had specific change objectives and were therefore classified as "Engagements for change"

NUMBER OF INTERACTIONS¹ WITH A COMPANY



HIGHLIGHTS OF THE YEAR

- Established a Sustainability Committee
- Revised our Stewardship and Sustainable Investing Policy
- Conducted inaugural client ESG survey
- Joined the CDP (formerly Carbon Disclosure Project)
- Winner of Global Stewardship Disclosure Award
- Mining safety our key research theme

WE PUT CLIENTS FIRST IN EVERYTHING WE DO

99%
OF CLIENTS ARE SATISFIED WITH THE OVERALL SERVICE WE PROVIDE

>90%
OF CLIENTS ARE VERY SATISFIED WITH THE QUALITY OF OUR PRESENTATIONS

>90%
OF CLIENTS SAY OUR REPORTING MEETS OR EXCEEDS THEIR NEEDS

(→ For information on our investment stewardship activities, refer to our Stewardship Report)

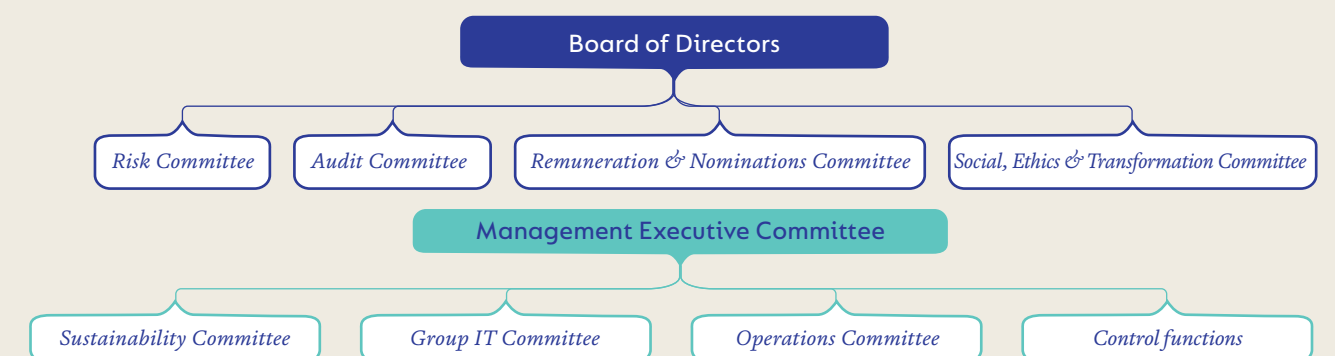
CORPORATE ENVIRONMENTAL STEWARDSHIP

We assess our operational carbon footprint annually, and seek ways to reduce our impact.

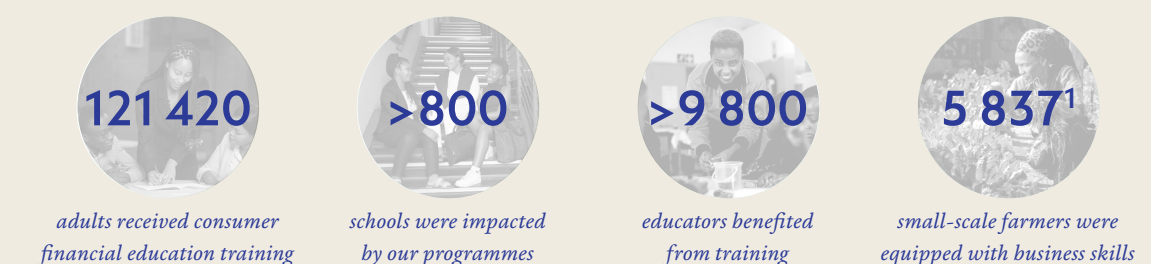


GOVERNANCE

The Board has oversight of all key matters related to sustainability and delegates its authority to its subcommittees and management.



SOCIAL







Figures are cumulative and since programme inception and include beneficiaries who participate across multiple years of a project cycle

¹ Includes beneficiaries of Coronation funding and partner funding

Material matters

These are factors that have the potential to significantly impact our financial sustainability, ability to deliver long-term investment outperformance for our clients and create value for our stakeholders.

	Material matters and alignment to strategy	Risk	Opportunity/Response
Investment performance 	We are a long-term active manager. Our 30-year track record and single investment philosophy have proven our ability to deliver alpha over the long term. This is at the centre of our promise to deliver value to our clients and other stakeholders	<ul style="list-style-type: none">Unprecedented global economic and geopolitical factors impacting markets and eroding the efficacy of our investment approach to add value over medium- and long-term measurement periods	<ul style="list-style-type: none">Our ESG model allows for holistic long-term risk and opportunity integration into valuation models. This yields a better understanding of the prospects of investee companiesBy incorporating the impact of material ESG issues on long-term earnings, each fair-value estimate of investee companies takes into account the long-term opportunities, costs and risks associated with the specific ESG challenges that a company is facing
ESG 	Sustainability founded on the pillars of ESG is a critical cornerstone of our investment philosophy and our corporate operations	<ul style="list-style-type: none">Misinterpretation of our integrated ESG investment approach that is founded on engagement before exclusionMany ESG factors manifest in the long term and are subjectively integrated into valuation models. There is a risk that other market participants price these risks differently, which could impact market pricesThe ESG regulatory environment is rapidly changing from voluntary to mandatory disclosures. This results in increased demands on businesses and the risk of lagging best-practice disclosure	<ul style="list-style-type: none">Value creation and responsible corporate citizenship can be achieved through increased engagement and collaboration on material ESG issuesWe continue to deepen our stewardship activities across key E&S issues, and to ensure that investee companies have appropriate governance structures in place to manage material ESG risks and opportunities
Talent 	Sourcing and retaining adequately skilled talent in an environment with unequal access to opportunities and education. Retention of talent has been challenged by the globalisation of the workforce	<ul style="list-style-type: none">Achieving transformation in a scarce-skills environmentSignificant scarcity of skills across functions, including IT and IS resources across the financial services industryEmigration	<ul style="list-style-type: none">Developing pipeline talent for the SA financial services industry through our various education, training and development programmes to increase access to a skilled workforceContinue to invest in employee development and wellness, with a sharp focus on young talentSupporting learners across age groups to obtain quality education via our education programmes

	Material matters and alignment to strategy	Risk	Opportunity/Response
South African environment 	The SA savings pool is shrinking, impacted by low economic growth, low confidence in SA Inc. and low levels of formal employment	<ul style="list-style-type: none">Negative impact on long-term financial sustainability of SA citizens	<ul style="list-style-type: none">To actively engage with policymakers, regulators and industry peers to lobby for policy implementation to support stronger and sustainable economic growth
Client changing requirements 	A shift in consumer and client trends, including the request for alternative products, greater access to global markets, ESG-focused products and client engagement technology	<ul style="list-style-type: none">Inability to meet evolving client needs	<ul style="list-style-type: none">We continue to deepen our stewardship activities, notably on environmental matters via investee company engagement and to ensure that their boards are equipped to respond to ESG matters appropriatelyWe developed specific engagement strategies based on an understanding of the key issues affecting each company or issuer in order to drive change that would be most beneficial to stakeholders
Regulatory environment 	Significant changes in the regulatory environment, as well as the increased pace and volume of regulations	<ul style="list-style-type: none">Non-compliance due to pace and volume of regulatory change	<ul style="list-style-type: none">Greater engagement with policymakersContinuously monitoring the regulatory environment to ensure that the Company remains relevant and resilientEngagement with peers and broader SA Inc. to avoid unintended consequences and strive for best outcomes
Transformation 	Coronation continues to focus on diversity and inclusion, the demand for which has gained momentum globally. Clients, regulators, and industry bodies require a clear demonstration that we are a transformed and inclusive business	<ul style="list-style-type: none">Continued, systemic socioeconomic inequalityAn increasingly unstable society, marked by low growth and the potential for social unrest	<ul style="list-style-type: none">Continue to champion inclusivity and transformation and increased economic participation from all members of societyIntroduce and maintain robust transformation programmes, internally and externally

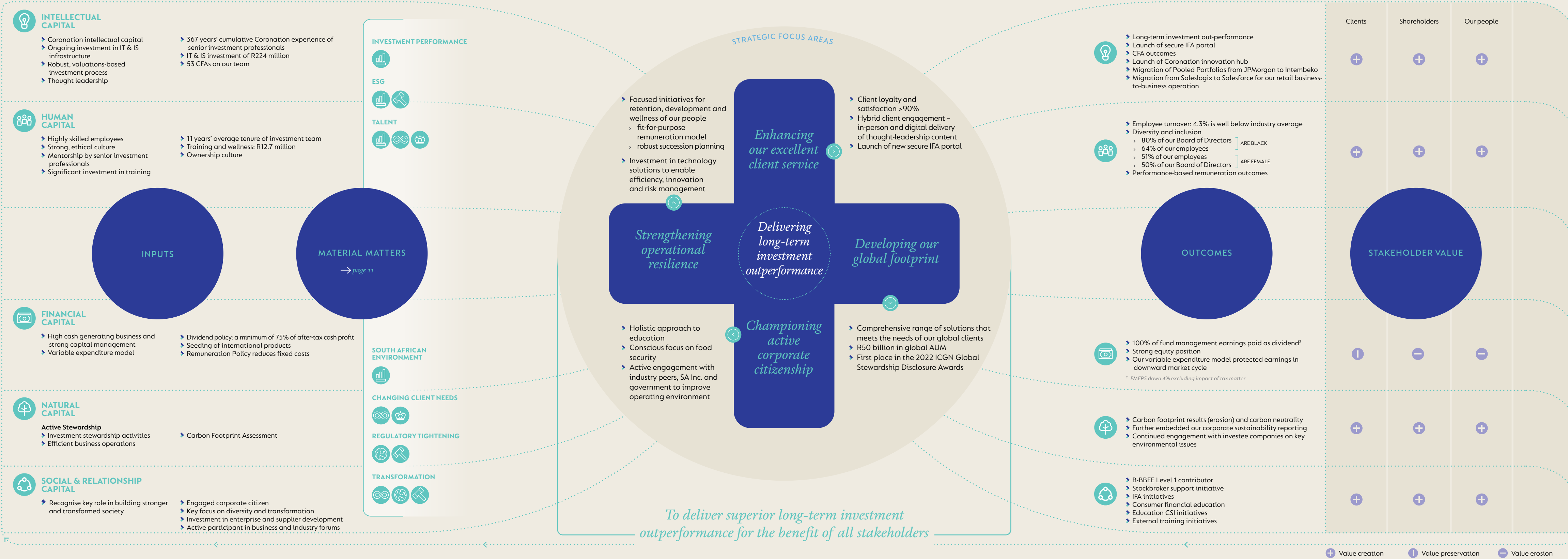


How Coronation creates value for stakeholders

The quality of our capital inputs directed by our material matters






and our strategy enable our core business activities

to generate long-term value for all our primary stakeholders






SUSTAINABLE DEVELOPMENT GOALS

In 2015, the United Nations adopted the 17 Sustainable Development Goals (SDGs) as part of its 2030 Agenda for Sustainable Development with the aim of securing the wellbeing of everyone as well as protecting our planet. The SDGs provide a roadmap for ending poverty and inequality and protecting the planet and its natural resources. As a responsible corporate citizen, Coronation is committed to achieving those goals we have identified as materially relevant to the Group. From an operational perspective, we believe we can make a more meaningful contribution to the advancement of these goals by focusing on those SDGs that are closest to our core business.

Transformation and social development activities					
Social & environmental SDGs	Uplifting society & the environment through our investment activities	Supporting our employees	Supporting the financial services sector	Supporting small enterprises and suppliers	Uplifting our communities
 No Poverty				●	●
 Zero Hunger					●
 Good Health and Wellbeing		●			
 Quality Education					●
 Decent Work and Economic Growth	●		●	●	
 Reduced Inequalities	●				
 Partnerships for the Goals			●		

Ancillary goals











Notwithstanding the material contribution to the aforementioned SDGs, the Company also supports the SDGs listed below and considers this support to be ancillary to our primary business objectives and commitments:

-  > Gender equality
-  > Peace, justice and strong institutions
-  > Climate action

Our stewardship activities can have sustainability-related outcomes and the SDGs can be a powerful way to identify and map the impact of these. → *Refer to our Stewardship Report*, which sheds light on the real-world impact of the investment team's engagements by mapping them to the SDGs.

Investment process SDG-related engagement priorities

Our discussions with investee companies often address many of the UN's Sustainable Development Goals (SDGs) that have been developed in order to encourage a comprehensive approach to the achievement of global sustainability objectives. The table below provides an overview of the extent to which our priorities for the 2022 calendar year are expected to address each of the SDGs.

	 No Poverty	 Zero Hunger	 Good Health and Well-Being	 Quality Education	 Gender Equality	 Clean Water and Sanitation	 Affordable and Clean Energy	 Decent Work and Economic Growth	 Industry, Innovation and Infrastructure	 Reduced Inequalities	 Sustainable Cities and Communities	 Responsible Consumption and Production	 Climate Action	 Life Below Water	 Life on Land	 Peace, Justice and Strong Institutions	 Partnerships for the Goals	Other
Water						●							●					
Plastic bags												●	●					
Digital rights ¹																		●
Climate change							●						●					
Sustainability reporting					●	●	●			●	●	●	●	●	●		●	
Sustainable finance						●	●		●		●	●					●	
Board diversity and effectiveness					●													
Shareholder value								●										
Remuneration								●										
Diversity and inclusion					●											●		

¹ Data security has only risen to prominence after the UN SDGs were identified in 2015 and is therefore not included in the list of goals. Our digital rights project aims to protect and enhance consumer rights



Active investment stewardship

Stewardship has long been part of our investment DNA. This is because we believe that integrating sustainability factors into the investment process leads to better-informed investment decisions and, ultimately, better long-term, risk-adjusted returns for our clients.



INTEGRATING STEWARDSHIP

Our approach to stewardship derives from our purpose of delivering superior long-term investment outcomes for our clients as responsible stewards of their capital. We recognise that companies that are managed sustainably are more likely to create value over the long term. Accordingly, our analysis of the ability of each investment to create, sustain and protect value is an integral part of our long-term valuation-driven investment philosophy, which aims to generate superior risk-adjusted returns in line with our clients' objectives.

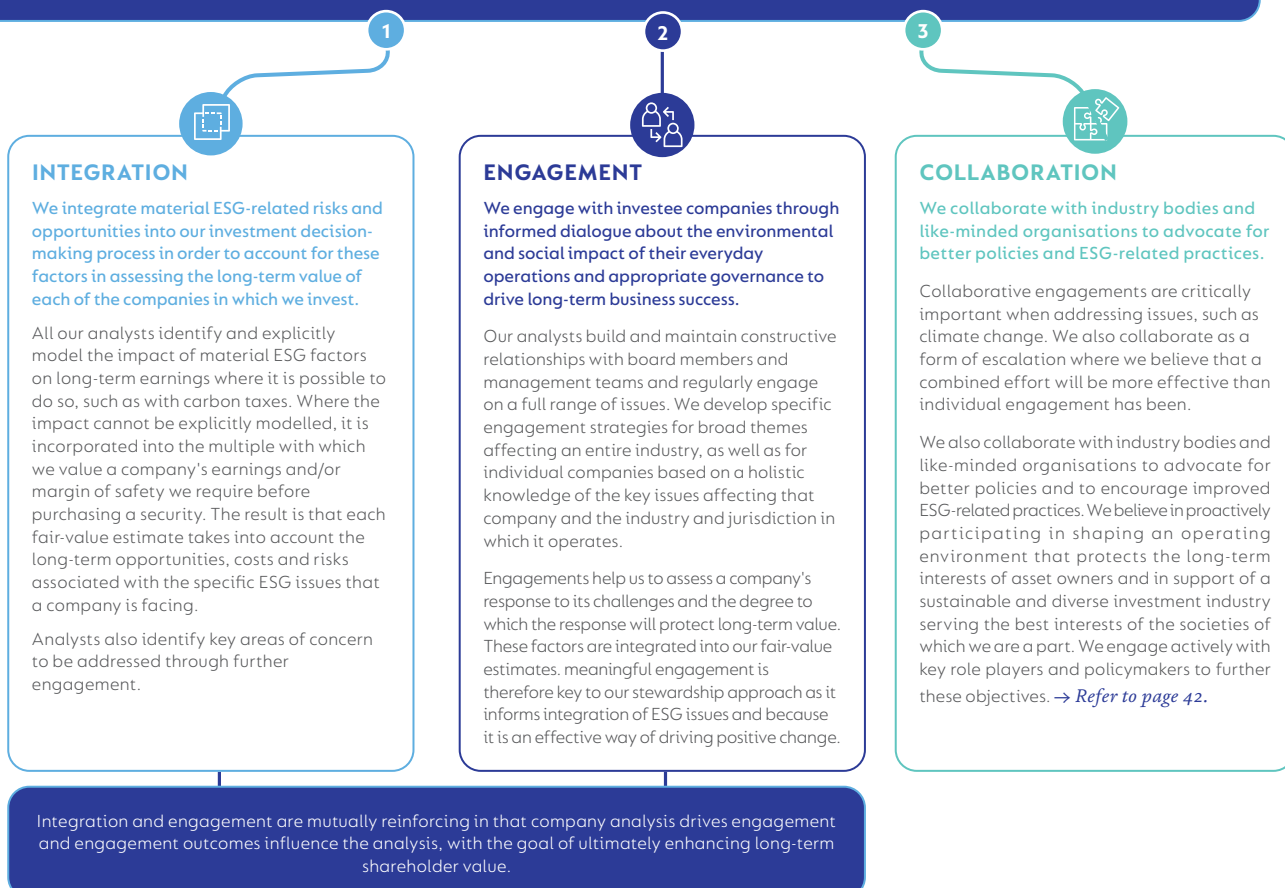
Our stewardship activities focus on the drivers of long-term value. This includes understanding the key ESG risks and opportunities facing each investment, how an entity is responding to these challenges, and driving meaningful change where required. Driving change is only possible through rigorous, company-specific research that provides a thorough understanding of the issues and trade-offs. We understand that factors may vary by company, industry and country and that a solution to one sustainability issue may have a negative impact on another. Our research on these issues informs our engagements with companies, and these engagements are a key component of our active management process.

Active ownership is a core part of our stewardship approach.

Our three-pronged approach to ESG

Active ownership is a core part of our stewardship approach, which we apply consistently across the entire range of investment products we offer our clients. We aim to influence positive change through meaningful engagement on important ESG issues. We firmly believe that active engagement that is conducted in an informed, responsible and robust manner enables us to drive tangible, positive corporate change over the long term by improving sustainability and governance practices.

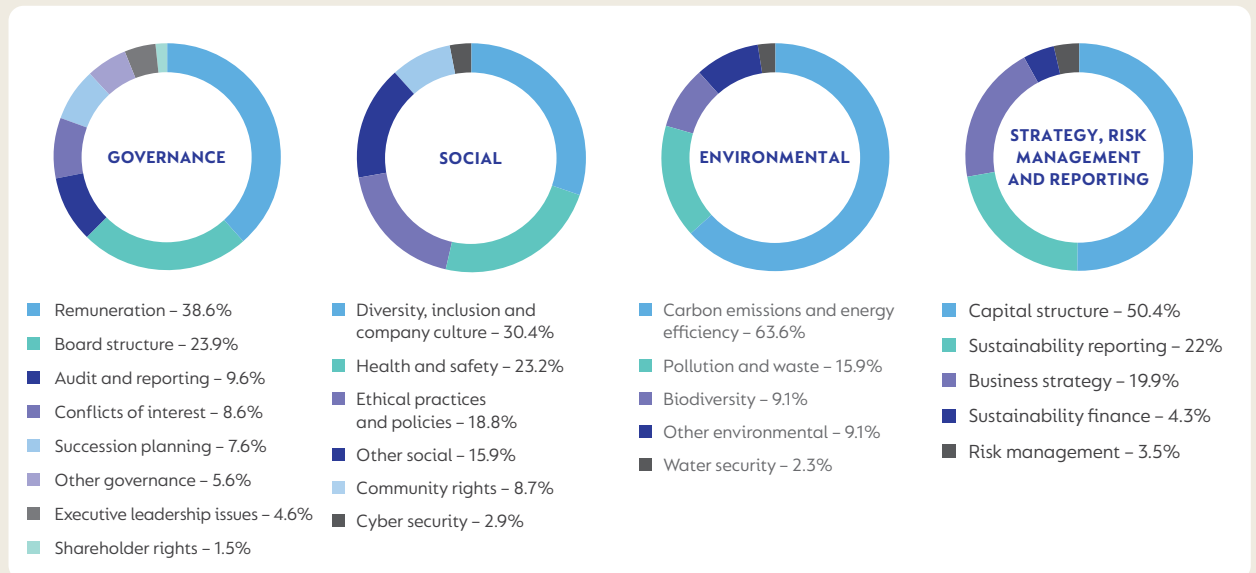
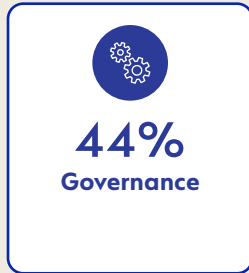
Our stewardship activities are underpinned by three core pillars: integration, engagement, and collaboration. This three-pronged approach allows us to gain a holistic understanding of the underlying issues facing each company, to appreciate how companies are responding to these issues, and to advocate for change in a proactive and responsible manner.



Engagement activity

Meaningful engagement with investee companies is one of the most effective ways of driving positive change. Effective engagement drives responsible corporate behaviour which, in turn, leads to greater sustainability and, ultimately, higher long-term returns for our clients.

2022 ENGAGEMENT RECORD¹



Note: Numbers may not add up to 100% due to rounding

¹ Stewardship activities reported for the calendar year 2022

Tackling climate change

Climate change is a material investment risk that we factor into our investment process. We approach climate change using the same three pillars of integration, engagement and collaboration that we apply to our other stewardship activities.

Integrating climate change into our investment process involves a detailed consideration of material climate-related risks and opportunities. When dealing with systemic risks such as climate change, one must be aware that the issues are complex and nuanced. Achieving on-the-ground progress requires an accurate assessment of a company's position and trajectory, which in turn calls for a holistic understanding of the company and its context. Potential unintended consequences should also be carefully scrutinised.

A key component of addressing systemic issues are collaborative engagements, the impact of which may take a number of years to materialise. As active managers, we prefer to actively engage with companies to bring about long-term change instead of simply divesting from them. Robust and ongoing engagement is necessary to hold companies accountable for their climate change commitments.

Robust, comparable and reliable climate-related disclosure is a prerequisite for fundamental company analysis and the integration of transition, physical and liability risks into our investment process. To improve the quality of the data of our investee companies, we encourage them to adopt disclosure practices in line with the now-concluded Task Force on Climate-Related Financial Disclosure (TCFD)'s recommendations. While this has now been concluded, it forms the baseline for emerging best practice, and we believe that it is a good foundation for decision-useful disclosure.

Active ownership

As active managers and advocates for real, on-the-ground change, we prefer to actively engage with companies to bring about long-term change instead of simply divesting. The benefits of active ownership include:



By embarking on a journey to help a company decarbonise its operations, active owners can ensure that exposure to fossil fuel assets and production is managed down in an orderly and sustainable manner.



Active ownership requires advocating for companies to set credible emissions targets and commit to clear plans for meeting these targets.



Companies are held accountable for their commitments through robust and ongoing engagement.



Over time, active ownership can lead to overall emissions reduction. In contrast, divestment can lead to portfolio-level decarbonisation while doing little to reduce real-world emissions.

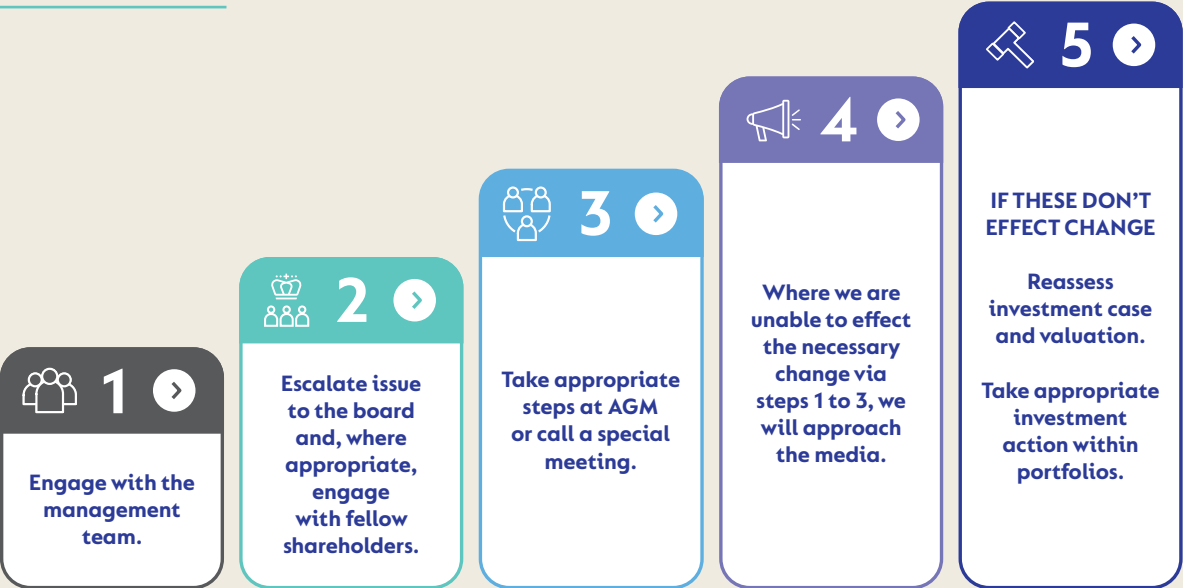
A summary of our stewardship activities as they relate to climate change is provided according to the guidance of the now-concluded TCFD is on the following page. For detailed insight into our positions on material stewardship factors and related activities, please → [refer to our 2022 Stewardship Report](#).

OUR SUMMARISED INVESTMENT-RELATED CLIMATE ACTIONS AND DISCLOSURES

Theme	Key information	Further information
Governance	<ul style="list-style-type: none"> ▶ The Board of Directors (Board) provides oversight over climate-related risks and opportunities ▶ The Board and Risk Committee rely on the Executive Committee, which provides managerial oversight of climate-related risks and opportunities with responsibilities delineated as follows <ul style="list-style-type: none"> › CIO: ensures the integration of climate issues into the investment process › Sustainability Committee: oversight of investment stewardship activities 	Stewardship and Sustainable Investing Policy → download
Strategy	<ul style="list-style-type: none"> ▶ Material climate change risks and opportunities are integrated into the valuation and investment decision-making process for every security in the investment universe ▶ Climate change concerns have led to an increased focus on ESG integration throughout the investment process. It is also increasingly influencing investee engagement and proxy voting activities ▶ Where there are material climate exposures and scenario analysis available from investee companies, this is assessed and incorporated into our overall analysis. For specific sectors where climate change matters are material, additional sensitivity analysis is performed ▶ Opportunities exist with respect to companies that can support a just, low-carbon transition journey ▶ The Company continued to evaluate its product offering, including the provision of sustainable investment products 	Stewardship Report 2022 → download Stewardship and Sustainable Investing Policy → download
Risk management	<ul style="list-style-type: none"> ▶ Material climate change risks and opportunities are integrated into all valuation and investment decisions. Information from various sources, including company reports, third-party data providers and through direct engagement with companies, is used to understand transition risks (such as stranded assets), as well as physical and liability risks ▶ This information is interpreted by investment analysts and integrated into their assessments of the long-term fair values of companies. A dedicated ESG analyst identifies best practice with respect to risk identification, external data providers, benchmarks and metrics, and provides support to investment managers and analysts ▶ Engagement with investee companies is a key part of managing climate risks and driving meaningful environmental change. This approach is favoured over divestment in order to drive decarbonisation. However, if engagements fail, investment cases and valuations will be re-assessed 	Stewardship Report 2022 → download Stewardship and Sustainable Investing Policy → download
Metrics and targets	<ul style="list-style-type: none"> ▶ Climate metrics are monitored at the investee company and portfolio level ▶ In addition, we assess other environmental metrics, such as water to understand scope of impact ▶ The weighted average Scope 1 and Scope 2 GHG emissions intensity of Coronation's key equity strategies are disclosed in the 2022 Stewardship Report. The emissions intensities of comparable benchmarks are also disclosed, as are the largest contributors to portfolio emissions intensity per investment strategy 	Stewardship Report 2022 → download

As an active owner, we strive to drive meaningful change in investee companies to unlock and grow value. Engaging with management and boards provides insight as to whether they have strategies in place to mitigate material ESG matters and take advantage of emergent opportunities.

LEVELS OF ENGAGEMENT

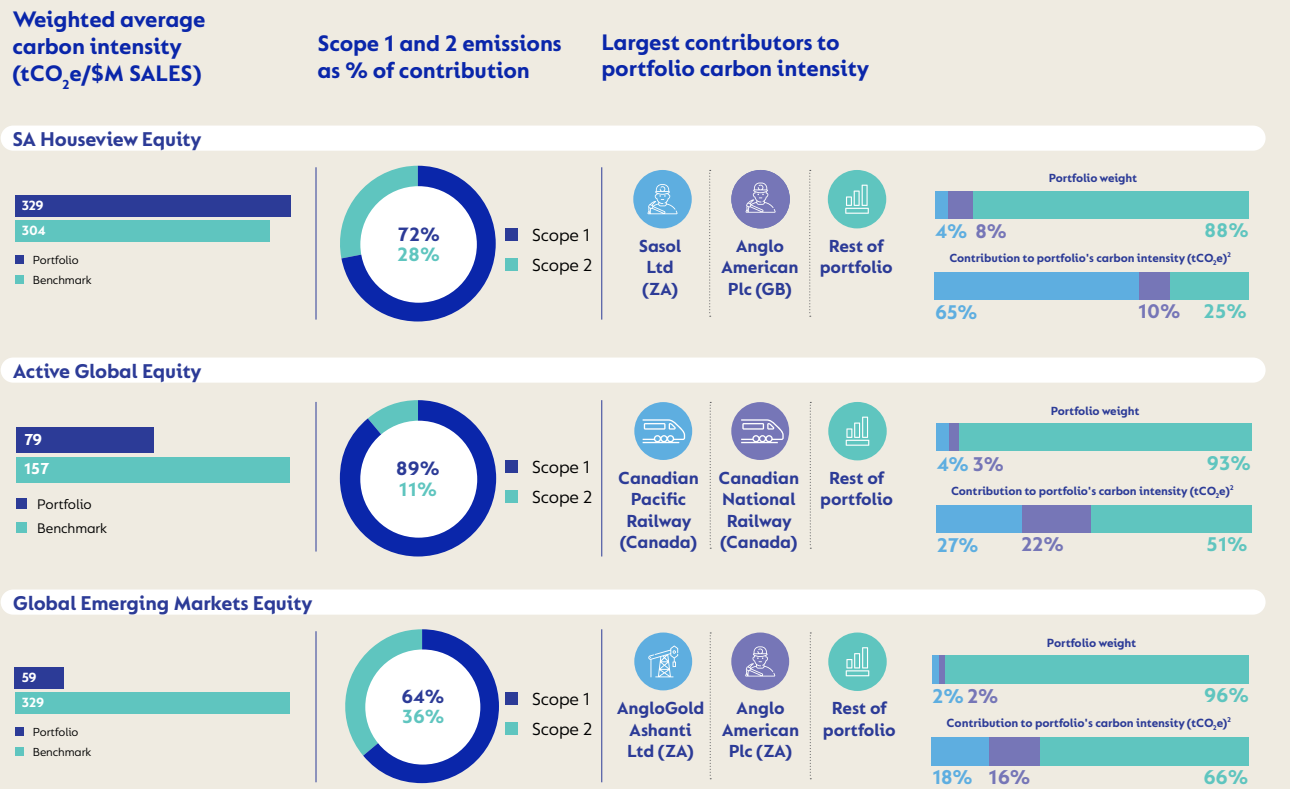


KEY ENGAGEMENT DRIVERS

ENGAGEMENT DRIVER	AIM	EXAMPLE
Understanding and integrating	To identify, understand and quantify material issues affecting the long-term fair value of a business.	Carbon tax legislation, outstanding legal claims relating to health and safety risks, and changing environmental regulations.
Advocating for change	To advocate for changes that will reduce risks and improve the long-term business prospects.	Recommending changes to remuneration policies to improve alignment of interests of senior management and long-term interests of shareholders.
Addressing specific corporate activities	To engage on corporate activities that require shareholder approval as and when they arise.	Shareholder approval may be required for corporate transactions such as: • schemes of arrangement; • the sale of a material portion of the business; and • share repurchases.

PORTFOLIO-LEVEL CARBON EMISSIONS

In accordance with the framework recommended by the now-concluded TCFD, we report the weighted average carbon intensity of selected investment portfolios. Their carbon exposure levels are below that of an investment in the appropriate index tracker for portfolio.



Sources: MSCI, Coronation
² Carbon dioxide equivalent or CO₂e is the number of metric tonnes of carbon dioxide emissions with the same global warming potential as one metric tonne of another greenhouse gas





Environmental sustainability

We are committed to reducing our environmental impact and reporting on our operational activities against the framework originally designed by the now-concluded Task Force on Climate-Related Financial Disclosures.



REDUCING OUR IMPACT

As a long-term, active asset manager, the bulk of our carbon intensity lies in the portfolios we manage on behalf of our clients. For this reason, we publish the carbon emissions profiles of our key equity portfolios in our annual Stewardship Report. While our operational environmental impact is relatively light compared to other sectors of the economy, one of our key strategic focus areas is being an active corporate citizen that is committed to building an equitable and inclusive society.

Given that environmental issues such as climate change, biodiversity loss, energy, water scarcity, plastic waste and air pollution are also pressing human rights issues, understanding and addressing our environmental impact is a key part of our corporate citizenship activities.

However, out of this catalogue of issues that require solutions, it is climate change that is the juggernaut for investors as it poses material risks and opportunities across asset classes, sectors and regions. It is therefore imperative for both asset owners and managers to understand the materiality of climate-related risks and adopt transparent reporting on the matter.

Our Board of Directors provides oversight over climate-related risks and opportunities. The 2021 financial year saw the introduction of both as discussion topics at Board level as well as at Audit and Social, Ethics and Transformation Committee meetings.

In the pages that follow you will find a summary of our corporate climate-related actions and disclosures as well as a summary of our fourth carbon emissions disclosure. We have continued to report on our operational activities against the framework originally designed by the now-concluded Task Force on Climate-Related Financial Disclosures. The International Sustainability Standards Board has now assumed oversight of climate reporting, and we will continue to monitor their recommended updates on climate-related disclosures as they pertain to South Africa.

OUR SUMMARISED CORPORATE CLIMATE RELATED ACTIONS AND DISCLOSURES¹

TCFD theme	Summary	Further information
Governance	<ul style="list-style-type: none"> ➤ The Board of Directors (Board) provides oversight over climate-related risks and opportunities ➤ Climate-related risks and opportunities are tabled at Board and Committee meetings to ensure that these matters are given due consideration when formulating strategy ➤ Board members have undergone training on climate-related matters and are encouraged to attend additional training sessions ➤ The Board has mandated management to identify and report on climate-related risks 	Corporate ESG Policy → download
Strategy	<ul style="list-style-type: none"> ➤ Climate strategy focuses on reducing the Group's environmental impact and remaining resilient to the physical impacts of climate change ➤ Collaboration with multiple responsible investment and stewardship codes, organisations and initiatives inform climate change best practice and strategy 	Carbon Footprint Assessment 2023 → download Stewardship Report 2022 → download
Risk management	<ul style="list-style-type: none"> ➤ Climate risks are ranked, rated and treated in accordance with the Group Risk Management Framework and are included in the Group Risk Register 	Integrated Annual Report 2023 → download
Metrics and targets	<ul style="list-style-type: none"> ➤ Detailed information on Scope 1, Scope 2 and some Scope 3 emissions are provided in the Carbon Footprint Assessment 2023. This includes data sources, total emissions, emissions sources, emissions intensity values, and Scope 2 emissions by location ➤ GHG mitigation options being considered are also disclosed, as are future improvements in GHG emissions calculations. Coronation is committed to reducing its operational emissions as far as possible as business operations have normalised post the Covid-19 pandemic. All emissions included in the 2023 Carbon Footprint Assessment have been offset 	Carbon Footprint Assessment 2023 → download

¹ This framework was originally designed by the now-concluded Task Force on Climate-Related Financial Disclosures, and we have continued to measure our performance against it. The International Sustainability Standards Board has now assumed oversight of climate reporting and we will continue to monitor their recommended updates on climate-related disclosures as they pertain to South Africa



Our corporate environmental impact

Scope of assessment

This assessment includes the greenhouse gas (GHG) emissions from the operational activities of Coronation's offices in South Africa, the UK and the Republic of Ireland. It focuses on business operations only, and excludes the indirect GHG impacts of Coronation's core business of investing, which are detailed in our annual *Stewardship Report*.

- Coronation has six physical office locations that drive our resource consumption and GHG emissions. These premises are leased and any infrastructural changes to positively impact our sustainability would need to be negotiated with our lessors.
- Our head office is in Cape Town (434 employees), with others in Johannesburg (7), Durban (3), Pretoria (3), London, UK (11) and Dublin, Republic of Ireland (7).¹
- The assessment followed the GHG Protocol: Corporate Accounting and Reporting Standard.²

The three-scope framework

The GHG Protocol provides a three-scope reporting framework for the classification of emissions from different business activities.

Scope 1:

Stationary combustion and refrigerants.



GENERATOR REFRIGERANT

Scope 2:

Procured grid electricity.



ELECTRICITY

Reported Scope 3:

Business travel, employee commuting, waste, materials and water.



FLIGHTS ACCOMMODATION VEHICLE HIRE COMMUTE

WASTE MATERIALS WATER

OUTPUT



GHGs

¹ Employee numbers include permanent and contract employees employed during the period ended 30 September 2023

² Methodology: The assessment methodology followed the reporting principles and guidelines provided by the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard published by the World Business Council for Sustainable Development and the World Resources Institute (WBCSD/WRI). The Protocol provides requirements and guidance for companies and other organisations preparing a GHG emissions inventory. The Protocol provides a three-scope reporting framework. In this assessment, all Scope 1 and 2, as well as selected Scope 3 categories were included



TOTAL GHG EMISSIONS
1 783t

AVERAGE PER EMPLOYEE
3.8tCO₂e

$$17.3\text{tCO}_2\text{e} + 99.0\text{tCO}_2\text{e} = 116.3\text{tCO}_2\text{e}$$

Electricity

Procured grid electricity was the main energy source for our built operations in 2022.

ELECTRICITY USE
711.8
MWh
(megawatt hours)

ELECTRICITY
109
kWh/m²
(kilowatt hours)

GHG EMISSIONS
585.3
tCO₂e

Business travel and commuting

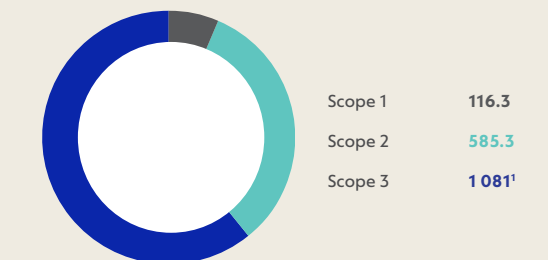
$$1\,077.7\text{tCO}_2\text{e}$$

Water, waste and materials³

$$1.4\text{tCO}_2\text{e} + 1.8\text{tCO}_2\text{e} + 0.1\text{tCO}_2\text{e} = 3.3\text{tCO}_2\text{e}$$

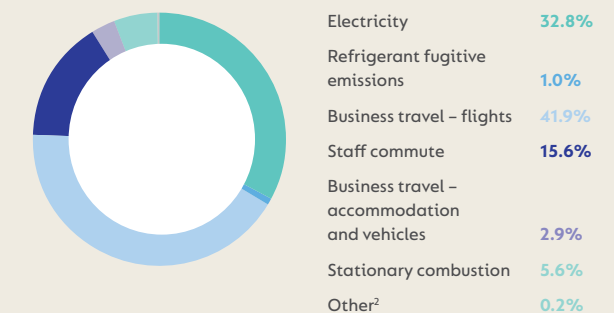
³ While water consumption is not a material part of our operations, we recognise careful consumption is good practice, particularly in water-stressed locations in South Africa

SCOPE OF EMISSIONS (TONNES CO₂e)



¹ Scope 3 emissions have significantly increased due to the normalisation of business activities

GHG CONTRIBUTORS



² Municipal water; paper

Note: Figures may not add up to 100% due to rounding

Current initiatives that reduce our environmental impact

- Board-level reporting on climate change
- Ongoing Board training to deepen understanding of ESG matters
- Second Sustainability Report
- Carbon neutral through purchase of carbon credits
- Energy-efficient motion sensor lighting
- Dedicated recycling areas
- Paper shredded and recycled
- Organic waste composted
- Biodegradable catering containers
- Water conservation promoted among employees
- Refillable water bottles and on-tap water stations

Future focus

- Review of business practices to reduce our carbon emissions where possible
- Project to identify all material Scope 3 emissions
- Continue to track progress in 2024

CASE STUDY



MAINTAINING CARBON-NEUTRAL STATUS THROUGH MICROENTERPRISE DEVELOPMENT

When we began our carbon footprinting journey, we took great care in selecting our carbon offset partner to ensure that the emissions we purchase are real and verified, and that the underlying offset projects have material, on-the-ground environmental and social impacts. We eventually partnered with Credible Carbon, a South African-based offset registry, who facilitated the purchase of emissions offsets from Walker's Recycling.

From humble beginnings as an informal start-up established by two brothers in 2005, Walker's Recycling is now an accredited and licensed waste manager with the City of Cape Town. The company employs 10 permanent staff and a number of sorters who are employed part-time during peak periods. It provides a recycling service by linking with a network of buy-back centres that engage with informal community-based waste collectors, in this way supporting many informal sector waste-preneurs.

Year 3: 2023

We purchased 700tCO₂ carbon credits to the value of R105 000, resulting in a total of 2 020tCO₂ cumulative unretired credits held by Coronation. Of this total, 1 800tCO₂ was retired towards offsetting our GHG emissions for the 2023 financial year. Walker's Recycling continues to positively impact poverty through job creation and income earning opportunities in the communities where it operates.

Year 2: 2022

We purchased 3 040tCO₂ carbon credits to the value of R358 241. Of this total, 1 720tCO₂ was retired towards offsetting our GHG emissions for the 2022 financial year. Walker's Recycling is reported to have used this income to support the growth of the business, including the purchase of two five-metre trailers to enhance collection capacity and safety and to reduce both cost and emissions per waste item collected.

Year 1: 2021

We purchased 1 967tCO₂ carbon credits to the value of R295 050. Walker's Recycling used the income generated through this sale to significantly increase the tonnage flow through their business, boosting revenue and creating upstream employment.



Social sustainability

Coronation is aligned with the national imperative to promote a just and inclusive society across race and gender, and the upliftment of the communities in which we operate. We do this through our transformation and CSI initiatives.



We are a
Level 1
contributor to B-BBEE

TRANSFORMATION

Coronation is 31% black owned, with 42% of our total AUM managed by experienced, black portfolio managers. Our recruitment and retention practices aim to ensure that we retain the diverse and inclusive culture we have fostered for 30 years. We have also made significant contributions to the transformation of the financial services industry.

Coronation has, since it opened its doors 30 years ago, actively pursued a transformation agenda, within our business, the financial services sector and society. Over three decades, we have worked hard to support education and training initiatives, create jobs and launch new businesses that support the transformation of our country.

As the drive to accelerate transformation of the asset management arena gains momentum globally, we continue to explore ways in which we can improve representation across both race and gender. While we agree that there is more to be done at Coronation, we are proud of the strides we have made, and our progress has been recognised both locally and abroad.

LOCAL AND INTERNATIONAL RECOGNITION

- 2023 European Pensions Awards – Diversity Award – Winner
- 2023 Irish Pensions Awards – Diversity Award – Winner
- 2023 Gender Mainstreaming Awards – JSE-Listed Company Reporting – Winner
- 2023 UN-Women Empowerment Principles Awards – Transparency and Reporting – Winner
- 2023 Association of Black Securities & Investment Professionals Awards – Black Manager of the Year in two categories: Head of Absolute Return Pallavi Ambekar

B-BBEE scorecard

Our contributions to industry transformation, preferential procurement and critical skills development have earned us a Level 1 broad-based black economic empowerment (B-BBEE) contributor status according to the Financial Sector Code. Our scorecard is available on www.coronation.com.

Ownership

In 2005, Coronation launched the Imvula Trust, the country's first employee-only black economic empowerment deal. Working exclusively with our own people, we created a partnership we believed would have a meaningful impact on our business and achieve true social change over time. In creating a new generation of owners, we made a long-term and meaningful commitment to the transformation of our business and the economy. To date, 193 black South African's are beneficiaries of the Trust.

UN Women's Empowerment Principles

Coronation is a signatory to the UN Women's Empowerment Principles, which guide business on how to promote gender equality and women empowerment in the workplace, marketplace and community. This underscores our commitment to achieving diversity and ensuring that women, who make up half our workforce, are strongly represented in senior roles and on our Board.

For an action overview of our commitment to transformation, [watch our video here](#)



Our transformation journey

At Coronation, we firmly believe that transformation, diversity and inclusion are central to progress and innovation in our business, economy and society. For this reason, we have actively developed black-owned businesses and support training initiatives to nurture and grow black talent.

OWNERSHIP AND EMPOWERMENT



31%

BLACK OWNED¹

Level 1

B-BBEE CONTRIBUTOR¹

R415m

ALLOCATED TO DEVELOP, SUPPORT AND GROW BLACK STOCKBROKERS SINCE 2006

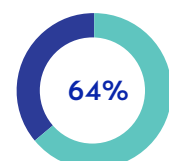
R254bn

REPRESENTING 42% OF OUR TOTAL AUM IS MANAGED BY EXPERIENCED BLACK PORTFOLIO MANAGERS

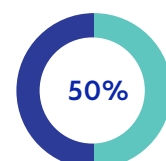
>R19m

DONATED TO THE ASISA FOUNDATION FOR CONSUMER FINANCIAL EDUCATION AND ENTERPRISE DEVELOPMENT

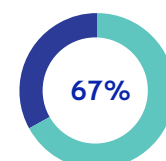
RACE



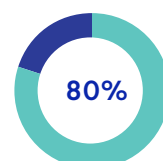
OF OUR EMPLOYEES ARE BLACK



OF OUR SA INVESTMENT TEAM LEADERS ARE BLACK



OF OUR EXECUTIVE COMMITTEE ARE BLACK



OF OUR BOARD MEMBERS ARE BLACK

GENDER



51%
OF OUR EMPLOYEES ARE WOMEN



50%
OF NEW HIRES ARE WOMEN



55%
OF OUR INTERNS ARE WOMEN



50%
OF OUR BOARD MEMBERS ARE WOMEN

Driving transformation of industry for three decades

1998

We established **FINSOURCE** (now Maitland Fund Services), a provider of outsourced back-office services

1999

We founded **AFRICAN HARVEST ASSET MANAGEMENT** (subsequently bought out by Cadiz Asset Management)

2001

Together with Kagiso Trust Investments, we launched **KAGISO ASSET MANAGEMENT**

2005

We partnered with our black employees to create the **FIRST EMPLOYEE-ONLY BLACK ECONOMIC EMPOWERMENT DEAL IN THE COUNTRY**

2006

The **CORONATION BUSINESS SUPPORT PROGRAMME** was developed to grow and develop niche black stockbroking companies

2016

Our Business Support Programme inspired the launch of ASISA's **STOCKBROKER DEVELOPMENT PROGRAMME**. Coronation is a founding member of this programme

2023

Awarded **1ST PLACE**

- **JSE-LISTED COMPANY GENDER REPORTING** at the Gender Mainstreaming Awards
- **Transparency and Reporting** at the UN-supported Women Empowerment Awards
- **Diversity** at the Irish Pensions Awards
- **Diversity** at the European Pensions Awards

2022

Awarded **1ST PLACE FOR JSE-LISTED COMPANY GENDER REPORTING** at the Gender Mainstreaming Awards

2021

Level 1 **B-BBEE CONTRIBUTOR** per the Financial Sector Code

2020

We became a signatory to the **UN WOMEN'S EMPOWERMENT PRINCIPLES**, which provide guidance on how to promote gender equality and women empowerment

Supporter of #Payin30 campaign **TO SUPPORT SMES THROUGH THE PANDEMIC**

2019

We invested **R10 MILLION IN THE SA SME FUND** to boost small businesses

We became a signatory to the **CEO CIRCLE** to support black entrepreneurs and SMEs

2018

We supported the establishment of majority black-owned independent investment administration company, **INTEMBEKO INVESTMENT ADMINISTRATORS**

UPLIFTING OUR YOUTH

DEVELOPING A PIPELINE OF INDUSTRY TALENT



9
GRADUATES

awarded fixed-term contracts with black stockbrokers



35
STUDENTS

participated in the Young Investors Programme



23
STUDENTS

awarded bursaries



26
INTERNS

gained work experience

TACKLING UNEMPLOYMENT



30
YOUNG ADULTS

received training as assistant teachers



5
YOUNG ADULTS

received early childhood development training

Employee transformation figures as at 30 September 2023 and refer to South Africa-based employees

¹ As per the Financial Sector Code

Figures for the 2023 financial year unless otherwise stated

PIONEERING TRANSFORMATION IN THE INDUSTRY

First black-owned transfer agency in South Africa

Coronation supported the creation of Intembeko Investment Administration, which provides dedicated and independent transfer agency services. Intembeko is the first black-owned and managed transfer agency service provider in South Africa. Intembeko is now in its fifth year of operation and continues on its journey to becoming a world-class service provider.

In 2022, we supported the establishment of Intembeko Solutions via a grant of R50m. Intembeko Solutions is a subsidiary in the Intembeko group providing consulting services for systems development and implementation in the financial services industry.



Black-owned asset managers

Pre-dating black economic empowerment legislation in South Africa, we pioneered a number of corporate initiatives that contributed to transformation and skills development in the asset management and financial services industry in southern Africa. Our successes include:

- ▶ Partnering in the launch of the first Namibian majority-owned asset manager – leading to the establishment of Namibia Asset Management in 1996
- ▶ Establishing and funding African Harvest Asset Management in 1999 (subsequently bought out by Cadiz Asset Management)
- ▶ Launching Kagiso Asset Management, a joint venture with Kagiso Trust Investments, in 2001. Kagiso has renamed as Camissa Asset Management



Supporting black brokerages

In 2006, we launched the Coronation Business Support Programme to grow emerging black stockbrokers. We allocate a minimum of 10% of our South African equity brokerage to a group of black-owned stockbrokers annually. Critical to the programme's success is Coronation's dedicated allocation to skills development, which is one of the key criteria for ongoing inclusion in the programme.

Since 2006, Coronation has allocated over R415 million in brokerage to programme participants. For both the industry and the companies themselves, the transformation has been material.

The programme's success inspired the creation of a broader industry programme. In 2016, ASISA launched its Stockbroker Development Programme, with Coronation as one of its sponsoring managers. An additional five large fund managers now also support the programme.

Preferential procurement

We practise preferential procurement to contribute to the economic growth and empowerment of South Africa. In this way, we aim to broaden our reach to a growing number of predominantly black-owned and black female-owned supplier businesses, thereby encouraging the formation of new enterprises and the creation of much-needed employment opportunities.

The strict implementation of our Procurement Policy guides continued increase in the procurement of services from B-BBEE-accredited suppliers. It also requires that we identify potential future B-BBEE accredited suppliers. We remain committed to awarding a greater proportion of spend to empowered suppliers over time.

ESTABLISHING A PIPELINE OF TALENT

Black financial advisers

As an original sponsor and ongoing supporter and sponsor of ASISA's Independent Financial Adviser (IFA) Development Programme, we provide business development support and skills training to black IFAs. Since the programme's inception in 2016, it has trained 226 black IFA businesses and created internship opportunities for 181 individuals, 116 of whom have been absorbed into the practices.



Vunani Training Academy

Vunani Securities is an original beneficiary of our Business Development Programme. Today, it is a significant South African stockbroker. Through its Academy, Coronation has provided financial assistance for 42 graduates, many of whom now fulfil influential roles in the industry.



The Coronation Exceptional Students Bursary Programme

Since 1993, 144 students from underprivileged areas across South Africa have been given the chance to achieve their dream of a better future through the Coronation Exceptional Students Bursary Programme. The programme provides students with full tertiary bursaries to study at any recognised public university in South Africa. These bursaries are awarded on merit and financial need.

We have partnered with a young black-owned company, Excel@Uni, to ensure seamless administration of the programme and assist students with integrating into university life. This support includes trained tutors, psychosocial support, work readiness programmes and mentors. In 2023, we sponsored 24 bursary students, all of whom are black.



Coronation Catapult Programme

This programme prepares unemployed graduates for challenging and exciting roles in the investment industry, providing them with comprehensive training and hands-on experience.

Partnering with some of our black stockbrokers, participants are engaged in a 23-month fixed-term employment opportunity where they will undergo on-the-job training and receive hands on mentorship.

In addition, Coronation has devised a structured development plan to ensure graduates receive the necessary training and development support for a seamless transition into the professional realm.

In 2023, we commenced with nine¹ participants, all of whom are African black, with 44% female representation. We believe the addition of this programme further demonstrates our commitment to diversity and empowerment within the industry.

¹ One candidate left the programme in the course of the year as they received a permanent job offer

ESTABLISHING A PIPELINE OF TALENT

Attitude Changes Everything (ACE) Resilience Training

The ACE programme had a significant influence on the Coronation Exceptional Students Bursary Programme. Accordingly, we have seamlessly incorporated this transformative initiative into our graduate development framework, namely the Coronation Brilliant Minds Graduate and Catapult Programmes. In expanding the ACE's scope, our objective is to furnish graduates with essential tools for navigating the complexities of corporate life.



Hands-on experience

Internships

Our focus is to create employment by offering internships in roles that allow for the training and development of graduates. Interns are hired into available roles and trained with the intention of providing them with real work experience and making them permanent employees. In 2023, we welcomed four new interns, all of whom are African black. 94 interns have been hired as at 30 September 2023, of whom 89% are black and 53% are black women. We have permanently employed 45 of these interns, 91% of whom are black, within our business.

Critical skills development

We continue to support the partnership between the ASISA Academy and TSIBA Education. The partnership enables students to complete the Investment Administration and Client Servicing (IMACS) Programme, which develops skills in short supply in the industry, as part of their bachelor's degree.

Coronation sponsors these IMACS students and offers a four-month internship placement, which is required as part of their studies, within our business. To date, 17 students have benefited from this programme, and seven were hired into fixed-term or permanent positions at Coronation post their internships. Two students were due to complete their internship in November 2023.

Encouraging women investment managers

In 2023, we endorsed the Fezeka Investment Management Programme facilitated by the ASISA Academy in collaboration with Joint Prosperity. The programme targets high-potential black female graduates aspiring to a career in investment management. It offers a structured 15-month course encompassing theoretical knowledge, professional growth, and practical work exposure at leading investment management firms.

The programme runs in Johannesburg and Cape Town, offers a competitive salary, and is administered by the ASISA Academy on behalf of participating employers. On successful completion, graduates are certified as Financial Market Practitioners, prepared for the CFA Level 1 exam, and equipped with substantial experience and networks within leading asset management firms. Eight¹ graduates are currently enrolled, and the programme aims to recruit 12 more for the 2024 cohort.

¹ Originally nine, but one person was offered permanent employment and accepted the offer



DEVELOPING EDUCATORS

Youth empowerment

As part of our ongoing partnership with the ORT SA CAPE and ORT SA Foundation, 30 black youths, 80% of whom are women, were placed as teacher assistants at schools in the Western Cape and Gauteng in 2023. The trainees are provided with fixed-term employment for 12 months, including monthly training sessions and one-on-one mentoring by ORT SA. On completion, 12 participants were offered employment contracts, six permanent and six fixed-term. A further six were offered places with ORT SA CAPE to complete their early childhood development learnership.

Early childhood development learnership

We sponsor learners to obtain a Further Education and Training Certificate in Early Childhood Development Level 4 (ECD NQF Level 4) qualification. This is an 18-month certificate that includes formal training and practical experience as assistant teachers at ECD centres. In 2023, five learners entered the programme. We sponsored five learners in both 2021 and 2022, and of these previous cohorts, four learners are being retained by their sponsor schools, three have gone on to study further, while others are seeking employment with the assistance of ORT SA CAPE.



OUR COMMITMENT TO INDUSTRY TRANSFORMATION

As one of the ASISA Foundation's first funders, we have had a longstanding relationship with the Foundation, which celebrated its 10th birthday this year. What follows is an extract from their commemorative book, in which they interviewed our CEO Anton Pillay, who also currently serves as the ASISA's Chairman of the Board.



As one of the ASISA Foundation's first funders, we have had a longstanding relationship with the Foundation, of which celebrated its 10th birthday this year. What follows is an extract from their commemorative book, in which they interviewed our CEO Anton Pillay, who also currently serves as the ASISA's Chairman of the Board.

Q: Coronation was one of the ASISA Foundation's first funders. Its earliest contribution, in September 2013, enabled the Foundation to kick-start its pilot consumer financial education programme in Hammanskraal. Why did Coronation choose to lead the way and help to fund this initiative?

Anton: Coronation is very proud of the achievements of the ASISA Foundation. When we were approached to be one of its funders, it was a natural progression of where Coronation was in terms of our other initiatives. Our corporate social investment (CSI) programme has education at its core, ranging from early childhood development and primary school numeracy and literacy to full bursaries and adult consumer financial education. So the ASISA Foundation's consumer financial education for workers and students complemented our initiatives very well. But our support was not only for the initiatives; it was for the way the ASISA Foundation went about implementing them. The initiatives were high impact, with measurable outcomes, which is key to the success of any CSI or enterprise development programme.

Q: Why would you recommend that other corporates get involved with the Foundation?

Anton: The ASISA Foundation achieves co-operation at a high level. It harnesses the financial capacity and acumen of its members and their employees to deliver coordinated programmes that result in a significant impact on society. That's important. There are lots of high-impact programmes out there, but what's often missing is the measurement of the impact. The ASISA Foundation's monitoring, evaluation and learning processes bring that impact to the fore.

Q: Coronation has contributed close to R20 million to the ASISA Foundation over the years, with 47% of that allocated to growing the RFTE programme. Why is independent retirement fund trustee education so critical in the South African context?

Anton: South Africa has a complex and sophisticated financial services sector, and with that complexity comes a host of legal regulations, legislations and updates. The ASISA Foundation provides a one-stop shop for new trustees and principal officers to get an in-depth sense of the financial services industry and their responsibilities, and for existing trustees and principal officers to continually update their knowledge of the industry.

Independent trustees are entrusted with oversight of more than R5 trillion in beneficiary savings, and it's important for them to have the comfort of knowing that they can approach the ASISA Foundation to provide them with the latest insights and developments to ensure

ASISA FOUNDATION IN NUMBERS

>96% 62%
Black South Africans Female

R212.6 million
Funding contributions received

R227 million
Total income received

R182.5 million
Deployment of funds

they execute their fiduciary duties in the most efficient and ethical manner possible. That, in turn, gives beneficiaries and other industry participants the comfort that the pension fund industry is being well managed, and that the people who are managing their hard-earned savings are well equipped to look after their interests.

Q: Where do you see the ASISA Foundation having the most significant impact over the next 10 years?

Anton: We're all aware of the systemic challenges that South Africa faces. The ASISA Foundation's focus is spot-on in terms of education. A large portion of our population – close to 40% – are unemployed, and the short-term outlook is one of low economic growth. It's important that people are able to look after their money, and have the right skills to do so. I think the Foundation will provide investors with the skills and training they need to grow and protect their hard-earned money in a more effective way. The more knowledge you have about your financial affairs and the products out there, the better off you are in the long run. From an entrepreneurship point of view, it's well documented that entrepreneurship makes an important contribution to South Africa's gross domestic product and employs a significant number of people, helping to promote an inclusive society for all.

Entrepreneurs are therefore important actors in our country, and require technical skills to successfully run their companies and drive the economy. The Foundation's FLAME (Financial Literacy and Micro-Enterprise) programme is excellently positioned and equipped to offer the support and training necessary.

Given the current dynamic in South Africa, if the Foundation continues to focus on the key initiatives – education and SME development – I think it will continue to play a critical role in ensuring that more people participate and are included in the economy.

“By the end of our 10th year, the ASISA Foundation had received a total of R213 million in voluntary contributions and grant funding from 103 funders, most of whom have provided repeat annual funding. This speaks volumes about the continued confidence which funders have placed in us, particularly with respect to our ability to deliver against objectives and our governance processes.” – Ruth Benjamin-Swales, ASISA Foundation CEO



Content and photograph extracted from the ASISA Foundation's 10th Anniversary commemorative book, with kind permission

ENGAGING AND COLLABORATING FOR A SUSTAINABLE INDUSTRY AND ECONOMY

We collaborate with our peers, industry organisations, the NPO community and SA Inc. to engage with regulators, policymakers and the government to promote a sustainable financial services industry and an inclusive economy for the benefit of all our stakeholders – clients, shareholders, suppliers and the broader societies in which we invest and operate.

We are committed to actively promoting an investment industry that safeguards the long-term interests of asset owners and benefits the societies in which we operate. A significant aspect of our engagement and collaboration is to make sure that all the checks and balances are in place to ensure that South Africa's financial services industry is well legislated and regulated. But for our business to be sustainable, we need a vibrant, growth-oriented and inclusive economy, so we look beyond our industry and engage for broader change.

Industry collaboration

We are key contributors to the activities of the Association for Savings and Investment in South Africa (ASISA), whose role is to ensure the sustainability and relevance of the investment industry for the benefit of the country and its citizens. Our CEO Anton Pillay is the Chairman of ASISA's Board of Directors and senior employees are active on more than 65 ASISA committees, standing committees and working groups.

Matters addressed via ASISA with the government and regulators pertain to anything that could impact the asset management and long-term insurance sectors. Examples include providing input into the Financial Sector Conduct Authority's draft Financial Sector Transformation Strategy, revisions to the Financial Sector Scorecard and Employment Equity Amendment Bill, and changes to Regulation 28 of the Pension Funds Act.

The financial services industry does not operate in isolation. In order to deliver long-term investment outcomes for our clients, the companies in which we invest on their behalf need an environment in which they can thrive and grow. For this reason, we engage across sectors and industries via Business Unity South Africa (BUSA), Business Leadership South Africa (BLSA), the National Business Initiative, Business for South Africa (B4SA), the CEO Initiative and, when required, through direct engagement by Exco members with regulators and cabinet ministers. Examples include briefings and meetings with the South African Reserve Bank's Monetary Policy Committee and National Treasury, where we had the opportunity to discuss issues such as interest rate decisions, modelling assumptions and concerns around fiscal policy, and gave feedback on proposed changes to the JSE Listings Requirements, National Treasury's South African Green Finance Taxonomy and its Climate Risk Forum's National Climate Risk Scenarios for the South African financial sector. We also provided input into the original Code for Responsible Investing in South Africa and subsequent revisions. In 2023, we also participated in the Thinking Ahead Institute's Stewardship Resources Technical Working Group.

INCLUSIVE SOCIO-ECONOMIC GROWTH

- TAMDEV¹
- Infrastructure assessment and development
 - › energy
 - › water
 - › transport
- Unemployment
- Youth training and development
- SME support
- Ease of doing business

ENABLING A CAPABLE STATE

- Deepen public-private dialogue
- SOE reform
- B4SA initiative
- Operation Vulindlela
- Root out corruption
 - › supporting NPA on State Capture
 - › Whistleblower protection
 - › GBV victim empowerment
- Professionalising public service

POSITIONING BUSINESS AS A NATIONAL ASSET

- Business is central in addressing poverty, unemployment, economic injustice, and transformation
- Defend our democracy
- Commitment to ethical business practice
- Policy participation
- Land
- Healthcare

¹ The Technical Assistance Mentorship Development programme

GLOBAL SCOPE

Following changes to Regulation 28 of the Pension Funds Act, many of our South African clients are seeking to maximise their offshore exposure. Fortunately, our fully integrated global team is excellently positioned to manage portfolios seamlessly across developed and emerging markets. However, it is not just about money management; we also need to ensure we remain abreast of global industry developments and best practice.

This is increasingly challenging due to the plethora of sustainability-related frameworks and regulations coming out of the US, UK and EU. We spend considerable time ensuring that teams across our business are apprised of new developments and their consequences for our investment and client service activities. We sit on relevant thinktanks and working groups, and have provided input to various international initiatives and regulations, including the Institutional Shareholder Services (ISS) Global Benchmark Policy Survey, and the IFRS Foundation's disclosure standards via the newly formed International Sustainability Standards Board. In 2022, we joined the Carbon Disclosure Project (CDP) as an investor signatory. As signatories, we participated in collaborative initiatives by Climate Action 100+. We were an early signatory to the UN-backed Principles for Responsible Investment.

We are also a member of, and/or abide by the requirements and support the principles of, national regulators and codes in the jurisdictions in which we operate, namely the Investment Company Institute (US), the Irish Funds Industry Association, and the UK Stewardship Code.

For an in-depth understanding of global developments in the sustainability and stewardship arenas, please → [refer to our 2022 Stewardship Report](#). For a snapshot of organisations that we actively subscribe to or participate in, please → [refer to Collaboration](#).



PROMOTING SUSTAINABLE ECONOMIC GROWTH

We worked with industry partners, the broader business community, regulators and government departments to promote sustainable economic development in South Africa by improving regulations and legislation pertaining to investment in the country. We provided input and feedback into the Financial Sector Conduct Authority's draft Financial Sector Transformation Strategy, revisions to the Financial Sector Scorecard, the Employment Equity Amendment Bill, and changes to Regulation 28 of the Pension Funds Act.



SUPPORTING WELL-FUNCTIONING FINANCIAL MARKETS

We participated in briefings and meetings with the South African Reserve Bank's Monetary Policy Committee and National Treasury, where we had the opportunity to engage on issues such as interest rate decisions, modelling assumptions and concerns around fiscal policy. We also provided feedback on proposed changes to the JSE Listings Requirements.



FIGHTING FOR ACTION ON CLIMATE CHANGE

In 2022, we joined the CDP as an investor signatory. As signatories we participated in collaborative initiatives by Climate Action 100+. We also participated and provided feedback on various international and domestic initiatives and regulations, including the Institutional Shareholder Services Global Benchmark Policy Survey, the IFRS Foundation's disclosure standards via the newly-formed International Sustainability Standards Board, SA's Climate Risk Forum's National Climate Risk Scenarios for the South African financial sector, the JSE's Sustainability and Climate Disclosure Guidance and a draft Green Taxonomy for SA.

Financial contribution

As a leading South African asset manager, Coronation makes a substantial contribution to the national fiscus via its annual tax payments. For the period under review, our total tax paid, including VAT where applicable, was R1 385 million.



Collaboration

In our role as an active and responsible corporate citizen, we collaborate to drive and influence for change within the financial services industry as well as with other leading organisations that are working towards a more sustainable and inclusive future.



The Association for Savings and Investment South Africa

Status: Member and participant on boards and working groups

The Association for Savings and Investment South Africa (ASISA) plays a significant role in the development of the social, economic and regulatory framework in which its members operate. Members include financial services companies that provide products and services to the personal investment sector. ASISA is the primary channel through which Coronation engages with policymakers and regulators.

#CEOPledgeSA

South Africa's CEO Initiative

Status: Member

Coronation is a member of South Africa's CEO Initiative, a group of CEOs working with government and labour to resolve the social and economic challenges facing South Africa. Its main strategic objectives include promoting inclusive growth and protecting and strengthening South Africa's core institutions.



Business Leadership South Africa (BLSA)

Status: Member

BLSA is an independent association whose members include the leaders of some of South Africa's largest businesses. Its main strategic objectives include promoting inclusive growth and protecting and strengthening South Africa's core institutions. Coronation has committed itself to BLSA's integrity pledge, which is a public declaration of our commitment to combat corrupt practices by, inter alia, not acting anti-competitively and by protecting the anonymity of whistle blowers.



Principles for Responsible Investment

Status: Signatory

The PRI is the world's leading proponent of responsible investment. It works to understand the investment implications of ESG factors and to support its international network of investor signatories in incorporating these factors into their investment and ownership decisions.



CDP

Status: Investor signatory

CDP is a global non-profit organisation that works to encourage companies and governments to measure, disclose, manage, and reduce their environmental impact.



Climate Action 100+

Status: Signatory

The Climate Action 100+ coalition aims to engage and work with companies and industry members to communicate the need for greater disclosure around climate change risk and for the alignment of company strategies with the 2015 Paris Agreement.



Code for Responsible Investing in South Africa

Status: Supporter

Coronation participated in the process of establishing the CRISA and fully supports the five principles, which stress the importance of integrating sustainability issues, including ESG factors, into long-term investment strategies. They also provide guidance on how institutional investors should execute investment analysis, investment activities and exercise rights so as to promote sound governance.

The UK Stewardship Code

Status: Supporter

We support the UK Stewardship Code, which seeks to enhance the quality of engagement between investors and companies to help improve long-term risk-adjusted returns to shareholders.



The Investment Company Institute

Status: Member

The Investment Company Institute (ICI) is the leading association representing regulated funds globally, including mutual funds, exchange-traded funds, closed-end funds, and unit investment trusts in the United States, and similar funds offered to investors in jurisdictions worldwide. ICI seeks to encourage adherence to high ethical standards, promote public understanding, and otherwise advance the interests of funds, their shareholders, directors and advisers. ICI's members manage total assets of US\$31 trillion in the United States, serving more than 100 million US shareholders, and US\$10 trillion in assets in other jurisdictions. ICI carries out its international work through ICI Global, with offices in London, Brussels, Hong Kong, and Washington, D.C.



National Business Initiative

Status: Member

The National Business Initiative (NBI) is an independent body that aims to work with their members to build capacity and solve societal issues in South Africa through collective action and knowledge sharing. They have four focal areas under which they execute their work programmes, including the environment, economic inclusion, social cohesion and equality, and institutional and government capacity.



Thinking Ahead Institute

Status: Member and working group participant

We are members and active participants in the Thinking Ahead Institute, a global not-for-profit research and innovation hub, connecting members from across the investment world to harness the power of collective thought leadership. The objective of the Thinking Ahead Institute is to influence for change in the investment arena for the better by improving the provision of savings and investment services.

Since its establishment in 2015, over 60 investment organisations have collaborated to bring this vision to light through designing fit-for-purpose investment strategies, better organisational effectiveness and strengthened stakeholder legitimacy.



International Corporate Governance Network

Status: Member

The ICGN is a global organisation aiming to raise standards of corporate governance worldwide. Membership includes investors responsible for assets of \$70 trillion from more than 45 countries.



Irish Funds Industry Association (Irish Funds)

Status: Member

The objective of Irish Funds is to support, complement and develop the retirement fund industry in Ireland. It represents the industry in discussions with government, its departments and agencies, and the Central Bank of Ireland to ensure that the environment and infrastructure are supportive of the continued development and growth of the industry. We participate in the Asset Manager forum.



United Nations Women's Empowerment Principles

Status: Signatory

The United Nations Women's Empowerment Principles provide guidance to businesses on how to promote gender equality and women empowerment in the workplace, marketplace and community. This emphasises our commitment to diversity and to ensuring that women, who make up almost half our workforce, are strongly represented in senior roles and on our board.

CORPORATE SOCIAL INVESTMENT

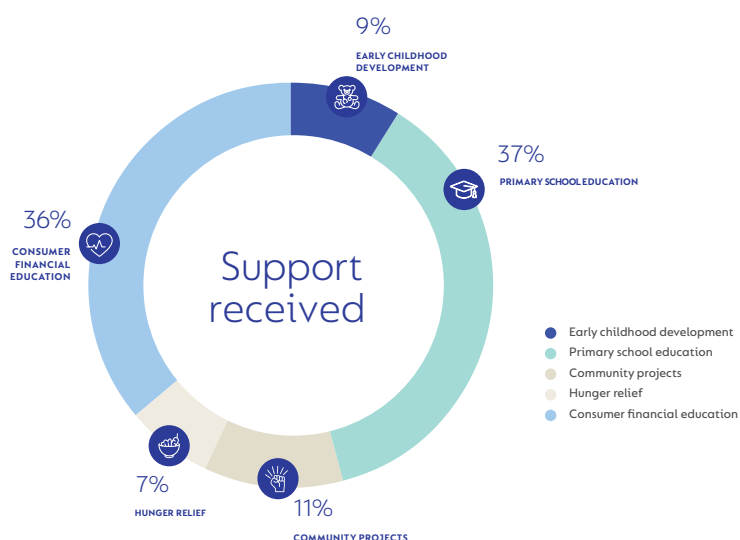
As a proudly South African business focused on the long term, we are committed to developing our youth to become authors of their future opportunities and not just once-off beneficiaries of our initiatives. We believe that by focusing on literacy and numeracy at primary school level, we can assist in achieving this. In the aftermath of the Covid-19 pandemic, the lack of food security for millions of South Africans has become even more pronounced. Hungry minds cannot learn, and food security is linked to successful learning outcomes. At Coronation, we know it takes a holistic approach to unlock the potential of children and we extend our efforts to include supporting parents, teachers and principals.

We remain committed to this critical investment in the future of our country, and our guiding CSI principles have not changed:

1. We are in it for the long term, just like our investment approach. We form enduring relationships with our CSI partners and the communities we support. We believe consistency and sustainability determine success.
2. We take a holistic approach. We understand that providing children with quality education cannot be done in isolation. We help parents, teachers and principals with training and tools to help them achieve better learning outcomes. We support personal money management and entrepreneurship initiatives to strengthen these skills within households and communities.
3. We are directly involved in all our projects. Senior employees have adopted schools in the Western Cape and provide regular, ongoing mentorship to principals and teachers. Employees across our business are represented on our CSI Committee and are encouraged to participate in all our CSI initiatives.
4. We monitor the outcomes of our programmes. Each programme has specific stated and quantified objectives along with desired outcomes. We monitor these regularly through our Social, Ethics and Transformation Committee. Where needed, we implement the required changes and programme enhancements.

Coronation is dedicated to supporting schools and communities in building promising futures by collaboratively solving the education crisis in South Africa, with a focus on primary school learners and educators. We also support entrepreneurship and food security through partnerships. But don't take our word for it – [watch our latest CSI video here](#).

CSI SUPPORT



Cradle to Entrepreneur

CORONATION'S LEARNING-CENTRED PROGRAMMES

PRE-SCHOOL

EARLY CHILDHOOD DEVELOPMENT

Early Learning Resource Unit



1 016

children attended the ECD centres



Every child deserves to have access to the essential services and support they need – from conception until they start school – is the most effective way of securing their wellbeing and learning success, and a prosperous future for our country.

"This greatly assisted in improving our learning programme. My teachers have a better understanding of how to deal with children with behavioural problems and of the importance of the role they play in children's lives on a day-to-day basis."

— PRINCIPAL OF AN ECD CENTRE

TRAINING THE EDUCATORS

South African Education Project

2 468

learners supported



Providing much-needed training and support to early learning educators.

"What I like the most is that I am participating in making sure that the children are getting the good foundation that they deserve to become tomorrow's leaders. I am very proud to be part of the change that we are about to bring to our community."

— A SOCIAL AUXILIARY WORK INTERN WITH SAEF

PRIMARY SCHOOL

NUMERACY TRAINING

Counting with Coronation

306 +

educators received training in primary school mathematics teaching skills



"The support I received was excellent. I love the fact that they work with you in a positive way. They came prepared and willing to help. I have also learned that the skills I have to teach to learners are copy, extend, explain and create."

— FOUNDATION PHASE TEACHER, KHAYELITSHA

LITERACY TRAINING

Coronation Reading Adventure Rooms

8

schools were equipped with adventure-themed reading rooms



"The classroom creates an atmosphere of positive participatory learning and teaching as well as offers learners with a calm, nurturing and social environment for effective learning to take place."

— TEACHER AT A BENEFICIARY SCHOOL

HELPING LEARNERS WITH DISABILITIES

CAREL DU TOIT SCHOOL FOR THE DEAF

10

deaf learners supported in their learning journey each year.



Children receive holistic support at the centre to learn to speak and communicate, with the aim of preparing them to enter mainstream schools. They are provided with specialised equipment and supported by expert teachers, staff and remedial therapists.

SUPPORTING EDUCATORS & PARENTS

PARTNERING WITH EDUCATORS

Principals Academy Trust

979

principals received mentoring and skills development training



Principals of schools in underprivileged communities receive coaching and mentoring by retired school principals.

UPSKILLING ADULTS

Consumer Financial Education

>17 950

adults empowered with financial skills to help them make sound decisions for a better future



"I learnt how to budget efficiently and how to use a savings plan. I also learnt the importance of using the correct type of bank account for my needs."

— WORKSHOP ATTENDEE

FUTURE LEADERS PROGRAMME

104

Teachers received hands-on teaching experience under the supervision of experienced educators



Practical training provides students with experience and insight to become the skilled and committed teachers South Africa so urgently needs.

PARENT SUPPORT

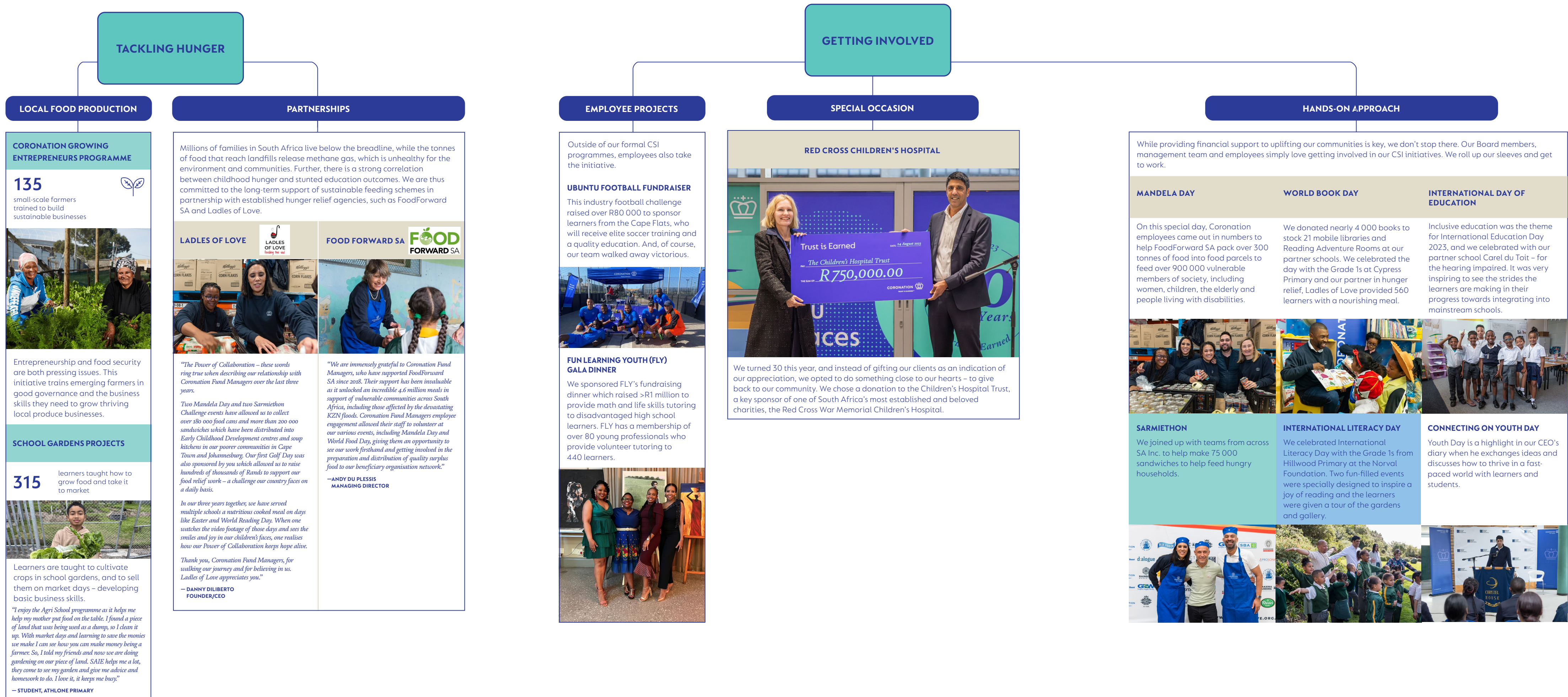
Community Action Partnership

348

parents participated in parent workshops



These workshops foster healthy parent-teacher relationships, and provide parents with the skills they need to support their children with their school work.





Governance matters

The Board has full and effective control over Coronation Fund Managers Ltd and its subsidiaries, which is exercised through the management team and subsidiary boards.



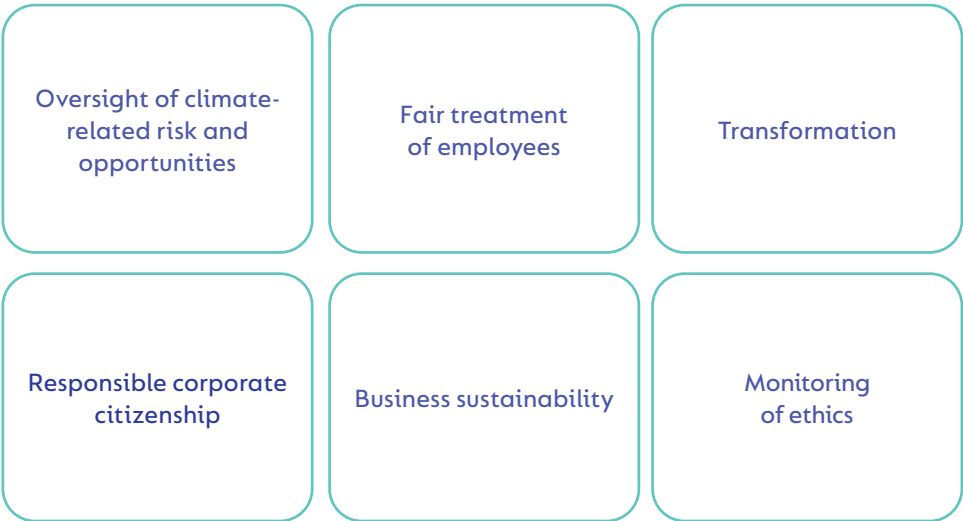
Back: Saks Ntombela, Judith February, Anton Pillay, Phakamani Hadebe, Lulama Boyce

Front: Neil Brown, Alexandra Watson, Madichaba Nhlumayo, Mary-Anne Musekiwa, Hugo Nelson

Absent: Alethea (Lea) Conrad (appointed 22 December 2023)

BOARD OVERSIGHT AND RESPONSIBILITIES IN RELATION TO SUSTAINABILITY

Our unitary Board comprises a majority of independent non-executive directors from diverse backgrounds and with different skill sets and experience



Board composition

As at 30 September 2023, Coronation’s unitary Board comprised two executive directors and eight independent non-executive directors. The Board is led by an independent non-executive Chairperson, who is supported by a lead independent director. Prof Alexandra Watson serves as the Chairperson of the Board with Mr Saks Ntombela as the lead non-executive director. The Board is responsible for appointing the CEO. The roles of the Chairperson and CEO are specifically separated.

There is a clear division of responsibilities at Board level to ensure a balance of power and authority, such that no one individual has unfettered powers or influence on decision-making. The Board is satisfied that its current composition ensures a balance of power and authority. The non-executive directors have the necessary skills, experience and integrity and provide independent insight and value at Board meetings.

BOARD COMMITTEE REPORTS

Social, Ethics and Transformation Committee Report

The responsibilities of the Social, Ethics and Transformation (SET) Committee includes the oversight and monitoring of organisational ethics, responsible corporate citizenship, organisational transformation, ESG and environmental sustainability and the fulfilment of its statutory duties on behalf of the Group and any additional functions as delegated by the Board. The SET Charter, approved annually by the Board, more fully sets out the SET Committee's responsibilities and is available for review in the Stakeholder Relations section on www.coronation.com.

The SET Committee reports formally to the Board at each meeting on each area within its mandate and on matters discussed. In addition, the chair of the Committee tables a report for consideration by shareholders at the AGM.

While the SET Committee has a certain level of oversight of the investment process, particularly as it relates to the Company's position in respect of ESG and environmental sustainability, it is not accountable for trading or proxy voting decisions made by the investment team, which are operational decisions given the nature of the business.

MEMBERS

Ms Judith February – Chairperson

Mrs Madichaba Nhlumayo – independent non-executive director

Mr Phakamani Hadebe – independent non-executive director

Ms Mary-Anne Musekiwa – executive director

INVITEES

A standing invitation is issued for the Company Secretary, CFO, COO, Risk Assurance Manager and senior managers as required.

The Company Secretary serves as the secretary to the SET Committee.

The SET Committee relies on management to implement strategies and initiatives, of which the primary contributors are the management team and the Employment Equity and CSI Committees. The activities of these Committees are formally reported to the SET Committee at each meeting. The SET Committee met twice during 2023, and each meeting was fully attended by its members.

In its deliberations during the year, the SET Committee considered substantive local and international regulations and frameworks, as well as leading industry practice. Furthermore, the SET Committee received feedback on the monitoring, assessment and measurement of Group activities as they relate to social and economic development, transformation and ethics, including the Group's standing in terms of the goals and purposes of, inter alia, the following:

- The Companies Act No.71 of 2008
- UN Global Compact 10 Principles
- Organisation for Economic Co-operation and Development recommendations regarding corruption
- The ILO protocols on Decent Work and Working Conditions
- The Employment Equity Act, No. 55 of 1998
- The B-BBEE Act, No. 53 of 2003

Key focus areas

Labour and employment practices

The SET Committee is responsible for oversight of workplace diversity and ensuring that meaningful transformation is taking place within the Group. The SET Committee received feedback on the wellness support offered to employees, which has received increased attention in the post-Covid environment.

The Company continues to run a successful internship programme with over 94 interns employed since the programme's launch in 2012. As part of establishing a pipeline of talent, some interns are recruited from the Coronation Exceptional Students Bursary Programme, with several interns being appointed to permanent roles within the Company, where available.

Occupational health and safety

At each meeting, the SET Committee receives an update on the Company's compliance with occupational health and safety regulations. During the period under review, no material or fatal injuries were reported, and the SET Committee is satisfied that the Company has taken the necessary steps to implement health and safety regulations across all its locations.

Organisational ethics

The SET Committee oversees the promotion of an ethical culture, equality and prevention of unfair discrimination, including monitoring adherence to the Code of Ethics and related policies. The Committee is also responsible for monitoring the results of the anonymous whistle-blowing mechanism maintained by an independent third party. During the period under the review, there were no breaches of the Code of Ethics nor were any items reported to the whistleblowing hotline.

Corporate citizenship

The SET Committee receives a detailed review of CSI programmes and spend, and provides guidance and input on the strategic direction of the CSI programmes. For further information on the Group's CSI Programme.

UN Sustainable Development Goals

The SET Committee oversees and receives updates on the projects and initiatives that align with the SDGs.

Transformation

A focal point of the SET Committee's agenda is the oversight and monitoring of the Company's transformational targets and implementation of the Company's transformation strategy. At each meeting, the SET Committee receives detailed reports from management on its progress in meeting its transformation targets. The SET Committee also receives the minutes of the Employment Equity forum.

Stakeholder engagement

The SET Committee reviewed a summary of engagements with material stakeholders, including the numbers and method of engagement, and the nature of discussions held. No material matters requiring the focus of the SET Committee were noted during the year.

Committee assessment

In compliance with principle 9, practice 73 of King IV™, the Company undertakes a formal, externally facilitated evaluation every two years (last conducted in 2022) and undertakes a self-assessment, managed by the Company Secretary every alternative year. Accordingly, a self-assessment was completed in 2023 and the Committee is of the opinion that it has effectively discharged its responsibilities in terms of its mandate, a view that has been affirmed by the Board.

Future focus

As identified previously, the SET Committee is placing increased focus on matters relating to the UN SDGs and environmental sustainability and will continue to improve its understanding of how these matters impact the business.



Company information

Annual General Meeting:

Tuesday, 20 February 2024 at 2pm

Share code (ordinary shares): CML

ISIN: ZAE000047353

LEI: 3789001BC9A294E6FF77

Board of Directors

Executive directors:

Mr Anton Pillay (Chief Executive Officer)

Ms Mary-Anne Musekiwa (Chief Financial Officer)

Non-executive directors:

Prof Alexandra Watson (Chairperson)

Mr Saks Ntombela

Ms Lulama Boyce

Ms Judith February

Dr Hugo Nelson

Mrs Madichaba Nhlumayo

Mr Neil Brown

Mr Phakamani Hadebe

Mrs Alethea (Lea) Conrad

Company Secretary

Ms Nazrana Hawa

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Private Bag x9000
Saxonwold 2132

Auditors

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Sponsor

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Disclaimer – Integrated Report

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TRUST IS EARNED™