

Love Every Moment

Sun International



2025

Environmental, Social
and Governance report

Driving sustainable growth through customer- and product-driven growth, people and execution



Welcome to our Environmental, Social and Governance report

Welcome to the 2025 Environmental, Social and Governance (ESG) report of Sun International Limited (Sun International or the group) for the reporting period 1 January 2025 to 31 December 2025. This report underscores our commitment to sustainable growth and how it balances profitability with environmental stewardship, social responsibility and strong governance.

It highlights our inclusive workplace, ethical practices and our initiatives to support a low-carbon economy. The report covers all our South African operations and focuses on ESG performance and our Sustaining Sun strategy. It aligns with global standards including JSE Guidance, the Global Reporting Initiative (GRI), the International Sustainability Standards Board (ISSB), IFRS S1 and IFRS S2 of the International Financial Reporting Standards (IFRS), the Sustainability Accounting Standards Board (SASB), the United Nations Sustainable Development Goals (UN SDGs) and the King IV Report on Corporate Governance for South Africa, 2016 (King IV^{TM*}).

Our combined assurance framework ensures robust risk management and selected key performance indicators (KPIs) are independently assured by IBIS ESG Consulting Africa (AA1000AS v3, 2020).

Driving sustainable growth through customer and product-driven growth, people and execution

We deliver growth by understanding our customers and creating personalised experiences that build loyalty across every channel. We consolidate Sun International's position as a leading gaming, leisure and entertainment provider by refining our value proposition, expanding our product portfolio and growing our market presence responsibly.

We optimise operations, enhance efficiency and create seamless omnichannel experiences by leveraging technology, data and automation. We also drive execution, continuous improvement and lasting value for all stakeholders through disciplined financial management, strategic portfolio optimisation and investment in our people.

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Our reporting suite

Our reporting suite is an opportunity to share our achievements for the year ended 31 December 2025. This suite is supplemented by various online publications, stakeholder communications and additional information on our website.



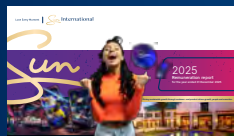
Integrated report 2025

Our integrated report (IR) is our primary annual communication with stakeholders for the period 1 January 2025 to 31 December 2025. It provides a concise and detailed overview of our progress in transforming the group and preparing for long-term sustainable value creation. The report provides relevant information for a broader range of stakeholders, even though it caters primarily to the needs of capital providers.



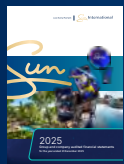
ESG report 2025

This ESG report is developed with a multistakeholder perspective and offers an in-depth overview of the group's sustainability initiatives, goals and performance. It highlights our environmental and social impacts and provides a comprehensive view of how we create stakeholder value over the short, medium and long term.



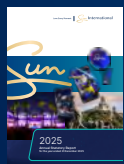
Remuneration report 2025

The Remuneration report sets out the structure of our remuneration framework, outlines the outcomes achieved and explains how our approach supports the creation of long-term sustainable value for shareholders and other key stakeholders.



Annual financial statements 2025

Our annual financial statements (AFS) provide a comprehensive overview of our financial performance and gives stakeholders a clear insight into the group's financial position and stability.



Annual statutory report 2025

The notice of annual general meeting (AGM) includes the form of proxy, shareholding profile and essential information for shareholders.



Report navigation

This ESG report has been optimised for an enhanced digital experience, which makes it easier for readers to navigate. The digital navigation features allow you to move seamlessly between various sections and topics in this report and others.

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Indicates where additional information can be found in this report

Indicates where additional information can be found on our website, www.suninternational.com

This report is best viewed in Adobe Acrobat for desktop, mobile or tablet*.

* Functionality may differ according to device and app version used.

CAPITALS

- Financial
- Productive
- Human
- Intellectual
- Social and relationship
- Natural

STRATEGIC INITIATIVES

- Customer centric and product-driven growth
- Sharpened value proposition and market expansion
- Fit-for-purpose technology to power the business
- People and culture evolution
- Operational excellence, digitalisation and innovation
- Financial discipline and strategic investment and/or divestment

STAKEHOLDERS

- Employees
- Customers, guests and site owners
- Partners, suppliers, service providers, contractors and concessionaires
- Communities
- Investor community
- Gambling boards
- Regulators and industry bodies

MATERIAL THEMES

- MT1** Business resilience and performance in a competitive gaming market
- MT2** Socio-economic and political challenges
- MT3** Digital transformation and technology-related risks
- MT4** Regulatory changes in the gaming industry
- MT5** People, talent management and employee well-being
- MT6** Stakeholder relationships, compliance and internal controls
- MT7** Social responsibility
- MT8** Environmental stewardship

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Scope and boundary

This ESG report provides an overview of Sun International's sustainability performance and commitments for the financial year ended 31 December 2025 and covers our South African operations and significant developments up to board approval in March 2026.

The report outlines our sustainability strategy, governance framework and alignment with global standards such as the Taskforce on Climate-Related Financial Disclosures (TCFD). It highlights how we manage our societal role, environmental responsibilities and long-term value creation while addressing key ESG risks and opportunities.

Our reporting focuses on material issues that are most relevant to our business and stakeholders, including climate change, decarbonisation, responsible resource use, employee well-being, diversity and inclusion, transformation, responsible gambling and ethical governance.

We continue to strengthen the quality and accessibility of our ESG disclosures, particularly in areas such as remuneration, social impact and environmental performance. Looking ahead, we remain committed to aligning with international standards, ensuring that our reporting is transparent, meaningful and supports sustainable growth.

Materiality

We assess the financial impacts of our operations on Sun International and their broader societal and environmental effects with the guidance of the accounting principles of double materiality. We align material matters with our strategy, stakeholder expectations and sustainability commitments using a structured process of relevance, importance and prioritisation to manage risks, capture opportunities and create long-term value.

Our material matters reflect the critical factors that influence our ability to create, preserve and enhance stakeholder value. We strengthen our resilience and sustainability by monitoring and managing these issues.

Reporting frameworks

We align our sustainability reporting with global and local frameworks to ensure transparency, accountability and best practice. These include the JSE Sustainability Disclosure Guidance, IFRS S1 and S2 (that align with TCFD), King IV, the UN SDGs and Carbon Disclosure Project (CDP). We also comply with the Codes of Good Practice in the Broad-Based Black Economic Empowerment (B-BBEE) Act as a verified Level 1 contributor. These standards underscore our ethical leadership, climate resilience and long-term value creation.

Timeframe classification

We use the following general classifications when making timeframe references in this report:

Short term

The short-term horizon is 12 months to 18 months or less

Medium term

The medium-term horizon is 18 months to three years

Long term

The long-term horizon is three years and beyond

ESG report assurance and approval

This ESG report was prepared under the oversight of group sustainability and reviewed through internal validation processes to support the reliability and consistency of sustainability-related information. Selected sustainability disclosures were subject to independent level 2 (moderate) assurance conducted by SLR Consulting Limited in accordance with a recognised sustainability assurance standard (AA1000AS). The assurance engagement provides moderate assurance over selected sustainability-related risks, opportunities, metrics and processes that are consistent with emerging ISSB S1 and S2 disclosure expectations. The scope of the assurance engagement and the associated conclusions are set out in the independent assurance statement. This ESG report was approved by senior management prior to publication.

Forward-looking statements

This report may include forward-looking statements, which are not historical facts and should not be relied upon as reported financial results. These statements are based on current expectations and assumptions and may relate to future earnings, objectives, events or trends. Actual outcomes may differ materially due to unforeseen factors. Forward-looking statements are valid only at the date made and while the company has taken care to ensure their accuracy, we assume no obligation to update or revise them after publication.

Board approval

The board approved the 2025 ESG report on the recommendation of the social and ethics committee and confirms that it addresses all material matters and reflects our sustainability performance fairly.

Stakeholder feedback

The group welcomes feedback on this ESG report for the 2025 reporting cycle. Please direct all correspondence to group.sustainability@suninternational.com and clearly indicate that your comments relate to the ESG report 2025.

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Our purpose

To create great memories for our customers, offer rewarding employment for our people, deliver shareholder returns and create value for all our stakeholders, including the communities in which we operate.

Our business

Sun International was founded in 1967 and pioneered gaming in southern Africa by introducing casinos in the late 1970s. Today we own and operate gaming operations and hotel and resort properties in South Africa and also provide various management services. Our diverse assets include modern, well-located urban casinos, an online betting business, limited payout machines (LPMs) and world-class hotels and premier resorts which offer unique adventures in luxury destinations that are complemented by superior personal service.

We maintain a listing on the main board of the Johannesburg Stock Exchange (JSE) with a secondary listing on the A2X Markets and deliver a seamless omnichannel experience that connects casinos, online gaming, hospitality, events and retail through our app, websites and properties.

Delivering on our group purpose

We integrate technology, entertainment and customer experience across all platforms and combine trusted land-based operations with innovative digital solutions to deliver safe, engaging and responsible gaming anytime, anywhere.

The group is committed to becoming South Africa's leading omnichannel gaming and leisure group by responsibly expanding our land-based and online operations while creating long-term stakeholder value through disciplined capital allocation, increased free cash flow and a solid ESG foundation.

We align with the UN SDGs and prioritise responsible gambling, ethical business practices and community upliftment by investing in our people, delivering exceptional guest experiences and supporting local communities through employment, procurement and education initiatives.

To deliver on this purpose sustainably, we embed ESG principles into every aspect of our strategy and ensure that growth is balanced with environmental stewardship, social responsibility and strong governance. Our approach focuses on reducing our environmental footprint, promoting diversity and inclusion, and driving a positive socio-economic impact while maintaining the highest standards of integrity and accountability.

The infographic below illustrates the company pillars. These strategic pillars reflect a contemporary approach to building a truly sustainable business where long-term value creation is achieved through the integration of financial performance with environmental stewardship, social responsibility and robust governance. A customer- and product-driven growth strategy is underpinned by an understanding of evolving customer expectations around responsible products, ethical conduct and sustainable experiences.

Our focus on people recognises that engaged, capable and diverse teams are central to organisational resilience, innovation and a culture of continuous improvement. Rigorous execution translates strategy into impact through operational excellence, digitalisation and disciplined capital allocation that enables the efficient use of resources and the effective management of sustainability-related risks and opportunities. Together, these interconnected pillars align with leading sustainability thinking and reinforce the shift from short-term performance to integrated, purpose-led value creation that supports business resilience, stakeholder trust and sustainable growth over the long term.

Our values

Our values reflect who we are at our best. They guide how we behave, the decisions we make and the way we engage with our guests, our people and our stakeholders. Our values represent the standards and behaviours we strive to live by every day, in everything we do.

Our behaviours are driven by four core values that guide how we work together and deliver for our stakeholders:

TEAMWORK
We collaborate, communicate clearly and win together

CUSTOMER FIRST
We take pride in our product offering and deliver basics brilliantly

PASSION
We execute with energy, pride and commitment to continuous improvement

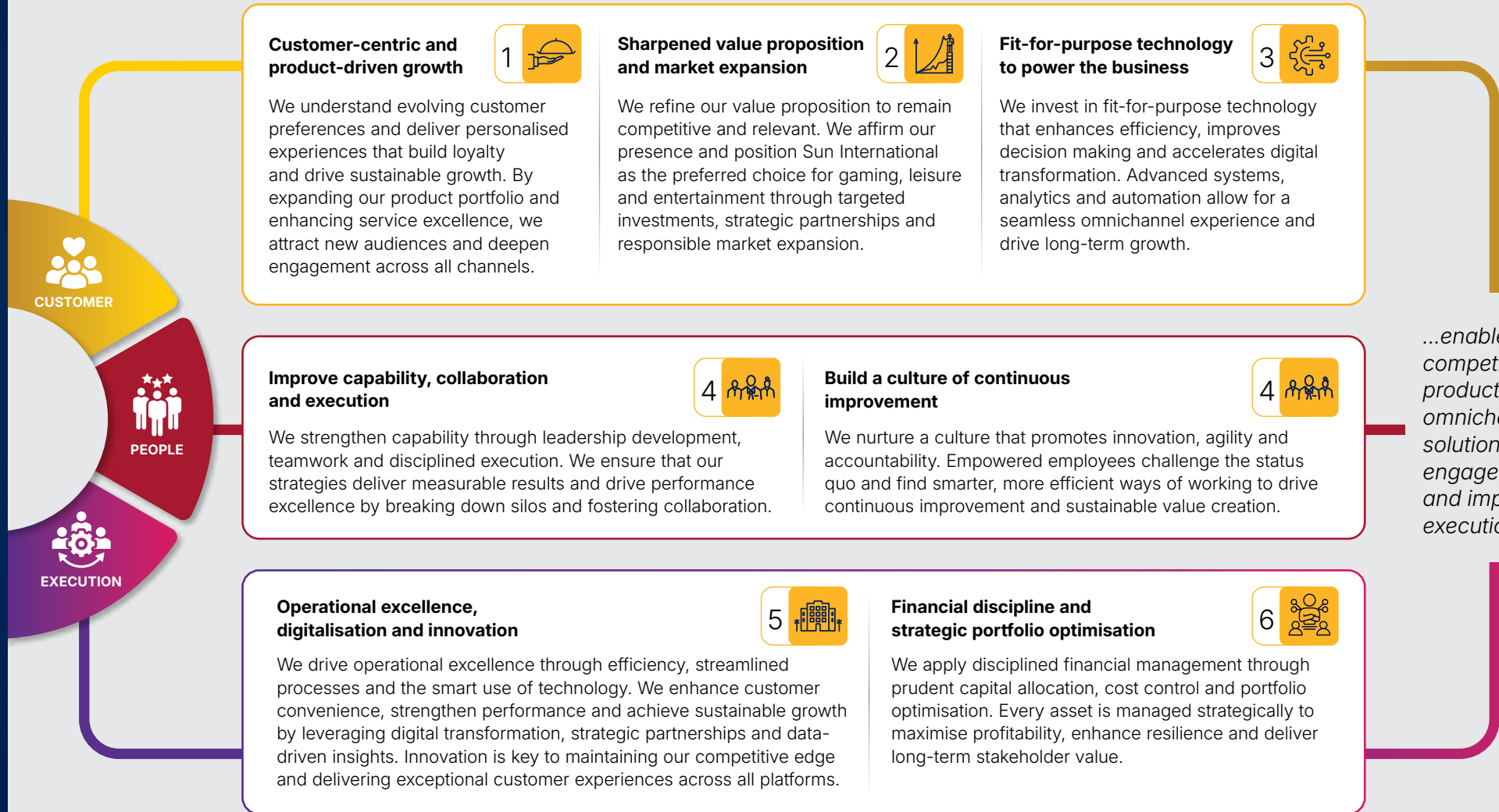
PROFESSIONALISM
We take pride in our product offering and deliver basics brilliantly

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Our strategic initiatives

Our vision

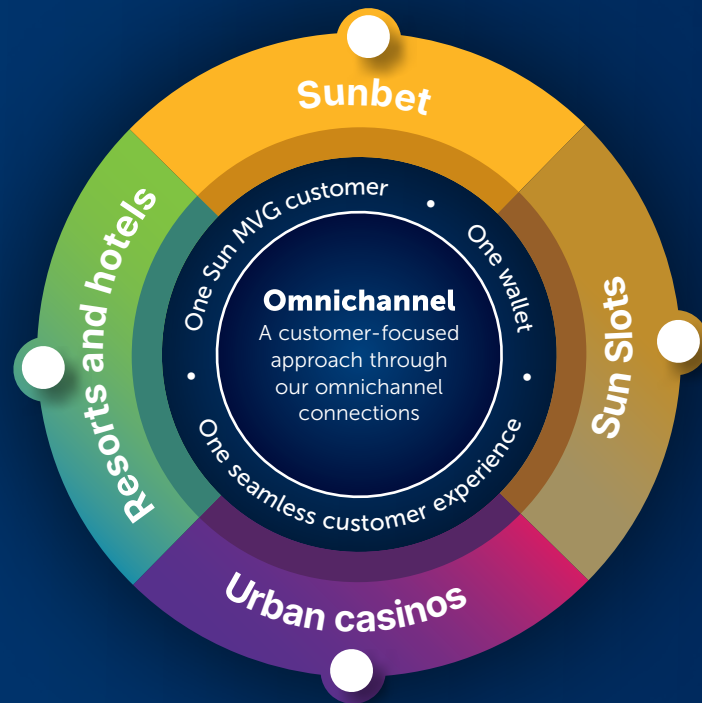
Our vision is to be a digitally led, market-leading, omnichannel gaming company of scale...



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Omnichannel connections

We integrate technology, entertainment and customer experience across all platforms, combining trusted land-based operations with innovative digital solutions to deliver safe, engaging and responsible gaming anytime, anywhere.



-  **24**
Gambling licences
(2024: 23)
- 11**
Land-based casino licences
(2024: 11)
- 6**
Sun Slots route operators
(2024: 6)
- 7**
Three Sunbet bookmaker licences in South Africa and four bookmaker licences internationally
(2024: 6)

-  **8 688**
Slots
(2024: 9 035)
-  **5 095**
LPMs
(2024: 5 209)
-  **317**
Tables
(2024: 308)
-  **2 859**
Rooms
(2024: 3 189)
-  **440**
Vacation Club units
(2024: 442)

 **7 222**
of our people are driving our business through their commitment to delivering a seamless superior service.
(2024: 7 057)

The group has a management agreement with The Table Bay Hotel under a franchise agreement with IHG Hotels. Intercontinental Table Bay has 306 rooms.



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Leadership reviews



SAM SITHOLE
Chairman

Chairman's report

Board governance and leadership

As chairman, I am honoured to lead the board in maintaining ethical, responsible and visionary leadership. In 2025, the board welcomed Ulrik Bengtsson, whose expertise and insight strengthen our collective governance, sustainability and strategic oversight capacity.

Sun International's board upholds the highest standards of governance and is guided by integrity, responsibility, fairness, transparency, honesty and accountability. These principles safeguard the group's long-term sustainability and underscore our commitment to creating value for all stakeholders. Our robust governance practices cultivate an ethical culture, ensure effective controls and compliance, maintain accountability and promote transparent engagement with stakeholders, all of which support strategic performance, resilience and sustainable growth.

The board maintained a zero-tolerance approach to unethical conduct throughout the year by applying King IV principles, complying fully with JSE Listings Requirements and ensuring that integrated reporting continues to meet the evolving expectations of all stakeholders. We also welcome King V™ and will be adopting the revised codes moving forward.

Our oversight extends to enterprise-wide risk management where risk owners and executive management actively monitor mitigation strategies, report regularly to the risk committee and ensure that risks are managed effectively across all operations and the jurisdictions in which we operate. This structured approach allows the board to maintain assurance over risk identification, management and reporting.

Social and ethics oversight

The social and ethics committee plays a pivotal role in guiding management across key areas of corporate responsibility. In 2025, the committee oversaw corporate citizenship, ESG strategy implementation, diversity and equality, fair labour practices, community development, environmental and health programmes, ethical conduct, responsible gaming, procurement, anti-bribery measures and ethics management.

The committee also ensured alignment with international best practices and strengthened responsible gambling and anti-money laundering systems. This included deploying facial recognition technology to identify excluded individuals and minors, enhancing Anti-Money Laundering (AML) and Counter-Financing of Terrorism (CFT) processes and provided comprehensive employee training on Financial Intelligence Centre Act (FICA) requirements. The group continued to maintain a zero-tolerance stance on bribery and corruption to reinforce the integrity and reputation of Sun International.

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Transformation, diversity and talent development

Sun International made significant progress in advancing transformation and diversity objectives. Black employee representation reached 95.0%, while women held 57.6% of management positions. Strategic initiatives such as succession planning, internal mobility and the investment of R62.9 million in learning and development underpinned career progression at all levels of the organisation. Equal pay for work of equal value (EPWEV) assessments ensured fair and responsible remuneration and reflected the group's commitment to equity and inclusion. We believe these measures are central to sustaining a motivated, capable and diverse workforce that mirrors the communities we serve.

Socio-economic development

Our socio-economic development (SED) initiatives continued to deliver meaningful impact by focusing on education, sports, arts and culture and broader community empowerment. Programmes such as the National Eco-Schools project reached over 5 300 learners, while initiatives addressing women empowerment, gender-based violence (GBV) awareness, youth employability, arts scholarships and sports-based social transformation further advanced our commitment to inclusive, resilient and sustainable communities. These initiatives reflect our long-term vision of fostering social impact through engagement, skills development and empowerment.

Environmental stewardship

Environmental sustainability remains a core pillar of Sun International's strategy. Our environmental strategy framework guides the responsible management of carbon emissions, water, energy, waste and biodiversity (from 2026 onwards), and is aligned with ESG priorities, the UN SDGs and international best practice. During 2025, we delivered meaningful progress across the environmental programme. We recorded a full year of renewable energy generation data for the solar installations at Carnival City, Sibaya and Sun City, strengthening performance monitoring and demonstrating the increasing role of on-site renewables in reducing reliance on conventional energy sources. This progress, together with improved energy management and reduced generator diesel consumption, contributed to a positive energy and emissions performance outcome for the year.

Water security initiatives also advanced through the continued operation of reverse osmosis plants and a stronger focus on efficiency, reuse and alternative supply measures, supporting improved resilience at key operations. In parallel, we strengthened waste data management and reporting oversight, reinforcing efforts to improve diversion performance and support better operational decision making. The year also marked a significant step forward in our broader environmental maturity through the determination of biodiversity-related indicators (to be applied from 2026 onwards) and a growing focus on stewardship at environmentally sensitive sites.

2025 represents both a year of progress and a point of transition. It marks the close of the current environmental target cycle and provides a platform for the next phase of the group's environmental journey. Building on the foundations established to date, Sun International will, from 2026, announce a refreshed set of environmental ambitions for the next cycle. These ambitions will reflect lessons from implementation to date and will place greater emphasis on resilience, stewardship, operational practicality and long-term value creation across the group.

Conclusion and appreciation

The board remains confident that Sun International operates responsibly, ethically and sustainably. Our robust governance practices ensure that the group maintains its social licence to operate while delivering value to employees, communities and stakeholders and reinforcing our steadfast commitment to ethical leadership, sustainability and long-term growth.

I extend my heartfelt appreciation to the Sun International board, the social and ethics committee and the executive committee for their unwavering leadership and oversight, and for ensuring that sustainability continues to drive our strategy and long-term growth. I also sincerely thank our management, employees and partners for their dedication, integrity and collaboration, which continue to position Sun International as a responsible corporate leader and a catalyst for positive change.

Sam Sithole
Chairman
30 April 2026

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ZIMKHITHA ZATU MOLOI
Chairman

Social and ethics committee chair's review

Our mission at Sun International is to create memorable experiences for our guests, employees and stakeholders while embedding sustainability and ethical practices across every aspect of our operations.

Committee's roles and responsibilities

Monitors the group's social, transformation, economic and environmental performance, responsible gambling and the social impact of its reputational risk.

Reports to the board and the group's stakeholders on social, transformation, economic and environmental developments and progress.

Reviews the group's ethical conduct and confirms that it carries out its responsibilities in accordance with section 72(4) and Regulation 43 of the Companies Act, King IV as well as the JSE Listings Requirements.

Approves/supports the group's prioritised SDGs.

Assists the board in assessing aspects of governance that apply to the committee's function and terms of reference.

Ensures that Sun International remains a socially committed and responsible corporate citizen.

Ensures ethical, transparent and responsible gaming promotions.

Practises value-driven procurement by supporting local suppliers.

The social and ethics committee is constituted as a statutory committee in respect of its statutory duties in terms of section 72(4) of the Companies Act, read together with Regulation 43 of the Regulations to the Companies Act, and as a board committee in respect of its responsibilities prescribed by the board in its mandate and terms of reference.

We are driving the group's transformation to become a digitally led, market-leading, omnichannel gaming company of scale. By focusing on competitive products, integrated digital solutions and an engaged and empowered workforce, we continue to execute with precision and deliver exceptional customer experiences across all platforms. The purpose of this report is to inform our stakeholders about the discharge of our duties as set out in the Companies Act and supplemented by the committee's terms of reference. The key matters of interest for 2025 are outlined in this report.

Management discharges its duty by reporting to the committee on the group's:

- Good corporate citizenship, including the group's promotion of diversity, equality and the prevention of unfair discrimination
- Progress against transformation as per the B-BBEE Act and amended B-BBEE Codes of Good Practice
- Implementation of its ESG strategy
- Contribution to the development and upliftment of the communities around which it operates
- Environmental, health and safety initiatives across all relevant areas
- Progress towards the group's prioritised SDGs
- Consumer relations and marketing initiatives
- National Responsible Gambling Programme (NRGP) implementation
- Labour and employment activities, including Sun International's standing in terms of decent work, working conditions, fair and transparent labour practices and our relationships with our contribution towards the wellness, education and skills development of our employees
- Gaming promotions to ensure they are conducted ethically, fairly and transparently
- Procurement spend to ensure it creates value across the group's broad supplier base and supports local procurement opportunities through enterprise and supplier development (ESD)
- Management of ethics in line with best practice principles, including in line with the Governance of Ethics Framework that was recommended by The Ethics Institute
- Responsible gambling compliance

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These reports correlate with the committee's mandate and the factors mentioned above are reported on at each meeting, with the exception of procurement and responsible marketing which is dealt with at the November meeting. As chairman of the committee, I also provide regular feedback at board meetings about the committee's activities and provide feedback to the shareholders at the AGM. The 2025 social and ethics report will be tabled at Sun International's AGM to be held on 3 June 2026. In accordance with the amendments to the Companies Act (Companies Amendment Act, No. 16 of 2024), the social and ethics committee members are to be elected by shareholders at the AGM. The committee's current composition includes three independent non-executive directors and one prescribed (prescribed officer). The nomination committee expressed its satisfaction about the members of the social and ethics committee at its meeting on 9 March 2026.

The committee performs the requisite statutory functions on behalf of all subsidiary companies across the group, including those with a public interest score of below 500 as contemplated in Regulation 43 of the Regulations to the Companies Act. This ensures that group-wide practices are consistent, aligned and that our ethical practices are applied. Associate company Meropa has its own social and ethics committee.

Composition, meetings and assessment

Committee member	Number of meetings		Attendance	Independence 2025
	Number of meetings	Attendance		
Zimkhitha Zatu Moloi	3	3	75% (2024: 75%)	Independence 2025
Dawn Marole	3	2		
Nigel Payne	3	3		
Executives				Attendance 2025
Anthony Leeming (previous CEO)^	1	1	75% (2024: 100%)	Attendance 2025
Ditsheoana Modise (Chief PBE Officer)*	1	1		

Ditsheoana Modise was appointed as a member of the social and ethics committee with effect from 5 September 2025.

^ Anthony Leeming retired as chief executive of Sun International on 30 June 2025, thereby retiring as a member of the social and ethics committee.

In addition, certain key executives and members of senior management also attended the committee meetings.

The committee met three times during the year, which was sufficient to deal with the various matters contemplated in the Companies Act, read with Regulation 43 of the Regulations to the Companies Act, as well as the committee's mandate and terms of reference. The committee's terms of reference were reviewed and approved in November 2025 as per its mandate.

Sun International conducts committee reviews every two years as part of its commitment to complying with best corporate governance practices in terms of King IV and in preparation to transition to King V. The most recent evaluation of the committee was conducted towards the end of 2024 and resulted in no adverse findings. The next evaluation is scheduled to take place during the course of 2027.

Ongoing stakeholder participation from various areas within the group assures that appropriate feedback on all matters is provided. The mix of committee experience allows for robust debate on topics put forward to the committee. We are also satisfied that initiatives undertaken by the group are adequately challenged when tabled at committee meetings.

Salient matters of interest

Ethics, culture and zero tolerance against misconduct

We are committed to ethical leadership and recognise its role in shaping employee behaviour, building stakeholder trust and creating long-term sustainable value. The group maintains a zero-tolerance approach to corruption and unethical conduct and embraces corporate citizenship that covers societal responsibilities, environmental stewardship and ethical obligations. The group is committed to protecting employees who speak up in good faith in line with the Protected Disclosures Act.

Our ethical and responsible commitment is guided by the group's code of ethics (the code), which mandates the highest standards of conduct for all stakeholders. The board promotes an ethical culture through the social and ethics committee and the ethics office, which operates as an independent, dedicated

department reporting directly to the committee to ensure impartial oversight. Its leadership includes the group ethics officer, chief financial officer (CFO), chief people and business enablement (PBE) officer and director of internal audit.

Operating under the committee's mandate, the ethics office aligns with the Companies Act, Protected Disclosures Act, King IV and The Ethics Institute's ethics management framework. The group's code of ethics, publicly available and aligned with SunWay culture and CLEAR (connect, listen, engage, act and reconnect) principles, provides a stakeholder-inclusive guideline for expected ethical behaviour and is supported by policies covering supplier conduct, anti-corruption, AML and economic crime, conflict of interest, sustainability and PBE. All suppliers and stakeholders are contractually required to comply with these policies, including adherence to the 10 UNGC principles, including labour rights, human rights, environmental stewardship, occupational health and safety, competition and anti-bribery practices.

Closed sessions with the chairman, independent non-executive director members, chief executive (CE), CFO and chief PBE officer review reported incidents and investigations to ensure accountability, transparency and consistent reinforcement of a solid ethical culture throughout the group.

Board diversity

Sun International's board diversity policy recognises and embraces the benefits of having a diverse board as increasing board diversity is essential to maintaining a competitive advantage. In accordance with the JSE Listings Requirements, Sun International's board diversity policy incorporates additional diversity elements beyond gender and race, including skills, fields of experience, areas of knowledge, regional and industry experience, age and culture.

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Black directors comprise 40% of the total number of directors serving on the board (with Sam Sithole and Tapiwa Ngara excluded in accordance with the B-BBEE Codes of Good Practice). Female directors also represent 40% of the total board composition.

The composition of the board and its committees, including collective skills (industry knowledge, experience, technical expertise and governance competencies) and overall competency levels, is documented and monitored through a board skills matrix. The matrix helps to assess the future composition of the board regarding skills and experience and to identify key gaps.

The board skills matrix aligns with the group's strategy and complies with international corporate governance best practices.

Governance competencies are considered in terms of strategy and strategic planning, financial performance, risk and compliance oversight, gaming and hospitality strategy, commercial experience, stakeholder engagement and knowledge, ESG and experience in companies with international operations.

People and business enablement

BLACK EMPLOYEE REPRESENTATION

95.0% (2024: 94.6%)

MANAGEMENT TEAM COMPRISES

Black people

88.3%

(2024: 87.5%)

Females

48.1%

(2024: 47.4%)

We have changed the lens through which we view our people by not referring to our employees as resources or capital. Instead, we have named the area responsible for supporting our people as PBE under the leadership of Ditsheoana Modise. Sustainability anchors this transformation and informs every decision we make. It is not an adjunct to our business; it is integral to who we are and how we operate.

Our employee value proposition (EVP) reinforces the group's culture while attracting and retaining top talent. The EVP boosts Sun International's world-class employee benefits and fosters a positive working environment at the group. Our employee recognition programme, Sun Stars, motivates staff and encourages positive behavioural change. The Sharing the Sun campaign and the Chief Executive's Award, Changing a Life, continue to make a meaningful impact on deserving employees.

The group continues to evolve its employee communication channels. Alongside Sun Talk, we introduced On the Couch in 2024, a quarterly livestream broadcast hosted by the CE and another member of the executive team. Mr Bengtsson continues to implement and host On the Couch in addition to the weekly engagements he shares with all staff by communicating his experiences across the group and within South Africa. The broadcasts include strategic business updates, employee interviews and video inserts on relevant topics of interest. The format is informal and engaging and invites employees to submit questions for leadership to answer during the broadcast.

Transformation is integral to Sun International's sustainability, particularly within our South African operations. The social and ethics committee monitors appointments, retirements and resignations and ensures we meet our demographic workforce goals in alignment with internal targets and legislative commitments. The Department of

Employment and Labour finalised the Amended Employment Equity Act in April 2023, which became effective on 1 January 2025. To navigate this uncertainty, we actively track sectoral targets and economically active targets across the group. Sun International continues to progress its employment equity objectives through the ongoing tracking of our workforce against the employment equity sectoral targets and the economically active population targets of the country.

Our policies, practices and procedures are reviewed annually in consultation with our employment equity committees across the group. To validate our commitment to transformation, we completed the group's B-BBEE verification in March 2026, which resulted in the group maintaining its level 1 status, and improving performance across the elements of the scorecard.

Black employee representation remains strong at 95.0% (2024: 94.3%) and exceeds the national economically active population. Sun International's management team comprises 88.3% (2024: 87.5%) black people with 48.1% (2024: 47.4%) being females. Although there has been improvement in demographic representation at middle and senior management levels, challenges persist, particularly with the underrepresentation of black people. We are confident that our succession plans, talent management and extensive training programmes will yield positive results at these levels. Our female representation at junior and middle management has improved considerably due to our women empowerment strategy and development programmes, which will continue in 2026. We anticipate a positive impact on senior management in 2027.

Appointed a black female to top management.

Appointed five female employees to management within gaming, including the appointment and promotion of four black female gaming and gaming technical managers.

Appointed 973 women across the group, constituting 56.3% of all appointments made (temporary and permanent).

Appointment of 42 women to middle management, 90.5% of these were women from designated groups.

Our 2025 talent acquisition strategy continues to contribute to our employment equity progress and talent management processes. Our appointments in 2025 were 1 764, compared to 1 982 in 2024. The 2025 financial year recorded 1 099 permanent hires and 665 contract or temporary hires for major events at our arenas and resorts during the season.

We prioritised internal talent and mobility through targeted learning and skills development programmes, leading to an increase in internal permanent placements. Of the 1 099 permanent placements, 674 (61.33%) placements were due to internal mobility, including 219 promotions, 137 moves from temporary to permanent roles, 124 transfers between properties and 194 rehires.

Ongoing learning and development remain a key focus for the group with an investment of R62.9 million (2024: R86 million).

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During 2025, all units enhanced their training initiatives and engaged in a variety of courses offered. Online learning, particularly LinkedIn Learning, remained the preferred learning medium for managers with tailored courses that addressed specific needs. All senior and middle managers were provided with curated content aligned to Sun International's leadership competencies.

The group continues to focus on fair, ethical and responsible remuneration in line with the Department of Labour's amendments to regulations governing income differentials. We conduct EPWEV analyses and assessments annually, to ensure that pay parity is retained between persons performing similar roles and functions across the group and anomalies identified are addressed.

Equal pay for work of equal value

Achieving EPWEV is an ongoing process. As with employment equity, pay equity is a target to be achieved over a period of time and we remain committed to our efforts to close identified gaps. We are continuously enhancing our investigative approach to better track and report on the progress of EPWEV.

Workplace differentiation often results from factors such as performance, years of service in a specific role, or possession of critical skills. This differentiation is acceptable when it serves a legitimate purpose and is based on valid criteria. Some of the existing gaps in Sun International will take some time and greater effort to close. The number of employees whose Total Cost of Employment (TCOE) was adjusted to maintain equal pay for work of equal value in March 2025 and March 2026 is reflected as follows: among female employees, 125 individuals (48% of the population) in 2025 and 138 individuals (54% of the population) in 2026.

Responsible gambling

We contributed **R9.8 million** (2024: R7.4 million) **to the NRGP in South Africa in respect of casinos, sports betting and LPMs collectively.**

Sunbet contributed **R677 448.02** in Botswana.

The group is committed to the South African Responsible Gambling Foundation (SARGF), a global leader in promoting responsible gambling. Through the NRGP, the SARGF raises awareness of industry-wide initiatives that include prevention, treatment, counselling, regulatory training, research audits, life skills programmes for schools and awareness programmes for employees of corporates and state-owned entities. Sun International monitors and reports the progress on NRGP compliance across all gambling operations to relevant governance committees. The group also provides updates on creche utilisation and incidents of minors or excluded individuals attempting to access gambling areas and its online betting platform, all of which are closely monitored. Training employees in the different stages of the NRGP is also reported.

The group's head of compliance conducts various internal reviews and reports findings on responsible gambling to the risk committee. The group's gaming compliance department monitors compliance with prescribed requirements across the group's gaming entities and reports observations to the social and ethics committee. Sunbet conducted a gap analysis to benchmark

its responsible gambling measures against international leading practice and has initiated an action plan for alignment. Sunbet has complemented its self-exclusion programme by implementing deposit limits and voluntary breaks from betting. It also uses facial recognition software and virtual client meetings to verify customers to identify potential minors. To self-regulate gambling advertisements, the Advertising Regulatory Board has published for comment a set of Draft Codes for Gambling Advertisements, which is also aligned to prescribed requirements.

The group continues to enhance its AML and CFT controls to better identify and report related transactions and customers. These controls include customer identification, screening for politically exposed persons, vetting its database of customers against the UN sanctions list and filing of cash and suspicious transaction reports. Various intelligence reports are generated and investigated by AML personnel which focus on high player balances with minimal gambling activity or where the gambling activity is not in keeping with the amount maintained by players. The group also carries out integrity and competency verification of employees involved in its gaming operations who conduct transactions with customers. The board has issued a compliance statement reaffirming its commitment to prevent exploitation related to money laundering and terrorist financing. All gaming employees and directors on the boards of gambling entities in the group receive training on FICA and each gaming unit has a dedicated AML compliance officer alongside a group AML compliance officer. The group is exploring AML/CFT systems and processes to monitor customer transactions and to automate existing practices to enhance its processes. The group participated as a representative of the casino sector in the re-evaluation process of the Financial Action Task Force recommendations to assess whether the country was eligible to exit its greylist.

Sustainability journey

The committee views sustainability as a business imperative and a moral responsibility – an obligation to leave a positive legacy for future generations. We embed sustainability principles into our strategy, operations and culture to create long-term value for our stakeholders. We confront challenges with agility, innovation and resilience through proactive engagement and decisive leadership. We take deliberate actions to ensure that our initiatives deliver measurable and meaningful impacts whether we are addressing environmental priorities or advancing social progress.

Our board sets the tone for integrity, accountability and responsible leadership throughout the group with the guidance of ESG principles and a firm ethical foundation. Robust governance underpins our sustainability approach, and the social and ethics committee ensures that we uphold the highest standards of ethics, social responsibility and environmental stewardship. We have aligned our governance frameworks with leading global benchmarks, including the SDGs and the ISSB IFRS Sustainability Standards. This enhances transparency, strengthens compliance and reinforces our reputation as a responsible corporate citizen. Our leadership embeds sustainability into the group's strategic framework across the organisation.

We rely on data-driven insights and transparent reporting to drive measurable outcomes and ensure accountability.

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We monitor our ESG performance and conduct double-materiality assessments to identify risks, opportunities and areas for improvement. These insights guide strategic decision making and ensure that sustainability remains embedded in our operational and investment planning. As part of our independent assurance scope, IBIS Consulting reviewed the group's environmental, health, safety and well-being as well as SED portfolios. A Type II (moderate) assurance approach was adopted involving on-site visits to Sun City, GrandWest and Time Square, and desktop reviews for key indicators across the group. Additional evidence was provided and interviews were conducted to ensure a fair and transparent process.

Collaboration remains central to our success. Our secure partnerships with suppliers, communities and industry peers allow us to share knowledge, drive innovation and deliver solutions that advance financial inclusion, create employment and strengthen local economies. These collaborations amplify our impact and contribute to broad-based social and economic transformation.

Our employees are at the heart of our sustainability journey and use their skills to create a positive community impact while driving innovation and responsible growth. Guided by our culture of diversity, equity, inclusion and belonging (DEIB), we foster an empowering workplace where every individual can thrive. We cultivate future leaders, strengthen accountability and build a workforce that reflects our communities and drives long-term success through leadership development, mentorship and inclusive practices.

Climate action remains one of our highest priorities. We recognise the urgency of addressing climate change and its far-reaching effects on communities, ecosystems and economies. We continue to reduce our carbon footprint through energy efficiency programmes, renewable energy investments and emission reduction initiatives. We are paving the way to a low-carbon, resource-efficient future by embracing circular economy principles and deploying advanced technologies. Collaboration with regulators, stakeholders and industry partners is crucial to achieving systemic change as we aim to lead by example and inspire collective climate action across the sector through transparency and accountability.

Enterprise and supplier development

Sun International's ESD strategy remains a group priority and reinforces responsible corporate citizenship driving inclusive economic participation across our supply chain.

In 2025, the group committed R47.2 million (2024: R50.1 million) to supplier development, including early settlements above claimable value, and R16.7 million (2024: R14.8 million) to enterprise development (ED) initiatives.

A diversified portfolio of ESD projects was implemented across business units which focused on operational capacity expansion, asset acquisition, localisation and structured supplier integration. Funding supported capital equipment, fleet and machinery procurement and working capital for black-owned Exempted Micro Enterprises (EMEs) and Qualifying Small Enterprises (QSEs) operating in construction, infrastructure, facilities management, manufacturing, agriculture, décor and technical services.

Most initiatives were structured under three-year agreements incorporating business coaching and development support with selected grant-funded projects delivered through formal enterprise recognition programmes. Projects were aligned to current and future procurement needs to enable several beneficiaries to transact within the supply chain with others positioned for formal supplier integration in 2026.

Key outcomes include strengthened local contractor capacity, improved infrastructure and facilities support, enhanced local food and beverage sourcing, increased localisation of manufactured goods and improved access to technical services. The 2025 ESD programme reflects a commercially aligned approach that advances procurement transformation and strengthens supply chain resilience.

Socio-economic development

Our SED initiatives continued to deliver meaningful impact by focusing on education, sports, arts and culture and broader community empowerment. In 2025, the group focused on enhancing engagement procedures to improve the identification, allocation and management of sustainable community empowerment initiatives. This was achieved through ongoing engagement using various communication platforms to ensure transparency and effectiveness, prioritising funding for communities directly affected by the group's operations and adopting a consultative approach to empower communities through our community and stakeholder engagement (C&SE) processes, promoting sustainable self-sufficiency where possible. We delivered feedback and progress reports on SED and C&SE initiatives to Sun International's Social Community Development Trust (SISCDT) and its risk and social and ethics committees.

All our selected SED programmes closely align with the following SDGs: SDG 2 (zero hunger), SDG 3 (good health and well-being), SDG 4 (quality education), SDG 6 (clean water and sanitation) and SDG 13 (climate change). Initiatives also incorporate environmental and social elements where relevant.

Protection of personal information

Stewardship of customer information and data protection is of paramount importance. We continue to enhance our controls to remain compliant with the relevant legislation namely, the Cybercrimes Act, Protection of Personal Information Act (POPIA), Promotion of Access to Information Act (PAIA) and the General Data Protection Regulation (GDPR).

During the year under review, Sun International experienced two non-material security compromises in respect of POPIA, all required notifications and remediations were carried out and implemented immediately after they came to light. Sun International also received one resubmitted request for information in respect of PAIA and the guidance of the regulator was sought to respond effectively.

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Conclusion

Based on the committee's performance during the year, we are satisfied that it has fulfilled its mandate in terms of the Companies Act, read with Regulation 43 of the Regulations to the Companies Act. There were no known instances of material non-compliance with legislation or regulations, or non-adherence with codes of best practice in terms of the areas within the committee's mandate, during the year under review, or repeated regulatory penalties, fines, censures or compliance orders. As such, we are satisfied that the group has operated as a socially responsible corporate citizen demonstrating an ongoing commitment to sustainable development.

During the 2025 financial year, Sun International was compliant in all material respects with the Companies Act, Regulations to the Companies Act, the JSE Listings Requirements, King IV and its memorandum of incorporation.

Going forward, the committee will focus on:

- Overseeing the group's corporate citizenship and ensuring it continues to improve on its embedded principles of conducting its actions as a responsible and ethical corporate citizen and having a positive impact on the communities in which it operates
- Ensuring, in conjunction with the remuneration committee, that the group pays its employees fairly, ethically and responsibly in accordance with the EPWEV principle and addresses the gender pay gap
- Ongoing training and communication with employees through the Sun Talk platform, On the Couch and engaging with employees in terms of their wellness through the employee wellness programme
- Monitoring Sun International's ESG strategy and addressing any concerns, including introducing biodiversity as a KPI for management
- Monitoring the group's activities around responsible and transparent procurement and sustainable supply chains
- Monitoring marketing by ensuring compliance with gaming regulations in terms of gaming promotional competition
- Monitoring AML and CFT controls to identify and report the related transactions and customers
- Monitoring the responsible online gambling programme
- Monitoring social and ethics committee trends

Monitoring regulatory developments:

- Tobacco Products and Electronic Delivery Systems Control Bill
- FICA regarding various risks that gambling operations may be exposed to in terms of AML and CFT and proliferation financing
- Watching brief in terms of the constant developments around online gambling
- Ensuring that the committee continues to review its mandate and terms of reference to ensure it is aligned with the Companies Act and Regulation 43 of the Regulations to the Companies Act, 2011, King V and whether there is any material non-compliance that requires disclosure
- Implementing and aligning itself and the organisation with King V principles

Looking ahead to 2026, we will continue to sharpen our focus on climate resilience, water stewardship and social responsibility. We will enhance our sustainability reporting and assurance processes to ensure continued transparency and alignment with international best practice. Our governance structures – including the social and ethics committee and the executive committee – will continue to oversee the achievement of measurable sustainability targets, workforce transformation and inclusive economic participation across the group.

I extend my heartfelt gratitude to the board, the social and ethics committee and the executive committee for their steadfast leadership and oversight. Their guidance ensures that sustainability remains central to our business strategy and is a catalyst for long-term growth. I also thank our management, employees and partners for their dedication, integrity and collaboration. Your collective efforts continue to position Sun International as a responsible corporate leader and a driving force for positive change.

Together, we are building a sustainable, inclusive and resilient future for our business, our communities and our planet.

Zimkhitha Zatu Moloji

Chairman – social and ethics committee
30 April 2026

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Our approach to sustainability

Sustainability is at the core of our strategy and we use it as a lens to guide how we create value, manage risk and achieve long-term growth while balancing profitability with social and environmental responsibility.

Sustainability shapes every decision we make, from strategic investments to day-to-day operations, so that we generate a meaningful impact for our stakeholders. It drives our commitment to balancing ESG responsibilities, securing long-term operational resilience and enhancing customer experiences. We strengthen our operational integrity, uphold ethical standards and maintain our social licence to operate by embedding sustainable practices across all aspects of the business.

We reduce our environmental footprint through circular economy initiatives, enhanced energy efficiency and responsible water management to build a resilient, low-carbon business that can adapt to evolving environmental challenges. Our commitment extends to protecting biodiversity, promoting sustainable resource use and investing in innovative technologies that drive long-term environmental and economic benefits.

Our people and our communities are at the heart of our sustainability journey. We promote DEIB across all levels, empowering employees to lead with purpose, innovate and contribute to meaningful change.

We create shared value, enhance economic opportunities and strengthen the communities where we operate through targeted social investments, skills development programmes and enterprise growth initiatives. These efforts ensure that our success translates into a positive, lasting impact for society.

Robust governance underpins every aspect of our sustainability approach. We uphold transparency, accountability and compliance with global standards, including the SDGs and ISSB IFRS Sustainability Standards. This framework ensures credible, consistent ESG reporting, provides clear insight into our progress and guides strategic decision-making across the group.

We drive systemic change, build resilience and foster inclusive growth through active collaboration with partners, regulators and communities. We create long-term value, strengthen stakeholder trust and contribute to a more inclusive, sustainable and prosperous future for generations to come by integrating sustainability into the fabric of our business.

Sustainability trends

Sun International monitors global sustainability trends to guide priorities, strengthen resilience and drive innovation. Key focus areas include climate resilience, decarbonisation and biodiversity protection to mitigate environmental risks and preserve ecosystems.

FOCUS AREAS	ACTION	IMPACT
Climate resilience	Implement adaptation measures and assess climate risks	Protect operations and communities
Decarbonisation	Invest in renewable energy and improve energy efficiency	Reduce carbon footprint and support low-carbon transition
Biodiversity protection	Conserve ecosystems and manage natural resources	Preserve habitats and ecosystem services
Transparency and reporting	Deliver accurate ESG disclosures that align with global standards	Build trust and ensure accountability
Sustainable supply chains	Source ethically, reuse materials, recycle	Reduce environmental impact and enhance the circular economy
Technology and innovation	Apply AI, climate innovations and data-driven solutions	Improve efficiency and advance climate solutions
Water management	Optimise usage, assess risks, implement conservation programmes	Ensure sustainable water use and community resilience
Sustainable finance	Direct ESG-aligned investments and green financing	Promote responsible investment and economic growth
Social equity and diversity	Drive DEIB initiatives	Strengthen workforce, communities and societal impact

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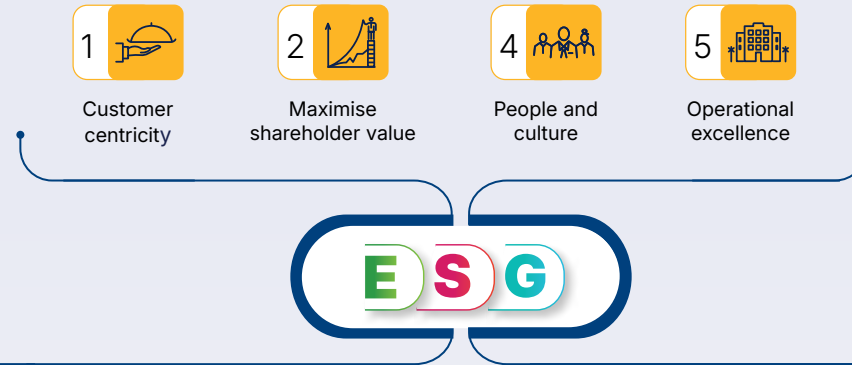
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Our strategic initiatives



ESG framework

We embed this approach through our ESG framework, Sustaining Sun, which aligns operations with the group's strategic objectives and global best-practice sustainability standards.

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Environmental

ENVIRO-AMBITION

Maps our journey to being at the forefront of sustainable environmental management in the hospitality and gambling sectors.

Carbon emission

- Review scope 1 and 2 targets and establish scope 3 emissions for target setting

Electric energy

- Transition to renewable energy supply

Waste

- Transition to zero-waste-to-landfill (ZWTL)

Water

- Drive water efficiency and conservation

Biodiversity

- Reviewing robustness of biodiversity management plans

Social

People and community centricity

We aim to foster a sense of belonging and empowerment through inclusivity and diversity to serve the interests of our stakeholders.

Socio-economic development

- Creating shared value by providing ongoing support to the communities in which we operate and aligning our projects with community needs, with a focus on education

Culture

- Integrating our SunWay culture into our EVP, talent attraction and retention

Learning and development

- Providing ongoing professional and personal training to empower, retain and motivate employees

ESD

- Achieving and maintaining a high preferential procurement spend
- Enabling the localisation of products that are being imported
- Supporting the development of black-owned small medium and micro enterprises (SMMEs) with an emphasis on Black women-owned (BWO) enterprises

Health, safety and wellness (HSW)

- Preventing stakeholder harm and protecting the group's reputation
- Ensuring proactive control and risk mitigation with training and awareness
- Investigating innovative solutions through our integrated wellness approach
- Embedding a caring and vigilant culture focused on risk-based topics
- Maintaining compliance and alignment to standards and best practice

Transformation

- Driving transformation, including race, diversity and inclusion
- Achieving employment equity and B-BBEE targets

Employee wellness

- Encourage a balanced and healthy lifestyle
- Opposing all forms of GBV

Governance

Ethical and transparent governance

- Our commitment to prioritising ethical business conduct, board diversity and independence, emphasising transparency, ensuring customer welfare and robust risk management for long-term business sustainability.
- Black directors comprise 40% of the total number of directors serving on the board (Sam Sithole and Tapiwa Ngara being excluded as per the B-BBEE Codes of Good Practice). The number of female directors equalled 40% of the total board composition. The board's and committees' composition, collective skills (industry knowledge, experience, technical skills and governance competencies), and competencies are documented and monitored in terms of a board skills matrix.

Risk

- Integrating enterprise risk management (ERM) across the businesses

Responsible gambling

- Supporting responsible gambling through the SARGF, the entity that supervises the NRGF

Ethics

- Ensuring an ethical business culture through a zero-tolerance policy against ethical misconduct














Board independence and diversity

- Assessing and ensuring the independence of the non-executive directors against the criteria set out in King IV and the JSE Listings Requirements
- Sun International's board-approved diversity policy, which aligns with the JSE Listings Requirements

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Sun International’s contribution to the UN SDGs

The 2030 Agenda for Sustainable Development unites global efforts to reduce poverty, improve health and education, promote equality and growth and protect the environment. Sun International has identified 10 SDGs where we can make a positive impact through our operations. These SDGs align with our group strategy. Relevant board and management committees monitor and report progress internally and externally. Our priority goals may evolve as our strategy and external environment change.

SDG	Targets	Why it matters	Our response	ESG performance data
 SDG 3 Good health and well-being	3.8 Achieve universal health coverage and access to quality, affordable healthcare and medicines.	Employee health, safety and well-being are central to delivering our strategy and supporting local communities.	We manage and monitor health and safety across the group by ensuring compliance and protecting stakeholders. The One Sun Wellness (OSW) programme promotes employee health and wellness. All employees have access to medical cover and on-site health services.	SOCIAL: people and community centricity <ul style="list-style-type: none"> • HSW employee wellness  Page 52  Page 55
 SDG 4 Quality education	4.2 Ensure access to quality early childhood development (ECD) and pre-primary education.	Education strengthens communities and creates future opportunities for children.	We support ECD centres in our host communities and improve service quality through our SED programmes.	SOCIAL: people and community centricity <ul style="list-style-type: none"> • SED  Page 62
	4.4 Increase youth and adult access to technical and vocational skills for employment and entrepreneurship.	Continuous learning and skills development are key to growth and employability.	We promote learning through bursaries, career expos and learnerships, investing in learning and development to foster a culture of lifelong learning and continuous improvement. In 2025, the group awarded 383 bursaries (up from 281), investing R12.8 million to directly support skills development.	SOCIAL: people and community centricity <ul style="list-style-type: none"> • Learning and development • SED  Page 50  Page 62
 SDG 5 Gender equality	5.1 End all forms of discrimination against women and girls.	Promoting gender equality drives inclusion and socio-economic growth.	We promote diversity through our women empowerment strategy to build resilience and leadership. These initiatives have led to multiple internal promotions of women into leadership roles.	SOCIAL: people and community centricity <ul style="list-style-type: none"> • Transformation  Page 44
 SDG 6 Clean water and sanitation	6.4 Increase water-use efficiency and ensure a sustainable freshwater supply.	Water is a scarce but essential resource for operations and guest experiences.	We installed water meters at all sites and reverse osmosis plants at Boardwalk and Sibaya under our environmental strategy. We continue assessing water risks and developing sustainable water sources.	ENVIRONMENTAL: ENVIRO-AMBITION <ul style="list-style-type: none"> • Water management  Page 39
 SDG 7 Affordable and clean energy	7.2 Increase the share of renewable energy in the global energy mix.	Reliable power is critical to service delivery and guest experiences.	In 2025, the group recorded its first full year of performance data from the solar installations commissioned in prior years at Sun City, Carnival City and Sibaya. These installations contributed renewable electricity to our operations, supporting energy resilience and advancing the group’s transition to cleaner energy in line with global climate goals.	ENVIRONMENTAL: ENVIRO-AMBITION <ul style="list-style-type: none"> • Electric energy  Page 37

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SUN INTERNATIONAL'S CONTRIBUTION TO THE UN SDGS continued

SDG	Targets	Why it matters	Our response	ESG performance data
 SDG 8 Decent work and economic growth	8.5 Achieve full, productive employment and equal pay for equal work.	Decent work and inclusivity drive economic growth and fairness.	We provide jobs and training across our resorts and casinos, uphold human rights and ensure equal pay. Employee engagement increased participation by people with disabilities in 2025.	SOCIAL: people and community centricity <ul style="list-style-type: none"> Transformation  Pages 46 to 51
 SDG 10 Reduced inequalities	10.2 Promote social, economic and political inclusion for all.	Inclusion and equal opportunity improve innovation, morale and service.	We promote DEIB and monitor workforce demographics against national benchmarks.	SOCIAL: people and community centricity <ul style="list-style-type: none"> Transformation  Page 43
 SDG 11 Sustainable cities and communities	11.6 Reduce environmental impact in cities through improved air quality and waste management.	Responsible growth requires balancing business success with environmental care.	We reduce our carbon footprint through waste and energy KPIs and promote supplier development to support local economies.	ENVIRONMENTAL: ENVIRO-AMBITION <ul style="list-style-type: none"> Waste management  Page 40 <hr/> SOCIAL: people and community centricity <ul style="list-style-type: none"> ESD  Page 69
 SDG 12 Responsible consumption and production	12.5 Reduce waste through prevention, reduction, recycling and reuse. 12.6 Encourage sustainable business practices and reporting.	Events and operations generate waste that must be managed responsibly.	We improve waste recycling, eliminate non-recyclable streams and publish our ESG report that aligns with global standards.	ENVIRONMENTAL: ENVIRO-AMBITION <ul style="list-style-type: none"> Waste management  Page 40 <hr/> GOVERNANCE: ethical and transparent governance  Page 22
 SDG 13 Climate action	13.2 Integrate climate measures into policies and planning.	Climate change affects the environment, economy and public health.	We reduce emissions and expand renewable energy through our Enviro-Ambition strategy. We report scope 1 and 2 emissions, plan to collect scope 3 data and aim for net zero by 2050.	ENVIRONMENTAL: ENVIRO-AMBITION <ul style="list-style-type: none"> Carbon emissions  Page 38

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Our sustainability journey

Our sustainability journey has progressed from value protection to value creation and acceleration. We are moving from shareholder capitalism to stakeholder capitalism and focusing on generating sustainable, inclusive growth by balancing profit with positive societal impact.



2017 – 2019

- Telling versus asking
- Developing structure and baseline

2020 – 2021

- Reflection and realignment
- Accountability and ownership

2022

- Setting the tone at the top – defining purpose and strategy
- Developing a robust ESG strategy to reflect value creation for all stakeholders

2025 onwards

- Embedding integrated thinking across the business
- Delivering a more integrated and sustainable business approach
- Clarifying the group's journey to net zero
- Establishing biodiversity KPIs for the group
- Giving equal weight to ESG and financial performance in decision making

2023 – 2024

- Linking non-financial metrics and performance to executive remuneration and financial performance
- Reflection and realignment
- Approved ESG strategy



Sustainability progress

Key focus areas in 2025 were:

ESG risk management

Delivered targeted ESG training to improve understanding and proficiency across the group	
Optimised ESG data management via our online Lumina platform	
Established group biodiversity targets and strengthened our focus on environmental stewardship across operations	

Licence to operate

Built a strong, responsible supply chain and integrated ESG considerations to reinforce our licence to operate	
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Stakeholder management

Strengthened stakeholder engagement and collaboration to support transparency, shared accountability, and more effective ESG implementation across the group	
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Ongoing progress

Evolving sustainability disclosure requirements

Sun International recognises that sustainability disclosure requirements are evolving rapidly as investors and stakeholders increasingly demand transparency in ESG performance. The group monitors best-practice standards and adapts to emerging requirements. Previously, we followed the TCFD framework. TCFD is incorporated into the IFRS framework under the ISSB S1 and S2 standards, which Sun International is aligning with.

Best-practice frameworks Sun International is considering in its reporting

JSE Sustainability Disclosure Guidance

Aligns with leading global ESG initiatives including IFRS exposure drafts, the Value Reporting Foundation's Integrated Reporting Framework, GRI Standards and TCFD recommendations.

See Annexure page 78



UN Sustainable Development Goals

Provides a global framework for addressing social and environmental challenges. Sun International has identified 10 SDGs where our operations have the greatest impact and which align with our strategy.

See page 17



IFRS S1 and S2 Standards

IFRS S1 standardises the inclusion of sustainability risks and opportunities in general-purpose financial reports, while IFRS S2 focuses on disclosing how entities manage climate-related risks. Sun International is aligning its reporting with these ISSB standards for sustainability and climate disclosures.

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ESG benchmarking

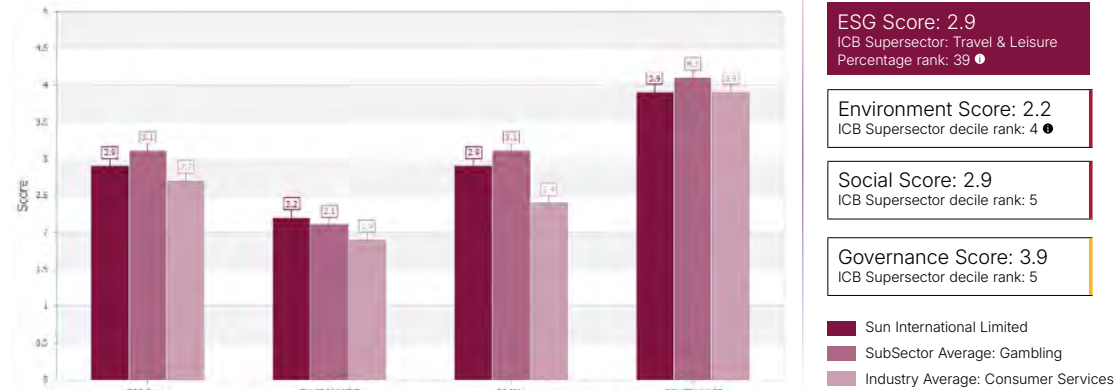
Sun International benchmarks its ESG reporting to strengthen sustainability practices and position the group as a leader in the gaming and hospitality sector. This promotes continuous improvement and equips management to make informed decisions on resource allocation for ESG initiatives.

FTSE Russell Rating 2025

FTSE Russell's ESG scores evaluate a company's exposure to, and management of, ESG issues across key pillars by using over 300 individual indicators tailored to each company's circumstances. Sun International achieved an overall rating of 2.9 in 2025 (2024: 3.1), as outlined in the table below.

Score Top Level and Pillar Scores

Sun International Ltd vs Sub Sector and Industry averages



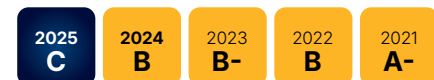
CDP global environmental disclosure

Sun International participates in the annual CDP surveys to track environmental performance. In 2025, CDP updated its reporting framework to improve transparency and align with global sustainability standards, which is reflected in Sun International's 2025 scores.

CDP climate change scores



CDP water security scores



Looking ahead: 2026 and beyond

Our aim from 2025 onwards is to implement the focus areas below across the group. This will be refined following the completion of a new ESG materiality assessment scheduled for 2026.

Embed ESG across all functions

Form cross-functional ESG teams in operations, marketing, procurement and PBE to ensure accountability; integrate ESG goals into operational KPIs and executive incentives.

Adopt science-based targets

Set ambitious goals for carbon neutrality, water conservation and renewable energy use across resorts and casinos to support our journey to net zero by 2050.

Link ESG to financial and customer metrics

Incorporate sustainability features into guest loyalty programmes; track and report ESG performance to investors using IFRS S1 and S2 standards to show the link between ESG actions and profitability.

Innovate for a circular economy in hospitality

Reduce waste, reuse materials and recycle resources; switch to refillable and biodegradable guest amenities; establish upcycling programmes to refurbish and repurpose materials for community benefit.

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Sustainability-related governance

Sun International's diverse board and independent committees provide strategic oversight to strengthen decision making and risk management.

Responsibilities are divided between the board and its committees, each operating under clearly defined formal mandates. These mandates are set out in detailed terms of reference which outline the composition, purpose, scope, powers and duties of each committee. This structure ensures effective accountability and oversight, while safeguarding the fiduciary responsibilities of individual and collective directors.

The board receives quarterly updates on ESG and climate-related risks which allow for informed and proactive governance in response to evolving stakeholder expectations and regulatory requirements. Committees report back to the board through their chairpersons, provide detailed meeting minutes and invite all directors to attend, which promotes transparency and collaboration across governance structures.

Terms of reference are regularly reviewed, are publicly available and align with JSE Listings Requirements to ensure relevance and rigour. This strengthens the board's ability to oversee risks, opportunities and performance in a disciplined and transparent manner.

Guided by King IV, the Companies Act and JSE Listings Requirements, the board is committed to upholding corporate governance, ethical leadership and responsible business practices within a clear, structured framework that supports long-term value creation.

The Sun International board


The board's core responsibility is to provide effective and ethical leadership by using sound judgement to guide the group to sustainable growth for all stakeholders.

Risk committee

Monitors risk management, regulatory compliance, insurance, IT controls and digital transformation.

The risk committee chairman reports to the board after each meeting in line with the committee's terms of reference. The group ESG manager attends all risk meetings and provides updates on climate-related and other ESG issues affecting the business.

- Reviews the group's risks and identifies material risks to the group
- Ensures management actively and adequately addresses the risks facing the group and the current risk environment
- Reviews key matters and initiatives related to the adherence to responsible gambling practices both land-based and online
- Reviews the group's insurance programme before presentation to the board for approval
- Monitors various legal, environmental, ESG employee wellness and retention matters
- Focuses on continued relationship-building with minority shareholders
- Reviews risk controls in terms of IT governance and internal audit


 Read our IR for more information.

Audit committee

Oversees the integrity of financial and integrated reporting, assurance quality and compliance.

The audit committee chairman also sits on the risk committee to prevent overlap. The audit committee supports the board in safeguarding assets, maintaining controls, managing risks (including material ESG issues) and ensuring the integrity of financial reporting.

- Reviews and approves the scope of the risk-based internal audit plan and charter in line with the new internal audit standards
- Evaluates the performance of the external auditor and assesses the external audit firm and individual lead audit partner. Thus, recommending for re-election, the external auditor to the board and shareholders
- Ensures that the audit committee has executed its responsibilities as set out in paragraph 5.7(h) of the JSE Listings Requirements
- Evaluates the skills, knowledge and competence of the CFO
- Considers and approves the integrated reporting process
- Ensures the group's ability to satisfy the solvency and liquidity test as set out in section 4(1) of the Companies Act, immediately after the payment of dividends declared during 2025
- Reviews the group's FY2026 budget before presentation to the board for approval
- Confirms that the audit committee's duties pursuant to section 94 of the Companies Act were satisfied


 Read our IR for more information.

Remuneration committee

Sets remuneration strategy, ensures fair pay, reviews practices, structures and applies best practices.

The remuneration committee supervises the group's compensation policies to assess if they pose risks that could reasonably or likely lead to a significant negative impact on the company. Our executive remuneration is linked to the group's ESG performance and metrics.

- Reviews senior executives' total remuneration
- Continues to evaluate Short-Term Incentive Plan and Long-Term Incentive Plan performance metrics
- Monitors KPIs for key leaders, including ESG targets
- Considers the appropriateness of wages and increases payable to bargaining-unit employees
- Continues to address pay equity and living wages
- Continues to assess the ESG strategy and related measures
- Prepares for the implementation provisions under the Companies Amendment Act
- Continues to align with relevant remuneration corporate governance standards including the new King V principle 11
- Reviews and implements retention awards for critical talent
- Reviews the STI allocation against individual performance compared to market

 Read our IR for more information.

Social and ethics committee


Oversees performance as a responsible corporate citizen and reports on workplace, social and environmental progress.

This is a statutory committee under section 72(4) of the Companies Act and Regulation 43 and oversees Sun International's ethical and social responsibilities.

The director of corporate services attends meetings to provide updates on climate-related and other relevant issues.

 Roles and responsibilities are detailed on page 9.

- Monitors the group's social, transformation, economic and environmental performance, responsible gambling and the social impact of its reputational risk
- Reports to the board and the group's stakeholders on social, transformation, economic and environmental developments and progress
- Reviews the group's ethical conduct
- Ensures that Sun International remains a socially committed and responsible corporate citizen
- Ensures gaming promotions are ethical and responsible
- Approves/supports the group's prioritised SDGs

 Read our IR for more information.

Focus areas include:

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Ethical practices

We embed ethics at the core of Sun International to promote integrity, fairness and accountability in all our business interactions. Our code of conduct defines clear behavioural expectations and guides ethical decision-making beyond mere compliance. Anti-bribery and anti-corruption policies ensure zero tolerance for misconduct to maintain honesty and transparency in all operations.

We prohibit political donations or any actions that could compromise our independence or reputation. Board oversight, supported by committees and management, integrates these ethical standards into strategy, governance and daily operations.

Employees, contractors and partners must uphold these principles. Mandatory ethics training, engagement forums, awareness campaigns and monitoring processes reinforce compliance and mitigate the risk of unethical behaviour.

We investigate reported incidents fairly, implement corrective actions promptly and integrate lessons into systems and training to prevent a recurrence. This strengthens our culture, safeguards our brand and reinforces stakeholder trust.

We protect our licence to operate and cultivate a culture of responsibility, transparency and long-term value creation by leading ethically in every decision we make.

Human rights

We commit to respecting, protecting and promoting human rights as a core pillar of Sun International's operations. Our human rights policy ensures fair pay, freedom of association, non-discrimination and a strict prohibition of child, forced or bonded labour across our business and supply chain. We have zero tolerance for abuse, harassment or unsafe practices, recognising that a safe and respectful workplace supports employee well-being and business sustainability.

All employees, contractors and partners complete regular training on human rights, ethical conduct and workplace behaviour. Confidential grievance mechanisms, independent reporting channels and whistle-blowing hotlines allow concerns to be raised safely and without fear of retaliation.

We extend our human rights approach beyond the workplace and engage with neighbouring communities to respect cultural and social contexts and mitigate any risks linked to our operations. We monitor suppliers to ensure that human rights are upheld throughout the value chain to reinforce accountability across our ecosystem.

No human rights violations were reported in 2025, which indicates the effectiveness of our training, monitoring and proactive risk management. Moving forward, we will strengthen due diligence, enhance awareness across our workforce and supply chain and embed human rights into every strategic and operational decision.

Sustainable sourcing

Our procurement practices extend Sun International's values into every part of our supply chain. All suppliers are required to adhere to our code of conduct, which outlines expectations for ethical business conduct, fair labour practices, human rights and environmental responsibility. This ensures that the procured goods and services reflect the same standards of integrity, accountability and sustainability that guide our operations.

We encourage suppliers to demonstrate responsible labour practices, which includes fair pay, safe working conditions, non-discrimination and respect for workers' rights. Suppliers are also expected to commit to environmental stewardship, to reduce their environmental footprint through responsible resource use, waste reduction and support for a low-carbon economy.

We also prioritise local procurement wherever possible to ensure that the communities surrounding our operations benefit directly from our economic activity. By embedding these principles into procurement, we are building a supply chain that contributes positively to society and the environment while creating shared value for all stakeholders.

During the reporting period, we progressed our Responsible Sourcing Programme through a phased, management-system-based approach. This included developing a Responsible Sourcing Standard and supporting tools to guide supplier engagement, assessment and monitoring.

A pilot implementation was undertaken at Time Square operations, where 14 suppliers were assessed onsite against the new standard. The pilot helped test the framework in practice, establish an initial baseline of supplier performance across labour, health and safety, environmental and governance criteria, and identify opportunities to strengthen the assessment process.

Internal engagement across procurement, operations and sustainability functions also supported planning for a broader roll-out. This work focused on clarifying roles and responsibilities, sequencing supplier engagement and integrating responsible sourcing requirements into existing procurement and supplier management processes.

We provide opportunities for small, medium and black-owned businesses to enter and grow within our value chain through our ESD programmes. Sun International invested R64 million in ESD initiatives in 2025 to build long-term capacity and promote meaningful economic participation. These initiatives drive transformation and strengthen the resilience and diversity of our supply chain.

Politically neutral

Sun International maintains strict political neutrality which guides our operations and decisions solely by our values, strategy and stakeholder interests and not by political affiliations or external pressures. We embed this principle in our code of conduct and reinforce it through board oversight, making impartiality a cornerstone of our governance.

We require prior shareholder approval for all direct or indirect donations to political parties, candidates or politically affiliated organisations including financial contributions, in-kind support or company

resources for campaigns. Employees, contractors and partners must avoid conflicts of interest, including personal political activities that could suggest alignment with a party or agenda.

We monitor neutrality through mandatory compliance training, disclosures and audits so that everyone understands their responsibilities and is held accountable. Clear reporting channels help us to swiftly address potential breaches and protect the integrity of our decisions and stakeholder trust.

We strengthen Sun International's credibility as a responsible corporate citizen by upholding transparency, fairness and accountability. This allows constructive engagement with governments, regulators and industry stakeholders while safeguarding our independence and reputation.

Technology governance

Sun International's IT governance framework safeguards compliance, protects sensitive data and strengthens cybersecurity through continuous monitoring, response protocols and independent audits.

Beyond compliance, our digital platforms improve transparency, reporting accuracy and risk management while reinforcing accountability across the group. We invest in digital transformation by leveraging analytics, AI and automation to enhance customer experiences, optimise processes and support sustainability by tracking energy use, managing resources and advancing environmental initiatives.

We ensure that Sun International remains agile, secure and future-ready in a rapidly evolving digital landscape by embedding technology into governance, operations and sustainability.

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ESG-related governance

Sun International develops and executes our Sustaining Sun framework through a structured, iterative process that embeds sustainability across the organisation. The board sets strategic direction and oversees ESG and risk management, while the audit and risk committees monitor mitigation efforts and ensure robust controls. Operational teams implement initiatives, track performance and report progress.

This governance framework ensures that climate-related risks and opportunities are systematically identified, assessed and managed to promote continuous improvement, integrate sustainability into decision-making and strengthen long-term organisational resilience.

Board and committee responsibility

The board evaluates ESG and financial risks and opportunities through its audit and risk committees. There is a focused oversight on climate-related risks (including physical and transitional impacts, regulatory changes and effects on operations and performance).

The committees ensure thorough assessment, implement mitigation measures and pursue opportunities such as renewable energy, energy efficiency and sustainable practices. Management and ESG specialists provide regular reporting that allows the board to integrate climate considerations into strategy and safeguard long-term resilience and value creation.

Management responsibility

Chief executive officer

Sun International takes a comprehensive approach to climate change with the CE accountable for environmental management and setting the group's strategic direction, including climate-related risks and opportunities.

Relevant executives support the CE in managing these matters on behalf of the board and its committees.

Chief financial officer

The CFO manages budgets for climate-related matters on behalf of the board and relevant board committees.

Group ESG manager

The group ESG manager identifies and manages climate-related risks and opportunities and advises the board on material operational matters. Reporting is supported by the CE and is made to the social and ethics committee, risk committee and executive management.

ESG risk management

We measure, monitor and evaluate our ESG performance to reduce our environmental and social impact while creating sustainable value for all stakeholders. We integrate all ESG material topics into our ERM framework to ensure that group risks align with these priorities and remain under executive committee (exco) oversight. Sun International increases its commitment to responsible corporate citizenship with clear strategies and performance metrics across each ESG pillar and maintains its leadership in ESG in South Africa's gaming and hospitality sector.

Enterprise risk management

Assessment

We assess climate-related risks and opportunities in the ERM process by evaluating their likelihood and potential impact to determine inherent risk ratings. We then review existing controls to identify residual risk across strategic, financial, reputational, regulatory, ESG and operational areas.

Management

The exco, with support from the risk and audit committees, ensures that ESG risks align with the group's strategy. Residual risks are assessed to determine if additional mitigation is needed. Action plans are assigned to risk owners, monitored regularly and progress reported, with the risk register and mitigation measures reviewed before the year-end risk committee meeting.

Top group risks

We assess each group risk by evaluating the likelihood and potential impact of identified threats or opportunities. We assign an inherent risk rating based on this assessment. We determine potential impacts across strategic, financial, reputational, regulatory, ESG and operational areas and rate likelihood on a scale from remote to definite.

 Sun International's top risks are tabled below and our detailed ERM process is outlined in the IR.

- A** Regulatory and legislative changes impacting gambling
- B** Business transformation
- C** Public perception of gambling harm and responsible gambling leadership
- D** Capability gaps and inadequate succession planning
- E** Cyber threats and information security
- F** Change in gaming market dynamics
- G** Weak economic conditions
- H** Acquisition and retention of critical skills and roles
- I** Money laundering/Terrorist financing for SA
- J** Economic and other serious crimes
- K** Minority shareholder relationship

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Climate-related risks

Physical climate risks

Impact	<p>Energy security</p> <p>Electricity powers Sun International's operations and guest experiences. Climate events and load-shedding cause outages, increase diesel use and greenhouse gas (GHG) emissions.</p>	<p>Water security</p> <p>Water is a critical resource under our environmental strategy. Given South Africa's water scarcity and climate risks, we ensure responsible and secure water management.</p>
	<p>Mitigation strategy</p> <ul style="list-style-type: none"> Implemented a board-approved renewable energy strategy, supported by capital investment in on-site generation and storage solutions to improve energy security and reduce reliance on the national grid. Expanded on-site renewable energy capacity during 2024, building on prior-year investments, including additional photovoltaic (PV) installations and battery storage solutions across key operating units. These projects contributed to improved operational resilience. Continued monitoring of bulk electricity metering across the group to strengthen energy monitoring, demand management and early identification of supply risks. Advanced planning for alternative supply mechanisms, including the assessment of electricity wheeling opportunities for Eskom- and municipally supplied operations, to support medium-term energy security and cost stability. 	<ul style="list-style-type: none"> Boardwalk operates a reverse osmosis plant that supplies the hotel and casino. Improve water efficiency and explore alternative or reused water sources to address South Africa's water scarcity. Install on-site water meters to track bulk usage and high-consumption areas, including concessionaires. Promote water-saving awareness through environmental training programmes. Recycle and reuse water at Sun City, Wild Coast Sun, Sibaya and GrandWest with feasibility studies for a group-wide roll-out. Sibaya launched a reverse osmosis project in 2024 to purify greywater for irrigation and water features.

Transitional climate risks

Impact	<p>Emerging regulation</p> <p>The increase in emissions reporting obligations and associated costs.</p>	<p>Technology risks: transitioning to lower emissions technology</p> <p>The increase in capital expenditure to facilitate the low-carbon transition.</p>
	<p>Mitigation strategy</p> <p>The Climate Change Act 22 of 2024 supports South Africa's shift to a low-carbon economy. Sun International manages carbon emissions and energy use to meet sectoral targets, GHG limits and compliance requirements. We align our climate strategies with evolving regulations and assess their full operational impact.</p>	<p>Given Eskom's supply challenges, Sun International is pursuing long-term electricity solutions. On-site generators offer short-term backup but are costly and increase carbon emissions. We are exploring renewable energy to supplement supply, reduce our reliance on Eskom, lower electricity and carbon tax costs, support carbon targets and uphold our reputation. Advances in solar and battery storage make these solutions increasingly viable.</p>

Opportunities

Impact	<p>Renewable energy transition</p> <p>The wheeling agreement concluded for the group's five Eskom-supplied units at the end of 2025 creates an opportunity to increase access to renewable electricity, strengthen energy resilience and support the group's decarbonisation objectives.</p> <p>The expected receipt of internationally verified carbon credits in 2026 for solar installations at Sun City, Sibaya and Carnival City will further reinforce the value of these renewable energy investments.</p>
	<p>Mitigation strategy</p> <p>The group is progressing with a phased renewable electricity procurement approach. Following the execution of the wheeling agreement for Eskom-supplied units in 2025, focus has shifted to assessing wheeling and virtual wheeling mechanisms for municipally supplied units, with completion targeted for the first half of 2026. In parallel, the group is advancing the verification process for carbon credits associated with qualifying solar projects, supporting a more structured and scalable transition in the years ahead.</p>

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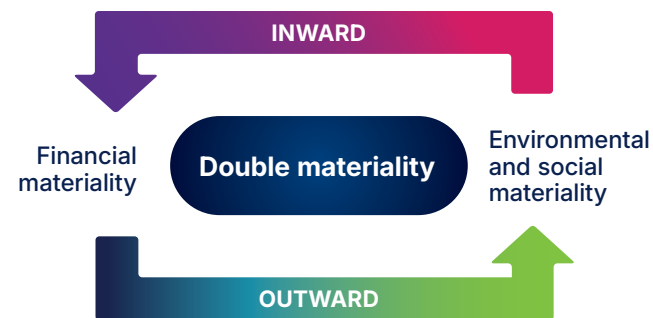
ESG materiality

ESG materiality means that decision makers identify, evaluate and prioritise ESG topics which significantly impact the business and its stakeholders. Our double materiality assessment highlights which ESG topics are material, who they affect and why they matter.

Materiality determination methodology

Our double materiality assessment identifies critical sustainability topics that affect the group's business performance inwardly (financial materiality) and outwardly (impact materiality). Inward impacts are threats and opportunities that influence enterprise value, while outward impacts reflect Sun International's effect on society, communities and the environment. We recognise ESG as a standalone risk category and link ESG topics to existing group risks.

We updated the double materiality assessment in 2025 and expanded the methodology to include external stakeholder feedback.



Materiality determination process

- 1 Identify**
We identify material themes for the business and stakeholders, assess trends, evaluate impacts on the six capitals and monitor activities affecting the natural environment.
- 2 Rate**
 We rate each matter on a 0 to 5 scale to assess its significance to business processes and strategy. Ratings consider the business perspective and stakeholders' perspectives. We score material themes for financial and impact materiality to determine their importance to the group's strategic priorities.
- 3 Analyse**
 We analyse and assess ratings using internal and external factors. We apply statistical methods to classify each material risk as low, medium, high or concentrated impact. We distil stakeholder input, evaluate ratings and determine the significance of each matter.
- 4 Map**
 We present findings to determine risk ratings from internal and external perspectives. We obtain board approval for material matters and embed them into strategic objectives, risk management and performance metrics.
- 5 Outcomes**
 We continuously monitor and review material matters to produce a reporting suite that demonstrates the group's ability to create long-term enterprise value, which supports financial disclosure, sustainability reporting, governance, strategy, risk and compliance transparency.

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Material matters

The table below includes the group's ESG topics identified by the double materiality determination process. These material ESG matters are linked to the group's material themes and the JSE Sustainability Disclosure Metrics, which include social and economic elements.

▲ Increased ▼ Decreased = No change **E** Economic **E** Environmental **S** Social **G** Governance

MT1

Business resilience and performance in a competitive gaming market

South Africa's gaming market is shifting as online betting rapidly expands and erodes the mature casino segment. The group is executing its digital and omnichannel strategy, enhancing VIP experiences and hosting flagship events like the Sunbet Poker Tour to boost engagement and grow revenue.

Tourism remained resilient in 2025 with room rates and income surpassing pre-pandemic levels. The G20 summit and simplified visa processes boosted travel, while the group continued upgrading properties, refining offerings and increasing sales and marketing to capture local and international demand.

Material matters	YOY CHANGE	Mapping our material matters to the JSE Sustainability Disclosure Guidance Metrics
	▲ E	
1 Financial performance		<ul style="list-style-type: none"> Economic performance and value creation Indirect economic impacts and contribution to local economies
2 Capital allocation that contributes to value creation		<ul style="list-style-type: none"> Capital allocation and long-term value creation Socio-economic investment and sustainable capital deployment
3 Generating free cash flow		<ul style="list-style-type: none"> Financial resilience and liquidity management Sustained funding for employment, taxes and community investment
4 Product stewardship		<ul style="list-style-type: none"> Product responsibility and quality management Customer health, safety and responsible product use
5 Customer responsibility		<ul style="list-style-type: none"> Customer responsibility and protection Customer well-being, protection and responsible gaming outcomes
6 The impact of the rapidly evolving gaming market		<ul style="list-style-type: none"> Market dynamics, innovation and competitiveness Changing customer behaviour, access and societal impacts of gaming
7 The role of our omnichannel in long-term value creation		<ul style="list-style-type: none"> Digital transformation and customer access Digital inclusion, accessibility and responsible online engagement
8 Supply chain management		<ul style="list-style-type: none"> Supply chain Local procurement, supplier development and labour practices

Timeframes

Short, medium and long term

Mapping our material matters to the UN SDGs



Strategic initiatives



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MT2

Socio-economic and political challenges

South Africa continues to face economic and social strain as unemployment, inequality and currency volatility erode consumer confidence and spending. While lower interest rates, easing inflation and retirement withdrawals offer temporary relief, fiscal pressure and uncertainty persist. Weak service delivery, political instability and deteriorating infrastructure in energy, water, transport and digital networks constrain growth and heighten inequality.

The group focuses on efficiency, cost management and operational resilience against this backdrop. We are beefing up our core urban casino portfolio, expanding online and regional opportunities, investing in renewable energy and enhancing our omnichannel strategy to drive sustainable growth.

YOY CHANGE



Mapping our material matters to the JSE Sustainability Disclosure Guidance Metrics

Material matters

9	Slow global economic growth	<ul style="list-style-type: none"> • Macroeconomic conditions and economic resilience • Employment stability and indirect economic impacts
10	Failing infrastructure and poor service delivery	<ul style="list-style-type: none"> • Infrastructure reliability and operational continuity • Access to basic services and community resilience
11	High cost of living and unemployment	<ul style="list-style-type: none"> • Socio-economic conditions affecting our workforce and consumers • Community development, employment and livelihoods

Timeframes

Short, medium and long term

Strategic initiatives



Mapping our material matters to the UN SDGs



MT3

Digital transformation and technology-related risks

The rapid adoption of artificial intelligence (AI) presents major opportunities and significant risks. The group uses AI to drive innovation, deliver targeted customer offerings, enhance risk detection, automate compliance and prevent fraud. AI improves efficiency, powers advanced chatbots and personalises guest experiences. But the group may not fully capture these benefits without effective integration and staff training.

Cybersecurity remains a top priority as global threats intensify. We strengthen defences, upgrade systems and use data-driven insights to enhance digital engagement, ensure compliance and protect customer trust. Rising cyberattacks, account takeovers and ransomware heighten data security risks, which requires continued investment in cybersecurity and data governance.

YOY CHANGE



Mapping our material matters to the JSE Sustainability Disclosure Guidance Metrics

Material matters

12	The impact of technology, digitisation and data analytics	<ul style="list-style-type: none"> • Digital transformation, innovation and operational efficiency • Data governance, privacy, cybersecurity and responsible use of technology
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Timeframes

Short to medium term

Strategic initiatives



Mapping our material matters to the UN SDGs



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MT4

Regulatory changes in the gaming industry

Growing concerns about addiction and social harm are tightening global online gaming regulations. Rising risks among vulnerable groups and influencer-driven behaviour are prompting stricter, responsible gambling measures. Increasing regulatory fragmentation and potential tax hikes add compliance complexity and financial risk, which are potentially driving players to unregulated markets.

Regulatory oversight remains strict and authorities continue to review gaming licences and new legislation. We engage with regulators to ensure compliance, promote responsible gambling and contribute to industry policy discussions.

YOY CHANGE



Mapping our material matters to the JSE Sustainability Disclosure Guidance Metrics

Material matters

13	Evolving legislation and regulations	<ul style="list-style-type: none"> Regulatory environment and policy compliance risk Regulatory effectiveness, transparency and stakeholder protection
14	Compliance	<ul style="list-style-type: none"> Compliance management and internal controls Ethical conduct, accountability and trust in institutions

Timeframes

Short to medium term

Strategic initiatives



Mapping our material matters to the UN SDGs



MT5

People, talent management and employee well-being

The group is implementing leadership and structural changes, including a new CE, chief PBE officer and interim COOs, who will be supported by a revised operational structure. These changes introduce new strategic priorities, streamline decision-making and update reporting lines across gaming and hospitality. The group is simultaneously investing in critical skills such as software development, engineering, data analytics and user experience (UX) to transform into an agile, fast-paced digital organisation.

Although this investment creates opportunities for renewal and alignment, these shifts pose risks to culture, communication and role clarity, which require careful management. Strengthening business culture, ensuring health and safety and improving working conditions remain priorities to attract and retain critical skills, sustain engagement and align the organisation with strategic objectives.

Leadership gaps have been identified and succession and development plans are underway. An organogram highlights gaps at executive and general management levels and succession plans will be formalised at least five years before retirement. Key initiatives include developing female gaming management, expanding graduate programmes, retaining IT and finance talent and building culinary expertise through partners, while embedding succession planning across the organisation.

YOY CHANGE



Mapping our material matters to the JSE Sustainability Disclosure Guidance Metrics

15	Succession planning and effective leadership	<ul style="list-style-type: none"> Labour standards
16	Driving transformation to achieve equity and inclusion	<ul style="list-style-type: none"> Labour standards
17	Business culture	<ul style="list-style-type: none"> Ethical behaviour
18	Ethical behaviour	<ul style="list-style-type: none"> Ethical behaviour
19	Employee development (investment in learning and development)	<ul style="list-style-type: none"> Labour standards
20	Staff attraction and retention	<ul style="list-style-type: none"> Labour standards Remuneration
21	Working conditions (health and safety of our employees and contractors)	<ul style="list-style-type: none"> Labour standards

Material matters

Timeframes

Short, medium and long term

Mapping our material matters to the UN SDGs



Strategic initiatives



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MT6

Stakeholder relationships, compliance and internal controls

A key challenge lies in the representation of minority shareholders, often through individuals whose actions do not align with the long-term interests of the underlying beneficiaries. This misalignment manifests in governance friction, delayed decision-making and resistance to strategic repositioning.

Fraud, corruption and serious crimes, including armed robberies, remain key risks. The group uses a technology-driven management team to strengthen controls and try new solutions. Persistent gaps in prevention and incident response, which are worsened by socio-economic decline, make effective controls and responsive strategies essential for governance, compliance and stability.

	YOY CHANGE	Mapping our material matters to the JSE Sustainability Disclosure Guidance Metrics
Material matters	▲ G	
	22	Fraud and corruption
		• Ethical behaviour
	23	Stakeholder disputes
		• Ethical behaviour

Timeframes

Short to medium term

Strategic initiatives

1

5

6

Mapping our material matters to the UN SDGs

8

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17

MT7

Social responsibility

We recognise our role as a responsible corporate citizen and contribute to community sustainability through socio-economic development, local procurement and enterprise support. These commitments build shared value, strengthen stakeholder trust and ensure operations that contribute positively to society while supporting long-term resilience and sustainability.

	YOY CHANGE	Mapping our material matters to the JSE Sustainability Disclosure Guidance Metrics
Material matters	▲ S	
	24	Contribute to community sustainability through SED, local procurement and ESD
		• Community development
	25	Act as a responsible corporate citizen, addressing risks linked to problem gambling
		• Customer responsibility
	26	Community protection
		• Community development
		• Labour standards

Timeframes

Short, medium and long term

Strategic initiatives

2

4

5

Mapping our material matters to the UN SDGs

3

8

10

17

MT8

Environmental stewardship

Changing weather patterns from climate change, driven by insufficient mitigation efforts, pose risks to infrastructure, disrupt supply chains and threaten food security.

	YOY CHANGE	Mapping our material matters to the JSE Sustainability Disclosure Guidance Metrics
Material matters	▲ E	
	27	Climate change (the impact of our operations on climate change versus the impact of climate change on our business)
		• Climate change
	28	Energy and water security for our operations and for the communities in which we operate
		• Climate change
		• Water security

Timeframes

Short, medium and long term

Strategic initiatives

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Mapping our material matters to the UN SDGs

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Read pages 10 to 14 of our IR for more information about the group's material matters.

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Stakeholder engagement

We prioritise our stakeholder relationships to help us achieve our purpose. We identify key stakeholders, understand their priorities and align them with the group's focus. We assess risks and opportunities through surveys and direct engagement and implement targeted strategies to strengthen relationships, enhance collaboration and create mutual value. These efforts help us to meet stakeholder expectations and drive sustainable growth and long-term value.

Our approach to engagement

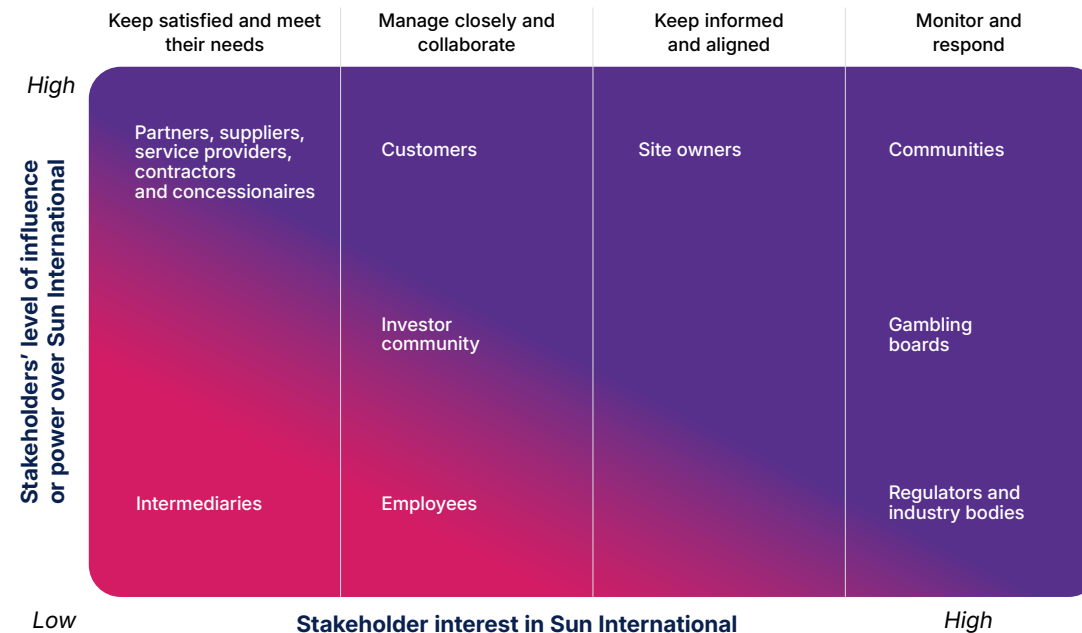
We coordinate multiple functions across the group to engage stakeholders meaningfully. We use integrated thinking, ensuring that all business units and leadership levels work together to identify, prioritise and address stakeholder needs. Our strategic structured approach strengthens relationships, balances competing interests and manages emerging risks. This helps us to anticipate concerns, build trust and create collaborative opportunities that enhance value for the group and stakeholders in the short, medium and long term. We continuously refine our engagement strategies to meet changing expectations, regulatory requirements and societal developments to ensure that interactions are proactive, meaningful and aligned with our purpose and strategic objectives.

Means of engagement

We use a wide range of methods to engage stakeholders to maintain consistent, transparent and meaningful communication. Our channels include online and face-to-face interactions, formal and informal platforms and social media. We provide regular presentations, reports, newsletters and SENS announcements and engage shareholders directly through AGMs, roadshows and investor events.

We reach broader audiences through marketing campaigns, digital platforms, advertising and electronic media, making key messages accessible and relevant to customers, employees and the public. We host events and roadshows to enable face-to-face engagement and gather immediate feedback.

We conduct regular guest and employee surveys across casinos, resorts, hotels and online platforms to monitor service quality, satisfaction and engagement. These surveys provide actionable insights for continuous improvement. We ensure stakeholder engagement is responsive, targeted and aligned with our purpose, strategic objectives and long-term value creation by combining multiple channels and feedback mechanisms.



Our key stakeholders

-  **Employees** ◆
Rewarding employment, safe working conditions and maintaining a mutually beneficial relationship
-  **Customers** ◆
Memorable multifaceted seamless experiences
-  **Partners, suppliers, service providers, contractors and concessionaires** ◆
Source of business opportunities, skills development and growth
-  **Communities** ◆
Procurement opportunities, employment and addressing, where possible, their needs and expectations
-  **Investor community** ◆
Sustained growth in enterprise value
-  **Gambling boards** ◆
Complying with the terms of our licences
-  **Regulators and industry bodies** ◆
Complying with legislation and regulations
-  **Site owners** ◆
Partner to grow our LPM footprint

Key: Quality of relationship

- ◆ Solid relationship that benefits both parties
- ◆ Good-quality relationship with room for improvement
- ◆ Relationships with room for improvement


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Our performance






Impact and value creation by delivering on our purpose

Our capitals and key performance indicators

Measuring KPIs is essential for effective strategic management. It provides feedback, drives accountability, supports informed decisions and strengthens the business's long-term success and sustainability. The tables below show the group's material KPIs by capital and their link to our strategic objectives and SDGs. Sun International's capital resources form the core of our business model and determine our ability to create, preserve or diminish value over time.

 Refer to business model on page 22 in IR.

Economic impact

		2025	2024	2023	Link to strategic initiatives	Link to SDG
FC Financial capital We fund our operations, refurbishments, maintenance and strategic acquisitions through debt and equity.	Adjusted EBITDA (R billion)	3 447	3.5	3.4		
	Adjusted headline earnings (R million)	1 369	1 291	1 142		
	Adjusted headline earnings cents per share (cps)	565	531	468	2 	SDG 8
	Group debt (R million)	4 991	5 244	6 542		
	Debt to adjusted EBITDA (times)	1.5	1.5	1.7		
PC Production capital Our unique properties provide the foundation for delivering memorable guest experiences, while our unused land offers future development opportunities.	Capex (R million)	1 187	966	1 241	2 	SDG 8
	Properties (number)	14	14	14	1 	SDG 11
SRC Social and relationship capital We engage with guests, shareholders, employees, communities, gambling boards, government and regulators to build trust and create shared value.	SED spend (R million)	35.2	28.2	32.9	7 	SDG 11 SDG 12
	Donations (in-kind) (R million)	2.5	5.0	4.7		
	Supplier development (R million)	47.2	50.1	57.8	4 	SDG 8

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SOCIAL IMPACT (continued)

		2025	2024	2023	Link to strategic objective	Link to SDG
HC Human capital Our people are the key connection with our guests and the custodians of the memorable experiences we deliver.	Diversity, inclusion and equity				1 4	
	Training and development spend (R million)	63	86	84	5	SDG 4
	Black* representation (%)	95	94.6	94.6	4 5	SDG 8
	Female representation (%)	58	58	58		SDG 5 SDG 10
	Health, safety and wellness					
	Lost time injury frequency rate (LTIFR) per 200 000 employee hours worked (rate)	1.35	Refer to note 1	0.98		
	Total recordable injury frequency rate (TRIFR) 3 per 200 000 employee hours worked (rate)	1.63	Refer to note 1	1.28	4 5	SDG 3
Total injury frequency rate (TIFR) per 200 000 employee hours worked (rate)	5.19	Refer to note 1	4.70			
Total work-related fatalities (number)	0	0	1			
IC Intellectual capital Our intellectual capital (comprising gaming licences, innovation, brand and expertise) underpins our licence to operate and drives management excellence and IT innovation.	Gaming licences (number)	23	23	19		
	• Land-based casino licences (number)	11	11	12	1 2	SDG 8
	• Sun Slots route operators (number)	6	6	6		
	• Sunbet bookmaker licence (number)	6	6	1		
Environmental impact						
NC Natural capital Our business relies on natural resources such as land, water and energy. We protect and preserve the biodiversity of the pristine environments where some of our properties are located.	Carbon emissions (scope 1 and 2) (tonnes CO ₂ e)	197 481	221 400	210 468		SDG 13
	Grid electricity consumption (kWh)	189 884 057	198 627 309	183 599 298		SDG 7 SDG 12
	Renewable energy generated (kWh)	9 803 443	4 915 706	1 070 480	1 5	SDG 13
	Water usage (withdrawals) (kl)	3 954 591	4 700 669	3 705 193		SDG 6 SDG 13
	Waste generated (kg)	14 924 860	9 175 841	6 933 703		SDG 12 SDG 13

* African, Coloured and Indian.

STRATEGIC INITIATIVES

- Customer centric and product-driven growth
- Sharpened value proposition and market expansion
- Fit-for-purpose technology to power the business
- People and culture evolution
- Operational excellence, digitalisation and innovation
- Financial discipline and strategic investment and/or divestment

SDGs



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Environmental performance

Our environmental strategy is a core part of Sun International's business strategy. As custodians of South Africa's pristine resorts and hotels, we are committed to protecting these environments and reducing our environmental footprint through the responsible management of natural resources.

Environmental strategy

<p>Carbon emissions</p> <ul style="list-style-type: none"> Setting targets for scope 1 and 2 Determining a baseline for scope 3 and mapping our supply chain emission 	<p>Biodiversity</p> <ul style="list-style-type: none"> Reviewing robustness of biodiversity management plans 	<p>Water</p> <ul style="list-style-type: none"> Driving water efficiency and conservation with employees and customers Investigating projects to reuse water for irrigation, cooling towers and public restrooms Identifying alternative water supply 	<p>Energy</p> <ul style="list-style-type: none"> Driving electricity efficiency through business management system optimisations Reducing grid electricity reliance Transitioning to a renewable energy supply Maintaining diesel-powered generators 	<p>Waste</p> <ul style="list-style-type: none"> Increasing recycling rates and reviewing waste streams for transition or elimination Interrogating waste data and billing from suppliers 
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Outcomes

1% decrease in electric energy usage
(2024: 10% decrease)

15% decrease in water usage
(2024: 27% increase)

63% increase in waste generated
(2024: 32% decrease)

8% decrease in CO₂ emissions
(2024: 5% decrease)

Key focus areas in 2025

- In progress** Enhancing environmental data by moving to the new Lumina collection portal
- Achieved** Mapping high-water-risk areas across the group to identify alternative water supply and storage projects for the medium to long term
- In progress** Progressed the assessment of wheeling energy agreements as part of the group's renewable energy strategy
- In progress** Advanced the development of new scope 1 and 2 emissions targets and established a baseline and potential target pathways for scope 3 emissions
- In progress** Developing our climate change response and defining our pathway to net zero emissions
- In progress** Enhanced the group's biodiversity management approach to support improved environmental stewardship

A Achieved **In progress**

Looking ahead

We will continue to advance our environmental sustainability journey through targeted initiatives that strengthen resilience and support long-term value creation.

Our focus includes implementing biodiversity, innovative water projects to improve efficiency, explore alternative supplies and storage and expand water reuse.

We are assessing the feasibility of wheeling agreements with independent power producers (IPPs) to supply renewable energy from early 2026.





We have set new Enviro-Ambition targets for 2026 to 2030 across all focus areas as we continue developing our climate change response to achieve net zero emissions by 2050 and implement a sustainable supply chain strategy that embeds environmental and social responsibility throughout our operations.

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Key performance indicators

Sun International commits to reducing our environmental footprint across all units (as shown in our capitals and KPI table on page 31). Our KPIs align with our environmental strategy framework and guide our leadership in sustainable environmental management in the gaming and hospitality sector. We integrate these KPIs with our business strategy, SDGs 6, 7, 12 and 13 and follow international best practices including the CDP, JSE Sustainability Guidance and SASB standards.

Our safety, health and environment (SHE) professionals collect primary data to track KPI progress, while the group ESG manager ensures internal data assurance before annual third-party verification. Any gaps identified are communicated across the group to improve reporting. All environmental data and KPIs are captured and monitored through the IsoMetrix platform.

KPI	 Carbon emissions	 Water	 Electric energy	 Waste
Type of target	Reduce absolute CO ₂ e emissions	Reduce absolute water usage (kL)	Reduce absolute electricity usage (kWh)	Increase recycling rate (%) for general and hazardous waste to ZWTL
Timeframe	2024 – 2028	2021 – 2025	2021 – 2025	2021 – 2025
Base period	2017	2019	2019	2019
Milestone/ interim target	26% reduction by 2028	Annual targets	Annual targets	Annual targets
Consolidated group target	Consolidated group target	Unit-specific	Unit-specific – kWh reduction Unit-specific – kWh transition to renewable energy that applies to the consolidated group target linked to the sustainability-linked loan (SLL)	Unit-specific that applies to the consolidated group target linked to the SLL



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KEY PERFORMANCE INDICATORS continued

Resource consumption and emissions		2025	% change	2024
South Africa¹				
Water usage (withdrawal)	kl	3 954 591	(15)	4 649 231 ²
Waste generated ¹	kg	14 924 860	65	9 062 252
Electric energy consumption	kWh	189 884 057	(1)	192 434 682
Carbon emissions (scope 1 and 2)	tonnes CO ₂ e	197 481	(8)	215 688 ²

1 This includes Meropa. For the SLL, Meropa is excluded from the waste reported.
 2 The 2024 water withdrawal, grid electricity and carbon emissions were adjusted in 2024 to remove Table Bay Hotel for comparative reporting.

Water		2025	% change	2024
South Africa				
Total water usage (withdrawals)	kl	3 954 591	(15)	4 649 231
Total water discharged ¹	kl	1 254 618	15	1 089 066
Recycled water	kl	523 333	(18.6)	643 196
% Water recycled	%	12.9	(7.9)	14
Cost of water ²	Rand	89 474 976	65	95 132 690

1 The 2024 grid electricity was adjusted in 2024 to remove Table Bay Hotel for comparative reporting.
 2 This covers both withdrawal, sewerage and operational and maintenance costs for our purification plants.

Waste ¹		2025	% change	2024
South Africa				
Total volume of general waste to licensed landfill	kg	1 382 979	20	1 148 160
Total volume of general waste diverted from landfill for beneficiation	kg	129 172	(20)	162 123
Total volume of general waste recycled	kg	12 132 695	86	6 512 858
Total volume of hazardous waste to licensed landfill	kg	333 971	484	57 173
Total volume of hazardous waste recycled	kg	946 042	(20)	1 181 938
Total waste	kg	14 924 860	65	9 062 252

1 This includes Meropa. Note for the SLL, Meropa is excluded for the waste reported.
 2 The 2024 waste volumes were adjusted to remove Table Bay Hotel for comparative reporting.

Energy data		2025	2024	2023	Year-on-year % change
Electricity purchased					
Grid electricity	kWh	189 884 057	198 627 309	476 190 461	(1)
Renewable energy		9 803 443	4 915 706	8 615 083	99
Total electricity		199 687 501	203 543 015	467 575 378	(2)
Direct: diesel use for generators					
South Africa (consumed by generator)	Litres	335.08	1 089 894	18 748 504	(69)
Total fuel		335.08	1 089 894	18 748 504	(69)
Direct: Liquid Petroleum Gas (LPG)					
South Africa	kg	426 323	395 042	11 618 834	8
Total LPG		426 323	395 042	11 618 834	8

Scope	Source	2025 (tonnes CO ₂ e)	2024 (tonnes CO ₂ e)	2023 (tonnes CO ₂ e)	Year-on-year % change
Scope 1	Company-owned vehicles	1 290	1 292	1 449	(0.2)
	Stationary fuels	842	4 165	13 702	(79.8)
	Refrigerant gas (Kyoto gases)	15 604	5 398	4 126	189.1
	Subtotal scope 1	18 990	10 855	19 277	74.9
Scope 2	Electricity consumption – Eskom	178 491	210 545	190 943	(15.2)
	Electricity consumption – Renewable ¹	–	0	0	n/a
	Subtotal scope 1 and scope 2	197 481	221 400	210 220	(10.8)
Out of scope	Fugitive emissions (non-Kyoto gases)	419	977	567	(57.1)
Total emissions		197 899	215 688	210 787	

1 As the group owns the renewable energy asset, the carbon emission is zero (0).
 The 2024 total emissions were adjusted by removing Table Bay Hotel for comparative reporting.

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Management approach

Environmental management responsibilities are structured at three levels:

Operational management

Each unit appoints SHE professionals to manage environmental risks, collect and report data and promote environmental awareness among employees and guests.

Strategic management

The group ESG specialist sets the environmental strategy, defines mechanisms to achieve KPIs and targets and collaborates with SHE professionals to ensure effective execution at the operational level. The group ESG specialist sets the environmental strategy, defines mechanisms to achieve KPIs and targets and collaborates with SHE professionals to ensure effective execution at the operational level.

Executive management

The group ESG manager and group risk manager assess environmental risks and opportunities across the group using the ERM framework and report to exco via the director of corporate services. Updates on environmental management are provided to the social and ethics and risk committees through this director.

Climate change

Climate-related strategy

To advance our ESG journey, Sun International secured a R2.4 billion SLL, the first in South Africa's gaming and hospitality sector. The loan supports key sustainability targets under our environmental strategy and ESD strategies and addresses critical environmental and social challenges, including waste reduction and electricity security. Our environmental strategy focuses on managing carbon, water, electricity and waste with KPIs and initiatives that drive sustainable practices aligned with the UN SDGs.



Climate-related targets disclosure



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Electric energy management

Electricity supply is essential to Sun International's operations and for delivering memorable guest experiences. We manage electricity with a focus on sustainability, operational resilience and energy efficiency, which supports our renewable energy transition and reinforces our role as a responsible corporate citizen.

Electricity supply and load-shedding impact

Reliable electricity remains critical for service delivery. Load-shedding challenges eased in 2025 and the group reduced diesel consumption for generators by 69% and 335 083 litres (2024: 1 101 659 litres).

We implemented strategic operational improvements and accelerated renewable energy adoption to ensure uninterrupted service, reduce our reliance on coal-powered electricity and mitigate financial and operational risks. By diversifying energy sources, we stabilise costs, adapt to market and regulatory changes and demonstrate agility in responding to evolving challenges. These initiatives strengthen operational continuity and align with our ESG objectives.

Renewable energy projects and achievements

In 2025, the group delivered an exceptional performance against our renewable energy ambitions, significantly exceeding the Enviro-Ambition 2025 target. On-site renewable energy generation reached 9 803 443.38 kWh, more than double the 2025 target of 4 499 843 kWh, representing an overachievement of 5 303 600.38 kWh (+117.9%). This outstanding result reflects the full-year operation of the Carnival City and Sibaya renewable energy projects, together with the two additional solar installations at Sun City. The strong performance not only materially surpasses the SLL KPI pathway, but also demonstrates meaningful progress in the group's transition away from coal-fired electricity, strengthening energy security and reinforcing the credibility of our long-term decarbonisation strategy.

Photovoltaic installations at Carnival City

The 2.6 MWp solar system at Carnival City, which includes staff parking (0.8 MWp) and main parking (1.8 MWp), performed exceptionally well in 2025, yielding 3 702 260 kWh.

Photovoltaic installations at Sun City

This solar energy project expanded with PV installations on the rooftops of Sun City, The Palace and Sun City Hotel. This adds 0.7 MW of renewable energy capacity to the existing 1.6 MW that is above the Sun Central Entertainment Centre. A total of 1 191 PV panels were installed for these locations. Sun City produced 3 144 389 kWh in 2025.



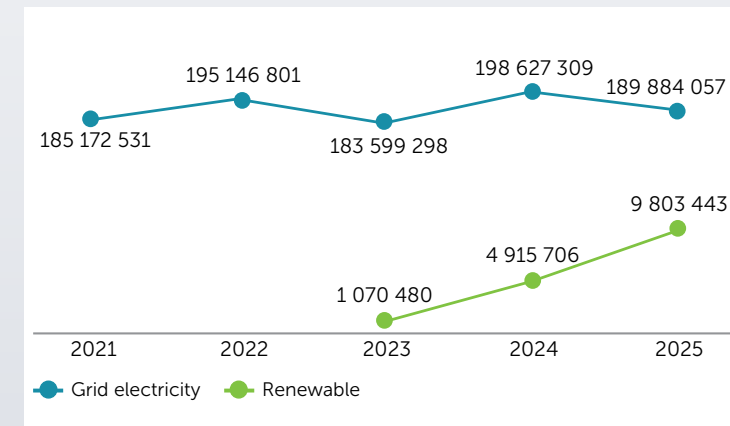
Photovoltaic installations at Sibaya

A 2.5 MW direct current (DC) solar plant achieved full operational capacity by December 2024 and is expected to supply 28% – 30% of Sibaya's energy demand and reduce energy costs by 30%. The PV system peaked at 1.9 MW alternating current (AC) per day, aligning daily production with feasibility estimates of approximately 12 200 kWh/day. Sibaya generated 2 956 794 kWh.

Electricity performance

Eskom supplies most of our electricity, while diesel generators provide backup during outages, load-shedding or load curtailment. In 2025, total electricity consumption (grid and renewable) decreased by 1% compared to 2024.

Electricity performance (kWh)



Forward planning

At the end of 2025, the group successfully concluded and signed a wheeling agreement for its five Eskom-supplied units, marking an important step in advancing our renewable energy transition. Building on this progress, we are exploring wheeling and virtual wheeling solutions for our municipally supplied units, with the aim of progressing these arrangements during the first half of 2026. In parallel, we expect to receive our first internationally verified carbon credits in 2026 for the solar installations at Sun City, Sibaya and Carnival City.

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Carbon emissions

Our current carbon emission strategy is focused on scope 1 and 2 with the aim of reducing our annual carbon emissions by 26% by 2028. This will require a 6.6% reduction year on year to achieve the target.

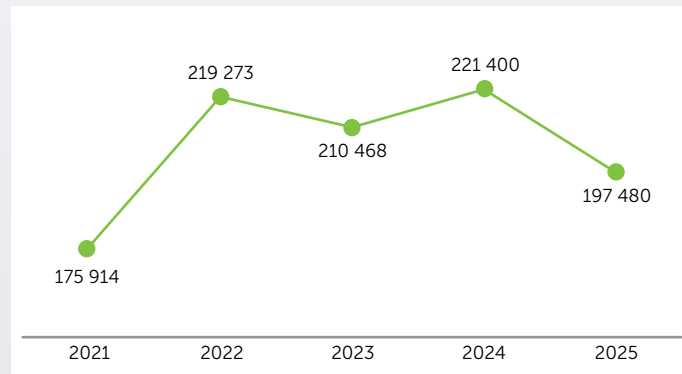
Carbon performance

Total scope 1 and 2 emissions decreased by 8% in 2025 to 197 480.82 tCO₂e (2024: 221 400 tCO₂e).

Stationary fuel consumption (diesel and LPG) fell by 69%, driven by lower diesel use in standby generators. Refrigerant gas emissions increased by 31% due to renovations in 2025. Vehicle fuel consumption decreased LPG use rose nominally year on year, mainly in food and beverage operations, excluding outsourced services.

In 2025, the group achieved a 23% reduction in absolute CO₂ emissions from the 2017 baseline of 255 904 tonnes. Emission trends and progress toward the 2028 target from 2018 are shown below.

Carbon emissions performance (tonnes of CO₂e)



The graph shows our carbon emission trend from 2021 to 2025. Emissions rose in 2022 due to higher stationary fuel use for diesel generators (scope 1). In 2023, emissions fell as scope 2 grid electricity consumption decreased. In 2024, overall emissions

increased from higher scope 1 usage (LPG and refrigerant gases) and increased scope 2 emissions, driven by higher grid electricity consumption and an Eskom grid emission factor rise from 1.04 in 2023 to 1.06 in 2024. In 2025, despite growth, the group reduced grid consumption due to the impact of renewable energy.

Following the proposed Peermont acquisition in 2024, the group paused its climate change initiatives, delaying new baselines and 5 – 10-year scope 1 and 2 reduction targets. However, the acquisition did not advance. The group progressed by defining scope 3 parameters and completing a gap analysis to identify key improvement areas.

Forward planning

In 2025, we developed systems to collect scope 3 emissions data and closed identified gaps. We updated scope 1 and 2 targets to align with the revised Enviro-Ambition goals, initiating the next cycle for 2026 – 2030. We also resumed defining the group's climate change response as part of our journey to net zero by 2050.

GrandWest advances waste diversion through on-site food waste digestion

As part of GrandWest's ongoing waste management and circularity efforts, the property invested R1.5 million through its capital expenditure budget in the installation of an ATL 1 500 Food Digester. The on-site system processes food waste using microorganisms, breaking it down into greywater and reducing the need for conventional off-site transport and disposal. This initiative supports operational efficiency while contributing to GrandWest's broader waste diversion objectives and progress towards its ZWTL ambitions.

The digester delivers both environmental and operational benefits. By treating food waste on site, the system reduces handling requirements, lowers transport and disposal costs, and helps reduce the carbon impacts associated with waste collection. It also improves housekeeping and waste management practices by reducing the volume of food waste requiring storage and removal. According to the supplier information, the technology includes food waste analytics, which can help strengthen waste monitoring and identify opportunities for reduction over time.

From March to December 2025, the ATL 1 500 processed 83 268.6 kg of food waste, operating for approximately eight hours per day. During the year, the project delivered an estimated cost saving of R106 790.57, demonstrating the value of investing in practical, site-based sustainability solutions that support both environmental performance and operational resilience.

CASE STUDY

Sun City improves water resilience through daily recovery

As part of its ongoing focus on water efficiency and resilience, Sun City initiated a water recovery project on 3 April 2025, led by the Maintenance Infrastructure Team. The project was designed to recover and reuse water that would otherwise be lost through pool backwash processes and infrastructure leakages. Instead of being discharged to the stormwater system, this water is redirected into the resort's lakes for reuse.

This intervention has enabled the resort to recover and reuse approximately 700 m³ of water per day, significantly reducing the need for potable water to replenish lake levels. This is particularly important at Sun City, where high evaporation rates associated with the North West climate create ongoing demand for water top-ups. The project also helps address water losses linked to ageing infrastructure, improving overall water management efficiency across the property.

By capturing and repurposing water that would previously have been wasted, the project supports Sun City's broader water stewardship objectives, reduces pressure on municipal and potable water supplies, and demonstrates a practical site-level response to water security risks. It also highlights how operational interventions can deliver meaningful environmental benefits while strengthening long-term resource resilience.

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Water management

Water is a critical resource and a key focus of our environmental strategy. We use water responsibly and ensure a secure supply for all units. We explore additional sustainable sources for each unit, considering cost, time, efficiency and storage constraints.

In 2025, our water withdrawals decreased by 15%. We launched a reverse osmosis plant in 2024 (R117 400 internally funded) at Sibaya to purify greywater for irrigation and water features which demonstrates our commitment to sustainable water solutions tailored to each unit. This unit remains operational in 2025.

At Sun City, we recertified our environmental management system, which assessed water and wastewater management, waste reduction, carbon mitigation and regulatory compliance. This reinforces our dedication to responsible water management.

We manage invasive alien species across our properties to protect water resources and biodiversity. In 2024, The Maslow Sandton removed over 15 populus trees and other invasive plants. We are also transitioning to water-wise and indigenous landscaping to conserve water while preserving each property's character.

We strengthened water security in 2024 using the WWF Water Risk Filter tool, which helped us to identify risks and prioritise actions at all sites. This followed on to setting new priority-based water minimisation targets at all units in 2025 as part of the Enviro-Ambition Strategy.

Since 2021, we have set context-based, unit-level water reduction targets using the WWF's approach rather than a single corporate target. We did not meet the 2019 baseline reduction in 2025 due to new water sources and additional developments. We established revised baselines in 2025 for the next five-year cycle.



To improve accuracy, we will transition to water meter-based reporting at each site to gather more reliable and granular data. Until then, municipal accounts remain our primary data source for consistency.

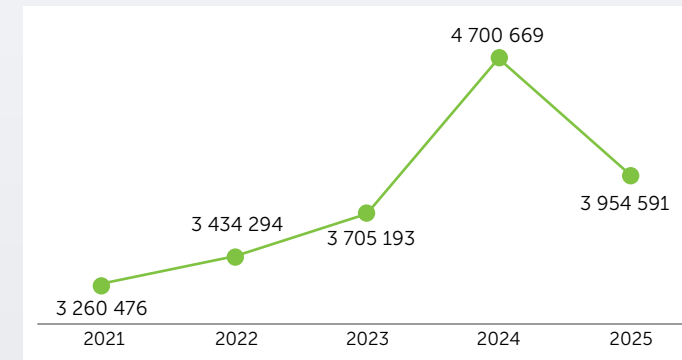
Our approach follows global best practices and emphasises transparency and accountability. The initiatives in 2025 demonstrate our proactive approach to water challenges and innovative solutions. We remain committed to implementing our environmental strategy and continuously improving our environmental performance.

Water performance

Municipal water supplies make up 80.4% of total water withdrawals across our units. In 2025, our maintenance and operational strategies delivered measurable improvements.

As we conclude the five-year water target cycle in 2025, we will reassess all units to include new developments and water sources when setting baselines for 2026 to 2030 targets.

Water withdrawal (kL)



Forward planning

In 2025, we focused on innovative water projects to improve efficiencies, explore alternative water supplies and advance water reuse opportunities. We also continued our environmental awareness and training programmes to promote water-saving practices and build resilience to address South Africa's water scarcity challenges.

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Waste management

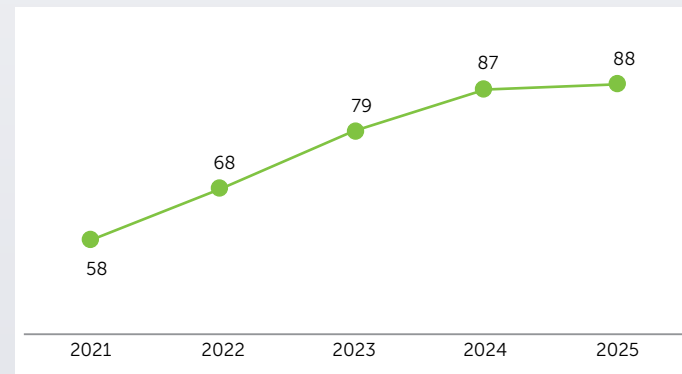
We pursued our ZWTL target for 2025, which is a cornerstone of our sustainability strategy driving waste management transformation across all units. We recognise that effective waste management protects the environment, combats climate change and meets the expectations of our customers and communities.

We linked the ZWTL target to our SLL and focused on increasing recycling rates for general and hazardous waste through to 2026. To achieve ZWTL, we aimed for a recycling rate of 90% or higher, showing our commitment to sustainable practices.

Challenges grew as we approached the target. Early gains came from obvious recycling opportunities, but we had to understand complex waste streams, secure recycling partners and implement operational changes. Contamination from improper disposal and seasonal waste fluctuations also slowed our progress.

The group made steady advances despite these challenges. By refining our strategies and embracing innovation, we remained focused on achieving our ZWTL milestones, our sustainability goals and leading in responsible waste management.

Waste recycling rate (general and hazardous waste recycling %)



Waste performance

We achieved an overall recycling rate of 88% in 2025, marking a key milestone in addressing challenges such as supplier issues, waste separation inefficiencies and ongoing training needs. Building on our 2024 progress, we improved waste data quality, enhanced separation at the source and raised employee and guest awareness.

Total waste generated increased by 63% in 2025, primarily as a result of significant renovations and civil development activities. Despite this increase, waste management remains a key focus area with improved online reporting processes and continued implementation of waste reduction and recycling initiatives supporting our sustainability commitments and the communities in which we operate.

Forward planning

Continuing with rigorous monthly reviews and analysis of waste data from suppliers to proactively manage the recycling rate target for each operation. We remain focused on sustaining progress through innovation and collaboration as we approach our ZWTL target for 2026.



Biodiversity

We consider biodiversity management and stewardship to be essential for our operations, especially at ecologically sensitive sites like the Wild Coast Sun and Sun City. We maintain robust biodiversity management plans to address each location's unique environmental challenges and prioritise regular monitoring and adaptive management to keep our conservation efforts effective.

In 2025, our ESG specialist reviewed existing biodiversity management systems, assessing protocols and identifying opportunities for improvement. Preliminary insights highlighted areas for innovation and stronger environmental stewardship. As such new biodiversity KPIs were established for the next five-year Enviro-Ambition cycle.

We also engaged with communities on biodiversity topics and committed to developing more cohesive programmes to foster collaboration and deliver lasting positive outcomes for the environment and local stakeholders.

[+ Read about WESSA Eco-Schools Project page 66](#)

Forward planning

In 2025, we integrated advanced technology to strengthen biodiversity management and training programmes.

Looking ahead, we set our biodiversity baseline and biodiversity KPIs effective from 1 January 2026. We also intend to develop more cohesive and impactful community programmes to foster collaboration and deliver lasting positive outcomes for our environment and local stakeholders.

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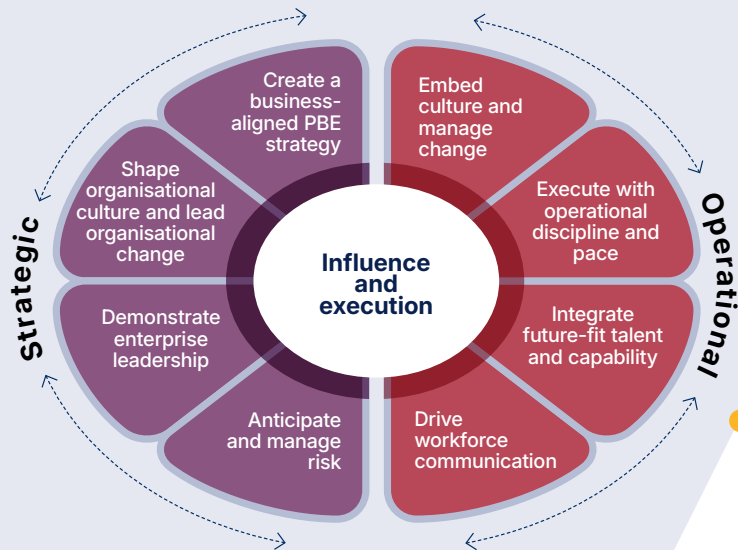
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People and culture

Our employees drive the group's success and enable us to achieve our strategic objectives, particularly in a highly regulated and competitive service-oriented industry. We actively invest in developing their skills, knowledge and leadership capabilities through targeted training, mentorship and career development programmes.

We recognise and reward excellent performance to motivate employees, foster engagement and reinforce a culture of excellence. We ensure that our teams can deliver an exceptional service, innovate and contribute meaningfully to the group's long-term growth and sustainability by empowering our workforce and promoting a supportive, inclusive environment.

Our PBE Department is a modern function grounded in the firm belief that sustainable impact is created through a critical synergy: the ability to shape organisational direction through influence and the discipline to deliver tangible results through execution. Navigating between these two dimensions is what drives meaningful change in both culture and business performance. This way of working is not spontaneous; it is built over time through deliberate action and clear intention.



Inputs

CULTURE

- Integrating our SunWay culture as part of our EVP, talent attraction and retention

TRANSFORMATION

- Driving transformation including race, gender and DEIB
- Monitoring transformation progress against the Employment Equity Act and the B-BBEE Act

TALENT MANAGEMENT

- Creating a continuous improvement and execution of excellence culture aligned to our business strategy
- Supporting our talent through various personal and professional development initiatives
- Building and growing succession and talent pools
- Constructing an organisational design to facilitate business and career advancement
- Hiring the right talent to grow our business and offer great customer experiences

LEARNING AND DEVELOPMENT

- Providing ongoing blended professional and personal development through learnerships, internships, bursaries and integrated on-the-job training to empower, retain and motivate employees

EMPLOYEE WELLNESS

- Providing a work environment that promotes a balanced and healthy lifestyle
- Opposing all forms of GBV and abuse

Outcomes

Transformation

95% (2024: 94.6%) black employment in our South African operations, including Sun Slots

57.6% (2024: 58.0%) female representation across our South African operations, including Sun Slots

30% (2024: 31.5%) female representation at Sun International's top management, including Sun Slots

Talent management

Talent mapping of middle management for our talent pipeline

Learning and development

Invested **R62.9 million** (2024: R86 million) in skills spend

Gender-based violence

Sun International opposes all forms of violence and abuse

Diversity, equity, inclusion and belonging

Sun International embraces all our stakeholders' differences

Employee wellness

Excellent engagement and participation in all wellness programmes

Key focus areas in 2025

- A** Advanced women in management roles
- A** Promoted inclusion through our DEIB journey
- A** Empowered employees to manage change effectively
- A** Strengthened our customer service culture
- A** Aligned with evolving legislation
- A** Encouraged innovation through training and DEIB initiatives

- I** Celebrated our people to sustain engagement
- I** Built a framework to develop graduates and learners to help reduce youth unemployment
- I** Cultivated a leadership and learning culture to enhance employee engagement
- I** Refreshed our EVP to promote holistic well-being and strengthen engagement

A Achieved **I** In progress

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Key performance indicators

The KPIs below outline the key indicators we monitored as part of our PBE strategy to ensure compliance with the Employment Equity Act and the B-BBEE Act.

Group employee statistics

Total employees
7 222
(2024: 7 057)

South Africa including Sun Slots
7 204
(2024: 7 057)

Rest of Africa
18
(2024: 0)

Group employee turnover
8.7%
(2024: 15.6%)

Black representation¹
95.0%
(2024: 94.6%)

Group female representation
57.5%
(2024: 58.7%)

Skills development spend
R62.9 million
(2024: R83 million)

Management approach

Organisational effectiveness

Capabilities and ways of working evolved in 2025 as we adapted to business evolution and competency requirements. Sunbet's rapid business growth drove a significant expansion in headcount from 183 to 210 in 2025, prompting a review of several leadership roles.

We prioritised strengthening IT, business intelligence, data science and data engineering capabilities. We also reviewed sales, marketing and digital marketing roles to ensure alignment with evolving business needs and strategic priorities. We are continuing to build capability in the organisation to enable a digitally led business strategy through an approach of building and buying talent. Culture evolution is central to our focus areas to ensure alignment with business strategy.

Legislation

We uphold the principles of our Employment Equity (EE) policy, the elimination of harassment policy and disability management policy to protect employee rights, ensure fairness and promote equality across all employment processes. We maintain a zero-tolerance stance on discrimination and align our practices with South Africa's Constitution and international frameworks such as the UN Global Compact to reinforce fairness, equality and non-discrimination in the workplace.

Under the Employment Equity Act of 2022, we supported the amended requirements aimed at accelerating transformation by setting sector-specific targets for designated employers. We work towards achieving compliance to qualify for employment equity compliance certificates.



In line with the Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000, we strengthened our efforts to prevent discrimination, hate speech and harassment and recognise that employers and employees are accountable for maintaining fair and respectful workplaces.

We continue to advance a harassment-free environment by aligning our practices with global standards, enhancing awareness, improving reporting mechanisms and

ensuring prompt investigations. Our multipronged approach addresses cultural transformation and the prevention of hate speech.

Following the introduction of the Prevention and Combating of Hate Speech Crimes Act, 16 of 2023, we reinforced our commitment to equality and inclusion. We actively promote a culture of respect and dignity across all our operations and ensure that every employee experiences a safe, fair and inclusive work environment.

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Performance overview

Through our OSW programme, we actively monitor, measure and mitigate health and safety risks using specialised, integrated services. Employee well-being is central to our approach and we recognise its link to business sustainability and talent retention.

Our succession and talent management programmes successfully transition employees into key roles and are supported by blended learning (online and face-to-face). We increase engagement through Sun Talk, email, WhatsApp and video messages, while our Sun Stars recognition programme celebrates achievements and reinforces positive workplace behaviour across the group.

Workforce profile

At year-end, Sun International and its subsidiaries employed 7 222 employees group-wide (2024: 7 057). Our permanent employees in South Africa (including Sun Slots) comprise 3 681 permanent full-time employees (2024: 3 666) and 3 523 permanent part-time employees (2024: 3 391), who are paid the same hourly rate as full-time employees and work according to a roster (guaranteeing minimum monthly work hours).

Regional employee statistics

		South Africa		Sun Slots		Africa	
		2025	2024	2025	2024	2025	2024
Permanent full-time employees	Number	3 461	3 438	220	228	18**	0
Permanent part-time employees	Number	3 523	3 391	0	0	0	0
Skills development spend	R million	59.4	79.1	3.48	3.71	0	0.0
Female management employees	%	48	47	44.04	44.04	0	0
Employee turnover	%	8.7	11.9	11.44	10.5	0	100.0
Employees in bargaining unit	%	64	64	0.0	0.0	0	0

** Sun International expanded its Sunbet operation in Botswana.



EMPLOYMENT EQUITY AT OUR SOUTH AFRICAN OPERATIONS

We aim to achieve legislative and substantive transformation by aligning our numerical targets and affirmative action measures with the group's strategic objectives. We track and monitor these targets quarterly, integrating them into the performance contracts of exco members. The social and ethics committee oversees progress against these targets to ensure accountability and continuous improvement.

Employment equity plans

We continued to make good employment equity progress in 2025 by monitoring our final-year EE plan where quantitative and qualitative transformation are a priority. Analysis of occupational levels showed good progress, while alignment with South Africa's demographics are an ongoing objective.

Following the Employment Equity Amendment Act, which was finalised in April 2023 and was effective from 1 January 2025, we proactively tracked sectoral and economically active targets across all units despite accompanying regulations not yet being published. We submitted our annual EE reports in December 2025 as required by law. Our South African workforce (including Sun Slots) comprised 95.0% black employees, exceeding the national economically active population of 92.5%. Management included 87.9% black employees (2024: 87.5%) and 48.3% females (2024: 47.4%).

Occupational Level	B-BBEE target	Industry benchmark	December 2024	December 2025	YOY Progress
African, Coloured and Indian (ACI) Sun International (South African operations excluding Sun Slots)					
Top	60%	57%	46%	50%	A
Senior	60%	78%	59%	59%	In progress
Middle	75%	85%	74%	78%	A
Junior	88%	96%	92%	93%	A
ACI female (South African operations excluding Sun Slots)					
Top	30%	38%	9%	17%	A
Senior	30%	46%	22%	22%	In progress
Middle	38%	46%	30%	35%	A
Junior	44%	46%	47%	48%	A
ACI (Sun Slots)					
Top	60%	69%	100%	88%	In progress
Senior	60%	84%	84%	81%	In progress
Middle	75%	96%	90%	94%	In progress
Junior	88%	96%	97%	98%	In progress
ACI female (Sun Slots)					
Top	30%	34%	50%	50%	In progress
Senior	30%	44%	42%	39%	In progress
Middle	38%	46%	39%	47%	In progress
Junior	44%	46%	42%	36%	In progress

A Achieved In progress Limited

Sun International also monitors its employment equity progress using economically active population and draft sectoral targets as a guide.

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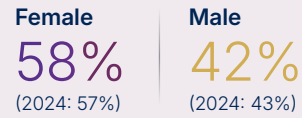
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EMPLOYMENT EQUITY AT OUR SOUTH AFRICAN OPERATIONS continued

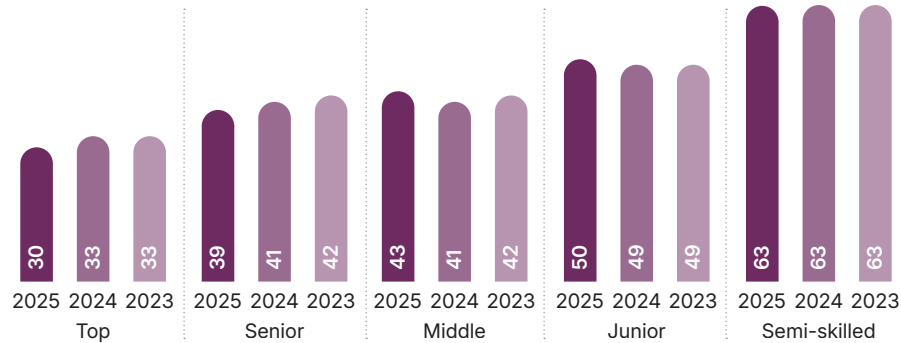
Gender distribution

We continue to empower women through self-development classes and targeted learning opportunities. Female employees make up 58% of the total workforce. Analysis by occupational level showed that our women's empowerment and learning programmes delivered strong results at operational levels, while representation in top and senior management remained steady.

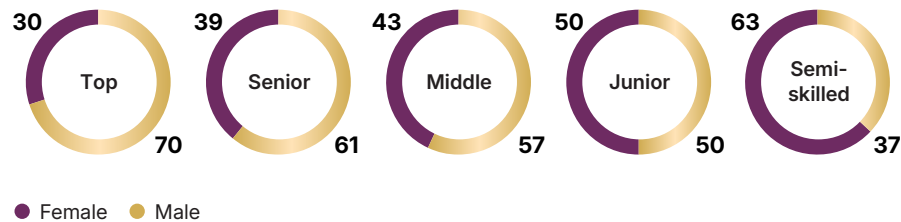
Workforce profile by gender, including Sun Slots



Female representation – occupational level (%)



Occupational level (%)



Women in leadership

We developed our women empowerment strategy to identify and address challenges facing female employees. We built personal resilience and inspired women to claim leadership roles through our development programmes and empowerment initiatives. This resulted in us achieving several internal female promotions and leadership appointments as shown below:

Appointment of **42 women in middle management** (90.5% of appointments of women from designated groups)

Appointed an African woman in top management

Appointed **1 012** women across our business (constituting 55.8% of all appointments made)

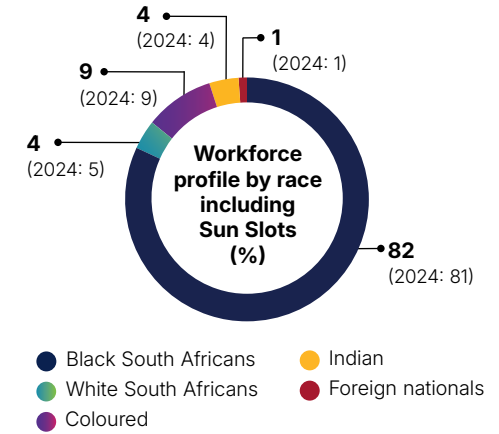
Appointed **8** female employees in management in gaming, including the appointment and promotion of 5 African female gaming and gaming technical managers

Celebrating Sun Women

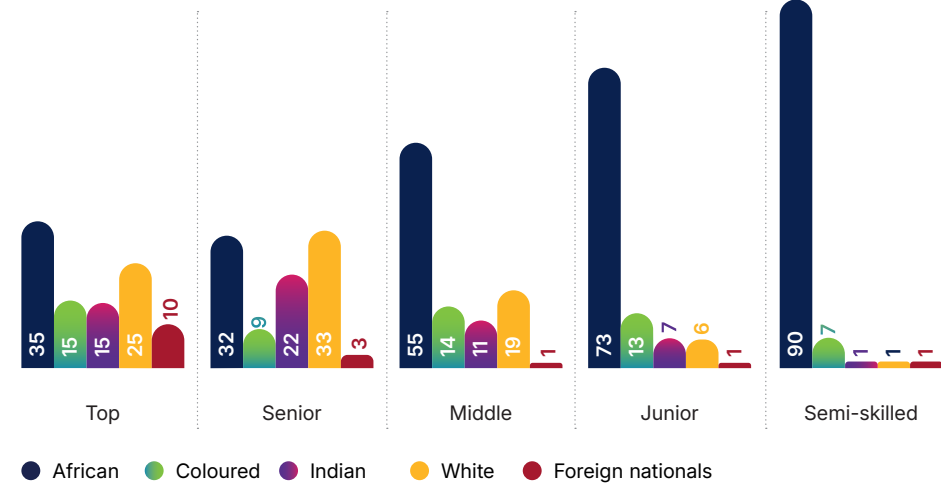
Various activations took place across the group to celebrate our women and the ways in which they inspire us daily through their hard work, compassion and nurturing energy. Women have led discussions and forums to help colleagues with their inspiring stories and talk about their journeys as women leaders and mentors for others. Women's Day celebrations included opportunities to further educate women about women's health issues and the challenges they face as well as taking time out to relax.

Racial distribution

We maintain fair employment practices and monitor our workforce against South Africa's economically active population statistics. Analysis of racial representation by occupational level showed improvements in top and senior management, despite challenges. Our succession planning, talent management and comprehensive training programmes will help close these gaps.



Racial profile by occupational level in 2024 (%)



Disability management

We promoted an inclusive environment for people with disabilities in 2025 as part of our DEIB objectives. We raised awareness through digital campaigns, taught basic sign language phrases, created safe spaces for open communication and hosted wellness days across the group.

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TALENT ACQUISITION STRATEGY

Our talent acquisition strategy is a core component of our people strategy and is designed to strengthen talent capabilities to drive business strategy and ensure sustained business evolution and growth. In 2025, we made 1 764 appointments (2024: 1 982), comprising 1 099 permanent hires and 665 contract or temporary hires to support operational demands and major events across our arenas and resorts.

We prioritised internal talent growth and mobility through targeted learning and skills development, resulting in a significant number of permanent placements being filled internally. Of the 1 099 permanent placements, 674 (61%) were sourced through internal mobility initiatives. We strengthened our talent pipeline by introducing external expertise to drive innovation, while leveraging institutional knowledge to maintain continuity and operational effectiveness. This included 219 promotions, 137 conversions from temporary to permanent roles, 124 property transfers and 194 rehires.

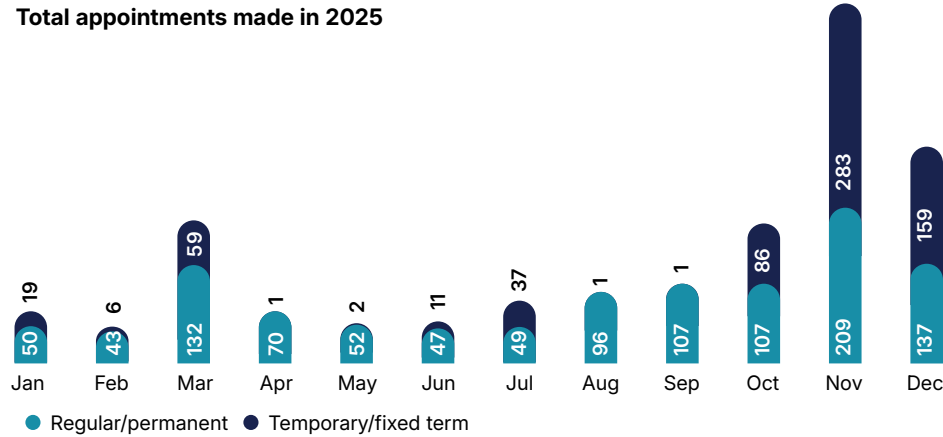
Key highlights for hires

We appointed

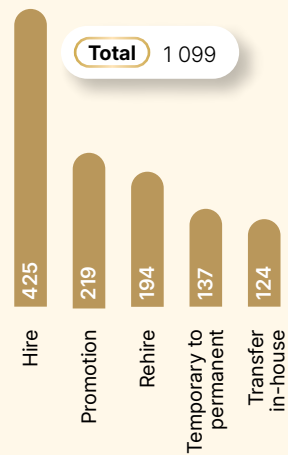
1 099 employees
(95%) from designated groups,
83% of whom were African

Women accounted for
569 appointments (52%)

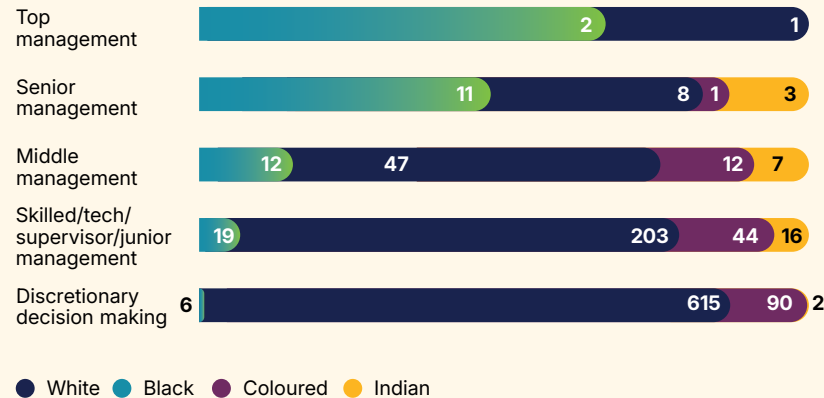
Total appointments made in 2025



Hire strategies 2025



Distribution of hires across ethnicity and work levels (%)



EMPLOYEE TURNOVER

There were 610 (2024: 1 150) employment terminations across the group during the year under review and group turnover was 8.7% (2024: 15.6%). The 2025 South African turnover decreased to 8.7% (2024: 11.9%).

Consolidated turnover

	Terminations	Turnover % 2025	Turnover % 2024	Turnover % 2023
South Africa	514	7.14%	11.9%	10.1%
Sun Slots	18	7.8%	10.5%	11.4%
Total	610	8.7%	15.6%	10.3%



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THE SUNWAY CULTURE

We foster an execution-focused environment and an inclusive culture built on continuous improvement, integrity, teamwork, collaboration, transparency, adaptability, a problem-solving mindset, customer centricity and lifelong learning, while respecting and embracing the value of diversity.

Our culture forms the foundation of everything we do – it drives our strategic ambitions, shapes our organisational identity and creates long-term value for all stakeholders. We recognise that our people are the cornerstone of our success. We identify and nurture potential leaders through structured leadership development programmes that prepare them for growth and succession. Our talent management programmes are designed to equip employees with the skills, knowledge and exposure required to thrive in key roles. This ensures business continuity and helps us retain critical expertise within the highly dynamic gaming and hospitality industry.

Employee engagement is central to sustaining our culture. We maintain open and transparent communication through multiple platforms, including Sun Talk, email updates, WhatsApp groups and video messages from leadership, ensuring that every team member stays connected, informed and inspired. We firmly believe in two-way communication via host broadcasts and town halls where employees can ask leaders questions and receive answers in real time.

We also ran co-creation workshops to gather qualitative feedback from engagement surveys. These platforms allow employees to articulate their experiences and collaborate with facilitators to co-create solutions that improve their working environment. This demonstrates our commitment to transparency and a solution-oriented mindset.

Our Sun Stars Recognition Programme honours outstanding achievements at both group and business-unit levels, celebrating excellence and reinforcing positive behaviours. This initiative recognises individual and team contributions, strengthening a shared sense of purpose and belonging across the organisation.

Together, these efforts cultivate a vibrant, motivated workforce that upholds Sunway's culture and drives our mission forward with passion and pride.

EMPLOYEE VALUE PROPOSITION

Sun International continues to improve our organisational culture through focused strategic initiatives. In 2025, our focus was on developing our high-performance culture and ensuring that we recognised and celebrated our talent and their achievements.

Part of our value proposition is working for a market-leading digitally led gaming company of scale. An organisation driven by excellence execution underpinned by continuous improvement and lifelong learning. Sun International's EVP incorporates various elements that create an inspiring working environment to allow employees to continue to love working for Sun International.

OPPORTUNITIES FOR MULTIPLE CAREER PATHS

Employees have the exciting opportunity to advance their careers by exploring diverse roles within Hospitality, Gaming, Technology and Business sectors.



EMPLOYEE WELLNESS PROGRAMME

The wellness programme provides extensive opportunities aimed at supporting employees in managing both physical and mental health challenges.



EXPERIENCE PROPERTIES AT A SIGNIFICANTLY REDUCED RATE

Sun employees and their families can take advantage of incredible discounts of up to 80% on our services across multiple properties, making every experience even more enjoyable!



EDUCATION & DEVELOPMENT

Sun offers employees and their children exceptional opportunities for growth through a diverse range of educational programmes and initiatives.

These include employee bursaries, bursaries for employees' children, comprehensive leadership development programmes, and specialised training tailored to specific functions, all designed to foster professional advancement and personal development.

We strive to make every employee proud to be part of our organisation. We create an inspiring and inclusive workplace driven by our EVP, which reflects our promise to understand, value and invest in our people. We listen to our employees, act on their feedback and ensure they feel enabled, appreciated and empowered to grow.

We offer diverse learning and development opportunities that keep our employees competitive and future-ready. These initiatives demonstrate our strong commitment to recognising and nurturing talent at all levels of the organisation. Through structured training, mentorship and cross-functional exposure, we enable employees to build rewarding and sustainable careers within the group.

A cornerstone of our EVP is the OSW programme, designed to enhance the overall well-being of our employees and their household dependants. We work closely with internal stakeholders and trusted external wellness specialists to deliver comprehensive support, while safeguarding privacy and confidentiality at every stage.

The OSW programme places significant emphasis on mental health and holistic wellness, helping employees and their families navigate personal and professional challenges. Our LifeAssist service and ongoing well-being campaigns provide access to financial, physical and emotional support, including 24-hour confidential counselling and advisory services.

We also offer employees the opportunity to experience our properties as guests with their families at a significantly reduced cost.

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EMPLOYEE VALUE PROPOSITION continued

Working together to address cultural and socio-economic concerns

Our culture encourages employees to see themselves (and Sun International) as active contributors to the communities we serve. We believe meaningful social impact starts with our people and we encourage everyone to participate in initiatives that uplift others and strengthen our shared purpose.

We address cultural and socio-economic challenges by investing in education through our community development programmes. We build and support schools, offer bursaries for employees' children and expand access to quality learning in local communities.

Our employees volunteer their time, skills and creativity to make a meaningful difference. By engaging directly with communities, they deepen their understanding of diverse cultures and reinforce our values of unity, compassion and responsibility.

Together, we create opportunities, bridge cultural gaps and drive sustainable socio-economic growth – because when our communities thrive, we thrive with them.

Sun Talk and On the Couch

We have evolved our communication channels to remain relevant and deepen engagement. Our internal app, Sun Talk, shares news, updates and resources where employees post their own stories and achievements to create a more connected community.

We also enhanced communication through On the Couch, our quarterly livestream which is hosted by our CE and has an executive co-host. These sessions share strategic updates, employee interviews and topical video features. The informal format invites open dialogue and employees can send questions for leaders to answer live, which strengthens transparency and trust.

Employee engagement initiatives

In response to the employee engagement survey of the previous year, we used 2025 as a year to activate solutions, strengthen communication and implement actions to improve engagement levels across the business.

Teams worked together to identify challenges, test new approaches and introduce initiatives that build trust, transparency and collaboration. This is an ongoing effort and our teams continue to partner on solutions that will bolster engagement and sustain a positive, high-performance culture at Sun International.



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REWARD AND RECOGNITION

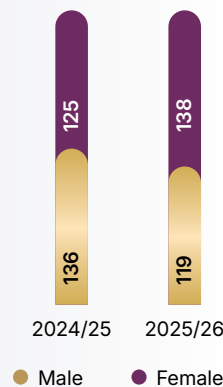
Commitment to fair and responsible remuneration

Sun International remains committed to fair, ethical and responsible pay practices aligned with regulatory requirements. We conduct an annual EPWEV analysis, including gender pay gap assessments, to ensure parity among employees performing similar roles, in line with the Employment Equity Act. Pay differentiation is permitted only where legitimate factors – such as performance, tenure, experience or critical skills – exist and can be substantiated.

Where disparities are identified, corrective actions are incorporated into our overall remuneration and PBE plans. For employees whose total cost of employment exceeded benchmarks, we implemented a once-off lump-sum payment strategy in lieu of annual increases to help narrow pay gaps. Further adjustments are planned for March 2026 to advance pay equity.

This ongoing process reflects our commitment to continuous improvement in tracking, reporting and promoting fair compensation across the group.

The graph alongside indicates the adjustments that took effect from 1 March 2026.



Living wage and employee benefits

We are dedicated to ensuring all permanent full-time employees earn a living wage to provide sufficient income for a decent standard of living. Following our latest analysis, no employee earns below the Sun International minimum wage as per the annual bargaining unit agreement. Our permanent employees receive a comprehensive benefits package, which includes:

- Medical aid and provident fund contributions
- 13th cheque/annual bonus and Christmas voucher
- Employee Share Trust dividends
- Bursary and study assistance
- Statutory allowances (night shift, transport)
- Company funeral cover, long-service awards and voluntary gap/funeral cover
- Housing subsidy for bargaining unit employees, where applicable
- An Employee Wellness Programme (EWP), administered by Life Assist, provided at no cost to employees to support the wellbeing of employees and their immediate family members

Sun Stars recognition programme

The Sun Stars programme is our flagship initiative for recognising and rewarding employees who consistently demonstrate our values and deliver exceptional service. The programme inspires employees to create memorable guest experiences and celebrates those who go above and beyond.

Employees can nominate colleagues based on outstanding performance and alignment with Sun International's values. Monthly and annual winners are recognised at the unit level, culminating in an annual group event where top achievers are celebrated and the overall Sun Star of the Year is announced.

The programme strengthens our organisational culture by reinforcing appreciation, boosting motivation and performance, enhancing employee engagement, promoting peer-to-peer recognition and supporting our employer brand as an organisation that rewards excellence.

Sharing the Sun campaign

Our Sharing the Sun campaign senior leadership initiative grants wishes annually to those employees who contribute to our business daily with their efforts.

A total of R2 million (2024: R2 million) was allocated to grant the wishes of Sun International employees who are most in need of help. To help as many employees as possible, the maximum amount allocated to any employee for assistance is R3 500. Categories considered most important included medical assistance, shelter and security, food and education.

We also continued with our CEO's award initiative – Changing a Life – where we make a difference in the lives of many employees by granting wishes in the areas where they need it most. In 2025, this financial award was presented to an employee at Boardwalk as discussed below.

The wishes granted since inception are shown below:

	Received	Granted
2020	556	501
2021	808	485
2022	812	848 ¹
2023	1 223	837
2024	1 200	723
2025	1 576	640

¹ Sun International granted a special allocation to our Sibaya employees for flood relief increasing the beneficiaries to more than the actual wishes received.

CASE STUDY

INSPIRING CHANGE: YAMKELA QOLO REALISES HIS DREAM AFTER RECEIVING A PROSTHETIC LIMB

This inspiring story exemplifies the positive impact of corporate responsibility, renewing hope and fostering dreams in our communities.

Boardwalk, in partnership with Sun International, fulfilled a life-changing dream for 10-year-old Yamkela Qolo by presenting him with a prosthetic limb. Yamkela, a Grade 4 learner, was born with a hand deformity. His mother, Zoliswa, has been a dedicated waitress at Boardwalk since 2015. For years, she envisioned providing her son with a prosthetic limb. This heartfelt wish became a reality through our Sun Wish campaign. The artificial limb, valued at R150 000, was gifted to Yamkela as part of this initiative. An excited Yamkela said: "As a goalie, my prosthetic hand will help me grab the ball. Having 10 fingers will also make it easier for me to count and excel in maths studies."

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TALENT AND LEARNING INITIATIVES

Number of employees trained

6 147

(2024: 6 794)

Number of training courses attended

9 175

(2024: 6 634)

Total number of bursaries awarded

383

(2024: 281)

Training costs

R62.9 million

(2024: R79 million)

Number of learnerships

265

(2024: 268)

We continued to strengthen talent management as a key driver of business performance, people development, growth and transformation. A total of 6 147 employees were trained through 367 training courses over 9 175 interventions, with R62.9 million invested in learning and development, alongside 383 bursaries awarded. We also supported a strong pipeline of youth talent through graduate, internship, learnership and trainee programmes, with 367 participants gaining structured workplace exposure and practical skills across our operations.

Many of our programmes focused on operational development, including training learners in gaming operations, food and beverage operations and professional cookery.

Our Youth Employment Service (YES) programme at Carnival City offered 10 young employees structured training and hands-on exposure across our operations. This allowed participants to gain practical skills, understand workplace dynamics and build confidence in a professional environment. We aim to expand this partnership in the coming years and provide more learners with opportunities to grow and develop in collaboration with YES to increase our commitment to youth development and sustainable talent pipelines.



Internships

38



Learnerships

265



Y.E.S

10



Succession management

We continue to prioritise talent management and provide our top, senior and middle management with access to LinkedIn Learning, which offers over 25 000 programmes to enhance their leadership and technical skills.

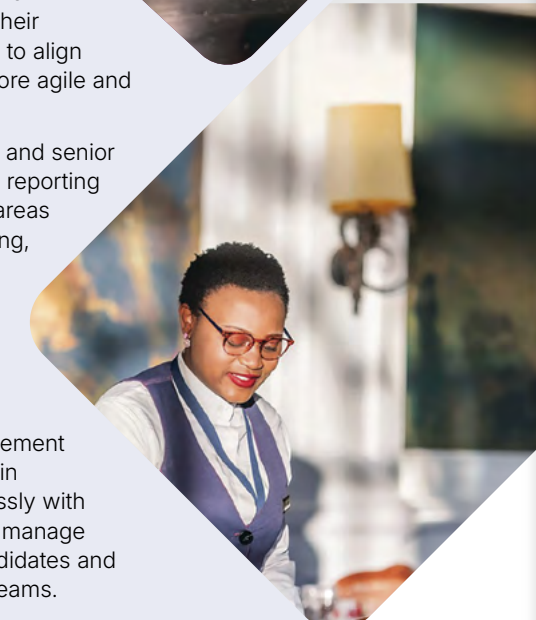
As part of our middle management succession process, we engage with senior and middle managers to understand their career aspirations and development goals. This allows us to align individual growth with organisational needs to create a more agile and capable workforce.

We focused on identifying potential successors at middle and senior management levels across various operating areas in this reporting period. Succession planning takes place in all functional areas – including food and beverage, culinary, finance, cashiering, VIP services, rooms, hotels, PBE, IT, engineering, marketing and operations – to ensure continuity and a strong leadership pipeline for the future.

Talent acquisition

To enhance communication and streamline our talent acquisition process, we partnered with Direct Hire to implement an automated applicant tracking system, which went live in February 2025. This advanced system integrates seamlessly with LinkedIn and Pnet recruitment platforms and allows us to manage applications more efficiently to reach a wider pool of candidates and improve the overall experience for applicants and hiring teams.

Structured Leadership Development programmes are being implemented in 2026 to ensure a leadership pipeline. We improved our leadership capabilities by injecting experienced leaders at an executive level as well as senior management.



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LEARNING AND DEVELOPMENT

Building a future-ready workforce

Sun International invested R62.9 million (2024: R68.8 million) in learning and development L&D.

Our 2025 strategy was built on clear objectives: to foster a culture of lifelong learning; drive continuous improvement; and create awareness and understanding of how to use technology, such as AI, in the way we work and how we can leverage it to be more effective. The development of our people is a core focus and extends beyond maintaining B-BBEE compliance. These deliberate actions directly support our vision of delivering memorable guest experiences through an agile, skilled and engaged workforce.

Continuous learning

We foster a culture of continuous learning that empowers employees to take ownership of their growth. Our initiatives are designed to meet strategic objectives, develop and grow our people particularly in technology, leadership, gaming and hospitality-focused training programmes.

We awarded 383 bursaries (2024: 281), with an investment of R12.8 million, directly supporting skills development and B-BBEE compliance, to promote inclusion, we enrolled 16 people with disabilities on Business Administration and IT Technical Support Learnership.

Addressing strategic skills gaps

To combat critical skills shortages, we implemented targeted programmes. In 2025, we implemented a range of learning initiatives, with a primary focus on areas essential to our business operations, with the focus being on Gaming. Over R6.2 million was spent on Slots, Tables, Cashiering and Surveillance.

Learnerships unemployed:

Slots: R603 850

Tables: R1 672 200

Cashiering: R1 161 250

Learnerships employed:

Tables: R77 580

RPL Gaming Supervision: R852 150

Gaming SOP: R1 571 700

Gaming Refresher: R29 950

Maintain Slots: R265 500

Supporting digital transformation

In PBE's quest to deepen digital transformation, strengthen organisational capability and adopt global best practice we are committed to reshaping processes, capabilities and mindsets to build a more agile, data-driven, and people-centric organisation. A digital-first PBE team will directly enhance service standards, talent pipelines, culture and employee experience across the organisation.

Future L&D initiatives include:

- Group Induction Programme: a digital induction transforms onboarding into a memorable, interactive journey that builds culture, capability and employee engagement from day one. A digital-first induction also ensures consistency and scalability across properties, while making new employees feel inspired, welcomed and empowered

- Review current learning platforms (ELM through PeopleSoft) and work towards an integrated learning ecosystem. Currently, learning interventions at the various properties vary. A unified ecosystem allows:
- Standard service excellence training across all properties
- Consistent employee experience regardless of location
- Leverage off our current LinkedIn Learning licence. Sun International has 670 licences of which 475 are active. 195 licences remain unassigned. The plan is to craft company-wide learning pathways, as well as individual learning pathways which align to employees' IDPs

Build digital capability in the L&D team. The L&D team should upskill in:

- Learning data analytics
- AI-supported curation
- Using modern learning tech platforms
- This shifts the team from "course administrators" to learning experience designers and capability strategists
- Build a digital Sun Academy to serve as the central engine for building the skills, capabilities and leadership required to deliver exceptional guest experiences, strengthen operational excellence and enable the long-term growth and competitiveness of Sun International
- The core purposes of the Academy would be to:
 - Build future-ready skills for hospitality, gaming, leadership and customer experience.
 - Create a unified learning experience across properties.
 - Support career pathways and internal mobility.
 - Strengthen Sun International's culture, values and talent pipeline.
 - Enable data-driven talent management decisions.
- 2025 saw the automation of bursary application process to improve workflow efficiency, transparency and user experience

Leadership capability

Central to our objective of building a leadership and learning culture is the development of values-driven leaders. We invested in programmes that boost emotional intelligence, communication and people management for 274 managers and supervisors, strengthening our internal succession pipelines.

The 10-month Grow to Great programme, in partnership with the LeadMe Academy, empowered leaders to challenge mindsets and lead with purpose. Furthermore, 282 targeted interventions nurtured emotional intelligence and dedicated women-in-leadership programmes supported our commitment to gender equity within leadership development.

Customer service skills

To uphold our brand reputation and ensure operational excellence, we launched bespoke programmes designed to meet specific business needs.

- **National VIP Gaming Host Programme (April to August 2025):** This blended learning programme trained 57 VIP hosts, managers and Sunbet VIP teams across properties. Focused on customer service excellence, strategic alignment, emotional intelligence and relationship-building, it used the Absorb platform and Reflection Guides to drive VIP revenue and visitations.
- **National Game Speed Optimisation Programme (September – November 2025):** To improve efficiency, consistency and compliance on the gaming floor, this programme trained 1 099 Tables and Surveillance employees under the theme "Fast Exciting Games for Fast Exciting People". Delivered through face-to-face interactive sessions and online overviews, it received overwhelmingly positive feedback for enhancing our gamertainment experience.

These initiatives ensure every guest interaction reflects Sun International's values of warmth and excellence.

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LEARNING AND DEVELOPMENT continued

Learnership training for specific roles

Our investment in targeted learnerships, with 265 learners across 25 programmes (investment: R4.3 million), is a cornerstone of maintaining B-BBEE compliance and enhancing skills development.

The Culture, Arts, Tourism, Hospitality and Sport Sector Education and Training Authority (CATHSSETA) has extended legacy learnerships in food and beverage, housekeeping and accommodation services until July 2026. Sun International is actively participating in industry discussions as these transition to new QCTO-accredited qualifications, which emphasise role-specific, competency-based training over general learnerships.

The future of learning and development

The gaming and hospitality industry is undergoing rapid transformation. Our future learning and development (L&D) imperatives to support our people strategy are to:



By anticipating these changes, we position our teams for resilience and growth, ensuring Sun International remains a leader in delivering exceptional experiences and rewarding careers.

L&D investment

	December 2024	December 2025
L&D spend (including unemployed learner salaries) (Rm)	68.7	62.9
# Employees trained	6 794	6 147
# Training courses attended	6 634	9 175
# Bursaries awarded	281	383
Bursary spend (Rm)	8.6	12.8
# Learnerships	31	25
Learnership spend (Rm)	13.5	4.3
# Learners	369	265
# Interns	16	38

Training costs as a percentage of leviabile payroll (South African units excluding Sun Slots)

	December 2024	December 2025
Leviabile payroll (Rm)	1.8	1.9
Training costs (Rm)	79	62.9
Percentage of leviabile payroll (%)	4.4	4.9

EMPLOYEE AND UNION RELATIONS

Labour relations and freedom of association

We ensure effective human rights management across the group. Our employee relations policy formally endorses the freedom of association principle, aligns with the constitutions of the countries where we operate and embeds this principle in recognition agreements with trade unions in South Africa and abroad.

We comply with the Employment Equity Act, the B-BBEE Act, the Labour Relations Act, the Basic Conditions of Employment Act and other relevant legislation to promote fairness and eliminate discrimination in the workplace. Our policies and practices, which are guided by the South African Constitution and Bill of Rights, uphold equality, fair employment, human dignity, Ubuntu and the freedom of all individuals.

63.75% of employees (excluding Sun Slots) are covered by collective agreements, reflecting a strong commitment to fair and structured labour relations. During the year, the company strengthened collaboration with employee representatives, concluded a wage agreement with improved wages and allowances, and increased the housing subsidy cap to support employees' well-being.

Workplace relations were further enhanced through joint sessions with the CCMA at Time Square Casino and the Table Bay Hotel, promoting open dialogue, trust and cooperation. Ongoing engagement and team-building initiatives have helped maintain positive union relationships, reduce conflict and foster a respectful, collaborative workplace culture that supports long-term organisational success.

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Employee health and wellness

We prioritise the health, safety and wellness of employees, contractors and visitors across the group. This year, we revised and communicated all SHE management procedures, identified emerging trends and improvements and integrated them into practical safety measures.

We aligned health and safety risk management with the group's ERM framework and conducted internal and external audits to ensure legal compliance, effective contractor management and proper SHE system implementation.

We implemented revised ESG-aligned KPIs, established fire safety and incident investigation plans and trained our SHE professionals on ISO 45001:2018, ISO 14001:2015, auditing and risk assessment, strengthening leadership and compliance.

These initiatives foster a proactive safety culture, reduce workplace risks and demonstrate our commitment to the well-being of everyone in our operations.

Outcomes

The organisation delivered health, safety and environmental performance for the reporting year, achieving or exceeding the majority of strategic targets. Overall customer confidence rose significantly, reflected in a 98% satisfaction score (2024: 94%), well above the 90% target.

We recorded zero fatalities and continued to improve injury prevention, achieving a TRIFR of 1.63, outperforming the target of 1.90. Health monitoring remained effective, with no cases of noise-induced hearing loss or other occupational diseases identified among 1 773 employees who underwent medical surveillance.

Operational governance strengthened across the group, with all 13 business units improving incident reporting practices. Our annual SHE audits produced strong results, achieving the cross-unit target of 90% and delivering a group average of 93% (2024: 92%). Additionally, 100% of findings from the previous audit cycle were closed out.

Regulatory compliance remained exceptional, with zero penalties or fines, despite 110 formal inspections by government and local authorities (2024: 46), along with several additional informal inspections.

Capability-building continued to be a priority, with 4 047 employees, service providers and contractors receiving OHS training. The organisation also drove innovation and cultural improvement by implementing 22 new risk-reduction and well-being initiatives and formally recognising 29 employees for exemplary sustainable behaviour.

Food safety and Legionella controls remained robust, with high standards maintained during all risk index audits.

Overall, the group demonstrated a year of strong health, safety and environmental performance, continuous improvement and sustained compliance excellence.

Our approach to health and safety management

We focus on preventing harm to all stakeholders affected by the group's activities, products and services. Our health, safety and wellness initiatives support SDG 3 (Good Health and Well-being) and SDG 8 (Decent Work and Economic Growth).

We track performance through KPIs that evaluate the effectiveness of internal controls in detecting and preventing harm, enhancing health and safety and mitigating risks across the group. Customer satisfaction, measured through our health and safety perception survey, informs our assessment of SHE management system effectiveness. Detailed KPI results are available in the ESG reports and the Health, Safety and Wellness section.

Responsibility for the group's health safety and well-being management

Operational management

Our SHE professionals in each business unit take direct responsibility for health and safety risk management and compliance. They implement the group SHE management system, conduct training and lead awareness initiatives, ensuring that operational teams understand their responsibilities and maintain safe, healthy working environments.

Strategic management

The group health and safety specialist set the overall health, safety and wellness strategy for the group. This role includes advising SHE professionals on operational execution, aligning unit-level actions with strategic objectives and ensuring consistency and best practice across all business units.

Executive management

At the executive level, the group ESG manager and group risk manager assess group-wide health and safety risks and opportunities through the ERM framework. The social and ethics committee provides oversight, monitoring health and safety management and ensuring accountability, with regular reporting from the group ESG manager on progress, challenges and outcomes.

Through this multi-tiered structure, we maintain a proactive, accountable and integrated approach to HSW and cultivate a culture of care, compliance and continuous improvement across the group.

Key initiatives that strengthened our safety culture and maturity while reinforcing our commitment to health, safety and wellness.

- Conducted regular workplace inspections and routine safety audits
- Delivered comprehensive safety training programmes to all operational teams
- Fostered transparency via safety committees
- Introduced safety incentive programmes to motivate safe behaviours
- Partnered with Human Resources and LifeAssist to explore fatigue management solutions
- Performed task observations for high-risk activities
- Promoted accountability through incident reporting, root cause analysis and corrective actions
- Supported employees on extended leave with LifeAssist services

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Psychosocial support

Our EWP offers employees and their household dependants (including domestic helpers) 24/7 access to a range of services, including coaching, counselling, nutritional and biokinetic consultation, legal advice, financial coaching and debt management services.

Our partner, LifeAssist, registered 1 244 new cases in 2025 (2024: 1 240).

The top presenting reasons were similar year on year (YOY), in ranking and percentage:

- Personal stress: 21% (2024: 20%)
- Occupational stress: 11% (2024: 11%)
- Bereavement: 7% (2024: 8%)
- Adjustment: 5% (2024: 5%)

Workplace absenteeism management

Our workplace absenteeism management (WAM) programme enables health professionals to reach out to employees to provide professional health coaching and counselling to address underlying issues related to excessive, recurrent or scheduled absenteeism. Line managers can also refer employees of concern and receive consultations with health professionals to better equip them in managing absenteeism appropriately. The sick note verification process assists in ensuring that employees are receiving the appropriate level of care for their conditions and in detecting potential fraudulent practices.

WAM health coaches achieved 2 995 (2024: 3 496) contacts. The top underlying reasons for recurrent or prolonged absenteeism were identified as respiratory (28%) (2024: 35%), musculoskeletal (21%) (2024: 29%), and domestic/personal (9%) (2024: 12%). The top three reasons were influenza (24%), stress at home (8%) and backache (5%). Year on year, the top reasons rank similarly with minor variances in percentage YOY.

On-site testing

Health and Lifestyle Risk Assessments (HRA) and HIV Counselling and Testing (HCT) is offered at the workplace, and participation is voluntary and confidential. Rapid screening and lifestyle self-assessments promote the early identification of chronic lifestyle diseases and HIV.

The aggregated data informs our risk mitigation strategy, and employees benefit from early detection of risk and health coaching to gain insight into how to prevent or manage health and lifestyle risks. At-risk individuals are referred with consent to the EWP, WAM or a chronic disease management programme.

On-site testing in 2025 was conducted at 13 of the 15 business units with a satisfactory uptake of 1 853 (2024: 2 168) participants.

Of the 1 853 participants who were screened for the HRA, 1 504 (81%) opted for HCT (2024: 80%) and 259 Males > 40 years opted for the finger-prick PSA (Prostate Specific Antigen) screening (2024: 240).

The major health risk is obesity and the LifeTrack Shape Challenge (LTSC) is designed to support employees in their weight management journey. Three Business Units – Golden Valley, Sunbet and GrandWest – implemented the LTSC with a view to managing obesity risk.

Managing HIV/Aids

Our employees have access to HIV disease management through medical aid schemes and the primary healthcare plan in the form of the Sun International LifeSense HIV disease management programme (LDM). The intention is to assist HIV-positive employees to maintain adherence to anti-retroviral treatment plans, ensuring they live healthy and productive lives. There are currently 175 (2024: 152) active beneficiaries on LDM – a YOY increase of 15%. The efficacy of case management is validated by pleasing clinical outcomes.

All employees and household members have access to the Post-Exposure Prophylaxis (PEP) programme, which can prevent transmission of HIV and other STIs in the event of traumatic or accidental exposure. Given the high incidence of rape in society, the PEP benefit is a vital component of the 365 Days of Activism campaign to end violence and abuse.

365 Days campaign to end violence and abuse

Now in its sixth year, the campaign continues to be delivered through multimedia, interactive content and on-site activations. Support is provided through OSW to reinforce human rights and mitigate harm by offering counselling to victims, equipping bystanders to respond appropriately, and addressing harmful behaviours among perpetrators. In cases of rape, individuals are able to reduce the risk of HIV transmission and other sexually transmitted infections through access to the PEP programme.

In line with the EE Act code of good practice on the elimination of harassment in the workplace, the group addresses discrimination, bullying, victimisation and harassment to ensure that employees feel safe to report incidents, access recourse through company policies and procedures, and receive support through OSW.

While the social pandemic of Gender-Based Violence and Femicide receives focused attention during the annual United Nations 16 Days of Activism for No Violence Against Women and Children campaign (25 November – 10 December), the group's "365 Days" commitment ensures that these issues are addressed throughout the year. This includes integration into on-site activations such as Women's Day, Men's Day and wellness days.

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Training and wellness interventions

In 2025, 2 896 employees participated in on-site activations (2024: 3 268). Engagement was impacted by operational constraints and the Table Bay furlough.

The Thrive-themed Wellness Days were successfully hosted by 13 business units across 16 separate days, attracting participation from 36% of the total headcount, representing 2 543 employees (2024: 3 268). These sessions focused on holistic wellness, including physical, mental and emotional health, and provided employees with opportunities to access health screenings, wellness resources, interactive workshops and expert guidance on managing work-life balance. The events also fostered peer engagement and strengthened the culture of well-being within the organisation.

Several ad hoc events were held throughout the year to address specific themes and awareness initiatives. These included the LifeTrack Shape Challenge launch, Men's Day, Women's Day, Financial Wellness Day, 16 Days of Activism and World Aids Day. These initiatives attracted 353 employees, providing targeted opportunities for education, awareness and participation in socially and personally impactful programmes. These events reinforced the group's commitment to employee well-being, diversity, inclusion and social responsibility, ensuring that engagement extended beyond scheduled wellness initiatives to create a year-round culture of care and support.

Training

YOY, there was a significant increase in participation, with 99% more delegates attending in 2025 compared to 2024. A total of 1 003 delegates participated in 2025, up from 503 in the previous year. This growth reflects heightened interest in the programmes and the effectiveness of engagement strategies designed to attract a broader and more diverse audience. The sessions covered a wide range of topics, including:

- Coping with trauma, grief and loss
- Change and resilience
- Mental health
- Building financial resilience
- Surviving the financial storm
- OSW masterclass for managers: psychosocial risk (PSR) mitigation
- OSW masterclass for managers: application of the employee well-being programme (EWP) and WAM to promote employee well-being and engagement
- OSW suite of services: promotion to shop stewards (GrandWest) and staff

Communication

Throughout 2025, a steady stream of multimedia content was published to support health calendar observances and organisational health and wellness campaigns, utilising all internal communication channels to maximise reach and engagement.

The Sun Talk App proved to be the most effective platform for delivering health and wellness content, promoting the benefits of the OSW programme and inviting employees to participate in on-site activations. Complementing this, the LifeAssist website served as a central repository for content and practical resources, allowing employees to access information at their convenience.

The communication campaigns prioritised in 2025 were closely aligned with the health calendar and internal risk mitigation objectives. Key focus areas included Mental Health, Financial Wellness, Cancer, Diabetes, Women's Health, Men's Health, the 16 Days of Activism campaign and World Aids Day, ensuring a comprehensive approach to promoting well-being across the organisation.

Culture transformation

Recognising that change can impact mental well-being, the OSW team increased on-site availability, boosted awareness, maintained ongoing messaging and delivered tailored activations to encourage engagement and support staff through the transition.

Key focus areas

We are focusing on strengthening health and safety across the group by revising and updating risk assessments, rolling out the 2025-2029 strategic plan and KPIs to align with long-term objectives and updating the food safety management system to meet industry best practices.

We are conducting working-at-height assessments, a group-wide health and safety maturity assessment and reviewing reporting processes for LTIFR and TRIFR to ensure robust data checks throughout the year. These initiatives enhance risk management, compliance and overall safety performance.

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Health, safety and wellness

Health, safety and wellness are a priority at Sun International, as we are committed to preventing harm to our employees, customers and other stakeholders while upholding the group's reputation.

We manage risks through proactive control measures, ongoing employee training and awareness programmes to ensure a safe and secure environment. We investigate innovative solutions that support physical and mental well-being through our integrated wellness approach.

We embed a caring and vigilant culture by promoting sustainability awareness and focusing on risk-based topics that enhance safety and wellness. We also maintain strict compliance with relevant standards and regulations and conduct regular internal and external audits to ensure that best practices are applied consistently across all operations.



EMBEDDING A CARING AND VIGILANT CULTURE

- Promote sustainability awareness with a focus on risk-based topics



PROACTIVE CONTROL AND RISK MITIGATION

- Implement proactive risk management
- Provide ongoing employee training and awareness



PREVENTING STAKEHOLDER HARM

- Protect employee and customer health and safety
- Uphold the group's reputation



INNOVATIVE SOLUTIONS TO MANAGE HSW

- Explore innovative approaches through our integrated wellness programme



MAINTAINING COMPLIANCE, ALIGNMENT TO STANDARDS AND BEST PRACTICE

- Maintain compliance with standards and regulations; conduct internal and external audits

Outcomes

Attained a **98%** (2024: 94%) customer satisfaction score (target: 90%) regarding health and safety perceptions.

The group recorded **zero fatalities** for the year.

TRIFR: Achieved **1.63**, below the target of 1.90.

No cases of noise-induced hearing loss or other occupational diseases were reported, with **1 773** employees undergoing medical surveillance in 2025.

All **13** business units strengthened and improved their incident reporting practices.

Achieved the SHE cross-unit audit score target of 90% with a group average of **93%** (2024: 92%) and successfully closed out 100% of findings from the previous year's audit.

Achieved zero penalties or fines.

Provided OHS training to **4 047** employees, service providers and contractors.

Implemented **22** new innovative solutions to improve risk management and employee well-being.

Recognised **29** employees for their outstanding sustainable behaviour.

Improved and maintained high standards during the Overall food safety and Legionella risk index audits.

110 formal inspections (2024: 46) were conducted by government and local authorities, along with several informal inspections. We received zero penalties or fines (2025: zero).

Key focus areas in 2025

- A** Conduct internal self-assessment audits, SHE cross-audits and external audits to ensure compliance and system effectiveness
- A** Identify trends, innovations and enhancements to improve health and safety performance
- A** Implement revised KPIs aligned with ESG across the group
- A** Implement succession planning for the health and safety function across the group
- A** Integrate health and safety risk management with the group's ERM approach
- A** Maximise the functionality of remaining IsoMetrix modules
- A** Plan skills development for SHE professionals in fire and incident investigation, ISO 45001:2018, ISO 14001:2015, internal auditing and risk assessment methodologies

A Achieved **▶** In progress

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Looking ahead

We will continue to strengthen our HSW framework across the group by revising and updating all risk assessments. Once completed, these will be uploaded to the IsoMetrix platform to ensure centralised access, enhanced monitoring and improved visibility for leaders.

Implementation of the 2025–2029 strategic plan and its associated KPIs will remain a priority, ensuring that our health and safety objectives are fully aligned with the group's long-term goals. In parallel, we will continue refining the food safety management system to ensure it remains aligned with industry standards and recognised best practices.

To further reduce operational risks, we will conduct comprehensive working-at-height assessments and implement the necessary controls to safeguard employees operating in elevated environments.

We also plan to undertake a follow-up health and safety maturity assessment to measure progress, identify gaps and guide future improvement initiatives. In addition, we will maintain the accuracy and reliability of our reporting by reviewing LTIFR and TRIFR methodologies and applying enhanced data-validation checks throughout the year.

During 2024, 40 procedures were reviewed, updated, approved and issued for implementation with input from all business units. These documents will remain valid until the next scheduled review in 2026.

Collectively, these initiatives reflect our commitment to continuous improvement and support our goal of maintaining a safe, compliant and resilient working environment for all employees.

Key performance indicators

Health and safety management focuses on the prevention of harm to all stakeholders who are affected directly or indirectly by the group's activities, products and services. Sun International is committed to reporting on relevant and applicable indicators.

[+ See our capitals and KPI table on page 31](#)

Where feasible, we also align our HSW initiatives to address specific SDGs, namely:



3 GOOD HEALTH AND WELL-BEING

Good health and well-being



8 DECENT WORK AND ECONOMIC GROWTH

Decent work and economic growth

To measure performance against our social obligations, we have defined KPIs that measure and monitor the success of internal controls to detect issues and prevent harm. These indicators aim to enhance health and safety performance and risk mitigation for all stakeholders across the group. Targets were established for five years (2025 – 2029) using 2023 as the baseline period, approved by management – to ensure the successful implementation of our HSW strategy.

All data used to measure KPI performance is collected monthly through a defined reporting process. Business units submit their data to the group health and safety specialist at our central office, which is verified quarterly to ensure accuracy, reliability and transparency. Any discrepancies or performance gaps are reported back to the units for resolution before the final management reporting. The KPIs in the table below highlight the group's progress in achieving our HSW performance targets.

		2025	2024
Health and safety Incidents			
Fatal injury frequency rate (FIFR) ¹	Rate	0	0
Lost time injury frequency rate (LTIFR) ²	Rate	1.35	Refer to note
Total recordable injury frequency rate (TRIFR) ³	Rate	1.63	Refer to note
Total number of employee/contractor/service provider first aid cases ⁴	Number	424	Refer to note
Total number of employee/contractor/service provider medical treatment cases ⁵	Number	33	Refer to note
Total number of employee/contractors/service provider lost time injuries ⁶	Number	162	Refer to note
Total number of employee/contractor/service provider recordable injuries ⁷	Number	195	Refer to note
Total work-related fatalities ⁸	Number	0	0
Total number of guest injuries ⁹	Number	131	Refer to note
Person hours worked	Number	23 874 971	24 340 157

- 1 FIFR is the frequency of fatalities resulting from a work injury or work-related disease/illness, i.e., the number of fatalities per 200 000 employees hours worked.
- 2 LTIFR is the frequency of LTIs, i.e., the number of LTIs per 200 000 employees hours worked.
- 3 TRIFR is the frequency of all reportable injuries (RIs) inclusive of all fatalities, LTIs and medical treatment cases (MTCs) per 200 000 employees hours worked.
- 4 Total number of employee, contractor and service provider injuries that required first aid.
- 5 Total number of employee, contractor and service provider injuries that required treatment beyond first aid but did not result in lost time.
- 6 Total number of employee, contractor and service provider injuries that resulted in lost time beyond the day of injury.
- 7 Total number of recordable employee, contractor and service provider injuries that resulted in medical treatment, lost time, or a fatality.
- 8 Total number of employee, contractor and service provider injuries that resulted in a fatality.
- 9 Total number of guest injuries that resulted in medical treatment or a fatality.

Note: During the assessment of our 2024 performance for our LTIFR and TRIFR, the independent assurance audit could not obtain appropriate evidence to support the disclosure of these rates.

[+ IBIS assurance statement](#)

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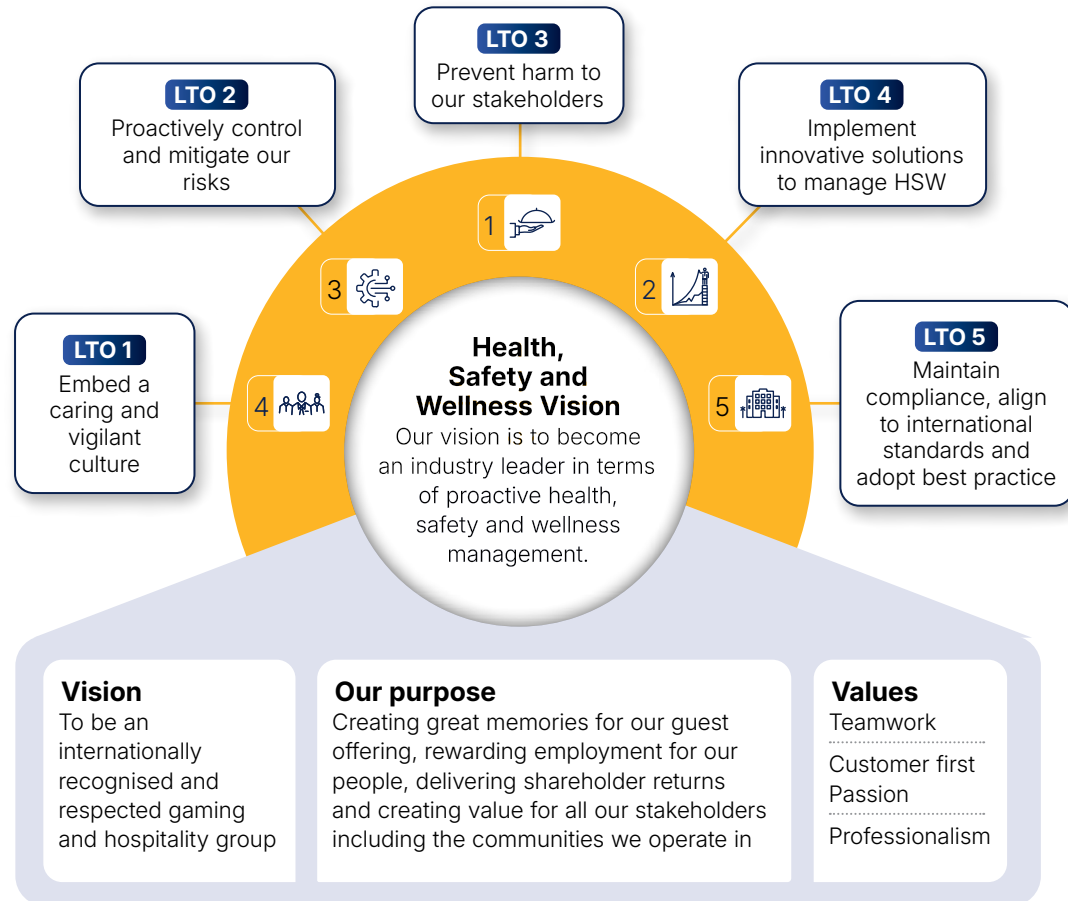
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Strategic overview

HSW contributes toward our ability to achieve our vision, mission and strategic objectives. Each contribution is identified through its respective long-term HSW objective. These relationships are outlined below for ease of reference:



LTO Long-term objective

Strategic initiatives

- 1 Customer centric and product-driven growth
- 2 Sharpened value proposition and market expansion
- 3 Fit-for-purpose technology to power the business
- 4 People and culture evolution
- 5 Operational excellence, digitalisation and innovation
- 6 Financial discipline and strategic investment and/or divestment

Group health and safety performance	Achieved 2025	Achieved 2024	Achieved 2023	Progress
Achieve an average customer satisfaction survey score of 90% or higher in relation to HSW matters	98%	94%	88%	A
Achieve and maintain zero fatalities year on year regarding (FIFR)	0.00	0.00	0.01	A
Achieve and maintain an LTIFR of 0.90	1.35	Refer to page 56	0.98	X
Achieve and maintain a TRIFR of 1.90	1.63	Refer to page 56	1.28	A
Achieve a minimum audit score of 90% during the SHE cross-unit audit	93%	92%	91%	A
Achieve zero penalties, infringements, or convictions from government, regulatory or local authorities	0	0	0	A

Achieved In progress Target not achieved/ Additional action required



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Management approach

The responsibility for HSW management is divided into three levels:

Operational management

SHE professionals manage health and safety risks, ensure compliance, implement the group SHE system, use cloud-based tools and drive training and awareness at unit level.

Strategic management

The group health and safety specialist set the HSW strategy and supports SHE professionals in executing strategic objectives.

Executive management

The group ESG manager and risk manager assess group-wide risks through the ERM framework and report to exco via the director of corporate services. Health and safety performance is reported to the social and ethics and risk board committees.



Performance overview: A journey of growth and resilience (2020 – 2025)

We have consistently prioritised our HSW over the past six years and notched up key milestones while fostering continuous improvement.

2020

↓

Rising to the Covid-19 challenge

We implemented a comprehensive Covid-19 prevention and control programme, achieving zero non-compliances and earning the IRMSA Award from the Institute of Risk Management South Africa for Best Risk Initiative in the Hospitality Industry.

2021

↓

Building a stronger foundation

We recorded zero work-related fatalities or penalties, improved our guest and employee safety, enhanced our SHE management platform and introduced a reward framework. A group-wide medical surveillance programme bolstered employee wellness.

2022

↓

Sustaining success

We maintained zero fatalities and penalties, achieved 90% customer satisfaction and increased employee training by 43%. Appointing a group health and safety specialist boosted our strategic oversight.

2025

↓

The group delivered a strong HSW performance during 2025, achieving 98% customer satisfaction, zero fatalities and maintaining a FIFR of 0.0. We completed 100% of internal audits with a 93% average score, while external inspections resulted in zero penalties. Injury-prevention efforts showed positive trends with an improved TRIFR of 1.63 and the organisation continued to strengthen our safety culture through enhanced training, risk-trend analysis and proactive hazard management.

Occupational health performance remained robust with zero occupational diseases and 1773 employees participating in medical surveillance. The group implemented 22 innovative safety and wellness initiatives, achieved a 94% food-safety audit score and improved key hygiene indicators. Overall, these achievements reflect a maturing safety culture, strong compliance and a deepening commitment to employee well-being and operational excellence.

2024

↓

Reducing risk and enhancing maturity

We achieved zero fatalities, penalties or fines and increased customer satisfaction to 94%. We conducted a maturity assessment and introduced a reward initiative which recognised 45 employees for innovative sustainability solutions.

2023

↓

Performance and innovation

We achieved 88% customer satisfaction, a 98% incident close-out rate and a 91% group audit score. Fire and food safety results improved and we advanced compliance through IsoMetrix and ISO 45001-aligned procedures.

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PREVENTING STAKEHOLDER HARM

Customer satisfaction

Health and safety criteria were added to surveys and the group achieved a 98% satisfaction score (2024: 94%) against a 90% target, with all units meeting their targets.

Self-assessments

Internal audits achieved a 93% average score – all 39 planned audits were completed and reached a 100% completion rate.

Injury reduction and prevention

We delivered a strong and consistent health and safety performance for the reporting period, meeting or exceeding key injury-frequency and fatality-related objectives.

Effective risk management and compliance practices supported another year of zero fatalities (2025: zero), maintaining a FIFR of 0.0 (2024: zero). This outcome reinforces the strength of our critical-risk controls and the continued prioritisation of high-risk mitigation across all operations.

Beyond sustaining a fatality-free environment, the organisation recorded solid progress in overall injury performance:

The LTIFR closed at 1.35, above the target of 0.90. Enhanced focus on incident management will drive future reductions.

The TRIFR ended at 1.63, below the target of 1.90, reflecting improved management of broader workplace risks through strengthened reporting, early intervention and ongoing adherence to safety standards.

Collectively, these outcomes signal a maturing safety culture and continued advancement in operational risk management. The combination of zero fatalities, stable FIFR performance and positive LTIFR and TRIFR trends underscore our sustained commitment to employee well-being and to maintaining a work environment where safety remains a core strategic priority.

Key initiatives that strengthened our safety culture

- ▶ We continue to strengthen our safety culture through a range of key initiatives that promote awareness, accountability, and proactive risk management.
- ▶ Our comprehensive safety training programmes equip employees with the knowledge to work safely, while regular workplace inspections and routine safety audits help us with the early identification and addressing of potential hazards.
- ▶ We maintain open communication through safety committees and encourage prompt incident reporting, followed by root cause analysis and corrective actions to prevent a recurrence. Safety incentive programmes further motivate safe behaviour and task observations ensure that high-risk activities are carefully monitored.
- ▶ We also support employees through LifeAssist, particularly those on extended leave, and work closely with PBE and LifeAssist to explore effective fatigue management solutions. These initiatives help build a more resilient, vigilant and safety-driven workplace.

Occupational health

The group health and safety specialist plays a central role in monitoring occupational health risks and ensuring that effective controls are in place across all operations. We recorded zero cases of noise-induced hearing loss or other occupational diseases in 2025, which reflects the success of our preventive measures and ongoing health surveillance. During the year, 1 773 employees participated in medical surveillance, providing valuable insights into workforce health trends and helping us maintain a safe working environment.

Our OSW programme, which addresses health and safety risks within a strong corporate governance framework, achieved 3 357 (12 out of the 14 business units) engagements (81% take-up) (2024: 3 909). This level of participation demonstrates the programme's effectiveness and the growing commitment of employees to prioritise their well-being. It also highlights the success of our wellness initiatives in cultivating a proactive, health-conscious culture across the group.

Group SHE management system

During 2024, 40 procedures were reviewed, updated, approved and issued for implementation with input from all business units. These documents will remain valid until the next scheduled review in 2026.

Maturity assessment

In 2025, we built upon the 2024 maturity assessment and maintained stage 3 on the behavioural safety maturity scale. Our focus was on strengthening shared accountability for safety, expanding targeted training, enhancing incident root-cause analysis and increasing workplace inspections. We continued to leverage safety committees, audits and incentive programmes to reinforce awareness and compliance. Additional priorities included advancing fatigue management initiatives with PBE and LifeAssist, deepening trend analysis at unit level and improving support for employees on extended leave. These efforts consolidated the group's safety culture and overall HSW maturity.

Forward planning

We plan to conduct a follow-up maturity assessment to measure progress in advancing the group's safety culture and identifying further opportunities for improvement. This builds on the initiatives already in place and ensures that safety practices are embedded consistently across all units. We are also committed to maintaining proactive risk management, continuous employee training and robust incident reporting processes.

We will also strengthen support mechanisms such as LifeAssist, fatigue management initiatives and high-risk task observations while continuing to leverage safety committees, audits and incentive programmes to sustain engagement and compliance. This will ensure that Sun International continues to advance its safety culture and protect the well-being of employees, guests and stakeholders.

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PROACTIVE CONTROL AND RISK MITIGATION

Risk trend analysis/inspection of high-risk areas

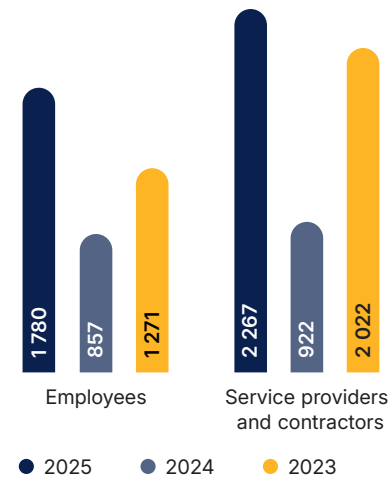
In 2025, we continued to conduct risk trend analyses for health and safety incidents to proactively identify and address risks while promoting a safe and sustainable workplace. We enhanced transparency, accountability and stakeholder trust with data-driven insights while supporting ESG objectives and ensuring compliance with industry standards.

Trend analysis also helped to reduce the financial and operational impact of workplace incidents and promoted cost efficiency and effective resource management.

Training and awareness

All units successfully completed their compliance and awareness training initiatives in 2025 and achieved 100% of their targeted training requirements. A total of 4 047 employees, service providers and contractors also received training in that period.

Health and safety training



Forward planning

We will continue to explore and implement succession planning for the health and safety function across the group and will also prioritise skills development for the group's SHE professionals in key areas. These include fire and incident investigation, ISO 45001:2018 and ISO 14001:2015 standards, internal auditing and risk assessment methodologies, COVID, event safety management and contractor management.

INNOVATIVE SOLUTIONS TO MANAGE HEALTH, SAFETY AND WELLNESS

Innovative solutions

We delivered 22 innovative initiatives in 2025 aimed at strengthening risk management and promoting employee well-being. Key actions included increased participation in wellness programmes, comprehensive ergonomic assessments, enhanced training and upgrades to fire safety systems. Together, these efforts fostered a safer, healthier and more engaged workplace, boosting employee morale and overall productivity.

Forward planning

We will continue to enhance employee wellness through our integrated HSW approach.

EMBEDDING A CARING AND VIGILANT CULTURE

Sustainability awareness initiatives and recognition

Our commitment to sustainability awareness encourages business units to implement tailored on-site initiatives that address key health, safety and environmental priorities. As part of our strategy to foster a culture of care and vigilance, we incorporated reward and recognition programmes, honouring 29 employees for their innovative sustainability solutions.

Forward planning

Continuing awareness and recognition initiatives focusing on relevant risk-based topics will include establishing clear goals and metrics, targeting specific audiences, using technology for efficient recognition programmes, measuring KPIs and adapting to emerging trends.



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MAINTAINING COMPLIANCE, ALIGNMENT TO STANDARDS AND BEST PRACTICE

Internal cross-unit audits

Sun International met the SHE cross-unit audit score target of 90% with a group average of 93% (2024: 92%) and successfully closed out all findings from the previous year's audit.

External audits

Government and local authority inspections

In 2025, 110 formal inspections (2024: 46) were conducted by government and local authorities, along with several informal inspections. We received zero penalties or fines (2025: zero). These inspections focused on compliance with OHSA and its regulations, Compensation for Occupational Injuries and Diseases Act (COIDA) and other relevant HSW legislation.

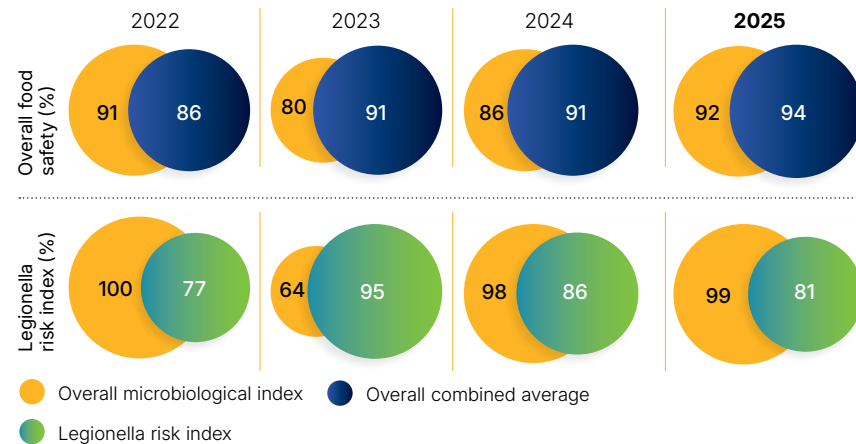
Fire, life safety and risk control audits

Throughout 2025, independent external audits were conducted to assess fire prevention, life safety and risk control measures. These audits covered fire-equipment servicing, maintenance and repairs, compliance with OHSA requirements and overall emergency preparedness. In September, the auditing firm updated its audit format and reporting criteria to improve the effectiveness and consistency of assessments. Most scheduled corrective actions were completed during 2025. The few actions that remained open were dependent on capital-expenditure approvals, but these were finalised and closed within the same year.

Hygiene audits

We maintain the highest food safety and hygiene standards and monitor and mitigate risks through independent third-party audits that focus on food safety and Legionella management. The group achieved a 94% food safety audit score in 2025, which surpassed the 90% target, with KPIs ensuring a timely closure of audit findings. The overall microbiological index improved to 92%, up by 6% from 86% in 2024, reflecting the continuous enhancement of our hygiene performance.

Overall food safety (%)



Our Legionella risk index audit score declined by 5%, falling from 86% in 2024 to 81%. Despite this, we achieved an improvement in the overall microbiological index, which rose to 99%, up by 1% from 98% in 2024, indicating good progress in food safety performance.

Forward planning

We continue to focus on compliance and closing previous audit findings. We also emphasise ongoing staff training in food safety, Legionella standards and leverage the business intelligence platform to monitor progress and drive continuous improvement.

Contractor gap analysis audit

An external service provider conducted a group-wide contractor gap analysis audit to assess compliance with national, regional, and municipal OHS requirements, as well as contractor entry permits. The audit focused on all contractors, with emphasis on high-risk categories such as cleaning, construction, maintenance, electrical work, heating, ventilation and air conditioning inspection, testing and other high-risk resort contractors.

Audit findings were submitted to each unit, which addressed them with support from the group health and safety specialist, procurement and external service providers. The contractor onboarding process is under review with proposed improvements including clearer SHE specifications, biannual safety document reviews, document approvals and training for contractors and SHE professionals.

Forward planning

We will continue to ensure compliance and close prior-year audit findings, including addressing contractor gap analysis results. We will also emphasise ongoing contractor safety training and leverage the business intelligence platforms to monitor progress and drive improvements.

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Socio-economic development

Our investment in SED creates shared value by empowering and uplifting the communities in which we operate.

We align our projects with local needs and focus on education, sports and arts and culture, while providing monetary and in-kind support to enhance community well-being. These initiatives advance sustainable development and help us to fulfil our gaming licence conditions, promote B-BBEE compliance and reinforce strong corporate governance practices to support our social licence to operate.



SED

We align projects with community needs and focus on education, sports and arts and culture



IN-KIND DONATIONS

We create shared value through monetary and non-monetary support for local communities



GAMING LICENCE CONDITIONS

We ensure adherence to gaming licence conditions, which support our social licence to operate

Outcomes

SED spend
R35.2 million
(2024: R28.3 million)

In-kind donations spend
R2.5 million
(2024: R5.1 million)

Directly impacted beneficiaries
835 000
(2024: 620 000) through community initiatives

Projects supported

Our initiatives focus on empowering youth, promoting gender equality, advancing environmental stewardship, nurturing artistic talent and leveraging sport for social development. We strive to bridge socio-economic gaps, foster inclusion and create opportunities that drive positive social and economic change across South Africa through targeted educational and skills development programmes, public-private partnerships and innovative community engagement.

Bridging the youth unemployability gap

Fostering community engagement, supporting educational initiatives and empowering youth to improve employability.

Promoting women empowerment

Collaborating with public-private partnerships to implement programmes that drive sustainable economic and social development for women.

Educating, advocating and acting

Partnering with the Wildlife and Environment Society of South Africa (WESSA), engaging over 5 300 learners through Eco-Schools to address critical environmental and social challenges in 20 South African schools.

Uniting through sport

Using sport as a tool for social change through innovative programmes that develop critical skills and provide access to resources.

Transforming societies through arts

Providing scholarships for individuals to obtain their first qualification in performing visual or digital arts at accredited South African tertiary institutions.

Key focus areas in 2025



Youth development programmes

Expanding learnerships, bursaries and work experience opportunities, specifically targeting Adopt-a-School learners.



Employee volunteerism

Implementing an SED employee volunteerism survey to provide meaningful community engagement opportunities for employees.



Environmental and health awareness

Promoting awareness through Sun International Eco-Schools programmes to support sustainable community development.



Quality education outcomes

Enhancing educational outcomes for learners across all levels, from ECD to entrepreneurship and employment.



Regional alignment

Aligning SED investments with the specific needs of the regions where the group operates.



Baseline assessments

Conducting assessments to evaluate and guide the effectiveness of group initiatives.



Achieved



In progress

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Socio-economic development

Sun International has consistently prioritised education as a cornerstone of our SED strategy and recognises our critical role in shaping future generations and equipping youth with the skills needed to thrive in the workforce. We have made substantial investments in initiatives that improve literacy, numeracy and matric results over the years while supporting broader skills development programmes that enhance employability across multiple sectors.

We empower learners to access meaningful career opportunities by focusing on foundational education and vocational readiness which contributes to sustainable socio-economic growth in the communities where we operate. Notably, 60% of our SED investments in 2025 (consistent with 2024) are aimed at education and youth development, which reflect our strategic commitment to creating the most significant and long-lasting impact. These investments span programmes from ECD and school enrichment initiatives to bursaries, learnerships and work experience opportunities, which are all designed to bridge the skills gap and prepare learners for a competitive and evolving job market.

Youth intervention programmes

These programmes equip young people with the skills, knowledge and opportunities to succeed in the workforce. Initiatives include career exhibitions that connect learners with employers and educational institutions, bursaries and internships that support tertiary education and practical experience and workplace readiness programmes to develop essential soft and technical skills.

Collectively, these efforts bridge the gap between education and employment, reduce youth unemployment and empower the next generation to pursue meaningful careers and promote SED.

Positive masculinity workshops

Our positive masculinity workshops aim to cultivate healthy, respectful and socially responsible behaviours among young men. These workshops are conducted in schools and have engaged over 2 000 students. They offer a safe and supportive environment to explore respect, empathy, emotional intelligence and gender equality.

The sessions challenge harmful stereotypes, promote constructive communication and provide students with practical tools to build strong, positive relationships with family, peers and wider communities. By encouraging a culture of positive masculinity, the workshops help to reduce gender-based violence, improve social cohesion and empower young men to grow into responsible, accountable and compassionate members of society.

Eco-Schools

We have partnered with WESSA through a four-year Eco-Schools programme that conducted 260 environmental workshops in 20 schools in 2025 and reached over 5 300 learners. The workshops provide practical knowledge on sustainability, conservation and climate awareness, promoted responsible environmental behaviours and equipped students to implement sustainable practices in their schools, homes and communities.

Supporting ECD centres

We support ECD centres as a key part of our SED strategy that focuses on building solid foundations for long-term educational success. We enhance ECD quality through structured reading programmes that develop literacy, language and cognitive skills, while investing in infrastructure and learning resources to create safe and stimulating environments. These initiatives empower educators, improve early learning outcomes and prepare children for primary education while fostering lifelong learning, social development and future opportunities.

Management approach

Our SED policy and framework reflects our commitment to delivering a lasting social impact in the communities where we operate. We follow a structured process to identify, evaluate and approve projects, engage stakeholders, set clear objectives and allocate resources responsibly. Focus areas include education, youth empowerment, environmental stewardship, arts and culture and sports development. Robust governance, monitoring and reporting mechanisms ensure transparency, measure outcomes and optimise impact, which help us to strengthen communities and contribute meaningfully to sustainable development in South Africa.

SED project approval governance process

Operational and implementation

All Sun International units are required to develop a comprehensive SED plan at an operational level to maintain a continued focus on it. Each plan provides a holistic overview of the unit's strategic approach to SED, outlining prioritisation, planning and implementation of initiatives in line with the group's objectives. These plans are reviewed and approved by the respective unit SED committees before being submitted annually to the group SED specialist. Progress and effectiveness are monitored quarterly by the SISC DT to maintain accountability, alignment and continuous improvement across all SED initiatives.

Management

The management of Sun International's SED initiatives is overseen through a structured and accountable process. Representatives of the SISC DT committee meet quarterly to review and approve all unit SED implementation plans to ensure alignment with the group's strategic objectives. Once a plan is approved, the group SED specialist communicates the outcome to the relevant unit and provides formal sign-off. All projects, activities and associated data are captured on the internal accounting system for rigorous auditing, monitoring and reporting on a quarterly basis to track progress, assess impact and ensure transparency and accountability across all SED initiatives.

Sun International Social Community Development Trust

The SISC DT plays a central role in guiding and overseeing the group's SED initiatives. The group SED specialist is responsible for defining flagship projects, establishing key targets and setting performance indicators to ensure impactful outcomes. All unit SED plans are reviewed by the group SED specialist to confirm alignment with the group's primary focus areas, namely education, sports and the arts. Units are required to submit a special motivation form for SISC DT approval for projects falling outside these focus areas to ensure that all initiatives are evaluated and sanctioned in accordance with the group's SED policy and strategic priorities.

 Please read our "Gamechangers 2025 SED booklet"

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MANAGEMENT APPROACH continued

Measuring impact

Our stakeholder-focused approach indicates a shared understanding of how we can achieve meaningful and measurable impact in the communities where we serve. This is reflected in our case studies on page 66 - 68 and 74 - 75, which demonstrate tangible outcomes of our initiatives.

Each project is guided by its alignment with the SDGs and South Africa's National Development Plan, which reinforce our commitment to national and global development priorities.

The group's three key performance indicators – SED spend, in-kind donations and compliance with gaming licence conditions – are closely aligned with our strategic framework. This supports the achievement of the SDGs and drives our initiatives through a shared value approach, ensuring that communities and the business benefit from sustainable SED.

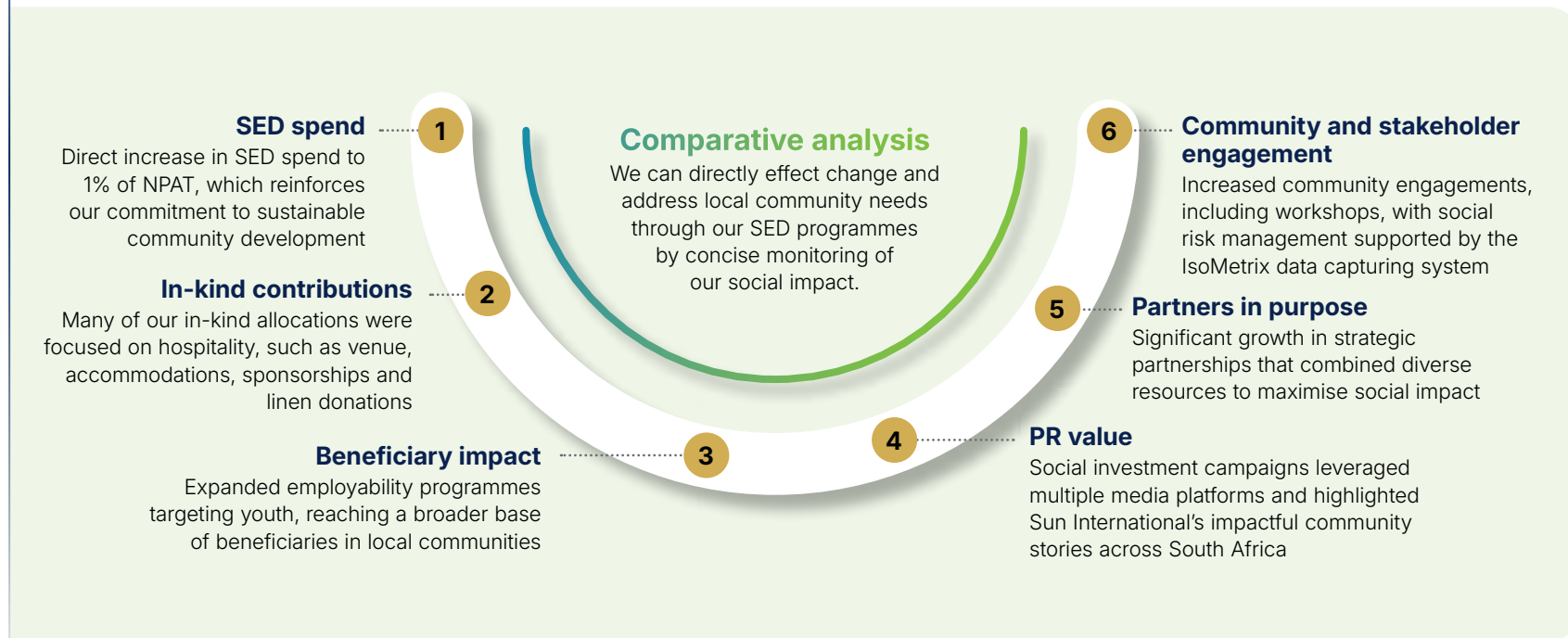
Redefining community and stakeholder engagement

The group focused on refining our community and stakeholder engagement (C&SE) processes in 2025 to enhance the identification, allocation and management of sustainable community empowerment initiatives. This was achieved through ongoing engagement across multiple communication platforms to ensure transparency and effectiveness, prioritising funding for communities directly impacted by our operations and adopting a consultative approach to all empowerment initiatives to promote sustainable self-sufficiency where possible.

Feedback and progress reports on SED and C&SE initiatives were also provided to the SISCDT and to the risk and social and ethics committees, to ensure accountability and alignment with our strategic objectives. As part of these efforts, cheques were handed to several centres to support skills development programmes.

Metrics

Impact in 2025		2025	2024	2023
1% net profit after tax (NPAT) annual SED spend	R million	35.2	28.3	32.9
Allocated CSI donations including linen, venue hire, office furniture, accommodation sponsorships, NGOs	R million	2.5	5.1	4.7
Beneficiaries impacted directly through community initiatives	Number	835 000	620 000	452 000
Public relations value generated	R million	69	43	62
Direct community engagements i.e., stakeholder workshops, career expos, meetings and site visits	Number	2 254	1 635	1 258
National social partnerships	Number	Approximately 550	Approximately 600	330



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METRICS continued

Social capital

We build social capital through the collective efforts of our business units and group-wide initiatives to create meaningful and lasting impact in the communities where we operate. By strategically investing in SED projects that address community needs, we cultivate trust, collaboration and sound relationships that strengthen the social fabric and resilience of the regions we serve. These investments drive long-term business sustainability by generating shared value for communities and the group.

We track the return on our social capital through financial metrics and measuring the lasting outcomes of our SED projects, including their ability to become self-sustaining and empower communities to maintain these initiatives independently. Our employees contribute their time, skills and expertise to social investment programmes by volunteering at schools, mentoring bursary students and providing business guidance and skills training. This engagement, combined with strategic investment and community collaboration, ensures that our social capital grows while delivering a meaningful, measurable and lasting impact.

SED vs in-kind spend

SED is a unit-specific operational expense directed at projects that reflect the interests of the group and its employees. Many of our in-kind contributions are funded by individual business units and supplemented by donations from our guests and strategic

partners. While gaming boards recognise in-kind contributions, the B-BBEE Act only recognises SED spend calculated at 1% of NPAT. Consequently, in-kind donations do not form part of the NPAT used to determine the group's SED spend under B-BBEE codes.

Our SED projects are carefully selected to create sustainable economic access for beneficiaries and are governed by our SED policy. Investment is prioritised across Sun International's core SED focus areas (education, sports and arts and culture) with a specific emphasis on education as it plays a critical role in alleviating poverty and promoting long-term economic stability. The group allocates 60% of its SED spend to group-wide projects, which creates a broad and strategic impact, while 40% is dedicated to unit-specific projects that continue to focus on education, sports and arts and culture. This unifies the Sun International brand and meets the licence conditions of various gaming regulatory authorities.

The group's SED policy also allows units to support projects beyond the traditional focus areas and respond to local community needs. In these instances, units submit a special projects motivation form that's rigorously reviewed and approved by the SISCDT to follow the standard project approval process. The SISCDT provides ongoing input, guidance and oversight for all approved projects to ensure alignment with the group's strategic objectives and the delivery of a measurable and sustainable impact in the communities we serve.

Performance overview

SED spend

Our SED spend for the period under review totalled R35.2 million (2024: R28.3 million). This increase in 2025 enabled the group to achieve the maximum eight points available for SED spend under the B-BBEE scorecard. Of these, five points were awarded for SED expenditure, reflecting our continued investment in programmes that create sustainable social and economic impact in the communities where we operate. A further three bonus points were awarded for contributions to South Africa's tourism marketing levy, demonstrating our broader commitment to supporting national economic growth and development in the tourism sector.

This reflects our strategic approach to allocating SED resources effectively and ensures alignment with the group's focus areas of education, sports and arts and culture, while meeting regulatory requirements and contributing to wider societal development. By securing full points for SED spend and leveraging bonus points, the group reinforces its B-BBEE credentials and validates the tangible social value generated through our investments in communities across South Africa.



◆ Education	R28 093 338.14
◆ Sport	R1 298 885.50
◆ Arts and culture	R1 429 876
◆ Other	R4 443 449.97

CSI in-kind spend

R2.5 million

(2024: R5.1 million)

Decrease across the group driven by reduced expenditure

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Inspired by Mandela’s words – *“It is in your hands to create a better world for all who live in it”* – Sun International approaches giving with purpose, striving to empower communities and create lasting impact beyond a single day or event.

Supporting learners

WESSA ECO-SCHOOLS PROGRAMME

Education is a powerful tool for breaking cycles of poverty and inequality. Sun International, in partnership with WESSA, has expanded the Eco-Schools programme to 20 schools across South Africa, directly engaging 5 300 learners and 190 teachers and benefiting over 25 900 learners through hands-on environmental education and community initiatives.

With an investment of over R2.6 million, the programme builds environmental resilience through practical learning, teacher training and school-led projects. Guided by WESSA’s seven-step framework, schools established eco-committees, created biodiversity and vertical gardens, implemented recycling and wellness initiatives and engaged in citizen science activities. Over 480 indigenous plants were planted, transforming school environments into living classrooms. Community engagement was strengthened through clean-ups, recycling drives and events such as World Environment Week and “Trashion Shows”.

The programme’s impact is reflected in multiple Eco-Schools awards, including Green Flag status and regional adaptations addressing local needs – from biodiversity audits in Gauteng to food gardens in rural areas. By integrating environmental education into schools, the initiative empowers learners as environmental leaders, strengthens climate resilience and enhances community well-being, offering a scalable model for corporate social investment with lasting social and environmental impact.



Ekukhanyisweni Primary learner wears a creative outfit made from recycled materials at a World Environment Day “Trashion Show”.



Riverton Primary School learner with the insect hotel (gogga hotel) information board.

(Left) Riverton Primary School learners with their seedlings for their school garden.

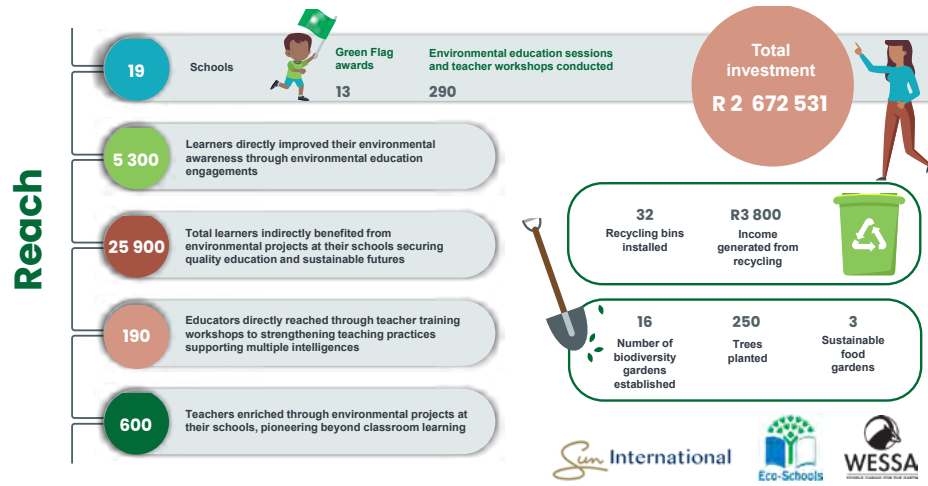


Learners at the Phoenix Secondary School cleanup campaign.



(Above) Tembisa School of Specialisation learners transplant a new vertical garden as part of the Sun International Central Office learners programme.

Sun International Eco-Schools Project Statistics August 2022 – July 2025



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Skills development spend

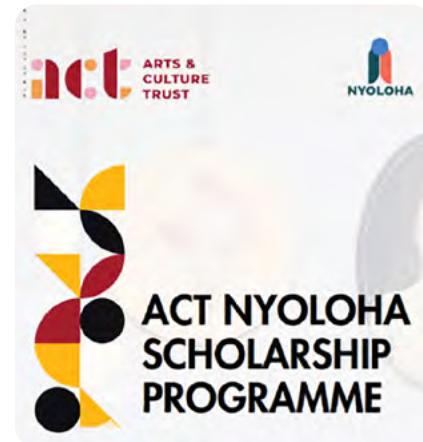
CASE STUDY

ARTS AND CULTURE TRUST

Youth unemployment remains a pressing challenge in South Africa, highlighting the need for accessible education pathways that can unlock opportunities and support economic participation. Arts tertiary education plays a vital role in addressing this issue by not only nurturing creative talent but also supporting cultural preservation, skills development and the growth of the creative economy.

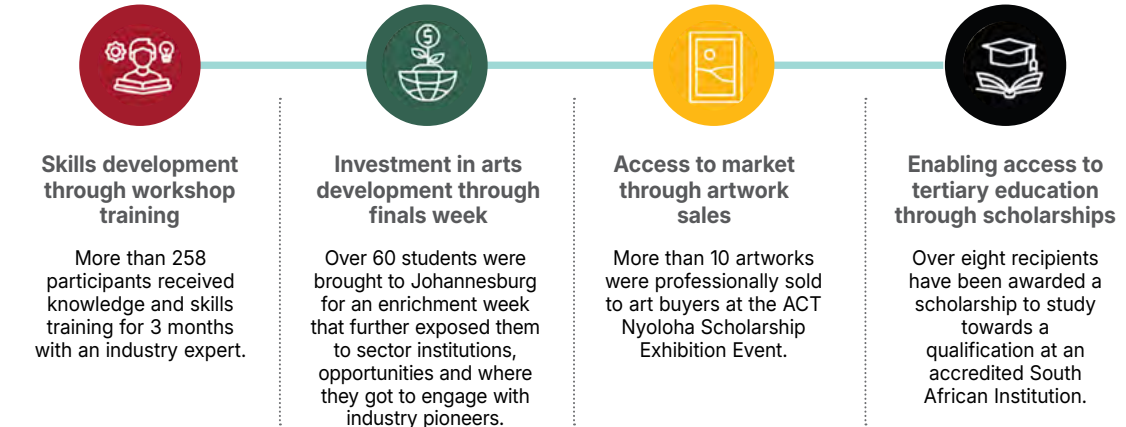
Through our partnership with the Arts and Culture Trust, the group supports the ACT Nyoloha Scholarship Programme, which identifies and develops promising young artists from across the country. The programme culminates in a gala finals event where 15 finalists, selected from 60 participants, showcase their talent after months of mentorship and training.

Each finalist receives a R300 000 scholarship to pursue tertiary arts education at an institution of their choice, providing essential access to further study and career development. Through this initiative, Sun International is helping bridge the gap between talent and opportunity, demonstrating how investment in arts education can empower youth, support sustainable careers and contribute to a more inclusive and resilient creative economy.



What is unique about the ACT Nyoloha Scholarship Programme?

- Identifies talent nationwide through auditions and portfolio reviews.
- Provides 3 months of mentorship and workshops with industry leaders.
- Culminates in an Exhibition and Gala Event to showcase finalists' work.
- Awards two full scholarships annually (R300 000–R350 000) in Performing Arts and Visual/Digital Arts.
- Builds an alumni network, connecting programme alumni to ongoing opportunities in the creative economy.



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CASE STUDIES continued

Transformation spend

WOMEN EMPOWERMENT

The group extended our commitment to youth empowerment beyond Take a Girl Child to Work Day by hosting Grade 12 learners during Women's Month across our offices and properties. The initiative provided young girls with meaningful exposure to the workplace, connecting them with women professionals who are shaping careers in hospitality, business and corporate environments.

Learners from schools including Mpilisweni High School of Specialisation, Tembisa School of Specialisation, Greenbury Secondary and Hector Peterson High School participated in immersive mentorship experiences. Across sites such as Central Office, The Maslow in Sandton, Sibaya Casino and Entertainment Kingdom, and GrandWest, learners engaged with professionals in fields ranging from human resources and finance to culinary arts, IT and security. Each experience was designed to provide practical insight into different career paths while fostering confidence, ambition and a sense of possibility.

Through direct interaction with mentors, learners gained valuable lessons about teamwork, communication, planning and perseverance. Many reflected on the importance of pushing beyond limitations, exploring diverse career opportunities and understanding that their choices today shape their future. The exposure also broadened their awareness of career options they had not previously considered, particularly within the hospitality and corporate sectors.

This initiative highlights Sun International's ongoing commitment to empowering young women by creating access to mentorship, real-world experience and positive role models. By investing in these early interventions, the programme supports the development of confident, capable young women who are better equipped to pursue their ambitions and contribute meaningfully to the future workforce.



Looking ahead

We remain committed to driving impactful SED through a range of strategic initiatives. We will focus on technological advancements by developing programmes that enhance digital literacy, skills development and access to technology to ensure that all South Africans can participate in (and benefit from) the digital economy.

We are dedicated to creating a youth-inclusive future by investing in employment and entrepreneurship programmes that provide education, training and skills support to address youth unemployment.

Our commitment to sustainable development will continue with investments and initiatives established from the grassroots level to foster long-term community resilience. We also aim to expand group-wide employee volunteering by developing a policy and programme that integrates volunteerism into the SED strategic framework to allow employees to contribute to positive social change.

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Enterprise and supplier development

Our supply chain helps create value across the group's broad supplier base and supports our vision of generating genuine value in the communities in which we operate. We do this by investing in local entrepreneurs and providing access to procurement opportunities.

The group employs a competitive procurement process aimed at ensuring transparency and fairness, so that all potential suppliers are given an equal opportunity. Furthermore, our supplier selection criteria focus on quality, service delivery, cost-effectiveness and compliance with ethical standards and practices, supported by robust governance processes.

Our procurement processes place strong emphasis on ethical sourcing practices, the effective development of ESD beneficiaries, risk management and unlocking cost-reduction opportunities to protect and enhance shareholder value.

Enterprise and supplier development:

- Creating opportunities for small, medium and micro enterprises (SMMEs) to participate in the economy through empowerment funding
- Supporting the growth and development of black-owned SMMEs through targeted business development initiatives
- Driving meaningful value by integrating beneficiaries into the supply chain
- Requiring, where applicable, that large bidders subcontract a minimum of 30% of the contract value to qualifying EMEs and QSEs
- Unlocking opportunities for import replacement and promoting local production wherever feasible

Preferential procurement

- Driving preferential procurement in alignment with the B-BBEE procurement pillars
- Sourcing and onboarding suppliers that are B-BBEE compliant
- Procuring goods and services nationwide to increase spending within local communities

Outcomes in 2025

R47.2 million
invested in supplier development
(2024: R50.1 million)

115 beneficiaries assisted
(2024: 102)

R16.7 million
invested in enterprise development
(2024: R14.8 million)

45 beneficiaries assisted
(2024: 22)



Key focus areas in 2025

- ▶ Implementation of the developed sustainable supply chain framework.
- ▶ Development and implementation of food and beverage strategy to drive standardisation, improved forecasting, and enhanced value through optimised savings, rebates and discounts.
- ▶ Continued focus and strategic review of Sun International procurement spend categories for savings opportunities, efficiencies/synergies projects, risk management, compliance and good governance.
- ▶ Digitisation of manual processes and development of dashboards for improved procurement spend and compliance visibility.
- ▶ Implemented a revised tendering SOP and RFP evaluation framework to accelerate RFP timelines, enhance scoring flexibility, improve data retention and forecasting, and deliver targeted procurement and compliance training across the group.
- ▶ Refined ESD strategy to enable a structured development journey, ring-fenced beneficiary spend, clear 30% ESD set-aside guidelines, strategic partnerships, and strengthened loan management and escalation.
- ▶ Implementation of the developed sustainable supply chain framework.

▶ Achieved ▶ In progress

Looking ahead

- Continued adoption and evaluation of enabling technologies to leverage and strengthen spend visibility, expand procurement analytics, advance eRFx capabilities, screen ESD applicants and strengthen the supplier risk and compliance ecosystem.
- Advancing procurement maturity through stronger alignment with business objectives and the group's value creation plan to reduce costs and improve operational efficiency.
- Ongoing strategic sourcing initiatives focused on cost reduction and optimisation, while driving greater unit compliance with group-appointed suppliers to mitigate against missed savings and procurement inefficiencies.
- Sustaining a healthy ESD portfolio by maintaining a balanced loan book, providing consistent and structured business development support, ensuring improved integration of ESD beneficiaries into the supply chain.
- Ongoing capability-building and compliance training across group units on procurement and ESD standard operating procedures, tendering processes and relevant policies to reinforce good governance, best practice and alignment to procurement framework.

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Key performance indicators

Preferential procurement¹

Spend 2025

R4.2 billion

(2024: R4.5 billion)

B-BBEE score achieved 2025 points

100%

(2024: 100%)

Supplier development²

Spend 2025

R47.2 million

(2024: R50.1 million)

B-BBEE score achieved 2025 points

88.5%

(2024: 79.4%)

Enterprise development³

Spend 2025

R16.2 million

(2024: R14.8 million)

B-BBEE score achieved 2025 points

100%

(2024: 100%)

Black women spend

Spend 2025

R1.5 billion

(2024: R1.7 billion)

B-BBEE score achieved 2025 points

100%

(2024: 100%)

- 1 Preferential procurement is spend focused on goods and services procured from small and black-owned suppliers.
- 2 Supplier development refers to the financial and non-financial support provided to suppliers within our supply chain.
- 3 Enterprise development refers to any loans, grants, guarantees or other financial and non-financial support provided to suppliers.

The group maintained a strong performance across its ESD pillars in 2025, sustaining maximum or near-maximum B-BBEE scores while continuing to embed transformation within its procurement practices.

Total preferential procurement spend moderated slightly to R4.2 billion (2024: R4.46 billion), reflecting a more stable operating environment following the prior year's refurbishment and renovation activity. Despite this, the group retained a full score of 100 points, demonstrating continued alignment with B-BBEE procurement requirements and disciplined supplier management.

Investment in supplier development amounted to R47.2 million (2024: R50.1 million). While spending decreased marginally, performance improved significantly, with the B-BBEE score increasing to 88.55% (2024: 79.4%). This reflects a more targeted and effective deployment of funding, supported by structured development initiatives and improved oversight of beneficiary outcomes.

ED spend increased to R16.2 million (2024: R14.8 million), with the group again achieving the maximum score of 100%. This growth underscores the group's continued commitment to supporting SMMEs and fostering inclusive economic participation across its value chain.

Procurement from BWO suppliers remained a strategic priority, with spend of R1.59 billion (2024: R1.67 billion), maintaining a 100% score. Although absolute spend declined in line with overall procurement trends, the group sustained its strong performance on its targets.

Building on initiatives implemented in 2024, the group continued to enhance supplier capability through its Business Development Services (BDS) programme. This included ongoing mentorship, skills development, and performance tracking for ESD beneficiaries. Supplier engagement remained a key focus area, with continued knowledge-sharing platforms and matchmaking initiatives across business units to unlock procurement opportunities and strengthen supplier integration.

Management approach

Governance structure

Our governance structure effectively manages and improves material procurement and ESD topics. Our robust policies align with industry best practices and regulatory requirements, ensuring compliance and ethical standards across all procurement activities.

Supply chain matters are overseen by the central procurement team in collaboration with key stakeholders, with regular reviews and engagements across the group to ensure that key risks are managed, opportunities are identified and effectively taken advantage in line with procurement policies and procedures.

We promote ethical supplier standards, effective monitoring of potential conflicts of interest, safeguards against bribery and corruption and ensure supplier adherence to fair labour practice. In 2025, a strategic review of the procurement function was conducted to identify inefficiencies and bottlenecks in procurement across the group, as well as opportunities to mitigate risks, improve processes, utilise insights and technology to drive strategic decision making while unlocking cost reduction opportunities.

Supplier engagement and management

Our approach to supplier engagement fosters strategic partnerships through a comprehensive supplier relationship management methodology. Supplier engagement occurs various structured channels, including supplier performance evaluation metrics, site visits and audits, as well as structured feedback mechanisms on ongoing operational activities. This engagement promotes collaboration, fair and balanced contractual agreements, the strengthening of strategic supplier partnerships and consistent supplier performance. Our commitment to transformation has also led to consistent procurement spend with black-owned and BWO suppliers and ESD beneficiaries.

Group procurement support

The Central Office procurement function supports procurement across the organisation by leveraging consolidated buying power to improve supplier terms, reduce risk, ensure compliance and achieve cost savings. It provides guidance on procurement policies and procedures, supplier sourcing, tender adjudication and selection, as well as training, to reinforce governance and promote continuous improvement. The function also supports sustainability initiatives aligned with the group's environmental and social objectives.

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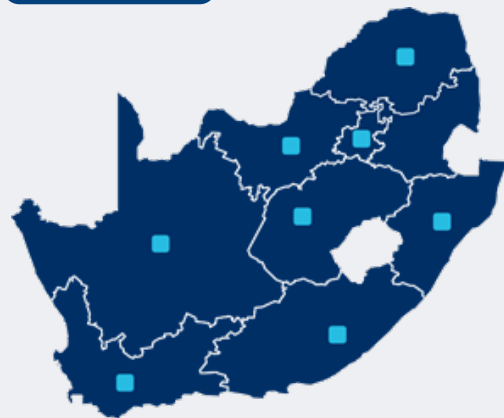
2025 geographical ESD performance overview

Local geographic ESD funding spend %

Eastern Cape	22	(2024: 5)
Free State	2	(2024: 3)
KwaZulu-Natal	9	(2024: 18)
Limpopo	7	(2024: 6)
Northern Cape	2	(2024: 1)
North West	7	(2024: 6)
Western Cape	25	(2024: 30)
Gauteng	33	(2024: 31)

Note: Mpumalanga data not available

TOTAL: 100%



Preferential procurement

The group's total measured procurement spend for the financial year was R4.5 billion (2024: R5.1 billion), of which R4.1 billion (2024: R4.5 billion) was procured from 5 388 (2024: 5 595) verified B-BBEE-compliant suppliers. This 91.69% (2024: 87.4%) of valid spend shows sustained efforts to meet the B-BBEE spend target (95%) and to create procurement opportunities for SMMEs. The target for 2026 remains at 95%.

Category	Suppliers		Spend 2025	
EME	2 172	40%	R989 million	21.83%
QSE	949	18%	R953 million	21.03%
Generic	1 724	32%	R1 453 million	32.07%
Non-compliant	543	10%	R1 135 million	25.07%
B-BBEE spend		100%	R4 530 million	100%

We continue to engage suppliers that support our objectives and meet our optimum B-BBEE standard: black-owned with a Level 3 rating or better.

In 2025, 63% (2024: 68%) of group spend met this optimum requirement, representing a decrease from 2024, driven by lower NPAT in the land-based casino, online gaming, resorts, and hotels businesses.

Progress has been supported through engagement with business units to address non-compliant suppliers and shift spend towards optimum suppliers (Level 4 and below), as well as targeted engagement with suppliers with less than 51% black women ownership to identify opportunities to improve their BWO status.

Our goal for 2026 is to reach and maintain 70%.

Indicator categories	Revised target by 2026 (%)	Achieved in 2025 (%)	Achieved in 2024 (%)	Achieved in 2023 (%)	Achieved in 2022 (%)
Black-owned spend	60	56	48	59	60
Black women spend ¹	45	33	33	29	45
Level 1 to 3	70	63	61.5	58	70
SMMEs	40	35	36	36	40

¹ This includes Meropa, Sunbet and Sun Slots.

The group continues to put emphasis on B-BBEE compliance controls that are in place to ensure only B-BBEE-compliant suppliers are included in the group's supplier database and any non-compliant suppliers are suspended until they prove B-BBEE compliance. At the end of 2024, 19% (2024: 28.1%) of our suppliers were non-compliant.

Procurement policies and procedure

The group has greatly emphasised compliance and risk management in its procurement practices. Implementing robust internal controls, due diligence procedures and supplier auditing protocols aids to minimise compliance risks associated with our procurement activities. These include:

- Reviewed and amended the tendering process with improvements to the supplier evaluation process to ensure balanced scoring criteria to support sound decision making.
- Development and implementation of employee conflict of interest declaration platform and a group gifts register.
- Enhanced due diligence processes buttressing the disbursement of ESD funding to ensure that the best entrepreneurs are developed and supported financially and non-financially.
- Developed a comprehensive guideline for 30% ED partnerships to ensure that SMME ED partners meaningfully participate in the execution of contracts for goods and services.

Procurement process improvements

- Development of procurement dashboards to enable better visibility and transparency with regard to procurement activities, anomalies and opportunities for cost reduction.
- Development of ESD loan tracking dashboard which provides data on ESD loan repayments and age analysis. This aids with better identification of high-risk loans and increased agility in the implementation of corrective measures.
- Digitisation of several procurement workflows to modernise and increase the speed of processes.
- Introduction and implementation of an e-sourcing platform to enable faster and more transparent procurement processes while also enabling the business to handle higher volumes of sourcing activities and more broader market participation in our procurement opportunities.

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Enterprise and supplier development

Our ESD strategy remains a group priority, emphasising responsible corporate citizenship and a commitment to the environment, community and economy. These objectives drive our supplier sourcing and create opportunities for small businesses to enter our supply chain. Supporting small businesses significantly enhances market access, generates job opportunities, and uplifts local and regional communities.

We committed R47.2 million (2024: R50.1 million) in supplier development, including early settlements substantially above the claimable value. An additional R16.7 million (2024: R14.8 million) was committed in ED, supporting a pipeline of new business in the supply chain.

During 2025, the group implemented a diversified portfolio of ESD initiatives across multiple business units, focused on operational capacity expansion, asset acquisition, localisation and structured supplier integration. Funding was primarily directed towards capital equipment, fleet and machinery procurement, and working capital support to enable black-owned EMEs and QSEs to scale sustainably. Beneficiaries operate across construction and roadworks, telecommunications infrastructure, maintenance and facilities management, interior design and carpentry, manufacturing, agriculture, décor and integrated technical services. Most initiatives were structured under three-year ESD agreements incorporating business coaching and development support, with selected projects awarded as grants through structured enterprise recognition programmes.

These projects were deliberately aligned to existing and future procurement requirements within the group. Several beneficiaries are already transacting within the supply chain, while others are positioned for graduation into formal supplier status in 2026. Key impact areas include strengthened local contractor capacity for refurbishment and development projects, expanded facilities and infrastructure support, enhanced local food and beverage sourcing, increased localisation of manufactured goods, and improved access to technical and maintenance services across properties. Collectively, the 2025 ESD initiatives reflect a commercially aligned approach to supplier development, supporting sustainable integration, transformation of procurement spend and enhanced supply chain resilience.

Anti-fronting governance and supplier reviews

To strengthen governance and oversight of B-BBEE compliance, we have implemented a structured and ongoing supplier review process. Central Office Procurement conducts annual, risk-based B-BBEE compliance reviews across the supplier base to assess the authenticity and sustainability of transformation credentials, including the active participation of black shareholders.

The Anti-Fronting Standard Operating Procedure (SOP) has been finalised and is pending exco approval, reinforcing a consistent and formalised approach to managing fronting risks. High-risk cases identified through the review process are escalated to a senior internal sub-committee for assessment and decision making, with quarterly reporting provided to the Central Office ESD committee to ensure continued oversight. Where required, suppliers remain subject to enhanced monitoring or are excluded from transacting with the group completely, reflecting the group's commitment to ethical sourcing and upholding the spirit of the codes of good practice.

ED partnerships and inclusive procurement

As part of our transformation strategy, ED partnerships are intentionally structured into selected procurement projects where commercially and operationally feasible. These projects are designed at the point of sourcing and contract award to create meaningful economic participation for qualifying black-owned and BWO enterprises, rather than as ancillary or post-award interventions.

Under this approach, large, established suppliers commit to structured ED participation as part of their contractual obligations. This includes the integration of ED partners into service delivery and operations, as well as ongoing support through coaching, grant support, skills transfer and business development. The model enables ED beneficiaries to participate actively in contracted work, build operational capability and strengthen long-term sustainability, while ensuring continuity of service and commercial performance for the group.

During 2026, several awarded ED partnerships were implemented across selected procurement categories, including:

The Bidvest Prestige/Kaelo Group (100% black youth-owned) cleaning, hygiene and pest control contract at Carnival City, incorporating an ED participation component.

The group dry amenities contract split between The Bespoke Amenities Co. and Yivani Ezindaba Amenities, (100% BWO).

A cleaning, hygiene and pest control contract incorporating an ED participation component involving Masana Hygiene Services and Alomonex (Pty) Ltd (100% BWO) at GrandWest Casino.

A joint venture between Fidelity and Globescope (100% BWO) for security services at Carnival City.

Through this approach, the group continues to advance inclusive economic participation while maintaining strong governance, service quality and commercial discipline.

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Black women-owned procurement

Increasing procurement spend with suppliers that are at least 30% BWO is a key target and KPI and a strategic lever supporting the group's transformation and inclusive growth objectives. The KPI focuses on strengthening supplier diversity and expanding market access for women-owned enterprises across the value chain.

Performance during the 2025 reporting period reflects continued procurement spend across key categories, supported by targeted initiatives such as supplier development capability programmes and RFPs incorporating ED requirements to support achievement of the target.

Furthermore, initiatives such as the Scale-Up Women in Business Summit – delivered in partnership with FoodBev SETA, Bidvest Prestige, Absa, Standard Bank and the National Empowerment Fund – strengthened collaboration between the group's operational and procurement teams, development partners and BWO suppliers. These engagements improved supplier visibility, procurement readiness and access to market opportunities, contributing to a more resilient and procurement-ready supplier pipeline.



KPI performance

The group achieved a KPI performance of 25.44%, exceeding the target of 22.5% by 2.94%, measured against procurement spend with suppliers that are at least 30% BWO. This performance was achieved across the casino and hotel portfolio, excluding Table Bay, Meropa and Sunbet.

For 2026, the KPI will roll over, with the objective of maintaining the 2025 group average level of performance. We are engaging with banking and refinancing partners to agree to future sustainability-linked targets, which will remain aligned to transformation priorities, B-BBEE requirements and long-term value creation and sustainability objectives.

ESD beneficiary spend value

Group-wide procurement spend with ESD beneficiaries amounted to R172 million (2024: R191 million) in 2025, reflecting the continued commitment of operating units to procure from supported enterprises. This sustained level of spend contributes to beneficiary revenue growth and strengthens their long-term sustainability and expansion potential across key procurement categories, including repairs and maintenance, food and beverage, IT services, and facility management.

Inclusive growth through community development and strategic partnerships

Sourcing remains commercially driven, with a strong commitment to economic transformation under the B-BBEE framework. Preference is given to suppliers that are commercially competitive, meet the group's optimum B-BBEE compliance standards and maintain a local operational presence.

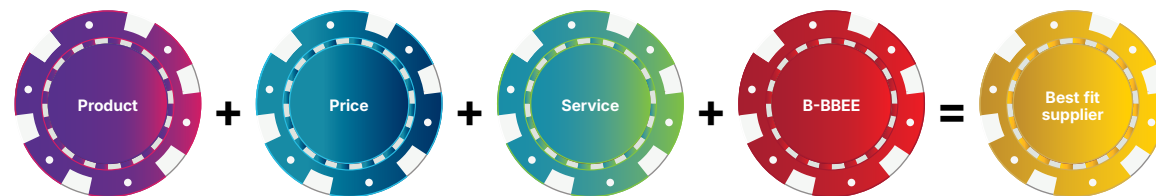
The group continues to advance community development outcomes through targeted local procurement initiatives and strategic partnerships that support inclusive economic participation and the development of a resilient supplier ecosystem. Engagements led by Sibaya Casino, Time Square, Sun City and Central Office were delivered primarily through structured supplier days and technical engagement sessions involving operational teams, aimed at improving supplier readiness, alignment with operational requirements and access to procurement opportunities in segments such as repairs and maintenance, and food and beverage.

These engagements provided local, black-owned and women-owned enterprises with greater clarity on procurement standards, compliance requirements and areas of demand, while enabling operational teams to identify commercially competitive suppliers capable of meeting service and quality expectations. Wild Coast Sun also continues to complement these initiatives by hosting regular SMME networking events and capacity-building workshops, strengthening ongoing engagement with local enterprises in its surrounding communities.

In parallel, the group continues to strengthen our development ecosystem through a strategic partnership with Standard Bank, supporting the recognition and acceleration of high-performing ESD beneficiaries. Together, these initiatives reinforce the group's commitment to responsible procurement, sustainable supplier growth and inclusive economic impact across our operating regions.

Through these initiatives, we continue to strengthen relationships with local communities, foster supplier development and advance inclusive economic participation. Our approach ensures that procurement decisions not only meet business needs but also create lasting socio-economic value in the regions where we operate.

The infographic below provides a summary of the criteria Sun International uses to evaluate and onboard a new supplier for the group.



Those suppliers who are commercially competitive and who meet our optimum B-BBEE compliance, as indicated below, will be our first supplier choice.



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THE KAELO GROUP

The Kaelo group (Kaelo) is a 100% black youth-owned specialist cleaning company operating in at-height cleaning and hygiene services. The business services a range of corporate clients and has demonstrated strong technical capability within specialised cleaning segments, including solar panel and ATM infrastructure cleaning.

In 2024, Central Office contributed R250 000 to support Kaelo in acquiring critical operational equipment previously sourced through third-party hire. This investment enhanced operational efficiency, reduced recurring rental costs, thereby strengthening the company's financial sustainability and scalability.

The impact of this support is further reinforced through Kaelo's participation in the Bidvest Prestige Kaelo group cleaning, hygiene and pest control contract at Carnival City, which incorporates a structured ED component, with the Kaelo group serving as the development partner on the contract. In addition to contract participation, Bidvest Prestige provided vehicle support and grant funding to enable operational expansion and improve service delivery capacity. They have also created jobs as a result of this contract.

As part of its growth trajectory, Kaelo has diversified its operations by establishing a new division focused on pool table manufacturing and refurbishment. During 2025, Sunbet supported this expansion through the procurement of pool tables, contributing to revenue diversification and expanded market access. The company was also recognised as a high-performing ED beneficiary through an awards programme in partnership with Standard Bank, where it received additional grant funding as a prize.

Impact

Supporting business growth and job creation

SDG impacted



COMMUNITY ENGAGEMENT continued



YIVANI EZINDABA AMENITIES

Yivani Ezindaba Amenities is a 100% BWO enterprise specialising in the assembly and distribution of guest amenities, with a focus on dry amenity items such as vanity kits. The business operates within the hospitality supply value chain and supports large-scale guest amenity programmes.

As part of an ED partnership linked to a newly awarded group amenities contract with TBAC, Central Office approved R500 000 in funding support for Yivani Ezindaba Amenities. This funding forms part of a structured ED set-aside arrangement to support the import, assembly and distribution of dry amenity components for the group.

The partnership is underpinned by a formal ED set-aside contract between the two entities and is complemented by shared infrastructure support, including warehousing and logistics coordination provided to the ESD participant. The partnership further enables Yivani to access market opportunities beyond Sun International, strengthens operational capability and supports the longer-term localisation of dry amenity production in South Africa, contributing to sustainable economic growth and local value creation.

Impact
Supporting business growth and localisation

SDG impacted



CASE STUDY



SAMBRO CIVIL & CONSTRUCTION

Sambro Civil & Construction (Sambro) is 100% black-owned and majority women-owned company specialising in turnkey civil and construction solutions.

The business delivers integrated building solutions from design phase to complete build and renovation services, including office fit outs, space planning, drywalling and partitioning, steel fabrication and white boxing.

Supported by a skilled team of engineers and architects to deliver full spectrum construction management across the commercial, retail and industrial sectors.

To support its growth and enhance operational efficiency, Central Office provided R700 000 in funding for Sambro. The funding is being utilised for the acquisition of project management software to strengthen planning, scheduling and budgeting capabilities, as well as the purchase of a commercial bakkie to improve on-site logistics and the transportation of staff, materials and equipment.

Sambro has already secured market opportunities through Sunbet Sports Betting retail shops builds projects, demonstrating its capability to deliver within demanding environments. This support strengthens Sambro's capacity to execute projects efficiently while positioning the business for sustainable growth within the broader built environment value chain.



Impact
Supporting business growth and economic participation

SDG impacted



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Independent assurance report to the directors of Sun International Management Limited

Introduction

IBIS ESG Consulting Africa (Pty) Ltd, trading as SLR Consulting, was commissioned by Sun International Limited (Sun International) to conduct an independent third-party assurance engagement in relation to the sustainability information in its integrated report and ESG report (the reports) for the financial year that ended 31 December 2025.

SLR is an independent licensed provider of sustainability assurance services. The assurance team was led by Petrus Gildenhuys with support from a multidisciplinary team of health, safety, social, environmental and assurance specialists with extensive experience in sustainability reporting and assurance. Petrus is a lead certified sustainability assurance practitioner (LCSAP) with more than 25 years' experience in sustainability performance measurement involving both advisory and assurance work.

Assurance standard applied

This assurance engagement was performed in accordance with AccountAbility's AA1000AS v3 (2020) ("AA1000AS") and was conducted to meet the AA1000AS Type II Moderate level requirements as indicated below.

Respective responsibilities and SLR's independence

The directors of Sun International are responsible for preparing its reports, and for the collection and presentation of the sustainability information within the reports. Sun International is also responsible for maintaining internal controls and adequate records that support the reporting processes.

SLR's responsibility is to the directors of Sun International alone and in accordance with the terms of reference agreed with Sun International. SLR applies a strict independence policy and confirms its impartiality to Sun International in delivering the assurance engagement. Although IBIS ESG Consulting Africa (Pty) Ltd has previously performed sustainability assurance for Sun International, this is the first assurance engagement trading as SLR.

Assurance scope and boundary

The assurance scope for the 2025 assurance engagement consists of Sun International's operations that were managed for the full 2025 financial year as at 31 December 2025.

Assurance objectives

The purpose of the assurance engagement was to provide the management of Sun International with an independent assurance opinion on whether the reports meet the following objectives:

- Adherence to the AA1000AP (2018) Accountability Principles of Inclusivity, Materiality, Responsiveness and Impact
- Fair reporting on a selection of operational disclosures for a Moderate assurance level, as indicated with a symbol in the reports and as presented alongside.

TYPE OF KPI	KEY PERFORMANCE INDICATORS	UNIT OF MEASURE	ESGR PAGE REFERENCE
Environmental	Total scope 1 and scope 2 greenhouse gas (GHG) emissions	tCO ₂ e	+ 78
	Total volume of renewable energy produced	kWh	+ 78
	Total volume of water withdrawal	m ³	+ 80
	Total volume of water discharged	m ³	+ 83
	Total volume of general waste to licensed landfill	tonnes	+ 35
	Total volume of general waste recycled	tonnes	+ 35
	Total volume of hazardous waste to licensed landfill	tonnes	+ 35
	Total volume of hazardous waste recycled	tonnes	+ 35
	Recycling rate of general and hazardous waste (calculated)	Percentage	+ 40
Health and Safety	Total person hours worked (used as the group's intensity measure)	Number	+ 56
	Lost Time Injury Frequency Rate (LTIFR)	Per 200 000 hours worked	+ 56
	Total Recordable Injury Frequency Rate (TRIFR)	Per 200 000 hours worked	+ 56
	Fatal Injury Frequency Rate (FIFR)	Per 200 000 hours worked	+ 56
Social	SED budget spent as per the B-BBEE requirement of 1% NPAT	Millions of Rand	+ 64
	Rand value SED spend split between education, sport and arts and culture	Millions of Rand	+ 65
	CSI (in kind non-monetary and monetary value spend)	Millions of Rand	+ 65
	SED stakeholder engagement: <ul style="list-style-type: none"> • List of unit community stakeholders • Unit reporting on engagement opportunities • Unit list of stakeholder concerns and feedback 	Qualitative	+ 64

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Assessment criteria

The following assessment criteria were applied in undertaking the work:

AA1000AP (AccountAbility Principles)

AA1000AP (2018) adherence criteria for the principles of inclusivity, materiality, responsiveness and impact

Sun International's Sustainability Reporting Guideline

A sustainability reporting manual that specifies definitions and guidance for reporting sustainability information

Greenhouse Gas Protocol

Greenhouse Gas Protocol: Revised Edition (WRI & WBCSD, 2004) (GHG Protocol)

Assurance procedures performed

Our assurance methodology included:

- Interviews with relevant functional managers from Sun International and inspection of information provided to test and verify the existence and completeness of procedures and processes in place for reporting the sustainability disclosures as well as reviewing adherence to the AA1000AP standard.
- A combination of desktop and on-site reviews at Sun International, as well as at six sampled operations across Sun International's universe of managed operations. This involved testing, on a sample basis, the measurement, collection, aggregation and reporting of selected sustainability information at each operation at the respective assurance levels.
- Inspection and corroboration of supporting evidence to evaluate the data generation and reporting processes against the assurance criteria.
- Reporting the assurance observations to management as they arose to provide an opportunity for corrective action prior to completion of the assurance process.
- Assessing the presentation of information relevant to the scope of work in the reports to ensure consistency with the assurance observations.
- Inspected Sun International's assessment of their reporting of performance in accordance with the GRI standards.

Engagement limitations

SLR planned and performed the work to obtain all the information and explanations believed necessary to provide a basis for the assurance conclusions for Moderate level of assurance in accordance with AA1000AS v3. The procedures performed in a moderate assurance engagement vary in nature from, and are less in extent, than for a high assurance engagement. As a result, the level of assurance obtained for a moderate assurance engagement is lower than for high assurance as per AA1000AS. The scope of work did not extend to any subject matters other than specified in this assurance statement.

Conversion factors used to derive emissions and energy used from fuel and electricity consumed, are based upon information and factors derived by independent third parties. The assurance work did not include an examination of the derivation of those factors and other third-party information.

SLR experienced no limitations to the agreed extent of work required for the engagement.

Moderate assurance conclusion

In our opinion, based on the work undertaken for Moderate assurance as described, we conclude that the subject matters in the scope for Moderate assurance are supported by the evidence obtained.

Key observations and recommendations

Based on the work set out above, and without affecting the assurance conclusion, the key observations and recommendations for improvement are set out below.

In relation to AA1000AP

Inclusivity: Sun International has established policies and procedures, with oversight at Board and executive levels, to support its commitment to stakeholders at a cross-functional level across the Group. Sun International demonstrates alignment in defining stakeholder groups, resource allocation, incorporating stakeholder and ESG strategy.

Materiality: Sun International demonstrates an organisation-wide double materiality process that includes key material sustainability topics to the organisation, considering both financial and impact perspectives. The process is supported by governance structures with oversight from senior leadership and the Board, and is embedded across organisational functions, including risk management, strategy and stakeholder engagement. Material matters are prioritised, linked to strategic objectives, and disclosed through Sun International's corporate reporting suite, demonstrating a commitment to transparency.

It is recommended that Sun International further strengthen its materiality assessment process by ensuring balanced representation of both internal and external stakeholder inputs.

Responsiveness: Sun International has established mechanisms to respond to material sustainability topics through integrated governance, risk management, and operational processes. Responses are developed across relevant functions and communicated through formal reporting channels and stakeholder engagement platforms.

Impact: Sun International has implemented processes to identify, measure, and manage its impacts through its materiality assessment, enterprise risk management, and ESG performance monitoring systems. Impacts are

integrated into strategic planning, governance and public reporting, and supported by qualitative and quantitative metrics which are subject to external assurance. The organisation demonstrates a comprehensive approach to disclosing impacts across both environmental and social topics.

In relation to the selected disclosures

SLR observed that appropriate measures are in place to provide reliable source data related to the selected KPIs assessed. Management's responses to observations raised from the previous assurance periods resulted in an improvement in the general control environment for sustainability information. Data-related inconsistencies identified during the assurance process were subsequently corrected and the root causes of the discrepancies were identified. SLR is satisfied with the presentation of the final data in the assurance scope as presented.

A comprehensive management report detailing specific findings and recommendations for continued sustainability reporting improvement has been submitted to Sun International management for consideration.



Petrus Gildenhuys

Director – Corporate Sustainability

IBIS Environmental Social Governance Consulting Africa Proprietary Limited (Trading as SLR)

3rd Floor, 4 Sandown Valley Cres, Sandown, Sandton, 2031

4 April 2026



The assurance statement provides no assurance on the maintenance and integrity of sustainability information on the website, including controls used to maintain this. These matters are the responsibility of Sun International.

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In June 2022, the JSE released its Sustainability Disclosure Guidance to improve ESG and climate-related reporting. The guidelines align with global standards, including IFRS S1 and S2, the Integrated Reporting Framework, GRI Standards, TCFD recommendations and peer exchange ESG guidance. Metrics are classified as “core” **C** or “leadership” **L**, with leadership representing best-practice reporting beyond standard disclosure. Sun International's progress against these metrics is shown alongside.

E Environmental

Metric	Unit	Sun International's response	Material Not material	Disclosure	Other frameworks	Rationale		
E1 CLIMATE CHANGE								
E1.1 GHG Emissions								
E1.1a	C	Absolute gross GHG emissions expressed as metric tonnes of CO ₂ equivalent and measured in accordance with the Greenhouse Gas Protocol for: scope 1, scope 2 and scope 3 emissions. Scope 1 and scope 2 emissions should be disclosed separately for (i) the consolidated accounting group (the parent and its subsidiaries) and (ii) associates, joint ventures, unconsolidated subsidiaries or affiliates not included in (i).	Metric tonnes of carbon dioxide equivalent (tCO ₂ e)	Scope 1 = 18 989.80 Scope 2 = 178 491.01 Scope 3 = this is currently not reported	Material	Yes	IFRS S2 GRI 305:1-3 ESRS E1-7 ESRS E1-8 ESRS E1-9 ESRS E1-10 SASB 110 TCFD GHG Protocol	GHG emissions drive climate change with growing economic, environmental and social impacts. Emission-intensive businesses face higher regulatory and capital costs in the transition to a low-carbon economy. For many organisations, the largest emissions occur in supply chains. Reporting scope 3 emissions helps identify supply chain risks, improve energy efficiency and support cost reduction initiatives.
E1.1b	L	Scope 3 emissions should include upstream and downstream emissions. The categories of scope 3 emissions and basis for measurement for information provided by entities in the value chain should be disclosed. Recognising the challenges related to the disclosure of scope 3 emissions, including data availability, reasons should be provided when scope 3 emissions or categories of scope 3 emissions are omitted.	Metric tonnes of carbon dioxide equivalent (tCO ₂ e)	Currently this is not reported. Scope 3 emissions sources were identified in 2024 and continued in 2025. We anticipate commencing with reporting from 2026 onwards.	Material	Yes	IFRS S2 GRI 305:1-3 ESRS E1-9	
E1.1c	C	GHG emissions intensity for scope 1, 2 and 3, expressed as metric tonnes of CO ₂ equivalent per unit of physical or economic output.	MtCO ₂ e per unit of output	Total scope 1 and 2 emissions for 2025 were 197 480.82 tCO ₂ e.	Material	Yes	GRI 305:1-3 ESRS E1-10	
E1.2 Energy mix								
E1.2	C	Total energy use and share of energy usage by generation type noting use of energy from renewable non-fossil sources (namely wind, solar (solar thermal and solar photovoltaic) and geothermal energy, ambient energy, tide, wave and other ocean energy, hydropower, biomass, landfill gas, sewage treatment plant gas and biogas).	MWhs or GJ/ Percentage by type	9 803.4 MWh 100% of on-site solar photovoltaic	Material	Yes	GRI 302 ESRS E1-5 SASB 130	

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Metric	Unit	Sun International's response	Material Not material	Disclosure	Other frameworks	Rationale		
E1 CLIMATE CHANGE continued								
E1.3 Science-based targets								
E1.3	L	Define and report progress against time-bound short-, medium- and long-term science-based GHG emissions targets that are in line with the goals of the Paris Agreement and Glasgow Climate Pact. This includes reducing global carbon dioxide emissions by 45% by 2030 relative to 2010 levels and to net zero around mid-century, based on the best available scientific knowledge and equity, considering common but differentiated responsibilities and respective capabilities and in the context of sustainable development and efforts to eradicate poverty. Science-based emissions reduction targets should be informed by recognised scientific methodologies and verified through approved processes; they should (as an absolute minimum) be consistent with relevant host country/ies' Nationally Determined Contribution.	Description	The group has absolute carbon emission reduction targets developed using the Equity Method by Promethium Carbon in 2018. In 2024, the review and setting of new scope 1, 2 and 3 targets were paused due to the pending Peermont transaction. This process will resume in 2026 and align with updates to the group's Enviro-Ambition targets. Science-based methodologies will be applied to set the revised carbon reduction targets.	Material	Yes	GRI 305 SASB 110	The Paris Agreement and recent Glasgow Climate Pact aim to limit the global average temperature increase to well below 2°C above pre-industrial levels and preferably to 1.5°C above pre-industrial levels. Climate-related risks such as extreme weather events are projected to increase substantially as temperatures increase. Science-based targets are emission reduction targets aligned with the latest climate science that provide companies with a pathway that is consistent with the Paris Agreement. Under the Paris Agreement, the principle of common but differentiated responsibilities and respective capabilities acknowledges different national circumstances while calling on all parties to act.
E1.4 Just transition								
E1.4a	C	Existence and nature of a 'transition plan' that commits to stakeholder engagement with affected workers and communities (see the JSE Climate Disclosure Guidance for further details).	Description		Not material	No	TCFD consultation WBA GRI 11 (oil and gas supplement)	The Paris Agreement incorporated the notion of a 'just transition', which originated in the labour movement, to signal the importance of minimising the negative impacts and maximising the positive opportunities for communities and workers as part of the shift to a low emission economy. Given the importance of the just transition, it will be critical to pay increasing attention to the related risks and opportunities and ensure that social considerations are also addressed in decarbonisation and energy transition plans.
E1.4b	C	Number of workers in the past year recruited, retrained, retrenched, and/or compensated due to implementation of the decarbonisation plan.	#	Refer to E1.4a response.	Not material	No		
E1.4c	L	Number of engagements undertaken with affected parties by group and geography.	#	Refer to E1.4a response.	Not material	No		

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Metric	Unit	Sun International's response	Material Not material	Disclosure	Other frameworks	Rationale		
E1 CLIMATE CHANGE continued								
E1.4 Just transition continued								
E1.4d	L	Nature of climate-related lobbying activities and those of relevant associations and membership groups and their alignment with the objectives of the Paris Agreement and Glasgow Climate Pact.	Description	Refer to E1.4a response.	Not material	No		
E1.4e	L	Nature of provision for delivery of the transition plan within executive remuneration.	Description	Refer to E1.4a response.	Not material	No		
E1.4f	L	Nature of provision for impacts on workers and communities within climate scenario plans.	Description	Refer to E1.4a response.	Not material	No		
E1.4g	L	Amount of capital and expenditure deployed on direct and indirect climate adaptation and climate mitigation efforts.	ZAR/US\$	Refer to E1.4a response.	Not material	No		
E2 WATER SECURITY								
E2.1 Water usage								
E2.1a	C	Total water consumption from all areas and from areas with water stress.	Megalitres	Total water consumption is calculated as total water withdrawals less total water discharged. In 2025, this amounted to a net water consumption of 2 699 973 kL, or 2 699.973 megalitres. As Sun International's South African operations are located in a water-stressed country.	Material	Yes	GRI 303-5 ESRS-E3-4 SASB 140	Water is a finite resource and its consumption has implications for the environment and society at local and national levels. Organisations can face operational, regulatory and reputational risks relating to water use, while failing to manage water use efficiently can result in additional costs. Water usage in water-stressed areas can result in negative societal impacts due to greater competition over scarce resources. There is also a greater risk of possible operational disruptions and shutdowns.
E2.1b	L	Total water withdrawal from all areas with water stress, with a breakdown by following sources if applicable: surface water, groundwater, seawater, produced water, third-party water.	Megalitres	Purchased/invoiced water = 3 157 megalitres Dam withdrawals (surface water) = 744.041 megalitres Groundwater = 50.851 megalitres Rainwater = 3.089 megalitres	Material	Yes	GRI 303-3 ESRS-E3-4 SASB 140	
E2.1c	L	Freshwater consumption intensity: total freshwater use per material unit (e.g., sales revenue, unit of production, m ² of building, or other).	Megalitres per unit	Freshwater consumption intensity = 2 699.973 ML ÷ R12 979 million = 0.208 ML per R million revenue. This is equivalent to 0.000000208 ML per Rand revenue.	Material	Yes	ESRS-E3-4 SASB 140	

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Metric	Unit	Sun International's response	Material Not material	Disclosure	Other frameworks	Rationale		
E3 BIODIVERSITY AND LAND USE								
E3.1 Biodiversity footprint (ecosystems)								
E3.1a	C	Number and area of sites owned, leased or managed in or adjacent to areas of high biodiversity value (Key Biodiversity Areas – (KBAs), for operations (if applicable) and full supply chain (if material).	# and hectares (or km ² if applicable)	Number of KBAs = 1 Sun City size: 3 053.72 hectares Locally, the site falls within a Nature Reserve Protected Area in accordance with the South African Protected Areas Database (2017) and is classified as a Critical Biodiversity Area 2 (CBA2) in terms of the North West Biodiversity Sector Plan. It also qualifies as a KBA of international significance under the Global Standard for the Identification of KBAs. The site meets the criteria for supporting significant proportions of the global populations of two threatened mammal species (criterion A1), as well as a geographically restricted ecosystem (criterion B4). The ecological sensitivity classifications are largely due to the site's proximity to the Pilanesberg National Park (a protected area).	Not material	No	GRI 304-1 ESRS-E2-6	As noted in the World Economic Forum's 2020 Global Risks Report: 'Biodiversity loss has critical implications for humanity from the collapse of food and health systems to the disruption of entire supply chains.' KBAs are sites that contribute significantly to the global persistence of biodiversity, while protected areas are areas of recognised ecological or cultural importance that typically have specific legal protections. KBAs, as defined in South Africa by SANBI, include critical biodiversity areas and ecological support areas companies with operations inside or close to such areas may pose a greater threat to biodiversity and, as a result, face a heightened risk of exposure to associated legal or reputational risk.
E3.1b	C	Area of land used for the production of basic plant, animal or mineral commodities (e.g., the area of land used for forestry, agriculture or mining activities).	Total surface hectares	Zero hectares	Not material	No	GRI 304-2 ESRS-E4-5	
E3.1c	C	Level of capital and expenditure deployed to the implementation of measures undertaken to manage positive impacts and avoid, minimise, restore/rehabilitate and/or offset negative impacts on biodiversity and ecosystems.	ZAR, \$US or other currency	Landscaping and management plant species within the resort.	Not material	No	ESRS-E4-7	A primary driver of biodiversity loss is the growth in demand for land or marine areas and the associated conversion of ecosystems. Current demand for land is indicated in the area of land used in a company's operations and supply chains while the annual change reflects whether there is increasing or decreasing pressure for new conversions of ecosystems.
E3.1d	L	Describe wherever material across the value chain, mechanisms aimed at enhancing the management of biodiversity and ecosystem impacts (such as policies, targets, certifications and audits).	Description	Sun International, through its environmental policy aligned with ISO 14001, manages biodiversity and ecosystem impacts at all properties, including Sun City and Wild Coast Sun. Both sites are in ecologically sensitive areas: Sun City in a CBA2 and a KBA and Wild Coast Sun in a coastal biodiversity hotspot near a Marine Protected Area. The group uses Environmental Impact Assessments (EIAs), Environmental Management Programmes (EMPrs), sensitivity mapping, development zoning and regular monitoring to manage biodiversity risks. This approach is supported by stakeholder engagement and regulatory compliance.	Not material	No	GRI 304 ESRS-E4-7	

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Metric	Unit	Sun International's response	Material Not material	Disclosure	Other frameworks	Rationale		
E3 BIODIVERSITY AND LAND USE continued								
E3.1 Biodiversity footprint (ecosystems) continued								
E3.1e	L	Describe and report results of any processes aimed at identifying, assessing and/or managing the biodiversity footprint of the organisation, including for example: size and location of all habitat areas protected or restored and whether the success of the restoration measure was or is approved by independent external professionals; and status of each area based on its condition at the close of the reporting period, noting the standards and methodologies used.	Description hectares (or km ²)	Sun International's biodiversity footprint is assessed and managed primarily through formal EIAs, SHE audits and site-specific Environmental Management Plans (EMP) where required. The biodiversity baseline and ecological sensitivity at each property have been mapped through specialist studies as part of these processes. Where EMPs are not legally required, SOPs are in place to manage habitat disturbance, alien vegetation, erosion and watercourse protection. All units have designated SHE officers who oversee implementation of these measures and report to group SHE management at central office. Restoration success, such as wetland buffer rehabilitation or revegetation, is monitored regularly.	Not material	No	GRI 304-3	
E4 POLLUTION AND WASTE								
E4.1 Solid waste								
E4.1a	C	Total weight of waste generated (non-recycled) with a breakdown by composition of waste, noting % directed to disposal (including landfill and incineration) and % diverted from disposal (e.g., reuse, recycling, recovery).	Tonnes and %	Refer to page 35 in the Environmental Performance Section. Note the values are provided in kg.	Material	Yes	GRI 306-3 ESRS-E5-6 SASB 150	Waste is a growing concern in many economies due to factors such as urbanisation, poor regulations and standards, inadequate facilities and new sources of waste such as plastic and e-waste. Waste management is critical for environmental protection and public health. Effective waste management, which can include circular economy principles, can reduce operational and capital costs through improved efficiencies and, in some cases, provide new input sources. A failure to manage waste can result in reputational damage and increase potential financial and legal liability costs.
E4.1b	C	Total weight of hazardous waste generated, noting % directed to disposal (including landfill and incineration) and % diverted from disposal (e.g., reuse, recycling, recovery).	Tonnes and %	Refer to page 35 in the Environmental Performance Section. Note the values are provided in kg.	Material	Yes	GRI 306-4 GRI 306-5 ESRS-E5-6 SASB 150	
E4.1c	C	Waste intensity: total waste per material unit (e.g., sales revenue, unit of production, or other).	Tonnes/ZAR or US\$ etc/ unit	1.15 tonnes per R million revenue, or 1 149.91 kg per R million revenue.	Material	Yes	GRI 306-3	

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Metric	Unit	Sun International's response	Material Not material	Disclosure	Other frameworks	Rationale
E4 POLLUTION AND WASTE continued						
E4.2 Single-use plastics						
L Report wherever material along the value chain: estimated metric tonnes of single-use plastic consumed and share (%) of single-use plastic weight of total plastic weight.	Tonnes / %	This is not measured and tracked for reporting purposes. The reporting of plastics waste is consolidated in the recycling waste figures for the group.	Not material	No	ESRS-E5-4 ESRS-E5-5 SASB 410	Eliminating plastic pollution requires a shift from single-use to reusable packaging. Recycling is important, but reusable packaging will reduce the need for single-use products. Plastic waste has significant environmental impacts that range from the loss of marine life to the build-up of potentially toxic material in the food chain.
E4.3 Atmospheric pollution						
E4.3a C Report wherever material along the value chain: nitrogen oxides (NOx), sulphur oxides (SOx), volatile organic compounds (VOC), persistent organic pollutants (POP), particulate matter and other significant air emissions identified in relevant regulations.	Kilograms or multiples per emission type	Sun International's value chain has minimal emissions of nitrogen oxides (NOx), sulphur oxides (SOx), volatile organic compounds (VOCs), persistent organic pollutants (POPs) and particulate matter (PM).	Not material	No	GRI 305-7 ESRS-E2-4 SASB 120	Air pollutants, which include particulate matter, volatile organic compounds and the oxides of sulphur and nitrogen, are harmful to human health and a leading cause of respiratory illnesses and premature deaths around the world. Pollutant emissions in densely populated areas are often particularly harmful due to the large number of people affected and the higher level of ambient pollution.
E4.3b L Wherever possible, estimate the proportion of specified emissions that occur in or adjacent to urban/densely populated areas.	Description	Sun International's air emissions come from standby generators, LPG burners and wastewater treatment works at Sun City and Wild Coast Sun. These emissions are localised and have minimal environmental impact.	Not material	No	ESRS-E2-5	These emissions are primarily from standby diesel generators, LPG burners and small-scale wastewater treatment at remote sites and are managed through maintenance and compliance protocols. The company does not use raw materials or processes that produce high-impact air emissions. Emissions do not significantly affect the urban air quality or nearby communities, with the closest communities being at least 700 metres away from Wild Coast Sun. Therefore, the emissions are not significant in urban or densely populated areas.
E4.4 Water pollution						
L Total water discharge to all areas in megalitres and list of priority substances of concern for which discharges are treated, including how these substances were defined, approach to setting discharge limits and number of incidents of non-compliance with discharge limits.	Megalitres, description and # of incidents	In 2025, total water discharged across the group amounted to 1 254 618 megalitres. Group discharges comprise sanitary wastewater only and do not include any other priority substances of concern for treatment or reporting purposes. Wastewater is discharged in accordance with applicable municipal standards, with discharge limits defined by relevant municipal requirements and wastewater bylaws. No other effluent streams requiring separate priority substance management were identified. Incidents of non-compliance with discharge limits: 0	Material	Yes	GRI 303-4 ESRS-E2-5 ESRS-E2-6	Water pollution can result from a range of economic activities. Sources of water pollution include industrial waste, sewerage and agricultural runoff. The effective functioning of ecosystems and the services that they provide require the nitrogen, phosphorus and potassium cycles to be kept in balance. Where levels of nitrogen, phosphorus and potassium exceed sustainable thresholds, freshwater and oceanic dead zones may occur. Water pollution can also result in a variety of other ecological and public health issues.

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Metric	Unit	Sun International's response	Material Not material	Disclosure	Other frameworks	Rationale
E5 SUPPLY CHAIN AND MATERIALS						
E5.1 Supply chain (environmental)						
L	Report wherever material across the supply chain: mechanisms (e.g., supplier screening, and audits) to identify and address significant actual and potential negative environmental impacts, nature of these impacts, and measures to address these.	Description	Supplier screenings and audits are undertaken by procurement. There are no specific audits undertaken to assess environmental impacts. In 2025 we identified ESG criteria for specific spend categories. We are taking a phased approach in the development of the sustainable supply chain framework.	Not material	No	GRI 308-1 GRI 308-2 SASB 440 SASB 430 Environmental issues in the supply chain can lead to operational risks such as shutdowns, financial risks from fines and compliance orders and reputational risks. These can impact an organisation's ability to access finance and capital. Mechanisms such as supplier codes of conduct can reduce environmental risks in the supply chain by improving business practices. These can result in positive returns through lower costs, improved efficiency and access to new markets.
E5.2 Materials of concern						
E5.2a	C Process to identify and manage emerging materials and chemicals of concern in products (materials of concern could include conflict minerals or recognised high-impact raw materials such as palm oil).	Description	Sun International does not manufacture products or handle high-impact raw materials. Food and cleaning services are outsourced and managed through procurement controls. Conflict minerals are irrelevant to their operations. Any risks related to hazardous substances are managed through health and safety procedures, contractor controls and regulatory compliance monitoring.	Not material	No	GRI 417-1 SASB 430 Materials of concern in the supply chain can raise reputational and operational risks due to environmental factors such as biodiversity loss, deforestation, water pollution and waste management. A process to identify and manage materials of concern, such as a due diligence and supply chain mapping process, should be used to prevent and/or address potential environmental impacts.
E5.2b	L Percentage of materials identified in point 1 above that are covered by a sustainability certification standard or formalised sustainability management programme.	% materials	Not applicable refer to E5.2b.	Not material	No	SASB 430 Signing up to a sustainability certification standard or formalised sustainability management programme can provide stakeholders with a degree of confidence that materials of concern within the supply chain are being properly addressed.

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Metric	Unit	Sun International's response	Material Not material	Disclosure	Other frameworks	Rationale																																																																																											
S1 LABOUR STANDARDS																																																																																																	
S1.1 Diversity and inclusion																																																																																																	
S1.1a	C	Percentage of employees per employee category by race, gender, age group (under 30, 30-50, over 50) and where relevant, other diversity indicators.	% workforce by category	<table border="1"> <thead> <tr> <th rowspan="2">Category</th> <th colspan="2">Gender</th> <th colspan="3">Age</th> <th colspan="4">Racial</th> </tr> <tr> <th>%M</th> <th>%F</th> <th>< 30</th> <th>30 - 50</th> <th>> 50</th> <th>A</th> <th>C</th> <th>I</th> <th>W</th> </tr> </thead> <tbody> <tr> <td>Top</td> <td>81.82%</td> <td>18.18%</td> <td>0.00%</td> <td>18.18%</td> <td>81.82%</td> <td>27.27%</td> <td>0.00%</td> <td>18.18%</td> <td>45.45%</td> </tr> <tr> <td>Senior</td> <td>60.63%</td> <td>39.37%</td> <td>0.79%</td> <td>70.08%</td> <td>29.13%</td> <td>30.71%</td> <td>6.30%</td> <td>22.05%</td> <td>36.22%</td> </tr> <tr> <td>Middle</td> <td>60.87%</td> <td>39.13%</td> <td>5.00%</td> <td>75.00%</td> <td>20.00%</td> <td>49.57%</td> <td>13.91%</td> <td>11.30%</td> <td>23.91%</td> </tr> <tr> <td>Junior/Skilled Technical</td> <td>49.04%</td> <td>50.96%</td> <td>8.67%</td> <td>78.77%</td> <td>12.56%</td> <td>72.25%</td> <td>13.22%</td> <td>7.12%</td> <td>6.40%</td> </tr> <tr> <td>Discretionary decision making</td> <td>37.09%</td> <td>62.91%</td> <td>21.63%</td> <td>66.66%</td> <td>11.71%</td> <td>90.39%</td> <td>6.62%</td> <td>1.45%</td> <td>0.66%</td> </tr> <tr> <td>TOTAL</td> <td>42.13%</td> <td>57.87%</td> <td>16.91%</td> <td>70.17%</td> <td>12.92%</td> <td>81.99%</td> <td>8.71%</td> <td>3.91%</td> <td>4.36%</td> </tr> <tr> <td>% PWD</td> <td colspan="9">1.33%</td> </tr> </tbody> </table>	Category	Gender		Age			Racial				%M	%F	< 30	30 - 50	> 50	A	C	I	W	Top	81.82%	18.18%	0.00%	18.18%	81.82%	27.27%	0.00%	18.18%	45.45%	Senior	60.63%	39.37%	0.79%	70.08%	29.13%	30.71%	6.30%	22.05%	36.22%	Middle	60.87%	39.13%	5.00%	75.00%	20.00%	49.57%	13.91%	11.30%	23.91%	Junior/Skilled Technical	49.04%	50.96%	8.67%	78.77%	12.56%	72.25%	13.22%	7.12%	6.40%	Discretionary decision making	37.09%	62.91%	21.63%	66.66%	11.71%	90.39%	6.62%	1.45%	0.66%	TOTAL	42.13%	57.87%	16.91%	70.17%	12.92%	81.99%	8.71%	3.91%	4.36%	% PWD	1.33%									Material	Yes	GRI 405-1 SASB 330	Organisations with higher levels of diversity, particularly within executive teams, are generally better able to innovate, attract top talent, improve their customer orientation, enhance employee satisfaction, access more wide-ranging networks, and secure their licence to operate.
Category	Gender		Age			Racial																																																																																											
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S1.1b	C	Number of allegations and confirmed incidents of discrimination and/or human rights incidents relating to workers' incidents during the reporting period, noting the investigation status of reported and actual incidents, actions taken and total amount of monetary losses due to legal proceedings associated with labour law violation, employment discrimination, and/or human rights violations.	# and description	The group had zero reportable incidents or financial losses in 2025.	Material	Yes	GRI 406-1 ESRS-S1-18 ESRS-S1-25 SASB 310	To be effective, organisational culture should be built on a foundation of respect, courtesy, and professionalism, free from any acts of discrimination, bullying or harassment.																																																																																									

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S1 LABOUR STANDARDS continued								
S1.2 Pay equality								
S1.2a	C	Ratio between the CEO's total annual remuneration and the median, lower quartile and upper quartile of the total annual remuneration of all the organisation's employees (excluding the CEO).	Ratio	There is no statutory requirement yet in South Africa to report against this metric.	Not material	No	GRI 2-21 GRI 202-1 ESRS-S1-14 ESRS-S1-17	Globally, economic analysis has shown that high levels of inequality undermine economic growth. As noted under G2.1 Remuneration practices, incentives provided to senior executives, and the manner in which they are structured, can significantly reinforce or impede long-term value creation. However, at an organisational level, a wide gap between CEO compensation and the median reinforces inequality and could undermine long-term value creation. This is seen to be particularly relevant in South Africa given that it has one of the highest levels of inequality globally.
S1.2b	L	The ratio of the average annual remuneration of the top 10% of the organisation's top earners, and the average annual remuneration for the bottom 10% of the lowest earners in the organisation.	Ratio	There is no statutory requirement yet in South Africa to report against this metric.	Not material	No		
S1.2c	C	The total annual remuneration of both the highest paid employee and the lowest paid employee; the average remuneration; and the median remuneration of all employees.	ZAR	There is no statutory requirement yet in South Africa to report against this metric.	Not material	No		
S1.2d	C	Ratio of the total annual remuneration of women to men, and by race group, for each employee category , by significant locations of operation (as defined by the organisation).	Ratio	There is no statutory requirement yet in South Africa to report against this metric.	Not material	No	GRI 202-1 SASB 310	Corporate policies promoting pay equality reflect an organisation's culture and help organisations to bridge diversity gaps, attract talent and drive long-term competitiveness. Organisations with racial and other discrimination imbalances, expose themselves to reputational and potential legal risk.
S1.3 Wage level and living wage								
S1.3a	C	When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the standard entry-level wage by race and gender compared to the applicable legislated minimum wage for the sector.	Ratio	Sun International pays an average entry-level wage of R49.83 per hour, representing a ratio of 1.81 compared to the legislated minimum wage of R27.58 per hour which is 81% above the minimum requirement. The group continues to enhance its remuneration practices through the adoption of a Fair Remuneration Policy, which addresses EPWEV, gender pay equity, and the pursuit of a living wage. Sun International confirms that no permanent full-time employee earns below the living wage threshold, and all employees are remunerated fairly, responsibly, and transparently in line with the group's values.	Material	No	GRI 202-1 SASB 310	A wide gap between the highest-paid individual and the median reinforces inequality and could impede long-term value creation. Disclosure provides greater insight into how organisations are spending on top management, their basis for doing so, and the opportunity costs that might impact their performance.

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S1 LABOUR STANDARDS continued							
S1.3 Wage level and living wage continued							
S1.3b	C Ratio of lowest wage to living wage for employees and non-employee workers for each significant location of operation.	Ratio	Sun International recognises the importance of assessing wages against living wage benchmarks across all significant locations of operation. While the group ensures that all permanent full-time employees earn above the national minimum wage and is confident that they are not paid below a living wage, the exact ratio of the lowest wage to locally defined living wages has not yet been calculated.	Material	No	Accounting for a Living Wage (Shift and Capitals Coalition)	The provision of living wages offer companies a wide range of internal benefits, including: lowering staff turnover, a more motivated and productive workforce, greater economic security, strengthening value chain stability, improving company reputation, and stimulating local economies leading to various positive multiplier effects.
S1.3c	L Percentage of employees and non-employee workers whose wages fall below a specific living wage methodology or benchmark.	% workforce	Refer to response for S1.3a and S1.3b.	Material	No		
S1.4 Freedom of Association and Collective Bargaining							
S1.4a	C Describe how the organisation manages freedom of association and collective bargaining, noting any policy or policies considered likely to affect workers' decisions to form or join a trade union, to bargain collectively or to engage in trade union activities.	Description	The group has a written relationship agreement with our recognition union which has been in place since 1995 which contains a clause that endorses freedom of association and such is aligned with the labour legislation and the Constitution.	Material	Yes	GRI 407 ESRS-S1-2	The right to freedom of association and collective bargaining are not only internationally recognised as fundamental rights of employees, but are also useful tools for organisations and employees to engage, build trust, and negotiate solutions when potential conflicts arise.
S1.4b	C Percentage of total employees covered under collective bargaining agreements.	%	61% of employees are covered under the agreement.	Material	Yes	GRI 2-30 ESRS-S1-22 SASB 310	
S1.4c	C Disclose the extent of major work stoppages (including both strikes and lockouts) due to disputes between the undertaking and its workforce, including the number of major work stoppages, and for each: number of workers involved; length in days of stoppage, reasons, and steps taken to resolve each dispute.	No and description	There were no work stoppages due to disputes in 2025.	Material	Yes	ESRS-S1-23	
S1.4d	L An explanation of the due diligence assessment performed on suppliers for which the right to freedom of association and collective bargaining is at risk including measures taken by the organisation to address these risks.	Description	All the group service provider contracts contain an undertaking where suppliers must undertake that they fully comply with all the requirements of the labour law pertaining to its employees. The labour laws clearly set out 'freedom of association and associated provisions' relating to collective bargaining where applicable within that particular industry. This is a desktop questionnaire and check system that we now have in place to ensure that we fully understand each individual beneficiary and also mitigate any risk that could affect the relationship going forward.	Material	Yes	GRI 407-1	

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S1 LABOUR STANDARDS continued								
S1.5 Characteristics of employees and workers in workforce								
S1.5a	C	Describe key characteristics of employees in own workforce, including: total number of all employees by country; permanent employees; temporary employees; non-guaranteed hours employees; full-time employees; and part-time employees – with breakdown by race and gender for each.	Ratio workers	+ Refer to the People Section on page 45 under Talent Acquisition Strategy for employee data.	Material	Yes	ESRS-S1-7	This provides insight into the organisation's approach to employment, including the nature of impacts arising from its employment practices, to provide contextual information that aids an understanding of the information reported in other disclosures.
S1.5b	C	Describe key characteristics of non-employee workers in the organisation's own workforce, including: total number of non-employee workers, noting the most common type of workers and their relationship with the organisation.	Description	Non-employees consist of independent contractors sourced through an IT service agreement, attending to specialised skills like server updates, e.g. Oracle specialist. Other non-employees would be those employees on all our properties employed by service providers and concessionaires in speciality restaurants (Wimpy), spas (Camelot Spa), lawns (Top Turf), clinics (Medicare) and gardens (Bidvest) and others.	Material	Yes	ESRS-S1-8	
S2 COMMUNITY DEVELOPMENT								
S2.1 Community human rights								
S2.1a	C	Total number and percentage of operations that have been subject to a human rights due diligence process or impact assessments, by country.	# and % operations + description	None of the operations required assessment in 2025.	Not Material	No	GRI 408-1 GRI 409-1 GRI 410-1 GRI 205-1 ESRS S3-2 ESRS S3-3 SASB 210 UN Guiding Principles on Business and Human Rights	The activities of organisations may cause or contribute to environmental or social abuses that violate the human rights of individuals, workers and communities. Without a mechanism for employees and other key stakeholders to report human rights violations, organisations could miss opportunities to identify and mitigate such underlying issues.
S2.1b	C	Nature of processes for engaging with affected communities and their representatives, and channels for affected community members to raise concerns.	Description	Each operation in the group, where applicable, has a community engagement forum managed by the general manager of the property.	Material	No		
S2.1c	C	Number and type of grievances reported with associated impacts related to a salient human rights issue in the reporting period, and an explanation of the % of these that are remedied in agreement with those who expressed their grievance.	# + description	None of the operations had grievances reported in 2025.	Material	No		
S2.1d	L	Number and percentage of relevant sites (typically those involved in extracting, harvesting, or developing natural resources or energy) that implement a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights.	# + % operations	This is not applicable as the core business activities of the group relate to gaming and hospitality sector.	Not material	No		
S2.1e	L	Number and percentage of sites at which the ownership, use of or access to land is contested, and an explanation of actions taken to address related social risks.	# + % operations	There is currently one active land claim which the group has launched an application to review in the land claim process.	Material	No		

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S2 COMMUNITY DEVELOPMENT continued								
S2.2 Skills for the future								
S2.2	C	Describe the employee and external skills development programmes aimed at developing skills that increase the recipient's future mobility, career development, and/or income earning potential.	Description	Sun International supports employee and external skills development through accredited learnerships, internships and youth programmes that enhance employability, career growth and income potential. In 2025, we launched 25 new learnerships and hosted 265 learners across multiple sites. These NQF-aligned programmes combine theoretical training with practical work experience and are fully funded by the company. We also partnered with YES to provide unemployed youth with valuable workplace exposure and awarded 383 bursaries, with 95% granted to black employees, to reinforce our transformation goals.	Material	Yes	GRI 404-2 SASB 101	Building human capital to secure a motivated, productive and skilled workforce is a key priority for organisations. When firms fail to invest in training, education, skilling and reskilling of their employees, it can affect their business performance, reputation and ability to attract a talented workforce. It can also lead to higher operating costs related to recruiting, developing and retaining employees.
S2.3 Employment and wealth creation								
S2.3a	C	Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity, and region.	# and rate	+ Refer to the People Section on page 45 under Talent Acquisition Strategy.	Material	Yes	GRI 401-1 GRI 202-2 SASB 310	Employment and job creation are key drivers of economic growth, dignity and prosperity. The metrics provide a basic indication of an organisation's capacity to attract diverse talent, which is key to innovate new products and services. Employee turnover may serve as an indication of employee satisfaction or dissatisfaction and potential unfairness in the workplace.
S2.3b	C	Total number and rate of employee turnover (for permanent employees) during the reporting period, by age group, gender, other indicators of diversity, and region.	# and rate	+ Refer to the People Section on page 45 under Talent Acquisition Strategy.	Material	Yes	GRI 401-1 SASB 310	

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S2 COMMUNITY DEVELOPMENT continued								
S2.4 Community development								
S2.4a	C	Direct economic value generated and distributed (EVG&D) on an accrual basis, covering the basic components for the organisation's global operations, ideally split out by: (i) Revenue (ii) Operating costs (iii) Employee wages and benefits (iv) Payments to providers of capital (v) Payments to government (taxes, royalties, levies, etc.) (vi) Community investment (including charitable giving, impact investment and other social investment).	ZAR	Minimal progress was made in 2025 to report against this metric.	Not material	No	GRI 201-1	The metrics on economic contribution provide a broad indication of how an organisation has created wealth for its various stakeholders by summarising the direct monetary value added to local economies. Disclosure on the financial assistance received from government, when compared with separate disclosures on taxes, is often useful in developing a more balanced review of the balance of transactions between the company and government.
S2.4b	C	Description of significant identified indirect economic impacts of the organisation, including for example: number of jobs supported in supply or distribution chain; number of suppliers/ enterprises supported from defined vulnerable groups; nature of economic development in areas of high poverty; availability of products and services for those on low incomes or previously disadvantaged; enhanced skills and knowledge in a professional community or geographic location.	Description – with # and spend where relevant	The group has 102 ESD beneficiaries who have been funded and developed, with the aim of enabling job creation. Beneficiaries are required to outline their anticipated number of jobs created over a three-year period. Additionally, they are required to create a community development plan which speaks to how they will give back to local previously disadvantaged communities through their businesses, with a particular focus on skills transfer initiatives which enable local community members to develop a skill which they can leverage to live sustainably and independently.	Material	Yes	GRI 203-2 GRI 204-1 GRI 413-1 GRI 413-2 SASB 210	
S2.4c	C	Percentage of the procurement budget used for significant locations of operation that is spent on local suppliers, noting the organisation's definitions of 'local' and for significant locations of operation.	% of spend	R4.7 billion (87%) of the R5.1 billion in procurement spend in 2024 was spent with suppliers based in South Africa. Significant efforts are being made to improve on reporting to allow more detailed spend breakdowns in local and doorstep community suppliers. Additionally, efforts are underway to identify and implement localisation of procurement spend with suppliers outside South Africa.	Material	Yes	GRI 204-1	
S2.4d	L	Description (quantitative and qualitative) of the extent of significant infrastructure investment and services supported.	ZAR + description	Minimal progress was made in 2025 to report against this metric.	Not material	No	GRI 203-1	
S2.4e	L	Total monetary value of financial assistance received by the organisation from any government during the reporting period.	ZAR	The group does not receive monetary financial assistance from any government department.	Not material	No	GRI 201-4	

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S3 HEALTH AND SAFETY								
S3.1 Workplace health and safety								
S3.1a	C	Number and rate of fatalities as a result of a work-related injury or ill-health during the reporting period across the organisation; the disclosure should include both employees and workers who are not employees, but whose work and/or workplace is controlled by the organisation.	# and rate	Refer to the HSW section on pages 55 – 57 under Health, safety and wellness.	Material	Yes	GRI 403-9 GRI 403-10 ESRS-S1-11 SASB 320	Maintaining strong safety and health standards can improve employee productivity and operational efficiency. Working proactively in these areas of business will help identify and mitigate risks and it is increasingly required by law.
S3.1b	C	Number of recordable work-related injuries , and number of work-related illnesses or health conditions arising from exposure to work-related hazards during the reporting period; the disclosure should include both employees and workers who are not employees, but whose work and/or workplace is controlled by the organisation.	No / rate	Refer to the HSW section on page 56 under Health, safety and wellness.	Material	Yes	GRI 403-9 GRI 403-10 SASB 320	
S3.1c	L	An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers, and a description of any voluntary health promotion services and programmes offered to workers to address major non-work-related health risks, including the specific health risks addressed.	Description	All employees belong to either a registered medical aid scheme or health insurance to ensure that they have access to non-occupational healthcare services. Some of our properties also have on-site clinics due to the nature and size of their operations. These clinics provide employees with access to basic primary healthcare. Furthermore, the group has an employee wellness programme which provides all employees annually with a free health and lifestyle risk assessment (HRA) to detect non-work-related health risks, and provides counselling and testing where appropriate. Health risks commonly addressed during wellness interventions include: Human immunodeficiency virus (HIV), tuberculosis (TB), heart disease, stroke, diabetes, cancer, obesity, sleep, substance use, stress management and exercise.	Material	Yes	GRI 403-6	

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S4 CUSTOMER RESPONSIBILITY						
S4.1 High Risk Products and services						
S4.1a	C	Description of products and services that present specific risks to individuals, communities or the environment; an outline of the nature of these risks and the measures taken to mitigate these.				
		<p>The company has implemented a responsible gambling policy that enables customers to exclude themselves from participating in gambling at specific gaming businesses or across the group. The company also gives effect to self-exclusion requests received from the provincial gambling boards. Also, the respective gaming employees are trained by the SARGF to identify problem gamblers.</p> <p>All gaming advertisements comply with national and provincial gambling legislation in respect of responsible gambling. In particular, all gaming adverts contain a responsible gambling slogan and the toll-free contact details for the SARGF. Such adverts are placed within appropriate parameters from places where minors are mostly present.</p> <p>To add, all gaming properties offer responsible gambling brochures to the public, and player smart cards and Cashdesk profiles of excluded persons are deactivated. Excluded persons may only uplift their exclusion after receiving professional counselling and producing a certificate that they are capable of gambling responsibly.</p> <p>The company makes financial contributions of 0.01% of its gross gaming revenues towards funding the SARGF to provide counselling and in-patient treatment to problem gamblers and any person affected by problem gambling.</p>	Material	Yes	GRI 416-1 GRI 417-1 SASB 250 SASB 0 SASB 270	Disclosure should demonstrate how well an organisation manages the potential impact of its products or services on customers, its exposure to product recalls, and the strength of organisation policies, practices and procedures regarding supply chain, sourcing, and manufacturing compliance. Potential areas of concern include (but are not limited to) products and services associated with gambling, alcohol, tobacco, food and nutrition, medicines, breast milk substitutes, consumer finance, and retailing of processed foods and alcohol.
S4.1b	C	Number and nature of any product recalls.	Not material	No	GRI 416-2 GRI 417-2 SASB 270	

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S4 CUSTOMER RESPONSIBILITY continued								
S4.2 Product innovation								
S4.2a	C	Total research and development spend.		Investment in research, innovation and development is a key enabler of the group's new strategy. Although research and development spend is not yet reported separately as a standalone financial metric, the group is directing resources towards innovation, digitisation, data-led decision-making, sustainability and business improvement initiatives that support long-term resilience, competitiveness and growth. As the new strategy matures, this area will become increasingly important in how value is created and sustained.	Material	No	Adapted from US GAAP ASC 730	Innovation is a significant contributor to ensuring longer-term prosperity. Total costs relating to R&D can be regarded as a basic indication of an organisation's efforts to innovate new products and services and be fit for the future. This can also provide insights into the capacity of the organisation to create new offerings and generate social or environmental benefits. The metric is a proxy to measure the effectiveness and productivity of an organisation's investments in innovation and serves as a primary metric for the maturity phase of innovation.
S4.2b	L	Total costs related to research and development aimed at enhancing social or environmental attributes of products and services.		Minimal progress was made in 2025 to report against this metric.	Not material	No	Adapted from US GAAP ASC 730	
S4.2c	L	Percentage of revenue from products and services designed to deliver specific social or environmental benefits or to address specific sustainability challenges; if the company applies a taxonomy or benchmark to label their activities as sustainable, they should report on the benchmark used and how they meet the criteria of the benchmark.		Minimal progress was made in 2025 to report against this metric.	Not material	No	Adapted from GRI (FiFS7 + FiFS8) and SASB FN0102-16.a, EPIC)	
S4.3 Customer data and privacy								
S4.3a	C	A description of the mechanisms and steps taken to ensure privacy of consumer data.		Mechanisms and steps already implemented have been noted below (at a high level): - Training and awareness relating to privacy best practices and the practical application of POPIA principles. - Development and monitoring of a privacy CRMP as primary monitoring tool. - Completion of personal information inventories for all business processes (this included review of all related forms, notices, terms, etc. relating to each of these business areas). - Identification and risk rating of third parties who process personal information – followed by in-depth due diligence of high risk rated third parties. - High level review of the Sun International information security environment.	Material	Yes	GRI 418-1 SASB 230	With the world becoming increasingly digitised, and with many organisations having significant access to potentially sensitive data on customers, clients and/or consumers, there is a heightened need to safeguard consumers' rights of privacy by limiting the types of information gathered and the ways in which such information is obtained, used and secured. Increasing use of electronic communication (including for financial transactions), as well as growth in large-scale databases, raise concerns about how consumer privacy can be protected, particularly with regard to personally identifiable information.
S4.3b	C	Total number of substantiated complaints received concerning breaches of customer privacy (categorised by complaints received from outside parties and substantiated by the organisation, and complaints from regulatory bodies), and total number of identified leaks, thefts, or losses of customer data.		The group received zero substantiated complaints concerning breaches of customer privacy in 2025. As part of our process, unsubstantiated matters are regularly investigated.	Material	Yes	GRI 418-1 SASB 230	

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S Social continued

Metric	Unit	Sun International's response	Material Not material	Disclosure	Other frameworks	Rationale		
S5 SUPPLY CHAIN								
S5.1 Supply chain (social)								
S5.1a	C	Description of the operations and suppliers considered to have a significant risk of child labour, forced or compulsory labour, or other significant actual and potential negative social impacts, given the type of operation, commodities, or geographic region, and the nature of the measures taken by the organisation intended to contribute to eliminating these risks.	Description	All suppliers or bids that have been awarded are subject to vetting process and all suppliers and bidders are required to sign general terms and conditions that cover all aspect ethical labour practices across the entire value chain and adhere with the group suppliers code of conduct.	Material	Yes	GRI 408-1 GRI 409-1 ESRS S2-2 ESRS S2-3 ESRS S2-5 SASB 430 SASB 440	All organisations have the responsibility to respect human rights, including within their sphere of influence. Delivering on this responsibility requires that organisations exercise due diligence to identify, prevent and address any actual or potential human rights impacts resulting from their activities or the activities of those with which they have relationships. Identifying, managing and disclosing these risks, helps to mitigate potential abuses, in the interests of the organisation, affected stakeholders and society at large.
S5.1b	C	The number and percentage of identified child labour or forced and compulsory labour incidents in its operations or value chain; and percentage of these where the reporting entity has played a role in securing remedy for those affected.	# and %	Minimal progress was made in 2025 to report against this metric.	Not material	No	SASB 440	
S5.1c	C	Report material matters across the supply chain: mechanisms (e.g., supplier screening, and audits) to identify and address significant actual and potential negative social impacts, nature of these impacts, and measures to address these.	Description	Minimal progress was made in 2025 to report against this metric.	Not material	No	GRI 414-1 GRI 414-2 ESRS S2-5 SASB 430 SASB 440	
S5.1d	C	% of products certified by external agencies, % of traceable origin.	%	Minimal progress was made in 2025 to report against this metric.	Not material	No	SASB 430	

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G Governance

Metric	Unit	Sun International's response	Material Not material	Disclosure	Other frameworks	Rationale		
G1 BOARD COMPOSITION								
G1.1 Board Diversity								
G1.1	C	Composition of the board and its committees by race, gender, age group (<30, 30-50, >50) and, where relevant, any under-represented social groups.	# and %	Refer to Board Overview Section pages 65 – 75 of IR.	Material	Yes	GRI 2-9 ESRS G1-1	The capabilities and perspectives of board members are important for making robust decisions. This disclosure captures a variety of important dimensions relating to composition, going beyond a single metric, and emphasises competencies relating to economic, environmental, and social G1.2 topics.
G1.2 Board competence								
G1.2	C	Description of the specific skills, competencies, and experience on the board to address the organisation's significant sustainability-related impacts, risks, and opportunities.	Description	Refer to Board of Directors Section page 69 of IR.	Material	Yes	GRI 2-9 ESRS G1-3	
G1.3 Board independence								
G1.3	C	Composition of the board regarding: executive or non-executive; independence; tenure on the governance body; and number and nature of each individual's other significant positions and commitments.	# and %	Refer to Board Overview Section pages 65 – 75 of IR. – 60% independent and 40% non-independent. – 20% executive (CE and CFO) and 80% non-executive.	Material	Yes	GRI 2-9 ESRS G1-1	
G2 REMUNERATION								
G2.1 Remuneration practice								
G2.1	C	How the remuneration policies for board members and senior executives relate to their objectives and performance in relation to delivery of the organisation's strategy and management of its impacts on people, the environment and the economy, noting the split between fixed pay and variable pay, and with variable pay split into short- and long-term incentives.	Description	Refer to Remuneration Report page 5 - 10 (Part 2).	Material	Yes	GRI 2-19 ESRS G1-6	The incentives provided to board members and senior executives, and the manner in which they are structured, can significantly reinforce or impede long-term value creation. Importantly, this disclosure requires the reporting organisation to explicitly address how its approach to remuneration relates to the organisation's economic, environmental and social objectives.

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Metric	Unit	Sun International's response	Material Not material	Disclosure	Other frameworks	Rationale		
G3 ETHICAL BEHAVIOUR								
G3.1 Anti-corruption								
G3.1a	C	Total percentage of governance body members, employees and business partners who have received training or awareness-raising on the organisation's anti-corruption policies and procedures, broken down by employee category and region.	% Board members	The Sun International board, all subsidiary boards of gaming companies and their employees received training on anti-money laundering, terror financing and proliferation financing. All gaming employees receive refresher training annually.	Material	Yes	GRI 205-2 ESRS G2-5 SASB 510	Corruption undermines stakeholder legitimacy and trust; it is linked to misallocation of capital, environmental harm, human exploitation and unethical and illegal behaviour. Anti-corruption training and investment in initiatives to improve both operating environment and culture develop an organisation's anti-corruption capabilities. The total number and nature of corruption incidents are a proxy for the effectiveness of an organisation's overarching anti-corruption culture and capabilities.
G3.1b	C	Total number and nature of incidents of corruption confirmed during the current year, related to this year and previous years, with a description of the activities taken to address confirmed incidents, and of the outcomes of these activities.	# and description	+ Refer to Social and ethics committee chair's review Section page 10. Description of the nature of incidents are provided while the quantity has not been reported.	Material	Yes	GRI 205-3 ESRS G2-3	
G3.1c	C	A description of: i) the internal and external grievance mechanisms (including whistle-blowing facilities) for reporting concerns about unethical or unlawful behaviour and lack of organisational integrity; ii) mechanisms for seeking advice about ethical and lawful behaviour and organisational integrity; and iii) the extent to which these various mechanisms have been used, and the outcomes of processes using these mechanisms.	# and description	+ Refer to Social and ethics committee chair's review Section page 10. The ethics advice facilities and whistle-blowing hotline details are provided.	Material	Yes	GRI 2-25 GRI 2- GRI 205-3 ESRS G2-6 ESRS G2-7 SASB 510	
G3.1d	L	Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, to combat corruption.	Description	+ Refer to Social and ethics committee chair's review Section page 10. The ethics management section describes how the group is embedding an ethical culture among employees.	Material	Yes	GRI 205 ESRS G2-3	

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G Governance continued

Metric	Unit	Sun International's response	Material Not material	Disclosure	Other frameworks	Rationale		
G3 ETHICAL BEHAVIOUR continued								
G3.2 Lobbying and political contributions								
G3.2a	C	Total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation, by country and recipient/beneficiary.	ZAR, \$US or other currency	Minimal progress was made in 2024 to report against this metric.	Not material	No	GRI 415-1 ESRS G2-9	Consistency between an organisation's activities related to lobbying and its publicly stated purpose and strategy is a core component of alignment on long-term objectives, which is essential for long-term value creation. Monitoring this consistency is an important element of overall transparency and the authentic pursuit of the organisation's objectives.
G3.2b	C	Identify the significant issues that are the focus of the company's participation in public policy development and lobbying, including within any business association that the company is a member of; describe the company's strategy relevant to these areas of focus, identifying any differences between its lobbying positions and its purpose, policies, goals and other public positions.	Description	Where applicable, the company engaged as a member of CASA to make contributions in respect of comments regarding provincial and national legislation that impacted the casino industry. Sunbet, a non-CASA member, also submitted various comments in respect of proposed amendments to provincial legislation that affects the book-making industry. In certain instances where comments were in respect of the company's own views, these were submitted to provincial government and regulatory authorities regarding proposed amendments.	Not material	No	GRI 415-1 ESRS G2-9	
G4 COMPLIANCE AND RISK MANAGEMENT								
G4.1 Incidents								
G4.1	C	Number and nature of significant environmental, social and/or governance-related incidents during the reporting period, including incidents of legal non-compliance (whether under investigation, pending finalisation, or finalised) and directives, compliance notices, warnings or investigations, and any public controversies.	# and description	There were no known significant ESG-related incidents for 2025.	Material	Yes	GRI 2-27 SASB 510 SASB 270	The number and nature of significant environmental, social and/or governance-related incidents can be a proxy for the general effectiveness of an organisation's overarching culture, management systems and capabilities, particularly when tracked over time.
G4.2 Fines and monetary loss								
G4.2	C	Total number and monetary value of fines, settlements, penalties, and other monetary loss suffered in relation to ESG incidents or breaches, including individual and total cost of the fines, settlements and penalties paid in relation to ESG incidents or breaches; and description of plans to address any incidents or breaches.	# / ZAR, \$US or other currency; and description	There were zero reported for 2025.	Material	Yes	GRI 2-27 SASB 510 SASB 270	

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G Governance continued

Metric	Unit	Sun International's response	Material Not material	Disclosure	Other frameworks	Rationale												
G5 TAX TRANSPARENCY																		
G5.1 Tax paid and estimated tax gap																		
G5.1a	C	A description of the organisation's approach to tax, including: i) whether the organisation has a tax strategy and, if so, a link to this strategy if publicly available; ii) the governance body or executive-level position within the organisation that formally reviews and approves the tax strategy, and the frequency of this review; iii) how its approach to tax is linked to the business and sustainability strategies of the organisation.	Description	The financial operations managers are responsible for its operations tax from a preparation and approval point of view. The organisation's group tax function operates as a review function and oversees the group's taxes. Furthermore, group tax ensures that it keeps abreast with updates and amendments to tax legislation and ensures that this is implemented in the group where applicable. The internal and external auditors provide an assurance function.	Material	No	GRI 207-1	Reporting of total tax paid provides global information on the organisation's contribution to governmental revenues. This disclosure provides information on the organisation's global tax profile and on the various categories of taxes that support governmental functions and public benefits.										
G5.1b	C	For each tax jurisdiction: the total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company, by category of taxes.	ZAR, \$US or other currency	<table border="1"> <thead> <tr> <th>Tax type</th> <th>R million</th> </tr> </thead> <tbody> <tr> <td>Income tax</td> <td>508</td> </tr> <tr> <td>VAT</td> <td>553</td> </tr> <tr> <td>PAYE</td> <td>404</td> </tr> <tr> <td>TOTAL</td> <td>1 465</td> </tr> </tbody> </table>	Tax type	R million	Income tax	508	VAT	553	PAYE	404	TOTAL	1 465	Not material	No	GRI 207-4	
Tax type	R million																	
Income tax	508																	
VAT	553																	
PAYE	404																	
TOTAL	1 465																	
G5.1c	L	Extent of exposure to countries and jurisdictions recognised for their corporate tax rate, tax transparency and tax haven status; estimated tax gap (gap between estimated effective tax rate and estimated statutory tax rate).		The group currently operates in South Africa. There is no tax gap.	Not material	No												

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SASB index

As part of Sun International's ESG reporting, we have included SASB standards for the Casino and Gaming and Hotels and Lodging sectors. These metrics help investors to better understand our operations with the tables detailing our disclosures on the relevant topics.

Sustainability disclosure topics and metrics

Activity metrics	Unit of measure	2025	2024	Code
Number of tables	Number	317	310	SV-CA-000.A
Number of slots	Number	8 645	9 104	SV-CA-000.B
Number of active online gaming customers ¹	Number	603 720	523 183	SV-CA-000.C
Total area of gaming floor	Square metres (m ²)	46 074.8	46 074.8	SV-CA-000.D
Number of available room nights	Number	1 043 525	1 163 985	SV-HL-000.A
Average occupancy rate	Rate	70.4	70.3 %	SV-HL-000.B
Total area of logging facilities	Square metres (m ²)	0	0	SV-HL-000.C
Number of logging facilities and percentage that are: (1) managed, (2) owned and leased and (3) franchised	Percentage	0	0	SV-HL-000.D

¹ SV-CA-000.C: The number of active customers shall be considered as the number for which there was at least one financial transaction (bet, deposit, withdraw) with real currency within the reporting period where real currency is defined by the US Financial Crimes Enforcement Network.

E Environment

Topic	Accounting metrics	Unit of measure	2025	2024	Code
Energy management	Total energy consumed	Gigajoules (GJ)	718 875 95.1	732 754	SV-CA-130a.1. & SV-HL-130a.1.
	Percentage grid electricity	Percentage (%)	95.1	98	SV-CA-130a.1. & SV-HL-130a.1
	Percentage renewable	Percentage (%)	4.9	2	SV-CA-130a.1. & SV-HL-130a.1
Water management	Total water withdrawn	Number (m ³)	3 954 591	4 700 669	SV-HL-140a.1
	Total water consumed; percentage of each in regions with high or extremely high baseline water stress	Percentage (%)	100%	100% (South Africa is a water-stressed country)	SV-HL-140a.1

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E Environment continued



Topic	Accounting metrics	Unit of measure	2025	2024	Code
Ecological impacts	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	Number	2	2 (Wild Coast Sun and Sun City are located in natural environments located near conservation areas)	SV-HL-160a.1
	Description of environmental management policies and practices to preserve ecosystem services	<p>Discussion and analysis: Dedicated SHE officers are posted at each operation. These officers are responsible for ensuring SHE compliance at site level. They are trained professionals who oversee day-to-day operations to ensure they align with environmental regulations and standards.</p> <p>Implementation of environmental resource targets: These targets are set at the group level, and are representative of our overarching goals for environmental sustainability. The SHE officers are responsible for implementing these targets at site level.</p> <p>Support from environmental professionals at group level: Sun International ensures that expertise is available at a higher level to support the SHE officers and ensure that biodiversity conservation and environmental compliance are promoted effectively.</p> <p>Investigation of climate impacts and mitigation projects: The organisation recognises the importance of understanding its climate impacts and takes proactive steps to mitigate or reduce its carbon footprint. This involves conducting assessments, implementing energy-saving measures and investing in renewable energy sources.</p> <p>Continuous monitoring and site-specific environmental management plans: Given the proximity of certain operations to biodiversity conservation areas, Sun International has monitoring in place to assess and minimise any potential impact on the environment. Site-specific environmental management plans are developed at the relevant operations.</p> <p>Overall, our approach demonstrates a commitment to environmental stewardship and sustainability, with measures in place to ensure compliance, conservation and continual improvement.</p>			SV-HL-160a.2
Labour practices	(1) Voluntary and (2) Involuntary turnover rate for lodging/hotel facility employees	Percentage (%)		1. Voluntary turnover rate is 4.31% 2. Involuntary turnover rate is 5.13%	SV-HL-310a.1
	Total amount of monetary losses due to legal proceedings associated with labour law violations	Rand value	Zero	None (During the period, Sun International did not incur monetary losses due to labour law violations)	SV-HL-310a.2
	Average hourly wage hotel/lodging employees	Rand value	52.47	R49.83	SV-HL-310a.3
	Percentage of lodging facility employees earning minimum wage by region	Percentage (%)	Zero	100% (Sun International minimum wage which, exceeds the national Minimum)	SV-HL-310a.3
	Description of policies and programmes to prevent worker harassment	<p>Discussion and analysis: Sun International continues to uphold the principles and guidelines as set out in its policy on the prevention of harassment at work. This policy defines harassment, sets out the criteria to test for existence of harassment and provides for reporting procedures. The company takes a proactive approach by conducting surveys and continuously raising awareness on harassment and the prevention thereof.</p>			SV-HL-310a.4
Climate change adaptation	Number of hotel/lodging facilities located in 100-year flood zones	Number	Zero	Zero	SV-HL-450a.1

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S Social

Topic	Accounting metrics	Unit of measure	2025	2024	Code
Responsible gambling	Percentage of gaming facilities implementing the Responsible Gambling Index	Not applicable in the South African context.	n/a	As a prominent player in the gaming and hospitality industry, Sun International recognises the paramount importance of fostering a culture of responsible gambling.  Page 20 of the IR details our approach towards responsible gambling.	SV-CA-260a.1
	Percentage of online gaming operations that implement the National Council on Problem Gambling (NCPG) Internet Responsible Gambling Standards	In South Africa, it is critical that Sun International fully supports responsible gambling through the NRGP in all physical and online operations.	n/a	Sun International contributed about R7.4 million towards the NRGP in 2024.	SV-CA-260a.1
Smoke-free casinos	Percentage of gaming floor where smoking is allowed	Percentage (%) of gaming floor area	25%	25% of the total gaming floor	SV-CA-320a.1
	Percentage of gaming staff who work in areas where smoking is allowed	Percentage (%) of man-hours	21%	21% gaming staff work in smoking environment	SV-CA-320a.1

G Governance

Topic	Accounting metrics	Unit of measure	2025	2024	Code
Internal controls on money laundering	Description of anti-money laundering policies and practices	Not applicable	 Page 67 of the IR under the ethics management section.	 Page 39 of the IR under the ethics management section.	SV-CA-510a.1
	Total amount of monetary losses as a result of legal proceedings associated with money laundering	R million	Zero	Sun International did not incur any monetary losses in this regard during the period under review.	SV-CA-510a.2

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AI
artificial intelligence

AIC
African, Indian and Coloured

AML
Anti-Money Laundering

B-BBEE
Broad-Based Black Economic Empowerment

BWO
black women-owned

C&SE
community and stakeholder engagement

CASA
Casino Association of South Africa

CATHSSETA
Culture, Arts, Tourism, Hospitality and Sport Sector Education and Training Authority

CDP
Carbon Disclosure Project

CE
chief executive

CFO
chief financial officer

COO
chief operating officer

CSI
corporate social initiatives

DEIB
diversity, equity, inclusion and belonging

ECD
Early childhood development

ED
enterprise development

EE
employment equity

EPWEV
Equal Pay for Work of Equal Value

ERM
Enterprise risk management

ESD
enterprise and supplier development

ESG
environmental, social and governance

EVP
Employee Value Proposition

EWP
Employee Wellness Programme

exco
executive committee

FIFR
fatal injury frequency rate

GBV
gender-based violence

GHG
greenhouse gas

GRI
Global Reporting Initiative

HRA
Global Reporting Initiative

HSW
health, safety and wellness

IFRS
International Financial Reporting Standards

IR
integrated report

JSE
Johannesburg Stock Exchange

King IV™
King IV™ Report on Corporate Governance for South Africa

KPI
key performance indicator

L&D
learning and development

LPM
limited payout machine

LTIFR
Lost Time Injury Frequency Rate

NGB
National Gambling Board

NPAT
net profit after tax

NRGP
National Responsible Gambling Programme

OSW
One Sun Wellness

PBE
people and business enablement officer

PV
photovoltaic

SARGF
South African Responsible Gambling Foundation

SASB
Sustainability Accounting Standards Board

SED
socio-economic development

SHE
safety, health and environment

SISCDT
Sun International Social Community Development Trust

SLL
sustainability-linked loan

SMME
small, medium and micro enterprise

SOP
standard operating procedure

Sun International or the group
Sun International Limited

TCFD
Taskforce on Climate-Related Financial Disclosures

TRIFR
Total Recordable Injury Frequency Rate

UNGC
United Nations Global Compact

UN SDG
United Nations Sustainable Development Goal

WAM
workplace absenteeism management

YOY
year on year

ZWTL
Zero Waste to Landfill

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Sun International Limited Incorporated in the Republic of South Africa

Registration number: 1967/007528/06

JSE share code: SUI

ISIN: ZAE000097580

LEI: 378900835F180983C60

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Nwabisa Titus

Company secretary and registered office

Company secretary:

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Capital lenders Banks

- ABSA Bank Limited
- Investec Bank Limited
- Nedbank Limited
- FirstRand Bank Limited
- Standard Bank of South Africa Limited

Institutions

- Sanlam

Transactional bankers

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- Standard Bank of South Africa Limited
- ABSA Bank Limited
- Investec Bank Limited

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