



< ENTER

APPROACH TO SUSTAINABILITY

The group understands that its business is part of the greater environment in which we live, so our actions are shaped by national and international trends in sustainable development. DigiCore is a long-term business and this determines our actions as the group strive to be a responsible corporate citizen and respect the society and environment in which we operate.

The focus of the group going forward is to balance financial growth with our focus on people, especially staff satisfaction, while ensuring we remain committed to equal opportunity employment and stakeholder satisfaction.

Sustainability forms the cornerstone of our values and is part of our board’s mandate. It underpins our approach to attracting, retaining and developing our people. It guides our actions in the contribution we make to preserving our environment. It drives our continued cost-effective growth. In support of the vision and strategy on sustainability, the group has adopted the Global Reporting Initiative Framework.

The sustainability report has been prepared in accordance with GRI G3.1 guidelines. In terms of GRI reporting requirements, DigiCore has obtained external assurance and the application level C+ report is available at the DigiCore registered office.

AWARDS

The ABI Research group operating from offices in North America, Europe and Asia has predicted in its recent analysis of quantitative forecasting of trends in global connectivity and other emerging technologies that DigiCore/Ctrack will emerge as world leaders in the fleet management and logistics industry.

SOCIAL

The group human resources strategy and plan were developed, approved and implemented during the review period with six very specific goals:

- Increasing company and individual employee performance
- Focus on customer care and ensuring new and existing customers have a positive experience
- Training and developing all employees
- Identifying and managing talent
- Making a difference in our local communities
- Automation and a focus on living green.

After identifying these primary goals, very specific and measurable objectives were allocated to each goal, indicating both short and longer-term targets.

COMPANY AND INDIVIDUAL PERFORMANCE

The group developed and implemented a performance management model with specific key performance areas. The first key performance area focuses on position-specific objectives, in other words it provides clear guidelines to all employees on the expected outcomes for each job. Secondly, the model provides for the independent measurement of customer satisfaction and valuable information on the customer experience provided.

During the previous financial year, a competency model was introduced and approved by the executive team, after which each position was analysed to identify the relevant competencies required by employees to meet objectives. The second phase of implementing the DigiCore performance management model will focus on rating employees according to identified and position-specific competencies or behaviours. The DigiCore performance management model will be implemented in the new financial year and will give management the opportunity to obtain a more detailed and specific picture of individual employee performance as well as a clear indication of training and development needs.

The final key performance area is focused on ensuring each individual employee’s personal training and development needs have been identified, after which a personal development plan will be finalised and approved for each employee.

TRAINING AND DEVELOPMENT

As one of the strategic objectives, training and development was identified as a priority for management and every employee in the group. During the review period, the Ctrack Training Centre was established in Gauteng where three qualified and experienced training officers will provide new and existing staff with various training courses. The focus for the year ahead is on the following areas:

- Technical training
- Company-specific training such as standard operating procedures, systems and products
- Soft-skills training with a focus on customer care, conflict management and problem solving.

The final training and development objective is supervisory, management and leadership training aimed at further developing current and future managers and leaders in the group. The DigiCore performance management model, together with improved recruitment and selection procedures, will greatly assist in identifying future managers and leaders, in turn facilitating succession planning and development of identified employees.

| | | G3 REPORT APPLICATION LEVEL | | | | | |
|----------------------|---|--|---------------------------|---|---------------------------|--|---------------------------|
| | | C | C+ | B | B+ | A | A+ |
| STANDARD DISCLOSURES | Profile disclosures | Report on: 1.1, 2.1 – 2.10, 3.1 – 3.8, 3.10 – 3.12, 4.1 – 4.4, 4.14 – 4.15 | Report externally assured | Report on all criteria listed for level c plus: 1.2, 3.9, 3.13, 4.5 – 4.13, 4.16 – 4.17 | Report externally assured | As for level B | Report externally assured |
| | Management approach disclosures | Not required | Report externally assured | For each indicator category | Report externally assured | For each indicator category | Report externally assured |
| | Performance indicators (including sector supplement indicators) | Report on a minimum of 10 performance indicators with at least one from each of: social, economic, environment | Report externally assured | Report on a minimum of 20 performance indicators with at least one from each of: economic, environment, human rights, labour, society, product responsibility | Report externally assured | Respond on each G3 and sector supplement indicator with due regard to the materiality principle by either: a) reporting on the indicator or b) explaining the reason for its absence | Report externally assured |

In preparation for meeting our objective to accredit the Ctrack Training Centre as a training provider with the relevant bodies, the team responsible for developing internal training material ensures that all new material is aligned to identified unit standards. The average hours of training provided per employee for the year is shown below.

| | MALES | | | | | FEMALES | | | | | GRAND TOTAL | % BLACK | % FEMALE |
|-------|---------|----------|--------|-------|-------|---------|----------|--------|-------|-------|-------------|---------|----------|
| | AFRICAN | COLOURED | INDIAN | WHITE | TOTAL | AFRICAN | COLOURED | INDIAN | WHITE | TOTAL | | | |
| TOTAL | 5 | 8 | 5 | 30 | 48 | 1 | 3 | 1 | 35 | 40 | 88 | 26 | 45 |

COMMUNITY DEVELOPMENT

The Ctrack Training Centre will provide the opportunity to implement learnerships and internships for existing staff and unemployed individuals from previously disadvantaged groups. In the near future, with the approval and assistance of the relevant SETAs (sector education and training authority), the Ctrack training team plans to offer selected skills programmes and learnerships to unemployed individuals from our local communities:

- Technical skills programmes
- Auto-electrical learnerships

SOCIAL RESPONSIBILITY

As part of internal group social responsibility, the first programme to be implemented in the new financial year will focus on financial and budgeting education for staff. This is a unit standard-aligned programme developed specifically to educate individuals on managing their finances, budgeting, saving and preparing for retirement.

During the period under review, DigiCore focused its social responsibility on several community projects and charitable causes:

- DigiCore actively supports underprivileged people living in the communities in which we operate. Our staff members are encouraged to take part in all initiatives in aid of those less fortunate.
- DigiCore's annual golf day in November 2010 raised R120 000 for Colfands.
- DigiCore recognises the need to support organisations such as Arrive Alive. We believe road-safety education initiatives assist in curbing accidents on South African roads and we contribute a monthly donation to this fund. Given that our customers operate

in the transport industry and that our products have the ability to contribute to road-safety, supporting this initiative aligns the objectives of both parties.

- Environmental sustainability is a key concern at DigiCore and our partnership with SANParks (the national body responsible for nature conservation) and its exclusive Mokhololo conservation experience continues. In addition, we have donated fund to WWF (World Wildlife Fund) to assist with various conservation platforms.
- The group participated in the annual Absa casual day event, with employees collectively raising around R3 700 to support the fundraising project for people with disabilities.
- In-kind donations of equipment and access to DigiCore fleet tracking systems were made to emergency staff at the 94.7 Cycle Challenge and Cape Argus Cycle Tour events.

DIGICORE MADE SMALLER DONATIONS TO THE FOLLOWING DESERVING CHARITIES

- Rubica trust
- D.A.N.C.E
- SA Guide Dogs
- Anne van Dyk Cheefah Sanctuary
- Sports upliftment - junior showjumping, cycling
- Oliver's House
- Wierdabrug Polisiestatie
- Vrystaat Nasorg
- National Sea Rescue Institute
- Blind SA
- UDDI
- The Association for the Aged
- Westrand Fire Fighters Club
- Customer Charity Golf days
- Insurance Institute Cape
- South African Community Fund
- Girls and Boys Town
- Westcliff School
- Solidariteit Bursary
- Association for the Aged

INTERNATIONAL WORK OPPORTUNITIES

We recently announced that certain specific international vacancies or opportunities will be made available to all employees in the group to assist in sharing knowledge and experience between various international subsidiaries. The initiative has been met with great enthusiasm from employees across the globe.

TRANSFORMATION, RECRUITMENT AND SELECTION

The group is committed to transformation. More specifically, the objective for the new financial year is to identify talented individuals from previously disadvantaged groups, both internally and externally. Personal development plans will then be developed for identified employees to enable them to successfully apply for positions at all levels in the group.

Employment equity in the group is monitored by two separate committees, namely a transformation committee comprising executive and non-executive board members as well as an employment equity and training and development committee comprising employees of all races, genders and occupational categories.

To sustain our business performance into the future, we believe the profile of our employees at all levels should more accurately reflect the demographics of our country. The group has therefore further enhanced its black economic empowerment policy that contains an employment equity programme and various guidelines on developing previously disadvantaged individuals.

Equal employment opportunities are offered to all prospective employees without discrimination. These policies are designed to attract, motivate and retain quality staff at all levels.

The group has a zero-tolerance approach to any perceived or real discriminatory practices that may hamper the creation of an equal opportunity workplace and any reported or identified instances are thoroughly investigated and resolved. During the past financial year, no issues were reported.

Vacancies are advertised internally and existing employees are given preference wherever possible. If no suitable internal applicants are identified, the position is advertised externally using the same employment equity criteria.

AUTOMATION AND LIVING GREEN

The DigiCore group is committed to protect the environment and living green. Accordingly, various initiatives were successfully implemented during the previous financial year. In addition, the following systems were developed and implemented to ensure that various human resources functions are paperless and completed electronically:

- Performance appraisals
- Personal development planning
- Group training needs analysis
- Various human resources filing systems.

These systems will result in significantly more efficient processes and procedures with a positive effect on the environment in terms of less waste.

EMPLOYEE DEMOGRAPHICS

Demographics ending 2011*

| OCCUPATIONAL LEVELS | MALES | | | | | FEMALES | | | | | GRAND TOTAL | % BLACK | % FEMALE |
|-----------------------------------|-----------|-----------|-----------|------------|------------|-----------|-----------|-----------|------------|------------|-------------|-----------|-----------|
| | AFRICAN | COLOURED | INDIAN | WHITE | TOTAL | AFRICAN | COLOURED | INDIAN | WHITE | TOTAL | | | |
| Top management | 0 | 0 | 0 | 7 | 7 | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 0 |
| Senior management | 0 | 0 | 0 | 9 | 9 | 0 | 0 | 0 | 1 | 1 | 10 | 0 | 10 |
| Middle management | 1 | 0 | 4 | 28 | 33 | 0 | 1 | 1 | 9 | 11 | 44 | 16 | 25 |
| Skilled staff & junior management | 61 | 26 | 27 | 202 | 316 | 25 | 6 | 9 | 103 | 143 | 459 | 34 | 31 |
| Semi and unskilled | 4 | 1 | 0 | 4 | 9 | 19 | 7 | 6 | 44 | 76 | 85 | 44 | 89 |
| TOTAL SOUTH AFRICA | 66 | 27 | 31 | 250 | 374 | 44 | 14 | 16 | 157 | 231 | 605 | 33 | 38 |

Demographics ending 2010*

| OCCUPATIONAL LEVELS | MALES | | | | | FEMALES | | | | | GRAND TOTAL | % BLACK | % FEMALE |
|-----------------------------------|-----------|-----------|-----------|------------|------------|-----------|-----------|-----------|------------|------------|-------------|-----------|-----------|
| | AFRICAN | COLOURED | INDIAN | WHITE | TOTAL | AFRICAN | COLOURED | INDIAN | WHITE | TOTAL | | | |
| Top management | 0 | 0 | 0 | 6 | 6 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 0 |
| Senior management | 0 | 0 | 0 | 9 | 9 | 0 | 0 | 0 | 1 | 1 | 10 | 0 | 10 |
| Middle management | 1 | 0 | 3 | 29 | 33 | 0 | 1 | 1 | 8 | 10 | 43 | 14 | 23 |
| Skilled staff & junior management | 53 | 17 | 28 | 198 | 296 | 19 | 7 | 5 | 94 | 125 | 421 | 31 | 30 |
| Semi and unskilled | 4 | 1 | 3 | 0 | 8 | 19 | 3 | 6 | 46 | 74 | 82 | 44 | 90 |
| TOTAL SOUTH AFRICA | 58 | 18 | 34 | 242 | 352 | 38 | 11 | 12 | 149 | 210 | 562 | 30 | 37 |

As reflected in the tables, there was significant growth in employee numbers during the past year. In addition, there was a small but definite indication that the racial and gender demographics of our South African operations are on the path to equality.

* South African operations only

STAFF RETENTION

DigiCore is committed to creating a work environment that attracts and retains the right calibre of staff, admittedly any company's most valuable asset. As a result, a retention strategy was developed with both financial and non-financial benefits.

Staff turnover rate

| OCCUPATIONAL LEVELS | TOTAL STAFF TURNOVER % | | | | |
|-----------------------------------|------------------------|-----------|----------|----------|-----------|
| | | % MALE | % FEMALE | & BLACK | & WHITE |
| Top management | 0 | 0 | 0 | 0 | 0 |
| Senior management | 0 | 0 | 0 | 0 | 0 |
| Middle management | 1 | 1 | 0 | 0 | 1 |
| Skilled staff & junior management | 15 | 10 | 5 | 4 | 11 |
| Semi and unskilled | 3 | 0 | 3 | 0 | 3 |
| TOTAL SOUTH AFRICA | 19 | 11 | 8 | 4 | 15 |

New staff appointments

| OCCUPATIONAL LEVELS | TOTAL NEW STAFF APPOINTMENTS | | | | |
|-----------------------------------|------------------------------|-----------|-----------|-----------|-----------|
| | | % MALE | % FEMALE | & BLACK | & WHITE |
| Top management | 1 | 100 | 0 | 0 | 1 |
| Senior management | 1 | 100 | 0 | 0 | 1 |
| Middle management | 6 | 50 | 50 | 1 | 4 |
| Skilled staff & junior management | 101 | 62 | 38 | 31 | 50 |
| Semi and unskilled | 16 | 13 | 88 | 5 | 8 |
| TOTAL SOUTH AFRICA | 125 | 56 | 44 | 37 | 63 |

REMUNERATION POLICY

The group employs approximately 1 000 permanent staff across the globe. DigiCore's employees are fundamental to the sustainability of the business and, therefore, creating an environment conducive to attracting, developing and retaining talent is a crucial focus for the group.

All employees are remunerated fairly and equally with a guaranteed cash package and company benefits. Benefits paid to salaried employees include company contributions to medical aid, retirement funding and a group life scheme. Benefits paid to all wage earners employed by the group are regulated by the Metal and Engineering Industries Bargaining Council. Regular communication sessions are held with wage earners regarding their membership, benefits and rights associated with this representative body. Profit-share performance bonuses are paid to all levels of staff based on company, divisional and personal performance criteria. Key employees have ownership in the company by being allocated options in the share incentive trust.

HEALTH AND SAFETY

The health and safety of all employees, and the well-being of the communities in which we operate, are an important component of the group's business practices.

DigiCore ensures that all our branches and fitment centres operate and adhere to the Occupational Health and Safety Act, 1993 (No 85 of 1993) and our manufacturing division adheres to ISO 9001:2008 standards. DigiCore's health and safety policy as well as contingency procedures are very comprehensive and available for all staff to view in electronic format from their desktops. Staff are encouraged to go through these regularly to familiarise themselves with the detail. All permanent staff enjoy the benefit of joining the group's medical aid scheme, for which DigiCore pays two thirds of the monthly premium. We also provide our staff with wellness days and eye-screening tests each year.

We provide fire extinguishers and first-aid kits to all vehicles in our workforce and go the extra mile to ensure our technicians conform not only to our standards, but also our corporate customers' requirements, thereby ensuring we operate in a healthy, hygienic and safety-conscious environment at all times.

During the year, we identified first aiders and health safety representatives among our employees and have provided the required health and safety training. No incidents were reported during the review period.

HIV/AIDS

The group acknowledges the seriousness of the HIV/Aids epidemic and is committed to creating a supportive and non-discriminatory working environment. DigiCore continues to take a proactive approach, as the group fully understands the economic impact of this pandemic.

Cover and treatment for HIV/Aids is a prescribed minimum benefit for all medical aids in South Africa and our employees on medical aid enjoy coverage accordingly. Employees can access HIV/Aids counselling through the group's medical aid scheme.

HIV/Aids training for all staff has been identified as a priority for the new year.

Communicating with stakeholders and the investment community

DigiCore recognises the impact of its business on diverse stakeholders and is intent on delivering timely, consistent and transparent communication to all, including employees, shareholders, clients, suppliers, government and the communities in which it operates. The group is committed to a culture of open communication, both internally and externally.

We continuously ensure that, where practical, financial and non-financial information is accurately and timeously disseminated and that the group is positioned favourably. The following stakeholders are regularly engaged:

EMPLOYEES

Communication with all employees takes place frequently through the mediums of written memorandums, staff meetings and the new intranet.

The group encourages operating companies to actively and regularly engage with employees. Various internal communication channels ensure employees' information and communication needs are addressed.

No significant topics have been raised by employees.

SHAREHOLDERS AND INVESTORS

Communication with investors and shareholders takes various forms, primarily via the annual and interim reports and circulars published to shareholders.

The board encourages shareholders to attend the annual general meeting, details of which are contained in this report, and shareholders' meetings that may take place from time to time.

Regular investor roadshows and meetings are held with analysts and institutional shareholders after the release of financial results. Press releases are issued immediately on the release of important information.

Further details on the group appear on our website, on the JSE Securities Exchange News Service and in the press from time to time. No significant topics have been raised by shareholders.

SUPPLIERS AND CUSTOMERS

DigiCore communicates regularly with customers and suppliers to add further impetus to the drive for sustainability.

COMMUNITIES

We continually engage with the communities in which we operate. More detail can be found under social responsibility.

ENVIRONMENT

Our environment policy

DigiCore is committed to achieving a real and sustainable positive impact on the broader community in which we live and work. We believe it is essential that both as a company and as individuals we should operate in an environmentally conscious manner. Our objective is to minimise the impact of our business activity on the environment, wherever possible. This includes ensuring our suppliers do likewise and that we persuade our customers to consider environmental matters wherever possible.

The group's direct activities do not pose any threat to the environment in which it operates. The manufacturing division adheres to ISO 9001:2000 standards, which ensures that the work environment is healthy and safe.

A management review has concluded that DigiCore's most significant area of impact on the environment is the use of natural resources.

Our significant natural resource use includes power, water, fuel and consumables such as paper and IT equipment.

We recognise our impact on the environment comes from:

- Electricity to heat, cool and power office equipment
- Gas for heating
- Travel by air, road and rail to visit customers and conduct internal meetings
- Water in offices used for a variety of purposes
- Resources such as paper
- Waste including paper, plastic and consumable IT equipment.

Our objectives are to:

- Evaluate future energy use to see how we can use low-energy systems
- Further enhance the fuel-management programme across our fleet operation to drive efficiencies and better manage use
- Avoid unnecessary travel on business by using video conferencing and telephone communication where possible
- Use the most environmentally friendly mode of transport, where necessary, consistent with business needs
- Reduce overall resources consumed
- Aim for a paper-free office culture
- Use either recycled or certified paper (FSC or Forest Stewardship Council) for all hard-copy correspondence, wherever possible
- Consider environmental criteria when choosing services and goods.

GREEN BUSINESS

DigiCore has adopted a fuel-management programme across its fleet to drive efficiencies across the operation. This involves managing consumption levels and using best-practice expertise to reduce our carbon footprint, including:

- Using fleet and fuel technology to achieve operational savings
- Maintaining vehicle performance through effective maintenance and servicing procedures
- Reviewing and managing kilometres per litre and tyre pressure
- Encouraging improved driving behaviour to avoid speeding, hard braking, over-revving and vehicle idling
- Optimising routing, scheduling and job allocation to reduce wasted mileage and improve fuel efficiency.
- Office buildings have started using the green range of cleaning products.

PRODUCT RANGE – CTRACK SYSTEM

The DigiCore group product range contributes to green business through a range of initiatives summarised below.

Lead-free – RoHS compliant

RoHS (restriction of use of hazardous substances) is part of a growing wave of environmental regulations or green initiatives.

The RoHS directive requires that six hazardous substances be removed from all electrical and electronic equipment:

- Lead
- Mercury
- Cadmium
- Hexavalent chromium
- Polybrominated biphenyls (PBBs)
- Polybrominated diphenyl ethers (PBDEs)

Products destined for the European and UK market are RoHS compliant and carry the required labelling. Although the automotive industry is currently exempt, DigiCore's policy is to be compliant.

DigiCore is also committed to making better use of energy at company sites, including a 'close-down' procedure where staff are encouraged to switch off lights, computers and air conditioning before leaving the office. In addition, reducing waste is a focal point for the company by reducing the amount of materials we use, reusing wherever possible, and recycling any waste.

WEEE

The waste electrical and electronic equipment regulations (the WEEE regulations) implement provisions of the European parliament and council directive on waste electrical and electronic equipment.

This directive aims to prevent WEEE arising, to encourage reuse, recycling and recovery and to improve the environmental performance of all operators involved in the lifecycle of electrical and electronic equipment, by setting criteria for the collection, treatment, recycling and recovery of waste electrical and electronic equipment.

It makes producers responsible for financing most of these activities; retailers/distributors also have responsibilities in terms of the take-back of waste electrical and electronic equipment and providing certain information. Private householders must be able to return complete this type of equipment without charge.

Producers will be required to finance the collection, treatment, recovery and recycling of their products when they reach end of life and become waste.

The directive came into force in August 2005 although some individual EU member country laws deviate from this date.

Although DigiCore subscribes to the WEEE directive, our distributors carry the responsibility for compliance. Our products have been identified with the prescribed labelling as per the directive.

HOW DIGICORE'S PRODUCTS ASSIST IN ENVIRONMENTAL SUSTAINABILITY

The main reason customers buy DigiCore's fleet management products is to improve efficiency, particularly lower vehicle running costs and lower fuel use.

Vehicles produce CO2 emissions as a result of the fuel used. Ctrack monitors vehicles' movements, speed, engine RPM, unnecessary idling and other details. Better control of these parameters reduces the amount of fuel used and therefore CO2 emissions. Ctrack also assists companies to reduce unauthorised use of vehicles and the result is less distance travelled and therefore less fuel used.

Ctrack software allows companies to specify CO2 emissions quantities by vehicle group as well as expected fuel consumption. Based on the distance travelled and the calculated fuel that would have been used, CO2 emissions values are calculated and reported.

Some examples of savings are:

- Thames Water cut fuel consumption by 10%
Saved 161,000 litres of diesel
Reduced CO2 output by 429 tonnes
- The Royal Mail cut fuel use by 10% in 8,000 vehicles
Saved £4.4 million
Reduced accidents by 20%
Incidents of speeding dropped by more than 60%

In addition, recycled paper is used for all the litho printing for Ctrack. More than 20% of all our products used are supplied locally.

PACKAGING

Ctrack's packaging uses minimal plastics and comprises at least 98% recyclable cardboard.

The actual details of the packaging are as follows:

| | | |
|--------|----------------|---------------------------------|
| Solo | Cardboard 108g | Plastic 0.9g = 99.17% cardboard |
| Assist | Cardboard 26g | Plastic 0.4g = 98.5% cardboard |

Carbon disclosure project

DigiCore is a registered participant in the project. We have completed the CDP6 questionnaire, where we provided information on various aspects of carbon emissions. Upon receipt of feedback further participation will be pursued.

DIGICORE IS SUCCESSFULLY ISO 9001/2008 ACCREDITED

ISO 9001/2008 is a quality management standard and monitoring system that helps both product and service organisations achieve standards of quality that are recognised and respected throughout the world.

Since 2002, DigiCore has upheld its standards and has again been accredited. Our association with ISO 9001/2008 brings many benefits to all stakeholders in the business.

CUSTOMERS AND USERS BENEFIT BY RECEIVING PRODUCTS THAT ARE:

- Conforming to requirements
- Dependable and reliable
- Available when needed
- Maintainable

PEOPLE IN THE ORGANISATION BENEFIT BY:

- Better working conditions
- Increased job satisfaction
- Improved health and safety
- Improved morale

OWNERS AND INVESTORS BENEFIT BY:

- Increased return on investment
- Improved operational results
- Increased market share
- Increased profits

SOCIETY BENEFITS BY:

- Fulfillment of legal and regulatory requirements
- Improved health and safety
- Reduced environmental impact
- Increased security

STANDARD DISCLOSURES PART I: Profile Disclosures

| 1. STRATEGY AND ANALYSIS | | | | |
|---------------------------|--|--------------|---|---|
| Profile Disclosure | Description | Reported | Reference | Page reference |
| 1.1 | Statement from the most senior decision-maker of the organisation | Fully | CEO's report | Integrated Annual report page 6 |
| 1.2 | Description of key impacts, risks and opportunities | Fully | Corporate governance report, CEO report and Operational reviews | Corporate Governance report page 3 Integrated Annual report pages 7, 16 – 28 |
| 2. ORGANISATIONAL PROFILE | | | | |
| 2.1 | Name of the organisation | Fully | Corporate profile | Integrated Annual report page 2 |
| 2.2 | Primary brands, products and/or services | Fully | Corporate profile | Integrated Annual report page 2 |
| 2.3 | Operational structure of the organisation, including main divisions, operating companies, subsidiaries and joint ventures | Fully | Global footprint | Integrated Annual report pages 9,10,14 |
| 2.4 | Location of organisation's headquarters | Fully | Global footprint | Integrated Annual report pages 2, 9 |
| 2.5 | Number of countries where the organisation operates and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report | Fully | Global footprint and Group structure | Integrated Annual report pages 9,10,14 |
| 2.6 | Nature of ownership and legal form | Fully | Corporate profile | Integrated Annual report pages 2, 31 |
| 2.7 | Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries) | Fully | Global footprint | Integrated Annual report pages 9,10,14,17 |
| 2.8 | Scale of the reporting organisation | Fully | Group structure | Integrated Annual report pages 2,7,14,31 |
| 2.9 | Significant changes during the reporting period regarding size, structure, or ownership | Fully | Group structure | Integrated Annual report pages 5,14 |
| 2.10 | Awards received in the reporting period | Fully | Sustainability report | Sustainability report page 1 |
| 3. REPORT PARAMETERS | | | | |
| 3.1 | Reporting period (e.g. fiscal/calendar year) for information provided | Fully | Scope and boundaries | |
| 3.2 | Date of most recent previous report (if any) | Fully | Scope and boundaries | |
| 3.3 | Reporting cycle (annual, biennial, etc.) | Fully | Scope and boundaries Value added statement | |
| 3.4 | Contact point for questions regarding the report or its contents | Fully | Scope and boundaries | |
| 3.5 | Process for defining report content | Not reported | Scope and boundaries | |
| 3.6 | Boundary of the report (e.g. countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance | Not reported | Scope and boundaries | |
| 3.7 | State any specific limitations on the scope or boundary of the report | Fully | Scope and boundaries | |
| 3.8 | Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations and other entities that can significantly affect comparability from period to period and/or between organisations | Not reported | Scope and boundaries | |
| 3.10 | Explanation of the effect of any re-statements of information provided in earlier reports and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods) | Fully | No restatement of information provided | GRI |
| 3.11 | Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report | Fully | Scope and boundaries | |
| 3.12 | Table identifying the location of the Standard Disclosures in the report | Fully | GRI Index | GRI |
| 3.13 | Policy and current practice with regard to seeking external assurance for the report | Fully | Scope and boundaries | |

| 4. GOVERNANCE, COMMITMENTS AND ENGAGEMENT | | | | |
|---|---|----------|--|---|
| Profile Disclosure | Description | Reported | Reference | Page reference |
| 4.1 | Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight | Fully | Corporate governance report | Corporate Governance report page 3 |
| 4.2 | Indicate whether the Chair of the highest governance body is also an executive officer | Fully | Corporate governance report | Corporate Governance report page 1 |
| 4.3 | For organisations that have an unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members | Fully | Corporate governance report | Integrated Annual report pages 11,12 Corporate Governance report pages 1,2 Sustainability report page 1 |
| 4.4 | Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body | Fully | Communication with stakeholders and the investment community | Sustainability report pages 4,5 |
| 4.14 | List of stakeholder groups engaged by the organisation | Fully | Communication with stakeholders and the investment community | Sustainability report pages 4,5 |
| 4.15 | Basis for identification and selection of stakeholders with whom to engage | Fully | Communication with stakeholders and the investment community | Sustainability report pages 4,5 |
| Economic | | | | |
| Performance Indicator | Description | Reported | Reference | Page reference |
| Economic performance | | | | |
| EC1 | Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings and payments to capital providers and governments | Fully | Value added statement | Integrated Annual report page 3 |
| Market presence | | | | |
| EC6 | Policy, practices and proportion of spending on locally-based suppliers at significant locations of operation | Fully | How DigiCore's products assist in environmental sustainability | Sustainability report pages 5,6 |
| EC7 | Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation | Fully | New appointments | Sustainability report pages 2,3,4 |
| Environmental | | | | |
| Materials | | | | |
| EN1 | Materials used by weight or volume | Fully | Packaging | Sustainability report pages 5,6 |
| EN2 | Percentage of materials used that are recycled input materials | Fully | How DigiCore's products assist in environmental sustainability | Sustainability report page 6 |
| EN6 | Initiatives to provide energy-efficient or renewable energy based products and services and reductions in energy requirements as a result of these initiatives | Fully | C-Track Intelligent Solutions | Sustainability report page 6 |
| Emissions, effluents and waste | | | | |
| EN18 | Initiatives to reduce greenhouse gas emissions and reductions achieved | Fully | Green business | Sustainability report pages 5,6 |
| Products and services | | | | |
| EN26 | Initiatives to mitigate environmental impacts of products and services and extent of impact mitigation | Partial | Packaging | Sustainability report page 6 |
| EN27 | Percentage of products sold and their packaging materials that are reclaimed by category | Partial | Packaging | Sustainability report page 6 |

STANDARD DISCLOSURES PART I: Profile Disclosures

| 4. GOVERNANCE, COMMITMENTS AND ENGAGEMENT continued | | | | |
|---|---|----------|---|------------------------------|
| Profile Disclosure | Description | Reported | Reference | Page reference |
| Compliance | | | | |
| EN28 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations | Fully | No significant fines and sanctions for non-compliance with environmental laws and regulations | GRI |
| Social: Labor Practices and Decent Work | | | | |
| Performance Indicator | Description | Reported | Reference | Page reference |
| Employment | | | | |
| LA1 | Total workforce by employment type, employment contract and region | Fully | Employee demographics | Sustainability report page 3 |
| LA2 | Total number and rate of employee turnover by age group, gender and region | Partial | Staff retention | Sustainability report page 4 |
| LA3 | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations | Fully | Remuneration policy | Sustainability report page 4 |
| Labor/management relations | | | | |
| LA4 | Percentage of employees covered by collective bargaining agreements | Fully | Remuneration policy | Sustainability report page 4 |
| Occupational health and safety | | | | |
| LA7 | Rates of injury, occupational diseases, lost days and absenteeism and number of work-related fatalities by region | Partial | Health and safety | Sustainability report page 4 |
| LA8 | Education, training, counseling, prevention and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases | Fully | Health and safety | Sustainability report page 4 |
| Training and education | | | | |
| LA10 | Average hours of training per year per employee by employee category | Partial | Training and development | Sustainability report page 2 |
| LA12 | Percentage of employees receiving regular performance and career development reviews | Fully | Company and individual performance | Sustainability report page 1 |
| Diversity and equal opportunity | | | | |
| LA13 | Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity | Partial | Employee demographics | Sustainability report page 3 |
| LA14 | Ratio of basic salary of men to women by employee category | Fully | Employee demographics | Sustainability report page 4 |
| Social: Human Rights | | | | |
| Non-discrimination | | | | |
| HR4 | Total number of incidents of discrimination and actions taken | Fully | Transformation, Recruitment and Selection | Sustainability report page 2 |

| 4. GOVERNANCE, COMMITMENTS AND ENGAGEMENT continued | | | | |
|---|--|----------|---|------------------------------------|
| Social: Society | | | | |
| Performance Indicator | Description | Reported | Reference | Page reference |
| Anti-competitive behaviour | | | | |
| SO4 | Actions taken in response to incidents of corruption | Fully | No incidents of fraud or corruption have been reported | Corporate Governance report page 3 |
| SO7 | Total number of legal actions for anti-competitive behaviour, anti-trust and monopoly practices and their outcomes | Fully | No incidents of legal actions for anti-competitive behaviour, anti trust and monopoly practices and their outcomes | GRI |
| Compliance | | | | |
| SO8 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations | Fully | No significant finds or non-monetary sanctions for non-compliance with laws and regulations reported in the year under review | GRI |
| Social: Product Responsibility | | | | |
| Marketing communications | | | | |
| PR7 | Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship by type of outcomes | Fully | No incidents of non-compliance with regulations and voluntary codes concerning marketing communications reported during the year under review | GRI |
| Customer privacy | | | | |
| PR8 | Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data | Fully | No complaints regarding breaches of customer privacy and losses of customer data received during the year | GRI |
| Compliance | | | | |
| PR9 | Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services | Fully | No fines for non-compliance with laws and regulations concerning the provision and use of products and services | GRI |



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