

METAIR SUSTAINABILITY DEFINITIONS

The below definitions consist of the metrics that were assured by the assurance provider for the 2025 sustainability report. White indicates metrics assured and blue indicates metric which feed into assured

Assurance Metric	Sustainability Definitions Metric	Definition
Electricity consumption	En 17 Total volume of electricity consumed (kWh)	Electricity consumed from third parties, such as the national electricity and/or private electricity supplier (e.g., Eskom in SA) during the reporting period, including all electricity purchased from alternative sources/suppliers including independent power producers (IPPs) generating electricity from wind and/or solar, and excluding any electricity generated by the operation itself. The unit of measurement is Kilowatt hours (kWh).
Petrol consumption	En 11 Total volume of fuels consumed – Petrol	This indicator refers to the total volume of petrol consumed. The unit of measurement is litres (l). As well as petrol used in factory vehicles and/or machinery, petrol used in fleet, pool and/or company-leased cars used by employees/management must be included for carbon footprint. Petrol used by contractors must also be included, while supplier petrol must be excluded.
Diesel consumption	En 4 Total volume of fuels consumed – Diesel	This indicator refers to the total volume of diesel consumed. The unit of measurement is litres. As well as diesel used in factory vehicles and/or machinery, diesel used in fleet, pool and/or company-leased cars used by employees/management must be included for carbon footprint. Diesel used by contractors must also be included, while supplier diesel must be excluded.
Water consumption	En 20 Total Water Consumption	Measured in m ³ / Kilotres (kl), total water used by the organisation water from any/all sources, including municipal water, boreholes, abstraction from rivers and/or other surface sources, and includes activities from all operations less any internally recycled water.
Waste to landfill	En 23 Total volume of Non-Hazardous Waste sent to landfill	Any garbage or refuse not deemed hazardous by standard protocols, including sludge from wastewater treatment plants, air pollution control facilities and/or other discarded material, including solid, liquid, semi solid, or contained gaseous material resulting from industrial, commercial, mining and agricultural operations. Non-hazardous waste – not diverted to recycling facilities – would typically be disposed of at landfill sites. The unit of measurement is kilograms (kg).
Waste Recycled	En 37 Total Volume of Non-Hazardous Waste Recycled Total volume of Hazardous waste recycled Total volume of waste recycled	All waste that, rather than being disposed of at landfill sites, is diverted to recycling facilities for the purposes of re-use and/or repurposing. The unit of measurement is kilograms (kg). All hazardous waste recycled. The unit of measurement is kilograms (kg). Sum of non-hazardous and hazardous waste recycled.
Fatalities (Employees & Temporary Workers)	OS 1 Number of Fatalities – Employees (including temporary workers)	This is the number of fatalities for both permanent and temporary employees. A work-related death or death on duty of an employee, which takes place at the workplace or whilst performing work-related duties, is considered an employee fatality.
Fatalities (Contractor)	OS 2 Number of Fatalities – Contractor Employees	This is the number of fatalities for contractors. A work-related death or death on duty of a contractor, which takes place at the workplace or whilst performing work-related duties, is considered a contractor fatality.
Total Fatalities (Employees & Contractors)	Total Number of Fatalities – All Employees & Contractors	The sum of Employee Fatalities (including temporary employees) and Contractor Fatalities.

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FIFR	OS 17 Fatal Injury Frequency Rate – All Employees & Contractors	<p>This indicator refers to the fatal injury frequency rate for all employees (Permanent, Temporary and Contractors).</p> <p>The Fatal Injury Frequency Rate, or FIFR, is the determination of the frequency of fatalities, for comparability purposes. Whereas the number of fatalities can indicate where there is a risk of mortality, the frequency rate can determine the severity of that risk.</p> <p>The calculation for FIFR is as follows: $\text{Number of Fatalities} \div (\text{Total Number of Person Hours Worked} \div 200\,000)$</p>
LTIFR	OS 19 Lost Time Injury Frequency Rate – All Employees & Contractors	<p>The Lost Time Injury Frequency Rate, or LTIFR, is the determination of the frequency of lost time injuries (LTIs), for comparability purposes. Whereas the number of LTIs can indicate where there is a risk of injury, the frequency rate can determine the severity of that risk.</p> <p>The calculation for LTIFR is as follows: $\text{Number of LTIs} \div (\text{Total Number of Person Hours Worked} \div 200\,000)$</p>
MTCs (Employees, including temporary workers)	OS 8 Number of Medical Treatment Cases – Employees (including temporary workers)	<p>This indicator refers to medical treatment cases for both permanent and temporary employees. Medical Treatment Cases – or MTCs – are the injuries that result in an injured worker seeking care/treatment from a medical practitioner beyond basic first aid, but not leading to significant time off.</p> <p>Here are some examples of considerations and/or reporting challenges: Although a trained First Aider might be able to provide treatment, such as sutures/stitches, all MTCs ought to be referred to a qualified Occupational Health Practitioner, physician or medical clinic, for follow-up and/or further evaluation and treatment. If the initial attending practitioner – be it a First Aider, an Occupational Health Nurse, or a physician – deems an injury ‘questionable’ and refers the worker to another practitioner, or a specialist, for further testing and/or analysis (including the taking of x-rays), then the injury is a MTC, even if the higher order practitioner deems the injury to be a non-issue, and thus does not require treatment beyond basic first aid. The mere fact that the injury was escalated for further observation is sufficient to push the classification from First Aid Case (FAC) to MTC.</p>
MTCs (Contractors)	OS 9 Number of Medical Treatment Cases – Contractor Employees	This indicator is defined as per indicator OS 8 but only accounts for contractor employees.
MTCs (Employees & Contractors)	OS 10 Total Number of Medical Treatment Cases – All Employees & Contractors	This is the total MTCs for all the employees and thus is calculated as the sum of indicators OS 8 and OS 9.
RIs (Employees, including temporary workers)	OS 14 Total Number of Recordable Injuries – Employees (including temporary workers)	This indicator refers to permanent and temporary employees. The Total Number of Recordable Injuries is merely the sum of all MTCs + LTIs + Fatalities.
RIs (Contractors)	OS 15 Total Number of Recordable Injuries – Contractor Employees	This indicator is as indicator OS 14 but refers only to contractor employees.
Total RIs	OS 16 Total Number of Recordable Injuries – All Employees & Contractors	This indicator refers to the total number of recordable injuries for all employees and contractors and is thus calculated as the sum of indicators OS 14 and OS 15.

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TRIFR	OS 21 Total Recordable Injury Frequency Rate – All Employees & Contractors	<p>The Total Recordable Injury Frequency Rate, or TRIFR, is the determination of the frequency of all recordable injuries (RIs) – inclusive of all fatalities, lost time injuries (LTIs) and medical treatment cases (MTCs) for comparability purposes. Whereas the number of RIs can indicate where there is a risk of injury, the frequency rate can determine the severity of that risk.</p> <p>The calculation for TRIFR is as follows: $\text{Number of RIs} \div (\text{Total Number of Person Hours Worked} \div 200\,000)$</p>
LTIs (Employees, including temporary workers)	OS 5 Number of Lost Time Injuries – Employees (including temporary workers)	This indicator refers to permanent and temporary employees. Lost Time Injuries (LTIs) are work-related injuries that result in the injured employee seeking care or treatment from a medical practitioner beyond basic first aid, and which ultimately lead to the worker’s inability to report to their normal duties of work on the next day, regardless of whether or not this might lead to the loss of at least one person day of work. The employee will have been deemed “unfit for duty” by the medical practitioner for at least one day, where duty is considered the employee’s normal duties. Where an employee is ordered on to “light duty” or “restricted work” by the medical practitioner, this injury would still be classified a lost time injury, as the employee cannot return to their normal duties.
LTIs (Contractors)	OS 6 Number of Lost Time Injuries – Contractor Employees	This indicator is the same as OS 5 but only accounts for LTIs for contractor employees.
LTIs (Employees & Contractors)	OS 7 Total Number of Lost Time Injuries – All Employees & Contractors	This is the total number of lost time injuries for all employees and contractors that occurred at work and thus is the sum of OS 5 and OS 6
PHW - Permanent	La 25 Total Number of Person Hours Worked (PHW) – Permanent	<p>The number of hours worked by permanent employees, calculated in one of the following ways:</p> <ol style="list-style-type: none"> 1. Time & Attendance System extract; or 2. Monthly, by multiplying the total number of employees on payroll at the end of each month by a suitable multiplier for hours per person per month specific to the working environment. <p>PHW should exclude leave (annual, sick, family responsibility, study, maternity/paternity etc.) and include overtime.</p>
PHW - Temp & Fixed Term	La 26 Total Number of Person Hours Worked (PHW) – Temporary & Fixed Term	<p>Same as La 25, but for Temporary and Fixed Term employees.</p> <p>For temporary workers, the above applies. However, as stated earlier, temporary must first be converted to full time equivalents (FTEs), and then factored accordingly.</p>
PHW	La 28 Total Number of Person Hours Worked – all Employees & Contractors	Total PHW for permanent employees (La 26) plus the total PHW for temporary employees (La 23) plus the total PHW for contractors employed (La30).
Absenteeism	La 29 Total number of Person Days lost due to Absenteeism – all Permanent and Temporary Employees (i.e., excluding contractors)	The total number of person days lost due to absenteeism (due to sickness, late arrivals, absence without leave (AWOL), etc.). Annual leave, religious holidays, public holidays, study leave, and maternity/paternity leave, approved family responsibility leave are excluded from absenteeism. Days lost due to work-related injuries are also excluded.
Absenteeism Rate	La 30 Employee Absenteeism Rate	<p>Absentee days are counted as days that an employee is absent from work on an unplanned basis (sick, late arrivals, AWOL etc.) as per the absenteeism definition above.</p> <p>The absenteeism rate is a measure of the absentee days lost and expressed as a percentage of the total person days that are scheduled for work (person hours converted to days) in that reporting year.</p>

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Training Spend	La 49 Rand Value of Employee Training Spend	CSI training expenditures include initiatives that lead to skills development for external parties, such as local communities, whereas employee training spend refers only to expenditures on training the organisation's own staff. Employee training costs is associated with the upskilling of employees and include facilitation and administration costs spend on external courses but exclude ancillary costs like stationary and travel.
CSI/SED Spend - Arts, Sports & Culture	CSI 1 Rand Value of CSI/SED Spend on Arts, Sports & Culture	The total Rand value of contributions to programmes designed to support the development of music, art, theatre and sport within local communities.
CSI/SED Spend - Basic Needs & Social Development	CSI 2 Rand Value of CSI/SED Spend on Basic Needs & Social Development, including Nutrition and/or Feeding Programmes	The total Rand value of programmes such as the sponsoring of school and/or community-based nutrition and/or feeding programmes, the training of community members to grow, harvest and cook vegetables, the provision of blankets and/or clothing, etc.
CSI/SED Spend - Education	CSI 3 Rand Value of CSI/SED Spend on Education projects	The total Rand value on education-related CSI/SED expenditures. This could include anything from support for specific education programmes, non-employment-related bursaries, the provision of educational books or other educational materials, the training of educators, or the construction/maintenance of education facilities. This would not include training expenditures for employees and/or ABET expenditures.
CSI/SED Spend - Environment	CSI 4 Rand Value of CSI/SED Spend on Environmental projects	The total Rand value of contributions to programmes designed to address environmental issues (e.g., cleanliness of rivers and streams, land clean-up, etc.) or train and/or employ persons to manage environmental concerns.
CSI/SED Spend - Health	CSI 5 Rand Value of CSI/SED Spend on Health, including HIV/AIDS	The total Rand value of programmes leading to the provision of improved health services, including awareness campaigns for the eradication and/or limiting of specific illnesses (e.g., HIV/AIDS, TB, hygiene and/or water borne diseases such as diarrhoea, etc.). This could include such things as the provision of medicines and/or other materials, the recruitment of specialists and/or other practitioners, etc.
CSI/SED Spend - Infrastructure Development	CSI 6 Rand Value of CSI/SED Spend on Infrastructure Development	The total Rand value of programmes to construct and/or to repair infrastructure, such as buildings (e.g., a Thusong Services Centre, a clinic or a classroom), roads, water and/or sewerage pipes, etc. This could include the cost of equipment, personnel and/or materials used in the design, construction and/or quality assurance of the project.
CSI/SED Spend - Job Creation & Small Business Support	CSI 7 Rand Value of CSI/SED Spend on Job Creation/Small Business Support	The total Rand value of contributions related to creating jobs and providing assistance to small businesses.
CSI/SED Spend - Skills Development & ABET	CSI 8 Rand Value of CSI/SED Spend on Skills Development, including Adult Basic Education & Training (ABET)	The total Rand value of expenditures on skills development and ABET for external parties (expenditures on employees should not be included). This could include the sponsorship of attendance at non-company provided training and/or the provision of in-house programmes, leading to the development of specific skills among beneficiaries.
CSI/SED Spend - Other	CSI 9 Rand Value of CSI/SED Spend on Other	The total Rand value of contributions to any other programmes/projects that do not fit into the above categories.
CSI/SED Spend	CSI 10 Total Rand Value of Corporate Social Investment (CSI) / Socioeconomic Development (SED) expenditures	This is the auto-calculated sum of CSI 1 through CSI 9.
Permanent Employees	La 1 Total Number of Permanent Employees	The total number of full-time and permanent employees as at the last day of the reporting period. Permanent employees are subject to certain benefits of full time employment, including, but not limited to, sick leave, vacation leave, access to company-sponsored medical aid, access to training & development etc.

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Temporary Employees	La 2 Total Number of Temporary Employees (90 days or less)	The total number of employees on a work contract for 90 days or less. Temporary employees ought to be reported as 'Full Time Equivalents', or 'FTEs', where 1 824 hours per year equals 1 FTE, or where assumptions of average number of hours per week could be stated and used. For example, a retailer might hire part-time staff for 24-hour weeks, based on a standard that suggests anything more than 24 hours per week would qualify as 'full-time'. Thus, a part-timer would equate to 24/40 or 60% of a FTE.
Fixed-Term Employees	La 3 Total Number of Fixed-Term Employees (Contract, Seasonal, Casual)	The total number of employees working longer than 90 days, on a fixed term and/or on a seasonal basis.
Total Employees	La 4 Total Number of Employees (all forms: La 1, 2 and 3)	The sum of permanent employees, temporary employees and fixed-term employees.
Terminations - Retrenchment	La 14 Total Number of Employee Terminations – Retrenchments	This is the employee's involuntary departure from a job, usually because a company needs to cut down on costs resulting in dismissing the employee from the company.
Terminations - Resignation	La 15 Total Number of Employee Terminations – Resignation	This is the employee's voluntary departure from a job.
Terminations - Dismissal	La 16 Total Number of Employee Terminations – Dismissal	This is the employee's involuntary departure from a job, due to the unsatisfactory performance of the employee.
Terminations - Retirement	La 17 Total Number of Employee Terminations – Retirement	This is the employee's voluntary departure from a job, and usually means that the person will no longer be working. Generally speaking, the retirement age is 65, but a person may retire from a company because they have reached the company's set retirement age – which in many cases is 60 – and in this case, their departure would be deemed involuntary.
Terminations - End of Contract	La 18 Total Number of Employee Terminations – End of Contract	This is generally a mutual decision for departure from a company and thus it is planned by the company and the employee at the beginning of the employee's contract. This usually occurs when the company no longer requires the services of that employee.
Terminations - Medical Boarding	La 19 Total Number of Employee Terminations – Medical Boarding	This is the employee's involuntary departure from a company because of medical reasons preventing the employee from continuing to perform in their job.
Terminations - Death	La 20 Total Number of Employee Terminations – Death	This is the employee's involuntary departure from a company under the usually unforeseen circumstance of death.
Terminations - Other	La 21 Total Number of Employee Terminations – Other	If an employee's termination does not fit into one of the above categories (La 14 – La 20), then it would fit into this indicator. It is important to define the reason for the employee's termination in the footnotes.
Total Terminations	La 22 Total Number of Employee Terminations	This indicator is the auto-calculated indicator sum of all employee terminations from indicator La 14 to La 21.
Employee Turnover	La 23 Employee Turnover Rate (i.e., number of terminations relative to number of employees at year end)	This indicator measures the proportion of the workforce that leaves employment each year. The basic calculation is the number of departures during the year divided by the total number of employees at the end of the year.

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WGR	Ec 2 Wage Gap Ratio as per JSE Sustainability Disclosure Guidance – Ratio of Average Compensation per Top 10% to Average Compensation per Bottom 10% of Employees	<p>The ratio of average income of the people earning the highest 10% of total compensation packages (i.e., Total Cost to Company) to those earning the lowest 10%. This is calculated using payroll data for the entire year, inclusive of bonuses and other emoluments. This metric is used to measure income inequality within a company.</p> <p>The Top 10% of employees refers to the highest-earning group of employees within the company. They typically receive the highest salaries, bonuses and other forms of compensation.</p> <p>The Bottom 10% of employees refers to the lowest-earning employees within the company. They typically have the lowest salaries.</p> <p>Also note:</p> <ol style="list-style-type: none"> 1. Employees who have been terminated during the reporting period, or who have been employed (new hires) during the reporting period, have been excluded from the WGR calculation. Only employees who have been employed for the full reporting period have been included. 2. International subsidiaries have been excluded.
GPGR	Ec 5 Ratio of Female: Male Average Compensation	<p>The GPGR is calculated by dividing the Average Compensation per Female Employee by the Average Compensation per Male Employee. GPGR utilises employees on a permanent basis who have worked a full year and excludes terminations and new hires during the year.</p> <p>Also note:</p> <p>International subsidiaries have been excluded from this calculation.</p>