

Our ESG performance at a glance

Our ESG objectives are integrated across our business and culture, supporting improved performance, tenant satisfaction, investor confidence and positive outcomes for employees, suppliers, communities and the environment.



Centralpoint, Midrand, Johannesburg

Thriving business

Robust governance structures

- Policies promoting ethical conduct +
- Compliance framework +
- Internal audit +
- Executive management committees +
- Board committees

Board composition and diversity

Tenure of directors		Gender	
5+ years	1 – 5 years	Women	Men
6	3	1	8

Demographics			
ACI women	White women	ACI men	White men
0	1	3	5

Age	
≥ 60 years	50 – 59 years
6	3

Independence	
Executive Directors	Independent NEDs
3	6

Transformation

Level 1 B-BBEE

Growthpoint's B-BBEE Trust

The Growthpoint B-BBEE Trust was established to drive meaningful societal impact through education and entrepreneurship. Its core purpose is to create a sustainable funding mechanism that supports long-standing initiatives such as Growsmart and Property Point.

Thriving people and communities

Employee profile
634 permanent employees (FY24: 649)
54% permanent employees / **46%** temporary employees
30 temporary employees (FY24: 24)

Average tenure of employees: 10.3 years (FY24: 8.8 years)
Average age of permanent employees: 46 (FY24: 44)
9.82% annualised attrition rate of permanent employees (FY24: 8.24%)

Employee race profile (%)

Race	FY25 (%)	FY24 (%)
African	31	39
Coloured	10	20
Indian	20	20
White	38	31
Foreign nationals	1	1

Training and development
R12.4m invested in employee training (FY24: R15.4m)
709 attendees with 31 average hours per employee (FY24: 501 attendees | 81 average hours¹)

Community development and support
R57.6m invested in CSR initiatives (FY24: R62.0m)
1 118 G² volunteer hours (FY24: 1 009 G²)

¹ FY24 figure is an anomaly, the corrected methodology has been applied to FY25. This corrected methodology considers bursary training hours based on study leave allocation.

G² is a programme that increases our staff awareness of community development, with each staff member allocated eight hours a year to volunteer

Property Point	FY25	FY24
SMMEs supported	61	53
SMMEs linked to market	46	35
Full-time jobs created	33	58
Women-owned SMMEs (%)	47	58
Youth-owned SMMEs (%)	18	29

Thriving environment

Carbon neutral by 2050

GHG emissions (tCO₂e)

Scope 1	Scope 2	Scope 3
5 725.80 (FY24: 18 521.11)	36 436.08 (FY24: 45 034.76)	505 862.81 (FY24: 510 284.73)

Full GHG emissions on page 80.

Renewable energy
195GWh of renewable energy secured through a PPA with Etana Energy

Launched e-CO₂, a green energy benefit scheme for tenants

61.17MWp of rooftop solar installed (FY24: 40.72MWp)

Green building certifications
124 certifications across 101 buildings (FY24: 123 certificates, 104 buildings)

Water intensity
0.69kl/m² pa (FY24: 0.68kl/m² pa)

Waste
11 730 tonnes from 161 buildings (FY24: 11 679 tonnes | 146 buildings)

42.0% waste diverted from landfill (FY24: 41.7%)