



# SUSTAINABILITY DISCLOSURE MATRIX

# 2024

# JS&E





# Our history

Our cover showcases our journey from trading in the streets of Johannesburg in 1887 to our modern nine-storey premises in the heart of Sandton's commercial district.



An 1888 view of the early JSE trading area between Commissioner and Simmonds streets. At first, trading took place in makeshift premises in what is today central Johannesburg. The trading area was deemed to be 'between the chains' – a cordoned-off block where street trading in shares carried on into the evening and even took place on Sundays.



The second stock exchange building in Hollard Street, central Johannesburg, replaced the first within two years, reflecting the rapid growth of the young mining town. The foundation stone was laid in November 1889, and the building was completed in 1890. Tough economic conditions hit Johannesburg in the early 1890s, resulting in the eastern portion of the building only being completed in 1893.



The JSE building in Hollard Street, in central Johannesburg. The foundation for the new stock exchange building, with its main entrance on Hollard Street, was laid in 1903.



When the new JSE building, Eagle Star House, opened on Hollard Street in 1960, there were more than 660 companies listed, but only 77 were engaged in mining.



The JSE moved into its Diagonal Street headquarters in April 1979. The new building cost over R17 million, more than eight times what was spent to upgrade the old Hollard Street premises. The Diagonal Street precinct was considerably enhanced by the new development, with the gleaming ten-storey JSE premises across the road from Anglo American's famous glass tower 'diamond' building.



Exchange Square in Sandton became the home of the JSE in September 2000 when the JSE relocated from Diagonal Street to its present location at the corner of Maude Street and Gwen Lane.

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## Introduction

This document serves as a guide to the JSE's sustainability disclosures for 2024.

It is structured in a matrix format and provides easy-to-follow cross-references to the ESG metrics and narrative disclosures in each of the reports that make up the JSE's integrated reporting suite for 2024.

The JSE's Sustainability Disclosure Guidelines published in June 2022 provide a comprehensive framework for sustainability disclosures by South African companies. The JSE has adopted these Guidelines and will enhance our reporting to align with these Guidelines and with the Task Force for Climate-related Financial Disclosures (TCFD). These can be found in the 2024 sustainability report.

This disclosure is also available in an online tool to provide stakeholders with a more interactive alternative to engage with this content.

We welcome feedback on our reporting. Comments on our sustainability disclosures to [ir@jse.co.za](mailto:ir@jse.co.za).

# Our 2024 reporting suite

Our full reporting suite is available at <https://group.jse.co.za/investor-relations/reporting-suite> and comprises the following reports:



## Sustainability disclosure matrix

Sets out the JSE's sustainability disclosures for 2024 and is designed as an online tool available on the JSE's website. It provides easy to follow cross-references to the ESG metrics and narrative disclosures in each of the reports that make up the JSE's reporting suite for 2024.



## Business performance reporting

### What is disclosed in this report

This is our primary report to stakeholders that describes how the JSE creates value in the context of our business model, strategy, operating context, governance and operational performance.

- o [Integrated annual report](#)

### Key regulatory and reporting frameworks

- o Companies Act, 71 of 2008 (as amended) (the Companies Act)
- o King IV Code
- o JSE Sustainability and Climate Change Disclosure Guidance
- o Financial Markets Act, 19 of 2012 (as amended) (the Financial Markets Act)



## Governance reporting

### What is disclosed in these reports

Our governance disclosures include information relating to board matters, ethics, and remuneration. The information disclosed demonstrates how the JSE conducts its business through sound governance practices, upholding the highest standards of ethics, integrity, transparency and accountability.

- o [Governance and Remuneration report](#)
- o [King IV overview](#)
- o [Regulatory report](#)

### Key regulatory and reporting frameworks

- o Companies Act
- o Financial Markets Act
- o JSE Listings Requirements
- o King IV Code



## Financial reporting

### What is disclosed in these reports

Our financial reporting provides a comprehensive overview of the Group's financial position and enables our stakeholders to better understand our financial performance.

The information provided contains the annual results and ordinary cash dividend declaration. This is of primary interest to our shareholders and regulators.

- o [Group audited annual financial statements](#)
- o [Annual result booklet and presentation](#)

### Key regulatory and reporting frameworks

- o IFRS® Accounting Standards (IFRS Accounting Standards)
- o Companies Act
- o Financial Markets Act
- o JSE Listings Requirements



## Shareholder information

### What is disclosed in these reports

The Notice of AGM and form of proxy give information to shareholders who want to participate in the Group's Annual General Meeting (AGM).

- o [Notice of 20th AGM](#)
- o [Form of proxy](#)

# Sustainability narrative disclosure references

Required disclosure	Report name, section title and page reference	Required disclosure	Report name, section title and page reference
<b>Governance</b> An organisation should describe the board's oversight of sustainability-related impacts, risks and opportunities, and its process for integrating sustainability issues into the overall governance approach.	<b>Integrated annual report</b> <ul style="list-style-type: none"> <li>Governance structures for value enhancement, page 38</li> </ul> <b>Sustainability report</b> <ul style="list-style-type: none"> <li>Chairman's letter – Group Sustainability Committee, page 13</li> <li>Group Sustainability Committee report, page 16</li> </ul> <b>Governance and remuneration report</b> <ul style="list-style-type: none"> <li>Leadership, ethics and corporate citizenship, page 19</li> <li>Governing structures and delegation of authority, page 23</li> </ul>	<b>Management approach</b> An organisation should describe how sustainability-related impacts, risks and opportunities are identified, assessed, and integrated into the organisation's management processes.	<b>Integrated annual report</b> <ul style="list-style-type: none"> <li>Material matters, page 19</li> <li>Group CEO's review, page 41</li> <li>Risk management, page 51</li> <li>Our strategic response, page 58</li> </ul> <b>Sustainability report</b> <ul style="list-style-type: none"> <li>Determining materiality, page 9</li> <li>Sustainability landscape and strategy, page 21</li> </ul>
<b>Strategy</b> An organisation should describe how an assessment of sustainability-related impacts, risks and opportunities has influenced the organisation's strategy, and what impact this has had on the organisation's overall performance, both positive and negative.	<b>Integrated annual report</b> <ul style="list-style-type: none"> <li>Material matters, page 19</li> <li>Group CEO's review, page 41</li> <li>Our strategic response, page 58</li> </ul> <b>Sustainability report</b> <ul style="list-style-type: none"> <li>Determining materiality, page 9</li> <li>Chairman's letter – Group Sustainability Committee, page 13</li> <li>Group Sustainability Committee report, page 16</li> <li>Sustainability landscape and strategy, page 21</li> </ul>	<b>Metrics, targets and performance</b> An organisation should describe the performance metrics and targets used by the organisation to measure, monitor, and manage its sustainability impacts, risks and opportunities, and its performance against these metrics and targets.	<b>Integrated annual report</b> <ul style="list-style-type: none"> <li>Our strategic response, page 58</li> </ul> <b>Sustainability report</b> <ul style="list-style-type: none"> <li>Sustainability landscape and strategy, page 21</li> <li>Promoting sustainable practices, page 35</li> <li>Sustainability across our value chain, page 37</li> <li>Enabling responsible investing, page 59</li> <li>Driving the sustainability agenda, page 64</li> </ul>



# Governance metrics references

Topic and sub-topic	Core (C) or leadership (L) metric	Required disclosure	Report name, section title and page reference or explanation
Board composition			
Board diversity and competence	C	Composition of the board and its committees by race, gender, age group (under 30, 30 to 50, over 50) and, where relevant, any under-represented social groups.	<b>Integrated annual report:</b> <ul style="list-style-type: none"><li>Board of directors, page 36</li><li>Board composition, page 37</li><li>Group Executive Committee, page 50</li></ul> <b>Governance and remuneration report</b> <ul style="list-style-type: none"><li>Board of directors, page 10</li><li>Independent non-executive directors, page 12</li><li>Principle 7: Composition of the Board, pages 23 to 27</li></ul>
Board competence	C	Description of the specific skills, competencies, and experience on the Board to address the organisation’s significant sustainability-related impacts, risks, and opportunities.	
Board independence	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.	
Remuneration			
Remuneration practices	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.	<b>Governance and remuneration report:</b> <ul style="list-style-type: none"><li>Short-term performance, page 69 to 70</li><li>Long-term performance, page 71 to 72</li></ul>

Topic and sub-topic	Core (C) or leadership (L) metric	Required disclosure	Report name, section title and page reference or explanation
<b>Ethical behaviour</b>			
<b>Anti-corruption</b>	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.	<b>Commentary:</b> We have relevant policies in place; however, no formal training was conducted in 2024. Employees attest, annually, to an awareness and understanding of these policies.
	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 measures taken to address confirmed incidents, and of the outcomes of these activities.	<b>Governance and remuneration report:</b> <ul style="list-style-type: none"> <li>o Principle 1: Leadership, page 19</li> <li>o Principle 2: Organisational ethics, page 19</li> <li>o Compliance, page 45</li> </ul>
	C	A description of: <ul style="list-style-type: none"> <li>i) The internal and external grievance mechanisms (including whistle-blowing facilities) for reporting concerns about unethical or unlawful behaviour and lack of organisational integrity.</li> <li>ii) Mechanisms for seeking advice about ethical and lawful behaviour and organisational integrity.</li> <li>iii) The extent to which these various mechanisms have been used, and the outcomes of processes using these mechanisms.</li> </ul>	<b>Sustainability report:</b> <ul style="list-style-type: none"> <li>o Report on statutory requirements/Anti-corruption, page 18</li> <li>o Promoting an ethical culture, page 44</li> </ul>
	L	Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, to combat corruption.	<b>Regulatory report:</b> <ul style="list-style-type: none"> <li>o Publication of public censures and penalties, page 9</li> </ul> <b>Sustainability report:</b> <ul style="list-style-type: none"> <li>o Report on statutory requirements/Anti-corruption, page 18</li> </ul> <b>Commentary:</b> The Market Regulation division is responsible for overseeing trading in the JSE's markets, with the primary goal of identifying potential market abuse, including insider trading and market manipulation. The JSE does not have the power to investigate market abuse. The statutory powers to conduct market abuse investigations and initiate enforcement action are vested in the FSCA.  We are a member of Business Leadership South Africa and we are a sponsor of Business Against Crime.

Topic and sub-topic	Core (C) or leadership (L) metric	Required disclosure	Report name, section title and page reference or explanation
<b>Ethical behaviour</b>			
<b>Lobbying and political contributions</b>	C	Total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation, by country and recipient/beneficiary.	<b>Commentary:</b> The JSE does not make financial or in-kind political contributions.
	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.	<b>Integrated annual report:</b> o Group CEO review, page 41  <b>Sustainability report:</b> o How we engage with stakeholders page 28 o Driving the sustainability agenda, page 64
<b>Compliance and risk management</b>			
<b>Incidents</b>	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.	<b>Governance and remuneration report:</b> o Compliance, page 45
<b>Fines and monetary loss</b>	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.	



Topic and sub-topic	Core (C) or leadership (L) metric	Required disclosure	Report name, section title and page reference or explanation
<b>Tax transparency</b>			
<b>Tax paid and estimated tax gap</b>	C	A description of the organisation's approach to tax, including: <ul style="list-style-type: none"> <li>i) Whether the organisation has a tax strategy and, if so, a link to this strategy if publicly available.</li> <li>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.</li> <li>iii) How its approach to tax is linked to the business and sustainability strategies of the organisation.</li> </ul>	<b>Governance and remuneration report:</b> <ul style="list-style-type: none"> <li>o Compliance/Tax compliance, page 46</li> </ul> <b>Annual financial statements:</b> <ul style="list-style-type: none"> <li>o Note 8, page 51</li> </ul> <b>Commentary:</b> The JSE contributes taxes in accordance with prevailing laws, norms and standards.
	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.	<b>Annual financial statements:</b> <ul style="list-style-type: none"> <li>o Note 8.1, page 51</li> </ul>
	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).	<b>Commentary:</b> The JSE is only exposed to South African tax laws and regulation.

# Social metrics references

Topic and sub-topic	Core (C) or leadership (L) metric	Required disclosure	Report name, section title and page reference or explanation
<b>Labour standards</b>			
<b>Diversity and inclusion</b>	C	Percentage of employees per employee category by race, gender, age group (under 30, 30 – 50, over 50), and where relevant other diversity indicators.	<b>Integrated annual report:</b> <ul style="list-style-type: none"> <li>o A diverse employee complement, page 100</li> <li>o Strengthening diversity, equity and inclusion, page 106</li> </ul> <b>Sustainability report:</b> <ul style="list-style-type: none"> <li>o Our people, page 38</li> <li>o Strengthening diversity, equity and inclusion, page 43</li> </ul>
	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.	<b>Sustainability report:</b> <ul style="list-style-type: none"> <li>o Report on statutory requirements/Labour, page 18</li> </ul>
<b>Pay equality</b>	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).	<b>Governance and remuneration report:</b> <ul style="list-style-type: none"> <li>o Fair and responsible remuneration, page 61</li> </ul>
	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.	
	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.	
	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).	

Topic and sub-topic	Core (C) or leadership (L) metric	Required disclosure	Report name, section title and page reference or explanation
<b>Labour standards</b>			
<b>Wage level and living wage</b>	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.	<b>Commentary:</b> The JSE does not have any employees that are compensated based on minimum wage rules. Refer to the declaration link: <a href="https://group.jse.co.za/governance/ethical-governance">https://group.jse.co.za/governance/ethical-governance</a> .
	C	Ratio of lowest wage to living wage for employees and non-employee workers for each significant location of operation.	
	L	Percentage of employees and non-employee workers whose wages fall below a specific living wage methodology or benchmark.	
<b>Freedom of association and collective bargaining</b>	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.	<b>Sustainability report:</b> o Report on statutory requirements/Labour, page 18
	C	Percentage of total employees covered under collective bargaining agreements.	<b>Commentary:</b> The JSE does not have any recognised trade union and operates in a non-unionised environment. Refer to the declaration link: <a href="https://group.jse.co.za/governance/ethical-governance">https://group.jse.co.za/governance/ethical-governance</a> .
	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.	<b>Commentary:</b> There were no work stoppages due to strikes or lockouts.
	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.	<b>Commentary:</b> We have not as yet assessed our suppliers for this metric and will consider this as part of our evolving practices.



Topic and sub-topic	Core (C) or leadership (L) metric	Required disclosure	Report name, section title and page reference or explanation
<b>Labour standards</b>			
<b>Characteristics of employees and workers in workforce</b>	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.	<b>Integrated annual report:</b> <ul style="list-style-type: none"> <li>o A diverse employee complement, page 100</li> <li>o Strengthening diversity, equity and inclusion, page 106</li> </ul> <b>Sustainability report:</b> <ul style="list-style-type: none"> <li>o Our people, page 38</li> <li>o Strengthening diversity, equity and inclusion, page 43</li> </ul>
	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.	<b>Integrated annual report:</b> <ul style="list-style-type: none"> <li>o A diverse employee complement, page 100</li> </ul> <b>Sustainability report:</b> <ul style="list-style-type: none"> <li>o Our people, page 38</li> </ul>
<b>Community development</b>			
<b>Community human rights</b>	C	Total number and percentage of operations that have been subject to a human rights due diligence process or impact assessments, by country.	<b>Commentary:</b> Due to the nature of the JSE's business as a financial market infrastructure, we do not have a direct impact on communities. We will continue to assess this metric.
	C	Nature of processes for engaging with affected communities and their representatives, and channels for affected community members to raise concerns.	<b>Sustainability report:</b> <ul style="list-style-type: none"> <li>o How we engage with stakeholders, page 28</li> </ul>
	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 percentage of these that are remedied in agreement with those who expressed the grievance.	<b>Commentary:</b> Due to the nature of the JSE's business as a financial market infrastructure, we do not have a direct impact on communities. We will continue to assess this metric.
	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.	<b>Commentary:</b> Due to the nature of the JSE's business as a financial market infrastructure, we do not have a direct impact on communities. We will continue to assess this metric.
	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.	

Topic and sub-topic	Core (C) or leadership (L) metric	Required disclosure	Report name, section title and page reference or explanation
Community development			
Skills for the future	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.	<b>Integrated annual report:</b> <ul style="list-style-type: none"> <li>Talent management to support strategic success, page 100</li> <li>Learning and development for the future, page 102</li> <li>Transformation, page 105</li> </ul> <b>Sustainability report:</b> <ul style="list-style-type: none"> <li>Talent management to support strategic success, page 39</li> <li>Learning and development for the future, page 40</li> </ul>
Employment and wealth creation	C	Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity, and region.	<b>Integrated annual report:</b> <ul style="list-style-type: none"> <li>Talent management to support strategic success, page 100</li> </ul> <b>Sustainability report:</b> <ul style="list-style-type: none"> <li>Talent management to support strategic success, page 39</li> </ul>
	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.	<b>Integrated annual report:</b> <ul style="list-style-type: none"> <li>A diverse employee complement, page 100</li> </ul> <b>Sustainability report:</b> <ul style="list-style-type: none"> <li>Our people, page 38</li> </ul>

Topic and sub-topic	Core (C) or leadership (L) metric	Required disclosure	Report name, section title and page reference or explanation
<b>Community development</b>			
<b>Economic contribution</b>	C	Direct economic value generated and distributed on an accrual basis, covering the basic components for the organisation's global operations, ideally split out by: <ul style="list-style-type: none"> <li>(i) Revenue</li> <li>(ii) Operating costs</li> <li>(iii) Employee wages and benefits</li> <li>(iv) Payments to providers of capital</li> <li>(v) Payments to government (taxes, royalties, levies, etc.)</li> <li>(vi) Community investment (including charitable giving, impact investment and other social investment).</li> </ul>	<b>Sustainability report:</b> <ul style="list-style-type: none"> <li>o Our financial value added statement, page 51</li> </ul>
	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.	<b>Integrated annual report:</b> <ul style="list-style-type: none"> <li>o Transformation, page 105</li> </ul> <b>Sustainability report:</b> <ul style="list-style-type: none"> <li>o Economic development and transformation, page 48</li> </ul>
	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".	<b>Integrated annual report:</b> <ul style="list-style-type: none"> <li>o Transformation, page 105</li> </ul>
	L	Description (quantitative and qualitative) of the extent of significant infrastructure investment and services supported.	<b>Commentary:</b> Due to the nature of the JSE's business as a financial market infrastructure, this is not relevant.
	L	Total monetary value of financial assistance received by the organisation from any government during the reporting period.	<b>Commentary:</b> The JSE does not receive financial assistance from any government.



Topic and sub-topic	Core (C) or leadership (L) metric	Required disclosure	Report name, section title and page reference or explanation
Health and safety			
Workplace health and safety	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.	<b>Sustainability report:</b> <ul style="list-style-type: none"><li>Employee wellbeing, page 42</li></ul> <b>Commentary:</b> Due to the nature of the JSE’s business as a financial market infrastructure, we do not have explicit recordable work-related injuries and health conditions. We do, however, monitor overall employee wellbeing through our wellbeing app.
	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.	
	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.	
Customer responsibility			
High-risk products and services	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.	<b>Commentary:</b> Considering the nature of the JSE’s business as a financial market infrastructure, this is a metric we will evaluate over time.
	C	Number and nature of any product recalls.	
Product innovation	C	Total research and development spend.	<b>Commentary:</b> Considering the nature of the JSE’s business as a financial market infrastructure, this is a metric we will evaluate over time.
	L	Total costs related to research and development aimed at enhancing social or environmental attributes of products and services.	
	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.	<b>Sustainability report</b> <ul style="list-style-type: none"><li>Enabling responsible investing, page 59</li></ul>

Topic and sub-topic	Core (C) or leadership (L) metric	Required disclosure	Report name, section title and page reference or explanation
Customer responsibility			
Consumer data and privacy	C	A description of the mechanisms and steps taken to ensure privacy of consumer data.	Integrated annual report: o Driving PoPIA compliance, page 110
	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.	
Supply chain			
Supply chain (social)	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.	Commentary: Considering the nature of the JSE's business as a financial market infrastructure, this is a metric we will evaluate over time.
	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.	
	C	Report wherever material 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.	
	L	Percentage of products certified by external agencies, percentage of traceable origin.	

# Environmental references

Topic and sub-topic	Core (C) or leadership (L) metric	Required disclosure	Report name, section title and page reference or explanation
Climate change			
GHG emissions	C	Absolute gross greenhouse gas emissions expressed as metric tonnes of CO <sub>2</sub> equivalent and measured in accordance with the Greenhouse Gas Protocol for: Scope 1, Scope 2, and Scope 3 emissions.	<b>Sustainability report:</b> <ul style="list-style-type: none"> <li>Our environmental impact/metrics and targets, page 57</li> </ul>
		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).	
	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.	
	C	GHG emissions intensity for Scope 1, 2 and 3, expressed as metric tonnes of CO <sub>2</sub> equivalent per unit of physical or economic output.	
Energy mix	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).	<b>Sustainability report:</b> <ul style="list-style-type: none"> <li>Our environmental impact/metrics and targets, page 57</li> </ul>
Science-based targets	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 the 2010 level, and to net zero around mid-century, based on the best available scientific knowledge and equity, taking into account 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.	<b>Sustainability report:</b> <ul style="list-style-type: none"> <li>Our environmental impact/metrics and targets, page 57</li> </ul>



Topic and sub-topic	Core (C) or leadership (L) metric	Required disclosure	Report name, section title and page reference or explanation
Climate change			
Just transition	C	Existence and nature of a “transition plan” that commits to stakeholder engagement with affected workers and communities.	<b>Commentary:</b> The JSE is not an emission-intensive organisation, but we are committed to managing our carbon footprint responsibly.  <b>Sustainability report:</b> <ul style="list-style-type: none"><li>Our environmental impact/metrics and targets, page 57</li></ul>
	C	Number of workers in the past year recruited, retrained, retrenched, and/or compensated due to implementation of the decarbonisation plan.	<b>Commentary:</b> Due to the nature of the JSE’s business as a financial market infrastructure, this is not relevant. We will continue to assess this metric.
	L	Number of engagements undertaken with affected parties by group and geography.	
	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.	<b>Sustainability report:</b> <ul style="list-style-type: none"><li>Promoting sustainable practices, page 35</li><li>Driving the sustainability agenda, page 64</li></ul>
	L	Nature of provision for delivery of the transition plan within executive remuneration.	<b>Commentary:</b> Considering the nature of the JSE’s business as a financial market infrastructure, this is a metric we will evaluate over time.
	L	Nature of provision for impacts on workers and communities within climate scenario plans.	
	L	Amount of capital and expenditure deployed on direct and indirect climate adaptation and climate mitigation efforts.	
Water scarcity			
Water usage	C	Total water consumption from all areas, and from areas with water stress.	<b>Commentary:</b> Considering the nature of the JSE’s business as a financial market infrastructure, this is a metric we will evaluate over time. The JSE consumed 4 503 kilolitres of water during the reporting period. We installed water meters in our offices to measure and manage our water consumption, however, our consumption for 75% of the year was estimated using prior year figures. We are planning to improve the quality of our water usage monitoring.
	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.	
	L	Freshwater consumption intensity: total freshwater use per material unit (e.g. sales revenue, unit of production, m² of building, or other).	

Topic and sub-topic	Core (C) or leadership (L) metric	Required disclosure	Report name, section title and page reference or explanation
Biodiversity and land use			
Biodiversity footprint (ecosystems)	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).	<b>Commentary:</b> The JSE does not directly impact any high-value biodiversity areas. However, we do support the broader conservation agenda through our sponsorship of Conservation SA.
	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).	
	C	Level of capital and expenditure deployed towards implementation of measures undertaken to manage positive impacts and avoid, minimise, restore/rehabilitate and/or offset negative impacts on biodiversity and ecosystems.	
	L	Describe wherever material across the value chain mechanisms aimed at enhancing management of biodiversity and ecosystem impacts (such as policies, targets, certifications, and audits).	
	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.	
Pollution and waste			

Topic and sub-topic	Core (C) or leadership (L) metric	Required disclosure	Report name, section title and page reference or explanation
Solid waste	C	Total weight of waste generated (non-recycled), with a breakdown by composition of waste, noting percentage directed to disposal (including landfill and incineration), and percentage diverted from disposal (e.g. reuse, recycling, recovery).	<b>Commentary:</b> The JSE is in the process of refining our data collection on pollution and waste activity and we will report our progress in due course.
	C	Total weight of hazardous waste generated, noting percentage directed to disposal (including landfill and incineration), and percentage diverted from disposal (e.g. reuse, recycling, recovery).	
	C	Waste intensity: total waste per material unit (e.g. sales revenue, unit of production, or other).	
Pollution and waste			
Single-use plastic	L	Report wherever material along the value chain: estimated metric tonnes of single-use plastic consumed and share (percentage) of single-use plastic weight of total plastic weight.	<b>Commentary:</b> The JSE is in the process of refining our data collection on pollution and waste activity and we will report our progress in due course.
Atmosphere pollution	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.	
	L	Wherever possible estimate the proportion of specified emissions that occur in or adjacent to urban/densely populated areas.	
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.	
Supply chain and materials			
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.	<b>Commentary:</b> Considering the nature of the JSE's business as a financial market infrastructure, this is a metric we will evaluate over time.
Materials of concern	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).	
	L	Percentage of materials identified in point 1 above that are covered by a sustainability certification standard or formalised sustainability management programme.	



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