

Out of the Ordinary since 1974

INVESTEC GROUP

Global reporting initiative (GRI)
content index 2024



Contents

01 GRI 2: General disclosures

02 GRI 3: Material topics

Feedback

We value feedback and invite questions and comments on our reporting. To give feedback on this report, please contact our Group Sustainability division.

For queries regarding information in this document Group Sustainability

Telephone: (27) 11 286 7000

E-mail: group.sustainability@investec.co.za

www.investec.com/corporatesustainability



Statement of use

Investec (Investec plc and Investec Limited) has reported the information cited in this GRI content index for the period 1 April 2023 to 31 March 2024 with reference to the GRI standards.

GRI 2: General disclosures

The organisation and its reporting periods

Activities and workers

Governance

Strategy, policies and practices

Stakeholder management

GRI 3: Material topics

Material topics



GRI 2: General disclosures 2021
The organisation and its reporting practices

2-1	Organisation details	Investec
2-2	Entities included in the organisation's sustainability reporting	Investec integrated and strategic annual report 2024: Page 13. Our operational structure Sustainability report 2024: Page 3. Our operational structure
2-3	Reporting period, frequency and contact point	Sustainability report 2024: Page 3. Reporting scope, boundary and framework
2-4	Restatements of information	Investec annual financial statements 2024: Page 168. Restatements
2-5	External assurance	Sustainability report 2024: Page 3. Assurance Sustainability report 2024: Pages 128 to 129. Independent auditor's reasonable assurance report on selected key performance indicators

Activities and workers

2-6	Activities, value chain and other business relationships	Investec integrated and strategic annual report 2024: Pages 8 to 12. Our business at a glance Sustainability report 2024: Pages 1 to 5. About Investec
2-7	Employees	Investec integrated and strategic annual report 2024: Pages 132 and 133. Commitment to our people Sustainability report 2024: Pages 27 to 28. Commitment to our people
2-8	Workers who are not employees	Sustainability report 2024: Page 28. Commitment to our people

Governance

2-9	Governance structure and composition	Investec integrated and strategic annual report 2024: Pages 154 to 155. Summary of board committees and board composition Sustainability report 2024: Pages 100 and 102. Governance, risk and compliance
2-10	Nomination and selection of the highest governance body	Investec integrated and strategic annual report 2024: Pages 97 to 100. DLC nominations and directors' affairs committee report
2-11	Chair of the highest governance body	Investec integrated and strategic annual report 2024: Pages 143 to 145. Chair's introduction Sustainability report 2024: Page 124. Governance, risk and compliance dashboard
2-12	Role of the highest governance body in overseeing the management of impacts	Investec risk and governance report 2024: Pages 101 to 105. DLC social and ethics committee report The Board is the highest governance body. Sustainability report 2024: Page 101. Board oversight for sustainability
2-13	Delegation of responsibility for managing impact	Sustainability report 2024: Pages 104 and 105. Responsibility of board-appointed committees and executive members

GRI 2: General disclosures 2021
Governance

2-14	Role of the highest governance body in sustainability reporting	Investec risk and governance report 2024: Pages 101 to 105. DLC social and ethics committee report Sustainability report 2024: Pages 104 and 105. Responsibility of Board-appointed committees and executive members
2-15	Conflicts of interest	Investec integrated and strategic annual report 2024: Page 167
2-16	Communication of critical concerns	Investec integrated and strategic annual report 2024: Page 24. Stakeholder engagement (Section 172 statement) Sustainability report 2024: Pages 14 to 17. Stakeholder engagement
2-17	Collective knowledge of the highest governance body	Investec integrated and strategic report 2024: Pages 146 to 149. Director biographies
2-18	Evaluation of the performance of the highest governance body	Investec integrated and strategic report 2024: Page 165. Board effectiveness
2-19	Remuneration policies	Investec remuneration report 2024: Pages 15 to 24. Directors' remuneration policy
2-20	Process to determine remuneration	Investec remuneration report 2024: Pages 4 to 21
2-21	Annual total compensation ratio	Investec remuneration report 2024: Pages 4 to 21

Strategy, policies and practices

2-22	Statement on sustainable development strategy	Sustainability report 2024: Pages 6 to 26. Sustainability at Investec
2-23	Policy commitments	Refer to The way we do business policy on our website Sustainability report 2024: Pages 130 and 131
2-24	Embedding policy commitments	Refer to The way we do business policy on our website Sustainability report 2024: Pages 130 and 131
2-25	Processes to remediate negative impacts	Refer to The way we do business policy on our website
2-26	Mechanisms for seeking advice and raising concerns	Refer to The way we do business policy on our website
2-27	Compliance with laws and regulations	Sustainability report 2024: Page 108. Compliance
2-28	Membership associations	Investec climate and nature-related financial disclosures report: Pages 93 to 100. Participation in industry initiatives and memberships

Stakeholder engagement

2-29	Approach to stakeholder engagement	Sustainability report 2024: Pages 14 to 17. Stakeholder engagement
2-30	Collective bargaining agreements	Refer to The way we do business policy on our website. Sustainability report 2024: Page 40. People dashboard

GRI 3: Material topics 2021

3-1	Process to determine material topics	Sustainability report 2024: Page 3. Reporting scope, boundary and framework. Pages 9 to 12. Double materiality process and material topics
3-2	List of material topics	Investec integrated and strategic annual report 2024: Page 32, and Pages 38 to 43. Material topics Sustainability report 2024: Pages 12 to 13. Double materiality process and material topics
3-3	Management of material topics	Investec integrated and strategic annual report 2024: Page 32, and Pages 38 to 43. Material topics Sustainability report 2024: Pages 12 to 13. Double materiality process and material topics

GRI 201: Economic performance 2016

201-1	Direct economic value generated and distributed	Investec integrated and strategic annual report 2024: Page 34. Value added statement Sustainability report 2024: Page 26. Value added statement
201-2	Financial implications and other risks and opportunities due to climate change	Investec climate and nature-related financial disclosures report 2024: Page 31. Sustainable finance activities during the past financial year
201-3	Defined benefit plan obligations and other retirement plans	Investec remuneration report 2024: Pages 4 to 47
201-4	Financial assistance received from government	No financial assistance was received from government. Investec has never received financial assistance from government, even during the financial crisis

GRI 202: Market presence 2016

202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Standard entry level wage exceeds the local minimum wage in all geographies. Sustainability report 2024: Page 31. Commitment to our people Refer to The way we do business policy on our website
202-2	Proportion of senior management hired from the local community	Not applicable

GRI 203: Indirect economic impact 2016

203-1	Infrastructure investments and services supported	Sustainability report 2024: Pages 84 to 98. Sustainable finance and investment
203-2	Significant indirect economic impacts	Investec integrated and strategic annual report 2024: Page 123. Our commitment to the Sustainable Development Goals (SDGs) Sustainability report 2024: Pages 84 to 98. Sustainable finance and investment

GRI 204: Procurement practices 2016

204-1	Proportion of spending on local suppliers	Not disclosed
-------	---	---------------

GRI 205: Anti-corruption 2016

205-1	Operations assessed for risks related to corruption	Investec risk and governance report 2024: Pages 77 to 84. Operational risk, Compliance
205-2	Communication and training about anti-corruption policies and procedures	Refer to The way we do business policy on our website
205-3	Confirmed incidents of corruption and actions taken	Investec risk and governance report 2024: Pages 77 to 84. Operational risk, Compliance

GRI 206: Anti-competitive behavior 2016

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions have been taken against Investec for anti-competitive behaviour
-------	---	--

GRI 207: Tax 2019

207-1	Approach to tax	Refer to our website here: https://www.investec.com/content/dam/international/corporate-governance/Investec-Limited-Group-Tax-Strategy-Governance-and-Approach-to-Tax-Risk-Jan2022.pdf
207-2	Tax governance, control, and risk management	Refer to our website here: https://www.investec.com/content/dam/international/corporate-governance/Investec-Limited-Group-Tax-Strategy-Governance-and-Approach-to-Tax-Risk-Jan2022.pdf
207-3	Stakeholder engagement and management of concerns related to tax	Investec risk and governance report 2024: Page 109. DLC Audit Committee
207-4	Country-by-country reporting	Investec annual financial statement 2024: Pages 90 to 92. Taxation

GRI 301: Materials 2016

301-1	Materials used by weight or volume	Sustainability report 2024: Pages 64 to 83. Environment and climate change
301-2	Recycled input materials used	Sustainability report 2024: Pages 64 to 83. Environment and climate change
301-3	Reclaimed products and their packaging materials	Not relevant. As a specialist financial services organisation with a small physical presence, this indicator is not relevant for Investec

GRI 302: Energy 2016

302-1	Energy consumption within the organisation	Investec integrated and strategic annual report 2024: Page 131. Group carbon footprint. Sustainability report 2024: Page 72. Group carbon footprint
302-2	Energy consumption outside of the organisation	Investec integrated and strategic annual report 2024: Page 131. Group carbon footprint. Sustainability report 2024: Page 72. Group carbon footprint
302-3	Energy intensity	Investec integrated and strategic annual report 2024: Page 131. Group carbon footprint. Sustainability report 2024: Page 72. Group carbon footprint
302-4	Reduction of energy consumption	Investec integrated and strategic annual report 2024: Page 131. Group carbon footprint. Sustainability report 2024: Page 72. Group carbon footprint
302-4	Reductions in energy requirements of products and services	Investec integrated and strategic annual report 2024: Page 131. Group carbon footprint. Sustainability report 2024: Page 72. Group carbon footprint

GRI 303: Water and effluents 2018

303-1	Interactions with water as a shared resource	Sustainability report 2024: Pages 55 to 60, and 69. Environment and climate change
303-2	Management of water discharge-related impacts	Not applicable. As a specialist financial services organisation with a small physical presence, this indicator is not relevant for Investec
303-3	Water withdrawal	Sustainability report 2024: Pages 55 to 60, and 69. Environment and climate change. Investec makes use of greywater in our Cape Town office
303-4	Water discharge	Not applicable. As a specialist financial services organisation with a small physical presence, this indicator is not relevant for Investec
303-5	Water consumption	Sustainability report 2024: Pages 55 to 60, and 69. Environment and climate change

GRI 304: Biodiversity 2016

304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable for Investec which operates within urban locations where biodiversity impacts are minimal
304-2	Significant impacts of activities, products and services on biodiversity	As a financial services provider we do not have a direct impact. However, through our project finance and property business we ensure that the environmental impact assessments are completed for transactions. Sustainability report 2024: Page 65. Our approach to nature and biodiversity. Sustainability report 2024: Pages 116 to 119. Environmental risk management
304-3	Habitats protected or restored	Sustainability report 2024: Pages 54 to 56. Environment and other philanthropy Sustainability report 2024: Pages 64 to 66. Environment and climate change
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	There are no material impacts on biodiversity, therefore this is not relevant

GRI 305: Emissions 2016

305-1	Direct (Scope 1) GHG emissions	Investec integrated and strategic annual report: Page 131. Group carbon footprint. Sustainability report 2024: Page 72. Group carbon footprint
305-2	Energy indirect (Scope 2) GHG emissions	Investec integrated and strategic annual report: Page 131. Group carbon footprint. Sustainability report 2024: Page 72. Group carbon footprint
305-3	Other indirect (Scope 3) GHG emissions	Investec integrated and strategic annual report: Page 131. Group carbon footprint. Sustainability report 2024: Page 72. Group carbon footprint
305-4	GHG emissions intensity	Investec integrated and strategic annual report: Page 131. Group carbon footprint. Sustainability report 2024: Page 72. Group carbon footprint
305-5	Reduction of GHG emissions	Investec integrated and strategic annual report: Page 131. Group carbon footprint. Sustainability report 2024: Page 72. Group carbon footprint
305-6	Emissions of ozone-depleting substances (ODS)	Not relevant. As a specialist financial services organisation with a small physical presence, this indicator is not applicable for Investec
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not relevant. As a specialist financial services organisation with a small physical presence, this indicator is not applicable for Investec

GRI 306: Waste 2020

306-1	Waste generation and significant waste-related impacts	Sustainability report 2024: Page 72. Group carbon footprint
306-2	Management of significant waste-related impacts	Sustainability report 2024: Pages 68 to 72. Commitment to the environment and climate change
306-3	Waste generated	Sustainability report 2024: Page 72. Group carbon footprint
306-4	Waste diverted from disposal	Not relevant. As a specialist financial services organisation with a small physical presence, this indicator is not applicable for Investec
306-5	Waste directed to disposal	Not relevant. As a specialist financial services organisation with a small physical presence, this indicator is not applicable for Investec

GRI 308: Supplier environmental assessment 2016

308-1	New suppliers that were screened using environmental criteria	Sustainability report 2024 page 17: Stakeholder engagements. Currently all of our suppliers are screened against ethical supply chain practices. Sustainability report 2024: Page 110. Governance within our supply chain. Sustainability report 2024: Page 119. Addressing climate change within our supply chain.
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainability report 2024 page 17: Stakeholder engagements. Currently all of our suppliers are screened against ethical supply chain practices. Sustainability report 2024: Page 110. Governance within our supply chain. Sustainability report 2024: Page 119. Addressing climate change within our supply chain.

GRI 401: Employment 2016

401-1	New employee hires and employee turnover	Sustainability report 2024: Page 40. People dashboard.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Investec remuneration report 2024: Page 26 Sustainability report 2024: Pages 27 to 41. Commitment to our people
401-3	Parental leave	Sustainability report 2024: Page 34. Flexible working policies and practices

GRI 402: Labor/management relations 2016

402-1	Minimum notice periods regarding operational changes	Sustainability report 2024: Page 29. How we engage with our employees Refer to The way we do business policy on our website.
-------	--	---

GRI 403: Occupational health and safety 2018

403-1	Occupational health and safety management system	Sustainability report 2024: Page 40. People dashboard Refer to The way we do business policy on our website. Refer to our Group health and safety policy on our website
403-2	Hazard identification, risk assessment, and incident investigation	Refer to The way we do business policy on our website. Refer to our Group health and safety policy on our website
403-3	Occupational health services	Sustainability report 2024: Page 34. Wellbeing Refer to our Group health and safety policy on our website
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability report 2024: Page 34. Wellbeing Refer to our Group health and safety policy on our website
403-5	Worker training on occupational health and safety	Refer to The way we do business policy on our website. Refer to our Group health and safety policy on our website
403-6	Promotion of worker health	Sustainability report 2024: Page 34. Wellbeing
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Refer to The way we do business policy on our website. Refer to our Group health and safety policy on our website
403-8	Workers covered by an occupational health and safety management system	Refer to The way we do business policy on our website. Refer to our Group health and safety policy on our website
403-9	Work-related injuries	Sustainability report 2024: Page 40. People dashboard
403-10	Work-related ill health	Sustainability report 2024: Page 34. Wellbeing

GRI 404: Training and education 2016

404-1	Average hours of training per year per employee	Employees are encouraged to be the driving force behind their development needs, allowing them to maximise learning opportunities most relevant to their unique requirements. Sustainability report 2024: Page 32. Learning and development
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability report 2024: Page 32. Learning and development
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability report 2024: Page 31. Performance

GRI 405: Diversity and equal opportunity 2016

405-1	Diversity of governance bodies and employees	Investec integrated and strategic annual report 2024: Pages 132 to 133 and pages 154 to 159. Commitment to our people and Board Composition Sustainability report 2024: Pages 35 to 39 and page 102
405-2	Ratio of basic salary and remuneration of women to men	Investec remuneration report 2024: Pages 28 and 30. Remuneration in context Sustainability report 2024: Page 37. Diversity targets, measures, and achievements

GRI 406: Non-discrimination 2016

406-1	Incidents of discrimination and corrective actions taken	Sustainability report 2024: Page 40. People dashboard
-------	--	---

GRI 407: Freedom of association and collective bargaining 2016

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability report 2024: Page 40. People dashboard Sustainability report 2024: Page 110. Governance within our supply chain Refer to The way we do business policy on the website Refer to our Group procurement statement on our website
-------	--	---

GRI 408: Child labor 2016

408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainability report 2024: Page 111. Governance within our supply chain Sustainability report 2024: Pages 116 to 119. Environmental risk management Refer to The way we do business policy on the website Refer to our Group procurement statement on our website
-------	---	---

GRI 409: Forced or compulsory labor 2016

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability report 2024: Page 111. Governance within our supply chain Sustainability report 2024: Pages 116 to 119. Environmental risk management Refer to The way we do business policy on the website Refer to our Group procurement statement on our website
-------	--	---

GRI 410: Security practices 2016

410-1	Security personnel trained in human rights policies or procedures	Security personnel are trained on risk and interpersonal and communication skills as well as how to approach a situation when an incident takes place. Specific human rights training does not take place.
-------	---	--

GRI 411: Rights of indigenous peoples 2016

411-1	Incidents of violations involving rights of indigenous peoples	No incidents relating to indigenous rights occurred during the reporting year
-------	--	---

GRI 413: Local communities 2016

413-1	Operations with local community engagement, impact assessments, and development programs	Investec integrated and strategic annual report 2024: Pages 134 and 135. Commitment to our communities. Sustainability report 2024: Pages 42 to 63. Commitment to our communities
413-2	Operations with significant actual and potential negative impacts on local communities	Investec integrated and strategic annual report 2024: Pages 134 and 135. Commitment to our communities. Sustainability report 2024: Pages 42 to 63. Commitment to our communities. Not relevant. As a financial services company with a limited physical presence, our operations have a very limited direct impact on local communities. However, we may indirectly have an impact through, for example, our property developments or project finance type transactions. In these instances, all required community impact assessments are done and community engagements are performed

GRI 414: Supplier social assessment 2016

414-1	New suppliers that were screened using social criteria	Sustainability report 2024 page 17: Stakeholder engagements. Currently all of our suppliers are screened against ethical supply chain practices. Sustainability report 2024: Page 110. Governance within our supply chain. Refer to our Group procurement statement on our website
414-2	Negative social impacts in the supply chain and actions taken	Sustainability report 2024 page 17: Stakeholder engagements. Currently all of our suppliers are screened against ethical supply chain practices. Sustainability report 2024: Page 110. Governance within our supply chain. Refer to our Group procurement statement on our website

GRI 415: Public policy 2016

415-1	Political contributions	Investec Bank Limited made no political donations in 2023 or 2024. Investec plc made no political donations in 2023 or 2024 as its not permissible under UK law to make political donations. Sustainability report 2024: Page 125. Governance dashboard. Political donations
-------	-------------------------	--

GRI 416: Customer health and safety 2016

416-1	Assessment of the health and safety impacts of product and service categories	Not relevant given the services-based nature of Investec's offerings
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not relevant given the services-based nature of Investec's offerings

GRI 417: Marketing and labeling 2016

417-1	Requirements for product and service information and labeling	Product and service terms and conditions on the website. Refer to The way we do business policy on the websites
417-2	Incidents of non-compliance concerning product and service information and labeling	There were no incidents of non-compliance with regulations or voluntary codes concerning marketing communications. Refer to The way we do business policy on the website
417-3	Incidents of non-compliance concerning marketing communications	There were no incidents of non-compliance with regulations or voluntary codes concerning marketing communications. Refer to The way we do business policy on the website

GRI 418: Customer privacy 2016

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaints were received from regulatory bodies concerning breaches of customer privacy
-------	--	--

Financial sector specific guidance



Specific disclosure on management approach

FS1	Policies with specific environmental and social components applied to business lines	Sustainability report 2024: Pages 130 to 131. Policies and Practices
FS2	Procedures for assessing and screening environmental and social risks in business lines	Investec integrated and strategic annual report 2024: Page 140. Climate change framework Investec risk and governance report 2024: Pages 58 and 59. ESG risk and climate, nature and biodiversity risk Sustainability report 2024: Page 66 Climate change framework Sustainability report 2024: Pages 116 to 119. Environmental risk management Investec climate and nature-related financial disclosures 2024 report: Page 50. How we are managing climate and nature-related risks
FS3	Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions	Investec integrated and strategic annual report 2024: Page 140. Climate change framework Investec risk and governance report 2024: Pages 58 and 59. ESG risk and climate, nature and biodiversity risk Sustainability report 2024: Page 66 Climate change framework Sustainability report 2024: Pages 116 to 119. Environmental risk management
FS4	Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines	Sustainability report 2024: Pages 116 to 119. Environmental risk management Investec climate and nature-related financial disclosures 2024 report: Page 41. Climate and nature-related education
FS5	Interactions with clients/investees/business partners, regarding environmental and social risks and opportunities	Investec integrated and strategic annual report 2024: Pages 24 to 34. Stakeholder engagement Sustainability report 2024: Pages 14 to 17. Stakeholder engagement
FS6	Percentage of the portfolio for business lines by specific region, size and by sector	Investec integrated and strategic annual report 2024: Pages 8 to 12. Our business at a glance
FS7	Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose	Sustainability report 2024: Pages 42 to 63. Commitment to our communities Sustainability report 2024: Pages 84 to 98. Sustainable finance and investment
FS8	Monetary value of products and services designed to deliver specific environmental benefit for each business line broken down by purpose.	Sustainability report 2024: Pages 42 to 63. Commitment to our communities Sustainability report 2024: Pages 84 to 98. Sustainable finance and investment
FS9	Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures.	Sustainability report 2024: Pages 128 to 129. Independent auditor's reasonable assurance report on key performance indicators
FS10	Percentage and number of companies held in the institution's portfolio with which the reporting organisation has interacted on environmental and social issues	Sustainability report 2024: Pages 116 to 119. Environmental risk management
FS11	Percentage of assets subject to positive and negative environmental or social screening	Sustainability report 2024: Pages 116 to 119. Environmental risk management
FS12	Voting policies applied to environmental or social issues for shares over which the reporting organisation holds the right to vote shares or advises on voting	Sustainability report 2024: Pages 120 and 121. Governance, risk and compliance

Product responsibility society performance indicators

FS13	Access points in low-populated or economically disadvantaged areas by type	Sustainability report 2024: Pages 42 to 63. Commitment to our communities
FS14	Initiatives to improve access to financial services for disadvantaged people	Sustainability report 2024: Pages 42 to 43. Commitment to our communities

Disclosure on management approach

FS15	Policies for the fair design and sale of financial products and services	All products and policies undergo significant reviews and authorisation by the Liability Product and Pricing forum which incorporates ethical requirements. Refer to our website: www.investec.com/en_za/legal/SA.html Refer to The way we do business policy on the website
------	--	---

Product responsibility performance indicators

FS16	Initiatives to enhance financial literacy by type of beneficiary	Sustainability report 2024: Pages 44 to 50. Education and learnerships
------	--	--

