

ALTRON | আল্ট্রন



Environmental, Social and Governance

January 2026 Report



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Environmental, Social and Governance (ESG) refers to a set of criteria that investors, stakeholders and companies use to evaluate a company’s **impact on society and the environment**, as well as its **overall governance practices**.

ESG considerations encompass a wide range of factors, including **environmental sustainability, social responsibility, and strong governance practices**.



Executive *Summary*

This Environmental, Social and Governance (ESG) Report outlines Altron Arrow's commitment to responsible, ethical and sustainable business practices. It reflects our integrated approach to managing environmental impact, supporting employees and communities, ensuring strong governance and oversight. Through structured initiatives, measurable actions and continuous improvement, Altron Arrow aims to create long-term value for stakeholders while contributing positively to society and the environment.



Introduction

Altron Arrow recognises that sustainable business performance is dependent on balancing economic success with environmental stewardship, social responsibility and sound governance. This ESG Report provides an overview of our commitments, focus areas and initiatives aligned to recognised sustainability principles and applicable regulatory and ethical standards.





MD's *Perspective*

Environmental, Social, and Governance (ESG) principles are not simply a framework we follow, they are woven into the fabric of how we operate. We are firmly convinced that embracing sustainable business practices is the foundation for lasting success and for creating meaningful value for both society and the environment. Each day, we arrive at work driven by a clear sense of purpose, turning today into a simpler, safer and smarter tomorrow. We are dedicated to improving lives and contributing to a stronger nation. As technology advances at an unprecedented pace, we push ourselves to remain at the cutting edge of this evolution. This forward thinking approach shapes how we meet and exceed the expectations of our stakeholders. Embracing transformation, maintaining a future focused outlook and placing our customers at the centre of everything we do are among the defining values we bring to the organisation.

Environmental Commitment

Minimising our impact on the environment is a responsibility we take seriously and this report details the range of initiatives we have undertaken in pursuit of that goal. Our ongoing dedication to renewable energy sources remains a cornerstone of our environmental strategy going forward.

Social Responsibility

We recognise that our people are the backbone of our organisation. Their health, happiness and growth are central to everything we achieve. Through a comprehensive range of programmes and initiatives, we take a holistic view of employee wellness, one that supports our team members in flourishing both in their personal lives and in their professional development. The result is a workplace that is as energised and diverse as the people within it.

Governance Practices

Robust governance has always formed the bedrock of how we conduct our business and that will not change. Ethical conduct and responsible decision making guide every interaction and every business relationship we engage in. This ESG report is a reflection of our unwavering commitment to these principles.

In closing, we take great pride in how far we have come on our ESG journey and our resolve to keep improving only grows stronger. Our skilled and multicultural workforce lies at the heart of our ability to deliver innovative and impactful solutions to our customers, while staying true to the values that define us. We are grateful for your ongoing trust and support.





Environment *Commitment*

Altron Arrow is committed to reducing its environmental footprint and promoting responsible resource management across all operations. Environmental considerations are integrated into operational planning, decision-making and continuous improvement initiatives.

Key focus areas include:

- Efficient use of energy, water, and natural resources
- Waste reduction, recycling and responsible disposal practices
- Compliance with applicable environmental legislation and standards

Through ongoing monitoring, Altron Arrow seeks to minimise environmental impact and support long-term environmental sustainability.



(January 2025 - December 2025)



Social commitment *to Employees*

At **Altron Arrow**, we value the well-being and engagement of our employees, recognising that a connected and motivated workforce contributes to both individual and organisational success. Over the past year, we hosted several employee-focused events designed to foster community, celebrate our people, and create moments of joy in the workplace:

Spring Day Celebration:

"This Spring Day, let's embrace new beginnings, fresh opportunities, and the positive energy the season brings. Wishing everyone a season of growth, optimism, and gratitude."
 ~ Renaldo Fibiger, Field Application Engineer





Social commitment *to Employees*

"The Mother's Day breakfast was a beautiful gesture that truly made me feel appreciated. It was also lovely connecting with colleagues, and the effort from the Social Squad made it really special."

~ Loraine Pypers, Account Manager

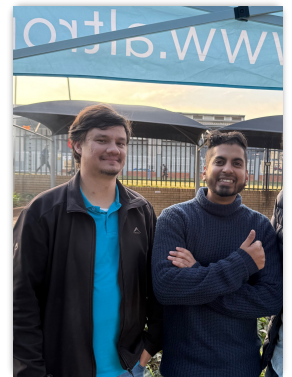
Mother's Day Breakfast

A special breakfast was organised to celebrate and honour our mothers, fostering appreciation and connection within our workplace.



Father's Day Braai

Employees came together for a relaxed and social Father's Day braai, strengthening team spirit and workplace relationships.



"The one thing that stood out to me was the Friday braai idea. It just felt so warm, thoughtful, and very "dad" in the best way."

~ Itani Ralephata, Software Developer



Wellbeing

Altron Arrow, we care about the wellbeing of our employees. We offer a wide range of support including mental health, financial, legal and family counselling programs through **Lyra** (formerly ICAS), as well as medical aid services for health benefits. Additional financial services are provided by **FNB** and **IMAS** Financial Services.

These efforts culminate in an annual **Wellness Day**, which emphasizes the importance of wellbeing and gives employees the opportunity to undergo medical screenings, receive nutritional advice and enjoy relaxing massages. This year we expanded the program to include two new activities: a **fun smoothie bike** where employees pedal to make a healthy smoothie while staying active and an onsite **Happiness Counsellor** to provide mental wellness support.



"I would like to sincerely thank the company and all the service providers for the wellness day experience. Everything was well organised, informative, and welcoming. The warm service, relaxing atmosphere, and thoughtful gifts truly made us feel appreciated. Thank you for creating such a meaningful experience."

~ *Thabang Moleboge, Supervisor: Goods Receiving*



Wellbeing

"Employee response to the Mobile Mammogram Lab was overwhelmingly positive. Employees appreciated the convenience of the service, with many saying it encouraged them to prioritise their health. The initiative made employees feel valued and cared for, and for some, it was their first screening, highlighting the meaningful impact of accessible healthcare."

~ Princess Ntenteza, Head: Human Capital

A healthy workforce underpins innovation, productivity and our ability to deliver consistent value to all stakeholders.

Mobile Mammogram Lab – Breast Cancer Screening

The company actively supports the wellbeing and empowerment of its workforce, by encouraging participation and creating awareness around breast cancer prevention. As part of our ongoing commitment to employee health and early detection, the company partnered with Radhiant Diagnostic Mobile Radiology Services to offer on-site mobile mammogram screenings. This initiative ensures convenient access to essential preventive healthcare, particularly for our female employees.

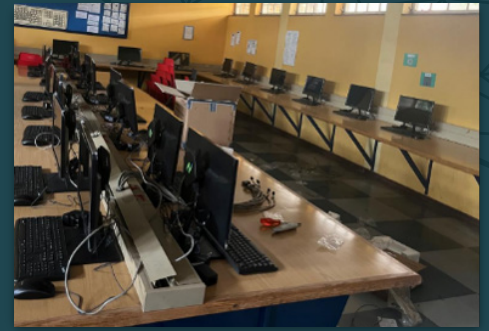




Impact *to the Community*

Altron Arrow recognises its responsibility to contribute positively to the communities in which it operates and seeks to create shared value through responsible engagement.

Our communities are at the heart of who we are and we view every interaction as an opportunity to make a positive difference. Our approach focuses on empowering communities through access to education and technology. Over the past year, we supported learners at **John Mitchell School** by donating and setting up ICT equipment to enhance their digital learning experience.



"Mandela Day was a meaningful reminder that even small acts of kindness and time spent together can make a positive impact."

~Melanie Brown, Branch Manager: Cape Town

Employees at Altron Arrow continued to demonstrate their commitment to community wellbeing through employee-led donation drives (Act of Kindness). In partnership with the Sithandizingane Care Project in the East Rand and the Durbanville Children's Home in Cape Town, employees collected and donated essential items including clothing, non-perishable food, stationery, sanitary pads, toiletries and fluffy animals for the little ones.

At the Sithandizingane Care Project, employees visited children across different age groups, spending time engaging and interacting with them to offer care and support. Similarly, at the Durbanville Children's Home, our team donated a variety of toiletries and other essential items, and took time to connect with the children through play and personal interaction.



In addition to these initiatives, Altron Arrow remains a proud and committed blood donor partner, hosting quarterly blood donation drives to support the ongoing needs of national blood services and promote a culture of giving within the organization.



Diversity and *Inclusion*

Altron Arrow is committed to promoting diversity, equity and inclusion across all levels of the business. Fair treatment, equal opportunity and respect for individual differences are fundamental principles embedded in recruitment, development and workplace practices.



"Heritage Day was a great one for me. Firstly, I work with a very diverse group of people from different cultures and religions, which was truly awesome. It gave me the opportunity to learn about, understand, and appreciate the heritage and backgrounds of my fellow colleagues."

~ Keegan Naidoo, Sales Admin, Durban



Development of *our Employees*

Employee development is supported through structured learning, skills development and performance management processes. Altron Arrow invests in training and development initiatives to enhance employee capability, career progression and organisational resilience.

"Thank you to Altron Arrow for investing in my education and future. This opportunity has helped me grow both personally and professionally, and I am truly grateful for the support I have received."

~ Shane Jacobs, Operation Support Admin

HCLS Learners



"My HCLS learning experience helped shape my career and led to my role as a permanent Sales Administrator. I am truly grateful for the opportunity and growth."

~ Lebo Motaung, Sales Admin, Gauteng

Our Graduates



Class of '25



"Governance is indispensable to strengthening accountability, mitigating risk, and reinforcing trust. Ultimately enabling the business to operate with integrity, resilience and confidence".

~Aerolene Suburaman, Manager: Operations

Governance *Commitment*

Governance

Strong governance underpins the organisation's ESG framework and ensures accountability, transparency and ethical conduct

ESG Committee

An ESG committee provides oversight of related matters, risk management, compliance and performance monitoring. The committee ensures that ESG considerations are integrated into strategic decision making and that responsibilities are clearly defined and communicated.

Global Trade Compliance

Compliance is ensured by following the Arrow Global policies and procedures for trade compliance. Customers, sales orders and shipments are all screened by Arrow Global Trade Compliance to ensure that they comply with the U.N., E.U. and U.S trade regulations, sanctions and financial regulations.

Conclusion

Altron Arrow remains committed to strengthening its ESG practices through continuous improvement, stakeholder engagement and transparent reporting. This ESG Report reflects our ongoing journey toward responsible and sustainable business operations that support long-term value creation for employees, customers, communities and other stakeholders.





Contact Us

Cape Town

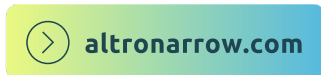
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At Altron Arrow, we understand that ESG considerations are essential for building long-term value and driving sustainable growth. We are committed to continuously improving our environmental performance, promoting social responsibility and upholding strong governance practices. Through these efforts, we aim to contribute positively to society, support the well-being of our employees and minimize our environmental impact.

