



# Governance report

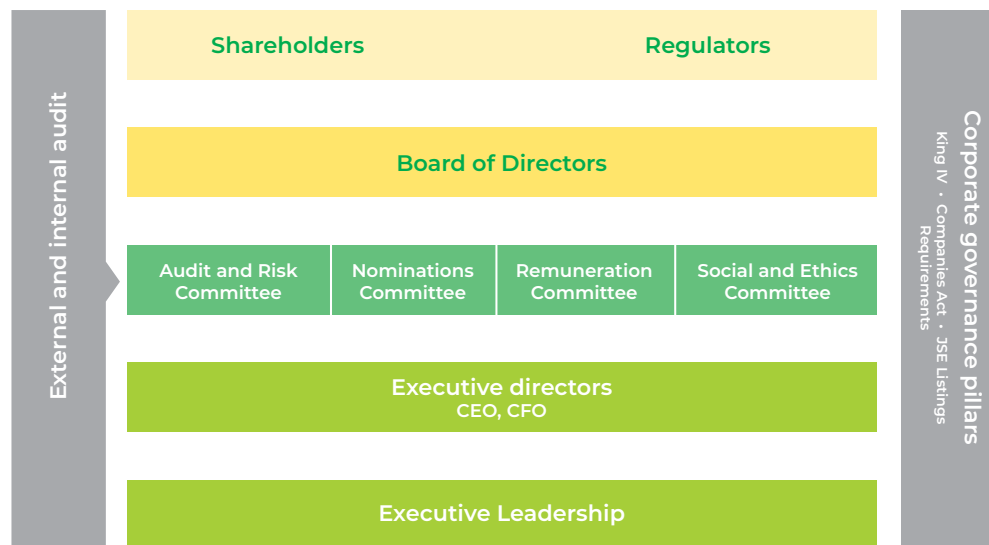
Dis-Chem is committed to best practice governance as it drives us to continuously improve how we manage our business to create sustainable value. We aim to create an ethical culture where decisions are taken openly and transparently, leading to good performance.

## Framework and principles

The Group's governance framework is structured in such a way that it achieves our strategic objectives within compliance requirements. It balances our stakeholders' interests to minimise and avoid conflicts of interest and practice good corporate behaviour.

The Board ensures that reports issued by Dis-Chem enable stakeholders to make informed assessments of the Group's performance and its short-, medium- and long-term prospects. We aim to maintain a standard of reporting and disclosure, keeping in mind our stakeholders' best interests. We are committed to fully complying with the JSE Listings Requirements.

## Governance structure



## Concerns

Our shareholders and investors have brought to our attention their concerns within the Group regarding our corporate governance. We have tried our best to address legitimate and reasonable concerns and clarify any processes involved. The table below summarises these concerns and how we addressed them:

Concern	Solution
Transformation	Enhanced and focused people development initiatives
ESG disclosure	Appointed an ESG executive

## Key issues addressed in the 2023 financial year

- Transformation
- Cyber security
- Succession
- Remuneration policy

