

# Sustainability Report

Trencor is a cash company listed on the JSE. As a result, and as addressed more fully in the joint Chairman and CEO report, this sustainability report is of necessity providing an overview of the current position rather than an extensive analysis.

## BUSINESS STRATEGY

Trencor's strategy and intentions are to maximise and ultimately distribute its remaining cash resources to shareholders as and when these become commercially available.

Considerable progress has been made towards the simplification of Trencor's interests. Subsequent to the unbundling distribution on 15 June 2020 of the remaining 3 000 158 shares Trencor held in Textainer, Trencor's only interests are in cash and cash equivalents and restricted cash. It follows that no specific actions towards sustainability can or need be taken or reported.

## EMPLOYEES

Trencor has a succession plan approved by the corporate governance committee and by the board.

Details of the employee benefits provided by Trencor are disclosed in the notes to the financial statements included in this integrated annual report.

The aim is to maintain an open and productive work environment that is responsive to the needs and concerns of the employees. This is of particular importance in the current context of Trencor's business strategy to distribute its remaining cash resources to shareholders as and when these become commercially available, at which point remaining staff members will be retrenched.

The company is committed to a policy of non-discrimination. Employees with a disability or life-threatening illness will be allowed to continue working as long as they are able to meet the company's performance standards, and their work does not present a direct threat to their own health or safety, or that of others.

## REMUNERATION

The company's remuneration practices and policies are described in the corporate governance section of this integrated annual report.

## EMPLOYMENT EQUITY

The workforce at 31 December 2020 comprised the employees of Trencor Services Proprietary Limited at Trencor's corporate office consisting of six people: two white male executive directors, three white males in senior management and one white female in junior management.

## REGULATORY MATTERS

Trencor and other remaining group entities are subject to rules and regulations established and monitored by the regulatory bodies in the jurisdictions in which these entities are registered, listed and/or operate. All group entities are in compliance with these rules and regulations. Trencor is in compliance with its memorandum of incorporation.

## COVID-19

At present, the impact of COVID-19 is not expected to have any material effect on the going concern status of Trencor. The situation will continue to be monitored and responded to, as necessary. Appropriate measures are in place to ensure a safe working environment and that Trencor remains operational during any lockdown period ordered in combating COVID-19.

## COMMUNITY

In view of the simplification of Trencor's interests, Trencor's donations programme was discontinued in 2019. However, to assist in the battle against the COVID-19 pandemic in 2020, financial assistance was provided to the Community Chest Western Cape Emergency Relief Fund.

## BROAD-BASED BLACK ECONOMIC EMPOWERMENT ("B-BBEE")

Trencor's B-BBEE verification certificate is available on the company's website.

## EXTERNAL ASSURANCE

No external assurance has been sought on any of the elements of this report. The board confirms, to the best of its knowledge and belief, the accuracy and integrity of the information provided in this report.