



Kal Tire South Africa - Community Development Policy

Effective Date: 01 January 2026

Policy Owner: Kal Tire South Africa Management

Review Cycle: Periodic, or as required by business or regulatory changes

1. Policy Statement

Kal Tire South Africa is committed to being a responsible corporate citizen and to contributing positively to the social, economic and environmental well-being of the communities in which it operates. The company recognises that sustainable business success is closely linked to inclusive growth, meaningful transformation and long-term community development.

This Community Development Policy provides a framework for Kal Tire South Africa's approach to community engagement and investment and is aligned with the principles of **Broad-Based Black Economic Empowerment (B-BBEE)** and responsible business practices in South Africa.

2. Purpose

The purpose of this Policy is to:

- Outline Kal Tire South Africa's commitment to community development and socio-economic upliftment
 - Guide the identification and implementation of community development initiatives
 - Ensure alignment with B-BBEE objectives, stakeholder expectations and ethical governance standards
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3. Scope

This Policy applies to all Kal Tire South Africa operations and activities and guides the company's engagement with communities surrounding its operations.

4. Guiding Principles

Kal Tire South Africa's community development initiatives are guided by the following principles:

4.1 Socio-Economic Development (SED)

The company supports socio-economic development initiatives that promote upliftment, inclusion and improved quality of life for historically disadvantaged communities, in line with the intent of the B-BBEE Codes of Good Practice.

4.2 Skills Development and Education

Kal Tire South Africa supports initiatives that contribute to education, skills development and capacity building, with a focus on improving employability and long-term economic participation within local communities.

4.3 Local Economic Participation

Where commercially practical, the company encourages local employment, enterprise development and participation of local stakeholders in activities related to its operations.

4.4 Inclusive and Ethical Engagement

Community engagement is conducted in an ethical, transparent and respectful manner, recognising diversity, equality, and local cultural considerations.

4.5 Alignment and Sustainability

Community development initiatives are selected based on:

- Relevance to Kal Tire South Africa's operational footprint
- Alignment with customer and stakeholder objectives
- The potential to deliver sustainable and meaningful impact

4.6 Governance and Compliance

All community development activities are implemented in accordance with:

- Applicable legislation and regulatory requirements
 - Internal governance frameworks and ethical standards
 - Relevant B-BBEE requirements and reporting principles
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5. Implementation Approach

Community development initiatives may be:

- Led directly by Kal Tire South Africa, and/or
- Implemented in collaboration with customers, community organisations, educational institutions, non-profit organisations or other stakeholders

Initiatives may include, but are not limited to:

- Socio-economic development projects
 - Skills development and training support
 - Educational initiatives
 - Local community upliftment activities
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6. Monitoring and Review

Kal Tire South Africa periodically reviews its community development approach to ensure ongoing relevance, effectiveness and alignment with business objectives, B-BBEE priorities and stakeholder expectations.

7. Commitment

Kal Tire South Africa remains committed to conducting its business in a manner that supports inclusive growth, responsible transformation and sustainable community development across South Africa.



John Martin
Vice President – Southern Africa