

adcorp

Connecting Human Potential



UNAUDITED INTERIM RESULTS

for the six months ended
31 August 2025

Our five core values



www.adcorpgroup.com

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SALIENT FEATURES

REVENUE

R6,39bn

2024: R6,77bn



5.5%

GROSS PROFIT

R624,0m

2024: R648,1m



3.7%

GROSS PROFIT MARGIN

9.8%

2024: 9.6%



OPERATING PROFIT

before finance income and finance costs

R72,2m

2024: R42,3m



70.7%

PROFIT BEFORE TAX

R60,8m

2024: R24,3m



150.3%

PROFIT FOR THE PERIOD

R54,5m

2024: R29,4m



85.5%

NET CASH POSITION*

of

R201,5m

2024: R206,4m

TOTAL EARNINGS AND HEADLINE EARNINGS

per share

53,0 cents

2024: 28,2 cents



87.9%

INTERIM CASH DIVIDEND

declared per share

24,8 cents

2024: 13,4 cents

* Net cash is a non-IFRS measure defined as unrestricted cash and cash equivalents less interest-bearing debt excluding leases.

COMMENTARY

Adcorp Holdings Limited (Adcorp or the Company) and its subsidiaries (Group or Adcorp Group) is a workforce solutions provider dedicated to enabling agile, focused and skilled workforces for the future. With a strong presence in both South Africa and Australia, Adcorp Group and its diverse portfolio of brands proudly employ over 1 500 permanent staff members and assign more than 36 000 contingent, contractor and freelance staff daily.

Introduction

The first half of the 2026 financial year reflected continued progress in strengthening Adcorp's operating foundation amid a more challenging demand environment. Group revenue of R6,39 billion was moderately lower than the prior period, impacted by the strengthening of the Rand against the Australian Dollar, softer volumes in certain customer sectors, and the deliberate exit of lower-margin activities.

In South Africa, persistent high unemployment continued to weigh on permanent placement services, while the impact of trade tariffs on some automotive clients and delays in the award of new contracts dampened activity levels. In Australia, demand in the protein-processing sector softened, although the contingent staffing portfolio remained resilient across other sectors.

Despite these external factors, profitability improved significantly year-on-year, underpinned by stable gross margins, continued cost discipline, and operating efficiencies achieved through earlier restructuring.

The Group remains well capitalised, with sufficient liquidity headroom and no covenant pressure. Adcorp enters the second half of the year with a solid platform for continued earnings resilience and operational stability.

Financial overview

Group revenue decreased by 5.5% to R6,39 billion (2024: R6,77 billion) for the six months ended 31 August 2025. On a constant-currency basis, revenue declined by a more moderate 3.2%, reflecting commercial headwinds and subdued demand experienced across the workforce industry during the period. The Group displayed resilience in maintaining a solid gross profit margin of 9.8%, an increase from the prior year of 9.6%, despite an overall decrease in gross profit of 3.7% to R624,0 million (1.9% on a constant-currency basis).

Profit before tax for the period increased by 150.3% to R60,8 million (2024: R24,3 million). The profit before tax for the prior year included once-off transformation costs of R25,6 million, which were not incurred in the current period.

Cash generated from operations before working-capital movements increased to R126,9 million (2024: R93,5 million). After working-capital changes, a net outflow of R134,6 million was recorded, driven by higher utilisation arising from an

increase in days sales outstanding (DSO) to 40 days from 35 days in the prior period. Consolidated net cash (excluding restricted cash held in Angola of R51.6 million) closed at R201,5 million (2024: R206,4 million), after dividend payments to shareholders amounting to R52,2 million during the period.

The Group's effective tax rate was 10.6%, primarily reflecting the utilisation of previously unrecognised assessed losses and the benefit of Employment Tax Incentive (ETI) and learnership credits. At 31 August 2025, unrecognised tax losses totalled R694,4 million (2024: R775,8 million), while recognised tax losses amounted to R231,8 million (2024: R244,3 million).

Divisional performance

Contingent Staffing South Africa

The Contingent Staffing division delivered steady revenue and margin performance, maintaining momentum across its core brands, BLU and PMI.

BLU activity levels remained resilient within warehousing, logistics and manufacturing, supported by targeted growth in new verticals such as hospitality and renewable energy.

The division strengthened client relationships through integrated workforce and training solutions, including occupational health and wellness services, which have become a differentiating feature of the value proposition. PMI's performance was underpinned by stable demand for accredited training programmes and strong pipeline visibility in transformation-linked sectors.

Cost management remained disciplined, while a focus on pricing optimisation and higher-margin sector mix supported gross profit resilience. The division remains well positioned to benefit from gradual economic normalisation and sustained demand for reliable blue-collar and technical staffing solutions.

Staffing Solutions

Staffing Solutions, comprising FunxionO, Adfusion, Capability and Telvuka, achieved encouraging growth during the period under review. Revenue and gross profit improved year-on-year, reflecting solid client retention, new business wins, and stronger operational execution.

FunxionO and Adfusion were key contributors, leveraging cross-selling opportunities and refined service-delivery models that enhanced efficiency and margins. Capability delivered stable

results in specialised cleaning and facilities services, while Telvuka expanded into outsourced contact-centre offerings, securing initial international mandates that position it for future expansion.

While certain start-up costs and delayed client onboarding moderated profitability early in the period, these effects are expected to unwind in the second half. The division remains focused on deepening client partnerships, strengthening execution discipline, and driving higher-margin outsourcing opportunities to sustain growth.

Professional Services South Africa

Professional Services delivered a stable performance in a constrained economic environment marked by client caution and limited permanent hiring.

Revenue was largely consistent with the prior period, supported by strong delivery in Charisma and Torque IT, which continued to capitalise on sector-specific demand in healthcare, training, and technology. Paracon maintained its momentum despite subdued ICT contracting volumes, benefiting from cost rationalisation and improved commercial discipline. The ongoing restructuring of DAV, Kelly, and talentCRU progressed as planned, enabling further efficiency gains. Quest faced softer demand due to client headcount reductions and delayed recruitment activity, but cost alignment measures mitigated the overall impact.

The division remains focused on rebuilding margin through pricing management, selective participation in higher-value assignments, and continued transformation of its delivery model to enhance competitiveness across white-collar and specialist professional segments.

Contingent Staffing Australia

The Australian Contingent Staffing division, represented by Labour Solutions Australia (LSA), continued its strong trajectory in the first half of FY26. Revenue and gross profit grew solidly year-on-year, underpinned by sustained demand across agriculture, manufacturing and logistics, as well as the expansion of the Pacific Australia Labour Mobility (PALM) scheme. The business deepened its presence in emerging sectors such as aged care and aquaculture, supporting diversification and reducing concentration risk.

Operational discipline and proactive cost management preserved healthy margins despite wage inflation and seasonal variations. Continued investment in compliance, workforce development, and client engagement enhanced service quality and reinforced LSA's market position as a preferred partner for large-scale workforce deployment.

LSA has a robust pipeline of national contracts and a proven capacity to execute across complex environments.

Professional Services Australia

Professional Services Australia, through its primary brand, Paxus, recorded a resilient performance amid challenging market conditions, supported by early benefits from the structural transformation completed in FY25. The sector-focused operating model has begun to yield efficiencies, contributing to lower operating costs and improved EBITDA margins relative to the prior year.

While revenue was modestly below the comparative period due to subdued permanent hiring and client caution, targeted gains were achieved in the banking, government and digital technology sectors. Commercial discipline and tighter cost control delivered a positive variance to budget, reflecting the benefits of streamlined leadership structures and operational consolidation.

The re-launch of the consulting services offering under the Skills Collective brand and the award of a new national ICT master-services agreement at higher margins are expected to support recovery in the second half. The division remains focused on selective client expansion, margin improvement and disciplined execution as market conditions stabilise.

Outlook

Trading conditions are expected to remain mixed across markets, but a gradual improvement in client sentiment is anticipated during the second half of the year.

In South Africa, expectations of stronger GDP growth should translate into increased demand for workforce solutions, particularly in logistics, manufacturing and consumer-facing sectors. Consistent demand in blue-collar staffing continues to provide a stable base of activity, while new contract opportunities in staffing solutions remain encouraging.

In Australia, contingent staffing demand is expected to remain steady, with diversification into healthcare, aged care and hospitality helping to offset softness in the protein-processing sector. The professional services transformation completed last year positions the business to benefit from greater operational leverage and a focus on higher-margin services.

Management's priorities in the second half will centre on strengthening cash conversion, embedding further cost efficiencies, and maintaining margin discipline while selectively pursuing growth in higher-value, recurring service areas. The Group remains confident in its ability to sustain operational resilience, preserve balance-sheet strength, and position for long-term value creation.

COMMENTARY continued

Changes to the board

Mr Robert Radley was appointed as an independent non-executive director and member of the Group Audit and Risk Committee effective 2 June 2025.

Dividend declaration

Shareholders are hereby advised that the board of directors of Adcorp has approved and declared an interim gross dividend of 24,8 cents per ordinary share (2024: 13,4 cents per ordinary share), from income reserves, for the six months ended 31 August 2025.

The dividend is subject to a South African dividend withholding tax rate of 20%, resulting in a net dividend of 19,8 cents per ordinary share (2024: 10,7 cents per ordinary share), unless the shareholder is exempt from paying dividend tax or is entitled to a reduced rate of dividend tax in terms of an applicable double-taxation agreement.

As at the date of this report, the Company has 109 880 974 ordinary shares of no par value in issue.

The Company's income tax reference number is 9233680710.

Salient dates and times

Shareholders are hereby advised of the following salient dates and times for the payment of the dividend:

Publication of declaration data and finalisation information	Thursday, 30 October 2025
Last day to trade <i>cum</i> dividend	Tuesday, 13 January 2026
Securities commence trading ex dividend	Wednesday, 14 January 2026
Record date for purposes of determining the registered holders of ordinary shares to participate in the dividend at close of business on	Friday, 16 January 2026
Payment date	Monday, 19 January 2026

Share certificates may not be dematerialised or rematerialised between Wednesday, 14 January 2026 and Friday, 16 January 2026, both dates inclusive.

By order of the board

30 October 2025

Directors

Ms Gloria Serobe* (Chairman)

Mr Melvyn Lubega**

Dr Phumla Mnganga** (Lead independent)

Ms Tshidi Mokgabudi**

Mr Noel Prendergast (Chief Financial Officer)

Mr Robert Radley**

Mr Herman Singh**

Mr Clive Smith*

Ms Ronel van Dijk**

Dr John Wentzel (Chief Executive Officer)

* *Non-executive.*

** *Independent non-executive.*

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

as at 31 August 2025

	Notes	Unaudited six months to 31 August 2025 R'000	Unaudited six months to 31 August 2024 R'000	Audited year to 28 February 2025 R'000
Assets				
Non-current assets		1 124 201	1 089 269	1 117 802
Property and equipment		18 986	23 292	20 175
Right-of-use assets		223 347	240 864	246 315
Intangible assets		79 479	98 517	87 957
Goodwill		489 671	503 306	491 324
Deferred taxation		312 718	223 290	272 031
Current assets		2 049 224	2 011 285	2 150 378
Trade receivables		1 637 671	1 513 156	1 523 989
Other receivables		133 189	190 835	110 945
Taxation prepaid		25 312	41 242	21 444
Cash and cash equivalents and restricted cash		253 052	266 052	494 000
Total assets		3 173 425	3 100 554	3 268 180
Equity and liabilities				
Capital and reserves		1 486 873	1 424 649	1 490 576
Share capital and share premium		1 740 562	1 740 562	1 740 562
Treasury shares		(96 507)	(88 481)	(94 595)
Reserves		(157 182)	(227 432)	(155 391)
Non-current liabilities		388 341	342 365	376 520
Lease liabilities	7.1	289 096	303 108	305 455
Deferred taxation		97 201	36 355	68 564
Provisions		2 044	2 902	2 501
Current liabilities		1 298 211	1 333 540	1 401 084
Lease liabilities	7.2	71 345	71 027	73 942
Trade and other payables		965 461	990 410	1 052 118
Provisions		231 731	251 268	249 283
Taxation payable		29 674	20 835	25 741
Total equity and liabilities		3 173 425	3 100 554	3 268 180

CONSOLIDATED STATEMENT OF PROFIT AND LOSS

for the six months ended 31 August 2025

	Notes	Unaudited six months to 31 August 2025 R'000	Unaudited six months to 31 August 2024 R'000	Audited year to 28 February 2025 R'000
Revenue	5	6 394 176	6 769 014	13 236 678
Cost of sales		(5 770 202)	(6 120 883)	(11 935 225)
Gross profit		623 974	648 131	1 301 453
Other income		6 145	5 823	14 786
Loss allowance for expected credit losses – trade receivables		(1 151)	5 737	8 626
Operating expenses		(556 736)	(617 365)	(1 153 243)
Operating profit before finance income and finance costs		72 232	42 326	171 622
Finance income		9 994	5 619	11 318
Finance costs		(21 424)	(23 649)	(45 647)
Profit before taxation		60 802	24 296	137 293
Taxation		(6 323)	5 075	3 563
Profit for the period		54 479	29 371	140 856
Profit attributable to:				
Owners of the parent		54 451	29 411	138 654
Non-controlling interest		28	(40)	2 202
Total basic and diluted earnings per share:				
Basic earnings per share – cents	6	53,0	28,2	134,7
Diluted earnings per share – cents	6	50,9	27,8	130,2

CONSOLIDATED STATEMENT OF OTHER COMPREHENSIVE INCOME

for the six months ended 31 August 2025

	Unaudited six months to 31 August 2025 R'000	Unaudited six months to 31 August 2024 R'000	Audited year to 28 February 2025 R'000
Profit for the period	54 479	29 371	140 856
Other comprehensive income			
Items that are or may be reclassified subsequently to profit or loss:	(7 138)	(41 055)	(68 056)
Exchange differences on translating foreign operations	(4 577)	(21 727)	(29 438)
Exchange differences arising on the net investment of a foreign operation	(2 561)	(19 328)	(38 618)
Other comprehensive income/(loss) for the period, net of tax	47 341	(11 684)	72 800
Non-controlling interest	(3)	(211)	332
Total comprehensive income/(loss) for the period	47 338	(11 895)	73 132
Total comprehensive income/(loss) attributable to:			
Owners of the parent	47 313	(11 644)	70 598
Non-controlling interest	25	(251)	2 534

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

for the six months ended 31 August 2025

	Share capital R'000	Share premium R'000
Balance as at 29 February 2024 (audited)	2 749	1 738 109
Movement in share capital ¹	-	(296)
Treasury share purchases	-	-
Share scheme settlement	-	-
Share-based payments	-	-
Total comprehensive income/(loss) for the year	-	-
Profit for the period	-	-
Other comprehensive income	-	-
Distributions to shareholders	-	-
Balance as at 31 August 2024 (unaudited)	2 749	1 737 813
Balance as at 28 February 2025 (audited)	2 749	1 737 813
Treasury share purchases	-	-
Share-based payments	-	-
Total comprehensive income/(loss) for the year	-	-
Profit for the period	-	-
Other comprehensive income	-	-
Distributions to shareholders	-	-
Balance as at 31 August 2025 (unaudited)	2 749	1 737 813

¹ Relates to the repurchase of 73 701 Adcorp Holdings Limited shares from Odd-lot holders, for a total Odd-lot consideration of R295 798 in the prior year. The shares repurchased were cancelled and delisted, and accordingly, the total issued ordinary share capital of Adcorp was reduced from 109 954 675 to 109 880 974.

Treasury shares R'000	Share-based payment reserve R'000	Foreign currency translation reserve R'000	Accumulated loss R'000	Attributable to equity holders of the parent R'000	Non-controlling interest R'000	Employees' Share option scheme reserve R'000	Total equity R'000
(93 864)	14 828	88 599	(291 810)	1 458 611	925	168	1 459 704
-	-	-	-	(296)	-	-	(296)
(340)	-	-	-	(340)	-	-	(340)
5 723	(5 723)	-	-	-	-	-	-
-	2 717	-	-	2 717	-	-	2 717
		(41 055)	29 411	(11 644)	(2 51)	-	(11 895)
-	-	-	29 411	29 411	(40)	-	29 371
-	-	(41 055)	-	(41 055)	(211)	-	(41 266)
-	-	-	(25 241)	(25 241)	-	-	(25 241)
(88 481)	11 822	47 544	(287 640)	1 423 807	674	168	1 424 649
(94 595)	12 811	20 543	(189 470)	1 489 851	557	168	1 490 576
(1 912)	-	-	-	(1 912)	-	-	(1 912)
-	3 038	-	-	3 038	-	-	3 038
-	-	(7 138)	54 451	47 313	25	-	47 338
-	-	-	54 451	54 451	28	-	54 479
-	-	(7 138)	-	(7 138)	(3)	-	(7 141)
-	-	-	(52 167)	(52 167)	-	-	(52 167)
(96 507)	15 849	13 405	(187 186)	1 486 123	582	168	1 486 873

CONSOLIDATED STATEMENT OF CASH FLOWS

for the six months ended 31 August 2025

	Unaudited six months to 31 August 2025 R'000	Unaudited six months to 31 August 2024 R'000	Audited year to 28 February 2025 R'000
Operating activities			
Profit before taxation	60 802	24 296	137 293
Adjusted for:			
Depreciation of property and equipment	2 792	4 263	7 880
Depreciation of right-of-use assets	23 329	25 422	45 377
Amortisation of intangibles assets	9 289	9 067	18 405
Prepayment release – enterprise technology transformation project	15 022	15 417	30 788
Impairment of intangible assets	–	–	1 057
Profit on the sale of property and equipment	–	–	(34)
Share-based payments	3 038	2 717	6 038
Increase/(decrease) in loss allowances for expected credit losses – trade receivables	1 151	(5 737)	(8 626)
Finance income	(9 994)	(5 619)	(11 318)
Finance costs	21 424	23 649	45 647
Cash generated from operations before working capital changes	126 853	93 475	272 507
Increase in trade and other receivables	(156 207)	(44 179)	(12 741)
(Decrease)/increase in trade and other payables	(87 546)	15 177	90 018
(Decrease)/increase in provisions	(17 652)	33 155	38 602
Cash (utilised)/generated by operations	(134 552)	97 628	388 386
Finance income	9 994	5 619	11 318
Finance costs	(1 313)	(3 049)	(4 663)
Interest expense on finance lease liabilities	(20 111)	(20 600)	(40 984)
Taxation paid	(18 710)	(21 400)	(18 899)
Net cash (utilised)/generated by operating activities	(164 692)	58 198	335 158
Investing activities			
Additions to property and equipment	(1 737)	(4 211)	(4 109)
Proceeds from sale of property and equipment	–	–	163
Prepayment – enterprise technology transformation project	–	(169)	(2 635)
Additions to intangible assets	(262)	–	(1 262)
Net cash outflow from investing activities	(1 999)	(4 380)	(7 843)
Financing activities			
Treasury shares purchases	(1 912)	(340)	(6 454)
Share repurchases ¹	–	(296)	(296)
Distributions to external shareholders	(52 167)	(25 241)	(39 216)
Repayment of borrowings	–	(75 000)	(125 000)
Proceeds from borrowings	–	75 000	125 000
Capital payment of lease liabilities	(20 030)	(21 098)	(41 258)
Net cash utilised by financing activities	(74 109)	(46 975)	(87 224)
Net (decrease)/increase in cash and cash equivalents	(240 800)	6 843	240 091
Cash and cash equivalents at the beginning of the period	494 000	204 175	204 175
Restricted cash reclassified to/(from) cash and cash equivalents	–	71 074	(21 340)
Foreign currency adjustments	(148)	(16 040)	71 074
Cash and cash equivalents at the end of the period	253 052	266 052	494 000

¹ Relates to the repurchase of 73 701 Adcorp Holdings Limited shares from Odd-lot holders, for a total Odd-lot consideration of R295 798 in the prior year.

SEGMENT REPORT

for the six months ended 31 August 2025

Information reported to the Group's executive committee, chief operating decision maker (CODM), for the purposes of making key operating decisions, resource allocation and the assessment of segmental performance is focused on the different service offerings and geographical region of operations. The operating segments are grouped into the following categories: Contingent Staffing, Staffing Solutions, Professional Services and Business Support, as well as geographically disclosed as (a) South Africa and (b) Australia.

Each reportable segment includes directors' salaries, finance income, finance costs, and income tax expense applicable to the Business Support segment and internal charges between Business Support and other segments. The finance income and finance costs include intra-group charges. This is the measure reported to the Group's Chief Executive Officer for the purpose of resource allocation and assessment of segment performance. For the purposes of monitoring segment performance and allocating resources between segments, the Group's Chief Executive Officer monitors the tangible, intangible and financial assets attributable to each segment. All assets are allocated to reportable segments with the exception of other financial assets (except for trade and other receivables) and taxation assets. Goodwill has been allocated to reportable segments.

Transactions between segments follow the Group's accounting policies. No single customer contributes more than 10% of the Group's revenues.

The Group applied judgement and considered a number of factors, including the core principle of IFRS 8 Operating Segments, to determine the material items of income and expense to disclose for each reportable segment. The Group's reportable segments under IFRS 8 are as follows:

Contingent Staffing

Contingent Staffing South Africa is a market-leading industrial contingent staffing service that offers compliant fixed-term employee contracting to the FMCG, manufacturing, warehousing and logistics, mining and renewable energy industries, enabling client labour flexibility and improved variable cost management. It also offers strategic skills development solutions through customised programmes.

The South African operating segment includes BLU and the PMI brand, which is a training provider to external clients and supports other Adcorp service lines.

Contingent Staffing Australia is a leading provider of blue-collar staffing solutions and healthcare personnel across Australia in the food processing, transport and logistics, trade and construction, agricultural and healthcare sectors.

The brands in the Contingent Staffing Australia operating segment include Labour Solutions Australia and Labour Solutions Health.

Staffing Solutions

Staffing Solutions offers effective non-core process outsourcing related to productivity, process efficiencies and continuous improvement that is focused in the FMCG, warehousing, telecommunications and logistics sectors. It also offers niche industrial and office cleaning.

The brands in the operating segment include FunxionO, ACMS, Telvuka and Capability.

Professional Services

Professional Services South Africa provides ICT and project management resourcing that sources contractors from multiple ICT disciplines on either a contracting or permanent placement basis. It also offers temporary and permanent placement of front and back-office professionals across multiple industries and operates a fully digital marketplace where freelancers and hirers connect and transact. It also offers training of the Microsoft product suite, delivering in-person and virtual instructor-led or demand-driven online training.

The brands in the South African Professional Services operating segment include that of Paracon, Charisma, Quest, Kelly, DAV, Jobvine and TorqueIT.

Professional Services Australia is a leading technology and digital staffing and recruitment business in Australia offering temporary and permanent placement of ICT professionals to customers across various industries in Australia. It also offers recruitment process outsourcing and managed service solutions.

The Professional Services Australia operating segment include the brands of Paxus and Paxus Talent Solutions.

Business Support

This segment plays a pivotal support role in the execution and the handling of specialised operational services such as finance, human resources, payroll, IT, legal, risk, compliance and marketing. This segment acts as a service centre for all other operating segments in the Group that enables efficiencies that reduce costs and create a higher degree of strategic flexibility and support.

SEGMENT REPORT continued

for the six months ended 31 August 2025

	Contingent Staffing South Africa R'000	Professional Services South Africa R'000	Staffing Solutions South Africa R'000	Business Support South Africa R'000	Contingent Staffing Australia R'000
Revenue					
- August 2025	1 881 512	864 970	741 280	-	939 296
- August 2024	1 860 211	998 347	624 608	-	1 117 937
- February 2025	3 712 663	1 941 338	1 363 824	-	2 210 696
Internal revenue					
- August 2025	29 010	8 251	5 973	-	-
- August 2024	30 194	10 549	5 569	-	-
- February 2025	70 268	22 534	11 655	-	-
Cost of sales					
- August 2025	(1 658 281)	(762 371)	(682 243)	-	(846 062)
- August 2024	(1 640 977)	(884 465)	(579 651)	-	(1 021 024)
- February 2025	(3 269 701)	(1 709 004)	(1 252 323)	-	(2 018 449)
Gross profit					
- August 2025	223 231	102 599	59 037	-	93 234
- August 2024	219 234	113 882	44 957	-	96 913
- February 2025	442 962	232 334	111 501	-	192 247
Staff costs					
- August 2025	(71 938)	(45 416)	(11 653)	(40 789)	(49 952)
- August 2024	(76 298)	(66 509)	(19 261)	(45 506)	(56 683)
- February 2025	(130 468)	(115 867)	(21 897)	(79 795)	(95 604)
Other operating expenditure					
- August 2025	(51 852)	(53 393)	(27 978)	(33 982)	(14 988)
- August 2024	(60 014)	(48 002)	(15 266)	(11 671)	(14 531)
- February 2025	(142 666)	(104 130)	(49 442)	(8 869)	(36 564)
Inter-segmental allocated costs					
- August 2025	(36 149)	(16 152)	(11 161)	78 625	-
- August 2024	(39 129)	(14 227)	(15 817)	84 473	-
- February 2025	(69 176)	(22 325)	(28 004)	158 974	-
Depreciation on PPE and amortisation					
- August 2025	(163)	(9 430)	(286)	(287)	(335)
- August 2024	(228)	(9 099)	(488)	(556)	(393)
- February 2025	(418)	(18 479)	(925)	(1 067)	(802)
Depreciation on right-of-use assets					
- August 2025	(2 641)	-	(41)	(14 107)	(1 460)
- August 2024	(2 488)	(198)	(61)	(14 713)	(1 533)
- February 2025	(5 454)	(277)	(244)	(24 284)	(3 004)
Loss allowances for expected credit losses and bad debts on trade receivables					
- August 2025	(1 494)	277	38	-	-
- August 2024	2 614	1 493	107	-	-
- February 2025	6 458	1 866	-	-	-

	Professional Services Australia R'000	Business Support Australia R'000	Total Group R'000	Geographical segments	
				South Africa R'000	Australia R'000
	1 967 118	-	6 394 176	3 487 762	2 906 414
	2 167 911	-	6 769 014	3 483 166	3 285 848
	4 008 157	-	13 236 678	7 017 825	6 218 853
	-	-	43 234	43 234	-
	-	-	46 312	46 312	-
	-	-	104 457	104 457	-
	(1 821 245)	-	(5 770 202)	(3 102 895)	(2 667 307)
	(1 994 766)	-	(6 120 883)	(3 105 093)	(3 015 790)
	(3 685 748)	-	(11 935 225)	(6 231 028)	(5 704 197)
	145 873	-	623 974	384 867	239 107
	173 145	-	648 131	378 073	270 058
	322 409	-	1 301 453	786 797	514 656
	(75 431)	(9 958)	(305 137)	(169 796)	(135 341)
	(110 778)	(8 271)	(383 306)	(207 574)	(175 732)
	(179 365)	(11 760)	(634 756)	(348 027)	(286 729)
	(21 791)	(6 060)	(210 044)	(167 205)	(42 839)
	(31 857)	(8 143)	(189 484)	(134 953)	(54 531)
	(58 164)	(32 204)	(432 039)	(305 107)	(126 932)
	-	(15 163)	-	15 163	(15 163)
	-	(15 300)	-	15 300	(15 300)
	-	(39 469)	-	39 469	(39 469)
	(1 545)	(35)	(12 081)	(10 166)	(1 915)
	(2 498)	(68)	(13 330)	(10 371)	(2 959)
	(4 481)	(113)	(26 285)	(20 889)	(5 396)
	(5 080)	-	(23 329)	(16 789)	(6 540)
	(6 429)	-	(25 422)	(17 460)	(7 962)
	(12 114)	-	(45 377)	(30 259)	(15 118)
	-	28	(1 151)	(1 179)	28
	-	1 523	5 737	4 214	1 523
	-	302	8 626	8 324	302

SEGMENT REPORT continued

for the six months ended 31 August 2025

	Contingent Staffing South Africa R'000	Professional Services South Africa R'000	Staffing Solutions South Africa R'000	Business Support South Africa R'000	Contingent Staffing Australia R'000
Operating profit/(loss)					
- August 2025	58 995	(21 517)	7 956	(10 540)	26 499
- August 2024	43 691	(22 660)	(5 829)	12 027	23 773
- February 2025	101 238	(26 878)	10 989	44 959	56 273
Finance income					
- August 2025	1 942	224	11	4 042	156
- August 2024	51	459	25	2 011	-
- February 2025	55	888	68	4 094	554
Finance cost					
- August 2025	(161)	(6)	-	(166)	-
- August 2024	(128)	(41)	(1)	(1 066)	-
- February 2025	(237)	(74)	(1)	(1 504)	-
Interest expense on lease liabilities					
- August 2025	(511)	-	-	(18 615)	(147)
- August 2024	(385)	(3)	(6)	(19 692)	(225)
- February 2025	(746)	-	(23)	(38 848)	(406)
Impairment expense					
- August 2025	-	-	-	-	-
- August 2024	-	-	-	-	-
- February 2025	-	-	-	-	-
Taxation (expense)/income					
- August 2025	9 931	4 455	1 167	(9 963)	(7 244)
- August 2024	3 988	6 826	3 699	(4 687)	(6 890)
- February 2025	7 545	15 242	3 332	(3 829)	(15 743)
Total assets					
- August 2025	910 663	360 922	160 948	393 791	218 351
- August 2024	826 531	406 399	118 412	339 829	269 741
- February 2025	794 845	416 065	130 377	472 100	276 619
Total liabilities					
- August 2025	378 310	140 294	122 033	479 198	226 158
- August 2024	368 332	160 442	94 325	417 091	264 680
- February 2025	337 768	186 425	115 850	448 754	321 896
Additions to property and equipment					
- August 2025	623	316	68	-	48
- August 2024	995	23	162	-	580
- February 2025	995	23	162	-	639
Additions to right-of-use assets					
- August 2025	1 263	-	-	-	-
- August 2024	1 606	-	-	-	-
- February 2025	7 989	-	-	-	36 438
Additions to intangible assets					
- August 2025	-	262	-	-	-
- August 2024	-	-	-	-	-
- February 2025	1 425	1 210	-	-	-

Professional Services Australia R'000	Business Support Australia R'000	Total Group R'000	Geographical segments	
			South Africa R'000	Australia R'000
42 027	(31 188)	72 232	34 894	37 338
21 583	(30 259)	42 326	27 229	15 097
68 285	(83 244)	171 622	130 308	41 314
482	3 137	9 994	6 219	3 775
211	2 862	5 619	2 546	3 073
1 454	4 205	11 318	5 105	6 213
-	(980)	(1 313)	(333)	(980)
-	(1 813)	(3 049)	(1 236)	(1 813)
-	(2 847)	(4 663)	(1 816)	(2 847)
(838)	-	(20 111)	(19 126)	(985)
(289)	-	(20 600)	(20 086)	(514)
(961)	-	(40 984)	(39 617)	(1 367)
-	-	-	-	-
-	-	-	-	-
(1 057)	-	(1 057)	-	(1 057)
(11 536)	6 867	(6 323)	5 590	(11 913)
(6 406)	8 545	5 075	9 826	(4 751)
(24 176)	21 192	3 563	22 290	(18 727)
636 822	491 928	3 173 425	1 826 324	1 347 101
701 148	438 494	3 100 554	1 691 171	1 409 383
527 201	650 973	3 268 180	1 813 387	1 454 793
301 212	39 347	1 686 552	1 119 835	566 717
385 395	(14 360)	1 675 905	1 040 190	635 715
345 932	20 979	1 777 604	1 088 797	688 807
-	682	1 737	1 007	730
2 359	92	4 211	1 180	3 031
2 185	105	4 109	1 180	2 929
-	-	1 263	1 263	-
15 687	-	17 293	1 606	15 687
-	-	44 427	7 989	36 438
-	-	262	262	-
-	-	-	-	-
-	-	2 635	2 635	-

NOTES TO THE UNAUDITED INTERIM FINANCIAL STATEMENTS

for the six months ended 31 August 2025

1 Basis of preparation

The unaudited and unreviewed consolidated interim financial statements for the six months ended 31 August 2025 are prepared in accordance with the JSE Listings Requirements for interim reports, the requirements of IAS 34 Interim Financial Reporting, the South African Institute of Chartered Accountants (SAICA) Financial Reporting Guides as issued by the Accounting Practices Committee, Financial Reporting Pronouncements as issued by Financial Reporting Standards Council and the requirements of the Companies Act, No 71 of 2008 of South Africa.

These interim financial statements do not include all the notes typically included in the annual financial statements and should therefore be read in conjunction with the Group audited consolidated financial statements for the year ended 28 February 2025.

The interim financial statements comprise of the consolidated statement of financial position at 31 August 2025, consolidated statement of profit or loss, consolidated statement of other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the six months ended 31 August 2025 and selected explanatory notes.

The accounting policies and method of computation applied in the preparation of these interim financial statements are in accordance with IFRS® Accounting Standards as issued by the International Accounting Standards Board (IFRS Accounting Standards), International Financial Reporting Interpretations Committee (IFRIC) interpretations and are consistent with those applied in the preparation of the Group's 2025 consolidated financial statements.

These unaudited and unreviewed consolidated interim financial statements for the six months ended 31 August 2025 were prepared under the supervision of Mr Noel Prendergast CA(SA), in his capacity as Chief Financial Officer.

2 Auditor's responsibility

These unaudited interim financial results have neither been audited nor reviewed by the Group's auditors.

3 Going concern

The directors believe that the Group has adequate resources to continue in operational existence for the foreseeable future. For this reason, accounting policies supported by judgements, estimates and assumptions in compliance with IFRS are applied on the basis that the Group shall continue as a going concern.

4 Change in non-controlling interest

There were no transactions with minority shareholders in the current financial period.

NOTES TO THE UNAUDITED INTERIM FINANCIAL STATEMENTS continued

for the six months ended 31 August 2025

5 Revenue

The Group is in the business of providing services to clients which include permanent placements, temporary placements to flexible staffing sectors, professional IT services, as well as the provision of business process outsourcing and training. Revenue is recognised at the point of delivery for permanent placement and outsourced-based solutions, and over a period of time for temporary placement and training services. In certain cases, the Group makes use of output-based methods to determine when the revenue for performance obligations is recognised over time.

Revenue is measured based on the consideration to which the Group expects to be entitled in a contract with a customer and excludes amounts collected on behalf of third parties. The Group recognises revenue when the performance obligations are met.

Performance obligation	Description	Timing	Unaudited six months to 31 August 2025	Unaudited six months to 31 August 2024	Audited year to 28 February 2025
Permanent placement	Permanent placement involves placing candidates in full-time employment with prospective employers. Once candidates are placed, the Group has no further obligations to the customer.	Revenue is recognised at the point in time when placed candidates begin employment.	14 492	46 262	43 997
Temporary placement	Adcorp provides temporary employment services to customers – the services are described as a “solution”. The services contracted include procurement, screening, payroll administration, maintenance of records, management reporting, labour-related matters etc. Additional services may be required on an ad hoc basis, the terms of which are to be agreed upon between the parties.	Revenue is recognised over time as the services are rendered.	5 236 402	5 656 556	10 918 936
Training	The Group provides disability, technical, higher and technological training as well as other ancillary services. There are no contracts with variable consideration components as well as multiple performance obligations.	Revenue is recognised over time as the training is provided.	110 778	135 050	249 734
Outsourced-based solutions	This is focused on managing a wide range of business processes through qualified professionals who use automation and optimisation tools to help improve efficiency reduce operational costs and increase productivity, while capitalising on process automation technologies. This could also include providing clients with contract management and vendor disbursements for client suppliers.	Revenue is recognised at the point of time the solution has been delivered to the customer.	1 032 504	931 146	2 024 011
Total			6 394 176	6 769 014	13 236 678

NOTES TO THE UNAUDITED INTERIM FINANCIAL STATEMENTS continued

for the six months ended 31 August 2025

5 Revenue continued

Disaggregation of revenue by geographical region

			Unaudited six months to 31 August 2025 R'000	Unaudited six months to 31 August 2024 R'000	Audited year to 28 February 2025 R'000
Region	Segment	Performance obligation			
South Africa			3 487 762	3 483 166	7 017 825
	Contingent Services		1 881 512	1 860 211	3 712 663
		Temporary placement	1 819 010	1 779 056	3 573 318
		Permanent placement	510	851	1 913
		Training	60 136	79 986	137 432
		Outsourced-based solutions	1 856	318	–
	Staffing Solutions		741 280	624 608	1 363 824
		Temporary placement	141 565	130 707	273 318
		Outsourced-based solutions	599 715	493 901	1 090 506
	Professional Services		864 970	998 347	1 941 338
		Temporary placement	375 636	491 662	872 238
		Permanent placement	7 759	14 694	23 293
		Training	50 642	55 064	112 302
		Outsourced-based solutions	430 933	436 927	933 505
International			2 906 414	3 285 848	6 218 853
	Contingent Services		939 296	1 117 937	2 210 696
		Temporary placement	938 334	1 105 113	2 209 575
		Permanent placement	962	12 824	1 121
	Professional Services		1 967 118	2 167 911	4 008 157
		Temporary placement	1 961 857	2 150 018	3 990 487
		Permanent placement	5 261	17 893	17 670
Total revenue			6 394 176	6 769 014	13 236 678
The timing of revenue recognition is as follows:					
Over time			5 347 180	5 791 606	11 168 670
At a point in time			1 046 996	977 408	2 068 008
Total revenue			6 394 176	6 769 014	13 236 678

NOTES TO THE UNAUDITED INTERIM FINANCIAL STATEMENTS continued

for the six months ended 31 August 2025

6 Earnings per share

The calculation of earnings per share attributable to the ordinary equity holders of the parent is based on profits of R54,5 million (2024: R29,4 million) and ordinary shares of 106 940 892 (2024: 105 694 981) being the weighted number of shares relative to the above earnings.

	Unaudited six months to 31 August 2025 R'000	Unaudited six months to 31 August 2024 R'000	Audited year to 28 February 2025 R'000
Basic earnings per share – cents	53,0	28,2	134,7
Diluted earnings per share – cents	50,9	27,8	130,2
Weighted average number of ordinary shares outstanding during the period:			
<i>Reconciliation of weighted average number of ordinary shares outstanding to the weighted average diluted number of shares outstanding during the period:</i>			
Weighted average number of ordinary shares outstanding during the period	102 642 256	104 223 584	102 939 974
Adcorp employee share schemes – potential dilution ¹	8 597 272	2 942 793	7 061 937
Adcorp employee share schemes – anti-dilutive shares excluded	(4 298 636)	(1 471 396)	(3 530 969)
Diluted weighted number of ordinary shares outstanding during the period	106 940 892	105 694 981	106 470 942
Reconciliation of headline earnings			
Profit for the period attributable to ordinary shareholders	54 451	29 411	138 654
Profit on the disposal of property and equipment	–	–	(34)
Taxation recovered on the disposal of property and equipment	–	–	9
Impairment of intangible asset	–	–	1 057
Taxation on impairment of intangible asset	–	–	(317)
Headline earnings	54 451	29 411	139 369
Headline earnings per share – cents	53,0	28,2	135,4
Diluted headline earnings per share – cents	50,9	27,8	130,9

¹ The dilution of shares results from the potential vesting of share awards in the employee share scheme. The potential exercise of share awards considered to be anti-dilutive is excluded.

NOTES TO THE UNAUDITED INTERIM FINANCIAL STATEMENTS continued

for the six months ended 31 August 2025

7 Interest-bearing liabilities

		Unaudited six months to 31 August 2025 R'000	Unaudited six months to 31 August 2024 R'000	Audited year to 28 February 2025 R'000
	Interest rate			
7.1	Non-current interest-bearing liabilities	289 096	303 108	305 455
	Lease liability Incremental Borrowing Rate (IBR) ¹	289 096	303 108	305 455
7.2	Current interest-bearing liabilities	71 345	71 027	73 942
	Lease liability IBR ¹	71 345	71 027	73 942
	Total	360 441	374 135	379 397

¹ The incremental borrowing rates range from 10% – 12,4% in South Africa and between 1,9% – 5,0% in Australia.

ZAR Borrowing Base Credit Facilities

The South African facilities that included a revolving credit facility of R150 million, an overdraft facility of R100 million and an accordion feature of R100 million matured at the end of August 2025.

The borrowing base facility has been restructured to a R250 million overdraft facility under the general banking facility and R100 million accordion option under the borrowing base facility, with the facilities being committed by the lenders from 1 September 2025 and will be effective 1 November 2025.

Interest on the revolving credit facility was compounded monthly in arrears at an agreed margin plus Johannesburg Interbank Average Rate (JIBAR), which was determined on each measurement date being the last day of each month. Any amount outstanding on the revolving credit facility was to be repaid on the last day of the interest period. The margin applicable for the utilisation of facilities was 2,9% where no default has occurred and continuing. The agreement had set out various events of default and for as long as an event of default occurred, the margin shall be the applicable margin plus 2% per annum.

The new general banking facility attracts interest at the total of the publicly quoted prime lending rate less 80 basis points per annum, compounded monthly in arrears and calculated on the basis of a 365-day year. The agreement sets out various events of default and for as long as an event of default has occurred and is continuing, the margin shall be the applicable margin plus 2% per annum.

The financial covenants set out in the agreement include the following:

Financial covenant ratio	Requirement
Interest cover ratio (ratio of adjusted consolidated EBITDA to consolidated net finance costs)	>3,0x
Current ratio (ratio of consolidated current assets divided by consolidated current liabilities)	>1,1x
Minimum tangible net asset value (NAV) ('000)	R1 200 000

The accordion facility was not utilised during the current financial period.

NOTES TO THE UNAUDITED INTERIM FINANCIAL STATEMENTS continued

for the six months ended 31 August 2025

7 Interest-bearing liabilities continued

AU\$ Borrowing Base Credit Facilities

The AUD funding facility with Commonwealth Bank of Australia (CBA) consists of a revolving credit facility (AUD20 million), set-off/overdraft facility (AUD3 million) and guarantee facility (AUD2 million) which will mature on 30 June 2026.

Interest on the facility is payable quarterly at the applicable base rate as determined with reference to the Australian Reserve Bank rates at the time of drawdown plus a margin of 0,7% per annum.

Australian financial covenant ratio	Requirement
Interest cover ratio (ratio of adjusted consolidated AU\$ EBITDA to consolidated net finance costs)	>2,5x
Gross leverage (ratio of outstanding facilities divided by adjusted consolidated AU\$ EBITDA)	<3,0x
Minimum net worth (NAV plus outstanding subordinated related party debt)	Greater of AU\$50 million or 80% of preceding period's net worth

As security for the South Africa and Australia loan facilities granted to the Group, a shared security agreement was entered into that holds a cession over the trade receivables between specified operating subsidiaries of the Adcorp Group.

As at the reporting date, no events of default had occurred and the Group has complied with all financial covenants.

8 Management of capital

The Group manages its capital to ensure that entities in the Group will be able to continue as a going concern while maximising the return to stakeholders through the optimisation of the debt and equity balance. The capital structure of the Group consists of debt, which includes the interest-bearing borrowings disclosed in note 7, cash and cash equivalents, and equity attributable to equity holders of the parent, comprising issued capital, reserves and retained earnings.

The Group's investment committee has considered the cost of capital and the risks associated with each class of capital. The committee believes that the appropriate leverage ratio for the nature of the business is the gross debt-to-EBITDA ratio and has a target of 1.0x. This is reviewed on an ongoing basis as the strategic transformation of the Group progresses. The Group's favourable gearing ratio is 13.6% (2024: 13.7%). The leverage ratio is determined as net debt (being interest-bearing borrowings less unrestricted cash and cash equivalents) excluding finance leases as a percentage of total equity. The Group is unleveraged at the reporting date.

9 Categories of financial instruments

	Unaudited six months to 31 August 2025 R'000	Unaudited six months to 31 August 2024 R'000	Audited year to 28 February 2025 R'000
Financial assets			
Amortised cost			
Trade receivables	1 637 671	1 513 156	1 523 989
Other receivables	65 878	99 360	79 066
Cash and cash equivalents	253 052	266 052	494 000
Financial liabilities			
Amortised cost			
Lease liabilities	360 441	374 135	379 397
Trade and other payables	300 241	345 310	385 356

NOTES TO THE UNAUDITED INTERIM FINANCIAL STATEMENTS continued

for the six months ended 31 August 2025

10 Financial risk management

10.1 Financial risk management objectives

The Group's activities expose it to a variety of financial risks such as market risk (including foreign currency exchange risk), interest rate risk, credit risk and liquidity risk. These include the effects of changes in debt and equity markets, foreign currency exchange rates and interest rates. The Group's executive and head office treasury function provide services to the business, co-ordinates access to domestic financial markets, and monitors and manages the financial risks relating to the operations of the Group. The Group does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes. The head office treasury function reports quarterly to the board, which monitors risks and policies implemented to mitigate risk exposures.

Managing interest rate benchmark reform and associated risks

A fundamental reform of major interest rate benchmarks is being undertaken globally, including the replacement of some interbank offered rates (IBORs) with alternative nearly risk-free rates (referred to as 'IBOR reform').

The South African interbank offered rate, JIBAR, is set to be replaced. The SARB has indicated the change is likely to occur by the end of 2026, with a confirmation date expected in December 2025. The Market Practitioners Group has designated the South African Rand Overnight Index Average (ZARONIA) as the successor rate to JIBAR. Based on the renegotiated general banking facilities during the current year, the group currently does not hold contracts, including derivatives, that reference to JIBAR.

10.2 Foreign currency management

The Group's presentation currency is the South African rand (ZAR), but as it operates internationally with investments in foreign operations, it is exposed to a number of currencies, of which the exposure to the Australian dollar (AU\$) is the most significant. For purposes of foreign currency sensitivity analysis, financial instruments are only considered sensitive to foreign exchange rates when they are not denominated in the functional currency of the group entity holding the relevant financial instrument and excludes translation differences due to translating from functional currency to presentation currency.

The cash in Angola of R52 million, faces a systemic risk of currency devaluation over time. The Angolan currency market is currently illiquid and poses a risk to Adcorp's ability to repatriate funds to South Africa, which is exacerbated by foreign exchange restrictions. The Group continues to hold cash until such time as these can be remitted back to South Africa or utilised within Angola.

Held for trading – foreign exchange contracts (FECs)

The Group entered into foreign exchange contracts during the period to manage exposure to fluctuations in the rand-US dollar exchange rate on foreign liabilities.

Foreign currency sensitivity

There are certain money market investments and cash held in Angolan Kwanza and US dollar which do give rise to foreign currency risk. At 31 August 2025, in respect of the cash and cash equivalents denominated in foreign currency, if the South Africa rand had weakened/strengthened by 5%, with all other variables held constant, equity and profit or loss for the year would have increased/decreased by R2,6 million (2024: R3,0 million).

A 5% weakening of the Rand against the above currencies would have had the equal but opposite effect on equity and profit or loss to the amounts shown above on the basis that all other variables remain constant. The methods and assumptions used to calculate the above sensitivity analysis are consistent with the prior year.

NOTES TO THE UNAUDITED INTERIM FINANCIAL STATEMENTS continued

for the six months ended 31 August 2025

10 Financial risk management continued

10.3 Interest risk management

Interest rate risk results from the cash flow and financial performance uncertainty arising from interest rate fluctuations. Financial assets and liabilities affected by interest rate fluctuations include bank and cash deposits as well as bank borrowings.

At the reporting date, the Group cash deposits were accessible immediately or had maturity dates of up to three months. The interest rates earned on these deposits closely approximate the market rates prevailing.

Interest rate sensitivity

The sensitivity analyses have been determined based on the exposure to interest rates for non-derivative instruments at the end of the reporting period. The analysis is prepared assuming the average of the outstanding interest-bearing borrowings and cash and cash equivalents for the reporting period.

At 31 August 2025, if interest rates had been 1% higher/lower and all other variables were held constant, equity and profit or loss for the year would have decreased/increased by R3,7 million (2024: R2,8 million).

10.4 Credit risk management

Credit risk arises from the risk that a counterparty may default or fail to meet its obligations timeously. The maximum exposure to credit risk is represented by the carrying amount of trade receivables and short-term cash and cash equivalents.

Before accepting any new customer, the South African operations make use of an external credit bureau to assess the potential customer's credit quality and define credit limits by customer, whereas Australia only makes use of an external credit bureau when vetting customers that trade outside of professional sectors. Customers that trade within professional services are usually government, tier 1 agencies or well-known and established entities within our geography. As such, they are subject to contract review only and not credit sign off. Certain significant receivables are monitored on a daily basis.

A customer is considered to be in default when the amount based on customer credit terms is due but is unpaid. The Group writes off a trade receivable when there is information indicating that the debtor is in severe financial difficulty and there is no realistic prospect of recovery, e.g. when the debtor has been placed under liquidation or has entered into bankruptcy proceedings, or when the trade receivables are over two years past due, whichever occurs earlier.

The Group's credit terms to clients range between seven to 120 days with an average collection period of 40 days (2024: 35 days) and no interest is charged on the trade receivables. The carrying value approximates the fair value due to their short-term nature.

The Group only deposits short-term cash surpluses with financial institutions of high-quality credit standing. The credit quality of cash at bank and short-term deposits, excluding cash on hand that are neither past due nor impaired, can be assessed by reference to external credit ratings (if available) or historical information about counterparty default rates.

NOTES TO THE UNAUDITED INTERIM FINANCIAL STATEMENTS continued

for the six months ended 31 August 2025

10 Financial risk management continued

10.5 Liquidity risk management

Liquidity risk is the risk that the Group will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash or another financial asset. The Group's objective when managing liquidity is to ensure sufficient cash and availability of funding through adequate credit facilities and monitoring forecast cash flows, to enable the Group to meet its liabilities when they are due.

The Group has undrawn variable rate facilities of R615 million (2024: R627 million). The Group's liquidity exposure is represented by the aggregate balance of financial liabilities as indicated in the categorisation table in note 9.

Cash and cash equivalents as at 31 August 2025 is R253 million (2024: R266 million), which is inclusive of cash held in Angola of R52 million (2024: R60 million). The Angolan currency market is currently illiquid, therefore, management anticipate additional administrative-intensive procedures that may prevent the repatriation of the cash, and as such the Angolan cash is not available for general use by the group or its subsidiaries.

The following table details the Group's remaining contractual maturity for its financial liabilities (including interest):

	Unaudited six months to 31 August 2025 R'000	Unaudited six months to 31 August 2024 R'000	Audited year to 28 February 2025 R'000
Within one year	414 519	422 610	498 711
More than one year	394 611	472 817	463 001

11 Contingent liabilities

Various banking institutions have issued guarantees of R32 million (2024: R41 million) on behalf of the Group to creditors.

12 Events after the reporting period

No event which is material to the understanding of the consolidated financial statements has occurred between year-end and the date of the annual financial statements other than:

The board of directors has approved and declared an interim gross dividend of 24,8 cents per ordinary share (2024: 13,4 cents per share), from income reserves, for the period ended 31 August 2025.

NOTES TO THE UNAUDITED INTERIM FINANCIAL STATEMENTS continued

for the six months ended 31 August 2025

13 Dividend declaration

Shareholders are hereby advised that the board of directors of Adcorp has approved and declared an interim gross dividend of 24,8 cents per ordinary share (2024: 13,4 cents per ordinary share), from income reserves, for the six months ended 31 August 2025.

The dividend is subject to a South African dividend withholding tax rate of 20%, resulting in a net dividend of 19,8 cents per ordinary share (2024: 10,7 cents per ordinary share), unless the shareholder is exempt from paying dividend tax or is entitled to a reduced rate of dividend tax in terms of an applicable double-taxation agreement.

As at the date of this report, the Company has 109 880 974 ordinary shares of no par value in issue. The Company's income tax reference number is 9233680710.

Salient dates and times

Shareholders are hereby advised of the following salient dates and times for the payment of the dividend:

Publication of declaration data and finalisation information	Thursday, 30 October 2025
Last day to trade <i>cum</i> dividend	Tuesday, 13 January 2026
Securities commence trading ex dividend	Wednesday, 14 January 2026
Record date for purposes of determining the registered holders of ordinary shares to participate in the dividend at close of business on	Friday, 16 January 2026
Payment date	Monday, 19 January 2026

Share certificates may not be dematerialised or rematerialised between Wednesday, 14 January 2026 and Friday, 16 January 2026, both dates inclusive.

14 Related parties

The Group entered into various related party transactions in the ordinary course of business. There have been no significant changes in related party transactions and balances since the previous reporting period.

CORPORATE INFORMATION

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Registration number: 1974/001804/06

Listed: 1987

Share code: ADR

ISIN: ZAE000000139

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Charissa de Jager

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