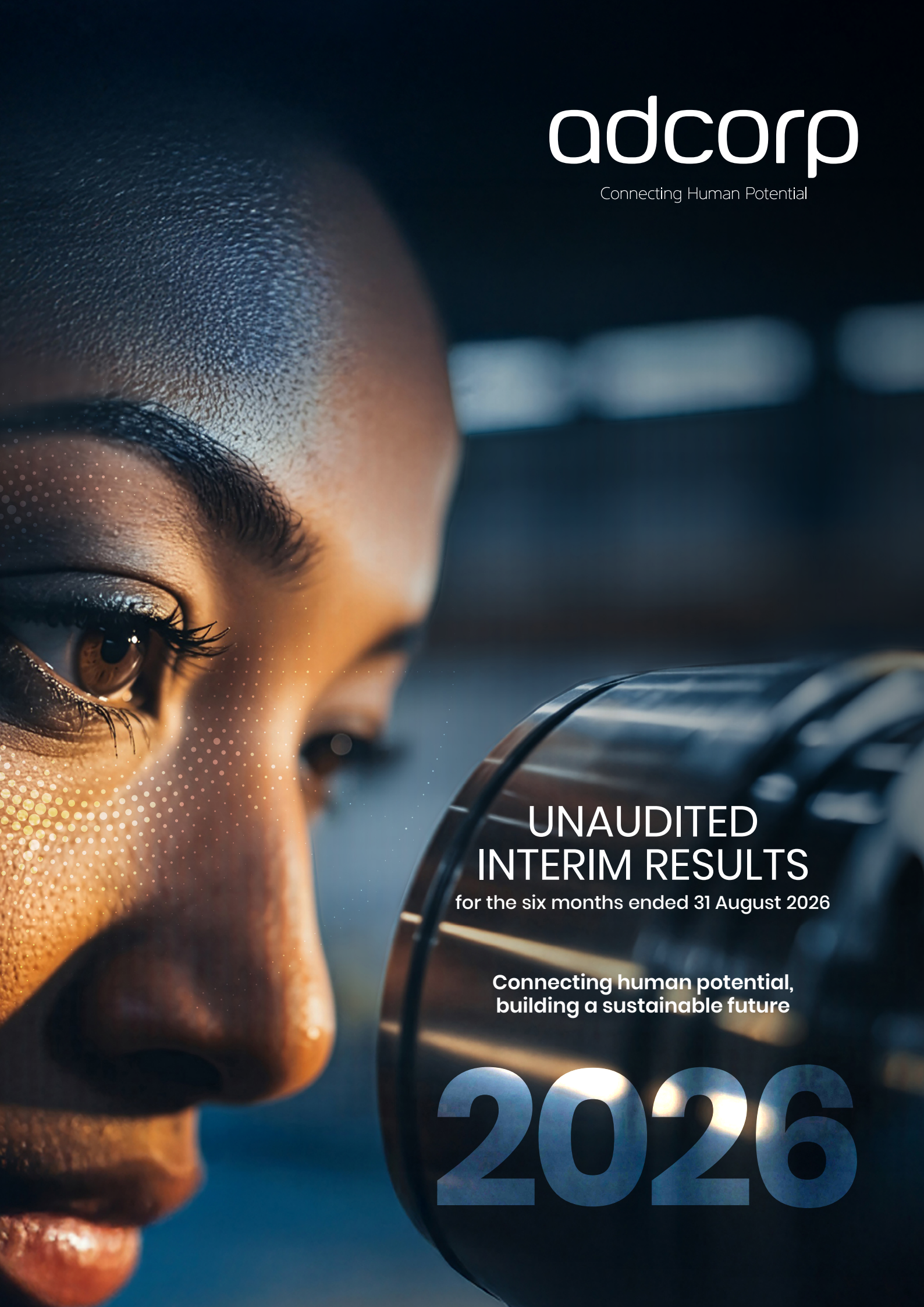




adcorp

Connecting Human Potential

UNAUDITED INTERIM RESULTS

for the six months ended 31 August 2026

Connecting human potential,
building a sustainable future

2026

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Salient features

Revenue

R6,26bn

2025: R6,39bn



2,1%

Profit before tax

R78,3m

2025: R60,8m



28,8%

Gross profit

R620,2m

2025: R624,0m



0,6%

Profit for the period

R62,6m

2025: R54,5m



14,9%

Gross profit margin

9.9%

2025: 9.8%



Conversion ratio
EBITDA-to-net revenue*

17.5%

2025: 15.4%



Operating profit
before finance income and finance costs

R90,2m

2025: R72,2m



24,9%

Net cash position** of

R174,2m

2025: R201,5m

Basic earnings
per share

**60,6
cents**

2025: 53,0 cents

14,3%

Headline
earnings
per share

**60,5
cents**

2025: 53,0 cents

14,2%

Interim cash
dividend
declared per
share

**28,5
cents**

2025: 24,8 cents

14,9%

**B-BBEE
Level 1
rating**

maintained
for largest
operation in
South Africa

* Net revenue represents gross profit before deducting allocated direct salaries.

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

Commentary

Adcorp delivered stronger earnings despite a challenging operating environment characterised by geopolitical uncertainty, cost pressures from the Middle East conflict, and subdued, uneven economic conditions across South Africa and Australia. The performance reflects continued cost discipline and operational efficiency as the Group advances its Horizon strategy.

Overview

Building on the foundations established following the business turnaround, our focus remains on improving earnings quality and developing a more efficient, technology-enabled workforce solutions business. Performance across the portfolio remained mixed, reinforcing the importance of focused execution and commercial discipline.

The Group's balance sheet strength provides a buffer against headwinds and supports selective investment. Adcorp remains focused on improving cash conversion, strengthening its client offering and using technology to reduce the cost to serve, while building the capabilities needed to create sustainable value for clients, employees and shareholders.

Financial overview

The Group's first-half performance reflects the benefits of a more focused operating model, with lower revenue offset by stable gross margins, disciplined cost management and improved profitability.

Revenue decreased by 2.1% to R6.26 billion (2025: R6.39 billion), reflecting softer volumes in certain customer sectors and the deliberate exit from lower-margin activities. Despite the decline in revenue, gross profit remained broadly in line with the prior period, decreasing by only 0.6% to R620.2 million (2025: R624.0 million). Gross profit margin improved from 9.8% to 9.9%, reflecting the combined effect of improved pricing and business mix in certain operations, partially offset by margin dilution from increased volumes in lower-margin activities elsewhere in the Group.

The stability in gross profit, combined with continued cost discipline, supported a significant improvement in operating profitability. Operating expenses decreased by 4.0% to R534.5 million (2025: R556.7 million), contributing to a 24.9% increase in operating profit to R90.2 million. Profit before taxation increased by 28.8% to R78.3 million (2025: R60.8 million), while profit for the period rose by 14.9% to R62.6 million (2025: R54.5 million). Basic earnings per share increased by 14.3% to 60.6 cents, with headline earnings per share of 60.5 cents up by 14.2%.

The Group's EBITDA-to-net revenue conversion ratio improved to 17.5% for the six months ended 31 August 2026, compared to 15.4% in the prior period. This improvement reflects stronger profitability and enhanced earnings conversion, despite the marginal decline in gross profit.

The effective tax rate increased to 20.0% from 10.4% in the prior period. The Group continues to benefit from employee tax incentives, learnership allowances and the utilisation of

assessed losses. However, lower utilisation of prior-year assessed losses contributed to the higher effective tax rate. Further utilisation of currently recognised assessed losses is anticipated during the second half of the financial year.

Liquidity, cash flow and financial position

Cash generated from operations before working-capital movements increased by 2.8% to R130.5 million (2025: R126.9 million), reflecting positive underlying cash generation. Working-capital movements resulted in a cash outflow of R183.5 million during the first half, compared with R261.4 million in the prior period. This is consistent with the Group's seasonal working-capital cycle, which typically requires an investment in working capital during the first half of the financial year. The Group maintained its average collection period at 40 days. Reported working capital and cash balances are also influenced by the timing of customer receipts and payments around reporting dates and may therefore not fully reflect the Group's underlying liquidity position. In line with historical trends, management anticipates a partial unwind of the first-half working capital investment during the second half of the financial year.

Net cash, excluding restricted cash and lease liabilities in accordance with the Group's non-IFRS definition, was R174.2 million (2025: R201.5 million). The Group maintains a strong liquidity position.

Operational review

Contingent Staffing South Africa

Contingent Staffing South Africa delivered revenue and gross profit growth during the first half, supported by increased activity in high-volume sectors within BLU. This reflects the division's strategic focus on expanding its presence in large-scale workforce solutions, although the associated business mix resulted in some moderation in gross profit margins compared with the prior year.

Operating expenses remained well controlled, although credit loss provisions increased due to challenges experienced with certain clients. The division's established staffing and training businesses performed in line with expectations, while Zest continued to deliver encouraging growth.

The division continues to benefit from established client relationships and the complementary nature of its staffing and training capabilities. Its staffing portfolio spans blue-collar workforce solutions through BLU, white-collar staffing through Quest and specialist hospitality staffing through Zest, complemented by training and skills development services

Commentary continued

delivered through PMI and Torque IT. Management remains focused on sustaining revenue growth, protecting margins and maintaining cost discipline, while pursuing opportunities to expand its presence in key sectors and broaden its service offering.

Professional Services South Africa

Professional Services South Africa experienced a challenging first half as subdued hiring activity and continued cost containment among major clients, particularly in the financial services and telecommunications sectors, constrained demand for contract and permanent placements.

Revenue declined significantly compared with the prior year, placing further pressure on the division's profitability. The deterioration was primarily volume-driven, with gross margins broadly maintained and operating expenses well controlled. Performance across the portfolio was mixed, with Paracon experiencing a significant contraction in activity, while Kelly delivered an improved performance. Charisma increased nursing placements but continued to experience margin pressure.

A divisional restructuring and cost-reduction programme was completed during the period, with initial benefits beginning to materialise towards the end of the first half. Quest and Torque IT have moved to Contingent Staffing South Africa, while Skills Collective South Africa will operate as a standalone business and DAV has been integrated into Kelly.

While trading conditions remain challenging, an improving pipeline for workforce management technology and project-based services, together with increased nursing placements, provides opportunities for recovery. Management remains focused on restoring profitability, converting the pipeline into revenue and realising the benefits of the lower cost base.

Staffing Solutions

Staffing Solutions delivered a strong first-half performance, with revenue and gross profit increasing compared with the prior year. Growth was supported by new client wins, increased activity within existing accounts and improved operational execution across FunxionO and Telvuka.

Operating profitability improved as gross profit growth outpaced the increase in operating expenses, reflecting operational efficiencies and disciplined cost management. The division continued to strengthen its outsourcing capabilities through selective investment in technology and service delivery, while progressing opportunities to diversify its sector and geographic exposure.

Demand for outsourced business processes continues to be supported by clients seeking operational efficiencies and more flexible cost structures, although competitive pricing and uncertainty around customer activity remain features of the trading environment.

Management remains focused on converting its commercial pipeline into sustainable growth, maintaining service delivery standards and protecting margins, supported by continued cost discipline and selective investment in growth opportunities.

Contingent Staffing Australia

Contingent Staffing Australia experienced a challenging first half, with revenue declining compared with the prior year, primarily reflecting the previously reported transition of a major client to an internally managed workforce model and the cessation of operations with another client. Activity was further affected by delayed Pacific Australia Labour Mobility (PALM) scheme mobilisations, adverse weather, livestock shortages and reduced production volumes within the meat processing sector.

Despite lower revenue, gross profit margins improved, reflecting a more favourable business mix, improved pricing and continued commercial discipline. Operating expenses reduced as the cost base was adjusted to prevailing activity levels. Although reported profitability declined, principally due to the loss of the major client, profitability across the remaining client portfolio improved compared with the prior year.

The division continued to pursue diversification beyond its traditional meat processing markets, extending its industrial footprint geographically and into new sectors. The development of BLU Healthcare's aged care and nursing services, together with Zest's hospitality offering, provides further opportunities to broaden the earnings base.

Near-term activity is expected to remain constrained by production volumes in meat processing and the timing of deferred PALM mobilisations. Management remains focused on recovering volumes, maintaining margin discipline and developing a more diversified and sustainable earnings base.

Professional Services Australia

Professional Services Australia, comprising Paxus and Skills Collective, delivered improved profitability during the first half despite mixed trading conditions and continued uncertainty in contractor demand.

Revenue declined compared with the prior year, primarily reflecting the deliberate exit from an uncommercial contract during FY26. Excluding this contract, revenue increased across the continuing business. Gross profit remained broadly stable, while gross profit margins improved through a more favourable contractor mix, selective pricing improvements and the continued exit from lower-return engagements.

Operating expenses reduced year-on-year, reflecting sustained cost discipline and operational efficiencies. Together with the improved gross profit margin, this contributed to higher operating profitability, demonstrating improved operating leverage and progress in strengthening the quality of earnings.

The division continued to develop its Statement of Work and other higher-margin service offerings alongside its established contracting business. Management remains focused on profitable client growth, improving the business mix and maintaining cost discipline, while remaining mindful of continued market uncertainty.

Commentary continued

Outlook

The operating environment is expected to become more demanding in the second half. Higher fuel costs, inflationary pressures and rising interest rates are placing further strain on businesses and households across our markets. These pressures are likely to weigh on client activity and demand for workforce solutions.

Adcorp enters this period with no borrowings and a demonstrated ability to adapt its cost base to changing conditions. Our response will remain disciplined: preserve cash, improve cash conversion and align costs with demand. Commercial decisions will prioritise profitable client relationships and sustainable margins over retaining unprofitable revenue.

We will continue executing the Adcorp Horizon strategy, investing selectively in technology that improves efficiency, reduces the cost to serve and creates new revenue opportunities. Zenza, our healthcare workforce management platform, illustrates this direction. It is designed to help hospitals coordinate agency nurses, track qualifications, registrations and working hours across agencies, and connect scheduling with payroll. By giving clients greater visibility and control over their workforce, such solutions support Horizon's move towards integrated, higher-value services.

We will also continue to pursue selective geographic expansion, guided by client demand and opportunities to extend our services into new markets. The pace of investment will reflect commercial opportunities, execution readiness and cash discipline.

Changes to the board

Ms Alupheli Sithebe and Mr Vincent Raseroka were appointed as independent non-executive directors effective 1 July 2026. Dr Phumla Mnganga and Mr Clive Smith retired from the Board effective 28 July 2026.

Dividend declaration

Shareholders are hereby advised that the board of directors of Adcorp has approved and declared an interim gross dividend of 28,5 cents per ordinary share (2025: 24,8 cents per ordinary share), from reserves, for the six months ended 31 August 2026.

The dividend is subject to a South African dividend withholding tax rate of 20%, resulting in a net dividend of 22,8 cents per ordinary share (2025: 19,8 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 relating to the dividend:

Publication of declaration data and finalisation information	Thursday, 29 October 2026
Last day to trade <i>cum</i> dividend	Tuesday, 12 January 2027
Securities commence trading ex dividend	Wednesday, 13 January 2027
Record date for purposes of determining the registered holders of ordinary shares to participate in the dividend at close of business on	Friday, 15 January 2027
Payment date	Monday, 18 January 2027

Share certificates may not be dematerialised or rematerialised between Wednesday, 13 January 2027 and Friday, 15 January 2027, both dates inclusive.

By order of the board

29 October 2026

Directors

Ms Gloria Serobe* (Chairman)
Mr Melvyn Lubega**
Ms Tshidi Mokgabudi**
Mr Noel Prendergast (Chief Financial Officer)
Mr Robert Radley**

Mr Vincent Raseroka ** (Lead independent)
Mr Herman Singh**
Ms Alupheli Sithebe**
Ms Ronel van Dijk**
Dr John Wentzel (Chief Executive Officer)

* Non-executive.

** Independent non-executive.

Consolidated statement of financial position

	Notes	Unaudited six months ended 31 August 2026 R'000	Unaudited six months ended 31 August 2025 R'000	Audited year ended 28 February 2026 R'000
Assets				
Non-current assets		1 059 373	1 124 201	1 001 402
Property and equipment		24 270	18 986	16 570
Right-of-use assets		177 435	223 347	188 196
Intangible assets		62 766	79 479	70 479
Goodwill		506 776	489 671	499 998
Deferred taxation		288 126	312 718	226 159
Current assets		1 956 981	2 049 224	2 025 135
Trade receivables		1 574 970	1 637 671	1 512 834
Other receivables		128 463	133 189	94 968
Taxation prepaid		32 351	25 312	28 272
Cash and cash equivalents and restricted cash		221 197	253 052	389 061
Total assets		3 016 354	3 173 425	3 026 537
Equity and liabilities				
Capital and reserves		1 561 109	1 486 873	1 532 035
Share capital and share premium		1 740 562	1 740 562	1 740 562
Treasury shares		(91 510)	(96 507)	(94 502)
Reserves		(87 943)	(157 182)	(114 025)
Non-current liabilities		326 680	388 341	285 022
Lease liabilities	8.1	253 997	289 096	266 998
Deferred taxation		69 714	97 201	15 218
Provisions		2 969	2 044	2 806
Current liabilities		1 128 565	1 298 211	1 209 480
Lease liabilities	8.2	79 719	71 345	75 515
Trade and other payables		790 058	965 461	894 311
Provisions		237 879	231 731	219 102
Taxation payable		20 909	29 674	20 552
Total equity and liabilities		3 016 354	3 173 425	3 026 537

Consolidated statement of profit and loss

for the six months ended 31 August 2026

	Notes	Unaudited six months to 31 August 2026 R'000	Unaudited six months to 31 August 2025 R'000	Audited year to 28 February 2026 R'000
Revenue	6	6 261 838	6 394 176	12 458 013
Cost of sales		(5 641 594)	(5 770 202)	(11 222 944)
Gross profit		620 244	623 974	1 235 069
Other income		7 545	6 145	19 484
Loss allowance for expected credit losses – trade receivables		(3 145)	(1 151)	(8 127)
Operating expenses		(534 482)	(556 736)	(1 069 128)
Operating profit before finance income and finance costs		90 162	72 232	177 298
Finance income		7 724	9 994	16 427
Finance costs		(19 572)	(21 424)	(41 962)
Profit before taxation		78 314	60 802	151 763
Taxation		(15 672)	(6 323)	(5 769)
Profit for the period		62 642	54 479	145 994
Profit attributable to:				
Owners of the parent		62 642	54 451	146 107
Non-controlling interest		–	28	(113)
Total basic and diluted earnings per share:				
Basic earnings per share – cents	7	60,6	53,0	141,9
Diluted earnings per share – cents	7	58,7	50,9	136,2

Consolidated statement of other comprehensive income

for the six months ended 31 August 2026

	Unaudited six months to 31 August 2026 R'000	Unaudited six months to 31 August 2025 R'000	Audited year to 28 February 2026 R'000
Profit for the period	62 642	54 479	145 994
Other comprehensive income			
Items that are or may be reclassified subsequently to profit or loss:	18 086	(7 138)	(26 021)
Exchange differences on translating foreign operations	8 103	(4 577)	(15 355)
Exchange differences arising on the net investment of a foreign operation	9 983	(2 561)	(10 666)
Other comprehensive income before non-controlling interest for the period, net of tax	80 728	47 341	119 973
Non-controlling interest	10	(3)	(12)
Total comprehensive income for the period	80 738	47 338	119 961
Total comprehensive income attributable to:			
Owners of the parent	80 728	47 313	120 086
Non-controlling interest	10	25	(125)

Consolidated statement of changes in equity

for the six months ended 31 August 2026

	Share capital R'000	Share premium R'000	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
Balance as at 28 February 2025 (audited)	2 749	1 737 813	(94 595)	12 811	20 543	(189 470)	1 489 851	557	168	1 490 576
Treasury share purchases	-	-	(1 912)	-	-	-	(1 912)	-	-	(1 912)
Share-based payments	-	-	-	3 038	-	-	3 038	-	-	3 038
Total comprehensive income/(loss) for the period	-	-	-	-	(7 138)	54 451	47 313	25	-	47 338
Profit for the period	-	-	-	-	-	54 451	54 451	28	-	54 479
Other comprehensive income	-	-	-	-	(7 138)	-	(7 138)	(3)	-	(7 141)
Distributions to shareholders	-	-	-	-	-	(52 167)	(52 167)	-	-	(52 167)
Balance as at 31 August 2025 (unaudited)	2 749	1 737 813	(96 507)	15 849	13 405	(187 186)	1 486 123	582	168	1 486 873
Balance as at 28 February 2026 (audited)	2 749	1 737 813	(94 502)	14 470	(5 478)	(122 982)	1 532 070	(203)	168	1 532 035
Treasury share purchases	-	-	(2 570)	-	-	-	(2 570)	-	-	(2 570)
Share scheme settlement	-	-	5 562	(5 562)	-	-	-	-	-	-
Share-based payments	-	-	-	1 842	-	-	1 842	-	-	1 842
Transfer from accumulated loss	-	-	-	1 907	-	(1 907)	-	-	-	-
Total comprehensive income/(loss) for the period	-	-	-	-	18 086	62 642	80 728	10	-	80 738
Profit for the period	-	-	-	-	-	62 642	62 642	-	-	62 642
Other comprehensive income	-	-	-	-	18 086	-	18 086	10	-	18 096
Distributions to shareholders	-	-	-	-	-	(50 936)	(50 936)	-	-	(50 936)
Balance as at 31 August 2026 (unaudited)	2 749	1 737 813	(91 510)	12 657	12 608	(113 183)	1 561 134	(193)	168	1 561 109

Consolidated statement of cash flows

for the six months ended 31 August 2026

	Unaudited six months to 31 August 2026 R'000	Unaudited six months to 31 August 2025 R'000	Audited year to 28 February 2026 R'000
Operating activities			
Profit before taxation	78 314	60 802	151 763
Adjusted for:			
Depreciation of property and equipment	2 601	2 792	5 113
Depreciation of right-of-use assets	22 126	23 329	45 985
Amortisation of intangible assets	9 279	9 289	18 590
Prepayment release – enterprise technology transformation project	292	15 022	14 164
Impairment of right-of-use asset	–	–	15 819
Profit on the sale of property and equipment	(128)	–	(214)
Share-based payments	2 981	3 038	7 971
Increase in loss allowances for expected credit losses – trade receivables	3 145	1 151	8 127
Finance income	(7 724)	(9 994)	(16 427)
Finance costs	19 572	21 424	41 962
Cash generated from operations before working capital changes	130 458	126 853	292 853
Increase in trade and other receivables	(85 828)	(156 207)	(10 113)
Decrease in trade and other payables	(115 166)	(87 546)	(153 842)
Increase/(decrease) in provisions	17 511	(17 652)	(27 939)
Cash (utilised)/generated by operations	(53 025)	(134 552)	100 959
Finance income	7 724	9 994	16 427
Finance costs	(1 051)	(1 313)	(2 627)
Interest expense on finance lease liabilities	(18 521)	(20 111)	(39 335)
Taxation paid	(25 359)	(18 710)	(41 456)
Net cash (utilised)/generated by operating activities	(90 232)	(164 692)	33 968
Investing activities			
Additions to property and equipment	(10 046)	(1 737)	(2 411)
Proceeds from sale of property and equipment	115	–	762
Additions to intangible assets	–	(262)	(2 285)
Net cash outflow from investing activities	(9 931)	(1 999)	(3 934)
Financing activities			
Treasury shares purchases	(2 570)	(1 912)	(3 509)
Distributions to external shareholders	(50 936)	(52 167)	(78 101)
Distributions to non-controlling interests	–	–	(635)
Capital payment of lease liabilities	(20 802)	(20 030)	(40 913)
Net cash utilised by financing activities	(74 308)	(74 109)	(123 158)
Net decrease in cash and cash equivalents	(174 471)	(240 800)	(93 124)
Cash and cash equivalents at the beginning of the period	389 061	494 000	494 000
Foreign currency adjustments	6 607	(148)	(11 815)
Cash and cash equivalents at the end of the period	221 197	253 052	389 061

Segment report

for the six months ended 31 August 2026

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 contingent staffing service that provides flexible, compliant and scalable workforce solutions across sectors such as manufacturing, logistics, fast moving consumer goods (FMCG), hospitality, agriculture, healthcare and transport.

It also offers strategic skills development solutions through customised programmes and training of the Microsoft product suite, delivering in-person and virtual instructor-led or demand-driven online training through the Torque IT brand. PMI is a training provider to external clients and supports other Adcorp service lines.

The South African Contingent Staffing operating segment includes BLU, Zest, Quest, Torque IT and the PMI brand.

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 BLU Australia, BLU Healthcare and Zest.

Staffing Solutions

Staffing Solutions is focused in the FMCG, warehousing, telecommunications and logistics sectors and helps clients improve efficiency and focus on their core operations through outsourced services that simplify complexity and enhance performance.

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

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 specialist recruitment and managed talent solutions and the placement of nurses and healthcare professionals across both the private and public healthcare sectors.

The brands in the South African Professional Services operating segment include Paracon, Charisma, Skills Collective and Kelly.

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 Skills Collective.

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 2026

	Contingent Staffing South Africa ¹ R'000	Professional Services South Africa ¹ R'000	Staffing Solutions South Africa R'000	Business Support South Africa R'000	Contingent Staffing Australia R'000		Professional Services Australia R'000	Business Support Australia R'000	Total Group R'000	Geographical segments	
										South Africa R'000	Australia R'000
Revenue											
- August 2026	2 293 397	570 305	821 271	-	701 520		1 875 345	-	6 261 838	3 684 973	2 576 865
- August 2025	2 072 956	673 526	741 280	-	939 296		1 967 118	-	6 394 176	3 487 762	2 906 414
- February 2026	4 306 907	1 264 810	1 549 359	-	1 650 753		3 686 184	-	12 458 013	7 121 076	5 336 937
Internal revenue											
- August 2026	9 052	8 393	3 560	-	-		-	-	21 005	21 005	-
- August 2025	29 010	8 251	5 973	-	-		-	-	43 234	43 234	-
- February 2026	37 334	19 482	10 435	-	-		-	-	67 251	67 251	-
Cost of sales											
- August 2026	(2 015 908)	(521 068)	(751 061)	-	(624 289)		(1 729 268)	-	(5 641 594)	(3 288 037)	(2 353 557)
- August 2025	(1 805 778)	(614 874)	(682 243)	-	(846 062)		(1 821 245)	-	(5 770 202)	(3 102 895)	(2 667 307)
- February 2026	(3 764 103)	(1 151 213)	(1 423 454)	-	(1 475 217)		(3 408 957)	-	(11 222 944)	(6 338 770)	(4 884 174)
Gross profit											
- August 2026	277 489	49 237	70 210	-	77 231		146 077	-	620 244	396 936	223 308
- August 2025	267 178	58 652	59 037	-	93 234		145 873	-	623 974	384 867	239 107
- February 2026	542 804	113 597	125 905	-	175 536		277 227	-	1 235 069	782 306	452 763
Staff costs											
- August 2026	(97 087)	(25 066)	(12 254)	(43 603)	(38 238)		(70 411)	(3 311)	(289 970)	(178 010)	(111 960)
- August 2025	(93 982)	(23 372)	(11 653)	(40 789)	(49 952)		(75 431)	(9 958)	(305 137)	(169 796)	(135 341)
- February 2026	(178 515)	(44 329)	(19 765)	(80 867)	(82 515)		(133 099)	(17 314)	(556 404)	(323 476)	(232 928)
Other operating expenditure											
- August 2026	(94 366)	(26 594)	(25 592)	(8 915)	(19 102)		(23 772)	(4 620)	(202 961)	(155 467)	(47 494)
- August 2025	(92 679)	(33 878)	(27 978)	(12 670)	(14 988)		(21 791)	(6 060)	(210 044)	(167 205)	(42 839)
- February 2026	(179 561)	(64 105)	(51 188)	(9 684)	(44 746)		(53 458)	(4 991)	(407 733)	(304 538)	(103 195)
Inter-segmental allocated costs											
- August 2026	(45 292)	(9 095)	(18 854)	89 433	-		-	(16 192)	-	16 192	(16 192)
- August 2025	(41 250)	(11 051)	(11 161)	78 625	-		-	(15 163)	-	15 163	(15 163)
- February 2026	(83 074)	(8 880)	(35 349)	168 369	-		-	(41 066)	-	41 066	(41 066)
Depreciation of PPE and amortisation											
- August 2026	(278)	(9 292)	(77)	(784)	(146)		(1 280)	(23)	(11 880)	(10 431)	(1 449)
- August 2025	(188)	(9 405)	(286)	(287)	(335)		(1 545)	(35)	(12 081)	(10 166)	(1 915)
- February 2026	(549)	(18 789)	(459)	(343)	(546)		(2 956)	(61)	(23 703)	(20 140)	(3 563)
Depreciation of right-of-use assets											
- August 2026	(2 842)	-	(191)	(12 404)	(1 409)		(5 280)	-	(22 126)	(15 437)	(6 689)
- August 2025	(2 641)	-	(41)	(14 107)	(1 460)		(5 080)	-	(23 329)	(16 789)	(6 540)
- February 2026	(5 465)	-	(41)	(27 569)	(2 874)		(10 036)	-	(45 985)	(33 075)	(12 910)
Loss allowances for expected credit losses and bad debts on trade receivables											
- August 2026	(3 518)	841	(198)	-	-		-	(270)	(3 145)	(2 875)	(270)
- August 2025	(1 548)	331	38	-	-		-	28	(1 151)	(1 179)	28
- February 2026	(505)	(41)	(55)	-	-		-	(7 526)	(8 127)	(601)	(7 526)

¹ Includes Quest and Torque IT, which was previously included in the Professional Services South Africa segment in the 2026 financial year which is now managed in the Contingent Staffing segment. The comparatives have been restated accordingly.

Segment report continued

for the six months ended 31 August 2026

Segment report continued

for the six months ended 31 August 2026

	Contingent Staffing South Africa ¹ R'000	Professional Services South Africa ¹ R'000	Staffing Solutions South Africa R'000	Business Support South Africa R'000	Contingent Staffing Australia R'000	Professional Services Australia R'000	Business Support Australia R'000	Total Group R'000	Geographical segments	
									South Africa R'000	Australia R'000
Operating profit/(loss)										
– August 2026	34 106	(19 969)	13 044	23 727	18 336	45 334	(24 416)	90 162	50 908	39 254
– August 2025	34 890	(18 723)	7 956	10 772	26 499	42 026	(31 188)	72 232	34 895	37 337
– February 2026	95 135	(22 547)	19 048	34 087	44 855	77 678	(70 958)	177 298	125 723	51 575
Finance income										
– August 2026	313	–	–	4 446	52	100	2 813	7 724	4 759	2 965
– August 2025	2 139	27	11	4 042	156	482	3 137	9 994	6 219	3 775
– February 2026	3 040	27	10	7 435	236	585	5 094	16 427	10 512	5 915
Finance cost										
– August 2026	(75)	(1)	–	(78)	–	–	(897)	(1 051)	(154)	(897)
– August 2025	(166)	(1)	–	(166)	–	–	(980)	(1 313)	(333)	(980)
– February 2026	(372)	(1)	–	(359)	–	–	(1 895)	(2 627)	(732)	(1 895)
Interest expense on lease liabilities										
– August 2026	(382)	–	(39)	(17 217)	(73)	(810)	–	(18 521)	(17 638)	(883)
– August 2025	(511)	–	–	(18 615)	(147)	(838)	–	(20 111)	(19 126)	(985)
– February 2026	(917)	–	–	(36 593)	(253)	(1 572)	–	(39 335)	(37 510)	(1 825)
Impairment expense										
– August 2026	–	–	–	–	–	–	–	–	–	–
– August 2025	–	–	–	–	–	–	–	–	–	–
– February 2026	–	–	–	(15 819)	–	–	–	(15 819)	(15 819)	–
Taxation (expense)/income										
– August 2026	1 683	2 837	(2 714)	(5 179)	(5 497)	(13 384)	6 582	(15 672)	(3 373)	(12 299)
– August 2025	9 866	4 520	1 167	(9 963)	(7 244)	(11 536)	6 867	(6 323)	5 590	(11 913)
– February 2026	(4 369)	12 234	1 354	2 950	(12 114)	(21 060)	15 236	(5 769)	12 169	(17 938)
Total assets										
– August 2026	1 003 927	235 232	190 878	374 155	202 115	492 651	517 396	3 016 354	1 804 192	1 212 162
– August 2025	995 542	276 043	160 948	393 791	218 351	636 822	491 928	3 173 425	1 826 324	1 347 101
– February 2026	907 714	279 783	153 035	441 341	177 714	459 345	607 605	3 026 537	1 781 873	1 244 664
Total liabilities										
– August 2026	447 895	75 792	128 694	413 194	149 605	228 901	11 164	1 455 245	1 065 575	389 670
– August 2025	422 066	96 538	122 033	479 198	226 158	301 212	39 347	1 686 552	1 119 835	566 717
– February 2026	390 279	101 692	109 552	436 018	169 279	262 858	24 824	1 494 502	1 037 541	456 961
Additions to property and equipment										
– August 2026	299	–	179	9 505	–	63	–	10 046	9 983	63
– August 2025	623	316	68	–	48	–	682	1 737	1 007	730
– February 2026	834	36	381	23	95	965	77	2 411	1 274	1 137
Additions to right-of-use assets										
– August 2026	4 105	–	3 999	–	–	5 464	–	13 568	8 104	5 464
– August 2025	1 263	–	–	–	–	–	–	1 263	1 263	–
– February 2026	1 263	–	–	1 055	–	3 289	–	5 607	2 318	3 289
Additions to intangible assets										
– August 2026	–	–	–	–	–	–	–	–	–	–
– August 2025	–	262	–	–	–	–	–	262	262	–
– February 2026	2 023	262	–	–	–	–	–	2 285	2 285	–

¹ Includes Quest and Torque IT, which was previously included in the Professional Services South Africa segment in the 2026 financial year which is now managed in the Contingent Staffing segment. The comparatives have been restated accordingly.

Segment report continued

for the six months ended 31 August 2026

Notes to the unaudited interim financial statements

for the six months ended 31 August 2026

1 Basis of preparation

The unaudited and unreviewed consolidated interim financial statements for the six months ended 31 August 2026 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 2026.

The interim financial statements comprise of the consolidated statement of financial position at 31 August 2026, 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 2026 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) and International Financial Reporting Interpretations Committee (IFRIC) interpretations and are consistent with those applied in the preparation of the Group's 2026 consolidated financial statements.

These unaudited and unreviewed consolidated interim financial statements for the six months ended 31 August 2026 were prepared under the supervision of Mr Noel Prendergast CA(SA), in his capacity as Chief Financial Officer.

1.1 Segmental reporting

The two brands, Quest and Torque IT, that were included in the Professional Services reportable segment as disclosed in the 31 August 2025 and 28 February 2026 consolidated results, have been separated and included into the Contingent Staffing segment for the period ended 31 August 2026. This is due to the decisions taken by the Chief Operating Decision Maker that relate to the services and activities that are reviewed together with the other entities within those segments. The comparative segmental results have accordingly been restated.

2 Change in accounting policies

The Group adopted the new, revised or amended accounting pronouncements as issued by the IASB, which were effective and applicable to the Group from 1 March 2026, none of which had a material impact on the Group's financial results for the period. The Group has not early adopted any new, revised or amended accounting pronouncements, that are not yet effective and the Group is currently assessing the impact on the financial results and presentation of the Group. Full details on changes in accounting policies will be disclosed in the Group's consolidated financial statements for the year ending 28 February 2027.

3 Auditor's responsibility

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

4 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.

5 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 2026

6 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 2026	Unaudited six months to 31 August 2025	Audited year to 28 February 2026
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.	15 194	14 492	29 300
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.	5 125 775	5 236 402	10 149 201
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.	109 108	110 778	220 527
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 can also include inbound and outbound customer interaction services.	Revenue is recognised at the point of time the solution has been delivered to the customer.	1 011 761	1 032 504	2 058 985
Total			6 261 838	6 394 176	12 458 013

Notes to the unaudited interim financial statements continued

for the six months ended 31 August 2026

6 Revenue continued

Disaggregation of revenue by geographical region

Region	Segment	Performance obligation	Unaudited six months to 31 August 2026 R'000	Unaudited six months to 31 August 2025 ¹ R'000	Audited year to 28 February 2026 ¹ R'000
South Africa			3 684 973	3 487 762	7 121 076
	Contingent Staffing		2 293 397	2 072 956	4 306 907
		Temporary placement	2 179 811	1 943 453	4 059 260
		Permanent placement	2 189	1 053	2 416
		Training	109 108	110 778	220 527
		Outsourced-based solutions	2 289	17 672	24 704
	Staffing Solutions		821 271	741 280	1 549 359
		Temporary placement	131 479	141 565	282 671
		Outsourced-based solutions	689 792	599 715	1 266 688
	Professional Services		570 305	673 526	1 264 810
		Temporary placement	242 176	251 193	481 502
		Permanent placement	8 449	7 216	15 715
		Outsourced-based solutions	319 680	415 117	767 593
International			2 576 865	2 906 414	5 336 937
	Contingent Staffing		701 520	939 296	1 650 753
		Temporary placement	700 519	938 334	1 649 485
		Permanent placement	1 001	962	1 268
	Professional Services		1 875 345	1 967 118	3 686 184
		Temporary placement	1 871 790	1 961 857	3 676 283
		Permanent placement	3 555	5 261	9 901
Total revenue			6 261 838	6 394 176	12 458 013
The timing of revenue recognition is as follows:					
Over time			5 234 883	5 347 180	10 369 728
At a point in time			1 026 955	1 046 996	2 088 285
Total revenue			6 261 838	6 394 176	12 458 013

¹ The comparatives have been restated to include the segmental changes of Quest and Torque IT, which was previously included in the Professional Services South Africa segment in the 2026 financial year, and which is now managed in the Contingent Staffing segment.

Notes to the unaudited interim financial statements continued

for the six months ended 31 August 2026

7 Earnings per share

The calculation of basic earnings per share attributable to the ordinary equity holders of the parent is based on profits of R62,6 million (2025: R54,5 million) and ordinary shares of 103 437 515 (2025: 102 642 256) being the basic weighted number of shares relative to the above earnings.

	Unaudited six months to 31 August 2026	Unaudited six months to 31 August 2025	Audited year to 28 February 2026
Basic earnings per share – cents	60,6	53,0	141,9
Diluted earnings per share – cents	58,7	50,9	136,2

	Unaudited six months to 31 August 2026 R'000	Unaudited six months to 31 August 2025 R'000	Audited year to 28 February 2026 R'000
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	103 437 515	102 642 256	102 967 417
Adcorp employee share schemes – potential dilution ¹	6 662 477	8 597 272	8 667 223
Adcorp employee share schemes – anti-dilutive shares excluded	(3 331 238)	(4 298 636)	(4 333 611)
Diluted weighted number of ordinary shares outstanding during the period	106 768 754	106 940 892	107 301 029

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.

	Unaudited six months to 31 August 2026 R'000	Unaudited six months to 31 August 2025 R'000	Audited year to 28 February 2026 R'000
Reconciliation of headline earnings			
Profit for the period attributable to ordinary shareholders	62 642	54 451	146 107
Profit on the disposal of property and equipment	(128)	–	(133)
Taxation recovered on the disposal of property and equipment	35	–	36
Impairment of right-of-use asset	–	–	15 819
Taxation on impairment of right-of-use asset	–	–	(4 271)
Headline earnings	62 549	54 451	157 558
Headline earnings per share – cents	60,5	53,0	153,0
Diluted headline earnings per share – cents	58,6	50,9	146,8

Notes to the unaudited interim financial statements continued

for the six months ended 31 August 2026

8 Interest-bearing liabilities

		Unaudited six months to 31 August 2026 R'000	Unaudited six months to 31 August 2025 R'000	Audited year to 28 February 2026 R'000	
Interest rate					
3.1	Non-current interest-bearing liabilities				
	Lease liability	Incremental Borrowing Rate (IBR) ¹	253 997	289 096	266 998
3.2	Current interest-bearing liabilities				
	Lease liability	IBR ¹	79 719	71 345	75 515
			79 719	71 345	75 515
	Total		333 716	360 441	342 513

¹ The incremental borrowing rates range from 10.1% – 12.4% in South Africa and between 2.5% – 5.0% in Australia.

ZAR Borrowing Base Credit Facilities

The borrowing base facility of a R250 million overdraft facility under the general banking facility and R100 million accordion option matures on 31 October 2028.

The general banking facility attracts interest at a rate of 80 basis points per annum below the publicly quoted prime lending rate, 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 that need to be complied with within 12 months of the reporting date include the following:

South African 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
Tangible net asset value (NAV) ('000)	R1 200 000

As at the reporting date, no events of default had occurred and the Group has complied with all financial covenants. The Group expects to comply with the quarterly covenants for at least a period of 12 months from the reporting date.

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 2026

8 Interest-bearing liabilities continued

AU\$ Borrowing Base Credit Facilities

The AUD funding facility with Commonwealth Bank of Australia has been renewed through to 30 June 2028. As part of the renewal, the revolving credit facility has been reduced to AUD15 million with a guarantee facility of AUD1 million and a set-off/overdraft facility of AUD3 million.

Interest on utilised facilities is payable quarterly at a rate of the Australian Reserve Bank rate 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.

9 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 8, 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 is unleveraged at the reporting date.

The Group's cash-to-equity ratio is 11.1% (2025: 13.6%). This ratio is determined as net cash/debt (being interest-bearing borrowings less unrestricted cash and cash equivalents) excluding finance leases as a percentage of total equity.

10 Categories of financial instruments

	Unaudited six months to 31 August 2026 R'000	Unaudited six months to 31 August 2025 R'000	Audited year to 28 February 2026 R'000
Financial assets			
Amortised cost			
Trade receivables	1 574 970	1 637 671	1 512 834
Other receivables	67 330	65 878	53 811
Cash and cash equivalents	221 197	253 052	389 061
Financial liabilities			
Amortised cost			
Lease liabilities	333 716	360 441	342 513
Trade and other payables	286 001	300 241	312 579

Notes to the unaudited interim financial statements continued

for the six months ended 31 August 2026

11 Financial risk management

11.1 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 Johannesburg Interbank Average Rate (JIBAR) is set to be discontinued following its final publication on 31 December 2026. The South African Reserve Bank (SARB) and the Market Practitioners Group (MPG) have confirmed the South African Rand Overnight Index Average (ZARONIA) as the successor reference rate. From 1 May 2026, the market moved into a "no new JIBAR" phase, where no new JIBAR-linked contracts may be issued except in limited circumstances. Financial institutions and market participants are currently transitioning legacy contracts, systems and risk management frameworks to accommodate ZARONIA-linked products and instruments. Based on the renegotiated general banking facilities during the current year, the group currently does not hold contracts, including derivatives, that reference JIBAR.

Management continues to stay abreast of the changes and will assess impacts once the changes have been finalised.

11.2 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 R47,0 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 2026, 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 R2,4 million (2025: R2,6 million).

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 2026

11 Financial risk management continued

11.3 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 2026, 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 increased/decreased by R3,0 million (2025: R3,7 million).

11.4 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 (2025: 40 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 2026

11 Financial risk management continued

11.5 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 R558 million (2025: R615 million). The Group's liquidity exposure is represented by the aggregate balance of financial liabilities as indicated in the categorisation table in note 10.

Cash and cash equivalents as at 31 August 2026 is R221 million (2025: R253 million), which is inclusive of cash held in Angola of R47 million (2025: R52 million). The Angolan currency market is currently illiquid, therefore, the Group is experiencing additional administrative-intensive procedures that are preventing 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 2026 R'000	Unaudited six months to 31 August 2025 R'000	Audited year to 28 February 2026 R'000
Within one year	388 254	414 519	424 561
More than one year	328 790	394 611	359 879

12 Contingent liabilities

Various banking institutions have issued guarantees of R31 million (2025: R32 million) on behalf of the Group to creditors.

13 Events after the reporting period

The board of directors has approved and declared an interim gross dividend of 28,5 cents per ordinary share (2025: 24,8 cents per share), from reserves, for the period ended 31 August 2026.

Notes to the unaudited interim financial statements continued

for the six months ended 31 August 2026

14 Dividend declaration

Shareholders are hereby advised that the board of directors of Adcorp has approved and declared an interim gross dividend of 28,5 cents per ordinary share (2025: 24,8 cents per ordinary share), from reserves, for the six months ended 31 August 2026.

The dividend is subject to a South African dividend withholding tax rate of 20%, resulting in a net dividend of 22,8 cents per ordinary share (2025: 19,8 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 relating to the dividend:

Publication of declaration data and finalisation information	Thursday, 29 October 2026
Last day to trade <i>cum</i> dividend	Tuesday, 12 January 2027
Securities commence trading ex dividend	Wednesday, 13 January 2027
Record date for purposes of determining the registered holders of ordinary shares to participate in the dividend at close of business on	Friday, 15 January 2027
Payment date	Monday, 18 January 2027

Share certificates may not be dematerialised or rematerialised between Wednesday, 13 January 2027 and Friday, 15 January 2027, both dates inclusive.

15 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

Adcorp Holdings Limited

Registration number: 1974/001804/06
Listed: 1987
Share code: ADR
ISIN: ZAE000000139
Website: www.adcorpgroup.com

Registered office

Adcorp Holdings Limited

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Email: info@adcorpgroup.com

**Chief Governance Officer
and Company Secretary**

Charissa de Jager
Tel: +27 (0) 10 800 0786
Email: charissa.dejager@adcorpgroup.com

External Auditor

KPMG
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Tel: +27 (0) 11 647 7111

Transfer secretaries

CTSE Registry Services (Pty) Ltd

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Sponsors

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