Future-Ready:
Gearing Up for Change

Petco Annual Review
2025

petco
Leading Producer Responsibility.

Petco Annual Review
2025

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List of Abbreviations

ARO	–	African Reclaimers Organisation
CWP	–	Community Work Programme
DFFE	–	Department of Forestry, Fisheries and the Environment
EPR	–	Extended Producer Responsibility
EPWP	–	Expanded Public Works Programme
LBP	–	Liquid board packaging
PET	–	Polyethylene terephthalate
PLWD	–	People living with disabilities
POM	–	Placed on market
PPE	–	Personal protective equipment
PRO	–	Producer Responsibility Organisation
rPET	–	Recycled polyethylene terephthalate
SAWPRS	–	South African Waste Picker Registration System
SMMEs	–	Small, medium and micro enterprises

About Petco

Petco Producer Responsibility Organisation NPC (Petco) is a Producer Responsibility Organisation (PRO), incorporated in 2004, that administers Extended Producer Responsibility (EPR) schemes on behalf of its members for various identified products in the packaging sector. Petco serves as a national organisation, facilitating and supporting the collection and recycling value chain, guiding packaging design, stimulating end-use markets for recycled material, and conducting various communication and awareness initiatives. Petco is a collective organisation, set up by our producer members to fulfil their extended producer responsibility obligations, by taking accountability for their products throughout their entire life cycle, as mandated by Section 18 of the National Environmental Management: Waste Act. Petco's efforts have led to annual growth in South Africa's collection and recycling rates, diverting packaging from landfills and promoting a circular economy. Petco is registered with the Department of Forestry, Fisheries and the Environment (DFFE). Registration number: 19/7/5/P/PRO/20210517/001.

Provided here is a summary of Petco's operational structure showing the departments and their respective areas of work:

27 members

representing most PET beverage bottles and LBP cartons in SA

100% of members in good standing

Chairman's Review: 2025 Results

The Petco Board is delighted to share the results of the 2025 performance year. The Board is charged with advising the CEO and Petco team on matters of strategy by bringing in insights from their collective experience - leveraging each Board member's knowledge of the industry. The members of the Board represent all categories of membership from small to large, offering fair, balanced advice and support to the Petco administration.

A legacy of success

Many of the members represented on the Board are founding members, who have been on the Board since Petco's incorporation as a voluntary industry body in 2004. Petco has a long and storied history, and it speaks volumes that these members are still at the helm today. They remain committed to mandatory EPR and the ideal of sustaining an inclusive value chain for their identified products placed on the market.

Over the past two decades, Petco has developed a tried and tested model that offers credible reporting, having turned the ambition of bottle-to-bottle recycling into a circular reality. Today, this is a mature scheme with a fully developed value chain that continues to deliver results.

It is this solid foundation that sets Petco apart, and also sets us up for future success.

2025 performance results

Year after year, Petco performs beyond expectations and this year is no different. The 2025 results indicate that we have met the legislated EPR targets for roughly 99% of the tonnage of our identified products placed on the market. The exceptions were the PET shrink sleeves scheme, which requires a specific intervention, and the PET strapping scheme, for which targets were not fulfilled. PET shrink sleeves on PET bottles and jars are not recyclable. Petco is currently implementing a dedicated project focused on encouraging members to transition to the recyclable polyolefin shrink sleeve. The PET strapping scheme is a closed-loop scheme, administered by Petco on behalf of a member, where the member is responsible for collecting and recycling this product. PET strapping is often challenging to collect as it can be contaminated by other waste streams, such as PP strapping, and is rather bulky and therefore difficult to store.

As evidenced below in the four-year comparison of polyethylene terephthalate (PET) bottles and jars and their associated labels and closures - along with the liquid board packaging (LBP) scheme initiated in 2023 - we continue to improve and deliver value for members as an organisation intent on leading producer responsibility.

The collection rate for PET bottles and jars, BOPP labels, and HDPE and PP closures has increased year-on-year since the introduction of mandatory EPR in 2022, as well as for LBP since 2023. The growth from 2024 to 2025 has been particularly noteworthy, with PET bottles and jars climbing 14 percentage points to an unprecedented 90% in a difficult year for brand owners and recyclers alike. The collection of BOPP labels also grew by seven percentage points, and HDPE and PP closures by 10%.

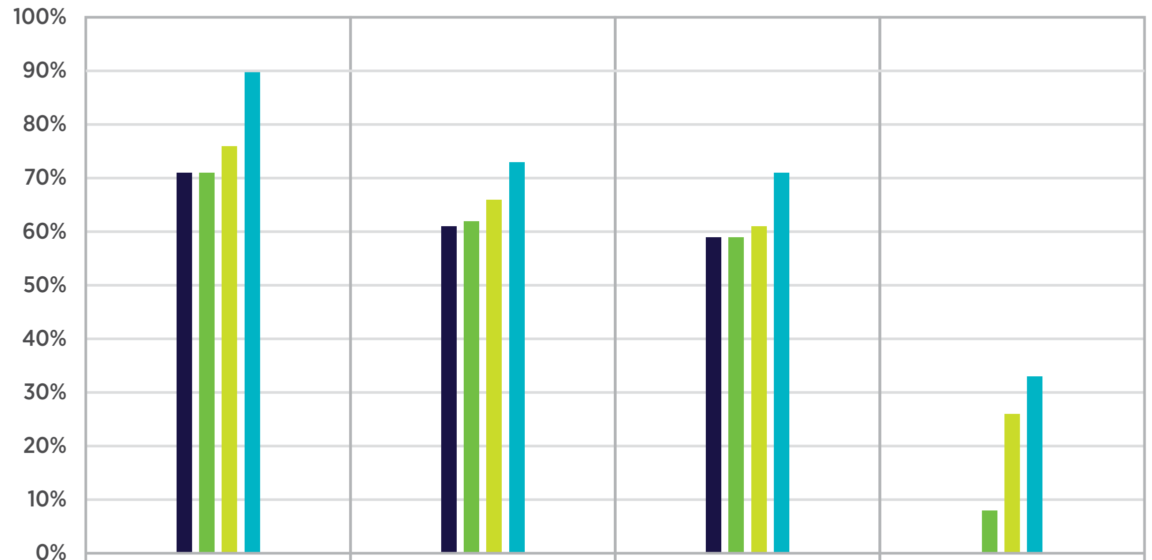
These results place Petco among the best in class globally. This progress is especially significant given the challenges faced by the PET collection and recycling value chain.

While these outstanding results represent a significant milestone, it must be viewed against the backdrop of a softer than expected quarter four for Petco brand owner members. Over the festive period, beverage consumption fell below anticipated rates, which came as a surprise to brand owners and retailers, and skewed collection rates. This serves as a cautionary reminder for us to be realistic and adjust expectations of a repeat performance next year accordingly.

For LBP, the collection rate saw an impressive 18 percentage point surge between 2023 and 2024 and a further seven percentage point increase into 2025. Our LBP scheme represents the majority of the market, and we have now crossed the 30% mark for the first time.

Notably, every year since the implementation of mandatory EPR, Petco has successfully met or surpassed the collection and recycling targets for PET bottles and jars, BOPP labels, and HDPE and PP closures.

Collection rate of post-consumer packaging for years 1 – 4 of mandatory EPR



	PET bottles and jars	BOPP labels	HDPE and PP closures	LBP
2022	71%	61%	59%	
2023	71%	62%	59%	8%
2024	76%	66%	61%	26%
2025	90%	73%	71%	33%

Design for recycling

The success of recycling starts with the design of packaging. If we are to grow collection and recycling volumes going forward, brand owners must fundamentally begin to design their packaging with end of life in mind. The aspiration of circularity comes with the responsibility to make different decisions.

The choice of packaging is typically determined by the contents of the packaging. This informs both the polymer and format that will be chosen or should be used. While the brand owner is an integral driver of the process by selecting the polymer, format, shape and colour of the packaging, the converter or supplier should also be thinking outside of the box to present alternatives that are inherently better in design for circularity. Popular theory is that the responsibility for good packaging design ultimately rests with brand owners; however, converters have a fundamental and key role to play in the development of better designed packaging. Brand owners are likely to make better decisions when they are presented with options of better packaging solutions.

Ongoing research and development must be the norm rather than the exception. Challenging the status quo of the conventional and what we know as normal needs to be more apparent and frequent.

The sustainable future

We find ourselves in an ever-changing, interconnected world with frequent cycles of uncertainty where the need for more sustainable decisions is becoming ever more urgent. Global events can have a profound impact on the success or failure of sometimes fragile systems in multiple markets simultaneously, especially recycling systems which are under enormous pressure, both locally and internationally. The world is changing at an ever-increasing speed, highlighting the need for sustainable solutions now and not later. What is very apparent is that we cannot continue to consume in the linear fashion we have become accustomed to - the take-make-dispose model is impacting on everything from climate to food security.

Petco has and continues to work fastidiously to maintain and build on the momentum we have generated. We will carry on with our work in enabling South Africa's legislation and seek to embed future resilience and responsiveness to an ever-changing market.

The consumer increasingly looks to the brand owner and government to effect changes. They expect brand owners to make the necessary changes voluntarily, or for government to enforce these through regulations. As a producer responsibility organisation, Petco focuses deliberately on the strategic mitigation of waste, which is the end result of the designing, collecting and recycling of recyclable packaging. Of course, none of this works in isolation or without the consumer playing their part by making more sustainable purchasing decisions and separating their recyclable packaging at source.

Locally, we are starting to see green shoots with respect to the payment of the waste picker service fee, something Petco is committed to delivering. The BBC200 project under the auspices of the Paper and Packaging PRO Alliance has made real progress when compared to 2024. There is a definitive plan in place now, and registration of waste pickers has begun. It is a long road, and the operational challenges are significant - but meeting our members' EPR obligations in this regard and paying a just compensation to waste pickers remains the goal.

Petco has begun to find its rhythm once again following last year's leadership transition with the appointment of a new CEO, Chair and Board. As a Board, we are committed to ensuring that Petco endures and continues to offer value to its members that is a class above the rest.

As always, our approach will remain grounded in science, rooted in experience, focused on delivery, and ready for continued future growth.

Ralph Jewson,
Petco Chairman

CEO's Review: Looking Ahead

Despite a volatile global socio-economic landscape, South Africa has performed well on the sustainability front, with Petco's EPR schemes continuing to lead the way in the implementation of Section 18 regulations to the National Environmental Management: Waste Act.

A world in flux

Every year, we have committed to performing beyond obligation, and have laid a rock-solid foundation on which to build our future readiness. In preparing for the uncertainties of the future, we have to consider that the commitment period to the United Nations' Sustainable Development Goals (SDGs) is nearing its end. We don't know what the global commitment will be post-2030; however, our roadmap into the future of EPR is marked out by a well-governed PRO and a serious effort to create an inclusive recycling economy.

Global recycling dynamics

The international discourse continues to move forward on sustainability concerns, although the Intergovernmental Negotiating Committee (INC) has so far failed to reach consensus on a global, legally binding treaty to end plastic pollution. Additionally, South Africa hosted the G20 Summit in 2025, and of particular interest for Petco was the Environment and Climate Sustainability Working Group, which signals a global commitment to environmental sustainability. However, in real terms, we are seeing fractures in the global community, as evidenced by the inability of parties to reach consensus on the Global Plastics Treaty.

At the same time, the recycling economy and packaging sector are evolving rapidly, through advances in waste treatment technologies and big shifts in regulatory frameworks. Added to this are worldwide commitments that support clean production and sustainable consumption, with which Africa must keep pace, in spite of a slowing in financing and investments in technology transfers to the Global South.

Growing protectionism - whether in the EU, US, or Asia - is creating trade barriers. African exports struggle to gain traction in these markets, while legislative and geopolitical changes mean that the continent remains receptive to virgin materials, which undermines our local recycling economy. This says to us that whilst South Africa's EPR regulatory model seems to be yielding results, there is an urgent need to create incentives and support for key actors, such as producers and recyclers, so that recycled material becomes economically competitive on a global scale and protected as the first choice, domestically.

We have a thriving recycling economy with strong participants, including Petco's brand owners and contracted downstream recycling partners. Yet recyclate has to compete on price both locally and internationally, which is difficult given regulatory barriers and uncompetitive pricing. Our priority is to stimulate the re-absorption of recyclate into packaging and finished goods within South Africa and across the continent.

2025 Highlights

Environmental Benefits

PET bottles and jars

90% collection rate

87% recycling rate

LBP cartons

33% collection rate

31% recycling rate

Targets met for ~ 99% of product tonnage placed on market

Trying times for recyclers

The European Union's Packaging and Packaging Waste Regulation (PPWR) came into force this year, with a goal to make all packaging in the EU reusable or recyclable by 2030, but, in spite of this, recyclers have been shutting down since 2023, drastically reducing available recycling capacity. This alarming trend intensified in 2025, impacting both small and large recyclers.

This was driven by rising input costs and escalating operational costs. Recyclers in these regions also face competition from cheaper imported recycled and virgin polymers, which are displacing locally produced recycled polymers. At the same time, demand for recycled material declined in these regions due to more affordable virgin polymer prices and major brands deferring recycling targets i.e. extending timelines for the recycled content inclusion targets. This combination of economic pressures made recycling financially unsustainable, undermining efforts to achieve collection, recycling, and recycled content targets across the regions.

In response to the threat posed by low-cost imports, the EU imposed anti-dumping duties on PET imports from China in April 2024, which are set to remain in effect until 2029. In May this year, the EU also initiated a similar anti-dumping investigation against PET imports from Vietnam, which was subsequently extended by another year.

Overall concerns for the South African recycling sector:

- South Africa may become a target for diverted, low-cost imports, which will undermine the local virgin PET industry.
- There is lowered demand for rPET from brand owners and producers, reducing the investment case for food-grade recycling.
- As seen in Europe, unsustainable recycling plants end up permanently closed or in lengthy shutdown periods. Without an investment case for recycling, facilities will close, resulting in loss of PET recycling capacity.
- Reduced recycling capacity means that PROs are unable to meet collection and recycling targets on behalf of their members, resulting in non-compliance with EPR regulations.
- The PET value chain supports many jobs and livelihoods. In a country with exceptionally high unemployment rates, the loss of jobs and livelihoods has significant socio-economic impacts.

The South African market

In South Africa, a constrained recycling environment persisted in 2025 as PET bale prices remained high in response to increased competition for local post-consumer bottles. The year began with recyclers stocking up baled bottles after the festive season in anticipation of low supply in the winter season, pushing the baled bottle price up to almost R9/kg. Despite this, bottle prices decreased slightly in winter and remained high for the remainder of the year. On average, the price of clear PET bales oscillated between R7.05/kg and R8.45/kg in 2025, with prices decreasing slightly in the fourth quarter.

While high bottle prices benefit collectors by increasing their income, they pose severe challenges for recyclers and packaging producers. As prices climb, recyclers face tighter profit margins as they also compete with escalating electricity costs, poor plant loading, and rising manufacturing costs. This threatened the sustainability of their businesses and forced them to increase the price of recycled material.

High rPET prices in comparison to low virgin prices resulted in suppressed demand for rPET. Recyclers raised the crucial point that a key aspect of balancing the value chain is ensuring that there is an off-take market for rPET. The off-take market was under threat from a combination of factors - brand owners reducing sustainability targets, lower virgin prices, low inclusion targets set by the DFFE, and poor enforcement of rPET inclusion.

For local fibre recycling, the situation was not any better. The baled bottle price remained high, while the local and international price of fibre remained low, reaching a 30% decrease at some point. This made it difficult to justify the investment case for bottle-to-fibre recycling in South Africa, which was made evident by the closure of one fibre plant, and the merger of two large fibre plants.

During the last two months of the year, PET raw materials - mono ethylene glycol (MEG) and purified terephthalic acid (PTA) - contributed to the persistent low price of virgin PET. MEG prices were exceptionally low (potentially due to sluggish demand for anti-freeze), while PTA pricing remained flat (due to overcapacity). This resulted in increased virgin PET imports from Asian and African markets, with African virgin being very competitive, placing further strain on local recycling.

Looking ahead: Priorities for Petco

Although the year has been fraught with difficulties and changes, we remain optimistic that our approach and commitment will endure. Looking to the year ahead, opportunities for expanding impact and deepening the value to members and all stakeholders alike exist. To tap into these, Petco must continue to re-evaluate both the value chain and our model and look toward innovating solutions for a dynamic reality.

PET recycling value chain

How industry and government must support the local PET recycling value chain to avoid plant closures:

- Develop end-use markets: Increase uptake of rPET by brand owners.
- Reduce recycling costs: PROs and brand owners must continue driving design for recycling efforts, while collectors and buy-back centres must be trained on sorting to improve bale quality and standards.
- Offer legislative support: Stricter enforcement of EPR legislation.

Petco model

Petco will work on behalf of our members in the year ahead to ensure the sustainability of our EPR model:

1. Strengthen the collections base, enhance flow and utilise installed recycler capacity: Expand collector enablement (logistics grants, balers, route densification) to raise bale quality and volumes flowing to domestic recyclers, scale buy-back centre upgrades and municipal separation-at-source nodes in metros.
2. Agitate for an enabling policy environment and real enforcement: Advocate for targeted economic support (electricity stability relief, working capital facilities, and green tax incentives) to give recyclers a "softer landing" during price troughs; and push for visible compliance enforcement against free riders under Section 18.

At grassroots level, we will continue to increase our visibility and maintain a real presence and solid working relationships on the ground where the engine of collections will be fuelled by our ongoing support of waste pickers and strong working relationships with buy-back centres and like-minded non-profit partners.

The future of EPR

Despite challenges throughout the year, Petco has had yet another resounding performance year. We are grateful to our investors (producer members) and our partners (recyclers) - and all the key actors in the recovery of waste. There is value in partnering and respecting the limitations presented by our regulatory controls and prevailing economic conditions.

We are now collectively moving towards closing the current five-year commitment period for EPR regulations, promulgated in 2021, and reviewing the regulations for the next period. Also, under review and development are national policy and economic instruments such as the National Waste Management Strategy and a national Circular Economy Action Plan. While these policy directives may present new or additional conditions for industry, we are confident that Petco stands ready to advocate for its members and partners, and is capable of continuing to be compliant and an effective player in delivering economically inclusive EPR.

Petco's central position is that we must bring dignity and fairness to the work of the informal sector as represented by waste pickers. We must secure the value chain by investing in capital infrastructure that ensures material flows to recyclers who are operationally sustainable and commercially viable.

Our desired outcomes require multi-stakeholder collaboration and enhanced mechanisms to ensure compliance, not only to eliminate free riders but to hold producers accountable for their obligation to increase re-inclusion of recycled material. While it is important to remain connected to the global discourse, there is a need to strengthen what South Africa does well.

Petco's achievements are testament to an ecosystem that works, comprised of pragmatic regulations, compliant producers, and not stifling the work of compliant PROs like Petco.

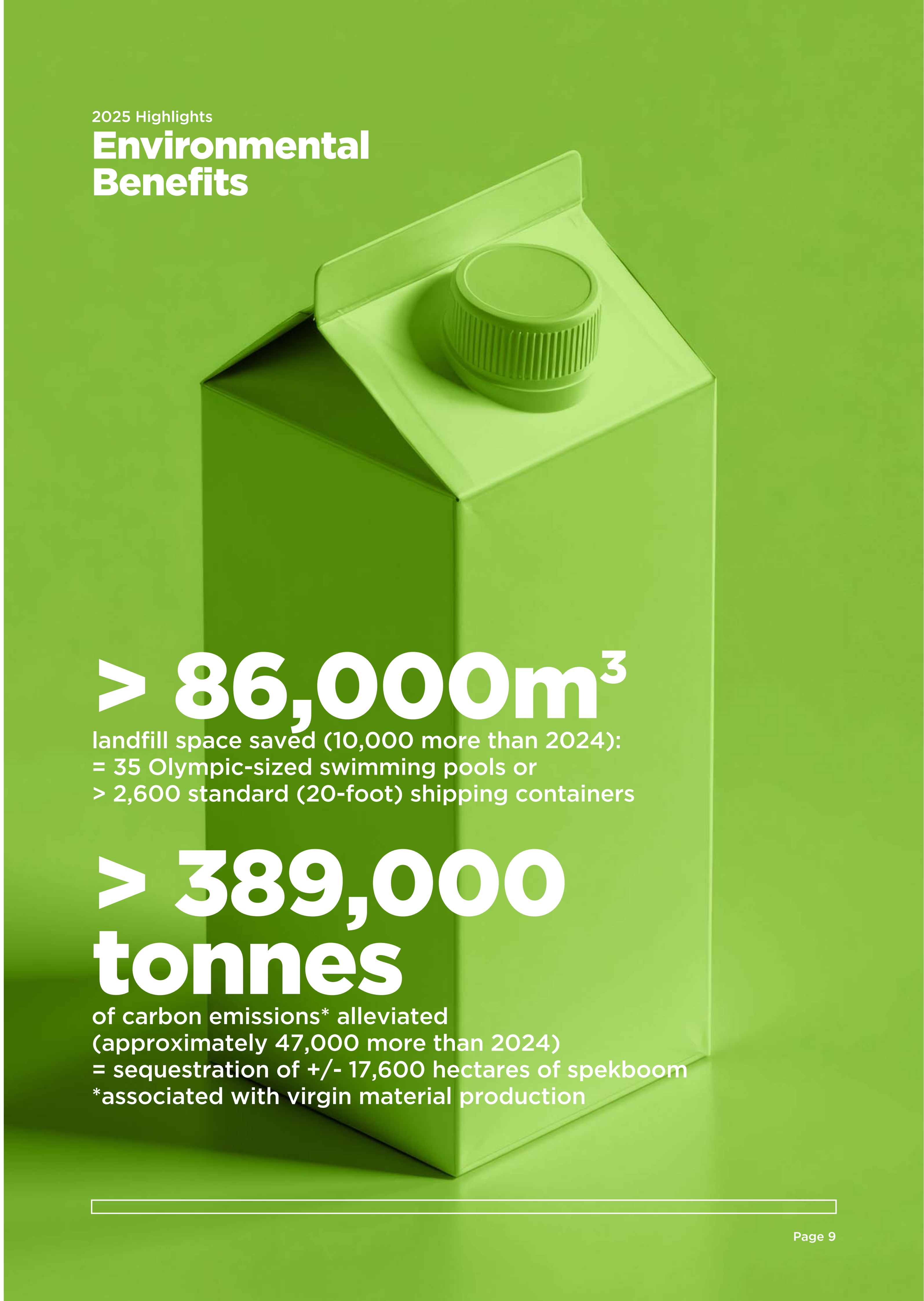
2025 saw a shift in our investment philosophy to place emphasis on direct capital investment in infrastructure for aggregating recyclable materials, whilst continuing to support SMMEs with much-needed equipment and training. This new philosophy complements our partnership model with recyclers and has yielded results. We celebrate our stellar performance despite a volatile global and uncertain domestic environment, and welcome the support of the DFFE.

Having met the collection and recycling targets for almost 99% of our identified products by tonnage, maintained Level 4 B-BBEE status, grown our technical capabilities, retained staff, and preserved an unblemished audit record, Petco remains a leader in the EPR space.

I'd like to express gratitude to our Board of Directors, whose support and guidance complement the tireless efforts of our teams at our offices in Cape Town and Johannesburg, as well as those on the ground, and contracted staff.

We are future ready and gearing up for change!

Telly Chauke,
Petco CEO



2025 Highlights

Environmental Benefits

> 86,000m³

landfill space saved (10,000 more than 2024):
= 35 Olympic-sized swimming pools or
> 2,600 standard (20-foot) shipping containers

> 389,000 tonnes

of carbon emissions* alleviated
(approximately 47,000 more than 2024)
= sequestration of +/- 17,600 hectares of spekboom
*associated with virgin material production

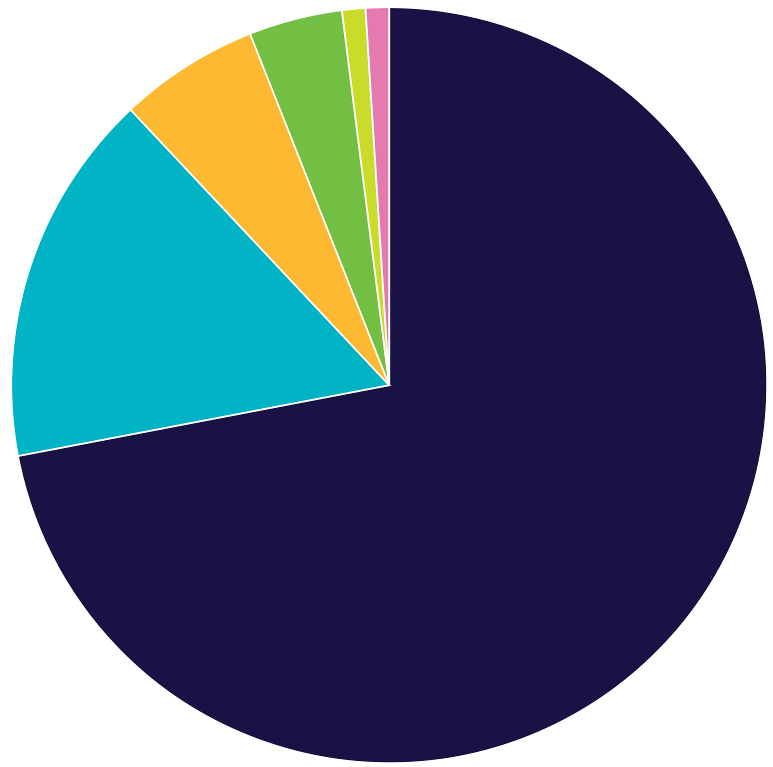
Collection and Recycling Achievements

Petco's annual collection and recycling targets are based on the tonnes of packaging placed on the market (POM) by its members. The annual forecasted POM tonnages reported by members therefore inform the required collection and recycling volumes contracted with its recycling partners, where Petco measures progress against the targets.

Products placed on the market

PET beverage bottles make up the most significant proportion (72%) of the identified products placed on the market by Petco members. LBP comprises 16%, while the remaining 12% is made up of PET single-use products (home and personal care products, and food bottles and jars), PET edible oil bottles, flexible PET (strapping and shrink sleeves), as well as the caps (rigid polyolefins) and labels (flexible polyolefins) from PET bottles and jars.

Proportion of identified products placed on the market by Petco members in 2025



72%	PET beverage bottles
16%	LBP
6%	Polyolefin rigids
4%	Single-use PET products
1%	Polyolefin flexibles
1%	PET flexibles
0.2%	PET oil bottles
0.1%	Thermoformed PET

Meeting the legislated targets

Petco has successfully met the legislated collection and recycling targets for PET bottles and jars, BOPP labels, HDPE and PP closures, PET thermoforms, and LBP.

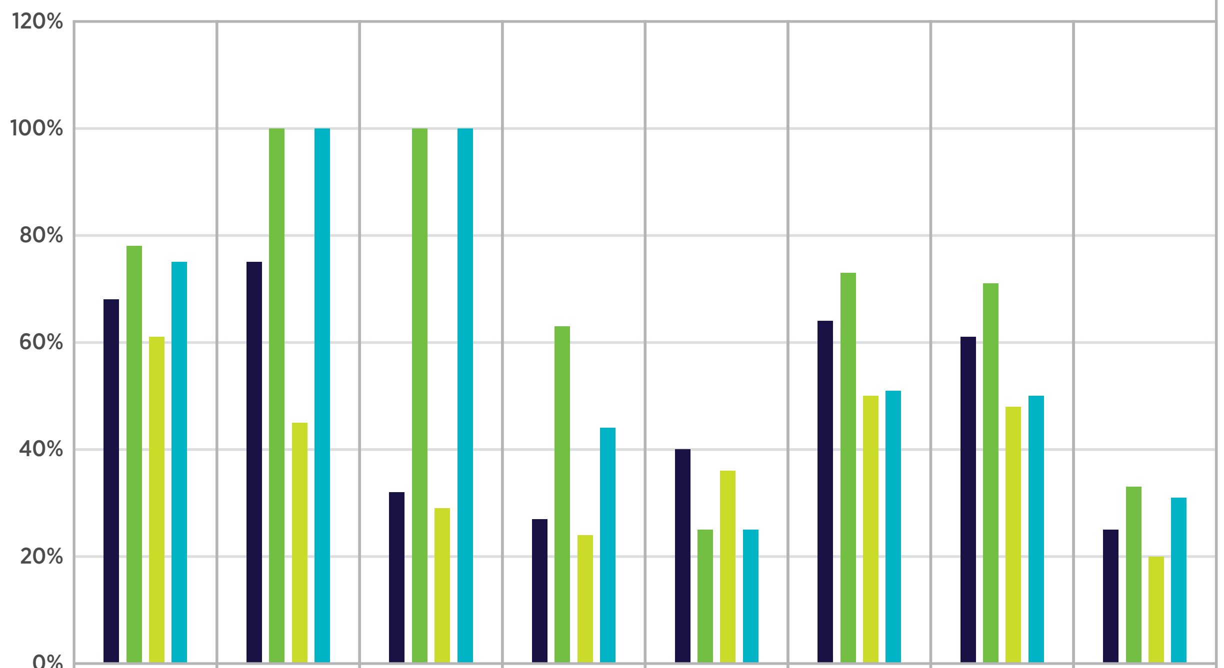
In 2025, a lower than forecasted POM tonnage for PET beverage bottles resulted in the overachievement of the target by 10 percentage points, resulting in an inflated collection rate of 78% and a recycling rate of 75%.

Petco achieved a 100% collection and recycling rate for single-use PET products and oil bottles. PET bales arriving at the recycler's gate are not perfectly sorted into the identified products, with the tonnage of single-use products and oil bottles much higher than the tonnage placed on the market by Petco members, resulting in a 100% collection and recycling rate.

Petco's PET flexibles scheme comprises PET shrink sleeves and a closed-loop PET strapping scheme. Despite the fact that PET strapping is recyclable, it remains challenging to collect, as it is easily tangled, mixed with other waste, and contaminated. The PET strapping scheme is administered by Petco on behalf of a member, where the member is responsible for collecting and recycling this product.

PET shrink sleeves are not recyclable. An alternative, recyclable polyolefin shrink sleeve was introduced into the market a few years ago and, while some brand owners have transitioned to the polyolefin option, many still use the problematic PET shrink sleeve. Therefore, Petco continues to encourage circular packaging design to ensure compliance with legislated targets.

Petco achieved vs DFFE targets for 2025



	PET beverage bottles	Single-use PET products	PET oil bottles	Thermoformed PET	PET flexibles	Polyolefin flexibles	Polyolefin rigids	LBP
DFFE collection target	68%	75%	32%	27%	40%	64%	61%	25%
Petco collection rate	78%	100%	100%	63%	25%	73%	71%	33%
DFFE recycling target	61%	45%	29%	24%	36%	50%	48%	20%
Petco recycling rate	75%	100%	100%	44%	25%	51%	50%	31%

Developing end-use markets

End-use demand for recycled material is one of the three key factors required to maintain a balanced and sustainable value chain, and it is essential for the successful implementation of EPR. Petco has successfully enabled end-use demand for recycled PET materials, polyolefin materials from caps and labels, and LBP.

Petco remains committed to advancing a circular economy by promoting food-grade rPET as the preferred end-use for post-consumer PET packaging.

In 2025, food-grade rPET resin accounted for 42% of all recycled plastics output enabled by Petco. This share has remained steady since 2024, but is expected to grow as South Africa's food-grade PET recycling capacity has increased.

While food-grade resin is an area of increasing focus, fibre remains a critical end-use for processing low-value and coloured PET bottles. In 2025, fibre accounted for 45% of recycled materials output. Polyolefins from PET bottle caps and labels represent a smaller portion of the materials registered with Petco, with recycled polyolefins making up 6% of recycled materials output.

LBP comprises 75% paper board, 20% polyethylene, and 5% aluminium. The output recycled materials therefore comprise 75% paper board, and 25% polyaluminium, as the polyethylene and aluminium components are extruded together to produce polyaluminium pellets.

Proportion of end-uses for recycled PET and associated polyolefins by output

45% Fibre

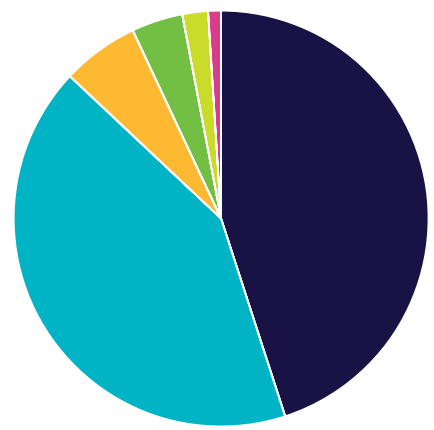
42% Food-grade

6% Polyolefin applications

4% Geotextiles

2% Strapping

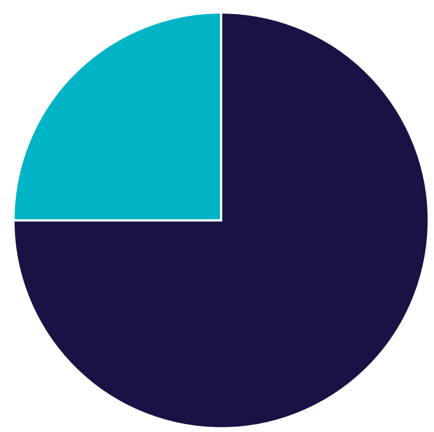
1% Bottle to flake



Proportion of end-uses for recycled LBP by output

75% Paper board applications

25% Polyaluminium



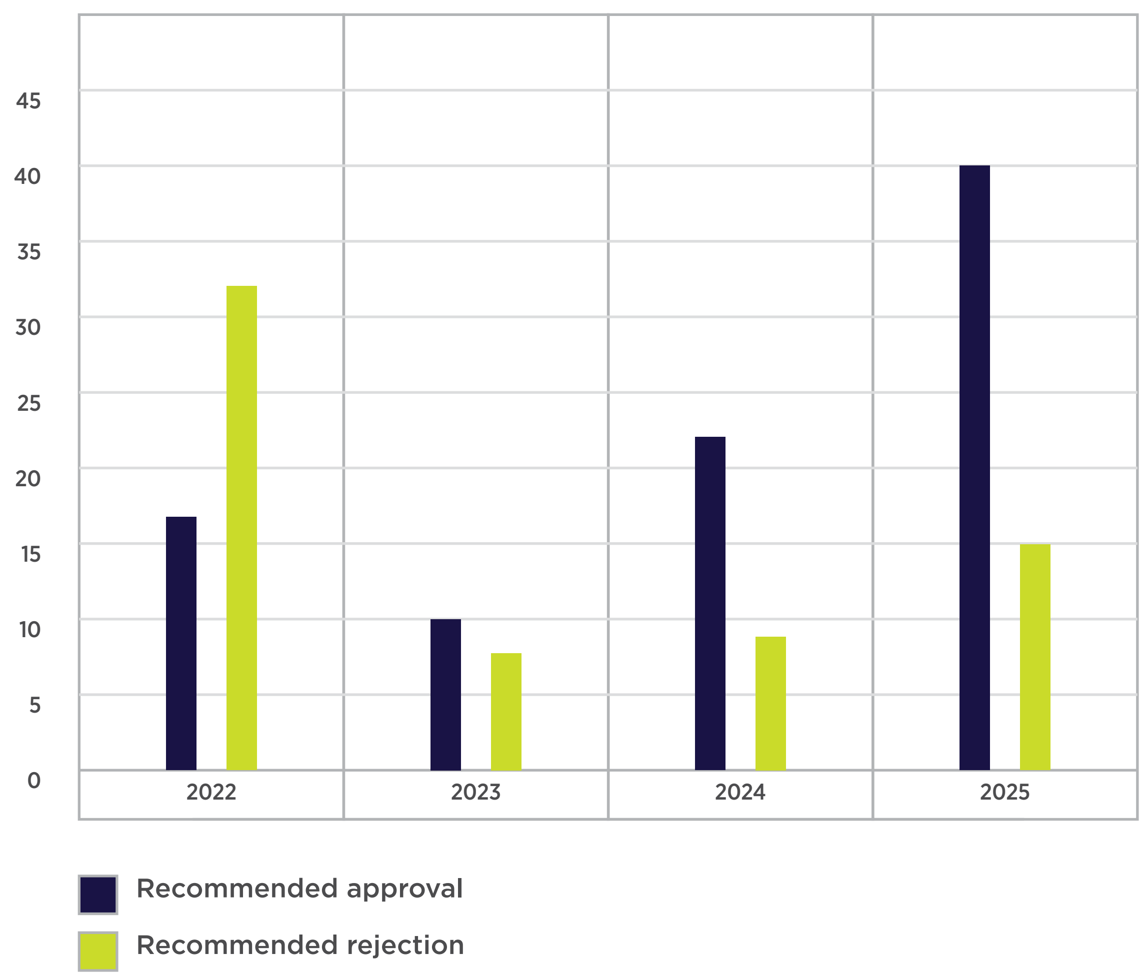
Increase in PET import applications

Waste imports into South Africa require permits. Through Plastics SA, Petco is consulted for recommendations before import permits are approved by the International Trade Administration Commission of South Africa (ITAC).

Due to the PET pricing dynamics, 2025 saw a 44% increase in PET import permit applications. Applications were mostly received from large PET recyclers with the intention of supplementing plant capacity in the face of a competitive market. The opposite was observed in 2024 when most of the applications were from small PET recyclers who were unable to compete for local bottles due to the high PET price. This forced them to import bottles from neighbouring countries to keep their businesses afloat. Similarly, larger PET recyclers sought to safeguard feedstock from neighbouring countries in the event that local collections were not sufficient to satisfy their capacity.

Due to the state of the PET recycling market, Petco recommended the approval of 73% of the permits applied for in 2025, three percentage points more than 2024. It is imperative to note that Petco ensures that the importing of waste does not stifle local collections and that imports do not result in local recycling capacity being exceeded, which would ultimately result in imported waste being landfilled.

Number of import permit applications received



Reporting with integrity

Robust reporting and accurate measurement points

Meeting the legislated collection and recycling targets is of utmost importance to Petco members to ensure that they remain legally compliant. Data integrity and accurate reporting are fundamental to this.

To determine their collective targets for the year, the legislated targets are applied to the tonnes of packaging placed on market by Petco members. These reported tonnages represent goods that are placed on the South African market and purchased by the consumer.

The closer to the consumer point of purchase that tonnages are measured, the more accurate the tonnages, and corresponding EPR fee calculations, become.

This is because brand owners and retailers do not only use locally manufactured packaging, and some of what they purchase is exported. In addition, local raw materials only represent a portion of what is used by local manufacturers and an even smaller fraction of what is purchased by the consumer.

Petco therefore measures tonnages at the door of the retailer or the gate of the brand owner or manufacturer. This process allows Petco to contract the required collection volumes with recycling partners.

Similarly, Petco measures collection volumes at the recycler's gate. While measuring material collected at buy-back centres or through waste management companies may seem effective, in an environment dominated by informal collection and multiple middlemen, one of the major risks is double counting.

To avoid this, best practice suggests that collection is measured at the end of the value chain. Petco pays recycling partners a recycling fee at a rate per kilogram for recyclable packaging purchased, to meet the targets effectively. To ensure the integrity of the collection data provided by recycling partners, quarterly audits are conducted by a Petco-appointed external auditor.

PET bale characterisation

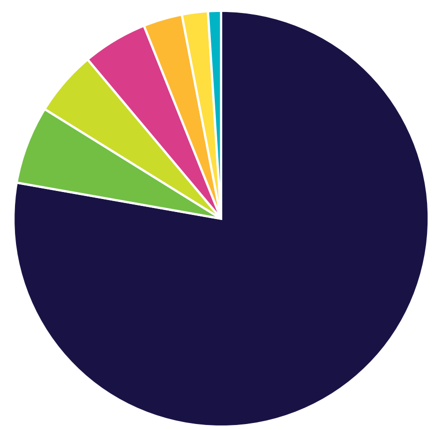
Typically, PET bales arriving at the recycler's gate are not perfectly sorted into the identified products on which PROs are required to report.

Since 2022, Petco has been carrying out PET bale characterisation studies to better understand the composition of a typical PET bale purchased by its recycling partners. These ratios are then applied to the total PET collected, and are used to inform reporting on the different identified products registered with Petco.

To maintain data integrity, Petco aims to conduct two bale characterisation studies per year to account for variations and seasonality of bale compositions. Although the main aim of this study is to inform Petco's reporting methodology to the DFFE, it has been instrumental in helping to identify poorly designed PET packaging that hampers recycling efforts and the sustainability of the recycling value chain. Ultimately, the recycling of packaging does not begin with its collection, but with its design.

Average PET bale composition

77%	Beverage bottles
6%	Food products
5.6%	Wastage
5%	Edible oil
3%	Home and personal care
2%	Closures
1%	Labels
0.2%	Shrink sleeves
0.1%	Thermoforms



Promoting good packaging design

Petco has implemented a multipronged approach to address packaging designs that are not compatible with the local PET collection and recycling value chain. This approach includes a mix of design guidelines, position papers, research, member engagement, partnerships and lobbying.

To support engagement with members on problematic packaging designs, Petco manages a comprehensive database detailing the challenging packaging types of every Petco member, prioritising those most pressing, and tracking engagement and progress towards transitioning to recyclable and circular packaging options. The design issues include PET shrink sleeves, paper labels, opaque-coloured bottles, metal closures, as well as green and amber-coloured bottles. Engagements with members entail discussions with internal and global teams to share best practice and get a sense of their challenges, as well as site visits to buy-back centres and recyclers to demonstrate first-hand the impact of design on the value chain.

Additional discussions were also hosted with external producers and stakeholders to raise awareness around PVC and biodegradable/compostable packaging, which are not easily identifiable and consequently contaminate the PET value chain.

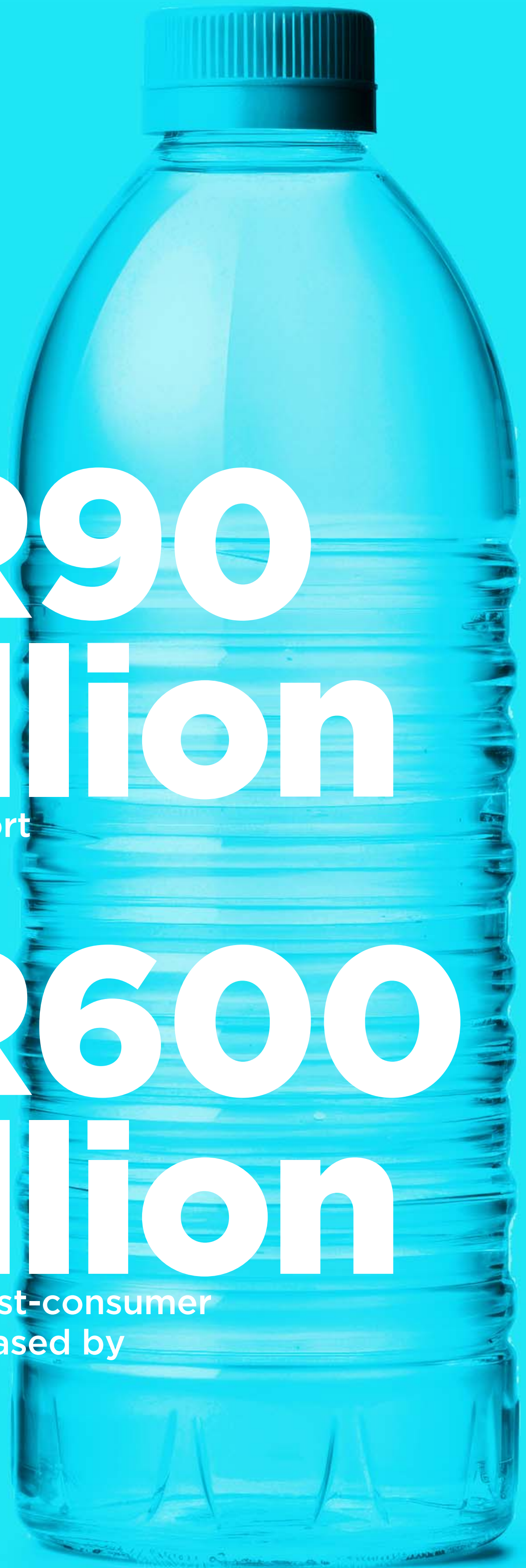
PET shrink sleeve project

A dedicated project was initiated to explore how best to promote the transition from non-recyclable PET shrink sleeves on a PET bottle to the recyclable polyolefin shrink sleeve. This project was spearheaded by a working group comprised of representatives from brand owners, label manufacturers and PET recyclers.

A key outcome of this project was that any mark or label designed to distinguish the recyclable shrink sleeve from the PET shrink sleeve should be consistent with the current on-pack recycling label (OPRL) system which is used to communicate recyclability for all packaging types. Discussions are therefore underway with a broader audience, led by Packaging SA, to standardise design for recyclability guidelines, with the goal of informing standardised recyclability labelling, such as the OPRLs.

2025 Highlights

Value Chain Support



> R90 million

in financial support to recyclers

> R600 million

trade value of post-consumer packaging purchased by Petco recyclers

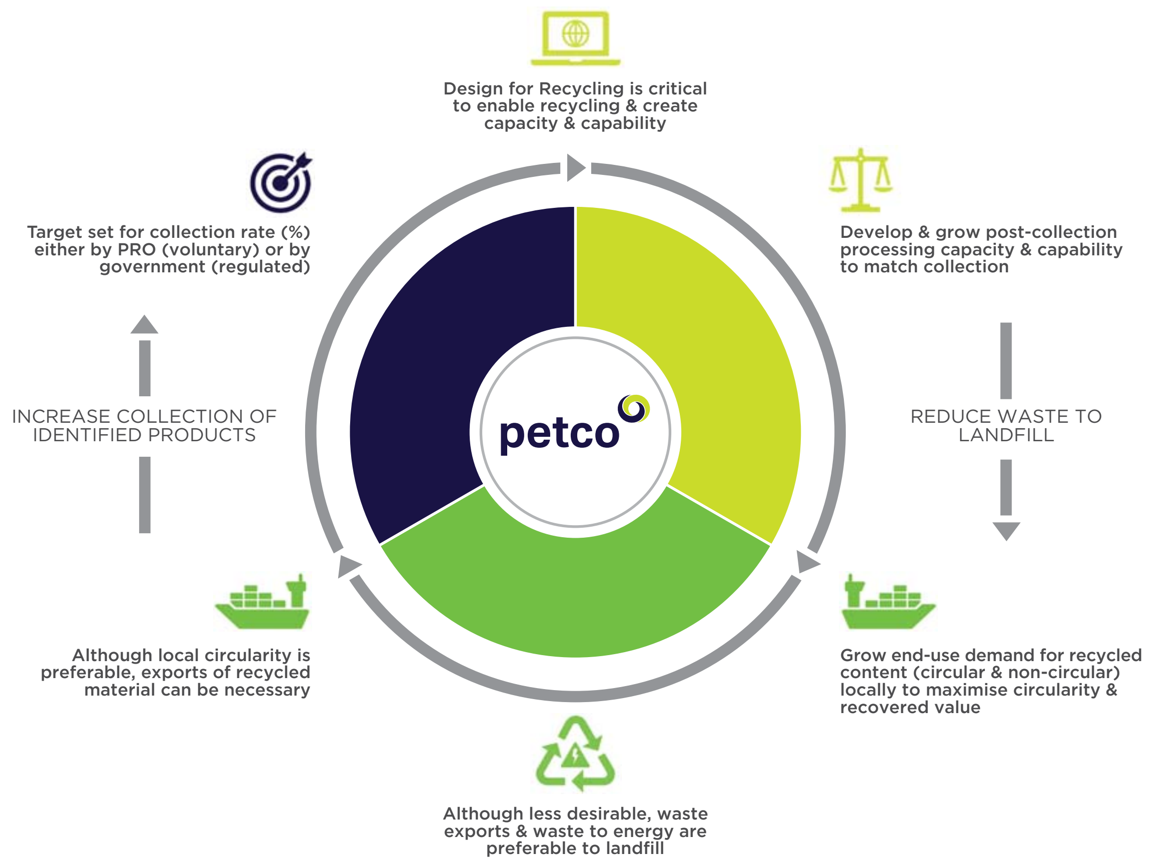
Sustaining the Collection and Recycling Value Chain

Building and sustaining the collection and recycling value chain is the core work of any successful EPR scheme. It requires continuous dedication to balancing three key facets - collection capability, recycling capacity, and the development of end-use markets.

The following sections explore how Petco maintained and built the post-consumer collection and recycling value chain in South Africa in 2025.

Three key facets of a sustainable value chain

- **Collection**
- **Recycling Capacity**
- **End-Use Demand**



Financial support

This year, over R90 million was injected into the value chain as financial support paid to Petco's contracted recycling partners. Offering them contractual security helps recyclers to drive capacity improvements and investments in end-use markets, and also helps them weather the downturns in the market.

Furthermore, the financial support allows recyclers to invest downstream of the value chain by paying a fair price for recyclables. In 2025, Petco recyclers purchased post-consumer packaging materials to the trade value of approximately R600 million.

Petco contracted an additional recycler to increase the collection and recycling of LBP, taking the total number of contracted recycling partners to 12:

- AfriPET
- Alpla Recycling SA
- Atlantic Plastic Recycling
- Da Run Fa Chemical Fibre
- Extrupet
- Gayatri Paper Mills
- Kaytech Engineered Fabrics
- Kubili Recyclers
- Mpact Recycling
- Myplas
- Propet SA
- Sen Li Da Chemical Fibre

Unlocking collection

Petco's collection support focuses on the key areas highlighted in the section below. Implementing these initiatives helps unlock collection volumes for both PET and LBP, meet DFFE targets, and drive economic inclusion of the informal sector.

The process of identifying opportunities and investing in the collection system is underpinned by a rigorous set of internal controls and due diligence or audit assurance.

Identifying and building relationships with buy-back centres and collectors

Expanding the collection network

Investing in infrastructure, equipment support and systems

Developing business skills

Expanding the collections network

Petco's people-centred engagement model remains a key differentiator in strengthening South Africa's recycling ecosystem. This year, 506 buy-back centre engagements were conducted, comprising monitoring and evaluation visits to assess the status quo of buy-back centres, track material volumes, and review operational performance. These engagements help ensure centres are functioning effectively, reinforce strong, trust-based relationships at community level, and maximise participation across the value chain.

A dedicated team of Regional Recycling Officers (RROs) and Buy-Back Centre Liaison Officers (BBCLOs) maintain a visible, on-the-ground presence. Together, the team identified and onboarded 125 new buy-back centres, expanding Petco's national footprint and strengthening collection capacity.

This ongoing, targeted engagement enables the delivery of tailored, context-specific support that addresses the unique operational and infrastructure challenges faced by individual buy-back centres. Petco's approach moves beyond generic interventions and ensures that resources are applied where they generate the greatest impact. High-impact site activations and operational improvements increase collection volumes and divert recyclable materials from landfill.

By prioritising collaboration and partnership, Petco transforms buy-back centres from passive beneficiaries into active stakeholders within the recycling value chain. This inclusive engagement model strengthens local ownership, enhances resilience, and supports the development of scalable, community-based recycling systems that deliver long-term social, environmental, and economic value.

Investing in infrastructure and equipment

Investing in infrastructure plays a critical role in establishing a strong operational foundation for buy-back centres, SMMEs, and cooperatives. It enables access to waste collection points, sorting facilities, and logistics networks, while increasing collection volumes through improved equipment and facilities. Proper sorting, baling, and storage infrastructure enhances material quality by reducing contamination and increasing material value. Efficient infrastructure also lowers operational and logistics costs across the value chain.

Petco and municipal partners have implemented a comprehensive support initiative to strengthen recycling infrastructure and enhance operational capacity within the sector.

Through this programme, 59 entities - comprising 49 enterprises, seven schools, one waste picker group, and two municipalities - benefited from essential equipment for their collection and processing operations, including balers, perforators, trailers, trolleys, conveyor belts, bins, and trading systems.

This targeted investment has had a positive impact on both the formal and informal waste sectors, enabling greater participation by waste pickers, and building resilience in the face of market fluctuations, and policy changes.

Key outcomes of the infrastructure support provided:

- Unlocked collection potential of over 2,844 tonnes of PET and LBP annually
- Improved operational efficiency and reduced costs by investing R8.95 million in equipment and infrastructure, including:
  - 13 balers
  - 3 conveyor belts
  - 3 perforators
  - 24 trailers
- Expanded Petco footprint through support to SMMEs in new areas
- Enhanced safety, security, and dignity, including:
  - Construction of one security wall
  - Distribution of 1,406 PPE sets to 36 SMMEs
- Improved working conditions through provision of:
  - 11,520 bulk bags
  - 2 storage containers
- Sustained employment and livelihoods:
  - 825 jobs within SMMEs
  - 8,560 income opportunities for waste pickers
- Empowered 49 SMMEs through access to essential infrastructure
- Increased visibility via installation of 39 signage boards at buy-back centres
- Promotion of inclusion:
  - 38% of supported SMMEs are women-owned
  - 2 projects owned by persons living with disabilities (PLWDs)

CASE STUDY:

MOROLO RECYCLING - FROM SMALL BEGINNINGS TO SCALED IMPACT

“Monthly collection volumes increased to 60 tonnes, including 18 tonnes of PET and one tonne of LBP, demonstrating how targeted support, when aligned with operational readiness, can unlock rapid and sustainable growth.”

Morolo Recycling is a strong example of a buy-back centre that has consistently demonstrated growth, resilience, and a clear commitment to scaling operations through strategic investment and effective use of support. Its journey illustrates how a small, community-based initiative can evolve into a multi-site recycling enterprise through determination, reinvestment, and partnership with a like-minded organisation like Petco.

Background

Established in 2017 in Orange Farm, south of Johannesburg, Gauteng, Morolo Recycling began as a modest operation, collecting around 12 tonnes of mixed recyclables per month (approximately three tonnes being PET). The business was founded with limited infrastructure and resources, relying heavily on community waste collectors and the owner's hands-on involvement. From the outset, the focus was on building trust, maintaining consistency, and reinvesting earnings to stabilise and grow the operation.

Growth and expansion

After several years of steady progress, Morolo Recycling reached a major milestone in January 2025 with the opening of a second branch in Drieziek. This expansion significantly increased the project's geographic reach and access to recyclable materials, marking a new phase of growth.

To support this expansion, the owner made a strategic personal investment by purchasing an H15 baling machine. This investment improved operational efficiency by enabling faster processing, better material handling, and increased storage capacity. As a result, monthly PET volumes increased to six tonnes, and the business diversified its operations by introducing LBP as an additional material stream.

Impact of Petco support

Building on this momentum, Petco sponsored a 4-metre trailer, which played a catalytic role in accelerating Morolo Recycling's growth. The trailer significantly improved logistics capacity, allowing for more efficient collection and transportation of materials across a wider catchment area.

With enhanced logistics and reduced reliance on outsourced transport, Morolo Recycling was able to scale operations substantially. Monthly collection volumes increased to 60 tonnes, including 18 tonnes of PET and one tonne of LBP, demonstrating how targeted support, when aligned with operational readiness, can unlock rapid and sustainable growth.

Strengthening sustainability

In December, the owner achieved another important milestone by purchasing a second-hand Toyota Dyna truck. This acquisition further strengthened the business's operational independence, reduced transport-related risks, and positioned Morolo Recycling for long-term sustainability and future expansion.

Conclusion

Today, Morolo Recycling stands as a clear example of how ambition, partnership, and perseverance can translate into measurable impact within the recycling value chain - demonstrating what is possible when grassroots enterprises are empowered to grow and succeed.

Entrenching the LBP value chain

Since the LBP scheme was set up in 2023, Petco has focused on entrenching the collection and recycling value chain for this identified product. Activations remain a vital mechanism for unlocking collection volumes of LBP at ground level and strengthening practical recyclability.

This year, 673 activations were conducted countrywide, reflecting Petco's commitment to facilitating inclusive and effective material recovery. These activations strengthen environmental education, and restore dignity, recognition, and visibility to waste pickers as key contributors to the value chain.

Additionally, Petco hosted eight provincial mega-activations, driven by collaboration with industry partners and local stakeholders at landfill sites, further amplifying impact through large-scale stakeholder engagement, coordinated collection efforts, and targeted awareness campaigns.

Currently, LBP operations are concentrated within major recycling hubs in Gauteng, Mpumalanga, KwaZulu-Natal, and the Western Cape, but this year saw Petco increasing activations in low-density provinces to ensure national coverage and logistical efficiency. At the community level, Petco's mission is to promote sustainable recovery of LBP and PET through collaboration, innovation, and empowerment.

Enabling separation at source

Separation at source remains a critical enabler in unlocking collection volumes and ensuring access to high-quality, uncontaminated recyclable material. Improving material quality enhances cost efficiency across the value chain and strengthens the financial viability of recycling operations.

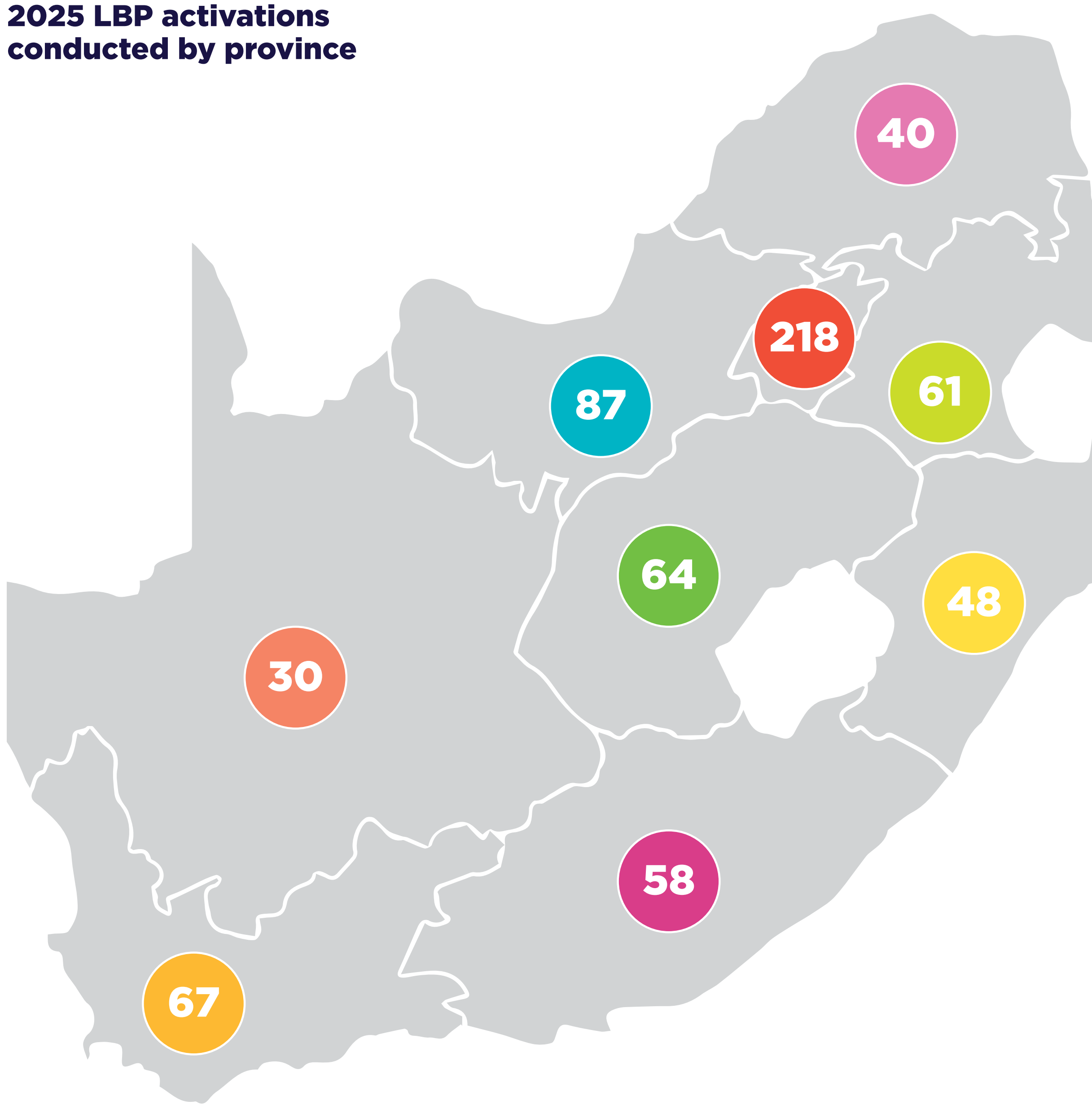
Petco partnered with four municipalities in four provinces to roll out separation-at-source initiatives and strengthened strategic partnerships with the Goby Foundation, Eco Ubuntu Organisation, and the City of Johannesburg's waste management entity, Pikitup, to support various schools' programmes.

Waste separation-at-source remains the foundation of a sustainable recycling system - it unlocks volumes, protects material value, supports livelihoods, reduces costs, and strengthens the long-term viability of the circular economy.

Education and awareness is a major driver of successful separation-at-source. The following partnerships contributed to the separation of valuable recyclable materials:

- **SANParks recycling bin launch:** Through this partnership with SANParks, Petco combined infrastructure with clear educational messaging, demonstrating the importance of pairing interventions with education to support correct waste separation and behaviour change in public and protected spaces like the Kruger National Park.
- **ARO bin handover and schools launch:** Through its partnership with the African Reclaimers Organisation, Petco strengthened separation-at-source at household and school level while supporting informal reclaimers and increasing local recycling volumes.
- **Greenpop Reforest Fest:** Petco's education and infrastructure support helped divert 1,143 kg of recyclable packaging from landfill while integrating recycling education, waste reduction and social inclusion into the event.

2025 LBP activations conducted by province



218 Gauteng	58 Eastern Cape
87 North West	48 KwaZulu-Natal
67 Western Cape	40 Limpopo
64 Free State	30 Northern cape
61 Mpumalanga	

Partnering for education

This year, Petco launched a dedicated schools programme and identified a database of 174 schools with which it aims to work. Of these schools, 70 participated actively in Petco recycling initiatives, including the "Get In The Loop" recycling competition, hosted with primary schools in the Western Cape.

Recycling education presentations were also delivered at 18 schools in Mpumalanga and Gauteng, strengthening learner awareness and practical understanding of waste management.

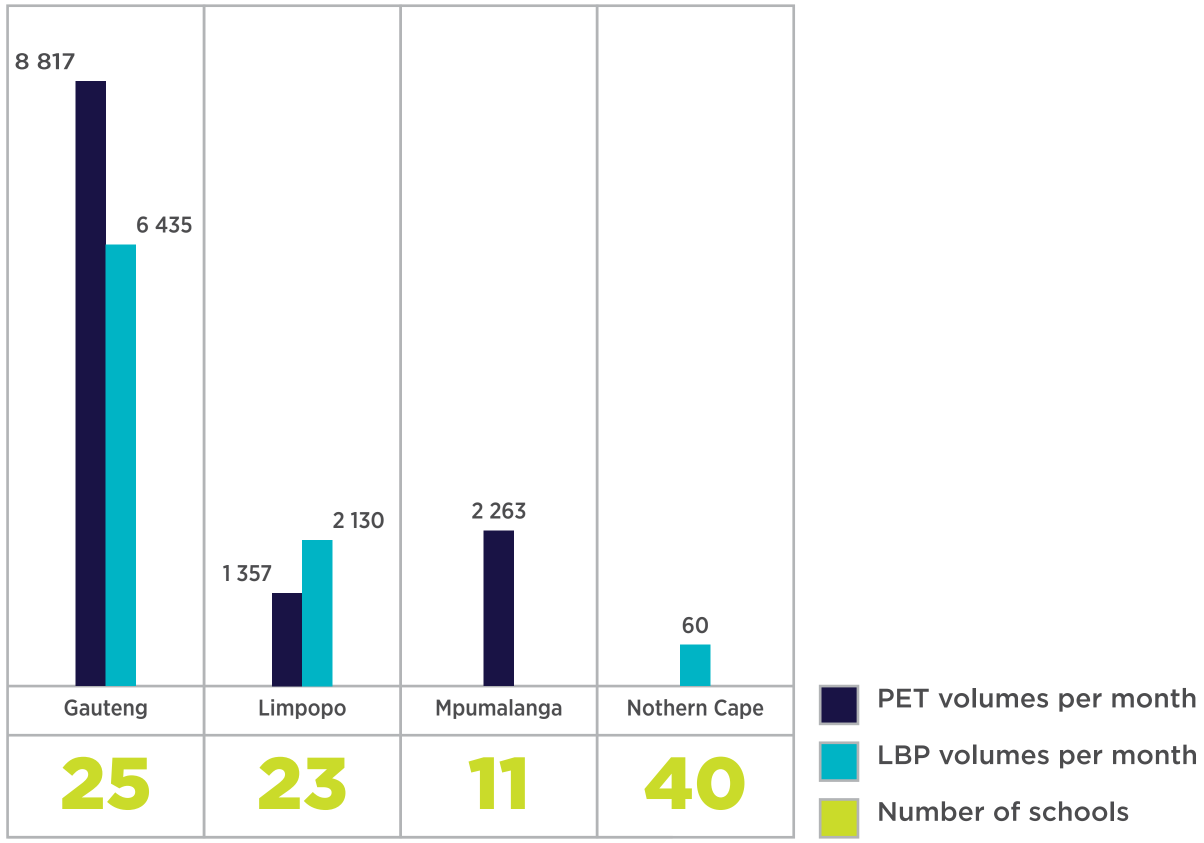
Petco strengthened collaboration through strategic partnerships with MetPac-SA and Pikitup, which supported the rollout of the schools competition in 116 schools in the City of Johannesburg and enabled Vutwa Waste Services to service nine schools in Etwatwa and Benoni.

In November, Petco hosted the first formal school programme launch. This milestone event marked a significant step in scaling coordinated environmental education initiatives and included participation from government departments (Department of Forestry, Fisheries and the Environment, Department of Education, and City of Johannesburg EISD), the University of Limpopo, industry partners, and recycling cooperatives.

The schools programme has already unlocked significant tonnages, as indicated by the graph below.

In the Western Cape, the schools recycling competition proved that education-led interventions can translate into real material recovery. The programme reinforced Petco's long-term commitment to youth education and positive behaviour change, with benefits extending beyond the classroom into households and communities. See the case study for more details.

School PET & LBP collection volumes (kg) by province



Early Childhood Development Initiative

For Mandela Day, Petco supported Suzzy Daycare in Randburg, Johannesburg, which serves children from disadvantaged backgrounds, and those with developmental challenges. Petco delivered targeted interventions that included recycling bins and curriculum-based educational materials, building a wheelchair-accessible ramp, and conducting a community clean-up. Since then, learner enrolment has increased, additional teachers have been appointed, and ongoing teacher development and accredited capacity-building training will help to ensure institutional sustainability.

Shoe Drive Initiative

Petco launched its first Shoe Drive Initiative, supported by AECI and Shadow Trailers, linking environmental participation with social upliftment in rural communities. Some 202 pairs of school shoes were collected and donated to Van Stadensdam Primary School in Mpumalanga and Morokwa-Ditlou Primary School in North West Province, both of which actively participate in recycling programmes.

CASE STUDY:

“GET IN THE LOOP” SCHOOLS RECYCLING COMPETITION - MITCHELLS PLAIN

The “Get In The Loop” Schools Recycling Competition was implemented in Mitchells Plain in September as a community-driven education and behaviour-change intervention. Delivered by Petco in partnership with Grandmaster Ready D and his programme G-CAP, the project aimed to build long-term recycling awareness among learners at five primary schools while driving measurable diversion of recyclable packaging from landfill.

The programme combined recycling education, practical separation-at-source guidance, infrastructure support and positive competition to motivate learners, educators and households to participate actively.

Objectives

- Increase recycling awareness and practical knowledge among learners and educators
- Encourage household-level behaviour change through learner-led engagement
- Divert recyclable PET and LBP from landfill
- Strengthen community ownership of recycling initiatives

Implementation approach

Learners received hands-on training on correct recycling practices, including how to identify recyclable packaging, empty and prepare items correctly, and separate materials at source. Education was reinforced through workshops, demonstrations and ongoing engagement supported by Petco and G-CAP.

Schools mobilised learners and parents through regular communication, classroom reminders and peer support. The competitive element helped sustain momentum, while collaboration between teachers, learners and families ensured that recycling extended beyond school grounds into surrounding communities.

Participation and results

The project achieved strong participation and clear, measurable outcomes:

- 2.58 tonnes of recyclable material was diverted from landfill
- Top-performing schools achieved the following results:
  - 1st place - Liesbeek Primary School: **674.8 kg recycled**
  - 2nd place - Wavecrest Primary School: **587 kg recycled**
  - 3rd place - Caradale Primary School: **487.1 kg recycled**

Liesbeek Primary School was crowned the overall winner, recognised for consistent participation, strong community mobilisation and a whole-school approach to recycling.

Education and social impact

Beyond material recovery, the programme delivered meaningful education and social outcomes. Learners developed practical recycling skills and confidence, which they shared with their households. Educators reported improved teamwork, collaboration and learner ownership of environmental responsibility.

A Grade 4 teacher from Liesbeek Primary highlighted the collaborative nature of the project, noting that repeated engagement with learners and parents helped build momentum and embed correct recycling practices. Learners also expressed pride and enjoyment in participating, reinforcing the value of experiential, hands-on education.

School leadership emphasised the positive emotional and cultural impact of the initiative, particularly during a challenging period for the school community, underscoring the role that collective action and purpose-driven projects can play beyond environmental outcomes alone.

Partnership value

The partnership with G-CAP and Grandmaster Ready D played a key role in bringing the project to life through relatable messaging, youth engagement and community credibility. The collaboration demonstrated how partnerships between PROs, community programmes and schools can deliver both education and tangible environmental outcomes.

Key learnings

- Schools-based recycling programmes are most effective when education is paired with infrastructure and regular reinforcement.
- Learners are powerful agents of behaviour change within households and communities.
- Friendly competition can significantly increase participation and sustain engagement.

Conclusion

The Mitchells Plain “Get In The Loop” Schools Recycling Competition demonstrates how education-led interventions can translate into real diversion outcomes while building long-term recycling awareness. The project provides a scalable model for future school programmes that integrate education, community participation and measurable impact.

Developing skills for the circular economy

Petco hosted 119 recycling workshops countrywide where 7,306 beneficiaries - from waste pickers to SMMEs and co-operatives - were empowered with the skills and knowledge they need to participate more meaningfully in the value chain.

The workshops:

- Demonstrated collection, separation, and recycling techniques.
- Demonstrated correct methods of identifying and sorting recyclables for recycling.
- Provided guidance on how to start and/or grow a sustainable collection and recycling business.
- Connected collectors and buyers with each other.
- Introduced recycling as an income-generating opportunity to the unemployed as well as Extended Public Works Programme (EPWP) and Community Work Programme (CWP) beneficiaries approaching the end of their contracts.
- Offered networking opportunities to collectors, and incorporated a train-the-trainer model where municipal officials were capacitated with recycling information to share with potential collectors.
- Expanded Petco's footprint. The environmental and socio-economic impact of waste pickers' work was shared, and their efforts were acknowledged.

To further upskill collection business owners, Petco hosted 10 accredited business training sessions, where 308 business owners, half of whom were women, participated and will be receiving certificates.

The training is SAQA-accredited, with the Services SETA as the delegated Quality Assurance Functionary. It is an NQF level 2 training with eight credits.

Some of the topics included:

- Developing and implementing an action plan for business operations
- Mobilising resources for businesses
- Managing personal productivity and time effectively
- Monitoring productivity within a business
- Implementing and managing various quality systems in a business, such as financial and monitoring and evaluation.

Additionally, attendees were trained in financial management, marketing strategies, communication etiquette, administration, and record-keeping.

Total number of workshops

119

Total number of attendees

7,306

Leveraging municipal partnerships for success

Collaboration between municipalities and PROs is increasingly critical to the effective functioning of waste management and recycling systems. These partnerships enable the integration of recycling into municipal service delivery frameworks, including Integrated Waste Management Plans (IWMPs) and Integrated Development Plans (IDPs), while also stimulating economic activity in rural and township communities through the recycling value chain. Ultimately, this strengthens the collections system, increasing the recovery of LBP and PET packaging materials.

Petco partnered with 95 municipalities across all provinces - comprising eight metropolitan, seven district, and 80 local municipalities - and collaborated with 10 provincial departments, strengthening alignment between national, provincial, and local waste management priorities.

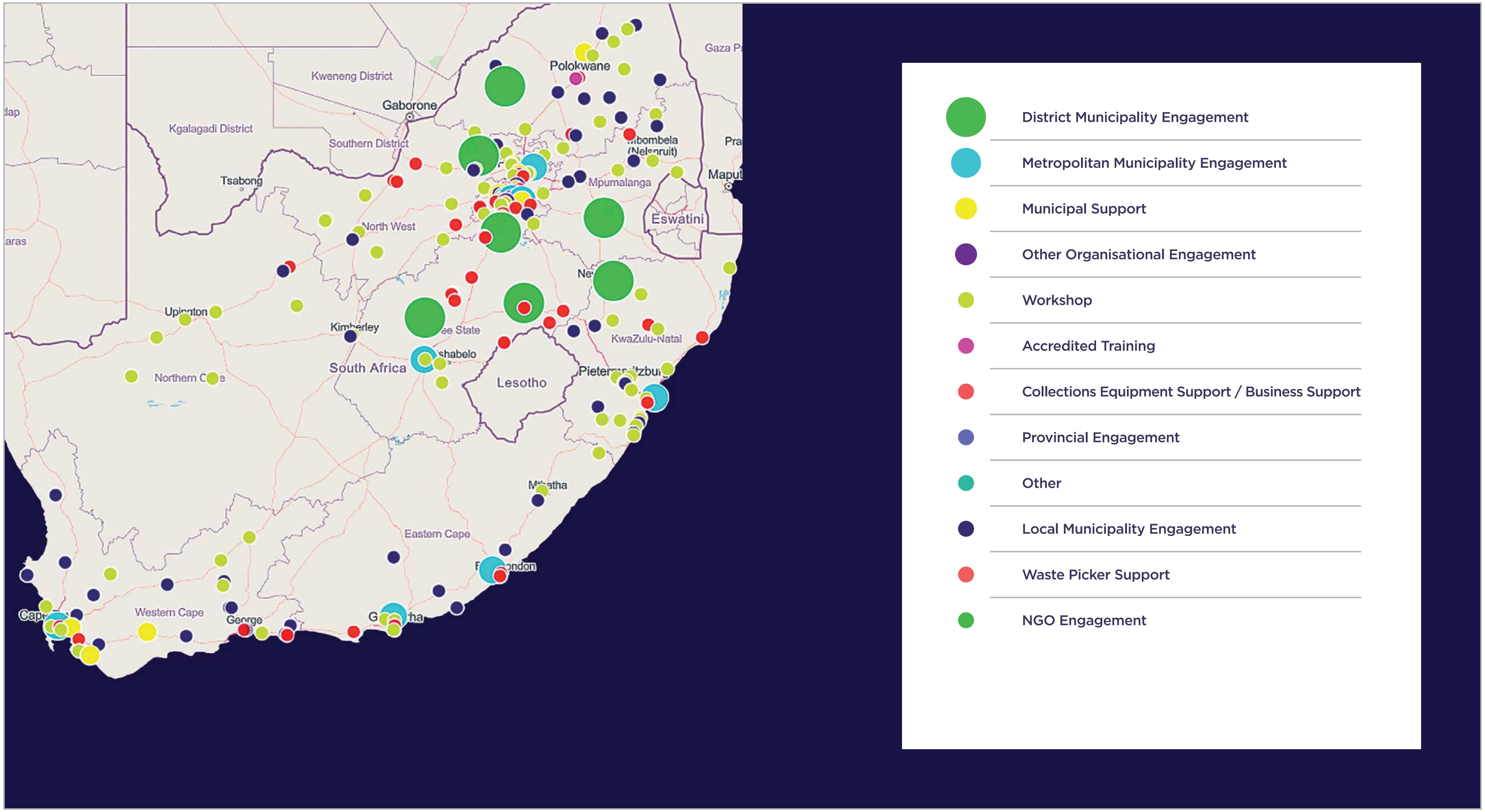
Key highlights of Petco's municipal partnerships:

- Conducted recycling capacity-building workshops with 61 municipalities.
  Result: Strengthened local technical knowledge and operational capability.
- Implemented LBP activations in partnership with 13 municipalities.
  Result: Increased recovery and diversion of recyclable materials
- Delivered accredited business development training in collaboration with 10 municipalities.
  Result: Supported enterprise sustainability.
- Implemented waste picker support programmes in:
  - 15 municipalities across seven provinces, in partnership with Safripol, through the distribution of 4,900 bulk bags; and
  - 10 municipalities across six provinces, and provided 1,104 PPE sets.

  Result: Enhanced safety, dignity and productivity.
- Implemented separation-at-source projects with four municipalities in four provinces, and provided:
  - 122 colour-coded bins;
  - Seven signage boards; and
  - 1,200 clear collection bags.

  Result: Improved collection efficiencies.
- Implemented infrastructure development initiatives in partnership with a municipality.
  Result: Strengthened local waste management capacity.
- Conducted clean-up, education, and awareness with 11 municipalities across six provinces.
  Result: Promoted responsible waste practices and community participation.

National distribution of Petco's collection initiatives and collaborations



The Petco Empowerment Fund at work

The Petco Empowerment Fund, which is funded by contributions from Petco's producer members and other benefactors, provides accessible finance and support to B-BBEE Level 1 SMMEs and is designed to respond more effectively to emerging operational, financial, and market challenges.

It prioritises scalable, high-impact interventions that enhance operational efficiency, improve material quality, and strengthen market access, while promoting inclusion and enterprise resilience.

Building on lessons learned from previous funding cycles, the Fund incorporates strengthened governance structures, enhanced monitoring and evaluation systems, and clearer impact measurement frameworks. These improvements ensure greater transparency, accountability, and alignment with EPR objectives and national waste management priorities.

Through streamlined but rigorous application processes, targeted technical support, and structured capacity-building, the Fund supports a broader range of qualifying enterprises and community-based operators - and moves beyond financial assistance to foster long-term enterprise development.

The Petco Empowerment Fund remains a key instrument in strengthening collection networks, sustaining livelihoods, and building a resilient, future-ready recycling sector in South Africa.

2025 Highlights

Infrastructure and Equipment

R8.95 million

invested

125

new buy-back centres onboarded

95

municipal partnerships

59

entities benefited from support

4

municipal separation-at-source projects implemented

Sustained employment and livelihoods

825

jobs within SMMEs

8,560

income opportunities for waste pickers

CASE STUDY:

WHY WASTE

LADYSMITH, KWAZULU-NATAL

One of the Petco Empowerment Fund's first grant recipients, Why Waste in Ladysmith, KwaZulu-Natal, is already creating a positive economic ripple effect in the surrounding communities through the buying and selling of post-consumer recyclable packaging.

The 100% black-owned business, which has been operating in the sector for almost 30 years, currently employs 59 community members and trades with a network of around 230 independent waste collectors, collecting over 6,000 tonnes of recyclable materials annually.

Why Waste was selected to receive the grant based on its alignment with Petco's core funding priorities of transformation, enterprise development, impact and growth potential, as well as sustainability and localisation.

> *"This support is deeply meaningful to us - not just as a boost in productivity, but as a vote of confidence in our mission to drive sustainable waste management in South Africa. It empowers us to grow responsibly while strengthening our ability to divert valuable materials from landfill."*
>
> **- Razia Patel, Why Waste**

Objectives

Why Waste has a history of community empowerment as well as proven operational capacity, with high - and growing - recycling volumes that stimulate the local green economy. However, prior to receiving the grant, the business's collections and baling processes had been limited by logistics and manual handling constraints.

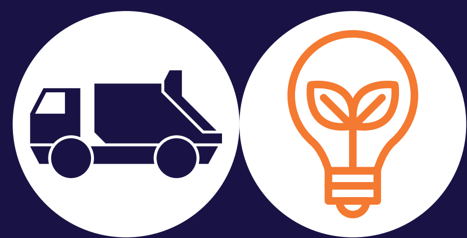
To grow in scale and impact, Why Waste used the bulk of its R1.3 million grant funding to purchase capital equipment, including a four-tonne truck, double-axle trailer and mobile baling machine. The new equipment would allow the company to process more recyclables, reduce transport costs, and improve turnaround times.

Results

The new equipment has enabled Why Waste to extend its reach into under-served areas and increase collection volumes and frequencies.

- **Mobile baler:** Compacts recyclables at source, reducing transportation bulk and enabling collection of higher volumes more cost-effectively.
- **Truck and trailer:** Enables new collection routes, particularly in rural and semi-urban areas where packaging waste often goes uncollected.

Why Waste projects to grow its collection volumes by 20% - 25%, which will see an additional 1,000 - 1,500 tonnes of recyclable packaging kept out of the environment and landfill each year.



Social impact

The Petco Empowerment Fund grant has had a direct and positive effect on the communities that Why Waste serves. The business has been able to:

- Onboard more local waste pickers.
- Provide them with bulk bags and consistent buy-back support.
- Support more livelihoods through direct and indirect employment, including drivers, loaders and baling staff.
- Engage more local businesses and SMMEs in the recycling value chain.

The improved logistics and processing capability also mean that Why Waste can offer more reliable services to schools, shopping centres, and community collection points, helping embed a culture of recycling in the areas served.

Why Waste's ongoing community engagement efforts, particularly among local schools, has also previously earned the company the 2023 Petco Award in the Environmental and Education Awareness Initiative category.

Conclusion

As a development investment instrument, the Petco Empowerment Fund expands beyond Petco's existing, day-to-day support for projects to create upward mobility and scale up its developmental impact. By providing significant support to Why Waste, allowing it to fulfil its potential and grow its operational capacity, this grant acts as a catalyst for strengthening and benefitting the local collection and recycling value chain in KwaZulu-Natal as a whole.

Driving an inclusive waste economy

In 2025, Petco intensified its focus on waste picker integration across the recycling value chain, recognising the critical role played by informal collectors in sustaining material recovery and supporting local livelihoods. To improve data-driven decision-making, Petco expanded its operational capacity by appointing four dedicated data capturers. These additional resources have enabled consistent field presence, direct engagement with waste pickers, and the collection of data that will allow for impactful initiatives.

Waste Picker Service Fee

Facilitating the payment of the waste picker service fee remains a challenge, as there is no one-size-fits-all solution. An effective system must provide a transparent, cashless, and auditable record of transactions that confirms that waste pickers have received their payments. It should also be convenient and easy for waste pickers to adopt, while remaining efficient and reliable for buy-back centres to operate. Recognising that conditions and operational dynamics differ across buy-back centres and waste picker groups, Petco has explored multiple solutions to continue moving toward a sustainable and practical payment approach.

The service fee is 15c/kg for recyclables traded; Petco pays the service fee for its materials (PET bottles and LBP cartons) and has also paid for used beverage cans (UBCs) through a partnership with MetPac-SA.

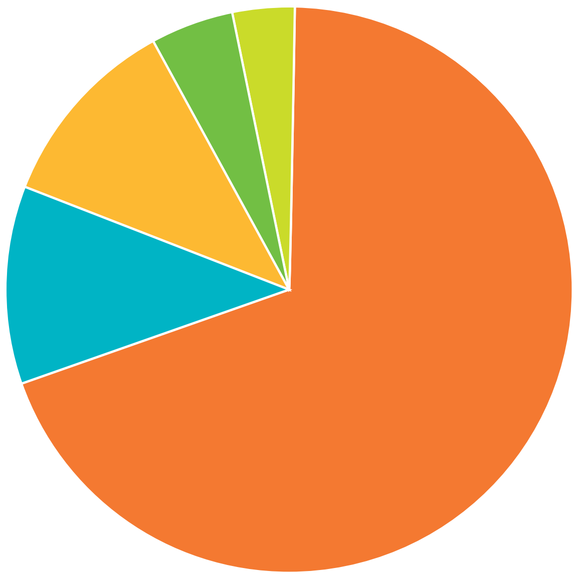
The objectives of the waste picker service fee are to:

- Ensure that waste pickers are incentivised for the environmental service they deliver
- Improve the income they receive from trading recyclables

WPSF amounts paid by the Alliance for Petco's identified materials

Total buy-back centres	Total waste pickers	Total amount paid
9	342	R33 330

R23 117.34	PET-CLEAR
R 3 935.40	LBP
R 3 911.20	PET-OTHER
R 1 483.82	PET-GREEN
R 882.99	PET-BROWN



Collaborating for waste picker integration

Petco works on Project BBC200, launched in June 2025, which was initiated through the Paper and Packaging PRO Alliance (PRO Alliance) to digitalise 200 buy-back centres across South Africa, and enable 80,000 waste pickers to receive service fees by the end of 2026.

By the end of November 2025, 51 buy-back centres had been successfully digitalised and 8,500 waste pickers registered on the South African Waste Picker Registration System (SAWPRS). While the original target of 20,000 registrations was revised to a more realistic KPI of 10,000 active waste pickers, this adjustment reflected an improved understanding of adoption timelines, on-site capacity constraints, and behavioural change requirements associated with transitioning from a cash-based system.

To improve the success of PRO Alliance WPSF projects, Petco volunteered to hand over 36 of its buy-back centres trading on Lariat to the Alliance to supplement the BBC200 project. The Petco-Alliance handover is currently underway. This handover means that service fees will be paid collectively (for all materials), and the Alliance will take over the administrative responsibility and subscription costs. The amounts paid to date on Petco's behalf are indicated in the graphics on the bottom left.

Distributing personal protective equipment (PPE)

The distribution of PPE significantly enhanced occupational safety, reduced health risks, and improved working conditions for waste pickers operating in high-risk environments, and solidified high-quality data to inform Petco's programme design, monitoring, and continuous improvement.

Social relief and rapid response interventions

In response to the indefinite closure of the Marie Louise Landfill in Johannesburg and the resulting income disruption faced by waste pickers, Petco implemented a rapid social relief intervention in partnership with Pikitup.

At the Marie Louise site, Petco distributed:

- 200 food parcels containing basic household staples
- 200 full PPE sets, including safety boots

This intervention addressed immediate humanitarian needs while ensuring that beneficiaries were equipped to safely resume operations once access to the site is restored.

At Linbro Park Landfill, Petco further provided:

- 60 care packs (food parcels and toiletries)
- 60 full PPE sets

These interventions reflect Petco's commitment to extending care, dignity, and social protection for vulnerable participants within the recycling economy.

Waste picker PPE distribution

550	550	550	425	287
pairs of gloves	reflector vests	cricket hats	boots	contisuits

CASE STUDY:

RAPID RELIEF

FOR THE SHOMANG COOPERATIVE - MARIE LOUISE LANDFILL CLOSURE

After the closure of the Marie Louise landfill site by the City of Johannesburg, Petco initiated another rapid social relief response that saw the team distributing care packs to the more than 60 waste pickers organised under the Shomang Cooperative.

In a show of tangible support, Petco facilitated the distribution of food parcels containing essential household staples, alongside full personal protective equipment, including protective boots. These contributions, while practical in nature, represent Petco's commitment to standing in solidarity with the men and women who perform this critical labour daily, often under strenuous conditions.

Beyond the material support extended, the initiative was anchored in a broader recognition of human dignity and value, with a special focus on female waste pickers. Members of the Petco team affirmed that those present were far more than waste pickers - they are environmental stewards, providers for their families and communities, and indispensable contributors to the circular economy.

"Members of the Petco team affirmed that those present were far more than waste pickers - they are environmental stewards, providers for their families and communities, and indispensable contributors to the circular economy."

The visit turned into a truly meaningful experience that will remain etched in the Petco team's collective memory. The co-op members were truly grateful for the assistance and the day concluded in a spirit of collective joy and unity, with singing and dancing that underscored a shared sense of purpose and belonging.

The leader of the co-op, mam' Francina, summed it up beautifully: "Waste is our daily bread; we do this for the sake of our children's children."

Petco extends its sincere gratitude to the cooperative and to every waste picker who works tirelessly to keep materials in circulation and communities cleaner.

Your work matters, and Petco is honoured to walk this journey alongside you.

Human capital development

During 2025, Petco continued to invest strategically in skills development, employee wellbeing, and socio-economic empowerment. These investments supported both internal capacity building and external talent development, in line with the organisation's sustainability, transformation, and long-term resilience objectives. Petco's integrated approach is also in alignment with ESG principles, its B-BBEE objectives, and national skills development priorities.

Bursary programme

Petco's bursary programme supported five South African tertiary students pursuing qualifications in scarce and critical skills, including Chemical Biology, Molecular Biology and Biotechnology, and Mechatronic Engineering.

- Gender: 3 males, 2 females
- Population groups: Black, Coloured, Indian

Through this programme, Petco contributes to the development of high-level technical and scientific skills required within the recycling, manufacturing, and sustainability sectors.

Learnership programme

Petco implemented structured learnerships to promote inclusive skills development, with a strong focus on supporting people living with disabilities (PLWDs).

- Learners supported: 2
- Demographics: 1 male, 1 female; Black; South African
- PLWD representation: 100%
- Qualifications: National Certificate: Business Administration Services (NQF Levels 3 and 4)

This programme strengthens workplace inclusion, enhances employability, and advances Petco's commitment to diversity and equal opportunity.

Internship programme

In partnership with the Youth Employment Service (YES) Programme, Petco placed four interns in data capture roles.

- Gender: 3 males, 1 female
- Citizenship: South African

The internship programme provides practical workplace exposure and supports skills transfer, professional development, and the integration of young people into the formal economy.

Internal staff training and empowerment

Petco provided 43 learning and development opportunities for its employees, ranging from short courses and postgraduate diplomas to master's degree programmes.

Training areas included:

- Financial literacy and employee wellness
- Sustainability and ESG
- Project and supply chain management
- Construction management
- Digital and data skills

These interventions strengthen organisational capability, leadership depth, and operational resilience.

2025 Highlights

Skills Development

7,306

beneficiaries trained at 119 recycling workshops

308

business owners empowered at 10 accredited business courses

5

bursaries for tertiary studies in scarce and critical skills

4

interns placed in data capture roles
*under the Youth Employment Service (YES) Programme

2025 Highlights

Communications and Awareness

41

clean-up campaigns conducted

70

schools participating in recycling programmes

• WhatsApp platform	• Media exposure
50,976 interactions	**R21.76m** advertising value equivalent
8,372 users	**377** print, broadcast and online clips

Encouraging Behavioural Change

The flow of packaging material into the value chain starts with the purchasing and post-consumption disposal choices made by consumers. To influence these choices toward higher volumes of recyclable packaging being recovered, Petco talks directly to consumers to influence their behaviour using a range of platforms.

Key highlights

- Significant growth in direct engagement channels, with WhatsApp interactions increasing to 50,976 and users growing to 8,372.
- Strong PR and media performance, achieving an advertising value equivalent (AVE) of R21.76 million across 377 online, broadcast and print news clips, more than doubling the 2024 baseline.
- Leveraging Petco's docuseries by creating short-form content displayed across social media channels.

Expanding consumer access to recycling information

Petco's education and awareness work improved consumer access to practical recycling information and guidance, and delivered measurable growth across digital, media and owned channels. Growth in direct communication channels and earned media strengthened Petco's ability to engage consumers consistently and at scale, particularly those with limited data access.

Overall reach

WhatsApp-for-Business interactions increased from a 2024 baseline of 39,529 to 50,976 interactions, with total users growing from 6,805 to 8,372 users, confirming the platform's value as a direct education and engagement channel.

Petco's consumer newsletter database continued to grow, reaching 36,357 subscribers by year-end. This growth was supported by on-the-ground activations and targeted digital sign-up campaigns, improving Petco's ability to deliver recycling guidance direct to consumers.

Across social and media platforms, Petco maintained a strong focus on education-driven storytelling, with content tailored to specific audiences including consumers, the collection and recycling industry, members, and government.

Activations and campaigns

Education-focused activations and campaigns were designed to go beyond awareness to drive participation and behaviour change. Digital and physical campaigns were closely aligned, ensuring consistent messaging across platforms.

On social media, Petco's organic Facebook content achieved 14,545,263 views. This strong reach was then extended across other platforms through a mix of organic and paid activity.

Docuseries and storytelling-based content remained a key strength, reinforcing the effectiveness of human-centred narratives around dignity, realities on the ground, livelihoods and community impact within the collection and recycling value chain.

Strengthening trust and sector leadership

Through consistent, high-quality media engagement and public relations, Petco strengthened public and stakeholder trust and reinforced its role as a credible, trusted authority on collection, recycling, waste management and EPR in South Africa.

Media and PR

Media and public relations delivery showed significant year-on-year growth. Petco achieved an advertising value equivalent (AVE) of R21 760 289, more than doubling the 2024 baseline of R9 843 079. This was achieved through nine press releases and their associated 377 earned media clips.

PR activity supported key education and awareness moments throughout the year, including annual results communication, the Petco Awards, Clean-Up and Recycle Week, and project launches. Broadcast media remained a particularly strong channel, enabling Petco to reach wide and diverse audiences.

Implementing practical interventions

In 2025, Petco's pilot projects, campaigns and separation-at-source projects demonstrated that when education is paired with practical systems, awareness converts into action.

Pilot projects and targeted activations tested scalable education and collection models.

- **Mall activations:**
  Petco directly engaged with over 6,000 people and generated more than 3,000 newsletter sign-ups, confirming that in-person engagement remains one of Petco's most effective awareness and conversion tools.
- **"Squash, Stash and Recycle" campaign:**
  Petco created the "Squash, Stash and Recycle" campaign to improve understanding of how to prepare and sort LBP for recycling. Activation toolkits, banners, posters and gazebos were among the materials distributed to support collection partners and reinforce the messaging.
- **Design for Recycling campaigns:**
  The biodegradable and compostable packaging position paper was supported by targeted radio interviews, digital advertising and newsletter content, while the vida e caffè packaging improvement press release highlighted measurable progress (15% rPET content and recyclable labelling), and drove awareness around best practice for brand owners.

Recognising champions and building capacity

Petco's awards programme continued in 2025 as a strategic education and recognition tool. The focus remained on celebrating impact and leadership within the collection and recycling value chain, while using the platform to reinforce best practice and inspire more people to start businesses in the sector.

Petco received 93 entries for the 2025 Petco Awards and awarded 10 winners in eight categories.

For the category winners, the recognition and support had a tangible impact on their work. Here is what two previous award winners had to say:

"The award played a meaningful role in unlocking these opportunities by strengthening trust with partners, funders, and government stakeholders, and by positioning Urban Surfer as a credible implementation partner in the circular economy space.

Thank you once again for the recognition and for amplifying the work of entrepreneurs driving real environmental and social impact. I truly value Petco's role in supporting innovation and inclusion within South Africa's recycling sector."

- Sifiso Gumbi, Director, Urban Surfer

"The R30,000 Petco award was used to fund the renewal of USE-IT's Waste Management Licence, a critical compliance requirement for our operations.

The impact of this support has been significant. By maintaining our licence, we have been able to ensure uninterrupted operations at the USE-IT site, provide a compliant platform for SMMEs and informal reclaimers to operate safely and legally, strengthen our credibility with municipal partners, funders, and industry stakeholders, and protect and sustain jobs and livelihoods linked to recycling and beneficiation activities.

While the funding was used for a specific regulatory purpose rather than a physical asset, it played an essential enabling role in safeguarding the broader environmental, social, and economic impact of our work. Continued compliance has also supported our visibility and positioning as a trusted implementation partner in the circular economy space, contributing to new project discussions and partnerships.

Thank you once again for the award and for recognising the importance of compliance and operational sustainability in driving real impact on the ground. We truly value Petco's ongoing support of organisations working to strengthen South Africa's recycling ecosystem."

- Belinda Putterill, Managing Director, USE-IT

To view this year's Petco Award Winners, scan this QR code:

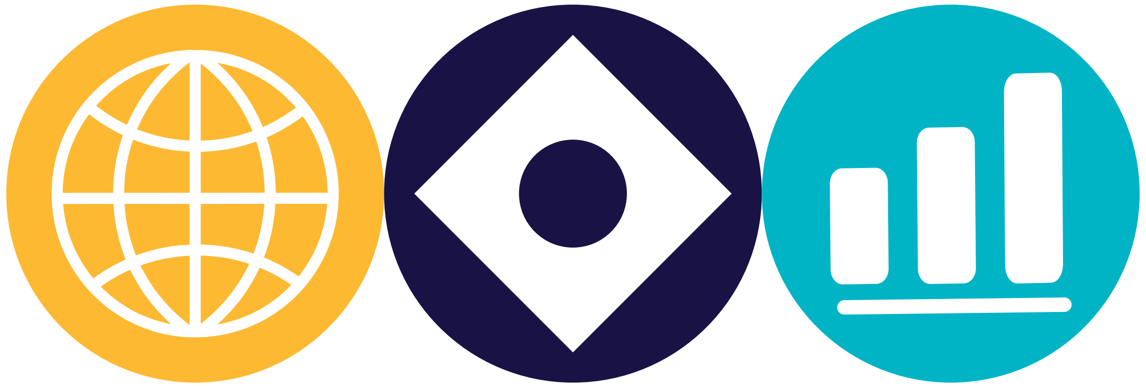
Strategic partnerships and sponsorships that delivered environmental impact

Through targeted sponsorships, events and partnerships, Petco increased its on-the-ground presence, enabled tangible waste diversion and collection efficiencies, and strengthened collaboration across the sector. These engagements moved beyond visibility to deliver environmental impact, demonstrate EPR in action, and reinforce Petco's credibility.

Sponsorships and events

2025 marked a clear increase in Petco's on-the-ground presence, with the team attending seven events and expos, up from three the previous year, and reflecting a deliberate shift towards greater in-person engagement.

- **Litter4Tokens x Ballito Pro:**
  Petco's support of the Litter4Tokens campaign at the Ballito Pro surfing event enabled large-scale waste recovery, including the removal of nearly 95,000 plastic pellets and over 660 kilograms of waste, while demonstrating effective, event-based environmental interventions.
- **Save-a-Fishie Coast 2 Coast Campaign:**
  Petco supported the Coast 2 Coast campaign for a second year, amplifying youth-led environmental advocacy and raising awareness about plastic pollution and littering along South Africa's coastline.
- **Resource Innovation Africa electric vehicle sponsorship:**
  Petco's EV sponsorship improved collection efficiency around the Kraaifontein MRF, helping to recover missed recyclables and reinforce separation-at-source messaging within surrounding communities.
- **Goldpak and SAPRO sponsorship:**
  Petco supported these industry events to recognise well-designed packaging in South Africa.
- **Tetra Pak® Progress Exhibition (World Recycling Day):**
  Petco engaged industry stakeholders at Tetra Pak's Sustainability Forum, demonstrating how its EPR model is strengthening LBP collection, recycling capacity and end-use demand.
- **Greater Tygerberg Partnership expo:**
  Petco participated in both an exhibition stand and a panel discussion, using the platform to strengthen partnerships, and contribute to solution-focused dialogue on waste, circular economy opportunities and small business growth in the City of Cape Town.
- **ProPak Africa:**
  Petco used its exhibition platform to create awareness among industry and government stakeholders on its role as a PRO.
- **Green Youth Indaba:**
  Petco reinforced its commitment to youth empowerment by supporting clean-ups, wastepreneur engagement and dialogue on circular economy opportunities.
- **Extrupet bottle-to-bottle plant launch:**
  Petco co-hosted the launch of Extrupet's new R200-million bottle-to-bottle recycling plant in the Western Cape.
- **G20 conference participation:**
  Petco's participation through an exhibition stand and on the panel in the circular economy side event positioned the organisation as a solution-oriented EPR partner focused on scaling collaborative approaches to sustainable plastics value chains.



Positioning Petco for the future

Dynamism in the market and changing member needs mean that Petco must be both responsive to developments and proactive in its approach. Petco therefore conducts ongoing research to understand the environment, inform its value proposition for members, and shape investment decisions for sustained growth.

Understanding Petco members' needs

In October, Petco partnered with Reputation Matters to conduct a member survey with the following objectives:

- To measure members' overall perceptions of Petco.
- To better understand current member benefits and how these can be evolved to better suit members.
- To hear from members more about their preferred communications channels, the content they would like to see and frequency of engagement.
- To get an overall sense on what is working well and what should be changed.

The results affirm that members are largely supportive of Petco's model, approach and open communication with opportunities highlighted for further development.

The key findings of the survey can be summarised as follows:

92%

reputation score

- **Member benefits**

Members are generally satisfied with member benefits with some recommendations put forward for consideration. Compliance with EPR regulations and the integrity of Petco reporting and data were seen as key benefits.

- **Brand recognition**

Members largely associate the Petco brand with values such as trust, professionalism and reliability.

- **Reputation**

Based on various criteria such as operational governance, human capital, business results and value offering, Petco obtained a reputation score of 92% (up from the 89% obtained in 2022).

- **Strengths**

Overall strengths of Petco were identified as communication and engagement, support and responsiveness, governance and transparency, operational delivery and ecosystem enablement.

Research and Development

ANALYSING THE JOB-CREATION POTENTIAL ALONG THE SOUTH AFRICAN BEVERAGE PET VALUE CHAIN

Overview

To strengthen evidence-based reporting and support compliance with EPR regulations, Petco engaged The Moss Group, in partnership with the University of the Western Cape (UWC), to conduct an in-depth research study on job creation across the PET beverage bottle collection and recycling value chain.

This research directly supports EPR regulatory requirements that mandate PROs to report on employment outcomes in their sectors. In addition, the study responds to Petco's strategic objective of developing a deeper understanding of buy-back centres - an essential yet historically under-researched component of the recycling ecosystem. Beyond measurement and reporting, Petco has played a central role in enabling employment growth and enterprise sustainability across the recycling value chain. Through long-term investment in infrastructure, capacity building, market development, and inclusive partnerships, Petco has strengthened the operational and financial viability of buy-back centres, SMMEs, and informal collectors.

Findings and value chain impact

The study investigated the PET value chain for beverages and examined the critical role of buy-back centres in facilitating material recovery, aggregation, and onward processing. A structured survey was conducted with 52 buy-back centres in eight provinces, generating comprehensive insights into material flows, operating models, financial structures, and staffing requirements.

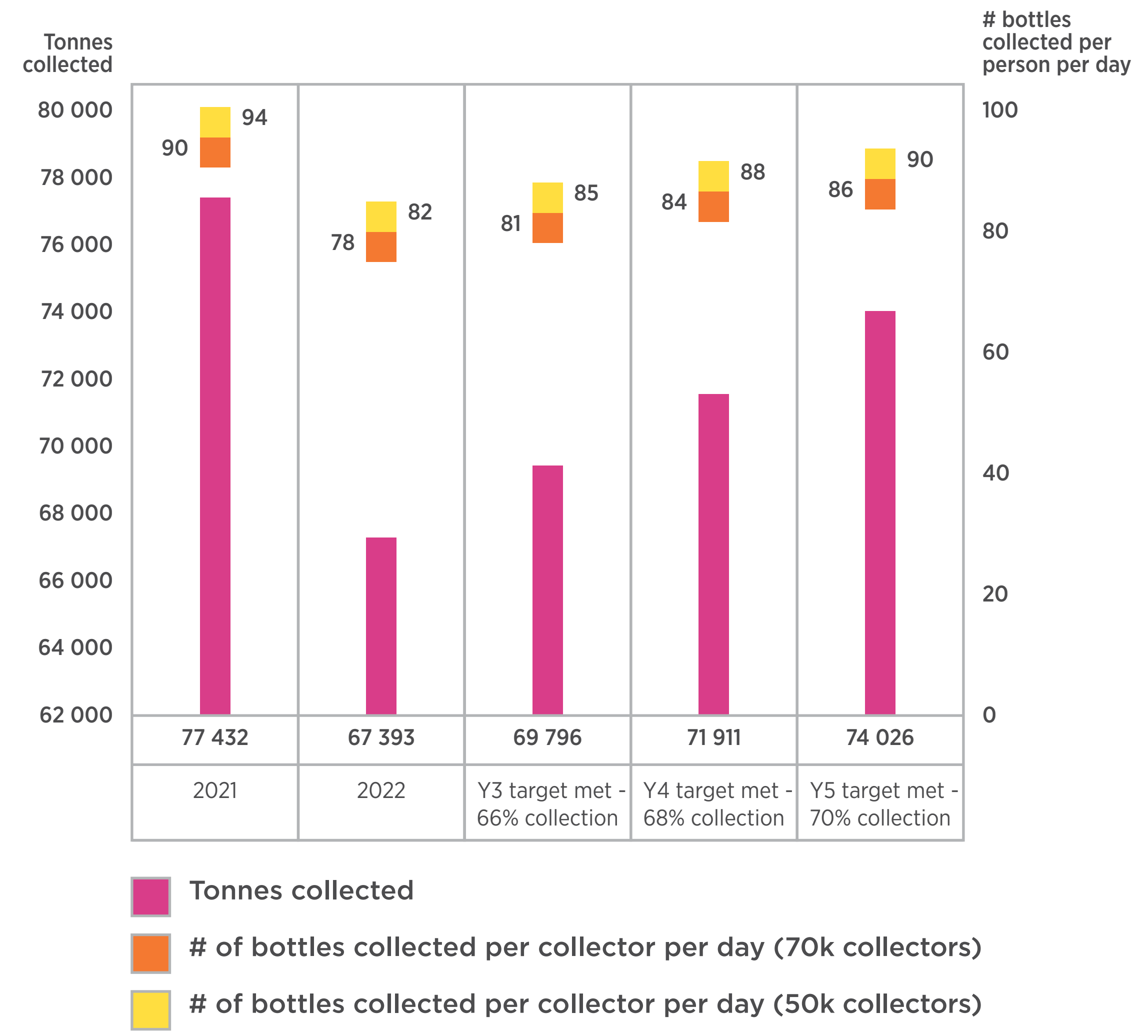
Findings indicate that the buy-back centre sector employs an estimated 15,500 full-time equivalent (FTE) workers, with approximately 68% classified as unskilled or semi-skilled. The sector contributes more than R1.66 billion annually in wages and salaries, highlighting its significant socio-economic impact.

Beverage PET accounts for approximately 19% of the total material handled by buy-back centres and directly supports over 3,000 jobs within the value chain. These outcomes are strongly linked to Petco's sustained investment in collection systems, enterprise development, and end-market support.

Driving long-term sector development

Through its coordinated approach to funding, partnerships, and policy alignment, Petco functions as both a system enabler and sector catalyst. Its interventions strengthen institutional capacity, promote regulatory compliance, and improve operational standards across the value chain. By combining data-driven insights with practical, on-the-ground support, Petco ensures that employment creation is not only measured, but actively enabled and sustained. This integrated approach reinforces the resilience, inclusivity, and long-term viability of South Africa's PET recycling.

Total collection levels and associated bottles collected per waste collector



Financial Report 2025

Petco's 2025 EPR fees and overall expenditure are determined according to the EPR fee guideline methodology for the flat fee approach, as captured in the *Guideline and Toolkit for the Determination of Extended Producer Responsibility Fees*, published by the Minister of Forestry, Fisheries and the Environment on 11 November 2024.

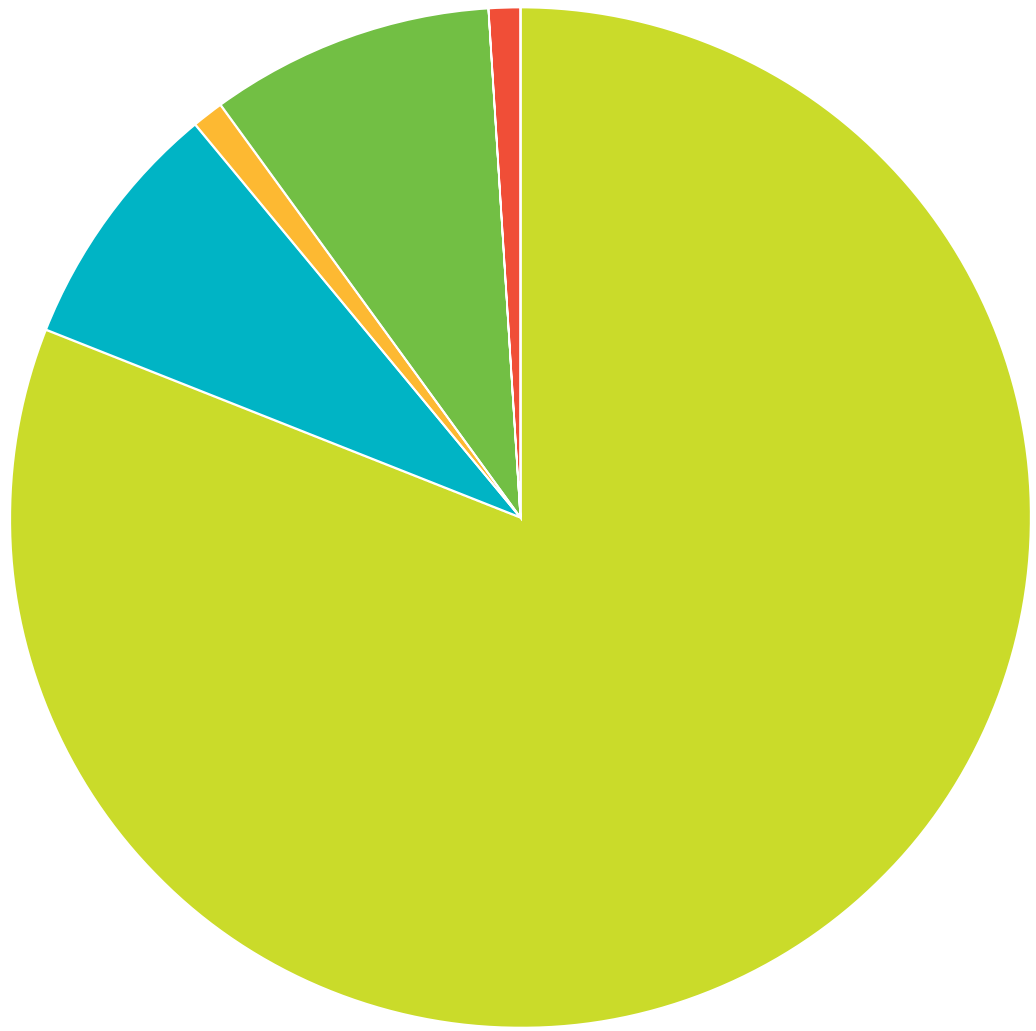
Within the flat fee approach, which is typically used in a developing EPR sector, a uniform fee is applied to a product category and does not account for the differentiation of fees for specific identified products based on ease of recyclability or environmental impact.

Petco's income is mostly split between

85% EPR fees
12% Grants

provided by Petco members.
All EPR fees for 2025 have been received.

Utilisation of funds



81%	A	Total costs for collection, storage and transport
8%	B	Total staff costs, building of systems, office overheads and governance
1%	C	Total costs for establishing a collection system
9%	D	Communication and awareness raising costs
1%	E	Total costs of the appropriate surveillance of the system

2025 Highlights

The people behind Petco

13
board members

35
staff members

6
contracted staff members

27
members, representing most PET beverage bottles and LBP cartons in SA

Honouring Team Petco

Good governance, an engaged membership, and a capable technical team are the hallmarks of a successful producer responsibility organisation.

The people behind Team Petco are the embodiment of this.

Petco Members

As a member-driven organisation, Petco's main objective is to ensure that members comply with their legal EPR obligations, and that we add value to their businesses by helping them to meet their corporate sustainability objectives.

We thank our valued members for choosing Petco.

Petco Board

We are grateful to our committed Board of Directors for ensuring that Petco continued to uphold our high standards in Year 4 of mandatory EPR.

We also extend our gratitude for their valued contributions to departing Board members Greg Morse (Coca-Cola Peninsula Beverages), Klaus Plenge (Tetra Pak® South Africa), Nozicelo Ngcobo (Coca-Cola Beverages South Africa), Gareth Elcox (ALPLA Packaging South Africa) and Preola Adam (The Coca-Cola Company), who vacated their seats during the course of 2025.

2025 Directors

Chairperson: Ralph Jewson
Project Manager (Woolworths)

Vice Chairperson: Cavinyen Dorasamy
Procurement Manager: Rigid Plastics Africa (Unilever South Africa)

Allan Hunt
Director: Manufacturing, Supply Chain and SHEQ (Coca-Cola Peninsula Beverages)

Bame Modimogale
Director: Public Affairs, Communications and Sustainability (Coca-Cola Beverages South Africa)

Cindy Jenks
Head of Technical Division (Pick n Pay Retailers)

Derek McKernan
Chief Operations Officer (Twizza)

Liezl Erasmus
Packaging Sustainability Manager (PepsiCo South Africa)

Masale Manoko
Head of Sustainability: Sub-Saharan Africa (Tetra Pak® South Africa)

Mayuri Naidoo
Sales and Business Development Manager: Food and Beverage (ALPLA Packaging Southern Africa)

Michelle Penlington
National Executive: Marketing and Sustainability (Polyoak Packaging)

Nosisanda Gawe
Head of Supply Governance and Operations (Diageo South Africa)

Shaun Christian
National Sales Manager: PET (Safripol)

Telly Chauke
Chief Executive Officer (Petco)

Petco Staff

Thank you to our operational team and contracted staff for all their efforts to uphold the work and name of Petco.

Telly Chauke	Chief Executive Officer
Mark Chambers	Financial and Compliance Manager
Samu Mkhize	General Manager: Recycling and Collections
Junaid Francis	Stakeholder Relations Manager
Boipelo Madonsela	Recycling Value Chain Analyst
Kara Rohleder	Marketing Manager
Nandipha Sibiya	Project Manager: Value Chain Projects
Nomzamo Mnqayi	Project Manager: Liquid Board Packaging
Tlou Sebola	Collections and Training Manager
Vicki Retief	Financial Controller/Office Administrator
Lindelwe Mahlalela	Project Support and Procurement Officer
Naledi Yona	Communications Officer
Philani Xulu	Data Analyst
Joyce Nkosi	Bulk Bag Distributor and Office Cleaner
Masentle Tlou	Regional Office Administrator
Melissa Fika	Project Administrator
Sifiso Kakaza	Executive Assistant
Andile Mndaba	Regional Recycling Officer (KwaZulu-Natal and Eastern Cape)
Kamogelo Hamisi	Regional Recycling Officer (Gauteng)
Lehlogonolo Mohale	Regional Recycling Officer (North-West and Free State)
Rapela Phukubye	Regional Recycling Officer (Limpopo and Mpumalanga)
Senamile Mvuyana	Regional Recycling Officer (Western Cape and Northern Cape)
Cheryl Mabirimisa	Buy-Back Centre Liaison Officer (North-West and Northern Cape)
Dimakatso Kutumela	Buy-Back Centre Liaison Officer (Mpumalanga)
Funanani Mathivha	Buy-Back Centre Liaison Officer (Gauteng)
Kalita Van Zijl	Buy-Back Centre Liaison Officer (Western Cape)
Magdeline Motsumi	Buy-Back Centre Liaison Officer (Free State)
Moswatse Maruping	Buy-Back Centre Liaison Officer (Limpopo)
Mpho Mbedzi	Buy-Back Centre Liaison Officer (Gauteng)
Palesa Somana	Buy-Back Centre Liaison Officer (Eastern Cape)
Sibongiseni Ncane	Buy-Back Centre Liaison Officer (KwaZulu-Natal)
Ayanda Ndlovu	Intern: Data Capturer
Kutloano Kheswa	Intern: Data Capturer
Mnikelo Nkohla	Intern: Data Capturer
Neo Ramatla	Intern: Data Capturer

Petco-Contracted Staff:

Annette Schell	EPR Manager
Cheri Scholtz	EPR Advisor
Martin Niebuhr	Accountant
Terine Lott-Cupido	Human Resources
Vaughan van Dyk	System Support
Wendeline Thruben	Finance Clerk

petco

Leading Producer Responsibility.

Petco Producer Responsibility Organisation NPC
Company Registration Number: 2004/032347/08
EPR Registration Number: 19/7/5/P/PRO/20210517/001

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