



SUSTAINABILITY REPORT 2024

Purpose · Plan · Progress



About Sasai Fintech

Sasai Fintech (Sasai) is a pan-African business that offers distinct and synergistic products and services, delivered through a fully integrated model which is difficult to replicate and provides the Group with a competitive advantage. One of these products include the bespoke Sasai Super App – a mobile application that delivers convenience and simplified access to secure and reliable payment functionality (money transfers, micro-insurance, mobile money and other payment solutions), chat functionality (instant messaging, voice and video calls) and interactive media functionality (social media and podcasts etc.).

Where we operate

Sasai has a presence in six African countries and in the United Kingdom (UK).

0.1%
contribution to Group revenue.



About Vaya Technologies

Vaya Technologies (Vaya) is a digital marketplace that provides access to affordable internet, allowing sectors across Africa to adopt digital services. Vaya's strong partnerships support backhaul connectivity and reliable, affordable and scalable infrastructure. Vaya leverages its innovation capabilities and partnerships, and Liquid's digital infrastructure across the continent, to deliver bandwidth at the lowest cost and make data affordable and broadly accessible to many Africans.

Where we operate

Vaya has a presence in two African countries and in the UK.

0.04%
contribution to Group revenue.

Note: Sasai and Vaya are new acquisitions by Cassava and, based on revenue contribution to the Group, have a small ESG impact. Both companies are only beginning their ESG reporting journey. Consequently, there are limited disclosures and data for FY24.



Combined top 15 material matters for Sasai and Vaya

- 1 Legal and regulatory compliance and reform.
- 2 Cyber security.
- 3 Ethics, trust and transparency.
- 4 Customers and their end users' experience.
- 5 Access of funding and cash flow.
- 6 Health, safety and wellbeing.
- 7 Data privacy and sovereignty.
- 8 Infrastructure resilience and physical security.
- 9 Talent attraction, management and retention.
- 10 Assurance and corporate governance.
- 11 Employee experience.
- 12 Brand awareness.
- 13 Responsible sourcing and human rights.
- 14 Energy and water security and supply.
- 15 Diversity, equity and inclusion.

[Cassava Group material matters: Overview of our top 15 material matters: page 30.](#)

Combined risks for Sasai and Vaya

- ▶ Funding risk.
- ▶ Operational and key-man risk.
- ▶ Breaches of the Financial Intelligence Centre Act 38 of 2001 and the Currency and Exchanges Manuals for Authorised Dealers in Foreign Exchange with Limited Authority.
- ▶ Economic risk – due to volatile exchange rate fluctuations.
- ▶ System security.
- ▶ Confidentiality of customer information.

[Cassava Group risks: Our top business risks: page 52.](#)

UN SDGs



ENVIRONMENT



		Sasai	Vaya
Category	CARBON EMISSIONS		
	Scope 1 emissions (tCO ₂ e)	0	0
	Scope 2 emissions (tCO ₂ e)	1,806	7
	Scope 3 emissions (tCO ₂ e)	586	3
Category	WATER CONSUMPTION		
	Municipal water consumption (litres)	401.6	46.1
Category	WASTE GENERATION		
	Waste sent to landfill (tonnes)	9.2	0.5
	e-Waste generated (tonnes)	3,554	Not reported

SOCIAL



		Sasai	Vaya
Category	DIRECT JOBS SUPPORTED		
	Total direct employees	102 43 females 59 males	6 2 females 4 males
	Permanent senior management employees	11 3 females 8 males	1 0 females 1 male
	Permanent full-time employees	91 40 females 51 males	5 2 females 3 males
	Permanent part-time employees	0 0 females 0 males	0 0 females 0 males

Sasai and Vaya's operational sites included in this report are all in urban areas. Our operations do not impact legally protected areas or contribute to land degradation, desertification or soil sealing. Furthermore, our sites and operations have no impact on cultural heritage or indigenous people.



SOCIAL *continued*

		Sasai	Vaya
Category	Item		
EMPLOYEES	Employee turnover	Sasai: 11% TPS: 10%	14%
	Lowest paid wages earned by employees	Sasai: USD757.00 per month TPS: USD900.00 per month	USD1,907.00 per month
	Percentage of workforce receiving lowest wage	Sasai: 2.9% TPS: 1.6%	1.6%
	Average unadjusted gender pay gap	Equal	Equal
	Training spend	Sasai: USD538.00 TPS: USD13,778.00	USD389.00
EMPLOYEE HSE	HS policies and procedures	OHS Procedure is in place, and HSE monitored in line with the HSE Policy	OHS Procedure is in place, and HSE monitored in line with the HSE Policy
	LTIs	0	0
	LTIFR per 200,000 hours	0	0
	Workdays lost due to LTIs	0	0
	Fatalities	0	0
DOMESTIC CONTRIBUTION	Share of goods and services purchased from domestic suppliers, including capital expenditure (estimate)	20%	20%
	Capital expenditure spent nationally	10%	10%
COMMUNITY RELATIONS	CSI spend	No budget for FY24	No budget for FY24
	Grievances received	0	0
SECURITY	Security policy	Security Policy currently in draft but implementation has commenced	Security Policy currently in draft but implementation has commenced



GOVERNANCE

		Sasai	Vaya
Category	Item		
	POLICIES	Policies and Codes	Cassava Group policies and codes are adopted or in the process of adoption
LEGAL	Regulatory fines	None	None
	Litigation	None	None
	Safeguarding incidents recorded	None	None
	Convictions or fines for violations of anti-corruption and anti-bribery laws	None	None
GRIEVANCE MANAGEMENT	Grievance procedure	Group Grievance Procedure to be implemented aligned to Group Whistleblowing Policy, with formal grievance policy and process mapped out, including the anonymous whistleblower hotline managed by Deloitte	Group Grievance Procedure to be implemented aligned to Group Whistleblowing Policy, with formal grievance policy and process mapped out, including the anonymous whistleblower hotline managed by Deloitte
	External grievances, incidents and whistleblower reports	0	0
	Internal grievances, incidents and whistleblower reports	0	0
RISK MANAGEMENT	Risk responsibility and delegation	Aligned to the Group risk processes and procedures. The CEO and executive management are accountable for ensuring that the Code of Conduct is implemented, which includes business integrity management. They work closely with management teams to ensure policies are embraced and maintained. Additional resources are included as and when required	Aligned to the Group risk processes and procedures. The CEO and executive management are accountable for ensuring that the Code of Conduct is implemented, which includes business integrity management. They work closely with management teams to ensure policies are embraced and maintained. Additional resources are included as and when required
	Risk management programme reviews	External audits are conducted each financial year end, which includes internal control audits	External audits are conducted each financial year end, which includes internal control audits
	Planned risk management improvements	Implementing risk register in FY25. Enhancing ESG risk identification throughout the business model	Implementing risk register in FY25. Enhancing ESG risk identification throughout the business model





Disclaimer

This sustainability report contains “forward-looking statements” that express expectations as to future events or results. Forward-looking statements can be identified by the use of forward-looking terminology, including the terms “believes”, “estimates”, “anticipates”, “projects”, “expects”, “intends”, “may”, “will”, “seeks” or “should” or, in each case, their negative or other variations or comparable terminology, or by discussions of strategy, plans, objectives, goals, future events or intentions. These statements are based on current expectations and involve risk and uncertainty because they relate to events and depend upon circumstances that may or may not occur in the future. There are a number of factors which could cause actual results or developments to differ materially from those expressed or implied by such forward-looking statements. Any of the assumptions underlying forward-looking statements could prove inaccurate or incorrect and therefore any results contemplated in forward-looking statements may not actually be achieved. Nothing contained in this sustainability report should be construed as a profit forecast or profit estimate. Investors and any other recipients of such communications are cautioned not to place reliance on any forward-looking statements. The Company undertakes no obligation to update or revise (publicly or otherwise) any forward-looking statement, whether as a result of new information, future events or other circumstances.