

Independent Auditors' Limited Assurance Report on Selected Key Performance Indicators of Discovery Limited

To the Directors of Discovery Limited

Report on Selected Key Performance Indicators

Nexia SAB&T Inc have undertaken a limited assurance engagement on selected sustainability key performance indicators (KPIs), as described below, and presented in the ESG Databook of Discovery Limited ("Discovery") for the year ended 30 June 2024 ("the Report"). This engagement was conducted by a multi-disciplinary team including specialists with relevant experience in sustainability reporting.

Subject matter

We have been engaged to provide a limited assurance conclusion in our report on the KPIs listed in the table below. The selected KPIs described below have been prepared in accordance with the Discovery's reporting criteria that accompanies the sustainability information on the relevant sections under the ESG Databook and the reporting boundary.

Limited Assurance Scope

No	Activities/Key Indicator	Unit of measure	ESG Databook 2024
1	Total number of employees headcount by gender	Number	Employee Profile
2	Permanent employees' headcount by gender	Number	
3	Full-time employees' headcount by gender	Number	
4	Temporary/non-permanent employees' headcount by gender	Number	
5	Workers who are not employees / Other	Number	
6	Non-guaranteed hours employees	Number	
7	Part-time employees	Number	
8	New employee hires	Number & Rate	
9	Employee turnover rate	Number & Rate	
10	Voluntary employee turnover rate	Number & Rate	
11	Retention rate	Number & Rate	
12	Terminations (Permanent)	Number	
13	Absenteeism rate	Number & Rate	
14	Total number of employees that were entitled to parental leave, by gender	Number	
15	Total number of employees that took to parental leave, by gender	Number	
16	Total number of employees with disabilities and by gender	Number & Rate	Diversity
17	South Africa: Current workforce diversity profile, including people with disabilities by race and gender	Number & Rate	
18	Employment Equity Plan performance by race and gender	Number & Rate	
19	Representation in SA: Total employees: SA new hires**	Number & Rate	
20	Representation in SA: Number and % of black (ACI) people new hires**	Number & Rate	
21	Representation in SA: Number and % of female new hires**	Number & Rate	

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No	Activities/Key Indicator	Unit of measure	ESG Databook 2024
22	Representation at top management level (Executive Committee 'EXCO'): Total employees: top management**	Number & Rate	
23	Representation at top management level (Executive Committee 'EXCO'): Number and % of black (ACI) people**	Number & Rate	
24	Representation at top management level (Executive Committee 'EXCO'): Number and % of females**	Number & Rate	
25	Representation in Senior Management (GM and DGM): Total employees: leadership**	Number & Rate	
26	Representation in Senior Management (GM and DGM): Number and % of black (ACI) people**	Number & Rate	
27	Representation in Senior Management (GM and DGM): Number and % of females**	Number & Rate	
28	Representation in leadership/all management positions (GM, DGM, DM, M and TL) Total employees: leadership**	Number & Rate	
29	Representation in leadership/all management positions (GM, DGM, DM, M and TL): Number and % of black**	Number & Rate	
30	Representation in leadership/all management positions (GM, DGM, DM, M and TL): Number and % of female (ACI) people**	Number & Rate	
31	Representation in staff Total employees: staff**	Number & Rate	
32	Representation in staff: Number and % of black (ACI) people **	Number & Rate	
33	Representation in staff: Number and % of females**	Number & Rate	
34	Female representation across designated group categories by race	Number & Rate	
35	Male representation across designated group categories by race	Number & Rate	
36	Promotion and advancements number and rate by gender and employee category	Number & Rate	
37	Regular performance and career development review by employee category and gender	Number	
38	Total number of substantiated complaints of breaches of customer privacy sent to the regulator	Number	Data Security & Client Privacy
39	Complaints received from outside parties and substantiated by the organization**	Number	
40	Complaints from regulatory bodies**	Number	
41	Total number of identified leaks, thefts, or losses of customer data. **	Number	
42	If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient	Number	Ethics
43	Total number of confirmed incidents of corruption	Number	
44	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Number	
45	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	Number	
46	Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases	Number	
43	Total number of confirmed incidents of corruption	Number	
44	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Number	

No	Activities/Key Indicator	Unit of measure	ESG Databook 2024
45	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	Number	
46	Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases	Number	
47	Disclosure of cost of fines, penalties, or settlements in relation to corruption for current year	Number	
48	Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary	Rand Value	
49	Number of incidents reported to the ethics hotline - Deloitte and Ethics Defender only	Number	
50	Total number of incidents of discrimination during the reporting period	Number	
51	Status of the incidents and the actions taken with reference to the following: Incident reviewed by the organization	Number	
52	Status of the incidents and the actions taken with reference to the following: Remediation plans being implemented	Number	
53	Status of the incidents and the actions taken with reference to the following: Remediation plans have been implemented and results reviewed through routine internal management review processes	Number	
54	Status of the incidents and the actions taken with reference to the following: Incident no longer subject to action	Number	
55	Non-compliance with regulations concerning marketing communications	Number	Compliance
56	Environmental breaches	Number	
57	Marketing and labelling**	Number	
58	Non-compliance with laws and regulations**	Number and Rand Value	
59	Workforce profile (EE Plan): Year 4 (2024)**	Number & Rate	EE and NEAP targets
60	Workforce profile for Discovery Limited: Year 4 (2024)**	Number & Rate	
61	GAP (Discovery Workforce - EE Plan Targets)**	Number & Rate	
62	2024 Discovery's gender profile compared against the South African NEAP levels**	Number & Rate	
63	2024 Discovery's employee profile compared to the South African NEAP levels in percentage**	Number & Rate	

****Other matters**

Directors' responsibilities

The Directors are responsible for the selection, preparation, and presentation of the selected KPIs in accordance with the accompanying Discovery reporting criteria. This responsibility includes the identification of stakeholders and stakeholder requirements, material issues, commitments with respect to sustainability performance and design, implementation, and maintenance of internal control relevant to the preparation of the Report that is free from material misstatement, whether due to fraud or error. The Directors are also responsible for determining the appropriateness of the measurement and reporting criteria in view of the intended users of the selected KPIs and for ensuring that those criteria are publicly available to the Report users.

Inherent limitations

Non-financial performance information is subject to more inherent limitations than financial information, given the characteristics of the subject matter and the methods used for determining, calculating, sampling, and estimating such information. The absence of a significant body of established practice on which to draw allows for the selection of certain different but acceptable measurement techniques, which can result in different measurements and can impact comparability. Qualitative interpretations of relevance, materiality and the accuracy of data are subject to individual assumptions and judgements.

The precision thereof may change over time. It is important to read the report in the context of the reporting criteria.

In particular, where the information relies on factors derived by independent third parties, our assurance work has not included an examination of the derivation of those factors and other third-party information.

Our independence and quality management

We have complied with the independence and other ethical requirements of the Code of Professional Conduct for Registered Auditors issued by the Independent Regulatory Board for Auditors (IRBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour. The IRBA Code is consistent with the corresponding sections of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards), regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Nexia SAB&T applies the International Standard on Quality Management 1, which requires the firms to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Auditors' responsibilities

Our responsibility is to express either a limited assurance conclusion on the selected KPIs as set out in the table above under the Subject Matter paragraph, based on the procedures we have performed and the evidence we have obtained. We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board. That Standard requires that we plan and perform our engagement to obtain the appropriate level of assurance about whether the selected KPIs are free from material misstatement.

The procedures performed in a limited assurance engagement vary in nature and timing and are less in extent than for a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

A limited assurance engagement undertaken in accordance with ISAE 3000 (Revised) involves assessing the suitability in the circumstances of Discovery' use of its reporting criteria as the basis of preparation for the selected KPIs, assessing the risks of material misstatement of the selected KPIs whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the selected KPIs.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. Accordingly, for the KPIs where limited assurance was obtained, we do not express a reasonable assurance opinion about whether Discovery selected KPIs have been prepared, in all material respects, in accordance with the accompanying Discovery reporting criteria.

The procedures we performed were based on our professional judgement and included inquiries, observation of processes followed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we:

- Interviewed management and senior executives to obtain an understanding of the internal control environment, risk assessment process and information systems relevant to the sustainability reporting process.
- Inspected documentation to corroborate the statements of management and senior executives in our interviews.
- Tested the processes and systems to generate, collate, aggregate, monitor and report the selected KPIs.
- Performed a controls walkthrough of identified key controls.
- Inspected supporting documentation on a sample basis and performed analytical procedures to evaluate the data generation and reporting processes against the reporting criteria.
- Evaluated the reasonableness and appropriateness of significant estimates and judgments made by the directors in the preparation of the selected KPIs; and
- Evaluated whether the selected KPIs presented in the Report are consistent with our overall knowledge and experience of sustainability management and performance at Discovery.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained and subject to the inherent limitations outlined elsewhere in this report, nothing has come to our attention that causes us to believe that the selected KPIs as set out in the table above under the Subject Matter paragraph above for the year ended 30 June 2024 are not prepared, in all material respects, in accordance with the accompanying Discovery reporting criteria.

Other Matters

Our report includes the provision of limited assurance on the KPIs which we were not required to provide assurance in the prior years. These KPIs are indicated (***) in the table above relating to the subject matter.

The maintenance and integrity of the Discovery website is the responsibility of Discovery management. Our procedures did not involve consideration of these matters and, accordingly, we accept no responsibility for any changes to either the information in the Report or our independent assurance report that may have occurred since the initial date of its presentation on the Discovery website.

Restriction of Liability

Our work has been undertaken to enable us to express a limited assurance conclusion on the selected KPIs to the Directors of Discovery in accordance with the terms of our engagement, and for no other purpose. We do not accept or assume liability to any party other than Discovery, for our work, for this report, or for the conclusion we have reached.

Nexia SAB&T

Nexia SAB&T

Ayisha Ramasike

Director

Chartered Accountant (SA)

Registered Auditor

22 October 2024