

## 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 2023 ("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	Indicator	Unit of measure	Business Unit	Discovery ESG Databook 2023
1	Employee Numbers	Number & Rate	Discovery People: Employees	Employee profile
2	Number and rate of new employee hires and turnover	Number & Rate		Employee profile
3	Diversity of governance bodies and employees	Number & Rate	Discovery People: Diversity and Inclusion	Employment Equity
4	Average hours of training per year per employee including: <ul style="list-style-type: none"> <li>Average number of days of training per employee</li> <li>Total training hours for all employees trained</li> </ul>	Number & Rate	Discovery People: Training and development	Training & development
5	Leadership development programmes	Number		Training & development
6	Training and development	Number, Hours & Rate		Training & development
7	Performance appraisals	Number & Rate	Discovery People: Employees	Training & development
8	Absenteeism	Rate		OHS

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No	Indicator	Unit of measure	Business Unit	Discovery ESG Databook 2023
9	Parental leave	Number	Discovery People: Employees	Employee Profile
10	Percentages of employees promoted internally	Number and Rate		Training and development
11	Political contributions	Rand value	Group Finance	Ethics
12	Confirmed incidents of corruption	Number	Forensics	Ethics
13	Surveys measuring customer satisfaction	Number	Health	Product Governance
14	Ethics training	Number	Ethics	Ethics
15	Whistleblowing/Tip-offs	Number		Ethics
16	Incidents of discrimination	Number		Ethics
17	Substantiated complaints regarding breaches of customer privacy and losses of customer data sent to the regulator	Number	Compliance	Data security & client privacy
18	Total monetary losses it incurred during the reporting period as a result of legal proceedings associated with data security and privacy.	Rand value		Data security & client privacy
19	Communication and training about anti-corruption	Number		Ethics
20	Non-compliance with regulations concerning marketing communications	Number		Compliance
21	Total monetary losses as a result of legal proceedings associated with marketing and communication of insurance product-related information	Rand value		Compliance
22	Non-compliance with environmental laws and regulations	Number		Compliance
23	Anti-competitive behaviour	Number		Compliance
24	Non-compliance with laws	Number		Compliance

### 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)*.

Nexia SAB&T Inc apply 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 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.

A limited assurance engagement undertaken in accordance with ISAE 3000 (Revised) involves assessing the suitability in the circumstances of Discovery's 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 the selected KPIs have been prepared, in all material respects, in accordance with the accompanying Discovery's 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.

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. Accordingly, we do not express a reasonable assurance opinion about whether the Discovery's selected KPIs have been prepared, in all material respects, in accordance with the accompanying Discovery's reporting criteria.

#### **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 Subject Matter paragraph above for the year ended 30 June 2023 are not prepared, in all material respects, in accordance with the accompanying Discovery reporting criteria.

#### **Other Matters**

Explanatory notes have been included for comparatives, where definitions of previously audited KPIs have been amended.

The Sustainability Report contains the summarised narrative of some of the selected KPIs. Information contained in the report was reviewed to ensure consistency.

The maintenance and integrity of the 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*

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**Nexia SAB&T**  
**Ayisha Ramasike**  
**Chartered Accountant (SA)**  
**Registered Auditor**  
**Director**

**18 October 2023**