

DISCOVERY'S COVID-19 EMPLOYER VACCINATION PROGRAMME

*Supporting your employer clients with
an efficient COVID-19 vaccination strategy*



**SUPPORTING GOVERNMENT'S
VACCINATION ROLLOUT**

**EXTENDING DISCOVERY'S VACCINATION
PROGRAMME TO EMPLOYERS**

**ACCESS TO DISCOVERY'S
VACCINATION EXPERIENCE**

**SIMPLE AND
SEAMLESS JOURNEY**

**DISCOVERY EMPLOYER VACCINATION
PROGRAMME ROLLOUT TIMELINE**



SUPPORTING GOVERNMENT'S VACCINATION ROLLOUT



EMPLOYERS HAVE A CRITICAL ROLE TO PLAY IN SUPPORTING COVID-19 VACCINATION IN THE WORKPLACE

As a nation, we have embarked on a massive COVID-19 vaccination programme with the aim of vaccinating 250 000 to 300 000 people per day from May 2021 and targeting completion of the roll-out by February 2022. It is clear that this cannot be achieved by Government alone, and Business has been mobilised to support this national rollout plan.

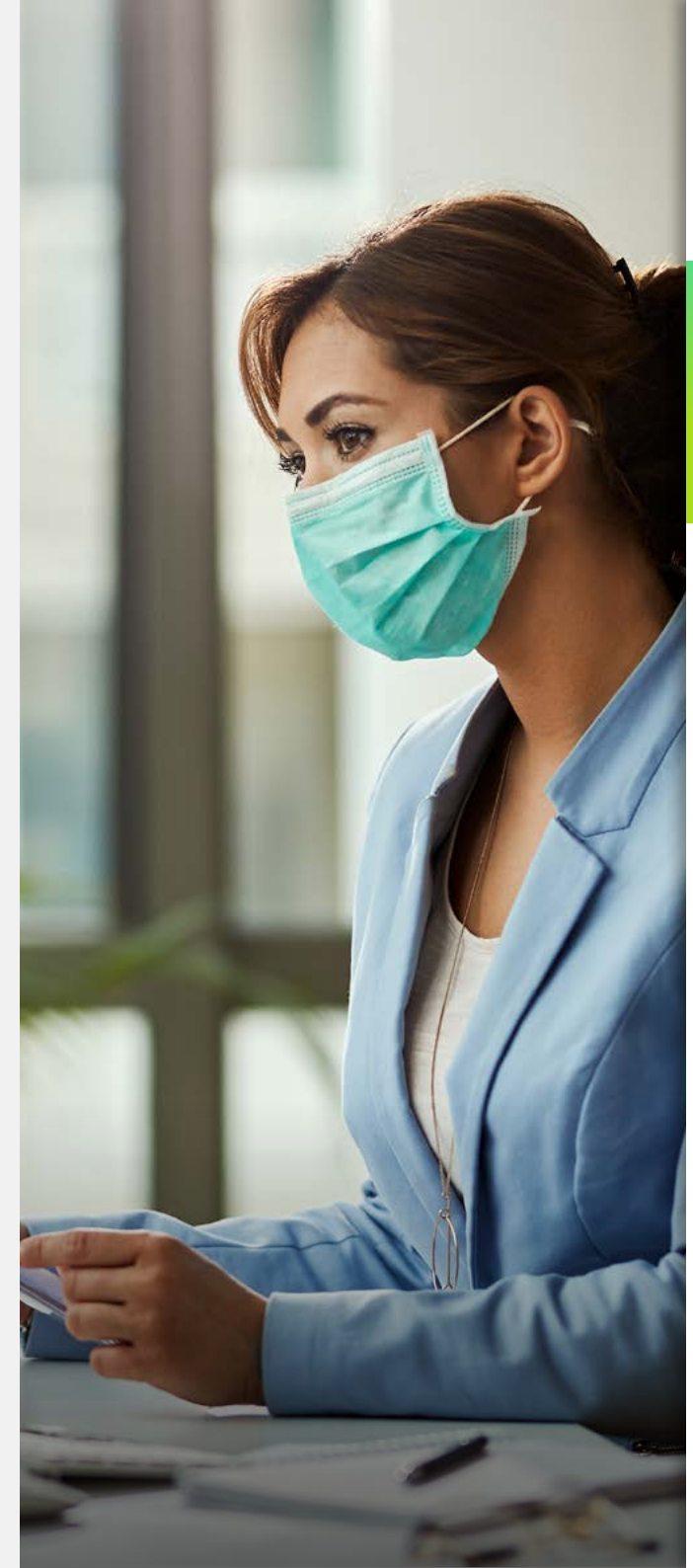
Government has indicated that workers can be vaccinated at health sites, mass vaccination sites or in the workplace, and together with Business for South Africa (B4SA) has outlined the following options for businesses opting to vaccinate their employees in the workplace:

- 1 | Leverage an existing vaccination site
- 2 | Partner with a provider on a mobile vaccination service
- 3 | Set up a primary workplace vaccination site

At Discovery we are making an unprecedented financial and human capital investment in our own Mass Vaccination Programme to support Government's objectives. We have been working with B4SA and the National Department of Health (NDoH) to ensure that capacity is in place, and have developed a comprehensive strategy to support the national rollout plan.

Our objective at Discovery is clear: we simply must get as many people in South Africa vaccinated as quickly as vaccine supply allows.

It is clear that employers have a critical role to play in supporting COVID-19 vaccination in the workplace, and that protecting employees and ensuring a safe return to work are of critical importance. Achieving herd immunity in South Africa will likely require at least all individuals who are interested to get vaccinated, and employers are uniquely positioned to support this adoption. Making vaccination as convenient as possible is a key enabler to support COVID-19 vaccine adoption which can be achieved through access to information to navigate the process, simplifying the process itself and increasing the proximity and ease of access to vaccination sites.



SUPPORTING
GOVERNMENT'S
VACCINATION
ROLLOUT

EXTENDING DISCOVERY'S VACCINATION PROGRAMME TO EMPLOYERS

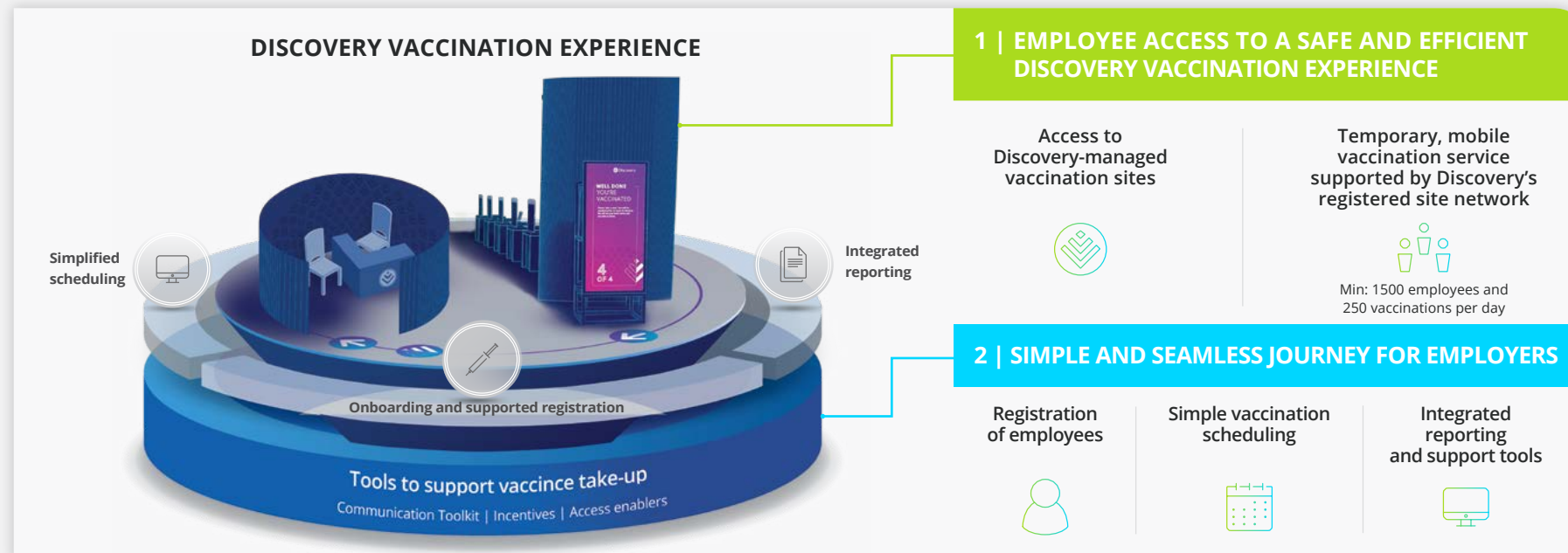


ENABLING A SEAMLESS VACCINATION PROCESS THROUGH DISCOVERY'S EMPLOYER VACCINATION PROGRAMME

To assist your employer clients in formulating and executing an effective vaccination solution, Discovery is extending our vaccination programme to employers. Depending on the size of the employer, we can either facilitate access to the existing Discovery vaccination sites, or we can set up a temporary mobile vaccination site in the employer's workplace. Access to a vaccination site is then supported by a simple, end-to-end journey for both employers and employees. The programme is available to all employers who are Discovery product holders*, and will extend to all employees of those employers, regardless of medical scheme membership. All vaccination access and roll-out will be aligned with the NDoH prioritisation framework.

As per the NDoH Circular released on 1 July 2021, the cost of vaccination and administration is covered in full at private vaccination sites for all insured and uninsured employees. There will be no additional fees for use of the Discovery Vaccination Network.

EXTENDING
DISCOVERY'S
VACCINATION
PROGRAMME TO
EMPLOYERS



*Includes Discovery Health Medical Scheme, restricted medical schemes administered by Discovery Health, Healthy Company, Flexicare, COVID-19 Business Support, Discovery Group Risk, and Discovery Umbrella Funds.

EMPLOYEE ACCESS TO A SAFE AND EFFICIENT DISCOVERY VACCINATION EXPERIENCE



FACILITATING ACCESS TO DISCOVERY-MANAGED VACCINATION SITES

To-date, the Discovery Vaccination Site Network includes 10 accredited vaccination sites across South Africa. The vaccination site at our head office in Johannesburg, 1 Discovery Place, is currently one of the largest national private sector sites, contributing over 10%* of all National vaccinations administered to-date. Since opening this vaccination site, we have launched an additional 9 sites in Johannesburg, Pretoria, Kwa-Zulu Natal and Cape Town, which have the potential capacity to complete 16 000 vaccinations a day. We are now facilitating seamless access to this network of vaccination sites for employers through an end-to-end journey and supported by a set of tools to encourage vaccination take-up.

Gauteng

5 vaccination sites**



~8 000

vaccines per day

Western Cape

3 vaccination sites

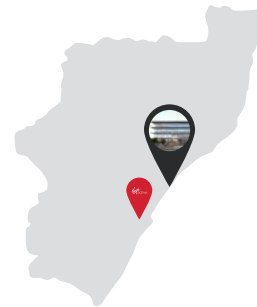


~ 5 500

vaccines per day

Kwa-Zulu Natal

2 vaccination sites**



~ 3 000

vaccines per day

DISCOVERY VACCINATION NETWORK

~90 000 Vaccines administered

~16 000 Vaccines a day

800 Staff onsite

~ 10% Of all National vaccinations administered at a Discovery site

Access to Discovery's vaccination site network at **no additional cost** for all employers with a **Discovery** product

* As at 1 July 2021

** Site opening date for additional Gauteng and KZN sites to be determined, with a target date of end July 2021.

EMPLOYEE ACCESS TO A SAFE AND EFFICIENT DISCOVERY VACCINATION EXPERIENCE



TEMPORARY DISCOVERY VACCINATION SITE SET UP AT THE EMPLOYER

For many employers, providing on-site vaccination services are not commercially or operationally viable. Discovery can support employers that require at least 1500 vaccinations at a single workplace site with a temporary mobile vaccination site at the employer's workplace. These mobile services are linked with Discovery's registered site network, and hence the geographic location and proximity to the Discovery Vaccination Site Network will be considered when evaluating employer requests.

Discovery will provide the nurses, vaccine stock and all consumables required for the mobile service. The consultation and implementation costs for the mobile service will be for the employer and will be quoted based on employer size and desired timelines for completion. The cost of the vaccine and its administration by a registered nurse will be fully covered for insured and uninsured employees. The employer will be required to provide access to well ventilated and secure room(s).

ACCESS TO
DISCOVERY'S
VACCINATION
EXPERIENCE

Available on request to large employer groups only

Mobile Discovery vaccination sites can only be set up for employers that require at least 1 500 employee vaccinations and a minimum of 250 vaccinations per day at a single site. This requirement applies to employees that can access the vaccine in line with the Department of Health's national prioritisation framework. Employers do have the option of transporting employees across various workplace sites to be vaccinated at a single workplace site to meet this requirement.

EMPLOYER SERVICES OFFERS



Supported registration



Simple vaccination scheduling



Integrated reporting and support tools

VACCINATION SERVICES OFFERED



Nurses



Vaccine stock, storage and transfer



Consumables

SIMPLE AND SEAMLESS JOURNEY FOR EMPLOYERS

Using our learnings from establishing the Discovery Vaccination Site Network together with research of best-practice vaccination site set-up, Discovery has designed a seamless and efficient member experience. To support employers, we have now enhanced this process to meet the specific and unique requirements of delivering this solution to employers and their employees.

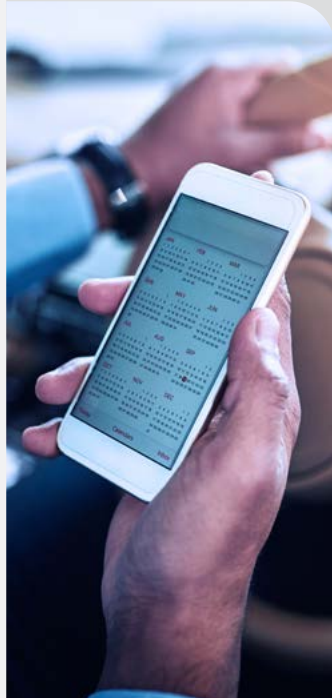
1

**ONBOARDING
AND SUPPORTED
REGISTRATION**



2

**SIMPLE
VACCINATION
SCHEDULING**



3

**INCENTIVES
AND ENABLERS**



4

**COMMUNICATION
TOOLKIT**



5

**VACCINATION
REPORTING**



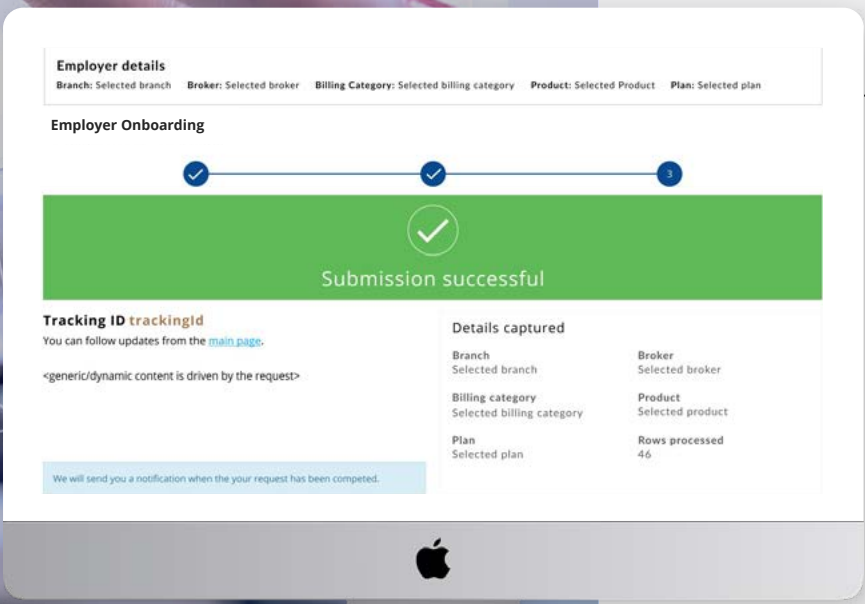
SIMPLE AND
SEAMLESS
JOURNEY

ENHANCED SERVICES TO SUPPORT THE EMPLOYER WITH ONBOARDING AND REGISTRATION



SEAMLESS ONBOARDING PROCESS FOR EMPLOYERS

We recognise the complexity of rolling out a large scale vaccination programme for employees, and we will support employers with a simple process to register employees with Discovery for their vaccination, including assistance with Electronic Vaccination Data System (EVDS) registration, and training of key employer representatives on the vaccination process.



DATA PRE-POPULATION AND RECORD ALIGNMENT

Discovery has aligned its onboarding process to the NDoH requirements to get employees uploaded on both the EVDS and Discovery's vaccination site system.

SUPER-USER TRAINING

An onboarding process will be led by Discovery Corporate Health Managers to assist employers in understanding the various communication, incentives and reporting tools available to the employer. Discovery will also facilitate training for super-users on the details of the vaccination process.

SUPPORT FOR EVDS REGISTRATION

Discovery will support employers through the NDoH's EVDS registration process, including submitting registration templates and endorsement forms.

SIMPLE AND SEAMLESS JOURNEY



*Available to all employers with at least 35 employees

SIMPLE VACCINATION SCHEDULING

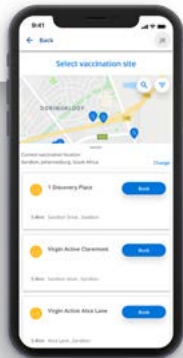


FLEXIBLE APPOINTMENT SCHEDULING

Discovery has enhanced its booking platform to provide employees scheduled access to the Discovery Vaccination Site Network through an efficient scheduling and booking process designed to minimise operational disruption. The platform allows for blocks of appointment time to be allocated to a specific employer and for larger employers, the allocation of specific appointment times for subsets of employees. The flexibility of the booking platform is dependent on the size of the employer.

Small employers

35 – 99 employees

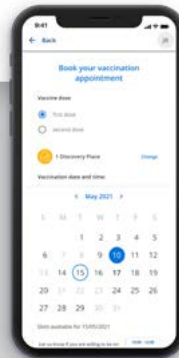


Existing individual scheduling process

Employers with at least 35 employees can bulk register their employees which automatically uploads them to the Discovery Connected Care platform. Employees can then follow the existing individual booking process on Connected Care to find and book an available vaccination appointment.

Medium employers

100 – 1 499 employees

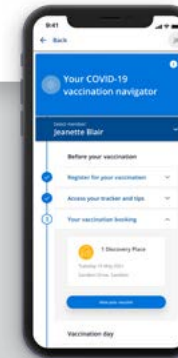


Allocated blocks of time

Employers with at least 100 employees can book a block of appointment times at a Discovery vaccination site for their employees. Alternatively they can utilise the current individual booking process to find an available booking slot at a Discovery vaccination site.

Large employers

+1 500 employees



Allocated blocks of time & on-site facilitation

Employers with at least 1 500 employees can schedule appointments for their employees in bulk. This allows the employers to book a block of appointment times, and allocate specific appointment times for subsets of employees.

EMPLOYER FUNDED INCENTIVES AND ENABLERS



TOOLS TO ENCOURAGE VACCINATION TAKE-UP



Vouchers redeemable via WhatsApp, SMS, email and Connected Care

Globally, access to information and convenience have been the major drivers of vaccine adoption. Discovery will therefore provide participating employers with access to a broad range of vaccination incentives and enablers. These incentives and enablers can be funded by the employer supported by an end-to-end fulfilment process. This service offering includes:

- **An advisory service:**

Employers get access to an advisory service which will guide the employer on the most appropriate solution based on their budget and unique requirements. This advice is linked to incentive type and depends on the specific risk, legal / regulatory framework and tax implications of the employer. As part of this process, Discovery will share insight around incentives versus enablers based on our experience across multiple sites.

- **Incentives to encourage vaccine take-up:**

Employers will get access to a full menu of incentives and values (up to R500 value to avoid fringe benefit taxation). This includes digital vouchers across multiple categories with an extensive geographic footprint as well as options for digital redemption.



- **Enablers to support smooth vaccine process:**

- Discount code for Uber trips to and from the sites
- Data to assist in navigation of the booking process, accessing pre-paid vouchers etc
- Facilitation of offering leave for vaccine appointment
- Prepaid virtual consultations to offer post-vaccination support

- **End-to-end fulfilment:**






Discovery is able to facilitate the end-to-end fulfilment journey of digital vouchers, as well as provide support for specific employer-controlled rewards such as rewarding employees with bonus leave days.

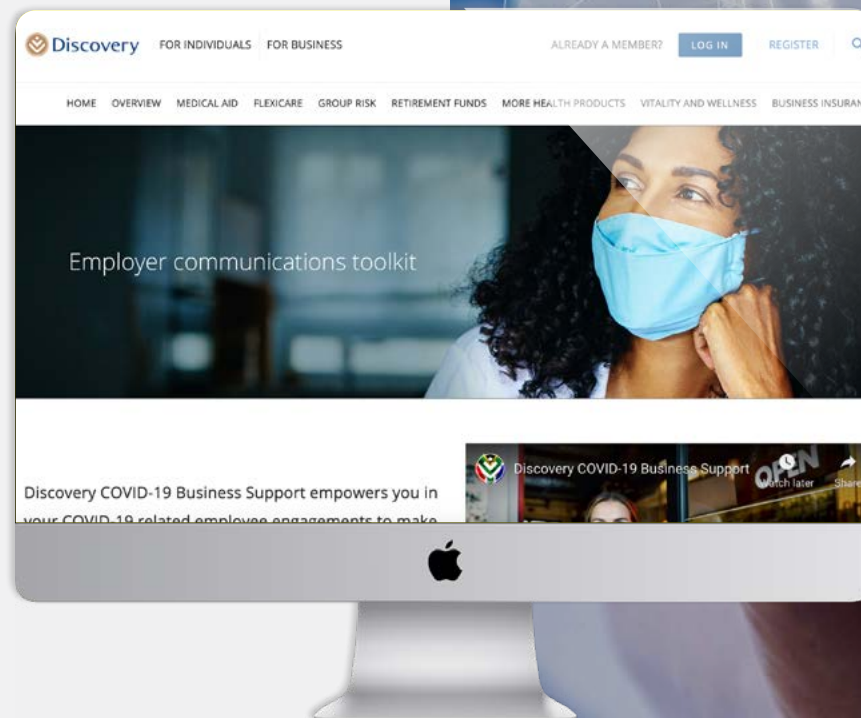
EMPLOYER COMMUNICATIONS TOOLKIT



COMMUNICATION TOOLKIT OFFERS EMPLOYERS TAILORED CONTENT FOR EMPLOYEES

Discovery has already developed comprehensive content on the COVID-19 pandemic, which has been published to the Discovery COVID-19 Hub on www.discovery.co.za. This has recently been supplemented with content regarding the COVID-19 vaccination rollout in South Africa. We have tailored this content for employers, to support and guide their employees through the process end-to-end and encourage vaccination adoption. The toolkit will include:

-  Tailored emailers
-  FAQs and other related information
-  How-to guides
-  SMS Campaign toolkits
-  Screen savers



SIMPLE AND
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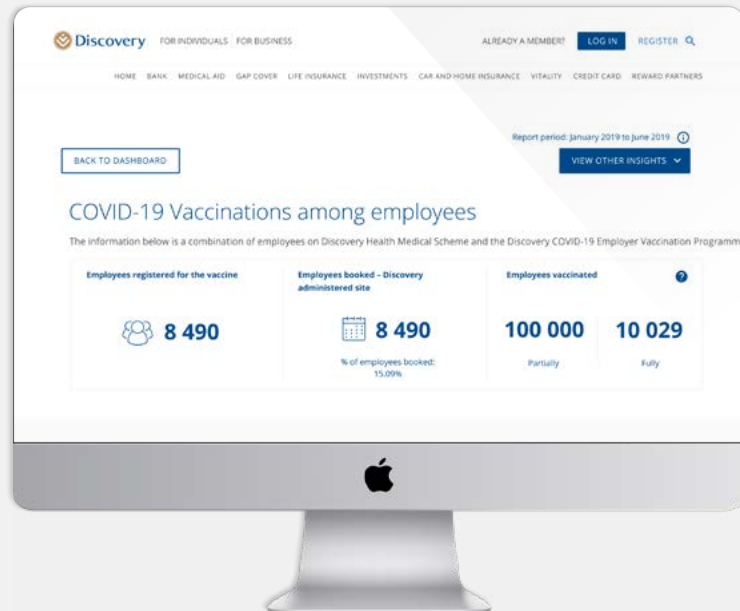
EMPLOYER VACCINATION REPORTING



PROGRESS TRACKING

Discovery offers all corporate clients with Health products comprehensive reporting on the impact of COVID-19 on their employees available on the Integrated Employer Report. We have enhanced the report to include progress on the vaccination rollout for employees. These reports will include useful information including:

-  Total employees registered
-  Total employees booked
-  Total employees vaccinated
-  2nd dose vaccine tracking
-  Risk classification of employees
-  Vaccination by age category



SIMPLE AND SEAMLESS JOURNEY

DISCOVERY EMPLOYER VACCINATION PROGRAMME ROLLOUT TIMELINE



THE PROGRAMME WILL BE AVAILABLE TO EMPLOYERS BY MID-AUGUST 2021

From the 14th July, interested employers can start working with their Corporate Health Managers to unpack the requirements for their employees. The expected go-live date for the programme will be mid-August, and all vaccination access and roll-out will be aligned with the NDoH's prioritisation framework.



July 2021



6 July 2021:
Adviser webinar



Brochureware available



13 July 2021:
Employer webinar



14 July 2021:

Interested employers start working with their Corporate Health Managers from 13th July 2021 to unpack the requirements for their employees



August 2021

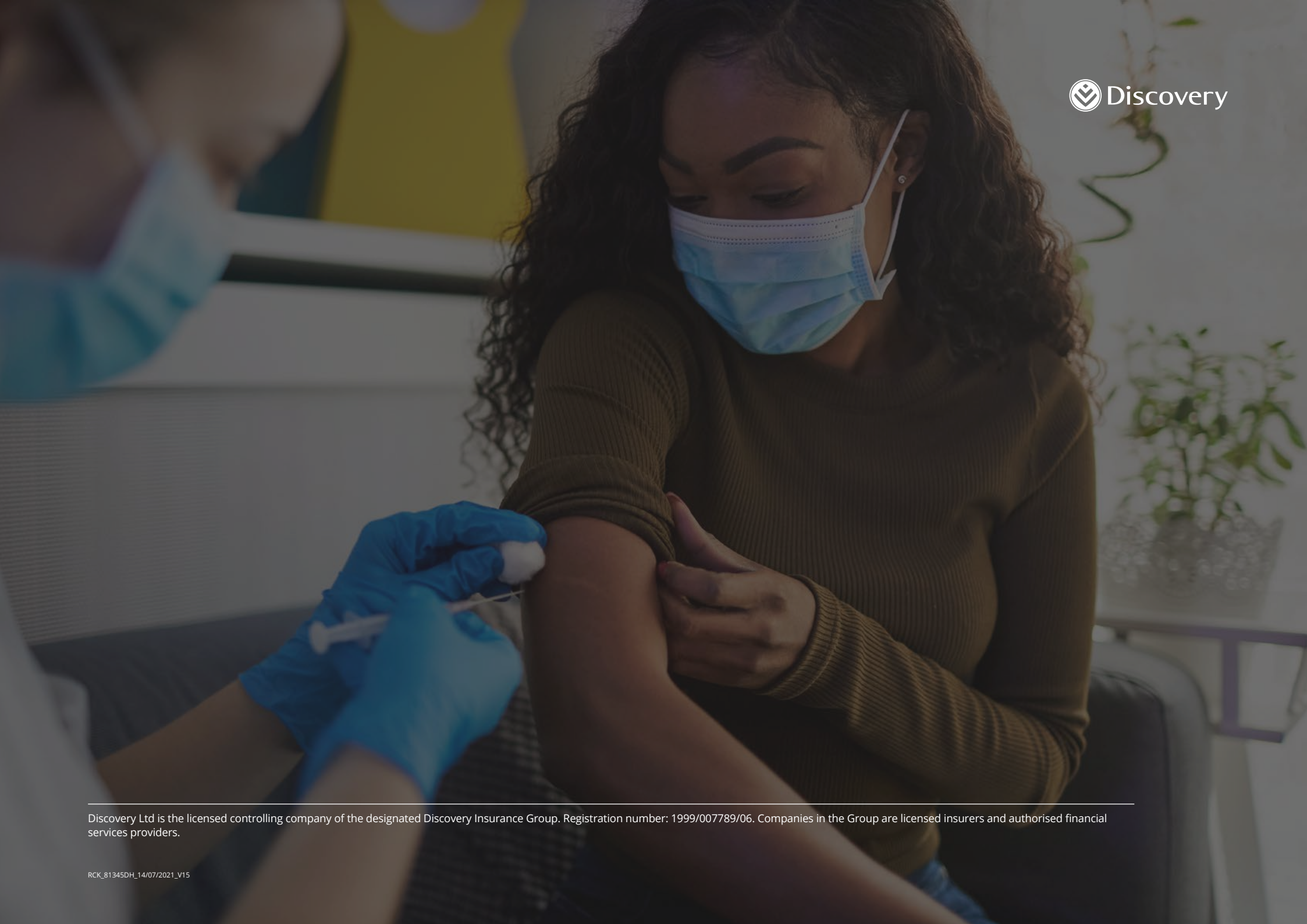


Mid-August 2021:

Go-live of Discovery Vaccination Programme for employers



September 2021



Discovery Ltd is the licensed controlling company of the designated Discovery Insurance Group. Registration number: 1999/007789/06. Companies in the Group are licensed insurers and authorised financial services providers.