



Discovery

Global Reporting Initiative (GRI) Content Index

for the year ended 30 June 2025

LINKS TO REPORTS AND POLICIES REFERENCED IN COLUMN C (LOCATION)

-  Sustainability Report 2025
-  ESG Databook 2025
-  Integrated Annual Report 2025
-  Governance Report 2025
-  Remuneration Report 2025
-  Climate Report 2025
-  Tax Transparency Report 2025
-  GRI Annexure 2025
-  Annual Financial Statements 2025
-  Sustainability Assurance Report 2025
-  Carbon Verification Statement
-  Broad-Based BEE Verification Certificate

POLICIES

-  Board Governance Policy
-  Conflict of Interest Policy
-  Human Rights Statement
-  Whistleblowing Policy
-  Group Privacy Statement
-  Enterprise Risk Management Policy
-  Tax Policy Principles
-  Environmental Statement
-  Anti-Financial Crime Compliance Policy Statement
-  Modern Slavery Statement
-  Health and Safety
-  Policy Political Party Funding Policy

WEBSITE

-  Company Ownership
-  ESG Reports
-  Churchgate ESG Profile

Statement of use

GRI 1 used

Applicable GRI Sector Standard(s)

Discovery Limited has reported in accordance with the GRI Standards for the period 1 July 2024 to 30 June 2025. The GRI Content Index FY2025, published on 28 October 2025, supports Discovery's Integrated Annual Reporting suite.

GRI 1: Foundation 2021

GRI 201; 203; 204; 205; 206; 207; 302; 303; 305; 306; 308; 401; 402; 403; 404; 405; 406; 407; 408; 409; 414; 415; 417; 418

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Requirement(s) omitted	Reason	Explanation	GRI sector standard ref no
General disclosures						
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational details	<ul style="list-style-type: none"> ■ Sustainability Report 2025 – page 6 ■ Integrated Annual Report 2025 – page 4 and 7 ■ Company Ownership 				
	2-2 Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> ■ Sustainability Report 2025 – page 6 ■ ESG Databook 2025 – tab Stakeholder Economic Value Statement ■ GRI Annexure 2025 – page 2 				
	2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> ■ Sustainability Report 2025 – page 6 				
	2-4 Restatements of information	<ul style="list-style-type: none"> ■ Sustainability Report 2025 – page 78 ■ ESG Databook 2025, tabs GHG Emissions, Employee Profile, Vitality ■ Integrated Annual Report 2025 – page 9 and 38 ■ Climate Report 2025 – page 31 ■ Tax Transparency Report 2025 – page 5 				
	2-5 External assurance	<ul style="list-style-type: none"> ■ Sustainability Report 2025 – page 6 ■ Sustainability Assurance Report 2025 ■ Carbon Verification Statement ■ Broad-Based BEE Verification Certificate ■ Annual Financial Statements – page 8 to 12 				
	2-6 Activities, value chain and other business relationships	<ul style="list-style-type: none"> ■ Sustainability Report 2025 – page 7, 9, 10, 12, 13, 14, 20, 21, 40, 41, 55, 56, 65, 66, 67, 117, 118 ■ Integrated Annual Report 2025 – page 3, 7, 55 to 62 ■ GRI Annexure 2025 – page 3 				
	2-7 Employees	<ul style="list-style-type: none"> ■ ESG Databook – tab Employee Profile 				
	2-8 Workers who are not employees	<ul style="list-style-type: none"> ■ ESG Databook – tab Employee Profile 				
	2-9 Governance structure and composition	<ul style="list-style-type: none"> ■ Governance Report – page 4, 5, 8 to 12 ■ Sustainability Report – page 125, 127 				
	2-10 Nomination and selection of the highest governance body	<ul style="list-style-type: none"> ■ Governance Report – page 5, 13, 16, 18, 31 ■ Sustainability Report – page 127 ■ Board Governance Policy 				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Requirement(s) omitted	Reason	Explanation	GRI sector standard ref no
General disclosures						
GRI 2: GENERAL DISCLOSURES 2021	2-11 Chair of the highest governance body	<ul style="list-style-type: none"> ■ Governance Report – page 8 				
	2-12 Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> ■ Governance Report – page 4, 6, 7, 16 ■ Sustainability Report – page 124 to 127 				
	2-13 Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> ■ Governance Report – page 14, 16, 25 to 34 ■ Sustainability Report – page 12, 14, 125 to 126 ■ GRI Annexure 2024 – page 4 				
	2-14 Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> ■ Governance Report – page 4, 17, 30 ■ Sustainability Report 2025 – page 6, 14, 124 to 125 				
	2-15 Conflicts of interest	<ul style="list-style-type: none"> ■ Governance Report – page 18, 23 ■ Sustainability Report – page 96, 98, 105, 115 ■ GRI Annexure 2025 – page 3 ■ Conflict of Interest Policy 				
	2-16 Communication of critical concerns	<ul style="list-style-type: none"> ■ Governance Report – page 6, 7, 23, 26, 27 	2-16 b	Confidentiality constraints	As part of Discovery's ongoing ESG and reporting journey, some policies and practices are still under development and require further consideration before disclosures can be published.	
	2-17 Collective knowledge of the highest governance body	<ul style="list-style-type: none"> ■ Governance Report – page 4, 16, 31 				
	2-18 Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> ■ Governance Report – page 16, 17, 31 ■ Board Governance Policy 				
	2-19 Remuneration policies	<ul style="list-style-type: none"> ■ Remuneration Report – page 7 to 14 ■ Governance Report – page 6, 27 ■ Integrated Annual Report – page 18, 23, 63 				
	2-20 Process to determine remuneration	<ul style="list-style-type: none"> ■ Remuneration Report – page 7 to 11 ■ Governance Report – page 19, 27 ■ Integrated Annual Report – page 63 and 64 				
	2-21 Annual total compensation ratio	<ul style="list-style-type: none"> ■ Remuneration Report 	2-21 a, b, c	Confidentiality constraints	As part of Discovery's ongoing ESG and reporting journey, some policies and practices are still under development and require further consideration before disclosures can be published.	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Requirement(s) omitted	Reason	Explanation	GRI sector standard ref no
General disclosures						
GRI 2: GENERAL DISCLOSURES 2021	2-22 Statement on sustainable development strategy	<ul style="list-style-type: none"> ■ Sustainability Report 2025 – page 3, 4, 9, 10, 125 ■ Governance Report 2025 – page 13, 16, 30 ■ Integrated Annual Report 2025 – page 39 				
	2-23 Policy commitments	<ul style="list-style-type: none"> ■ Sustainability Report 2025 – page 67, 85 to 89, 96, 98, 99, 100, 106, 107, 114, 115 ■ ESG Databook 2025 – tab Policies and Frameworks ■ GRI Annexure 2025 – page 3 ■ Enterprise Risk Management Policy 				
	2-24 Embedding policy commitments	<ul style="list-style-type: none"> ■ Sustainability Report 2025 – page 114, 115 ■ Governance Report – page 16, 17, 18, 20 to 24, 26 to 34 ■ Sustainability Report – page 89, 96 to 100, 106 to 108, 110, 111, 114 to 118 ■ GRI Annexure 2024 – page 3 and 4 				
	2-25 Processes to remediate negative impacts	<ul style="list-style-type: none"> ■ Sustainability Report 2025 – page 94 to 99, 102, 107, 108 ■ ESG Databook 2025 – tab Policies and Frameworks ■ Integrated Annual Report – page 22, 39 ■ Governance Report – page 6, 14, 16, 21, 26 to 34 ■ Climate Report – page 4, 5, 7, 8, 12, 15, 16, 18 to 23 				
	2-26 Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> ■ Sustainability Report 2025 – page 94 to 98, 114, 115 ■ Whistleblowing Policy – page 4, 5 and 6 				
	2-27 Compliance with laws and regulations	<ul style="list-style-type: none"> ■ ESG Databook 2025 – tab Compliance ■ GRI Annexure 2025 – page 4 				
	2-28 Membership associations	<ul style="list-style-type: none"> ■ ESG Databook 2025 – tab Associations 				
	2-29 Approach to stakeholder engagement	<ul style="list-style-type: none"> ■ Sustainability Report 2025 – page 12 and 13 ■ Integrated Annual Report 2025 – page 3, 4, 55 to 62 				
	2-30 Collective bargaining agreements	<ul style="list-style-type: none"> ■ ESG Databook 2025 – tab Employee Relations 	2-30 a	Not applicable	Discovery employees do not belong to trade unions and not covered by any collective bargaining agreements; however, we acknowledge and embrace the rights of workers to freedom of association and collective bargaining as a fundamental labour right.	

OMISSION

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Requirement(s) omitted	Reason	Explanation	GRI sector standard ref no
Material topics						
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 Integrated Annual Report 2025 – page 14 				
	3-2 List of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 15 				
ECONOMIC PERFORMANCE						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	<ul style="list-style-type: none"> ESG Databook 2025 – tab Stakeholder Economic Value Statement 				
	201-2 Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> Climate Report 2025 – page 5, 18 to 23, 33 Net-zero Transition Plan 				
	201-3 Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> Remuneration Report 2025 – page 8, 9, 15 Sustainability Report 2025 – page 48 and 49 ESG Databook – tab Employee Wellbeing and Benefits Annual Financial Statements 2025 – page 183 	201-3	Not applicable	Discovery does not offer defined benefit plans to employees – retirement plan structure are defined contribution plans.	
	201-4 Financial assistance received from government	<ul style="list-style-type: none"> Tax Transparency Report 2025 Annual Financial Statements 2025 – page 286 Company Ownership 				
MARKET PRESENCE						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 ESG Databook – tab EE plan implementation and EE and NEAP Targets 				
GRI 202: MARKET PRESENCE 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	<ul style="list-style-type: none"> Sustainability Report 2025 – page 88, 128 				
	202-2 Proportion of senior management hired from the local community	<ul style="list-style-type: none"> ESG Databook 2025 – tab EE and NEAP Targets Sustainability Report 2025 – page 85 and 86 				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Requirement(s) omitted	Reason	Explanation	GRI sector standard ref no
Material topics						
INDIRECT ECONOMIC IMPACTS						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Infrastructure investments and services supported	<ul style="list-style-type: none"> Sustainability Report 2025 – page 55 to 64, 99 				
	203-2 Significant indirect economic impacts	<ul style="list-style-type: none"> Sustainability Report 2025 – page 10, 20, 21, 39, 55 to 59, 70, 82 to 84, 118 				
PROCUREMENT PRACTICES						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers	<ul style="list-style-type: none"> Sustainability Report 2025 – page 118 ESG Databook 2025 – tab Procurement and Supply Chain 				
ANTI-CORRUPTION						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	<ul style="list-style-type: none"> Sustainability Report 2025 – page 96, 97, 114, 117, 118 ESG Databook – tab Ethics Anti-Financial Crime Compliance Policy Statement 				
	205-2 Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> Sustainability Report 2025 – page 98, 110, 114, 118 ESG Databook 2025 – tab Ethics 				
	205-3 Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> ESG Databook 2025 – tab Ethics 				
ANTI-COMPETITIVE BEHAVIOR						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<ul style="list-style-type: none"> Sustainability Report 2025 – page 115 ESG Databook 2025 – tab Compliance 				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Requirement(s) omitted	Reason	Explanation	GRI sector standard ref no
Material topics						
TAX						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> ■ Sustainability Report 2025 – page 15 to 18 ■ Integrated Annual Report 2025 – page 14 and 15 ■ Tax Transparency Report 2025 				
GRI 207: TAX 2019	207-1 Approach to tax	<ul style="list-style-type: none"> ■ Tax Transparency Report 2025 – page 6 ■ Tax Policy Principles 				
	207-2 Tax governance, control, and risk management	<ul style="list-style-type: none"> ■ Tax Transparency Report 2025 – page 7 to 9 ■ Tax Policy Principles 				
	207-3 Stakeholder engagement and management of concerns related to tax	<ul style="list-style-type: none"> ■ Tax Transparency Report 2025 – page 10 and 11 				
	207-4 Country-by-country reporting	<ul style="list-style-type: none"> ■ Tax Transparency Report 2025 – page 12 				
MATERIALS						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> ■ Sustainability Report 2025 – page 15 to 18 ■ Integrated Annual Report 2025 – page 14 and 15 				
GRI 301: MATERIALS 2016	301-1 Materials used by weight or volume		301-1	Not applicable	This is not applicable to Discovery as materials, within the context of GRI disclosure 301-1, are not used for the products and services offered by Discovery. Discovery does not manufacture goods.	
	301-2 Recycled input materials used		301-2	Not applicable	This is not applicable to Discovery as input materials, within the context of GRI disclosure 301-1, are not used for the products and services offered by Discovery.	
	301-3 Reclaimed products and their packaging materials		301-3	Not applicable	This is not applicable to Discovery as materials, within the context of GRI disclosure 301-1, are not used for the products and services offered by Discovery.	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Requirement(s) omitted	Reason	Explanation	GRI sector standard ref no
Material topics						
ENERGY						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 Climate Report 2025 – page 9, 11 to 13 				
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	<ul style="list-style-type: none"> Climate Report 2025 – page 30 ESG Databook 2025 – tab Climate-related Performance Net-zero Transition Plan 				
	302-2 Energy consumption outside of the organization	<ul style="list-style-type: none"> Climate Report 2025 – page 3, 4, 8, 27 to 32 ESG Databook 2025 – tab GHG Emissions Net-zero Transition Plan 				
	302-3 Energy intensity	<ul style="list-style-type: none"> Sustainability Report 2025 – page 72 Climate Report 2025 – page 30 				
	302-4 Reduction of energy consumption	<ul style="list-style-type: none"> Sustainability Report 2025 – page 72 Climate Report 2025 – page 3, 25 to 29, 30, 32 Net-zero Transition Plan 				
	302-5 Reductions in energy requirements of products and services	<ul style="list-style-type: none"> Sustainability Report 2025 – page 65 to 74 Climate Report 2025 Net-zero Transition Plan 				
WATER AND EFFLUENTS						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 Climate Report – page 12 and 21 				
GRI 303: WATER AND EFFLUENTS 2018	303-1 Interactions with water as a shared resource	<ul style="list-style-type: none"> Sustainability Report 2025 – page 73 				
	303-2 Management of water discharge-related impacts	<ul style="list-style-type: none"> GRI Annexure 2025 – page 2 Climate Report 2025 – page 12 and 21 				
	303-3 Water withdrawal	<ul style="list-style-type: none"> Sustainability Report 2025 – page 73 ESG Databook – tab Climate-related Performance Climate Report – page 30 				
	303-4 Water discharge	<ul style="list-style-type: none"> Sustainability Report 2025 – page 73 				
	303-5 Water consumption	<ul style="list-style-type: none"> GRI Annexure 2025 – page 2 Climate Report – page 30 				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Requirement(s) omitted	Reason	Explanation	GRI sector standard ref no
Material topics						
BIODIVERSITY						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Refer to the table below, <i>Topics in the applicable GRI Sector Standards determined as not material</i>, for details regarding this disclosure requirement. 				
GRI 304: BIODIVERSITY 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas					
	304-2 Significant impacts of activities, products and services on biodiversity					
	304-3 Habitats protected or restored					
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations					
EMISSIONS						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 Climate Report 2025 Net-zero Transition Plan 				
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> Sustainability Report 2025 – page 65 to 74 Climate Report 2025 – page 31 and 32 ESG Databook 2025 – tab GHG Emissions 				
	305-2 Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> Sustainability Report – page 65 to 74 Climate Report – page 31 and 32 ESG Databook – tab GHG Emissions 				
	305-3 Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> Sustainability Report – page 72 Climate Report 2025 – page 31 and 32 ESG Databook – tab GHG Emissions Net-zero Transition Plan 				
	305-4 GHG emissions intensity	<ul style="list-style-type: none"> Sustainability Report 2025 – page 72 Climate Report 2025 – page 30 				
	305-5 Reduction of GHG emissions	<ul style="list-style-type: none"> Sustainability Report – page 72 Climate Report – page 23, 25, 27 to 32 Net-zero Transition Plan 				
	305-6 Emissions of ozone-depleting substances (ODS)	<ul style="list-style-type: none"> Carbon Verification Statement 2025 				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<ul style="list-style-type: none"> Carbon Verification Statement 2025 				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Requirement(s) omitted	Reason	Explanation	GRI sector standard ref no
Material topics						
WASTE						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> Sustainability Report 2025 – page 65, 66, 74 				
	306-2 Management of significant waste-related impacts	<ul style="list-style-type: none"> Sustainability Report 2025 – page 74 GRI Annexure 2025 – page 2 				
	306-3 Waste generated	<ul style="list-style-type: none"> Sustainability Report 2025 – page 74 ESG Databook 2025 – tab Climate-related Performance 				
	306-4 Waste diverted from disposal	<ul style="list-style-type: none"> Sustainability Report 2025 – page 74 ESG Databook 2025 – tab Climate-related Performance 				
	306-5 Waste directed to disposal	<ul style="list-style-type: none"> Sustainability Report 2025 – page 74 ESG Databook 2025 – tab Climate-related Performance 				
SUPPLIER ENVIRONMENTAL ASSESSMENT						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1 New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> Sustainability Report 2025 – page 67, 72, 118 ESG Databook – tab Procurement and Supply Chain Environmental Statement Climate Report 2025 – page 29 				
	308-2 Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> Sustainability Report 2025 – page 67 ESG Databook – tab Procurement and Supply Chain Climate Report 2025 – page 21 and 24 Integrated Annual Report 2025 – page 62 				
EMPLOYMENT						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	<ul style="list-style-type: none"> ESG Databook 2025 – tab Employee Profile 				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> ESG Databook 2025 – tab Employee Wellbeing and Benefits 				
	401-3 Parental leave	<ul style="list-style-type: none"> ESG Databook 2025 – tab Employee Profile 				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Requirement(s) omitted	Reason	Explanation	GRI sector standard ref no
Material topics						
LABOR/MANAGEMENT RELATIONS						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 402: LABOR/MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods regarding operational changes	<ul style="list-style-type: none"> ESG Databook 2025 – tab Employee Relations 				
OCCUPATIONAL HEALTH AND SAFETY						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	<ul style="list-style-type: none"> ESG Databook 2025 – tab OHS 				
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-2 Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> ESG Databook 2025 – tab OHS 				
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-3 Occupational health services	<ul style="list-style-type: none"> Sustainability Report 2025 – page 90, 91 				
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> Sustainability Report 2025 – page 90, 91 				
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-5 Worker training on occupational health and safety	<ul style="list-style-type: none"> ESG Databook 2025 – tab OHS 				
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-6 Promotion of worker health	<ul style="list-style-type: none"> Sustainability Report 2025 – page 90 to 93 				
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<ul style="list-style-type: none"> ESG Databook 2025 – tab OHS Sustainability Report 2025 – page 13, 68, 100, 117, 118 				
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-8 Workers covered by an occupational health and safety management system	<ul style="list-style-type: none"> ESG Databook 2025 – tab OHS 				
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-9 Work-related injuries	<ul style="list-style-type: none"> ESG Databook 2025 – tab OHS 				
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-10 Work-related ill health	<ul style="list-style-type: none"> ESG Databook 2025 – tab OHS 				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Requirement(s) omitted	Reason	Explanation	GRI sector standard ref no
Material topics						
TRAINING AND EDUCATION						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	<ul style="list-style-type: none"> Sustainability Report 2025 – page 82 ESG Databook – tab Training and Development 				
	404-2 Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> Sustainability Report 2025 – page 82 to 84 ESG Databook – tab Training and Development 				
	404-3 Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> ESG Databook – tab Training and Development 				
DIVERSITY AND EQUAL OPPORTUNITY						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	<ul style="list-style-type: none"> ESG Databook 2025 – tab Diversity 				
	405-2 Ratio of basic salary and remuneration of women to men		405-2	Information unavailable/incomplete	This ratio is published for our Vitality UK business, however, not publicly disclosed as yet for the rest of our business. As part of Discovery's ongoing ESG and reporting journey, some policies and practices are still being finalised and undergoing further consideration before public disclosure.	
NON-DISCRIMINATION						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 406: NON-DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> ESG Databook 2025 – tab Ethics 				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Requirement(s) omitted	Reason	Explanation	GRI sector standard ref no
Material topics						
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> ESG Databook 2025 – tab Employee Relations Human Rights Statement 	407-1 b	Information unavailable/incomplete	As part of Discovery's ongoing ESG and reporting journey, some policies and practices are still under development and require further consideration before disclosures can be made.	
CHILD LABOR						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> Sustainability Report 2025 – page 89, 99 Human Rights Statement Modern Slavery Statement 	408-1 a	Information unavailable/incomplete	While Discovery maintains a strong position and public commitment to the prohibition and non-tolerance for child labour practices in our operations and supplier relationships, we are yet to align our public disclosure for this requirement in its entirety.	
FORCED OR COMPULSORY LABOR						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> Sustainability Report 2025 – page 89, 99 Human Rights Statement Modern Slavery Statement 	409-1 a	Information unavailable/incomplete	While Discovery maintains a strong position and public commitment to the prohibition and non-tolerance for forced/ compulsory labour practices in our operations and supplier relationships, we are yet to align our public disclosure for this requirement in its entirety.	
SECURITY PRACTICES						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Refer to the table below, <i>Topics in the applicable GRI Sector Standards determined as not material</i>, for details regarding this disclosure requirement. 				
GRI 410: SECURITY PRACTICES 2016	410-1 Security personnel trained in human rights policies or procedures					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Requirement(s) omitted	Reason	Explanation	GRI sector standard ref no
Material topics						
RIGHTS OF INDIGENOUS PEOPLES						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Refer to the table below, <i>Topics in the applicable GRI Sector Standards determined as not material</i>, for details regarding this disclosure requirement. 				
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016	411-1 Incidents of violations involving rights of indigenous peoples					
LOCAL COMMUNITIES						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Refer to the table below, <i>Topics in the applicable GRI Sector Standards determined as not material</i>, for details regarding this disclosure requirement. 				
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community engagement, impact assessments, and development programs					
	413-2 Operations with significant actual and potential negative impacts on local communities					
SUPPLIER SOCIAL ASSESSMENT						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	<ul style="list-style-type: none"> Sustainability Report 2025 – page 67, 72, 118 				
	414-2 Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"> Sustainability Report 2025 – page 117 and 118 				
PUBLIC POLICY						
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18 Integrated Annual Report 2025 – page 14 and 15 				
GRI 415: PUBLIC POLICY 2016	415-1 Political contributions	<ul style="list-style-type: none"> ESG Databook 2025 – tab Ethics Political Party Funding Policy 				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	Requirement(s) omitted	Reason	Explanation	GRI sector standard ref no	
Material topics							
CUSTOMER HEALTH AND SAFETY							
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Refer to the table below, <i>Topics in the applicable GRI Sector Standards determined as not material</i>, for details regarding this disclosure requirement. 					
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1 Assessment of the health and safety impacts of product and service categories						
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services						
MARKETING AND LABELING							
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18, 103 and 104 Integrated Annual Report 2025 – page 34 					
GRI 417: MARKETING AND LABELING 2016	417-1 Requirements for product and service information and labeling		<ul style="list-style-type: none"> ESG Databook 2025 – tab Compliance 				
	417-2 Incidents of non-compliance concerning product and service information and labeling		<ul style="list-style-type: none"> ESG Databook 2025 – tab Compliance 				
	417-3 Incidents of non-compliance concerning marketing communications	<ul style="list-style-type: none"> ESG Databook 2025 – tab Compliance 					
CUSTOMER PRIVACY							
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Sustainability Report 2025 – page 15 to 18, 106 to 108 Integrated Annual Report 2025 – page 36, 44 Group Privacy Statement 					
GRI 418: CUSTOMER PRIVACY 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		<ul style="list-style-type: none"> ESG Databook 2025 – tab Data Security & Client Privacy 				

Topics in the applicable GRI sector standards determined as not material

TOPIC	EXPLANATION
TITLE OF GRI SECTOR STANDARD	
GRI 304: BIODIVERSITY 2016	We recognise biodiversity loss as a global risk and integrate it into our ESG strategy. We have not yet disclosed as per the GRI disclosure requirements as at this stage, we are working to understand, investigate and address nature-related and biodiversity risks, dependencies and impacts. We plan to have Board-level oversight of these issues within the next year. Following this assessment, we will consider how to reduce our exposure and capitalise on opportunities through our risk assessment processes guided by our Enterprise Risk Management Framework. We will explore target setting once guidance is available. Further details are found on page 74 of Discovery's Sustainability Report 2025.
GRI 410: SECURITY PRACTICES 2016	Due to the nature of our business operations, this is not a material topic. Security personnel represent a minimal number in Discovery's total workforce (employees and workers who are not employees).
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016	Due to the nature of our business operations, this is not a material topic. Therefore, the incidents of violations involving the rights of indigenous people are not existent in our direct operations.
GRI 413: LOCAL COMMUNITIES 2016	Due to the nature of our business operations, this is not a material topic. There is minimal contact with local communities within the context of this disclosure requirement.
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	All of Discovery's products and services are underpinned with progressing with our core purpose – to make people healthier and enhance and protect their lives. Discovery largely provides financial products and services to customers and therefore, this is not a material topic within the context of this disclosure requirement.

A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.

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