

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

### To the Directors

### Report on Selected Key Performance Indicators

Nexia SAB&T Inc has undertaken a limited assurance engagement on selected sustainability key performance indicators (KPIs), as described below, and presented in the Sustainability Report and ESG Databook of Discovery Limited for the year ended 30 June 2025 (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 on the KPIs listed in the table below. The selected KPIs described below have been prepared in accordance with the Discovery Limited reporting criteria.

### Scope of limited assurance engagement

| Business Unit             | Indicator                                 | Activities  | Unit of measure   | Ref to the Discovery ESG Databook 2025 |
|---------------------------|---|---|---|--|
| Workforce, Diversity & EE | Headcount                                 | Indicator 1: Total number of employees headcount by gender              | Number  | Employee profile                       |
|                           | Employee categories                       | Indicator 2: Permanent employees' headcount by gender                   | Number  | Employee profile                       |
|                           |   | Indicator 3: Temporary/non-permanent employees' headcount by gender     | Number  | Employee profile                       |
|                           |   | Indicator 4: Non-guaranteed hours employees                             | Number  | Employee profile                       |
|                           |   | Indicator 5: Full-time employees' headcount by gender                   | Number  | Employee profile                       |
|                           |   | Indicator 6: Part-time employees  | Number  | Employee profile                       |
|                           |   | New employee hires by gender and age group                              | Indicator 7: Total new hires, new hires by gender and age group | Number & Rate                          |
|                           | Employee turnover by gender and age group | Indicator 8: Total Terminations (Permanent employees)                   | Number  | Employee profile                       |
|                           |   | Indicator 9: Overall Employee turnover rate                             | Rate  | Employee profile                       |
|                           |   | Indicator 10: Retention rate  | Rate  | Employee profile                       |
|                           |   | Indicator 11: Employee turnover by gender and age group                 | Rate  | Employee profile                       |
|                           |   | Indicator 12: Voluntary employee turnover by gender & age group         | Rate  | Employee profile                       |
|                           | Absenteeism                               | Indicator 13: Absenteeism rate  | Rate  | Employee profile                       |
| Workforce, Diversity & EE | People with disabilities                  | Indicator 14: Total number of employees with disabilities and by gender | Number & %  | Diversity                              |

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| Business Unit | Indicator   | Activities  | Unit of measure   | Ref to the Discovery ESG Databook 2025 |           |
|---------------|---|---|---|--|-----------|
|               | Diversity of governance bodies and employees by employee category, gender and age group | Indicator 15: Current workforce diversity profile including people with disabilities - Individuals in governance bodies by gender and age group   | Number & %  | Diversity                              |           |
|               |   | Indicator 16: Current workforce diversity profile including people with disabilities - Employee category by level, function, gender and age group | Number & %  | Diversity                              |           |
|               | Organisational Representation   | Indicator 17: Representation in SA: Total employees: SA new hires   | Number  | Diversity                              |           |
|               |   | Indicator 18: Representation in SA: Number and % of black (ACI) employee new hires  | Number & %  | Diversity                              |           |
|               |   | Indicator 19: Representation in SA: Number and % of female's new hires  | Number & %  | Diversity                              |           |
|               |   | Indicator 20: Representation in leadership/all management positions (GM, DGM, DM, M and TL) Total employees: leadership                           | Number  | Diversity                              |           |
|               |   | Indicator 21: Representation in leadership/all management positions (GM, DGM, DM, M and TL): Number and % of black (ACI) employees                | Number & %  | Diversity                              |           |
|               |   | Indicator 22: Representation in leadership/all management positions (GM, DGM, DM, M and TL): Number and % of females                              | Number & %  | Diversity                              |           |
|               |   | Indicator 23: Representation at top management level (Executive Management'): Total employees: top management                                     | Number  | Diversity                              |           |
|               |   | Indicator 24: Representation at top management level (Executive Management'): Number and % of black (ACI) employees                               | Number & %  | Diversity                              |           |
|               |   | Indicator 25: Representation at top management level (Executive Management'): Number and % of females   | Number & %  | Diversity                              |           |
|               |   | Indicator 26: Representation in Senior Management (GM and DGM): Total employees: leadership   | Number  | Diversity                              |           |
|               |   | Indicator 27: Representation in Senior Management (GM and DGM): Number and % of black (ACI) employees   | Number & %  | Diversity                              |           |
|               |   | Organisational Representation   | Indicator 28: Representation in Senior Management (GM and DGM): Number and % of females | Number & %                             | Diversity |
|               |   |   | Indicator 29: Representation in staff: Total employees in staff                         | Number                                 | Diversity |
|               |   |   | Indicator 30: Representation in staff: Number and % of black (ACI) employees            | Number & %                             | Diversity |
|               | Indicator 31: Representation in staff: Number and % of females                          |   | Number & %  | Diversity                              |           |

| Business Unit                              | Indicator   | Activities  | Unit of measure | Ref to the Discovery ESG Databook 2025 |
|--|---|---|-----------------|--|
|  |   | **Indicator 32: Representation in overall workforce: Total employees in overall workforce                         | Number          | Diversity                              |
|  |   | **Indicator 33: Representation in overall workforce: Number and % of black (ACI) people                           | Number & %      | Diversity                              |
|  |   | **Indicator 34: Representation in overall workforce: Number and % of females                                      | Number & %      | Diversity                              |
| EE Plan                                    | Discovery's diversity workforce profile measured against our EE Plan: Year targets, by employee category, race and gender | Indicator 35: Workforce profile (EE Plan): Year 2025  | Number & %      | EE and NEAP Targets                    |
|  |   | Indicator 36: Workforce profile for Discovery Limited: Year 2025  | Number & %      | EE and NEAP Targets                    |
|  |   | Indicator 37: GAP (Discovery Workforce - EE Plan Targets)   | %               | EE and NEAP Targets                    |
| EE Plan                                    | Discovery workforce profile for people with disabilities measured against our EE Plan: Year, by employee category         | Indicator 38: Workforce profile (EE Plan): Year 2025  | Number & %      | EE and NEAP Targets                    |
|  |   | Indicator 39: Workforce profile for Discovery Limited: Year 2025  | Number & %      | EE and NEAP Targets                    |
|  |   | Indicator 40: GAP (Discovery Workforce - EE Plan Targets)   | %               | EE and NEAP Targets                    |
| National Economic Active Population (NEAP) | Discovery's employee profile compared to the South African NEAP levels in percentage for 2025                             | Indicator 41: Discovery's gender profile compared against the South African NEAP levels                           | %               | EE and NEAP Targets                    |
|  |   | Indicator 42: 2025 Discovery's employee profile compared to the South African NEAP levels in percentage (by race) | %               | EE and NEAP Targets                    |
| Workforce by gender                        | Gender representation by race   | Indicator 43: Female representation across employment equity racial categories (over total headcount)             | %               | EE and NEAP Targets                    |
|  |   | Indicator 44: Male representation across employment equity racial categories (over total headcount)               | %               | EE and NEAP Targets                    |
| Promotions, Advancements & PA              | Promotions and Advancements   | Indicator 45: Promotion and advancements number and rate by gender and employee category                          | Number & Rate   | Training & Development                 |
|  | Performance Appraisals  | Indicator 46: Regular performance and career development reviews by employee category and gender                  | %               | Training & Development                 |
| Data security & client privacy             | Substantiated complaints concerning breaches of customer privacy and losses of customer data                              | Indicator 47: Total number of substantiated complaints received concerning breaches of customer privacy           | Number          | Data Security & Client Privacy         |
|  |   | Indicator 48: Complaints received from outside parties and substantiated by the organization                      | Number          | Data Security & Client Privacy         |
|  |   | Indicator 49: Complaints from regulatory bodies   | Number          | Data Security & Client Privacy         |
|  |   | Indicator 50: Total number of identified leaks, thefts, or losses of customer data.                               | Number          | Data Security & Client Privacy         |

| Business Unit   | Indicator  | Activities  | Unit of measure       | Ref to the Discovery ESG Databook 2025 |
|---|--|---|-----------------------|--|
| Incidents of corruption   | Confirmed incidents of corruption                        | Indicator 51: Total number of confirmed incidents of corruption   | Number                | Ethics                                 |
|   |  | Indicator 52: Total number of confirmed incidents in which employees were dismissed or disciplined for corruption   | Number                | Ethics                                 |
| Indicator 53: Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption            |  | Number  | Ethics                |  |
| Indicator 54: Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases        |  | Number  | Ethics                |  |
| Indicator 55: Disclosure of cost of fines, penalties or settlements in relation to corruption for current year  |  | Number  | Ethics                |  |
| Indicator 56: Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary |  | Rand Value  | Ethics                |  |
| Political party contributions   | Political Party contributions                            | Indicator 57: Total number of incidents reported to whistleblowing hotline - Deloitte, Ethics Defender and Whistle Blowers  | Number                | Ethics                                 |
| Ethics  | Incidents of discrimination and corrective actions taken | Indicator 58: Total number of incidents of discrimination and harassment during the reporting period  | Number                | Ethics                                 |
|   |  | Indicator 59: Status of the incidents and the actions taken with reference to the following:<br>- Incident reviewed by the organization<br>- Remediation plans being implemented<br>- Remediation plans have been implemented and results reviewed through routine internal management review processes<br>- Incident no longer subject to action | Number                | Ethics                                 |
|   |  | Indicator 60: Non-compliance with regulations concerning marketing communications   | Number                | Compliance                             |
| Compliance  | Non-compliance with marketing and labelling              | Indicator 61: Non-compliance concerning product and service information and labelling   | Number                | Compliance                             |
|   | Non-compliance with regulations                          | Indicator 62: Non-compliance with laws and regulations  | Number and Rand Value | Compliance                             |

**\*\*Other matters**

## **Directors' responsibilities**

The Directors are responsible for the selection, preparation and presentation of the selected KPIs in accordance with the accompanying Discovery Limited 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.

We apply the International Standard on Quality Management 1, which requires the firm 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 of 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.

### **Basis for our limited assurance conclusion**

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

### **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 of the Subject Matter paragraph above for the year ended 30 June 2025 are not prepared, in all material respects, in accordance with the accompanying Discovery Limited reporting criteria.

### **Other Matters**

\*\*Our report includes the provision of limited assurance on a KPI which we were previously not required to provide assurance.

The maintenance and integrity of the Discovery Limited website is the responsibility of Discovery Limited's 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 Limited's 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 Limited 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 Limited, for our work, for this report, or for the opinion and conclusion we have reached.

**Yours faithfully**

*Nexia SAB&T*

**Nexia SAB&T**  
**Ayisha Zange**  
**Director**  
**Registered Auditor**

**22 October 2025**