



Discovery

**GLOBAL REPORTING
INITIATIVE (GRI)
ADDITIONAL
DISCLOSURES ANNEXURE**

for the year ended 30 June 2024



ADDITIONAL (SELECTED) GRI DISCLOSURES THAT SUPPORT PRIMARY CONTENT PUBLISHED IN DISCOVERY'S 2024 ANNUAL REPORTS

GRI Topic Standards

GRI 306-2-c (Waste) Contextual information

Discovery has implemented processes to collect and monitor waste-related data, including with our service providers.

Our service providers conduct waste audits and employ weight/volume measurements at our main facilities to capture waste generation data.

Our annual external data validation ensures the integrity and accuracy of our waste management records – we analysed the results of our audits through a waste management partner and continue to explore suitable interventions.

Our overall waste management approach includes partnering with suppliers to dispose of e-waste in an environmentally correct manner that is in accordance with regulations and hazardous waste that consists of fluorescent tubes, globes, incinerated waste and medical waste.

In the UK, we are improving the data we collect around waste and water use to report on this more accurately.

GRI 303-5-d (Water) Contextual information

Discovery's Social and Ethics Committee meets at least four times per year and reviews, as a standing agenda item, performance against the Group's climate change strategy. This includes specific climate-related metrics related to energy, water and waste, as well as climate change programmes and the implementation action plans.

Discovery tracks and reports water usage, and we investigate and close out any water wastage not due to overflow from rainfall. We record any significant water impacts as incidents, report on them and take corrective action, as required by the ISO 14000 standard.

In the UK, we merged our London and Croydon offices, and are planning to transition our Bournemouth operation to a more efficient building while implementing changes to our Stockport building following a major review of the mechanical and electrical services. We are improving the data we collect around waste and water use to report on this more accurately.

GRI 2 - General Disclosures

GRI 2-2b Sustainability reporting: financial reporting boundary differences

Entities included in Discovery's FY2024 audited consolidated annual financial statements and Integrated Annual Report are also included in its sustainability reporting. There are no additional entities included in the sustainability reporting that are not part of the financial reporting boundary.

For a detailed list of entities included in Discovery Limited's audited consolidated financial statements, please access this information via

- [Group Annual Financial Statements](#)
- [Integrated Annual Report](#)

GRI 2-2-c-ii Sustainability reporting: approach to M&A and disposal

In the context of mergers, acquisitions, and disposals, Discovery Limited adopts a systematic approach regarding the integration of sustainability data of relevant entities. Upon acquisition, entities are incorporated into the sustainability reporting framework based on their respective financial consolidation dates. This ensures that the sustainability performance of new entities is aligned with Discovery's reporting standards.

GRI 2-2-c-iii Sustainability reporting: alignment of approach applied to material topics

Discovery Limited maintains a consistent methodology across its sustainability reporting, ensuring alignment of the approach applied to all material topics. The process for consolidating information from multiple entities includes adjustments for minority interests, ensuring that the sustainability data accurately reflects the scope of Discovery's operations.

Where differences in reporting approaches arise across various disclosures or material topics, these are documented and explained. This transparency ensures that stakeholders understand how data from minority-owned entities is integrated and how it may impact overall sustainability performance metrics.

**Additional (selected) GRI disclosures that support primary content published in Discovery's 2024 annual reports continued****GRI 2 - General Disclosures continued****GRI 2-6-a**
Sector(s) in which the organisation is active

Discovery Limited operates primarily in the financial services sector, with significant activities in health insurance, life insurance, banking, and investments. The company's business model is centered around its innovative Vitality Shared-value model, which integrates health and wellness incentives with financial services. This model is applied across multiple markets, including South Africa, United Kingdom, and Vitality Global. Key sectors include insurance; banking; investments; healthcare; energy (renewable).

GRI 2-6-b-ii
Supply chain

Discovery's supply chain consists of a network of suppliers and service providers that support the development and delivery of our products and services. Key aspects of the supply chain include:

- Types of supplies includes asset managers, consultants, technology and software providers
- Estimated number of suppliers: Over 4000 suppliers globally across various tiers
- Key supplier activities: Provision of consulting and advisory services, investment management, technology and software development
- Nature of business relationships: Both long-term and short-term contracts, project-based collaborations
- Geographic location: Suppliers are based in multiple regions, including South Africa, Europe, North America, and Asia

The supply chain is characterized by a strong focus on quality and compliance, ensuring that all suppliers adhere to Discovery's standards and regulatory requirements.

GRI 2-6-b-iii
the entities downstream from the organization and their activities

Downstream entities in Discovery's value chain primarily includes customers, members and beneficiaries who receive and benefit from our products and services.

- Types of downstream entities: Individual customers, corporate clients, healthcare providers
- Estimated number of downstream entities: Millions of individual and corporate clients globally
- Activities carried out by downstream entities: Utilization of health insurance services, engagement with wellness programs, investment management
- Nature of business relationships: Long-term customer relationships, contractual agreements with corporate clients, ongoing partnerships with healthcare providers
- Geographic location: Downstream entities are located across Discovery's operational markets, including South Africa, United Kingdom, United States, and other regions in Europe and Asia

GRI 2-15-b-I; ii; iii
Conflicts of interest

The Board is satisfied with the independence of the Directors and that there are no relationships or conflicts of interest that could prevent them from acting in the best interests of the Group.

At the beginning of each governing body or committee meeting, all members are required to declare whether any of them has any conflict of interest in respect of a matter on the agenda.

If a director of a company has a personal financial interest in a matter to be considered at a board meeting, or knows that a related person has a personal financial interest in the matter, the director must, among other things, disclose the interest and its general nature to the board before the matter is considered at the meeting. If the director is present at the meeting, he or she must then leave the meeting immediately after making the required disclosures. The director may not vote on the matter in question.

Where the chairperson of a board or board committee may have a conflict of interest or a perceived conflict of interest that may impact on that chairperson's independent decision making, a lead independent director must be appointed by the remainder of the board or board committee to chair that specific meeting.

Directors must be particularly careful to avoid representing Discovery Limited or a subsidiary of Discovery in any transaction with any party with whom there is any outside business affiliation or relationship. They must also avoid using their Discovery contacts to advance their private business or personal interests at the expense of Discovery, its clients or affiliates.

GRI 2-23-b-ii
Categories of Stakeholders

Discovery recognises the importance of engaging with a broad spectrum of stakeholders, including those who are at risk or belong to vulnerable groups. We are committed to addressing the needs and concerns of various stakeholders through our policies and practices, in line with our core purpose of making people healthier and enhancing and protecting lives.

**Additional (selected) GRI disclosures that support primary content published in Discovery's 2024 annual reports continued****GRI 2 - General Disclosures continued****GRI 2-24-a-i****Allocation of responsibility for implementing policy commitments**

Discovery places significant emphasis on the effective implementation of its policy commitments across all levels of the organisation.

Our approach ensures that responsible business conduct, including the commitment to respect human rights, is embedded throughout our activities and business relationships.

Discovery ensures that its policy commitments, including those related to responsible business conduct and human rights, are effectively implemented across all levels of the organisation.

The Board holds ultimate accountability, with the Social and Ethics Committee overseeing adherence to ethical standards. The Group Executive Committee, led by the Group Chief Executive, is responsible for executing the Board's strategic directives, ensuring the integration and monitoring of policy commitments throughout the organisation. Key functions such as Human Resources (HR), Risk and Compliance, and Corporate Social Responsibility (CSR) are tasked with specific responsibilities. HR focuses on employee rights, diversity, inclusion, and workplace ethics, reporting directly to the Chief People Officer. The Risk and Compliance function, ensures adherence to legal and regulatory requirements.

Formal discussions about responsible business conduct are regularly held at the Board and Executive Committee meetings, covering topics such as diversity, ethical sourcing and environmental impact. Cross-functional working groups, including representatives from HR, Risk and Compliance and CSR, ensure consistent application of policy commitments across the organisation.

SENIOR GOVERNANCE OVERSIGHT**Highest Governance Body**

The Discovery Board of Directors holds the ultimate accountability for overseeing the implementation of policy commitments, including those related to responsible business conduct and human rights. The Board's Social and Ethics Committee plays a crucial role in this oversight, ensuring that the Group adheres to ethical standards and fulfils its obligations to all stakeholders.

Group Executive Committee

The Group Executive Committee, led by the Group Chief Executive, is responsible for the execution of the Board's strategic directives, including the integration and monitoring of policy commitments across the organisation. This committee reviews the implementation progress of key policies during its regular meetings, ensuring alignment with Discovery's core values and strategic objectives.

GRI 2-24-a-ii**Integration of policy commitments**

Discovery integrates its policy commitments into all aspects of our organisational strategies, operational policies and procedures, aligning them with broader risk management systems and due diligence processes. This integration ensures that our values and commitments are consistently reflected in our day-to-day activities and strategic decisions. The ERM framework incorporates the assessment and management of risks related to responsible business conduct, which are continuously monitored and reported to the Group Executive Committee and the Board's Risk and Compliance Committee.

Policy commitments are embedded into key business functions, including procurement, HR and information security, privacy and operations. For example, our procurement policies require suppliers to adhere to environmental and social standards. Performance incentives for management and employees are aligned with these commitments, with sustainability included in the executive remuneration framework.

When making decisions about sourcing and operating locations, Discovery applies its policy commitments to ensure that operations are conducted responsibly. This includes selecting suppliers and partners who demonstrate a strong commitment to ethical practices, human rights, and environmental stewardship.

GRI 2-24-a-iii**Implementation of commitments**

Discovery is committed to upholding our policy commitments across all business relationships. This commitment extends to our procurement and investment practices, ensuring that our partners and suppliers align with our values and ethical standards.

Rigorous pre-qualification processes, bidding criteria and screening mechanisms ensure that potential suppliers and partners meet our standards for responsible business conduct. These commitments are incorporated into contractual agreements.

**Additional (selected) GRI disclosures that support primary content published in Discovery's 2024 annual reports continued****GRI 2 - General Disclosures continued****GRI 2-27-d****Significant non-compliance: process for determining relative significance**

The Group operates in a highly regulated environment where new bills, legal precedents and regulatory requirements are introduced frequently. The Risk and Compliance Committee is responsible for ensuring significant risks, which could affect the Group, are identified, evaluated and effectively managed and reported. In addition, the committee is tasked with ensuring the Group's policies and processes are adequate to ensure compliance with the required legislative and regulatory requirements.

Discovery creates value by cultivating a zero-tolerance culture for regulatory non-compliance. Discovery continues to enhance our risk-based monitoring framework to increase our focus in areas that pose the greatest risk to the business to deploy resources in high-risk areas, with potential significant implications of non-compliance.

Group policies are reviewed every second year or when there are any material legislative or operational changes. Any breach of, or non-compliance with, these policies must be communicated to the policy owner as soon as reasonably practical. All instances of non-compliance with these policies are included within the regular risk and compliance reporting processes and reported to the relevant board or committee.

Key mitigating actions

- Maintain a stable, safe, fair and regulated business environment
- Drive and actively support our regulatory obligations
- Engage with regulators, lawmakers and thought leaders, directly and indirectly, through industry and professional bodies to influence and remain apprised of key regulatory developments
- Monitor regulatory changes with discipline through our robust governance structures and framework
- Build compliance capabilities proactively
- Address significant developments proactively through dedicated, multidisciplinary project teams

GRI 2-13**Management of impacts**

The management of impacts on the economy, environment, and people is integrated into our governance framework and operational strategies. The Board of Directors hold ultimate responsibility for overseeing the Group's impact management, ensuring that our activities align with sustainable and ethical practices. This oversight is supported by the Risk and Compliance Committee, which monitors and addresses significant risks, including those related to sustainability.

Senior executives, led by the Group Chief Executive, are responsible for implementing these strategies across the organisation, ensuring that impact management is embedded in our day-to-day operations.

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