



Discovery

**SUSTAINABILITY  
REPORT ANNEXURE**

for the year ended 30 June 2024



# CONTRIBUTING TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs) THROUGH OUR HEADLINE ESG TARGETS

We aim to make people healthier and reduce the cost of healthcare globally by engaging people in their wellbeing and preventive care. To do this, we need to set clear, measurable standards and create a global movement. With our technology and scale, we are in a unique position to lead global change. Following a rigorous research process, we established and verified key metrics that align with the SDGs and enable synchronicity globally. In addition, we amplify the impact of our Integrated Sustainability Framework by incorporating our nine priority SDGs and our ESG targets in our metrics.

## Environmental



- R ✓ Science-based target aligned with 1.5 °C: 21% cumulative reduction in Scope 1 and 2 emissions against 2019 baseline by FY2024
- Carbon-neutral operations by 2027
- Net zero by 2050 or earlier
- ✓ Zero waste-to-landfill for 1 Discovery Place and Cape Town offices
- ✗ Reduce waste to landfill to zero by 2023

## Social



- R → 1 billion healthy activities per annum by 2030
- R ✓ Achieved 44% gender diversity in senior management in FY2024
- R ✓ Achieved 39% racial diversity in senior management in FY2024

## Governance



- ✓ 25% female directors by 2023
- ✓ and 30% by 2025
- ✓ 35% black directors by 2023
- and 40% by 2025
- R ✓ Top quartile global ESG ratings

We continue to contribute meaningfully to the SDGs. We set out our contributions to our priority SDGs at the end of this document. Where our contributions take the form of progress against our ESG targets and metrics, these are denoted with

- ✓ **Achieved**
- **on track**
- ✗ **not met**

### Remuneration alignment

- R We have embedded our ESG targets into our remuneration to ensure alignment



# DETAILED CONTRIBUTIONS TO THE UNITED NATIONS SDGs

**3 GOOD HEALTH AND WELLBEING** **Ensure healthy lives and promote well-being for all at all ages**

**TARGETS:** 3.4, 3.6, 3.8, 3.B, 3.C, 3.D

- 576 million** healthy activities
- 42 million** lives impacted
- R14.9 billion** shared-value dividend
- >3.7 million** life years saved
- 41** global markets with Vitality
- R18.4 billion** responsible product premium
- 2.4 million** health screenings
- Partnering with Goodbye Malaria to provide comprehensive coverage for malaria cases
- 58%** of Discovery Health's current in-hospital spend is through value-based care contracts

Read more in the **Make people healthier** section from page 19 of our SR, the **Enhance and protect lives** section from page 37 and the **Strengthen social systems** section from page 49.

**5 GENDER EQUALITY** **Achieve gender equality and empower all women and girls**

**TARGET:** 5.5

- 46%** gender diversity at Board level
- 44%** gender diversity at senior management level
- Promoting gender transformation in the health workforce with **72%** of grants awarded to female beneficiaries in the year, amounting to **R7.6 million**
- 59%** gender diversity across our operations
- ~0%** gender pay gap by same role size (SA)
- 65%** female appointments to **£50 000+** roles (July 2023 to December 2023)
- 50%** female appointments to **£60 000+** roles (January 2024 to June 2024)

Read more in the **Supporting gender diversity** section from page 79 of our SR.

**7 AFFORDABLE AND CLEAN ENERGY** **Ensure access to affordable, reliable, sustainable and modern energy for all**

**TARGETS:** 7.2, 7A, 7B

- Launching our Discovery Green renewable energy wheeling solution
- Discovery Bank partnering with Rubicon to offer simplified, financed solar energy solutions

Read more on **Discovery Green** on page 65 of our SR.

**8 DECENT WORK AND ECONOMIC GROWTH** **Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**

**TARGETS:** 8.2, 8.5

- 2 650** medical students supported with student loan funding
- 416** healthcare workers trained for rural and underserved areas
- R13 million** invested by Discovery Foundation in research and training grants to some of South Africa's top doctors, researchers and future healthcare leaders
- R319 million** invested by Discovery Foundation, since inception, to support academic medicine through research, development and training
- R145 million** disbursed for enterprise and supplier development
- Learning and development spend of **R782 million** for the year
- R27.4 million** invested into skills development for the unemployed
- Focusing on decent working conditions through **9 569** employees registered with Healthy Company, **100%** employees with active Vitality membership and the launch of our new mental wellbeing offering

Read more in the **Cultivate and sustain an inclusive culture** section from page 76 of our SR.

**RELATED SUSTAINABILITY DIFFERENTIATORS**

- MAKE PEOPLE HEALTHIER**
- ENHANCE AND PROTECT LIVES**
- STRENGTHEN SOCIAL SYSTEMS**

**RELATED SUSTAINABILITY DIFFERENTIATOR AND GOOD BUSINESS ENABLERS**

- STRENGTHEN SOCIAL SYSTEMS**
- Our people**
- Our governance**

**RELATED SUSTAINABILITY DIFFERENTIATOR**

- RESTORE THE ENVIRONMENT**

**RELATED SUSTAINABILITY DIFFERENTIATOR AND GOOD BUSINESS ENABLER**

- STRENGTHEN SOCIAL SYSTEMS**
- Our people**



### Detailed Contributions to the United Nations SDGs

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**  
**Build resilient infrastructure, promote sustainable industrialisation and foster innovation**  
**TARGETS: 9.2, 9.3**

**>R58.3 million** ESG research spend

Driving a sustainable healthcare industry through **R683 million** in fraud recoveries

Addressing the racial bias in the South African healthcare system with **79%** of grants awarded to B-BBEE beneficiaries in the year, amounting to **R9.76 million**

KeyCare (**364 360** clients) and Flexicare (**108 286** retail members) facilitate expanding healthcare to low-income markets

Investing **R101 million** in social initiatives during the year through corporate social investment, community upliftment initiatives and skills development for the unemployed

Increasing our minimum pay threshold to **R200 000** per annum

Investing over **R156 million** to date towards small, medium and micro-enterprises (in our supply chain and in broader South Africa) by providing grants and loans to grow their businesses

Contributing to consumer education, financial literacy and encouraging healthy financial behaviour, across our client-base and in broader society

Through the Discovery Foundation and Discovery Fund, ensuring vulnerable populations have access to essential services and support

Eliminating discrimination through education, awareness campaigns and policies that protect against discrimination and promote diversity and inclusion, internally and through our B-BBEE procurement eligibility criteria

Maintaining B-BBEE level 1

Read more in the **Our capabilities** section from page 97 of our SR and the **Strengthen social systems** section from page 49.

**RELATED SUSTAINABILITY DIFFERENTIATORS AND GOOD BUSINESS ENABLER**

**MAKE PEOPLE HEALTHIER** **STRENGTHEN SOCIAL SYSTEMS** **Our capabilities**

**10 REDUCED INEQUALITIES**  
**Reduce inequality within and among countries**  
**TARGETS: 10.1, 10.2, 10.3, 10.4**

Road fatality rate of **9.57** per 100 000 compared with South African rate of **22.2** per 100 000

**1 000** drivers enrolled in the Safe Travel to School programme

**>230 000** potholes filled since inception through Pothole Patrol

Read more in the **Our people** section from page 71 of our SR, the **Strengthen social systems** section from page 49 and the **Enhance and protect lives** section from page 37.

**RELATED SUSTAINABILITY DIFFERENTIATORS AND GOOD BUSINESS ENABLERS**

**STRENGTHEN SOCIAL SYSTEMS** **ENHANCE AND PROTECT LIVES** **Our people** **Our capabilities**

**11 SUSTAINABLE CITIES AND COMMUNITIES**  
**Make cities and human settlements inclusive, safe, resilient and sustainable**  
**TARGET: 11.2**

Road fatality rate of **9.57** per 100 000 compared with South African rate of **22.2** per 100 000

**1 000** drivers enrolled in the Safe Travel to School programme

**>230 000** potholes filled since inception through Pothole Patrol

Read more in the **Strengthen social systems** section from page 49 of our SR.

**RELATED SUSTAINABILITY DIFFERENTIATORS**

**ENHANCE AND PROTECT LIVES** **STRENGTHEN SOCIAL SYSTEMS**

**13 CLIMATE ACTION**  
**Take urgent action to combat climate change and its impacts**  
**TARGETS: 13.2, 13.3**

**21.4%** cumulative reduction in Scope 1 and 2 emissions against the 2019 baseline

Renewably generating **4%** of total energy through rooftop solar at our 1 Discovery Place and our Gqeberha offices

Developing our Discovery Green energy wheeling proposition (launched in September 2023) to help organisations meet their decarbonisation goals

Committing to over **R22 million** research spend for Discovery Green

Recycling **92%** of the Group's waste, with **4.5%** going to landfill

Read more in the **Restore the environment** section from page 62 of our SR.

**RELATED SUSTAINABILITY DIFFERENTIATOR**

**RESTORE THE ENVIRONMENT**

**17 PARTNERSHIPS FOR THE GOALS**  
**Enhance the global partnership for sustainable development**  
**TARGET: 17.16**

Continuing to partner with various organisations to be a force for good, including:

- Governments in our markets
- Regulatory bodies
- NGOs

Leveraging strategic partnerships to develop affordable, digital healthcare models in developing countries

Partnering with various non-profit organisations to deliver quality healthcare in rural areas

Read more in the **Partnering as a force for good** section on page 61 of our SR. **Our other partnerships** are detailed throughout our SR.

**RELATED SUSTAINABILITY DIFFERENTIATORS AND GOOD BUSINESS ENABLER**

**STRENGTHEN SOCIAL SYSTEMS** **RESTORE THE ENVIRONMENT** **Our capabilities**