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**Independent Auditor's Limited Assurance Report on the selected sustainability performance information in Discovery Limited's Sustainability Report 2022**

**To the Directors of Discovery Limited**

**Report on Selected Key Performance Indicators**

We have undertaken a limited assurance engagement on the selected key performance indicators (KPIs) in respect of selected Global Reporting Initiative (GRI) indicators, as described below, and presented in the 2022 Environmental, Social and Governance (ESG) Disclosures Report of Discovery Limited (the 'Company') for the year ended 30 June 2022 (the Sustainability Report). This engagement was conducted by a multidisciplinary team including social and assurance specialists with relevant experience in sustainability reporting.

**Subject Matter**

We have been engaged to provide a limited assurance conclusion in our report on the KPIs listed in the table below. The selected sustainability information described below has been prepared in accordance with the Company's reporting criteria.

The selected GRI indicators to be published in the report are set out in the table below and are collectively referred to as the "selected sustainability performance information".

No	Selected Sustainability Information	Performance	Unit of measurement	Business Unit	Ref to the DSY_ ESG Data book
<b>GRI indicators prepared in accordance with the GRI Guidelines</b>					
1.	Employee Numbers		Number	Discovery People: Employees	Employee profile
2.	Number and rate of new employee hires and employee turnover		Number & Rate	Discovery People: Employees	Employee profile
3.	Diversity of governance bodies and employees		Number & Rate	Discovery People: Diversity and Inclusion	EE & Remuneration EE Targets
4.	Average hours of training per year per employee including: <ul style="list-style-type: none"> <li>Average number of days of training per employee</li> <li>Total training hours for all employees trained</li> </ul>		Number & Rate	Discovery People: Training and development	Training & development
5.	Leadership development		Number	Discovery People: Training and development	Training & development
6.	Percentages of employees receiving regular performance and career development reviews		Number & rate	Discovery People: Employees	Training & development
7.	Work-related ill health		Number	Discovery People: Employees	OHS
8.	Report the ratio of basic salary and remuneration of women to men for each employee category in South Africa, by significant locations of operation (gender pay differentials)		Number	Discovery People: Employees	EE & Remuneration
9.	Ratio between total annual CEO compensation and the mean or median employee compensation		Number & Rate	Discovery People: Employees	Not reported
10.	Parental leave and support		Number	Discovery People: Employees	Employee Benefits
11.	Percentages of employees promoted internally		Number	Discovery People: Employees	Training & development
12.	Political contributions		Rand value	Group Finance	Ethics
13.	Confirmed incidents of corruption and actions taken		Number	Forensics	Ethics
14.	Surveys measuring customer satisfaction		Number	Health	Discovery Invest
15.	Ethics training		Number	Ethics	Ethics
16.	Ethics incidents		Number	Ethics	Ethics
17.	Total number of incidents of discrimination during the reporting period and corrective actions taken		Number	Ethics	Ethics
18.	Communication and training about anti-corruption policies and procedures		Number	Compliance	Ethics
19.	Total number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.		Number	Compliance	Compliance

No	Selected Sustainability Performance Information	Unit of measurement	Business Unit	Ref to the DSY_ ESG Data book
20.	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of insurance product-related information	Number	Compliance	Compliance
21.	Total number of incidents of non-compliance with regulations concerning marketing communications	Number	Compliance	Compliance
22.	Substantiated complaints regarding breaches of customer privacy and losses of customer data sent to the regulator	Number	Compliance	Data security & client privacy
23.	Non-compliance with environmental laws and regulations	Number	Compliance	Compliance
24.	Non-compliance with laws and regulations	Number	Compliance	Compliance
25.	The entity shall disclose the total amount of monetary losses that incurred during the reporting period as a result of legal proceedings associated with data security and privacy	Rands	Compliance	Compliance

### Directors' Responsibilities

The Directors are responsible for the selection, preparation and presentation of the selected KPIs in accordance with the accompanying Discovery Limited's 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 practices on which to draw allows for the selection of different but acceptable measurement techniques which can result in materially 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 Control**

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).

The firm applies the International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

## **Auditors' Responsibility**

Our responsibility is to express a limited assurance conclusion on the selected KPIs 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 limited assurance about whether the selected KPIs are free from material misstatement.

A limited assurance engagement undertaken in accordance with ISAE 3000 (Revised) involves assessing the suitability in the circumstances of Discovery Limited's 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. 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.

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. Accordingly, 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 reporting criteria.

### **Limited Assurance Conclusion**

Based on the procedures we have performed and the evidence we have obtained and subject to the inherent limitations outlined in this report, nothing has come to our attention that causes us to believe that the selected KPIs as set out in the Subject Matter paragraph above for the year ended 30 June 2022 are not prepared, in all material respects, in accordance with the accompanying Discovery Limited reporting criteria.

### **Other Matters**

No assurance procedures were performed on the previous sustainability report. The information relating to the prior reporting periods has not been subject to assurance procedures.

Our report includes the provision of limited assurance on selected KPIs for the year. We were previously not required to provide assurance on the KPIs listed below:

- Parental leave and support;
- Percentages of employees promoted internally;
- Total number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant;
- Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of insurance product-related information;
- Total number of incidents of non-compliance with regulations concerning marketing communications
- Non-compliance with laws and regulations; and
- The entity shall disclose the total amount of monetary losses that incurred during the reporting period as a result of legal proceedings associated with data security and privacy.

Our report excludes the provision of limited assurance on the selected KPIs for the year, which were required to provide assurance on the following KPIs listed below as per the subject matter on the assurance scope per the engagement letter signed for the period ended 30 June 2022.

- Report the ratio of basic salary and remuneration of women to men for each employee category in South Africa, by significant locations of operation (gender pay differentials);
- Worker training on occupational health and safety; and
- Ratio between total annual CEO compensation and the mean or median employee compensation.

The KPIs have been presented in a tabular format in the DSY\_ESG Data Booklet 2022 for ease of reference. Comparatives have been presented as the definitions of the KPIs previously audited have not been amended.

The maintenance and integrity of the Discovery Limited's website is the responsibility of Discovery Limited's Directors. 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 limited assurance report that may have occurred since the initial date of presentation on the Discovery Limited 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 conclusion we have reached.

*Nexia SAB&T*

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**Nexia SAB&T**

Aadila Aboobaker

Director

Registered Auditor

10 November 2022