



MultiChoice Group Limited (MCG)

Sustainable Development Policy

CARE CONNECT CREATE



World of Champions

Media Sales



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1. Overview

MultiChoice operates in many developing countries with tough economic conditions, persistent income inequalities and uncertain political environments. These conditions impact our communities, our customers, and our businesses, thus posing significant sustainability challenges within our operating environment. MultiChoice Group, as a global entertainment and services platform group, aims to position itself to meet such challenges and recognises that sustainable development is a global imperative that results in both opportunities and risks for the business. Sustainable development means meeting the needs of the present without compromising those of the future.

As MultiChoice Group expands its business, we aim to contribute to the communities in which we operate; develop our own people; contribute to general economic prosperity; and minimise our impact on the environment.

2. Proportionality

A one-size-fits-all approach to environmental, social and governance (ESG) opportunities and challenges is not appropriate for the MultiChoice Group as the various controlled companies in the MultiChoice Group are at various stages of maturity. Consequently, our approach takes into account proportionality for the individual businesses, such as size and workforce, resources and complexity of activities.

3. ESG key commitments

	Key commitments	How we will do this
<i>Environment</i>	<ul style="list-style-type: none"> - Conserving natural resources - Creating solutions that maximise environmental performance - Limiting our direct impact on the environment. 	<ul style="list-style-type: none"> - Utilising advanced technologies to reduce impacts on the environment. - Monitoring the environmental compliance standards at our facilities. - Measuring and reporting on our carbon footprint to understand, manage and reduce our direct impact on the environment. - Using environmentally responsible and sustainable resources to meet our operational needs, and conserve non-renewable natural resources. - Where possible use environmentally responsible and sustainable energy sources, invest in improving energy efficiency in our operations on an ongoing basis and design energy-efficient facilities. - Aim to influence our suppliers to adopt a similar approach in supplying materials and services to us. - Improving our waste management where possible
<i>Social</i>	<ul style="list-style-type: none"> - Promoting the well-being of society, our customers, and our employees by contributing to programmes and initiatives that improve quality of life in these communities 	<ul style="list-style-type: none"> - Respecting human rights. - Supporting previously disadvantaged persons and businesses and promoting diversity. - Supporting and contributing to communities in which we live and work. - Investing in our people and their continuous development.

	Key commitments	How we will do this
Governance		<ul style="list-style-type: none"> - Investing in talented founders and companies with the ambition to expand. - Rewarding employees fairly and implementing fair labour practices. - Promoting employee wellness and a safe working environment.
	<ul style="list-style-type: none"> - Conduct business fairly, ethically and with integrity. - Comply with laws and regulations. 	<ul style="list-style-type: none"> - Letting our code of ethics and conduct guides us. - Complying with laws and regulations, including paying taxes and levies due to governments. - Providing value for all stakeholders, including shareholders and employees.

4. The Sustainable Development Goals (SDGs)

We regularly review our progress in achieving a balanced sustainable organisation and identify areas for improvement. The MultiChoice Group recognises that it is a process requiring ongoing measurement and improvement. To promote progress on the world’s most important ESG challenges the MultiChoice Group aims its initiatives towards the SDGs. We focus our efforts on the SDGs on which we have a direct positive or negative impact. Annexure A, attached to this framework, is an analysis of how our operations impact the SDGs.

5. Partnerships

Driving sustainable development is a collaborative effort. As such MultiChoice aims to partner with key industry and business partners to maximize our impact and encourage change across our business and the communities that we touch.

To this end MultiChoice Group is a member of the Global Alliance Membership of the Earthshot Prize (TEP). In contributing to the success of The Prize as well as the finalists, MultiChoice and Earthshot Prize have established a media broadcast partnership. The partnership aims to amplify awareness on the global environment prize, upskill and support Finalists as well as mobilise communities across the African continent toward addressing sustainability challenges and highlighting innovative social enterprise solutions.

The Earthshot Prize was established by Prince William (Prince of Wales) and spearheaded by the Royal Foundation. Their mission is to find scalable solutions to address the world’s biggest environmental problems and repair our planet over the next 10 years. At their annual awards ceremony, prizes are awarded to five winners in five categories, with each winner receiving a £1 million grant to continue their work. However, the Earthshot Prize supports the environmental innovators with more than just prize money. The Earthshot Prize also provides successful nominees a platform to showcase their solutions, introductions to Global Alliance partners, and facilitates organizational capacity building.

6. Materiality

Materiality is the threshold at which sustainability topics become sufficiently important that they should be reported. We are guided by the below process when determining our material matters:

Using a risk-based approach, we identify matters that are potentially material

We reflect on the following:

- Our business strategy
- Our capital allocation
- Our risk registers
- Our key identified opportunities
- Stakeholder engagements
- Our operating environment
- Broader societal and environmental matters which either have an impact on our business and/or on which our business has an impact

We interrogate the matters we have identified to prioritise the material ones

We prioritise material matters based on their ability, potential or likelihood to meaningfully affect value creation, preservation or erosion through their impact on our business, our key stakeholders, our capitals and our internal and external operating environment. We consider both positive and negative matters including a determination of what is material for our various our stakeholders.

We review, address and report on our material matters

The material matters also identified are issues on our board and or committee agendas. These matters are methodically discussed and addressed.

Annexure B, as attached to this framework, is a risk-based assessment of our ESG material issues which are reassessed and updated annually.

7. Reporting and disclosure

The MultiChoice Group continues to evolve and mature its reporting and disclosures and takes guidance from the following standards and reporting frameworks/indices:

- International Integrated Reporting Council's Integrated Reporting <IR> Framework, January 2021
- King Report on Corporate Governance for South Africa, 2016 (King IV)
- The JSE Limited Listings Requirements (JSE Listings Requirements)
- The Global Reporting Initiative (GRI)'s Sustainability Reporting Standards
- Sustainalytics and MSCI ESG ratings/rankings/indices.

We publish an integrated report as well as a ESG report annually to actively share the value created for our stakeholders and report on our overall ESG performance via other ESG ratings, rankings and indices. In the integrated annual report, we use the six capitals model to explain to our stakeholders how MultiChoice Group creates value over time. Integrated annual reporting follows a process of integrated thinking that underpins:

- Seeing MCG as an integral part of society and a responsible corporate citizen;
- A stakeholder-inclusive approach;
- Sustainable development; and
- Integrated reporting.

The capitals or six capitals are stocks of value on which the company depends for its success as inputs to its business model, and which are increased, decreased or transformed through the company's business activities and outputs. We define the capitals we use in our business as follows:

<p style="text-align: center;">Financial</p> <p>The funding received and the financial resources available to and generated by the group.</p>	<p style="text-align: center;">Technology and platforms</p> <p>Physical and virtual infrastructure that includes our satellite and transmission networks, OTT apps, user platforms and information technology systems are the backbone that enables us to deliver video entertainment and other consumer services to our customers.</p>
<p style="text-align: center;">Industry expertise</p> <p>Our understanding of customer preferences, content curation and local content development is our key differentiator. Our expertise spans the entire value chain from regulations and signal transmission, to marketing, distribution and payment processing. Development of new business lines, notably through strategic partnerships and equity investments, builds on our expertise.</p>	<p style="text-align: center;">People</p> <p>Our diverse people contribute their time, skills and expertise to make a positive impact on our operations across our markets.</p>
<p style="text-align: center;">Customer, partner and supplier relationships</p> <p>The customer is at the centre of everything we do and we could not meet all our customers' needs without our partners and suppliers. As such, we continue to build relationships with these critical stakeholders, without whom we cannot deliver or prosper.</p>	<p style="text-align: center;">Corporate citizenship</p> <p>Our licences to operate in the countries we serve are premised on fostering solid stakeholder relationships through meaningful engagement. We operate in a responsible manner across all our operations, ensuring that we use our resources to make a positive contribution in these communities. While our consumption of natural resources is not material, we ensure it is minimal and complies with all existing environmental legislation.</p>

A risk-based assessment on how we affect and create value in terms of the above capitals will be undertaken annually. As part of the assessment key activities or projects, risk controls and management actions are identified. Operations that are under MultiChoice management's control in priority of size and impact guided by the materiality principle in the GRI, will be included in the assessment.

8. Governance structure

The MCG board acknowledges that MCG's core purpose, risks and opportunities, strategy, business model, performance and sustainable development are all inseparable elements of the value creation process. The MCG board is ultimately responsible for ensuring that sustainable development and ESG is integrated into MultiChoice Group's business strategy. The MCG board ensures that processes are in place to assess and responsibly respond to any negative consequences of its activities and outputs in terms of the context in which it operates and the capitals which it uses and affects.


The MCG and MCSAH boards have delegated oversight of and reporting on ESG to the MCG social and ethics committee.

Executive directors and management (the executive) are responsible for the implementation of this policy. The executive is supported by the ESG forum which comprises of key management involved in various areas of the business. The ESG forum reports to the group's governance forum which reports to the group CFO. ESG related matters are reported to the social and ethics committee (SEC) by way

of a clearly defined committee work plan. The SEC and the executive report to the board on various material ESG matters requiring the boards attention.



9. Document properties

MultiChoice Group			Document Number	
			MCG-GRP-BRD-POL-023	
Environment, social and governance framework			Effective Date	
			01/04/2023	
	Name and Surname	Position	Signature	Date
Initiated by:	Carmen Miller	Group company secretary		30 March 2023
Reviewed by:	Tim Jacobs	MCG CFO		30 March 2023
	Calvo Mawela	MCG CEO		30 March 2023
	MCG Audit and Risk Committee	N/A	Minutes of meeting	23 March 2023
	MCG Social & Ethics Committee	N/A	Minutes of meeting	27 March 2023
Approved by:	MCG Board of Directors	N/A	Minutes of meeting	30 March 2023

Rev No.	Rev Date	Section/s	Description of Change
1	30 March 2023	All	Complete overhaul of sustainable development policy, sustainability strategy and other ESG disclosures made in the IAR. It combines various polished policy statements and processes into one policy and brings in reference to SDGs and sets out governance structure.

Annexure A

How the MultiChoice Group affects the SDGs¹:

- a. Goals we can have a direct positive impact on:



- b. Goals we can have an indirectly positive impact on:



- c. Goals our operations can have a negative impact on:



- d. Goals we have no or a limited impact on:

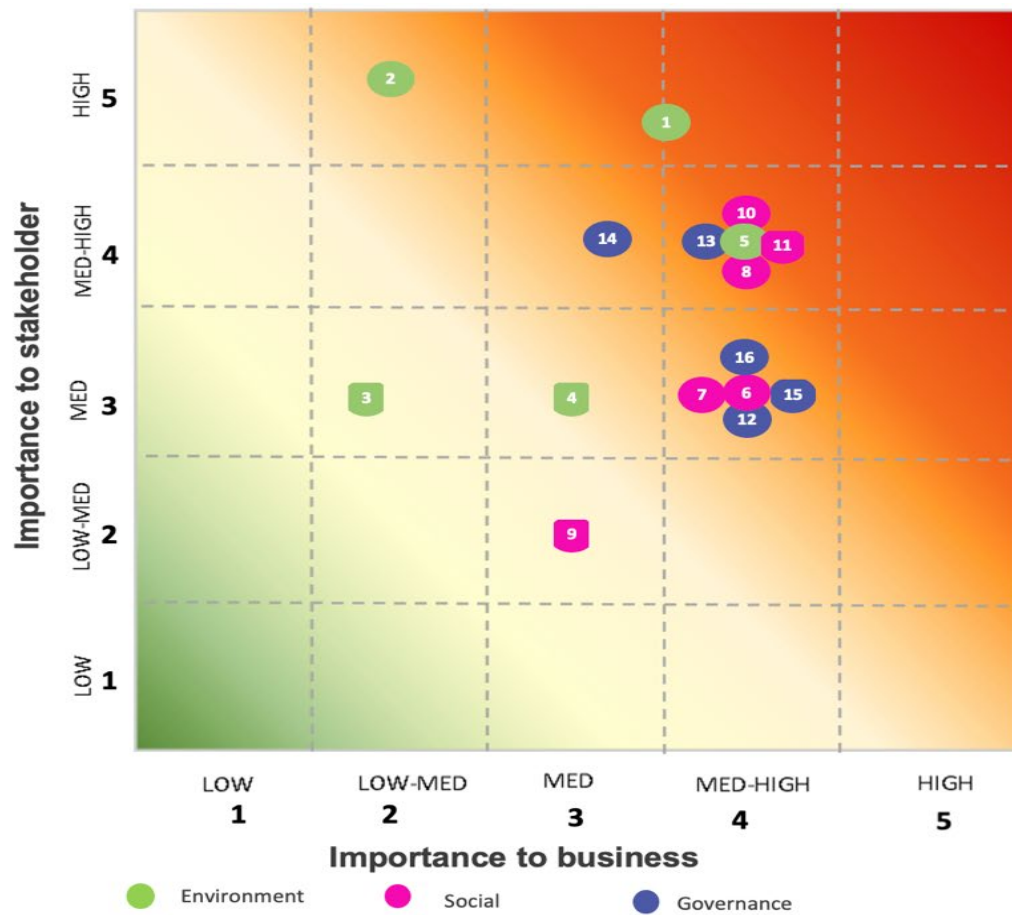


¹ Sustainability development goals (SDG) wording and numbering.

Annexure B

Materiality risk heat map

Below is a graph depicting our material matters with importance to stakeholders on the Y-Axis (determined by reviewing stakeholder issues reported by stakeholders through various engagement channels) and importance to business on the X-Axis.



#	ESG matter	Rating	
		Stakeholders	Business
1	Climate change	5	3.5
2	Green house gas emissions	5	2
3	Waste management	3	2
4	Water management	3	3
5	Energy efficiency	4	4
6	Community development	3	4
7	Labour practices	3	5
8	Diversity	4	4
9	Training and development	2	4
10	Local industry development	4	4
11	Consumer responsibility	4	4
12	Board composition and governance	3	4
13	Ethical behaviours	4	4
14	Remuneration governance	4	3
15	Legal Compliance	3	4
16	Data security and privacy	3	3