MultiChoice Group Limited
Social and ethics committee report

For the year ended 31 March 2025

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Report of the social and ethics committee

The social and ethics committee (SEC or committee) is a standing committee of the MultiChoice Group board of directors and is constituted in terms of the Companies Act, 71 of 2008 (the Act). In accordance with the Act and King IV, the committee presents this report for the financial year ended 31 March 2025 (the reporting period) to stakeholders.

Committee members and meeting attendance

In line with best practice, the majority of committee members are independent non-executive directors. The CEO, Calvo Mawela, and the CFO, Tim Jacobs, are members of the committee. The board chair and relevant management attend committee meetings by invitation. In terms of its charter, the committee must meet at least biannually, prior to scheduled meetings of the board. The committee met four times during the reporting period.

The SEC committee's composition and meeting attendance for the reporting period are as follows:

Membership and meeting attendance

Name of member	Qualifications	Attendance	Category
Christine Sabwa	BCom (Accounting), Certified Public Accountant of Kenya	4/4	Independent non-executive (chair)
Adv Kgomotso Moroka SC	BProc and LLB	4/4	Independent non-executive
Calvo Mawela	BSc Eng (Electrical)	3/4	Chief executive officer (executive)
Tim Jacobs	HDipAcc and CA(SA)	4/4	Chief financial officer (executive)
Dr Fatai Sanusi	MBBS, FRCOG	4/4	Independent non-executive

As required by the Act, the directors named as members have been put forward to shareholders for election as SEC members at the company's annual general meeting to be held on 27 August 2025.

Roles and responsibilities

The primary purpose of SEC is to oversee the group's activities regarding sustainable social and economic development initiatives, including CSI, consumer relationships, labour and employment, the promotion of equality, and ethics management, including monitoring forensic investigation matters. SEC assists the board with monitoring the group's actions and impacts on its stakeholders, including customers, employees, suppliers, shareholders, governments and regulators, and the societies where we operate.

The committee is responsible for ensuring and monitoring compliance with all applicable laws and relevant codes and standards relating to BBBEE, employment equity, environmental management, health and safety, corporate social responsibility, consumer relationships and human resources.

Additional responsibilities of this committee include:

- Reviewing, at least every third year, the strategies and policies of the group designed to achieve responsible corporate citizenship;
- Reviewing and approving the group's code of ethics and stakeholder management processes; and
- Reporting to shareholders as required in terms of the Act.

Overview of activities monitored by the committee during the reporting period

With operations around the world and a home in Africa, the MultiChoice Group understands its social and legal licence to operate depends on the value the business creates for its stakeholders and how it conducts itself. The group's integrated annual report, published annually, demonstrates its commitment to be, and be seen as, a responsible corporate citizen. The integrated annual report also details the value created for each of our stakeholders, the topical issues raised by them and how we addressed these concerns.

Report of the social and ethics committee continued

The committee monitored the following environmental, social and governance (ESG) activities undertaken by the group:

Environmental activities

The group is committed to reducing our natural resource consumption and minimising our environmental impact across the countries where we operate by maintaining a low carbon footprint and forging strategic partnerships with organisations that share our vision, combining our expertise and resources to advance sustainable development goals.

Refer to pages 65 to 70 of our integrated annual report for more in depth information relating to our partnerships, investment in sustainable technology and emissions, waste and water management.

Social activities

Our approach to social responsibility is focused on the relationships we have with our employees, our communities, and our customers (including ensuring the protection and privacy of their data). We are deeply invested in these relationships, knowing that our sustainability as a company is grounded in the commitment of our people, and the trust that we build with our customers and communities alike. Our various programmes actively address and manage social and economic development, creating much needed employment, contributing to the fiscus and enabling small businesses to grow.

Refer to our integrated annual report for more in-depth information relating to social impacts and initiatives including:

- Stakeholder management on pages 14 and 15.
- Our people on pages 34 to 43 including learning and development and diversity and inclusion.
- How we deliver value to society on pages 60 to 64, including enterprise development and economic transformation.

Governance activities

The MultiChoice Group is dedicated to the highest standards of corporate governance, ethics, and integrity, which we believe are essential for creating value for all stakeholders. We continuously embed sound corporate governance principles across our multinational organisation, ensuring that appropriate ethics and governance standards guide our business conduct. The board recognises its responsibility to protect and represent the interests of the group's stakeholders, aiming to build a successful and sustainable business that achieves the group's strategic objectives.

Refer to pages 114 to 133 of our integrated annual report for more in-depth information relating to our governance practices including our ethical culture, how we maintain our legitimacy by complying with applicable laws and regulations and information and technology governance.

Material sustainability issues

The group's most material matters, as monitored by the committee, are outlined on pages 76 to 78 of the integrated report.

Future focus areas

Looking ahead, the committee will continue focusing on discharging its responsibilities in terms of its charter and entrenching reporting mechanisms to enhance oversight. Further, the committee will continue to monitor and enhance its corporate citizenship policies and processes.

Discharge of the committee's responsibilities

The committee is satisfied that it has fulfilled its mandate, as set out in Regulation 43 of the Act and in its charter. We direct the group's stakeholders to the integrated annual report and ESG reports for a holistic understanding of how the business supports sustainable and responsible value creation.

As chair of the committee, Christine Sabwa will be available at the group's annual general meeting to be held on 27 August 2025 to respond to any enquiries regarding the statutory obligations of the committee.

Christine Sabwa

Chair: Social and ethics committee

11 June 2025

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