



prosus

# 2024

# EUROPEAN UNION NON-FINANCIAL REPORTING DIRECTIVE

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# European Union Non-financial Reporting Directive

Prosus is including the following disclosures as required by the European Union Non-financial Reporting Directive (NFRD):

Category	Criterion		Reference annual report
<b>Company business model</b>			Group overview - How we create value - Our business model (annual report, pages 17 and 18)
<b>Board diversity</b>		Policy and targets	Governance - The board and its committees (annual report, pages 80 to 84)
			Governance - The board and its committees (annual report, page 81)
		Implementation and results	Governance - The board and its committees (annual report, pages 80 to 84)
			Governance - The board and its committees (annual report, page 81)
<b>Social matters</b>	Data privacy and cyber-resilience	Policy description	Sustainability review - Cyber-resilience (annual report, pages 60 and 61) Sustainability review - Data privacy (annual report, pages 62 and 63)
		KPI/Outcome	Sustainability review - Cyber-resilience (annual report, pages 60 and 61) Sustainability review - Data privacy (annual report, pages 62 and 63)
			Sustainability review - Cyber-resilience - Key performance indicators (annual report, page 61) Sustainability review - Data privacy - Three KPIs (annual report, page 63)
		Risk	Group overview - Our double materiality assessment (annual report, page 26) Group overview - Creating value through intelligent risk management (annual report, page 29)
	Own workforce management	Policy description	Sustainability review - People (annual report, pages 54 to 56)
		KPI/Outcome	Sustainability review - People (annual report, pages 54 to 56)
			Sustainability review - People (annual report, pages 54 to 56)
		Risk	Group overview - Creating value through intelligent risk management (annual report, page 30)

Category	Criterion		Reference annual report
<b>Social matters</b> continued	Diversity, equity and inclusion	Policy description	Sustainability review – People (annual report, pages 54 to 56) Governance – The board and its committees (annual report, page 81)
		KPI/Outcome	Sustainability review – People (annual report, pages 54 to 56) Governance – The board and its committees (annual report, page 81)
			Sustainability review – People (annual report, pages 54 to 56) Governance – The board and its committees (annual report, page 81)
		Risk	Group overview – Our double materiality assessment (annual report, page 24) Group overview – Creating value through intelligent risk management (annual report, page 30)
	Talent attraction and retention	Policy description	Sustainability review – People (annual report, pages 54 to 56)
		KPI/Outcome	Sustainability review – People (annual report, pages 54 to 56)
			Sustainability review – People (annual report, pages 54 to 56)
		Risk	Group overview – Our double materiality assessment (annual report, page 24) Group overview – Creating value through intelligent risk management (annual report, page 30)
	Management workers in value chain	Policy description	Sustainability review – Human rights (annual report, page 65)
		KPI/Outcome	Sustainability review – Human rights (annual report, page 65)
			Sustainability review – Human rights (annual report, page 65)
		Risk	Group overview – Our double materiality assessment (annual report, page 24) Group overview – Creating value through intelligent risk management (annual report, page 30)

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Category	Criterion		Reference annual report
<b>Social matters</b> continued	Social inclusion	Policy description	Sustainability review – Social inclusion (annual report, pages 66 and 67)
		KPI/Outcome	Sustainability review – Social inclusion (annual report, pages 66 and 67)
			Sustainability review – Social inclusion (annual report, pages 66 and 67)
		Risk	Group overview – Creating value through intelligent risk management (annual report, page 30)
	Digital regulation and AI governance	Policy description	Sustainability review – Artificial Intelligence (annual report, pages 57 to 59)
		KPI/Outcome	Sustainability review – Artificial Intelligence (annual report, pages 57 to 59)
			Sustainability review – Artificial Intelligence (annual report, pages 57 to 59)
		Risk	Group overview – Our double materiality assessment (annual report, page 25) Group overview – Creating value through intelligent risk management (annual report, page 30)
<b>Environmental matters</b>	Climate action	Policy description	Sustainability review – Creating sustainable value – Climate action (annual report, pages 48 to 50)
		KPI/Outcome	Sustainability review – Creating sustainable value – Climate action (annual report, pages 48 to 50)
			Sustainability review – Creating sustainable value – (annual report, page 50)
		Risk	Group overview – Creating value through intelligent risk management (annual report, page 30) Sustainability review – Creating sustainable value – Climate-related risks (annual report, page 53)

Category	Criterion		Reference annual report
<b>Environmental matters</b> continued	Sustainable deliveries	Policy description	Sustainability review – Creating sustainable value – Sustainable deliveries (annual report, pages 51 and 52)
		KPI/Outcome	Sustainability review – Creating sustainable value – Sustainable deliveries (annual report, pages 51 and 52)
			Sustainability review – Creating sustainable value – Sustainable deliveries (annual report, pages 51 and 52)
		Risk	Group overview – Creating value through intelligent risk management (annual report, page 30) Sustainability review – Creating sustainable value – Climate-related risks (annual report, page 53)
	Water use	Policy description	Sustainability review – Creating sustainable value – Managing our environmental impact (annual report, page 48)
		KPI/Outcome	Sustainability review – Creating sustainable value – Managing our environmental impact (annual report, page 48)
			Sustainability review – Creating sustainable value – Managing our environmental impact (annual report, page 48)
		Risk	Group overview – Creating value through intelligent risk management (annual report, page 30) Sustainability review – Creating sustainable value – Climate-related risks (annual report, page 53)
<b>Responsible investments</b>		Policy description	Sustainability review – Responsible investing (annual report, page 47)
		KPI/Outcome	Sustainability review – Responsible investing (annual report, page 47)
			Sustainability review – Responsible investing (annual report, page 47)
		Risk	Group overview – Creating value through intelligent risk management (annual report, page 30)

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Category	Criterion	Reference annual report	
<b>Human Rights</b>		Policy description	Sustainability review – Human rights (annual report, page 65)
		KPI/Outcome	Sustainability review – Human rights (annual report, page 65)
			Sustainability review – Human rights (annual report, page 65)
		Risk	Group overview – Creating value through intelligent risk management (annual report, page 30)
<b>Bribery and corruption</b>		Policy description	Sustainability review – Business culture, ethics and integrity (annual report, page 64)
		KPI/Outcome	Sustainability review – Business culture, ethics and integrity (annual report, page 64)
			Sustainability review – Business culture, ethics and integrity (annual report, page 64)
		Risk	Group overview – Our double materiality assessment (annual report, page 25) Group overview – Creating value through intelligent risk management (annual report, page 30)

