

EU non-financial reporting directive (NFRD)

We have also included the following disclosures as required by the EU non-financial reporting directive (NFRD):

Note: The NFRD reference table excludes the following topics: financial performance, customer centricity, innovation, and artificial intelligence (AI) (as they do not directly relate to environmental matters), social and employee-related matters, respect for human rights and anti-corruption and anti-bribery matters.

Category	Criterion	Reference annual report	
Company business model		<ul style="list-style-type: none"> Our business model 	
Board diversity	Policy and targets	<ul style="list-style-type: none"> The board composition (Governance report, page 115) 	
	Implementation and results	<ul style="list-style-type: none"> The board composition (Governance report, page 115) 	
Social matters	Data privacy	Policy description	<ul style="list-style-type: none"> Data privacy and protection (page 79)
		KPI/Outcome	<ul style="list-style-type: none"> Data privacy and protection (page 79)
		Risk	<ul style="list-style-type: none"> Managing risks and opportunities – Intellectual capital (page 72)
	Business, ethics and culture	Policy description	<ul style="list-style-type: none"> Ethics and compliance (including anti-bribery and anti-corruption) (Governance report, page 117)
		KPI/Outcome	<ul style="list-style-type: none"> Ethics and compliance (including anti-bribery and anti-corruption) (Governance report, page 117)
		Risk	<ul style="list-style-type: none"> Managing risks and opportunities – Social and relationship capital (page 73)
	Cyber-resilience	Policy description	<ul style="list-style-type: none"> Cybersecurity and technology resilience (page 81)
		KPI/Outcome	<ul style="list-style-type: none"> Cybersecurity and technology resilience (page 81)
		Risk	<ul style="list-style-type: none"> Managing risks and opportunities – Intellectual capital (page 71)
	People	Policy description	<ul style="list-style-type: none"> Our people (page 85) Cultivating a strong groupwide culture (page 85) Attracting, developing and rewarding our people (page 85) Investing in learning and development (page 86) Focusing on health, safety and wellbeing (page 81)
			KPI/Outcome
		Risk	<ul style="list-style-type: none"> Managing risks and opportunities – Human capital (page 70)

Category	Criterion	Reference annual report
Social matters	Policy description	<ul style="list-style-type: none"> Sustainability review, our sustainability direction (page 77)
	KPI/Outcome	<ul style="list-style-type: none"> Sustainability review, our sustainability direction (page 77). We don't have a specific groupwide KPI monitored across the group, examples of indicators monitored by our businesses: <ul style="list-style-type: none"> Payments and Fintech, making innovative, responsible use of technology and data Promoting accessibility in India (Prosus SICA)
	Risk	<ul style="list-style-type: none"> Managing risks and opportunities – Intellectual capital (page 72)
Environmental matters	Policy and description	<ul style="list-style-type: none"> Sustainability review, the environment (page 92)
	KPI/Outcome	<ul style="list-style-type: none"> Sustainability review, the environment, being carbon-neutral (page 92)
	Risk	<ul style="list-style-type: none"> Managing risks and opportunities – Natural capital (page 75) Sustainability review, the environment, TCFD disclosure, includes link to more detailed TCFD disclosure (page 94)
Responsible investment environmental, social and governance (ESG)	Policy and description	<ul style="list-style-type: none"> Sustainability review, our sustainability direction – Responsible investment (page 78) Group overview, capital allocation strategy (page 28)
	KPI/Outcome	<ul style="list-style-type: none"> Sustainability review, our sustainability direction (page 77) Group overview, capital allocation strategy (page 28)
	Risk	<ul style="list-style-type: none"> Managing risks and opportunities – Financial capital (page 69)
Human rights	Policy and description	<ul style="list-style-type: none"> Sustainability review, human rights (page 78)
	KPI/Outcome	<ul style="list-style-type: none"> Ethics and compliance (including anti-bribery and anti-corruption) (Governance report, page 117) Data privacy and protection (page 79)
	Risk	<ul style="list-style-type: none"> Managing risks and opportunities – Human capital and Social and relationship capital (page 70)
Bribery and corruption	Policy and description	<ul style="list-style-type: none"> Ethics and compliance (including anti-bribery and anti-corruption) (Governance report, page 117)
	KPI/Outcome	<ul style="list-style-type: none"> Ethics and compliance (including anti-bribery and anti-corruption) (Governance report, page 117)
	Risk	<ul style="list-style-type: none"> Managing risks and opportunities – Social and relationship capital (page 73)