

Questions submitted for the hybrid annual general meeting

INTRODUCTION

In accordance with the notice of the annual general meeting, from the date of publication of the notice of the hybrid annual general meeting until before Sunday, 17 August 2025, at 14:00 CET shareholders could submit written questions about the items on the agenda. We set out below the questions, and responses to the questions. For these questions and for general information please refer to the company by email on investorrelations@prosus.com.

Questions from the Vereniging van Beleggers voor Duurzame Ontwikkeling (VBDO)

1. Biodiversity

Climate change and pollution are two of the main drivers of biodiversity loss. VBDO commends Prosus for taking steps to address these topics.

The company addresses climate change by setting a target for implementing science-based targets (SBTs) for its portfolio companies. Moreover, Prosus has formulated the “10 Golden Rules for Delivery Platforms” to scale sustainable packaging (AR, p. 101). In the Prosus Environmental Impact Report (2024, pp. 10–11), packaging information concerning Etail and Food Delivery was published. Unfortunately, this data has not yet been updated in 2025.

- 1.1. Can we expect Prosus to add this relevant information concerning packaging into the next Annual Reports?

Transparency remains a priority for Prosus. As part of our ongoing reporting efforts, we will continue to reflect packaging-related data in alignment with ESRS guidance. The relevant packaging data and information has been included in our 2025 Environmental Impact Report published on the 19 August.

- 1.2. How confident is Prosus that it will reach their target of 50% of portfolio companies to have set SBTi-verified targets by 2030?

We intend to significantly reduce GHG emissions from our corporate activities and we are committed to use our position as investor and operator to engage our portfolio companies to implement their own multi-year reduction pathways.

The Science Based Targets initiative (SBTi) has verified our group GHG emissions reduction targets. They are aligned with the Paris Agreement to keep global warming to 1.5 degrees Celsius.

Our validated commitments include:

- Operational emissions: We will reduce our corporate emissions in line with a 1.5degree climate scenario by achieving a 100% reduction in absolute scope 1 and 2 GHG emissions by FY2028 from a FY2020 base year. Upon realising this reduction, we commit to maintaining the emissions at zero for the future. At the time of issuance of our FY2025 report remain at zero emissions for scope 1 and scope 2 at the Prosus corporate level.
- Supply chain emissions: We will reduce our absolute corporate scope 3 GHG emissions from air business travel by 30% by FY2030 from a FY2020 base year. For the FY2025 reporting cycle, though we are currently below the 30% threshold, the intense uptake in investment activities and the geographical extension of our group footprint, would require a recalibration of our baseline for this target to be meaningful.
- Portfolio emissions: We commit to 50% of our portfolio companies, measured by invested capital, will have set their own science-based reduction targets by FY2030. At the time of issuance of our FY2025 report we are at 24% portfolio coverage. However, the decarbonisation pathways of our portfolio companies has to be shaped in the operational context of high-growth markets like India, South Africa and Brazil. The objective of climate action is clear – net zero – but we must ensure such a societal transition happens in a just and fair way to have a chance of being successful. Unavoidably, the burden of a carbon footprint falls heavily on regions where available resources to tackle this problem are scarce. Moreover, deploying available technologies to curb emissions is often more difficult and expensive in emerging economies that have the lowest historical contribution to global warming. Furthermore, these economies are at the critical crossroads, balancing the pressing need for climate action with the complexities of economic and social development. The urgency for transformative change is undeniable, however the path forward comes with unique challenges across the various geographical contexts with our group

2. Living wage

This year, VBDO continues its engagement on the essential issue of living wage. Despite references to fair remuneration in Prosus' human rights statement (HRS, p.4) and to above-minimum standards in pay practices (AR, p. 113). Prosus does not identify adequate wages as a material topic. As a major player in the field of the gig economy, to what actions will Prosus commit to improve living wage and living income for gig economy workers?

Adequate wages: Prosus acknowledges the importance of fair and adequate remuneration across both our corporate workforce and wider value chain. Considering the material footprint of on demand platform workers across our Group, we published our on-demand platform principles in 2021 setting out the expectations on pay, social protection, fair working conditions and flexibility. The guidance on wages is "On-demand platform workers should be paid fairly, which means they should be paid no less than legal minimum wage for worked hours. On-demand platform workers should be provided with clear guidance on factors (such as location, distance, demand, conditions etc.) influencing their pay".

We recognise that the flexibility of gig-work also leads to multi 'apping', as drivers may work for various different platforms in one day. All platforms that the worker is partnering with, need to ensure at least a minimum wage to cumulatively enable a living wage for the individual across the hours worked in a day. Towards this objective Prosus has partnered with the World Economic Forum as founding member, as part of the Future of jobs initiative to collaborate with the Forum to co-design a Charter of Good Work Principles for the Gig Economy. This effort is intended to signal proactive and responsible leadership within the sector. The recent decision by the International Labour Organization (ILO) to formally address decent work in the platform economy further strengthens the relevance and urgency of this initiative. As part of the Future of Jobs Initiative, the Forum plans to launch the charter to shape a business-led, forward-looking approach grounded in positive action. This convening aims to bring together industry participants with a dedicated focus on promoting decent work in the gig economy.

3. Gender Equality

Prosus states that it is committed to fostering an equitable workplace where all employees are rewarded fairly for their contributions, regardless of gender. As part of this commitment, the company has conducted an in-depth analysis of its gender pay gap to better understand the current state and drive meaningful progress. VBDO commends Prosus for the transparency it has provided on the gender pay gap. In the annual report, it states that the adjusted gender pay gap in FY25 is 14.4%. This adjusted gap reflects the unexplained portion of the pay difference between men and women performing comparable work, after accounting for relevant factors (AR, p. 111). VBDO considers this a significant gap. What steps will Prosus take to close this gap, and can we expect the company to set and report on a KPI to close this gap in the next annual report?

At Prosus, we are dedicated to fostering a culture of fair and equitable compensation that recognizes performance aligned with shareholder outcomes. Our commitment lies in attracting and retaining the world's top diverse talent while ensuring every individual is rewarded fairly, irrespective of gender, race, nationality, or other personal attributes.

Across the group, we uphold uniform reward principles, offering comparable pay, bonuses, and long-term incentives for similar roles and performance levels. Regular pay equity analyses, including those conducted for new hires, form an integral part of our annual cycle. Through this process, we actively identify and address any unwarranted disparities, ensuring fairness and equity in compensation over time.

The unadjusted gender pay gap reflects the difference in median earnings between men and women across our global organization, without accounting for variables such as location, age, tenure, industry, or seniority. While informative, this metric may lack context and fail to capture the complexity of pay dynamics. For instance, a simplified analysis does not consider the nuances of comparing the compensation of a male manager in communications or finance in India with that of a female manager in artificial intelligence in Europe.

To provide a clearer and more meaningful perspective for our stakeholders, we conducted a regression analysis to determine the adjusted gender pay gap. This nuanced approach factors in variables such as age, tenure, geography, grade, industry, and seniority, allowing for a more precise examination of pay practices within our diverse workforce.

This year, for the first time, we reported our gender pay gap at the Group level — a significant milestone in promoting transparency and harmonizing efforts across our global operations, industries, and business models. Building on this foundation, we are now focused on refining our data quality and enhancing our analytical methodologies. By incorporating more granular factors and improving how we compare similar roles and performances globally, we aim to develop a more accurate and comprehensive understanding of pay equity across our diverse employee base.

Simultaneously, we are advancing strategic initiatives to narrow the adjusted pay gap over time. These efforts, grounded in robust data, reflect our unwavering commitment to fair, performance-led rewards and inclusive outcomes for all. Gender pay disclosures serve as an essential tool in tracking progress and driving purposeful action. With continued transparency and determination, we are confident in our ability to create a more inclusive environment where all our people can thrive.

4. CSRD

VBDO commends Prosus for the steps it has taken to implement the CSRD in their sustainability reporting. VBDO pays strong attention to stakeholder engagement in the CSRD processes, such as the engagements for the double materiality assessment (DMA), but also in due diligence processes. Prosus recognises the importance of stakeholder engagement and states in the annual report that it engages with various stakeholders throughout the year on a variety of topics. Given that stakeholder engagement is a crucial element for the CSRD and CSDDD, does Prosus consider formalising these efforts in a stakeholder engagement policy?

Prosus is deeply committed to fostering meaningful dialogue with stakeholders across the Group. We actively share engagement themes tailored for our diverse stakeholder groups within the stakeholder engagement section of our Annual Report. A cornerstone of this effort is our Double Materiality Assessment (DMA), which serves as a vital mechanism for incorporating stakeholder perspectives into our sustainability governance framework. Insights gathered through our DMA play a pivotal role in shaping our due diligence framework, driving the identification and monitoring of salient human rights risks and environmental impacts. These inputs are seamlessly integrated into the Group-wide risk management system, which is not only aligned with our broader investment and governance strategies but also overseen at the board level to ensure accountability at the highest level. In alignment with international best practices, such as the OECD Guidelines and the UN Guiding Principles on Business and Human Rights, we provide transparent disclosures on our due diligence processes. This includes detailing how stakeholder feedback informs risk mitigation strategies across our portfolio companies and ecosystems, reinforcing our commitment to responsible and sustainable operations. At the same time, Prosus remains open to refining and enhancing its stakeholder engagement and double materiality practices. While we do not currently intend to publish a standalone stakeholder engagement policy, we are embedding a structured and adaptable engagement approach directly into our DMA processes and broader sustainability governance. Our emphasis is on substance over form—embedding stakeholder collaboration into strategic decision-making processes rather than relying solely on static formal policies. This approach enables us to remain agile, continuously improving our due diligence framework in a way that is systematic, responsive, and informed by the stakeholders we serve.