

Occupational health and safety policy

Last reviewed and approved on 25 April 2024



NASPERS

Occupational health and safety policy

1. INTRODUCTION

- 1.1** Naspers Limited (the company) is a global consumer internet Group and one of the largest technology investors in the world. This policy applies to the company and its subsidiaries (each a Group company and collectively, the Group).
- 1.2** We believe that the health and safety of our employees, business partners, and all stakeholders is important to us. The objective of this policy is to set out our commitment to a safe and healthy work environment for everyone involved in our operations and the principles that apply throughout the Group.

2. OCCUPATIONAL HEALTH AND SAFETY IN OUR GROUP

- 2.1** We are committed to providing a safe and healthy environment for employees, contractors and visitors across our operations.
- 2.2** Guided by international standards, we expect all companies to comply with local regulations and relevant standards of health and safety appropriate for the business.
- 2.3** Specifically, all Group companies must:
- have an occupational health and safety (OHS) programme that is appropriate for the nature of the business and its associated risks, and is compliant with applicable laws and regulations and this policy;
 - ensure their OHS programme is risk-based and designed and implemented to include both physical health and safety hazards, as well as mental health and well-being considerations;
 - ensure that all reasonable measures are taken to keep the workplace safe, and that appropriate safety equipment is provided;
 - maintain all workplaces in compliance with local OHS and environmental standards, written safety work procedures and job specifications;
 - where companies require employees to travel for work, ensure that appropriate travel safety standards are incorporated into the OHS programme;
 - provide management, employees and safety representatives with appropriate orientation and training about OHS rights and responsibilities and common health and safety risks related to the workplace; and
 - ensure that higher-risk facilities or operations conduct regular independent OHS audits of the adequacy and effectiveness of the OHS programme. These audits help us identify potential risks, implement corrective actions, and monitor progress to mitigate any hazards.
- 2.4** Companies that do not have higher-risk facilities or operations are encouraged to undergo an independent review of their OHS programme. This review helps to identify areas for improvement and monitor compliance with local regulations and relevant OHS standards.
- 2.5** Workplace safety includes accessibility, which requires workplaces to have barrier-free access for persons with disabilities.

3. RISK MANAGEMENT

- 3.1 A Group company's OHS programme design and implementation should be risk-based. Risks include both physical health and safety hazards, as well as mental health and well-being considerations.
- 3.2 To ensure the adequacy and effectiveness of OHS programmes, companies are encouraged to undergo an independent review of their OHS programmes. This review process helps identify areas for improvement and ensures that OHS standards are consistently met.

4. OHS GOVERNANCE

- 4.1 The company's executive management is responsible for ongoing oversight of OHS, from programme implementation to reporting to the relevant board committee on key metrics.
- 4.2 In each Group company, the CEO is accountable for the design and implementation of an OHS programme in accordance with this policy, as well as all reporting obligations. The CEO may delegate responsibility for day-to-day management of the programme, monitoring and reporting to an appropriate person or team within the business.
- 4.3 OHS is integrated into our annual CEO/CFO certification process. This ensures that executive management of the relevant business remains ultimately accountable for the oversight and continuous improvement of our health and safety programmes.

5. REPORTING

All Group companies must report significant developments, audit findings and material incidents related to OHS to the Group's Governance Committee. The Governance Committee monitors that appropriate action is taken in response to developments and incidents. Significant matters are reported to the Risk committee and/or board as appropriate.

6. SPEAK UP

- 6.1 We encourage anyone with a concern about non-compliance with this policy to raise this with (in the case of employees or other workers) their line manager, HR, or ethics and compliance officer or (in the case of persons outside the organisation) their business contact at the company. The Group's ethics and compliance team may also be contacted for advice, guidance or to formally raise a concern: (speakup@naspers.com).
- 6.2 If you do not feel comfortable raising a concern internally, you may use the Group's external Speak Up Service operated by Navex Global EthicsPoint, which is accessible online or by telephone:
 - Online: <https://speakup.naspers.com>
 - Telephone: (numbers available on website above)