

# Sustainability Accounting Standards Board (SASB) standards reference table



As we mature on our sustainability journey, we are guided by best practice and globally respected reporting frameworks like the Task Force on Climate-related Disclosures (TCFD), Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). The SASB has industry-specific sustainability standards that identify financially material topics and associated metrics. The table below summarises relevant SASB disclosures in Naspers integrated annual report, based on standards for the Internet Media & Services Industry sector. Where we do not disclose metrics, we elaborate in our response as these are either not appropriate or applicable to our business or we are in the process of identifying appropriate metrics.

Disclosure topic	Disclosure number	Disclosure accounting metric	Response and/or location (page, URL)
<b>INTERNET MEDIA &amp; SERVICES INDUSTRY</b>			
<b>Environmental footprint of hardware infrastructure</b>	TC-IM-130a.1	(1) Total energy consumed. (2) Percentage grid electricity. (3) Percentage renewable.	Our scope 2 emissions are primarily from the use of energy in our office infrastructure. We have set a target for 100% absolute reduction of scope 1 and scope 2 emissions ('direct operational') by FY25. We are strategically focusing on reduction through energy efficiency and changes in processes, renewable energy procurement and offsetting unavoidable emissions.  References:  Integrated annual report: Scope 1, 2 and 3 emissions in the Natural capital, pages 43 to 49.  How we define scope 1 and 2 emissions can be <a href="#">found here</a> .
	TC-IM-130a.2	(1) Total water withdrawn. (2) Total water consumed and percentage of each in regions with high or extremely high baseline water stress.	This indicator is not material to Naspers businesses as a whole, which are largely web-based services, though certain business segments operate in locations that are likely to be impacted by high baseline water stress, like India and South Africa, implying an overall societal level impact and is unlikely to disrupt operations of Naspers-owned businesses.
	TC-IM-130a.3	Discussion of the integration of environmental considerations into strategic planning for data-centre needs.	At Naspers holding company level there is no customer interface, and cloud services procured are limited to meeting the needs of employees. We extend our approach on responsible procurement to cloud services by partnering with mature vendors who have robust environmental management strategies in place.  Our investment strategy guides us to focus on sectors, such as Payments and Fintech, and Classifieds that significantly reduce the need for physical infrastructure and transportation for the delivery of financial services, education and resale of goods. Though the core business models of these sectors provide solutions for climate change mitigation and adaptation by reducing the need for physical infrastructure, they are anchored in the provision of digital services where procurement of cloud services and data centres are material considerations.  With the diversity of geographical location, business models and operational structures, each of these companies has its own procurement strategy for cloud services. None of the companies run their own data centres and they are meeting their cloud services needs through established vendors like Amazon Web Services, Azure and Google, among others, who have their own environmental management programmes in place.  Reference: <a href="#">TCFD report</a> .

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Disclosure topic	Disclosure number	Disclosure accounting metric	Response and/or location (page, URL)
<b>INTERNET MEDIA &amp; SERVICES INDUSTRY</b>			
<b>Data privacy, advertising standards and freedom of expression</b>	TC-IM-220a.1	Description of policies and practices relating to behavioural advertising and user privacy.	Naspers's subsidiaries (eg OLX, eMAG and PayU) that operate in the EU have implemented appropriate cookie consent banners as a mechanism to comply with the ePrivacy Directive which regulates, inter alia, the access to and storage of files on end users' systems that are routinely used to enable analytics, website functionality and, where applicable, behavioural advertising. See <a href="http://www.naspers.com">www.naspers.com</a> for an example of a cookie consent implementation, and an example of a cookie notice that we provide at group level to support the consent mechanism. Researchers should also consult subsidiaries' websites to view the approach to online advertising compliance as these subsidiaries are the ones with direct consumer and/or business-to-business (B2B) customer relationships where online behavioural advertising, including retargeting, could be implicated in business operations. Reference: <a href="http://www.naspers.com">www.naspers.com</a> .
	TC-IM-220a.2	Number of users whose information is used for secondary purposes.	In our group policy on data privacy governance, we maintain a provision that explicitly speaks to the expectation that subsidiaries will ensure respect for context of data collection, specifically 'Principle 3: We should recognise that data subjects' expectations about fair and ethical use of their personal data are informed by the context in which their data was first collected.' Where legally required (and where practicable if there is no legal requirement), we seek permission before using personal data for new purposes that are incompatible with the original context in which the data was collected, to avoid unwelcome surprises. As such, so-called 'secondary purposes' must be supported by a valid legal basis and, where appropriate, the consent of individuals. The subsidiary companies do not sell personal data to third parties and third-party transfers must similarly be supported by appropriate legal grounds. We do not have a practice of quantifying each and every instance of compliant third-party transfers or new purposes deployed among subsidiaries, as they are restricted to circumstances where they are legally supported. Reference: <a href="http://www.naspers.com">www.naspers.com</a> .
	TC-IM-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy.	As part of our group's quarterly reporting, our subsidiaries notify us of pending claims, litigation and penalties that may be imposed by local authorities in jurisdictions where they operate, and should such penalties manifest, our process would allow us to report on them. In our FY22 reporting, we have observed no material losses as a result of legal proceedings associated with user privacy.
	TC-IM-220a.4	(1) Number of law enforcement requests for user information. (2) Number of users whose information was requested. (3) Percentage resulting in disclosure.	While we do not currently report externally on such metrics, we do have a process in place as part of quarterly privacy group-reporting to aggregate the nature, number and dispositions of requests from law enforcement authorities to access personal data held by group companies. This reporting has been aggregated for internal analysis in March 2022 for FY22 and will inform updates to our law enforcement request guidelines for FY23.
	TC-IM-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring.	We do not currently include this topic as part of our internal group reporting by subsidiaries, but it is noted that the business models in our portfolio (Classifieds, Food Delivery, Payments and Fintech, Edtech and Ecommerce) are not typically subject to 'content-oriented' requests that would be relevant to video content or social media company interventions by governments.
	TC-IM-220a.6	Number of government requests to remove content, percentage compliance with requests.	We do not currently include this topic as part of our internal group reporting by subsidiaries, but it is noted that the business models in our portfolio (Classifieds, Food Delivery, Payments and Fintech, Edtech and Ecommerce) are not typically subject to 'content-oriented' requests that would be relevant to video content or social media company interventions by governments.

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Disclosure topic	Disclosure number	Disclosure accounting metric	Response and/or location (page, URL)
<b>INTERNET MEDIA &amp; SERVICES INDUSTRY</b>			
<b>Data security</b>	TC-IM-230a.1	(1) Number of data breaches. (2) Percentage involving personally identifiable information (PII). (3) Number of users affected.	As part of our group's quarterly reporting, our subsidiaries notify us of data breaches and material incidents involving data, including the scale of impact where applicable. In FY22, we had no breaches of subsidiaries that had a notable financial impact (above US\$10m).  Reference: Integrated annual report: Cyber-resilience, page 32.
	TC-IM-230a.2	Description of approach to identifying and addressing data-security risks, including use of third-party cybersecurity standards.	Our approach to addressing data-security risks is outlined in our cybersecurity policy, which is available here: <a href="http://www.naspers.com/about/policies">www.naspers.com/about/policies</a> . In this policy, we emphasise our expectations that subsidiaries are governed, secure, vigilant and resilient, with more detailed expectations outlined for each of these domains. We encourage all majority-owned businesses in the group to assess and report on their risks across these four areas, so we can gain a clear, coherent view and, in turn, analyse, respond and advise effectively.  Our risk teams conduct routine audits, pen-testing and coordinate with bug bounty programmes to support subsidiary companies' capacity to manage cyber- and security-related risks. In FY22, we introduced risk dashboards, which enable the group to monitor how quickly and effectively businesses are addressing and resolving risks identified by the central team. This, in turn, forms part of the report provided to the risk and audit committees, per segment and per business.  Employee training on security is embedded in group training platforms. We use the NIST framework as a common globally recognised benchmark. Some of our companies, like PayU, have obtained the ISO27001 and 27701 (privacy) certifications.  References: <a href="#">Data privacy policy</a> Integrated annual report: Cyber-resilience, page 32.
<b>Employee recruitment, inclusion and performance</b>	TC-IM-330a.1	Percentage of employees that are foreign nationals.	As Naspers group operations are located in many different countries worldwide, we employ people from all origins. Wherever we operate, we employ local people and, if required, foreign nationals. For example, our leadership team is dispersed around the world from Hong Kong, Johannesburg, San Francisco, Amsterdam, London, etc. Understandably, the primary population would be local, and we also enable mobility within our group to ensure opportunity for growth and a broader career experience.  Naspers reports on the number of permanent employees globally, as well as the headcount by region and segment.  Reference: Integrated annual report: Human capital, pages 24 to 27.
	TC-IM-330a.2	Employee engagement as a percentage.	We assess our progress in building an inclusive workplace by asking all our employees for their feedback as part of our annual engagement survey. Monitoring the results enables us to understand if we are making the positive impact we want, and the results this year show great progress. In our last engagement survey, rolled out in March 2022, we had a participation rate of 83% and an engagement score of 76 points.  Reference: Integrated annual report: Human capital, pages 24 to 27.

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<b>INTERNET MEDIA &amp; SERVICES INDUSTRY</b>			
<b>Employee recruitment, inclusion and performance</b>	TC-IM-330a.3	Percentage of gender and racial/ethnic group representation for: (1) Management. (2) Technical staff. (3) All other employees.	<p>As Naspers group operations are located in many different countries worldwide, we employ people from all origins and we think about diversity and inclusion broadly and respect the dignity and human rights of individuals and communities wherever we operate. We are committed to building an inclusive workplace where everyone feels welcome and can thrive, regardless of their gender, gender identity, gender expression, transgender status, sexual orientation, class or race. Naspers reports on the gender of permanent employees globally (male versus female), as well as the headcount by region and segment.</p> <p>The group recognises and embraces the benefits of having a diverse board and sees diversity at board level as an essential element in maintaining a competitive advantage. Naspers reports on gender, race and ethnicity diversity on its board and senior management team.</p> <p>We will continue to investigate further appropriate quantitative disclosures on this topic.</p> <p>References: Integrated annual report: Human capital, pages 24 to 27. Website: Management team, <a href="http://www.naspers.com/about">www.naspers.com/about</a> Governance report: Governance for a sustainable business: Composition: page Governance report: Governance for a sustainable business: Composition: page 116; and Report of the nomination committee: Board diversity policy: page 106.</p>
<b>Intellectual property, protection and competitive behaviour</b>	TC-IMC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive-behaviour regulations.	In FY22, Naspers did not incur any monetary losses as a result of legal proceedings associated with anti-competitive behaviour, including intellectual property infringement.
<b>OTHER RELEVANT SASB DISCLOSURES</b>			
<b>Greenhouse gas emissions</b>	FB-AG 110a.1	Gross global scope 1 emissions.	<p>Reference: Integrated annual report: Our scope 1, 2 and 3 emissions disclosed in Natural capital, pages 43 to 49.</p>
<b>Labour practices</b>	SV-HL-310a.4	Description of policies and programmes to prevent worker harassment.	<p>We are committed to creating work environments that are free from harassment of any kind. We cascaded our human rights statement across all controlled entities.</p> <p>References: Integrated annual report: Business culture, ethics and integrity, page 37; Human capital, pages 24 to 27; <a href="#">Dignity at work policy</a>; <a href="#">Speak Up policy</a>.</p>