

How our activities added value for our stakeholders continued

Value created for our people



ZAR7.8bn

in remuneration and benefits
(FY24: ZAR8.4bn)

ZAR192m

spent on skills development, of which 29%
of bursary spend was allocated to STEM
female talent
(FY24: ZAR175m, 44%)

6 900

people permanently employed
(FY24: 7 251)

1 214

contractors and temporary employees
(FY24: 1 492)

14%

employee turnover
(FY24: 11%)

8/10

on employee engagement
(FY24: 7.9/10)

Developing and managing our people within our organisation is key to ensuring our people can maximise their potential and their value to the business.

Therefore, our people focus is all encompassing and ensures we offer the best practices with talent acquisition, onboarding, performance management, career development, learning, succession management and wellbeing within an environment that is inclusive, safe, positive and enabling.

Being Africa's leading entertainment and consumer services business could not be accomplished without our people who are the key resource and drivers in making MultiChoice a thriving business.

In ensuring we take care of our key talent, we provide a holistic environment that enables them to be the best version of themselves in an enriching and enabling work environment. We have had an increased focus on our succession planning to ensure our key talent continues to be identified through a scientific process. This process has been rolled out for CEO succession and HOD succession and through this, has ensured our efforts have targeted our continued focus on building leadership capability to navigate business changes. Through this process, key development initiatives have been defined, for example, selection of talent for the inaugural intake to the School of Leadership.

To ensure our people are appreciated for their hard work and dedication to the business we have awarded them with a direct value of ZAR7.8bn in benefits and remuneration.

Diversity, equity and inclusion

An inclusive and diverse environment contributes to improved innovation, work experience, collaboration and a better and stronger company culture and performance.

A key priority for MultiChoice is offering our people an environment where all feel welcomed, respected, included and are given equal opportunity to contribute meaningfully.

At MultiChoice we are privileged to have a diverse group of people as part of the organisation. Our group proudly represents 136 nationalities (FY24: 91), 48% women (FY24: 48%) and 52% men (FY24: 52%).



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Our leadership team is highly invested across the group in our Diversity, Equity and Inclusivity (DEI) entrenchment programmes. Our platforms to support female development ensure ongoing support for gender equality and representation across the business, as well as an equal level of inclusion for our diverse workforce.

In growing our female representation in managerial levels, the business grew our women representation to 44% (FY24: 43%) in Top and Senior Management and continues to advocate for and support continued female development within the MultiChoice Group.

In recognition of our effort to support diversity, we are honoured to have been certified as a Top Employer by the Top Employers Institute for our diversity, inclusion, learning, performance management, wellness, and reward practices for the third consecutive year.

In addition to our internal initiatives, the business is further held accountable to ensure there is fair treatment and equal opportunities free of unfair discrimination. We have a dedicated and passionate Employment Equity (EE) Forum that is committed to assist MultiChoice South Africa in achieving its diversity goals aligned to the Employment Equity laws within our South Africa operation. As part of the forum mandate, members help drive and foster a culture that is inclusive and free from discrimination. Our EE initiatives are integrated in building and sustaining a talent pool of diverse individuals aligned to our business' current and future operational requirements.

Developing our people

Operating in an ever-changing economic climate, with immense uncertainty in the entertainment, media, and technology industry, means that keeping our skills current is key. MultiChoice Leadership recognises the need to ensure there is a talented, skilled, and forward-looking workforce enabled to take on the challenges that lie ahead. To this end, Leadership remains committed to investing in learning and development opportunities across the business for our people.

Our key highlights in Learning and Development investments

Management Optimisation Programme

The Management Optimisation Programme is a short course designed to strengthen leadership and management capabilities in the organisation. The programme specifically targets transitioning managers and senior managers to equip them in identifying the key drivers of effective teams, implementing essential motivational conditions, and applying a range of skills, tools, and techniques to lead teams with proficiency. Additionally, the programme empowers participants with the necessary competencies required for optimising team performance levels, ensuring that their teams are engaged and operating at peak efficiency and effectiveness, which ultimately contributes to the organisation's success.

The programme was launched in 2024, with 75 individuals enrolled from various levels of management across various business areas. This diverse representation underscores the programme's comprehensive reach and its relevance to all facets of our business operations. To date, three cohorts of management participants have successfully shared in the programme's trainings, of which the last intake on this programme concluded in January 2025. This milestone marks yet another significant step in our ongoing commitment to professional development and leadership excellence.

Feedback from participating managers have been overwhelmingly positive, with many noting a noticeable shift in behaviour and approach to management. This transformation is a testament to the programme's effectiveness in fostering a culture of continuous improvement and strategic thinking.



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MultiChoice Group Graduate Programmes

In October 2024, the organisation launched a series of graduate programmes aimed at closing critical skills gaps and building a strong talent pipeline for the future. We welcomed 28 graduates into various business areas, with a strong focus on General Entertainment and Corporate Affairs. This 24-month long programme is designed to equip participants with essential skills and practical exposure to ensure participants are work-ready and highly employable in the labour market.

DMS Graduate Programme: Internal Audit Graduate Programme

The Internal Audit Graduate Programme is designed to address the scarce and critical need for internal auditors in South Africa, particularly given the increasing importance of governance, controls, and compliance. The programme aims to not only develop a sustainable talent pipeline for the internal audit environment but also to produce future-ready auditors who can operate beyond traditional roles.

Structured as a 24-month journey, the programme embraces graduates to work closely with cross-functional teams across the business. This ensures that they are not only proficient in internal audit, but also capable of delivering stronger control measures and strategic recommendations. It goes beyond fulfilling a professional body accreditation requirement and is targeted towards exposing participants to broader aspects of the business.

The programme started with four graduates, of which 50% have been absorbed into the team, and the business is anticipating the remaining graduates to be absorbed (either internally or in industry) upon graduation.

Moving forward, we aim to replicate these results, ensuring a consistent supply of well-rounded, future-ready internal audit professionals who bring valuable insights and add depth to our control and governance practices.

DevOps Graduate Programme: Building Media Technology Talent Pipeline

The DevOps Graduates Programme is designed to cultivate specialised talent for the unique demands within the media technology industry. This 24-month programme focuses on developing STEM graduates into skilled professionals capable of addressing complex challenges in Media Technology. With only a handful of organisations globally offering such specialised training, this programme positions our graduates at the forefront of innovation.

The current cohort of six graduates are provided with hands-on exposure across key areas, including business systems, analytics, engineering workflows, system development, metadata management, and financial systems analysis. By integrating technical expertise with industry-specific knowledge, the programme equips participants with the tools to drive efficiency and innovation in Media Technology operations.

The programme underscores our commitment to nurturing a talent pipeline that meets the evolving needs of the media technology landscape, ensuring long-term growth and competitiveness.

CII Graduate Programme

The Customer Insights and Information (CII) department runs a graduate programme designed to build a strong talent pipeline for critical and scarce skills in data analytics. This initiative ensures a steady flow of skilled professionals who can analyse customer data, generate valuable insights, and support strategic decision-making. The 24-month programme is structured to provide six graduates with hands-on experience, mentorship, and exposure to real-world business challenges. The programme is aimed at equipping them with the expertise needed to thrive in data-driven roles. The goal is to add these graduates into our talent pipeline for Data Analyst positions. In doing this the business aims at strengthening the department capabilities and driving long-term business impact.



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Bursaries

Our bursary programme is not only focused on our people but extends beyond the organisation, benefiting the wider community by supporting participants on their educational journeys but also at society.

Through our bursary programme, we support the development of individuals by offering financial assistance to help them attain professional qualifications and advance their career prospects. This programme highlights our commitment to the empowerment of our workforce and the wider community through upskilling and re-skilling individuals to contribute to the growth and sustainability of the industries in which we operate.

In addition to the financial support provided to bursars, the business strives to do our part in addressing youth unemployment in South Africa by feeding a proportion of bursar cohorts into our graduate programmes, equipping learners who have successfully completed their professional qualifications with invaluable work experience as they enter the labour market. The business has distributed a total of 348 bursaries for the fiscal year. The aim is to drive continued investment into learning programmes which benefit our industry and society at large.

	Value invested ZAR	People impacted
Bursaries (Internal)	8.0m	172
Bursaries (External)	28.8m	159
Bursaries (STEM)	26m	180
Employee Child Bursaries	1m	17

Learnership programmes

Through learnership programmes, we aim to ensure effective training which focuses on practical exposure, technical expertise, and leadership development reinforcing our commitment to nurturing talent, fostering sustainable career growth, and cultivating more engaged teams who are equipped in their current and future roles in the business. By providing practical work experience and theoretical knowledge to learners, the aim is for learners to gain skills and a formal qualification to help them advance their careers and improve their employability (for unemployed learners). Below are the various learnerships that MultiChoice has invested in.

Operations Drumbeat

Operations Drumbeat is a flagship initiative designed to develop a pipeline of skilled professionals with the competencies required to excel in the dynamic world of media and advertising. This 12-month programme is an intensive learning, hands-on experience coupled with mentorship from industry experts and on-the-job learning opportunities promoting continuous learning within the organisation to ensure adaptability and sustained growth.

In the previous fiscal year, 21 learners from operations, media planning and campaign management departments were welcomed to the learnership programme. To date, 12 learners from the initial cohort have successfully completed the programme, earning a National Certification in Advertising from Red & Yellow Creative School of Business. From the successful cohort, we have seen the promotion and internal mobility of two learners, and we anticipate even further success will be observed as the remainder of cohort participants continue this exciting learning journey.

Flex Programme

In today's rapidly evolving business environment, developing and empowering high-potential talent is essential for driving organisational success. The MultiChoice South Africa Flex Programme provides a unique opportunity for Commercial Sales and Customer Care Consultants to pursue accredited qualifications that align with both their career aspirations and the organisation's strategic needs.

Participants in the programme can choose one of five qualifications – Human Resources, Supply Chain Management, IT Networking, System Development, and Accounting. These diverse learning pathways enable individuals to build specialised expertise, enhancing their personal and professional growth while contributing meaningfully to the business. The first cohort of the Flex Programme concluded their training, achieving an impressive 80% completion rate, while the second cohort had a completion rate of 95%.

With great participation and feedback received, we aim at continuing these investments as we bring in the first cohort to continue their studies further with a higher/advanced qualification in their completed field. The goal is to support their progression towards earning a full National Diploma.



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SuperSport Learnership Programme

As the learnership programme continues into its second and final year, the high attendance and engagement rates observed are a positive indication of learners' commitment to the programme. 39 learners have been seamlessly integrated into the value-chain workflow providing them with exceptional workplace experience opportunities to rotate and gain exposure within the various departments



across the organisation, allowing them to leverage their individual strengths while simultaneously challenging and developing new capabilities. This approach ensures a well-rounded and dynamic learning experience, fostering both personal and professional growth.

Leadership development programmes

MultiChoice deems it equally important to invest in our current and future leaders as this cultivates effective leaders who can positively influence culture, values, and experience, which in turn impacts adaptability to change, boosts profitability and contributes to a better place to work. By MultiChoice investing in the below mentioned

leadership programmes, the business is futureproofing our people structure to ensure the business has skilled leaders to navigate challenges and drive success through this volatile and continually changing economic climate.

MultiChoice School of Leadership

The first ever MultiChoice School of Leadership was launched during the year in partnership with the Gordon Institute of Business Science (GIBS), a leading business school known for its entrepreneurial thinking and commitment to African business practices. The MultiChoice School of Leadership will develop, grow and nurture a select group of leaders identified and selected through a robust talent and succession process. The objectives of the School of Leadership are to:

- Build strong succession and talent pipelines for the MultiChoice Group, fostering leadership, contributing to the sports and media industries, and leaving a legacy
- Futureproof the industry by building depth in leadership capability, excellence, and partnerships
- Reinforce MultiChoice Group as an industry enabler for greater societal impact
- Position MultiChoice as a global thought leader in sport and general entertainment through research, global partnerships, focused learning, events, and activations

To this end, the school will focus on three programmes:

- The Top Leaders Programme
- Top Women: Women Leaders Programme
- Industry Leaders Programme

Top Leaders Programme

This programme is aimed at recognising top functional leaders that could be exposed to take on broader group commercial roles. It is a highly customised, innovative and experiential programme, that offers learning and exposure opportunities, equipping leaders with the skills and knowledge needed to advance their leadership capabilities now and into the future.

The programme is envisaged to have a mix of theory and application by inviting thought leaders, subject matter experts, renowned CEOs and business leaders across the globe to facilitate, lead dialogues, present business cases and impart their knowledge and practical experience to the participants.

Selection onto this programme is merit based, in recognition of a leader's achievements in the workplace and for displaying the potential as a future leader within MultiChoice. Ten leaders from different areas across the business were handpicked and selected by the CEO and executive team to attend this programme.



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Top Women Leaders Programme

The Top Women Leaders Programme is aimed at equipping female leaders with the skills, knowledge, and leadership capabilities to help them perform optimally in both their current and future roles. The programme has been designed as a bespoke, innovative, and experiential programme with a mix of theory and experiential learning, delving into and exploring the role of women in business in global and emerging markets.

A total of 13 women were selected to undergo this development opportunity.

Industry Leaders Programme

'Industry Leaders' is a cutting-edge initiative by SuperSport, designed to cater to the needs of executive leaders in the sports industry. This exclusive programme offers participants a unique opportunity to significantly enhance their business and commercial acumen in the highly competitive global sports arena.

Tailored specifically for executive leaders, this contextually relevant learning journey delves into the intricate nuances of leading and managing organisations within an industry marked by complex business, organisational, and funding models. Participants will navigate high levels of disruption, competition and engage in extensive consultation and lobbying to influence decision-makers and manage stakeholders with often conflicting interests across government, corporate, and civil society sectors.

Action Learning Business projects were presented by participants, and a total of 20 sports administrators, business leaders and partners successfully completed the programme and graduated.

It is noteworthy to mention that MultiChoice was nominated and ultimately won the award for making business healthier: Driving Leadership Effectiveness in the annual client awards dinner held in the year (reviewed and audited by an independent advisory panel). This is a testament to the impactful work and level of leaders being produced at the MultiChoice School of Leadership.

Edge Leadership Series

The group is committed to fostering a diverse and inclusive workplace where talent is recognised, nurtured, and given the opportunity to thrive. As part of this commitment, we have launched a strategic initiative aimed at supporting and developing high-potential (HiPo) women working in our call centres, walk-in centres, and other roles across the organisation.

This programme is designed to identify and empower female leaders who demonstrate strong leadership potential, exceptional performance, and the ability to take on greater responsibilities within the business. The business aims to equip these women with the skills, confidence, and knowledge required to advance their careers within MultiChoice by providing them with targeted development opportunities, mentorship, and exposure to key business functions. Through this initiative, we are not only investing in the growth of individuals but also strengthening our leadership pipeline and reinforcing our commitment to gender equity in the workplace.

By supporting and elevating the next generation of female leaders, we contribute to a more dynamic, innovative, and high-performing organisation that benefits both our people and our stakeholders. This initiative aligns with our broader talent development strategy, ensuring that MultiChoice remains a leader in attracting, retaining, and advancing top talent. We believe that by fostering an environment where women in junior roles have clear pathways for career growth, we are building a stronger, more competitive business for the future.



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Here for Her 2.0

This programme is crafted to equip participants with the essential soft skills required to advance into higher roles and excel in the competitive sports industry. Participants have the opportunity to network with industry experts and thought leaders allowing them to gain invaluable insights into the latest trends and best practices. Additionally, the programme focuses on developing leadership and decision-making abilities, while also enhancing business acumen and commercial understanding. This holistic approach ensures that they are well-prepared to navigate and succeed in the dynamic landscape of the sports industry.

The SuperSport Here for Her Women Empowerment Programme is earmarked for 18 high-potential and high-performing female professionals within SuperSport.

Group Tech Exec & HOD Associate Programme

This programme is one of the flagship initiatives aimed at developing leadership strength across Group Technology. Initially launched within the Media Technology division with six associates who have become leaders in the division, the programme has evolved and scaled to include participants across the broader organisation. Today, it supports 23 associates with the potential to shape the future of Group Technology by driving innovation, operational excellence, and strategic alignment.

This 12-month programme is designed to surface and nurture talent across Group Technology, equipping associates with the tools, insights, and experiences needed to thrive as strategic leaders. Anchored on four key pillars – mentorship, coaching, leadership exposure, and sponsorship – the programme provides a well-rounded development platform.

A key differentiator of this programme is our partnership with global tech giant Huawei. This collaboration enriches the programme by exposing associates to global insights, cutting-edge practices, and industry-leading innovations, ensuring they are well-positioned to compete and lead in a rapidly evolving technology landscape.

Through curated masterclasses, tailored learning journeys, and personalised development plans informed by robust assessments, associates are empowered to take ownership of their growth while contributing meaningfully to the Group's strategic objectives.

This programme reflects our commitment to building a strong pipeline of leaders who will support Group Technology's vision of being a dependable, innovative, and a future-ready business partner.

Leadership/Management Development Programme (Henley)

The Leadership Development Programme in partnership with Henley Business School is designed to develop a diverse, future-ready leadership pipeline, ensuring that delegates are equipped to drive the strategic growth, innovation, and operational efficiency across the business and deliver value to our customers. During the year we proudly celebrated the graduation of 137 delegates, who successfully completed the programme.

Building on this success, we have welcomed a new cohort of 112 delegates, who embarked on their transformative

learning experience. This current cohort is undergoing an intensive programme covering key leadership dimensions, including personal mastery, strategic decision-making, stakeholder management, agility, and digital transformation.

Human Capital Academy

MultiChoice is guided by its core values of Care, Connect, and Create. In today's changing business environment, these values act as guiding principles for our actions and decisions. This year, the Human Capital (HC) team launched the HC Academy in partnership with Henley Business School. This initiative is designed to upskill and empower our Senior HC Business Partners, Business Partners, Generalists, and HC Administrators with skills, knowledge, and a mindset necessary to become strategic business partners and value creators, ensuring they have the capabilities to drive strategic impact across the business.

The Academy delivers a structured learning journey fostering an entrepreneurial approach and improving the efficiency and effectiveness of our HC professionals, facilitating knowledge sharing and adapting to best



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practice. The programme has been well received, with participants highlighting enhanced confidence, and alignment with business. As the Academy evolves, future learning interventions will focus on ensuring that the HC function remains a trusted and strategic enabler of business success.

Youth Empowerment

Our skills impact goes beyond just upskilling our people and youth. At MultiChoice we aspire to also have a positive impact on our communities around us. We have partnered with YES to help address the South African unemployed youth by mitigating poverty and reducing inequality through skills upliftment. 2025 marks the fifth year of our commitment to this amazing initiative. Through this programme, we have invested ZAR34.7m and impacted 1 980 young people of which 1 905 learners have secured both fixed and permanent employment.

Through our investment in this programme, Multichoice won an ESG award recognised under Sustainability for creating jobs.

Engaging our People

MultiChoice is committed to driving people engagement, recognising it as a vital role in enhancing customer experience, meeting business objectives and employee ambassadorship in the market. Included in our Leaders' performance reviews are engagement metrics in which they are counted upon to drive initiatives to keep individuals' engagement and morale high. We are proud to report a strong group score of 8.4 (out of 10) for the 'Relationship with Managers' this year, exceeding our benchmark target of 7.5.

We empower our people with platforms for engagement and collaboration, including the 'Thrive Tribe' engagement platform and a Holistic Wellness Programme, which effectively addresses a wide range of people needs.

The continuous engagement of business and leadership updates, management and employee forums, has further

supported people alignment to our business strategy and objectives. In addition, our focus this year has been to link our employee experiences to our employer brand to further increase our engagement levels.



We commit to respecting freedom of association and collective bargaining in line with local legislative requirements and staff representation levels. We take pride in our internal workplace representative body, the Workplace Forum, which operates in South Africa and similar bodies across our other regional operations, such as Irdeto, which enable internal representatives to bargain on employees' behalf and champion their interests. These forums help the business in advancing our collaborative opportunities to improve the experience of people through continuous, meaningful dialogue and joint decision-making.

To stay aligned with the needs of our people and industry best practices, we continuously refine our Group people, policies and procedures to ensure fair practices and cultivate a supportive environment, while balancing our business operational needs.

Recognising our talent

MultiChoice is fully committed to recognising and empowering our people through ongoing performance optimisation and talent engagements to support personal development and career growth initiatives. We actively promote from within with a promotion rate of 36%, supported by development initiatives that are the cornerstone of our personal development plans and career growth strategies.

We have refined our talent practices to build our leadership capability by ensuring we are building skills for the future needs of the organisation specifically in our leaders' high potential employees and those identified as scarce and critical skills. We continue to attract, retain, and recognise key talent. This approach ensures that we not only retain our talent and maintain our competitive advantage within the business but also have a clear strategy for transferring their experiences to future successors.

Our company-wide recognition programme, '#WeSeeYou' celebrates the outstanding contributions of individuals and teams who exemplify the MultiChoice values and exceed expectations. This year, we registered 5 436 individual digital

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recognitions and financially awarded 596 individual spot awards, alongside 105 team awards and 44 employee of the month awards.

We also ensure our long serving, dedicated talent are recognised and appreciated through our annual long-service awards, reinforcing our commitment to valuing loyalty and excellence within our workforce.

Caring for our people's wellbeing

'Care' is at the heart of our threefold value system in providing our individuals with a Holistic Wellbeing experience.

To ensure we are adhering to the preferences and needs of our people, we ensure we collect relevant information through various feedback channels, allowing us to not only promote wellbeing that is relevant, but also for continuous improvement to be able to foster a healthier and more productive workplace.

MultiChoice provides our people with a customised, highly rated medical aid scheme that is suitable for our peoples' needs, which is a closed medical aid scheme that is designed with a tailored benefit approach. The scheme has a unique product offering that aims to meet our people's lifestyle requirements. Our people have access to a rich, industry leading benefit offering resulting in a membership that is healthier and younger.

Ensuring our people can easily navigate their personal and work-related challenges our group-wide holistic wellness programme powered by Life Health Solutions offers them and their financial dependants free, confidential telephonic counselling 24/7/365 on personal, legal, financial, and mental health matters including optional face to face counselling at their preferred location.

Physical wellbeing is also a foremost priority. We promote physical health with an onsite gym as well as onsite clinics. Our Wellness Hub is the most popular offering, with over 4 048 visits recorded with our primary health care

nurses – offered at no cost. Our Wellness Hub also offers a resident suite of medical practitioners including a doctor, dentist, physiotherapist, optometrist, dietician, biokineticist, cosmetologist and access to an onsite counsellor.

To keep fitness fun, the business has introduced 'Fitness Fridays' every Friday, encouraging staff to take part in fun instructor-based initiatives aimed at enhancing fitness level.

At MultiChoice we understand that there are times when work tends to accumulate and raise anxiety levels which can lead to a risk of burnout and poor immunity. We mitigate this risk by offering Vitamin B injections at no cost to our people.

With the increasing prevalence of mental health issues, we are committed to providing pragmatic coping mechanisms for dealing with the challenges of a rapidly

evolving and complex work environment. We continue to acknowledge this issue through various workshops offered at all levels to equip individuals with the necessary skills to recognise and respond to important mental health challenges. Observing the impact of this global pandemic, an onsite counsellor was introduced at the Wellness Hub as additional support for our people.

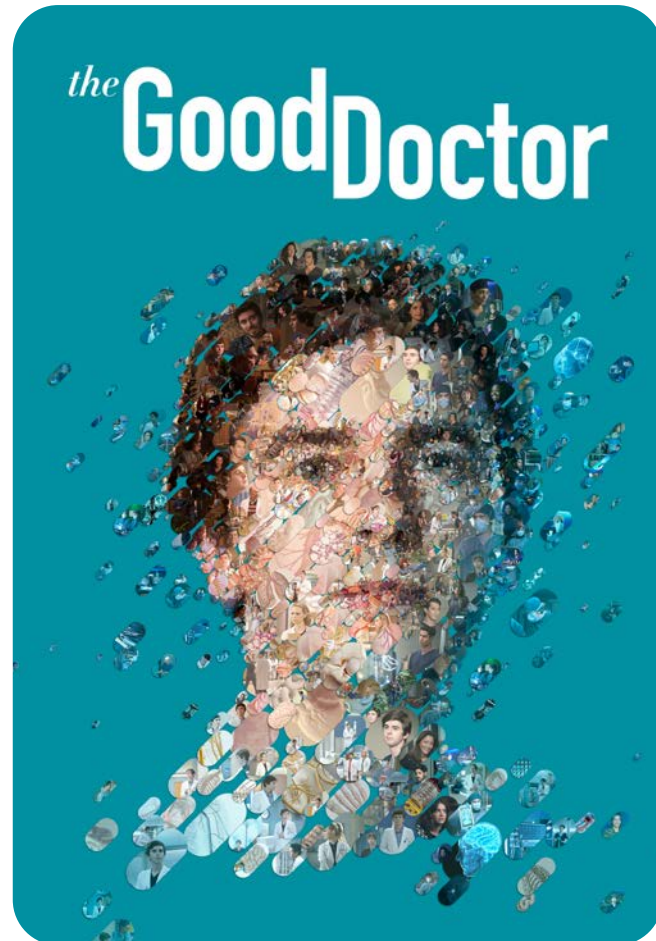
Our wellbeing offering goes beyond just mental and physical health but extends further to ensure our people are also able to take care of their personal duties. We have a dedicated concierge service that assists our individuals leading busy lives and need to deal with the mundane day-to-day life hassles. Our concierge service has saved us 4 160 man hours over the past year and allow individuals to continue productivity while ultimately also having a work-life balance for individuals who just do not have the time for errands.



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By prioritising the holistic wellbeing of our people, we have seen a reduction in absenteeism that has strengthened our overall organisational culture and led to improved performance and success.



Issues raised by our people

- 1 Employees have expressed concerns regarding their overall wellbeing, particularly emphasising the challenges of maintaining a healthy work-life balance and managing mental health amid the demands of work and personal life.
- 2 Employees have raised concerns around recognition and their awareness of recognition practices within the business.
- 3 Employees highlighted the importance of actively listening to their concerns and advocating for the 'voice of the employee.'

How we address them

- ▶ We reviewed our wellness offering and engaged LifeHealth Solutions as a provider to support our employees with a holistic wellness offering.
- ▶ We partnered with our teams to link employee experiences to our employer brand. These included increased visibility to new show launches, product launches, exclusive access to bespoke experiences and regular engagement with senior leaders to recognise their contribution.
- ▶ Feedback from survey, focus groups and employee forums was used to inform business activities to engage employees and our deliberate efforts to improve the employee experience.

Key focus areas going forward

At MultiChoice, we're driven by a singular purpose: enriching lives. We believe that our people are the backbone of our organisation, and we're committed to creating a holistic environment that supports their growth, wellbeing, and success.

We prioritise our people by fostering a culture of inclusion, appreciation, and care. We ensure we reward our people with competitive benefits and ensure that they receive support throughout their tenure in the business.

We are committed to driving transformational leadership capabilities through value-adding development initiatives, succession pipelining for critical roles and effective knowledge transfer of scarce skills across the group. Talent development is a key priority as we believe that by investing in our people, we're investing in a brighter future for all.

We regularly assess our people practices to maintain a diverse, inclusive and highly progressive company.

Our ambition is to maintain our status as continue to be a 'Top Employer' by enhancing our Employee Value Proposition(EVP), to retain and attract talent in our business. As we grow and build a pipeline of talent, we continuously invest in early career programmes, female initiatives and the robust development of our current leaders.

As a platform business we continue to invest in technological advancements both internally and externally through STEM-funded bursaries Youth in the African continent. MultiChoice is committed to enriching the lives of our people and our communities.

