



## Telenet Sustainability Governance Principles

June 2021

As part of the Telenet Sustainability Strategy 2021-2025, we have reviewed and sharpened our existing sustainability governance principles in order to better respond to the expectations of our stakeholders and to more stringent regulatory frameworks and standards.

### **Principle 1 – Manage Environmental, Social & Governance (ESG) criteria as a risk**

The management approach to our material issues describes the business risks and opportunities related to our most important material issues. The identified ESG risks are incorporated in the company's Enterprise Risk Management process and are assessed and monitored through the Audit and Risk Committee. From 2022 onwards, climate risks and opportunities will be reported following the recommendations of the Taskforce on Climate-related Financial Disclosure (TCFD).

### **Principle 2 – Anchor sustainability in business practices and include ESG targets in executive remuneration and incentive plans**

We commit to make ESG criteria an integral part of our business practices. ESG criteria will be taken into account when the business agenda is set. Stakeholders will be regularly informed on the progress we have made on our strategic plan.

Increased attention will be paid to environmental responsibility.

We commit to enhance our approach to climate and environmental sustainability and to adopt a Net Zero target by 2030. We will establish a detailed climate action and investment plan focused on reducing emissions from mobility, facilities, and third-party transport; and on increasing the energy efficiency of our network operations, with the intention to submit these environmental targets and this climate action plan for approval to the Science-based Targets Initiative.

We commit to include ESG targets in executive remuneration and incentive plans.

The CEO Remuneration Plan that was approved in Spring 2021 by the Board of Directors includes a dedicated ESG target based on a qualitative assessment of the implementation status of the Telenet Sustainability Strategy 2021-2025, with intermediate progress and impact measurements in 2023, 2024 and 2025. This ESG target accounts for 20 percent of the CEO Remuneration Plan.

In addition, ESG criteria have been added to the Long-Term Incentive Plan for Senior Leaders and a dedicated ESG target has been incorporated in the company-wide objectives in order to increase internal awareness and adoption of sustainability practices by the broader employee community.



### **Principle 3 – Sharpen the roles and responsibilities of the sustainability governance bodies**

The Board of Directors is in charge of providing strategic direction on ESG-related topics and approving the annual non-financial reporting. The Audit and Risk Committee is responsible for monitoring and assessing sustainability-related risks related to the company's material issues, including climate change.

A dedicated Senior Leadership (SLT) Cluster Team is in charge of providing management guidance and to monitor progress on the sustainability agenda. The SLT cluster reports to the CEO and regularly provides ESG status updates to the Board of Directors.

A dedicated Sustainability Expert Team oversees day-to-day operations and program implementation in close cooperation and alignment with the Investor Relations team and all relevant business teams across the organization.

### **Principle 4 – Disclose the sustainability performance through non-financial reporting and participation in third-party assessments**

We will continue to report on our sustainability performance annually and engage in an open and transparent dialogue with all our stakeholders. We will align our reporting to the sustainability reporting standards and to the requirements of the new EU Corporate Sustainability Reporting Directive, with the ambition to evolve towards integrated financial and non-financial reporting.

In addition, we will disclose ESG performances through third-party reviews and assessments. We will continue to participate in the Dow Jones Sustainability Index (S&P Global) and EcoVadis assessments. From 2022 onwards, we aim to participate in the CDP, the leading third-party assessment for climate and environmental performance. Finally, we will adopt the Equileap and Bloomberg indices to review our diversity and inclusion performance, with a core focus on gender equity.