

CHARTER STEERCO SUSTAINABILITY

DATE 05/09/2021

PURPOSE

The purpose of this Steerco is to assist the Board of Directors, Exco and MCO in achieving Ageas' Sustainability ambition and strategy.

The Steerco aims to:

- Keep an oversight of key trends and challenges in the (external) world of sustainability in general and more specifically in the financial sector (best practices...)
- Follow-up on ESG regulatory matters and sustainability frameworks
- Ensure ownership and accountability across the Group for the different pillars and tracks as defined in the Sustainability masterplan
- Define the priorities and key milestones in delivering the Sustainability ambitions
- Ensure progress reporting on key deliverables / milestones
- Prepare for decision making in the appropriate governance body
- Manage execution risks and define mitigating actions
- Discuss communication topics and follow-up on internal and external engagement of all stakeholders
- Follow-up on the non-financial indicators including the KPI's and targets related to Sustainability
- Follow-up on external disclosures (ratings, PRI/PSI/Global Compact reports ...)

MEMBERSHIP

- The Steerco is chaired by the CEO (and co-chaired by CDSO)
- The Steerco will be prepared and coordinated by Group Sustainability
- The Steerco shall be comprised of cross-functional management representatives from Ageas and more specifically of the responsible for each impact area, key stakeholders of Corporate Centre, the local Heads of Sustainability, a representative for Sustainability of the Asian Regional Office and a standing invitation for the MD Europe and MD Asia.
- The Steerco members may invite other representatives according to the topics discussed
- The Steerco members will ensure leadership for their specific responsibility and take care of bottom up and top-down information with the people collaborating for their topic(s) and the respective platform(s)

MEETINGS & INTERACTIONS WITH OTHER GOVERNANCE BODIES

- The Committee will meet 5 to 6 times a year and any time the need arises
- Minutes will be shared with Exco and MCO
- Decisions following Steerco discussions will be taken by MCO including Exco members. It ensures that decisions will be executed by the business or at Corporate level respectively as part of the roll-out of Impact24 strategy
- Information on the functioning and topics discussed will be incorporated in the periodical update to the Board on Sustainability (approx. 2 times a year)
- Steerco will advise to treat specific topics in the Board sub committees (e.g., Sustainability KPI's for performance management; new legislation and its potential impact for Ageas, ...)