

# Charter Steerco Sustainability

## Purpose

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

- Monitor and review key trends and challenges in the (external) world of sustainability in general and more specifically in the financial sector (best practices), considering how these may impact Ageas Group
- 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 strategic plan
- Define the priorities and key milestones in delivering the Sustainability ambitions
- Monitor progress reporting on these key deliverables / milestones at group level but also on the implementation in the Opco's
- Prepare for decision making in the appropriate governance body
- Manage ESG execution risks and define mitigating actions
- Discuss communication topics and follow-up on internal and external engagement with all stakeholders
- Follow-up on the non-financial indicators including the KPI's and targets related to Sustainability
- Follow-up on external disclosures (CSRD, website, ESG ratings, PRI/PSI/Global Compact/GRI reports ...)

## Membership

- The Steerco chair has been delegated by the CEO to the MD Business Development (Exco Member) 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 those responsible for each impact area. This includes, but not limited to:
  - key stakeholders of Corporate Centre
  - Group Head of Investments
  - local Heads of Sustainability,
  - a representative for Sustainability of the Asian Regional Office and
  - a standing invitation for the CEO, MD Belgium, 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 a minimum of 6 times a year and any time the need arises
- Decisions following Steerco discussions will be taken by Exco/Business Committee if material. It ensures that decisions will be executed by the business or at Corporate level respectively as part of the roll-out of current sustainability 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, ...) and upon request of the Board