



# Liberty Global

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2023 GRI Standards Content Index



<b>Statement of use</b>	Liberty Global Ltd. has reported the information cited in this GRI content index for the period 01 Jan – 31 Dec 2023 with reference to the GRI Standards.
<b>GRI 1 Used:</b>	GRI 1: Foundation 2021

<b>Disclosure number and standard</b>	<b>Location</b>
<b>GRI 2: General Disclosures 2021</b>	
2-1 Organizational Details	<a href="#">2023 Corporate Responsibility report</a> - About Liberty Global – p. 3
2-2 Entities included in the organization’s sustainability reporting	<a href="#">2023 Corporate Responsibility report</a> - About this report – p. 3
2-3 Reporting period, frequency and contact point	<a href="#">2023 Corporate Responsibility report</a> - About this report – p. 3
2-4 Restatements of information	<a href="#">2023 Corporate Responsibility report</a> - Our data – Prior period restatements – p. 47
2-5 External assurance	<a href="#">2023 Corporate Responsibility report</a> - About this report – p. 3 <a href="#">Independent Limited Assurance Report</a>
2-6 Activities, value chain and other business relationships	<a href="#">2023 Corporate Responsibility report</a> - About Liberty Global – p. 3
2-7 Employees	<a href="#">2023 Corporate Responsibility report</a> - Our data - Total workforce and breakdown by employee category – p. 39 - 42
2-8 Workers who are not employees	<a href="#">2023 Corporate Responsibility report</a> - Our data - Total workforce and breakdown by employee category – p. 39
2-9 Governance structure and composition	<a href="#">Corporate Governance Guidelines</a> <a href="#">Overview Board of Directors and Executive Leadership Team</a> <a href="#">Corporate Governance</a> <a href="#">Proxy statement</a> – Corporate Governance p. 11-13; Board and Committees of the Board - p. 17 – 22; The Board pg. 76-81
2-10 Nomination and selection of the highest governance body	<a href="#">Proxy statement</a> – Corporate Governance p. 11-13; Board and Committees of the Board - p. 17 - 22 <a href="#">Nominating and Corporate Governance Committee Charter</a> <a href="#">Corporate Governance Guidelines</a>
2-11 Chair of the highest governance body	<a href="#">Proxy statement</a> – Board Leadership Structure p. 11



Disclosure number and standard	Location
<b>GRI 2: General Disclosures 2021 (cont.)</b>	
2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">2023 Corporate Responsibility report</a> - Progress – Governance – p. 33 <a href="#">Proxy statement</a> – Corporate Governance p. 11-13; Board and Committees of the Board - p. 17 – 22 <a href="#">Corporate Governance Guidelines</a>
2-13 Delegation of responsibility for managing impacts	<a href="#">2023 Corporate Responsibility report</a> - Progress – Governance – p. 33 <a href="#">Proxy statement</a> – Corporate Governance p. 11-13; Management of Liberty Global p. 23 <a href="#">Corporate Governance Guidelines</a>
2-14 Role of the highest governance body in sustainability reporting	<a href="#">2023 Corporate Responsibility report</a> - Progress – Governance – p. 33 <a href="#">Proxy statement</a> – Board and Committees of the Board - p. 18 and p. 21 <a href="#">Audit Committee Charter</a> <a href="#">People Planet Progress Committee Charter</a>
2-15 Conflicts of interest	<a href="#">Code of conduct</a> - p. 34
2-16 Communication of critical concerns	<a href="#">Whistleblowing facility</a>
2-19 Remuneration policies	<a href="#">Proxy statement</a> – Executive officers and directors compensation - p. 25 - 40
2-20 Process to determine remuneration	<a href="#">Proxy statement</a> – Director compensation - p. 25 - 40
2-21 Annual total compensation ratio	<a href="#">Proxy statement</a> – Director compensation - p. 61– 66
2-22 Statement on sustainable development strategy	<a href="#">2023 Corporate Responsibility report</a> - Our People Planet Progress Strategy – p. 6 - 7
2-23 Policy commitments	<a href="#">Code of conduct</a> <a href="#">Anti-Corruption policy</a> <a href="#">Privacy Statement</a> <a href="#">Anti-Discrimination, Harassment and Bullying Policy</a> <a href="#">Modern Slavery Act Statement</a> <a href="#">Human Rights Statement</a> <a href="#">Responsible Supplier Code of Conduct</a> <a href="#">Environmental Statement</a>
2-24 Embedding policy commitments	<a href="#">2023 Corporate Responsibility report</a> - Progress – Governance – p. 33 <a href="#">Proxy statement</a> – Corporate Governance p. 11-13; Board and Committees of the Board - p. 17 – 22

Disclosure number and standard	Location
<b>GRI 2: General Disclosures 2021 (cont.)</b>	
2-25 Processes to remediate negative impacts	<a href="#">Modern Slavery Act Statement</a> <a href="#">Human Rights Statement</a> <a href="#">Responsible Supplier Code of Conduct</a>
2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Code of conduct</a> <a href="#">Whistleblowing facility</a>
2-28 Membership associations	<a href="#">Liberty Global Corporate Affairs Memberships</a>
2-30 Collective bargaining agreements	58% of our employees were covered by collective bargaining agreements in 2023
<b>GRI 3: Material Topics 2021</b>	
3-1 Process to determine material topics	<a href="#">2023 Corporate Responsibility report</a> - Our People Planet Progress Strategy – p. 6 <a href="#">Our Materiality Matrix</a>
3-2 List of material topics	<a href="#">2023 Corporate Responsibility report</a> - Our People Planet Progress Strategy – p. 6 <a href="#">Our Materiality Matrix</a>
3-3 Management of material topics	<a href="#">2023 Corporate Responsibility report</a> - People – p. 8 - 21 <a href="#">2023 Corporate Responsibility report</a> - Planet – p. 22 – 31
<b>GRI 203: Indirect Economic Impacts 2016</b>	
203-1 Infrastructure investments and services supported	<a href="#">2023 Corporate Responsibility report</a> - People – p. 15 – 21 <a href="#">2023 Corporate Responsibility report</a> - Planet – p. 24 – 31 <a href="#">2023 Corporate Responsibility report</a> - Our data – Community Investments – p. 38

**Disclosure number and standard****Location****GRI 301: Materials 2016**

301-3 Reclaimed products and their packaging materials

[2023 Corporate Responsibility report](#) - Planet – Reducing our environmental impact – p. 24 -25[2023 Corporate Responsibility report](#) - Our data - Waste and water – p. 46**GRI 302: Energy 2016**

302-1 Energy consumption within the organization

[2023 Corporate Responsibility report](#) - Our data – Energy Consumption – p. 43 – 44

302-4 Reduction of energy consumption

[2023 Corporate Responsibility report](#) - Our data – Energy Consumption – p. 43 – 44**GRI 305: Emissions 2016**

305-1 Direct (Scope 1) GHG emissions

[2023 Corporate Responsibility report](#) - Our data - GHG emissions – p. 45[Liberty Global Environmental Reporting Criteria 2023](#)

305-2 Energy indirect (Scope 2) GHG emissions

[2023 Corporate Responsibility report](#) - Our data - GHG emissions – p. 45[Liberty Global Environmental Reporting Criteria 2023](#)

305-3 Other indirect (Scope 3) GHG emissions

[2023 Corporate Responsibility report](#) - Our data - GHG emissions – p. 45[Liberty Global Environmental Reporting Criteria 2023](#)

305-4 GHG emissions intensity

[2023 Corporate Responsibility report](#) - Our data - GHG emissions – p. 45[Liberty Global Environmental Reporting Criteria 2023](#)

305-5 Reduction of GHG emissions

[2023 Corporate Responsibility report](#) - Our data - GHG emissions– p. 45[Liberty Global Environmental Reporting Criteria 2023](#)

Disclosure number and standard	Location
<b>GRI 306: Effluents and Waste 2016</b>	
306-1 Waste generation and significant waste-related impacts	<a href="#">2023 Corporate Responsibility report</a> - Planet – Reducing our environmental impact – p. 24 -25 <a href="#">2023 Corporate Responsibility report</a> - Our data - Waste and water – p. 46
306-2 Management of significant waste-related impacts	<a href="#">2023 Corporate Responsibility report</a> - Planet – Reducing our environmental impact – p. 24 -25 <a href="#">2023 Corporate Responsibility report</a> - Our data - Waste and water – p. 46
306-3 Waste generated	<a href="#">2023 Corporate Responsibility report</a> - Planet – Reducing our environmental impact – p. 24 -25 <a href="#">2023 Corporate Responsibility report</a> - Our data - Waste and water – p. 46
306-4 Waste diverted from disposal	<a href="#">2023 Corporate Responsibility report</a> - Our data - Waste and water – p. 46
306-5 Waste directed to disposal	<a href="#">2023 Corporate Responsibility report</a> - Our data - Waste and water – p. 46
<b>GRI 401: Employment 2016</b>	
401-1 New employee hires and employee turnover	<a href="#">2023 Corporate Responsibility report</a> - Our data - Total workforce and breakdown by employee category– p. 41 – 42
<b>GRI 403: Occupational Health and Safety 2018</b>	
403-9 Work-related injuries	<a href="#">2023 Corporate Responsibility report</a> - Our data - Total workforce and breakdown by employee category – p. 40
403-10 Work-related ill health	<a href="#">2023 Corporate Responsibility report</a> - Our data - Total workforce and breakdown by employee category – p. 40
<b>GRI 404: Training and Education 2016</b>	
404-1 Average hours of training per year per employee	<a href="#">2023 Corporate Responsibility report</a> - Our data - Total workforce and breakdown by employee category – p. 40
404-3 Percentage of employees receiving regular performance and career development reviews	<a href="#">2023 Corporate Responsibility report</a> - Our data - Total workforce and breakdown by employee category – p. 42