



# GROWING FOR GOOD



# WELCOME FROM OUR CEO



At Liberty Global, we believe that being inclusive, sustainable and responsible isn’t just the right thing to do, it’s good for business. That belief is at the heart of our People Planet Progress strategy, which lays out our pathway to growing for good.

Over the past year, we’ve made meaningful strides. We’ve deepened our culture of Belonging, where every colleague feels valued and respected; we’ve expanded digital inclusion in our communities; and we’ve empowered the next generation through education and opportunity. Our teams have delivered nearly 11,000 volunteer hours, and through our partnership with Street Child, we’ve raised enough money to help over 100,000 children globally gain access to education.

We’ve also advanced our environmental ambitions. From reducing Scope 1 and 2 emissions by 45%, to progressing Scope 3, we’re preparing our operations for the future. And we’re doing it with rigor – through data, governance, and accountability.

Furthermore, the green transition brings emerging opportunities to not only reduce our environmental impact, but also to develop accretive new revenue streams. That is why we’ve invested in circularity and renewable infrastructure businesses and increased our stake in Formula E – the world’s fastest-growing motorsport – sparking innovation for the industry, but also for our company.

This report is more than a summary of progress. It’s a reflection of who we are and where we’re going. It’s about growing for good – together.

To our employees, partners, and communities: thank you for your continued commitment to creating the kind of impact that matters. I hope you enjoy this report and all the progress we’re making!

All the best,

A stylized, handwritten signature in black ink, representing Mike Fries.

**Mike Fries,**  
CEO, Liberty Global



# ABOUT THIS REPORT

This sustainability report has been prepared in accordance with our Environmental and Community Investment Reporting Criteria and with reference to the Global Reporting Initiative (GRI) Standards. Unless otherwise stated, all data covers the period from 1 January to 31 December 2024.

We report on our consolidated European operations under the consumer brands Telenet in Belgium, Virgin Media in Ireland and UPC in Slovakia, as well as on our centralised Liberty Global Corporate functions (predominantly in the Netherlands, the UK and the US), herein collectively referred to as Liberty Global Group or Group. We include our proportional share of the Scope 1 and 2 (market-based) emissions of the following joint ventures (JVs) in our Scope 3 emissions: Virgin Media O2 (VMO2), VodafoneZiggo and AtlasEdge<sup>1</sup>.

1 These three joint ventures represent 71% of our total investment portfolio. Over time, information for our other investments may become available.

2 Represents aggregate consolidated and 50% owned non-consolidated fixed and mobile subscribers. Includes wholesale mobile connections of the VMO2 JV and B2B fixed subscribers of the VodafoneZiggo JV. Telenet, the VMO2 JV and the VodafoneZiggo JV deliver mobile services as mobile network operators. Virgin Media Ireland delivers mobile services as a mobile virtual network operator through third-party networks.

3 Revenue figures above are provided based on full-year 2024 Liberty Global consolidated results and the combined as-reported full-year 2024 results for the VodafoneZiggo JV and full-year 2024 US GAAP results for the VMO2 JV.

4 Represents full-year 2024 revenue of Liberty Services, substantially all of which is derived from our consolidated businesses and non-consolidated JVs.

In October 2024, we acquired a controlling interest in Formula E – an electric car-racing championship and the world’s fastest growing motorsport. In accordance with our reporting methodology, Formula E’s performance data is excluded from our 2024 results; however, we are proud to feature some of their initiatives within this report as they are aligned with our overall environmental, social and governance (ESG) strategy.

We include performance data of newly acquired subsidiaries at the end of their first full year under our ownership. Subsidiaries for which we no longer have operational control are excluded as of the reporting year our operational control ends. We rebase prior-year data for material acquisitions and dispositions. To enhance comparability across reporting periods, all figures for 2023 and 2019 have been restated. Detailed information on the nature and scope of these adjustments is provided in the section titled ‘Prior-Period Restatements’. We engaged KPMG LLP to undertake independent limited assurance, report to Liberty Global Ltd., using the assurance standards ISAE (UK) 3000 and ISAE 3410 for selected community investment, energy consumption and greenhouse gas (GHG) emissions data that have been highlighted with \*. KPMG LLP has provided a conclusion over this selected data. The level of assurance provided for a limited assurance engagement is substantially lower than for a reasonable assurance engagement.

Additional details, including our latest stories, 2024 GRI Standards Content Index, Environmental Reporting Criteria, Community Investment Reporting Criteria and the KPMG Independent Limited Assurance Report, can be found on [our website](#).

Your views are important to us. Please send comments and suggestions to: [cr@libertyglobal.com](mailto:cr@libertyglobal.com).

## ABOUT LIBERTY GLOBAL

Liberty Global is a dynamic team of operators and investors generating and delivering shareholder value through the strategic management of three platforms – Liberty Telecom, Liberty Growth and Liberty Services.

Liberty Telecom is a world leader in converged broadband, video and mobile communications services, delivering next-generation products through advanced fibre and 5G networks. Liberty Telecom currently provides approximately 80 million<sup>2</sup> connections through some of Europe’s best-known consumer brands, including VMO2 in the UK, VodafoneZiggo in the Netherlands, Telenet in Belgium and Virgin Media in Ireland. With our substantial scale and commitment to innovation, we are building Tomorrow’s Connections Today, investing in the infrastructure and platforms that empower our customers to make the most of the digital revolution while deploying the advanced technologies that nations and economies need to thrive.

Liberty Telecom’s consolidated businesses generate an annual revenue of approximately \$3.6 billion, while the VMO2 and the VodafoneZiggo JVs generate a combined annual revenue of more than \$18 billion<sup>3</sup>.

Liberty Growth invests, grows and rotates capital into scalable businesses across the technology, media/content, sports and infrastructure industries with a portfolio of approximately 70 companies and various funds, including stakes in companies like ITV, Televisa Univision, Plume, EdgeConneX and AtlasEdge, as well as our controlling interest in the Formula E racing series. Liberty Services delivers innovative technology and finance services, generating approximately \$600 million in revenue<sup>4</sup>.

For more information, please visit [www.libertyglobal.com](http://www.libertyglobal.com).

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# FORWARD-LOOKING STATEMENTS

This report may contain forward-looking statements within the meaning of the Securities Act of 1933, as amended, the Securities Exchange Act of 1934, as amended, and the Private Securities Litigation Reform Act of 1995, including statements with respect to our plans, goals and strategies regarding ESG matters; improvements in operating procedures and technology, and potential benefits to us therefrom; revenue and cost expectations; financing of operations; source and sufficiency of funds required for building new equipment and upgrading existing equipment; demand for our services; competition; government regulation; and other matters that are not historical fact. Forward-looking statements can be identified by the fact that they do not relate strictly to historical or current facts, and they often use words such as ‘aim’, ‘anticipate’, ‘believe’, ‘budgeted’, ‘commit’, ‘continue’, ‘could’, ‘estimate’, ‘expect’, ‘goal’, ‘intend’, ‘may’, ‘plan’, ‘predict’, ‘potential’, ‘project’, ‘pursue’, ‘should’, ‘strategy’, ‘target’, ‘will’ or ‘would’, or the negative thereof and other words and expressions of similar meaning. These forward-looking statements involve certain risks and uncertainties that could cause actual results to differ materially from those expressed or implied by these statements. These risks and uncertainties include events that are outside of our control, such as changes in legislation, regulation, rules, codes of practice, and other governmental and non-governmental policies and attitudes; our inability to reduce our environmental impact and emissions; our inability to perform at our desired standards;

our inability to develop and deliver equipment, technology and software solutions to enable our customers to achieve their own ESG goals; our inability to realise intended benefits from our ESG strategies and initiatives; global economic conditions, including inflationary pressures and risks of economic downturns or recessions, environmental risks and our ability to satisfy future environmental costs; technology-related disputes; legal proceedings and actions by governmental or other regulatory agencies; public health crises, pandemics and epidemics; weather; operating costs; as well as other factors detailed from time to time in our filings with the Securities and Exchange Commission, including our most recently filed Form 10-K, Form 10-K/A and Form 10-Qs. The forward-looking statements are based on certain assumptions and analyses we make in light of our experience and our perception of historical trends, current conditions, expected future developments and other factors we believe are appropriate in the circumstances. Forward-looking statements are aspirational and not guarantees or promises that goals or targets will be met. These forward-looking statements speak only as of the date of this People Planet Progress sustainability report. Liberty Global expressly disclaims any obligation or undertaking to disseminate any updates or revisions to any forward-looking statement contained herein to reflect any change in Liberty Global’s expectations with regard thereto or any change in events, conditions or circumstances on which any such statement is based.



# 2024 HIGHLIGHTS

During 2024, we continued to advance our agenda, driving action against our strategic priorities.

PEOPLE

64

nationalities represented at Liberty Global



Over

200,000

affordable connectivity packages provided by Telenet and VMO2



Nearly

11,000

employee volunteer hours across the Group

PLANET

45%

Scope 1 and 2 carbon emissions reduction across the Group



Conducted our first-ever

LIFE CYCLE ASSESSMENT

(LCA) for our Mini TV Box



96%

renewable electricity procured across the Group

PROGRESS



78%

of 2024 financings across Liberty Global Group and our JVs were green or sustainable



3-YEAR

track record of connecting employee remuneration to our ESG performance





# PEOPLE PLANET PROGRESS STRATEGY

People Planet Progress strategy is our pathway to growing for good. It allows us to empower our people and our communities, reduce our environmental impact and ensure integrity and transparency in everything we do. Manuel Kohnstamm, Senior Vice President and Chief Corporate Affairs Officer and Molly Bruce, Vice President Corporate Responsibility and ESG Communications, explain how this roadmap is helping advance our responsible business approach.



**Manuel Kohnstamm,**  
Senior Vice President and Chief  
Corporate Affairs Officer,  
Liberty Global



**Molly Bruce,**  
Vice President, Corporate  
Responsibility and  
ESG Communications,  
Liberty Global

## HOW DOES SUSTAINABILITY FEED INTO LIBERTY GLOBAL'S WIDER BUSINESS STRATEGY?

Sustainability is about doing the right thing – for people, society, our planet, and our business. No longer just a nice-to-have, sustainability really is an important factor of company performance – for both employees and external stakeholders. We want to do right by our people, customers, industry and communities – showing up as a trusted partner wherever we have presence.

## HOW DID LIBERTY GLOBAL DEVELOP PEOPLE PLANET PROGRESS?

It was an involved, considered process with our stakeholders. At the very beginning, we conducted a double materiality assessment to identify our priorities. We explored our ambitions, industry activity and the current sustainability landscape. We then engaged executive leadership in discussing potential material topics and convened employee focus groups to refine and finalise them.

That assessment process started in 2022, and, by 2023, we launched People Planet Progress. What was special about it is that for the first time, it brought together a comprehensive view and plans relating to all people, planet and progress topics under the same umbrella. Since then, we've remained committed to addressing our focus areas, while refining our actions to keep pace with evolving circumstances.

Importantly, we monitor and disclose our progress with standards-based measurement, reporting and recognised benchmarks such as CDP and Dow Jones. And, to ensure our internal work ladders up to the global agenda, we have also aligned our efforts with the UN Global Compact and several relevant UN Sustainable Development Goals (SDGs).

## HOW WILL THE STRATEGY SUPPORT LIBERTY GLOBAL MOVING FORWARD?

Liberty Global is a dynamic business, constantly evolving as we invest in new brands and joint ventures such as our investments in green energy and electric racing.

Our People Planet Progress strategy underpins our wider business approach of integrity and, as we move forward, will remain aligned with Liberty Global's strategic priorities. In today's dynamic landscape, People Planet Progress helps us amplify the positive impact of our business and the way we grow – inclusively, sustainably and responsibly.

OUR MATERIAL ISSUES

To be truly impactful, we need to address the topics that matter most to our business, our stakeholders and our communities. During 2022, we conducted a [double materiality assessment](#) to understand the issues that matter most to our business. During this, we identified three strategic priorities:

- Climate change management
- Diversity, equity and inclusion (DE&I)
- Social impact and engagement

We will update our material topics ahead of the Corporate Sustainability Reporting Directive (CSRD) regulations to ensure continued alignment with evolving expectations.

For more information on CSRD, please see [Building climate resilience and preparing for CSRD](#).



PEOPLE

We grow inclusively

Culture of Belonging

We create an inclusive culture where everyone can thrive, helping us attract, retain and develop top talent.

Tomorrow's Workforce

We support our local communities in the markets where we live and work. Our key focus is on supporting Tomorrow's Workforce, where we educate young people with skills in science and technology to prepare them for the workforce of the future.

Inclusive Connectivity

We are committed to enhancing Inclusive Connectivity for our digitally excluded communities, providing thousands of individuals across our footprint with affordable access to the internet and digital devices.

Impact in Giving

We address the urgent needs of the most vulnerable, supporting global education through our long-standing charity partner, Street Child, while responding to local community needs through employee volunteering.



PLANET

We grow sustainably

Reducing Our Environmental Impact

We're working to decrease our environmental footprint throughout our business operations, our products and our value chain.

Smart Energy

We are committed to maximising the use of renewable energy across our operations. We are also investing in renewable infrastructure and solutions to meet our own needs and contribute to the broader green transition.

Circularity

We contribute to the circular economy, promoting responsible products and limiting e-waste. We design our products to be in use for as long as possible with the most efficient use of materials.

Global Green Transition

We are connecting industries beyond our own to the digital world and greener strategies. Leveraging technology and artificial intelligence (AI), we enable other sectors to achieve sustainability gains through greater access to digital solutions.



PROGRESS

We grow responsibly

Governance

We're embedding Governance that supports our ESG strategy, ensuring accountability in our actions by incorporating sustainability goals into our compensation incentives and financing.

Risk Management and Performance

We actively participate in various ESG ratings and benchmarks that allow us to further the transparency of our performance. We follow recognised standards that help us manage and communicate our ESG risks and progress.

Strategic Partnerships

We're collaborating to drive scaled progress for sustainability and society, leveraging our Strategic Partnerships to expand our ability to address complex global challenges and create shared value.





People

# WE GROW INCLUSIVELY

Our business is all about people – from the customers and communities we bring together to the employees that drive every innovation. Our people and our communities can unleash limitless potential when given equitable and inclusive opportunities, empowering everyone to reach their full capacity for growth.





# OUR CULTURE OF BELONGING

With 64 nationalities represented across Liberty Global, our aim is to create a culture where everyone feels they can belong – where we can nurture inclusive connections and innovative ideas that deliver positive impact for our people, communities and businesses. We believe in fostering a workplace culture built on respect, collaboration and diverse viewpoints – because these values drive our business forward and reflect the global communities we serve.

## BELONGING

At our company, it all starts with our employees. We are committed to building a culture where everyone feels they belong. We want every colleague to feel valued, respected and empowered to be themselves at work – so they can perform at their best.

It matters to us, quite simply, because it's good for business. A Culture of Belonging ensures we attract the best people from the widest talent pool and retain them.

It encourages bold thinking and inspires creativity, driving engagement and a sense of fulfilment at work.

Different viewpoints foster innovation and enable us to better understand the needs of our customers and the communities we serve.

## Data-driven acceleration

We listen to our employees, leaning in to understand how they feel about our business and using these insights to inform our strategy. In 2024, we combined our Engagement and Belonging surveys into our integrated Zoom survey. In total, 84% of Liberty Global Corporate employees participated, and shared that we have improved in creating an environment where people feel comfortable to share their perspectives, learn from mistakes and take considered risks. These insights help us create practical, measurable improvements in employee experience.



The first meeting of our second Youth Council joined by our executive leaders





Employee Resource Groups (ERGs)

Our ERGs are a key component of building community and supporting innovation. ERGs are colleague-led spaces, supporting diverse perspectives and limitless ideas that build community in the workplace. ERGs ideate to find solutions to business-aligned social and environmental topics and curate experiences for all employees to feel welcome, heard, supported and valued. These groups enhance team connectivity, contribute to leadership development, and support business strategy through insight and engagement.




Race, Ethnicity and Cultural Harmony (REACH)




Thrive Network



ReMARKable



Women's Inclusion Network (WIN)



Proud



Better Future

CASE STUDY

REACH together: Reverse mentoring

Led by our REACH ERG, some of our senior leaders were mentored by more junior colleagues in a reverse mentoring programme. Mentors shared their varied lived experiences with mentees to provide a unique opportunity to forge meaningful connections, learn from each other and, ultimately, create a more inclusive workplace. Due to the success of the programme, we have extended the programme to other leaders.

“The reverse mentoring program provided us with a forum to share openly, connect authentically and learn about and from each other. As the program expands, we are able to leverage these new connections to build a more respectful and engaged workplace where everyone belongs.”



Mishern Chetty,  
Director, DEI Strategy, Liberty Global





HARNESSING NEXT GENERATION TALENT AND PERSPECTIVES

We are taking steps to develop the next generation of industry talent. This includes engaging with our Youth Council – an independent internal voice that acts as an advisory body to executive leaders, focusing on business-relevant areas that may benefit from diverse generational views and experience. The Council works diligently to develop concrete, implementable initiatives that further our collective strategy, seeking projects that deliver value to the business and have a global impact while increasing their relevance to consumers, employees and shareholders. We see this as a long-term investment in future leadership and organisational agility. During 2024, the first cohort handed over responsibility to a new group of professionals who will continue to drive the Council’s efforts forward.

GENDER REPRESENTATION

We value a range of diverse perspectives and try to leverage them to deliver positive impact for our customers, communities, colleagues and company performance.

In 2022, we set out a series of actions across a four-year roadmap to support the representation of women across Liberty Global Corporate employees. We’re proud these have resonated and that we have 45% women across our organisation today. We continue to focus on fair hiring practices, career development opportunities and mentorship programs that support a balanced talent pipeline at all levels.

CASE STUDY

The WICT Network

At Liberty Global, we have long recognised the importance of empowering women in their careers. That is why we are a long-standing supporter of [The WICT Network \(WICT\)](#), a leading organisation representing women in media, entertainment and technology globally. WICT provides a unique peer-to-peer and business-to-business network uniting 10,000 members across 24 countries. The purpose of WICT is to inspire, connect and grow talent, empowering women through leadership training, mentoring, and a supportive community focused on education and professional growth.

Liberty Global has been supporting WICT for nearly two decades, including helping to establish new chapters in Europe and serving in various board positions. Over 400 Liberty Global and our JV employees are members of WICT. Much of this progress from Liberty Global has been driven by our Senior Vice President (SVP) and Chief People Officer, Amy Blair, who brings her 30 years of experience in telecommunications to the organisation. In 2024, Amy received WICT’s Woman of the Year – Operator award, its highest accolade. Amy’s award celebrates achieving top industry status and her steadfast commitment to helping others progress on their career paths.

“WICT has had a profound impact on my career and the careers of so many people across our industry, empowering us to lead, innovate and thrive. I’m proud to support its mission – to inspire, connect and grow careers – and honoured to work alongside such inspiring women who are shaping the future of media and technology.”

Amy Blair,  
SVP and Chief People Officer,  
Liberty Global



Amy Blair at The WICT Network awards

# TOMORROW'S WORKFORCE

We are supporting people where we live and work – as well as further afield. Our focus is on advancing Tomorrow's Workforce, equipping young people with the science, technology, engineering and maths (STEM) education they need to thrive in the industries of the future.

## HANDS-ON TECH EXPERIENCE

Through our brands, we partner with education-focused organisations to deliver tailored programmes. For example, Liberty Global, Telenet and VodafoneZiggo maintain their partnership with the educational organisation [JINC](#) to help children from all backgrounds access opportunities to let their talents flourish. During 2024, school students were invited to VodafoneZiggo's offices in the Netherlands to take part in Experience Days.

Experience Days create space for students to explore current and future technologies firsthand. VodafoneZiggo hosted 645 students in various interactive workshops throughout the year, including learning to code, gamified educational resources and hands-on experiences in network installation.

## DIGITAL LITERACY

In an increasingly online world, we believe digital literacy is essential to helping people get safely and effectively connected. Through our partnership with online education developer [EVERFI](#), we have created a six-part course on digital literacy and wellness. Reflecting our commitment to empowering individuals with the skills and knowledge to thrive in the digital world, we launched the course with three UK schools, targeting students aged 12–16.

## SUSTAINABILITY KNOWLEDGE

In 2024, in partnership with the Public Investment Fund, Formula E launched Driving Force, a new educational programme aimed at advancing children's sustainability knowledge. Available in eight languages and designed to complement existing school curricula, the programme helps children aged 8–12 learn about air pollution, renewable energy, circular economy and other topics. It is delivered through online content, with in-person workshops and events in Formula E's host cities to bring content to life for local young people.

CASE STUDY

### Advancing education in marginalised communities with STEM

Although demand for STEM professionals continues to rise, a significant gender gap remains among those pursuing careers in these fields. In fact, in Nepal, just 0.5% of working women are employed in STEM-related industries – the result of deep-rooted inequalities across caste, class, geography and gender. Together with our long-standing partner [Street Child](#), we are building on our partnership's core commitment to basic education. We have launched a project called Naveenta:

Innovating for an Improved Future that will deliver AI-powered coding camps and robotics courses while creating opportunities for young women to network with, and receive mentorship from, current STEM professionals. It will also form a platform from which to raise awareness of the importance of gender equality in STEM.



A group of girls supported by Street Child programmes in Nepal



# INCLUSIVE CONNECTIVITY

We believe everyone should be able to access the online world. That is why we are enhancing Inclusive Connectivity for our communities and wider society, with VMO2 and Telenet providing over 200,000 affordable packages in 2024.

Through Inclusive Connectivity, we maintain a strong focus on continuously expanding coverage of fibre, 5G and other next-gen digital services to unconnected and underserved communities, lowering the bar to internet access for vulnerable groups and those impacted by income inequalities.

**\$1.7 MILLION**

in-kind donations of services and devices made throughout 2024 across the Liberty Global Group.

## GIVING THE GIFT OF DEVICES

The donation of digital devices is an important facet of how we support communities impacted by the digital divide.

As one example, Telenet partnered with social non-profit Ondernemers Voor een Warm België (Entrepreneurs for a Warm Belgium) to distribute refurbished laptops to vulnerable individuals. More than 400 laptops were distributed through this collaboration in 2024, simultaneously supporting those in need and helping us contribute to a circular economy by extending the useful life of devices.

In addition, Liberty Global Corporate donated over 300 devices to several non-profits, including Cybersoek, Street Child and Cordaan. By doing so, we ensure these organisations – and the communities they serve – have the tools to progress in an increasingly digital world.

## LOWERING FINANCIAL BARRIERS

Affordable connectivity packages are key to widening equitable access to digital services. Our operating companies offer various affordable packages, such as the Telenet Essential Internet programme, which was launched in 2020. Designed to help close the digital divide, the Telenet programme now offers a fixed internet solution for €5/month for people with limited or no at-home connection who are unable to afford existing offers.

To support the uptake of Essential Internet by those who need it most, Telenet works with more than 700 partners. As a result, during 2024, over 1,100 individuals and families participated in the programme.

### CASE STUDY

#### Addressing data poverty

VMO2 is also committed to tackling digital exclusion by partnering with Good Things Foundation to deliver free data through the National Databank. In 2024, VMO2 expanded the National Databank’s presence to all O2 stores, over 300 across the UK and committed to make all new stores in 2025 as National Databanks.

“From applying for jobs to staying in touch with loved ones, digital connectivity is a basic need in today’s world. Through the National Databank and a range of affordable tariffs, we’re helping to close the digital divide and ensure that everyone – regardless of their income – can access the opportunities the internet provides.”

**200,000+**

people in the UK were positively impacted by digital access programmes such as the National Databank in 2024.



Nicola Green,  
Chief Communications  
& Corporate Affairs  
Officer, VMO2



# IMPACT IN GIVING

We seek to create positive impact in the communities that surround us, volunteering our time, expertise and passion – and delivering targeted community giving – to meet the urgent needs of society’s most vulnerable.

### EMPLOYEE VOLUNTEERING

At Liberty Global Corporate, we coordinate volunteering activities through our Connected Communities programme, while other areas of our organisation maintain similar initiatives that enable employees globally to deliver impact locally.

NEARLY  
11,000

hours volunteered by employees towards community causes in 2024.

To advance our People objectives, we encourage employees to engage in initiatives that promote STEM education, digital inclusion and community belonging. We also support their individual volunteering interests beyond these focus areas. By empowering colleagues to contribute to both our strategic priorities and broader societal needs, we foster meaningful impact and help address fundamental human challenges.

We believe volunteering provides meaningful opportunities for personal development as well as benefits for the company – contributing to our social impact goals and strengthening team building. For example, our volunteering month survey reveals that over 80% of colleagues feel prouder to work for the company and believe volunteering has helped them get to know their colleagues. To encourage our employees to progress in their journey, we maintain a policy for Liberty Global Corporate employees that allows for 24 hours of volunteer time annually.

“Volunteering offers a powerful reminder of what connects us. Whether it’s helping at a food bank, mentoring students or working in a community garden, I’ve met people who inspire me and broaden my perspective. It’s also a become a team tradition, where we bond outside of the office and see the impact we can make together.”



Jim Ryan,  
SVP, Chief Strategy Officer,  
Liberty Global

#### CASE STUDY

### Transformative educational impact

One of the strongest predictors of academic success and future career opportunities is family income. During 2024, Liberty Global joined forces with Future Frontiers, an award-winning social mobility charity, to rewrite this script with tailored career coaching for secondary school students in London.

Across two cohorts, Liberty Global volunteers delivered over 155 hours of one-on-one coaching to 29 students from two schools. Each volunteer delivered six hours of coaching, providing dedicated time for students to explore their interests, discover career paths they may never have considered and plan for their next steps.

The results of the programme showed that all participants gained a clearer idea of their career ambitions, and our coaches connected the experience with a sense of pride working for Liberty Global.

“Helping a young person develop their career interests is the most rewarding thing to do. I’m very grateful to Future Frontiers for giving me the opportunity to make a difference.”



Su Tatcher,  
Data Analyst,  
Liberty Global



Students and Liberty Global's mentors dive into career conversations



STREET CHILD: PARTNERING STRATEGICALLY TO PROMOTE EDUCATION

We believe in the power of long-term partnerships to drive lasting community benefits, a key tenet of our People pillar. To amplify the impact of this work, we look to partner strategically with like-minded organisations, which is why we maintain a relationship with Street Child, whose mission is to keep children safe, in school and learning.

Raising funds for Street Child

As part of our work to support Street Child’s mission, we encourage colleagues from across the Liberty Global Group to get involved with fundraising – simultaneously supporting Street Child while forging stronger connections with their company peers.

Each year, we partner with Street Child to host our flagship fundraising event, the Big Ride. During 2024, the event was hosted in Belgium and brought together a record-breaking 819 participants – far surpassing the 650 in 2023. In 2024, the event raised over \$2 million through donations from Liberty Global as well as our broader partner network.

NEARLY  
\$1.8 MILLION

was raised by Liberty Global in 2024 for Street Child through employee fundraising and corporate sponsorship – enough to reach nearly 115,500 children.

Similarly, the Sierra Leone Marathon & Cycle Challenge is a multi-day event that sees participants run or cycle through the country’s tropical jungle and local villages, raising money for Street Child while learning more about the organisation’s mission and meeting like-minded individuals.

For the first time ever, we supported a group of dedicated colleagues to take part in the challenge and collectively raising funds for Street Child. As well as participating in this unforgettable adventure, our colleagues witnessed Street Child’s transformative work firsthand, visited local schools and immersed themselves in Sierra Leone’s vibrant culture.

“The positive social impact that we create with Street Child has been transformational to some of the world’s most vulnerable children. I am thrilled that our employees could experience that for the first time and have this enriching experience personally and professionally.”



Simona Jakubkaite, Director of ESG Impact & Engagement, Liberty Global

DONATING TO ADDRESS LOCAL NEEDS

We provide financial resources to support local and international initiatives, non-profits and community engagement. During 2024, we sponsored more than 100 local organisations to support the needs of the local communities. This included sponsoring the [Sicily Environment Fund \(SEF\)](#).

Part of the [Conservation Collective](#), SEF aims to protect and enhance Sicily’s biodiversity and ecosystems. Our sponsorship, delivered during a year when the island and its residents experienced both extreme flooding and the worst drought conditions in 20 years, will enable the Fund to direct resources to new environmental projects in 2025.



Manuel Kohnstamm & Andrea Salvato at the 2024 Big Ride in Belgium



Participants at the Big Ride in Belgium



The first group of Liberty Global employees to visit Sierra Leone with Street Child



Planet

# WE GROW SUSTAINABLY

As part of our commitment to sustainable growth, we continue to innovate and invest in our networks, technologies and business portfolio while working to reduce our environmental footprint. Through widespread carbon reduction efforts, renewable energy procurement and responsible investments, we create shared value for our business, customers and the planet.





# REDUCING OUR ENVIRONMENTAL IMPACT

We are working to reduce our environmental impact by addressing emissions company-wide, pursuing carbon neutrality for our Scope 1 and 2 emissions by 2030, as well as reducing our Scope 3 emissions.

To achieve our Scope 1 and 2 ambition, we are managing our fleet and energy consumption. We are also addressing indirect emissions from Scope 3, such as those coming from our supply chain, energy use of our products, investments, waste management and other activities that together constitute 98% of our total footprint.

45%

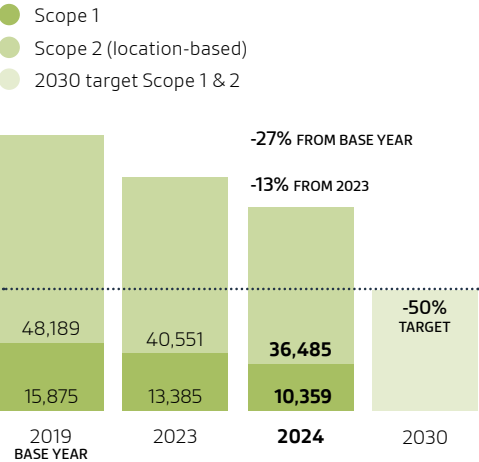
reduction of Scope 1 & 2 carbon emissions in 2024 from the previous year across the Group.

## OUR SCOPE 1 AND 2 EMISSIONS

Alongside our carbon neutrality goal by 2030 for market-based Scope 1 and 2 emissions, we have established Science Based Targets initiative (SBTi)-approved targets to reduce absolute Scope 1 and 2 emissions by 50% by 2030 and 80% by 2050 (from a 2019 baseline).

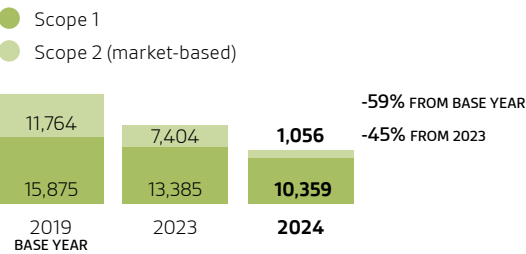
### Emissions progress (metric tonnes CO<sub>2</sub>e)

Scope 1 & 2 (location-based)



### Emissions progress (metric tonnes CO<sub>2</sub>e)

Scope 1 & 2 (market-based)



In 2024, we reduced Scope 1 and 2 location-based emissions by 27% and market-based emissions by 59% compared to our 2019 base year, and by 13% and 45% respectively compared to 2023. These reductions were achieved through transitioning away from fossil fuels and electrifying our fleet, as well as investments in renewable electricity along with strategic partnerships for data centre management.

For instance, as compared to 2019, we decreased diesel consumption by 54%, and natural gas by 30%. We also completely phased out gas oil and fuel oil usage and increased the use of sustainable aviation fuel (SAF) and hydrogenated vegetable oils (HVO). Additionally, our percentage of purchased renewable electricity increased by 13% while fugitive emissions decreased by 39% in the same timeframe.

### Reducing fleet impacts

Decarbonising our fleet is a priority for Liberty Global as it currently represents 63% of our direct emissions. During 2024, we continued to identify opportunities to convert more of our mobile fleet to electric vehicles (EVs), achieving 44% electrification by the end of the year and driving down diesel consumption. As a result of these efforts, we reduced fleet-related emissions by 29% versus 2023 and 39% versus 2019.

### Energy use

We require energy across our networks, offices and fleet. To reduce our environmental impact, we continually seek to improve energy efficiency and expand our use of renewable energy.

While our electricity consumption has decreased by 4% compared to 2023, it has gone up by 2% compared to 2019. To ensure electricity consumption does not negatively influence our carbon footprint, we continue to invest in renewable electricity, increasing our share to 96% in 2024.

Across our offices, we are taking steps to reduce the impact of energy use. For example, our London office has achieved Building Research Establishment Environmental Assessment Method (BREEAM) certification – an assessment that considers energy usage as a key certification factor. A comprehensive assessment of building sustainability, BREEAM also considers factors such as water use, pollution, waste, health and wellbeing, and design durability and resilience.



Our newly opened London office achieved environmental certification

OUR SCOPE 3 EMISSIONS

Overall, our Scope 3 emissions have decreased by 12% compared to 2023 and by 23% compared to 2019. This reduction is primarily due to decarbonisation initiatives, including significant emissions reductions by our JVs, as well as improvements in value chain data availability and accuracy<sup>5</sup>.

Various key 2024 partnerships boosted our visibility and value chain cooperation. We adopted Watershed, a carbon accounting tool that enhances Scope 3 emissions accuracy using vetted global data. With input from CDP and SBTi, Watershed uses supplier-specific emissions factors to track supplier decarbonisation efforts and accurately measure their emissions.

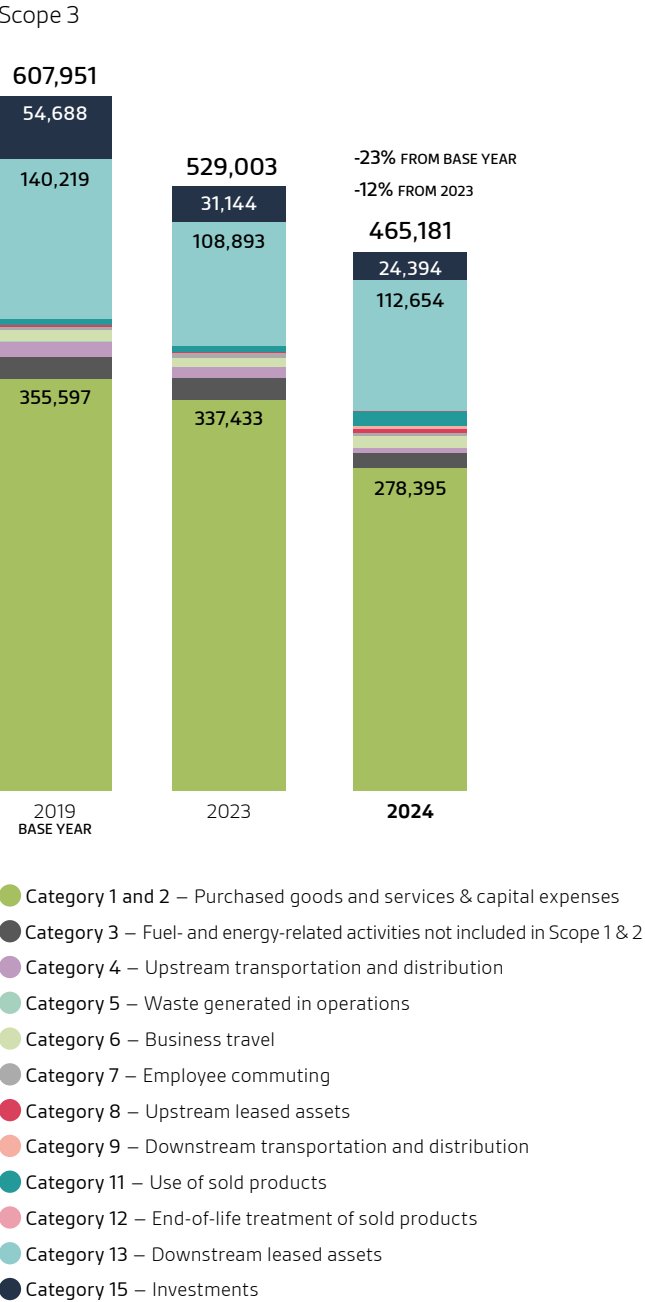
Additionally, we are gaining insights into recent decarbonisation outcomes through our partnership with the Joint Alliance for CSR (JAC) and their dedicated programmes for carbon emissions, such as the Supplier Engagement Programme and the Carbon Reduction Programme. Furthermore, all suppliers are expected to comply with the Liberty Global Procurement Responsible Supplier Code of Conduct, which outlines expectations regarding Scope 3 and GHG emissions.

12%

reduction of Scope 3 carbon emissions in 2024 from the previous year across the Group.

5 For additional data and explanations on Scope 3 categories, please see the Appendix section at the end of this report.

Emissions progress (metric tonnes CO<sub>2</sub>e)





Our progress against SBTi-approved Scope 3 targets

As approved by the SBTi, we are targeting a 50% reduction in Scope 3 GHG emissions intensity per home passed by 2030, as well as a 50% reduction in absolute Scope 3 GHG emissions from the manufacture and use of customer premise equipment (CPE) by 2030 (from a 2019 baseline).

During 2024, we decreased Scope 3 emissions intensity per home passed by 35% compared to the 2019 base year. This is attributed to an overall reduction in Scope 3 emissions combined with a 17% increase in homes passed in 2024 compared to 2019. This demonstrates our ability to reduce our overall value chain emissions while simultaneously expanding the footprint of our business.

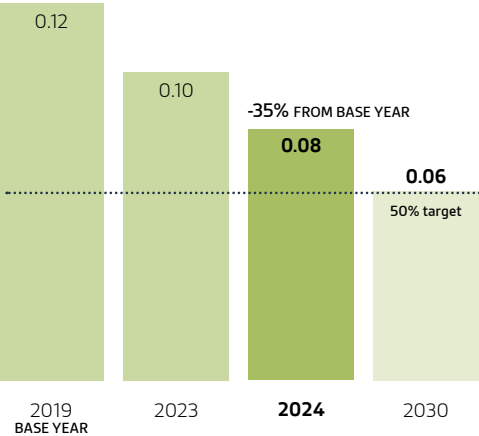
Emissions from the manufacture and use of our CPE decreased by 19% in 2024 compared to 2019. This reduction is attributed to increased deployment of newer, less carbon-intensive CPE, positively impacting emissions during both manufacturing and usage.

“Accurate data on our value chain emissions is vital for climate action. By understanding and addressing Scope 3 emissions, we can collaborate with suppliers to minimise environmental impacts and set meaningful goals for a sustainable future.”

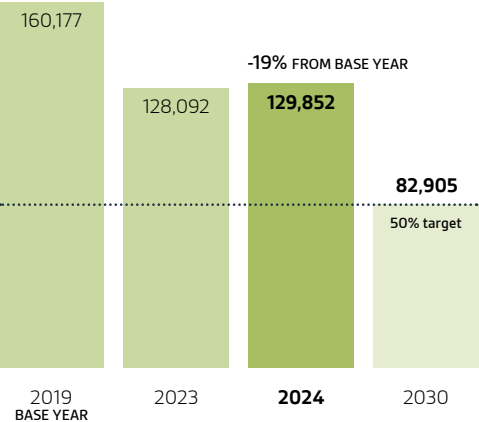


Adriana Mates,  
Director of ESG & Social Responsibility,  
Liberty Global

Emissions intensity (metric tonnes CO<sub>2</sub>e/home passed)  
Scope 3



GHG emissions from the manufacture and use of CPE (metric tonnes CO<sub>2</sub>e)  
Scope 3



CASE STUDY

Quantifying the end-to-end impact of our Mini TV Box

As part of our commitment to understanding and reducing Scope 3 emissions, we are looking to map the environmental impact of our products across their full life cycle. In 2024, we marked a key milestone in this effort by conducting our first life cycle assessment (LCA) for our Mini TV Box.

Verified by Carbon Trust, our LCA involved a rigorous process of measuring the TV Box’s carbon footprint across production, transport, usage, refurbishment and end of life. It considered the life cycle across

Liberty Global’s markets, taking into account geographical nuances, such as energy mix. What we found was that production and use are the largest emissions contributors, while practices such as using bulk transport packaging to ship devices from factory to warehouse significantly reduce emissions. With this insight, we are now equipped to identify areas for refining the Mini TV Box, driving our devices towards enhanced sustainability performance.



Mini TV Box, our first product with a verified LCA

# SMART ENERGY

Investing in energy efficiency and renewable energy solutions is a key facet of our Planet approach. By doing so, not only can we safeguard our business for the future, but we can also contribute to the growing green economy.

Currently, our network operations<sup>6</sup> are responsible for 93% of our overall electricity consumption. Across our network, we have identified several opportunities to enhance energy efficiency – for example, retiring more power-intensive legacy infrastructure, using intermittent radio sleep during peak periods and AI-powered radio switch-off during periods of low network traffic.

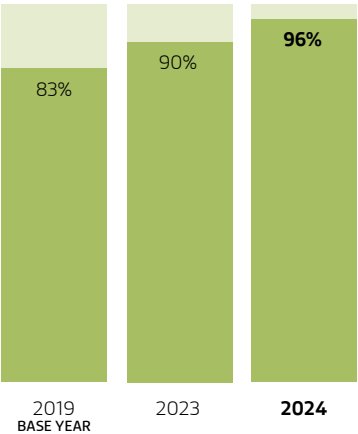
96%

renewable electricity achieved across the Group.

<sup>6</sup> Our total network electricity consumption includes fixed and mobile networks as well as data centres and technical sites required to operate the network infrastructure.

Another way we’re reducing the impact of our energy consumption is by increasing the amount of renewable electricity we use. During 2024, we procured 96% renewable electricity across our global operations.

Renewable electricity consumption (%)



## INVESTING IN CLEAN ENERGY WITH EGG GROUP

As a large consumer of energy, we are committed to pursuing more sustainable options for powering our operations. By doing so, not only can we reduce associated emissions, but we can also explore business ventures that are investing in more resilient energy options. Through our investments in egg Group, we’re supporting solutions, including renewable energy infrastructure and road transport electrification, that strengthen the clean energy ecosystem.

## Renewable energy infrastructure

During 2024, egg Power bought the project rights to a solar energy farm in Gloucestershire, UK. Once completed in late 2025, Rag Lane solar farm will have the capacity to produce peak renewable energy of 50 megawatts annually – enough to power 15,000 homes.

The renewable energy generated is intended to support power purchase agreements with our affiliate businesses. Through doing so, we both contribute to renewable energy production and promote cleaner energy use across the Liberty Global family by providing our businesses with a secure, predictable and cost-effective supply.

## Electrification of road transport

Believ – part of the egg Group platform and a 50:50 JV with Zouk Capital – is on a mission to deliver cleaner air for all. It installs, operates and maintains all speeds of publicly accessible charge points at zero cost to both public and business sectors. Believ uses 100% renewable energy as part of its overarching passion and commitment to minimising the effects of climate change.

The JV provides EV charging infrastructure so UK consumers who don’t have access to off-street parking can charge their vehicles in safe and easy-to-reach locations. To deploy this infrastructure at scale, Believ has engaged VMO2 as their build partner, using national scale infrastructure fulfilment capability to reduce disruption to installation works in local communities and accelerate delivery of charging networks. Believ’s aim is to become one of the most trusted charge point operators, contributing significantly to the UK’s wider aim of 300,000 charging points by 2030.

“We’re excited about the opportunities in the energy transition market which continue to accelerate. We invest in a number of clean energy businesses, each with incredible growth potential and the power to unlock new revenue streams.”



Luke Milner,  
CEO, Energy Transition, egg Group

Rag Lane will enable the supply of ~5% of Liberty Global Group’s and VMO2 JV’s UK power demand.



Believ rolling out fast EV chargers across the UK



# CIRCULARITY

We are playing our part in the circular economy, designing products for longevity, refurbishing and repurposing devices and actively reducing the amount of e-waste sent to landfill.

Our approach to circularity is embedded throughout the business and at every step of the product life cycle – from design to delivery and use, and right up to how we handle devices at their end of life.

NEARLY  
400,000

devices refurbished in 2024.

## CIRCULARITY OF OUR DEVICES

We strive to increase product refurbishment and redeployment while also periodically replacing legacy models with new, more energy-efficient alternatives. To help reduce e-waste and cut emissions linked to manufacturing and transport, we work with specialist refurbishment partners to extend the life of used products.

Devices are returned to dedicated facilities where they undergo a full assessment process – including cleaning, software updates and quality checks. If necessary, components are replaced and additional manufacturer testing is carried out to ensure performance standards are met. Once refurbished, products are redistributed – offering customers a reliable, high-quality experience while supporting a more circular approach to technology use.



## RE-THINK

We're committed to keeping products in use for longer through more sustainable models of reuse and refurbishment. In 2024, Liberty Blume, our business services company, created Re-Think, a business solution that supports a more circular economy by identifying and repurposing unused electronic equipment and core network infrastructure.

Working with a certified refurbishment partner, this equipment is refurbished to 'good-as-new' standards, rebranded and made available for reuse across global markets. This enables us to extend the life of devices, maximising their use while simultaneously offering them at a more affordable price. Starting 2024 with a pilot transaction, Re-Think has already enabled the refurbishment and resale of thousands of CPEs across Europe and Latin America, and in 2025 will be scaling up this circular initiative.



“Through Re-Think, we’re unlocking revenue for our partners, turning unused tech into untapped value. We’re bringing sustainability and commercial value together, reducing global e-waste, extending the life cycle of telecoms equipment and supporting the transition to a circular, low-carbon future.”



Manuel Alomar,  
Director, Re-Think Lead, Liberty Blume



# GLOBAL GREEN TRANSITION

Connectivity has the power to accelerate the transition to a more sustainable global society, bringing industries together with digital solutions that drive climate transition strategies.

Advancing climate-positive, tech-enabled innovations requires increasing amounts of data and reliable connectivity. That’s why, to support the Global Green Transition, we first need to work on reducing the environmental impact of our connectivity services. Across Liberty Global, we’re leveraging advanced technologies and AI-enabled solutions to advance a more efficient network that better serves customer needs and supports more sustainable outcomes for industries beyond our own.

## REDUCING OUR OPERATIONAL IMPACT

We’re harnessing digital solutions that advance our capabilities while driving sustainability progress. For example, Telenet and VodafoneZiggo use AI technology to analyse mobile network traffic, enabling them to adjust energy use according to current customer demand. We are also exploring energy storage solutions like hybrid supercapacitors to reduce reliance on traditional power sources and improve backup performance across our infrastructure.

VMO2 has partnered with EkkoSense, a global leader in AI-powered data centre optimisation software, to drive energy efficiency in 20 UK data centres. Using sensors to gather data in real time, EkkoSense’s AI software automatically adjusts thermal, power and capacity performance, optimising facility energy use. Similarly, in the UK and Belgium, we are harnessing Computer Vision, an AI-managed tool, to scan images of network builds for quality control. By leveraging this tool, we substantially reduce the need for manual inspections and truck rolls, allowing us to optimise resource use. Moreover, predictive maintenance could extend equipment lifespan by up to 20%.

## ENABLING A DIGITAL FOUNDATION FOR THE GREEN TRANSITION

As well as driving sustainability across our own network, we recognise the critical role connectivity can play in supporting a green transition across other sectors. As a foundational component of digital infrastructure, connectivity helps unlock technologies that support emissions reductions, circularity and smart resource management.

### CASE STUDY

#### Leveraging sustainable innovation across our investments – A Formula E case study

Now entering its 11<sup>th</sup> season, the ABB FIA Formula E World Championship serves as a testing ground for the development of EV technologies. In particular, the 2022/23 season marked a significant step forward with the introduction of the GEN3 racing car. The latest GEN3 Evo edition marks a significant leap in electric racing technology, with acceleration 0-60mph in 1.82 seconds. This new model is lighter, more compact and more energy efficient than its predecessors, and includes features such as dual powertrains and advanced energy regeneration systems, enabling the car to recover up to 40% of its energy output for reuse.

Sustainability considerations have been embedded across the GEN3 design and production process.

Suppliers are required to conduct LCAs of their components, and natural or recycled materials have been incorporated into tyres, batteries and bodywork.

By developing and testing new, more efficient EVs, Formula E is not only advancing its own environmental objectives but also providing a model for how the automotive sector more broadly can integrate sustainability into performance-led engineering.

~50%

of the energy the GEN3 car needs for a race is produced when it optimises its 600kW regenerative braking capacity during the race itself.



Formula E's GEN3 Evo car model



Progress

# WE GROW RESPONSIBLY

Progress lays a foundation of governance that instils ethical, transparent and responsible practices across our business. We recognise that, while making impact is good, impact that we can validate, communicate, scale and maintain is better.





# GOVERNANCE

We are committed to conducting our business with honesty, accountability and respect. We believe that the highest standards of corporate governance are essential to our business integrity and performance.

Across our People Planet Progress strategy, various internal governance bodies provide structured oversight of our agenda, reporting and progress. Sustainability considerations are also reflected in several elements of our business operations, including selection of our suppliers, strategic finance, and compensation, helping to align our actions with the long-term priorities of our company.

## ESG OVERSIGHT

A defined governance structure underpins our ESG oversight. At the Board level, we maintain two Committees that provide expertise and guidance for strategic ESG issues:

- **People Planet Progress Committee:** Assists with ESG initiatives, including reviewing material ESG strategies, objectives, contributions and risks.
- **Audit Committee:** Oversees financial reporting, internal controls, audit processes and related risks, including cybersecurity. Reviews ESG reporting and other operational risk areas with management.

At the management level, our People Planet Progress Council, comprising executive leaders and overseen by our CEO, provides direction for ESG efforts and alignment with overall business objectives. A DE&I Council of 19 cross-business senior leaders provides guidance on fostering a workplace culture that values diverse perspectives and promotes opportunity. The Council supports efforts to ensure our practices – from product development to partnerships and stakeholder engagement – reflect our commitment to excellence, innovation and a respectful, inclusive environment.





ESG-ALIGNED REMUNERATION

To encourage shared responsibility for ESG progress, we integrated our People Planet Progress program into our compensation. 2024 represented our third year of connecting the company’s bonus plan to our ESG performance, with People Planet Progress goals comprising part of our total bonus plan, supporting our commitment to sustainability and social progress.

SUSTAINABLE FINANCE

Our approach to finance reinforces our commitment to the People Planet Progress agenda. By leveraging financial instruments that are tied to our sustainability progress, we can simultaneously enhance financing terms while we advance against our People Planet Progress goals.

To support responsible financing practices and respond to evolving market expectations, we consider, where possible, the use of sustainable instruments when issuing or refinancing debt, based on market conditions. These may include various instruments on a market-by-market basis, for example:

- **Green instruments**, where proceeds are allocated to fund eligible green projects.
- **Sustainability-linked instruments**, which provide for adjustments to our borrowing rates based on the achievement, or non-achievement, of certain ESG KPIs.

78%

of 2024 financings across Liberty Global Group and our JVs were green or sustainable.

3-YEAR

track record of connecting employee remuneration to our ESG performance.

“Sustainable finance is an opportunity to use our balance sheet not only to drive better business outcomes, but also to support initiatives that align financial performance with long-term environmental outcomes.”



Nick Marchant,  
Managing Director Treasury,  
Liberty Global

All our Group entities and JVs currently have some form of sustainable financing in place; in fact, since 2022, the majority of our financings have been linked to sustainability. This approach not only fuels our ESG progress but also provides favourable business outcomes and enhances our reputation by offering access to diversified sources of liquidity. We aim to reflect our commitment to long-term value creation by thoughtfully integrating considerations around People Planet Progress in our capital structure, demonstrating our sustainability commitments to stakeholders while driving transparent, responsible progress against our goals.

CASE STUDY

Driving efficiency with green bond financing

In April 2024, VMO2 issued its second green bond, valued at €600 million.

It has allocated 84% of the proceeds to eligible green projects focused on enhancing energy efficiency across its fixed and mobile networks. Over the past four years, VMO2 has grown its fixed customer base and mobile data traffic while simultaneously reducing energy consumption and CO<sub>2</sub> emissions. Underpinned by its financing, the company remains strongly committed to operating its networks as efficiently

as possible, expanding 5G coverage and advancing its network rollout.

The remaining 16% of the proceeds were directed towards other energy-efficiency initiatives. One such project, the digital landline migration, is designed to replace traditional copper-based landlines with more efficient digital systems that can be maintained in the decades to come, require less energy to run and require less infrastructure maintenance.



# POLICIES AND RISK MANAGEMENT

We develop and maintain strong policies that guide our conduct and underpin our governance. At the same time, we are continuously enhancing our risk management approach, building our capabilities and knowledge to drive business resilience against climate-related impacts.

## RESPONSIBLE POLICIES

Liberty Global’s policies drive cross-organisational alignment on ethical, responsible practices while ensuring we remain aligned with recognised standards. These help us manage and communicate ESG risks and progress.

### Data privacy

Our data privacy strategy helps maintain trust among our customers and colleagues. We publicly detail our [Data Privacy Protection](#) approach, which is overseen by our Digital Confidence team. We also make sure every in-scope Liberty Global operating entity has a Data Protection Officer who oversees privacy and data protection issues.

### Ethical AI governance

AI has the potential to unlock new opportunities for business and society; however, if not used responsibly, it also brings risks in terms of safety and security. We maintain an internal AI policy that guides us in using AI responsibly and ethically. Our Ethical AI Committee oversees our efforts, providing a framework and practices for ensuring AI systems remain aligned to our values.

### Human rights

We are committed to respecting human rights throughout our value chain, as guided by our [Code of Conduct](#). We publish an annual [Modern Slavery Act Statement](#), in line with the UK’s Modern Slavery Act. We also maintain an [anti-discrimination, harassment and bullying policy](#), which outlines our expectations of all colleagues in building a culture of conscious inclusion and respect for everyone.

## Supply Chain

We seek to partner with those that share our commitment to ethical, responsible practices. Guided by our [Responsible Supplier Code of Conduct](#), we engage supply chain partners on driving responsible procurement practices. To assess ongoing progress, we leverage tools such as EcoVadis and the Joint Alliance for CSR (JAC) auditing for our top risk and spend suppliers.

## Whistleblowing

To ensure everyone feels confident reporting concerns of unethical behaviour, we maintain a dedicated third-party [whistleblowing hotline](#) as a mechanism for identifying, reporting and investigating breaches of our Code of Conduct.

## BENCHMARK PARTICIPATION

Driving transparency, accountability and continuous improvement in our ESG efforts, we regularly participate in internationally recognised benchmarking exercises, such as [CDP](#), [Corporate Sustainability Assessment \(CSA\)](#) and [Business for Societal Impact \(B4SI\)](#).

- **We have reported to CDP** – a leading environmental reporting and data disclosure standard – for 10 years. In 2023, we received a score of B while our 2024 score is under review.
- **The S&P Global CSA** helps companies evaluate the link between sustainability and their business strategies. We have participated since 2010 and, in 2024, received a score of 51/100 – up six points versus 2023.
- **B4SI** is the global standard for measuring and managing social impact. We are an active member of the B4SI network, where we learn best practices and benchmark our social efforts.

## BUILDING CLIMATE RESILIENCE AND PREPARING FOR CSRD

Across our business, we are establishing the foundations for compliance with incoming CSRD and other regulations, including with regard to climate-related risks and opportunities. Understanding the impact of climate change on our business is important to driving long-term operational resiliency and minimising our environmental footprint.

In line with the TCFD framework, we are enhancing climate risk management and disclosure. We have conducted a comprehensive assessment of our physical and transition climate risks, as well as climate-related opportunities, under three different time horizons and three different climate scenarios. To explore our climate risk assessment in detail, see our [2023 TCFD report](#).





# STRATEGIC PARTNERSHIPS

We collaborate to amplify our impact on people and the planet, leveraging Strategic Partnerships to drive collective progress in addressing complex global challenges and creating shared value.

Throughout 2024, we remained active members of [EcoVadis](#), [JAC](#) and the [United Nations Global Compact \(UNGC\)](#).

“We choose to partner with organisations that align with our values and play a pivotal role in advancing our ESG goals. These partnerships help us foster collaboration, share best practice and take collective action towards sustainable and responsible business practices.”



**David Feavearyear,**  
Managing Director, Procurement Services,  
Liberty Blume



## ECOVADIS

Through EcoVadis, the world’s most trusted business sustainability ratings and ESG compliance solution, we annually assess the sustainability performance of our key suppliers across the areas of environment, labour and human rights, ethics and sustainable procurement. The EcoVadis Corrective Action Plan function enables structured, transparent collaboration with suppliers to address ESG risks and drive measurable improvements.



## JAC

JAC exists to drive corporate social responsibility across information and communication technology supply chains through a targeted audit process. We joined JAC in 2023, helping to promote sustainability best practices across the international telecoms supply chain by sharing insights from onsite supplier audits.



**United Nations**  
Global Compact

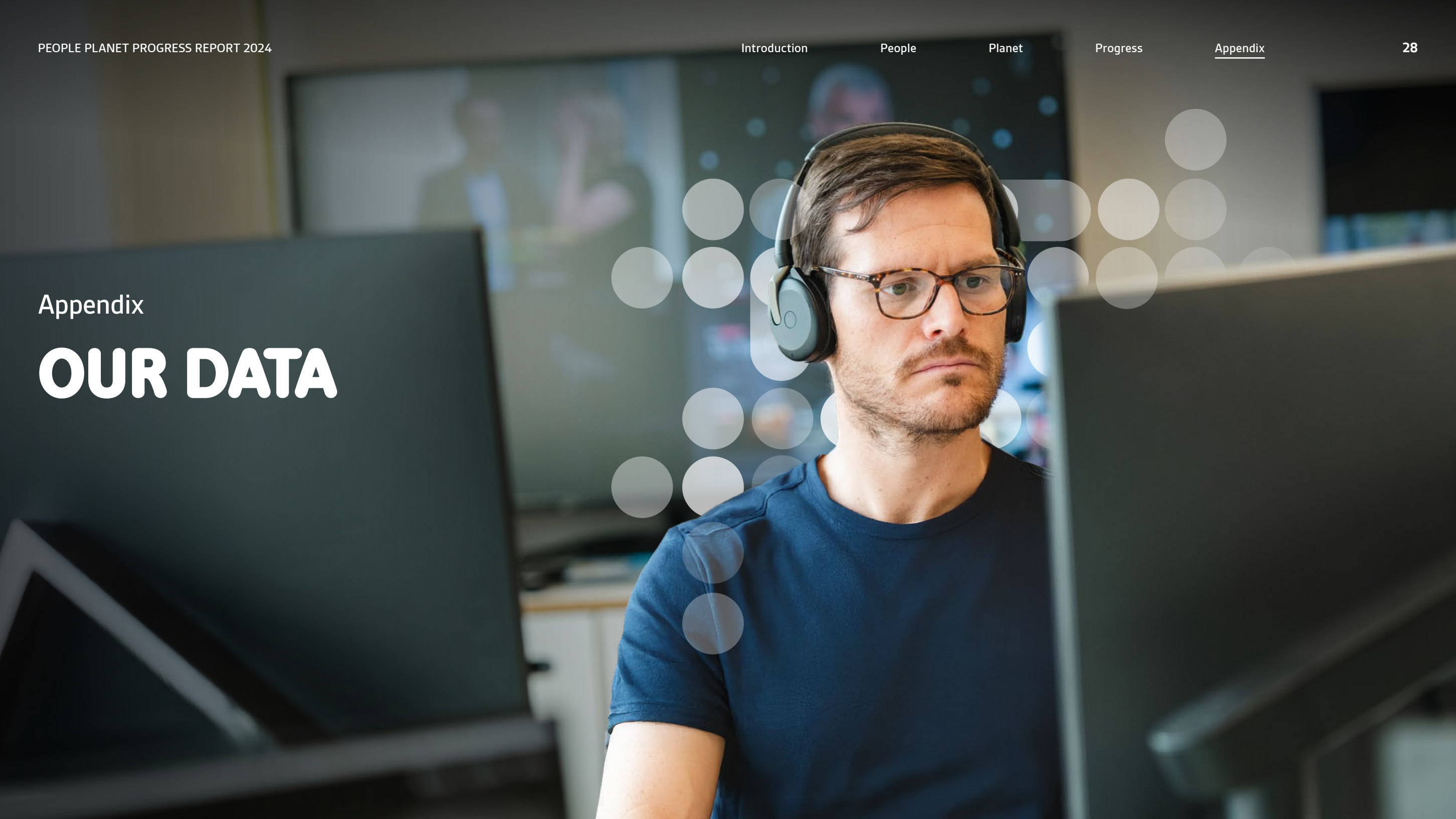
## UNGC

The UNGC is a voluntary initiative designed to support companies in aligning their strategies and operations with universal principles on human rights, labour, environment and anti-corruption. We have been a member since 2023, signalling our commitment to help advance societal goals.



Appendix

# OUR DATA





# INTRODUCTORY EXPLANATIONS TO OUR REPORTED FIGURES

We acknowledge that quantification of GHG emissions involves uncertainty, due both to limitations in scientific understanding of GHG measurement and to estimation or measurement variability arising from the methods and calculations used within that framework. As standards, frameworks and practices continue to evolve, the principles and methodologies used to measure and report GHG emissions may change based on market practice and regulation. We regularly review and refine our ESG reporting to ensure it reflects the most relevant and material information for our stakeholders. We aim to present data that is both transparent and decision-useful – helping stakeholders understand our performance, track progress over time and evaluate how we are managing key sustainability risks and opportunities.

The following tables for 2023 and 2019 on pages 29 to 34 have been restated. These restatements reflect methodological refinements implemented in 2024, as well as the correction of errors identified during the 2024 reporting cycle. Detailed information on the nature and scope of these adjustments is provided in the section titled ‘Prior-Period Restatements’ following the data tables.

In November 2024, we completed the spin-off of our Swiss operations (Sunrise), a transaction that resulted in a change to our organisational and operational boundaries. In accordance with our community investment and environmental reporting criteria, all data associated with Sunrise has been excluded for 2024, 2023 and 2019. This includes our total workforce data table.

Additionally, certain reported metrics – denoted with an asterisk (\*) – fall within the scope of KPMG LLP’s limited assurance engagement. For further details, please refer to the [KPMG Independent Limited Assurance Report](#), available on our website.

## COMMUNITY INVESTMENTS

We measure the impact of our community investment programmes using the globally recognised B4SI model (formerly known as London Benchmarking Group). This methodology records the inputs, outputs and positive community impacts of our investments in cash, time and in-kind contributions.

During 2024, our community investments totalled \$6.8 million\*, of which \$4.7 million was in the form of cash donations.

These figures cover our centralised Liberty Global Corporate functions and our consolidated European operations.

	Measure	2024	2023	2019
Total community investments	Million USD	6.8*	4.8	4.1
Cash	%	69%	55%	67%
Time	%	5%	11%	4%
In-kind	%	26%	34%	29%
Employee volunteering time	hours	10,581	15,551	4,370

TOTAL WORKFORCE AND BREAKDOWN BY EMPLOYEE CATEGORY

Measure		2024			2023			2019		
Workforce including outsourced employees (headcount, year end)										
Employees	Number	6,763			6,692			6,438		
Outsourced employees	Number	3,769			3,302			3,663		
Total	Number	10,532			9,994			10,101		
Employees by region and gender (headcount, year end) <sup>7</sup>		Men	Women	Total	Men	Women	Total	Men	Women	Total
North America	Number	52	39	91	57	40	97	60	63	123
Europe	Number	3,905	2,767	6,672	3,842	2,753	6,595	4,018	2,297	6,315
Total	Number	3,957	2,806	6,763	3,899	2,793	6,692	4,078	2,360	6,438
	%	59%	41%		58%	42%		63%	37%	
Employees by contract type (headcount, year end)										
Employees on permanent contracts	Number	6,530			6,464			6,073		
Employees on temporary contracts	Number	233			228			365		
Employees by employment type (headcount, year end)										
Employees in full-time employment	Number	6,404			6,355			6,062		
Employees in part-time employment	Number	359			337			376		
Employees by age group (headcount, year end)										
Employees under 30 years old	Number	1,216			1,229			1,172		
	%	18%			18%			18%		
Employees 30–50 years old	Number	4,157			4,104			4,259		
	%	61%			62%			66%		
Employees over 50 years old	Number	1,390			1,359			1,007		
	%	21%			20%			16%		

7 The headcount and gender number represented in this table apply to Liberty Global Group while the gender performance metrics in the Culture of Belonging section apply to Liberty Global Corporate only.



TOTAL WORKFORCE AND BREAKDOWN BY EMPLOYEE CATEGORY

Measure		2024	2023			2019				
Women in management										
% of management positions filled by women	%	32%	33%			29%				
% of executive positions filled by women	%	27%	24%			8%				
Employee training <sup>8</sup>										
Average training hours (hours per headcount)	Number	19	9			12				
Average training investment (currency per headcount)	USD	733	886			570				
Occupational health & safety (H&S)										
% of employees in own workforce covered by H&S systems	%	100%	100%			100%				
Work-related employee fatalities	Number	–	–			–				
Work-related non-employee fatalities	Number	–	–			–				
Work-related employee accidents	Number	82	51			71				
Work-related non-employee accidents	Number	–	–			–				
Rate of employee recordable work-related accidents	Number	8.09	2.99			4.12				
Cases of recordable work-related ill health	Number	–	17			39				
Lost days as a result of work-related accidents and ill health	Number	617	1,006.50			576				
New employee hires and employee turnover										
New employee hires by region and gender (headcount, year end)		Men	Women	Total	Men	Women	Total	Men	Women	Total
North America	Number	–	3	3	4	2	6	7	4	11
Europe	Number	629	437	1,066	681	527	1,208	519	369	888
Total	Number	629	440	1,069	685	529	1,214	526	373	899
Rate of new hires (percentage)	%	4%			18%			14%		
Rate of open positions filled by internal candidates	%	31%			42%			37%		

<sup>8</sup> We offer a variety of employee development programmes designed to upgrade and improve skills, including our leadership programmes, such as Fast Forward and Manage Forward, as well as sponsorship of qualifications in certain areas – including ACCA for Finance professionals or SQE for legal professionals.

TOTAL WORKFORCE AND BREAKDOWN BY EMPLOYEE CATEGORY

Measure		2024			2023			2019		
New employee hires by age group (headcount, % of total)										
Employees under 30 years old	Number	477			453			438		
	%	45%			37%			49%		
Employees 30–50 years old	Number	512			610			418		
	%	48%			51%			46%		
Employees over 50 years old	Number	80			151			43		
	%	7%			12%			5%		
Employee turnover by region (number of leavers, turnover rate by age)		Men	Women	Total	Men	Women	Total	Men	Women	Total
North America	Number	3	4	7	12	6	18	11	7	18
Europe	Number	592	436	1,028	1,021	492	1,513	533	402	935
Total	Number	595	440	1,035	1,033	498	1,531	544	409	953
Rate of employee turnover	%	15%			23%			15%		
Employee turnover by age group (number of leavers, turnover rate by age)		Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees under 30 years old	Number	305			306			248		
	%	29%			20%			26%		
Employees 30–50 years old	Number	571			917			589		
	%	56%			60%			62%		
Employees over 50 years old	Number	159			308			116		
	%	15%			20%			12%		
Employee performance reviews		Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees that participated in regular performance & career development reviews <sup>9</sup>	%	83%	78%	81%	n/a	n/a	90%	n/a	n/a	96%
Performance review per employee <sup>10</sup>	Number	1.08			n/a			n/a		
Reviews in proportion to the agreed number of reviews by management <sup>10</sup>	Number	1.08			n/a			n/a		
Collective bargaining coverage and social dialogue <sup>10</sup>										
Percentage of employees represented by collective bargaining agreements <sup>10</sup>	%	63%			n/a			n/a		
Percentage of employees represented by worker representation <sup>10</sup>	%	60%			n/a			n/a		

9 Our performance approach is based on having performance conversations on a continuum, with universal feedback, real-time goals and Connected Conversations. Connected Conversations are agile individual performance-based discussions designed to support continuous feedback and development. We have reported a split by gender for the first time in 2024.

10 We have reported this data for the first time in 2024.



GHG EMISSIONS

	Measure	2024	2023	2019
GHG emissions <sup>11</sup>				
Scope 1 emissions <sup>12</sup>	metric tonnes CO <sub>2</sub> e	10,359*	13,385	15,875
Scope 2 market-based emissions <sup>13</sup>	metric tonnes CO <sub>2</sub> e	1,056*	7,404	11,764
Scope 2 location-based emissions	metric tonnes CO <sub>2</sub> e	36,485*	40,551	48,189
Total Scope 1 & 2 market-based emissions	metric tonnes CO <sub>2</sub> e	11,415	20,789	27,639
Total Scope 1 & 2 location-based emissions	metric tonnes CO <sub>2</sub> e	46,844	53,936	64,064
Scope 3 emissions	metric tonnes CO <sub>2</sub> e	465,181	529,004	607,949
Total Category 5, 6 and 15 Scope 3 emissions <sup>14</sup>	metric tonnes CO <sub>2</sub> e	35,588*	39,565	64,616
Total Scope 1, 2 & 3 market-based emissions	metric tonnes CO <sub>2</sub> e	476,596	549,793	635,588
Total Scope 1, 2 & 3 location-based emissions	metric tonnes CO <sub>2</sub> e	512,025	582,940	672,013
Total Scope 1 & 2 market-based emissions per USD million of revenue <sup>15</sup>	metric tonnes CO <sub>2</sub> e/USD million of revenue	2.55*	4.87	6.61

11 For details on our organisational reporting boundaries, definitions, data collection and approval process, as well as data included and methodologies used to calculate and report emissions, please see our Liberty Global Ltd. Environmental Reporting Criteria 2024 document, located on our [website](#).

12 The decrease in Scope 1 emissions is primarily attributable to consumption of fossil fuels, fleet electrification, lower jet fuel as a result of maintenance during 2024 and a change in emission factors associated with SAF.

13 The decrease in Scope 2 market-based emissions is attributable to an increase in investments in renewable electricity combined with new strategic partnerships in data centre management.

14 We have received independent limited assurance over Total Scope 3 indirect emissions for Category 5, Category 6 and Category 15 for the year ended 31 December 2024. These categories are: (i) emissions arising from water and waste (Category 5), (ii) business air and land travel, including the use of employee-owned vehicles for business purposes, flights taken by employees and travel in rental cars, taxis and public transportation (Category 6), and (iii) our proportionate share of the Scope 1 and 2 market-based emissions from the joint ventures – VMO2, VodafoneZiggo and AtlasEdge (Category 15).

15 Total revenue is rebased to account for acquisitions and dispositions to align with similar adjustments made to our emissions. In addition, to mitigate the impact of foreign exchange rate fluctuations on our intensity metric, we have based all exchange to U.S. dollars on the average exchange rate for our 2019 base year.

16 The decrease in Category 1 and 2 emissions is attributable to decarbonisation initiatives by suppliers reflected in supplier emissions data, improvements in value chain data availability and recategorization of certain rental car and accommodation related expenses from Category 1 to Category 6.

	Measure	2024	2023	2019
Scope 3 GHG emissions by category <sup>11</sup>				
Category 1 and 2 – Purchased goods and services & capital expenses <sup>16</sup>	metric tonnes CO <sub>2</sub> e	278,395	337,433	355,596
Category 3 – Fuel- and energy-related activities not included in Scope 1 & 2	metric tonnes CO <sub>2</sub> e	13,311	18,483	18,566
Category 4 – Upstream transportation and distribution <sup>17</sup>	metric tonnes CO <sub>2</sub> e	3,809	9,661	13,491
Category 5 – Waste generated in operations	metric tonnes CO <sub>2</sub> e	238	246	161
Category 6 – Business travel <sup>18</sup>	metric tonnes CO <sub>2</sub> e	10,956	8,175	9,767
Category 7 – Employee commuting	metric tonnes CO <sub>2</sub> e	2,432	3,591	2,772
Category 8 – Upstream leased assets <sup>19</sup>	metric tonnes CO <sub>2</sub> e	2,779	1,453	1,597
Category 9 – Downstream transportation and distribution <sup>17</sup>	metric tonnes CO <sub>2</sub> e	3,028	–	–
Category 11 – Use of sold products <sup>20</sup>	metric tonnes CO <sub>2</sub> e	13,148	9,912	11,084
Category 12 – End-of-life treatment of sold products <sup>20</sup>	metric tonnes CO <sub>2</sub> e	37	13	8
Category 13 – Downstream leased assets <sup>21</sup>	metric tonnes CO <sub>2</sub> e	112,654	108,893	140,219
Category 15 – Investments <sup>22</sup>	metric tonnes CO <sub>2</sub> e	24,394	31,144	54,688
Scope 3 emissions	metric tonnes CO <sub>2</sub> e	465,181	529,004	607,949
Total Category 5, 6 and 15 Scope 3 emissions <sup>14</sup>	metric tonnes CO <sub>2</sub> e	35,588*	39,565	64,616

17 We have reported Category 9 – Downstream transportation and logistics – for the first time in 2024. As a result, we have recategorized certain expenses from Category 4 to Category 9 relating to downstream transportation and logistics.

18 The increase in travel emissions in 2024 is attributable to (i) the recategorisation of certain rental car and accommodation related expenses from Category 1 to Category 6, (ii) additional well-to-tank and transmission and distribution emissions driven from improved accuracy and completeness enabled by our new sustainability data management system reported for the first time in 2024, and (iii) additional for in-person meetings and conferences.

19 The increase in Category 8 – Upstream leased assets – is attributed to emissions related to EV energy consumption where we do not manage the energy supplier reported for the first time in 2024, and additional sites in our operations.

20 The increase in Categories 11 and 12 – Use of sold products and End-of-life treatment of sold products – is attributable to an expanded product offering in our markets, including solar panels offered by egg, as well as an increase in local emissions factors in Belgium.

21 The variance in emissions in Category 13 – Downstream leased assets – is mainly attributable to the increased roll-out of our less emissive CPE, the Mini TV Box, across our markets, as well as changes in local emissions factors for the electricity use of CPE in customer homes and a refinement in methodology for previous years’ data.

22 Emissions include our proportional share of the Scope 1 & 2 market-based emissions from the following joint ventures: VMO2, VodafoneZiggo and AtlasEdge. These three joint ventures represent 71% of our total investment portfolio. Over time, information for our other investments may become available. The decrease is mainly attributable to decarbonisation efforts made by VMO2 and VodafoneZiggo.

ENERGY CONSUMPTION

	Measure	2024	2023	2019
Non-renewable fuels				
Diesel (static + mobile)	GWh	15.14	20.78	32.76
Petrol (including hybrid vehicles)	GWh	9.60	11.00	6.65
Natural gas	GWh	7.87	8.21	11.26
Gas oil	GWh	–	0.03	0.98
Fuel oil	GWh	–	–	0.09
Jet fuel	GWh	5.74	9.11	4.59
Total non-renewable fuels	GWh	38.35	49.13	56.34
Sustainable fuels				
SAF	GWh	1.52	1.27	–
HVO	GWh	0.21	0.24	–
Total sustainable fuels	GWh	1.73	1.51	–
Total fuel consumption	GWh	40.08	50.64	56.34
Electricity				
Non-renewable electricity purchased	GWh	8.26	22.84	37.32
Renewable electricity purchased (0% emissions)	GWh	214.56	210.44	180.61
Onsite renewable electricity produced and consumed	GWh	0.75	0.52	0.21
Total electricity consumed	GWh	223.57	233.80	218.14
Percentage renewable electricity	GWh	96%	90%	83%
Total energy consumption <sup>23</sup>	GWh	263.65*	284.44	274.48

23 Represents the total energy consumption within our direct operational control from sustainable and non-renewable fuel, renewable and non-renewable electricity.

WASTE AND WATER

	Measure	2024	2023	2019
Waste and water <sup>24</sup>				
Total waste generated – reuse <sup>25</sup>	metric tonnes	0	307	333
Total waste generated – recycling (including CPE) <sup>26</sup>	metric tonnes	6,869	1,668	1,509
Total waste generated – incineration	metric tonnes	525	232	680
Total waste generated – landfill	metric tonnes	351	397	156
Total waste generated – composting	metric tonnes	56	42	111
Total waste generated	metric tonnes	7,801	2,646	2,789
% of waste recycled & reused	%	88%	75%	66%
Total water consumption	1,000 m³	41	45	55

24 For details on our organisational reporting boundaries, definitions, data collection and approval process, as well as data included and methodologies used to calculate and report emissions, please see our [Liberty Global Ltd. Environmental Reporting Criteria 2024](#) document, located on our website.

25 We have recategorised emissions related to refurbishment of products from Category 5 to Category 1 for the first time in 2024, as we no longer consider refurbishment a waste category.

26 The increase in our recycling is attributed to our new network infrastructure business in Telenet, not reported during 2023.



PRIOR PERIOD – RESTATEMENTS

As a result of the completion of the spin-off of Sunrise in November 2024, we have excluded all community investments, workforce, energy consumption, revenue and GHG emissions amounts associated with Sunrise for 2023 and 2019. Furthermore, energy and emission amounts have also been restated for the items described below. The impact of all of the restatements are reflected in the prior period restatement tables on [page 36](#).

Energy consumption has been restated for the following:

- a. Certain renewable electricity purchased in 2019 was reported as non-renewable energy due to an incorrect formula within our prior carbon accounting tool and has been corrected to report as renewable energy. This resulted in an increase of 151.06 GWh in our total renewable energy and a corresponding decrease of 151.06 GWh in our total non-renewable energy. This recategorisation does not affect total energy consumption.
- b. We have revised our definition of operational control over leased assets, and now report emissions for any leases where we do not hold any control or influence over the energy supplier under Scope 3, category 8 – Upstream Leased Assets. These emissions were previously reported in Scope 2. As a result, we have excluded from Scope 2 all energy consumption where we do not control the type of energy purchased. Our non-renewable energy for 2023 and 2019 decreased by 9.44 GWh and 8.17 GWh respectively.

Emissions have been restated for the following:

- a. Our 2023 and 2019 Scope 3 emissions associated with our downstream leased assets of CPE (Category 13) were increased by i) 22,376 metric tonnes CO<sub>2</sub>e and 23,973 metric tonnes CO<sub>2</sub>e respectively, attributable to additional well-to-tank (WTT) emissions factors driven from improved accuracy and completeness enabled by our new sustainability data management system, ii) 5,456 metric tonnes CO<sub>2</sub>e and 14,405 metric tonnes CO<sub>2</sub>e, respectively, attributable to a computational error and iii) 3,119 metric tonnes CO<sub>2</sub>e and 3,644 metric tonnes CO<sub>2</sub>e respectively, due to omitted data previously not reported.
- b. Certain sold products were erroneously excluded from our previous reporting resulting in understatements of our Scope 3 emissions associated with use of sold product (Category 11) and end of life treatment of sold products (Category 12). Including these products resulted in an increase to our 2023 Scope 3 Category 11 and Category 12 emissions of 6,439 metric tonnes CO<sub>2</sub>e and 5 metric tonnes CO<sub>2</sub>e, respectively. For 2019, our Scope 3 Category 11 and Category 12 emissions increased by 7,454 metric tonnes CO<sub>2</sub>e and 4 metric tonnes CO<sub>2</sub>e, respectively.
- c. We continue to build on the completeness of our reported emissions. In 2024, we added employee commuting from home to work sites for non-business purposes, including travel via public transportation and employee-owned vehicles (Category 7) to our reporting for the first time. For comparability, we adjusted our 2023 and 2019 reported emissions to include this category. As a result, our Scope 3 emissions associated with employee commuting for 2023 and 2019 were increased by 3,591 metric tonnes CO<sub>2</sub>e and 2,772 metric tonnes CO<sub>2</sub>e, respectively.
- d. The change in policy in respect of categorisation of leases (see note b in first column) has also been applied in determining the scope 1 and 2 market-based emissions for purposes of category 15. Comparative years have been restated accordingly. As a result, the data presented now also aligns to the publicly disclosed emissions from the joint venture. This resulted in a Scope 3 emissions decrease of 2,333 metric tonnes CO<sub>2</sub>e in 2023 attributable to VodafoneZiggo.

- e. As a result of redefining our definition of operational control over leased assets (see note b in the first column), emissions from certain electricity contracts associated with upstream leased assets have been excluded from Scope 2 and are now reported in Scope 3 Category 8. Our 2023 Scope 2 location-based and market-based emissions decreased by 1,287 metric tonnes CO<sub>2</sub>e and 1,363 metric tonnes CO<sub>2</sub>e, respectively. For 2019, our Scope 2 location-based and market-based emissions decreased by 1,404 metric tonnes CO<sub>2</sub>e and 1,545 metric tonnes, respectively.
- f. We continue to build on the completeness of our reported emissions. In 2024, we added upstream leased assets (Category 8) to our reporting for the first time. For comparability, we adjusted our 2023 and 2019 reported emissions to include this category. As a result, our Scope 3 emissions associated with upstream leased for 2023 and 2019 were increased by 1,453 metric tonnes CO<sub>2</sub>e and 1,597 metric tonnes CO<sub>2</sub>e, respectively.

PRIOR PERIOD – RESTATEMENTS (CONTINUED)

		Measure	As previously reported	As restated	As previously reported	As restated
Energy consumption			Year-ended December 31, 2023		Year-ended December 31, 2019	
Total fuel consumption		GWh	56.48	50.64	67.79	56.34
Total electricity consumption		GWh	411.02	233.80	369.66	218.14
Heating & cooling		GWh	4.97	–	0.19	–
Total energy consumption		GWh	472.47	284.44	437.64	274.48

		Measure	As previously reported	As restated	As previously reported	As restated
GHG emissions			Year-ended December 31, 2023		Year-ended December 31, 2019	
Scope 1 emissions		metric tonnes CO <sub>2</sub> e	15,144	13,385	18,086	15,875
Scope 2 market-based emissions		metric tonnes CO <sub>2</sub> e	9,284	7,404	16,066	11,764
Scope 2 location-based emissions		metric tonnes CO <sub>2</sub> e	46,684	40,551	54,404	48,189
Total Scope 1 & 2 market-based emissions		metric tonnes CO <sub>2</sub> e	24,428	20,789	34,152	27,639
Total Scope 1 & 2 location-based emissions		metric tonnes CO <sub>2</sub> e	61,828	53,936	72,490	64,064
Scope 3 emissions		metric tonnes CO <sub>2</sub> e	780,957	529,004	894,725	607,949
Total Category 5, 6 and 15 Scope 3 emissions		metric tonnes CO <sub>2</sub> e	43,509	39,565	66,536	64,616
Total Scope 1, 2 & 3 market-based emissions		metric tonnes CO <sub>2</sub> e	805,385	549,793	928,877	635,588
Total Scope 1, 2 & 3 location-based emissions		metric tonnes CO <sub>2</sub> e	842,785	582,940	967,215	672,013
Total Scope 1 & 2 market-based emissions per USD million of revenue		metric tonnes CO <sub>2</sub> e/USD million of revenue	3.34	4.87	4.68	6.61



# SUSTAINABILITY-LINKED LOANS

Sustainability-linked loans (SLLs) aim to facilitate the key role credit markets can play in encouraging borrowers to contribute to sustainability. The economic characteristics of SLLs vary depending on the borrower’s performance against predetermined sustainability objectives across certain ESG metrics. At Liberty Global, we consider SLLs a meaningful way to demonstrate our sustainability commitments to stakeholders and drive our performance both transparently and responsibly. The following is a summary of the SLL performance for our Virgin Media Ireland operation. Items denoted with a symbol (Δ) are within KPMG LLP’s independent limited assurance scope.

## ENERGY EFFICIENCY

We measure the energy efficiency of our networks by calculating the amount of electricity used by networks to transport customer data. An improvement in efficiency is defined by a year-on-year stabilisation or decrease in electricity consumption, while the data consumption of our customers continues to increase. We improve efficiency through capital investments, energy-saving initiatives, cooling innovations and deployment of AI to save energy in our networks.

In 2024, Virgin Media Ireland achieved a measured electricity intensity of 8.96<sup>Δ</sup> kWh/TB, which represents a 5.1% increase in energy efficiency compared to 2023.

## CARBON EMISSIONS

As part of our SBTi commitments and net zero plans, we also monitor the emissions in our operations. For Virgin Media Ireland, absolute Scope 1 and 2 location-based emissions are linked to the SLL.

In 2024, Virgin Media Ireland increased their Scope 1 emissions to 2,057<sup>Δ</sup> metric tonnes CO<sub>2</sub>e and decreased their Scope 2 location-based emissions to 7,513<sup>Δ</sup> metric tonnes CO<sub>2</sub>e. The absolute Scope 1 and Scope 2 location-based emissions of 9,569,942 kg CO<sub>2</sub>e represents a 14.1% decrease compared to 2023.

## EXTERNAL ASSURANCE

We engaged KPMG LLP to undertake independent limited assurance, reporting to Virgin Media Ireland, using the assurance standards ISAE (UK) 3000 and ISAE 3410, for the selected Scope 1 emissions, Scope 2 location-based emissions and electricity intensity that have been highlighted above with a Δ. KPMG LLP’s full statements are available on our website at [www.libertyglobal.com/impact/impact-documentation](http://www.libertyglobal.com/impact/impact-documentation). KPMG LLP has provided a conclusion over this selected data. The level of assurance provided for a limited assurance engagement is substantially lower than for a reasonable assurance engagement.

A summary of the work that they performed is included within their assurance report. Non-financial performance information and GHG quantification in particular are subject to more inherent limitations than financial information. It is important to read the GHG emissions and intensity information in the context of the full KPMG LLP limited assurance statement and our reporting criteria as set out in our updated Environmental Reporting Criteria available at [www.libertyglobal.com/impact/impact-documentation](http://www.libertyglobal.com/impact/impact-documentation).



