

# **Helios Towers plc (the “Company”)**

## **Terms of Reference: Audit Committee**

as adopted by the board of directors of the Company on 4 December 2025

References to the “**Committee**” shall mean the Audit Committee.

References to the “**Board**” shall mean the board of directors of the Company.

References to the “**Committee Chair**” shall mean the chair of the Committee.

References to the “**Committee Secretary**” shall mean the secretary of the Committee.

References to the “**Group**” shall mean the Company together with its subsidiary undertakings.

References to the “**Code**” shall mean the UK Corporate Governance Code, as amended.

### **1 Membership**

- 1.1** The Committee shall comprise at least three members. Members of the Committee shall be appointed by the Board, on the recommendation of the nomination committee in consultation with the Committee Chair.
- 1.2** All members of the Committee shall be independent non-executive directors at least one of whom shall have recent and relevant financial experience and competence in accounting or auditing or both and the Committee as a whole shall have competence relevant to the sector in which the company operates. The chair of the Board shall not be a member of the Committee but shall be invited to attend. If the board decides that a member of the Committee is no longer independent, that member will cease to be a member of the Committee.
- 1.3** Appointments to the Committee shall be for a period of up to three years, extendable by no more than two additional three-year periods, subject to the annual re-election of directors and provided the members continue to be independent.
- 1.4** The Board shall appoint the Committee Chair. In the absence of the Committee Chair and/or an appointed deputy, the remaining members present shall elect one of themselves to chair the meeting.

### **2 Secretary**

- 2.1** The Company secretary or his or her nominee shall act as the Committee Secretary and will ensure that the committee receives information and papers in a timely manner to enable full and proper consideration to be given to issues.

### **3 Quorum**

- 3.1** The quorum necessary for the transaction of business shall be two members of the Committee.
- 3.2** A duly convened meeting of the Committee at which a quorum is present shall be competent to exercise all or any of the authorities, powers and discretions vested in or exercisable by the Committee.

## **4 Attendance at Meetings**

- 4.1** Only members of the Committee have the right to attend Committee meetings. However, the finance director, head of internal audit and external audit lead partner will be expected to attend meetings of the Committee on a regular basis, and other non-members may be invited to attend all or part of any meeting as and when appropriate and necessary.
- 4.2** There should be at least one meeting a year, or part thereof, where the external and internal auditors attend without management present.

## **5 Frequency of Meetings**

- 5.1** The Committee shall meet between four and six times a year at appropriate intervals in the financial reporting and audit cycle and otherwise as required.
- 5.2** Outside of the formal meeting programme, the Committee Chair and, to a lesser extent, other Committee members, will maintain a dialogue with key individuals involved in the Company's governance, including the Chair of the Board, the Chief Executive Officer, the Chief Financial Officer, the external audit lead partner and the head of internal audit. External or internal auditors may request a meeting if they consider that one is necessary.

## **6 Notice of Meetings**

- 6.1** Meetings of the Committee shall be convened by the Committee Secretary at the request of any of its members or at the request of the external audit lead partner or Chief Financial Officer or head of internal audit if they consider it necessary. Meetings may be held in person, over the telephone or via video conference.
- 6.2** Unless otherwise agreed, notice of each meeting confirming the venue, time and date together with an agenda of items to be discussed, shall be forwarded to each member of the Committee, any other person required to attend and all other non-executive directors, no later than five working days before the date of the meeting. Supporting papers shall be sent to Committee members and to other attendees as appropriate, at the same time.
- 6.3** Notices, agendas and supporting papers can be sent in electronic form where the recipient has agreed to receive documents in such a way.

## **7 Minutes of Meetings**

- 7.1** The Committee Secretary shall minute the proceedings and decisions of all meetings of the Committee, including recording the names of those present and in attendance. The Committee Secretary shall also ascertain, at the beginning of each meeting, the existence of any conflicts of interest and minute them accordingly. If any conflicts of interest exist in relation to a particular member of the Committee on any particular issue, then such member of the Committee shall not participate or vote on the issue that gave rise to such a conflict of interest.
- 7.2** Draft minutes of Committee meetings shall be circulated promptly to all members of the Committee and to nominated recipients as soon as practicable after the meeting. Once approved, minutes should be circulated to all other members of the Board unless it would be inappropriate to do so in the opinion of the Committee Chair.

## **8 Annual General Meeting**

- 8.1** The Committee Chair should attend the annual general meeting of the Company (the “**AGM**”) to answer questions from shareholders on the Committee’s activities and responsibilities and should seek engagement with shareholders on significant matters related to their areas of responsibility.

## **9 Duties**

The Committee should carry out the duties below for the Company, major subsidiary undertakings and the group as a whole, as appropriate.

### **9.1 Financial Reporting**

- 9.1.1** The Committee shall monitor the integrity of the financial statements of the Company, including its annual, half-yearly and (for such time as the Company prepares them) quarterly reports, preliminary results announcements and any other formal announcement relating to its financial performance, and review and report to the Board on significant financial reporting issues and judgements which they contain having regard to matters communicated to it by the auditor. The Committee shall also (wherever practicable) review summary financial statements, significant financial returns to regulators and any financial information contained in certain other documents, such as announcements of a price sensitive nature.

- 9.1.2** In particular, the Committee shall review and challenge where necessary:

- (i) the consistency of, and any changes to, significant accounting policies and practices;
- (ii) the methods used to account for significant or unusual transactions where different approaches are possible and how they are disclosed;
- (iii) whether the Company has adopted appropriate accounting policies and made appropriate estimates and judgements, taking into account the views of the external auditor;
- (iv) the clarity and completeness of disclosure in the Company’s financial reports and the context in which statements are made;
- (v) all material information presented with the financial statements, such as the strategic report and the corporate governance statements relating to the audit and to risk management and internal control;
- (vi) compliance with accounting standards and legal and regulatory requirements;
- (vii) the reporting of related party transactions;
- (viii) the basis on which the Group has been determined to be a going concern;
- (ix) the basis and content of the Group’s viability statement;
- (x) any significant adjustments resulting from the audit;
- (xi) any misstatements reported to the Committee by the external auditor that individually or in aggregate have not been corrected and management’s

explanations as to why they have not been adjusted;

- (xii) any taxation issues, ensuring the responsible management of such issues;
- (xiii) any litigation matters; and
- (xiv) any other statements requiring Board approval which contain financial information first, where to carry out a review prior to Board approval would be practicable and consistent with any prompt reporting requirements under any law or regulation including the Financial Conduct Authority's UK Listing Rules or Prospectus Rules and Disclosure and Transparency Rules sourcebook. In so doing, the Committee will be cognisant of requirements under the Market Abuse Regulation.

**9.1.3** Where the Committee is not satisfied with any aspect of the proposed financial reporting by the Company, it shall report its views to the Board.

## **9.2 Narrative and Non-Financial Reporting**

**9.2.1** Where requested by the Board, the Committee should review the content of the annual report and accounts and advise the Board on whether, taken as a whole, it is fair, balanced and understandable, it addresses the requirements under the Code and it provides the information necessary for shareholders to assess the Company's position and performance, business model and strategy.

**9.2.2** Where requested by the Board, the Committee shall review the publication of non-financial information in the Annual Report and Accounts including, but not limited to, the Non-Financial Information Statement required under the Companies Act 2006, disclosures related to climate-related impacts, and any assurance activities associated with these disclosures.

## **9.3 Internal Controls and Risk Management Systems**

The Committee shall:

- 9.3.1** keep under review the effectiveness of the Company's internal financial controls systems that identify, assess, manage and monitor financial risks, and its internal control and risk management systems;
- 9.3.2** review any findings and recommendations of the external auditor, internal auditors and/or other parties in relation to internal controls, risk management and compliance and monitor progress in implementing any such findings and recommendations;
- 9.3.3** review and recommend to the Board for approval the statements to be included in the annual report concerning internal control, risk management and the viability statement; and
- 9.3.4** review the report on the effectiveness of the Company's internal control and risk management systems required to be included in the annual report, including the assessment of principal risks and emerging risks, including associated monitoring of performance against key climate-related metrics and any similar statement required to be included by the Company or its management in any document pursuant to applicable legislation, rules (including the Financial Conduct Authority's UK Listing Rules,

Prospectus Rules and Disclosure and Transparency Rules), and best practice and report on that review to the Board.

**9.3.5** Review the assessment and reporting of climate change-related risks and opportunities for relevance, effectiveness and completeness.

**9.3.6** The Committee shall support the Board in fulfilling its obligations under Provision 29 of the Code by reviewing and assessing the effectiveness of the Company's material internal controls, including financial, operational, reporting and compliance controls. The Committee shall provide the Board with assurance and an evidence-based assessment to enable the Board to make its annual declaration on the effectiveness of those controls in the Company's Annual Report.

#### **9.4 Compliance, Whistleblowing and Fraud**

The Committee shall:

**9.4.1** review the adequacy and security of the Company's arrangements for its employees and contractors to raise concerns, in confidence, about possible wrongdoing in financial reporting or other matters. The Committee shall ensure that these arrangements allow proportionate and independent investigation of such matters and appropriate follow up action and escalation to the Board as required;

**9.4.2** review the Company's procedures for detecting fraud;

**9.4.3** review the Company's systems and controls for the prevention of bribery and corruption, money laundering and receive reports on non-compliance;

**9.4.4** keep under review the adequacy and effectiveness of the Company's compliance function; and

**9.4.5** review the Group's significant insurance arrangements.

#### **9.5 Internal Audit**

The Committee shall:

**9.5.1** in consultation with the Chief Financial Officer and/or Chief Executive Officer of the Company, approve the appointment or termination of the head of the internal audit function and the terms of engagement of any external consultants for the purposes of internal audit;

**9.5.2** monitor and assess the role and effectiveness of the internal audit function, in the overall context of the Company's risk management system and the work of compliance, finance and the external auditor, and approve the annual internal audit plan;

**9.5.3** review and annually approve the internal audit charter ensuring that it is appropriate for the current needs of the organisation;

**9.5.4** review and approve the annual internal audit work plan to ensure it is aligned to the key risks of the business, and receive regular reports on work carried out. The Committee shall pay particular attention to the areas in which the work of the risk, compliance, finance, internal audit and external audit functions may be aligned or overlapping and shall oversee these relationships to ensure they are coordinated and operating

effectively to avoid duplication;

- 9.5.5** ensure there is open communication between the different functions and that the internal audit function evaluates the effectiveness of the risk, compliance and finance functions as part of its internal audit plan;
- 9.5.6** ensure that the internal audit function has unrestricted scope, the necessary resources and access to information to enable it to fulfil its mandate, and is equipped to perform in accordance with appropriate professional standards for internal auditors;
- 9.5.7** ensure internal audit has direct access to the Committee and Board chair where necessary and ensure internal audit has a reporting line which enables it to be independent from the executive and so able to exercise independent judgement;
- 9.5.8** where appropriate, meet separately with any of the executive directors without any other executive director being present;
- 9.5.9** ensure there is appropriate coordination between the internal audit function and the external auditors;
- 9.5.10** carry out an annual assessment of the effectiveness of the internal audit function and as part of this assessment:
  - (i) review and assess the annual internal audit work plan and budget and be advised of any delay in implementing the internal audit plan;
  - (ii) receive a report on the results of the internal auditor's work on a periodic basis (not less than once a year) and ensure appropriate action is taken on issues raised in such reports;
  - (iii) review and monitor management's responsiveness to the internal auditor's findings and recommendations to ensure that appropriate actions are taken;
  - (iv) meet with the head of internal audit at least once a year, without the presence of management to discuss their remit and any issues arising from the internal audits carried out; and
  - (v) monitor and review the effectiveness of the Company's internal audit function in the context of the Company's overall risk management system and consider whether an independent, third party review of processes is appropriate.
  - (vi) determine whether it is satisfied that the quality, experience and expertise of internal audit is appropriate for the business; and review the actions taken by management to implement the recommendations of internal audit and to support the effective working of the internal audit function;
- 9.5.11** consider whether an independent, third party review of internal audit effectiveness and processes is appropriate.

## **9.6 External Audit**

The Committee shall:

- 9.6.1** consider and make recommendations to the Board, to be put to shareholders for approval at the AGM, in relation to the appointment, re-appointment and removal of the Company's external auditor;
- 9.6.2** initiate and supervise a tender of the audit services contract at least once every ten years to enable the Committee to compare the quality and effectiveness of the services provided by the incumbent auditor with those of other audit firms; and in respect of such tender oversee the selection process and ensure that all tendering firms have such access as is necessary to information and individuals during the duration of the tendering process;
- 9.6.3** if an auditor resigns, investigate the issues leading to this and decide whether any action is required;
- 9.6.4** oversee the relationship with the external auditor including (but not limited to):
- (i) negotiate and agree their remuneration, whether fees for audit or non-audit services, and that the level of fees is appropriate to enable an effective and high quality audit to be conducted;
  - (ii) approval of their terms of engagement, including any engagement letter issued at the start of each audit and negotiate and agree the scope of the audit;
  - (iii) assessing annually their independence and objectivity taking into account relevant UK professional and regulatory requirements and the relationship with the auditor as a whole, including any threats to the auditor's independence and the safeguards applied to mitigate those threats, including the provision of any non-audit services;
  - (iv) satisfying itself that there are no relationships (such as family, employment, investment, financial or business) between the auditor and the Company (other than in the ordinary course of business) which could adversely affect the auditor's independence and objectivity;
  - (v) agreeing with the Board a policy on the employment of former employees of the Company's auditor, taking into account Section 2 of the FRC's Revised Ethical Standard 2019 and legal requirements, and monitoring the implementation of this policy;
  - (vi) monitoring the auditor's process for maintaining independence, compliance with relevant ethical and professional guidance on the rotation of audit partners, the level of fees paid by the Company compared to the overall fee income of the firm, office and partner and other related requirements;
  - (vii) assessing annually the qualifications, expertise and resources of the auditor and the effectiveness of the audit process, which shall include a report from the external auditor on its own internal quality procedures. This shall include considering key audit firm and network level controls relied upon by the external auditor to address identified risks to audit quality, and obtaining an understanding of findings from internal and external inspections of the audit and the audit firm, and how they are being addressed.

- (viii) seeking to ensure co-ordination with the activities of the internal audit function; and
  - (ix) evaluating the risks to the quality and effectiveness of the financial reporting process and consideration of the need to include the risk of the withdrawal of the Company's present auditor from the market in that evaluation.
- 9.6.5** develop and recommend to the Board the Company's formal policy on the provision of non-audit services by the auditor, taking into account relevant ethical guidance regarding the provision of non-audit services by the external auditors, including approval of non-audit services by the Committee and specifying the types of non-audit service to be pre-approved, and assessment of whether non-audit services have a direct or material effect on the audited financial statements. The policy should include consideration of the following matters:
- (i) threats to the independence and objectivity of the external auditor and any safeguards in place;
  - (ii) the impact this may have on the independence of the external auditor, taking into account the relevant regulations and ethical guidance in this regard, with any improvements or actions required being reported by the Committee to the board;
  - (iii) the nature of the non-audit services;
  - (iv) whether the external audit firm is the most suitable supplier of the non-audit service;
  - (v) the fees of the non-audit services, both individually and in aggregate, relative to the audit fee; and
  - (vi) the criteria governing compensation.
- 9.6.6** meet regularly with the external auditor (including once at the planning stage before the audit and once after the audit at the reporting stage) and at least once a year, without management being present, to discuss the auditor's remit and any issues arising from the audit;
- 9.6.7** review and approve the annual audit plan and ensure that it is consistent with the scope of the audit engagement, having regard to the seniority, expertise and experience of the audit team; and
- 9.6.8** review the findings of the audit with the external auditor. This shall include but not be limited to, the following:
- (i) a discussion of any major issues which arose during the audit;
  - (ii) the auditor's explanation of how the risks to audit quality were addressed;
  - (iii) key accounting and audit judgements and estimates;
  - (iv) the auditor's view of their interactions with senior management; and
  - (v) levels of errors identified during the audit.
- 9.6.9** be responsible for ensuring the resolution of any disagreements between management



and the external auditor regarding financial reporting;

- 9.6.10** review any representation letter(s) requested by the external auditor before they are signed by management;
- 9.6.11** review the management letter and management's response to the auditor's findings and recommendations; and
- 9.6.12** review the effectiveness of the external audit process, taking into consideration relevant UK professional and regulatory requirements, and including an assessment of the quality of the audit, the handling of key judgements by the auditor, and the auditor's response to questions from the Committee.

## **10 Reporting Responsibilities**

- 10.1** The Committee Chair shall report formally to the Board on its proceedings after each meeting on all matters within its duties and responsibilities and shall also formally report to the Board on how it has discharged its responsibilities. This report shall include:
  - 10.1.1** the significant issues that it considered in relation to the financial statements (required under paragraph 9.1.1) and how these were addressed;
  - 10.1.2** its assessment of the effectiveness of the external audit process (required under paragraph 9.6.12) and its recommendation on the appointment or reappointment of the external auditor;
  - 10.1.3** information on any improvement or action that is required in relation to the approval of the supply of non-audit services by the external auditor (see paragraph 9.6.5); and
  - 10.1.4** any other issues on which the Board has requested the Committee's opinion.
- 10.2** The Committee shall make whatever recommendations to the Board it deems appropriate on any area within its remit where action or improvement is needed.
- 10.3** The Committee shall compile a report on its activities to be included in the Company's annual report. The report should include:
  - 10.3.1** a summary of the role and work of the Committee;
  - 10.3.2** how the Committee's composition requirements have been addressed, and the names and qualifications of all members of the Committee during the period, if not provided elsewhere;
  - 10.3.3** the number of Committee meetings;
  - 10.3.4** how the Committee's performance evaluation has been conducted;
  - 10.3.5** an explanation of how the Committee has addressed the independence and effectiveness of the external audit process and the approach taken to the appointment or re-appointment of the external auditor, and information on the length of tenure of the current audit firm and when a tender was last conducted;
  - 10.3.6** an explanation of how the Committee has assessed the effectiveness of internal audit and satisfied itself that the quality, experience and expertise of the function is appropriate for the business;

- 10.3.7** advance notice of any plans to retender the external audit;
  - 10.3.8** the significant issues that the Committee considered in relation to the financial statements and how these issues were addressed, having regard to matters communicated to it by the auditor;
  - 10.3.9** any other issues on which the Board has requested the Committee's opinion;
  - 10.3.10** if the external auditor provides non-audit service, an explanation of how auditor objectivity and independence are safeguarded;
  - 10.3.11** a statement of compliance with the provisions of the Statutory Audit Services for Larger Companies Market Investigation (Mandatory Use of Competitive Tender Processes and Audit Committee Responsibilities) Order 2014 and an explanation when a tender is expected to take place and why this is in the interests of the Company's members where there has not been a competitive tender within the previous five financial years;
  - 10.3.12** the nature and extent of interaction (if any) with the FRC's Corporate Reporting Review team, and where the Company's audit has been reviewed by the FRC's Audit Quality Review team, the Committee should discuss the findings with the auditors and consider whether any of those findings are significant and, if so, make disclosures about the findings and the actions they and the auditors plan to take, with the exception of the audit quality category; and
  - 10.3.13** any and all other information requirements set out in the Code.
- 10.4** In compiling the reports referred to in 10.1 and 10.3, the Committee should exercise judgment in deciding which of the issues it considers in relation to the financial statements are significant, but should include at least those matters that have informed the Board's assessment of whether the Company is a going concern and the inputs to the Board's assessment of prospects and longer term viability statement. The report to shareholders need not repeat information disclosed elsewhere in the annual report and accounts but could provide cross-references to that information.
- 10.5** The Committee shall assist the directors of the Board in discharging their duty:
- 10.5.1** to confirm in the annual report that they have carried out a robust assessment of the principal risks facing the Company, and explain how those risks are being managed or mitigated;
  - 10.5.2** to state whether they have a reasonable expectation that the Company will be able to continue in operation and meet its liabilities as they fall due over a stated period of assessment, explaining why they consider that period to be appropriate.
- 11 Other Matters**
- The Committee shall:
- 11.1** have access to sufficient resources in order to carry out its duties, including access to the company secretariat for assistance as required;
  - 11.2** be provided with appropriate and timely training, both in the form of an induction programme for new members and on an ongoing basis for all members;

- 11.3** give due consideration to laws and regulations, including the general duties of directors set out in the Companies Act 2006, the provisions of the Code and the requirements of the Financial Conduct Authority's UK Listing Rules, Prospectus and Disclosure and Transparency Rules and any other applicable rules, as appropriate;
- 11.4** be responsible for co-ordination of the internal and external auditors;
- 11.5** oversee any investigation of activities which are within its terms of reference;
- 11.6** work and liaise as necessary with all other Board committees, taking particular account of the impact of any risk management and internal controls delegated to different committees;
- 11.7** at least once a year, review its own performance and review its constitution and terms of reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Board for approval; and
- 11.8** make publicly available its terms of reference and the Audit & Assurance Policy, explaining clearly the role of the Committee and the authority delegated to it by the Board.

## **12 Authority**

The Committee is authorised to:

- 12.1** investigate any activity within its terms of reference;
- 12.2** seek any information it requires from any employee of the Company in order to perform its duties;
- 12.3** obtain, in accordance with the relevant Company guidelines and at the Company's expense, independent legal, accounting or other professional advice on any matter it believes it necessary to do so;
- 12.4** call any employee to be questioned at a meeting of the Committee as and when required; and
- 12.5** have the right to publish in the Company's annual report details of any issues that cannot be resolved between the Committee and the Board.