

Eurofiber ESG report 2024

Reducing our footprint, growing our contribution

www.eurofiber.com

 **eurofiber** 25
years

This report reflects our progress on our Environmental, Social and Governance Strategy and is verified by FIRA Sustainability. We also share our performance through platforms like Key ESG, GRESB, and Ecovadis.

Formal name	Eurofiber Nederland B.V.
Chamber of Commerce number	34134377
Website	www.eurofiber.com www.eurofibercloudinfra.com
Contact person	Jeroen Kanselaar Manager ESG jeroen.kanselaar@eurofiber.com
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25 years of Eurofiber

From niche to norm:
Eurofiber was founded in
2000 as a challenger to
the established order in the
telecom industry.

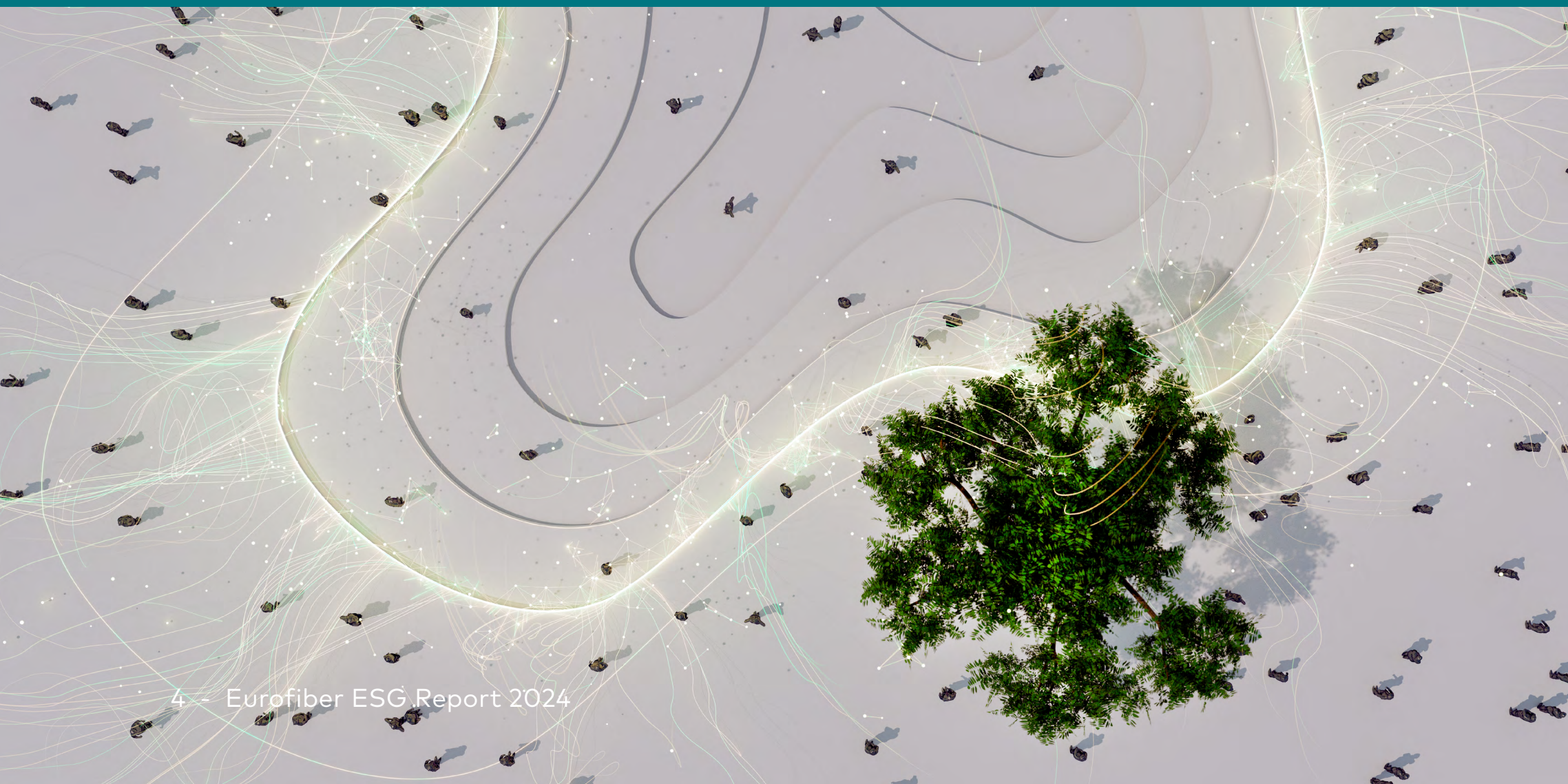
At that time, operators used their telecom networks, mostly copper or coaxial cables, to offer only their own software and telecom solutions. This kept customers tied to a single provider, while networks remained closed to others. We took a different path. Believing that freedom of choice is the foundation of innovation, progress, and prosperity, Eurofiber pioneered the concept of an open network. This approach allows our customers to choose the services, applications, and providers that best meet their needs, enabling them

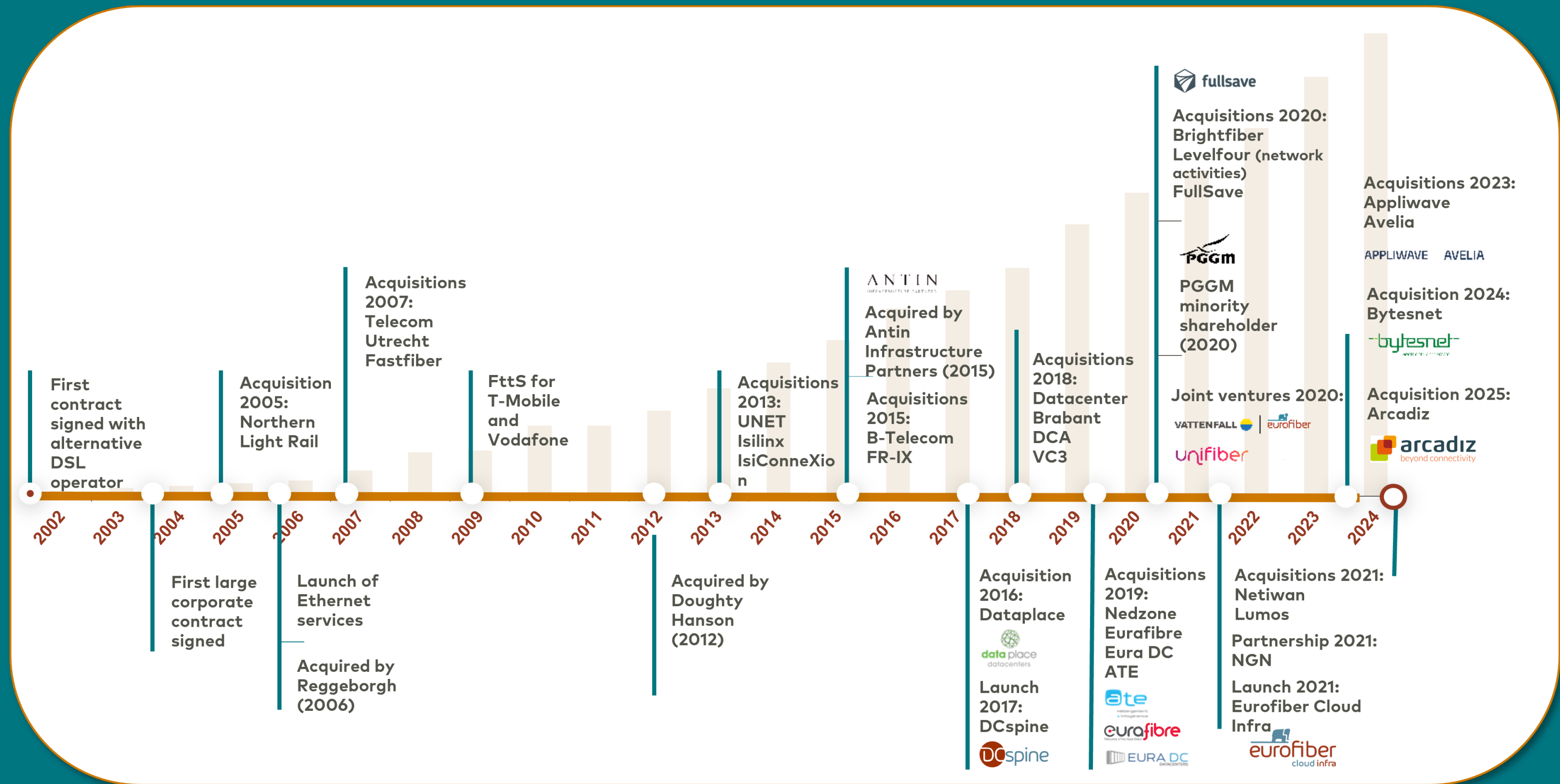
to fully tap into the innovation potential of digital transformation.

Today, open access is the norm, and we have grown from a start-up into a leading European provider of digital infrastructure for connectivity and cloud solutions.

Our extensive network – spanning approximately 76,000 km - and 11 data centers are integral to the critical infrastructure in the countries where we operate. In the Netherlands, we have established ourselves as the market leader in business fiber optic connections.

At the same time, we have kept our 'challenger mentality.' This spirit continues to drive us forward, and we remain at the forefront of sustainability, diversity, and advanced network security in Europe.







Our role in society

Our impact reaches far beyond the digital infrastructure sector. Every day, Eurofiber plays an essential role in ensuring the smooth operation of thousands of businesses, hospitals, care institutions, energy companies, government organizations, and mobile providers.

Vital Infrastructure for society

In 2018, the Dutch government recognized Eurofiber as a provider of vital infrastructure; a designation reserved for only a few in the telecom sector. This official status highlights our critical role in maintaining essential services for hospitals, government agencies, and other key organizations. It also guarantees direct government support during emergencies, reinforcing our commitment to safeguarding reliable connectivity across the Netherlands.

Reliability is our foundation

As climate change intensifies, the energy transition accelerates, and geopolitical tensions grow, the need for bold, forward-looking solutions has never been greater. We see these challenges as a call to action. Robustness, resilience, and security underpin all our networks, data centers, and services. Through a strong ecosystem of partners, we drive innovation in sustainability and cybersecurity. For example, we are part of a consortium of seven Dutch companies developing a modular, sustainable, and secure-by-

design edge computing concept, with support from the government. This new model is set to significantly lower energy consumption across cooling, computing, and data flows. In cybersecurity, we are pioneering new protections based on quantum technology, ensuring a secure future for all.

Guided by our values

At Eurofiber, our core values - excellence, collaboration, freedom, and dynamism - are the foundation of how we work and grow.

Excellence drives us to continually improve - for our customers, our communities, and the environment. Collaboration lies at the heart of our partnerships with governments, businesses, and industry organizations as we develop secure, responsible, and sustainable digital infrastructure. Freedom empowers our people to think differently, take initiative, and bring innovative ideas that support progress. And dynamism allows us to adapt swiftly in a changing world, turning challenges into opportunities for innovation, growth, and positive impact on society and the planet.

A broader responsibility

As part of Europe's digital infrastructure, Eurofiber embraces a broader societal role. We believe that true growth is sustainable — benefiting our organization, our employees, and the communities we serve.

We act on this belief by embedding sustainability across our operations, fostering an inclusive work environment, and supporting innovations that contribute to the energy transition and a lower environmental impact.

Social responsibility is an equally important part of our mission. We actively engage in social networks, consultative bodies, and industry organizations, contributing to a connected and inclusive digital society. We also encourage our employees to make a difference locally, offering two extra days per year for volunteer activities that benefit society.

Our ESG Commitment

Our ambition is clear: to build a connected, sustainable, and resilient future — for our organization, our employees, and society at large. This commitment is underpinned by the principles that guide our Environmental, Social, and Governance (ESG) efforts.

To ensure we continue to lead by example, we have formalized our approach through our ESG Declaration, which anchors our social and environmental responsibility and sets the foundation for our ongoing efforts.

The scope for this declaration covers the operation and maintenance of fiberoptic networks by Eurofiber in The Netherlands, Belgium, France and in Germany.

Rental of datacenter space, ICT services related to connectivity and datacenters by Eurofiber Cloud Infra in The Netherlands and Eurofiber DC and ATE in France. Where topics, data, or performance indicators apply only to specific business units or countries within the Eurofiber Group, this is explicitly stated in the relevant section.



ESG Declaration

Scope for CSR Register

Operation and maintenance of fiberoptic networks by Eurofiber Nederland B.V. in The Netherlands and Eurofiber N.V. in Belgium. Rental of datacenter space, ICT services related to connectivity and datacenters by Eurofiber Cloud Infra B.V. in The Netherlands. Operation of fiberoptic networks and datacenter services in France by Eurofiber France SASU through its entities Avenir Telematique SAS (ATE) and Eurofiber DC SASU. Operation and development of fiberoptic infrastructure in Germany by Eurofiber Netz GmbH, primarily in the Berlin metropolitan area. Where topics, data, or performance indicators apply only to specific business units or countries within the Eurofiber Group, this is explicitly stated in the relevant section.

Our Commitment

As Eurofiber we recognize the importance of social responsibility and we are dedicated to ensure the interest of our clients, employees, shareholders and society through practical practices on Environmental, Social and Governance (ESG).

We subscribe to the principles of social responsibility. We commit to:

- **Accountability:** be accountable for our impacts on society, the economy and the environment;
- **Transparency:** be transparent in our decisions and activities that have impact on society and environment;
- **Ethical behavior:** engage in ethically behavior at all times;
- **Respect for stakeholder interest:** respect, consider and respond to the interest of our stakeholders;
- **Respect the rule of law:** accept that respect for the rule of law is mandatory;
- **Respect for international norms of behavior:** respect international norms of behavior, like freedom of association for our employees, while adhering to the principle of respect for the rule of law;
- **Respect for human rights and labor rights:** respect human rights and recognize both their importance and their universality, and we shall not benefit from modern slavery and forced labor.

We commit to inventory our material ESG issues, establish clear objectives and targets, develop and maintain social responsibility programs and management systems, and dedicate sufficient resources to respond to these principles. Management and employees are expected to contribute to this policy.

We will review our values, ESG strategy and performance annually to ensure that our commitments are in line with our forward thinking.

We will work with the CSR Register to provide our clients with reliable data on our ESG programs.

Maarssen, The Netherlands

Eric Kuisch
Chief Operating Officer

Our 2024 Highlights



Ecovadis Platinum



**SBTi Net-Zero
Targets approved**



-8,084 tons CO₂
reduction since 2021



1,938 CPEs refurbished
customer devices since 2017



80%
renewable energy
powering our operations



96%
fully carbon-free electricity
across the Eurofiber Group



84% of hospitals
connected in the
Netherlands



74% of universities
connected in the Netherlands



7,600 hours
available for employee
volunteering



93.6%
of Eurofiber Group employees
with permanent contract



27% women
in total workforce



25.5% women
in management



Top Employer
2024 Certified

ESG Program

Reducing our footprint, growing our contribution.

We focus on creating positive impact while working to minimize the footprint we leave behind. Our program reflects our commitment to addressing the complex environmental, social, and ethical challenges of our time.

Aligned with the UN Sustainable Development Goals, we outline the policies, actions, and certifications that guide our efforts toward responsible and sustainable growth.



Pillar 1: Environmental impact

Environment

We're working with our stakeholders to reach net zero by 2040. Our CO₂ reduction targets are validated by the Science Based Targets initiative and aligned with the 1.5°C pathway of the Paris Agreement.



Pillar 2: Social impact

Labor practices

Eurofiber is committed to creating an inspiring, inclusive workplace where everyone feels valued for who they are. We want to encourage growth, and the freedom to shape one's own role, regardless of gender, background, or identity.

Beyond our walls, we're dedicated to acting responsibly in the communities we serve.



Pillar 3: Governance

Fair practices

We build on transparency, accountability, and ethical choices. We hold ourselves, and our partners, to high ethical standards.

Consumer issues

We protect our digital infrastructure, safeguard data, and explore technologies like quantum computing to keep our network future-ready.

Climate & Energy

ISO 26000 Class : Climate Change



Circular Economy

ISO 26000 Class : Sustainable resource use

Inclusive Company

ISO 26000 Class : Discrimination & vulnerable groups



Safe and Healthy Workplace

ISO 26000 Class : Health and safety at work



Career Development

ISO 26000 Class : Human development



Sustainable Procurement

ISO 26000 Class : Promoting social responsibility



Contracts and Social Obligations

ISO 26000 Class: Employment relationships

Data Protection

ISO 26000 Class : Consumer data protection



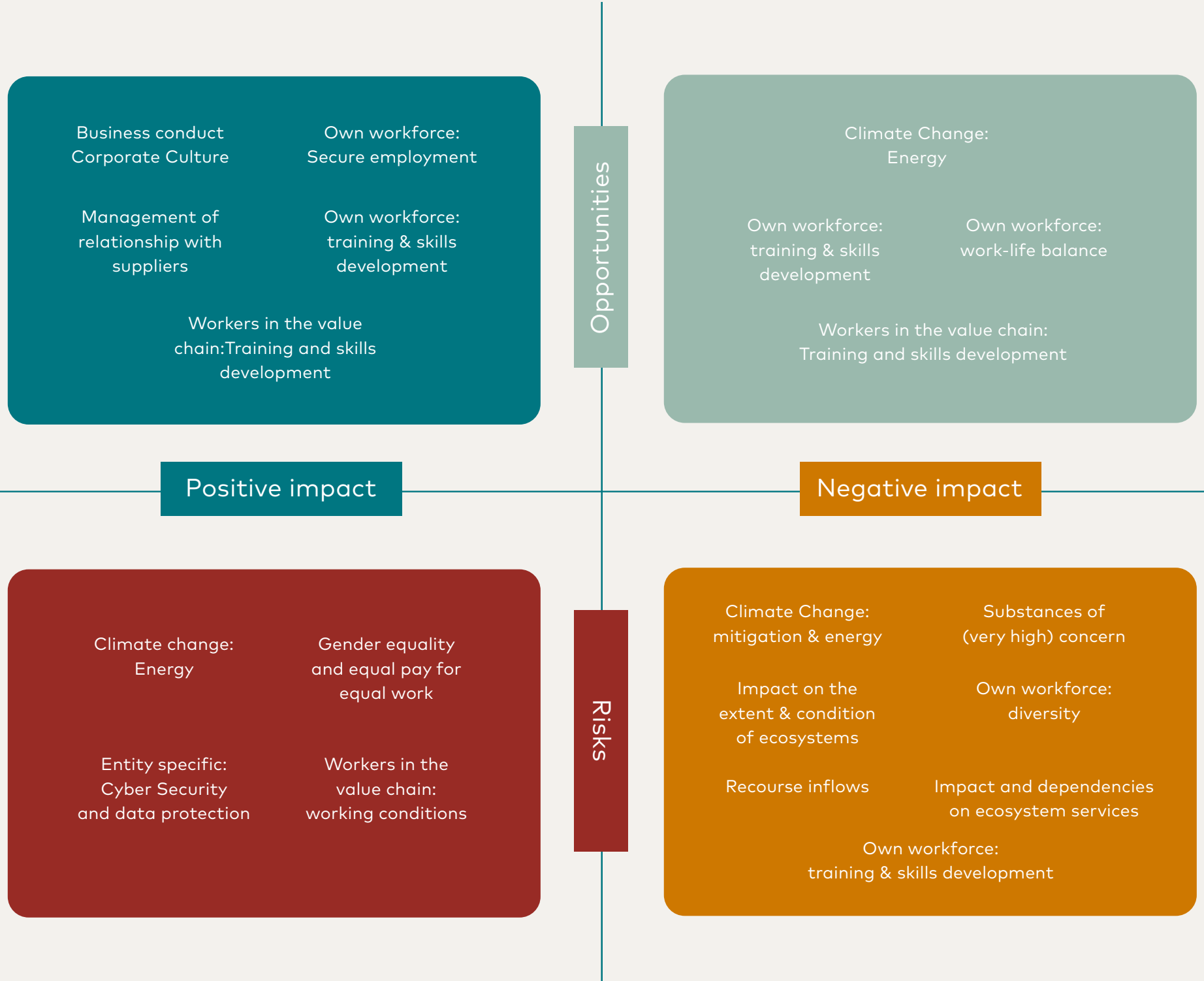
Our Impact Matrix

Every action we take as a company has a ripple effect; on people, on the planet, and on our future.

To understand where we carry the most responsibility, and where risks may affect us in return, we looked at our organization from different angles.

We considered what matters to our customers, colleagues, partners, and other stakeholders we work with. And we reflected honestly on where our actions can do the most good - and where we still have work to do.

This matrix brings those insights together. It helps us stay clear on what deserves our focus. We performed this double materiality analysis as defined in the European Sustainability Reporting Standards (ESRS 1 and ESRS 2).



Environmental Impact

Through climate actions and collaboration with our stakeholders, we are paving the path to become a net-zero company.



Environment



Climate & Energy

We continuously reduce our climate impact with energy efficiency related to fiber network operations and data centers. Including transport, mobility, and use of renewable energy.

Ambition

Our ambition is to become a net-zero company in 2040. In 2024 Eurofiber Group's Net-Zero CO₂ reduction targets have been approved by the Science Based Targets initiative (SBTi) and are therefore in line with the insights to keep global warming below 1.5 degree Celsius as agreed in the Paris Agreement. Our target is to reduce absolute scope 1 and 2 GHG emissions 100% by 2030 and our scope 3 emissions in 2030 by 50% and in 2040 by 100% from a 2021 base year. Eurofiber commits to increase active annual sourcing of renewable electricity from 95% in 2021 to 100% by 2025 and to continue active annual sourcing of 100%.

Goals

- Commitment to Science Based Targets: Eurofiber is committed to the race-to-zero, an initiative of Science Based Targets, whereas scope 1 and scope 2 in 2030, and scope 3 in 2040.

- Electrical cars: As from 2022 Eurofiber only offers electrical cars in The Netherlands and Belgium to phase out all fossil versions.
- Eurofiber Business Units ISO 14001 certified: All Eurofiber Business Units in The Netherlands and Belgium are certified for the Environmental management system ISO 14001. Our datacenters in The Netherlands have an ISO 50001 certificate in addition. This to proof environmental legal compliance, insight in environmental and energy aspects and actions to improve.
- Compensate unavoidable flights: Eurofiber limits flying and compensates the carbon emissions of unavoidable flights, which are booked via the central booking system.
- 100% Green power: Eurofiber buys 100 percent renewable electricity for its offices, datacenters and point of presence (POP) locations, in the Netherlands, Belgium and Germany. A main part of the energy purchased in France also has renewable sources.

Energy and CO₂ reduction by climate proof design

Eurofiber has set targets to reduce CO₂ emissions related to its business activities. To achieve these objectives, we must innovate and apply new technologies in our networks and data centers.

We have further reduced our scope 1 and 2 emissions by setting up various initiatives. These include;

- transitioning the company's car fleet to 100% electric by 2026 in The Netherlands and Belgium;
- a pilot project for the use of Hydrotreated Vegetable Oil (HVO) for the emergency generators in our data centers and network in The Netherlands;
- phasing out natural gas for office heating;
- a pilot with cooling paint on the street cabins;
- reducing energy consumption in the data centers and network by replacing equipment with state-of-the-art equipment that is more energy efficient;
- and the Eurofiber France office in Lille is relocated to a new HEQ-certified (High Environmental Quality) office in Lille.

To reduce scope 3 emissions and successfully achieve our targets, we must work intensively with our suppliers. That is why Eurofiber launched a Supplier Engagement program in 2022. As part of this program we also signed "Manifesto Agreements" with our main suppliers, which represents 90% of total expenditure. For example, we have made agreements with our contractors about reducing the CO₂ impact during the construction and maintenance of our network and we are starting pilot projects for CO₂ neutral construction and maintenance. We also made agreements with suppliers of equipment and materials about increasing

the circularity of their products. In the coming years we will work together on these projects to reduce CO₂ emissions in our scope 3.

In addition, Eurofiber was the initiator of NLconnect's EPD project. In this project, together with 16 partners from the supply chain, the so-called Product Category Rules (PCR) were developed to calculate the environmental impact of products and services using life cycle analyzes (LCA) and Environmental Product Declaration (EPD). This project has resulted in a PCR for active equipment in fiber optic networks and a PCR for passive equipment.

The next step is that we will ask our suppliers to prepare EPDs for the products they supply to Eurofiber, so we can use this data to more accurately calculate our scope 3 CO₂ emissions and work together with them on further improving the sustainability of these products.

Modular Integrated Sustainable Datacenter project

Eurofiber is also partner in the Modular Integrated Sustainable Datacenter project (MISD), which received a funding from the Dutch Ministry of Economic Affairs and Climate and the European Commission in 2023. The aim of MISD is to develop a new modular, sustainable and secure-by-design concept to be deployed in places close to end users (edge computing). The guiding principle is to achieve a significant reduction in total energy consumption, from cooling to computing power and data flows. As a result, a CO₂ reduction of more than 50% is expected in a validated, distributed setup in a field lab where the different innovations developed in the project converge.



Driving sector-wide impact in sustainability

Eurofiber remains actively engaged in ESG discussions and initiatives beyond its own organization. In 2024, the ESG Manager was re-elected chair of the Sustainability Committee of the FTTH Council, where he contributed to the development and launch of the FTTH Eco Platform, enabling the calculation of a collective carbon footprint for the European optical fiber sector. He also co-led the Green Digital Action group of the International Telecommunications Union (ITU), spoke on several panels during COP29 in Baku, and represented the FTTH Council Europe in endorsing the 'COP29 Declaration on Green Digital Action' during the High Level Roundtable at the first-ever Digitalization Day at a UN Climate Change Conference.

Green power

Eurofiber has been purchasing renewable electricity for its activities in the Netherlands and Belgium for several years. One of our SBTi targets is that, from 2025 onwards, we will source only renewable energy for the entire Eurofiber Group, including activities in France and Germany. In 2024, we continued this approach, purchasing renewable electricity for the operation of our networks in the Netherlands and Belgium, as well as for our own data centers in the Netherlands.

Our offices in Maarssen, Zaventem, and Berlin are rented, but we have agreed with the building owners

that they will also source renewable energy for these locations. This ensures that the charging stations installed at the offices in Maarssen and Zaventem for our electric lease car fleet are supplied with renewable energy.

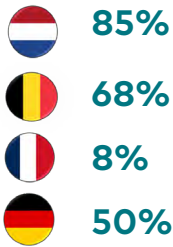
In 2024, 96% Eurofiber Group's electricity consumption was completely carbon free, of which almost 80% fully renewable.

Electrical car fleet

Since the beginning of 2022, Eurofiber implemented a fully electric car policy for all staff in the Netherlands and Belgium who are entitled to a lease car. Under this policy, only 100% electric vehicles can be selected. This has further increased the share of electric lease cars, leading to a significant reduction in fossil fuel use across our fleet and contributing to a lower CO₂ footprint from mobility.

The policy is an important step towards our goal of becoming a Net-Zero company by 2040. By the end of 2024, 58% of the Eurofiber Group's lease fleet consisted of fully electric vehicles. The table below shows the percentage by country at the end of 2024.

In 2025 the policy will also formally be introduced for the business units in France.



Manage business travel footprint

Eurofiber has invested in technologies and processes to reduce the need for travel. While employees are encouraged to use these solutions whenever possible, we recognize that some business travel remains necessary. Eurofiber’s Travel Policy outlines the rules and procedures for employees incurring travel-related expenses (e.g., train, air, taxi, car, hotels, and meals) in the course of their work.

Before booking trips, we carefully assess which mode of transport best supports our ESG objectives. To limit the CO₂ impact, the guiding principle is that air travel of less than 1.5 hours is replaced by train travel. For trips that must be made by plane, the CO₂ footprint is calculated through our Uniglobe travel booking tool. Emissions from air travel are offset via The Climate Neutral Group through projects certified under the Gold Standard and Verified Carbon Standard.

SBTi Net-Zero targets approved

Eurofiber aims to build and operate a more sustainable and responsible optical fiber network by committing to net zero carbon emissions by 2040. This translates into considerable efforts to reduce our direct and indirect CO₂-emissions, whether via energy efficiency, renewable energy, the circular economy or reducing carbon through our value chain.

In 2024 Eurofiber Group's CO₂ reduction Net-Zero targets have been approved by the Science Based Targets initiative (SBTi) and are therefore in line with the insights to keep global warming below 1.5 degree Celsius as agreed in the Paris Agreement.

Official approved SBTi targets commits Eurofiber to reduce absolute scope 1 and 2 GHG emissions 90% by 2030, our scope 3 emissions by 30% in 2030 and in 2040 by 90%, all from the 2021 base year. Eurofiber commits to increase active annual sourcing of renewable electricity from 95% in 2021 to 100% by 2025 and to continue active annual sourcing of 100%.

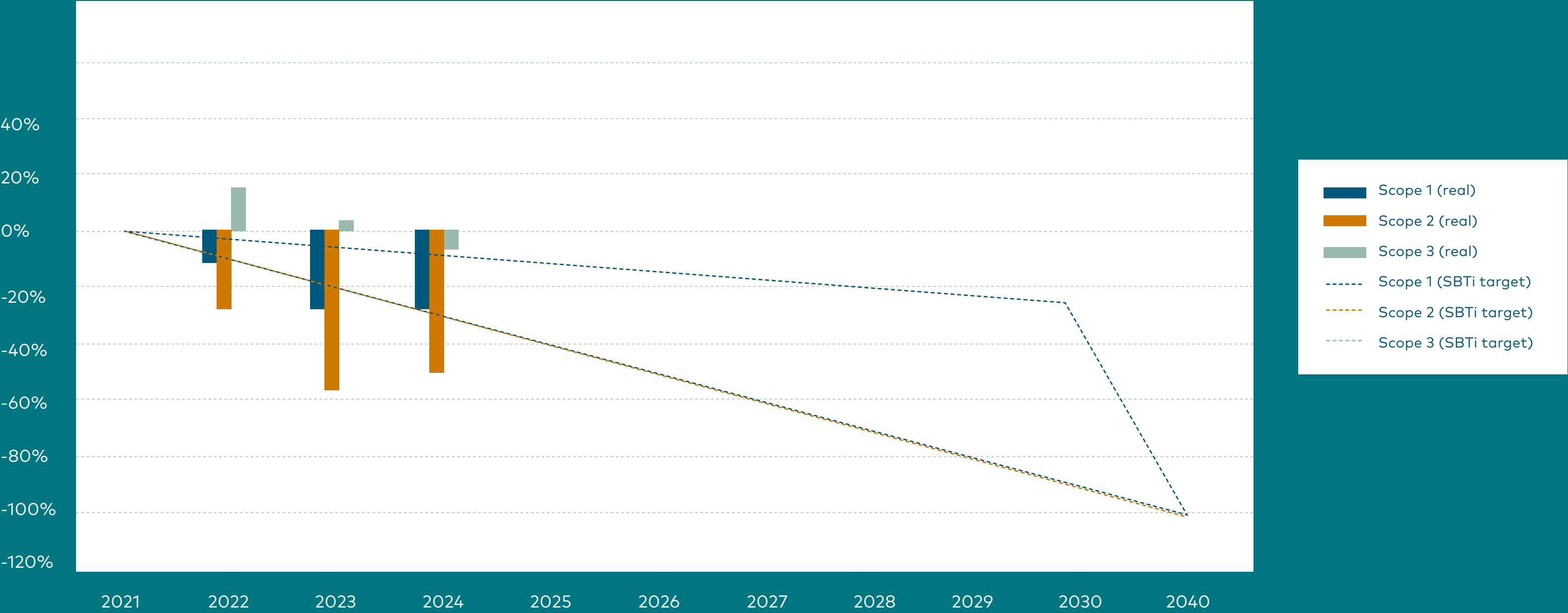
Eurofiber Group Energy and CO₂ inventory
Since 2018, Eurofiber has been preparing a carbon footprint for the organization. As 2021 is the baseline year for our SBTi-approved Net-Zero targets, a full CO₂ footprint will be calculated from that year onwards, including Scope 1, Scope 2, and all 15 categories of Scope 3. This CO₂ footprint covers the entire Eurofiber Group; all companies in the Netherlands, Belgium, France, and Germany over which we have operational control.

The figure below shows the Eurofiber Group’s carbon footprint since the baseline year of 2021. The reductions in CO₂ emissions across all three categories remain in line with the annual targets required to meet our SBTi commitments.

Carbon emissions* (in ton CO ₂)	2021	2022	2023	2024
Scope 1	1,418	1,241	1,017	962
Scope 2	986	726	463	521
Scope 3	64,450	74,169	66,304	57,277

*excluding the new acquired company Bytesnet

Eurofiber Group Carbon Emission Reductions vs 2021 baseline



*excluding the new acquired company Bytesnet





Circular Economy

Material consumption puts increasing pressure on the earth, society and economy. In a circular economy, materials are not lost, but are renewable and/or reused. Organizations can focus on reducing (raw) materials and preventing waste, developing circular concepts for recovering, reusing and recycling products and materials.

Ambition

As an operator of fiberoptic networks and datacenters, we use considerable quantities of materials and - to a lesser extent - consumables. We continuously reduce our climate impact. Therefore, we work towards 100% circular products in our networks (for new build, maintenance and replacements) by 2030.

Goals

- Return rate used modems: In case we terminate a service, the customer is asked to return the CPE to us to refurbish or recycle. Eurofiber is improving its process for returning used modems by its customers. Eurofiber aims at a return rate of at least 80%.
- Eurofiber Business Units ISO 14001 certified: All Eurofiber Business Units are ISO 14001 certified to proof environmental legal compliance, insight in environmental aspects and actions to improve.
- Banned and restricted chemical list: We do not allow certain substances in our products, as these may end up in the environment at the point of end of life. And certain chemicals make it harder to recycle.

Exclusion of the use of banned chemicals

Since 2019, Eurofiber has had a policy prohibiting the use of chemicals listed on the Cradle to Cradle Certified Banned Chemicals list. Since the end of 2020, the list has been a mandatory part of new contracts for both passive and active materials, serving as a knockout criterion.

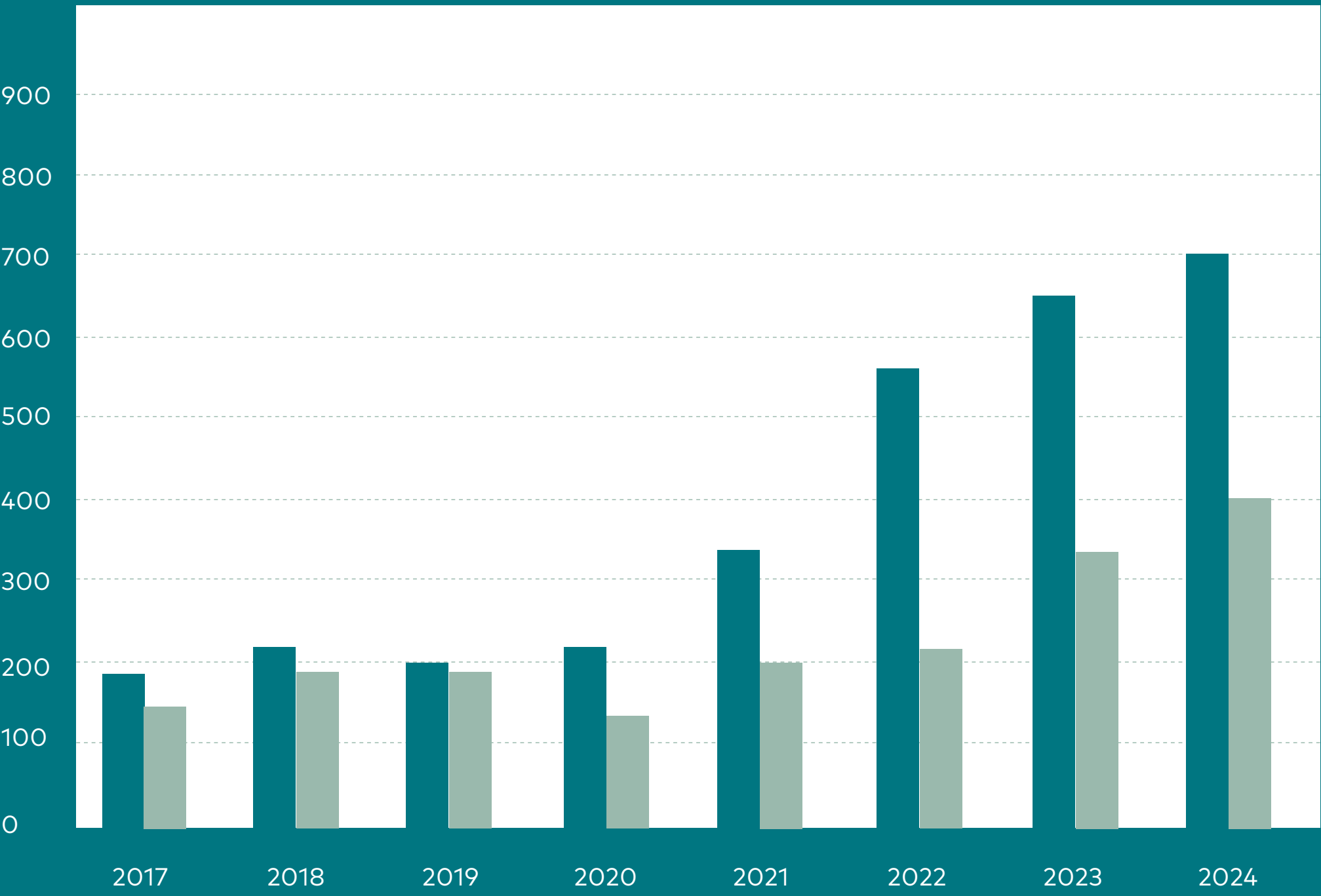
In 2023, a new format of the Request for Proposal (RFP) and Framework Agreement was prepared by the Procurement department and included an updated Cradle to Cradle Restricted Substances List.

This approach actively contributes to two key environmental aspects in our supply chain. First, it reduces the environmental and health risks associated with the materials used in our products. Second, by eliminating chemicals from the Restricted Substances List, products and materials become easier to recycle.

Return process used modems

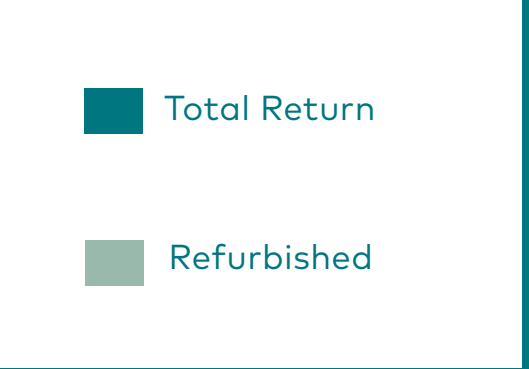
As part of our circularity ambitions, we want to use the modems as long as technically possible. To this end, we follow the R strategies for a circular economy by making maximum efforts on Reuse and Refurbish. We have applied this approach since Eurofiber included in its contract with its sole modem supplier, Netways, that returned products must be refurbished and reused, unless the equipment is defective or phased out. These defective and phased-out products and the electronic waste produced during the process, are destroyed by a Weelabex-certified company. In addition, the CO₂ emissions from the transport of the modems are compensated.

Refurbished modems 2017-2024



In 2024, progress was made in several areas regarding the process and cooperation between Eurofiber's Sales Support team and the modem collection efforts. Returning modems has become easier for Eurofiber customers, and significant work was done to improve communication with both direct and wholesale customers. In addition, improved administration between Eurofiber and Netways now provides better insight into the progress of the collection process.

In 2024 we see an increase in the number of modems that have been returned. This is 59.56% for the entire year of 2024, which is a nice improvement compared to 2023 with 50%, 2022 with 42% and the 40% in 2021. Of the 716 modems that were returned, 527 could be refurbished. Of these, 408 have been deployed for reuse and the remainder are ready to be deployed at a later time.





Improvement plan

We submitted our Net-Zero targets to SBTi in January 2024, and these were approved in December 2024.

The approval of our near-term targets also requires that we retroactively incorporate the carbon footprint of the companies acquired in 2023 into our base year calculations, which we completed during 2024.

To achieve these Net-Zero targets, we must take further steps to reduce our carbon emissions. To achieve this we have prepared a Roadmap with various actions and projects that we will carry out. To reduce our scope 1 and scope 2 emissions, we will further investigate the possibilities for using HVO diesel, reducing energy consumption in our network, the possibilities of a self-sufficient street cabinet with, for example, solar panels and we will prepare a plan with the building owners to phase out the use of natural gas for heating in the offices in Maarssen and Zaventem. We will also take steps to automate the inventory and calculations of our carbon footprint.

In addition, we plan to transition from calculating our scope 3 emissions with the 'spend-based' methodology to a supplier-specific method. Our main equipment suppliers and fiber optic cable suppliers will be asked to provide the CO₂ emissions of the products they supply to Eurofiber based on Environmental Product Declarations (EPDs). We want to achieve further

reductions in scope 3 emissions by electrifying the equipment used by our contractors, enabling carbon-neutral construction and maintenance of our network.

As part of our circularity objectives, a pilot was launched using tubes for fiber optic cables made largely from recycled materials. Processes and communication resources for wholesale customers were improved to increase modem returns, and a returned modem process was established for international customers.



Social Impact

Fair the way we do business is our motto to create social impact within our organization and among our stakeholders.



Labor Practices



Inclusive Company

Not all people have equal opportunities in the labor market, which means some groups are at a disadvantage. These include people with low education, people from a different ethnic background, people with disabilities or long-term unemployed. An inclusive employer offers work to people with a distance to the labor market and uses the added value of diversity in the company by coaching these people towards full responsibility and the prospect of sustainable employment.

Ambition

Eurofiber has made a promise to create and maintain an inspiring workplace. This means that we want to work in an inclusive, energizing environment that inspires everyone to continuous learning and growing. It is also very important that everyone feels valued for their uniqueness, regardless of their gender, cultural background or sexual identity and always feels the freedom to be who they are and to be able to (partly) define their own role within Eurofiber.

Goals

- Percentage female managers: Eurofiber has set a target of reaching 30% female managers per end of 2025 and 40% by the end of 2028.

Diversity, Equity & Inclusion

We believe that diverse perspectives not only drive innovation and improve service quality, but also strengthen collaboration, enhance decision-making, and contribute to a more resilient and inclusive workplace culture. That's why we promote DE&I across all areas; from recruitment and onboarding to leadership development, team dynamics, and equal opportunities for growth. Since 2023, we've deepened this commitment through a dedicated D&I Board and a range of new initiatives, policies, and campaigns. This board consists of eight members. four women and four men, representing a mix of generations, expertise areas, and levels of seniority. One member also serves on our company's Board of Directors, ensuring alignment with strategic leadership and continuous support at the highest level.

The D&I Board meets every six weeks to review progress, align on next steps, and steer initiatives based on a structured OGSM (Objectives, Goals, Strategies, Measures) approach. Through this framework, we ensure clear priorities and accountability. D&I progress

is included in our integrated quarterly ESG updates to the Board of Directors, ensuring consistent visibility at the highest level. In addition, relevant developments or decisions are shared directly with the Board when their involvement or support is needed.

We've also set a clear target: 40% female managers by 2028. This goal is directly linked to our Sustainable Loan, secured with banks in 2022. As of 2024, the percentage of female managers averaged 25% across the companies included in our ESG reporting scope.

Our DE&I initiatives

In 2024, one of our key initiatives was the development of the Eurofiber Collaboration Challenge; a workshop designed to bring colleagues together across teams, or within their own teams, to work on a shared challenge.

The goal was to reflect on how we each approach work differently, to become more aware of our own behaviors and the reasons behind them. Without judgment, participants explored how our differences shape collaboration, and how greater awareness of our biases and default strategies can lead to more inclusive teamwork. A reminder of the diversity in how we think, act, and communicate, and how that diversity can be a strength when we understand and embrace it.

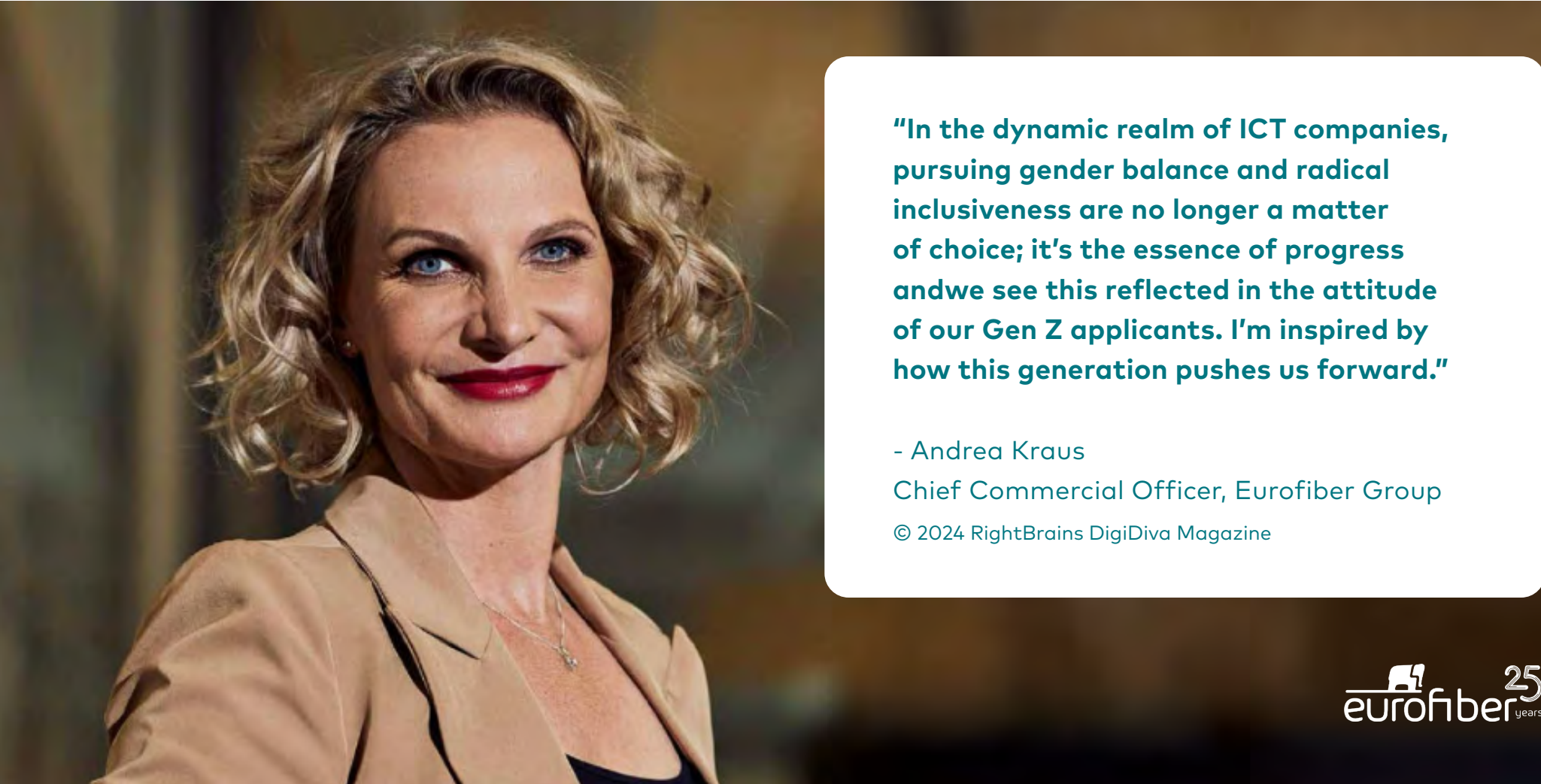
Another highlight was our Allyship workshop, organized in collaboration with WOMEN Inc. This session encouraged participants to reflect on their role as allies and provided strategies to support colleagues from underrepresented groups. It created an open space for important conversations about microaggressions and unconscious biases and reinforced the idea that allyship is an active, ongoing practice.

In 2023, we launched our own Unconscious Bias e-learning module, which became a mandatory part of our onboarding process in 2024. This training, available through the Eurofiber Learning Hub, teaches employees

why unconscious biases exist, how these biases influence our decisions, and includes personal stories from colleagues.

D&I has also been embedded as a core theme in our Leadership Development Program, ensuring that inclusive leadership is not just encouraged but expected at every level of the organization.

And to recognize and value the cultural and religious diversity of our workforce, we have a Flexible Holiday Policy in place; allowing colleagues to celebrate holidays that are meaningful to their culture or faith.



Inspiring new generations of women in tech

As women remain underrepresented in technical roles across our industry, and given the technical nature of Eurofiber's services, we recognize the need to actively engage and support more women in pursuing careers in technology. That's why we actively engage in multiple initiatives to support and inspire more women to pursue careers in tech. This includes participating in the FTTH Council's D&I Committee, as well as partnering with organizations like RightBrains, WOMEN Inc., VHTO, and Equals.





“Let’s stand together to help women push their boundaries.”

Yvonne van Rees Vellinga-Leenders
Group Director: People & Facilities, Eurofiber

With RightBrains, we co-hosted community events at our office and several Eurofiber colleagues stepped forward as mentors or mentees in their mentorship program. In addition, we contributed to their 2024 edition of the DIGIDIVA magazine, sharing our vision on the importance of inclusive leadership and balanced workplaces.

We also joined the EQUALS Role Model Campaign, a nationwide initiative in the Netherlands that increases the visibility of women working in technology to inspire the next generation to pursue careers in tech. We highlighted diverse female talent within Eurofiber, showcasing not only their career paths but also their values and motivations, helping to expand the narrative of what a career in tech can look like.

In addition, we supported WOMEN Inc. in their research on structural changes employers can make to retain women in the workforce, addressing areas such as fair pay, inclusive leadership, and flexible policies. This research was published at the start of 2025 within the report Regel dat ze wil blijven (“Make sure she wants to stay”). By endorsing the report and sharing our experiences, we reaffirm our belief that inclusive work environments are created through deliberate choices and consistent, everyday actions.

These efforts and collaborations have been primarily focused in the Netherlands as an important first step in strengthening our commitment to gender equality.

At the same time, we are also contributing on European level. Through our involvement in the FTTH Council’s DE&I Committee, we shared Eurofiber’s DE&I efforts in a presentation during the FTTH Conference in March 2024 in Berlin and supported a video campaign to promote female representation in the fiber industry.

Keeping our society connected - and staying connected to it

Each year, we encourage colleagues to dedicate 16 hours of their time to volunteer work, whether that's lending skills, sharing knowledge, or simply offering care and presence. Some volunteer by sharing their expertise with organizations like Impact Matters, others cook meals for people experiencing homelessness, or give guest lectures to inspire young minds through organizations such as VHTO.

Alongside these personal initiatives, in 2024 we also came together as a company to support impactful projects that strengthen our communities and bring us closer to the people within our community.



A leap day for giving back

On February 29th, a leap day, we held a special volunteer day in our own community in Maarssen, Stichtse Vecht. Employees spent their workday supporting local organizations that care for others. With the help of Momenz, we connected with initiatives ranging from day centers for people with disabilities to community gardens and language coaching for newcomers.

It was a chance to offer time, attention, and care to people who are often overlooked and need it the most - and to strengthen the ties within the community where our headquarter is based.

Running together for Alzheimer's research

More than 30 colleagues took part in our annual Connect Run, that had its 4th edition in 2024, running a total of 315 kilometers day and night for Alzheimer's Netherlands. Each year, we choose a different foundation to back, and this time, the team's efforts helped raise nearly €22,000 to support vital Alzheimer's research.

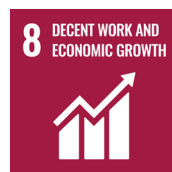
Swimming against cancer in Maarssenbroek

Employees from our Netherlands office came together for the Swim to Fight Cancer event in Maarssenbroek. Together with other teams, they helped raise a total of €340,000 to support cancer research.

Helping vulnerable youth in Belgium

Our colleagues in Belgium pitched in at Stichting Sporen, a youth welfare organization. They helped with garden chores to maintain a calm and supportive environment for vulnerable young people.





Safe and Healthy Workplace

People are exposed to various occupational health and safety hazards while at work. Employers can mitigate these risks for employees and subcontracted personnel, for example when it includes heavy physical work, working with machines and chemicals, and also consider RSI of psycho-social workload and stress. An employer takes measures to ensure safety of (external) employees, prevent work-related injury or illness, and promote vitality.

Ambition

Eurofiber wants to offer its employees an inspiring, safe and healthy working environment. We want to create and maintain a culture in which awareness of safety risks is high and people discuss matters in the field of prevention and mitigation of risks.

Furthermore, we aim to reach our goals through integrated, group-wide People programs, including initiatives such as our Employee Wellbeing program, that's under development. And as hybrid working has become more common, we continue to focus on healthy and ergonomic work environments; both at the office and at home.

A safe work culture for our contractors, and their subcontractors, is just as important to us. We focus on safety management throughout the chain.

Goals

- Absenteeism rate of 5 percent: Eurofiber has a continuous target on average absenteeism rate and aims for a percentage lower than 5 percent within all its subsidiaries.
- 100% access to ergonomic work station: We offer every employee the possibility to have an ergonomic work station at home and also provide financial compensation for this.
- RI&Es: Eurofiber business units in The Netherlands and Belgium have a verified and up to date RI&E in place.
- Chain RI&Es: All our contractors who build and maintain our network have an RI&E in place since 2022; for their employees, as well as for customers visiting our PoP locations.
- VCA certified main contractors: Our main contractors are VCA (Safety, Health and Environment) certified.



Wellbeing employees

Eurofiber has group-wide actions to monitor the wellbeing of its employees, where we pay focus to both physical complaints as psychosocial workload.

In our employee satisfaction surveys, we question the psychosocial workload and we do this for both internal and external staff.



Eurofiber also provides ergonomic workstations. Now that hybrid working is a reality, our employees are given access to the Lyreco homework shop. They receive a budget to select from a range of pre-approved items for working at home. The offer consists of ergonomic furniture and IT resources and is based on the results of the previously conducted survey.

Since introducing the Anti-Bullying and (Sexual) Harassment Policy and Long-Term Leave Policy in 2022, we regularly review them to ensure they stay relevant and address the needs of our employees and the work environment.

The policy for computer screen glasses was introduced in 2023. Employees who require computer glasses can receive compensation for their fitting.

In 2024 Eurofiber took more steps to better support psychosocial well-being in everyday work life. Our Good Habitz courses, available through our learning platforms in the Netherlands, Belgium, France and Germany, offer training on topics such as work-life balance, time management, and personal wellbeing, along with access to coaching. We plan to further expand our courses in 2025 with new content that supports personal growth, healthy habits, and inclusive ways of working.

In addition, Eurofiber also introduced a mentorship program and created space for reflection and connection - for example, through an all-company board chat on wellbeing and a hybrid yoga session offered across all countries in December, the busiest time of the year. And we took additional steps where we allocated budget to empower our employee resource groups (ERGs) to shape their own activities and priorities, supported employee-led volunteer initiatives, and, as an additional initiative in the Netherlands, offered a workshop on allyship.

Health & Safety certificates main contractors

Eurofiber outsources the installation and maintenance of its fiber optic network and PoP locations to a selected number of main contractors. All main contractors must possess VCA**/SCC** (Safety Checklist for Contractors) or an ISO 45001 certification. By mandating VCA**/SCC**/ISO 45001 certifications, we ensure and independently verify that our contractors perform their work under safe and healthy conditions.

The validity of these certifications is annually verified by our Procurement department. The Procurement department can confirm that all main contractors, for both the Netherlands and Belgium, were compliant with our certification requirements in 2024.

In 2023, Eurofiber became one of the first infrastructure operators to sign the 'Code of Conduct for Safe Construction of Digital Infrastructure.' This endorsement promotes a sustainable collaboration to enhance the security of data and telecom networks. Signatories commit to taking necessary measures and prioritizing employee safety within their companies. All Dutch contractors working for Eurofiber have also signed this code of conduct.

Risk Assessment & Evaluation

Health & safety is not only a priority for Eurofiber when it comes to our contractors, but also for our own employees. Eurofiber ensures that it is always compliant with local occupational health and safety legislation. To ensure this, periodic evaluations are conducted across all offices in the Netherlands (including the Eurofiber Cloud Infra datacenters) and Belgium, focusing on working conditions, absenteeism, reintegration, facilities (including FAFS), priority risks, psychosocial work risks, and buildings & workplaces.

These inspections are conducted by (externally) trained senior safety expert and documented in a Risk assessment & evaluation (Risico inventarisatie & evaluatie / RI&E in Dutch), which can also contain a plan of action to further improve on the topics as mentioned before.

As Eurofiber, we take ultimate responsibility for the health and safety of all employees, including those of our contractors, when carrying out projects for our customers. We maintain a documented framework that ensures a healthy and safe working environment for everyone involved in Eurofiber projects. All contractors in the Netherlands and Belgium are contractually required to comply with this health and safety framework. To monitor its effectiveness, Eurofiber requires contractors to report annually on their health and safety performance, including the number of incidents and near-misses.

Improvement plan

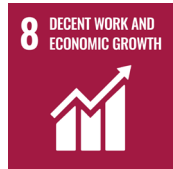
To further integrate health and safety standards within Eurofiber, we aim to expand our Management System with an ISO 45001 certification in 2026 for Eurofiber Nederland. This is an international standard for health and safety at work.

At the end of 2024, we signed new long-term frame agreements with three contractors in Belgium. These contracts follow the same compliance requirements that were agreed upon with four contractors in the Netherlands at the end of 2023.

These new framework agreements not only guarantee that contractors must have a set of valid certificates (ISO 9001, ISO 14001, ISO 27001 and VCA**) but also include a governance structure for regular auditing of the contractors by Eurofiber. These audits include on-site inspections, safety audits, compliance audits, but also social audits.

The contractors are also required to complete an Ecovadis assessment and share the results with Eurofiber, to ensure the alignment with our mutual ESG-goals.





Career Development

Employees are seen as the organization's greatest asset.

Especially in times when finding and keeping the right people is challenging, supporting our people's growth and wellbeing becomes even more important. We believe in creating opportunities for everyone to develop their skills, thrive in their roles, and build meaningful careers. As an employer, we're committed to nurturing each person's potential and helping them stay engaged, healthy, and ready for the future.

Ambition

Eurofiber wants to bring in and retain the best people. To achieve this, we continuously invest in the development of our employees, ensuring they stay aligned with the rapidly evolving company, sector, and society.

Goals

- Talent Development: Strengthen leadership capabilities through the Eurofiber Network Leadership Program (ENLP) and the Grow Your Talent (GYT) high-potential program.

Talent management

Employee talent development is vital both for individual growth and for the success of the organization. That is why Eurofiber invests in talent development at all levels, making it a key part of our 'Inspiring Place to Work' program.

Our own Learning & Development (L&D) team implements the policy and program that has been created for this purpose. The approach from the L&D program is that 'experiential learning', learning through new and challenging experiences, is the most important component to help employees grow in their personal development. This is supported by formal learning processes such as training and courses and social learning through coaching and mentoring.

The talent development process begins at the moment of employment at Eurofiber. The new colleague is assigned an experienced colleague as a buddy from the Buddy program. This buddy guides the new employee during the first three months in learning about the organization and transfers part of the corporate culture. While the program offers new employees a warm and supportive introduction, it also provides a valuable opportunity for buddies to strengthen their coaching and interpersonal skills.

As part of the onboarding, new colleagues also join field trips to learn about our fiber digging operations and data centers. When space allows, other colleagues are welcome to join as well.

The Personal Development Marketplace was created as a development opportunity for employees to step outside their usual routines and apply their skills in a different context. Managers can post smaller internal assignments, which employees from other departments can then take on. These assignments typically have a lead time of several weeks and require a set number of hours per week. This approach allows colleagues to gain experience in other departments, better understand their work, and fosters greater collaboration across the organization.

In addition, the Eurofiber Personal Development program is open to all employees. It begins with a 360-degree feedback assessment, supported by coaches and mentors. The results are then discussed with the L&D team, and an individual development plan is created to coordinate the employee's personal growth and learning process.

Our internal mentorship program also expands across the organization. The program is designed to support both personal and professional development by connecting employees from different departments and levels of seniority. It facilitates knowledge sharing, encourages cross-functional collaboration, and provides a structured space for career guidance, playing a role in fostering an inclusive culture.

Digital learning environment

Continuously developing the knowledge and skills of Eurofiber's employees is essential to our long-term success. To support this, we created the Eurofiber Learning Hub, our digital learning environment designed as a user-friendly online library. It gives employees 24/7 access to relevant training modules and Eurofiber tailor-made learning paths, allowing them to learn clearly, quickly, and at their own pace.

In 2024, we continued to grow our Learning Hub with more than 180 courses on topics like privacy, security, products, services, and culture. Over 4,200 training hours were provided, supporting colleagues in developing their skills in ways that fit their work and pace.

In 2025, we want to take this further by creating space for continuous learning in everyday work; whether that's through upskilling, sharing knowledge, or building digital confidence. Our aim is to support people in staying curious, adaptable, and connected in a changing world.



Governance

Our goal for Governance is 'first time right, so no non-conformance'. To reach this, we consistently measure our progress toward set goals, leveraging data to assess risks and enable informed decision-making.



Resilient networks

In today's interconnected world, our customers, ranging from government bodies to key industries, depend on the uninterrupted availability of digital infrastructure. Whether it's air traffic control, healthcare, logistics, or energy, these critical services always rely on our networks to perform. And as the reliance on digital infrastructure grows, so does the responsibility to design networks that are secure, scalable, energy-efficient, and transparent in how they protect. Resilience is both a technical and a governance priority.

Enhancing resilience with quantum-safe solutions

Looking ahead, we are also taking significant steps to future-proof our networks against emerging threats, particularly from quantum computing. Through our strategic partnership with Quantum Bridge and Juniper Networks, we are integrating quantum-safe encryption technology into our infrastructure. This technology ensures that Eurofiber remains at the forefront of cybersecurity, securing sensitive data and protecting against the next generation of cyber threats. By investing in these cutting-edge solutions today, we are reinforcing our commitment to building resilient, secure networks for tomorrow.



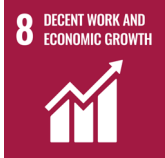
Laying the groundwork for safer skies

Our work with Air Traffic Control Netherlands (LVNL) exemplifies how we put our governance principles into action. Eurofiber was tasked with laying the infrastructure to connect Dutch airports, where LVNL manages air traffic control. This extensive project involved the installation of 560 kilometers of fiber-optic cables, linking ten LVNL locations to the Eurofiber core network. It includes 25 kilometers of new fiber laid through trenching, and the network is designed with four fully separated 10 Gb/s DWDM routes to meet current and future demands for reliability, speed, and security. This network ensures that LVNL's critical applications for safely guiding aircraft are always available and functioning at optimal levels.

The infrastructure was delivered by Eurofiber in close coordination with LVNL's

requirements and is designed to withstand disruptions, ensuring uninterrupted service for essential operations. Over the course of ten months, more than fifty engineers, network architects, and experts contributed to this large-scale project. The monitoring and processing of the network are handled by Proximus NXT (formerly Telindus), ensuring ongoing reliability.

Fair Practices



Sustainable Procurement

Supply chains for products and materials can carry

ESG risks, including unfair wages, unsafe working conditions, forced or child labor, corruption, pollution, deforestation, land grabbing, and other human rights violations. By identifying these risks, companies can use their influence to actively engage suppliers and help improve these issues, extending their efforts beyond just tier 1 suppliers.

Ambition

Eurofiber wants to work closely with its suppliers throughout the value chain on subjects such as improving quality, environmental friendliness, reducing integral costs in the supply chain and reducing the ecological footprint of the materials and products it purchases. We want suppliers (partners) of Eurofiber to underline the same values as Eurofiber, such as acting responsibly and with integrity, communicating openly and transparently.

Goals

- Comply with ISO 20400: Our ambition is to comply with the ISO 20400 for Sustainable Procurement and reach overall maturity level 5.
- 100 percent Supplier Code of Conduct: All new suppliers contracted by Eurofiber with an annual purchase value above EUR 25,000 sign the Eurofiber Supplier Code of Conduct.
- ISO14001 certified contractors: All contractors responsible for building and maintaining the fiberoptic network and PoP locations to be ISO 14001 certified.
- Increase insights: For 80 percent of purchasing expenditure (spend) controlled by Procurement, a transparent overview will be created on possible areas of improvement of the quality, environmental friendliness and reduction of the ecological footprint. As Eurofiber is growing (both organically as by

acquisitions) the scope of approach, policies and measures is continuously broadening.

Spend analysis

Eurofiber annually performs a spend analysis with the aim to monitor and/or identify expenditures, supplier landscape, contract landscape and supply risk. Purpose of this analysis is firstly to define our supplier base and spend and secondly Procurement initiatives.

Eurofiber has performed a spend analysis on 2024. The spend analysis of 2024 has also been used for the calculations for our Carbon Footprint Scope 3 for the categories 'Purchased Goods and services' and 'Capital goods'.

Sustainable procurement

Eurofiber's socially responsible Sustainable Procurement policy, which is extracted from and contributes to Eurofiber's central vision of ESG, is subdivided into five central themes. These are: Fair & Ethical Business Practices, Environment, Social involvement, Human rights & Working conditions.

By embedding these themes in the existing Procurement process, Eurofiber devotes attention to making the supply chain more sustainable. Eurofiber reviews its potential impact and influence on the supply chain per theme and procurement category.

With our suppliers we document this in a code of conduct. The Eurofiber Supplier Code of Conduct sets out basic requirements on human rights, labor, environment and business integrity. The code is based on the UN Global Compact.

To gain better insight into the ESG policy of our suppliers and to monitor their progress on this theme, we have decided to use the Ecovadis ranking for our most important suppliers. To this end, an extensive onboarding program was completed in 2023 in collaboration with Ecovadis and the Procurement team followed a training on sustainable procurement with Ecovadis.

The goal for 2024 was to have at least 33 of the key suppliers assessed by Ecovadis by 2024. Ultimately, in total 52 suppliers have been assessed so far, and 49 have been reassessed. In 2024, the average overall score for all suppliers rose to 68.6 from 65.9 in 2023 (on a scale of 0-100). The average score of these Eurofiber suppliers is therefore approximately 20 points higher than the average overall score of all companies assessed in Ecovadis. This is partly due to 33 suppliers improving their score in the reassessment.

As part of the Eurofiber Supplier Engagement Program, we signed Manifesto Agreements with 16 of our most important suppliers. We have made agreements

about how we will help each other to realize ESG ambitions. For example, agreements relate to reducing energy consumption in equipment, making more use of recycled input material, reducing CO₂ emissions during contractor work, for example by using electrical equipment and reducing packaging material. In the coming years, the agreements made will result in contributions to our ESG ambitions for decarbonization and circularity.

In 2024, we carried out several projects with suppliers to advance our shared sustainability journey.

In the Netherlands, we conducted our first pilot projects to electrify equipment needed for the construction of fiber optic connections. This will allow us to reduce CO₂ emissions from the further rollout of our network. The initial results are positive, and in 2025, we will expand the pilot projects to Belgium.

In addition, we made agreements with the duct manufacturer to produce a new type of duct made of approximately 95% recycled materials. This is a step towards our circularity ambitions.

We organized our third Supplier Event in 2024 with our key suppliers. The aim of the annual event is to exchange knowledge and inspire each other about making our value chain even more sustainable. During this event in 2024, we explained Eurofiber's strategic

pillars for the coming years and how sustainability, and of course suppliers, play a role in these. We also discussed the Corporate Sustainability Reporting Directive (CSRD) and asked our suppliers for feedback on our double materiality analysis.

For the second time, we presented the Eurofiber Supplier Award. The first award went to Netways, our supplier of CPEs (Customer Premises Equipment), who have been supporting the return of CPEs for several years to reuse them after refurbishment. In 2024, the second award was presented to Siers Telecom, for their strong performance and collaboration in laying fiber connections.

In 2022 we started the EPD Project together with NLconnect with a total of 17 companies within of the fiber sector. Goal of the project was to develop Product Category Rules (PCR) to be able to prepare Life Cycle Assessments (LCA) and Environmental Product Declarations (EPD) to calculate the environmental impact of active and passive equipment in a fiber network.

Throughout 2023 and 2024, Eurofiber played an active role in the working group that developed these PCRs, which are now published and publicly available for manufacturers to prepare their LCA. One of Eurofiber's fiber optic cable suppliers has already prepared a

fiber optic cable suppliers has already prepared a LCA using the new PCRs; an important step toward increasing transparency and enabling more informed, sustainability-driven procurement decisions.

Inclusion Supplier Code of Conduct

The Eurofiber Supplier Code of Conduct has been included as part of the Master Framework Agreement template since 2016. For all new suppliers contracted by Eurofiber with an annual purchase value above EUR 25,000, this Code is part of the agreement. For prolongations of existing agreements, this is also added to the prolonged agreements.

More than 60 percent of the annual purchasing expenditure at Eurofiber Group level in euros is purchased from suppliers where a Supplier Code of Conduct is included in the agreement.

ISO 14001 EF contractors for build & maintenance

Eurofiber outsources build and maintenance of the fiberoptic network and PoP locations to a selected number of main contractors. We ask them to take their environmental responsibility and to have an ISO 14001 certified environmental management system in place. ISO 14001 is an independent proof that our contractors meet both local and European environmental legislation, gained insight in environmental aspects and take effort to decrease their environmental impact.



Data Protection

With globalization, data-driven economy, and digitization, protecting customer- and privacy-sensitive information is becoming increasingly important. An organization can take measures to ensure there is adequate protection for products and/or information systems to prevent misuse of (privacy) sensitive data.

Ambition

As a leading provider of vital fiberoptic networks and datacenter services, Eurofiber considers information security and the protection of personal data as an important and integral part of its services. Our Information Security (IS) and Privacy policies apply to the safety of the information and protection of personal data of all stakeholders of Eurofiber and its business units. Our IS policy focuses on the safe, secure, sufficient supply of information and reliable ICT systems and also extends to the protection of non-automated data and company property. Our Privacy policy focuses on dealing with personal data in a safe, honest and transparent manner and being compliant with the GDPR. All external parties processing personal data on behalf of Eurofiber are contractually bound to at least the same level of protection as is set forth in our Privacy policy. All our employees, including temporary staff, are trained on these policies and are contractually bound to comply with them.

Goals

- Improve Security & Privacy awareness across the Eurofiber Group: To improve the Security & Privacy awareness and knowledge across the Eurofiber Group, all employees have access to the security and privacy modules in the Eurofiber Learning Hub. Completing these modules is actively encouraged by the Security & Privacy department and has been made mandatory for all Eurofiber employees.

Privacy policy Eurofiber employees

The Privacy Policy sets out the fundamental principles and rules which the Eurofiber companies, their employees and hired personnel must observe and know regarding the processing of personal data within Eurofiber.

Privacy policy of the Eurofiber Group

Our Privacy Policy focuses on dealing with personal data in a safe, honest and transparent manner and in a way that Eurofiber is compliant with applicable laws and regulations, such as the GDPR. All external parties working with personal data on behalf of Eurofiber are contractually bound to at least the same level of protection as is set forth in our privacy policy. All our employees, including temporary staff, are trained on these policies and are contractually bound to comply with them.

Information Security policy Eurofiber Group

With our Information Security policy, Eurofiber Group wants to emphasize that information security is an essential and inseparable part of Eurofiber's core business. The safety of the information of its clients, employees and suppliers is part of Eurofiber's mission and services. Eurofiber's primary and supporting processes are extremely dependent on the safe, secure, sufficient supply of information and reliable information systems. Information is an important

business asset that must be appropriately protected. Appropriate protection means that we ensure guaranteed availability, integrity and confidentiality of the information, now and in the future. Our information security policy focuses not only on automated data processing using ICT facilities, but explicitly also extends to the protection of non-automated data (such as physical documents) and company property.

Code of Conduct Information Security

The Code of Conduct Information Security constitutes the elaboration of the Eurofiber established information security policy. This policy sets out how Eurofiber wishes the Eurofiber companies and their employees deal with the security of information.

Security & Privacy awareness program

As a leading provider of vital fiber optic networks and datacenter services, Eurofiber considers information security and the protection of personal data as an important and integral part of its services.

As a goal to improve the Security & Privacy awareness and knowledge across Eurofiber Group, all employees have access to the security and privacy modules in the Eurofiber Learning Hub. These security and privacy modules are part of the Security & Privacy awareness Program and consist of a new learning course each quarter within the Eurofiber Learning Hub. Completing

these modules is actively encouraged by the Security & Privacy department and has been made mandatory by HR for all Eurofiber employees, to ensure that the protection of information assets and personal data can be guaranteed.

As part of the Security & Privacy Awareness Program, we continue to conduct activities such as phishing simulations to strengthen employee awareness. Our Security & Privacy department regularly updates employees via the dedicated Security & Privacy channel on Viva Engage, our internal social platform, to allow employees to stay informed, ask questions, and connect around these important topics.

To strengthen awareness and deepen knowledge around Security & Privacy across the Eurofiber Group, all employees have access to the security and privacy modules in the Eurofiber Learning Hub.

Improvement plan

Maintaining the ISO 27001 certifications remains a priority for the Security & Privacy team. In addition, work is being done on the implementation of NIS2, Europe's new cybersecurity directive, and DORA, the directive for cybersecurity at financial institutions.

Certificates and Assessments

Overview of certificates and other assessments by independent third parties.

Ecovadis (Platinum)	According to EcoVadis sustainability rating in 2024, Eurofiber Netherlands has achieved a Platinum status.
ISAE 3402 (Type II)	The Eurofiber Fiber Division has an ISAE 3402 Type II statement for Eurofiber in The Netherlands. The Cloud Division in The Netherlands has also an ISAE 3402 Type II statement.
ISO 14001	Design, management and operation of cable infrastructures and telecom services by Eurofiber Nederland B.V. and Eurofiber Belgium N.V. Providing Housing Services for ICT Infrastructure by Eurofiber Cloud Infra B.V. These services encompass secured housing, uninterrupted power supply, access- and climate control, connectivity & compute resources.
ISO 27001	<p>Eurofiber is holding certificates such as the ISO 27001 standard for information security. ISO 27001 certification provides our customers with a guarantee that the integrity, confidentiality and availability of data are safeguarded. The scope of the ISO 27001 certification of the various BU's is described below.</p> <ul style="list-style-type: none"> • Information security with regards to the construction, maintenance and exploitation of cable infrastructure and connectivity services by Eurofiber Nederland B.V. • Providing Housing Services for ICT Infrastructure. These services encompass secured housing, uninterrupted power supply, access- and climate control, connectivity & compute resources by Eurofiber Cloud Infra B.V. • Technical services for the provision of physical hosting and Cloud services (iaas and operating system outsourcing) by Avenir Telematique within Eurofiber France. • Technical services for the provision of physical hosting and Cloud services (iaas and operating system outsourcing) by Eurofiber DC within Eurofiber France. • Technical services for the provision of physical hosting and cloud services (iaas and operating system outsourcing) by Eurofiber France.

ISO 50001	Eurofiber Cloud Infra in The Netherlands is ISO 50001 certified (Energy Management System) for the datacenters in The Netherlands. Providing housing services for ICT infrastructure. These services encompass secured housing, uninterrupted power supply, access- and climate control, connectivity & compute resources.
ISO 9001	Design, management and operation of cable infrastructures and telecom services by Eurofiber Nederland B.V. and Eurofiber N.V. Eurofiber Cloud Infra B.V. is ISO 9001 certified. Providing housing services for ICT infrastructure. These services encompass secured housing, uninterrupted power supply, access- and climate control, connectivity & compute resources.
Carrier Ethernet 2.0 Certification MEF	Concerning Carrier Ethernet 2.0 Certification E-Access EPL, E-Access EVPL, E-NNI MEF 2.0, Eurofiber Nederland BV.
GRESB Infrastructure Asset Assessment	<p>The GRESB Infrastructure Asset Assessment provides the basis for systematic reporting, objective scoring and peer benchmarking of ESG management and performance of infrastructure assets. In 2024 Eurofiber Group achieved a score of 92 out of 100.</p> <p>The Management Component measures the entity's strategy and leadership management, policies and processes, risk management and stakeholder engagement approach, comprising of information collected at the organizational level. It is structured into 5 aspects: Leadership/Policies/Reporting/Risk Management/Stakeholder Engagement</p> <p>The Performance Component measures the entity's performance, comprising of information collected at the</p>

GRESB Infrastructure Asset Assessment	asset level. It is structured into 12 aspects: Implementation/ Output & Impact/Health & Safety/Greenhouse Gas Emissions/Air Pollution/Water/Waste/Biodiversity & Habitat/Employees/Customers/Certifications & Awards
ISO 20400 Sustainable Procurement	ISO 20400 contains practical guidelines for public and private organizations to organize their procurement process in a socially responsible manner and to ensure that it is in line with their sustainability strategy. The guideline defines the main principles of socially responsible procurement (SRI), such as accountability, transparency, respect for human rights and ethical behavior. ISO 20400 also indicates the importance of risk management.
RI&E Eurofiber	The scope of this report is Eurofiber The Netherlands, Eurofiber Belgium, and Eurofiber Cloud Infra.
RI&E Safety in the chain	<p>As a main contractor we take our responsibility. We must have insight in the potential risks our contractors and their subcontractors are exposed to. This so we can set the contractual framework for a safe working environment.</p> <p>The RI&E is set-up by the Eurofiber QSHE Department and verified by the certified safety experts of AECOM.</p>

Awards and Rankings

Overview of awards, rankings and other recognitions issues by third parties.



Platinum status EcoVadis

According to EcoVadis sustainability rating in 2024, Eurofiber Netherlands achieved a platinum status. With this platinum status, the ESG initiatives of Eurofiber globally reached the top 1% best-performing companies out of a total of 130,000 assessed companies in 2024.

GRESB Infrastructure Asset Assessment

The GRESB Infrastructure Asset Assessment provides the basis for systematic reporting, objective scoring and peer benchmarking of ESG management and performance of infrastructure assets. In 2024 Eurofiber Group achieved a score of 92 out of 100.

Global Capital's Sustainability Linked Loan of the Year Award

In 2023, Eurofiber was honored with GlobalCapital's Sustainability Linked Loan of the Year Award for its €1.5 billion sustainability-linked refinancing completed in 2022. This financing underpins our ongoing network expansion across Europe and reflects our commitment to sustainable growth, recognized by key players in the international capital markets.

Recognition vital infrastructure

Certain processes are so essential to Dutch society that outage or malfunctioning lead to severe social disruption and poses a threat to national security. These processes entail the Dutch vital infrastructure. The fiberoptic network of Eurofiber has been designated as a vital infrastructure for The Netherlands by the Ministry of Economic Affairs and Climate (EZK), which is responsible for telecom.

The status of vital infrastructure also means that the government offers Eurofiber a helping hand where and when necessary. 'Examples of this are the ICT support provided by the National Cyber Security Centre (NCSC) or the alerting from the National Coordinator for Security and Counterterrorism in the event of a terrorist threat', according to the Ministry of Economic Affairs and Climate. This recognition therefore formally underlines the importance of Eurofiber for Dutch society.

Top Employer 2024

Eurofiber has once again been certified by the Top Employer Institute, a recognition based on participation in their HR Best Practices Survey and the outstanding results achieved. This certification reflects our continued dedication to fostering an inspiring, inclusive, and engaging work environment.

Nr 9 in Computable 100 Sustainability Image

In this list of 100 best ICT companies in terms of image, Eurofiber ranked 29 in the field of sustainability.

No 33 in Computable's 100 ICT employer 2024

Annual research by Computable, employees who work in the industry are asked to rank their own company.

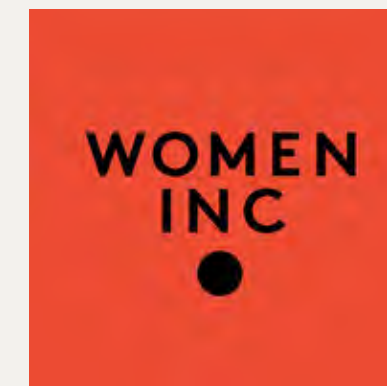
No 28 Computable 100 image ICT companies 2024

The Computable 100 is an annual ranking of the mostpopular ICT companies and non-ICT organizations as business partners/clients, in terms of innovation, as employers and the level of knowledge of their own ICT professionals.



Progress through partnership

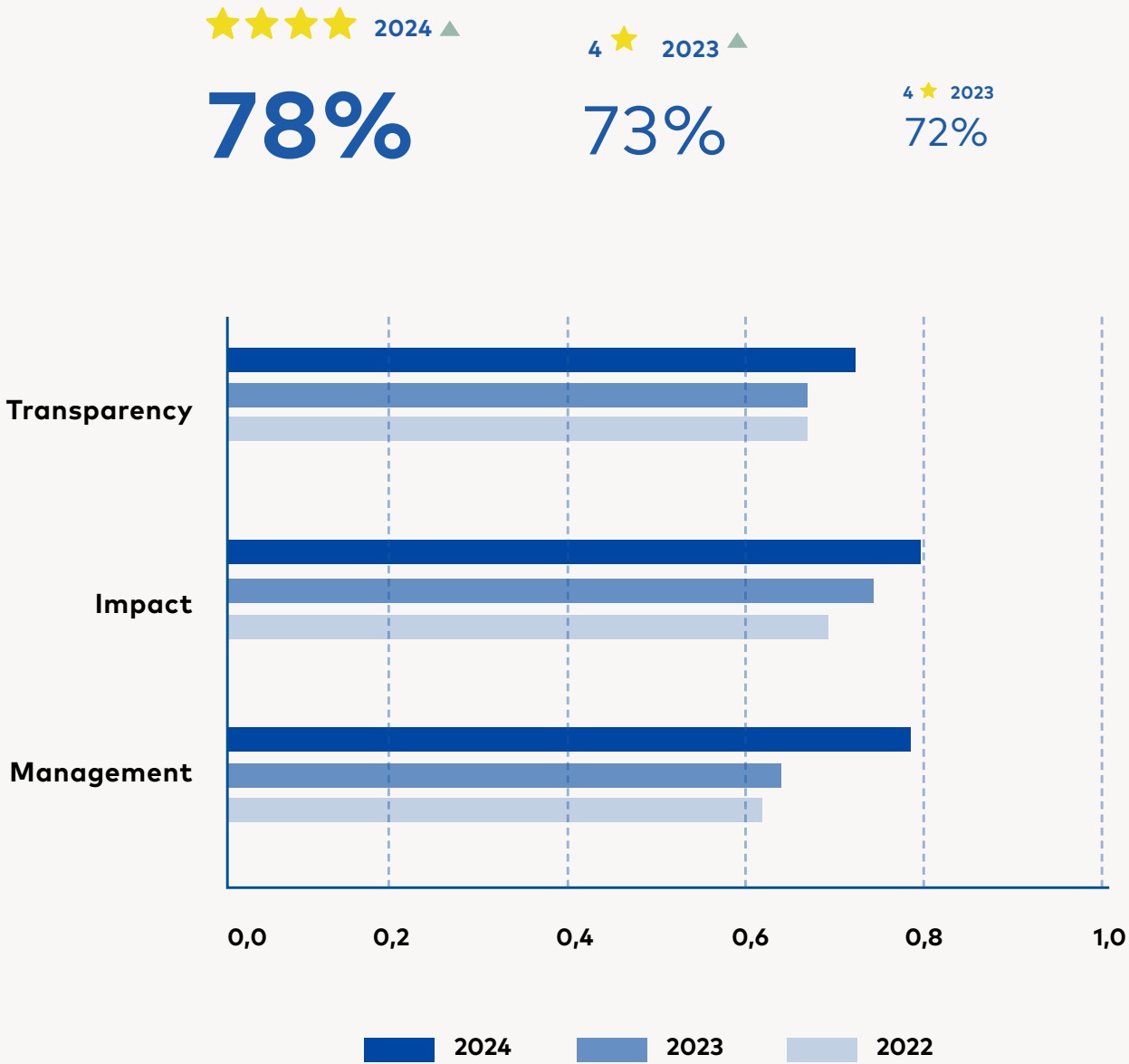
Many of the steps in our ESG journey, as outlined in this report, are made possible through close collaboration with others; partners who bring deep expertise, challenge our thinking, and help turn ideas into action.



TIM METING

Powered by MVO register

Assessment Component	2024	2023	2022
Completeness	<div></div>	<div></div>	<div></div>
Assurance	<div></div>	<div></div>	<div></div>
Transparency	72%	64%	64%
Climate and Energy *	<div></div>	<div></div>	<div></div>
Circular Economy *	<div></div>	<div></div>	<div></div>
Healthy and Safe Working *	<div></div>	<div></div>	<div></div>
Career Development	<div></div>	<div></div>	<div></div>
Inclusive Entrepreneurship	<div></div>	<div></div>	<div></div>
Socially Responsible Procurement *	<div></div>	<div></div>	<div></div>
Data Protection *	<div></div>	<div></div>	<div></div>
Impact	80%	77%	76%
CSR Commitment	<div></div>	<div></div>	<div></div>
Code of Conduct	<div></div>	<div></div>	<div></div>
Good Governance	<div></div>	<div></div>	<div></div>
CSR Approach	<div></div>	<div></div>	<div></div>
Impact Analysis	<div></div>	<div></div>	<div></div>
Stakeholders & Materiality	<div></div>	<div></div>	<div></div>
Management	79%	73%	71%
TIM Rating Total	78%	73%	72%



Assurance Statement Eurofiber

Eurofiber Nederland B.V (further referred to as Eurofiber) has commissioned FIRA Sustainability B.V. (further referred to as FIRA) to provide external assurance on the reliability of its Corporate Social Responsibility information as presented in the CSR-Register (also known as MVO-Register). This statement is issued to Eurofiber based on our assessment of the content, including underlying systems and available evidence, as disclosed in its CSR Report and CSR Scorecard. This statement is intended for clients and other stakeholders who have a professional interest in Eurofiber sustainability performance and opportunities.

Scope

The scope for this assignment is: Operation, development and maintenance of fiberoptic networks by Eurofiber Nederland B.V. (chamber of commerce 34134377) in The Netherlands and Eurofiber N.V. in Belgium. Rental of datacenter space, ICT services related to connectivity and datacenters by Eurofiber Cloud Infra B.V. in The Netherlands. Operation of fiberoptic networks and datacenter services in France by Eurofiber France SASU and subsidiaries Avenir Télématique SAS and Eurofiber DC SASU. Operation and development of fiberoptic infrastructure in Germany by Eurofiber Netz GmbH.

CSR Report

Eurofiber expresses commitment to the principles of corporate social responsibility, and discloses its ambition on CSR issues as prioritized by the CSR-Register, including management approach, policies, measures and plans.

Methodology & Work Undertaken

Organizations process its sustainability information in the CSR-Register consistent with the ISO 26000 standard. FIRA verifies all claims and information in the CSR-Report based on moderate assurance. Claims and related information in the CSR-Report are reviewed based on the evidence made available by Eurofiber to FIRA to determine the plausibility of information.

FIRA ensures that the assessment team possesses the required competencies and adheres to the principles of auditing regarding ethical conduct, professional integrity, and independence.

Conclusion

Eurofiber reports about initiatives and performance related to sustainability. Based on the work undertaken, we conclude that the claims and information portrayed through its report in the CSR-Register are reliable.

Summary FIRA Comments

We compliment Eurofiber on initiatives undertaken. Please find a summary of our comments as published in the CSR-Register below:

- **Balance & Completeness:** A management approach and ambitions have been disclosed on all issues with several clear objectives. We encourage Eurofiber to expand these objectives to all CSR aspects and to disclose results to monitor progress towards its ambitions. We compliment Eurofiber on disclosing new initiatives on diversity and inclusion, circular economy and climate, including working with supply chain partners on these aspects. Other measures are focused on using refurbished equipment, reduction of chemicals, employee engagement and development, sustainable procurement and data protection.

We encourage Eurofiber to continue to quantify and disclose the impact of these measures on the related CSR aspects.

- Code of Conduct: A company specific code of conduct is place.
- Commitment to CSR: Eurofiber has committed to the general CSR principles and shown commitment to progress on material issues through its CSR declaration and CSR report.
- Materiality: Eurofiber has disclosed an impact matrix, we encourage Eurofiber to provide more context on how the matrix was developed. Disclosing the underlying considerations of financial and impact materiality can enhance stakeholder understanding and mutually reinforce dialogue on reported issues and related content.

Date of issue: August 07, 2025

On behalf of FIRA,

Mr. E.V. de Wit

Lead Assessor & Technical Verifier



This report has been assembled from the ESG information of Eurofiber as registered in the CSR Register. The information in this report has been verified by FIRA Sustainability. The assurance statement is included in this report.



Name	Eurofiber Nederland B.V.
Street	Safariweg 25-31
Postal code/City	3605 MA Maarssen
Country	The Netherlands