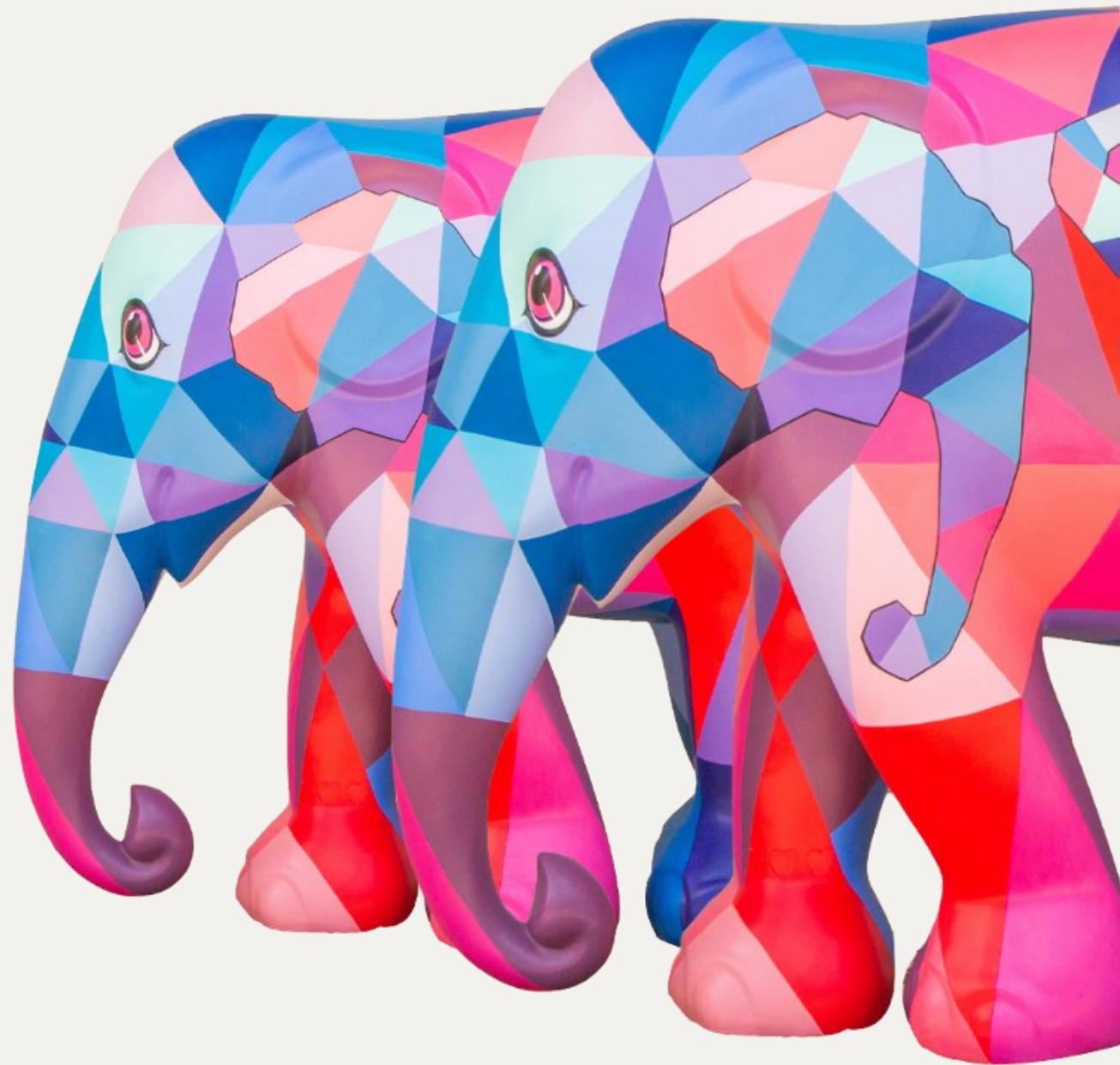


# Diversity & Inclusion Statement



**At Eurofiber, we take pride in doing things well; for our customers, our communities, and each other.**

**Our values of excellence, collaboration, freedom, and dynamism guide how we work and grow. Inclusion is the foundation that enables these values to have real impact:**

### **Excellence**

Excellence thrives when diverse perspectives challenge us to think differently.

### **Collaboration**

Collaboration improves when people feel safe to contribute.

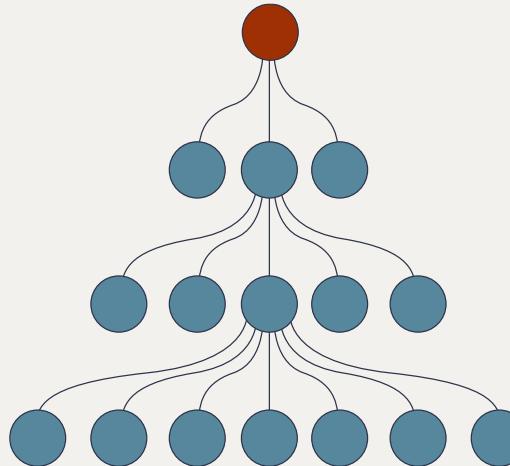
### **Freedom**

Freedom also means being able to show up authentically.

### **Dynamism**

Dynamism requires adaptability, and that starts with listening to different voices.

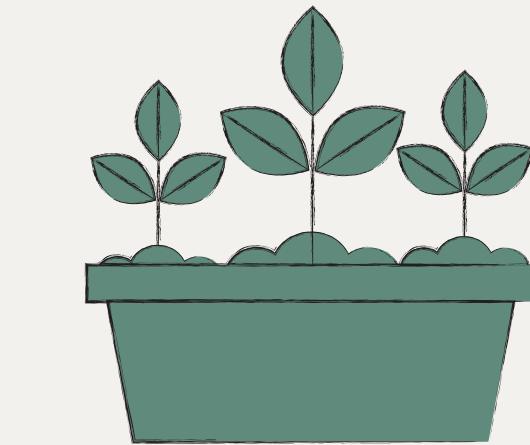
# Our vision on Diversity & Inclusion



---

## Strategic Priority

Diverse teams innovate faster, solve complex problems, and better serve our customers. It strengthens talent attraction, retention, and resilience.



---

## Investment

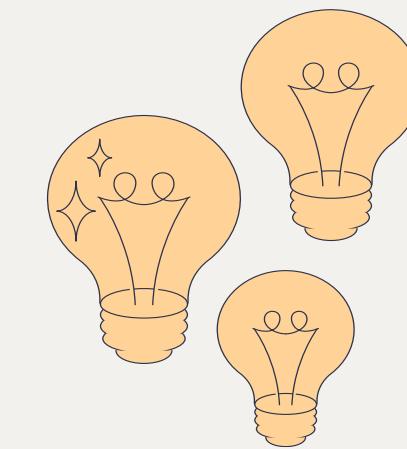
We back our commitment with resources: a D&I Board, dedicated budget, and funding for Employee Resource Groups. These initiatives empower communities and foster belonging across the company.



---

## Accountability

Inclusion is built into our strategy with clear, measurable KPIs. One of our key commitments, tied to our Sustainability-Linked Financing Loan, is achieving 40% women in senior management, because gender balance in tech doesn't happen by chance. Change requires deliberate effort. We've also signed the SER Diversity Charter to underline that commitment.



---

## Awareness & Education

We also focus on the everyday actions that make our culture inclusive. This includes trainings, campaigns and employee resource groups (*communities led by colleagues to connect with each other and share experiences*) to create awareness of the more subtle ways bias and exclusion can show up.

# What you can expect from us

We recognize that public conversations around diversity and inclusion have become more polarized in recent years.

Some question its relevance; others challenge its approach. At Eurofiber, we remain committed, because inclusion is a long-term investment in our people, our culture, and our ability to grow sustainably.

While everyone shares responsibility, some roles carry extra accountability to enable and support that culture.



## D&I Board

Drives progress through initiatives shaped by lived experiences. Creates space for learning, feedback, and honest conversations. Invites ideas and participation from across the organization.



## People Team (HR)

Provides clear policies and practical support, from inclusive hiring and onboarding to Speak Up and Anti-Bullying & Harassment. Embeds inclusion into systems and processes.



## Leadership

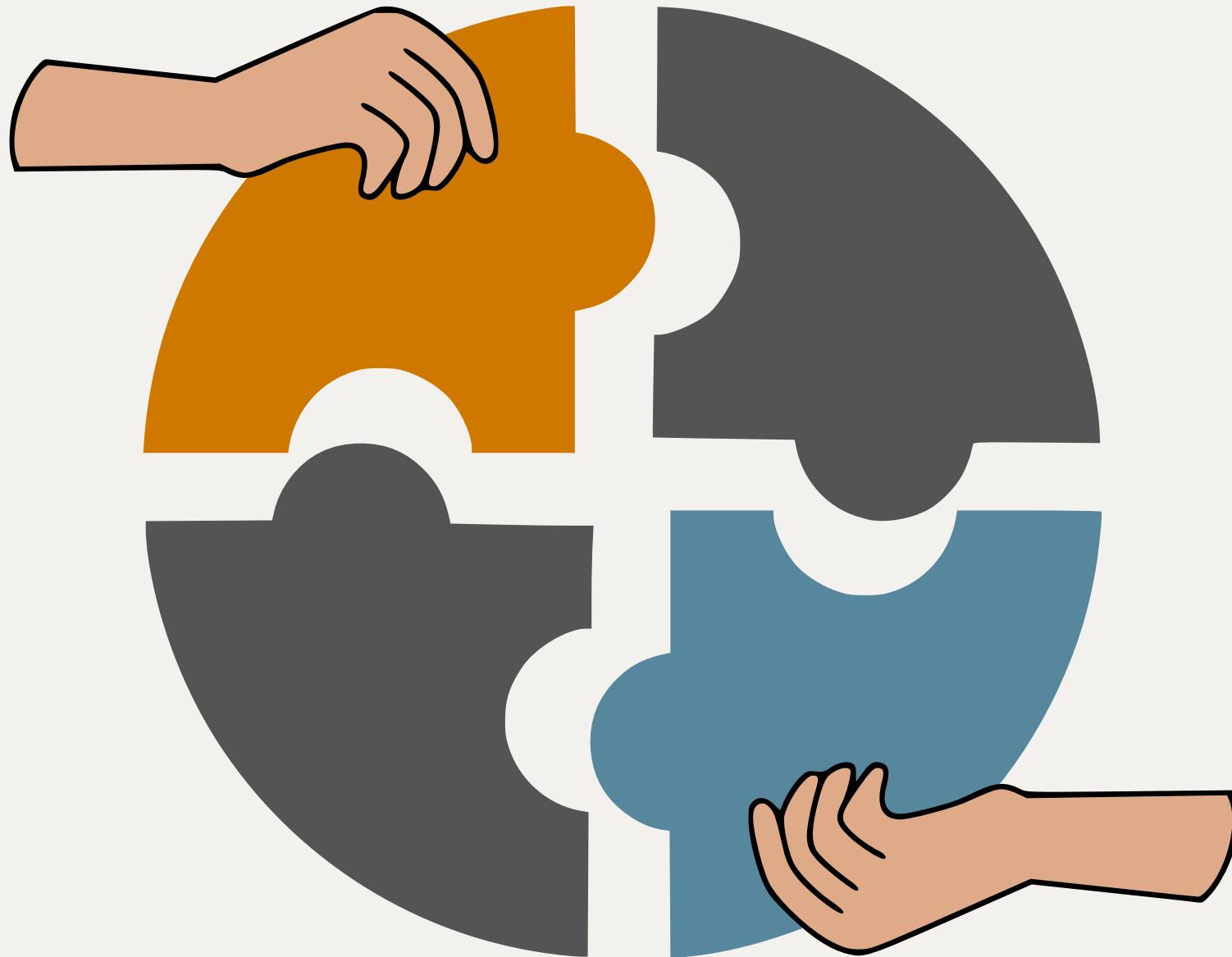
Sets the tone with accountability and direction.

Creates environments where people feel heard, valued, and supported to grow, listening to feedback and embracing change.



## Employee Resource Groups (ERG)

Community and connection through Employee Resource Groups (ERGs) that have been formed. ERGs are voluntary, employee-led groups that create space for dialogue, learning, and support around shared experiences or interests.



# Our commitment also extends beyond our own walls

---

Regionally, nationally, and across Europe, we engage in partnerships, shared learning, and sector-wide discussions. Through working groups, policy dialogues, or sharing lessons learned (including what hasn't worked), we aim to contribute to a broader shift. And by signing the SER Diversity Charter, we reinforce our pledge to foster inclusion and equality; not just to benefit Eurofiber, but to help move the sector forward.

## Eurofiber Diversity & Inclusion Statement

<b>Formal name</b>	Eurofiber Nederland B.V.
<b>Website</b>	<a href="http://www.eurofiber.com">www.eurofiber.com</a> <a href="http://www.eurofibercloudinfra.com">www.eurofibercloudinfra.com</a>
<b>Contact person</b>	<a href="mailto:Esra.buke@eurofiber.com">Esra.buke@eurofiber.com</a> <a href="mailto:Sanne.pipping@eurofiber.com">Sanne.pipping@eurofiber.com</a>
<b>Publication</b>	06 January 2026