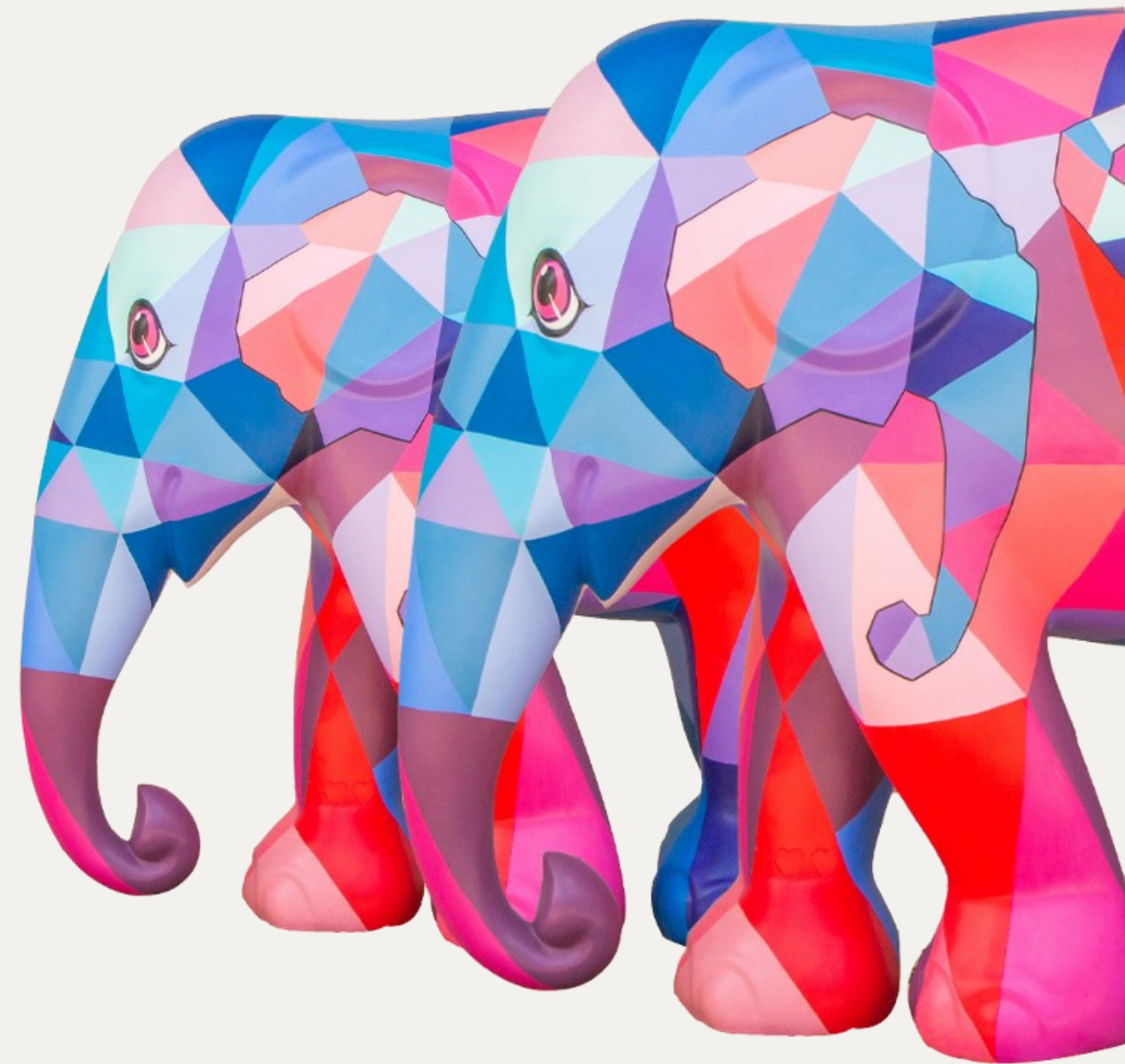


Diversity & Inclusion Statement



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

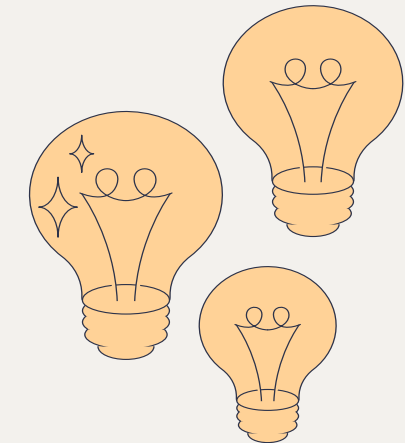
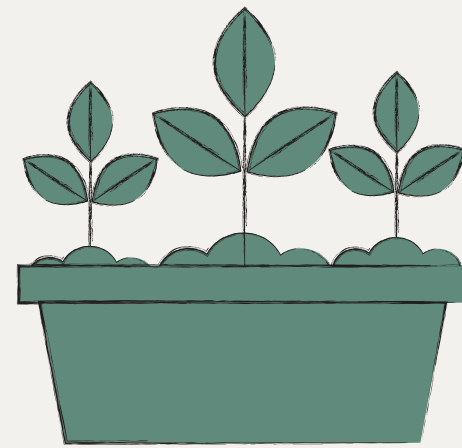
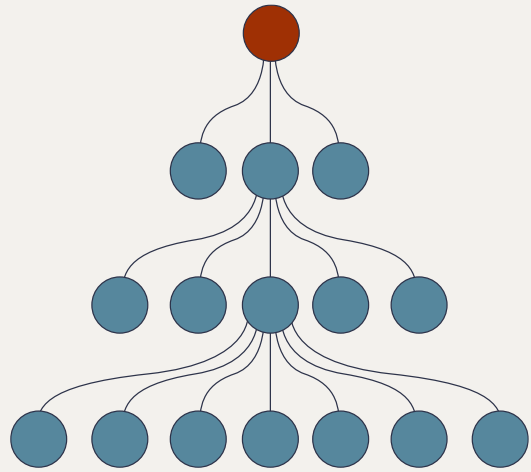
Freedom also means being able to show up authentically.



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

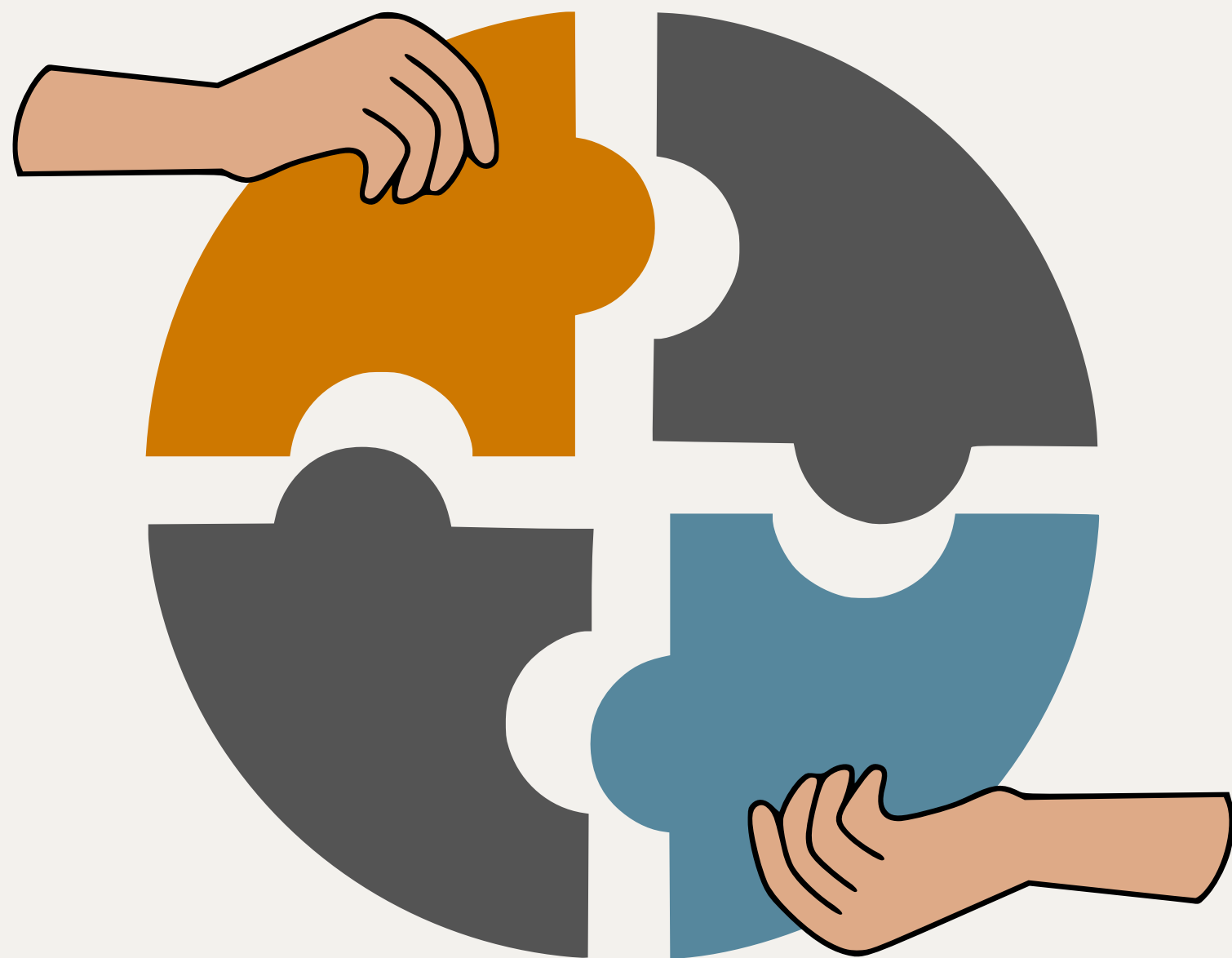
Sets the tone with accountability and direction.

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

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