

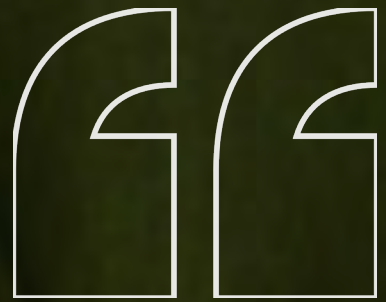
Our progress on Environment, Social & Governance

# Eurofiber ESG report 2025

The Eurofiber logo is located in the bottom right corner of the page. It consists of a stylized white icon of a fiber optic cable or network structure above the word "eurofiber" in a lowercase, sans-serif font. The logo is set against a teal circular background.

eurofiber

# A vision rooted in possibility



**When Eurofiber was founded in 2000, we set out with a clear conviction: that digital infrastructure should enable progress, not prescribe it.**

**At a time when the market was shaped by more traditional and tightly integrated models, we introduced an open, inclusive approach; one built on the belief that people and organizations flourish when they are free to choose the services, partners, and solutions that suit them best.**



Alex Goldblum, CEO Eurofiber

More than twenty-five years on, that philosophy remains central to who we are. From a small challenger, we have grown into a leading operator of open digital infrastructure across the Netherlands, Belgium, France, and Germany.

Yet the mindset that shaped our earliest days, collaborative, curious, and entrepreneurial, continues to guide us as we explore new geographies and support an increasingly diverse community of customers.

Every day, thousands of companies, public institutions, and nonprofit organizations place their trust in us. It's a responsibility we take seriously, and it guides the way we build resilient, future-ready infrastructure.

As digital sovereignty becomes increasingly important, we continue to invest in quantum-safe innovation and advanced protective technologies, ensuring our networks remain steadfast in a rapidly evolving world.

Our ESG commitments reflect both our ambition and our responsibility. With our Net-Zero targets validated by the Science Based Targets initiative, we continue to align our long-term climate ambition with the 1.5°C pathway set out in the Paris Agreement.

Our transition toward becoming a fossil-free company by 2030, and our expectation that suppliers do the same by 2040, is supported by tangible steps such as electrifying our vehicle fleet, limiting unnecessary travel, and compensating unavoidable flights.

The progress captured in this report reflects the dedication of our colleagues and partners across the Eurofiber Group. I am deeply proud of all they have achieved, and I look forward to continuing this journey together as we strengthen the open and sustainable digital foundations Europe depends upon.

Alex Goldblum, CEO Eurofiber  
April, 2026



**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.**

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# General information

The Eurofiber logo is displayed on the building's facade, consisting of a stylized white icon above the word "eurofiber" in a lowercase, sans-serif font.



# General information

## Reporting framework

This ESG Report has been prepared in line with the Voluntary Sustainability Reporting Standard for non-listed Small and Medium-Sized Enterprises (VSME), which has been used as a guiding framework to structure the Group's sustainability disclosures. Eurofiber Group has structured this report using the disclosure elements of Option B (Basic Module and Comprehensive Module) as a reference.

## Purpose and positioning

Although Eurofiber Group is not subject to the Corporate Sustainability Reporting Directive (CSRD), the Group recognizes the growing importance of structured and comparable sustainability information. By using the VSME framework as a guiding principle, Eurofiber aims to prepare for future regulatory developments, progressively strengthen alignment with recognized reporting standards, enhance the quality and consistency of its ESG reporting, and provide stakeholders with clearer insight into its sustainability ambitions, actions and impacts.

## Financial information

For the 2025 reporting year, the following general and financial information applies:  
 Net revenue (2025): €349,264 million.  
 Balance sheet total (2025): 4.166.773k.

The number of employees (FTE) at the end of the reporting year was 858,26.

## Economic activities

The Group's primary economic activities are classified under NACE codes K61.1 – Wired telecommunications activities and K63.1 - Data processing, hosting and related activities.

## Business Model & Sustainability

Eurofiber develops, owns, and operates open-access fiber optic networks across the Netherlands, Belgium, France, and Germany. The company provides scalable and future-proof digital infrastructure that enables connectivity and data-driven services.

### (a) Products and services

Eurofiber's core offerings include:

- **Fiber connectivity services**
  - Dark Fiber (core product across all countries)
  - Ethernet and WDM services
  - Direct Internet Access (DIA)
- **Network infrastructure**
  - Long-haul and metropolitan fiber networks
  - Fiber rollout and infrastructure development (including FTTH in selected markets such as Germany)
- **Data center and interconnection services**
  - Data center connectivity (300+ data centers connected)
  - Colocation services
- **Open-access wholesale services**
  - Carrier-neutral infrastructure enabling telecom operators, hyperscalers, and digital platforms
- **Additional market-specific services**
  - Telephony solutions (e.g. IP telephony, SIP trunking), primarily offered in France

# General information

## (b) Markets

Eurofiber operates primarily in B2B and wholesale digital infrastructure markets across the Netherlands, Belgium, France, and Germany.

- The Netherlands: Core and most mature market, with extensive fiber coverage and a full portfolio of connectivity services for enterprises, carriers, and public sector organizations.
- Belgium: Growing market with expanding fiber infrastructure and increasing demand for high-capacity business connectivity.
- France: Infrastructure-driven market focused on large-scale fiber deployment, wholesale access networks, and regional broadband initiatives, including FTTH and data center activities.
- Germany: Emerging market focused on fiber rollout, wholesale connectivity, and FTTH deployment through Eurofiber Netz.
- Across all markets, demand is driven by digital transformation, cloud adoption, and European policy ambitions for gigabit connectivity and secure digital infrastructure.

## (c) Main business relationships

Key relationships include:

- Customers: telecom operators, hyperscalers, digital platforms, enterprises, and public sector organizations
- Suppliers: construction and civil engineering partners, network equipment vendors, and energy providers supporting fiber deployment and operations
- Distribution channels: direct sales to enterprise and public sector customers, and wholesale partnerships enabling telecom operators and service providers to deliver services over Eurofiber's network
- Stakeholders: governments, regulators, local communities, and financial institutions

Eurofiber's business model relies on long-term partnerships and contractual arrangements to ensure network reliability, scalability, and continuous infrastructure development.

## (d) Sustainability-related elements

Sustainability is embedded in Eurofiber's strategy through:

- Environmental impact: Eurofiber contributes to a low-carbon digital economy through energy-efficient fiber infrastructure and has set Science Based Targets aligned with a 1.5°C pathway, including net-zero emissions by 2040, 100% renewable electricity by 2025, and increasing circularity in network materials and operations.
- Digital and societal impact: The expansion of secure, high-speed connectivity supports digital inclusion, economic development, and access to essential services across Europe, reflecting Eurofiber's role as critical digital infrastructure. In addition, Eurofiber contributes directly to society through employee volunteering, community engagement initiatives, and partnerships that support social inclusion, education, and broader societal impact.
- Responsible value chain: Sustainability is integrated into procurement and supplier management through due diligence

# General information

processes, supplier engagement programs, and collaboration on reducing emissions, circularity, and responsible business practices across the value chain.

- People and inclusion: Eurofiber fosters an inclusive and safe working environment through diversity and inclusion initiatives, workforce development, and clear social impact targets, including promoting equal opportunities and supporting access to employment.
- Governance and resilience: ESG considerations are embedded in governance, risk management, and compliance, with a strong focus on secure, resilient infrastructure, data protection, and alignment with European regulations and sustainability standards.

## Reporting scope and consolidation

Eurofiber Group operates through private and public limited liability entities, with Eurofiber Holding B.V. as the parent company. This report has been prepared on a consolidated basis and covers Eurofiber Group, including all entities in which Eurofiber Holding B.V. directly or indirectly holds 100% of the shares.

A detailed overview of the geographical footprint of all locations is provided in the appendix (page 79). The reporting scope includes activities related to the operation and development of open digital infrastructure, including fiber optic networks, data center services and related connectivity services.

This defines the formal reporting boundary of this ESG Report.

Operational activities are:

- Operation of fiberoptic networks of Eurofiber Nederland B.V. in The Netherlands.

- Operation of fiberoptic networks of Eurofiber N.V. and installation and services of telecom networks of Arcadiz Telecom N.V. in Belgium, including Arcadiz Telecom B.V. in The Netherlands.
- Rental of datacenter space, ICT services related to connectivity and datacenters by Eurofiber Cloud Infra B.V., including the datacenter activities of Bytesnet Groningen B.V. and Bytesnet Rotterdam B.V. in The Netherlands.
- Operation of fiberoptic networks and datacenter services in France by Eurofiber France SASU through its entities Avenir Telematique SASU (ATE), and Eurofiber DC SASU.
- Operation and development of fiberoptic infrastructure in Germany by Eurofiber Netz GmbH, primarily in the Berlin metropolitan area.

This report relates to the reporting year 2025, from 1 January 2025 to 31 December 2025.

Sustainable issue	B2			C2	
	Existing sustainability practices/ policies/ future initiatives (yes/no)	Publicly available? (yes/no)	Policies have targets? (yes/no)	Description of practices or policies and their consequent actions	Specification of future initiatives or targets
<b>Climate Change</b>	Yes	Yes	Yes	<ul style="list-style-type: none"> <li>• Approved Science Based Target initiative targets for scope 1, 2 and 3, with baseline year 2021</li> <li>• Purchasing renewable electricity</li> <li>• Energy-Efficiency improvements Energy efficiency measures such as solar-protective coating on street cabinets and more energy-efficient network equipment in France</li> <li>• Involvement in the Modular Integrated Sustainable Data Center (MISD) project for the development of new European network of edge data centers</li> <li>• Climate Change and Climate adoption assessment has been carried out</li> <li>• Yearly audited Environmental Management System (ISO 14001) for Eurofiber Nederland, Eurofiber NV in Belgium and Eurofiber Cloud Infra and Arcadiz Telecom</li> <li>• Yearly audited Energy Management System (ISO 50001) for Eurofiber Cloud Infra datacenters in The Netherlands</li> </ul>	<ul style="list-style-type: none"> <li>• Scope 1 and 2, 90% and scope 3 30% CO<sub>2</sub> reduction in 2030</li> <li>• Net-Zero in 2040 for scope 1, 2 and 3</li> <li>• Develop climate proof design roles for further deployment of our network and datacenters, based on the outcomes of the Climate Change Assessment</li> <li>• Integrate energy-efficiency and climate change requirements in RfP's for new materials and equipment</li> </ul>
<b>Pollution</b>	Yes	Yes	Yes	<ul style="list-style-type: none"> <li>• Switching to the use of Hydrotreated Vegetable Oil (HVO) diesel and reduce CO<sub>2</sub> and NOx emissions</li> <li>• Electrification of lease car fleet in The Netherlands, Belgium and France</li> <li>• Adhering to the Cradle to Cradle Banned Chemical List when purchasing materials and equipment</li> </ul>	<ul style="list-style-type: none"> <li>• Working together with our contractors in (pilot) projects on electrification of the construction and maintenance of the fiber optic network</li> </ul>
<b>Water and Marine Resources</b>	Yes	Yes	Yes	<ul style="list-style-type: none"> <li>• For the data centers, we use air-cooled systems instead of techniques that use (drinking) water.</li> <li>• Calculate annual the WUE (Water Usage Effectiveness) of the data centers in The Netherlands</li> </ul>	<ul style="list-style-type: none"> <li>• The target is a WUE&lt;0.1l/kWh</li> </ul>
<b>Biodiversity and Ecosystems</b>	Yes	Yes	No		<ul style="list-style-type: none"> <li>• Implementation of the SBTN's Action Framework (AR3T) (Avoid, Reduce, Restore &amp; Regenerate, Transform) framework into the infrastructure lifecycle</li> </ul>
<b>Circular Economy</b>	Yes	Yes	Yes	<ul style="list-style-type: none"> <li>• Suppliers are asked to prepare Life Cycle Assessments of their products in order to gain insight into both the environmental impact and the circularity possibilities</li> <li>• CPE return process and use of refurbished CPEs</li> </ul>	<ul style="list-style-type: none"> <li>• Adopting the Circular Transition Indicator (CTI) as a methodology for the fiber sector to calculate circularity</li> </ul>

Sustainable issue	B2			C2	
	Existing sustainability practices/ policies/ future initiatives (yes/no)	Publicly available? (yes/no)	Policies have targets? (yes/no)	Description of practices or policies and their consequent actions	Specification of future initiatives or targets
<b>Own Workforce</b>	Yes	Yes	Yes	<ul style="list-style-type: none"> <li>Code of Conduct for employees</li> <li>Diversity, Equity &amp; Inclusion Board</li> <li>Training program offering via Learning hub</li> </ul>	<ul style="list-style-type: none"> <li>First audit ISO 45001 certificate scheduled for June 2026 for Eurofiber Nederland and Eurofiber NV</li> </ul>
<b>Workers in the Value Chain</b>	Yes	Yes	Yes	<ul style="list-style-type: none"> <li>Eurofiber Supplier Code of Conduct, and signed by suppliers for at least 60% of the annual spend</li> <li>Tracking on ESG compliance through Ecovadis Supply Chain Sustainability Assessments for most critical suppliers</li> <li>Eurofiber signed the Code of Conduct for the Safe Construction of Digital Infrastructure (GVAD) with the Dutch contractors</li> <li>Eurofiber training and certification for workers of contractors who do the construction and maintenance of the Eurofiber network</li> </ul>	<ul style="list-style-type: none"> <li>Conducting social audits at Dutch contractors. Subsequently, rollout to Belgium and France.</li> </ul>
<b>Affected Communities</b>	Yes	Yes	No	<ul style="list-style-type: none"> <li>Volunteer program - 'Connect to Impact' offers every employee 16 hours per year to do volunteer work</li> <li>Sponsoring a number of social projects</li> </ul>	
<b>Consumers and end-users</b>	Yes	Yes	Yes	<ul style="list-style-type: none"> <li>Yearly audited Quality Management System (ISO 9001)</li> <li>Structured and proactive approach to Information Security and Data Protection</li> <li>Eurofiber Nederland has been designated as 'Vital Infrastructure' by the Dutch government</li> </ul>	<ul style="list-style-type: none"> <li>Development of new technologies, such as quantum safe solutions, to make the infrastructure even more resilient</li> </ul>
<b>Business conduct</b>	Yes	Yes	Yes	<ul style="list-style-type: none"> <li>Code of Conduct for employees</li> <li>Whistleblowing system implemented</li> <li>Compliance with regulation and national and international laws conform requirements of ISO standards</li> <li>Sustainable Procurement Strategy in line with ISO 24000</li> <li>Ethical behavior supported by mandatory training 'Your Business Compass'</li> </ul>	<ul style="list-style-type: none"> <li>Zero ethical breaches</li> </ul>

# ESG at Eurofiber



# Our ESG ambition

Reducing our footprint, growing our contribution

## Environment

**Reducing negative footprint and increasing positive footprint**

### Energy and CO<sub>2</sub> reduction (SBTi Net-Zero approved targets)

- Scope 1 & 2: at least 90% reduction in 2030 (base year 2021)
- Scope 3: 100% reduction in 2040 (base year 2021)
- 100% renewable electricity from 2025

### Circularity

- 100% circular products in our networks (for new construction, maintenance, and replacements) by 2030

## Social

**Intrinsically linked to the society**

### Diversity and Inclusion

- 40% female managers by 2028

### Social Return on Investment

- At least 2.5% of our workforce in the Netherlands must include employees from disadvantaged or priority groups to create social impact

### Community Involvement

- Volunteer program "Connect to Impact," offering 16 hours of volunteer work per employee

## Governance

**100% fair in the way we do business**

### Reporting

- Annual verified ESG reporting, including carbon footprint

### Supplier Code of Conduct

- At least 60% of purchases are from suppliers who have signed the Eurofiber Supplier Code of Conduct

### Security and Privacy

- Continuously safeguarding our digital infrastructure and ensuring data confidentiality

The world around us

 eurofiber

Vital 

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**infrastructure**  

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 for 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.**

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, organizations and businesses in our industry 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, the communities we serve, and the sector in which we operate.

"That responsibility shapes how we approach sustainability at Eurofiber", says Eurofiber's ESG lead Jeroen Kanselaar. "It means making reliable, resilient, and responsible choices that stand the test of time."

"Societal expectations of companies continue to evolve, with increasing attention to transparency and accountability. Developments such as the Corporate Social Reporting Directive (CSRD) reflect this trend. Although Eurofiber is not required to report under the CSRD, we consider these

expectations relevant to how we operate and take responsibility as a business. For that reason, we applied the VSME\* framework for the first time in this report."

"We see sustainability as a continuous process within Eurofiber: questioning assumptions, learning from external developments, and improving step by step. At the same time, we recognize that many of the expectations, and the challenges linked to digital infrastructure, are shared across the sector. Collaboration and knowledge-sharing with peers and partners helps us better understand evolving expectations, test our thinking, and translate external insights into our own choices and priorities."

"Together, this supports our responsible decision-making and contribution to a more sustainable and resilient digital infrastructure."

*\*Voluntary Sustainability Reporting Standard for non-listed Small and Medium-sized Enterprises*



Jeroen Kanselaar, Eurofiber ESG Lead

## ESG Declaration

### 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 rules and labor rights:** respects 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.

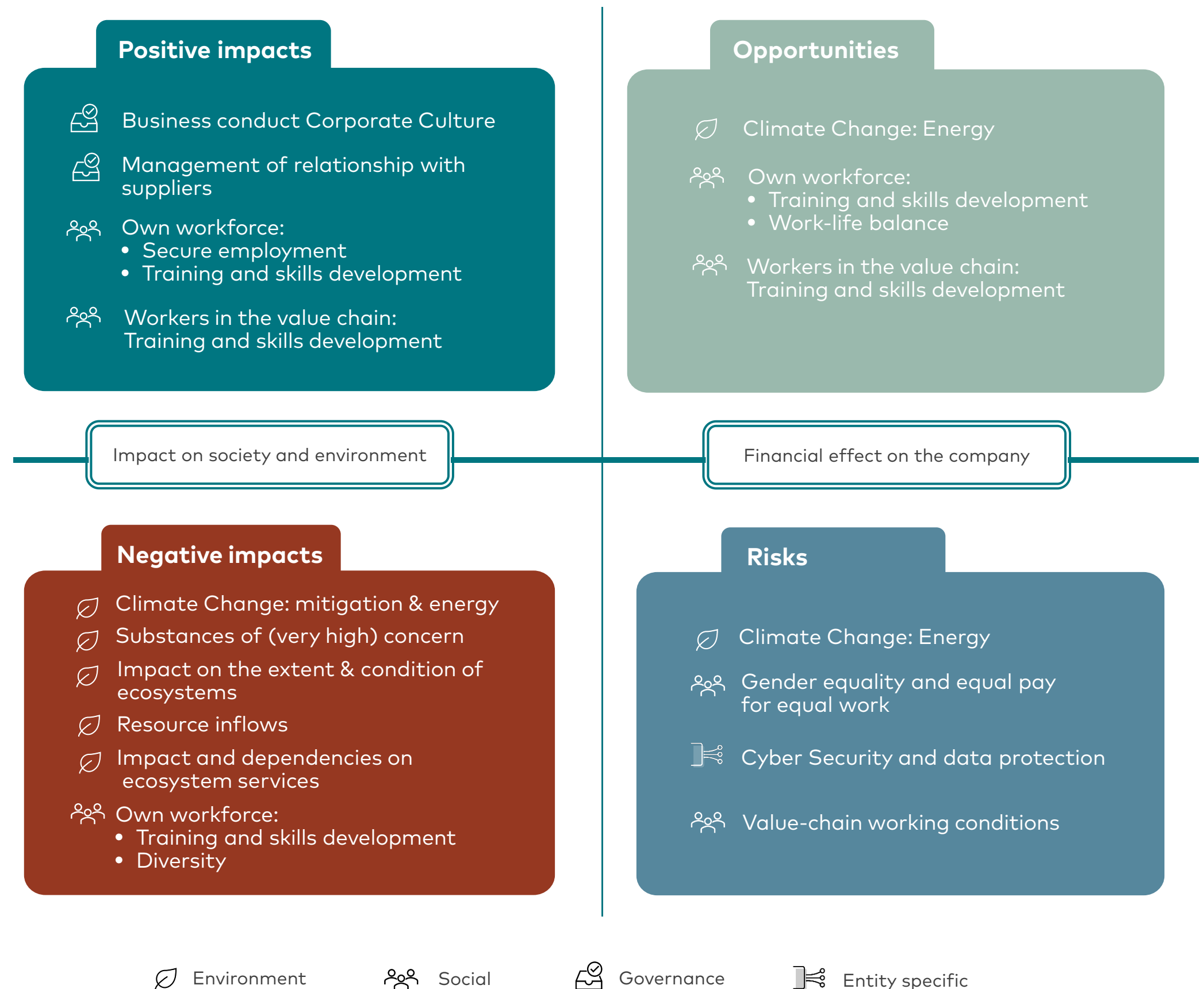
## Double Materiality Assessment

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 most to our customers, colleagues, partners and other stakeholders, and evaluated where our activities may have the most significant impacts on society and the environment, as well as where financial risks and opportunities may arise for Eurofiber.

This visual shows the sustainability topics that require the most attention based on the outcomes of the assessment. 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).



# ESG Program



## Pillar 1: Environmental impact

Environment We're working with our stakeholders to reach net zero by 2040. Our CO<sub>2</sub> reduction targets are validated by the Science Based Targets initiative and aligned with the 1.5°C pathway of the Paris Agreement.

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



## 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.

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.



# Environment



# Environmental Impact

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



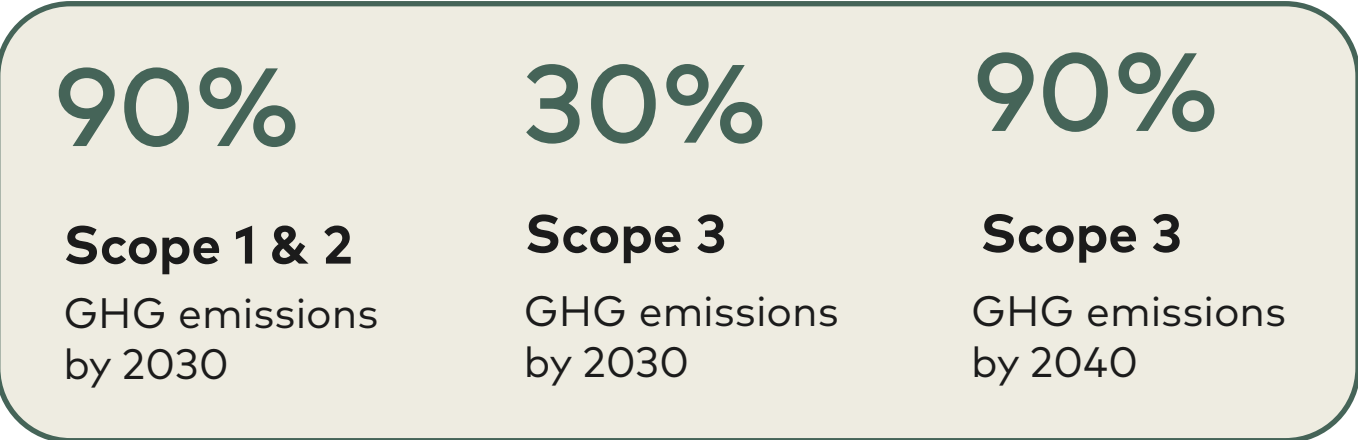
## Climate & Energy

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 reduction target from a 2021 base year:



Eurofiber increased its active annual sourcing of renewable electricity from 95% in 2021 to 100% by the end of 2025 and commits to maintaining 100% renewable electricity sourcing going forward.

# Goals

## Commitment to Sciened Based Targets

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

## Electrical cars

As of 2022 Eurofiber only offers electrical cars in The Netherlands and Belgium to phase out all fossil versions. In France, a similar policy was introduced in 2025, resulting in a significantly higher share of electric vehicles

## Compensate unavoidable flights

Eurofiber limits flying and compensates the carbon emissions of unavoidable flights, which are booked via the central booking system.

## Eurofiber Business Units ISO 14001 certified

All Eurofiber Business Units in The Netherlands and Belgium have an ISO 14001 certified Environmental management system. Additionally our datacenters in The Netherlands have an ISO 50001 certified Energy Management System. This not only to proof environmental legal compliance, but also to gain insight in environmental and energy aspects and actions to minimize our environmental impact..



# 100%

## Green Power

Eurofiber buys 100 percent renewable electricity for its 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 & CO<sub>2</sub> reduction by climate proof design

Eurofiber has set targets to reduce CO<sub>2</sub> emission related to its business activities. To achieve these objectives, we must innovate and apply new technologies in our networks and data centers. To give structure to our reduction measures, we created an ESG Roadmap with various actions up until 2030.

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;
- Switching to the use of Hydrotreated Vegetable Oil (HVO) for the emergency generators in our data centers and network in The Netherlands, Belgium and France;
- New street cabinets are equipped with a heat-reflecting coating and double-walled insulating panels as standard. This coating reflects sunlight, reduces the heat generated by the street cabinet and the

equipment, thus reducing the need for cooling, which in turn leads to lower electricity consumption;

- The Lille teams transferred to a sustainable HQE-certified (High Environmental Quality) office;
- Eurofiber Cloud Infra aims to raise customer awareness of the energy consumption of their equipment installed in our data centers. This is how we contribute to reducing energy consumption. The Customer Care Center (CCC) portal dashboard includes a dedicated module, "Power Usage." Users can view the current power consumption of their IT equipment.

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 CO<sub>2</sub> impact during the construction and maintenance of our network and we are starting pilot projects for CO<sub>2</sub> neutral construction and maintenance. After pilot projects in The Netherlands in 2024, we conducted a pilot in Belgium in 2025 together with Circet, one of our regular contractors.

Eurofiber was the initiator in 2022 for the project to develop 'calculation rules' (Product Category Rules) with which manufacturers of active and passive network equipment can calculate the environmental impact of their equipment. These PCRs are necessary to be able to prepare a Life Cycle Assessments (LCA) and Environment Product Declarations (EPD). If manufacturers prepare these LCA/EPDs for their products, Eurofiber can include the environmental impact as an award criterion as part of its sustainable purchasing policy.

At AngaCom 2025, we announced that the PCRs have been approved by the Dutch government and can now officially be used to prepare LCAs and EPDs and can be verified at the European level.

## Driving sector-wide impact in sustainability

Eurofiber remains actively engaged in ESG discussions and initiatives beyond its own organization.

In 2025, the Manager ESG of Eurofiber was re-elected as chair of the Sustainability Committee of the FTTH Council, where he contributed to the development of the EU Code of Conduct (CoC) for the sustainability of telecommunications networks. An important step in the process of getting the telecom sector accepted as part of the EU Taxonomy. And involved in the study of the FTTH Council 'Fibre Networks as Green Assets', which demonstrate the positive environmental impact of FTTH networks throughout their lifecycle.

As co-led of the Green Digital Action group of the International Telecommunications Union (ITU), Eurofiber is also involved in the project for the development of the 'Requirements for the creation of an ITU database on energy consumption and GHG emissions of the ICT sector'.

## 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 CO<sub>2</sub> footprint from mobility.

The policy is an important step towards our goal of becoming a Net-Zero company by 2040.

In 2025, this policy was also formally introduced in France and was taken into account when contracting a new leasing company for the coming years.

By 2025, the share of fully electric lease cars have increased in the Netherlands, Belgium, and France. In France, the replacement of the lease fleet with electric vehicles has started by the end of 2025. In a short time, a large part of the fleet has already been electrified.

The table below shows the percentage by country at the end of 2025. For all business units combined the percentage of share of electrical vehicles in our lease fleet has increased from 57% in 2024 to a total of 84% by the end of 2025.

Business Unit	Electric Vehicles (% of total)
Eurofiber Nederland	93%
Eurofiber Cloud Infra	91%
Eurofiber Belgium	75%
Eurofiber France	74%
EF Netz	50%
<b>Total</b>	<b>84%</b>

## Green power

Eurofiber has been purchasing renewable electricity for its activities in the Netherlands, Belgium and Germany 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 Maarsse, 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 Maarsse and Zaventem for our electric lease car fleet are also supplied with renewable energy.

In 2025, 96% Eurofiber Group's electricity consumption was completely carbon free, of which almost 80% fully renewable.

Energy (in MWh)	2025**	2024*	2023
Electricity - renewable	<b>45.485</b>	42.442	39.853
Electricity - nonrenewable	<b>10.668</b>	10.960	1.767
Fuels - renewable	<b>240</b>	43	47
Fuels- non-renewable	<b>1.773</b>	3.385	4.139
District heating ***	<b>77</b>	77	-
Total energy - renewable	<b>45.726</b>	42.486	39.899
Total energy- nonrenewable	<b>12.517</b>	14.421	5.905
<b>Total energy Eurofiber Group</b>	<b>58.243</b>	<b>56.907</b>	<b>45.805</b>

\* including new acquired company Bytesnet

\*\* including new acquired company Arcadiz

\*\*\* District heating is counted as non-renewable

## 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 CO<sub>2</sub> 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 CO<sub>2</sub> footprint is calculated through our Uniglobe travel booking tool. Emissions from air travel are offset via Anthesis Group, through a REDD+ (Reducing Emissions from Deforestation and Forest Degradation) project and certified under the Verified Carbon Standard. In 2025 we balanced a total of 94,1 ton of CO<sub>2</sub> equivalents.

## 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 energy, the circular economy or reducing carbon through our value chain.

In 2024 Eurofiber Group's CO<sub>2</sub> 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 and CO<sub>2</sub> 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 CO<sub>2</sub> footprint will be calculated from that year onwards, including Scope 1, Scope 2, and all 15 categories of Scope 3. This CO<sub>2</sub> footprint covers the entire Eurofiber Group; all companies in the Netherlands, Belgium, France, and Germany over which we have operational control.

This table shows the Eurofiber Group's carbon footprint for the last three years since and the baseline year of 2021.

Due to the acquisitions of Bytesnet in 2024 and Arcadiz Telecom in 2025, a recalculation has been performed in accordance with the SBTi guidelines for 2024 and 2023, as well as the baseline year 2021.

The reductions in CO<sub>2</sub> emissions across all three categories remain almost in line with the annual targets required to meet our SBTi commitments.

For Scope 1, which is 1,64% of our total GHG emissions, we see a clear further reduction in emissions, partly due to the electrification of the lease fleet and a larger amount of HVO diesel instead of regular diesel for the emergency generators. Scope 2 (0,95% of total GHG emissions) has decreased compared to the baseline year, but we see a small increase compared to 2024. The electricity we purchase is almost entirely renewable, but because we have an increasing number of electric lease cars that are charged on the road, we cannot determine the origin of that electricity. This results in a limited increase in emissions. In the coming year, we will need to request more specific information from the leasing companies regarding the charging of our vehicles.

The purchase of renewable electricity is clearly visible in the difference between Scope 2 market-based and location-based. The purchase of this renewable energy for our operation saves more than 10,000 tonnes of CO<sub>2</sub>.

Emissions in Scope 3 account for by far the largest share, at 98.34% of the total GHG emissions. This is due to the investment programs in our networks. We expect to achieve a reduction in Scope 3 in the coming years through the outcomes of our supplier engagement program, in which we ask suppliers, among other things, to prepare life cycle analyses of the products they supply to us.

### Further reduction of carbon emissions

To achieve our 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.

#### Scope 1 & 2

To reduce our scope 1 and scope 2 emissions, we will further investigate the possibilities for using HVO diesel, further electrification of lease fleet, 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

#### Scope 3

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 CO<sub>2</sub> 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.

### GHG Emission intensity

The GHG Emission Intensity is included in the table below. This indicates the amount of greenhouse gas emissions per EUR of turnover in the calendar year 2025.

This data can be used by stakeholders to calculate the impact of the services they purchase from Eurofiber Group for their own Scope 3 calculations.

GHG Emissions intensity (tCO <sub>2</sub> /€ turnover)	2025	2024*	2023*	2021*
Scope 1 and 2 GHG Emissions intensity (location-based)	0,00003084	0,00003596	0,00003957	0,00005094
<b>Scope 1 and 2 GHG Emissions intensity (market-based)</b>	<b>0,00000308</b>	<b>0,00000529</b>	<b>0,00000496</b>	<b>0,00000998</b>
Total Scope 1, 2 and 3 GHG Emissions intensity	0,00021386	0,00023207	0,00027028	0,00032842
<b>Total Scope 1, 2 and 3 GHG Emissions intensity (market-based)</b>	<b>0,00018611</b>	<b>0,00020140</b>	<b>0,00023567</b>	<b>0,00028747</b>

\* Calculated based on recalculated numbers

# Eurofiber Group – GHG Emissions Overview

Unit: tCO<sub>2</sub>e

Carbon Footprint Eurofiber Group	2025	2024**	2023**	2021 (Baseline year)*	2030 (target year)
<b>Gross Scope 1 GHG Emissions</b>	<b>511</b>	1.178	1.076	1.466	147
Gross Scope 2 location-based	10.260	10.494	11.383	11.135	1.114
<b>Gross scope 2 market-based</b>	<b>566</b>	540	484	1.003	100
Total Scope 1 and 2 (location-based)	10.771	11.672	12.459	12.602	1.260
<b>Total Scope 1 and 2 (market-based)</b>	<b>1.076</b>	1.717	1.560	2.469	247
1. Purchased Goods and Services	8.508	12.942	11.173	16.187	11.331
2. Capital Goods	53.065	50.197	58.979	49.815	34.871
3. Fuel- and Energy-Related Activities	208	368	2.318	2.532	1.772
4. Upstream Transportation and Distribution	0	0	0	0	0
5. Waste Generated in Operations	1	1	3	38	27
6. Business Travel	91	60	101	53	37
7. Employee Commuting	22	28	28	22	16
8. Upstream Leased Assets	0	0	0	0	0
9. Downstream Transportation and Distribution	0	0	0	0	0
10. Processing of Sold Products	0	0	0	0	0
11. Use of Sold Products	0	0	0	0	0
12. End-of-Life Treatment of Sold Products	0	0	0	0	0
13. Downstream Leased Assets	0	0	0	0	0
14. Franchises	0	0	0	0	0
15. Investments	2.027	51	40	1	1
<b>Total Scope 3 GHG emissions</b>	<b>63.924</b>	63.646	72.642	68.650	48.055
Total Scope 1, 2 and 3 (location-based)	74.695	75.318	85.100	81.252	49.315
<b>Total Scope 1, 2 and 3 (market-based)</b>	<b>65.000</b>	65.364	74.202	71.119	48.302

\* Recalculated baseline year because of M&A of companies

\*\* Recalculated for acquisition of Bytesnet (in 2024) and Arcadiz Telecom (in 2025)

## Climate Change

Long-term climate changes are impacting both Eurofiber's operations in their network, offices and data centers. Axa Climate conducted a Risk Assessment, including a review of climate physical risks, using the SSP5-8.5 "worst-case" climate scenario.

PGGM has also conducted a full physical climate risk assessment for Eurofiber's assets. For this, use was made of the RCP 8.5 (Representative Concentration Pathway 8.5).

The risk assessment identified the following three high climate physical risks for Eurofiber for the period until 2050:

### 1. Extreme heat

This can have an impact due to the faster aging of infrastructure and machinery caused by overheating of materials. It can impact operations, affecting the working conditions of employees, and there is a risk of reduced equipment performance at extreme temperatures. Mitigating measures may include reviewing the vulnerability of products and processes to extreme heat, providing additional backup facilities, and ensuring suitable cooling systems.

### 2. Landslide

Risk of structural integrity of buildings and infrastructure. Mitigating measures involve drawing up operational plans for extreme weather conditions and monitoring the development of rain patterns.

### 3. Water stress

The risk is an increase in water costs and effects on water availability. Mitigating measures are technical provisions to reduce water consumption.

Medium risks that are identified are; changing air temperature, flood, storm and subsidence.

Based on these risks, we will take into account the following in the design of our network:

- When placing street cabinets, handholes, PoPs and other strategic and critical components of the network, take into account increased risks of landslides and water stress (rainstorms, increased water levels in rivers and the sea).
- When choosing locations for street cabinets and PoPs, consider rising ambient temperatures (see topic energy efficiency).
- With the MISD project we are working on the datacenter of the future with liquid cooling.

## Climate Proof design

We incorporate the results of our trend analyses and climate scenarios into the design of new street cabinets and ILAs (In-Line Amplifier).

The ILAs are equipped with air conditioning units that are larger in the new design, offering increased capacity for an optimal indoor climate.

New ILAs are now built with concrete piles half a meter above the ground, so flooding doesn't have an impact. At existing locations, we replace air filters sooner where necessary. We also sometimes reconfigure cooling systems by filling them with cool air at night to absorb the heat during the day.

The new generation street cabinets we purchase are fitted with double-walled insulating panels and have heat-resistant coating. In this way, they are better able to withstand the rising ambient temperature.

We are also looking at durable equipment in the PoPs and street cabinets that can withstand higher temperatures, which means we need to cool less, with less energy consumption. For example, we now assume an ambient temperature of no more than 45 degrees Celsius, 5 degrees higher than before.

## Air Pollution

As a fiber optic network operator, our direct air pollutant emissions are primarily associated with backup diesel generators, vehicle fleets, construction activities, and energy consumption in technical sites (e.g., PoPs, data centers, and central offices). Although our core technology is energy-efficient, we recognize our responsibility to minimize air pollutant emissions in line with EU air quality standards and best practices.

Our targets for the coming years are:

- Purchase 100% renewable electricity for network operations by 2026.
- Switch to 100% HVO diesel consumption for backup power by 2030.
- Reduce NOx emissions from stationary combustion sources by 40% by 2030.
- Achieve 100% low- or zero-emission vehicles (electric cars) in fleet by 2030.
- Reduce air pollution through electrification of civil works by 50% by 2028.

## Electrification of construction work

We do not just want to put ambitions on paper, but also take real steps to create a positive impact. That is why we conducted the first pilots as early as 2024 with a contractor in the Netherlands to electrify the equipment.

In 2025, we continued this with a pilot with Circet, one of our Belgian contractors. During the pilot project in Brussels, an electric excavator was deployed to test feasibility and efficiency in practice. These types of pilots provide us with important experiences and information that we can use to further roll out our plans.

This test also revealed additional benefits such as: less noise, no exhaust fumes, and a more pleasant working environment.

## Purchase 100% renewable electricity

A large portion of the electricity we use is purchased by Eurofiber itself. Not all of it, however, as for a number of offices this is

purchased by the building owner, and for part of the network in Belgium, we use an external party responsible for purchasing the electricity. In 2025, electricity purchased by Eurofiber in the Netherlands, Belgium, and Germany was 100% renewable.

## HVO diesel

We are switching over to HVO diesel (Hydrotreated Vegetable Oil) for the backup generators in our data centers and the (smaller) backup generators in our network.

In 2025 we switched for three of the eight data centers in the Netherlands and for one of the three data centers in France to 100% HVO diesel. Also the back-up generators in the fiber network in The Netherlands have switched to HVO diesel. A feasibility study is still pending for one other data center in the Netherlands. The manufacturers of the backup generators at the other data centers have indicated that using HVO diesel is not recommended.

HVO diesel not only reduces CO2 emissions by 90% but also offers advantages in terms of air pollution. A research study commissioned by the Dutch government indicates that the use of HVO results in lower pollutant emissions of particulate matter (PM) emissions decrease by ~23% and ~18% NOx reduction observed when running on 100% HVO versus regular diesel.

## Waste

Our vision and objectives are focused on maximizing the value of raw materials and components, in line with the R-model for circularity.

This model provides a hierarchical framework for circular strategies, with waste prevention (Refuse, Rethink, Reduce) as the highest priority, followed by reuse (Reuse, Repair, Refurbish, Remanufacture), and only as a last resort, recycling (Recycle, Recover).

Eurofiber's waste objectives are:

- By 2030 100% of waste reused and recycled.
- Minimize the use of virgin materials and raw materials.
- By 2030, 80% of CPE (Customer Premises Equipment) will be returned via the CPE return process.
- From 2030 onwards, all newly purchased and installed network equipment will be 100% circular.
- Network equipment removed from the network will be offered to third parties via TXO.
- By 2030, 100% of non-reusable equipment will be recycled via a WEEELABEX-certified process.

Waste streams at Eurofiber are separated into various waste streams, such as residential, plastic, paper and cardboard, wood, and electrical equipment.

Waste collectors in the Netherlands and Belgium can already provide separated waste reports, but it is not yet possible for our French locations and Berlin office, to receive waste reports.

Eurofiber's fiber optic network is being installed by permanently contracted contractors. In the Netherlands and Belgium, framework agreements with these contractors stipulate that they are obligated to transport all waste from project sites to their own premises. There, they are required to separate and arrange for the waste to be collected. This requirement is also part of the new framework agreement with French contractors, which will be signed in 2026.

The reports of CPE return process and the refurbished network equipment are part of the chapter Circularity.

Waste (in ton)	2025**	2024*	2023
Non-hazardous waste, recycled or reuse***	36,41	40,55	25,50
Non-hazardous waste, incinerated with energy recovery ****	122,96	112,24	99,48
Hazardous waste	-	-	-
Total waste Eurofiber Group	159,37	152,79	124,99

\* including new acquired company Bytesnet

\*\* including new acquired company Arcadiz

\*\*\* waste streams of paper, cardboard, wood, plastic, electronic/IT equipment and glass are included as reuse or recycling

\*\*\*\* residual waste is classified as incinerated with energy recovery

# Art objects from upcycled waste



This is your **one-of-a-kind elephant**, carefully crafted by hand, made of washed-up flip flops. It is part of a special series, with each elephant as unique as the individual who holds it.

Your elephant is **#1198** of a total of 1200.

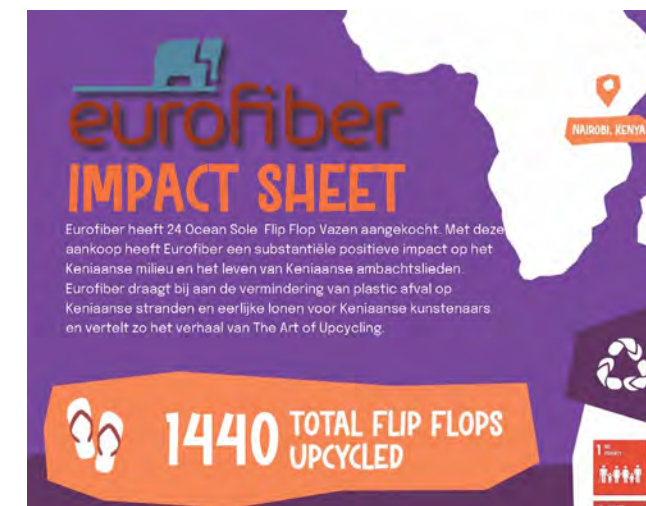


We also try to raise awareness among employees and suppliers about the global waste problem. To this end, we collaborate with the company Nic&Mic from the Netherlands. They create art objects from upcycled waste, often flip-flops found on Kenya's beaches, but also upcycle old ranger uniforms into bags, and empty bottles on Zanzibar into drinking glasses.

In 2025, Eurofiber celebrated its 25th anniversary, and as a gift and souvenir, all employees received an elephant made from upcycled flip-flops. To convey the message, each employee also received a card with an explanation.

For the suppliers involved in our Eurofiber Supplier Engagement Program, we had a gift consisting of a vase made from 60 flip-flops per vase.

Nic&Mic also provides an impact sheet per project; with these two projects, a total of 3,840 flip-flops were upcycled from the beaches of Kenya.



## Biodiversity

Eurofiber does not operate sites which we own or lease in or nearby biodiversity sensitive areas.

This theme is not relevant to the operation of our network. Cables, ducts, and handholes are laid underground. To date, no instances of noise, vibration, or other disturbance to habitats have been recorded during network operation.

This may well be the case for civil works involved in the construction and maintenance of our networks. That is why we intend to work on this with our contractors in the coming years, including by electrifying the equipment used, thereby reducing noise pollution, among other things.

Future concept biodiversity by design:

- Screening to determine if the infrastructure has a significant negative effect on area of interest for biodiversity.
- Minimizing the impact of construction and operation on local ecosystems and preferably improving biodiversity in the places where we construct our network.

- Implementation of the SBTN's Action Framework (AR3T) (Avoid, Reduce, Restore & Regenerate, Transform) framework into the infrastructure lifecycle.
- When designing, ensure that no or as few as possible, natural areas are crossed. Natura 2000 areas should be avoided.
- When constructing the structure, use materials and machines that cause no or minimal nuisance to the environment (people, animals and nature).
- When planning construction work, take habitats into account (for example breeding season or migration season).

## Water

At Eurofiber, we do not have (production) processes that consume (significantly) water because, as a service provider, we mainly have offices and our data centers are air-cooled. Naturally, we want to use this natural resource as sparingly as possible by:

- Where possible, reduce water consumption by installing water-saving features on taps, dishwashers and toilets.
- For our data centers we strive for a WUE (Water Usage Effectiveness) of <0.1 l/kWh.
- For wastewater, ensure that discharges meet or exceed regulatory or standards to minimize pollution.
- Identifying and mitigating risks from water scarcity by increase in water levels of rivers and the sea for our fiber networks and datacenters.

## Water Usage Effectiveness (WUE)

No water is required for the operation of the fiber optic network. Consequently, water consumption for these business activities is limited to the office locations.

The Dutch data centers are cooled using energy-efficient cooling systems. These operate based on Dynamic Free Cooling (DFC), meaning that compression operation of the cooling system is not required for 80% of the year. Therefore, large-scale water use is not necessary to cool the spaces within the data center.

However, limited water is used to optimize free cooling. A water misting system has been installed at the level of the dry coolers of the cooling system on the roof of the data centers. This mist ensures that the air drawn in by the coolers is colder, allowing the system to run on free cooling for even longer.

The Water Usage Effectiveness (WUE) is a sustainability metric developed by The Green Grid that measures the water efficiency of data centers.

It measures the ratio between the amount of water consumed for cooling and humidifying IT equipment and the energy consumed by this equipment.

For the eight data centers in the Netherlands, the average WUE is 0,000082.

For the three French data centers, we do not yet have sufficiently detailed information to calculate the WUE. In 2026, we will start working on making it possible to calculate the WUE for these data centers in the future as well.

Water	2025**	2024*	2023
Water withdrawal (all sites)	<b>7.136</b>	5.832	9.239
Water withdrawal of sites in areas with high water stress (indicator >40%) ***	<b>4.153</b>	4.298	7.737

\* including new acquired company Bytesnet

\*\* including new acquired company Arcadiz

\*\*\* determined using the Aqeduct Water Risk Atlas

# Beekeeping and environmental education at Nîmes

Integrating biodiversity into operations



Since 2020, the Eurofiber data center in Nîmes has partnered with Tavanel, a local beekeeping company, to support the preservation of bees and contribute to local biodiversity. As part of this collaboration, beehives have been installed and are professionally maintained on the data center site, providing a safe habitat for pollinators and supporting surrounding ecosystems.

Beyond their ecological function, the beehives also serve an educational purpose. Over the years, the Nîmes site has hosted awareness-raising and educational sessions, including activities for children, to explain how a beehive functions and to highlight the essential role bees play in pollination, food production, and biodiversity.

During the 2025 season, the beehives at the Nîmes data center produced a total of 42.75 kilograms of honey: 31.5 kilograms harvested in early summer (126 jars) and 11.25 kilograms harvested in autumn (45 jars). All honey was packaged in 250-gram jars. The jars, featuring Eurofiber-branded labels, are shared with customers and partners in the south of France.

While modest in scale, this initiative reflects Eurofiber's approach to integrating biodiversity considerations into its operational sites and contributing positively to local ecosystems through practical, site-based actions.

# 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 65% 2030.
- Circular Transition Indicators**  
 Calculate the circularity of key products with the Circular Transition Indicators (CTI) of the World Business Council for Sustainable Development (WBCSD).
- 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.

In 2025, we kept this requirement the same, and it remained part of the Framework Agreement. 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 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 Weeelabex-certified company. In addition, the CO<sub>2</sub> emissions from the transport of the modems are compensated.

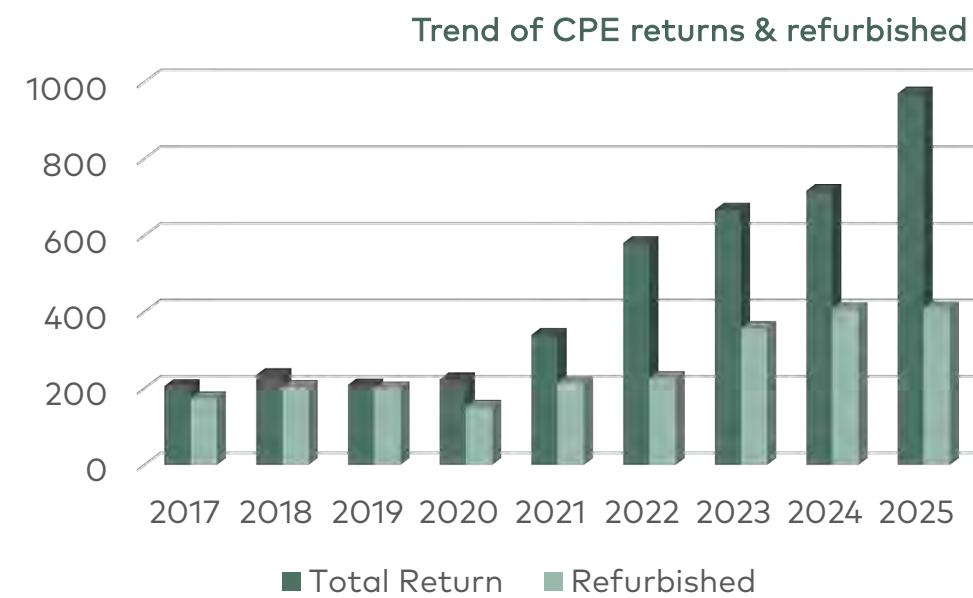
Returning modems has become easier for Eurofiber customers, and significant work was done to improve communication with both direct and wholesale customers. In addition, improved administration between Eurofiber and Netways now provides better insight into the progress of the collection process.

In 2025, a total of 970 Customer Premises Equipment (CPE) modems were returned, representing 54.6% of all 1,778 cancelled modems. Of the returned devices, 411 modems were suitable for refurbishment and reuse.

While total CPE returns increased in 2025, the proportion prepared for reuse declined compared to 2024 due to a higher share of devices exceeding their technical lifespan (older than five years) or no longer meeting performance requirements. As a result, 248 returned units had reached end-of-life or faced technical limitations, making replacement with newer, more energy-efficient models the more sustainable option from a lifecycle perspective. In addition, 60 units were disposed. The remaining returned CPEs are currently undergoing assessment and processing to determine their suitability for preparation for reuse.

The graph below illustrates the trend over recent years. After several years of an upward trend, 2025 marks a year in which the proportion of CPE prepared for reuse has declined, despite an increase in overall return volumes. This outcome underscores the limited influence Eurofiber currently has over replacement decisions and return conditions within indirect sales and distribution channels.

In light of these developments, Eurofiber has revised its reuse target for 2030 to better reflect operational realities and is reassessing its approach to indirect channels.



## Circular Transition Indicators (CTI)

To achieve our ambition to source 100% circular materials starting in 2030, we need to be able to assess the circularity of products.

To this end, we have chosen the Circular Transition Indicators (CTI) methodology of the World Business Council for Sustainable Development (WBCSD). The CTIs are an important part of the Global Circularity Protocol for Business (GCP).

It is an open and transparent framework for calculating the circularity of products and/or companies.

In 2025, we started collecting information from life cycle assessments and raw material passports for the passive materials we purchase. We use this information to calculate the CTI outcomes. This provides a baseline measurement of how circular the products we purchase already are, but it also allows us to engage in discussions with our suppliers and manufacturers to make the products even more circular in the long term.

It is important that the CTI methodology is widely supported within our sector. Therefore, Eurofiber actively contributes to introducing the CTI and securing commitment to adopt it as a sector standard, both within the Sustainability Committee of the FTTH Council and the Sustainability Working Group of NLconnect.

# Sustainable by design

a new HQE-certified office with second-hand furniture in France

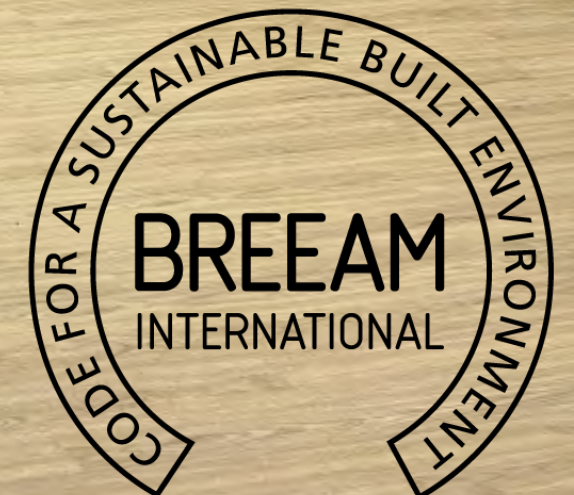


**Eurofiber France moved to a new HQE-certified headquarters in Issy-les-Moulineaux. From the start, the focus was on creating a workspace that is practical, sustainable and supports the way people work together.**

One concrete choice was to furnish the office mainly with second-hand furniture, provided by the company Ocellis. This reduced the need for new materials and helped lower the environmental footprint, while still offering a level of quality close to new.

The office has been designed without individual offices, including for local management. Instead, the space prioritizes shared work areas and a higher number of meeting rooms, making it easier to work in projects and teams across functions.

Everyone works on the same floor, grouped by function (Finance, HR, Sales and Operations), with a central social space at the heart of the office.



# Social



## Social Impact

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



### 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

## Increase Gender Diversity in Leadership

40% female representation in senior management by 2028. Supported through targeted leadership development programs, succession planning, and inclusive recruitment practices.

## Ensure Equal Opportunity in Recruitment & Development

Continuously improve recruitment processes to ensure fairness and transparency. E.g., by using inclusive language in vacancy texts, providing training for recruiters and selection professionals on unbiased hiring, and exploring new channels to reach diverse talent.

## Support Diverse Talent Development

Create opportunities for growth and development for employees from diverse backgrounds. Supported through mentorship programs, buddy coaching, and initiatives that help diverse talent thrive and progress within Eurofiber.



## Ensure Inclusive Workforce Access

In the Netherlands, 2.5% of our workforce (based on January 2025 headcount) consists of individuals facing employment barriers (e.g., people with disabilities, long-term unemployed, or other disadvantaged groups) by the end of 2027.

## 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 two clear targets:

- 40% female managers by 2028. This goal is directly linked to our Sustainable Loan, secured with banks in 2022. As of 2025, the percentage of female managers averaged 28% across the companies included in our ESG reporting scope.
- In The Netherlands, 2.5% of our workforce (based on January 2025 headcount) consists of individuals facing employment barriers (e.g., people with disabilities, long-term unemployed, or other disadvantaged groups) by the end of 2027.

In 2025, Eurofiber continued these commitments under the SER Diversity Charter, a national initiative of the Dutch Social and Economic Council (Sociaal-Economische Raad, SER) that encourages organizations to formally promote diversity and inclusion in the workplace.

By signing the Charter, organizations publicly commit to working on at least one concrete D&I challenge, developing a structured plan of action, and reporting progress as part of a broader

European network of Diversity Charters spanning 27 countries and over 17,000 signatories.

For Eurofiber, this Charter provides an external framework that strengthens accountability, embeds D&I within organizational strategy, and aligns our ambitions with nationally and internationally recognized standards for equal opportunity and inclusive employment. The Charter also supports access to a strong national knowledge network and practical tools for further developing our inclusion approach.

Furthermore, in 2025 we continued expanding our DE&I initiatives through learning programs, reinforcing inclusive recruitment practices, activating employee communities, and deepening insights into workforce representation.

## People, inclusion and governance

### Key Metrics

Category	Indicator	2025	2024*	2023*
<b>Workforce size &amp; composition</b>	Number of employees (headcount, year-end)	<b>853</b>	824	816
	Number of women	<b>236</b>	222	130
	Number of men	<b>617</b>	602	686
	% women in total workforce	<b>27,67%</b>	26,94%	15,93%
<b>Senior Management Diversity**</b>	Number of senior managers	<b>23</b>	21	21
	Number of women managers	<b>5</b>	4	4
	Number of man managers	<b>18</b>	17	17
	% senior women managers	<b>22%</b>	19%	19%
<b>Fair treatment &amp; inclusion</b>	Number of employees with disabilities	<b>10</b>	10	5
<b>Governance</b>	Board of directors diversity ratio	<b>0,33</b>	0,33	0,33

\*Arcadiz is excluded from the 2023 and 2024 data, as it had not yet been acquired by Eurofiber. Bytesnet is excluded from the 2023 data, as it was not part of Eurofiber yet.

\*\* Senior management comprises the Board, managing directors, and group directors

# Inspiring new generations of women in tech

**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.**

Eurofiber participated in VHTO Girls Day in April 2025, welcoming girls to our office to explore careers in digital infrastructure and meet female colleagues working in technical roles.

Throughout the year, we remained engaged in partnerships and campaigns that promote women in tech, including collaborations with Right Brains, WOMEN Inc., Equals.

At the European level, we continued contributing to sector-wide efforts to increase female representation in the fiber industry through the FTTH Council's DE&I Committee.



## Our DE&I initiatives in 2025

As a signatory to the SER Diversity Charter, Eurofiber participates in the wider SER Diversity in Business (SER Diversiteit in Bedrijf) ecosystem in The Netherlands. This includes involvement in Utrecht Divers & Inclusief, a local SER-supported network where employers in the Utrecht region share experiences, learn from DE&I professionals, and explore practical approaches to strengthening workplace inclusion. Eurofiber employees are invited to join these sessions to broaden their understanding of DE&I topics and bring back insights that may support inclusive practices within their teams.

This year, we introduced our updated Diversity & Inclusion Statement, further formalizing our commitment to building an inclusive workplace aligned with our long-term DE&I priorities. Our Employee Resource Groups (ERGs) also receive dedicated funding to support their activities, enabling them to organize initiatives that strengthen connection, awareness and inclusion across the organization.

## DE&I training programs

- To deepen knowledge and awareness across the organization, we continued our Unconscious Bias Training for new employees, supporting them in recognizing how their mental shortcuts shape decisions and interactions. Alongside that, the
- Collaboration Challenge continued to be offered as a learning experience that supports colleagues in exploring behavioral differences, reflecting on their collaboration styles and strengthening teamwork.

In 2025, we also introduced new learnings:

- Generations Training; helping teams navigate differences in work styles, communication preferences and expectations across age groups.
- Short DE&I "learning bites" in the Eurofiber Learning Hub, offering accessible, high-frequency content that keeps inclusion top of mind for all.

**Eurofiber also submits annual information on the gender balance in senior and upper-middle management through the SER Diversity Portal. The SER says about Eurofiber.**

"Eurofiber has been reporting for several years on the male-female ratio in the top and upper-middle levels of the organization, using the SER Diversity Portal. For the financial years 2022, 2023, and 2024, reports - including targets and a plan of approach, were submitted to the Social and Economic Council. These data are publicly accessible through the SER Dataverkenner, a tool that contributes to transparency and provides inspiration for policy measures to improve gender diversity."

"Finally, Eurofiber's COO, Eric Kuisch, has for many years been connected to one of the SER Topvrouwen initiatives: De Espresso Link, a short but substantive conversation between a senior executive and a female leader. Through the Espresso Link, female leaders have an opportunity to make themselves visible face-to-face, and senior executives can easily and informally connect with female top talent."

## Disability Inclusion & Awareness

Eurofiber's commitment to disability inclusion was further formalized in 2025 with the launch of our first Disability Inclusion Statement. The statement outlines our approach to creating a workplace where colleagues with visible or invisible disabilities feel supported, respected, and able to thrive.

It serves as a guiding framework as we continue to work on our policies and practices with input from employees and external experts. We recognize that disabilities can be physical, neurological, sensory, mental-health related, or chronic, and may affect how individuals engage in a typical work environment.

To support colleagues effectively, Eurofiber provides individualized accommodations, including tailored workplace adjustments, ergonomic equipment, assistive technologies, and flexible work arrangements—both at the office and in home-office settings. All accommodations are provided at the company's expense, ensuring cost is never a barrier to inclusion.

Our statement also reinforces accessible work environments, with a commitment to improving physical and digital accessibility across our locations.

While some office buildings could present challenges, our Facilities team works collaboratively with employees to explore feasible adaptations and ensure transparent communication throughout the process.

As stated in the document, disability inclusion at Eurofiber is a shared process for progress, one that evolves as we learn, receive feedback, and continue building a workplace that removes barriers and enables everyone to contribute authentically.

In addition, the D&I Board distributed a Self-Identification & Inclusion Survey to better understand the diversity within our workforce and identify where additional support, adjustments, or policy improvements may be needed to ensure colleagues with disabilities feel fully supported.

### Inclusive recruitment

To ensure equal opportunity from the very first interaction with candidates, Eurofiber managers add a Diversity Statement in their job postings. The statement welcomes candidates with diverse perspectives and

backgrounds, signaling that authenticity, openness, and collaboration are core to how we recruit.

### Diverse Talent pipeline

To further broaden the diversity of our talent pipeline in line with our goal of achieving 40% women in senior management and ensuring that 2.5% of our workforce in The Netherlands consists of individuals facing employment barriers by the end of 2027, Eurofiber developed a targeted action plan in 2025.

This plan focuses on creating more diverse pathways into the organization by reviewing our recruitment processes, assessing the accessibility and readiness of our office locations, and increasing awareness and engagement among managers and directors. We also strengthened collaboration with public employment partners such as the UWV and the WerkgeversServicepunt, as well as specialized recruitment partners such as Equals. These partnerships help identify suitable candidates, clarify necessary workplace adjustments, and provide additional support through coaching and mentoring where needed.

# 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.**

Alongside these personal initiatives, in 2025 we also came together as a company within the different countries to support impactful projects that strengthen our communities and bring us closer to the people within our community. Some highlights in 2025:



## The Hand Project Disability Awareness

Eurofiber supported The Hand Project, an international initiative providing functional mechanical prosthetic hands to individuals in countries with limited access to prosthetic care. In addition to its global impact, this initiative had an important internal role: it helped raise disability awareness among colleagues by connecting the assembly activities to our broader work on accessibility and inclusion.

## Running together for Villa Joep

The Eurofiber Connect Run is our own employee-led fundraising event and a long-standing tradition within our company. In 2025, colleagues once again organized and completed a continuous 24-hour relay, collectively running more than 300 kilometers. This year's edition raised €21,098 for Villa Joep, the Dutch childhood cancer foundation, with the donation officially handed over at our Maarsse office.

## Supporting biodiversity education

In Germany, Eurofiber Netz provided financial support to Tierpark Berlin, contributing to its conservation activities and educational mission. The initiative helps advance biodiversity protection, wildlife care, and public awareness around species conservation.

## Conservation through creativity

Eurofiber sponsored the Elephant Parade Amsterdam 2025, a public art exhibition raising awareness and funds for the conservation of endangered Asian elephants. As part of Amsterdam's 750-year celebrations, the exhibition connected local communities, artists, and visitors, contributing to public education on biodiversity and supporting international conservation programs.

## 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.
- **Support healthy hybrid working:** We offer every employee the possibility to have an ergonomic work station at home and also provide financial compensation for this.
- **Maintain verified and up-to-date RI&E:** Eurofiber business units in The Netherlands and Belgium have a verified and up to date RI&E in place.
- **Ensure RI&E coverage across the contractor chain:** 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.
- **Work exclusively with 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.

We survey wellbeing through our annual employee satisfaction surveys, which include questions on topics such as work-life balance, energy levels, workload, and the underlying drivers of high workload. These questions are asked to both internal employees and external staff working within our organization.

Eurofiber also supports healthy hybrid working by providing employees with ergonomic home workstations. Through The Workspace Company online shop, every employee receives a budget to select from a range of pre-approved ergonomic furniture and IT resources for their home office. This initiative was introduced in response to insights from our employee satisfaction surveys.

Since introducing the Anti-Bullying and (Sexual) Harassment Policy and Long-Term Leave Policy in 2022, we regularly review these 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 2025, Eurofiber continued offering accessible support for psychosocial and work-related health. Employees across all countries had access to GoodHabitZ training modules on work-life balance, resilience, stress management, and psychological safety, complemented by practical health and safety training such as emergency response and AED instruction. In the Netherlands, this was supplemented with live training sessions, including BHV and AED practice. These measures help embed wellbeing considerations into daily work and support a safe and healthy working environment.

## Absenteeism

Absenteeism rates vary significantly by country and sector. In the Netherlands, sickness absence generally ranges between 4% and 6% according to CBS data (Statistics Netherlands). Based on aggregated internal data for January to October 2025, Eurofiber companies in the Netherlands recorded an average sickness absence rate of 4.20%. Eurofiber uses a 5% absenteeism level as an internal indicator to help identify when additional wellbeing or preventive support may be needed.

Absenteeism data and related interventions are currently most consistently monitored and structured in the Netherlands. As a result, the figures and measures described below relate to the Dutch operations. Eurofiber is working towards further harmonization of absenteeism monitoring and wellbeing approaches across other countries.

To reduce avoidable sickness and provide earlier support to employees, Eurofiber introduced a strengthened absenteeism.

and wellbeing approach in 2025 in the Netherlands. Managers receive dedicated training through the "Grip op Verzuim" e-learning program, and when an employee reports sick, the People team engages within the first week to ensure early contact with the occupational health physician and offer timely interventions.

Absence patterns are monitored through dashboards, enabling preventive discussions with managers when absenteeism increases or when repeated short-term absence occurs.

The People team is also exploring a digital tool to provide quick access to mental wellbeing support and has planned a series of lunch-and-learn sessions on this topic. These measures aim to reduce short-term absence, shorten long-term absence durations, and foster a proactive, prevention-oriented health culture across the organization.

## 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 in The Netherlands and Belgium 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 2025.

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.

In 2025, no major contractor injuries or fatalities occurred among contractor employees in the Netherlands, Belgium, France, and Germany while working for Eurofiber.

## 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.

## Employee health, safety and working conditions

### Key Metrics

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.

We expanded our Management System with the ISO 45001, certification scheduled for August 2026, for Eurofiber Nederland B.V. and Eurofiber N.V. This is the international standard for health and safety.

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.

eenheid	Indicator	2025	2024*	2023*
<b>Employment conditions</b>	Total number of employees in headcount by the end of the reporting year	<b>853</b>	824	816
	Per country: Netherlands (permanent / non-permanent)	<b>429 (401 / 28)</b>	423 (392 / 31)	381 (369 / 12)
	Per country: Belgium (permanent / non-permanent)	<b>104 (104 / 0)</b>	81 (81 / 0)	76 (76 / 0)
	Per country: France (permanent / non-permanent)	<b>248 (246 / 2)</b>	249 (248 / 1)	272 (267 / 5)
	Per country: Germany (permanent / non-permanent)	<b>72 (56 / 16)</b>	71 (58 / 13)	87 (84 / 3)
<b>Turnover rate</b>	Employee turnover rate	<b>16,98%</b>	19,23%	21,18%
	Gender pay gap ratio****	<b>9,52%</b>	7,18%	12,61%
	Employees paid at or above applicable minimum wage	<b>Yes**</b>	Yes**	Yes**
	The percentage of employees covered by collective bargaining	<b>***</b>	***	***
<b>Training hours provided***** (average per employee)</b>	Male	<b>5,2</b>	2,5	3,5
	Female	<b>7,8</b>	2,6	1,6
<b>Health &amp; Safety</b>	Work-related accidents (number)	<b>3</b>	19	0
	Work-related accidents (rate)	<b>0,35</b>	2,31	0,00
	Employee fatalities	<b>0</b>	0	0

\* Arcadiz is excluded from the 2023 and 2024 data, as it had not yet been acquired by Eurofiber.

Bytesnet is excluded from the 2023 data, as it was not part of Eurofiber yet.

\*\* All employees receive pay that is equal to or above the applicable statutory minimum wage in the countries in which the undertaking operates.

\*\*\* Employment terms and conditions are agreed through individual employment contracts; as a result, 0% of employees are covered by collective bargaining agreements.

\*\*\*\* This gender pay gap ratio is unweighted and does not reflect differences in function levels; pay equity within the same role and level is ensured through Eurofiber's Job Framework.

\*\*\*\*\* Only mandatory training sessions have been included in the calculation. Accurate information regarding additional training hours is not available at this time.

# 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.

## 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.

## Goals

- **Support Diverse Talent Development:** Create opportunities for growth and development for employees from diverse backgrounds. Supported through mentorship programs, buddy coaching, and initiatives that help diverse talent thrive and progress within Eurofiber.
- **Strengthen leadership capabilities:** Through targeted development initiatives the Eurofiber Network Leadership Program (ENLP) and high-potential programs, such as Grow Your Talent (GYT).

At Eurofiber, career development begins from the moment an employee joins the organization. New colleagues are paired with an experienced buddy who supports them during their first months, helping them navigate the organization and become familiar with our culture. These programs also support diverse talent development by providing accessible guidance and opportunities for colleagues from different backgrounds to grow and progress within Eurofiber.

Alongside the buddy system, our internal mentoring program connects employees across departments and seniority levels, enabling knowledge sharing, cross-functional collaboration, and structured career guidance.

Career development continues through our Performance Cycle, which includes mid-year and year-end review conversations and is supported by tools such as Personal Development Plans (POP) and the Personal Improvement Plan (PIP) process when additional guidance is needed.

For employees with leadership potential or ambitions, Eurofiber offers the Grow Your

Talent (GYT) high-potential program and the Take the Lead personal development trajectory. Coaching and mentoring remain available throughout the year to support specific development needs.

Eurofiber also offers a series of mandatory learning modules to ensure essential competencies across the workforce, including Unconscious Bias training (mandatory at onboarding), Security & Privacy training, and compliance modules delivered via the Eurofiber Learning Hub.

### **Digital learning environment**

In addition, employees can access a wide range of non-mandatory learning opportunities, including mentoring, coaching, personal development programs, and team-based learning activities.

Employees may also participate in live trainings, request internal mentors or external coaching, and (subject to manager approval and budget) attend external seminars, conferences, or certified trainings relevant to their role. Employees also have access to the Eurofiber Learning Hub, which currently offers around 650 hours of online training modules.

This excludes live training, mentoring, coaching, and external seminars or certified programs, which are offered based on individual needs. Eurofiber Netz in Germany uses its own learning platform (X-Cell), and Eurofiber France is expected to join the Eurofiber Learning Hub in 2026.

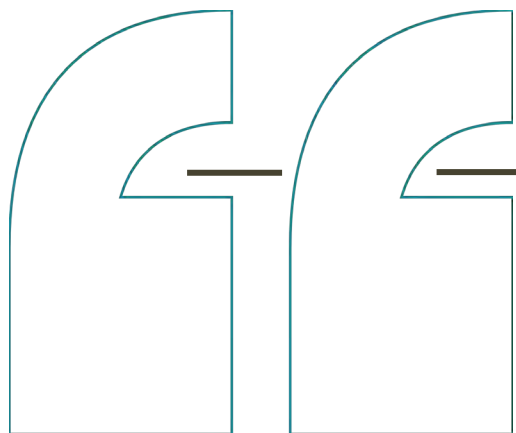
### **Job Framework**

Eurofiber's Job Framework defines career levels, job families, and functional expectations using a standardized methodology, enabling clear career paths, fair internal comparison, and objective role evaluation.

The framework supports development discussions, succession planning, internal mobility, and salary benchmarking, and provides employees with clarity on how roles relate to each other and what is expected at each level. While the reported gender pay gap ratio is currently unweighted and does not account for differences in function levels, pay equity between men and women is monitored and ensured within the same role and level through the Job Framework.

# Governance





**Across Europe, society increasingly depends on digital infrastructure that must operate reliably, securely, and without interruption. That dependence shapes our responsibility as an organization. Governance is not merely a set of policies; it is the discipline through which we ensure that the systems we build can be trusted, especially when the stakes are high.**

**The digital landscape is evolving rapidly. AI adoption, cloud migration and cross-border data flows create new possibilities, but also new forms of dependency.**

**At the same time, regulations such as NIS2 and DORA raise demands for how critical infrastructure must function. In this context, resilience requires more than technical robustness. It demands clarity about how decisions are made, how risks are assessed, and how information is protected across the entire chain.**

**For us, sovereignty, resilience and governance are closely connected. Organizations need assurance that their data, their operations and their essential services are supported by infrastructure that is secure, transparent, and aligned with European values. That means understanding every layer, from the physical network to quantum-safe security to the handling of personal data - and making intentional choices rather than relying on assumptions.**



**Elisabeth Hankeln, Managing Director Eurofiber Cloud Infra**

## 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.

### 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 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

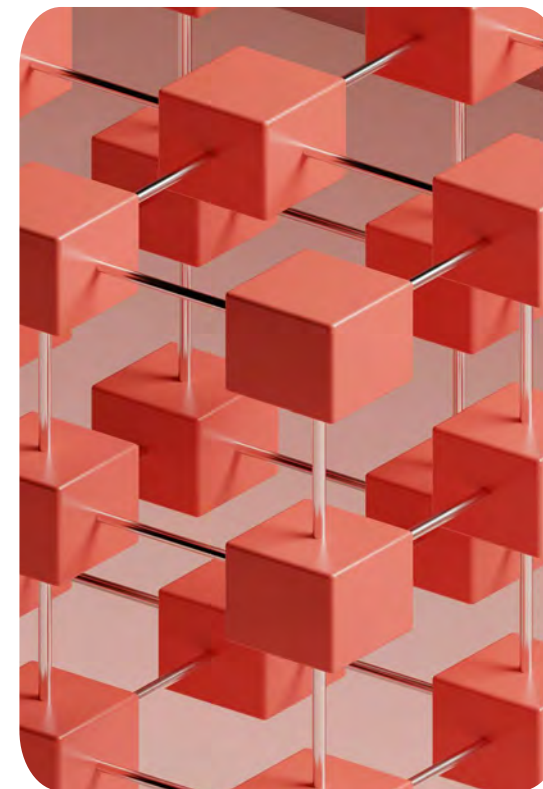
Our ambition is to comply with the ISO 20400 for Sustainable Procurement and reach overall maturity level 5.

## 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.



# 60%

## 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.

## 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 2025. The spend analysis of 2025 has also been used for the calculations for our Carbon Footprint Scope 3 for the categories 'Purchased Goods and services' and 'Capital goods'.

## Supply chain

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, s & 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 s, 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 was to have at least 33 of the key suppliers assessed by Ecovadis by. Ultimately, in total 52 suppliers have been assessed so far. In 2025, the average overall score for all suppliers rose to 70.4 from 68.6 in 2024 (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.

## Supplier Engagement Program

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 CO<sub>2</sub> 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 2025, we carried out several projects with suppliers to advance our shared sustainability journey. In Belgium, we conducted our first pilot project to electrify equipment needed for the construction of fiber optic connections. This will allow us to reduce CO<sub>2</sub> emissions from the further rollout of our network.

A process has been completed with the duct manufacturer for the development of a duct made from approximately 95% recycled material. This tube was tested in 2025, and the first sections of the new network have been realized.

The supplier of a large number of our passive materials has already encouraged various manufacturers to make their products more sustainable through its own supplier engagement process. This has resulted, among other things, in a connector consisting largely of recycled plastics and partly of bioplastics.

In 2025, we held our Supplier Event for the fourth time. During this annual event, we inform and inspire our key suppliers on the topics of innovation, sustainability, and circularity. This time, in addition to an explanation of our three strategic pillars, we also had a futurist as a keynote speaker to inspire us on how to approach organizational changes to further increase our sustainability. Furthermore, we had two of our suppliers explain how they are driving their supply chains to become more sustainable.

Once again, we presented the Supplier Award: a flower vase made from 60 upcycled flip-flops collected as waste from beaches in Kenya. Due to Eurofiber's 25th anniversary in 2025, all suppliers participating in the Engagement Program won the award.



**Eurofiber Supplier Award 2025**

# From value chain to value change

Emission-free construction pilot in Belgium with our supplier Circet



Construction practices in the supply chain have a direct effect on the environmental and social impact of Eurofiber's network rollout. In 2025, Eurofiber, together with partner Circet, tested its first emission-free construction site during fiber rollout works in Asse, Belgium. The pilot involved the use of electric construction equipment, including a fully electric excavator, to test the practical application of zero-emission solutions in fibre deployment.

The project focused on assessing feasibility under real-world conditions, including operational continuity, safety and site logistics. In addition to eliminating local exhaust emissions, the use of electric equipment reduced noise levels and improved on-site working conditions for both field teams and the surrounding area.

## **Patrick Block, Head of Transformation and ESG Lead at Circet Benelux:**

"Our pilot demonstrates how strong collaboration across the value chain can drive sustainable innovation. Together with Eurofiber, Circet tested a fully electric worksite to understand its real-world operational and economic impact. The project helped us identify the types of sites where electrification makes sense today, highlighting both opportunities and current limitations, and provided practical insight into what is already possible. The lessons learned support a faster transition toward emission-free operations in our sector."

## ISO 20400 Standard

In 2025, the audit for ISO 20400, an international guidance standard for Sustainable Procurement, was completed. This was the third time we had this audit conducted, covering the Netherlands and Belgium. Furthermore, we maintained at least the same score in the assessment across all three pillars (Policy & Strategy, Procurement function, and Procurement process).

## 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 the building and maintenance activities of our fiberoptic network and PoP locations to a selected number of main contractors. We ask our contractors in The Netherlands and Belgium to take their environmental responsibility seriously 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.

# Information Security & Data protection

As digital transformation accelerates and the global economy becomes increasingly data-driven, safeguarding information and personal data is more critical than ever. Organizations rely on secure and trusted digital infrastructures to operate effectively, maintain stakeholder confidence, and meet evolving regulatory expectations.

To mitigate risks such as unauthorized access, data breaches, and misuse of sensitive information, organizations must implement robust controls that protect both their information assets and the personal data they process. This requires a structured and proactive approach to Information Security and Data Protection, ensuring the confidentiality, integrity, and availability of data across all systems and services.

## Ambition

As a provider of vital digital infrastructure, Eurofiber aims to be a trusted partner in secure connectivity, with security embedded in our DNA and across our value chain. We continuously strengthen a resilient, transparent, and certified environment that safeguards information and personal data for our customers, partners, and society.

Our approach to Information Security and Data Protection is risk-driven and integrated within our management system, ensuring that security, privacy, and compliance are structurally embedded in our operations and services. We focus on maintaining secure and reliable networks and systems, while handling personal data in a responsible, transparent, and lawful manner.

We actively invest in resilience and threat detection capabilities, including centralized monitoring, incident response, and collaboration within national cybersecurity initiatives.



### Goal

#### Improve Security & Privacy awareness across the Eurofiber Group

To strengthen security and privacy awareness across the Eurofiber Group, all employees have access to dedicated training modules in the Eurofiber Learning Hub. Completion of these modules is mandatory, ensuring a consistent baseline of knowledge and fostering a culture of security awareness and shared responsibility throughout the organization.

## Security-aware culture

All employees and external partners are expected to contribute to a security-aware culture. Through training, clear responsibilities, and contractual safeguards, we ensure that high standards for information security and data protection are consistently applied across our organization and supply chain.

## Information Security within the Eurofiber Group

Building on our ambition to be a trusted and secure partner, Eurofiber embeds Information Security throughout its operations and services. As a provider of vital digital infrastructure, we manage an evolving threat landscape that requires a continuous, risk-driven approach to protecting our networks and systems.

Information Security is integrated into our certified management systems, enabling consistent governance, monitoring, and improvement across all business units. We apply a structured approach to identify, assess, and mitigate risks, supported by continuous monitoring and incident response capabilities to ensure the resilience and reliability of our services.

We further strengthen our security posture through collaboration within the cybersecurity ecosystem and active participation in national initiatives. By combining technology, processes, and a security-aware workforce, we ensure that safeguarding information remains a core element of our trusted service delivery.

## Information Security policy Eurofiber Group

The Information Security Policy translates our ambition into a formal framework of principles, responsibilities, and controls. It defines how information is protected across Eurofiber and ensures alignment with regulatory requirements, industry standards, and stakeholder expectations.

The policy applies to all business units and covers information belonging to customers, employees, suppliers, and partners.

It ensures that information and supporting systems remain secure, reliable, and available, based on the principles of confidentiality, integrity, and availability.

The scope includes both automated and non-automated information, as well as supporting assets and processes. Through this policy, we establish a consistent baseline for security measures and continuous improvement, ensuring that information security is structurally embedded across our organization and value chain.



### How we ensure Information Security

- ✓ Security embedded across our end-to-end value chain
- ✓ Risk-driven approach integrated within our management system
- ✓ Continuous monitoring, security testing and incident response capabilities
- ✓ Certified and transparent environment aligned with recognized standards
- ✓ Active collaboration within the cybersecurity ecosystem and national initiatives

## Data Protection within the Eurofiber Group

Building on our ambition to act as a trusted partner, Eurofiber ensures that personal data is handled with care, transparency, and accountability across all operations and services. We recognize that data protection is a key element of privacy, focusing on the responsible processing and safeguarding of personal data in an increasingly data-driven environment.

Data Protection is embedded in our governance and processes, ensuring that personal data is processed lawfully, fairly, and for clearly defined purposes in line with privacy principles. We apply structured controls to protect personal data throughout its lifecycle, from collection and use to storage and deletion.

By integrating privacy and data protection requirements into our services and working closely with customers and partners, we strengthen trust and ensure that protecting personal data remains a core element of our responsible and sustainable business practices.

## Privacy Policy Eurofiber Group

The Privacy Policy defines how Eurofiber processes and protects personal data in line with applicable laws and regulations, including the General Data Protection Regulation (GDPR). It establishes clear principles, responsibilities, and safeguards to ensure that personal data is handled in a secure, transparent, and compliant manner.

The policy applies to all business units and governs the processing of personal data of customers, employees, and partners. It ensures that appropriate technical and organizational measures are in place to protect personal data against unauthorized access, loss, or misuse.

All third parties processing personal data on behalf of Eurofiber are contractually required to meet equivalent standards. Through this policy, we ensure consistent protection of personal data across our organization and value chain.



### How we ensure Data Protection

- ✓ Privacy by design and by default embedded in our processes and services
- ✓ Clear governance and accountability for personal data processing
- ✓ Compliance with GDPR and applicable regulatory requirements
- ✓ Strict contractual controls for third parties processing personal data
- ✓ Continuous awareness and training to ensure responsible data handling

## Code of Conduct Information Security & Data Protection

The Code of Conduct for Information Security and Data Protection provides a practical translation of Eurofiber's policies into clear expectations for daily behavior. It defines how employees must handle company information, personal data, and business assets in a secure, responsible, and professional manner.

The Code applies to all employees across the Eurofiber Group and emphasizes that information security and data protection are shared responsibilities. By setting clear rules for the use of company systems, information handling, access control, and incident reporting, it helps prevent information security incidents and data breaches.

Through this Code, Eurofiber ensures that the principles of confidentiality, integrity, and availability, as well as privacy requirements, are consistently applied in day-to-day operations. It reinforces a culture in which employees understand their role in safeguarding information and act accordingly.

## Security & Privacy Awareness Program

To support the consistent application of the Code of Conduct, Eurofiber operates a structured Security & Privacy Awareness Program aimed at strengthening knowledge and behavior across the organization.

All employees have access to dedicated training modules through the Eurofiber Learning Hub. These modules are updated regularly and are mandatory for all employees (internal & external), ensuring a consistent baseline of awareness and understanding of security and privacy responsibilities.

In addition, ongoing initiatives such as phishing simulations, internal communications, and knowledge sharing via internal platforms support continuous learning and awareness. This approach ensures that employees remain alert to evolving risks and are equipped to act appropriately in their daily work.

In 2025, 93% of all internal and external employees completed the mandatory awareness training modules.

## Governance & Compliance statements

The statements on this page provide insight into governance-related topics in line with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME).

### Ethical business conduct

#### Prevention of corruption and bribery

Eurofiber is committed to conducting business with integrity and in compliance with applicable laws and regulations. Eurofiber has a Code of Conduct that applies to all employees and is also part of the employment contract.

Furthermore, the ESG Declaration and Quality Policy includes aspects regarding compliance with laws and regulations, workings conditions as well as respecting Human Rights (labor rights, modern slavery and forced labor).

Ethical behavior is supported through a mandatory online training, "Your Business Compass", available via the internal Learning Hub, which provides employees with guidance on responsible conduct and ethical decision-making.

For its own employees, Eurofiber has a Speak-Up policy under which violations of the Code of Conduct can be reported. Internal and external confidential counsellors are also available to provide guidance. For customers, suppliers, and other stakeholders, Eurofiber has a [Complaints Procedure](#), which is available on the Eurofiber website.

During the reporting period 2025, Eurofiber did not face any breaches, convictions, notifications, fines or sanctions related to corruption, bribery and other ethical breaches with regard to human rights. Neither from the organization itself, nor from the supply chain or other stakeholders.

Responsibilities for ESG and due diligence are defined across the organization, with oversight at Board level, implementation by ESG and functional teams, and organization-wide responsibility supported by external assurance and certification.

These roles and responsibilities are further illustrated in the ESG Governance Structure presented on the following page.

### Revenues from certain sectors and exclusion from EU reference benchmarks

Eurofiber's core activities focus on the provision of fiber optic networks and datacenter connectivity services.

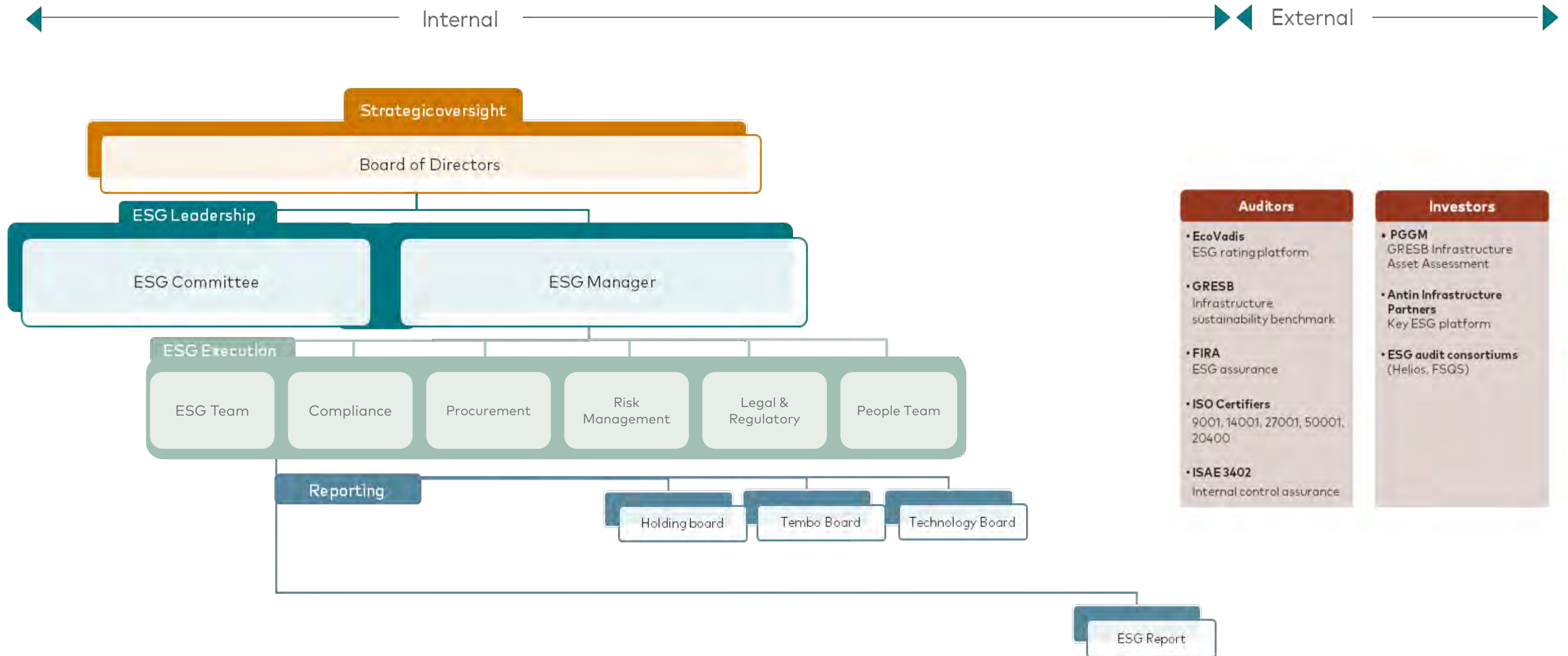
During the reporting period 2025, Eurofiber did not generate revenues from sectors that would lead to exclusion from any EU reference benchmarks that are aligned with the Paris Agreement.

### Gender diversity ratio in the governance body

As of the reporting period 2025, Eurofiber's Executive Board consists of four members, of whom one is a woman.

The gender diversity ratio of the governance body is therefore 0,33, in accordance with the VSME calculation methodology.

# Eurofiber ESG Governance Structure

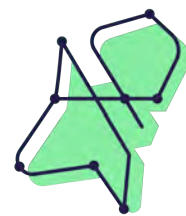


# Progress through partnership

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.



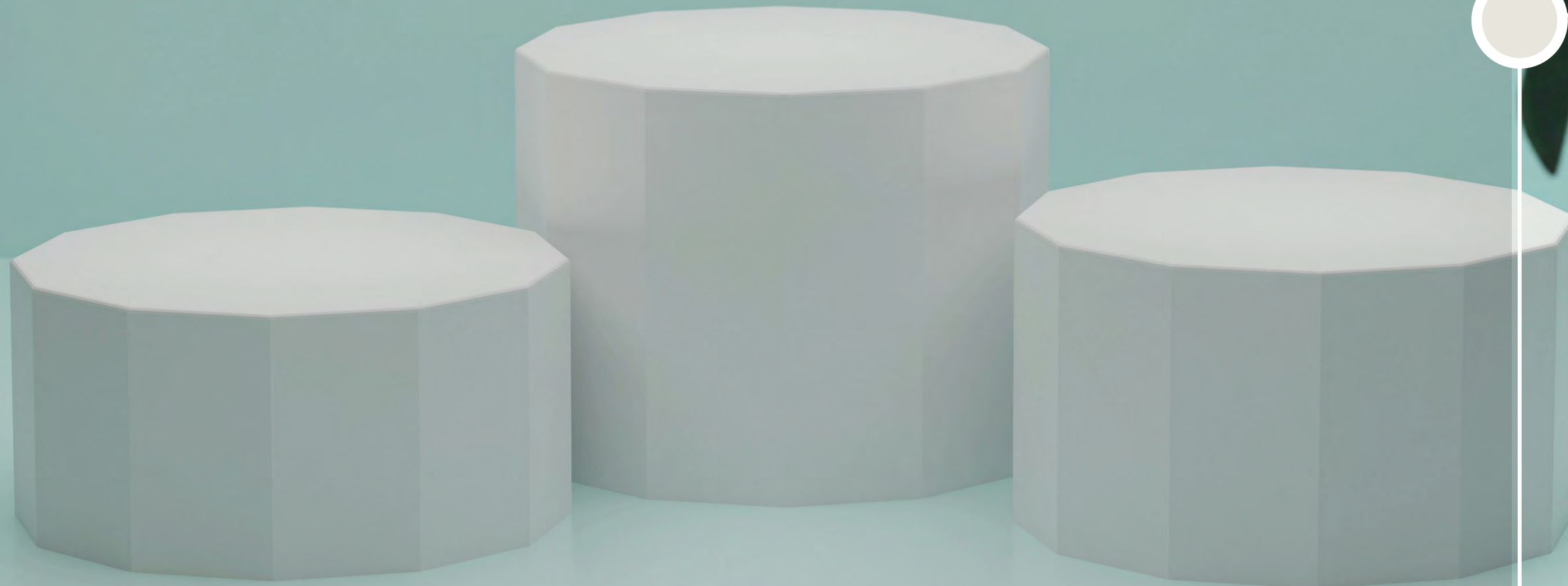
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# Certificates, Assessments & Awards



# Certificates and Assessments

Overview of certificates and other assessments by independent third parties.



<b>ISO 9001</b> <b>Quality Management</b>	<p>All Business Units in the Netherlands and Belgium are ISO 9001 certified, demonstrating that structured quality management processes are in place to consistently deliver products and services that meet customer and regulatory requirements, with a focus on continuous improvement.</p> <p>Scope per business unit:</p> <ul style="list-style-type: none"><li>• <b>Eurofiber Nederland B.V. and Eurofiber N.V.</b> - Design, construction, management and operation of cable infrastructures and telecom services. Issued by DNV and valid from 8 June 2025 to 7 June 2028.</li><li>• <b>Eurofiber Cloud Infra B.V.</b> - Providing housing services for ICT infrastructures. These services encompass secured housing, uninterrupted power supply, access- and climate control, connectivity &amp; compute resources. Issued by DNV and valid from 10 December 2024 to 22 January 2027.</li><li>• <b>Arcadiz Telecom NV and Arcadiz Telecom Nederland BV.</b> - Network audit &amp; fiber characterization consulting, turnkey supply installation, commissioning and maintenance of telecommunications networks and services. Issued by Vinçotte and valid from 23 February 2026 to 28 November 2028.</li></ul>
<b>ISO 14001</b> <b>Environmental Management</b>	<p>All Business Units in the Netherlands and Belgium are ISO 14001 certified, confirming the implementation of an Environmental Management System that supports compliance, reduces environmental impact, and drives continuous improvement.</p> <p>Scope per business unit:</p> <ul style="list-style-type: none"><li>• <b>Eurofiber Nederland B.V. and Eurofiber N.V.</b> - Design, construction, management and operation of cable infrastructures and telecom services. Issued by DNV and valid from 8 June 2025 to 7 June 2028.</li><li>• <b>Eurofiber Cloud Infra B.V.</b> - Providing housing services for ICT infrastructures. These services encompass secured housing, uninterrupted power supply, access- and climate control, connectivity &amp; compute resources. Issued by DNV and valid from 29 September 2025 to 22 January 2027.</li><li>• <b>Arcadiz Telecom NV and Arcadiz Telecom Nederland BV.</b> - Network audit &amp; fiber characterization consulting, turnkey supply installation, commissioning and maintenance of telecommunications networks and services. Issued by Vinçotte and valid from 6 January 2025 to 5 January 2028.</li></ul>
<b>ISO 50001</b> <b>Energy Management</b>	<p>Eurofiber Cloud Infra B.V. in the Netherlands is ISO 50001 certified, confirming the implementation of an Energy Management System for its eight datacenters, supporting efficient energy use, continuous improvement, and reliable ICT infrastructure services.</p> <p>Scope per business unit:</p> <ul style="list-style-type: none"><li>• <b>Eurofiber Cloud Infra B.V.</b> - Providing housing services for ICT infrastructures. These services encompass secured housing, uninterrupted power supply, access- and climate control, connectivity &amp; compute resources. Issued by DNV and valid from 10 October 2025 to 9 October 2028.</li></ul>

# Certificates and Assessments

Overview of certificates and other assessments by independent third parties.



## ISO 27001 Information Security

Eurofiber holds 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. Scope per business unit:

- **Eurofiber Nederland B.V. and Eurofiber N.V.** - Information security with regards to the construction, maintenance and exploitation of cable infrastructure and connectivity services. This is in accordance with the Statement of Applicability version 1.0, dated April 4 2025, issued by DNV.
- **Eurofiber Cloud Infra B.V.** - Providing housing services for ICT infrastructures, consisting of secured housing, uninterrupted power supply, access and climate control, connectivity, and compute resources. This in accordance with the Statement of Applicability version 1.3 of 30 June 2025, issued by DNV, which also includes applicable controls from the following guidelines:
  - ISO/IEC 27017:2021 " Information technology - Security techniques - Code of practice for information security controls based on ISO/IEC 27002 for cloud services"
  - Baseline Informatiebeveiliging Overheid 2 version 1.2 from 24 September 2025 at level BBN2
- **Arcadiz Telecom NV and Arcadiz Telecom Nederland BV.** - Network audit & fiber characterization - Consulting, turnkey supply, installation, commissioning and maintenance of telecommunication networks and services. The latest version of the Statement of Applicability is: version 1.2 dated 30 April 2024 issued by Vinçotte.
- **Avenir Telematique SASU, Eurofiber DC SASU and Eurofiber France SASU** - Technical services for the provision of physical hosting and cloud services (IaaS and operating system outsourcing). Statement of applicability v1.0, issued by AFNOR Certification and dated 14 October 2024.
- **Eurofiber Netz GmbH.** - Planning, construction and operation of open-access transmission networks for a fiber-optic-based telecommunications infrastructure in Berlin to supply private and commercial end customers with wavelength, dark fiber and Layer 2-bit stream products, based on the Declaration of Applicability: 250808\_ISMS-Anwendbarkeitserklärung\_DSC\_Rev2.0, Version 2.0, dated 08 August 2025 by Dr. Scharff GmbH.

## ISO 27017 Information Security for Cloud

Eurofiber Cloud Infra B.V. in the Netherlands is ISO 27017 certified, demonstrating the implementation of cloud-specific security controls to protect cloud environments and support secure services for both Eurofiber and its customers. Scope per business unit:

- **Eurofiber Cloud Infra B.V.** - Providing housing services for ICT infrastructures, consisting of secured housing, uninterrupted power supply, access and climate control, connectivity, and compute resources. This in accordance with the Statement of Applicability version 1.3 of June 30 2025, issued by DNV, which also includes applicable controls from the following guidelines:
  - ISO/IEC 27017:2021 " Information technology - Security techniques - Code of practice for information security controls based on ISO/IEC 27002 for cloud services"
  - Baseline Informatiebeveiliging Overheid 2 version 1.2 from 24 September 2025 at level BBN2

# Certificates and Assessments

Overview of certificates and other assessments by independent third parties.



<b>Hébergeur de Données de Santé (HDS)</b>	<p>Avenir Telematique SASU and Eurofiber DC SASU in France are certified under HDS (Hébergeurs de Données de Santé), the French certification for Health Data Hosting, confirming compliance with national requirements for securely processing and protecting personal healthcare data.</p> <p>Scope per business unit:</p> <ul style="list-style-type: none"><li>• <b>Avenir Telematique SASU</b> - Provisioning and maintaining the operational readiness of the hardware infrastructure of the information system used for processing health data, Provisioning and maintaining the operational readiness of the application hosting platform for the information system, Provisioning and maintaining the operational readiness of the virtual infrastructure of the information system used for processing health data, Administration and operation of the information system containing health data and Backup of health data. Issued by AFNOR Certification on 14 October 2024.</li><li>• <b>Eurofiber DC SASU</b> - Provision and operational maintenance of physical sites hosting the hardware infrastructure of the information system used for processing health data. Issued by AFNOR Certification on 14 October 2024.</li></ul>
<b>GRESB Infrastructure Asset Assessment</b>	<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 2025 Eurofiber Group achieved a score of 97 out of 100. 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 asset level. It is structured into 12 aspects: Implementation/ Output &amp; Impact/Health &amp; Safety/Greenhouse Gas Emissions/Air Pollution/Water/Waste/Biodiversity &amp; Habitat/Employees/Customers/Certifications &amp; Awards</p>
<b>ISAE 3402 Type II</b>	<p>Eurofiber Nederland B.V. and Eurofiber Cloud Infra B.V. in the Netherlands both have a ISAE 3402 Type II assurance statement, demonstrating the effective design and operation of internal controls over a defined period.</p> <p>For Eurofiber Nederland the statement is issued by Corporate Governance Foundation on 28 January 2025. For Eurofiber Cloud Infra the statement is issued by Corporate Governance Foundation on 14 February 2025.</p>
<b>ISO 20400 Sustainable Procurement</b>	<p>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. The audit was conducted by FIRA Sustainability, and the report with findings is dated July 8, 2025.</p>

# Awards and Rankings

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



## ○ Dutch IT Channel Awards 'Networking & Edge Innovator of the Year'

In March 2025, Eurofiber received the Dutch IT Channel Award in the category Networking & Edge Innovator of the Year for its Quantum Key Distribution (QKD) project, developed in collaboration with Q\*BIRD and the Port of Rotterdam. The award recognizes innovation and performance over the 2024 reporting year

## ○ Gold status EcoVadis

In July 2025, Eurofiber Netherlands was awarded a Gold rating by EcoVadis. The EcoVadis rating is a globally recognized assessment that measures the quality of a company's sustainability management system in the areas of environment, labor and s, ethics, and sustainable procurement. The Gold status reflects a performance within the top 5% of companies assessed by EcoVadis at the time of assessment, which to date includes more than 150,000 companies worldwide.

## ○ Top Employer 2025

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.

## ○ 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.

## ○ 97/100 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 2025 Eurofiber Group achieved a score of 97 out of 100.

## ○ No 29 in Computable's 100 ICT employer 2025

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



**Assessment Section**

Completeness  
Assurance

**Transparency**

Climate and energy  
Circular economy  
Health and safety  
Career development  
Inclusive company  
Sustainable procurement  
Data protection

**Impact**

CSR Commitment  
Code of Conduct  
Corporate Governance  
Approach and Review  
Stakeholder Identification  
CSR Relevance analysis  
Stakeholder Management  
Double Materiality

**Management\***  
**TIM Rating Total**

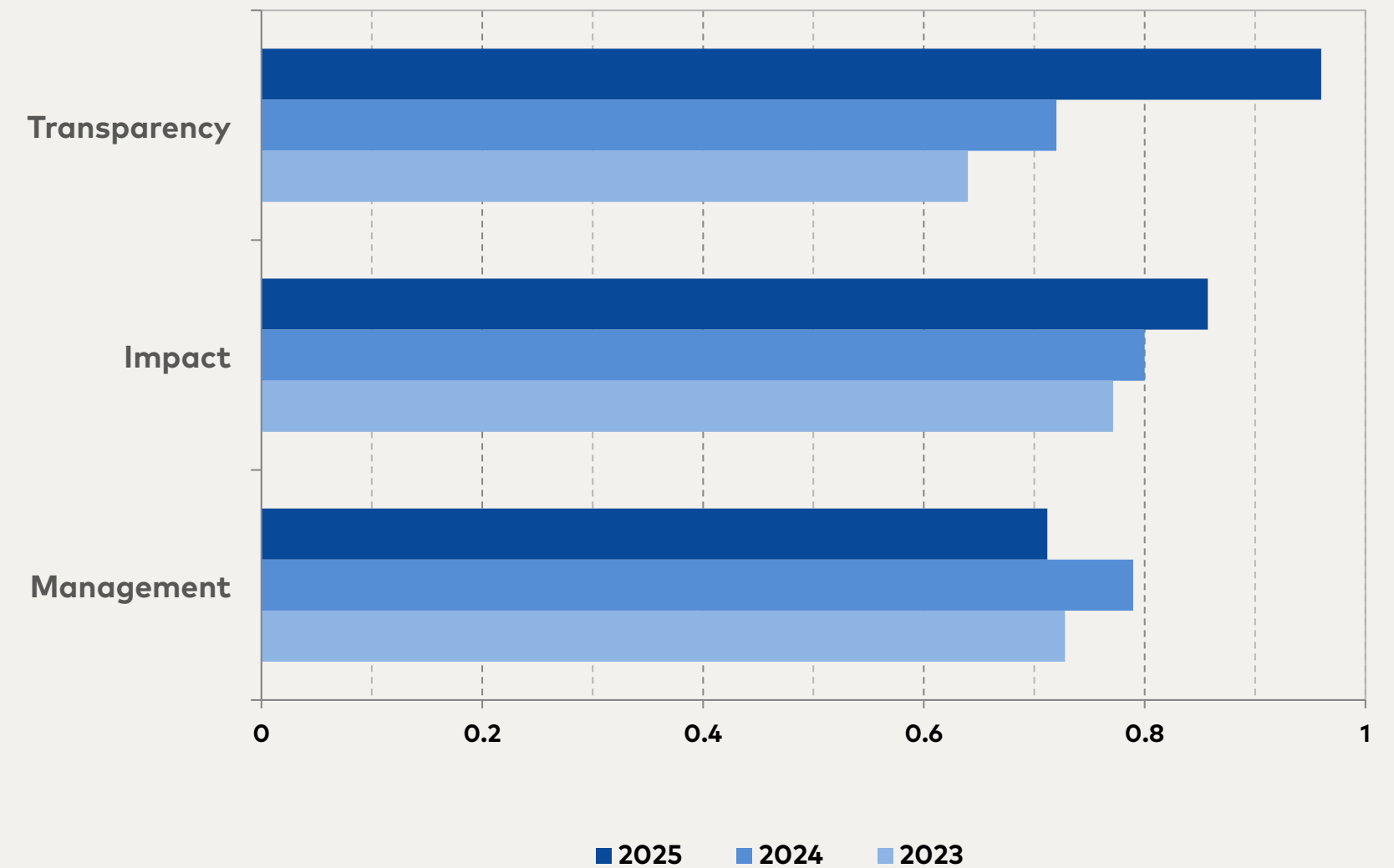


\*The marginal decrease in the Management score is primarily driven by updates to the assessment methodology in 2025. As a result, scores are not directly comparable with prior years and should be interpreted in the context of the revised framework.

★★★★★ 2025 ▲  
**84%**

4 ★ 2024 ▲  
**78%**

4 ★ 2023  
**73%**



## Assurance Statement Eurofiber Group

Eurofiber Group (formally registered as Eurofiber Holding B.V. and further referred to as Eurofiber) has commissioned FIRA Sustainability B.V. (further referred to as FIRA) to provide external assurance on its sustainability information. This statement confirms the reliability of the sustainability information published in the report 'Eurofiber ESG Report 2025: Our progress on Environment, Social & Governance'. We have based our assessment on a comprehensive review of the content, underlying systems and available evidence. With this statement, Eurofiber offers its customers and other stakeholders transparency and confidence regarding its actual performance.

### Responsibilities

Eurofiber management is responsible for collecting the data and preparing the ESG report. FIRA's responsibility is to provide an independent and expert opinion on this report, based on our research.

### Scope ESG report

The assurance assignment and this statement relate to the following activities: Operation of fiberoptic networks of Eurofiber Nederland B.V. in the Netherlands and Eurofiber N.V. in Belgium; Installation and services of telecom networks of Arcadiz Telecom N.V. in Belgium, including Arcadiz Telecom B.V. in the Netherlands; Rental of datacenter space, ICT services related to connectivity and datacenters by Eurofiber Cloud Infra B.V., including Bytesnet Groningen B.V. and Bytesnet Rotterdam B.V. in the Netherlands; Operation of fiberoptic networks and datacenter services in France by Eurofiber France SASU and subsidiaries Avenir Telematique SASU, (ATE) and Eurofiber DC SASU; and Operation and development of fiberoptic infrastructure in Germany by Eurofiber Netz GmbH. Activities of Eurofiber Group joint ventures (Unifiber and NGN) are outside the scope of this assurance assignment.

### Our approach, methodology and work undertaken

FIRA has assessed the claims in this report on the basis of 'moderate assurance'. The assessment was carried out in accordance with the international AA1000AS standard (v3). We also work in accordance with our own strict quality guidelines. FIRA was not involved in any way in the data collection process or drafting of the report; we carried out our work completely independently and impartially.

What we did specifically:

- The sustainability information of all reporting years has been verified, including qualitative claims.
- The data collection and reporting processes have been assessed.
- Checks have been carried out and discussions were held with relevant staff and management.
- The accuracy and completeness of the source information was verified through sampling.
- The qualitative claims were verified and where applicable matched with supporting quantitative data.
- Performed trend analysis and recalculation on quantitative datasets.
- Verified that the report is compliant with the VSME standard and meets all VSME requirements.

## Accomplishments & Recommendations

### Accomplishments and recommendations according to the principles of accountability

Eurofiber has firmly embedded sustainability within the organization. Our conclusions and recommendations regarding the four core principles of accountability are:

- **Inclusivity:** Through this statement and the ESG report, the management of Eurofiber demonstrates that it highly values engagement with stakeholders. We encourage Eurofiber to plan stakeholder engagement systematically: appoint a designated owner, document the results of the stakeholder dialogue more explicitly and in a centralized manner. And to include this inventory and dialogue in even greater detail in the next report.
- **Materiality:** A thorough (double) materiality analysis has been carried out. The Eurofiber sustainability program was based on this analysis, ensuring a clear direction and strong focus on what really matters.

- **Responsiveness:** The report demonstrates active collaboration with a wide variety of relevant stakeholders: employees, customers, suppliers, partners, industry organizations and society. In line with the principle of inclusivity, we recommend that Eurofiber continues to develop its communication with stakeholders and report specifically on this in future.
- **Impact:** With the report Eurofiber has established a strong foundation and shows that it is making a real impact in many areas. As a 'Great Place to Work' Eurofiber gives due attention to employee development, health and safety, inclusion and diversity. Regarding the environment, the broad industry and supply chain initiatives that Eurofiber displays regarding circularity and climate change are great examples of how Eurofiber is trying to improve impact on these aspects in collaboration with related stakeholders. Not just for its own performance but throughout the value chain.

We encourage Eurofiber to:

1. Continue its efforts to replace financial-data-based Scope 3 emissions with actual supplier data;
2. Supplement existing objectives regarding employee development and sustainable procurement with SMART-formulated targets and report accordingly; and
3. Find ways to report data protection metrics externally, while internal reporting remains well-managed.

### Accomplishments and recommendations on the quality of the sustainability information

Based on the work performed and the samples taken, we conclude that the data and claims presented in the Eurofiber ESG report give a true and fair view of Eurofiber ESG performance. Eurofiber has a good grasp of its own metrics and is able to explain trends and differences clearly.

- **Process and systems:** Current reporting process relies heavily on the ESG manager. To reduce vulnerability and ensure quality, we recommend embedding agreed definitions and calculation

- methods (of the VSME) with the departments involved. By placing responsibility with the relevant departments, sustainability will increasingly become an integral part of day-to-day operations.
- **Control:** By moving ownership of the data and calculations to the operational level, opportunities for internal control arise. The role of the ESG manager then shifts from 'creator' to 'controller'. These additional checks during the data collection and reporting process will enhance efficiency in these processes and overall accuracy and reliability of the reported metrics.
- **Completeness and accuracy:** Any initial ambiguities regarding definitions and calculations, for example with requirements of the VSME standard, were resolved immediately during the audit or the follow-up process. Based on our sample checks, we have not identified any material issues of concern. The metrics provided by Eurofiber are accurate.

## Conclusion Summary

Based on the work undertaken and all considerations set out above, our opinion on the Eurofiber ESG report is:

- **Reliable:** Eurofiber reports on its sustainability initiatives and performance in its ESG report 2025. Based on moderate assurance, we conclude that all material topics are addressed and that the sustainability information in the report is plausible and reliable.
- **VSME compliant:** We confirm that the report complies with the basic and extended modules of the VSME (Commission Recommendation (EU) 2025/1710 of 30 July 2025). The voluntary sustainability reporting standard for enterprises developed by EFRAG (European Financial Reporting Advisory Group).

For Eurofiber, this ESG report is not the end of a journey. It is a valuable, evidence-based foundation on which to build further progress towards an increasingly sustainable business.

Issued on: June 15, 2026

On behalf of FIRA

E.V. de Wit  
Lead Auditor



**AA1000**  
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000-19/V3-3YFFS

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.



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

# Appendix

## Geographic footprint 1/2

### Offices

Eurofiber Group operates across the Netherlands, Belgium, France and Germany. Its operational footprint consists of offices, data centers, fiber networks and distributed technical network sites, such as Points of Presence (PoPs) and In-Line Amplifiers (ILAs).

Given the scale, security sensitivity and geographically dispersed nature of this infrastructure, individual technical locations are not disclosed; geographic information is therefore presented at country level.

The table on this page provides an overview of the entities included in the consolidated reporting scope, including their current locations.

Operational activities are described in the Scope section of this report on page 9.

Location	Facility	Address	Country	Coordinates
Eurofiber Nederland BV	Office [leased]	Safariweg 25-31, 3605 MA, Maarssen (registered office)	Netherlands	52.1356, 5.0347
Eurofiber Cloud Infra BV	Office [leased]	Safariweg 25-31, 3605 MA, Maarssen (registered office)	Netherlands	52.1356, 5.0347
Eurofiber NV	Office [leased]	Belgacaistraat 5, 1930, Zaventem, Brussels (registered office)	Belgium	50.8797, 4.45837
Arcadiz*	Office [leased]	Interleuvenlaan 17, 3001, Heverlee	Belgium	50.8472, 4.73287
Eurofiber France	Office [leased]	1025 avenue Henri Becquerel 34000, Montpellier	France	43.6102, 3.91731
Eurofiber France SASU	Office [leased]	213 boulevard de Turin, 59777, Lille (registered office)	France	50.6381, 3.07772
Eurofiber France	Office [leased]	3 Rue des Vieilles Vignes, 77183, Croissy-Beaubourg	France	48.8230, 2.642012
Eurofiber France	Office [leased]	30 rue Trachel, 06000, Nice	France	43.7064, 7.260183
Eurofiber France	Office [leased]	470 Promenade des Anglais	France	43.6669, 7.21288
Avenir Telematique SASU	Office [owned]	21 avenue de la Créativité, 59650, Villeneuve d'Ascq	France	50.6400, 3.145969
Eurofiber France	Office [leased]	24 rue du Gouverneur Général Felix Eboué, 92130, Issy Les Moulinaux	France	48.8272, 2.2705
Eurofiber France	Office [leased]	8 rue Alfred Kastler, 54320, Maxeville	France	48.7051, 6.12980
Eurofiber France	Office [leased]	276 avenue du Douard, 13400, Aubagne	France	43.2868, 5.5989
Eurofiber France	Office [leased]	10 allée Irène Joliot Curie, 69800, St-Priest	France	45.7175, 4.9344
Eurofiber France	Office [leased]	7 rue Soweto, 44800, St-Herblain	France	47.2328, -1.6528
Eurofiber Netz GmbH	Office [leased]	Hedwig-Dohm-Straße 2/5, 10829, Berlin (registered office)	Germany	52.4762, 13.3624

\*In 2026, Arcadiz relocated to Eurofiber Belgium's premises. As of the publication of this report, the registered address is Belgicastraat 5, 1930 Zaventem, Brussels.

# Appendix

## Geographic footprint 2/2

### Datcenters

Location	Facility	Address	Country	Coordinates
Eurofiber Datacenter Groningen 1	Datacenter [owned]	De Bunders 1, 9747 AX Groningen	Netherlands	53.2448, 6.52734
Eurofiber Datacenter Amsterdam 1	Datacenter [owned]	Parellaan 9, 2132 WS Hoofddorp	Netherlands	52.2904, 4.68671
Eurofiber Datacenter Utrecht 1	Datacenter [owned]	Koningin Wilhelminaweg 471, 3737 BE Groenekan	Netherlands	52.1234, 5.14385
Eurofiber Datacenter Arnhem 1	Datacenter [owned]	Tivolilaan 251, 6824 BV Arnhem	Netherlands	51.9871, 5.93395
Eurofiber Datacenter Rotterdam 1	Datacenter [owned]	Van Coulsterweg 6, 2952 CB Alblisserdam	Netherlands	51.8460, 4.67908
Eurofiber Datacenter Rotterdam 2 (Spaanse Kubus)*	Datacenter [leased]	Schuttevaerweg 48, 3044 BB Rotterdam	Netherlands	51.9302, 4.41388
Eurofiber Datacenter NL South-West 1 (Brabant)	Datacenter [leased]	Gragtmanstraat 1B, 5145 RA Waalwijk	Netherlands	51.6958, 5.03790
Eurofiber Datacenter NL South-West 2 (Nedzone)	Datacenter [owned]	Drukkerij 6, 4651 SL Steenbergen	Netherlands	51.5876, 4.30486
Bouillargues (Nîmes)	Datacenter + office [owned]	13-15 rue Etienne Velay, 30230 Bouillargues	France	43.8094, 4.40556
Toulouse	Datacenter [leased]	131C chemin du Sang de Serp, 31200 Toulouse	France	43.6205, 1.421345
Auch	Datacenter [leased]	47 avenue Sambre et Meuse, 32000 Auch	France	43.6462, 0.597621

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