

# Glaspoort B.V.

# Sustainability report 2025



# Table of contents

- ESG strategy ..... 3
  - Environment ..... 3
  - Social ..... 5
  - Governance ..... 6
- GRESB score ..... 6
- EU - Taxonomy ..... 7

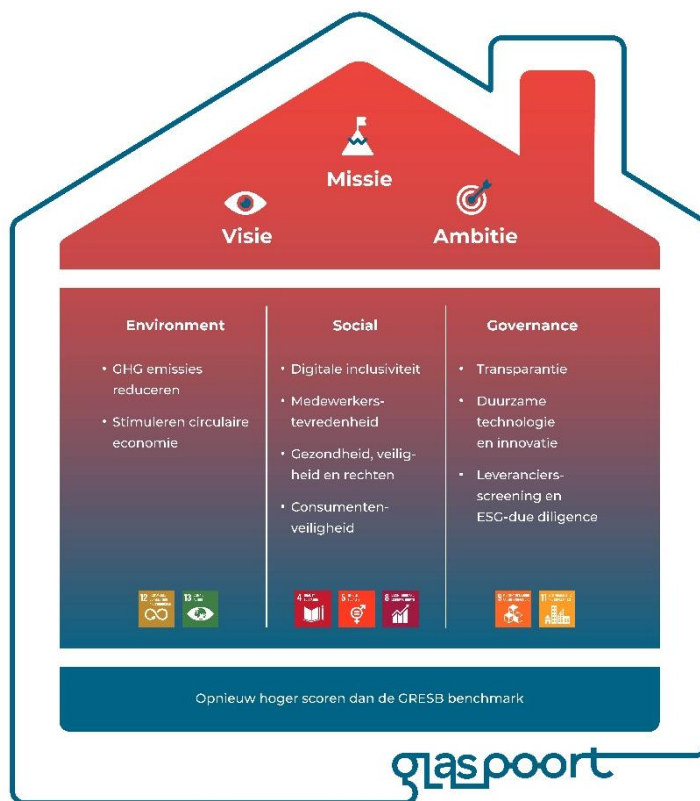
At Glaspoort, we are committed to contributing to a sustainable future. Each year, we set ambitious goals to advance our sustainability agenda.

In 2024, significant progress was made towards compliance with the Corporate Sustainability Reporting Directive (CSRD). In the first quarter of 2025, the European Commission proposed changes to the scope of the CSRD, concluding that Glaspoort is not required to apply the CSRD in its 2025 annual report. Nevertheless, the work carried out in 2024 provided valuable insights and a strong foundation for 2025. These insights have been actively used to further shape and implement Glaspoort's ESG strategy.

In 2025, Glaspoort gained deeper insight into our ESG ambitions and to further embed sustainability into our strategy and operations. This chapter outlines our key sustainability achievements.

## ESG strategy

Glaspoort's ESG strategy is based on insights from the Double Materiality Assessment and the preparatory work for the CSRD. The strategy provides clear direction for our sustainability priorities and actions and guides our activities across the Environmental, Social and Governance pillars. Throughout the year, the strategy has been actively implemented and further embedded within the organisation.



At the end of 2024, we took a major step by embedding our sustainability ambitions into our financing. This means that we take responsibility for our impact not only in words, but also financially. Our focus is on three pillars that are essential to Glaspoort:

1. Engagement with the supply chain and the reduction of Scope 3 emissions, actively addressing greenhouse gas emissions by prioritising partners that have committed to Science Based Targets.
2. Improving our GRESB score, the leading benchmark for sustainability performance.
3. Making a significant contribution to digital inclusion by committing to provide people in the Netherlands, regardless of background or location, with access to fiber-optic connectivity.

We are proud that all three targets set for 2025 have been successfully achieved, highlighting our strong commitment to sustainability and the effective execution of our ESG strategy.

## Environment

Glaspoort aims to reduce its greenhouse gas (GHG) emissions and contribute to a more circular economy. The deployment of fiber networks inherently supports this ambition, as fiber is more energy-efficient than copper and enables digital solutions such as hybrid working.

During the year, Glaspoort focused on increasing insight into its environmental impact and identifying opportunities for improvement. Discussions were held with suppliers to better understand the circularity of materials used in the fiber network, including fiber lines and related components. In addition, Glaspoort explored the feasibility of more sustainable equipment and machinery within

construction activities. While alternatives such as electric equipment are currently limited in availability and efficiency, these developments continue to be monitored for future application.

#### Analyses of GHG emissions

Glaspoort voluntarily started reporting on its greenhouse gas (GHG) emissions across Scope 1, Scope 2 and Scope 3 in 2023. Based on the nature of its activities, Glaspoort reports zero emissions for Scope 1 and Scope 2.

Glaspoort builds and owns the passive part of the fiber network. This passive infrastructure does not consume energy and therefore does not result in direct (Scope 1) or indirect energy-related (Scope 2) emissions. To enable broadband services for its wholesale customers, Glaspoort procures the active service layer. While energy is consumed to deliver these services, the associated assets are not owned or controlled by Glaspoort. As a result, this energy consumption does not fall within Scope 1 or Scope 2 and is reported within Scope 3.

Consequently, Glaspoort's energy consumption within Scope 1 and Scope 2 is zero, and the majority of its emissions are reported under Scope 3.

The total emissions (prescribed by the ESRS Disclosure Requirements E1-6) in 2025 was 98,522 tonnes of carbon dioxide equivalent (tCO<sub>2</sub>eq) compared to 85,630 in 2024<sup>1</sup>. Glaspoort uses the spend method for calculating the emissions.

(tCO <sub>2</sub> eq)	2025	2024
<b>Scope 1 GHG emissions</b>	0	0
<b>Scope 2 GHG emissions</b>	0	0
1 Purchased goods and services	7,193	5,262
2 Capital goods	91,275	80,333
3 Fuel and energy-related Activities	2	0
6 Business travel	20	9
7 Employee commuting	21	19
8 Upstream leased assets	5	2
15 Investments	6	5
Scope 3 GHG emissions	98,522	85,630
<b>Total scope 1-2-3- GHG emissions</b>	<b>98,522</b>	<b>85,630</b>

Most emissions (93%) are related to the CAPEX spend (2024: 94%). As can be seen from the table below, the increase in tCO<sub>2</sub>eq in 2025 compared to 2024 of category 1 (CAPEX) is related to additional CAPEX spend. The emissions per EUR (0.32) is comparable to 2024 (0.33).<sup>2</sup>

#### 2025

Service	Spend	Emissions per EUR	Total tCO <sub>2</sub> eq
Labour	187,881,163	0.30	56,508
Material	25,633,556	0.87	22,252
Administrative	64,945,119	0.19	12,125
Marketing	4,112,781	0.09	385
IT software	49,943	0.11	5
<b>Total 2025</b>	<b>282,622,563</b>	<b>0.32</b>	<b>91,275</b>

<sup>1</sup> 2024 has been restated compared to last year reporting, mainly due to a mapping update. In 2024 Glaspoort reported 76,306 tCO<sub>2</sub>eq).

<sup>2</sup> Glaspoort updated the carbon footprint mapping resulting in higher emissions per EUR. The source of the new mapping can be found here: [www.gov.uk/government/statistics/uks-carbon-footprint#full-publication-update-history](https://www.gov.uk/government/statistics/uks-carbon-footprint#full-publication-update-history). The 2024 figures have been restated as well.

2024

Service	Spend	Emissions per EUR	Total tCO2eq
Labour	159,770,376	0.31	49,446
Material	21,862,427	0.89	19,516
Administrative	56,248,176	0.19	10,806
Marketing	4,949,658	0.10	477
IT software	782,673	0.11	87
<b>Total 2024</b>	<b>243,613,310</b>	<b>0.33</b>	<b>80,333</b>

## Social

Gaspoort recognises the importance of its social impact on employees, partners, customers and society at large. As a provider of open fiber infrastructure, Gaspoort plays a key role in enabling connectivity and digital inclusion, while also maintaining a strong focus on responsible employment practices and safe working conditions across its value chain.

During the year, Gaspoort continued to strengthen its approach to social topics by embedding these priorities into its operations and partnerships. Key focus areas include digital inclusion, employee wellbeing, health and safety, and responsible collaboration with contractors and suppliers. Through these efforts, Gaspoort aims to contribute positively to society while supporting the sustainable growth of its organisation and network.

### *Digital inclusivity*

We have embedded our sustainability ambitions into our financing. One of the targets that are set is to make a significant contribution to digital inclusion by committing to provide people in the Netherlands, regardless of background or location, with access to fiber-optic connectivity. We are proud that we have achieved the target set for 2025.

### *Employee Engagement*

Gaspoort is also closely monitoring employee engagement and retention as Gaspoort is committed on being a people-centric organisation that fosters a culture where highly skilled and talented individuals enjoy working. We will invest in ongoing professional development, seamless onboarding, modern employee conditions and innovative leadership, ensuring that employees and teams feel valued, are trusted with responsibility, and accountable for their contributions.

By listening to each other and prioritising employee well-being and growth, we aim to create a motivated and committed workforce that drives company success and strengthens our culture of empowerment.

This long-term vision of investing in our people not only drives business success but also lays the foundation for a thriving, empowered workforce that enhances overall business performance. This long-term vision is further supported by including measurable targets. Key metrics like eNPS (employee Net Promotor Score) and turnover rates will guide our progress, ensuring that employees remain loyal, productive, and innovative, ultimately supporting our operational goals and differentiating us from competitors.

### *Diversity, Equity, and Inclusion*

Diversity, equity and inclusion is an important topic for Gaspoort. The composition of the team is diverse in many ways: in terms of ethnicity, gender, age, sexual orientation, religion, culture, socio-economic background, experience and more. Gaspoort reported on male / female distribution and age groups in 2023 for the first time. At the end of 2025, the Gaspoort team consisted of 41 employees (38 FTE) compared to 43 in 2024 (38 FTE). The male / female distribution in 2025 is 68% / 32% (2024 70% / 30%). The 41 employees are further categorised in the following age groups (see below table):

Including in this table are 3 board members (all internal staff, male, two of them are between 30-50 years and one is above 50).

Number of personnel (end of period)	Gender	Age group	31-12-2025	31-12-2024
Internal staff	M	<30	0	1
		30-50	20	15
		>50	3	4
	F	<30	1	1
		30-50	5	5
		>50	3	2
External staff	M	<30	0	0
		30-50	3	5
		>50	2	5
	F	<30	0	0
		30-50	4	3
		>50	0	2

Glaspoort's Supervisory Board is comprised of 5 members which are all male. To improve diversity in the Supervisory Board, Glaspoort will require at least one female candidate in any next change in Supervisory Board members.

#### *Health and Safety*

Health and safety are of utmost importance to Glaspoort. Ensuring a safe working environment is a shared responsibility and applies not only to our directly employed employees, but also to everyone working on our behalf through contractors and partners.

Glaspoort places strong emphasis on continuous dialogue with contractors regarding health and safety. Through regular conversations, clear expectations and collaboration, we aim to promote safe working practices throughout the execution of our activities. By actively engaging with our partners, Glaspoort seeks to foster a safety-aware culture and to continuously improve health and safety performance across the value chain.

## Governance

Governance provides the foundation for Glaspoort's ESG approach and supports transparency, responsible decision-making and long-term value creation. During the year, attention was focused on clarifying governance priorities and strengthening awareness of ESG-related topics within the organisation.

In addition, a systematic analysis of sustainability-related impacts, risks and opportunities was carried out. This analysis provided insight into potential sustainability risks and the mitigation measures required, as well as into areas where Glaspoort and its value chain can create added value.

The outcomes of this analysis support informed decision-making and form an important input for the further development of Glaspoort's governance framework and ESG strategy.

## GRESB score

During the year, Glaspoort achieved a score of 95 in the Global Real Estate Sustainability Benchmark (GRESB), an internationally recognised benchmark that assesses sustainability performance. This strong result provides valuable insights and confirms that Glaspoort is progressing in the right direction.

In recent years, important steps have been taken to strengthen our sustainability approach, including the renewal of our ESG strategy, inclusion of Sustainable Linked Loan KPIs in Glaspoort financing and the completion of a Double Materiality Assessment. Looking ahead, Glaspoort will continue to build on these foundations and, together with its partners, further strengthen its sustainability ambitions and work towards a future-proof and responsible fiber network.

## EU- Taxonomy

Glaspoort has conducted research on the eligibility and alignment to Glaspoort's activities. We found no applicable categories.

Glaspoort has an all electric car policy when it comes to lease cars. On December 31, 2025, 18 out of 41 employees drive a leased car. We have concluded that this activity does not have a material nor substantial contribution to at least one environmental objective of the EU Taxonomy.

Glaspoort notes that the eligibility of roll-out of optical fiber is currently not yet reportable. We do believe this activity does contribute to climate change mitigation and can yield significant energy saving compared to copper.