

euNetworks.

Connected for Impact - Building the Backbone of Europe's Digital Future.

Planet, People, Prosperity, and Partnerships

H2 2025 ESG Report*

*This report covers euNetworks' sustainability performance for 2025 and initiatives for the period from 1 August 2025 through 31 December 2025 following our latest [Sustainability Report](#) issued in August 2025, aligning future reporting to the calendar year.

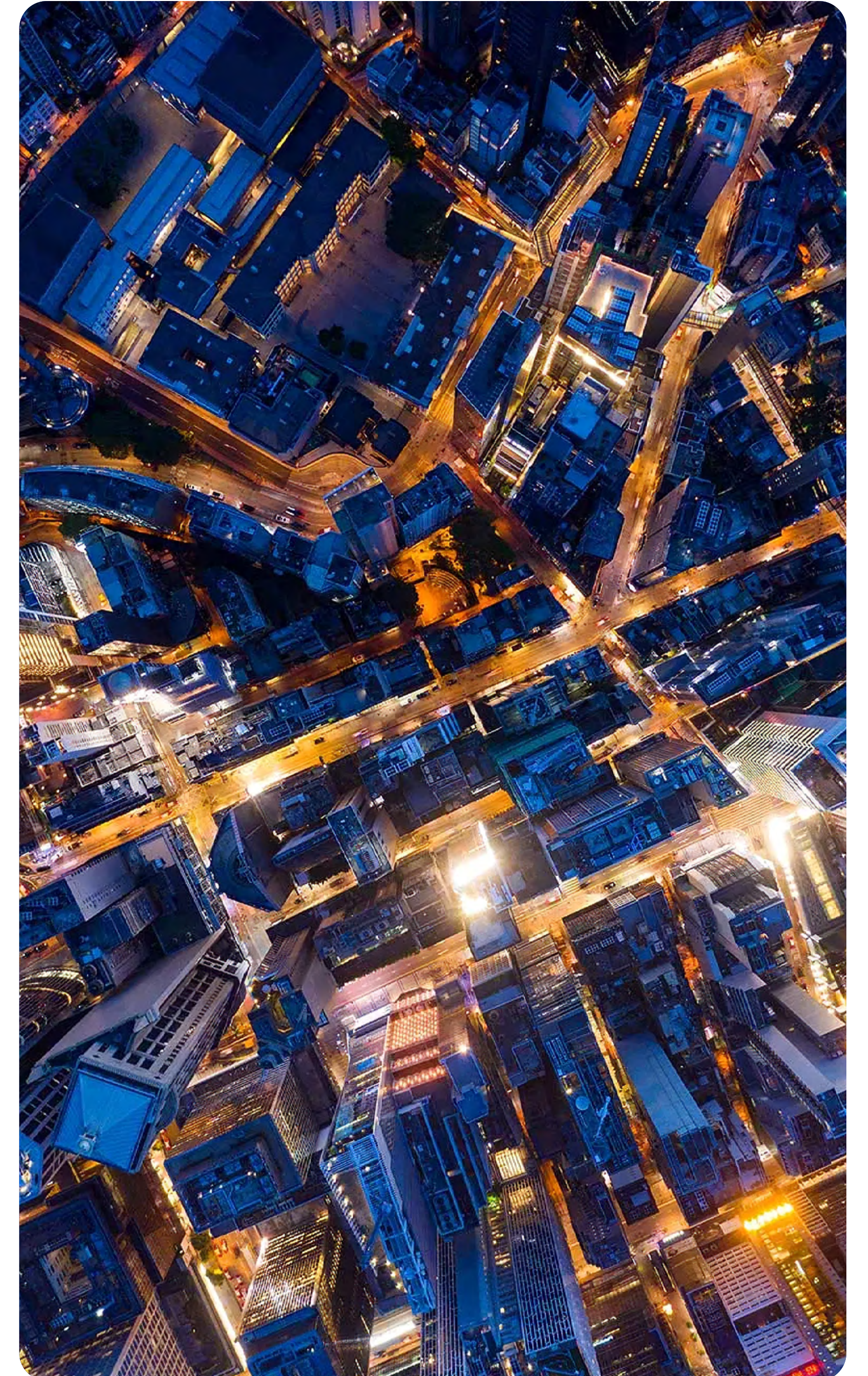




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A Message from Our CEO

Building the Future, by Design.

At euNetworks, we build the digital infrastructure our customers rely on to connect, compete and grow. That responsibility goes beyond bandwidth. It is about how we build, how we operate, how we innovate, and how we help our customers meet their own ESG commitments.

Our Customers' Priorities Shape Ours

ESG is now an important consideration in how our customers assess infrastructure, choose partners and plan for long-term growth. We see this clearly. We are here to support them by building resilient, secure and sustainable networks together, and by helping enable growth with lower-carbon options wherever possible.

Sustainable Infrastructure must be Designed in

In 2025, we strengthened our carbon accounting approach by bringing our Greenhouse Gas (GHG) inventory fully in-house for the first time, supported by a carbon management platform. Better data gives us better visibility, and better visibility helps us make better decisions: from network design and procurement to construction choices and long-term operations. Our ambition is clear: to keep reducing the carbon intensity of every bit carried across our infrastructure.

Progress Depends on Partnership

The path to Net Zero is complex, particularly in a business where Scope 3 emissions represent the largest part of our footprint. Meaningful progress requires close collaboration with our customers, construction partners and critical suppliers.

We need stronger product-level emissions data, more sustainable build options, and shared commitment across the value chain. This is hard work. These are the areas where euNetworks can have the greatest influence, and where collaboration across the value chain matters most.

Our People Make it Possible

The people of euNetworks are the heart of our business. They build, solve, challenge and deliver every day. As we grow, we remain focused on building a workforce that reflects the world around us: diverse in background, thought and experience. Diversity strengthens our knowledge, our culture and our ability to innovate.

We are fortunate to have investors and lenders in our corner who understand the scale of the opportunity ahead. Their support enables us to invest, expand and innovate, so we can support our customers' growth and help shape the infrastructure of Europe's digital future.

This is our commitment: to lead with purpose, act with integrity, and build with impact. All by design.



A handwritten signature in black ink that reads "M. Trisolino". The signature is written in a cursive, flowing style.

Marisa Trisolino
Chief Executive Officer

ESG Strategy

We Build Resilient, Inclusive and Sustainable Connectivity, by Design.

Same Commitment. Broader Scope.

In 2026, we've marked a meaningful step in how euNetworks organises and communicates our commitment to responsible business. Our Sustainability team has evolved into the ESG Team, a change that reflects the breadth of our ambitions across Environmental, Social and Governance, and the growing integration of these priorities into how we operate, invest and grow. The pillars that have guided our sustainability work remain at the heart of what we do: Planet, People, Prosperity and Partnerships, underpinned by the values that define us as a business.

- **Planet:** we are advancing our transition to clean energy, resetting our Scope 1, 2, and 3 targets in line with updated science-based guidance, and embedding climate resilience into how we design and operate our network.
- **People:** we are deepening our focus on employee wellbeing, fair hiring practices, and meaningful engagement, ensuring our teams have the support, growth and development opportunities, and inclusive environment they need to thrive.
- **Prosperity:** we focus on maintaining credible, transparent ESG reporting across frameworks including Carbon Development Project (CDP), Global Real Estate Sustainability Benchmark (GRESB), and the UN Global Compact, while pursuing ISO alignment in priority areas of the business.
- **Partnerships:** we are strengthening collaboration with investors, strategic suppliers, and NGOs to amplify our collective impact, from structured ESG dialogue with investor teams to joint volunteering initiatives with external organisations.

Together, these pillars form a cohesive framework that guides how we create long-term value for our people, our planet, and the communities we connect.





Planet

In this Section

Carbon Footprint



Carbon Footprint

In-house Carbon Data Management and Supplier Engagement Driving Emissions Reduction.

The 2025 reporting year marks a transition in euNetworks' carbon accounting approach, with the Greenhouse Gas (GHG) inventory calculated fully in-house for the first time using a carbon management platform. This replaces the previous externally supported model and introduces a more granular methodology, moving from predominantly spend-based, sector-level emission factors to activity-based and product-specific factors where data quality allows.

The new methodology has been applied retrospectively to 2019, providing a restated baseline. Note that prior year figures have not been recalculated. Comparisons with previous reporting periods should therefore be interpreted with caution, as differences in reported emissions may reflect both underlying business activity and changes in methodology.

Scope 1 direct emissions were 151 tCO₂e in 2025. Emissions from fully electric leased company cars are now accounted for under Upstream Leased Assets. As a result, Scope 1 is wholly attributable to refrigerants used to top up air conditioning units in our colocation sites and/or In-Line Amplifiers (ILAs), a category that was not systematically captured in 2019. A phased programme to replace the end-of-life cooling equipment is under way.

Scope 2 market-based electricity emissions are down 99% from the 2019 base year, from 9,315 tCO₂e to 104 tCO₂e. This reflects continued investment in renewable energy tariffs across euNetworks' operating footprint.

Scope 3 accounts for over 99% of euNetworks' total emissions and remains the primary focus of our decarbonisation efforts.

Working closely with suppliers to improve data quality and drive reductions is central to our approach.

- Purchased Goods and Services account for 61% of total Scope 3 emissions, driven primarily by increased construction activity including a carbon-intensive subsea project. Under the new methodology, subsea emissions have been reclassified from Upstream Transportation and Distribution. The shift to a supplier-based approach reflects actual business activity more accurately than spend-based modelling, and deepening supplier engagement is expected to drive year-on-year reductions as data matures.
- Capital Goods account for 27% of total Scope 3 emissions. Data quality has improved materially through supplier engagement, with weight- and length-based emission factors, including information on countries of origin, replacing generic spend-based proxies, providing a more accurate picture of the emissions associated with our capital purchases.
- The remaining categories account for the remaining 12% of total emissions. Movements in this group are primarily driven by methodological updates and more precise emission factors, reducing reliance on generic proxies.

This transition marks a significant step forward in euNetworks' carbon reporting. With full visibility across the value chain and a more rigorous methodology in place, we are better positioned to drive lasting reductions, particularly within our supply chain, where the greatest opportunity lies.

2025 Carbon Emissions (tCO₂e)

Scopes	Baseline (2019)	2025	Variance from Baseline (%)
Scope 1	24	151	529%
Scope 2	9,315	104	-99%
Scope 3	54,093	50,751	-6%
Totals	63,432	51,006	-20%

99% ↓
Reduction in Scope 2 market-based emissions cut from 2019 levels

20%
Overall reduction compared to our 2019 baseline levels

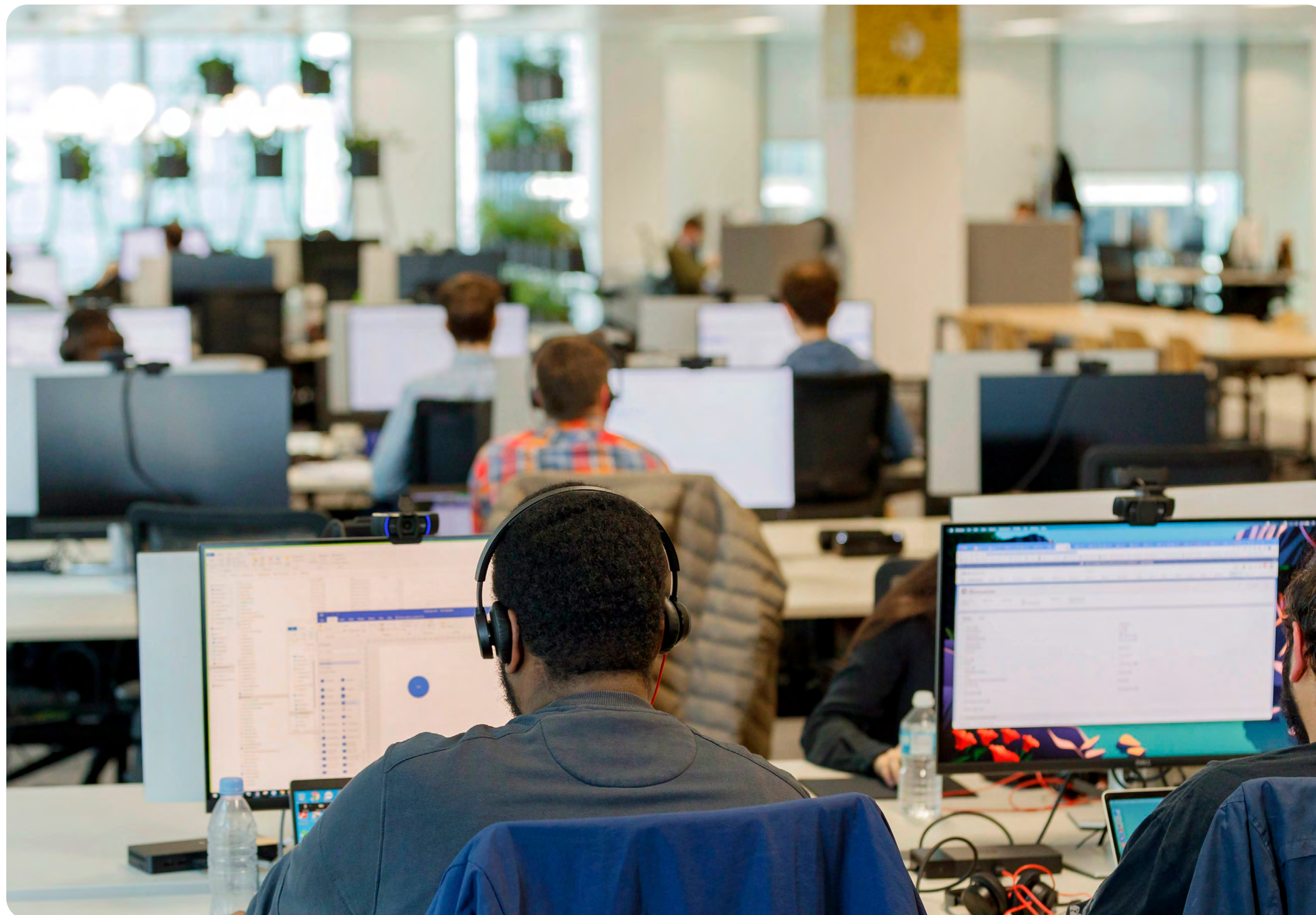


People

In this Section

Recognising the People Who Power euNetworks

Growth & Contribution



euNetworks Heroes

Recognising the People Who Power euNetworks

The people at euNetworks are the foundation of everything we do, from daily operations to long-term strategy. In 2025, we formalised that recognition with the launch of euNetworks Heroes, an in-house programme dedicated to celebrating the individuals and teams who go above and beyond.

Nominations are made through our internal platform, where any employee can recognise a colleague or team based on their contribution to the business and how they shape its future for the better.

Each nomination is anchored in one of our six core values, ensuring recognition reflects not just what our people achieve, but how they achieve it:

- Relentless Customer Obsession
- Trusted Market Leader
- Integrity in Action
- Pioneering Innovation
- Unbreakable Reliability and Security
- Drive Impact

Awards are given quarterly for both Individual Heroes and Team Heroes, with the prestigious Hero of Heroes to be revealed annually. By making nominations simple and accessible through an internal platform, we ensure recognition flows from every corner of the business, peer to peer, across teams and borders.



Growth & Contribution

euNetworks recently introduced Growth & Contribution (G&C), our performance framework that connects individual goals with company priorities and the way we work together. It provides a clear and consistent approach to performance by focusing on both the results people achieve and the behaviours they demonstrate. Through G&C, employees can see how their work contributes to the success of the business, while also supporting their personal development and growth. G&C also introduced 360 feedback for Values & Behaviours, giving individuals broader insight into how they demonstrate our values day to day through feedback from managers, peers and other colleagues alongside their own self reflection.

We introduced Growth & Contribution to create greater transparency across the organisation.

The framework encourages regular feedback and development conversations, helping employees understand expectations, recognise their impact, and identify opportunities to grow. It also strengthens the connection between performance and our six core values. By embedding these values into performance discussions, G&C helps ensure that success is achieved through both strong results and the behaviours that define our culture.

\$ Prosperity

In this Section

Funding Sustainable Business Growth



Funding Sustainable Business Growth

Our Sustainability Linked Loan is more than a financing instrument - it is a structural commitment to embedding sustainability into how we grow. Every investment decision, every infrastructure expansion, every stakeholder conversation is shaped by this connection between capital and purpose.

euNetworks first secured sustainability-linked financing in December 2021, with €760 million in long-term infrastructure debt. That facility was refinanced and expanded in June 2024 to €1.26 billion - a scale of committed financing that underpins our continued network expansion across Europe and our ability to meet growing customer demand through more sustainable bandwidth infrastructure.

Two KPIs determine whether our interest margin rises, holds, or falls:

Environmental KPI

Since January 2024, our environmental benchmark moved from renewable electricity procurement to an absolute emissions reduction target across Scopes 1, 2 and 3, aligned with our Science Based Target of a 62% reduction by 2030 against our 2019 baseline. We set this bar knowing it would be challenging, and in 2025 we reported an emissions reduction of 20% against a benchmark of 33.8%. The gap reflects the carbon intensity of major construction projects, constrained access to low-carbon materials and the pace of change across our supply chain. These are the pressure points we are targeting, and where we are concentrating our supplier engagement, data improvement and investment to drive the greatest reductions.

We are working with our investors and lenders to replace this KPI with measures that we can impact more directly and which will drive long term carbon reduction in our industry. The specifics of this change will be announced in the coming months.

Social KPI

We measure gender diversity as the percentage of women across our total workforce, with a focus on driving balanced representation

at all levels. We have achieved this KPI for the fourth consecutive year since implementation.

Performance against these KPIs has direct influence on the margin of interest paid back of the loan:

- A reduction in interest when targets are exceeded
- No change when targets are met
- An increase in interest when targets are not achieved

Year	Environmental Sustainability Benchmark			Social Sustainability Benchmark		
	Target Score*	Performance (%)	Performance (tCO ₂ e)	Baseline Score	Target Score	Performance
2022	≥ 82%	98.8%	N/A	≥ 25.3%	≥ 26.3%	26.3%
2023	≥ 98%	99.7%	N/A	≥ 26.3%	≥ 27.2%	27.6%
2024	≥28.2%	7%	56,074	≥ 27.2%	≥ 28.1%	28.7%
2025	≥33.8%	20%	51,006	≥ 28.1%	≥ 29.1%	29.9%
2026	≥39.4%			≥ 29.1%	≥ 30.0%	
2027	≥45.1%			≥ 30.0%	≥ 30.9%	

* Environmental benchmark for 2022–2023 measured renewable electricity procurement. From 2024, it measures absolute emissions reduction against our 2019 baseline, aligned with our Science Based Targets commitment.

Funding Sustainable Business Growth

2025 Results

Environmental

We did not meet our 2025 environmental target. Progress on absolute emissions, down 20% from baseline, reflects genuine methodological improvements and stronger data quality, but falls short of the 33.8% benchmark.

Two factors were central to this result. Firstly, customer demand continued to include larger, construction-heavy network projects across multiple geographies, which increased emissions linked to build activity. Secondly, supplier decarbonisation has progressed at different speeds, with product-level emissions reductions and carbon data maturity not yet advancing at the pace needed across the full value chain.

We remain committed to Net Zero by 2040 and will reset our Science Based Targets initiative (SBTi) targets in line with the five-year review cycle and updated guidance. Our focus is on the areas where we can have the greatest influence: improving supplier data quality, engaging critical suppliers, identifying lower-carbon construction options, and helping customers understand the carbon impact of different build choices.

Social

Women represented 29.9% of our workforce in 2025, an increase of 1.2% from the 2024 baseline and 0.8% above our 2025 KPI target of 29.1%.



Partnerships

In this Section

Corporate Partnership



Working Together to Reduce Impact and Create Shared Value

At euNetworks, partnerships extend beyond commercial relationships. They are central to how we deliver our ESG commitments, from greener construction practices to community impact.

With Scope 3 emissions representing the overwhelming majority of our carbon footprint, supplier collaboration is fundamental to our decarbonisation progress. We work actively with suppliers to improve emissions data quality, shift from spend-based to activity-based reporting and align on reduction targets. This approach earned us an A score in the CDP Supplier Engagement Assessment, recognising that our supplier partnerships are driving measurable change across the value chain.

Volunteering with EMC Home of Data

In October 2025, our Munich team participated in a tree planting event with EMC Home of Data GmbH called Rack4Trees. The team planted 250 new trees in the Bavarian forest, contributing to improving the landscape of the forest and strengthened resilience of the ecosystems shaping the forest. Our Munich team volunteers every year with EMC, marking the 4th year in a row we have supported this biodiversity initiative, bringing people together with the natural environment.

Green Alternatives with JSM Group

In our collaboration with JSM Group Services Ltd, we identified and implemented greener construction methods including the substitution of regular diesel with Hydrotreated Vegetable Oil (HVO). This delivers a significant, direct and auditable reduction in construction emissions (with no permanence risk) while building the commercial case for sustainable alternatives across the supply chain. Alongside green materials, euNetworks and JSM joined forces with Citizen Zoo to help create a new wetland habitat at Tolworth Court Farm in London. The team planted around 60 aquatic plant species, the first to be introduced since the wetland was established, contributing to urban rewilding and the restoration of local wildlife.

“ We were delighted to welcome a brilliant team from JSM and euNetworks to our Wild Tolworth site for a day of wetland planting. This marked a major milestone – the first plants to go into the ground since we created our 3,500m³ wetland. A huge thank you to JSM for providing the aquatic plants that will help bring this new habitat to life, and to everyone who took part for making it such a productive and inspiring day. ”

Ben Stockwell, Urban Rewilding Office, Citizen Zoo

Supporting Inter.link on their path to Net Zero

“ euNetworks is an important partner on our path to Net Zero and in our continued efforts to remain carbon neutral. Their transparency, detailed service-level data, and willingness to support us help strengthen our Scope 3 reporting, improve decision-making, and set a benchmark for best practice across the sector. ”

euNetworks Achieves CDP Supplier Engagement Rating: A

The CDP Supplier Engagement Assessment (SEA) independently evaluates how effectively companies drive climate action through their supply chains, assessing governance, emissions disclosure, supplier engagement activity, and climate requirements in procurement. It is an increasingly important benchmark for investors, lenders, and customers: in 2024, only 6% of over 22,700 participating companies globally achieved the top Leadership band.

In 2025, euNetworks was awarded an A (the top Leadership rating) for the second consecutive year. This is particularly significant given that Scope 3 emissions account for 99.5% of our total footprint, dominated by Purchased Goods and Services and Capital Goods. Meaningful decarbonisation is therefore embedded in how we work with suppliers: obtaining product-level emissions data, setting shared targets, and embedding climate considerations into procurement.

For euNetworks, this rating reflects a direction of travel, not a destination. As we continue to scale our network across Europe, the quality of our supplier partnerships will remain central to meeting our Net Zero commitments.



2025 Emissions Summary

Scope	Emission Source	2025 Emissions (tCO ₂ e)	2024 Emissions (tCO ₂ e) ⁽²⁾	2019 Emissions (tCO ₂ e) ⁽¹⁾	Variance (2025 vs 2019, %)
1	Natural Gas	—	—	11	-100%
1	Other Fuels	—	—	Not Reported	N/A
1	Company/Owned Leased Vehicles	—	3	13	-100%
1	Refrigerants and Other Fugitive Emissions	151	73	Not Reported	N/A
2	Electricity (Location Based)	8,138	9,437	9,356	-13%
2	Electricity (Market Based)	104	84	9,315	-99%
3.1	Purchased Goods and Services	30,740	43,918	22,575	36%
3.2	Capital Goods	13,878	4,108	15,298	-9%
3.3	Fuel and Energy Related Activities	410	2,221	2,173	-81%
3.4	Upstream Transportation and Distribution	36	17	2,178	-98%
3.5	Waste Generated in Operations	2	37	11	-82%
3.6	Business Travel	388	270	944	-59%
3.7	Employee Commuting and Working From Home	504	317	184	174%
3.8	Upstream Leased Assets	4,779	4,977	10,695	-55%
3.13	Downstream Leased Assets	14	51	34	-59%
Totals		51,006	56,076	63,432	-20%



Sustainability KPI Tracker

Sustainability Indicators		Topics	Metric	2025	2024 ⁽²⁾	2019 ⁽¹⁾	Change over 2019 (%)
Finance	Finance	Revenue	€M	260.1	255.1	167.6	55%
		Book Value of Equity	€M	240.5	489.1	850.0	-72%
		Book Value of Debt	€M	793.6	750	503.3	58%
	Sustainability Linked Loan	Environmental KPI - 98% Renewable Energy by Year End 2023	%	N/A	N/A	N/A	N/A
		Environmental KPI - % Reduction since Baseline (2019) - 2024 Onwards	%	20	7	N/A	N/A
		Social KPI - 28.1% of Workforce to be Women by 2024	%	29.9	28.7	N/A	N/A
Greenhouse Gas Emissions	GHG Emissions	Scope 1 Emissions	tCO ₂ e	151	76	24	529%
		Scope 2 Emissions - Market Based	tCO ₂ e	104	84	4,191	-99%
		Scope 2 Emissions - Location Based	tCO ₂ e	8,138	9,437	13,104	-13%
		Scope 3 Emissions	tCO ₂ e	50,751	55,914	56,165	-6%
		Total Emissions	tCO ₂ e	51,006	56,074	60,380	-20%
	GHG Intensity	GHG Intensity - Revenue	tCO ₂ e/€M	196.1	219.8	360.3	-48%
		GHG Intensity - (Total Emissions / (Book Value of Equity + Net Debt))	tCO ₂ e/€M	49.3	45.3	44.6	3%
Greenhouse Gas Policy	Reduction in Carbon Emissions	Paris Agreement Aligned Business Plan	Y/N	Yes	Yes	Yes	N/A
		Net Zero Commitment	Y/N	Yes	Yes	Yes	N/A
		Interim Target for Carbon Reductions	Y/N	Yes	Yes	Yes	N/A



Sustainability KPI Tracker

Sustainability Indicators		Topics	Metric	2025	2024 ⁽²⁾	2019 ⁽¹⁾	Change over 2019 (%)
Energy	Energy Consumption	Renewable Energy Consumption	KWh	29,083,859	29,167,138	13,217,384	121%
		Non Renewable Energy Consumption	KWh	222,980	161,953	16,822,126	-99%
		Total Energy Consumption	KWh	29,306,839	29,283,396	30,039,511	-3%
		Share of Renewable Energy Consumption	%	99.2%	99.6%	44.0%	126%
	Energy Production	Renewable Energy Production	KWh	N/A	N/A	N/A	N/A
		Non Renewable Energy Production	KWh	N/A	N/A	N/A	N/A
		Total Energy Production	KWh	N/A	N/A	N/A	N/A
		Share of Renewable Energy Production	%	N/A	N/A	N/A	N/A
Water	Water	Emissions to Water ⁽³⁾	tCO ₂ e	N/A	N/A	N/A	N/A
		Water Management Policy	Y/N	No	No	No	N/A
	Water Stress	Exposure to Areas with High Water Stress	Y/N	No	No	No	N/A



Sustainability KPI Tracker

Sustainability Indicators		Topics	Metric	2025	2024 ⁽²⁾	2019 ⁽¹⁾	Change over 2019 (%)
Biodiversity	Biodiversity	Negative Effects on Biodiversity	Y/N	No	No	No	No
Waste	Hazardous Waste	Tonnes of Hazardous Waste	tCO ₂ e	N/A	N/A	N/A	N/A
Fuels	Fossil Fuel Exposure	Activity in the Fossil Fuel Sector	Y/N	No	No	No	No
People	Employees	Number of Employees	Number	408	356	302	18%
		Work-Related Injuries	Number	0	0	0	0%
		Safety-Related Accidents	Number	0	0	0	0%
		Fatalities	Number	0	0	0	0%
	Gender	Women in Workforce	%	29.9%	28.7%	24.2%	18%
		Board Gender Diversity (Women)	%	40%	33%	0%	0%
		Leadership Team Gender Diversity (Women)	%	38%	40%	0%	0%
		Unadjusted Gender Pay Gap ⁽⁴⁾	%	N/A	N/A	N/A	N/A
UN Global Compact	Compliance	Signatory to the UN Global Compact	Y/N	Yes	Yes	Yes	N/A
	Violations	Occurrences of Violations to the UN Global Compact	Number	0	0	0	N/A



Sustainability KPI Tracker

Sustainability Indicators		Topics	Metric	2025	2024 ⁽²⁾	2019 ⁽¹⁾	Change over 2019 (%)
Human Rights	Human Rights Policy	Human Rights Policy Available	Y/N	Yes	Yes	Yes	N/A
	Anti-Bribery	Occurrences of Activities Associated with Anti-Bribery	Number	0	0	0	N/A
	Controversial Weapons	Exposure to Controversial Weapons	Y/N	No	No	No	N/A
Security	Data Security	Training	Y/N	Yes	Yes	Yes	N/A
		Certifications ⁽⁵⁾	Y/N	Yes	Yes	Yes	N/A
		Incidents	Y/N	No	No	No	N/A
TCFD	Transitional Risk	Identification and Assessment ⁽⁶⁾	Y/N	Yes	Yes	Yes	N/A
	Climate Physical Risk	Identification and Assessment ⁽⁷⁾	Y/N	Yes	Yes	Yes	N/A
ESG Policies	ESG Standards	Signatories to ESG Related Standards	Y/N	Yes	Yes	Yes	N/A
	Health and Safety	Implementation of a Health and Safety Policy	Y/N	Yes	Yes	Yes	N/A
	Other Policies	Other ESG Related Policies	Y/N	Yes	Yes	Yes	N/A



Sustainability KPI Tracker

Sustainability Indicators		Topics	Metric	2025	2024 ⁽²⁾	2019 ⁽¹⁾	Change over 2019 (%)
Suppliers	Policies	Commitment to Supplier Code of Conducts from Stakeholders	Y/N	Yes	Yes	Yes	N/A
	Supply Chain Impact	Significant Actual and Potential Negative Environmental Impacts from Supplier	Y/N	No	No	No	N/A
		Significant Actual and Potential Negative Social Impacts from Suppliers	Y/N	No	No	No	N/A
Business	Business Impact	Significant Actual and Potential Negative Environmental Impacts as a Business	Y/N	No	No	No	N/A
		Significant Actual and Potential Negative Social Impacts as a Business	Y/N	No	No	No	N/A
NACE Code	Nace Code	Nace Code	Number	61.9	61.9	61.9	N/A

(1) 2019 GHG emissions have been rebaselined

(2) Emissions for 2024 are incomparable to 2019 due to methodology

(3) Water utilised within office spaces and data centres for sanitary purposes

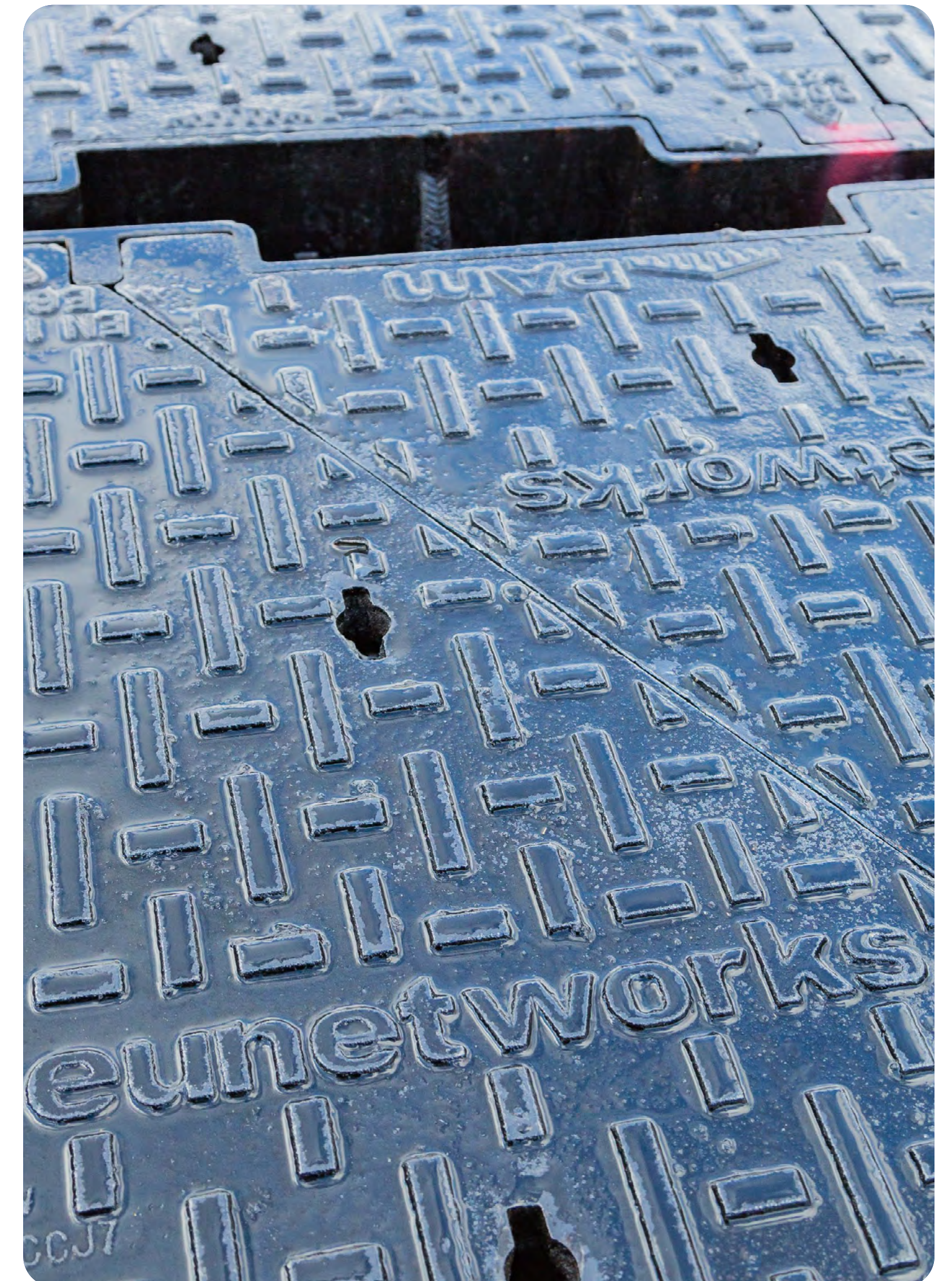
(4) Under HR investigation

(5) <https://eunetworks.com/iso27001/>

(6)(7) The internal audit function leads a process working with the Leadership Team (LT) to identify risks to operations and facilities, including those related to physical events associated with climate change, such as impact of the climate change on network and demand e.g. rising sea levels and floods.

Company KPIs & Progress to Date

KPI	Unit	Target	2025 Performance
Women Representation in the Workforce	%	Achieve 30% as of 31 December 2026	29.9
Emission Reduction	%	Reduce by 62% vs 2019 base-year by 31 December 2030	20
Lost Time Incidents (LTIs)	number	Zero LTIs Annually	0
Fatalities	number	Zero Fatalities Annually	0
Carbon Development Project (CDP)	score	Maintain a Climate Change Score of B or Above	B
NACE Code	score	Improve Score year-on-year	N/A ⁽⁸⁾



30%
Target of Women Representation in the Workforce by 31 December 2030.

62%
Target of Emission Reduction vs 2019 base-year by 31 December 2030.

(8) First year submission, no comparison available



Sustainability Commitments and Accomplishments

Year	Commitments & Accomplishments
2010	Anti Harassment and Bullying Policy Implementation*
2010	Business Ethics Policy Implementation*
2015	<u>Publication of the first Anti-Modern Slavery Statement</u>
2020	<u>ISO 27001 Data Security Certification</u>
Jun-21	<u>Establishing 2019 as a baseline year for carbon reporting (Scopes 1, 2 and 3)</u>
Oct-21	<u>Science Based Targets initiative Business Ambition for 1.5°C Commitment</u>
Nov-21	<u>CDP 2021: Score D</u>
Dec-21	<u>Sustainability Linked Loan secured</u>
Feb-22	<u>Climate Pledge signed</u>
Feb-22	<u>Committed to Net Zero by 2040</u>
Feb-22	<u>Member of the SME Climate Hub</u>
Mar-22	<u>Science Based Targets (SBTs) validated by Science Based Target Initiative (SBTi)</u>
Mar-22	<u>UN Global Compact signed</u>
May-22	<u>Showstopper of the Year - Strides in Sustainability Award from Microsoft</u>
Sep-22	<u>Shortlisted for Best ESG Initiative by Global Carrier Awards 2022</u>
Nov-22	<u>CDP 2022: Score B</u>

Year	Commitments & Accomplishments
Feb-23	<u>UN Global Compact: completed SDG Ambition Accelerator</u>
Aug-23	<u>Sustainability Policy released</u>
Aug-23	<u>Updated Supplier Code of Conduct released</u>
Oct-23	<u>Winner of Best ESG Initiative at Global Carrier Awards 2023</u>
Dec-23	<u>Updated Environmental SLL Environmental Benchmark Targets</u>
Feb-24	<u>CDP 2023: Score B</u>
Jun-24	<u>ESOS Assessment of UK Based Assets</u>
Sep-24	<u>Nomination for DQS Sustainability Heroes Awards</u>
Oct-24	<u>Featured at Microsoft's Supplier Sustainability Summit, showcasing euNetworks' commitment to sustainability and inspiring industry leadership</u>
Feb-25	<u>CDP 2024: Score B</u>
May-25	<u>CSRD DMA completed and assured</u>
Jul-25	<u>Completed inaugural GRESB reporting</u>
Jul-25	<u>CDP 2024: Score A for Supplier Engagement Assessment (SEA)</u>

*Available on request

Mandatory and Voluntary Disclosures aligned with SASB

SASB TOPIC/ CODE	ACCOUNTING METRIC	DISCLOSURE
ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE		
TC-TL-130a.1	<ol style="list-style-type: none"> Total energy consumed Percentage grid electricity Percentage renewable 	<ol style="list-style-type: none"> Total Gigajoules (Gj) consumed: 105,402 Gj Percentage grid electricity: 0.4% Percentage renewable: In 2023, euNetworks purchased 99.6% of power (kwh) from renewable sources.
ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE		
TC-TL-220a.1	Description of policies and practices relating to behavioural advertising and customer privacy.	euNetworks operates an Information Security Management System (ISMS) framework and are internally and externally audited against ISO 27001:2013.
TC-TL-220a.2	Number of customers whose information is used for secondary purposes.	N/A
TC-TL-220a.3	Total amount of monetary losses as a result of legal proceedings associated with customer privacy.	00
TC-TL-220a.4	<ol style="list-style-type: none"> Number of law enforcement requests for customer information, Number of customers whose information was requested, Percentage resulting in disclosure 	None; euNetworks is not a consumer facing business.

Mandatory and Voluntary Disclosures aligned with SASB

SASB TOPIC/ CODE	ACCOUNTING METRIC	DISCLOSURE
DATA SECURITY		
TC-TL-230a.1	<ol style="list-style-type: none"> Number of data breaches, Percentage involving personally identifiable information (PII), Number of customers affected 	None
TC-TL-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards.	<ul style="list-style-type: none"> euNetworks operates an Information Security Management System (ISMS) framework and are internally and externally audited against ISO 27001:2013. Data security has been identified as material issue and appropriate Risk management measures are in place and continually updated. euNetworks tests the effectiveness of perimeter security controls to prevent and detect attacks (external penetration testing) annually. euNetworks runs vulnerability scans on a scheduled basis. euNetworks runs a Security Information Event Management (SIEM) platform to detect anomalies within the network. No significant data breaches experienced.
PRODUCT END-OF-LIFE MANAGEMENT		
TC-TL-440a.1	Materials recovered through take back programs, percentage of recovered materials that were: <ol style="list-style-type: none"> reused, recycled, and landfilled 	euNetworks' take back programs are being developed; current metrics are not material.

Mandatory and Voluntary Disclosures aligned with SASB

SASB TOPIC/ CODE	ACCOUNTING METRIC	DISCLOSURE
MANAGING SYSTEMIC RISKS FROM TECHNOLOGY DISRUPTIONS		
TC-TL-550a.1	<ol style="list-style-type: none"> System average interruption frequency, and Customer average interruption duration 	<ol style="list-style-type: none"> Under evaluation for future reporting. euNetworks does not report on customer average interruption duration. Service Availability is a main metric used to measure performance, which is on average above industry standard.
TC-TL-550a.2	Discussion of systems to provide unimpeded service during service interruptions.	<p>euNetworks is fully compliant and certified with the industry security standard ISO 27001.</p> <p>The objective for the Business Continuity Management is to enable euNetworks, its technical facilities and its employees to ensure that control of products and services are available at all times in compliance with all regulatory, legal, contractual and other requirements, as well as the operation of important IT services and euNetworks facilities.</p> <p>The aim is to maintain or, in the event of damage, perform the fastest possible restoration of the normal operation of critical or time-critical services at euNetworks. euNetworks Business Continuity Management captures the threats and risks that can impair time-critical processes, regulates process organisation, emergency and response measures, monitoring and improvement of the Business Continuity Management process within euNetworks.</p>

Mandatory and Voluntary Disclosures aligned with SASB

SASB TOPIC/ CODE	ACCOUNTING METRIC	DISCLOSURE
COMPETITIVE BEHAVIOUR & OPEN INTERNET		
TC-TL-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations.	None
TC-TL-520a.2	Average actual sustained download speed of: 1. owned and commercially-associated content and 2. non-associated content	euNetworks does not differentiate between the two types of content identified in the standard. euNetworks does not have visibility into the application layer of the Internet traffic and there is no mechanism in place to evaluate content of the traffic.
TC-TL-520a.3	Description of risks and opportunities associated with net neutrality, paid peering, zero rating, and related practices.	<ul style="list-style-type: none"> For information on this topic, see euNetworks' Internet peering policy at https://peering.eunetworks.com/. euNetworks' peering location details could be viewed on www.peeringdb.com. In addition, euNetworks is a heavy user of route servers on commercial Internet exchanges that provide free Internet peering connectivity to its members. euNetworks' Internet network does not apply any content filters or rate limiting and all Internet traffic is treated alike.

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For more information on euNetworks' data protection policy, please refer to <https://eunetworks.com/privacy-statement/>

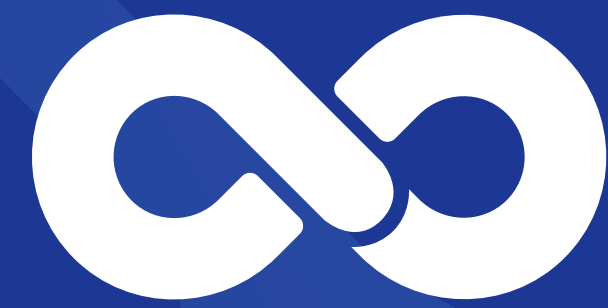
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