VERTROUWELIJK

Althio - 2025
Sustainability Report

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I. INTRODUCTION

Althio plays an important role in enabling reliable digital connectivity across the Netherlands. Through the development, management and operation of shared telecom infrastructure, Althio supports mobile communication, emergency services, IoT networks and other essential digital services that society increasingly depends on.

As demand for connectivity continues to grow, Althio recognises the importance of managing its infrastructure in a responsible, sustainable and future-proof manner. Sustainability is therefore an integral part of Althio’s strategy, operations and decision-making. The organisation aims to reduce its environmental impact, strengthen the resilience and efficiency of its asset portfolio, promote responsible business conduct and create long-term value for its stakeholders.

This sustainability report provides an overview of Althio’s ESG approach, including its strategy, policies, governance structure, key objectives and performance. It outlines how Althio manages environmental, social and governance topics, engages with stakeholders and works towards continuous improvement through its ESG and Environmental Management System. The report also reflects Althio’s commitment to recognised sustainability frameworks and principles, including the UN Sustainable Development Goals, the UN Global Compact principles, GRESB and relevant management system standards such as ISO 9001 and ISO 14001.

By reporting transparently on its sustainability ambitions, actions and progress, Althio aims to strengthen accountability, support informed decision-making and contribute to a more sustainable and connected future.

II. LETTER FROM THE BOARD OF DIRECTORS

Dear Stakeholders,

Sustainability is a continuous journey, and for Althio it is also a responsibility we take seriously. As an organisation operating critical telecom infrastructure, we understand that our decisions today influence the quality, reliability and sustainability of the infrastructure we provide tomorrow.

Over the past year, we have continued to strengthen the foundations of our ESG approach. This includes improving our governance, further embedding sustainability into our decision-making, and taking practical steps to reduce environmental impact across our operations and value chain. We are also placing greater emphasis on transparency, measurable progress and stakeholder engagement, because credible sustainability performance requires both ambition and accountability.

Looking ahead, our priority is to move from intention to implementation. This means translating our ESG objectives into concrete actions, monitoring progress consistently and improving where needed. We will continue to focus on topics that are material to our organisation and stakeholders, including energy efficiency, greenhouse gas emissions, climate-related risks, sustainable asset management, employee wellbeing, responsible procurement and community engagement.

We know that the challenges ahead cannot be addressed in isolation. Progress depends on open dialogue and cooperation with our employees, shareholders, customers, suppliers, municipalities and local communities. Their trust, feedback and expertise help us make better decisions and ensure that our sustainability efforts remain relevant and effective.

On behalf of the Board of Directors, we would like to thank all stakeholders for their continued involvement and support. We remain committed to acting responsibly, improving continuously and contributing to a more sustainable infrastructure sector.

Kind regards,

Bart Lucassen

M.M.L. Helmes	B.T. Lucassen
CFO	COO

The Board of Directors
Althio B.V.

III. EXECUTIVE SUMMARY

▪ Overview of key achievements 2025

Althio officially began operating in February 2025. In its first year, the organisation has taken important steps to embed sustainability into its operations and decision-making processes. Despite being a newly established organisation, Althio has already made progress on several environmental objectives, demonstrating its commitment to building a more sustainable and future-proof infrastructure portfolio.

Key achievements in 2025 include the transition towards a greener vehicle fleet, with increased focus on hybrid and electric alternatives, as well as the move to a more energy-efficient office environment. In addition, Althio purchases green energy for its office operations and broadcast towers, thereby reducing its reliance on conventional energy sources. These actions mark an important first step in Althio’s sustainability journey and provide a strong foundation for further ESG improvements in the years ahead.

▪ Althio’s Transition Towards More Energy-Efficient Operations

In 2025, Althio relocated its office from the Clarissenhof in Vianen to the Papendorpseweg in Utrecht. The move provided an opportunity to establish the organisation in a modern and energy-efficient working environment that better supports Althio’s sustainability ambitions.

The new office location has an energy label A and is powered by wind energy, contributing to a lower environmental impact from office operations. The building is equipped with centralised temperature control, which supports efficient heating and cooling, and LED lighting throughout the office to reduce electricity consumption. In addition, the modern office environment supports flexible and hybrid working practices, enabling more efficient use of office space.

Althio also continues to promote a resource-conscious way of working by encouraging digital documentation, communication, and administrative processes where possible. This supports the organisation’s ambition to operate as a largely paperless office and reduce unnecessary resource use. Together, these measures contribute to a more energy-efficient, resource-conscious, and sustainable approach to Althio’s daily operations.

***Figure 1**. Althio's partnership with Hoogendoorn Projectbeplanting, supporting the adoption of 5 m² of rainforest in Costa Rica.*

- ## Moving Towards a Greener Vehicle Fleet

As part of its commitment to reducing the environmental impact of its operations, Althio is working towards a greener vehicle fleet. The organisation has already taken steps to move away from fossil fuel-based transport by no longer leasing diesel vehicles and by increasingly considering hybrid and electric alternatives. Since 2026 Althio has been explicitly focused on leasing electric vehicles.

In 2025, Althio started an initiative to further assess the transition towards a more sustainable fleet, with the ambition that new lease vehicles will be electric where practically feasible by 2027. As some employees regularly travel long distances for operational and site-related activities, Althio will continue to evaluate the practicality of fully electric vehicles across different roles and travel needs. This phased approach enables the organisation to reduce transport-related emissions while ensuring that employees can continue to perform their work effectively.

▪ NOVEC GRESB Score 2024

In 2024, Althio's predecessor, NOVEC, achieved a GRESB score of 91 points, compared with 90 points in the previous year. As shown in Figure 2, this reflects a continued upward trend in ESG performance since 2022, when the organisation scored 57 points, followed by 74 points in 2023 and 90 points in 2024.

See Figure 2. Below GRESB participation and score development from 2022 to 2025.
The score progression shows the continued improvement of Althio's predecessor within the Telecom Towers sector in the Netherlands.

The 2024 GRESB results show that NOVEC performed above both the GRESB average and the peer group average. As illustrated in Figure 2, the organisation achieved a total GRESB score of 91 out of 100, compared with a GRESB average and peer group average of 90. NOVEC also achieved a Management Score of 35 out of 40 and a Performance Score of 56 out of 60, both slightly above the relevant benchmark averages.

Figure 2. Below NOVEC GRESB model and benchmark performance.
The GRESB model shows NOVEC's position relative to the GRESB universe, peer group, and benchmark averages.

Performance improved in categories such as leadership, reporting, and energy. Scores were maintained in areas including policies, biodiversity and habitat, health and safety, stakeholder engagement, and employees. A minor decrease was observed in risk management and greenhouse gas emissions, partly due to changes in the GRESB scoring methodology.

The 2025 GRESB assessment will be the first assessment conducted under Althio's name and will serve as an important baseline for future ESG performance measurement, benchmarking, and continuous improvement.

NOVEC GRESB Score 2024

In 2024, Althio's predecessor, NOVEC, achieved a GRESB score of 91 points, compared with 90 points in the previous year. The results show strong ESG performance and provide a valuable reference point for Althio's future development.

Figure 1. GRESB participation and score development.

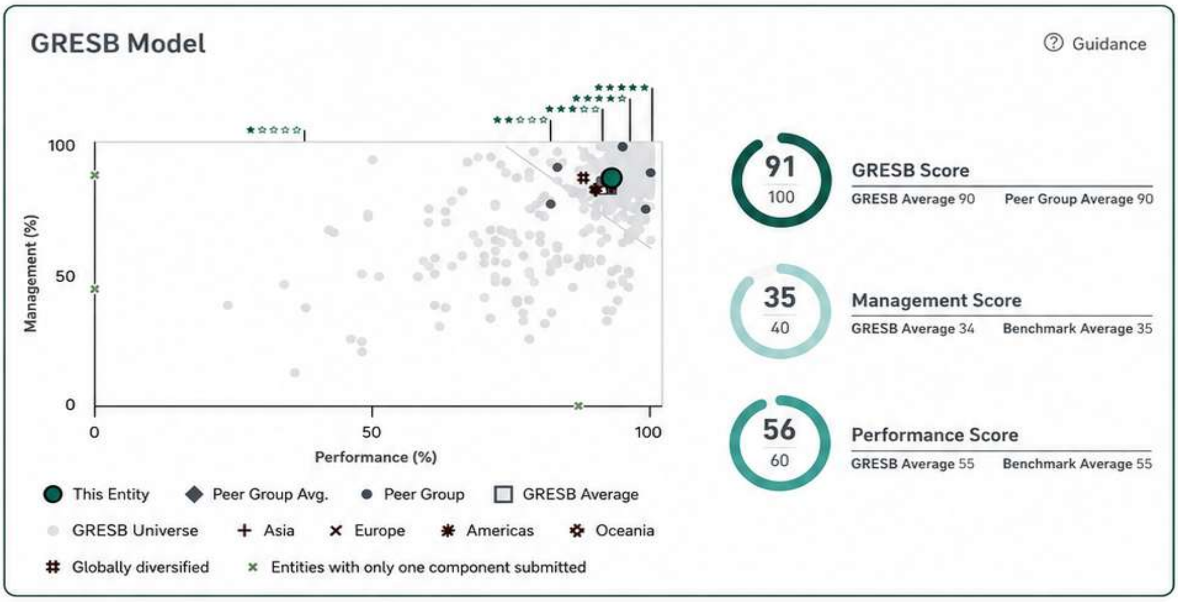


Figure 2. GRESB model and benchmark performance.

- GRESB Score: 91/100
- Management Score: 35/40
- Performance Score: 56/60
- Above GRESB average and peer group average.

Figure 2. *GRESB participation and score development from 2022 to 2025.*

Basis for Scope 1, 2 and 3 Data Collection

Althio collects greenhouse gas emissions data across Scope 1, Scope 2 and relevant Scope 3 categories to improve insight into its operational climate impact and support future reduction initiatives. As 2025 marks Althio's first year of operation, the data collected for this reporting period will serve as an important baseline for future monitoring, target setting and performance improvement.

Scope 1 emissions relate to direct emissions from activities under Althio's operational control, such as fuel use from company vehicles where applicable. Scope 2 emissions relate to indirect emissions from purchased electricity used for Althio's office operations and omroepmasten. Althio purchases green electricity, specifically wind energy, for these activities, supporting the organisation's efforts to reduce market-based electricity emissions.

Scope 3 emissions cover indirect emissions in Althio's value chain, including areas such as business travel, employee commuting, purchased goods and services, construction-related activities, maintenance, supplier activities and embodied carbon in materials used for telecom infrastructure. Given the nature of Althio's activities as a telecom infrastructure company, Scope 3 emissions are expected to represent an important part of the organisation's overall climate impact.

The data collection process provides Althio with a structured basis for identifying emission hotspots, improving data quality and engaging with suppliers, tenants and other stakeholders on emissions reduction opportunities. Going forward, Althio will continue to refine its Scope 1, 2 and 3 data collection approach to support transparent ESG reporting, GRESB alignment and the development of future climate-related targets.

Strategic Priorities

Moving Forward with Purpose

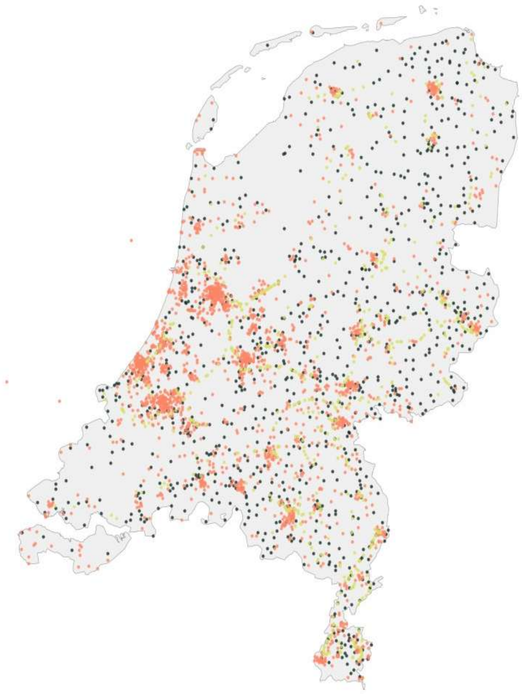
As Althio moves forward, we recognise that sustainability is not only about meeting expectations, but about continuously improving the way we operate, manage our assets, and create value for our stakeholders. Since its establishment in 2025, Althio has taken important steps to embed ESG principles into its organisation, building on the experience and foundations of its predecessors while shaping its own sustainability approach.

Over the past year, Althio has focused on strengthening its ESG reporting, improving insight into environmental and social impacts, and aligning its activities with recognised sustainability frameworks and stakeholder expectations. Progress has been made in areas such as renewable energy use, energy-efficient operations, greener mobility, supplier engagement, and the further development of ESG governance.

At the same time, Althio recognises that sustainability is a continuous journey. Looking ahead, the organisation is committed to deepening its impact by further integrating sustainability into strategic decision-making, operational processes, asset management, and stakeholder engagement. By doing so, Althio aims to contribute to a more resilient, responsible, and future-proof telecom infrastructure sector in the Netherlands.

IV. ORGANISATION & CONTEXT

Althio B.V. is a Dutch independent telecommunications infrastructure company that owns, manages and leases a nationwide portfolio of antenna sites across the Netherlands. Its portfolio includes telecom towers, broadcast towers, rooftop locations and high-voltage mast locations used by mobile network operators, broadcasters and other communications service providers.



Althio provides passive telecom infrastructure that supports mobile telephony, data connectivity, radio and television transmission, indoor mobile coverage and future network deployment and small-cell infrastructure. By enabling multiple users to share common infrastructure, Althio contributes to efficient asset use, reduces the need for duplicative tower development and helps limit the visual and environmental impact of telecom networks.

The company was established in its current form in 2025 through the combination of NOVEC/OTC and KPN's passive mobile infrastructure portfolio. Althio is owned by KPN and APG and operates approximately 3,800 antenna sites. Its activities support reliable national connectivity and the continued digitalisation of Dutch society, while working with telecom operators, municipalities and infrastructure owners to provide future-ready communications infrastructure.

Figure 2. *Althio's operating network in the Netherlands is shown above. The various dots represent different types of Althio sites, including towers, rooftop locations, high-voltage electricity transmission towers, and broadcast towers.*

This ESG handbook covers Althio's activities as an asset company and service provider, outlining its responsibility to manage telecom towers sustainably and responsibly. It also serves as an employee guide to Althio's ESG management system, strategy, and policies.

- ## Needs and Expectations of Stakeholders

Althio takes an active approach to stakeholder engagement by incorporating stakeholder values into its business decisions. As stakeholders are central to Althio's operations, the company is committed to maintaining open communication through a variety of channels. The following stakeholders are directly or indirectly affected by Althio's activities.

- **Shareholders**

Althio is 51% owned by KPN, while the remaining 49% of shares are held by APG, the investment manager of amongst other ABP. APG has significantly increased its focus on sustainability over the past decade. For every investment, regardless of asset class, APG assesses ESG criteria, including environmental impact, social impact, and good governance. These criteria are considered alongside financial returns, costs, and risk, enabling APG to make more informed long-term investment decisions.

- **Structure/ independence**

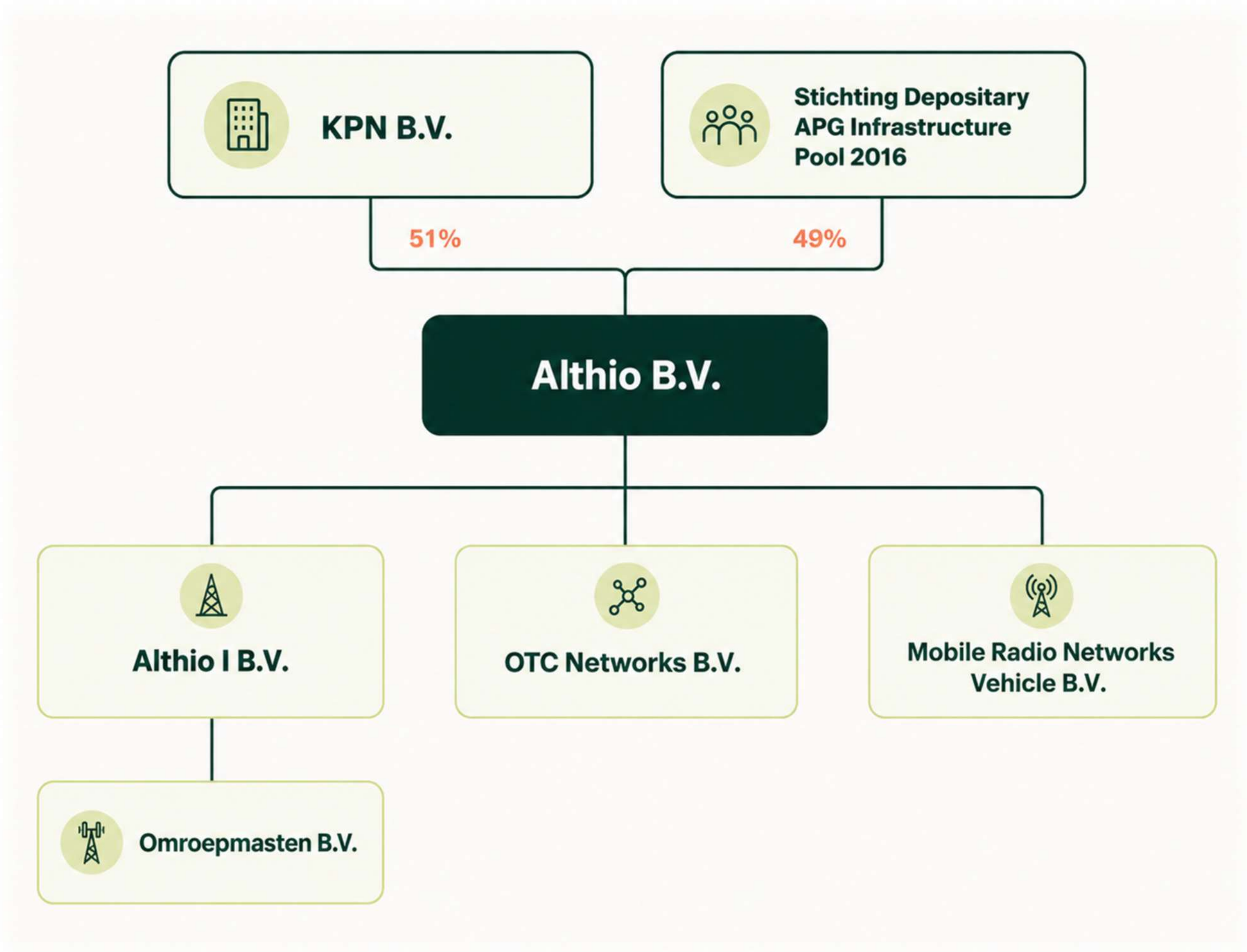


***Figure 3**. Althio organisational structure*

Althio's Supervisory Board meets at least four times a year to discuss strategic, financial, operational and ESG-related matters.

The managing directors demonstrate leadership and commitment to the ESG Management System and remain accountable for its effectiveness, implementation and related commitments.

▪ Clients

Our clients (see figure 3), which include mobile telecom providers in the Netherlands, are becoming more aware of the environmental consequences of mobile communication networks they provide.

Figure 4*. Examples of Althio's clients include mobile telecom providers and other organisations that rely on telecom infrastructure services.*

▪ Employees

Althio's employees play a key role in embedding sustainability across the organisation's operations. To ensure effective integration into the business strategy, employees are made aware of Althio's ESG ambitions and incorporate them into the decision-making process, thereby ensuring alignment with the company's strategy and sustainability objectives.

▪ Community

Althio's towers and rooftop's locations are located across the Netherlands, in both rural and urban areas. The company leases space on these towers to various clients, enabling a centralised and efficient organisation of telecom towers, rooftop sites, and related infrastructure throughout the country. This approach helps prevent the unnecessary concentration of multiple towers in a single location, supports broader national coverage, and reduces potential nuisance for external stakeholders, including nearby communities.

▪ Government

In recent years, the government has become an increasingly important stakeholder due to growing societal pressure on companies to reduce their carbon emissions and operate more sustainably. Legislation introduced by both the Dutch government and the European Union has a significant impact on sustainability requirements and business operations. Examples include the Dutch Climate Act, which sets national greenhouse gas reduction targets, the European Climate Law, which makes the EU's climate-neutrality objective legally binding, and the Corporate Sustainability Reporting Directive (CSRD), which requires certain companies to report on sustainability-related risks, opportunities, and impacts. As European and national regulations continue to evolve, organisations are expected to take environmental matters seriously and actively manage their impact on emissions and other sustainability-related issues.

- ## Manufacturers of towers

Although standard frameworks for tower construction are often used, Althio continuously works with its suppliers and manufacturers to explore opportunities to improve tower design and production processes. The market is showing increasing demand for towers that combine strong design principles with practical functionality. In line with this, Althio aims to integrate sustainable design with operational performance. Through improved design, Althio seeks to minimise embodied carbon and reduce CO_2 emissions across the construction process. In addition, Althio works closely with its mast supplier, VDL, to ensure that the masts produced meet high quality standards while minimising environmental impact.

VDL has integrated sustainability and circularity into its business operations and actively works on reducing environmental impact through measures such as energy efficiency, renewable energy, responsible material use, and cleaner production processes. This aligns with Althio's ambition to work with suppliers that contribute to a more sustainable value chain.

- ## Leadership commitment

Althio's management structure consists of a Managing Board of Directors and a Supervisory Board. Althio applies the mitigated structure regime, meaning that the General Meeting of Shareholders, rather than the Supervisory Board, is responsible for appointing and dismissing the managing directors.

Senior management demonstrates leadership and commitment with regard to the Environmental Management System (EMS) and ensures its alignment with the organisation's strategy and objectives. The management team is responsible for the effective implementation of the EMS and for ensuring that its commitments are carried out in accordance with the goals and strategic direction set by the Board of Directors. Communication takes place at least quarterly through management meetings, during which senior management discusses sustainability initiatives and monitors progress against the organisation's objectives. In addition, senior management maintains direct communication with the QHSE Manager through phone calls and in-person meetings to address urgent matters and provide updates on relevant issues as they arise.

The implementation plan, coordinated and executed by the Sustainability Team, outlines the actions, responsibilities, and timelines related to the various ESG topics and objectives. During scheduled agenda items in management meetings, the Sustainability Team presents progress and proposed actions. Senior management provides guidance and, where necessary, adjusts the approach of the working groups to ensure that implementation remains aligned with Althio's overall organisational strategy.

Commitments of Directors and the Management Team

- Establish environmental policy and objectives that align with Althio's strategic direction and organisational context.
- Integrate ESG requirements into Althio's business processes.
- Provide and allocate the resources needed to implement ESG policies effectively.
- Communicate the importance of environmental management and conformity with the EMS effectively.
- Maintain an EMS that delivers its intended outcomes.
- Guide and support stakeholders in contributing to the effectiveness of the EMS.
- Drive continual improvement.
- Promote innovation.
- Support relevant departments in demonstrating how these commitments apply within their areas of responsibility.

V. SUSTAINANILITY STRATEGY

Althio plays an important role in enabling reliable mobile connectivity across the Netherlands. Its telecom infrastructure supports the daily communication needs of individuals, businesses, mobile operators, emergency services, and IoT networks. By developing and managing shared infrastructure, Althio contributes to efficient network coverage while helping to reduce the need for duplicate telecom assets.

As demand for digital connectivity continues to grow, Althio recognises the importance of managing its infrastructure in a responsible, sustainable, and future-proof manner. Over the next decade, Althio aims to further develop a high-quality, innovative, and sustainable infrastructure portfolio that supports both national connectivity and broader environmental and social objectives.

To guide this ambition, Althio has developed an ESG strategy focused on three key objectives:

- Supporting the transition towards a low-carbon economy and contributing to Europe's long-term climate ambitions;
- Improving the efficiency and sustainability of Althio's towers and rooftop network and operational activities;
- Creating additional value for stakeholders through initiatives such as biodiversity enhancement, community engagement, and responsible infrastructure management.

▪ UN Global compact principles

In addition to aligning its sustainability approach with the Sustainable Development Goals (SDGs), Althio incorporates the principles of the United Nations Global Compact into its ESG framework. These principles complement the SDGs by providing a recognised framework for responsible business conduct across key areas such as human rights, labour standards, environmental responsibility, and anti-corruption.

By aligning its ESG objectives, particularly its social and governance-related objectives, with the UN Global Compact principles, Althio strengthens its commitment to ethical, responsible, and sustainable business practices. The UN Global Compact consists of ten principles, grouped under four themes: human rights, labour, environment, and anti-corruption. These principles are outlined below:

Figure 6. Althio's UN Global compact principles ESG framework

- **UN Sustainability Development Goals**

Althio's sustainability strategy is aligned with the United Nations Sustainable Development Goals (SDGs). The SDGs consist of 17 interconnected global goals, supported by specific targets and indicators, aimed at addressing key environmental, social, and economic challenges by 2030. For businesses, the SDGs provide a clear and widely recognised framework to guide sustainability efforts, support strategic decision-making, and promote collaboration with other organisations toward shared sustainable development objectives.

Figure 5. The 17 United Nations Sustainable Development Goals (SDGs), which guide Althio's sustainability strategy.

While not all 17 SDGs are equally applicable to Althio's core business activities, they provide a valuable framework for guiding the company's sustainability efforts. To ensure a focused and meaningful contribution, Althio has identified three priority SDGs that are most relevant to the infrastructure sector, closely connected to its operations, and aligned with the areas where the company can generate the greatest positive impact for its stakeholders.

Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all.

What this means to Althio

Althio promotes sustained, inclusive, and sustainable economic growth by providing reliable telecom infrastructure that supports connectivity, innovation, and digital development across the Netherlands. As an employer, Althio aims to create a safe, inclusive, and supportive working environment where employees are treated fairly, valued for their contributions, and enabled to perform effectively. This includes promoting responsible employment practices, encouraging employee engagement and development, and maintaining high standards for health, safety, and wellbeing. Through these efforts, Althio contributes to productive employment, decent work, and long-term value creation for its employees, stakeholders, and wider society.

Build resilient infrastructure, promote sustainable industrialisation, and foster innovation.

What this means to Althio

As a telecom infrastructure asset company, Althio plays an important role in enabling reliable and resilient digital connectivity across the Netherlands. The company aims to manage, maintain, and develop its infrastructure portfolio in a sustainable and future-proof manner. This includes improving operational efficiency, reducing greenhouse gas emissions, minimising carbon in construction and maintenance activities, and integrating innovation into the design and management of its assets. Althio also seeks to involve tenants and other relevant stakeholders in the innovation process, as their needs and operational insights help identify priorities for continuous improvement.

Make cities and human settlements inclusive, safe, resilient, and sustainable.

What this means to Althio

Althio supports the development of sustainable and connected communities by providing shared telecom infrastructure that contributes to efficient network coverage while limiting unnecessary duplication of assets. By managing infrastructure responsibly, engaging with local communities, and addressing stakeholder concerns, including those related to telecom towers, Althio aims to reduce potential nuisance and contribute positively to the social and environmental wellbeing of the areas in which it operates.

▪ Sustainability objectives

Future-proof organization

Althio is committed to building a future-proof organisation through strong corporate governance, ethical business conduct, effective risk management and an engaged workforce. As a telecom infrastructure asset company, Althio recognises that long-term value creation depends not only on the quality and resilience of its assets, but also on the way the organisation is governed, how employees are supported, and how stakeholders are engaged.

Objectives

- Disclose governance policies and performance relating to business ethics, anti-corruption, whistleblower protection and ESG oversight. This supports transparent governance and aligns with UN Global Compact **Principle 10**, which states that businesses should work against corruption in all its forms, including extortion and bribery.
- Provide annual staff training on data protection and cybersecurity to increase awareness, reduce operational risks and support responsible handling of information. This objective contributes to good governance and risk management and is relevant in the context of GDPR and evolving cybersecurity expectations, including NIS2.
- Ensure regular ESG oversight at management level by including ESG topics on the agenda of the Managing Board and relevant governance meetings. This supports the integration, implementation and monitoring of ESG objectives across the organisation.
- Maintain clear communication channels and procedures for feedback and complaints from local communities and other stakeholders. This supports stakeholder engagement, transparency and respect for human rights, in line with UN Global Compact **Principle 1**.
- Engage with local communities during the development of new assets to identify and address potential concerns, reduce nuisance and support responsible infrastructure development. This contributes to trust-building and aligns with stakeholder engagement expectations under ESG and GRESB frameworks.
- Monitor employee satisfaction through periodic employee surveys, with the aim of maintaining a minimum overall satisfaction score of 7.0. This helps Althio identify improvement areas and strengthen employee engagement, wellbeing and organisational culture.
- Promote healthy and sustainable working practices by supporting green mobility initiatives, employee wellbeing and relevant health benefits. This aligns with UN Global Compact **Principle 8** on promoting greater environmental responsibility and **Principle 9** on encouraging environmentally friendly technologies.
- Monitor customer satisfaction through periodic customer surveys, with the aim of maintaining a minimum overall satisfaction score of 7.5. This supports service quality, stakeholder engagement and continuous improvement.
- Promote diversity, equity and inclusion by offering equal opportunities to qualified applicants and employees and by aiming to reflect the diversity of Dutch society. This supports a fair, inclusive and respectful working environment and aligns with responsible employment practices.

Sustainable and Future-Proof Assets

Althio focuses on the development, maintenance and operation of sustainable, future-proof telecom infrastructure. This means that assets are designed and managed to remain reliable, efficient and adaptable in response to climate-related risks, regulatory developments, technological changes and evolving stakeholder needs.

In collaboration with its stakeholders, Althio aims to reduce environmental impact across the value chain, enhance biodiversity at site locations, and integrate sustainable design principles into its masts and related assets.

Objectives

Minimise the impact on biodiversity and natural habitats
at telecom tower locations through responsible site management and, where possible, biodiversity-enhancing measures.

Reduce the environmental impact of construction and maintenance activities
by improving construction processes, limiting emissions, and increasing the use of sustainable materials, with the ambition to source 100% sustainable materials by 2040.

Prepare Althio-owned assets for physical and transition risks
by 2030, including climate-related risks, regulatory changes and developments linked to the energy transition.

Improve the energy efficiency of assets
by integrating innovation into mast technology, asset design and operational management.

Sustainable Operations and Supply Chain

Althio aims to improve its operations and supply chain through sustainable initiatives and minimising its environmental footprint.

The environmental impact is minimised by focusing on energy efficiency and reducing greenhouse gas emissions. Throughout the supply chain, Althio sets high standards for sustainable collaborations.

Objectives

- Yearly assessment of health and safety standards for contractors.
- 100% of waste generated through operations is separated into appropriate waste streams by 2030.
- Althio's business operations are powered by 100% renewable energy by 2030.
- Althio's is net zero carbon: scope 1 and 2 by 2040, scope 3 by 2050.
- Althio-owned assets use 100% renewable energy by 2030.

VI. PERFORMANCE OVERVIEW AND KEY METRICS

This section outlines Althio's sustainability performance and presents the key metrics used to monitor progress across relevant ESG topics. These indicators provide insight into the organisation's environmental impact, social responsibility, operational performance, and contribution to long-term sustainable value creation.

By tracking and reporting these metrics, Althio aims to create a clear and transparent view of its ESG performance. The results help identify progress, highlight areas for improvement, and support informed decision-making. They also provide a foundation for future target setting, performance monitoring, and alignment with recognised sustainability frameworks and reporting expectations.

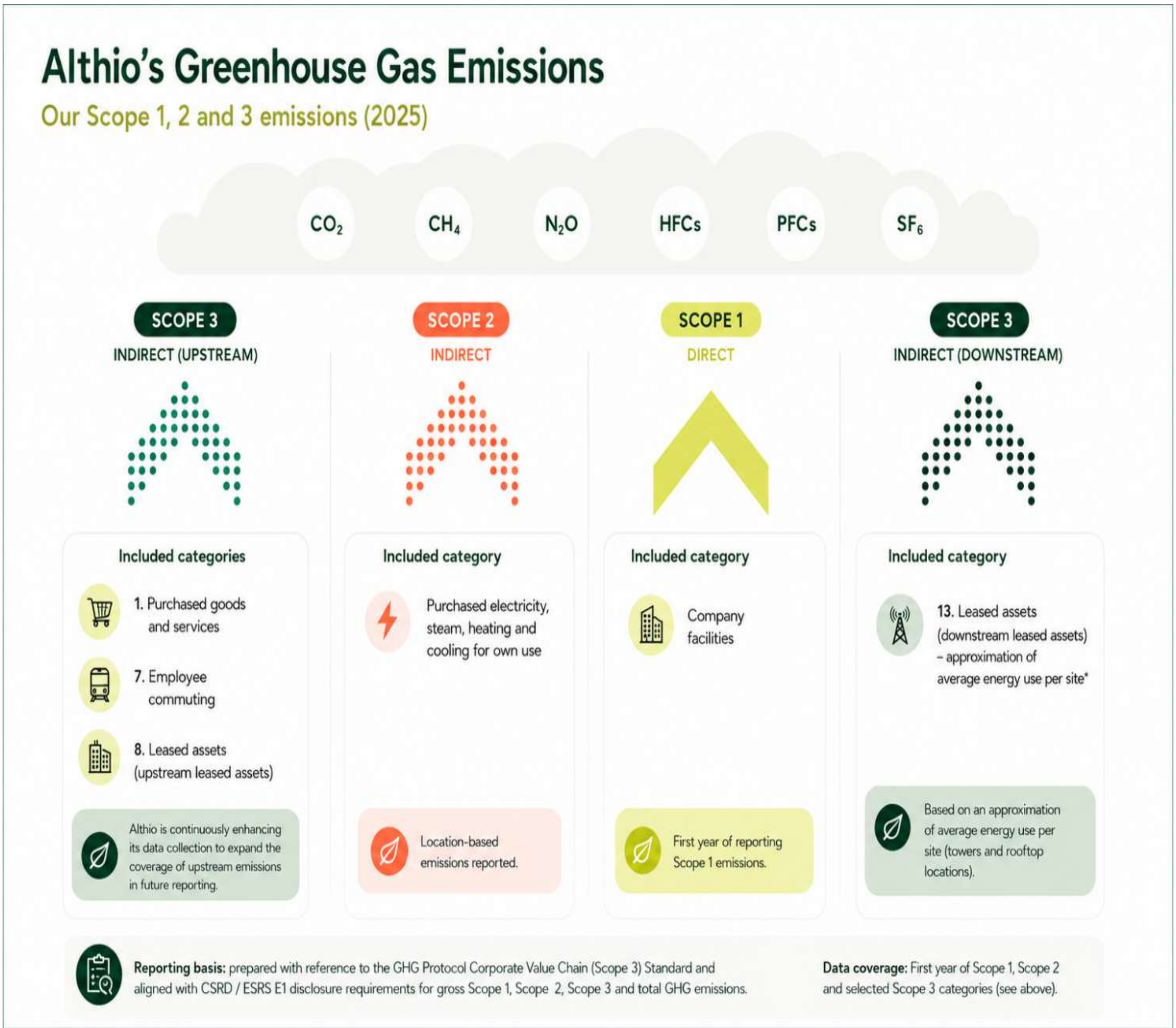


Figure 3. *Overview of Althio's 2025 greenhouse gas emissions reporting boundary across Scope 1, Scope 2, and selected Scope 3 categories.*

- ## Environmental

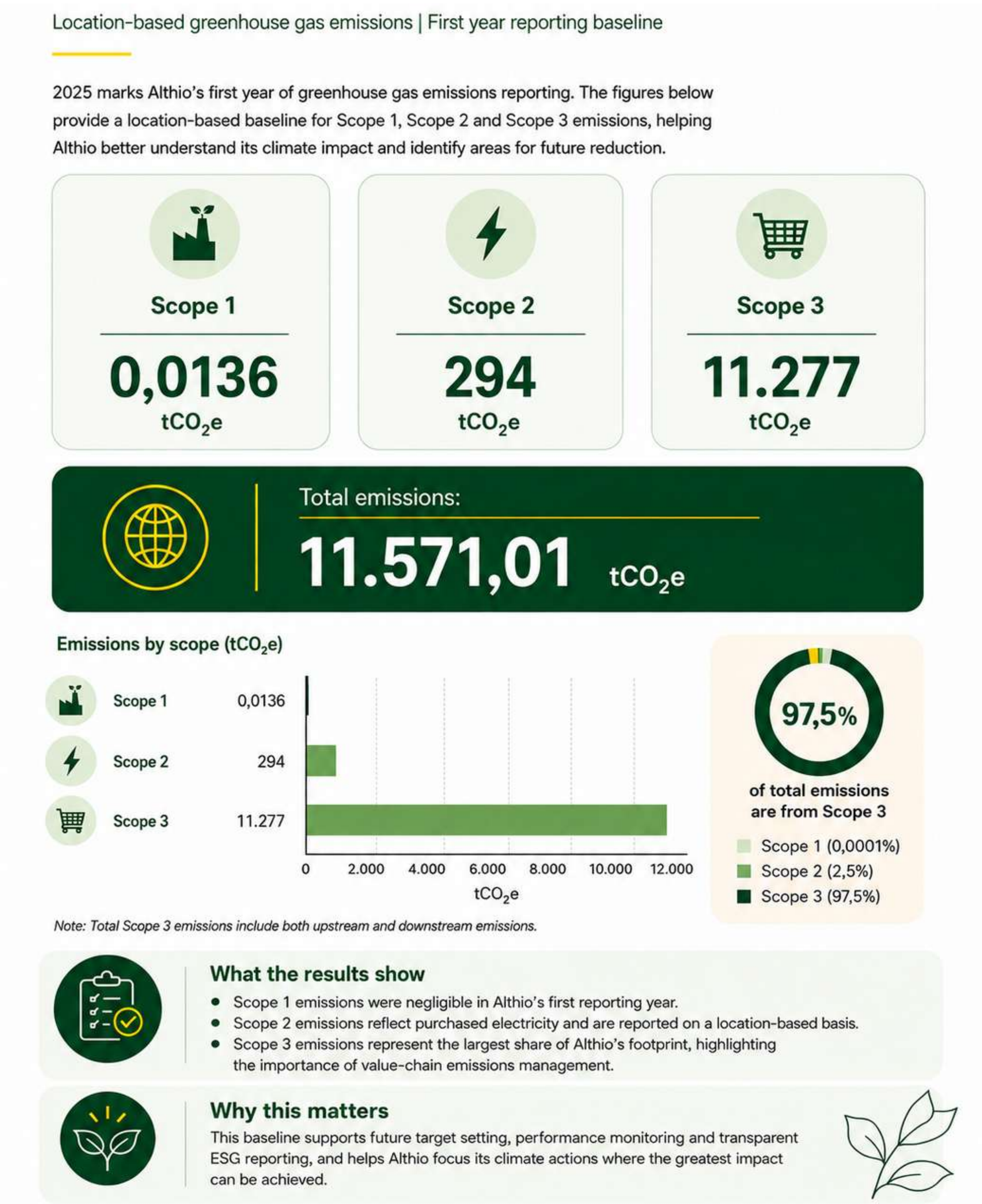
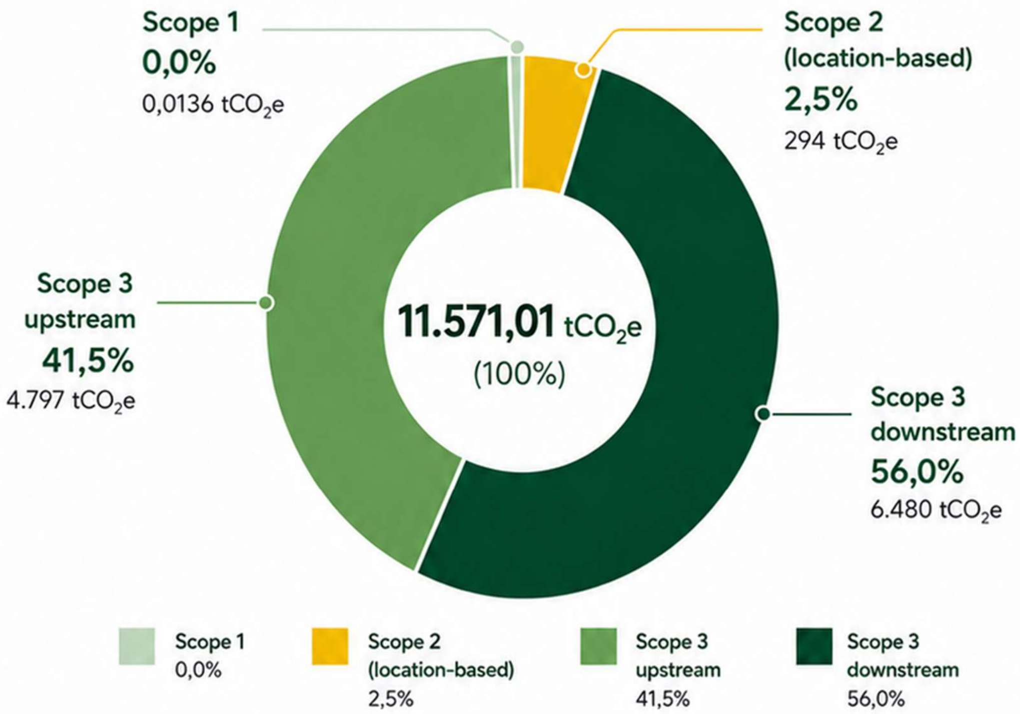


Figure 4. *Althio's 2025 location-based GHG emissions baseline, showing Scope 1, Scope 2, Scope 3, and total emissions.*

Location-based greenhouse gas emissions | First-year reporting baseline

2025 marks Althio's first year of greenhouse gas emissions reporting. The overview below shows the location-based emissions baseline and provides additional insight into the composition of Scope 3 emissions for Althio as a telecom infrastructure company.



How Althio calculated Scope 3 upstream and downstream emissions

Scope 3 upstream – Category 8

In line with the GHG Protocol Corporate Value Chain (Scope 3) Standard, Category 8 covers emissions from leased assets where Althio is the lessee and the emissions are not included in Scope 1 or Scope 2. For Althio, this primarily relates to leased assets used in operations, such as office space and, where applicable, leased rooftop or site access used for telecom infrastructure.

Scope 3 downstream – Category 13

Category 13 covers emissions from assets owned or managed by Althio and leased to customers, where Althio acts as the lessor. For Althio, this includes passive telecom infrastructure, such as towers and rooftop locations, leased to mobile operators and other tenants. The calculation is based on an approximation of average energy use per site.

Althio scenario

Asset	Althio role	Scope 3 treatment
Office space	Lessee	Category 8 – Upstream leased assets
Towers and rooftop locations leased to tenants	Lessor	Category 13 – Downstream leased assets

Reporting basis: prepared with reference to the GHG Protocol Corporate Value Chain (Scope 3) Standard and aligned with CSRD / ESRS E1 disclosure requirements for gross Scope 1, Scope 2, Scope 3 and total GHG emissions.

Figure 5. *Althio's 2025 location-based emissions breakdown, including Scope 3 upstream and downstream categories and their reporting basis.*

- ## Social

Althio's commitment to sustainable growth extends beyond environmental performance. As a telecom infrastructure asset company, Althio recognises that its long-term success also depends on the well-being of its employees, strong stakeholder relationships, responsible employment practices, and positive engagement with the communities in which it operates.

In 2025, Althio continued to build a working environment that supports employee well-being, inclusion, flexibility, and professional engagement. At the same time, the organisation focused on maintaining transparent communication with customers, communities, suppliers, and other stakeholders, particularly during the transition from NOVEC/OTC to Althio. Through these efforts, Althio aims to create lasting value for its employees, stakeholders, and wider society.

Employee Well-Being

Althio is growing steadily, increasing from approximately 50 FTE to 70 FTE in its first year. Employee well-being is a key part of Althio's social approach. The organisation supports flexible working, with employees able to work 50% of their time from the office and 50% from home. This hybrid model helps employees balance productivity, collaboration, and personal responsibilities, while supporting a healthier work-life balance.

Althio also supports employees through leave arrangements, including care leave and parental leave. These arrangements help employees combine work with family and care responsibilities.

In line with its duty of care as an employer, Althio provides employees with periodic access to a Preventive Medical Examination. This voluntary examination helps identify and prevent work-related health risks at an early stage. From 2026 onwards, employees will also be offered the opportunity to participate in a collective health insurance arrangement with Zilveren Kruis, supporting access to affordable healthcare. Additionally, Althio also offers its employees the opportunity to sport or work out at various gyms in the Netherlands at a discounted rate.

Inclusion, Diversity and Equal Opportunities

Althio aims to provide a working environment where employees are treated fairly and have equal access to opportunities, regardless of gender or background. Gender is not used as a selection criterion during recruitment, and roles within the organisation are assigned based on relevant knowledge, experience, and competencies.

The organisation also applies a transparent salary structure. Salary scales are visible in vacancy information and are included in the organisation's function book. This transparency helps reduce the risk of unconscious pay differences and supports fair and equal remuneration.

Women are represented at management level within Althio. The management team includes five female managers and four male managers, demonstrating strong female participation in organisational decision-making. At director level, however, there are currently no female directors. While two female members of the management team participate in directors' meetings, Althio recognises that further progress can be made by strengthening gender diversity at the highest decision-making level.

Social Safety and Confidential Support

Althio is committed to maintaining a safe and respectful working environment. To support this, the organisation has appointed both an internal and an external confidential advisor. One advisor is male and the other is female, giving employees the opportunity to approach the person with whom they feel most comfortable.

These confidential advisors provide a safe channel for employees to raise concerns or report experiences related to intimidation, violence, discrimination, or other forms of inappropriate behaviour. In addition, Althio includes questions on violence, intimidation, and social safety in its employee satisfaction survey. This helps the organisation monitor workplace culture, increase awareness, and identify potential areas for improvement.

Employee Engagement

Employee engagement is essential to Althio's ability to operate effectively and continuously improve. Althio involves employees in decision-making and ensures that they are aware of the organisation's ESG ambitions. Employees are encouraged to incorporate sustainability considerations into their work and decision-making processes, helping to align daily operations with Althio's broader ESG strategy.

Althio also uses employee satisfaction surveys to better understand employee experiences, engagement, and potential areas for improvement. The outcomes of these surveys help the organisation identify actions that can further strengthen the workplace environment, increase employee satisfaction, and organisational culture.

Stakeholder and Community Engagement

Althio's infrastructure is located throughout the Netherlands, in both rural and urban areas. The organisation leases space on telecom towers, rooftops, high-voltage electricity transmission towers, and broadcasting towers to various clients. By enabling shared use of infrastructure, Althio helps prevent unnecessary duplication of telecom assets in one location. This contributes to efficient national coverage while reducing potential nuisance for local communities.

Stakeholder engagement is therefore a key part of Althio's social responsibility. The organisation aims to communicate openly with stakeholders who are directly or indirectly affected by its operations, including customers, communities, suppliers, government bodies, and employees. Althio recognises that transparent communication is particularly important in relation to topics such as the installation of telecom infrastructure and community concerns regarding 5G towers.

In 2025, Althio conducted a brief customer satisfaction survey to assess customer experiences following the transition from NOVEC/OTC to Althio. The survey helped the organisation understand whether customer needs were being met and whether the transition had affected customer relationships. Respondents were generally satisfied with the transition, communication, professionalism, and Althio's regular business operations.

Responsible Partnerships and Social Value

Althio also seeks to create social and environmental value through its partnerships. For example, Althio works with Hoogendoorn Projectbeplanting for the supply of office plants. Through this partnership, Althio contributed to the adoption of 5 m^2 of tropical rainforest in Costa Rica. This initiative reflects Althio's ambition to work with suppliers that support its sustainability objectives and contribute to broader positive impact.

Through its focus on employee well-being, equal opportunities, stakeholder engagement, customer satisfaction, and responsible partnerships, Althio continues to strengthen the social dimension of its ESG approach. These efforts support the organisation's ambition to build a responsible, inclusive, and future-proof telecom infrastructure company.

▪ Responsible Governance

Responsible governance is central to Althio's ability to operate with integrity, transparency, and accountability. As a telecom infrastructure asset company, Althio recognises that strong governance is essential for responsible decision-making, effective risk management, regulatory compliance, and long-term value creation.

Althio's governance approach is supported by a clear management structure, internal policies, certified management systems, and regular oversight of ESG-related topics. Sustainability and risk-related matters are discussed at management level, ensuring that ESG considerations are integrated into strategic and operational decision-making.

Ethical Business Conduct

Althio is committed to conducting business in a lawful, fair, and transparent manner. The organisation expects employees and business partners to act with integrity and in accordance with applicable laws, regulations, and internal policies. This includes attention to topics such as bribery and corruption, fraud, conflicts of interest, responsible procurement, and transparent reporting. Internal policies and control processes help guide decision-making and support a culture of accountability. Althio also works to ensure that potential governance risks are identified, assessed, and managed in a structured way.

Risk Management and Compliance

Althio manages governance-related risks through policies, procedures, internal controls, and certified management systems. ISO 9001 supports quality management, ISO 14001 supports environmental management and clear organisational responsibilities, while ISO 27001 supports information security, cybersecurity, and the safe handling of data.

Transparency and Accountability

Transparency is an important part of Althio's governance framework. The organisation maintains regular communication with shareholders and other key stakeholders on ESG performance, risks, and strategic developments. This supports informed decision-making and helps ensure alignment between business objectives, stakeholder expectations, and sustainability commitments.

Althio also aims to strengthen its ESG reporting and performance monitoring over time. The 2025 reporting year serves as an important baseline for future disclosures, while the double materiality assessment initiated in 2026 will further support the identification of material ESG topics and improve alignment with recognised reporting and assessment frameworks, including GRESB.

VII. ENVIRONMENTAL STEWARDSHIP INITIATIVES

▪ Biodiversity and Habitat Protection

Althio's environmental approach builds on the biodiversity and habitat protection initiatives established by its predecessors, NOVEC and Open Tower Company. As a telecom infrastructure company, Althio recognises that the development, maintenance, and upgrade of telecom infrastructure can have an impact on the natural environment. For this reason, the organisation aims to carefully balance infrastructure development with environmental responsibility.

Althio is committed to limiting habitat disturbance where possible and taking appropriate measures to protect and restore biodiversity around its sites. This includes applying sustainable site planning, conducting ecological assessments, and implementing restoration or mitigation measures when infrastructure works affect local habitats. In doing so, Althio continues the environmental stewardship approach developed by NOVEC/OTC, while further strengthening its own sustainability practices.

Impact of Infrastructure on Habitats

Infrastructure projects may require land clearance or changes to the surrounding environment, for example for new mast installations, site upgrades, reconstruction works, or maintenance activities. In 2025, Althio carried out projects resulting in the removal of approximately 740 m² of habitat. To mitigate this impact, approximately 250 m² of habitat was restored through measures such as replanting vegetation, creating green buffers, and applying biodiversity-friendly landscaping.

Although habitat removal could not be fully offset in the same year, these restoration efforts form an important part of Althio's broader ambition to reduce the environmental impact of its infrastructure portfolio. Going forward, Althio aims to build on this foundation by continuing to identify opportunities for habitat restoration, biodiversity enhancement, and better integration of infrastructure into the surrounding landscape.

Ecological Assessments and Responsible Site Planning

Before carrying out infrastructure projects, Althio considers potential ecological impacts and, where required, conducts site-specific research. This may include flora and fauna studies, bat surveys, tree assessments, and other ecological investigations. These studies help identify sensitive habitats, protected species, nesting areas, migration routes, and other environmental considerations that may be relevant to a project.

In addition to supporting responsible project planning, these assessments help Althio comply with requirements set by municipalities and other relevant authorities. Where potential impacts are identified, Althio aims to adjust planning, apply mitigation measures, or implement restoration actions to limit disruption to local ecosystems.

Green Buffers and Vegetation Restoration

Green buffers and vegetation restoration are important tools for supporting biodiversity around telecom infrastructure sites. By planting native species, shrubs, hedgerows, and trees, Althio can contribute to habitat recovery, improve the visual integration of infrastructure into the landscape, and support local flora and fauna. Building on initiatives started by NOVEC/OTC, landscape measures have been applied at several locations.

Protecting Wildlife Around Althio Sites

Althio also takes site-specific wildlife protection into account during the management and maintenance of its infrastructure. A notable example is the mast in Vianen, where a heron returns each year to nest at the top of the mast. To protect the nesting site, maintenance activities are planned around the breeding period to avoid disturbing the bird, its eggs, or its young.

This approach reflects Althio’s commitment to coexisting responsibly with nature. At other locations, Althio also considers bird migration, nesting behaviour, and other ecological factors when planning work. By adapting activities where necessary, the organisation aims to protect wildlife while continuing to ensure safe and reliable telecom infrastructure.

Future Commitment

Althio recognises that biodiversity protection is a continuous process. While infrastructure development can place pressure on natural habitats, the organisation aims to reduce this impact through careful planning, ecological research, stakeholder engagement, and targeted restoration measures.

By building on the legacy of NOVEC/OTC and further integrating biodiversity considerations into its own operations, Althio aims to contribute to a more resilient and ecologically balanced environment. Through ongoing restoration efforts, sustainable land management, and responsible infrastructure development, Althio continues to strengthen the environmental dimension of its ESG approach.

VIII. REPORTING METHODOLOGY AND ASSURANCE

▪ Alignment with GRESB Standards

Althio aims to align its ESG reporting and performance management approach with the GRESB Infrastructure Asset Assessment, which provides a recognised framework for evaluating environmental, social, and governance performance of infrastructure assets. By using GRESB as a reference point, Althio can strengthen the transparency, consistency, and comparability of its ESG disclosures.

Althio's ESG approach is structured around key areas reflected in the GRESB framework, including governance, policies, risk management, stakeholder engagement, energy, greenhouse gas emissions, biodiversity, health and safety, employees, customers, and supply chain management. These topics support a more systematic approach to monitoring ESG performance and identifying opportunities for improvement.

To support alignment with GRESB, Althio focuses on three key elements:

ESG governance and qualitative disclosure: documenting policies, responsibilities, strategies, risk management processes, and stakeholder engagement activities.

Operational performance data: collecting and monitoring quantitative indicators such as energy consumption, greenhouse gas emissions, biodiversity measures, employee-related data, and customer and stakeholder engagement outcomes.

Benchmarking and continuous improvement: using GRESB results and assessment feedback to compare performance, identify gaps, and improve future ESG reporting and decision-making.

The 2025 reporting year serves as Althio's first baseline year. Future GRESB assessments will support the organisation in tracking progress over time, improving data quality, and further embedding ESG considerations into asset management and operational processes.

IX. ACKNOWLEGDEMENT

Althio would like to acknowledge the contribution of all employees, partners, shareholders, customers, suppliers, and stakeholders who have supported the organisation during its first year of operation. Their involvement, expertise, and commitment have played an important role in shaping Althio’s ESG approach and strengthening the foundations for future sustainability performance.

This sustainability report reflects the collective efforts made across the organisation to improve transparency, monitor ESG performance, and embed sustainability into business processes and decision-making. Althio recognises the contributions of its employees, whose engagement and input have supported the development of sustainability initiatives, data collection processes, and continuous improvement actions throughout the reporting year.

Althio also acknowledges the legacy and ESG-related work of its predecessors, NOVEC and Open Tower Company. Their previous initiatives, including work related to GRESB, biodiversity, stakeholder engagement, and operational sustainability, have provided a valuable foundation on which Althio can continue to build.

As Althio moves forward, the organisation remains committed to working collaboratively with its stakeholders to further strengthen its ESG performance, improve data quality, and contribute to a more sustainable and resilient telecom infrastructure sector in the Netherlands.