

Sustainability Statement 2025

Executive Summary



“Enabling ingenuity,
building the future,
connecting Italy”

It's more than a declaration of intent, it guides our daily choices. We build state-of-the-art and reliable digital infrastructure because we believe that connectivity is an essential factor of growth, inclusion and competitiveness for Italy.

Our sustainability journey materialises in reducing environmental impact through innovative and responsible energy solutions, operating with full respect of Human Rights and generating long term value. It also means setting clear, measurable objectives in short, medium and long term and account with transparency of the results achieved.

Our values guide us.

#ActRESPONSIBLY

We make decisions and take ownership of our actions.

#BeCOURAGEOUS

We innovate every day to build the future.

#WorkASATEAM

We work together to go further.

#PursueEXCELLENCE

We work with skill and promote merit.

#CareDEEPLY

We put people and the environment at the centre.

ABOUT US

OUR NETWORK

OPTICAL FIBER

approximately **28** million km laid

COPPER NETWORK

over **114.3** million km

TLC EXCHANGES

10,500

LINE DISTRIBUTION CABINETS

over **160,000**

TERRITORIAL COVERAGE

over 6,200 municipalities reached,

of which **3,225** connected to FTTH for over

14 million premises

SHAREHOLDING STRUCTURE

OF OPTICS HOLDCO SRL, THE ULTIMATE PARENT COMPANY OF FIBERCOPI

33.32%

KKR Optics Aggregator SCSp

4.32%

K-INFRA Optics Limited

entities controlled by funds managed or advised by Kohlberg Kravis Roberts & Co. L.P

17.42%

13545369 Canada Inc.

controlled by CPP Investments - Canada Pension Plan Investment Board

17.42%

Azure Vista C 2020 Sarl

wholly-owned subsidiary of the Abu Dhabi Investment Authority

15.93%

Ministero dell'Economia e delle Finanze italiano (MEF)

11.15%

F2i Fibra S.r.l.

whose share capital is owned by the closed-end reserved alternative investment funds known as F2i - Rete Digitale (84.87%), F2i - Fondo per le Infrastrutture Sostenibili (10.46%) and Fondo Ania - F2i (4.66%) (the F2i Funds), established and managed by F2i SGR S.p.A. (acting in the name, on behalf and in the interest of the F2i Funds)

0.44%

Servizio Italia S.p.A.

PUBLIC COMMITMENTS

Our commitment to ESG issues is founded on accountability, transparency and alignment to international initiatives and standards.

We have formalized our commitment through membership to recognized global initiatives and the subscription to public manifestos that strengthen our accountability on climate, Human Rights, ethics and inclusion. Partnerships and commitments represent not just a declaration of intent, but concrete reference frames that guide measurable objectives, governance and long term actions along the entire value chain.



STAKEHOLDER

Sustainability is a shared path. We cultivate an ongoing, structured and transparent dialogue with all our stakeholders.

Alongside moments of discussion related to operational activities, we adopt a proactive approach to involve stakeholders in defining strategic priorities, integrating their points of view into decision-making and planning processes.

FIBERCOP'S PEOPLE

Top and middle management,
Workers, Trade unions

SUPPLIERS AND BUSINESS COMMUNITY

Suppliers, Business partners, Trade associations

INSTITUTIONS AND REGULATORY BODIES

Central PA, Local PA, Authority, European and International institutions

COMMUNITY

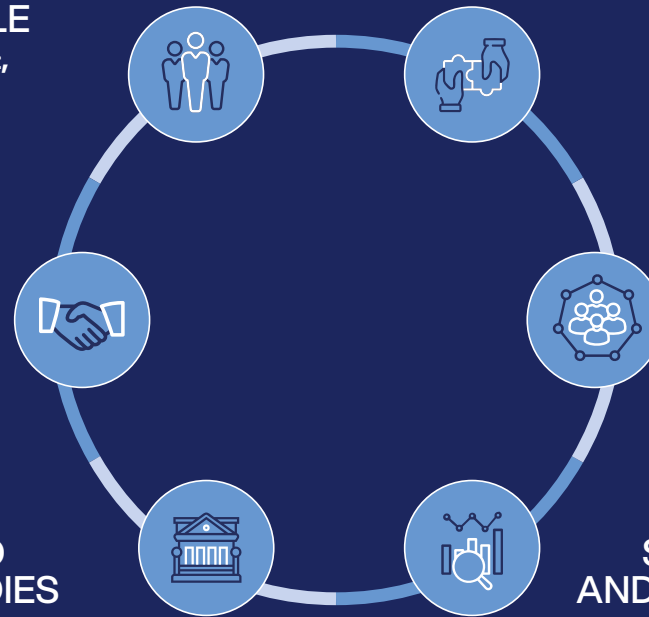
Civil society, Future generations, Media and opinion makers

CUSTOMERS

Telecommunication operators and Internet Service Providers

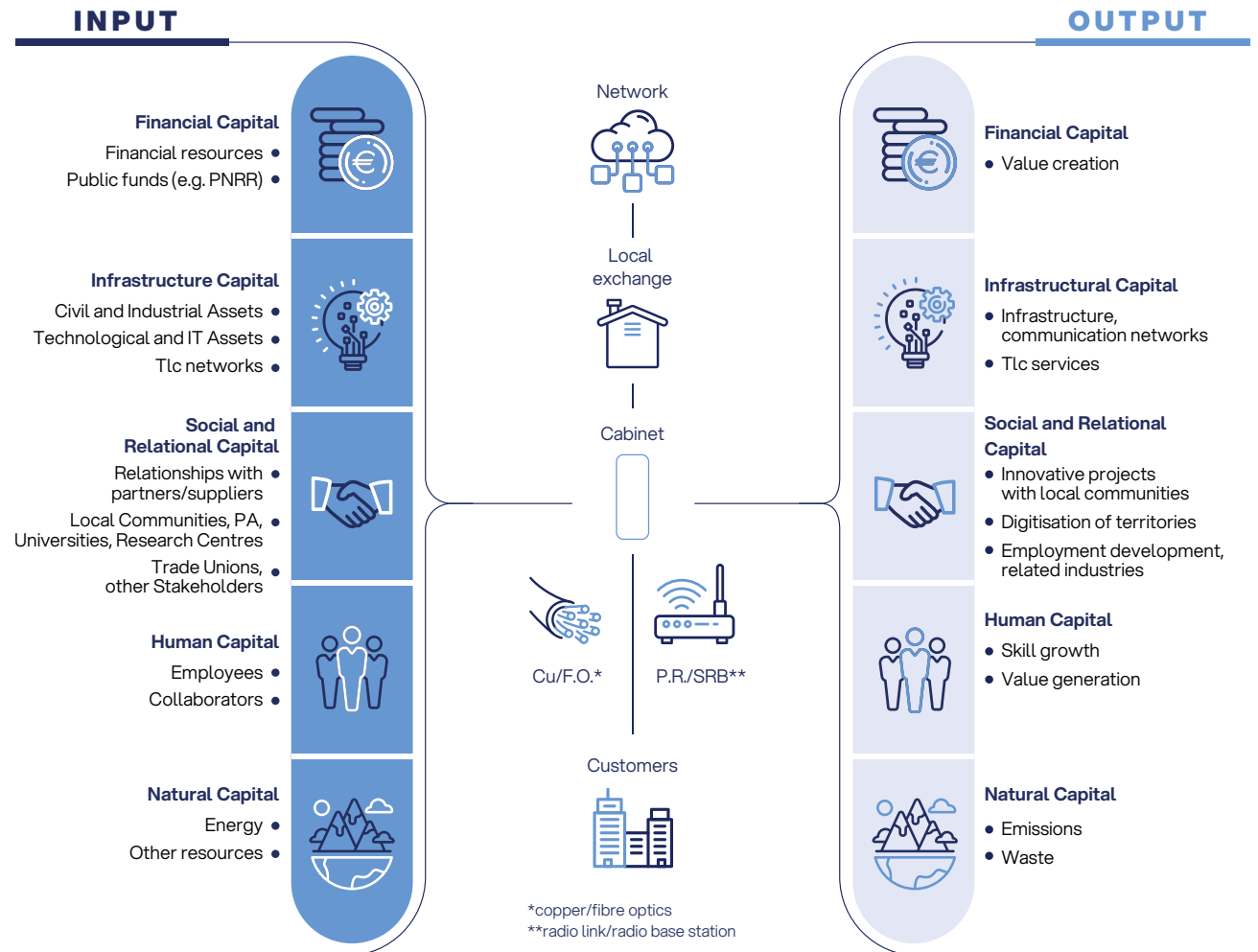
SHAREHOLDERS AND THE FINANCIAL COMMUNITY

Shareholders, investors, banks and rating agencies



VALUE CHAIN

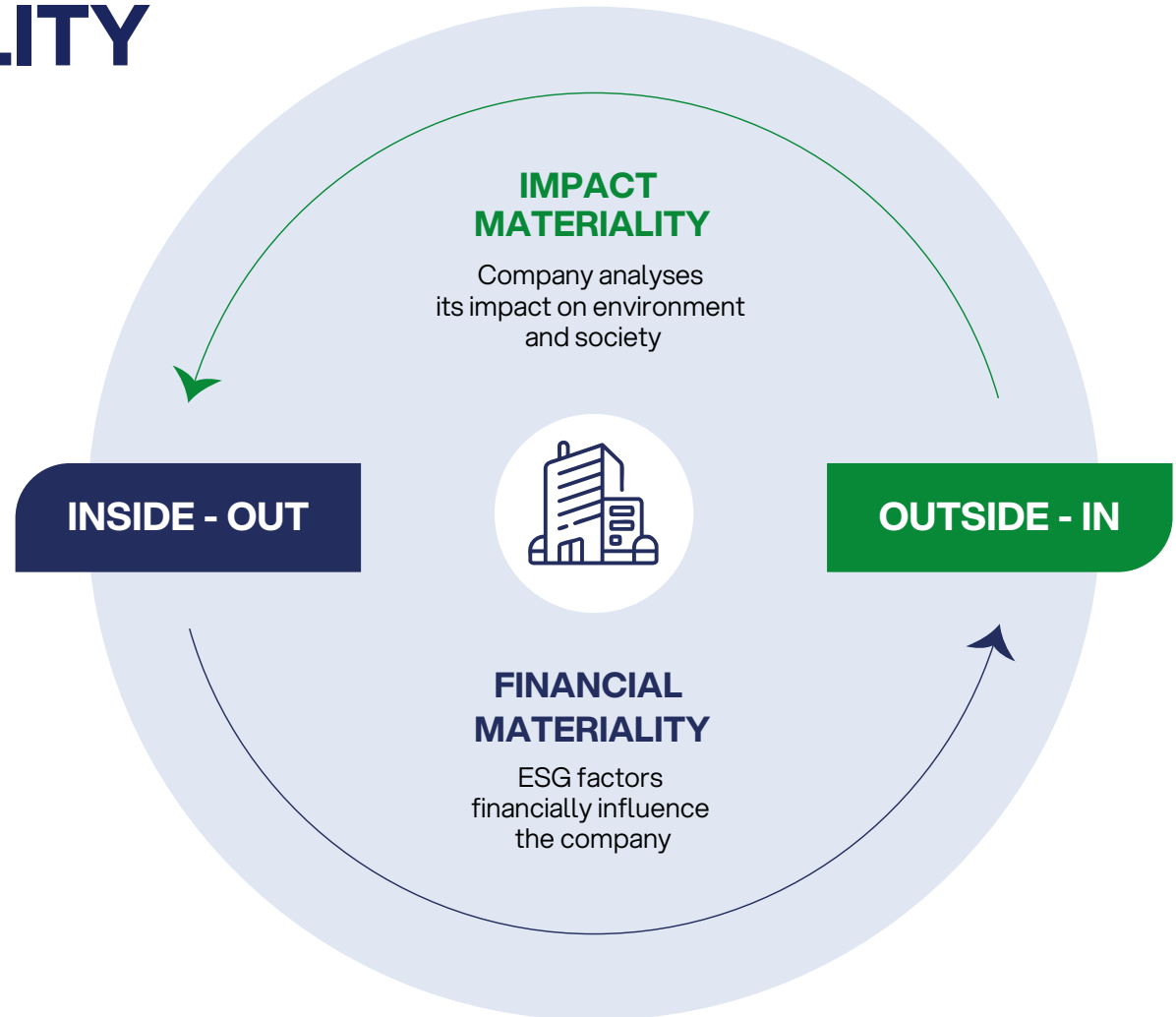
We operate at the heart of the telecommunications value chain in Italy, playing a key industrial role in the development, modernisation and management of the Country's digital infrastructure. We collaborate with a qualified ecosystem of partners and suppliers who support the creation and evolution of the network, while downstream we provide access to telecommunications operators, ensuring equal technical and economic conditions in a wholesale-only model. Citizens, businesses and public administrations are the indirect beneficiaries of our infrastructure: the quality and coverage of the network we build and manage enable their connectivity experience and the digital development of the Country.



DOUBLE MATERIALITY

Starting from the second half of 2024 we have launched a structured path to identify the most relevant impacts, risks and opportunities, strengthened in 2025 with a double materiality analysis that actively involved stakeholders and business functions. Double materiality allows us to assess both the impact of business activities on the environment and people, as well as the risks and opportunities that ESG factors can generate for our business.

This analysis returns the issues that are subject of reporting and guides strategic choices over time.



The material themes we have identified are closely connected to our business model and core activities, particularly the development, management, and maintenance of our fiber optic infrastructure, with direct involvement of operations and the entire value chain.

Our analysis led to the identification of 35 IROs, subsequently aggregated into 6 material themes, to which 2 entity specific themes have been added.

Material theme area

- Environment
- Social
- Governance
- Entity Specific

Positive impact
 Negative impact
 Inherent risk
 Opportunity

Climate change	
Resource use and circular economy	
Own workforce	
Workers in the value chain	
Affected communities	
Business conduct	*
Cyber Security and Information Security	
Business Continuity	

10 Material impacts **20** ESG financial risks **5** Opportunities

*includes all "non compliance" risks

STRATEGIC GUIDELINES

The three pillars **Planet, People and Prosperity** guide our environmental, social and governance commitment in an integrated way.

Our path is aligned with the United Nations Sustainable Development Goals (SDGs), to which we contribute through measurable actions and targets.



PLANET

Net-Zero emissions

Net-Zero emissions target for **Scope 1** and **2**, and for **Scope 3**. Achieving emissions reductions and **validating targets through the Science-Based Targets initiative (SBTi)**



PEOPLE

Value of Human Capital

Promote a **diverse and inclusive workforce**, maintaining **gender equality certification** and strengthening our people



Health & Safety

Reducing accidents through both targeted actions and **training activities**



Local Communities

Expand **FTTH coverage** and involve **local communities** in projects to **increase social impact**



PROSPERITY

Business Ethics

Strengthen ethical **standards** by updating **policies, planning training and engagement**



Supply Chain

Involve suppliers on sustainability issues and **measure their performance**



Network security and resiliency

Ensure **long-term business continuity, data privacy and cybersecurity**



GOVERNANCE

Our sustainability governance model is integrated into the corporate governance system and closely connected to strategic guidelines.

Dedicated organizational committees and supervision ensure a multidisciplinary, responsible, and proactive approach, capable of integrating industrial objectives, sustainability, risk control, and stakeholder value creation.

ESG targets are formally integrated into the management incentive system (MBO), as a tool for aligning economic and financial performance with sustainable value creation in the medium to long term.



GUIDING PRINCIPLES

CODE OF ETHICS

Defines principles and values and translates vision into expected behaviors



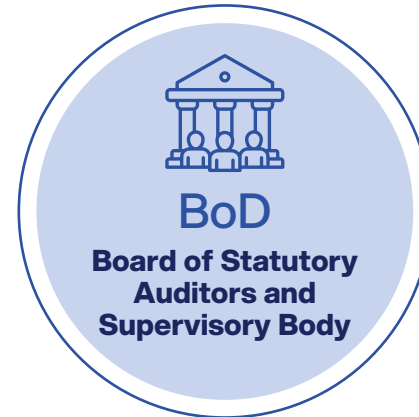
ACTION

MANAGEMENT COMMITTEE

Defines strategic direction and priorities

IMPLEMENTATION INSTRUMENTS

Committees - Policy - Certifications



BoD
Board of Statutory Auditors and Supervisory Body

RESULT



Risk management



Stakeholder protection



Value creation

GREEN BY DESIGN

FiberCop's infrastructure model integrates innovation, efficiency and reduced impact on the education environment, contributing in a structural way to the Country's twin transition.

Fiber represents the key infrastructure for developing smart energy networks and services: smart grids, energy monitoring, renewable energy plant management, and energy communities are built on reliable, widespread, and resilient connectivity.

In this context, the strategic guidelines steer infrastructure and operational choices towards a progressive reduction of the energy footprint.

28 millions

of kilometers of fiber optics. FTTH reaches approximately 46% of national household units.

RENEWABLE ENERGY

63%

on total net energy consumed in 2025.

PATH TO NET-ZERO

The path to Net-Zero, validated by the Science Based Targets initiative (SBTi) in July 2025, defines progressive short- and long-term milestones across the entire value chain. We are committed to achieving Net-Zero emissions by 2050.

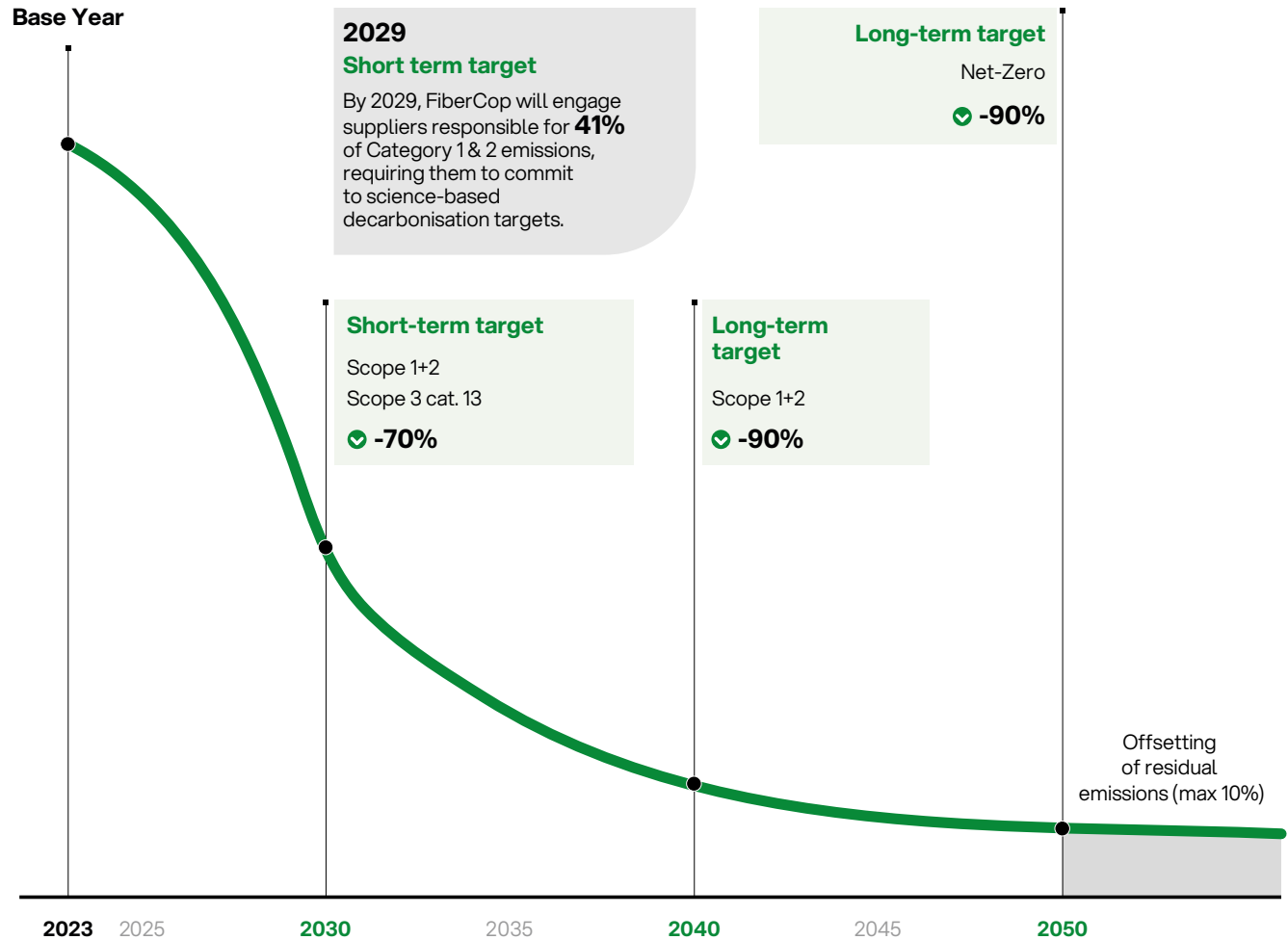
MAIN LEVERS FOR THE ACHIEVING 2040 TARGET:

- replacing copper with fiber: saving more than 50% of energy consumption in 4 years and recovering copper as a secondary raw material;
- modernization of assets;
- energy from renewable sources;
- fleet electrification.

LEVER FOR ACHIEVEMENT

2050 TARGET:

- involvement value chain.



Target validated by SBTi

RIGHTS, PEOPLE, COMMUNITY

The social dimension of sustainability is founded on full respect for Human Rights, which we recognize as the guiding principle of our choices and actions.

Full respect for Human Rights guides business decisions, work relations, supply chain management, and dialogue with local communities, constituting the essential reference for equitable, responsible, and inclusive growth.

Networks connect not only data, but also people, territories, opportunities. With this belief, in December 2025 we launched the Corporate Volunteering program, activating our people to support local communities and strengthening our connection with local communities.

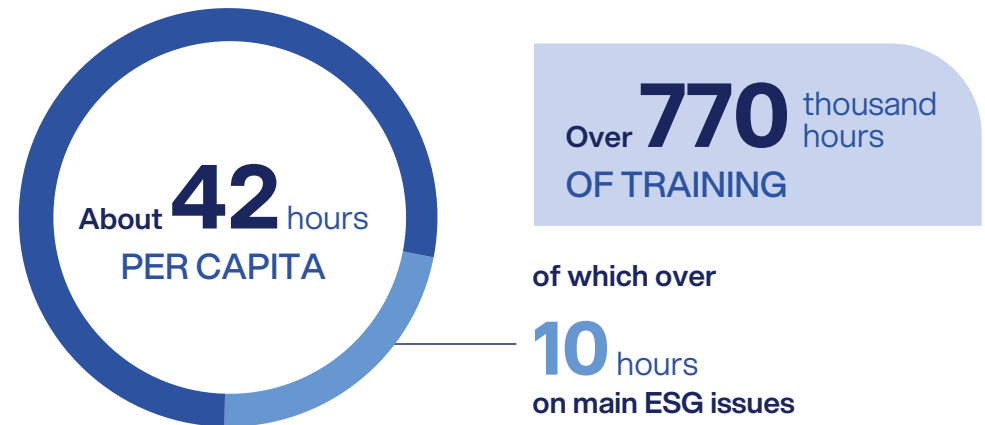
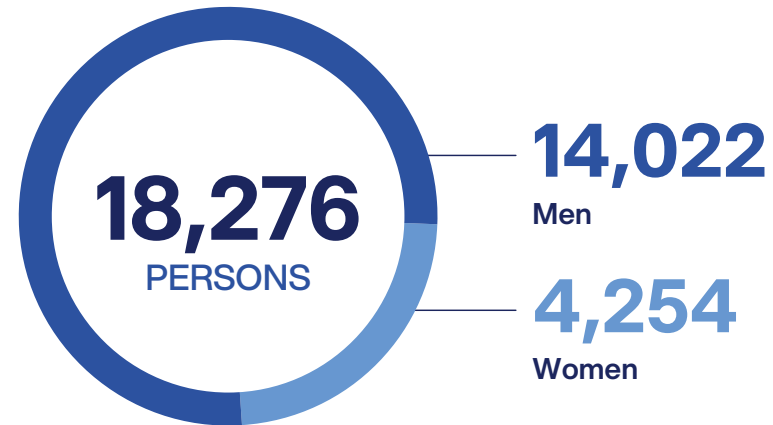


HUMAN CAPITAL

Intellectual capital is one of the main enablers of our strategy and our ability to generate value in the medium to long term.

Our people's skills and know-how support the development and management of digital infrastructure, ensuring quality, reliability, and innovation.

In a context of profound technological evolution, we invest in professional development, strengthening organizational resilience and the ability to responsibly address future challenges.



FIBERCOP JOURNEY

We address the evolving context in which we operate with paths of cultural change that involve all our people.

A network of over 300 ambassadors acts as a lever to accompany transformation, fostering dialogue, collaboration, and the dissemination of the cultural model throughout all territories.

The new Performance Management process, based on a culture of feedback and evaluation criteria fully consistent with our cultural model, represents a key tool for alignment and accountability.



INCLUSION AND GENDER EQUALITY

We promote a workplace based on respect, inclusion and the safeguard of people's well-being through structured initiatives.

To reinforce our commitment at the end of 2025, we conducted an Inclusion Survey, with a participation rate of 61%, the results of which are already guiding our continuous improvement actions.

The presence of women in our workforce reflects the characteristics of a sector that has historically been dominated by men. Even in this context, we promote equal opportunities for access, growth and professional development, contributing to a gradual evolution in gender balance over time.

COLLABORATIONS

PARI.
INSIEME CONTRO LA VIOLENZA DI GENERE

valoreD

FONDAZIONE
LIBELLULA

SUPPORT FOR MANIFESTOES

parole
stili

winningwomen
INSTITUTE

AWARDS

Fondazione Onda ETS has awarded FiberCop the HFC (Health Friendly Company) label, given to companies that have distinguished themselves for their commitment to the well-being of their staff and have embarked on a virtuous path through policies aimed at protecting it.

HEALTH AND SAFETY AT WORK

Safety is a fundamental and essential value: a pillar of our corporate culture, fully integrated into our values, Code of Ethics and governance model.

This commitment takes the form of a structured oversight body entrusted to the **Safety Steering Committee**, which guides strategic decisions, coordinates actions and monitors results. Safety is fully integrated into business processes and is included in managerial responsibility objectives.

We have consolidated our **Health & Safety Policy**, which guides behaviour, processes and responsibilities, with the aim of ensuring **safe working environments and protecting our people**.

We promote safe and conscious behaviour through **continuous training, innovative digital tools and constant dialogue** with Workers' Safety Representatives, industry peers and the supply chain.

Enhanced ability to promptly identify high-risk situations and activate **targeted preventive** actions with the introduction of the **HIPO** (High Potential Incidents) model into the Health and Safety Management System.

The first **company Safety Day** was held to strengthen the culture of prevention, promoting health and safety as an **individual and collective responsibility**.

The **Near Miss** programme has been launched to promote a **culture of voluntary, simple and timely** reporting of potentially dangerous events, encouraging a proactive **approach to prevention**.

INNOVATION AND COLLABORATION FOR THE DEVELOPMENT OF TERRITORIES

We promote the digital transition of territories through a structured process of dialogue and collaboration with local administrations.

With the roadshow dedicated to infrastructure development, organised under the patronage of ANCI, we are supporting local authorities in adopting efficient, low-impact operational solutions for fibre optic cable laying, promoting innovative techniques such as micro-trenching.

The initiative contributes to building resilient digital infrastructure and advanced services for more connected cities and communities, transforming connectivity into concrete opportunities for citizens and businesses, strengthening public-private collaboration to reduce the digital divide, and sharing replicable practices, generating sustainable value for territories in the long term.



SUSTAINABILITY ALONG THE SUPPLY CHAIN

Driving authentic transformation means involving the entire supply chain. That is why we promote a collaborative model that involves our suppliers in sharing common standards, responsibilities and objectives.

The Supplier Code of Conduct defines the standards that guide commercial relations with our partners and outlines the principles expected in terms of ethics, Human Rights, working conditions and environmental protection, with the aim of promoting responsible behaviour and preventing major negative impacts along the supply chain.

Building Network

Building Network is a programme dedicated to the involvement and development of our supplier network, launched in November during the "Insieme Connettiamo Futuro" (Together We Connect the Future) event. It was created to bring together skills, innovation and responsibility and to promote the growth of the entire ecosystem. The first step in this process is to raise awareness by sharing knowledge, tools and a common vision with suppliers in order to tackle the challenges of sustainable transition together.

NETWORK PROTECTION AND RESILIENCE

We manage the national fixed network infrastructure, continuously strengthening IT security measures to protect critical assets and ICT systems.

As infrastructure manager, ensuring the operational continuity of the network means guaranteeing the uninterrupted provision of wholesale services to telecommunications operators and, indirectly, supporting the essential activities of businesses, public administrations and citizens, thereby contributing to the digital resilience of the country's system.

The National Cybersecurity Guidelines implement the legislation on cyber protection. The Crisis Committee oversees critical events.

Risk Management identifies risk components and defines preventive actions to reduce them.

Infrastructure resilience is guaranteed by:

- **a Network Operation Centre, active 24/7;**
- **real-time monitoring systems;**
- **backup power supplies;**
- **disaster recovery plans and geographical redundancy protocols.**

CERTIFICATIONS

We have obtained the main certifications, in the belief that they are synonymous with quality, transparency, and constant commitment to continuous improvement.

ISO 14001

Environmental management system

ISO 50001

Energy management systems

ISO 45001

Occupational health and safety management systems

ISO 30415

**Human resource management
Diversity and Inclusion**

UNI PdR 125

**Management system
for gender equality**

ISO 37001

Anti-bribery management systems

ISO 9001

Quality management systems

ISO 27001

Information security management systems

ISO 22301

Business continuity management systems

