Sustainability Report 2025

Clean and reliable (energy) for all

Management summary

This Sustainability Report reflects Kenter Groendus' ambition to deliver **clean and reliable energy for all**, while taking responsibility for, and leveraging positive attributes of, our environmental, social and governance (ESG) impact. Following the strategic alignment of Kenter and Groendus, sustainability is now fully embedded in our long-term value creation and day-to-day decision-making.

With this first report, we provide a transparent view of where we stand today, the progress made in 2025, and the direction we are taking in the years ahead.

- Our approach

We believe that clean and reliable energy requires more than technology alone. It requires responsible business conduct, care for people and nature, and strong governance.

While our services support customers in navigating increasingly complex energy challenges and accelerating the energy transition, we remain fully aware of the impact of our own operations and value chain.

Our approach is therefore twofold:

- reducing direct and indirect negative impact
- strengthening our positive contribution to society

- What matters most

In preparation for future reporting requirements, and in line with the VSME standard, we conducted a Double Materiality Assessment in 2025. This assessment was based on input from both internal and external stakeholders. It identified the ESG topics most relevant to Kenter Groendus from both an impact and a financial perspective, resulting in four clear priorities:

- **Climate Change Mitigation**
- **Biodiversity**
- **Working Conditions**
- **Cyber Security and Privacy**

This focus enables us to prioritise actions where we can be most effective, while continuing to address other relevant topics over time.

- Climate change mitigation

Within Climate Change Mitigation, we act on two fronts: reducing emissions from our own operations and enabling our customers to transition to clean energy solutions.

- 2024 established as carbon baseline: 1,508 tonnes CO_2
- Target: –42% Scope 1 and 2 emissions by 2030
- 2025 emissions: 1,448 tonnes CO_2

While reducing our own footprint remains important, it represents only a small fraction of our overall climate impact. Through our solutions, we support customers in avoiding approximately 111,000 tonnes of CO_2 emissions, many times greater than our own operational emissions. This demonstrates that our most significant contribution to climate mitigation lies in enabling the energy transition beyond our own operations.

- Biodiversity

Biodiversity forms a core pillar of our ESG framework. We integrate ecological considerations into the design and development of our projects through:

- careful site selection
- nature-inclusive design
- mandatory ecological assessments

These measures ensure alignment with the Dutch Environmental Act and the EU Taxonomy's "Do No Significant Harm" criteria.

In addition, we actively explore opportunities to enhance biodiversity, for example through landscape-integrated solar parks and pilot projects such as sedum roofs on transformer stations.

- **People**

Our social focus is on creating safe, inclusive and attractive working conditions, while contributing positively to society.
At the end of 2025, Kenter Groendus employed 712 people. We continued to invest in training and development through the Kenter Academy, strengthened performance management, and supported sustainable employability.

Despite a year marked by organisational integration, employee engagement remained stable, with clear improvement actions identified and implemented. We also contribute to the International Responsible Business Conduct Agreement for the Renewable Energy Sector, supporting a strong and resilient value chain.

- **Security & governance**

Cyber security and privacy are essential to the continuity and reliability of our operations. We ensure the secure availability of information and handle data with care and confidentiality.

- Achieved ISO 27001 certification in 2025
- Strengthened governance and organisational structures
- Launched a multi-year security roadmap, including NIS2

Our broader governance approach focuses on responsible business conduct and transparency across the value chain. Through our Supplier Code of Conduct, due diligence and collaboration, we address key risks including climate, health and safety, human rights and data security in a structured and pragmatic way.

- **Looking ahead**

This first Sustainability Report represents an important starting point. In line with VSME principles, we focus on relevance, clarity and proportionality. While data and processes will continue to mature, this report provides a transparent and balanced view of our current performance and ambitions.

We will continue to strengthen our disclosures, improve data quality, and further embed sustainability across our organisation—taking steady and measurable steps forward.

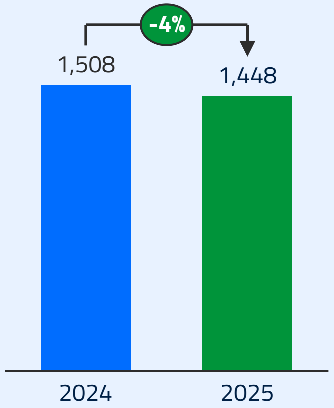
- **Our ambition**

Clean and reliable energy for all—creating lasting value for people, the environment and society.

2025

Key figures and KPIs

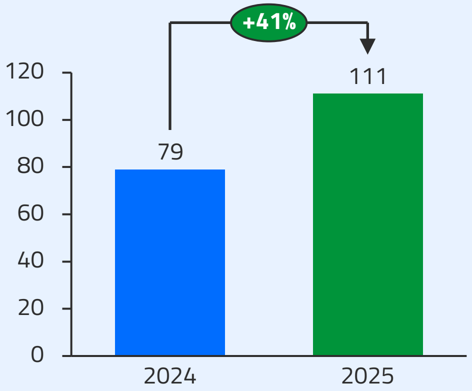
- CO_2-footprint (ton CO_2-eq)



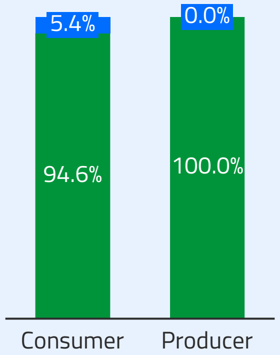
Total training budget amounts to 2.5% of the salary costs

In 2025, 222,895 MWh clean energy generated by PV

- Avoided emissions (kton CO_2-eq)



- Highest percentage matched of green energy producers and consumers[1]

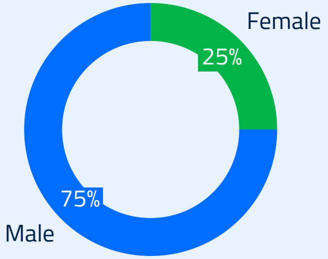


4.8%
absenteeism rate

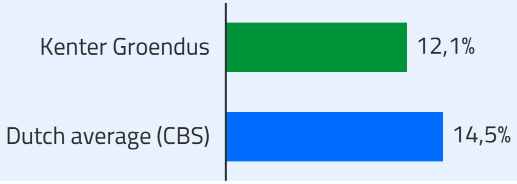
712
people employed

"I am satisfied with Kenter Groendus as an employer", average scored 7.0

- Gender ratio in leadership positions



- Gender pay gap ratio



[1] Matching occurs when production and consumption take place within the same quarter and a peer-to-peer contract exists between two sites, enabling direct exchange of renewable energy (wind and solar).

A message from

- Jean-Pierre van Lieshout

  Chief Financial Officer

"At Kenter Groendus, we are quite literally helping to build the energy transition. Every day, I see how our teams support entrepreneurs in electrifying their businesses, including in situations where grid congestion presents real and tangible challenges. While sustainable energy supply is at the core of what we do, we also recognise our responsibility to contribute to sustainability more broadly. This sustainability report therefore offers a transparent and honest reflection of our impact and of where we stand today.

Guided by our mission, "clean and reliable energy for everyone," we took meaningful steps forward in 2025. We continue to fully support our customers as they face increasingly complex energy challenges, and we do so in a responsible and transparent manner. By helping our customers to optimise their energy systems, we enable them to achieve their CO_2 reduction ambitions and strengthen their long-term resilience.

As an organisation, we believe that this requires us to lead by example. Through this report, we are open and transparent about the impact we actually have, both positive and where further improvement is needed. In doing so, we aim to deliver clean and reliable energy for everyone, in a truly sustainable way."

"Over the past year, we have taken significant steps in shaping and further embedding our sustainability strategy. As Sustainability Coordinator, I have worked closely with colleagues across the organisation to define clear priorities and translate our ambitions into concrete actions. In our daily operations, we focus on four key Environmental, Social and Governance (ESG) themes: Climate Change Mitigation, Biodiversity, Working Conditions, and Cyber Security & Privacy. Through these focus areas, we aim to strengthen our positive impact while actively reducing our negative impact on people and the environment.

Together with a dedicated group of colleagues from various operational departments, we work closely with our shareholders, OMERS and APG, to further enhance both our impact and the transparency of our approach. This collaboration ensures that sustainability is embedded across the organisation and supported by shared ownership and accountability.

Despite ongoing changes and uncertainties in sustainability reporting legislation, we have consciously chosen to report on our impact. With this annual sustainability report, we express our ambition to be transparent about the impact we create and the challenges we face."

- Bram Reijnders

  Sustainability Coordinator

About Kenter Groendus

- **Long-term value creation**

At Kenter Groendus, we believe in long-term value creation. We recognise that the business activities required to achieve this inevitably impact both people and the environment. Part of this impact is positive. By providing clean, reliable energy and supporting our customers in navigating an increasingly complex energy system, we contribute to society.

- **Responsibility for negative impact**

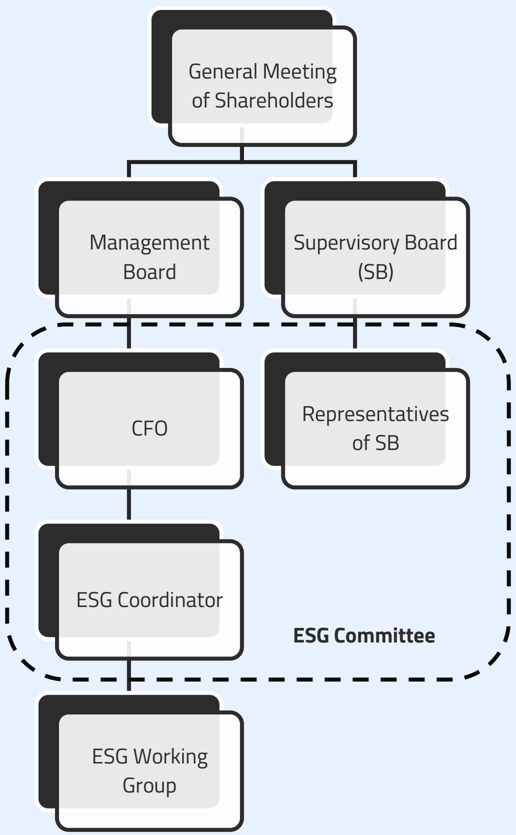
At the same time, we remain conscious of the negative impacts associated with our operations. We take responsibility for identifying these impacts and for reducing them wherever possible.

- **Annual sustainability reporting**

Since 2024, following the alignment of Groendus and Kenter and the refinement of their shared strategic direction, ESG (Environmental, Social & Governance) has become a standing item on the agenda of Kenter Groendus' Leadership Team (LT), as has transparency. Therefore, starting with this report, we introduce an annual sustainability report. In it, we disclose our progress in minimizing our negative impact on people and the environment, and in maximizing our positive contribution to society.

- **ESG embedded in governance**

This report is developed in accordance with all the members of our robust ESG governance framework[2] which we established to ensure ethical and responsible business operations. Our Management Board, comprising the CEO and CFO, with the CFO holding dedicated ESG responsibility, oversees ESG strategy and performance, supported by the Supervisory Board and an ESG Committee that advises on major initiatives and monitors progress toward targets. An ESG working group, representing all ESG framework pillars, develops and implements strategies under the coordination of the ESG Coordinator. Together, these bodies ensure structured policy development, systematic implementation, risk management, reliable reporting, and compliance with evolving legislation.



[2] The figure shown is provided for illustrative purposes only and does not represent hierarchical relationships between the depicted bodies; it solely indicates the composition of the ESG Committee.

About this Sustainability Report

The ambition to further improve the sustainability of our own organisation, together with the implementation of the European Corporate Sustainability Reporting Directive (CSRD), was a key reason for conducting a stakeholder and materiality analysis. Although we are not required to comply with CSRD, we have consistently maintained high ambitions to be transparent about our impact on people and the environment.

- **VSME as a guidance**

Our ultimate ambition is to report in line with the CSRD. To ensure a realistic yet ambitious roadmap, we have chosen to base our initial sustainability reporting on the Voluntary Standard for Non-listed Micro-, Small- and Medium-sized Undertakings (VSME). The VSME has served as an important point of reference in the structuring of this report and in the selection of topics and KPIs, particularly drawing on the Basic and Comprehensive modules.

While this report is not yet fully VSME-compliant, given that sustainability reporting is new to us, the standard provides a valuable learning framework. Our focus is currently aligned with the four focus areas of our ESG Framework, without detracting from the importance of other material topics. In the coming years, we intend to progressively expand the scope and depth of our disclosures, incorporating additional material topics and moving towards full VSME or CSRD alignment. In this context, carrying out a double materiality analysis (DMA) was the initial step.

- **Our material ESG topics**

During the DMA, internal and external stakeholders determined which sustainability topics are relevant to Kenter Groendus. We examined the impact of the organisation, both financially and non-financially, throughout the value chain. From the inside-out perspective, our impact on people, environment, and society, actual and potential. And from the outside-in perspective, listing actual and potential financial opportunities and risks.

This process allows us to identify which topics are relevant for Kenter Groendus to report on and to take action accordingly. In the table, all the material topics for Kenter Groendus are listed.

ESG topics	Sub-(sub-)topics
1. Climate Change	• Climate Change Adaptation • Climate Change Mitigation • Energy (customer-oriented solutions) • Energy (operations & value chain)
2. Biodiversity	• Direct impact drivers of biodiversity loss – Land-use Change
3. Circularity & Waste Management	• Resource inflows, including resource use • Resource outflows, including resource use • Waste
4. Working Conditions Own Workforce	• Bargaining agreements • Secure employment • Working time • Health & Safety • Gender equality • Training and skills development • Diversity
5. Working Conditions of the Value Chain	• Working time • Health & Safety
6. Consumers and end-users	• Privacy • Cyber Security • Health & safety • Access to products and services
7. Business conduct	• Corporate culture • Relationship with suppliers (incl. payment practices) • Transparency in the value chain

- **Our ESG framework**

Building on the material topics identified through the DMA as a solid foundation, we have further developed and embedded our ESG strategy. Recognising that it is neither feasible nor effective to address all material topics simultaneously within a single reporting year, we have deliberately chosen to prioritise four focus areas and to embed these thoroughly within our organisation. This prioritisation does not imply that other material topics are of lesser importance. On the contrary, we believe that a robust strategy requires a well-considered and disciplined approach, and that meaningful and lasting impact can only be achieved by focusing our efforts where we can act most effectively.

Based on this strategic direction, we have defined four core focus areas as our ESG Framework:

- **Climate Change Mitigation**
- **Biodiversity**
- **Working Conditions**
- **Cyber Security and Privacy**

- **Progress made**

Throughout 2025, we have actively sought to further integrate these four focus areas into all aspects of our activities as Kenter Groendus. This includes increased attention to measures aimed at preventing and mitigating climate change, a stronger focus on our impact on biodiversity as well as the potential implications of biodiversity loss for our business, and targeted actions to improve working conditions not only for our own employees but also further along our value chain. In addition, we have strengthened our approach to safeguarding the availability, integrity and security of information, including the data entrusted to us by our customers.

By focusing on these four topics, we are actively working to enhance our impact on people and the environment in a targeted manner. Nevertheless, these areas do not encompass the entirety of our impact on people and the environment, and this does not mean that we cannot address additional topics in the coming years. We view our ESG strategy primarily as an iterative process for the years ahead, in which we aim to take concrete steps with strategy primarily as an iterative process for the years ahead, in which we aim to take concrete steps with purpose and precision.

E

Climate Change Mitigation

- Helping clients to reach their CO2-reduction targets
- Own CO2-footprint: 'leading by example'
- Net Zero Maturity Model, Science Based Targets (SBTi) and CO2-Performanceladder

E

Biodiversity

- Through innovative solutions making a positive contribution to land use
- Successful development of solar may depend on approval of environmental permits
- Solar energy installations can have a negative impact on ecologically vulnerable areas

S

Working Conditions

- UNGC Ten Principles
- Failure to comply with labor laws and safety regulations may result in proceedings and fines
- Providing good working conditions can attract and retain talent

G

Cyber Security & Privacy

- Can affect our license to operate
- Customer data is collected, when unauthorized parties gain access to this data, privacy issues arise, which can have major consequences
- Liability risk
- More prominent role in tenders

Environment

Climate change mitigation

We aim to address the root cause of climate change by reducing and preventing greenhouse gas (GHG) emissions, both within our own operations and across our value chain. Internally, we focus on lowering our carbon footprint, for example through reducing emissions from our vehicle fleet. In parallel, we support our customers in transitioning to renewable energy solutions, enabling them to avoid emissions.

While our own emissions are relatively limited, our greatest impact lies in the significantly larger volume of emissions we help our customers avoid. These 'avoided emissions' underline that our primary contribution to climate change mitigation is realised beyond our own operations.

Our direct impact

For our own carbon footprint, we are in the process of setting science-based targets, aligned with the principles of recognised frameworks such as the Science Based Targets initiative (SBTi) or equivalent methodologies. By doing so, we give ourselves a clear path to reduce our GHG emissions in line with climate science and confidence that we are playing our part in tackling the climate crisis. Last October, our commitment to set targets was acknowledged by SBTi, providing a defined timeframe to further develop and, where appropriate, seek validation of our targets. In the meantime, we use our initial and not yet validated targets to give direction to our development.

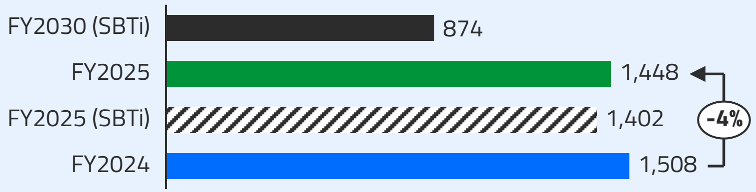
Baseline and targets

We have defined 2024 as the base year for our CO_2 footprint, calculating emissions for Kenter and Groendus on a combined basis. From this baseline, we have set targets in line with our SBTi commitment.

Our current target, pending validation by SBTi, is to reduce Scope 1 and Scope 2 emissions by 42% by 2030 compared to 2024. This translates into the following targets:

- **Baseline (2024)**: 1,508 tonnes of CO_2 (Scope 1 and Scope 2 combined)
- **Interim target (2025)**: 1,402 tonnes of CO_2
- **2030 target**: 874 tonnes of CO_2

These targets provide clear direction for both short-term actions and long-term emissions reduction.



Emissions		2024	2025
Company facilities	ton CO_2e	136,1	103,6
Natural gas	ton CO_2e	136,1	103,6
Vehicle fleet	ton CO_2e	841,6	768,9
Service vehicles - Petrol	ton CO_2e	15,3	11,5
Service vehicles - Diesel	ton CO_2e	449,3	468,4
Service vehicles - Biodiesel	ton CO_2e	-	0,8
Company cars - Petrol	ton CO_2e	374,1	285,6
Company cars - Diesel	ton CO_2e	3,0	2,5
Scope 1	**ton CO_2e**	**977,7**	**872,5**
Company facilities	ton CO_2e	122,0	70,2
District heating	ton CO_2e	6,8	10,4
Electricity (renewable)	ton CO_2e	-	-
Electricity (non-renewable)	ton CO_2e	115,2	59,7
Vehicle fleet	ton CO_2e	407,8	505,6
Service vehicles - Electricity	ton CO_2e	13,6	20,1
Company cars - Electricity	ton CO_2e	394,2	485,5
Scope 2	**ton CO_2e**	**529,8**	**575,8**
Total (Scope 1 + 2)	**ton CO_2e**	**1.507,5**	**1.448,3**

- **Performance in 2025**

In 2025, we emitted 1,448 tonnes of CO_2, falling short of our target by 46 tonnes. Despite this, total emissions were 59 tonnes lower than in 2024, reflecting continued progress in reducing our overall footprint. This reduction was achieved primarily through the closure of our Hoevelaken location and significantly lower energy consumption at our Tiel site. In addition, the ongoing electrification of our leased vehicle fleet contributed to a decrease in fleet-related emissions, despite minor increases in diesel and electricity consumption and the initially limited impact of biofuels.

- **Focus on vehicle fleet**

Leased vehicles and service vehicles account for more than 85% of our Scope 1 and Scope 2 emissions. Emissions related to the use of natural gas for heating our facilities represent nearly 7% of total Scope 1 and Scope 2 emissions. Emissions related to electricity consumption at our facilities continue to decline.

- **Renewable energy procurement**

The reported figures are based on a market-based approach, which reflects the emissions associated with the specific electricity contracts and renewable energy certificates procured by the company. In contrast, the location-based approach reflects the average carbon intensity of the electricity grid in the regions where we operate, independent of our purchasing choices. Using a location-based approach, electricity consumption at our facilities would result in 115.6 tonnes of CO_2-eq, compared to 59.7 tonnes of CO_2-eq under the market-based approach. This difference demonstrates that our energy procurement strategy, including the use of renewable energy contracts and certificates, has had a positive impact in reducing our reported Scope 2 emissions.

- **Carbon intensity**

While our primary objective is to reduce absolute greenhouse gas emissions to the lowest level possible, expressing emissions relative to revenue provides additional insight. This approach enables us to distinguish between the effects of revenue growth and the impact of actual emission-reduction measures. Carbon intensity is calculated by relating combined Scope 1 and Scope 2 emissions to revenue (expressed in millions of euros).

Carbon intensity	t CO_2e / M€
2024	10,8
2025	8,2

- **Energy usage**

The energy consumption of Kenter Groendus forms an integral part of the reported CO_2 footprint. Energy consumption by category has been converted into gigajoules (GJ) and gigawatt-hours (GWh) to provide a clear and comprehensive overview of total energy use.

- **Reduction strategy**

Over the past year, we have implemented several key measures to reduce our impact. For a number of these initiatives, we also expect to see further effects in the coming years as we continue to minimise our impact.

Scope 1				**2025**
Company facilities		#	GJ	GWh
Natural gas	m3	48.531	1.536	0,4267
Vehicle fleet				
Service vehicles - Petrol	liter	4.129	129	0,0359
Service vehicles - Diesel	liter	144.076	5.172	1,4368
Service vehicles - Biodiesel	liter	1.926	67	0,0185
Company cars - Petrol	liter	102.113	3.197	0,8881
Company cars - Diesel	liter	784	28	0,0078
Scope 2				
Company facilities		#	GJ	GWh
District heating	GJ	922	922	0,2561
Electricity (renewable)	kWh	306.647	1.104	0,3066
Electricity (non-renewable)	kWh	124.630	449	0,1246
Vehicle fleet				
Service vehicles - Electricity	kWh	40.536	146	0,0405
Company cars - Electricity	kWh	976.842	3.517	0,9768
Total			**16.267**	**4,5185**

Some examples include:

- Enhancing the sustainability of our offices through the installation of solar panels and heat pumps
- Utilising biodiesel within our service vehicles
- Further electrifying our vehicle fleet

We recognise that there is still significant work ahead to achieve our 2030 target. Our leased vehicles and service vehicles account for over 85% of our Scope 1 and 2 emissions, representing substantial opportunities for further decarbonisation. While only 20% of our leased (passenger) vehicles are not yet electric, approximately 90% of our service vehicles still rely on conventional fuels.

To address this, we are implementing a phased transition plan that takes into account the specific demands of heavier, load-bearing vehicles. This approach allows us to steadily increase electrification over the coming years while maintaining operational continuity. During the transition period, we are scaling up the use of bio-based diesel alternatives, such as Hydrotreated Vegetable Oil (HVO), to reduce emissions where electrification is not yet feasible.

- **Scope 3**

We have not yet established a baseline year for our Scope 3 emissions. Over the past year, we carried out initial analyses to identify the main sources of these emissions across our value chain. As expected, a significant share is linked to purchased materials used in our products and services, while another substantial portion is likely related to the energy traded through our Energy Marketplace (EMP).

We expect to develop a reliable and comprehensive Scope 3 baseline in 2026 over 2025, which will serve as our reference year. We aim to develop Scope 3 reduction targets for 2030 and 2050 in alignment with science-based frameworks and intend to seek external validation where appropriate. To support this effort, we initiated collaboration with several of our key suppliers in 2025 to improve data transparency and jointly reduce emissions. In the coming years, we will continue to strengthen these partnerships, as we firmly believe that value-chain decarbonisation can be achieved more rapidly through close cooperation.

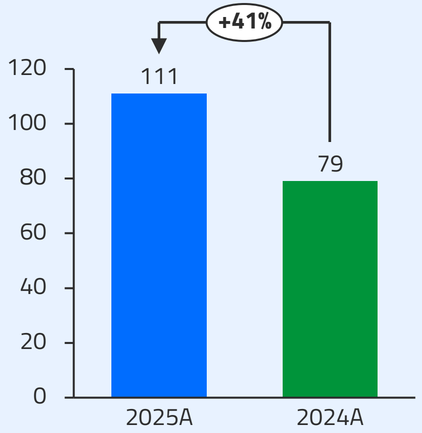
- **Avoided emissions**

In order to make a positive impact within our value chain and, above all, to assist our customers in achieving their sustainability objectives, we offer a range of products and services that contribute to this goal. These are designed to promote the use of green energy by our customers, thereby preventing the use of fossil fuels. This is where the term ‘avoided emissions’ originates. Examples include the use of solar panels, charging stations, and batteries.

For solar panels, we calculate the electricity generated in kWh and convert this into CO2 emissions, comparing it to the emissions from the same amount of kWh generated from conventional (‘grey’) electricity.

By making this comparison between green and grey electricity, we are able to determine how many CO2 emissions have been saved. In 2025, our solar parks generated 222,895 MWh. As a result, we were able to avoid 111 kilotonnes of CO2 emission. This enables us to increase our impact within our value chain, representing an 41% increase compared to last year’s avoided emissions.

- **Avoided emissions (kton CO_2-eq)**



• Greener electricity, lower prices

Energy Marketplace

Holding up the businesscase of 181 renewable production sites with the Energy Marketplace

- **Renewables at the Energy Marketplace**

The Energy Marketplace is an energy platform that connects producers of sustainable energy directly to consumers. In our customer base you find wind and solar producers from the Netherlands aiming to sell their production. These range from farmers with windmills to energy cooperations. The other half of our customer base consists of Dutch enterprises, wanting to buy electricity – bakeries, healthcare, automotive and many more. Both the consumers and the producers join our platform – not for us, but to connect with each other.

By default, consumption is bought – and production is sold at the European Power Exchange (EPEX) day ahead market. However, the value of the platform lies in the peer-to-peer contracts that sell energy directly from producer to consumer. These contracts are based on the actual measuring data at the site, per quarter of an hour. When consumption and production take place in the same quarter and a peer-to-peer contract exists between the two sites, the supply and demand is matched. This enables simultaneous exchange of wind and solar energy from energy connection (EAN) to energy connection: the next step in the energy transition.

- **Market challenges for renewable sites**

In the past years, the amount of renewable solar energy has grown at a fast pace. The Netherlands currently has so much solar energy that often supply overshoots demand. This results in negative prices on the day ahead markets – something that was hard to miss in the news the past years. These negative prices, combined with the Sustainable Energy Production and Climate Transition Incentive Scheme (SDE++) nearing completion, make that solar owners are struggling to hold up their business case. The downward trend in the prices on the day ahead market affects windfarms too, who need to compete with solar energy in the solar season. These developments do not only make life harder for current renewable producers, but it also puts a brake on new renewable development. Slowing us down in our ambitions to meet Paris' climate agreements.

- **The Energy Marketplace makes the difference**

The peer-to-peer contracts on the Energy Marketplace allow producers to increase their revenue above the day ahead market price, beating regular market offers from competition and safeguarding their business case. This is underlined by examples like Groendus Exploitatie, selling solar for an average sales price €5-10 per MWh higher than the average market offer.

Windfarmers, too, are served by the Energy Marketplace. The average total volume was selling for around €20 above the average day ahead price. Our proposition also enables renewable producers to find their own consumer and sell via the Energy Marketplace.

Solarpark Endura in Harderwijk understands this well, and brought multiple solar-consumer combinations to our platform. Next to solid financials, this delivers a beautiful marketing story, for both the consumer (CAI Harderwijk) and Endura.

While there is a lot of room to increase the percentage simultaneously matched energy on the Energy Marketplace, the financial gains for the matched producers are high, safeguarding their financial health and removing obstacles for future renewable investments.

Facts & Figures 2025

Renewable production (total):	293,774 MWh
Consumption (total):	231,751 MWh
Simultaneously matched volume:	121,431 MWh
Highest matched consumer:	94,8%
Highest matched producer:	100%

Biodiversity

Companies should contribute to the conservation of biological diversity. At Kenter Groendus, we recognise biodiversity as the foundation of healthy ecosystems and resilient natural environments. It encompasses the diversity within species, between species, and across ecosystems. However, biodiversity is increasingly under pressure due to factors such as over-exploitation, habitat fragmentation and degradation, pollution, and the growing demands of human development.

We are deeply aware that the decline in species abundance and ecosystem integrity threatens the resilience of nature and the essential services it provides to society. That is why we are committed to actively contributing to the conservation and restoration of biodiversity through our operations. By integrating ecological considerations into our projects, we aim not only to minimise negative impacts but to enhance biodiversity wherever possible.

- **Our contribution to nature**

We minimize the impact of our infrastructure on biodiversity through careful site selection, nature-inclusive design, and mandatory ecological assessments. For all projects requiring a permit, we conduct a Flora and Fauna Quickscan in line with the Dutch Environmental Act, ensuring that sensitive habitats are avoided and that installations such as solar panels, transformers, and batteries are placed responsibly. Where potential ecological risks are identified, additional studies and mitigation measures are implemented. The quickscan process effectively fulfils the biodiversity requirements of the Environmental Impact Assessment, demonstrating that our projects do not result in significant biodiversity damage. This approach, supported by landscape-integrated designs for solar parks and our preference for rooftops, brownfields, or previously disturbed land, ensures that our projects meet the EU Taxonomy's "Do No Significant Harm" criteria.

- **Contribute and do no harm**

The EU Taxonomy is the European Union's classification system for environmentally sustainable economic activities. It establishes clear technical screening criteria to determine when an activity makes a substantial contribution to environmental objectives and, critically, when it does no significant harm (DNSH) to the other objectives. This framework is important for us because it guides credible sustainability claims and enhances transparency toward investors and stakeholders. In developing our solar parks, we use the Taxonomy's criteria to guide our decisions and ensure that our projects perform well environmentally and align with the EU's sustainability goals.

- **EcoCertified Solar Parks**

As our sector continues to evolve, we consider it important to stay closely informed about emerging frameworks that help strengthen the ecological performance of solar parks. The EcoCertified Solar Parks label, developed by The Greenlabel Institute and grounded in scientific insights from organisations such as Wageningen University & Research and TNO, offers a structured method to design and manage solar parks in ways that enhance local biodiversity and soil health. While none of our projects currently carry this label, we actively monitor its development because such initiatives have the potential to raise the ecological baseline of solar energy projects. By remaining engaged with these developments, we ensure that our own approach continues to align with best practices and contributes to maximising the positive impact that solar parks can have on nature and the landscape.

- **Diverse projects more biodiverse**

In addition to our ground-mounted solar parks, we also explore how biodiversity can be supported through our rooftop solar installations, transformers and battery systems. In these parts of our portfolio, we are likewise committed to contributing to the conservation and restoration of biodiversity through our operational choices. In doing so, we extend our biodiversity ambitions across our full range of energy projects.

• Blending in a residential area

Living roof on transformer station

- **Blending in**

Sometimes it is challenging for a transformer station to blend seamlessly into its surroundings. In certain situations, nearby residents may perceive such an object as an eyesore. For this reason, we initiated a pilot project to better camouflage transformer stations within the local environment.

In a newly developed residential area in Gouda, two apartment complexes directly overlook a transformer station. This transformer station is also surrounded by newly created natural landscaping. The project developer questioned how the transformer station could blend in his new environment, without being just a greyish but necessary object. To ensure that the station harmonizes with its environment, and even adds value to it, a sedum roof has been installed.

- **More than just green**

In cooperation with NatureGreen, a company dedicated to creating greener, cooler, and more biodiverse surroundings, we developed the concept of launching a pilot focused on introducing sedum roofs on transformer stations. Although this is not a unique idea within our sector, it represents a new way for us at Kenter Groendus to innovate with our transformers.

The aim of the pilot is to determine the effect of a sedum roof on the transformer itself. The benefits for the surrounding environment appear more evident: the transformer becomes less visually prominent and can be placed more frequently in the most efficient location without causing disturbance. Until now, transformers have typically been installed in less visible locations because they are not aesthetically appealing. However, in some cases, the infrastructure requires installation in more exposed areas. By covering a transformer with sedum, it blends more naturally into its environment.

At the same time, several aspects of the use of sedum were questioned during the pilot. Could the sedum grow inward and potentially damage the transformer? Might the station's roof become overloaded? And what happens in periods of heavy rainfall? Could the roof become too heavy, or could the installation be affected by excess water? These are all valid concerns that have arisen throughout the pilot and have required careful consideration from us at Kenter Groendus.

The sedum roof provides additional value to its surroundings. Sedum attracts bees, butterflies, and other pollinators, offering food sources for insects and small animals and serving as a shelter for them. Moreover, the sedum layer functions as an ecological corridor within urban areas, while also absorbing CO_2 and filtering particulate matter. Together with green landscaping, this contributes to improved air quality. Finally, the sedum roof can indeed retain water during heavy rainfall, while simultaneously providing a cooling effect to the local environment.

These various effects have been positively received by residents living near the project area. The client is also pleased with the integration of the station into its local environment. In the upcoming period, the impacts of the sedum roof will be closely monitored, and we aim to scale up the pilot. Particular attention will be paid to any potential negative effects on the transformer. By expanding the pilot to an additional one or two transformer stations with sedum roofs, we can further increase our contribution to enhancing biodiversity at our project locations.

• Boosting biodiversity

The Vroenhout Solar Park

- **Landscape integration of the Solar Park**

One of the projects in which we go beyond the minimum permitting requirements is the Vroenhout solar park, which was constructed in April 2025. For this project, a nature-inclusive design approach is used to minimize any negative impact on local ecosystems and biodiversity. In fact, several measures are implemented specifically to stimulate the development of biodiversity.

The solar park consists of 18,032 high-efficiency solar panels of 695 Wp each, delivering a total installed capacity of over 12.5 MWp. Supported by three transformer stations, 24 inverters and two grid connections, the installation generates approximately 11.83 GWh of renewable electricity annually. This is equivalent to the yearly consumption of around 3,000 households, underscoring the project's strong contribution to regional energy transition.

Previously, the project area consisted of agricultural arable land and grassland. Within the project area, many former landscape elements had disappeared due to land consolidation and the intensification of land use. The intensively managed waterways and agricultural plots provide limited habitat for plant or animal species. The municipality of Roosendaal has established policies for the spatial integration of solar parks, which have been followed in this design. The project area is part of a zone designated as an "agricultural working landscape". Within such landscapes, large-scale solar parks can be integrated, provided that the character of the local landscape is respected, including aspects such as openness, parcel structure, and vegetation.

An additional guiding principle of the municipality for the design was that it should not only align with the desired landscape structure but also support and, where possible, strengthen the ecological structure. This was one of the reasons why we introduced additional measures that, alongside optimising the efficiency of the installation, also enable biodiversity to flourish.

- **Biodiversity-enhancing measures**

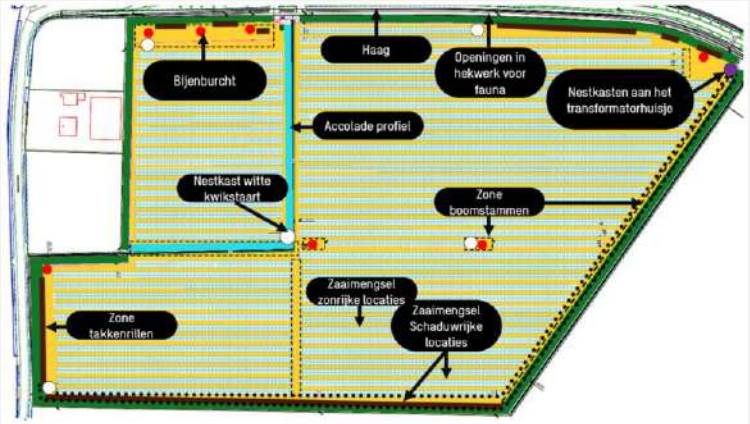
As part of the permitting process for ground-mounted solar parks, the mandatory Flora and Fauna Quickscan ensures that several ecological mitigation measures are applied as standard practice. This results in a set of minimum requirements that must be incorporated into our projects, including:

- Carrying out construction activities outside the bird breeding season.
- Avoiding any form of artificial lighting at night to prevent disturbance of bats.
- Phased mowing or staged removal of vegetation to give small fauna the opportunity to relocate.

These measures help us minimise our negative impact on local species and the surrounding ecosystem. In addition to these statutory requirements, we have identified several supplementary measures designed to maximise the positive ecological contribution of our projects, all set up around a landscape integration plan. Within this plan that is developed for this project, several measures have been incorporated, which we have categorised into four main elements:

- Flower-rich and herb-rich margins.
- Herb-rich grassland (beneath the solar panels).
- Native shrub hedges.
- Nature-friendly banks.

The shrub hedgerows reinforce the existing landscape structure, while the watercourses on the site are enhanced through the creation of a gently curved, naturalistic cross-section. Additional landscape quality is provided by a wide flower- and herb-rich verge that supports pollinators and other fauna. In line with the principles of multifunctional land use and to further strengthen local biodiversity, we commissioned a report to identify additional measures. Based on this report, we are implementing several measures: installing nesting boxes, creating sand ridges for wild bees, and placing tree trunks



and stumps. Although the primary function of the site is the generation of solar energy, the land will largely be managed as a nature area. The meadows will be periodically grazed by sheep to maintain a varied vegetation structure and promote ecological value.

- **Monitoring impact**

Monitoring of ecological development in relation to the solar park is an integral part of this project. The monitoring programme follows national ecological protocols and is carried out in collaboration with professional researchers from Sweco. It consists of a baseline assessment conducted prior to any construction activities, followed by additional monitoring rounds approximately 2, 5, 10, 15 and 20 years after the park's completion. The results are shared with external stakeholders and used internally to adjust management practices where necessary, ensuring optimal development of the site's ecological values. During each monitoring cycle, attention is given to vegetation, as well as to birds, bees and butterflies within and around the solar park.

Social

Working conditions

- How we create value

By **bringing together and fostering connection**, we combine our knowledge, ideas and energy to deliver scalable solutions for our customers. We recognise, value and support one another, and celebrate what we achieve collectively. In doing so, we cultivate a culture in which people feel at home, experience trust and are motivated to contribute with commitment and enjoyment to our shared growth.

Being proud of our professional expertise is fundamental to who we are. Our knowledge, skills and continuous personal development form the foundation of our success. We deliver high-quality work, honour our commitments and ensure a safe working environment in which care, precision and responsibility come naturally. From this strong base, we confidently and proudly build sustainable and lasting results.

We actively **strive for impact** by turning ideas into concrete action and making choices that lead to durable value. We embrace innovation where it genuinely adds value, while continuing to build on proven solutions. We learn quickly, make responsible and sustainable decisions and remain adaptable in a constantly changing environment. By translating creativity into action, we work agilely and involve both colleagues and customers in what we do. With determination, we commit ourselves to delivering green and lasting value for today and for future generations.

- Sustainable contribution to society

Through a socially responsible and inclusive human resources policy, Kenter Groendus makes an active contribution to society. In 2025, we continued existing initiatives, including the promotion of volunteer work, the provision of internship and apprenticeship opportunities, and the creation of employment opportunities for individuals with a distance to the labour market. Employees are offered the opportunity each year to take volunteer leave, enabling them to contribute to initiatives with social value, either individually or as part of a team.

In addition, Kenter Groendus offers internships and work-study positions to students and career switchers. In 2025, 12 interns and 26 apprentices made use of these opportunities. Furthermore, four employees with a distance to the labour market were employed within the organisation. By collaborating with specialised partners and secondment agencies, we support sustainable talent inflow and actively contribute to inclusive employment.

Creating social impact

Kenter Groendus seeks to create social impact in various ways by providing opportunities for people with a distance to the labour market. Kenter Groendus offers work experience placements in cooperation with Beterbaan in Helmond, primarily within the Assembly & Refurbishment department. These placements are designed to support individuals in gaining practical work experience and improving their employability.

Furthermore, Kenter Groendus provides internship positions for vocational (MBO) students, offering young talent the opportunity to further develop their skills and gain relevant work experience within the organisation.

We offer a substantial number of internship positions across a wide range of educational levels and disciplines. These internships are available to students from vocational (MBO), applied sciences (HBO), and academic (WO) education. By doing so, Kenter Groendus aims to support the development of young talent, provide practical learning opportunities, and contribute to a diverse and future-ready workforce.

Social Impact	FY2025
Employees with a work-related disability	4
Employees participating through Beterbaan / work experience placements	6
Internship positions	14

Composition and diversity

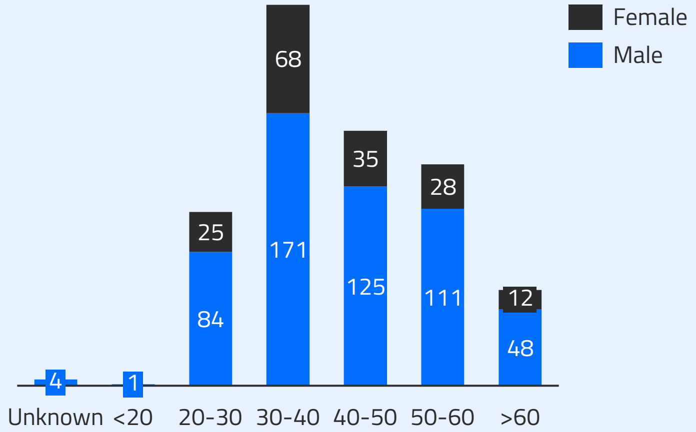
At the end of 2025, Kenter Groendus employed 712 people (655.6 FTE). Across the organisation, the gender distribution was 76% male and 24% female. We believe that diversity in background, experience, and perspective contributes to improved decision-making and a stronger organisational culture. Within management positions, 25% of roles were held by women and 75% by men. In 2025, the Leadership Team consisted of five members, including one woman. Endorsing the importance of diversity and inclusion, Kenter Groendus has set a target of at least 30% women in managerial positions.

Gender pay gap

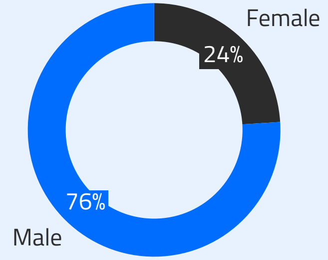
The pay gap ratio represents the uncorrected average difference in remuneration between men and women. According to the most recent measurement by Statistics Netherlands (Centraal Bureau voor de Statistiek, CBS), a significant gender pay gap existed in the Netherlands in 2024, amounting to 14.5%. At Kenter Groendus, the unadjusted pay gap was 12.1% in 2025. This figure does not take into account differences in job level, age, or years of experience.

The unadjusted pay gap provides an aggregate indication of the average difference in remuneration between men and women within the organisation. As this metric is not corrected for factors such as job level, role, age, length of service, or experience, it does not reflect unequal pay for equal work. Instead, it is largely influenced by

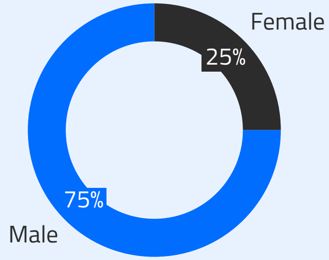
Employee distribution per age category



Gender ratio (female/male)



Gender ratio in leadership positions



differences in workforce composition, including the distribution of employees across functions, seniority levels, and organisational layers.

Nevertheless, the pay gap remains an important indicator for Kenter Groendus to monitor inclusion, diversity, and access to career progression.

Gender pay gap	FY2025
Kenter Groendus	12.1%
Dutch average according to CBS (2024)	14.5%

- **Training and development**

Employee development is a key priority within Kenter Groendus. In 2025, we continued to build an organisation-wide learning and development offering. All employees have access to the Kenter Academy, which is continuously developed and expanded with training programmes aligned with both individual development needs and organisational objectives.

For technical staff, renewed focus was placed in the fourth quarter of 2025 on establishing clear learning pathways. A plan of approach was developed, with implementation scheduled for 2026. The total training budget amounts to 2.5% of the salary costs.

In addition, the implementation of a single, integrated performance management system (Talent Excellence) for the entire organisation commenced in the fourth quarter of 2025. This system supports continuous dialogue, clear goal-setting, and ownership of development and performance. Organisation-wide implementation took place as of 1 January 2026.

- **Employee satisfaction and engagement**

In June 2025, an organisation-wide employee satisfaction and engagement survey was conducted. A total of 506 out of 767 employees participated, resulting in a response rate of 66%. The statement "I am satisfied with Kenter Groendus as an employer" received an average score of 7.0, compared to a sector benchmark of 7.1 within the Energy, Water, and Telecommunications sector.

The statement "My work gives me energy" achieved a score of 6.5, compared to a benchmark of 6.7. The results indicate that employees are generally engaged, despite the uncertain and ambiguous circumstances often associated with organisational integration processes. The survey also highlighted areas requiring attention, including workload, opportunities for employee input and ideas, and change communication.

The results were discussed with employees. Based on these and previous survey outcomes, concrete improvement actions were implemented, including the launch of a fully renewed intranet, quarterly meetings (Watt's Up Business Updates) to inform employees about results, developments, and projects, increased leadership visibility on the work floor, process improvements, and measures aimed at reducing workload.

Health & safety

Health and safety is Kenter Groendus' highest priority, and we are firmly committed to safeguarding the health and safety of our employees, contractors, customers and local communities. This commitment is embedded across all departments and organisational layers and guides daily decision-making and operational practices.

- **Safety culture**

A strong safety culture is reinforced through continuous learning, awareness and prevention. All safety incidents and near misses are systematically analysed, discussed and, where possible, translated into preventive measures. Employees receive regular training, including training on addressing (social) unsafe behaviour, and are supported by topic-specific toolbox talks that provide clear guidance on the safest ways of working.

Clear expectations also apply to external parties working on behalf of Kenter Groendus. All contractors and subcontractors performing activities on projects or rental assets are required to hold the relevant, sector-specific safety certifications and to always comply with Kenter Groendus' safety standards.

- **Everyone home safely**

Our Health, Safety and Environment (HSE) policy is based on the safety ambition "Everyone home safely". This ambition applies to colleagues, customers, the surrounding environment and all parties we work with. We translate this ambition into practice every day by demonstrating a high level of safety and quality awareness and by acting proactively and responsibly together, with a strong focus on doing things "right the first time".

- **10 Live Saving Rules**

The Life Saving Rules (LSR) form the foundation of Kenter Groendus' safety system. These ten rules address the most critical risks associated with potentially life-threatening situations and apply to all employees and subcontractors across all organisational units. Therefore, Safety performance is actively monitored and continuously improved through clear governance and measurable indicators. Progress is tracked via monthly KPI monitoring and HSE reporting, including incident frequency rates, and is supported by up-to-date documentation available through the safety portal. This led to our recertification on the Safety Culture Ladder.

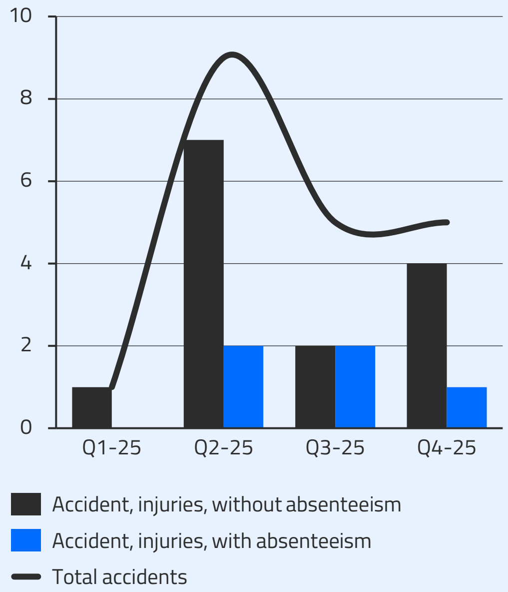
- **LTIFR**

Over 2025, our Lost Time Injury Frequency Rate (LTIFR)[3] was 3.17.

- **Vitality and absenteeism**

Kenter Groendus strives to promote the sustainable employability of its employees. In 2025, the average sickness absenteeism rate was 4.8%. The focus was on prevention, personal responsibility, and supporting managers and employees in maintaining long-term employability. Employees have access to facilities and arrangements that contribute to vitality, wellbeing, and a healthy work-life balance.

- **Accidents & injuries**



[3] Lost Time Injury Frequency (LTIF) is expressed as the number of lost time work injuries (per 1 million hours worked), that is, work-related accidents resulting in absence longer than one day, and accidents resulting in fatality. The ratio pertains only to KG employees

Governance

Cyber security and privacy

Privacy and cybersecurity are vital to the continuity of the Kenter Groendus group's operations. Reliable information, whether in physical or digital form, is essential to our daily activities. Our customers and employees also expect us to handle information with care and confidentiality.

- **Embedded in organisation**

In 2025, both Kenter and Groendus obtained ISO 27001 certification independently, demonstrating a strong commitment to information security. In the fourth quarter, a Chief Information Security Officer (CISO) joined the organisation, and a dedicated security architect role was established to strengthen the CISO office. Through these steps, the Kenter Groendus group has concretely embedded its strategic choice to establish a dedicated CISO function.

To support the group's NIS2 compliance objectives, a comprehensive three-year security roadmap was developed in 2025. The roadmap is implemented through a programme organisation under the supervision of several members of the Management Team. During 2025, several key roadmap elements were delivered, including the implementation of a Security Operations Center with 24/7 incident monitoring, employee screening, and improvements in third-party risk management.

- **Certifications**

ISO 14001	(Kenter)
ISO 45001	(Kenter)
ISO 9001	(Kenter)
ISO 55001	(Kenter)
ISO 27001	(Groendus & Kenter)

ESG governance & policies

- **Embedded in organisation**

We strive to adhere to the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the UN Guiding Principles on Business and Human Rights when conducting business.

We do so by carrying out the six steps of the due diligence as prescribed by the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct by:

1. Embed responsible business conduct into policies and management systems
2. Identify and assess adverse environmental impacts
3. Cease, prevent, or mitigate adverse impacts
4. Track implementation and results
5. Communicate how impacts are addressed
6. Provide for or cooperate in remediation when appropriate

- **Climate & Social Risk Assessment**

To appropriately identify, assess and prioritise our most significant climate- and social-related risks and opportunities, the climate-related disclosure framework of the Task Force on Climate-related Financial Disclosures (TCFD) has been applied.

The key risks identified include:

- Extreme weather events driven by climate change
- Geopolitical tensions, combined with dependencies within our value chain
- Health and safety risks for our own workforce
- Human rights risks within the supply chain
- Cybersecurity and data privacy risks

Looking ahead, we consider it essential to actively manage these risks in the coming years and to strengthen our resilience to these complex and interrelated developments.

- **IRBC Agreement**

Directly resolving such complex issues is beyond our immediate capacity, but we are increasing our involvement in joint due diligence approaches by participating in sector-wide initiatives, such as the International Responsible Business Conduct (IRBC) Agreement for the Renewable Energy Sector.

Within the Agreement, we are an active participant to seek a joint due diligence approach and increase supply chain transparency. Together with sector-wide partners, we work to realistic and proportionate obligations, such as taking corrective measures in the event of identified abuses.

- **Human rights**

We are committed to conducting our operations in a responsible and sustainable manner that respects both environmental integrity and human rights. We strive to prevent and address adverse impacts across our value chain and to contribute meaningfully to the broader goals of sustainable development and a just energy transition.

We recognize our responsibility to mitigate and manage our environmental impacts. Our environmental approach is aligned with internationally recognized standards and frameworks, including the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. In parallel, we are fully committed to respecting and supporting all internationally recognized human rights of all rightsholders throughout our operations and supply chains.

- **Environmental management and certification**

In 2024, Kenter obtained CO_2 Performance Ladder certification for the first time, and we successfully maintained this certification in 2025 following a positive external audit. In the coming year, we aim to assess whether we can extend this certification to the full Kenter Groendus group, thereby also including Groendus' activities.

Our commitment to structured environmental management dates back to 2018, when Kenter first decided to implement an environmental management system. Since then, awareness has grown within Kenter Groendus that such a system is essential for demonstrating that we take sustainable operations seriously. This led to the achievement of the ISO 14001 certification in 2019, recertifying last year. ISO 14001 is the internationally recognised standard for environmental management systems, developed by the International Organization for Standardization, and provides a framework for designing and safeguarding an environmental policy tailored to the organisation. It has since become our foundation for improving environmental performance, enabling us to establish measurable insights and strengthen the substantiation of environmental risks across our operations.

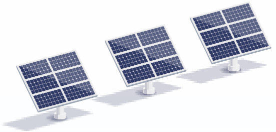
• Looking ahead

Clean and reliable (energy) for all

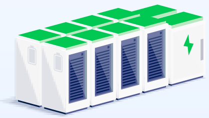
This first sustainability report marks a significant milestone for Kenter Groendus, as it establishes the foundation for an annual reporting cycle that will provide structured insight into our progress on climate action, social impact, and good governance.

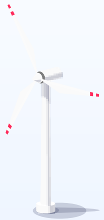
By publishing this report, we take a deliberate first step towards transparency about our impact. We are aware that not all impacts across our operations and value chain are yet fully captured, but we consider this report an important starting point. We are committed to progressively expanding and deepening our disclosures in the coming years, improving data quality, and broadening the scope of reported impacts. In doing so, we aim to further embed sustainability into our organisation and contribute to long-term value creation for people, society and the environment.

No assurance has been obtained for this report, meaning that the information presented has not been verified by an external party.



Clean and reliable energy for all.





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