

THIS IS HANAB

The story
behind
the numbers
2025



**The year it had
to happen**

Hanab makes an impact

 **Hanab**

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Amsterdam, March 2026

Hanab's success is built on the strength that is created by the collaboration between our individual divisions.

This is hanab

Left: CEO Stanley Maas
right: CFO Eddy Spolspoel.



2025

2025 was the first full year of Hanab. And, what a year it was! We further consolidated our position in the market and demonstrated what can be achieved when expertise, innovation, collaboration and craftsmanship are pooled together.

Hanab's success is built on the strength that is created by the collaboration between our individual divisions. Each division contributes its own knowledge and experience, but it is the mutual connection that really makes the difference. By working intensively together, we can ensure consistent quality and exceed the expectations of our clients.

Consequently, they get to enjoy high-level projects and services with a collaborative partner who

offers just the right solutions. The impact can be seen in our core values, craftsmanship, safety and sustainability. Values that form the basis for everything that we do.

Behind the scenes, we have worked hard to optimise our processes further, meaning that we can work at greater speed and with more efficiency. We have invested in technology and sustainable solutions so that our projects are not only relevant today but also contribute to a living environment that is fit for the future. Over and above everything else, we're building a culture that puts people at its heart. Because without committed and motivated teams, sustainable growth cannot be achieved.

Boosting the independence of Hanab also marked an important step in the overhaul of our IT environment. At the start of 2025, we were still using a limited num-

ber of services in the transition phase of VolkerWessels. Since September, we have had our own future-proof IT organisation, allowing Hanab to operate fully independently.

2025 was a year characterised by learning, building and growth. We turned challenges into opportunities and jointly laid a robust foundation for the years ahead.

We plan to continue this set course in 2026. We want to be a pioneer, a reliable partner and to strive for perfection in everything that we do, Hanab's three Ps.

On behalf of everyone at Hanab, we would like to thank all who have contributed to this success. Together, we make the difference and look forward, with confidence, to a future full of opportunities. ●

*Stanley Maas, CEO
Eddy Spolspoel, CFO*

About Hanab

Hanab is a leading Dutch company specialising in energy, technology and connectivity. Operating as six divisions, Hanab connects people, business and systems.

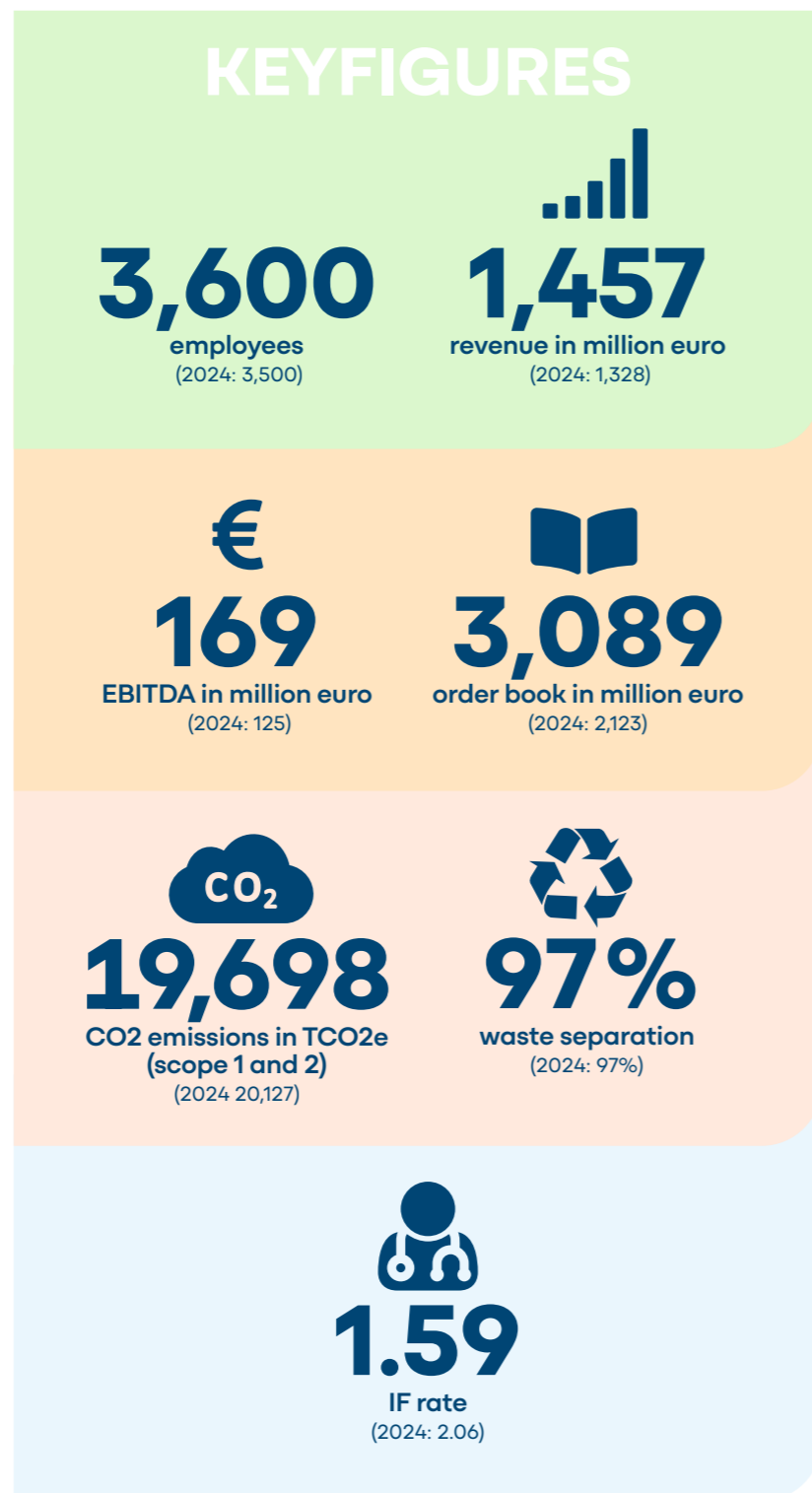
Hanab's specialists work above ground and below to ensure reliable grids and networks for gas, water, energy, data and heat.

Vision

Hanab makes an impact.

Mission: Hanab creates the connection.

Not only in terms of energy, technology and connectivity, but also between our people, our clients and our partners. We are proud to share the technical intermeshing of our divisions, the driving force behind collaboration and innovation, with the outside world. With it, we can help to make society stronger, more resilient and, most importantly, more future resistant. Together, we bundle capacity and expertise to help create future-resistant infrastructure and high-quality solutions that accelerate the energy transition, safeguard water supplies and support the growing need for connectivity. ●



From power station to wall socket

Hanab makes an impact



Connectivity Solutions – Delivers and manages vital digital infrastructure.

Telecom Infra – Delivers and manages infrastructure for telecommunications networks.

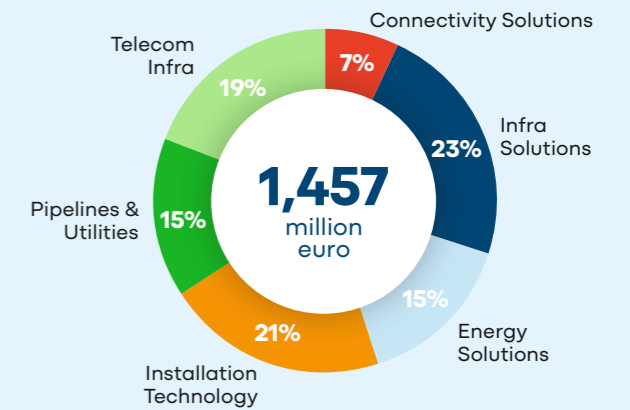
Energy Solutions – Develops, delivers and manages integrated services for high and medium voltage.

Installation Technology – Develops, delivers and maintains systems for heating, cooling, ventilation, electrical engineering and smart building management.

Infra Solutions – Delivers and manages vital energy and water infrastructure.

Pipelines & Utilities – Delivers pipelines and industrial infrastructure for a safe and reliable energy system.

Revenue Hanab 2025



Hanab's 3 Ps

Partner, Perfection and Pioneer are the cornerstones of our strategy

At Hanab, our work revolves around three core values, craftsmanship, safety and sustainability. These are the basis for everything we do. Those who work with us, know that we remain true to these principles.



In Eindhoven, Guido van Poll is helping to build EDGE, an innovative office and residential building in the city centre.



B

But our greatest strength is our people. Together, we act as one team. We are open in our communication, have confidence in one another and tackle challenges together. This way, we can build more quickly but also more effectively, enjoying what we do and staying connected.

Strategy

We are a reliable partner for our clients, work with a passion for perfection and are a pioneer in the field of digitalisation and the energy transition. This helps us to create sustainable solutions and to work towards building the future together.

Hanab's 3 Ps: Partner, Perfection and Pioneer. The 3 Ps give our activities direction and are the cornerstones of our strategy.

Outlook

Hanab is on the brink of a new era of growth and development. Taking our core values, crafts-

manship, safety and sustainability, as guiding principles, we aim to continue to build an organisation that is not just economically successful, but that also takes social responsibility seriously. Working with our clients, partners and employees, we have set a course towards a future characterised by quality, innovation and connection. ●

“Hanab is on the brink of a new era of growth and development”

CRAFTSMANSHIP

Craftsmanship is in our DNA, quality is not just mere coincidence, it is the result of knowledge, experience and dedication. We work with accuracy and attention to detail, allowing every project to live up to the very highest standards. Craftsmanship also means that we can continue to learn and develop, so that we are always well equipped for tomorrow's challenges.

SAFETY

We ensure safety. In fact, we consider safety paramount, both in the way in which we work and how we treat one another. We have a safety plan in place entitled 'Everyone home safely'. A safe working environment also means that people feel safe to report wrongdoing and that there is always someone you can approach when you wish to discuss problems.

SUSTAINABILITY

We are committed to sustainability; we build for today and for tomorrow. We think ahead, use materials and tools sensibly and take a smart approach to water and energy. That way, we contribute to a liveable future for this generation, our children and grandchildren and the generations that will follow.



PARTNER

- Reliable partner.
- Collaborative thinking, provide full support, joint solution finding.
- Relationship based on trust and transparency.

PERFECTION

- Passion for technology.
- Quality in every detail.
- Always striving for the best results.

PIONEER

- Innovation.
- Top player in digitalisation and the energy transition.
- Forging ahead in rapid change.



At Hanab, everything is about conscientious work. We want to deliver the best quality at all times. Craftsmanship is central to everything that we do.

W

We work together, continue to learn and take responsibility. Craftsmanship is not just about what you can do, but about doing something that you can be proud of. It helps to connect us and allows us to grow.

It is at the core of our identity. The 'Passion for craftsmanship' programme asks how we can ensure that quality, pride and professionalism are perceptible and visible in everything that Hanab does. To shape this, 2025 saw the launch of the 100-day Lab for Craftsmanship.

100-day Lab

The Lab brought colleagues from every division together to investigate exactly what craftsmanship means at Hanab. The result was a clear, organisation-wide Hanab standard for craftsmanship:

- (1) Passion, ambition and pride
- (2) Knowledge, ability and experience
- (3) An attitude of openness and collaboration

How do you develop craftsmanship?

Colleagues described craftsmanship as more than just technical capability. It is as much

about attitude, behaviour, ownership, taking responsibility and keeping to clear agreements. Sessions considered how to develop craftsmanship, how to evolve as a professional and the guidelines and support that are a part of it. The insights formed the basis for new paths for development, better onboarding and clear quality standards.

Learning, collaboration and pride

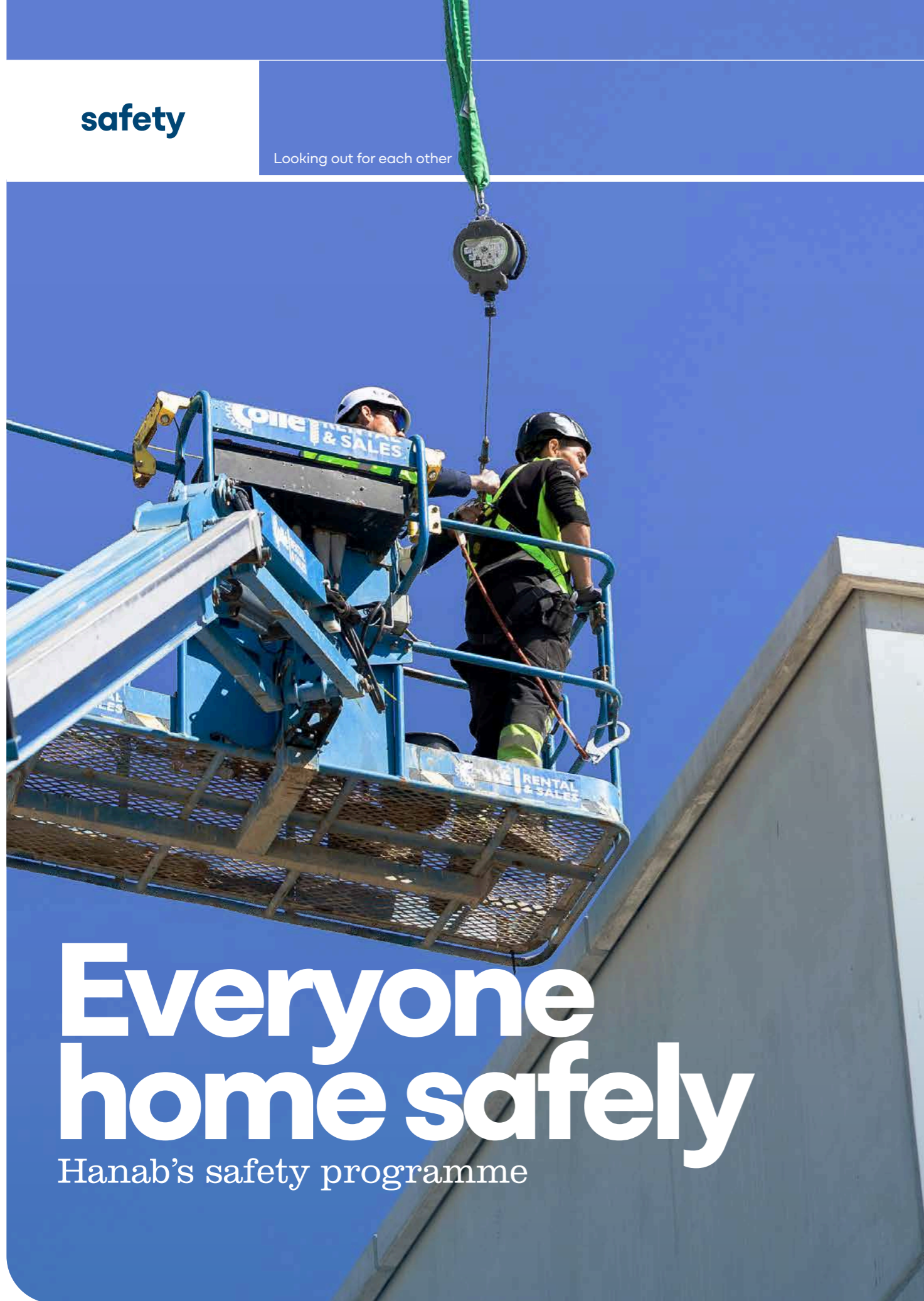
In addition, we also examined how craftsmanship enhances our positioning with clients and new colleagues. The answer: by formulating clear standards and demonstrating how our people deliver quality every day. It revealed that craftsmanship is not just something that we do, but something that sets us apart in the market. The 100-day Lab created a shared language, transparent expectations and a culture characterised by learning, collaboration and pride. This way craftsmanship remains the standard at Hanab. ●

Pillars

- **Clear agreements**
- **Craftsmanship as a standard**
- **An outstanding employer**

A passion for craftsmanship

Hanab's craftsmanship programme



Everyone home safely

Hanab's safety programme



We want everyone to be able to work safely and healthily. We do that by sharing the responsibility of ensuring safe places of work, good behaviour and attention to one another.

W

We learn from mistakes and always look for room for improvement. Our goal is always: no accidents and for everyone to make it home safely. Every single day.

100-day Lab

Safety is the basis for everything we do at Hanab. The 'Everyone home safely' programme encourages us to devote time each day to ensuring a safe place of work, social safety and healthy colleagues. This ambition had a shot in the arm in 2025 in the form of the 100-day Lab for Safety, focused on one practical but essential topic, the start of the day.

Start of the day

Interviews and feedback sessions indicated that colleagues were eager for more structure, better communication and more shared responsibility for risk recognition. With this in mind, we developed the 100-day Lab, a Hanab-wide approach to the start of each day involving a joint check-in before commencing work. The check-in revolves around safety, work agreements and remaining alert, with an appropriate form for each type of work, from solo to small teams

and from complex work to major projects involving external parties. The goal remains the same, to commence work with awareness, preparedness and connection.

Not a checklist

The start of the day initiative is not a checklist, but an opportunity to share risks, harmonise expectations, discuss and take decisions that make the difference. It is a way to help mitigate work pressure, fatigue and miscommunication, all of which were topics highlighted by the survey.

By implementing this structure, we can create an open culture of safety in which employees feel supported, have the courage to report risks and help one another to work safely. That way, we can ensure that everyone makes it home safely, every single day. ●

Pillars

- Safe place of work
- Social safety
- Fit for work



Green impact makers

Hanab sustainability programme



When it comes to sustainability, we want to be the ones who make the difference. Working with clients, partners and suppliers, we opt for solutions that are better for people and the environment. It starts with the very first discussion.

T

That way, we can work towards a future free of waste and emissions, with respect for the environment.

100-day Lab

Sustainability is one of the key drivers behind the transformation of Hanab. In the 'Green impact makers' programme, we are working towards a future free of waste and emissions, with respect for people and the environment. The 100-day Lab for Sustainability played a vital role in this, with the central question being, 'How much CO₂ does our chain emit?'

CO₂ footprint

The 100-day programme mapped the first complete Hanab CO₂ footprint, including hotspots and opportunities for reduction. These insights form the basis for new objectives for 2040, zero emissions, a circular way of working and environment-inclusive solutions. Standard data collection was also developed for suppliers, so that we can conduct better, more reliable monitoring each year.

Thinking in terms of sustainable solutions

The Lab helped to enhance awareness, create involvement and foster ownership in the organisation. It made sustainability concrete, from calculations to decisions in practice. That way, we can build an organisation that not only creates sustainable solutions but that also works sustainably, together with the chain as a whole. ●

Collaboration in the chain In this Lab, experts from all divisions worked together to map our entire CO₂ footprint, including scopes 1, 2 and 3. The greatest impact was revealed to be in purchased goods, system consumption after delivery, equipment at construction sites and other chain activities. The Lab focused not just on data, therefore, but also on collaboration in the chain by way of workshops, interviews and round tables.

Pillars

We strive for:

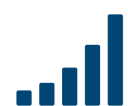
- Zero CO₂ emissions
- A circular way of working
- Putting nature front and centre



In Vlaardingen, Hanab is building the largest industrial waste heat capture facility in the world.

At a glance

Hanab key figures: revenue, EBITDA, order book and employees.



Revenue

In 2025, the group achieved revenue of EUR 1,457 million, which compares to EUR 1,328 million in 2024. This meant revenue growth of almost 10 per cent year-on-year. The growth was primarily driven by higher sales volumes within energy-related divisions, which are increasingly benefiting from continued investments in the energy transition.



EBITDA

In 2025, EBITDA was EUR 169 million, which compares to EUR 125 million in 2024. This development was supported by continued strong demand in the markets in which Hanab operates, combined with a continued focus on disciplined risk and contract management.



Order book

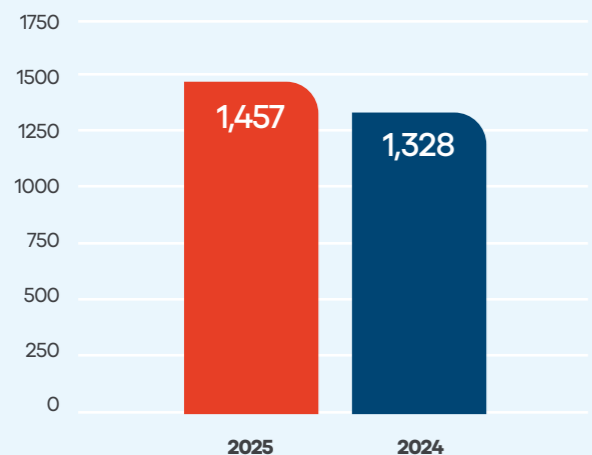
Hanab's order book increased in 2025 from EUR 2,123 million at the end of 2024 to EUR 3,089 million at the end of 2025. This 45 per cent increase was achieved primarily through the award of several framework contracts. The order book at the end of 2025 therefore represented 2.1x the 2025 turnover.



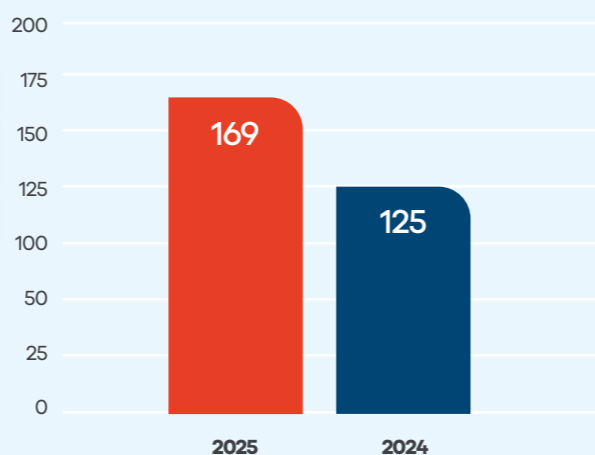
Employees

The number of employees in fte at the end of 2025 was 3,600. ●

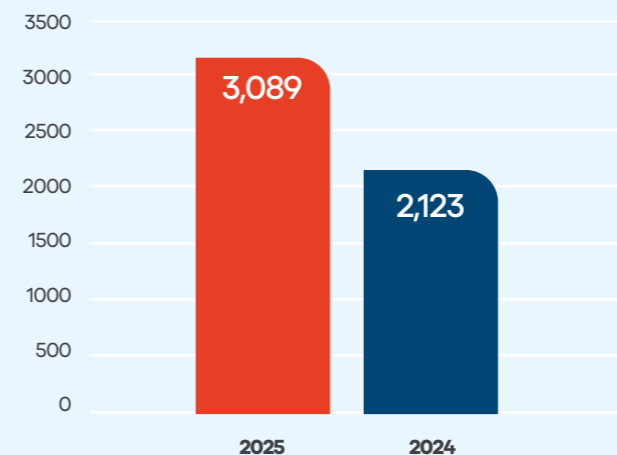
REVENUE IN MILLION EURO



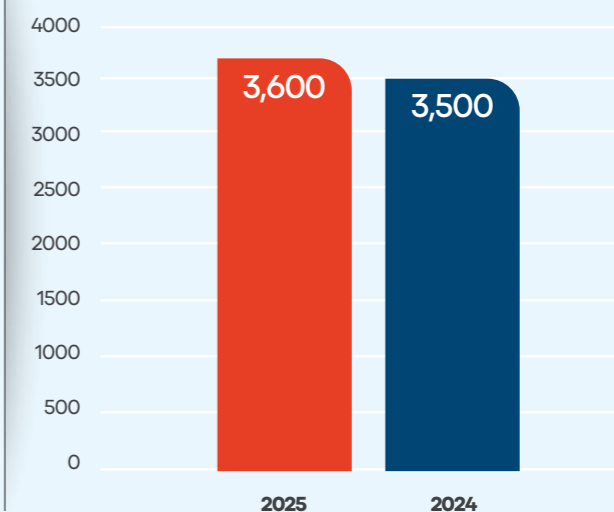
EBITDA IN MILLION EURO



ORDER BOOK IN MILLION EURO



EMPLOYEES IN FTE





Cultural craftsmanship

that connects generations

While the Netherlands faces major challenges, Hanab is looking beyond its own projects. By investing in social initiatives, including the Rijksmuseum, the company contributes to a future-proof living environment based on craftsmanship, safety and sustainability.

D Driven by our commitment, we seek partners who share our vision for the future. In 2025, we chose a unique partnership: sponsoring the Rijksmuseum. The museum symbolises cultural craftsmanship and the preservation and accessibility of shared heritage that connects generations. This combination aligns seamlessly with who we are and what Hanab stands for.

is professionally organised. With our sponsorship activities, we demonstrate what Hanab stands for – namely taking responsibility, stimulating progress and building a strong, smart and safe society. Hanab is a proud partner of the Rijksmuseum. Through this collaboration, Hanab contributes to the management, preservation and future of the national cultural heritage that the Rijksmuseum looks after. ●

Impact and alignment with core values

We focus on a limited number of partnerships that truly make an impact and align with our core values. An initiative is only eligible if it adds social value, reflects our values and

Left: Rijksmuseum Director Taco Dibbits and right: Hanab CEO Stanley Maas with the certificate of special collaboration between the two organisations.

The energy, connectivity and water transition

requires safety, craftsmanship and collaboration

2025 marked Hanab Infra Solutions' breakthrough as an independent division. Following the restyling, the company strengthened its position in the construction and management of vital energy, connectivity and water infrastructure, with safety, craftsmanship and collaboration as its foundation.



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Hanab Infra Solutions installs and maintains underground infrastructure for energy, connectivity and water. These networks are essential to the daily lives of millions of people. Together with grid operators, telecommunications providers and water companies, we work to expand, upgrade and maintain these networks and grids so that the Netherlands can use these facilities on a daily basis.

Right the first time

Working accurately requires craftsmanship, quality and responsibility. Our technicians work daily under complex conditions, often in busy urban areas or at locations where safety and continuity must be guaranteed.

Safety always comes first; the work must be done right the first time and be future proof.

Craftsmanship

The strength of Hanab Infra Solutions lies in its people. Craftsmen who are proud and take responsibility for what they do. In 2025, we focused on manageability, the right resources to carry out work and training through our own vocational school, so that colleagues can continue to undertake their work safely, with enjoyment and professionalism. With the growing demand for underground



The energy and water transition places high demands on the Netherlands' underground infrastructure.

infrastructure in particular, craftsmanship remains the key to quality and reliability.

Innovation and prospects

The energy, connectivity and water transition puts high demands on underground infrastructure. Grids and networks need to be expanded and made future-proof, while at the same time, our role in the chain is shifting: we are increasing-

ly taking responsibility for the engineering and preparation of work, instead of just the execution. This requires different processes and increased deployment of additional and different roles. To properly support this, we are professionalising our organisation one step at a time, an important role in which is digitalisation. In 2025, we introduced new systems and apps that offer a better overview, more efficient processes and better support for outdoor work. This ensures that we can organise work more safely and smartly and importantly, get more done.

Limiting the impact on the environment

Sustainability is becoming an increasingly integral part of our way of working. Electrical equipment, such as drills, cranes

and means of transport, is developed and used wherever possible.

We also make conscious choices in the use of materials and collaboration with partners to minimise our impact on the environment.

We guarantee craftsmanship through our vocational school, which ensures the knowledge and capabilities of our current craftsmen and provides new colleagues with thorough training, allowing us to further develop the organisation and its social mission.

Collaboration

At Hanab, we work closely together. By connecting knowledge, people and processes, we strengthen one another and respond more effectively to the

Highlights 2025:

→ Growth in connections

In 2025, Hanab Infra Solutions connected more than 55,000 homes to energy infrastructure. This growth demonstrates the scale of the challenge and the craftsmanship it demands daily from our people in the field.

→ Sustainable working as standard

Electric drilling and excavation became a more integral part of our way of working in 2025. With these, we reduce CO2 emissions and limit disruption, without compromising safety or quality.

→ Reliable partner

In 2025, we further strengthened our position as a reliable partner for grid operators and clients. We work under various framework contracts for companies including Liander, Enexis, WBG, WMP, Dunea, Stedin, Vitens, KPN and Ziggo. Within these contracts, we contribute to the expansion, reinforcement and maintenance of energy, connectivity and water grids and networks in the Netherlands.

common challenge of the energy, connectivity and water transition. Looking ahead to 2026, the focus is on reinforcing the safety cul-

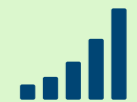
ture, continued professionalisation, strengthened craftsmanship and continuing to build a strong and robust organisation. ●

KEYFIGURES



573

Number of employees 2025
fte



345

Revenue 2025
(in millions)

Project case study – Electric HDD drilling under railway line

In 2025, Hanab Infra Solutions completed a fully electrically controlled drilling project under a busy railway line in an urban area. Thanks to careful preparation, craftsmanship in the field and close collaboration with partners, the work was completed safely and without disruption. It is a project that demonstrates how sustainability, technology and reliability come together in practice.

Vital digital infrastructure

as a foundation for society

In 2025, Hanab Connectivity Solutions consolidated its position as a builder of vital digital infrastructure. The company connects organisations with secure, end-to-end networks that form the backbone of the digital society. From data centre to place of work.



Corina van Veen and Bert van Dunschoten maintain the communication network of the Peelo locks in Assen.



Highlights 2025

→ **SAIL 2025**

At this world-renowned event in Amsterdam, Hanab Connectivity Solutions provided KPN with full connectivity, including 5G, fibre optic, SD-WAN/SD-LAN and WiFi networks for production villages, backstage and the general public, helping to keep hundreds of thousands of visitors connected.

→ **NATO Summit in The Hague**

Provision of the required network (connections), both indoors and outdoors. 24/7 on-site readiness to respond to emergencies immediately.

→ **KPN named best mobile network for the fourth time in a row**

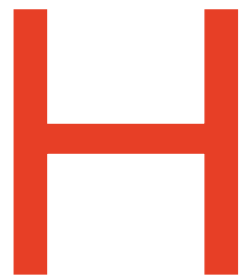
As a KPN service partner, Hanab Connectivity Solutions has contributed to the availability and maintenance of a reliable network. According to the independent assessor, it is the best mobile network in the world.

→ **Digital transformation with cloud ERP**

With the introduction of 4PS cloud ERP, supported by Emixa, the organisation has gained real-time control over processes. Employees now work more efficiently, save 10 per cent on administration time and contribute to sustainability and smart planning.

→ **Debut at Telecom Insights 2025**

Hanab Connectivity Solutions made its debut at Telecom Insights for the first time on 11 June 2025. Under the moniker 'Asset Monetisation', the team demonstrated expertise in consulting, implementation, management and monitoring of fixed-line and mobile networks.



Hanab Connectivity Solutions designs, builds, manages, maintains and transforms wired and wireless networks in public spaces, office environments, logistics centres, tunnels, along waterways and railways, at stations, at airports and at defence sites. Hanab ensures that critical connections for data, video and audio remain available for the users who depend on them. Our people work largely behind the scenes, but they are nevertheless indispensable. Without functional connections, learning, living and working

would become virtually impossible. Our 'connectors' ensure that data continues to flow securely, quickly and reliably and that critical connections remain operational, even in challenging operational environments.

24/7

Our Network Operations Centre (NOC) is the beating heart of our operation and monitors networks 24/7. We analyse and translate insights into specific improvements in stability, performance and security and stay true to the concept of Predictive Maintenance.

In 2025, as a transition partner, we were once again able to contribute to the transformation of networks to new technological standards. Old and new technologies will continue to exist side by side in controlled environments for a period of time for the benefit of network users. After all, it is essential that vital communication remains continuously available.

Innovation and future prospects

Technological development continues at pace. The further roll-out of 5G, the growth of private 5G networks and prepara-

tions for 6G mean considerable demand for software updates or complete replacement cycles of network components. This translates into large-scale, complex projects in which our end-to-end expertise makes all the difference. At the same time, the demand for secure, independent networks is also growing: organisations are eager to have greater control over their data and IT environments, with improved resistance to cybersecurity threats and geopolitical risk. There are major challenges in the public and semi-public sector, e.g. defence, the police, emergency services and Rijkswaterstaat. In B2B niches too, controlled migration from older to more modern network systems are crucial. We stand far above the rest thanks to our knowledge of new and legacy systems. We start by looking at what our clients need in terms of information infrastructure realisation, transformation and

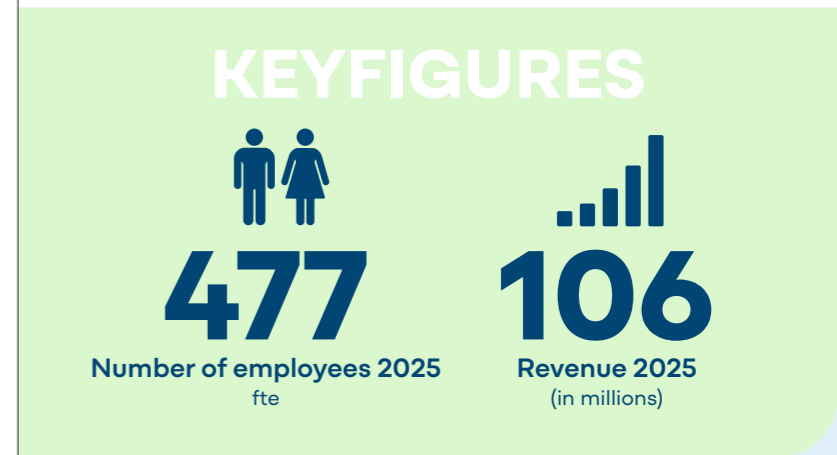
servicing. We have the skill and development capacity in house to continue to give our clients peace of mind.

Growth ambitions

The integration of the Reconstructions business unit and the Service Infra Connectivity business unit strengthens our position in the telecommunications market. We have established a solid foundation to ensure that we achieve our growth ambitions.

Hanab Connectivity Solutions – management

'Our people and partners build and maintain networks that need to function at all times, from data centres to places of work, thus strengthening the resilience of our digital society. We facilitate learning, living and working.' ●



Project case study – Peelo lock in Assen (see pages 28 - 31)

At Peelo lock in Assen, Hanab carried out an extensive project to support the management and maintenance of the water infrastructure. The work included cable and pipeline installations, control systems and technical upgrades to increase the reliability of the lock. Through careful stakeholder management and execution, we were able to ensure continuous passage for vessels. The project contributes to a safe, modern and future-proof water system for the region.

Improving the sustainability of the Netherlands starts in its buildings

Hanab Installation Technology provides the technical foundation for the Netherlands. We design, build and maintain systems for heating, cooling, ventilation, electrical engineering and smart building management. This helps to ensure that homes, offices, hospitals and schools operate safely, healthily and sustainably.



An increasing number of young professionals are opting for Hanab. On the left in the photo: Natnael Binyam; on the right: Tom Philips.



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Hanab Installation Technology operates in the utilities, healthcare, industrial, educational and residential sectors. Our projects range from new-build and renovation to service and maintenance. Execution requires close collaboration between technicians, work planners, project managers, engineers and supporting services. Safety and craftsmanship always come first – everyone needs to make it home safely, every single day. We invest

in training, certifications and innovative solutions to ensure the best possible service to our clients. We install systems for heating and cooling, ventilation and air quality, electrical engineering, emergency power, charging infrastructure, building automation and IoT integrations for smart buildings.

Innovation and future prospects

The Netherlands faces a significant sustainability challenge.

Highlights 2025:

- **Expansion of activities in healthcare real property**
Hanab Installation Technology strengthened its position in the healthcare industry last year with projects at locations including Deventer Hospital, St. Jansdal Hospital, Diaconessenhuis Utrecht and UMCG. These projects contribute to a future-proof healthcare infrastructure, in which comfort, safety and energy efficiency are paramount.
- **Organisational growth through the integration of Dierx and Scheer & Foppen Installatietechniek (SFI)**
With the addition of Dierx and SFI, Hanab further expanded its expertise and national coverage. This strategic growth provides a broader service portfolio and greater leverage to optimally serve clients in different industries.
- **Focus on sustainability and innovative projects**
Hanab Installation Technology took active part in the Climate Summit and realised sustainable projects such as The CubeHouse in Amsterdam and EDGE Eindhoven. These projects underscore our role as a leader in the energy transition and circular solutions. Our smart systems contribute to reduced CO₂ emissions and a healthy indoor climate.

Existing buildings need to become more energy-efficient, and new buildings must be designed in a smart and sustainable way.

District heating networks, electrification and smart installations play a crucial role in this.

KEYFIGURES



658

Number of employees 2025
fte



305

Revenue 2025
(in millions)

Project case study – EDGE Eindhoven (see pages 32 - 35)

For EDGE in Eindhoven, Hanab completed high-quality technical infrastructure to fully ready the building for the future. This project focused on building-related systems, from energy and climate control systems to the technical facilities that ensure comfort, safety and efficient management. All systems are carefully integrated and monitored to ensure optimal building performance. This makes EDGE an excellent example of modern, connected and user-friendly real property.

“Technology connects all of today’s major topics”

Ruud van Zijl, Director of Hanab Installation Technology

Our strategy is built on three pillars:

- Technical installation partner: proactively contributing to smart solutions, comfort and indoor climate, delivering sustainable and affordable outcomes, and reducing Total Cost of Ownership.
- Life cycle optimisation: with smart engineering, monitoring and data-driven maintenance, we can continuously optimise both system performance and operating costs for clients.

- Personnel development: We embrace circularity and actively strive to reduce CO₂ through the smart use of materials and technology. With data-driven maintenance, systems operate more reliably, efficiently and sustainably.
- This strengthens our position as an innovative and professional partner in high-quality, future-proof installation technology. ●

The infrastructure

behind the energy transition

Hanab Energy Solutions is working to build the energy transition highway. The company provides integrated services for high and medium voltage, covering everything from design to management. The division's activities focus on the expansion and reliability of the Dutch energy system, with quality and safety as core guiding principles.





Hanab Energy Solutions works from an integrated approach.

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Hanab Energy Solutions brings together energy generation and use and builds the high-voltage substations and infrastructure that make this possible. Our teams deliver three core products – high-voltage substations, overhead lines and underground cable connections – which together form the technical backbone of the energy chain.

Close collaboration

We work for clients such as TenneT, Stedin, Shell and major international technology companies and every project requires close collaboration between engineering, implementation, commissioning and supporting disciplines. It is only through this integrated approach that we can deliver complex high-volt-

age projects safely, efficiently and on schedule.

Safety is always our foremost priority. Working with high voltage involves risks. We approach these risks with the utmost caution. Our principle is simple

– everyone must make it home safely, every single day.

Innovation and future prospects

The future is promising. The Netherlands is electrifying rapidly and new stations, cables and lines are essential to achieving climate goals. Our 'Energising the Future' strategy sits upon three pillars:

- The enterprising high-voltage partner: collaborating with clients and opting for smarter, faster and more sustainable solutions.
- The high-voltage employer: investing in training, career opportunities and new responsibilities; learning by doing, with guidance and support as a safety net.

→ Innovation, digitalisation and sustainability to make infrastructure more efficient and safer.

→ Digitalisation is playing an increasingly important role – processes are undergoing further automation and enhancement with tools like BIM and Madaster (the sustainability passport). At the same time, we are reducing our CO2 impact and reusing materials wherever possible: technological progress and sustainability go hand in hand.

These projects underscore Hanab's leading role in sustainable energy infrastructure. ●

“The energy transition requires decisiveness and craftsmanship”

Thijs Vera, Director
Hanab Energy Solutions

Highlights 2025:

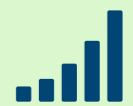
- 380 kV GIS system and 6 km of 380 kV cable connection for Holland Hydrogen One at Maasvlakte 2.
- We are proud to have been awarded work packages 2 and 9 for the new 380 kV connection Southwest. The signing of the coordination agreement with TenneT marked the beginning of both the largest cable project ever (WP9) and one of the largest cable lines (WP2) in the Netherlands. We are laying 280 km of high-voltage cable and erecting 137 pylons, including four circuits. This is a major milestone that we are proud to be working on.
- Working with our collaboration partner, Selt, we signed the EU 338 Framework Agreement with TenneT. This involves 400 km of new high-voltage connections and upgrading of 600 km of existing 380 kV lines over the next ten years, resulting in a 30 per cent increase in transmission capacity. We are proud to have come out as number one in the tender and are thus continuing to build on our sustainable partnership within four framework agreements (stations, cables and short and long-distance connections).

KEYFIGURES



242

Number of employees 2025
fte



228

Revenue 2025
(in millions)

Project case study – Larserringweg Lelystad 150 kV (see pages 36 - 39)

For Hanab Energy Solutions, the KV150 project in Lelystad was a significant contribution to the expansion of the regional energy grid. Hanab managed the installation and connection of underground lines and infrastructure, with special attention to safety and minimising environmental disruption. Thanks to careful engineering and a flexible execution process, the work was completed on schedule. The renovated connection strengthens the capacity of the energy grid and supports the region's sustainability ambitions.

Infrastructure

that supports the energy transition

Hanab Pipelines & Utilities plays a key role in the energy transition. The company constructs pipelines and industrial infrastructure for a safe and reliable energy system. Hanab thus supports the energy supply and industry with robust solutions designed for the long term.



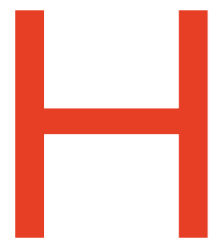


Over a distance of six kilometres, a new pipeline system is being installed in Vlaardingen for the supply and removal of industrial residual heat.

Highlights 2025:

- **Expansion of underground pipeline networks**
Hanab Pipelines & Utilities completed several large-scale pipelines for gas, water and industrial media in 2025, with minimal impact on the environment and nature.
- **Innovative drilling technologies**
By using horizontal directional drilling and advanced measuring methods, the division was able to install pipelines safely and efficiently, even in densely populated areas.
- **Sustainability and circularity**
Projects were undertaken using reusable materials and CO2-reducing methods, in line with the energy transition and climate goals.
- **Industrial projects**
Hanab Pipelines & Utilities supported large industrial clients with reliable pipeline infrastructure for production processes, including the integration of safety systems and monitoring.
- **Digitalisation**
The use of BIM and GIS enabled accurate engineering and improved collaboration between disciplines.

These achievements confirm Hanab's position as an expert in safe, sustainable and innovative pipeline and industrial solutions.



Hanab Pipelines & Utilities works on the construction, restoration, inspection and modernisation of underground infrastructure and industrial systems. We design new pipeline routes, construct systems in complex industrial environments and maintain critical infrastructure. The division com-

prises a number of specialised business units through which we can handle both large-scale projects and niche activities. Quality, safety and sustainability are always paramount, working with pipelines and industrial systems demands

craftsmanship, strict procedures and collaboration. We build infrastructure that will last for decades and will determine the future of the Netherlands.

Innovation and future prospects

The professional field is changing rapidly. The energy transition requires new infrastructure, smart solutions and the modernisation of existing grid and networks. Projects are growing in size and technological innovations are emerging at pace. We work with modern technologies, digital tools and sustain-

able materials to make projects more efficient and safer. Our strategy focuses on visibility and collaboration in order to strengthen our knowledge position within Hanab and the industry. Initiatives such as the Climate Summit Built Environment strengthen our role and help to forge new partnerships. For employees, this means a dynamic environment with opportunities to learn, expand expertise and take responsibility. ●

“The professional field is changing rapidly”

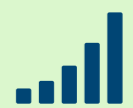
Guus de Vries, Director Hanab Pipelines & Utilities

KEYFIGURES



410

Number of employees 2025
fte



227

Revenue 2025
(in millions)

Project case study – Vondelingenplaat Vlaardingen (see page 40 - 43)

Hanab completed a complex project at Vondelingenplaat in Vlaardingen in which reliability and precision were key. The project included the engineering, prefabrication and installation of pipeline systems within an operational environment. With close collaboration with partners and a tight schedule, Hanab was able to complete the work safely and efficiently. The result is future-proof infrastructure that sustainably supports the client's business operations and enables further growth.

A year of transition

2025 was a year of transition for Hanab Telecom Infra. After the major fibre optic broadband roll-out, our focus shifted from construction to service, reliability and collaboration within the Hanab Group.



Every day, our skilled professionals install fibre-optic infrastructure that connects millions of people.



B

By working more intensively within the Hanab-group, we can strengthen craftsmanship, quality and continuity in the digital infrastructure.

Our role and expertise

Hanab Telecom Infra builds and maintains fibre optic infrastructure that connects millions of people and businesses daily. Our colleagues combine craftsmanship, experience and flexibility to make networks stable, secure and future proof.

Our strength lies in craftsmanship, reliability and connectivity, which is proven in practice. Our technicians and engineers work safely under complex conditions and ensure that networks are operational. By connecting employees and sharing knowledge across divisions, we strengthen professionalisation and retain craftsmanship within the organisation.

Innovation and future prospects

The large-scale roll-out of fibre optic broadband is largely

Highlights 2025

- **Vital connections under the A27**
In 2025, we relocated essential telecommunications cables for the widening of the A27 motorway between Houten and the Hooipolder interchange. This complex project was completed with minimal disruption and maximum safety, in close collaboration with partners.
- **NATO Summit in The Hague**
During the NATO Summit, our technicians, together with Hanab Infra Solutions, established an essential fibre optic connection in record time, a project that included complex drilling under a tram line. Additional capacity was scaled up so that all critical locations were operational 24/7. Craftsmanship, speed and collaboration were key, ensuring that the digital infrastructure continued to operate reliably.
- **Weekend incidents on the VFZ network**
There were a number of outages on the VFZ network in a single weekend. Thanks to coordination by Hanab and the voluntary efforts of our technicians, residential and business customers were back online the same day. These incidents demonstrate how collaboration, flexibility and craftsmanship combine to minimise the impacts for end users.
- **More than 350,000 homes connected**
In 2025, we connected more than 350,000 homes and businesses to fibre optic broadband. This high volume demonstrates our capacity, craftsmanship and reliability.

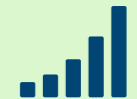
stabilized. The decline in large-scale construction projects calls for a different way of working, with a greater focus on quality,

KEYFIGURES



657

Number of employees 2025
fte



277

Revenue 2025
(in millions)

Project case study – Relocation of essential telecommunications cables under the A27 (see pages 44 - 45)

The widening of the A27 between Houten and the Hooipolder interchange requires the relocation of a number of essential telecommunications connections. Hanab Telecom Infra completes the project in collaboration with KPN using directional drilling, with minimal disruption to the surrounding environment. Smart coordination and combining work with other utility companies ensures efficiency in execution. Rijkswaterstaat expressed its appreciation for the collaboration. Part of the project has been completed and in the years to come, Hanab and KPN will continue to work on a future-proof network.

“Current developments demand a different way of working”

Geert Hendriks, Director of Hanab Telecom Infra and Hanab Infra Solutions

manageability and long-term collaboration with clients.

To ensure this transition, we are collaborating more closely than ever within the Hanab Group. By combining knowledge and capacity, we can organise work smartly, deploy employees optimally and guarantee continuity, safety and quality. Last year, we have connected more than 350,000 homes and businesses to the fibre optic network, utilis-

ing our expertise in both existing and new networks.

At the same time, we further intensified our collaboration with clients. KPN, Glaspoort and ODF remain important partners. With a shared focus on quality and reliability, we support both existing clients and new projects. ●

National position consolidated with new partners in Harderwijk and Limburg

In 2025, Hanab strengthened its position in installation technology and the energy transition with the acquisition of Scheer & Foppen Installatietechniek and Que-tech in Harderwijk and Dierx Group in Limburg. This enlarged the company's regional coverage and capacity.

Continuity, identity and collaboration are key

SFI, Que-tech and Dierx Group will continue to operate under their own names, retaining their management, employees and regional identity. This approach will help to prioritise continuity, local strength and customer relationships. At the same time, becoming a part of Hanab creates new opportunities through access to national expertise, economies of scale, innovation and development opportunities for employees.

Why these companies?

All three companies have a strong reputation in electrical and mechanical systems. Their craftsmanship, regional commitment and customer focus

seamlessly align with Hanab's culture. By combining local craftsmanship with our national strength, we can consolidate our market position and improve customer service.

Strategic significance for Hanab

These acquisitions align with our ambition to be a leader in sustainable, integrated installation technology. They not only offer us economies of scale and synergy, but also bring together new people, knowledge and cultures – an important building block for sustainable, profitable growth. ●

On the left in the photo: Ruud van Zijl, Director of Hanab Installation Technology; centre in the photo: Richard van den Berg, Director of Scheer & Foppen Installatietechniek; right in the photo: Erwin Berendsen, Group Commercial Director.





Craftsmanship starts with training

Craftsmanship forms the foundation for quality and safety in underground infrastructure. Through the Hanab vocational school, the company can effectively translate this principle into practice. New employees, career changers and experienced professionals can develop their knowledge and skills in the internal training centre. The goal is clear – to train professionals who meet the highest standards in the field.

The Hanab vocational school offers a combination of theory and practice. In our specially equipped training facility, participants learn to work with the latest technologies and materials with support from experienced instructors. From welding and assembly to safety training and certifications – each course is tailored to daily practice. That way, we ensure that our people not only know what they’re doing but also understand why they’re doing it.

Opportunities for everyone

The vocational school plays a key role in attracting and retaining talent. We offer training programmes for those just starting out as well for career changers. By investing in training and personal development, we create sustainable careers

and contribute to an inclusive labour market.

Safety and quality first

In our industry, safety isn’t a choice, it’s a requirement, which is why obtaining the right certifications is a fundamental part of every project. The Hanab vocational school ensures that our employees always work in accordance with applicable standards and guidelines. This not only provides certainty for our clients, but also confidence for our people.

With the Hanab vocational school, we’re building the future of our field. We invest in knowledge, skills and people, as craftspeople are the foundation for reliable and safe infrastructure. ●

Our people make the difference

