



technetix

2023 Sustainability Report

We listen. We innovate. We deliver.

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Letter from our CEO



For Technetix, sustainability is more important than ever. In 2023 our industry saw significant sustainability developments, including new regulatory frameworks and reporting guidelines, the setting of increasingly challenging emissions reduction targets, and more focus on product energy efficiency, recyclability, and circularity.

We are cognizant of the role we have to play in supporting our customers to meet their goals and are focused on developing new technologies and solutions to enable them to become more energy efficient and sustainable. We have developed some unique and differentiating technology to extend the life of existing networks via easy upgrades, preventing expensive and environmentally damaging rip-out-and-replace activity. Our new generations of equipment have lower electrical power consumption saving our customers opex cost and reducing their carbon footprint, and our power solutions enable networks to further reduce their environmental impacts through smart access powering or sustainable standby powering solutions. Furthermore, we are leading research and development in machine learning and software-defined networks, which has the potential to improve energy efficiency, minimize maintenance, and optimize networks.

We are also committed to reducing our direct and indirect impacts and have been focused on developing the organization, reducing our emissions and waste, engaging our supply chain, and reviewing our responsible business practices. In 2023 we:

- Reduced our scope 1 & 2 emissions by an impressive 37% (versus our 2019 baseline)
- Set science-based emissions reduction targets, ensuring that our carbon reduction plans are in line with the latest climate science
- Removed a further 8.7 tons of single-use plastic from product packaging, adding up to 30 tons of plastic waste prevented since 2020
- Completed the integration of Lindsay Broadband into Technetix, ensuring alignment with our sustainability requirements

- Strengthened our leadership team to ensure we are driving growth whilst effectively supporting and developing our people
- Formalized our sustainability governance and established a new sustainability committee
- Were awarded a silver medal by EcoVadis in recognition of our sustainability performance

Looking to the future, we are conducting a double materiality assessment to engage stakeholders and ensure our sustainability strategy and disclosures are aligned to the topics most 'material' to Technetix. We are investing in a sustainable supply chain initiative and platform to engage our suppliers in driving holistic environmental, social and ethics standards throughout the value chain, and we are focusing on how we can measure and improve the specific lifecycle impacts of our products.

At Technetix, sustainability is not just a buzzword: it is a guiding principle for our operations and our product innovation. Through our efforts to reduce emissions, support our customers, minimize waste, engage our supply chain, and uphold environmental responsibility, we aim to drive a positive change, one connection at a time.

Paul Broadhurst
Founder and Group Chief Executive Officer



1. Overview

Technetix is a market-leading technology company enhancing broadband cable network performance worldwide. We have a direct presence in 17 countries including operational sites in the United Kingdom, the Netherlands, the United States, Canada, Spain, Germany, Belgium, Kosovo, and design and quality offices in China and Taiwan.

We design, manufacture, source and supply critical broadband technology and solutions to major cable operators worldwide. Our industry-leading products and solutions span the total high-speed broadband network, enabling our clients to increase their network capacity, improve operating efficiency and reduce costs.

Technetix is a pioneering company with a strong focus on establishing and maintaining strategic partnerships with major cable and telecommunications companies. We listen to our customers' specific problems and create tailor-made products and solutions as needed.

2. Our sustainability priorities

We are committed to responsible business practices and building a sustainable future. At Technetix, we believe in taking responsibility for our actions and fostering positive change for our customers, employees, suppliers, and stakeholders. Through innovation and dedication, we aim to contribute to a better world for all. In this report we highlight our efforts across several key areas.



Environment

We prioritize environmental sustainability by implementing practices to minimize our carbon footprint, reduce waste, and conserve resources.

Our focus

- Decarbonizing our business
- Green networks
- Supply chain engagement
- Waste reduction

Linked to the following UN Sustainable Development Goals

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

People and communities

We invest in our workforce by fostering an inclusive, safe and supportive workplace, and by providing opportunities for growth and development. Additionally, we actively support communities and charities to make a positive impact where we operate.

Our focus

- Global team development
- Equity, diversity and inclusion
- Health, safety and wellbeing
- Community support

Linked to the following UN Sustainable Development Goals

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH



Responsible business

We uphold high standards of integrity, transparency, and compliance in all aspects of our business dealings. From supply chain management to corporate governance, we are dedicated to conducting business responsibly and ethically.

Our focus

- Sustainability governance
- Sustainable procurement
- Responsible minerals
- Privacy and information security

Linked to the following UN Sustainable Development Goals

10 REDUCED INEQUALITIES

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIP FOR THE GOALS

Products and solutions

We continually invest in research and development to create cutting-edge technology that not only meets the needs of our customers but also minimizes environmental impact. By pioneering new solutions, we strive to contribute to the sustainable networks of the future.

Our focus

- Energy and operational efficiency
- Power solutions
- Software defined networks

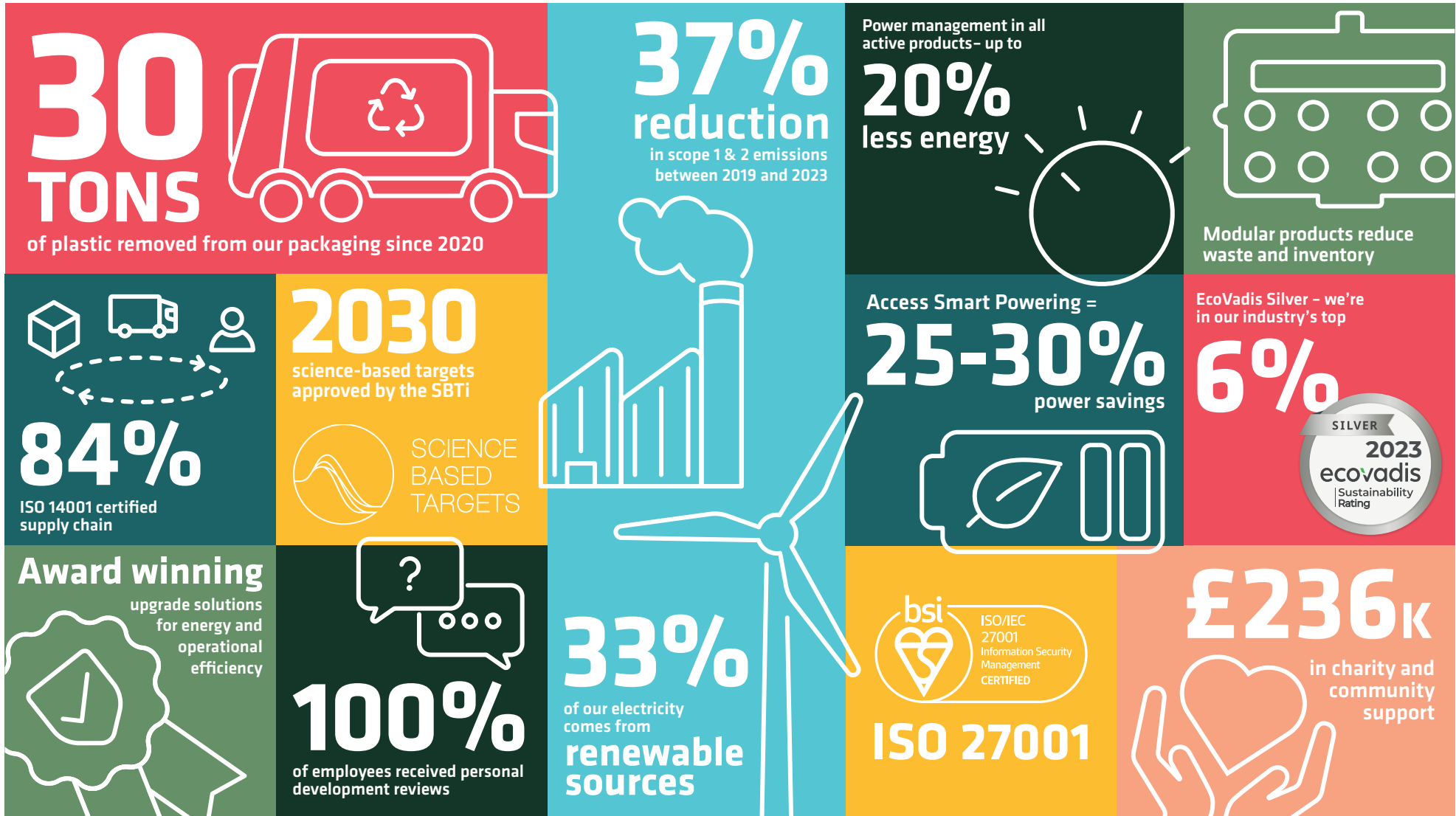
Linked to the following UN Sustainable Development Goals

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE PRODUCTION AND CONSUMPTION

3. Sustainability highlights



4. Environment

Championing environmental responsibility in connectivity

At Technetix, we recognize our responsibility to drive sustainable practices within our operations and our industry. Our commitment to environmental stewardship is ingrained in every aspect of our operations, from product design to supply chain management.

Compliance with environmental regulations and standards is non-negotiable at Technetix and our environment management system is certified to the ISO 14001 standard.

Decarbonizing our business

We understand the urgency of combatting climate change and actively work to reduce our greenhouse gas emissions across our operations.

We believe action starts at home and carefully monitor the footprint of our operations and our global scope 1 and 2 emissions. We review our organizational reporting boundaries annually and update our emissions reporting to reflect changes in the organization in alignment with the Greenhouse Gas (GHG) Protocol. In 2023, most significantly, we completed the integration of the Lindsay Broadband business and added a Canadian location to our footprint.

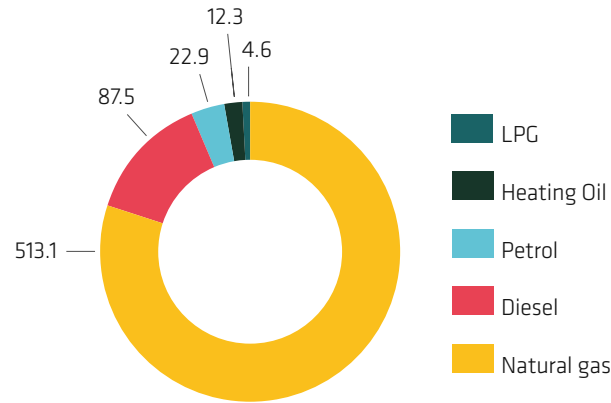
Through employee engagement, investment in energy-efficient equipment, and transitioning to renewable energy sources, we have significantly lowered our carbon footprint.

2023 emissions reduction achievements included:

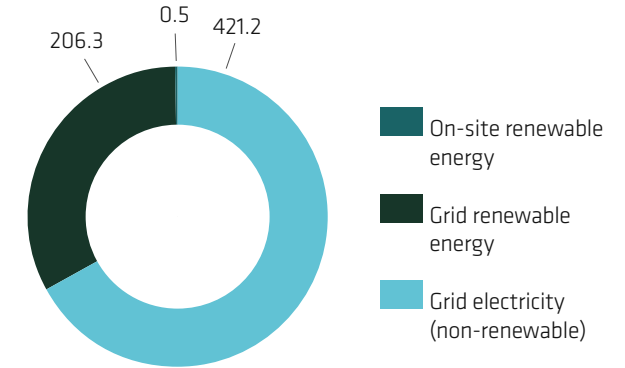
- An overall 37%¹ reduction in our Scope 1 & 2 market-based emissions.
- Moved our sites in the Netherlands and Spain to renewable energy. In 2023 33% percent of our energy came from renewable sources.
- Reduced our fuel consumption by 38%¹
- Cut emissions from company cars by 50%¹

These emissions reductions were achieved whilst the business saw significant growth, leading to an even greater improvement in our carbon intensity.

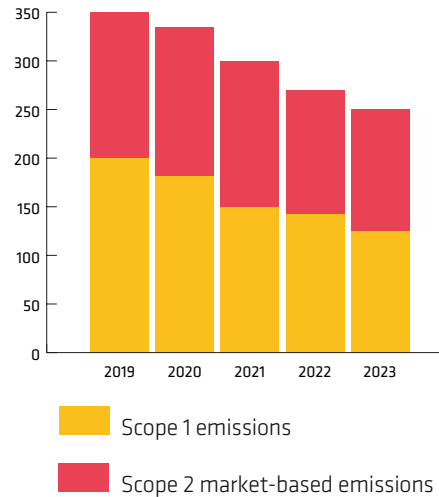
2023 Fuel (MWh)



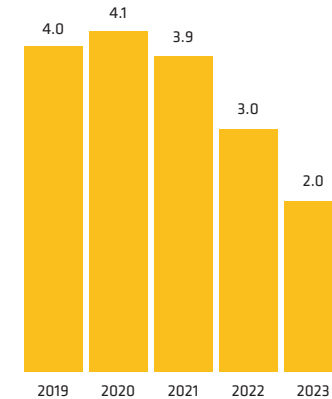
2023 Energy (MWh)

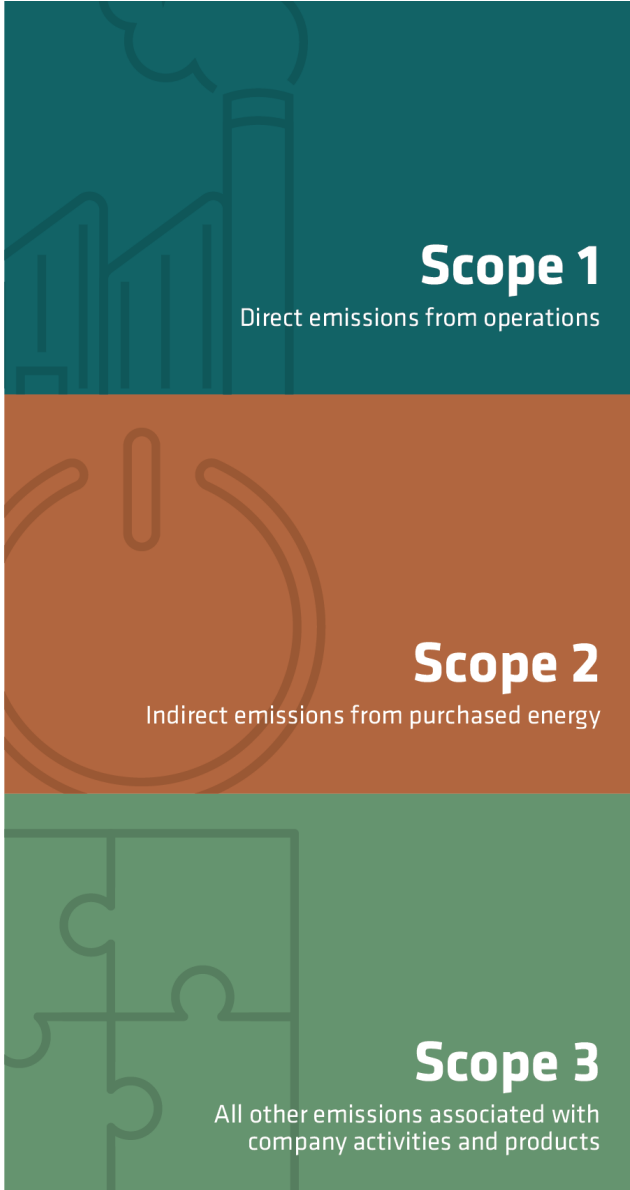


Scope 1 & 2 GHG emissions (metric tons CO₂e)



Scope 1 & 2 Market-based carbon intensity (metric tons CO₂e per £M)





Science-based targets

In 2023 our emissions calculations and targets were approved by the Science-Based Targets initiative (SBTi) . This means that Technetix has joined over 4000 companies worldwide that have committed to reduce their emissions in line with the latest climate science. Targets are considered 'science-based' if they are in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to 1.5°C above pre-industrial levels.

Our approved near-term science-based targets:

Technetix Ltd commits to reduce scope 1 and scope 2 GHG emissions 46% by 2030 from a 2019 base year, and to measure and reduce its scope 3 emissions.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Definitions of scope 1, 2 and 3 emissions.

2030 carbon reduction plan

We aim to meet and surpass our science-based targets via the following actions:

- Increase the percentage of energy from renewable sources.
- Installation of solar panels at our main locations.
- Phase out company cars and/or move to electric vehicles.
- Continue to review energy and fuel-saving opportunities across our locations.
- Engage suppliers in monitoring their emissions and setting science-based targets.
- Measure and set scope 3 targets related to our operations.
- Continue to improve the energy efficiency of our products.
- Develop innovative solutions to help customers meet their emissions reduction goals.

Supporting green network development

As the demand for data grows, telcos need to deliver more bandwidth whilst tackling the greenhouse gas emissions that are created during powering, upgrading and maintaining the network.

As a provider of technology and equipment, we can help mitigate the environmental impacts of broadband networks and assist customers in achieving their sustainability goals.

Technetix aims to deliver solutions that improve both network energy and operational efficiency. We do this by finding innovative ways to optimize access networks, reduce power consumption, reduce truck rolls, streamline upgrades, and reduce waste. Our products can be deployed to drive efficiency in new builds or to effectively extend the life of existing networks. For more information on how our technology supports customer sustainability goals go to the Products and Solutions section.





Supply chain engagement

We recognize the interconnected nature of sustainability and actively engage our supply chain partners in our environmental initiatives. Through collaboration and transparency, we work towards enhancing sustainability standards and practices across the entire value chain. By prioritizing suppliers committed to ethical sourcing, waste reduction, and carbon neutrality, we strengthen the resilience and sustainability of our operations while driving positive change throughout the industry.

Assessing supplier environmental performance

At Technetix we expect our suppliers to be proactive in addressing all their environmental impacts. Supply partners are required to comply with our [Supplier Code of Conduct](#) and adhere to the principles of the ISO 14001 environmental management system standard. New vendors are assessed via our vendor approval process, including those added to the supply chain through acquisition. Technetix will work with suppliers on the implementation of our key principles and provide support to improve their performance where appropriate.

Technetix has selected the IntegrityNext supply chain due diligence platform to embed environmental protection in our procurement processes. To read more about this program please refer to the Responsible Business section.

Tackling supply chain emissions

A substantial portion of our emissions are generated upstream in the supply chain, during the extraction of raw materials, the manufacture of product and components, by transportation, logistics, and other services. This means it is of critical important that we address emissions with our suppliers to achieve meaningful reductions in environmental impact.

To this end we encourage our supply partners to set their own science-based targets. Whilst product lifecycle assessment focuses on emissions associated with the product, engaging suppliers in setting science-based targets enables a comprehensive approach to emissions reduction, addressing impacts across their operations and supply chain. Moreover, SBTs provide a framework for measuring progress and ensuring emissions align with global climate goals.

We have set the following supply chain emissions target:

50% of Technetix suppliers² with science-based targets by end 2026.

Waste reduction

At Technetix we are committed to addressing the pervasive issue of waste. We aim to minimize waste generation in our operations and we:

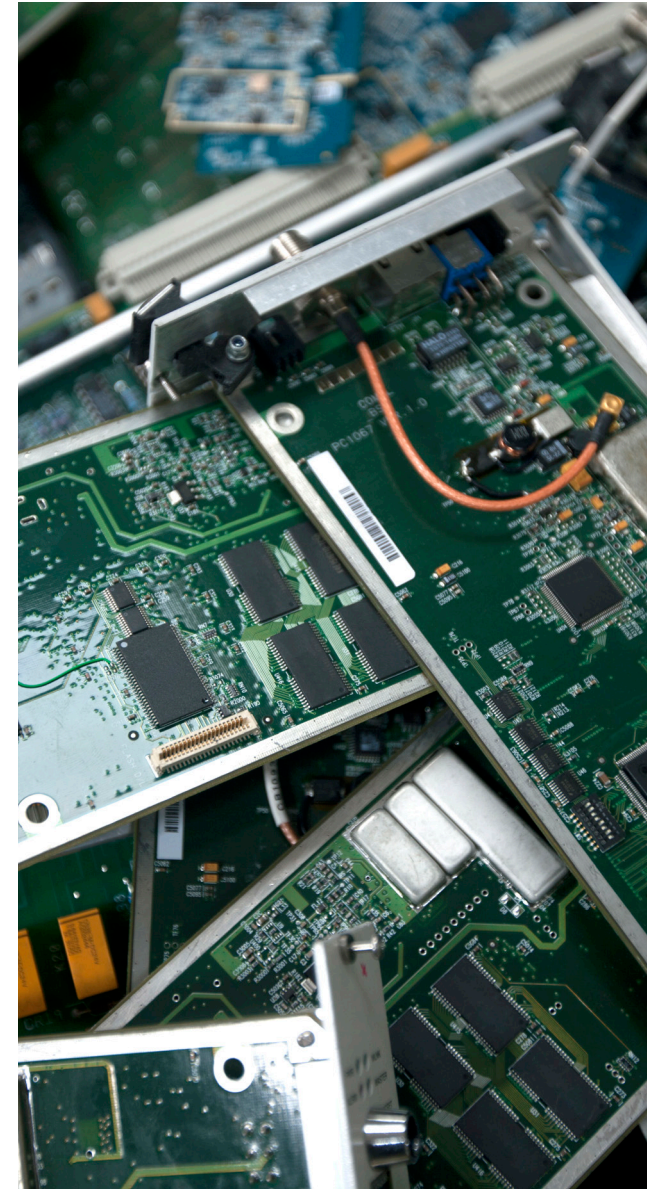
- Have reduced paper and plastic consumption on our sites
- Challenged disposable or poor-quality transit packaging
- Introduced recycling processes across all sites and encourage employees to reduce, reuse or recycle
- Offer takeback services for electronic and electrical equipment
- Recycle 100% of our electrical waste (e-waste)

We recognize that our biggest opportunity for waste reduction is in our products, packaging and supply chain. Disposable plastic packaging and e-waste pose significant environmental challenges, contributing to pollution and health concerns.

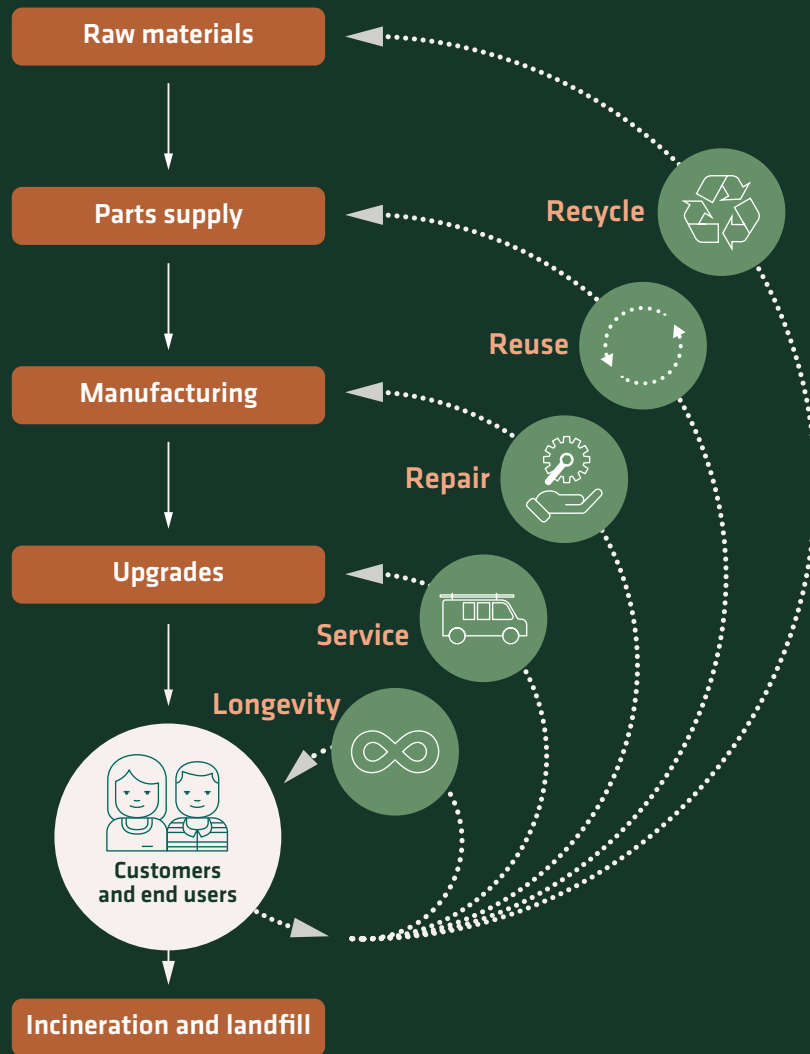
The world produced 60 million metric tons of e-waste in 2022 of which only 22% was formally collected and recycled and this is forecast to reach 85 million tons by 2030³. Across the telecoms industry, operators are addressing this with initiatives such as consumer product takebacks and mobile phone refurbishing; but what about the vast array of equipment used in the network that can also become e-waste?

Product circularity

At Technetix we prioritize product longevity, modularity, upgradability, and reparability to minimize e-waste generation across the broadband network. By designing products that are built to last and easy to repair and upgrade, we extend their lifecycle as well as that of existing networks and reduce the need for premature equipment disposal and network rebuilds. Read more about this in our products and solutions section.



Product circularity at Technetix



We need to move from linear to circular models

Design for longevity



Durability, backward compatibility and upgrades to keep product in use.

Design for service



Remote upgrades and network optimisation ensure value is kept within the system and reduces truck rolls

Design for repair



Extend lifespan through repair and maintenance.

Design for reuse and parts harvesting



Enable and incentivise return and reuse of products and parts.

Design for material recovery



Enable effective disassembly and recycling.

Packaging

We commit to deliver our products in packaging that protects the product, is safe, easy to handle, and sustainable. Our development teams are aligned to this goal and the following is built into our general packaging specification and design process for all products:

- Suitability for recycling, incineration or composting via an established system
- Minimal volume and weight
- No single-use plastics (SUP)
- Proper labelling with appropriate information for safe use, handling, and recycling
- No heavy metals or other harmful substances

Since 2020 we have been driving the elimination of single-use plastic (SUP) from our packaging materials. By doing so, we have prevented another 8.7 metric tons of SUP from entering our supply chain and that of our customers in 2023, adding up to a total of 30 metric tons since 2020.

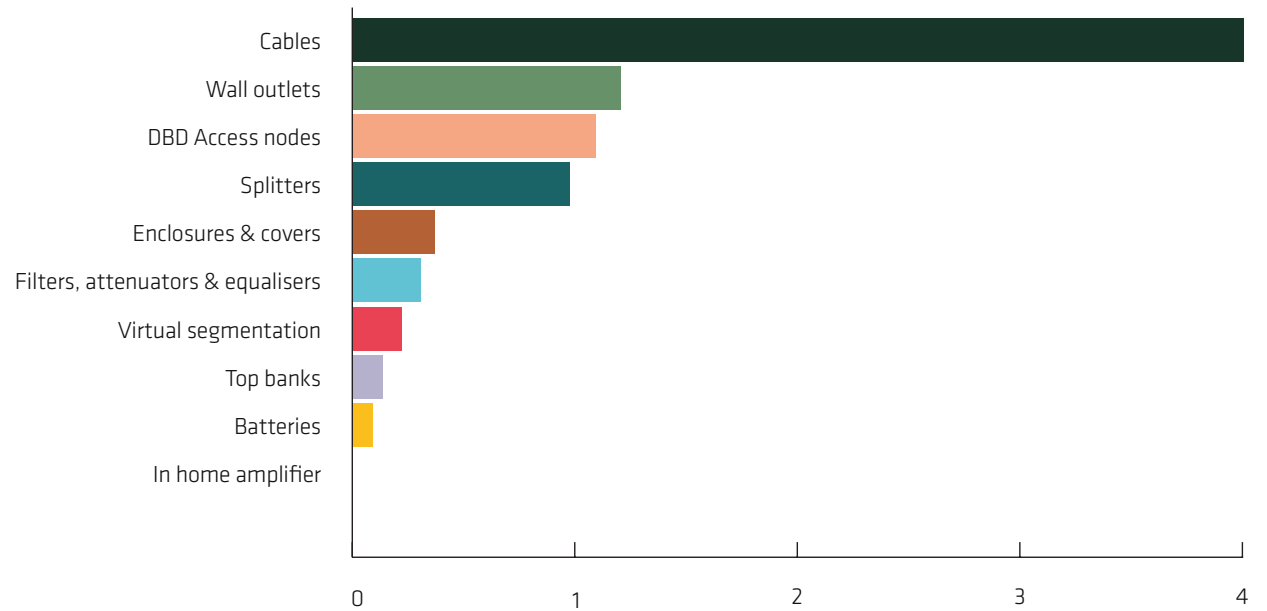
We have been gradually reviewing our products and identify where we can remove or prevent the most plastic. However, there is more to do to ensure we are addressing plastic across our entire portfolio of products.

We aim to eliminate all single-use packaging from our products in agreement with our customers, ensuring we meet their specifications, as well as our own stringent quality requirements.

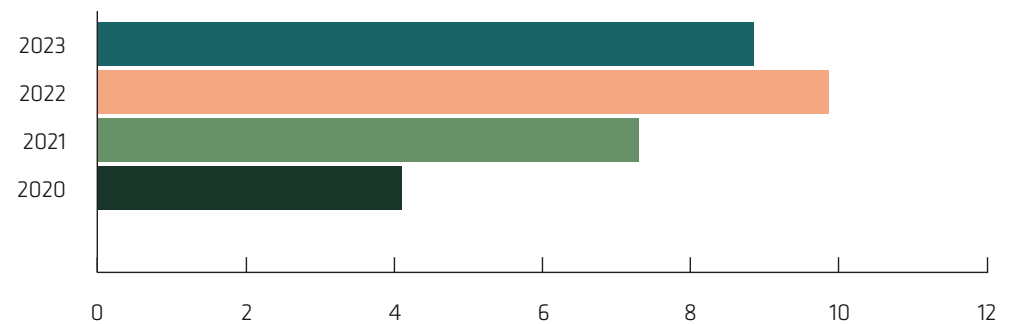
In 2023 we began collecting data directly from our supply chain to calculate our baseline and track progress towards our new goal:

Reduce SUP in Technetix packaging by 90% by 2030.

Plastic packaging removed in 2023 (metric tons)



Single use plastics removed p.a. (metric tons)



5. People and communities

Connecting through care: our commitment to people and communities

At Technetix we recognize that our success is inextricably linked with the well-being of our people and of communities worldwide. We foster a diverse, inclusive, and safe workplace while also making positive contributions to the communities we serve. From employee development and welfare to charitable support, we are dedicated to creating a sustainable and prosperous future for all stakeholders.

Global team development

In 2023, Technetix made significant strides in the development of its international team. In particular, the business has significantly strengthened its leadership team with five new executive appointments, including a new Chief People Officer in January 2024. The leadership team is responsible for pushing Technetix to sustain its vision, goals and values, and align them with its stakeholders.

During 2023 Technetix leadership implemented an operational restructure to support the delivery of our strategy, including enhancing sustainability. We expanded our engineering presence in Asia, bolstering support for our supply chain, and we completed the integration of Lindsay Broadband personnel and suppliers, aligning global supply chains to our code of conduct.

Additionally, the group has taken proactive steps by internalizing its European repair capability, enabling us to directly contribute to product circularity through repairs and upgrades, thereby minimizing waste and extending product lifecycles. Finally, we put in place a new Technetix sustainability governance structure and steering committee.

Unleashing potential to grow together

At Technetix we aim to enable our employees to reach their fullest potential. We facilitate staff development through an annual Personal Development Conversation (PDC) process, which emphasizes both behavioral and skill-based enhancements. The PDC has become a cornerstone process that nurtures training and personal growth across Technetix, fostering open, coaching-style discussions.

Our training approach is tailored to individual needs. Employee training and development is delivered via a combination of online learning, external training, and internal knowledge sharing such as our 'Lunch and Learn' sessions. In 2023 we introduced new processes to drive a review of training effectiveness.

We recognize that developing our employees is critical to our success. We have therefore embarked on a review of our Learning Management System to streamline and centralize training as well as offer a wider range of resources for employees, including self-serve learning.

Finally, good people policies are crucial to an organization's success. They establish clear guidelines and expectations for employees, fostering a positive work culture built on trust, fairness and transparency. In 2023 we started a full review of our policies, which we will continue to update and improve.





Equity, diversity and inclusion

At Technetix, we are dedicated to ensuring fair employment opportunities for all. Our employment decisions are solely merit-based, devoid of any bias (conscious or unconscious) or discriminatory factors. We uphold the belief that every employee deserves respect and dignity, fostering a work environment free from harassment, bullying, and unlawful intrusion into personal matters. We expect all team members to actively support our commitment to equity in employment and to adhere to our Equity and Diversity policy, thus helping us maintain an inclusive workplace.

As we have grown to meet our customer demand organically and through acquisitions, we have changed the skills and experience profile of the executive and leadership teams. We seek to have diversity in experiences and approaches to enrich our conversations and innovate to meet customer demands. Our executive and leadership teams are from 5 nationalities, ranging in ages from 30s to 70s, from different socioeconomic backgrounds as well as identifying from different genders.

Health, safety and wellbeing

We are committed to mitigating any potential negative health and safety impacts of our products on customers and we ensure our products comply with all relevant environmental, health and safety regulations. Technetix operates a strict product approval process before goods enter mass production, and changes and product deviations are tightly controlled.

Technetix prioritizes the safety, health, and well-being of its employees, aiming for zero harm during normal operations. Through risk assessments, training programs, consultation, and regular review, we provide the necessary environment, skills and knowledge to support our employees. Technetix encourages the reporting of incidents and near misses to continuously enhance its safety protocols.

Health and Safety is also important in our supply chain and suppliers are expected to take proactive steps to ensure a safe and healthy environment for their employees. This is documented in our [Supplier Code of Conduct](#), and factory reviews and assessments ensure compliance within the wider supply chain.

We remain firm in our commitment to fostering engagement at all organizational levels. Social dialogue takes place via Town Hall meetings, works council sessions, site committees, and the Technetix Times internal newsletter. Additionally, the company conducts periodic opinion surveys to gauge employee sentiment and pinpoint areas for improvement, with our next survey planned in 2024.

Community support

Technetix aims to support the communities in which we operate. Chestnut Tree House serves as the children's hospice catering to East Sussex, West Sussex, Brighton and Hove, and South East Hampshire. It provides care to 300 children and young adults aged from birth to 19, both within the hospice and within their own homes.

Since 2010, Technetix has been steadfast in its support for Chestnut Tree House, participating in various endeavors such as volunteering at the hospice, paying for days of care through the charity's Pay For A Day scheme, conducting bake sales, and undertaking challenges. Over 14 years by end of 2023, we are pleased to have supported them with over £188,000 of donations, including funding more than 22 days of care.

In addition to our long-standing relationship with Chestnut Tree House children's hospice, we have provided support for victims of the Ukraine crisis, as well as funding for local sports and arts organizations. As we grow and expand our global footprint, we plan to expand our philanthropic support across more regions.

“

We are blown away by the support from Technetix Group Ltd over the past 14 years. This support has been incredibly valuable to Chestnut Tree House, and it is fantastic to see that £188,974.02 has been raised during this time.

We are so pleased to work together in this charity partnership and the team should be proud of their fundraising efforts and of the significant impact it will have on all the families we support. It is thanks to Technetix that families who know they don't have long together can make precious memories. It means children with life-limiting or life-threatening conditions can just be children.

Whether it's getting messy with arts and crafts, enjoying a day out in their local community, exploring our sensory garden or splashing about in the hydrotherapy pool, your support helps them make the most of the time they have.

”

Hannah Seltzer, Partnerships Engagement Manager



6. Responsible business

Driving innovation with integrity: our sustainable business pledge

We prioritize responsible practices throughout our operations and supply chain. This means a commitment to transparency, accountability, and continuous improvement to ensure we are addressing social, environmental, and ethical considerations while delivering our innovative products and solutions. In support of this we have been reviewing our policies and governance structures and increasing our focus on supply chain sustainability.



Sustainability governance

The Technetix board and executive team are responsible for the oversight and execution of our sustainability policy and objectives. To aid them in this, and to increase engagement and accountability across the organization, we have reviewed and formalized our approach to sustainability governance.

Cross-functional steering team

To support the implementation of our sustainability strategy we have also established a new Technetix Sustainability Committee. This cross-functional committee meets regularly to guide our sustainability efforts, improve engagement, review developments, and make recommendations to the business. One of the early tasks of the committee is to coordinate a double materiality assessment. This is a structured process that engages key stakeholders to identify and prioritize the environmental, social, and governance (ESG) issues that are most material for Technetix.

Global responsibility

In 2023 we continued to monitor our key sustainability risks and opportunities and allocate resources where required to address them. Our global value chains are complex, and it is more important than ever that we mitigate sustainability risks, uphold ethical standards, and build trust with stakeholders. We therefore established a new working group focused on supply chain sustainability and set supplier development objectives for 2025. Read more in our sustainable procurement section

Strengthening our ESG commitments

We are committed to continual improvement and central to this is an ongoing review of policies and objectives to ensure they are aligned with global concerns and regulations as well as protect our people, planet and society as a whole. As a signatory of the UN Global Compact we commit to support the 17 Sustainable Development Goals (SDGs) and report on progress annually. We have also set new mid- to long-term sustainability objectives across emissions, supply chain and product development, and will continue to review and expand these in coming years.

Technetix sustainability governance structure.

Sustainable procurement

Sustainable procurement means sourcing materials, components, and services in a manner that minimizes environmental impact, promotes social responsibility, and supports long-term economic viability.

All suppliers must adhere to the [Technetix Supplier Code of Conduct](#). We will regularly review this code to not only reflect emerging standards and risks, but also to provide more clarity and guidance to suppliers.

We carefully vet and approve all new supply partners via the Technetix cross-functional vendor approval process, supported by factory visits and assessments. In 2023 we have also used this process to vet the vendors added through the Lindsay Broadband acquisition.

Technetix will work with our suppliers on the implementation of our key principles and provide support to improve their performance where appropriate. If a serious breach of our Supplier Code of Conduct is identified, we may terminate our relationship with that supply partner.

Global responsibility: elevating supply chain sustainability

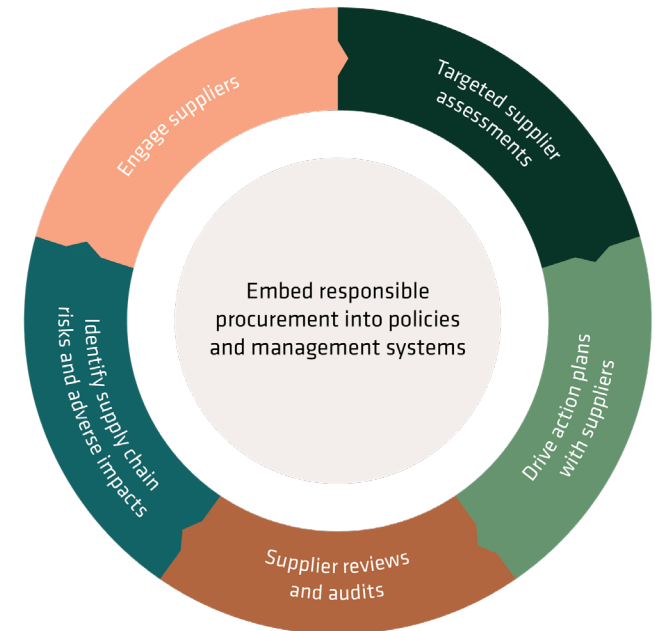
We work closely with our supply partners but accept that the complex global nature of our supply chains introduces environmental, social and ethical risks. Electronics manufacturing is highly resource-intensive, which puts enormous strain on the environment and local communities. Workers can be exposed to excessive working hours, poverty wages, forced labor, and dangerous working conditions.

To address this, we have kicked off a new Sustainable Supply Chain initiative and team, and selected the IntegrityNext platform to help us to strengthen our supplier assessment and improvement program. In 2024 we will be using the platform to help us identify the highest risk areas in our supply chain, assess supplier processes and management system, and drive corrective actions.

We have also set the following objectives to guide and support our progress:

Assess 80% of Technetix suppliers for social and environmental impacts by end 2025.

100% of Technetix personnel involved in procurement activities trained on supply chain sustainability risks.



Technetix approach to supply chain due diligence.

Responsible minerals

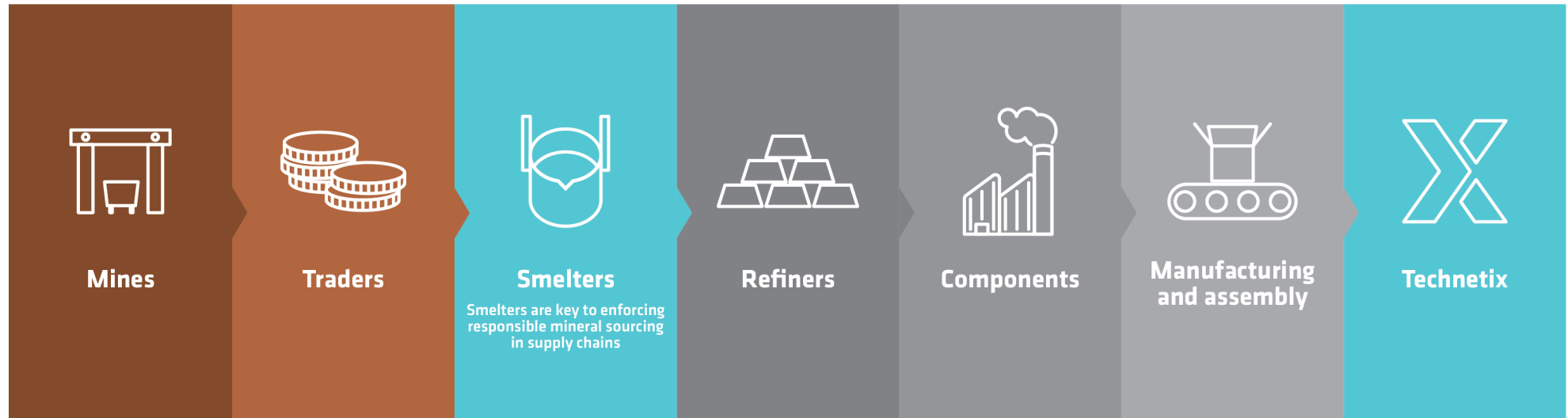
Technetix aims to ensure responsible minerals sourcing in its supply chains to mitigate the risk of contributing to conflict, human rights abuses, and environmental harm, particularly in Conflict Affected and High-Risk Areas (CAHRAs) such as the Democratic Republic of Congo.

We do not directly source minerals, but we recognize the risks that are present in our complex supply chains, and that supply chain due diligence is an important part of our sustainability program.

It is important to note that we do not expect our suppliers to stop sourcing minerals from CAHRAs as this may cause economic harm and risk further endangering vulnerable people. Instead, we expect our suppliers to have policies and due diligence processes in place to ensure that the tin, tantalum, tungsten, gold and cobalt present in the products and components supplied to Technetix are responsibly sourced.

Technetix supports the use of the [Responsible Minerals Initiative's Responsible Minerals Assurance Process \(RMAP\)](#) to demonstrate that the minerals smelters procure do not originate from sources that contribute to conflict. Smelters refine minerals from various sources. This positions them at a key point in the supply chain to enforce responsible sourcing by exercising due diligence in selecting their mineral sources.

Our new Responsible Minerals Policy lays out Technetix and supplier responsibilities and is supported by our Supplier Code of Conduct. We will be improving our due diligence process and monitoring compliance to this policy using our supply chain due diligence platform IntegrityNext.



Responsible sourcing of minerals



Privacy and data protection

At Technetix, we prioritize the protection of all private, confidential, commercially sensitive, and customer-specific information, as outlined in our [Privacy and Information Security Policy Statements](#). All employees are required to complete training in data privacy and cybersecurity. We take the confidentiality of the data we host very seriously and strive to provide secure IT systems that safeguard all information assets against internal, external, deliberate, or accidental threats. As such, the safe development and deployment of software is one of our primary objectives.

ISO 27001 compliance

At Technetix, we are committed to maintaining our ISO 27001 certification and driving continuous improvement in our information security management system. In 2023, we made several enhancements to our security measures, including the implementation of new firewalls across the company and the migration of Lindsay Broadband's infrastructure to meet Technetix' stringent security standards.

We also took steps to further improve security and access control, such as increasing employee security awareness through frequent online training videos, phishing simulations, and conducting a review of suppliers that could impact the information security of our processes or services. Our dedication to compliance with the latest industry standards ensures that we continue to provide the highest level of security for our customers and partners.

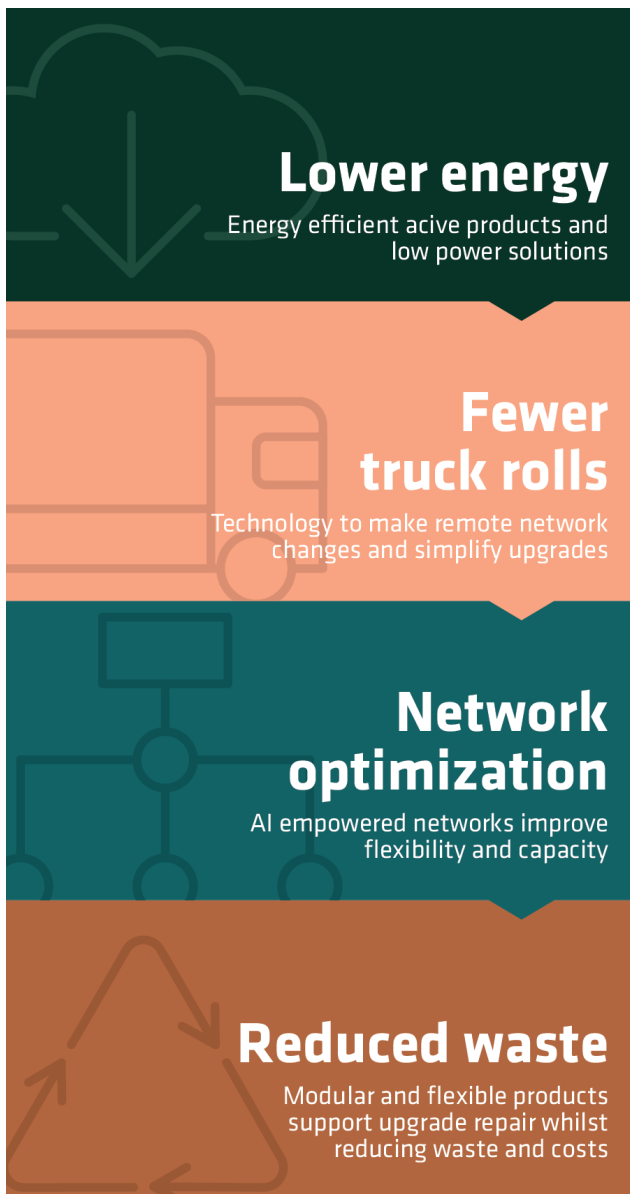


7. Products and Solutions

Empowering sustainability through innovation

Through our equipment and technology we aim to empower our customers to minimize their environmental impacts.

We provide a portfolio of products that can be used to increase energy efficiency and reduce operational emissions, costs, and waste. By also offering products designed with longevity, upgrade, repair and recyclability in mind, we enable our customers to make informed choices that contribute to a more sustainable digital infrastructure.



Network energy and operational efficiency

With our portfolio of products, we support customers in reducing energy consumption and increasing operational efficiency of their networks.

Operational efficiency

Our DBX smart amplifier and new DBT 1.8 GHz access platforms provide customers with shorter installation times, upgrade capability, reduced plug-ins, and a path to future upgrades while keeping existing legacy levels. The Technetix XFO series provides faceplate-only mutlitap upgrades meaning less waste, easier maintenance, less inventory, and a lower TCO compared to conventional taps.

Through application of these products, customers can reduce truck rolls and extend the life of existing networks and equipment. This not only delivers costs savings, but also helps to reduce customer scope 1 emissions linked to fuel consumption; scope 3 emissions generated through avoided product disposal and replacement; and other environmental impact linked to replacing wholesale network infrastructure.

Technetix approach to green network development.

Energy efficiency

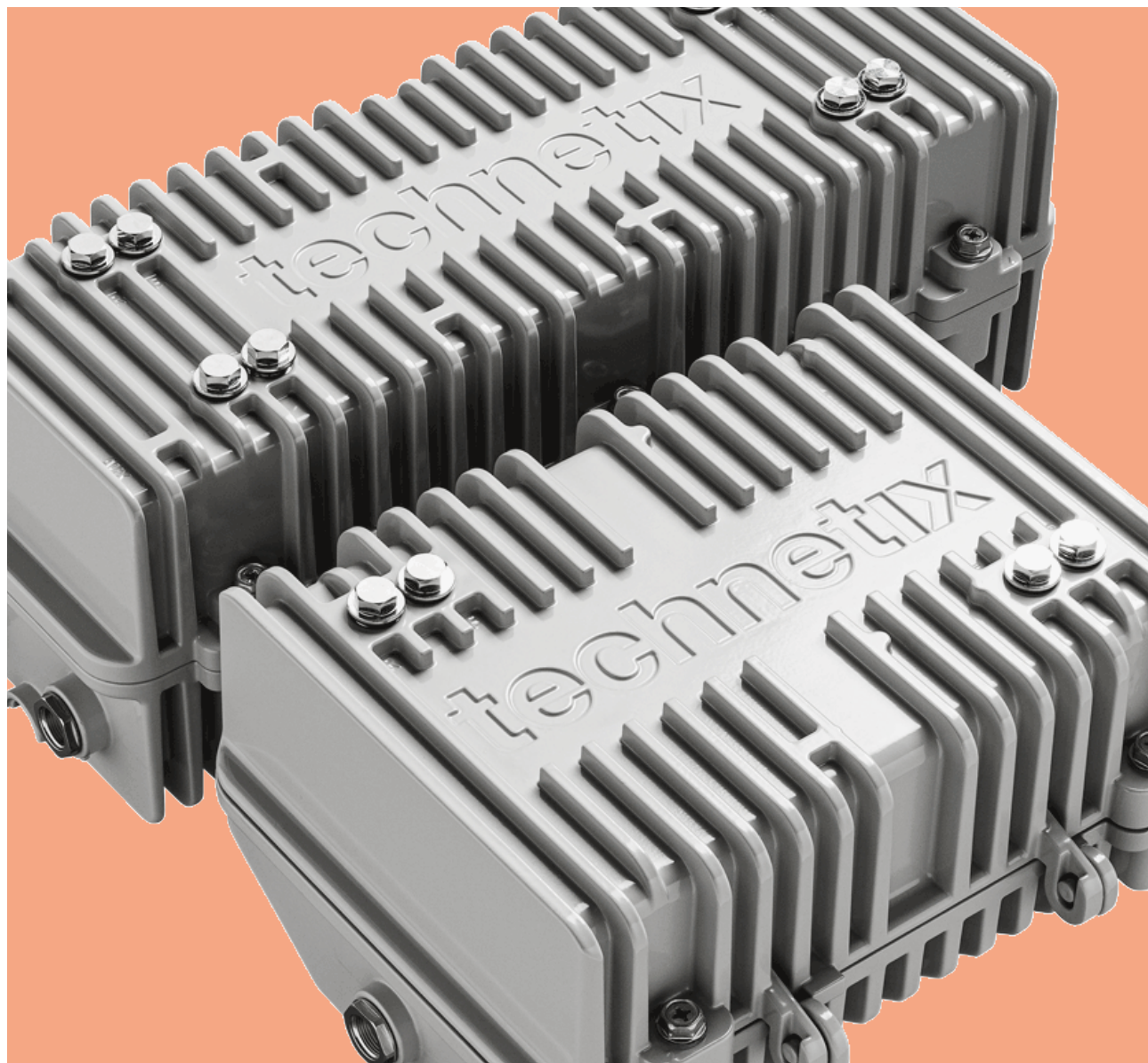
Technetix products offer an a number of exciting features to improve network energy efficiency:

- Our smart amplifiers are highly efficient, with low power consumption and a software configurable low power mode, saving up to 30% power compared to legacy equipment.
- The Technetix remote optical line terminal (rOLT) offers a low power fiber solution ideal for rural and small communities.
- Our Virtual Segmentation range delivers a fiber-like connection over existing coax networks without the need for environmentally impactful physical network rebuilds.
- The new Technetix Access Smart Powering (ASP) solution presents a breakthrough opportunity for operators to save on energy expenditure powering the HFC network.

These solutions can be implemented to improve the energy efficiency and capacity of the access network thereby dramatically reducing operator scope 2 emissions.

DBT - Efficient upgrades, lower impact

The Technetix DBT-1800 is a next-generation HFC amplifier designed to support DOCSIS 4.0. Its auto-alignment and software-based configuration significantly reduces installation time and maintenance truck rolls, ensuring minimal environmental and end user disruption during the system upgrade process. Compared to traditional amplifiers, the DBT-1800's low power consumption delivers an impressive 30% reduction in power consumption compared with legacy equipment, aligning with our commitments to lower energy usage and carbon footprint. Facilitating a seamless transition to 1.8 GHz, the DBT range offers a low-impact evolution while accelerating installation and upgrade timelines.



Faceplate-only field upgrades deliver operational efficiency

The newly launched XFO series is a 1.8 GHz upgrade faceplate for legacy-style multitaps, such as Motorola, Regal, or Scientific Atlanta. A straightforward faceplate-only swap negates the need for temporary RF and power shutdowns on coaxial lines, sustaining connectivity during upgrade without impacting online services.

The ability to use the pre-existing housing speeds up the installation process and reduces the required skill level, labor and truck rolls to execute deployment. This significantly reduces operator costs, resource allocation, scope 1 emissions, and product waste.

Deployment of the XFO also saves 0.3kg of aluminum per tap which can equate to 4.5kg of CO₂e each. Across an entire network, this can result in thousands of tons of scope 3 emissions savings.

The packaging for the XFO has also been optimized to protect the product with no plastic. We are able to ship the product without the industry standard plastic protection caps on the F-connectors, providing further savings on waste and CO₂e.



Technetix new XFO packaging removes all plastic including connector caps used by the rest of the industry.



Power solutions

Technetix power solutions allow networks to reduce their footprint when providing standby power for outages, fiber access for remote communities, or when powering the whole access network.

Access Smart Powering

With Technetix Access Smart Powering, network operators can reduce energy consumption and get closer to net zero goals by changing just one product per service group.

Continuous running of outside plant accounts for 44-50% of MSO power consumption⁴. Traditionally broadband networks are powered through the coax but this method creates peaks which in turn increase losses.

Using DC power, Technetix is changing the way we power the network by changing the shape of the power to drive higher efficiency. Results have shown this solution can offer a 25-30% power saving.

The Technetix ASPX Access Smart Powering unit will be available in 2025.

“A big step is being made to meet NetZero goals: 25% - 30% electrical power saving by changing the power principle of networks. Just because we have always done it this way, doesn't mean there isn't a better way.”

Jan Ariesen, Technetix CTO

Sustainable standby power

Technetix new high-efficiency LiFePO4 power solutions offer an efficient, safe, reliable, and sustainable solution for network standby power and provide green, clean energy to networks and communities in crisis.

- Non-toxic; emit no harmful gases; 100% recyclable.
- Contain fewer critical minerals, the mining and processing of which can be associated with environmental and ethical concerns.
- More energy-efficient with 10 times longer lifespan - less waste.
- Lighter than lead-acid batteries, requiring less fuel for transportation.
- Safer due to excellent thermal stability.

Our LiFePO4 battery powered portable AC generator provides a lightweight, silent and environmentally friendly alternative to gas powered AC generators without compromising power or performance. The high capacity LiFePO4 battery and a high efficiency AC inverter produce clean, regulated 230 VAC, 50 Hz or 120 VAC, 60 Hz sine wave power. It also includes a connection for solar recharging.

Remote connections

At Technetix we are constantly looking for new solutions to our customers challenges. The implementation of a PV panel and battery companion system for our rOLT (Remote Optical Line Terminal) signifies a new move towards sustainability within network infrastructure.

By utilizing our smaller rOLT, which consumes significantly less power—less than 50 W in typical operation—compared to traditional large chassis OLTs, we enable the integration of PV panels to augment power supply. This approach, unlike typical FTTP/H builds, allows for more efficient use of space and resources, as well as a reduction in power consumption and carbon footprint.

Furthermore, the fine-grained nature of our rOLT deployment minimizes the impact of potential failures, thus enhancing system reliability and reducing overall costs. Incorporating solar energy into the network not only lowers operational expenses but also aligns with our commitments to environmental sustainability.



Software defined networks

Historically major system operators (MSOs) have sent engineers to the location of the active elements in a network to change equipment settings. The shift to Distributed Access Architecture and the introduction of software-defined networks offers improved flexibility, increased capacity, and can optimize operations via a closed-loop one-touch approach.

Flexi-Split : A One Touch™ solution

Technetix One Touch solutions makes upgrade possible without having to make network changes. The filter barrier is removed allowing use of the whole frequency band with upstream and downstream decided by the software. This allows signal overlap to maximize capacity, delivering 30% more throughput.

Network upgrades using Technetix' One Touch solution instead of traditional upgrade approaches offers a 35% reduction in power consumption and emissions. Once in place, network realignments or diplex filter replacement by engineers is not necessary, thereby reducing truck rolls. The One Touch amplifiers also drop into existing locations without respacing the plant. This means existing cabinets and cables can be maintained.

With the flexibility to operate at any split and frequency without requiring changes to the network, One Touch amplifiers prove more cost-effective, efficient, and environmentally friendly.

Traditional Approach:

- Increase in power draw
- Multiple truck rolls to change diplex filters
- More network disruptions
- Capex and Opex intensive

Technetix One Touch Approach:

- Increased capacity
- No diplex filters - operate at any split and frequency
- Upgrade once - fewer truck rolls
- Lower costs

neuronX

AI empowered networks

Our newly developed automation platform, Neuron X, is a game-changer in network engineering, design and maintenance, automated maintenance, optimized power usage and performance (speed, latency, jitter), error reduction, and operations efficiency.

By harnessing the power of AI and predictive analytics, we are able to perform maintenance remotely and significantly reduce truck rolls and associated operator scope 1 emissions. Our system also analyzes historical and real-time data to identify potential issues, enabling us to take proactive measures. This translates to less downtime, maximized network uptime, and significant reductions in unwanted maintenance costs.

Smart power management algorithms are seamlessly integrated, ensuring that energy usage is optimized across the entire system. We are able to dynamically adjust power levels based on traffic load, resulting in optimal performance while minimizing energy waste. This not only reduces operational expenses but also supports customer commitments to scope 2 emissions reduction.

For more information on our products and solutions please go to [technetix.com](https://www.technetix.com)



8. The data

This annual report provides an overview of our sustainability performance. The data covers the period from 1st January to 31st December 2023 (unless otherwise stated) for the Technetix Group.⁵

Environmental

Fuel consumption (MWh)	% change	2023	2022	2021	2020	2019
Natural gas		513.1	611.4	629.9	736.2	792.1
Diesel		87.5	63	51.5	65.2	78
Petrol		22.9	42.5	93.4	101.4	142.4
Heating oil		12.3	12.3	12.3	12.3	12.3
LPG		4.6	6.1	5.4	4.1	10.1
Red diesel		-	-	-	3.1	1.4
Total fuel consumption	-38%	640	735	793	922	1,036

Energy consumption (MWh)	% change	2023	2022	2021	2020	2019
Grid electricity (non-renewable)		421.2	447.2	457.1	500.1	525.7
Grid renewable energy		206.3	164.5	155.7	118.0	152.0
On-site renewable energy		0.5	0.7	0.7	0.7	0.7
Total energy consumption	-7%	627.9	612.3	613.4	618.8	678.4
Renewable energy (% of total)		33%	27%	25%	19%	22%

GHG emissions (metric tons CO ₂ e) GRI 305-1/2	% change	2023	2022	2021	2020	2019
Scope 1 emissions		123.9	141.6	153.2	179.0	203.6
Scope 2 market-based emissions		126.0	140.0	149.7	158.5	195.4
Scope 2 location-based emissions		148.1	146.2	162.1	158.7	199.0
Scope 1 & 2 emissions (market-based)	-37%	249.9	281.7	303.0	337.6	399.0
Scope 1 & 2 emissions (location-based)		272.0	287.9	315.3	337.7	402.6

Environmental

Site emissions (metric tons CO ₂ e) - Scope 1 & 2 market-based	2023	2022	2021	2020	2019
Netherlands	109.5	125.0	144.3	140.2	171.0
USA	71.6	72.3	83.9	104.8	118.1
Canada	44.3	59.7	42.5	54.1	54.3
Spain	6.0	9.6	15.7	12.1	19.1
Germany	17.6	12.8	13.6	12.0	13.0
UK	1.0	2.3	3.0	14.4	23.5

Environmental initiatives	Target	2023	2022	2021	2020	2019
Single-use plastics removed p.a. (metric tons)		8.7	9.9	7.4	4.1	-
Employees trained in environmental awareness	80%	79%	82%	80%	-	-
ISO 14001 certified supply base (% of spend)		82%	72%	71%	65%	NA

Water (m ³)	2023	2022	2021	2020	2019
Water withdrawal	1,966	1,437	NA	NA	NA
Pollutants emitted to water	-	-	NA	NA	NA

Intensity metrics GRI 305-4	% change	2023	2022	2021	2020	2019
Total revenue (£ million)		123.6	92.8	77.0	81.5	100.5
Total headcount (FTE)		173	144	144	150	16
Market-based scope 1 & 2 carbon intensity (metric tons per £ million)	-49%	2.0	3.0	3.9	4.1	4.0
Market-based scope 1 & 2 carbon intensity (metric tons per FTE)		1.4	2.0	2.1	2.3	2.4
Water intensity (m ³ per £ million)		16	15	NA	NA	NA
Water intensity (m ³ per FTE)		11	10	NA	NA	NA

People and communities

Equity, diversity and inclusion (GRI 405-1)	Target	2023	2022	2021	2020	2019
Male employees		71%	70%	67%	69%	72%
Women in management positions		22%	30%	35%	32%	NA
Women in executive positions		11%	29%	33%	30%	NA
Women on the Board		0%	14%	14%	14%	NA
Women in overall workforce		29%	30%	33%	31%	28%
under 30 years old		12%	12%	7%	9%	11%
30-50 years old		49%	52%	56%	53%	59%
over 50 years old		40%	36%	37%	38%	30%
Average age		46	45	45	51	49
Employees trained in diversity and inclusion	80%	67%	76%	72%	55%	NA

Engagement and development (GRI 404-1/3)	Target	2023	2022	2021	2020	2019
Employee receiving performance reviews	100%	100%	98%	97%	99%	NA
Average hours of training per employee		6.8	14.8	2.2	2.8	NA
Employee turnover (voluntary)		15%	6%	8%	10%	8%
Employees covered by collective agreements		40%	38%	40%	38%	35%

Employee survey	2022	2019
Employee satisfaction survey	71%	69%

People and communities

Health, safety and wellbeing (GRI 403-9)	Target	2023	2022	2021	2020	2019
Employees covered by company funded healthcare		37%	40%	39%	42%	49%
Lost time injury frequency rate	0	0.63	0	0	0	NA
Lost time injury severity rate	0	1.88	0	0	0	NA
Near miss rate		0.63	0.79	1.58	0.76	NA
Employees trained in workplace health and safety	80%	74%	85%	84%	72%	NA
Employees trained in incident reporting	80%	74%	87%	87%	73%	NA
Employees trained in mental health	80%	64%	81%	81%	56%	NA
Mental health first aiders		7%	10%	11%	13%	NA

Community support	2023	2022	2021	2020	2019
Annual community investment	£18,886	£24,639	£15,710	£16,001	£14,700
Community investment total (since 2008)	£223,481	£204,595	£179,956	£164,246	£148,245

Responsible business

Ethics	Target	2023	2022	2021	2020	2019
Reported breaches of code of conduct		0	0	1	0	0
Whistleblowing reports		0	0	0	0	0
Employees trained in anti-bribery	80%	79%	75%	70%	59%	-
Employees trained in whistleblowing	80%	67%	82%	82%	54%	-

Privacy and data protection	Target	2023	2022	2021	2020	2019
Employees trained in cyber security	80%	66%	75%	70%	60%	-
Employees trained in data protection	80%	66%	73%	67%	53%	-

Responsible supply chain	Target	2023	2022	2021	2020	2019
Percentage of suppliers signed up to code of conduct		98%	100%	100%	100%	NA
Reported breaches of the supplier code of conduct		0	0	0	0	NA
Employees trained in modern slavery	80%	77%	79%	70%	56%	-
Purchasing team trained in modern slavery	100%	100%	100%	100%	100%	-

References and footnotes

1. Measured versus a 2019 full year baseline.
2. Percentage of Technetix product suppliers calculated by full year spend.
3. United Nations Institute for Training and Research (UNITAR), Global e-Waste Monitor 2024: Electronic Waste Rising Five Times Faster than Documented E-waste Recycling | UNITAR
4. SCTE Energy 20/20 - US
5. Site data covers all Technetix locations within our operational control, i.e. across the United Kingdom, the Netherlands, the United States, Spain, Germany and Canada. Any changes to scope are included within six months and data re-baselined where appropriate using a full year approach. Data has been prepared with reference to the Greenhouse Gas (GHG) protocol and GRI standards where appropriate.

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