technetix

2025 Sustainability Report

We listen. We innovate. We deliver.

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Letter from our CEO

Sustainability at Technetix has never been performative. It is, and will continue to be, about evidence-based real-world impact.

The momentum driving Technetix' sustainability agenda has continued throughout 2025. This has been driven by members of the Technetix Board and Executive, but it's the whole company that brings it to life. I'm proud of what we've achieved over the last year.

We frame our sustainability agenda around a four-pillar priority structure. This gives us the cornerstones we need to optimize our efforts in the areas of Environment, People and Communities, Responsible Business, and Products and Solutions. We focus on the areas where we can make the greatest difference; reducing power consumption in networks, extending product lifetimes, minimizing waste, and eliminating unnecessary truck rolls through smarter, remote-enabled technologies.

A big product focus for us in 2025 was our DBT-1800 amplifier series. As a response to an acute market need for broadband cable transmission amplifier options that tackle the resource-intensive rip-out-and-replace approach to network modernization, our legacy-compatible DBT-1800 model offers modularity to support incremental network upgrades and improvements. Crucially, the series' transponder kit-out option supports remote and centralized control. This significantly enhances operator agility not just to respond to issues with more immediate effect; it can help pre-empt them entirely. The DBT 1800 can reduce the resourcing, energy use and emissions associated with amplifier installation, setup and ongoing monitoring by up to half compared with typical approaches.

Responsible innovation continued across the next generation of Technetix products, designed not just for performance, but for lower power, lower emissions, and lower impact. The likes of our faceplate-only upgrade solutions avoid scrapping entire housings, and rightsized optical solutions eliminate unnecessary material use.

Beyond product design, we remain committed to working hard behind the scenes to advance our product lifecycle assessment work, improve the quality and completeness of our emissions modelling, and deepen supplier due diligence. We also expanded our work for the people and communities we serve. Our accreditation from Investors in People this year reaffirmed our focus on building a high performing, supportive culture where colleagues can grow and succeed. We also grew our support for children's charities, along with other social initiatives such as inclusive sports, education, and global micro-entrepreneurs.

None of this progress would be possible without the commitment of our teams and partners across the world. I am grateful for their expertise, perseverance, and integrity.

Looking ahead, several major launches are planned for 2026. These span energy optimized fiber access, rightsized deep access platforms, and smart amplifiers. Our work in these areas over the next year will further support operators in cutting emissions and operational costs while upgrading their networks sustainably. Because our aim is straightforward: to make every new product generation lower-impact, more efficient, and more intelligently designed than the last. This ensures Technetix continues to lead with technologies that don't just deliver on promise, but go above and beyond to catalyze real, verifiable progress.

Paul Broadhurst
Founder and Group Chief Executive Officer

Introduction

We operate in a global environment where sustainability expectations, regulations, and stakeholder demands evolve at an unprecedented pace. As these expectations rise, our customers increasingly look to us for support navigating them.

Partners who can help reduce operational and embodied emissions, manage energy use, and deliver efficient, resilient, future-ready networks are important to our customers. Embedding sustainability into our decision making, product design, and operations ensures we meet evolving regulatory demands, and strengthens our ability to help customers meet theirs. Sustainability is now a strategic enabler of competitiveness and long-term growth.

This report reflects the actions, insights, products and progress shaping our sustainability journey over the last year.

Our 2025 achievements included:

Environment: We developed a full Scope 3 baseline assessment in readiness for net zero target setting. We continued improving our operational environmental performance, delivering a 63% reduction in Scope 1 & 2 emissions. We removed more than 40 tons of single use plastic and achieved a top 1% industry ranking for environmental performance in the EcoVadis assessment.

People and Communities: Our commitment to supporting and developing people was recognized through our Investors in People accreditation and the introduction of Living Wage accreditation. This commitment extends beyond our workforce, with growing support for social initiatives and charities in the communities where we operate.

Responsible Business: We matured our sustainable procurement program in 2025: 94% of the product supply base underwent assessment, in addition to strengthening vendor approval, responsible minerals oversight, and supplier engagement.

Products & Solutions: We delivered sustainability improvements at the product level across our broadband, fiber, and powering solutions. This included lower-energy designs, reduced material use, more modular architectures to extend product lifetimes, and enhanced customer safety. We introduced product Lifecycle Assessments (LCAs) to deepen our understanding of environmental impacts and inform future design decisions.

In 2026, we will continue modelling and analyzing our product lifecycles, using the insights gained to embed sustainability criteria into product development and procurement decisions. We will also finalize our net zero targets and commence our supplier onsite ESG[1] audit program, further strengthening oversight, accountability, and risk management across our value chain.

Our long-term ambition is to embed sustainability into every dimension of Technetix –our products, our operations, our supply chain, and the way we work– while supporting our customers in reducing their own environmental impacts.

Anna Burns
Group Operational Excellence & Sustainability Director

1. About Us

Technetix has a clear objective: to drive innovation across the world's ever-evolving connectivity ecosystem.

For nearly four decades, the world's network operators have trusted us for reliable, premium-grade products and tailored solutions. Today, our diverse fixed and wireless customers are based across 70 countries, with our own operational sites located in the UK, the Netherlands, the USA, Canada, Spain, Belgium, Kosovo, China and Taiwan.

While our strategic partnerships with the world's major telecoms companies benefit from our globally facing approach, we make it our business to truly understand the language of their unique network needs. We don't just hear what our partners have to say: we listen to what they're telling us. A customer-centric culture of 'understand first, innovate second' is at the core of everything we do.

This is how we consistently deliver technologies that support more flexible, efficient networks for enhanced performance. We empower operators to increase their network capacities with reduced environmental impacts. We help extend equipment lifespan by optimizing legacy hardware to avoid rip-out-and-replace, and we develop smart solutions that reduce power consumption and improve operating efficiency.

2. Sustainability Highlights

INVESTORS IN PEOPLE®
'We invest in people' accredited

bsi ISO/IEC 27001 Information Security Management CERTIFIED
ISO 27001:2022

66%
of electricity from renewable sources

63%
reduction in Scope 1 & 2 emissions (2019-2025)

MORE THAN **40 TONS** of single-use-plastic eliminated since 2020

SILVER | Top 15%
ecovadis
Sustainability Rating
JUL 2025

£307K
in community and education support

32%
reduction in CO_2e (XFO faceplate-only upgrade)

ESG assessment of **94%** of our supply base

17%
reduction in Scope 3 emissions intensity (2023-2025)

1518
tCO_2e avoided in 2025 (DBT-1800 access amplifiers)

SCIENCE BASED TARGETS
Net-Zero commitment (SBTi)

3. Our Sustainability Priorities

We aim to embed our sustainability pillars into every part of our business. To remain resilient, responsible, and competitive in a rapidly changing world, our four pillars ensure our approach is balanced and that we consider sustainability and responsibility comprehensively.

Our emphasis on product-led environmental impact reduction is strong, but we also work to support our colleagues, to contribute positively to society, and to drive rigor in our governance, ethics and accountability.

Environment

Environmental sustainability is a priority at Technetix. We actively work to minimize our carbon footprint, reduce waste, conserve resources, and engage our supply chain to drive responsible and lower-impact practices

Our focus

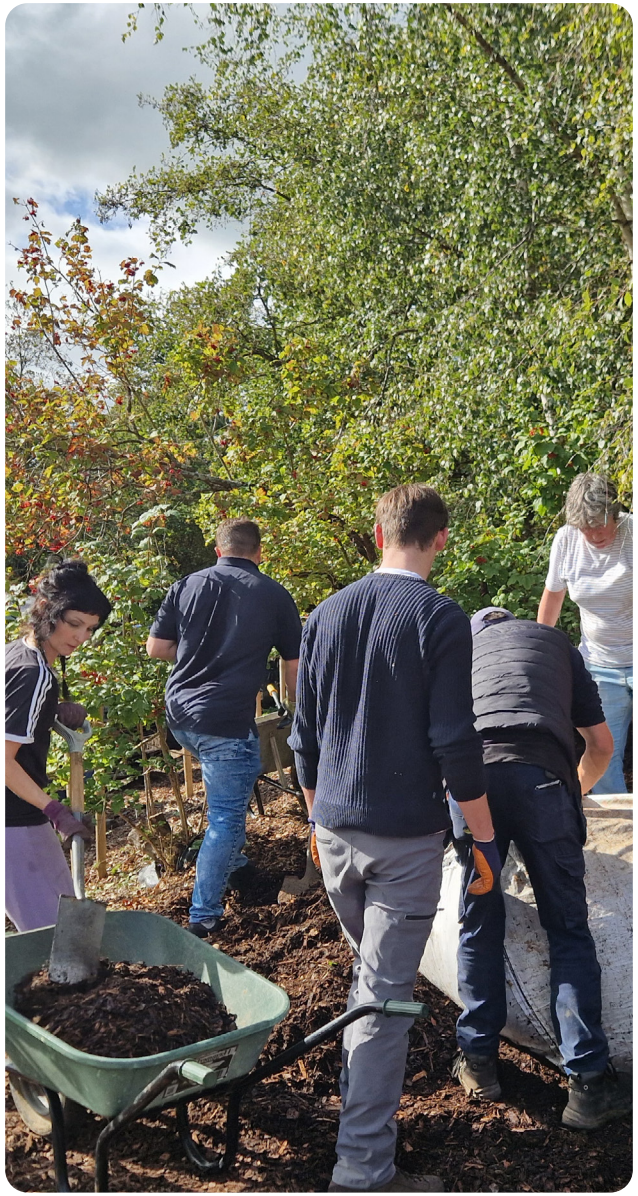
- Decarbonization
- Supply chain engagement
- Waste reduction

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 people by promoting inclusive, safe, and healthy workplaces. We support personal development and wellbeing, uphold human rights and fair labor practices across our supply chain, and contribute positively to the communities in which we operate.

Our focus

- Global team development
- Health, safety and wellbeing
- Social impact and 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

Our commitment to integrity, transparency, and compliance underpins all aspects of our business. We insist on strong supply chain due diligence, effective corporate governance, and robust information security practices ensuring ethical, secure, and responsible operations.

Our focus

- Governance
- Sustainable procurement
- 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

Our continual investment in research and development delivers cutting-edge technologies that meet customer needs while reducing environmental impacts across the product lifecycle. Through innovation, we aim to enable more sustainable networks for the future.

Our focus

- Energy efficiency
- Operational efficiency
- Product lifecycle

Linked to the following UN Sustainable Development Goals

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE PRODUCTION AND CONSUMPTION

4. Goals and Progress

We track and report progress annually against our sustainability goals to ensure accountability and continuous improvement.

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Environment	Progress	Result
Environment Reduce scope 1&2 emissions by 46% by 2030	**63% reduction** in scope 1 & 2 emissions 2019-2025	**Achieved**
80% of our energy from renewable sources by 2030	**66% renewables** in 2025	In progress
No single-use plastic in Technetix product packaging by 2030	**40 tons removed** between 2020 and 2025	In progress
Set long term and net zero science-based targets	Scope 3 baseline complete. SBTI **net-zero commitment**.	In progress
50% of key suppliers[2] with SBTi reduction targets by end 2026	2025 supplier engagement focus was on product LCAs	Not started

Product and Solutions	Progress	Result
Reduce downstream GHG emissions by improving the energy efficiency of our products and the operational efficiency of customers' networks	Up to **1740 tCO_2e reduction** in Aluminium waste from XFO and DBT-1800 in 2025	In progress
Lifecycle Assessments (LCAs) across all high-impact products[3] by 2030 (Updated target)	LCAs for 2 key products in 2025. Work continues in 2026	In progress
100% of new Technetix products[4] integrate sustainable design principles by 2030	New objective	Not started

Responsible Business	Progress	Result
Embed supply chain due diligence processes covering >90% of product supply chain[5], including at least one on-site audit of a key supplier in 2025	**94%** supply chain due diligence coverage in 2025. First on-site audit in Q1 2026	In progress
Evaluate human rights and environmental commitments of 100% of prospective suppliers before contracting new business.	**85%** approved[6] via process in 2025	In progress
Assess 100% of critical suppliers[7] for compliance to Conflict Minerals, RoHS and REACH regulations.	**84%** of critical suppliers covered by conflict minerals due diligence, **80%** hazardous substances coverage.	In progress
Introduce annual ESG performance reviews for key suppliers	New objective	Not started

People and Communities	Progress	Result
Expand our support to more local charities where we operate in 2025	Extended charitable support to **Villa Pardoes** in Netherlands	**Achieved**
Enhance internal communication and modernize our training and development processes in 2025	Strengthened development reviews, digital learning, and policy governance in 2025.	**Achieved**
Positively impact all the communities where we operate	**> £300k** support for children, communities and education since 2008	In progress
Foster a high-performance, inclusive culture that supports diverse talent and evolving employee needs.	Attained **Investor in People Award** and became a **UK living wage** employer in 2025	In progress

5. Environment

Championing environmental responsibility in connectivity

Environmental stewardship remains a critical consideration in all aspects of Technetix operations. From product design to supply chain management, we have a responsibility to drive sustainable practices in our own operations, and within the wider industry.

To reduce the impacts of our business and products, we work with suppliers and customers to go beyond the requirements of environmental regulations and standards.

Decarbonization

Technetix is a company at the forefront of broadband technology design and supply. We recognize our responsibility to decarbonize in line with climate science.

Global temperatures remain at historically high levels. **Earth's energy imbalance reached its highest level on record in 2025**[8], meaning the planet is accumulating heat faster than ever. In response, we're strengthening the foundations for a science-based Net Zero pathway and prioritizing absolute emissions reductions across our operations and value chain.

In 2025 we made further progress in reducing our operational emissions. This continued alongside the completion of a full Scope 3 baseline and the introduction of targeted abatement actions across product design, manufacturing, logistics, business travel, and customer use. By addressing our own footprint and emissions associated with how our products are made and used, we are advancing a decarbonization strategy that supports a lower carbon broadband sector and the wider transition to a sustainable economy.

66%
of our energy from renewable sources in 2025

63%
reduction in our Scope 1 and 2 market-based emissions (vs 2019 baseline)

56%
reduction in Scope 1 and 2 emissions intensity (CO_2e/£M)

43%
reduction in Scope 3 emissions in 2025 compared to 2023 base year

Greenhouse gas (GHG) emissions

Greenhouse gas emissions refer to the release of gases into the atmosphere that contribute to the greenhouse effect, global warming, and climate change. Most GHG emissions are driven by energy production and use, product manufacture, moving goods and people, and land and waste management.

As a broadband network supplier, our emissions are generated through:

- the fuel and energy used in our own operations
- the manufacture of our products
- the operation of those products in customer networks
- other products and services we purchase

Reducing emissions across all these areas helps to slow climate change, lower energy costs, and strengthen resilience to carbon related risks for Technetix and its customers. Because meaningful reduction starts with understanding, measurement is the first step—we must be able to quantify emissions accurately to manage and reduce them. In line with the GHG Protocol Corporate Accounting and Reporting Standards[9], our GHG emissions are categorized as:

- Scope 1 (direct emissions from sources we control, such as fuel used on company sites),
- Scope 2 (indirect emissions from the electricity and energy we purchase to run our facilities), and
- Scope 3 (indirect emissions across the wider value chain—from our manufacturing partners to the operation of our products in customer networks).

These emissions are expressed in terms of metric tons carbon dioxide equivalent (CO_2e).

Reducing emissions from Technetix operations

Emissions reduction efforts across our operations continued throughout 2025, building on the foundations established in prior years. Technetix maintained robust monitoring of fuel and electricity use across its locations to support ongoing emissions tracking. Increased use of renewable electricity through green tariffs, where available, was complemented by generation of onsite renewable energy, helping to further reduce market-based Scope 2 emissions. Ongoing replacement of legacy equipment with more energy efficient alternatives, upgrades to LED lighting, and optimization of building services delivered incremental improvements.

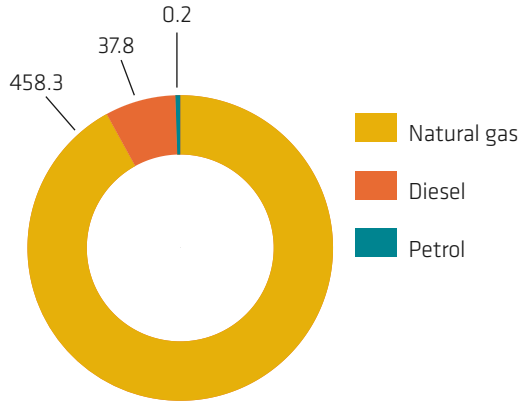
Scope 1 reductions were supported by the continued phasing out of company cars, and reduced natural gas consumption.

Scope 1 & 2 results

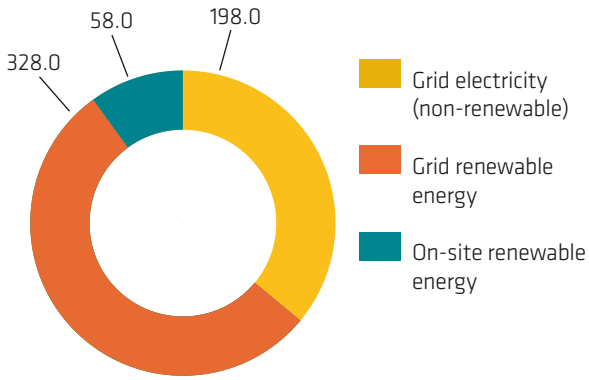
In 2025 we continued to reduce the carbon footprint of our operations. Progress versus our 2019 baseline:

- 63% overall reduction in our Scope 1 & 2 market-based emissions
- 66% of our electricity from renewable sources
- 57% reduction in emissions intensity (CO2e/£M)
- Fuel consumption reduced by 52%
- Emissions from company cars cut by 83%

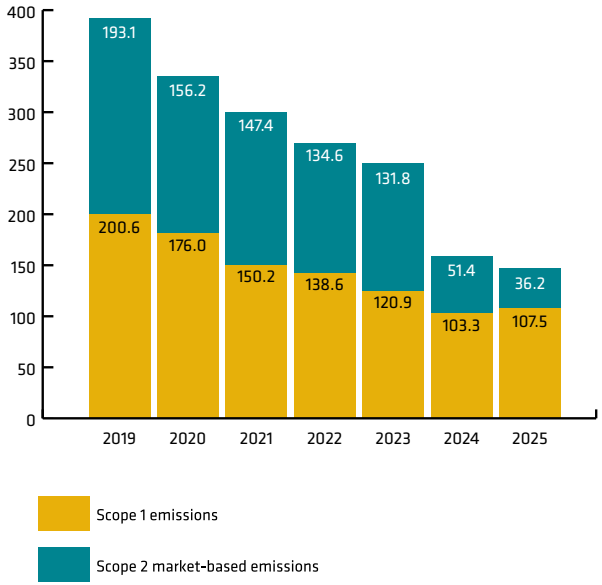
2025 Fuel (MWh)



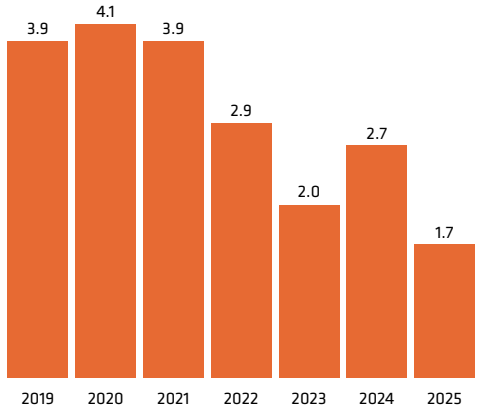
2025 Energy (MWh)



Scope 1 & 2 GHG emissions (metric tons CO_2e)



Scope 1 & 2 Market-based carbon intensity (metric tons CO_2e per £M)



Reducing emissions across our value chain

During 2025 we advanced a range of practical actions to quantify and reduce Scope 3 emissions across our product lifecycle and supply chain. Key progress was made with product and network innovations to address downstream emissions, recognizing that improvements in energy efficiency and network capacity can materially reduce emissions per unit of broadband performance delivered. Product Life Cycle Assessments (LCAs) were introduced to identify carbon hotspots in materials and manufacturing, supporting eco-design decisions, lower-impact material selection, and more focused supplier engagement.

In parallel, Technetix worked with logistics partners to optimize transportation emissions, including selecting lower carbon transport modes where possible and improving shipment planning and consolidation. Business travel emissions were addressed through the rollout of a new travel management platform, enabling carbon-efficient booking choices and reinforcing behavioral change. Together, these actions mark a shift towards more systematic Scope 3 reduction through product design, supplier collaboration, logistics optimization and responsible travel.

Scope 3 results

From 2024 estimations, we identified which Scope 3 activities were expected to have the most significant GHG emissions (ref GHG Protocol screening to prioritize data collection). This was validated with the more detailed analysis in 2025 using the calculation methods shown in Section 11, Table 3.

The quantity and percentage of emissions calculated per category is shown in Table 1.

This analysis clearly indicates that the majority of Technetix emissions (94-97%) are related to the manufacturing and use-phase of products sold by the Group. This therefore forms the focus for our long-term efforts. We will also set targets to reduce emissions from other significant operational categories.

Our focus Scope 3 categories, representing over 99% of Technetix Scope 3 emissions, are:

Category 1. Purchased goods and services

Category 4. Categories 4 & 9 – Upstream and downstream transportation and distribution

Category 6. Business travel

Category 11. Use of sold products

Category 12. End-of-life treatment of sold products

All other applicable categories represent less than 0.5% of Scope 3 emissions each.

Across the 2023–2025 period, total Scope 3 emissions fluctuated in line with changes in sales volumes, product mix, and customer deployment activity. The largest sources were Category 11 (use of sold products) and Category 1 (purchased goods and services), which together represent the manufacturing and use-phase emissions of our active network products. Because absolute emissions naturally rise or fall with business activity, they do not on their own show underlying performance improvement. To address this, Technetix is introducing intensity-based metrics alongside absolute reporting. These will help track real emissions reductions linked to more energy-efficient products, lower-carbon materials, improved logistics, and smarter network design.

In 2025, Technetix set a Net-Zero commitment with the Science-Based Target Initiative (SBTi). We will complete our objective to have Scope 3 and Net-Zero targets approved by the SBTi in 2026.

2025 Scope 3 Emissions %

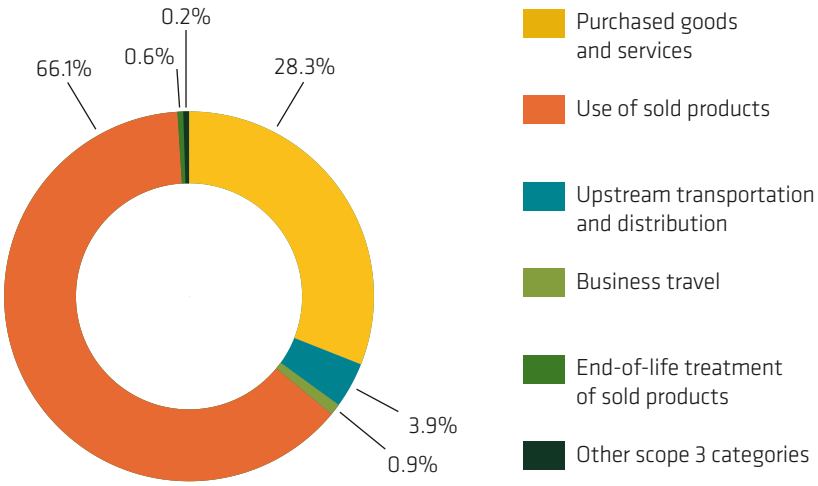


Table 1: Scope 3 results – applicable categories

Scope 3 GHG emission category	2023 (tCO_2e)	2024 (tCO_2e)	2025 (tCO_2e)
1. Purchased goods and services	80,458	37,269	48,871
2. Capital goods	593	445	186
3. Fuel and Energy-Related Activities (not included in Scope 1 or Scope 2)	62	57	54
4. Upstream transportation and distribution	1,779	1,162	6,755
5. Waste generated in operations	5	6	5
6. Business travel	1,872	1,833	1,604
7. Employee commuting	47	58	56
8. Upstream leased assets	31	51	73
11. Use of sold products	212,414	53,588	114,085
12. End-of-life treatment of sold products	5,695	2,080	1,163
Total	**302,954**	**96,548**	**172,852**

Scope 3 data improvement

In calculating emissions for some priority categories, spend-based methods were used for initial screening and prioritization. Details of calculations, boundaries, assumptions and datasets used can be found in section 11 of this report, further data improvement is required to accurately identify and target emissions reduction opportunities. Work is ongoing across these categories to strengthen data accuracy and to support more robust planning and tracking of emissions reductions.

Use of sold products

In 2025 we created a detailed 'use of sold products' data model according to the GHG protocol, which estimates emissions by combining sales volumes, product specific lifetime power consumption, and country specific electricity emission factors for the location of sale.

This methodology means manufacturers of active products report significantly higher emissions than producers of passive ones as use phase energy consumption often represents the largest share of a product's lifecycle footprint.

Technetix may therefore appear to have a disproportionately high carbon impact. In practice, our products can be used to mitigate or reduce emissions, as improved energy efficiency, or increased capacity, requires less energy and fewer materials to support the same broadband capacity or number of 'homes passed'[10]. We will set product intensity metrics and targets to track these improvements in capacity and energy efficiency.

Purchased products (manufacturing)

Technetix will use Product Life Cycle Assessments (LCAs) to improve the accuracy and completeness of purchased goods emissions data by providing a clear, science-based view of the environmental impacts associated with raw materials, components, and manufacturing processes. By mapping emissions across each stage of a product's life—from material extraction to production—LCAs highlight carbon intensive inputs and hotspots within the supply chain.

With this insight, we can engage suppliers with targeted improvement actions, select lower impact materials, and redesign products for reduced embodied carbon. Over time, LCAs support more accurate Scope 3 reporting and meaningful emissions reductions. This strengthens our product and value chain sustainability performance.

Product end-of-life treatment

LCAs are also useful for identifying the materials and components with the highest disposal related impacts. This helps us to redesign for recyclability and select lower impact alternatives.

Transportation & distribution

We are working with our top logistics suppliers to gather detailed emissions data. For the 2023-2025 period, our data collection covers approximately 70% of our freight and logistics spend, both upstream and downstream.

Improvement to the accuracy of transportation and distribution emissions data will be made by expanding data collection across a larger share of our logistics suppliers. Requests for granular shipment information (distances, vehicle and fuel types, load factors and routing, for instance) will help us build a more complete and representative emissions profile for our global distribution network. Analyzing this data will enable us to identify high impact routes, compare supplier performance, and work collaboratively to target reductions.

Business travel

A new corporate travel management platform was rolled out at Technetix in 2025. The Egencia platform will support reduced business travel emissions by providing accurate carbon reporting (using BEIS/DEFRA and IATA methodologies). Egencia's features include dashboards that track emissions, booking stage nudges that highlight lower carbon alternatives, and sustainability recommendations and insights to help embed lower emission choices into travel behavior.

The platform was introduced mid-year, and we are working towards full utilization across the Group.

Table 2: Technetix decarbonization initiatives

Initiative	Our aims
Scope 1 **Fuel reduction**	Eliminate emissions from company cars and move towards more sustainable alternatives to natural gas in our operations.
Scope 2 **Renewable energy**	Increase the proportion of purchased renewable energy. Where renewable supply contracts are unavailable, investigate the installation of clean energy generation equipment or purchase of renewable energy certificates.
Scope 3 **Product lifecycle analysis**	By analyzing impacts and working collaboratively across the value chain, we can identify opportunities to reduce the overall footprint of our products across their full lifecycle, from materials and manufacturing to end-of-life.
Scope 3 **Key supplier engagement**	Encourage and support suppliers in setting their own emissions targets, selecting renewable energy, conducting product LCAs, addressing product emissions hotspots, and cascading efforts to engage their supply chain.
Scope 3 **Shipping optimization**	Optimizing shipment planning to minimize empty mileage, consolidating freight where possible, and encouraging the use of lower emission transport modes. Working with partners who prioritize fuel efficiency, route optimization, and modern fleet technologies.
Scope 3 **Network innovation**	Reduce downstream emissions through innovations that improve the energy efficiency of our products and the operational efficiency of our customers' networks. Working closely with customers to optimize the performance of our products within customer environments, reducing energy consumption, increasing capacity, improving installation practices, and minimizing waste and truck rolls.
Scope 3 **Product eco-design**	Integrate eco-design principles into development and manufacturing of our products covering areas such as material and process selection and design-for-repair and recycling.
Scope 3 **Customer awareness**	Communicate product footprint and energy efficiency data to encourage customers to select lower energy and carbon products and solutions.
Scope 3 **Employee engagement**	Cascade objectives and implement policies and procedures to help Technetix employees make more lower carbon travel and purchasing decisions.

Supply chain engagement

Delivering sustainable, high performing products requires strong environmental stewardship not only within Technetix, but throughout our global supply chain. The environmental impact of a product is shaped at every stage of its lifecycle. This spans material extraction and component manufacturing, to product use, maintenance, and end-of-life treatment.

Engaging proactively with suppliers is essential to achieve meaningful reductions in lifecycle emissions, waste, and resource consumption.

Setting supply chain expectations

Our supply partners are required to comply with the Technetix **Supplier Code of Conduct** and uphold the environmental principles embedded in ISO 14001. Together, these standards promote responsible environmental practices across suppliers' manufacturing, sourcing, and operational processes.

The Code of Conduct is regularly reviewed and updated to reflect evolving regulatory requirements, global sustainability standards, and best practices in responsible sourcing. Updates ensure that our expectations remain aligned with emerging environmental risks, customer requirements, and industry norms, while reinforcing our commitment to continuous improvement across the supply chain.

Assessing supplier environmental performance

Technetix conducts structured environmental due diligence through its supply chain assessment platform. This allocates potential supplier risk based on industry and location, and an assessment of their environmental management systems. The assessments include certification, policies, processes, training programs, operational controls, waste and hazardous substance management practices.

Assessment results are reviewed alongside critical news alerts and any internal or external escalations so we can identify potential risks early. They also highlight opportunities for improvement, and ensure suppliers continue to meet our environmental performance expectations.

To learn more about this program, refer to the Responsible Business section of this report.

97%

of the supply base assessed for environmental protection, 95% compliant

Tackling supply chain emissions

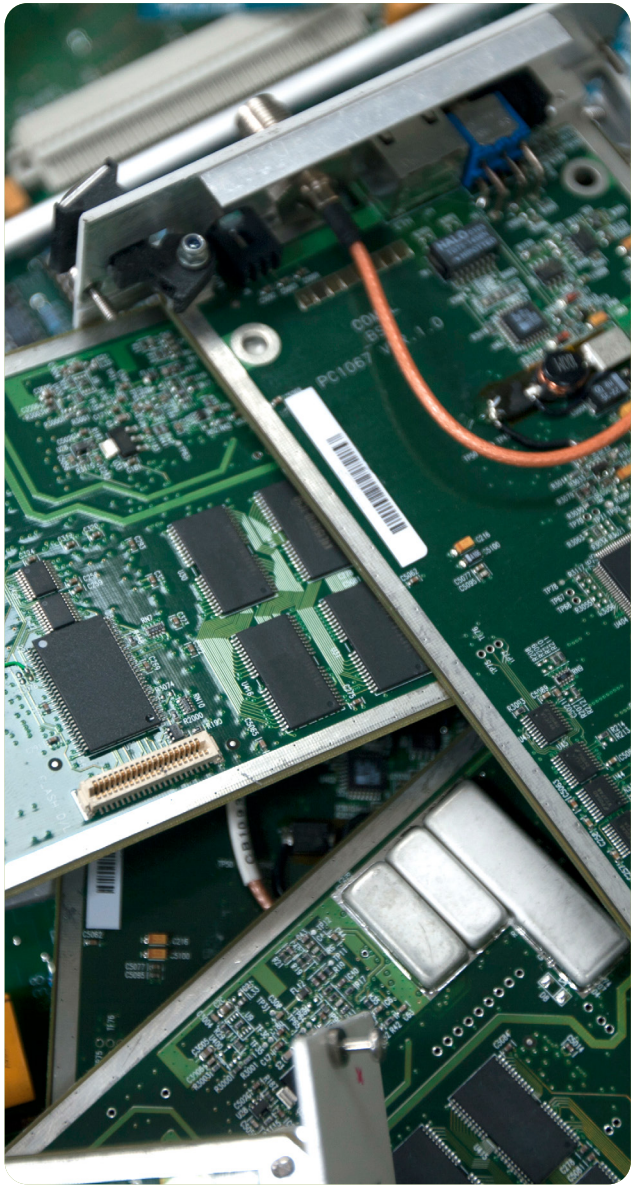
We encourage our supply partners to set their own emissions targets to support carbon reduction across the value chain.

In parallel, during 2025 we increased our focus on collecting detailed manufacturing and supply-chain data, working directly with suppliers to complete product LCAs and identify carbon 'hotspots' in materials and production processes.

While product LCAs provide detailed insight into the lifecycle impacts of individual products, supplier level targets help ensure that emissions reductions extend beyond specific products and across suppliers' wider operations and broader supply chains. A combination of the two approaches creates a robust framework for improving product sustainability, strengthening transparency, and aligning both Technetix and its partners with global climate goals.

70%

of suppliers with ISO 14001



Waste reduction

Waste reduction remains a core commitment at Technetix, and throughout 2025 we continued initiatives and innovations that minimize waste within our operations and across our wider value chain.

Within our operations and facilities, we:

- Minimize the use of materials such as paper and plastic.
- Challenge the use of disposable or low-quality transit packaging, prioritizing durable and eco-friendly alternatives.
- Have established recycling processes at all our sites, and encourage employees to reduce, reuse, or recycle materials.
- Offer takeback services for electronic and electrical equipment, ensuring responsible disposal and recycling.
- Recycle all electrical waste.
- Provide customers with product maintenance and repair services across Europe and Americas.
- Minimize our exhibition footprint through reduced and reusable tradeshow materials.

A major focus of our waste reduction strategy lies in product design, packaging, and supply chain innovation, where the greatest opportunities for long-term impact exist. As a supplier to the telecommunications industry, we recognize our responsibility to help lower downstream waste impacts. To support our customers in reducing waste, Technetix develops solutions that avoid unnecessary equipment replacement and minimize material use during network upgrades.

For example, our XFO faceplate-only multitap significantly reduces metal and electronic waste in the field. The XFO is compatible with legacy third party equipment, enabling targeted, retrofitted network upgrades that eliminate full unit replacements. Likewise, our advanced RF and fiber solutions support evolving network trajectories that avoid largescale rebuilds. They allow our customers to continue using their existing network infrastructure, reduce scrap, and extend the life of installed assets. These technologies not only improve performance but materially cut waste generation across customer operations.

Product circularity

Technetix strengthens product circularity by embedding sustainability principles into the design, engineering, and delivery of its technologies. Our approach focuses on designing products for longevity, modularity, and upgradeability, helping to extend the service life of broadband infrastructure and reduce premature disposal.

Through smarter material selection, modular architectures, and targeted engineering optimization, we prioritize solutions that minimize waste and support circular use cycles. We are also advancing the use of lifecycle assessments (LCAs) to evaluate product impacts across their full lifecycle and to identify opportunities to further improve durability, repairability, and ease of disassembly.

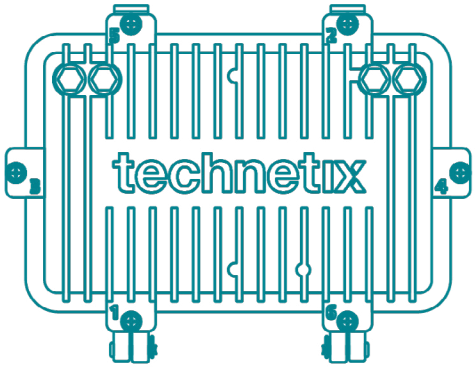
By continuously refining product design with circular economy[11] principles in mind, Technetix reduces environmental impacts while enabling customers to operate their networks more sustainably over the long term.

Technetix maintenance center

The Technetix dedicated Repair and Maintenance Center in Zaragoza, Spain opened in April 2024 and has become an essential part of our circularity and customer support strategy.

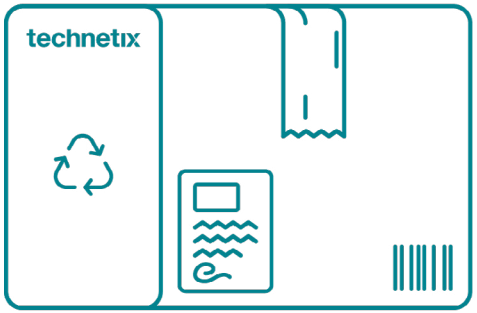
Providing state-of-the-art diagnostics, servicing, and refurbishment for a wide range of Technetix HFC amplifiers and optical network products, the center supports operators to maintain and upgrade networks without resorting to full equipment replacement.

By the end of 2025 the center had processed 2,801 amplifiers. The equipment it processed remained in service longer, supported evolving network requirements, and reduced environmental impacts associated with premature disposal. We continue to enable more sustainable network operations through this center by maximizing reuse, prolonging product life, and lowering waste across the broadband ecosystem.



2,801

amplifiers repaired by the end of 2025 at our new European maintenance center



More than 40 tons

of single-use-plastic removed from our packaging since 2020

Packaging

We continued to embed sustainability requirements into our packaging specifications and design processes. While ensuring that packaging meets our standards and protects our products, we remain committed to choosing packaging that is safe, user-friendly and environmentally responsible.

Our packaging approach is built around core principles:

- **Recyclability**
  ensuring packaging materials can be processed through established recycling systems.
- **Minimized volume and weight**
  reducing raw material use wherever possible.
- **Elimination of single-use plastic (SUP)**
  excluding plastic unless required for technical or regulatory reasons.
- **Clear labelling**
  providing accurate guidance for handling, safety and recycling.
- **Material health and safety**
  no substances of concern.

Since 2020, we have systematically removed SUP from our packaging through a comprehensive review of legacy components across our product portfolio. Our customers, quality teams, product managers, and warehouse personnel have provided input on this process so that we can identify and replace outdated materials.

In some cases, we have redesigned components to eliminate the need for plastic packaging. In 2025 we removed an additional 4.2 metric tons of SUP taking us to over 40 metric tons since 2020.

As we move forward, removing unnecessary plastic has become embedded in the mindset of our design, product management, and quality teams. Sustainable packaging is considered during product development and approval. Cross-functional collaboration focuses on finding new ways to reduce or eliminate plastic without compromising product integrity. This includes ongoing investigations into the technical and quality implications of removing industry-standard items - such as plastic caps on ports and connectors—and evaluating options to maintain performance while reducing waste.

Continuous testing, creativity, and partnership with customers and suppliers keeps us exploring innovative packaging solutions that minimize environmental impacts.

Better Stands Silver

Reducing trade show waste

We ended show season on a similar high note to the previous year, achieving a Better Stands Initiative's rating for our exhibition stand design. Following its success in 2024, our modular, reusable stand returned for 2025, reconfigured for an updated look.

Raising awareness about the impacts of disposable exhibition structures, Better Stands 'celebrates the use of reusable stands' within the historically high-waste trade event sector. Rating us for the second year running recognizes our commitment to driving improvement.

We also reduced the number of personnel in attendance at each show throughout 2025. Limiting numbers to a streamlined core of representatives supports better use of resources and helps reduce incidental waste (e.g. single-use food containers, plastic water bottles, printed collateral, and lanyards). While small in isolation the cumulative effects of these savings can be significant.

Perhaps more distinctly, fewer personnel attending shows directly reduces business travel emissions that fall within our Scope 3 targets.

This combined improvement reinforces our dedication to exemplify more sustainable approaches at every industry touchpoint.

6. People and Communities

Connecting through care:
our commitment to people and communities

A critical part of Technetix' success relies on the welfare of our employees, customers, suppliers, and the wider community. We make every effort to provide diverse, inclusive, safe workplaces for our people, and support their welfare and career development.

Beyond our workforce, we are dedicated to ensuring ethical and responsible practices throughout our supply chain, prioritizing fair labor conditions, safety, and wellbeing for those who help bring our products to market. Additionally, community matters to us. From supporting children's charities to educational outreach, we're committed to impacting positively where we operate.

100%
of employees covered by Performance Development Process

90%
participation in employee engagement and feedback surveys

Global team development

Our greatest innovations begin with our people. We are committed to nurturing a global team where every individual is empowered to grow, gets support to thrive, and is inspired to bring their whole selves to work.

In 2025, we strengthened our focus on building a supportive, inclusive and high-performing global workforce. This included full participation in our Performance Development Process, continued engagement through employee feedback surveys, and external recognition of our people practices through Investors in People accreditation. We also reinforced our commitment to responsible employment by becoming a UK Real Living Wage employer. Together, these milestones reflect our belief that investing in our people is fundamental to long term business success and sustainable growth.

INVESTORS IN PEOPLE®

Investors in People

In 2025, Technetix received Investors in People (IiP), an internationally recognized standard for people management. IiP's rigor and structure is comparable to quality frameworks such as ISO 9001.

Our IiP accreditation validates Technetix' longstanding focus on people development as a strategic enabler of business success. The company's ambition to develop and retain exceptional talent supports colleagues to reach levels of capability and confidence they may never have imagined. It also cultivates new skills that complement our growth.

The IiP assessment highlighted the honesty, collaboration and commitment shown across the organization. We believe this speaks loudly about the strength of our company culture.

It also provided valuable insight into what we do well and where we can improve. These findings are now shaping our 2026 people priorities. These are:

- Career Development: clear pathways, stronger skills development, and visible growth opportunities
- Performance Management: more frequent, meaningful conversations that recognize and support continuous improvement
- Leadership and Ownership: strengthening leadership behaviors and accountability at every level
- Innovation and Efficiency: continuing to build world-class products, people practices, and operational excellence
- Engagement and Recognition: ensuring people feel valued, motivated, listened to, and supported in-role

The priorities will ensure that we build on our strengths while addressing areas of opportunity. Further development of the priorities will take place through colleague engagement sessions, our internal 'Lunch-and-Learn' events, and onsite meetings. These all ensure transparency and shared ownership of our next stage of evolution.

Achieving the Investors in People accreditation demonstrates that we are building the strong, supportive and high performing culture needed for sustainable long-term success. It represents a foundation on which investment in people is continuous, so that Technetix remains a great place to work, grow, and innovate.

Living wage

We became a Real Living Wage UK employer in 2025. This guarantees that 100% of directly employed colleagues in this region are paid at or above the Real Living Wage rate as set annually by the Living Wage Foundation. The Real Living Wage is independently calculated based on the actual cost of living and exceeds the UK statutory minimum. For 2025/26, this is £12.60 per hour nationally.

The commitment to Real Living Wage means we know that all employees, not just higher wage earners, are valued and recognized above the minimum. Pay benchmarking and internal audits monitor alignment and prevent wage compression or unintended pay inequities.

In 2026, Technetix plans to investigate extending its assessment of pay practices across additional locations, with the objective of expanding Real Living Wage alignment beyond the UK. Progress will be tracked through site-level pay reviews, leadership reporting, and sustainability metrics as part of our ongoing ESG improvement roadmap.

Developing our people and skills

Technetix remained committed to developing a skilled, engaged, and future ready workforce throughout 2025. Our people development framework underwent significant strengthening through enhanced governance, digitalization of HR processes, and improved measurement of employee development outcomes.

Our annual Personal Development Conversation (PDC) process was further embedded as a global performance and development framework. We did this by re-evaluating and enhancing the process and question tasks. Following a structured self-assessment, employees are provided with manager evaluation and leadership oversight. Across all of our regions, this ensures consistency, fairness, and accountability.

The enhanced framework supports:

- Clear alignment between individual objectives and company strategy
- Regular coaching conversations and continuous feedback
- Identification of development needs and succession planning opportunities
- Transparent documentation of performance and development outcomes

PDC participation was maintained at 100% across global teams. This demonstrated improved employee engagement and leadership accountability.

To support long-term development, functional capability frameworks were extended across more of our departments. Initially developed with commercial teams, the frameworks define expected skills, behaviors, and career pathways to support internal mobility, workforce planning, and fair performance and progressions assessments.

Learning and development

Technetix maintains a blended learning approach combining digital learning, external professional training, leadership development, and internal knowledge sharing initiatives.

During 2025 we strengthened access to learning through our global learning platform, providing employees with on demand training covering:

- professional and technical skills
- leadership and management development
- health and safety awareness
- compliance and ethical conduct training
- diversity, equity, and inclusion awareness

The effectiveness of the training is monitored through participation data, employee feedback, and development outcomes identified through the PDC process. And to support sustainable growth, learning priorities are increasingly aligned with organizational capability gaps and future business needs.

Human rights and ethical employment practices

Technetix is committed to operating responsibly and respecting internationally recognized human rights principles across our global operations. Our approach includes:

- equal opportunity employment practices
- zero tolerance for discrimination, harassment, or retaliation
- protection of employee data privacy under GDPR and applicable regulations
- fair working conditions aligned with local labor laws
- responsible management oversight of employment practices across international locations

To reinforce a culture of integrity and accountability, we embed human rights and ethical expectations in company policies and leadership responsibilities.

Responsible employment and policy governance

We recognize that strong governance frameworks are essential to protecting employee rights and ensuring ethical employment practices.

In 2025, we moved from periodic policy updates to a structured global policy governance framework for all employee-facing policies. The introduction of a Global Employee Handbook provides consistent guidance while respecting local legislative requirements across operating countries.

Key governance improvements in the year included:

- Establishing a defined policy review cycle for employee-facing policies
- Strengthened employment standards documentation
- Clearer communication of employee rights and expectations
- Alignment with international labor standards and applicable employment legislation

Policies covering equity and diversity, anti-harassment and bullying, health and safety, data protection, and ethical conduct are communicated through onboarding and accessible digital platforms to ensure awareness across the workforce.

Equity, diversity and inclusion

Technetix employees have a right to fair treatment, dignity, and respect in the workplace. This applies regardless of gender, nationality, ethnicity, age, disability, religion or other protected characteristics.

Our global workforce reflects the international nature of our business, with employees representing more than 26 nationalities across 12 operating countries. As of end 2025, Technetix employs approximately 185 people globally. Female representation across the total workforce was 28%, and 20% within management and leadership roles. While the telecommunications technology sector remains traditionally male dominated, we continue to work to improve gender balance through fair recruitment practices, inclusive leadership behaviors and transparent career development pathways.

We strengthened our diversity and inclusion governance and monitoring through the implementation of our global HR platform. This enables improved workforce data reporting, standardized recruitment processes and clearer job frameworks across the organization. All employees are covered by our Equity and Diversity, Anti-Bullying and Harassment and Code of Conduct policies, which set clear expectations around respectful behavior, fair treatment and non-discrimination. These policies are supported by formal grievance procedures and confidential reporting mechanisms to ensure that employees can raise concerns safely.

We continue to monitor diversity indicators including gender representation, hiring and promotion data, and employee engagement feedback. In addition to this, we are embedding inclusive leadership practices within our management development and performance review processes. This ensures leaders are accountable for building respectful and collaborative teams.

Health, safety and wellbeing

Technetix operates as a low-risk business, but we recognize that our health and safety responsibilities extend across our global supply chain and to the customers who rely on our products. Rigorous adherence to high safety standards is essential. Not only do we ensure our manufacturing partners follow safe and compliant practices, we conduct thorough product approval processes that mitigate potential risks before mass production.

With strict controls, careful management of changes, and a commitment to enhancing welfare standards at every stage, we prioritize the safety and wellbeing of everyone who interacts with our products and operations.

In 2025 we achieved zero lost time injuries across the Group, continued to strengthen supplier health and safety assurance, and embedded safety led thinking into product design and customer solutions.

Occupational health & safety

Our approach to Occupational Health and Safety (OHS) is built on continuous improvement, strong leadership, and proactive risk management. We maintain top level sponsorship for health and safety, ensuring that oversight, accountability, and strategic direction come directly from the highest levels of the organization.

We are proud to report that we had no reportable incidents or lost time injuries in 2025. This reflects our robust systems, strong employee engagement, and vigilant risk control. Our approach includes comprehensive risk assessments across our operations to make sure hazards are consistently identified, evaluated, and effectively controlled.

A hierarchy of controls is applied appropriately and where required. This includes the provision and effective use of personal protective equipment (PPE), alongside engineering and administrative controls such as ongoing training. This ensures every employee has the knowledge and capability to work safely. We also maintain rigorous equipment inspection and maintenance programs to help prevent failures and reduce operational risks.

We believe that preventing harm is everyone's responsibility. Our colleagues are encouraged to remain vigilant to potential hazards and to actively report incidents and near misses through our reporting system.

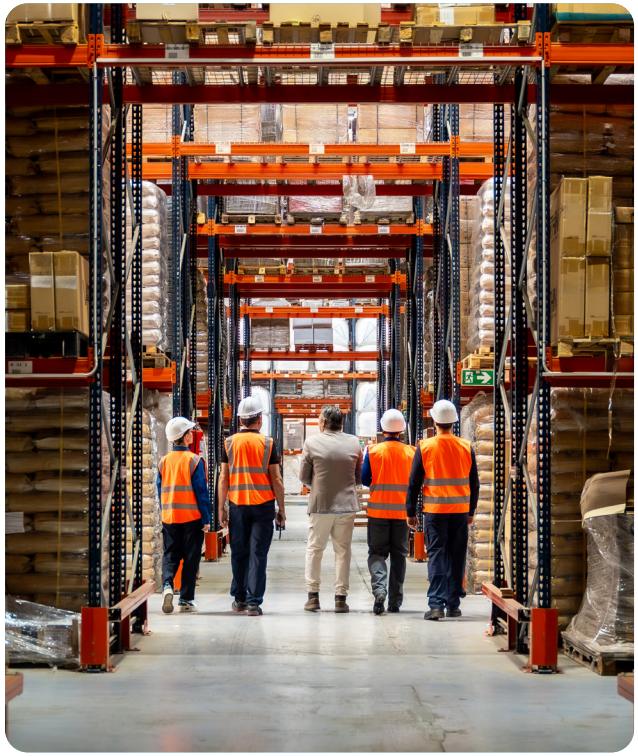
To formally demonstrate our commitment to health and safety, we will begin the process of ISO 45001 certification in 2026. This internationally recognized standard will further align our practices with global best practice frameworks and reinforce our dedication to protecting the wellbeing of our people.

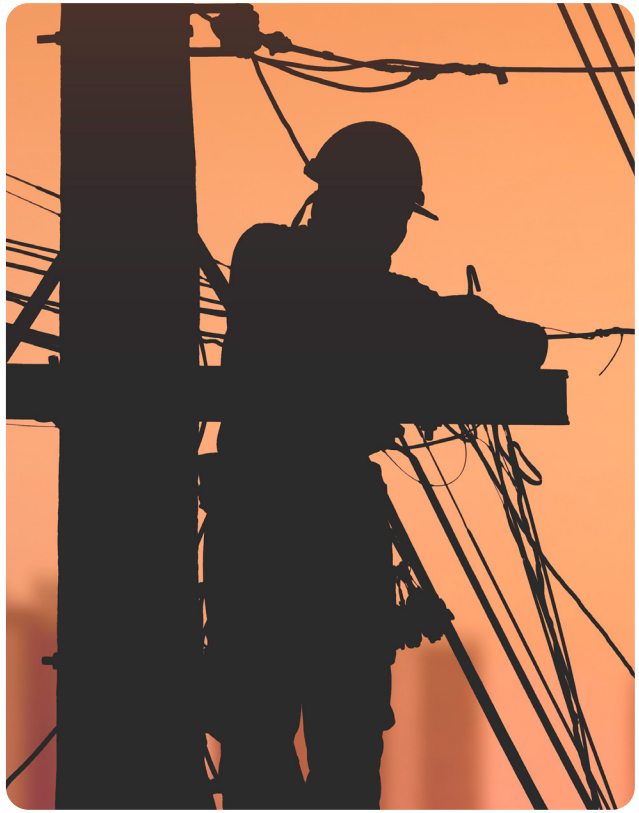
Employee wellbeing, engagement and social dialogue

Our wellbeing initiatives continue to focus on creating safe working environments, supporting work life balance, and promoting psychological safety across teams. Employees and company leadership are encouraged to sustain open dialogue. Through structured feedback channels, performance discussions, and local consultation mechanisms (where applicable), we support employee voice, build trust and promote organizational transparency.

Zero
time lost to injuries across Technetix Group

92%
supplier compliance verified with Health and Safety assessments





Workers in the value chain

Protecting the health, safety, and welfare of workers across our value chain is part of Technetix' responsibility as a global supplier in the broadband industry. We require all supply partners to comply with our Supplier Code of Conduct. To help monitor and improve these standards, we use our supply chain due diligence platform, IntegrityNext. This platform is used to evaluate over 90% of Technetix product and component suppliers (by spend). It also provides industry and country level risk insights that deepen our understanding of the conditions workers may face.

Alongside our whistleblowing practices, we regularly visit supplier sites and track critical news development. This helps us identify potential issues early and work collaboratively with suppliers to implement corrective actions where needed.

In 2026, we will enhance this program further. By extending our due diligence process to include on-site supplier ESG audits and verification of working conditions, we can ensure the standards we expect for health, safety, and worker wellbeing are consistently upheld across our value chain.

Customer welfare

Customer safety and welfare are central to how Technetix designs and develops its products. By observing real-world operational environments and listening to field engineer experiences, we ensure our solutions reduce risk, improve ergonomics, and make work safer and more efficient. Annual rideouts with Multi-Service Operator (MSO) customers provide first hand insight into:

- installation challenges and common hazards
- opportunities to design safer products from the outset
- improving existing products

A clear example of this approach is the Technetix R-Clip. Developed in collaboration with Virgin Media Ireland the R-Clip design conveniently and safely attaches cable clips to walls before installing the fiber cable. The clip-before-cable approach helps prevent wastage from accidental cable damage. Damage can be caused by excessive handling, twisting, kinks, or hammer strikes.

In addition to reducing wastage and damage, technician safety is improved. By maintaining multiple points of contact with ladders when working at height, installers are at less risk of harm from falling or dropping tooling and other items.

> The R-Clip design enables technicians to safely and conveniently fix cable clips to the wall before installing the fiber cable. This method eliminates the risk of accidental fiber damage caused by hammer strikes and prevents cable compression during clip installation.
>
> The clip geometry allows for a neat, secure fit in 90° corners—including plinths, reveals, and capstones—while the separation between the nail and the cable-retaining mechanism provides maximum space for hammer access in these tight locations.
>
> Because technicians do not need to hold or position the cable while installing the clips, the system also delivers significant health and safety benefits, particularly when working at height from a ladder.
>
> ***Paul Kelly, Virgin Media Ireland***

At the other end of the spectrum, Technetix applies customer welfare thinking to complex digital platforms. Traditional amplifier cascades can require frequent manual on-site adjustments. This increases engineer exposure to roadside environments, cramped cabinets and live electronics. Furthermore, works take place in all weather conditions at any time of day or night. Technetix NeuronX Transponders and software address the risks presented by these conditions by enabling centralized, remote configuration and monitoring. Additionally, the NeuronX platform can be used to automate adjustments and run intelligent diagnostics.

Benefits of NeuronX remote functionality also include:

- significantly lower travel to and from sites
- reduce repair time
- mitigate need for powered equipment
- decreased human error risk - improved engineer safety and network reliability

For optical network projects, solutions such as the MIRA ORCA system enable our MSO customers to positively support end user health, safety, and wellbeing by significantly reducing the disruption typically associated with bringing fiber to the home. This is particularly important in multiple dwelling units (MDUs), where residents live in close proximity and prolonged construction activity can negatively affect comfort, safety, and daily life.

Traditional fiber upgrade approaches often require noisy civil engineering works and extensive re-cabling within occupied buildings, increasing disturbance, safety risks, and inconvenience for residents. In contrast, the MIRA ORCA Remote XGSPON ONU system enables existing inbuilding cabling infrastructure to support multigigabit FTTH services, avoiding invasive installation works. By minimizing noise, dust, and physical intervention in living spaces, this approach helps protect resident wellbeing, reduces health and safety risks during deployment, and enables faster, lower impact network upgrades.

Across both simple and advanced solutions, customer welfare is embedded in our product development process. Insights from customers shape our design and engineering decisions, and rigorous testing ensures we remove risks wherever possible. This approach ensures our products support the welfare (reducing repetition of safety and wellbeing) and productivity of the people who build and maintain the networks of the future.

> We are incredibly grateful to Technetix for their continued valuable support over the past 16 years. Children and families who know they don't have long together have the chance to live life to the full. The whole team should be proud of their fundraising efforts and of the significant impact that this will have on all the families we support.
>
> ***Olivia Albon-Cary, Chestnut Tree House Corporate Partnerships Executive***

Chestnut Tree House
Children's Hospice Care

Social impact and community support

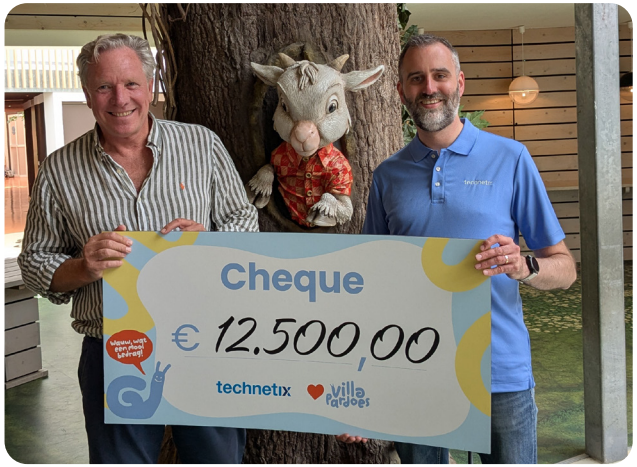
As a responsible and compassionate corporate citizen, we aim to support the wider community. Our focus on supporting children, education, and inclusive communities helps create meaningful, long-term positive outcomes for young people, families, and underrepresented groups. We are committed to contributing to the communities we operate in and aim to continue growing our social initiatives as we grow our global footprint.

Supporting children and families

In the UK, our longstanding support for Chestnut Tree House remains very close to Technetix' heart within its community support program. Providing vital care for children with life-limiting conditions and essential support for their families, our partnership with Chestnut Tree House children's hospice reflects our belief that every child and family facing extraordinarily difficult circumstances should receive compassion, dignity, and opportunities to make lasting memories.

Last year, we funded two full days of facility operation for the hospice through their 'Pay for a Day' scheme. We also donated volunteer days for team members to help with on-site maintenance in CTH's corporate gardening initiative. And with 2025 marking our 16th year partnering with CTH, our total donation to the hospice to date stands at £205,000.

We were also delighted to expand our focus on children's wellbeing across Europe in 2025 with a new partnership in the Netherlands. For the Dutch charity, Villa Pardoes, we helped finance their mission to provide unforgettable holiday experiences for children with serious illnesses. Our first donation of €12,500 in July funded several holidays that were gifted to families navigating significant health challenges.



> We were able to give four families a week-long holiday each, thanks to the donation Technetix made. For these families, it's a priceless time when they are free from daily challenges and worry, simply being together, relaxing, and creating memories that will last forever.
>
> ***Olaf Jungerius, Fundraiser at Villa Pardoes***

villa Pardoes

Investing in education

Education is a cornerstone of our community engagement strategy. We continued our sponsorship of the University of Liverpool scholarship program, gifting two scholarships of £30k each to emerging talent from low-income or care leaver backgrounds. These scholarships acknowledge the barriers that prevent talent from entering the profession, offering financial support to students from diverse backgrounds as they begin their academic and professional journeys.

This year, we look forward to sharing stories and perspectives directly from scholarship recipients, highlighting how this support is helping shape future careers in engineering, technology, and related fields.

Championing inclusion through sport

Technetix also promotes accessibility and inclusion in sport. Our ongoing support for the Crawley Wheelchair Rugby Team gives athletes with disabilities access to high quality equipment, coaching, and competition opportunities. Our partnership with the team reflects our belief in empowering people of all abilities to build confidence and personal achievement through the sense of community and belonging that sport inspires.

> The scholarship has been really helpful in supporting my studies during my first year. I've invested in some subscriptions to engineering and coding websites which are helping me build projects and develop my skills outside of classes. And I've been able to buy an iPad, which has been great for taking notes and working on assignments. These resources have really helped me to stay on top of my work and explore my areas of interest further.
>
> ***Mohammed Mustafa Ali, Engineering student at Liverpool University and beneficiary of the Technetix Broadhurst scholarship***

Global community support through micro entrepreneurship

Beyond our local communities, Technetix is also helping people build a living where opportunity is hardest won. Through our support of Lend with Care, we help fund small, practical business loans that can be genuinely life-changing – the kind that buy a sewing machine, stock a market stall, repair essential tools, or purchase livestock. They are modest sums by corporate standards, but for a family they can mean stable income, school fees paid, and a future that feels possible.

Over the past six years, 392 entrepreneurs across Ecuador, Vietnam, Malawi, Paraguay, the Philippines, Rwanda, Pakistan, Thailand, Cambodia, Peru and Togo have benefited from these micro-loans. What began as a personal initiative from the Technetix Founder and CEO has, over the past three years, grown into a Technetix-supported programme – allowing more families to move from day-to-day survival towards resilient livelihoods and stronger futures.

The results are both humbling and inspiring. To date, 232 loans have been successfully completed, with only 4 defaults. In total, £88,322 has been lent, with losses of just £251.54 – a powerful reflection of the determination and integrity of the people behind each loan.

Behind every repayment is a story: someone choosing to work, to invest, to take a risk, and to keep their promise – not to a bank, but to a community of supporters who believed in them. That is why we continue to back this programme: because dignity, enterprise and hope travel remarkably well when given even a small start.

7. Responsible Business

Driving innovation with integrity: our sustainable business pledge

We prioritize responsible practices throughout our operations and supply chain. In parallel to delivering innovative products and solutions, we maintain transparency, accountability, and continuous improvement to address social, environmental, and ethical considerations.

Sustainability governance

Strong governance is essential to delivering Technetix' sustainability commitments. It is also vital for ensuring that environmental, social, and ethical considerations are embedded into every aspect of our business.

Throughout 2025, we continued to strengthen our internal governance framework building on work done in earlier years. Our work focused on more effective oversight, clearer accountability, and better integration of sustainability into strategic decision-making.

Investing in ESG

There were two key developments which demonstrate our increased investment in ESG over the year:

- the first standalone sustainability budget
- investment in a Product Management Sustainability role to support the growing scope of our sustainability agenda.

This new role reflects the growing importance of product sustainability, especially around circularity, materials, lifecycle impacts, and Scope 3 emissions. These factors are true for both our customers and our long-term business strategy. By dedicating more resources in this function, Technetix is better positioned to drive product-level improvements and integrate sustainability into product development and procurement. This enables us to support customer expectations for transparent, responsible solutions.

Strengthening governance

Regular sustainability reviews with the Executive Team and the Board have also been key to strengthening governance. These reviews ensure that progress, risks, and emerging requirements are consistently evaluated at the highest levels of the organization. The reviews are structured and include updates that help align sustainability priorities with business strategy, resource planning, and long term growth objectives.

In addition, we have continued to review and refine our sustainability-related policies, including our Supplier Code of Conduct, and environmental, social and ethical policies. These changes address evolving regulations, customer requirements, and global best practice.

Top 3%

for ethics and sustainable procurment in the 2025 EcoVadis assessment

United Nations
Global Compact

Member and active participant since 2021

UN Global Compact

Technetix deepened its commitment to the UN Global Compact (UNGC) and its Ten Principles by actively participating in several programs. Designed to support the integration of sustainability across our business, colleagues from multiple functions attended a series of 'Sustainability for Core Functions' sessions. Not only did this participation represent part of our ongoing learning journey, it helps ensure that ESG considerations are understood and embedded in day-to-day decision-making across departments including legal and marketing.

A Technetix team attended the UN Global Compact Ambition Accelerator Program, supporting the development of the knowledge and practical tools needed to advance ambitious environmental and social targets.

Technetix representatives also attended the UN Global Compact UK Annual Summit, joining peers from across industry to discuss emerging sustainable-business challenges, regulatory expectations, and opportunities for collective action.

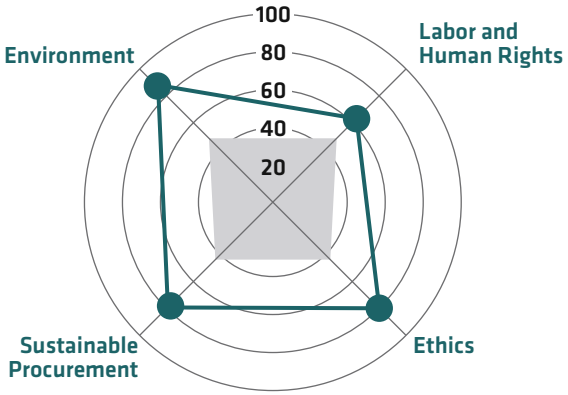
Active participation in the UN Global Compact network keeps us aligned with global best practice. It also amplifies our efforts to build internal capability, while contributing to a wider community of organizations committed to responsible and inclusive growth.

UN Global Compact Ambition Accelerator Program 2025

EcoVadis

We have continued our engagement with EcoVadis, one of the world's leading sustainability assessment and benchmarking platforms. EcoVadis plays a key role in helping us monitor our progress, identify gaps, and benchmark our performance against global best practice. In recognition of our strong environmental and governance credentials, Technetix previously achieved an EcoVadis Gold Medal, placing the company in the top 1% of organizations assessed. In 2025, Technetix was rated Silver- a change driven by updates to the EcoVadis scoring methodology and not indicative of a reduction in our underlying score or performance. We are proud to remain in:

- the top 4% of our industry
- the top 1% for environment
- the top 3% for sustainable procurement and ethics



Technetix Group LTD score

All companies rated by EcoVadis in our industry

We are fully committed to regaining Gold status and are advancing several longer-term initiatives, including strengthening supply chain due diligence, guiding product sustainability, and progressing labor and human rights certifications. These projects are driving deeper cross-functional collaboration within Technetix and within our value chain.

During the year, Technetix also participated in the EcoVadis annual Sustain Conference in London. The event was valuable in advancing our understanding of emerging ESG disclosure requirements, best practice procurement standards, and evolving expectations for sustainable products. Technetix will maintain its engagement with EcoVadis as we continue building a more responsible, transparent and future-ready business.

Risk & Materiality

Risk assessment remains a core element in Technetix approach to sustainable and responsible business. Building on our previous materiality assessment, we have further progressed the integration of risk management across the organization throughout 2025.

Over the year, we expanded our approach beyond central oversight and embedded structured risk identification and monitoring directly into functional teams. This was done through department-level risk registers, which allow each department to assess its own operational, environmental, social and governance risks. The intention with this process is to improve ownership, visibility and accountability at the right level of the business.

This broader participation ensures that material issues are fully considered and mitigated across the organization. Regular review of departmental risks now feeds into our enterprise-level risk register. This is monitored by the Executive Team and reviewed with the Board to support informed decision-making and long-term business resilience.

In order to maintain consultation and assessment of sustainability topics, we will periodically refresh our materiality assessment. This will sharpen the focus of the Technetix Sustainability strategy and ensure readiness for the Corporate Sustainability Reporting Directive (CSRD).

Our sustainability policies

To support transparency and demonstrate our commitment to responsible and sustainable business practices, we make several key policies publicly available. These include:

- Supplier Code of Conduct
- Responsible Minerals Policy
- Whistle-blowing Policy
- Anti-Bribery Policy
- Information Security Policy
- Equity and Diversity Policy
- Modern Slavery Statement
- Privacy Policy
- Environment Policy

Sustainable procurement

As we embed environmental, social, and ethical considerations more deeply into our global supply chain, our commitment to sustainable procurement builds.

In 2025, we continued to align our procurement practices with our Sustainable Procurement Policy, which reinforces the principles of environmental responsibility, social responsibility, and ethical conduct. Our approach remains guided by the UN Guiding Principles and OECD Guidelines: this ensures our suppliers uphold strong human rights, environmental, and governance standards.

We operate a centralized procurement model. This optimizes oversight, consistency, and strong governance. A whistleblowing process remains in place, providing safe and confidential channels for employees and external stakeholders to raise concerns related to our supply chain.

94%
of suppliers assessed for ESG impacts

99%
supply chain agreement to the Technetix Supplier Code of Conduct. Driving actions to achieve 100%

85%
of new suppliers approved via our cross-functional process in 2025, evaluating their ESG commitments before contracting new business

84%
of critical suppliers covered by responsible minerals due diligence in 2025

Supplier Code of Conduct

All our suppliers must adhere to the **Technetix Supplier Code of Conduct**. Insights and lessons gained throughout 2025 were integrated into an enhanced Code of Conduct. This updated Code was communicated to all supply partners in early 2026, providing clearer expectations, and stronger governance across labor standards, human rights, environmental stewardship, and ethical business practices.

This continuous improvement approach better supports and informs our supply chain partners and holds them to consistently high levels of accountability.

Risk assessment

We maintained our three-phase supply chain risk assessment framework:

1. **Abstract Risk Analysis:** Country and sector level risk indicators.
2. **Concrete Risk Analysis:** Screening and detailed questionnaires for medium and high risk suppliers.
3. **Prioritization and Response:** Mitigation strategies and follow up actions for high risk partners.

Insights from these assessments inform our annual **Supply Chain Due Diligence Report**.

Supply Chain Due Diligence progress

Our partnership with IntegrityNext continues to support the systematic screening and assessment of sustainability risks across our supply base.

Key achievements in 2025:

- We assessed **94% of our product supply base** using our supply chain due diligence platform.
- We achieved **90% compliance** against our social, environmental, and ethical requirements.

Where gaps were identified, suppliers were supported through corrective action plans. Follow-up monitoring was also embedded into our ongoing due diligence program.

Supplier ESG audit program

To further enhance assurance and transparency, we are launching the first phase of our on site supplier ESG audit program in early 2026. These audits will target high-risk and strategic suppliers. They will also complement digital screening with in depth verification of environmental practices, working conditions, governance, and ethical standards.

Supplier development

We are introducing a new objective to advance supplier capability and performance. This will focus on improving collaborative development with key partners. The implementation of an annual ESG performance review for our top suppliers will start in 2026, supported by a risk-based due diligence and our new on-site audit program.

This initiative is designed to:

- Deepen supplier understanding of Technetix ESG expectations.
- Identify targeted opportunities for improvement in environmental, social, and governance practices.
- Strengthen long-term partnerships through transparent dialog and shared improvement plans.
- Make sure that high impact suppliers demonstrate continuous progress aligned with Technetix sustainability standards.

By formalizing this development approach, we aim to build more resilient, more responsible supply chain relationships aligned with our long-term sustainability goals.

New vendor assessment

Our cross functional vendor approval process serves as a critical gateway, ensuring new suppliers meet Technetix's standards. In 2025, this process continued providing:

- Mandatory commitment to the Supplier Code of Conduct.
- Review of certifications, sustainability data, and risk indicators.
- Factory assessments for medium and high risk suppliers.

Where suppliers fell short, we supported them to align with our requirements. Serious violations remained subject to partnership termination, as set out in both our Sustainable Procurement Policy and Supplier Code of Conduct.

In 2025, we strengthened adherence to this approval process, achieving 85% approval coverage for new suppliers, a substantial improvement on the 57% achieved in 2024. The exceptions related to one-off vendors engaged for specific, non-recurring requirements, such as particular components or purchases made at customer request. These vendors are subject to limited use only and are not added to our approved supplier list.

Responsible minerals

Promoting responsible mineral sourcing throughout our supply chain remains a key component of Technetix human rights and ethical sourcing commitments. In 2025, our approach improved through advancing due diligence activities, better supplier engagement, and enhanced data collection. This was in line with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High Risk Areas (CAHRAs).

While we do not directly source tin, tantalum, tungsten, gold (3TG), cobalt, or mica, we recognize the complexities and potential risks within multi tier global supply chains. Our 2025 process focused on understanding supplier mineral sourcing exposure, reviewing smelter information, and identifying opportunities to reinforce responsible sourcing practices.

Expectations for suppliers

Our expectations are communicated through the Technetix Responsible Minerals Policy and Supplier Code of Conduct, which require suppliers to:

- Maintain responsible minerals policies aligned with OECD Due Diligence Guidance.
- Conduct due diligence on the source and chain of custody of minerals in scope
- Use the Responsible Minerals Initiative (RMI) reporting templates to identify smelters and refiners.
- Implement risk mitigation where smelters are non conformant or located in CAHRAs.
- Cascade requirements to sub suppliers where relevant.

Due Diligence process

During 2025, we performed a more targeted and structured review of our supply base, informed by risk and spend. We:

- Assessed in-scope and at-risk products and identified critical suppliers for due diligence
- Requested Conflict Minerals Reporting Template (CMRT) completion from critical suppliers
- Reviewed supplier disclosures against the RMI Responsible Minerals Assurance Process (RMAP) list of conformant smelters, supporting smelter level risk screening.
- Where suppliers reported nonconformant or high risk smelters, immediate engagement and corrective actions were initiated, including requests for enhanced due diligence evidence.

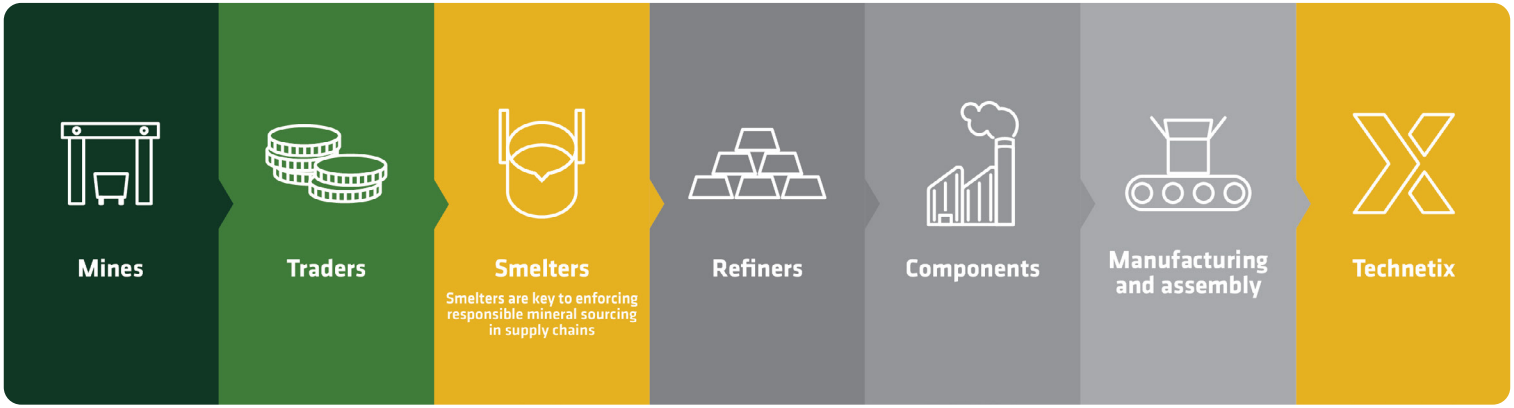
These steps created a clearer picture of sourcing practices across our highest-impact suppliers, strengthening the overall reliability of mineral-related information.

Key findings in 2025

In 2025, 84% of critical suppliers were covered by conflict minerals due diligence. Analysis of supplier submissions provided several important insights:

- 52% of responding suppliers reported sourcing from Covered Countries, 41% from wider CAHRAs.
- One supplier was identified as high risk due to the presence of a smelter not listed as RMAP conformant. Follow up action was initiated immediately to assess mitigation measures and review corrective plans.

These results reinforced the need for continued supplier engagement, improved policy maturity, and enhanced data quality across the supply chain.



Strategic focus for 2026 and beyond

Building on the 2025 assessment cycle, Technetix will:

- Assess 100% of at-risk suppliers by 2030
- Expand due diligence coverage in 2026 to include at least 90% of suppliers by spend, reflecting increased transparency expectations from customers and regulators
- Broaden the scope of due diligence to include cobalt and mica in alignment with customer expectations and emerging industry standards

Through these actions, we remain committed to supporting responsible mineral production. Furthermore, we continue reinforcing ethical supply chains, and contributing to improved governance and stability in regions where legitimate mineral trade supports local livelihoods.

Hazardous substances

Ensuring compliance with global hazardous substance regulations is essential. Correct practice protects human health, safeguards the environment, and maintains access to international markets.

Our compliance framework aligns with international regulatory requirements, including RoHS, REACH, TSCA, and WEEE. These help minimize restricted or hazardous substances throughout product manufacturing to reduce environmental impact, improve worker safety, and support responsible product stewardship.

In 2025 we maintained hazardous substance oversight by:

- Monitoring regulatory changes across major markets and updating internal compliance requirements accordingly.
- Conducting supplier assessments and collecting updated declarations of conformity.
- Requesting supporting documentation, including test reports, where regulatory risk or material uncertainty existed.
- Implementing corrective action plans for any identified gaps, with a requirement for closure within 90 days.

Due Diligence coverage

In 2025, Technetix achieved 80% due diligence coverage of product suppliers for hazardous substance compliance.

In 2026, our goal is to continue expanding this coverage. We will do this through supplier assessments, targeted follow up with higher risk suppliers, and integration of material compliance checks into product development, procurement and ESG due diligence workflows.

We remain committed to achieving full visibility and verification across all product suppliers.

Information security

Protecting the confidentiality, integrity, and availability of information is essential to Technetix role as a trusted partner in the broadband industry. As our operations, products, and supply chains become increasingly digital, information security remains a critical enabler of our business resilience, customer confidence, and regulatory compliance.

Over the year, we continued improving our governance, systems, and culture of security across the organization. This aligns our people, processes, and technologies to the highest standards of protection.

Privacy and data protection

Personal and sensitive information is safeguarded through rigorous privacy and data protection controls at Technetix. So we can be certain that the collection, use, storage, and deletion follow applicable legal requirements and internal standards, we apply robust data governance processes across the full lifecycle of data.

Our privacy policies are regularly reviewed and updated, and internal teams such as HR, IT, commercial, and operations are supported to handle data lawfully, securely, and transparently. Our approach upholds customer, colleague, and partner trust in Technetix at all times.

Product cybersecurity

As our portfolio develops, networks evolve, and threats become more sophisticated, Technetix cybersecurity gains increasing importance.

A growing area of focus is product cybersecurity. This is especially relevant as broadband networks become more digitally connected and remotely managed. Our engineering teams integrate security by designing principles into new product development and conduct risk assessments. In addition to this, our test teams apply robust testing and validation processes to help ensure that our products remain resilient against emerging cyber threats.

Continuous evaluations of evolving industry standards and customer requirements make sure that security features, configuration controls, and software and firmware support the safety and reliability of the networks we serve.

ISO 27001 management system

Our ISO 27001 Information Security Management System (ISMS) standard recertification last year speaks to our rigorous processes. Our controls, risk-management, and operational practices meet strict global benchmarks for information security. It also highlights the maturity of our ISMS and our ongoing improvements around system resilience, reducing cybersecurity risk, and ensuring our information security processes evolve in line with emerging threats and industry best practice.

bsi
ISO/IEC 27001
Information Security Management
CERTIFIED

Training and testing

A strong security culture depends on an informed and vigilant workforce. Technetix provides mandatory and role-specific information security training to employees to propagate an understanding of responsibilities, and recognition of potential risks. This is supported by regular testing—we deploy phishing simulations and security awareness assessments—to evaluate the effectiveness of our controls. They also help us identify areas where additional support may be needed.

Through continuous training, testing, and communication, we maintain a proactive security culture to protect our systems, data, and stakeholders.

70%
of Technetix employees completed assigned security awareness training

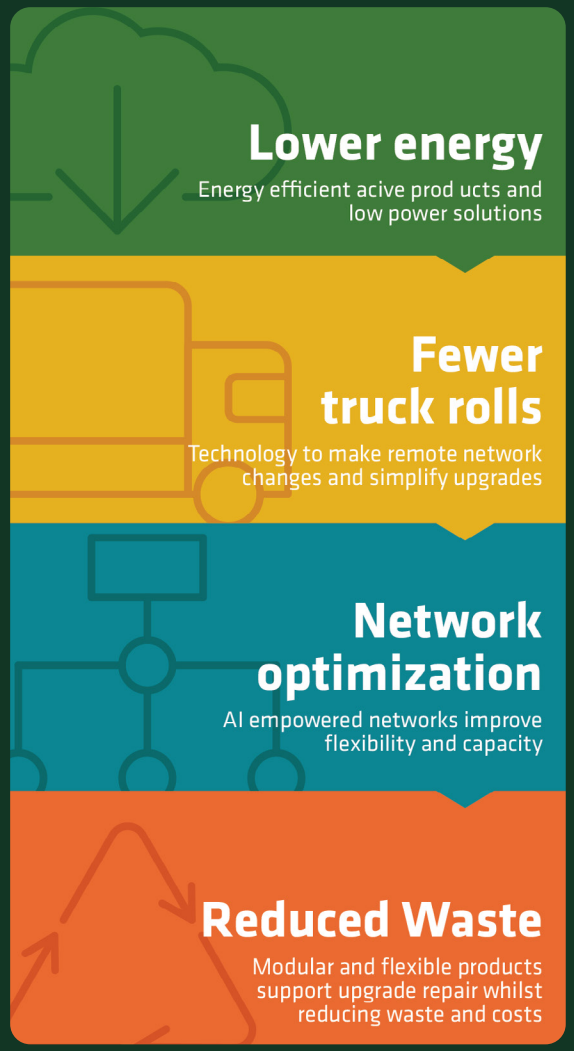
98%
phishing detection rate in internal simulation tests

8. Products and Solutions

Empowering sustainability through innovation

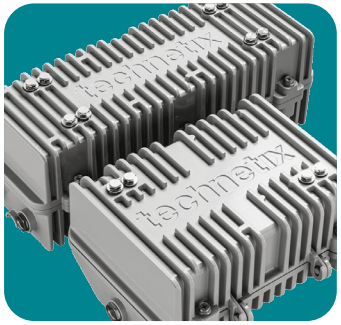
Through our equipment and technology, we aim to empower our customers to minimize their environmental impacts.

Our product portfolio offers enhanced energy efficiency, minimized operational emissions, cost, and waste. We design and engineer with lifecycle impact, longevity, upgrade, repair and recyclability in mind so our customers can make informed choices that contribute to a more sustainable digital infrastructure.



Energy and operational efficiency

Our solutions simultaneously reduce energy consumption and improve operational efficiency, reducing emissions, minimizing waste, avoiding civil works, and improving long-term network sustainability.



DBT 1800 & DBX Smart Amplifiers

Our smart amplifier range has been developed to provide up to 30% energy savings per gigabit and support data throughput while running on low power modes. Additional reductions in operational emissions are achieved through a streamlined design that offers simpler installation, fewer plug-ins, minimal truck rolls, and extended network asset lifetimes. These benefits all contribute to lower Scope 1 and 3 emissions.

Virtual Segmentation

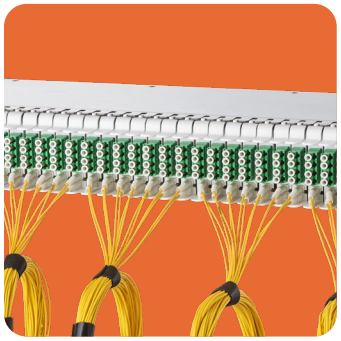
Virtual Segmentation (VS) supports fiber-like speeds over existing coaxial networks. VS provides operators with a zero-dig network modernization option eliminating disruptive and resource-intensive civil works. This approach reduces waste and accelerates operator upgrade cycles with minimal environmental impact.

MIRA ORCA

MIRA ORCA delivers fiber services over existing coaxial infrastructure. Our latest breakthrough solves a recurring number of fiber connection issues by frog-leaping intrusive excavations on private property, access permissions, and public disruption from construction. In turn, projects are completed faster, customer experience is improved, and emissions are kept to a minimum.

MIRA fiber Actives portfolio

Our fiber active portfolio combines high performance with low power consumption through advanced SoC (System On Chip) integration and intelligent power management. The compact, fan-less design enhances thermal efficiency, reliability, and product lifespan while reducing material usage. Interoperability with multiple OLTs and support for zero-touch provisioning and remote management minimize infrastructure upgrades, field visits, and operational emissions—enabling more sustainable, energy-efficient broadband networks.



HDOSS 32

Our High-Density Optical Splitter System requires no power or cooling, providing immediate energy savings. HDOSS-32's modular architecture activates ports only when needed, avoiding standby energy waste and at just 1.5RU, reduces real estate requirements by 60%. This small form factor removes the need for new cabinets and supports lower maintenance related emissions.

FAST Mobile-phone App

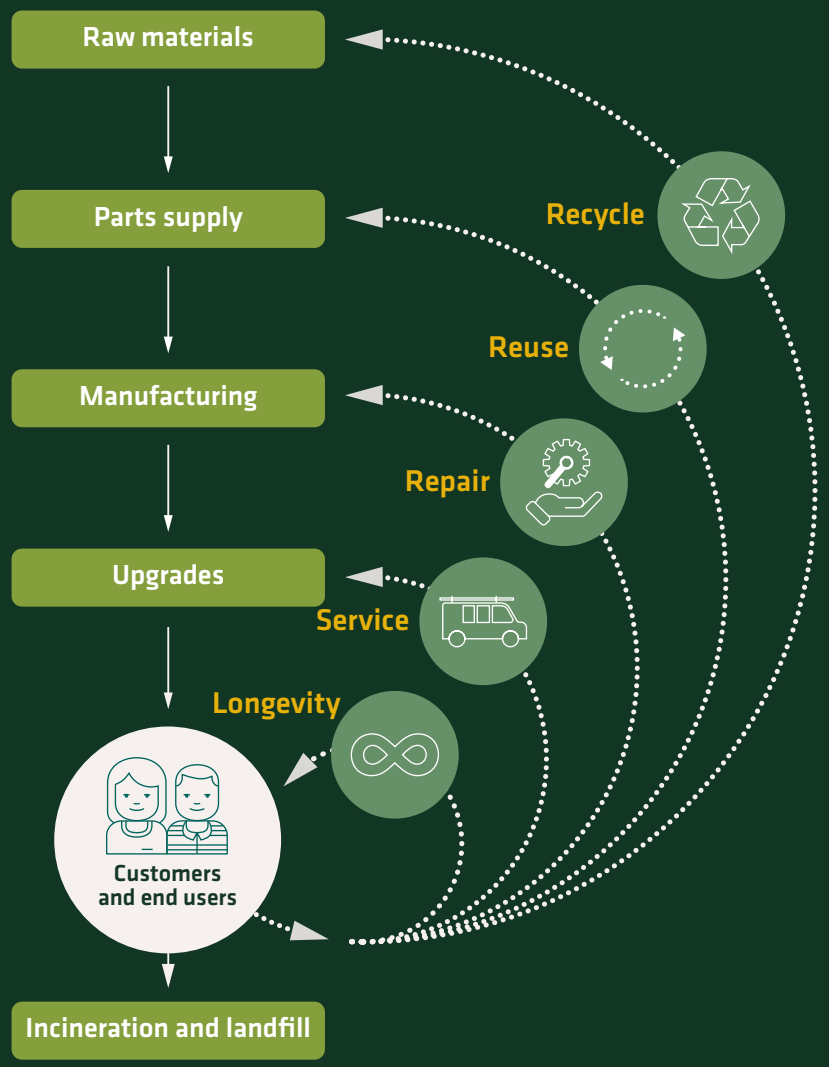
The Field Assistant Setup Tool – FAST – app enables intelligent and accurate amplifier setup and diagnostics. Enhanced in 2025, the app supports reduced field visits, lowers emissions from vehicle use, and continuous performance optimization across networks. Launched on iOS and Android devices and available soon for Microsoft Windows.

XFO Series

The XFO multitap series offers a faceplate-only network upgrade to DOCSIS 4.0 ready 1.8 GHz for reduced material waste and extended product lifespans. The award-winning XFO platform provides an interoperable, legacy-compatible retrofit for significantly more efficient installation, simplified maintenance, improved inventory, lower total cost of ownership, and dramatically less wastage.

Circularity

We integrate circular economy principles into product development by prioritizing design for longevity, modularity, and repairability. This helps us reduce premature disposal and addresses the growing challenge of e-waste within the industry. By extending product lifecycles, designing for easy component replacement, and preventing waste, Technetix supports operators in lowering operational emissions and increasing circular, resource efficient networks.



Moving 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.

Product lifecycle

Advancing product sustainability through lifecycle thinking

We introduced lifecycle modelling across major product families last year to understand environmental impacts and improve eco-design decisions. Using Lifecycle Assessment (LCA) and Product Carbon Footprinting (PCF), we can also quantify each product's direct contribution to Scope 3 emissions.

Industry-wide expectations for high quality product-level impact data is accelerating, driven by increasing global regulatory requirements. This includes the EU's Green Deal, Corporate Sustainability Reporting Directive (CSRD), Ecodesign for Sustainable Products Regulation (ESPR), and the future rollout of Digital Product Passports (DPPs). By developing robust, transparent, and standard-aligned product impact models, we're making sure Technetix is prepared for this future landscape.

2025 progress

Our 2025 goal was to complete LCAs for three major product families. We successfully completed partial LCAs for two of these families, establishing the analytical foundation on which future assessments will build. We carried out our calculations using recognized ISO standards and the IPCC AR6 GWP100 method, which allows us to express each product's carbon footprint in kilograms of CO_2 equivalent per unit as a single, easy-to-understand number. Our product highlights section provides more information about how we approached modelling for our XFO faceplate-only multitap upgrade solution.

These assessments not only fulfil customer expectations but also generate valuable insights into material and manufacturing hotspots, enabling targeted design and supplier improvements.

Why lifecycle assessments matter for Technetix

LCAs and PCFs provide critical information that allows us to:

1. Drive eco-design and innovation

LCA insights support engineering choices surrounding materials, manufacturing, components, and product architecture. Efficiency enhancements and substitutions can be built into redesigns when carbon-intensive components are clearly identified.

2. Reduce supply chain emissions

A large proportion of our emissions arise from the production of our products. Accurate LCAs help quantify these emissions and guide supplier engagement, material selection, and procurement strategy. Ultimately, lifecycle visibility enables strategic decision making to achieve long term Scope 3 reduction goals.

3. Provide transparency for our customers

Accurate PCFs and robust LCA data helps our customers clearly understand the environmental impact of each product. Transparency such as this supports operators in making more sustainable purchasing choices. It also reinforces trust in our role as an environmentally responsible partner.

4. Prepare for regulatory and market change

The shift toward mandatory digital passports and full lifecycle transparency places LCA capability as a key competency for manufacturers. Technetix' investment in product level impact modelling ensures readiness for this changing landscape.

Supporting sustainability through better data

The accuracy and completeness of lifecycle models improve as supply chain data becomes more detailed. We aim to enhance our modelling by:

- increasing primary data collection from suppliers
- expanding to full cradle-to-grave analyses where feasible
- developing product-level datasets compatible with Digital Product Passports
- moving from selected products to 100% LCA coverage of high impact products

High quality data allows us to target emissions hotspots and make more informed R&D and material selection decisions. This feedback enables continuous product design optimization, ensuring each new generation of network technology delivers progressively lower environmental impact and contributes to industry wide sustainability gains.

Building on our growing lifecycle assessment capability, Technetix has set a clear long term objective:

- by 2030, 100% of new Technetix products will integrate sustainable design principles.

Lifecycle and carbon footprint assessments play a critical role in achieving this goal, providing the evidence base needed to embed carbon reduction, material efficiency, and circularity considerations into product architecture from the earliest design stages. Expanding LCA and PCF coverage ensures sustainability becomes a consistent, standard input to product development rather than an exception.

9. 2025 Product Highlights

Networks need to work hard and be agile to keep up with ever-growing demand for reliable, resilient internet services. Full-replacement modernization programs can come with high economic and environmental costs.

Throughout 2025, we applied our deep knowledge of HFC broadband networks - accumulated over Technetix' four-decades – to the ongoing development and launch of upgrade solutions that maximize existing infrastructure and minimize environmental impact.

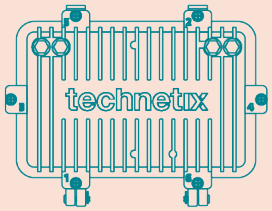
DBT-1800 DOCSIS 4.0-Ready Access Amplifiers

Advancing network efficiency and reducing CO2e

To help operators reduce the emissions associated with network operation and upgrades, our DBT-1800 series has been designed to deliver higher performance with significantly lower operational impact.

Our DBT-1800 platform is a smart, modular amplifier that is backward compatible with Cisco-style units, supporting targeted upgrades through simple module replacements. This prevents full unit 'housing' swaps, typical in traditional rip-out-and-replace modernization approaches, a key contributor to upstream Scope 3 emissions.

By extending the life of existing equipment, DBT-1800's design not only significantly reduces material use and associated manufacturing emissions, it demands dramatically less field-based installation activities.

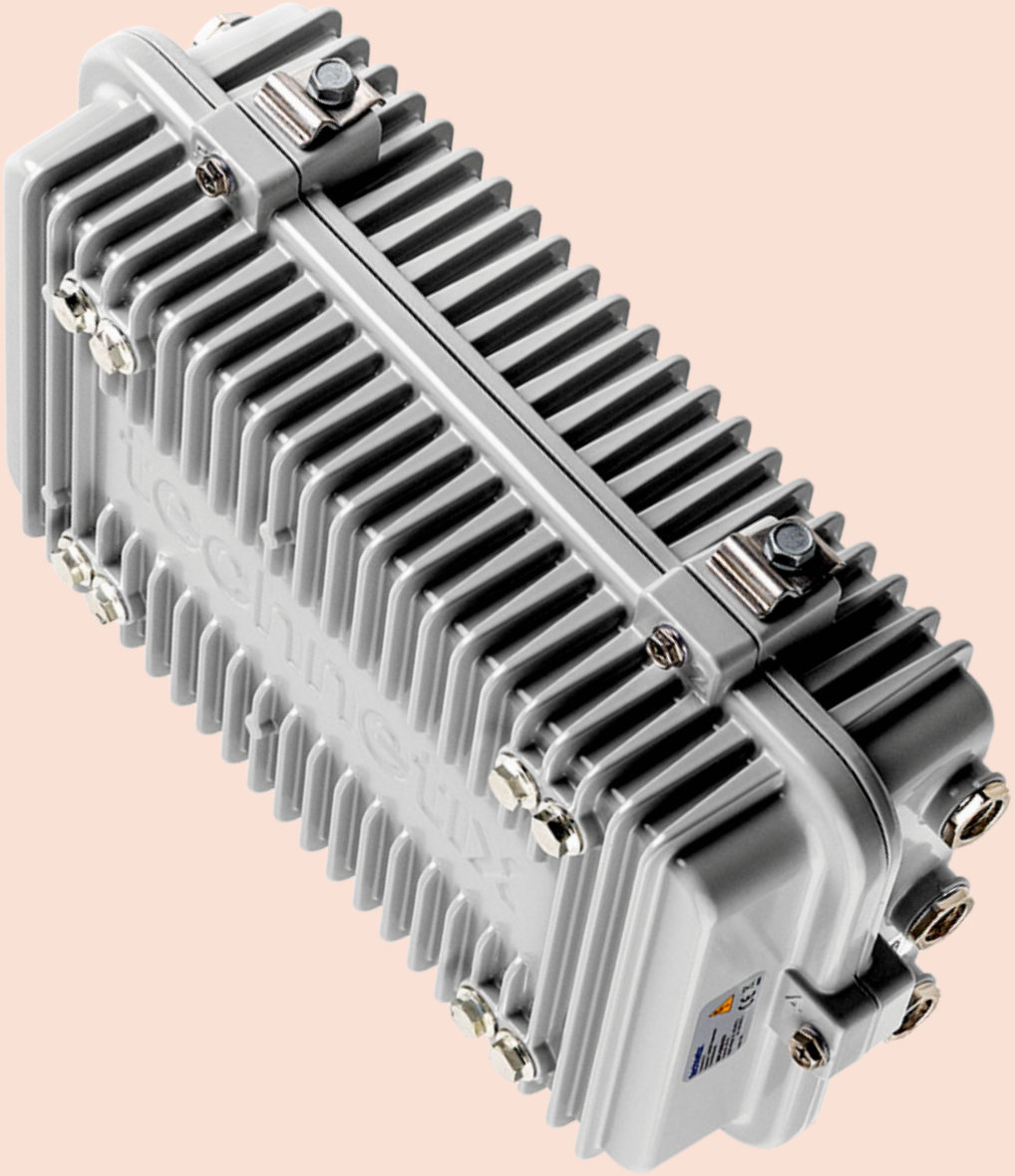


5.2kg

aluminum saved per DBT-1800

1,518t

material-related CO_2 equivalent emissions avoided in 2025



Technetix rOLT (Remote OLT)

Built for sustainable fiber expansion

Historically, rural and distributed network buildouts and fiber extensions have presented challenges for operators. Fiber access projects can be costly and environmentally impactful; yet demand for access to fast, reliable service in remote or underserved locations intensifies.

Technetix' rOLT (Remote Optical Line Terminal) offers a more sustainable model for fiber broadband deployment. Providing next-generation optical access in a compact, efficient, and environmentally responsible solution, rOLT is engineered for deep access and low-density environments. This enables operators to extend fiber coverage while reducing the environmental impacts that extension works typically present.

Right-sized infrastructure to reduce waste

Traditional OLTs are sized for high density areas. When deployed in rural or hard-to-reach locations, this often results in underutilized equipment and unnecessary material use. Technetix rOLT solves this by offering scalable, modular capacity, connecting anywhere between 32 to 512 homes. This 'right-size' approach ensures operators only deploy the hardware they need, preventing oversized installations and reducing embodied carbon and materials.

Lower energy consumption for long-term operational savings

Engineered for energy-efficient performance, rOLT supports reduced emissions over the full product lifecycle. Its lower power consumption and passive cooling (no fans) contribute to both carbon reduction and lower operating costs, critical sustainability drivers for today's fiber networks.

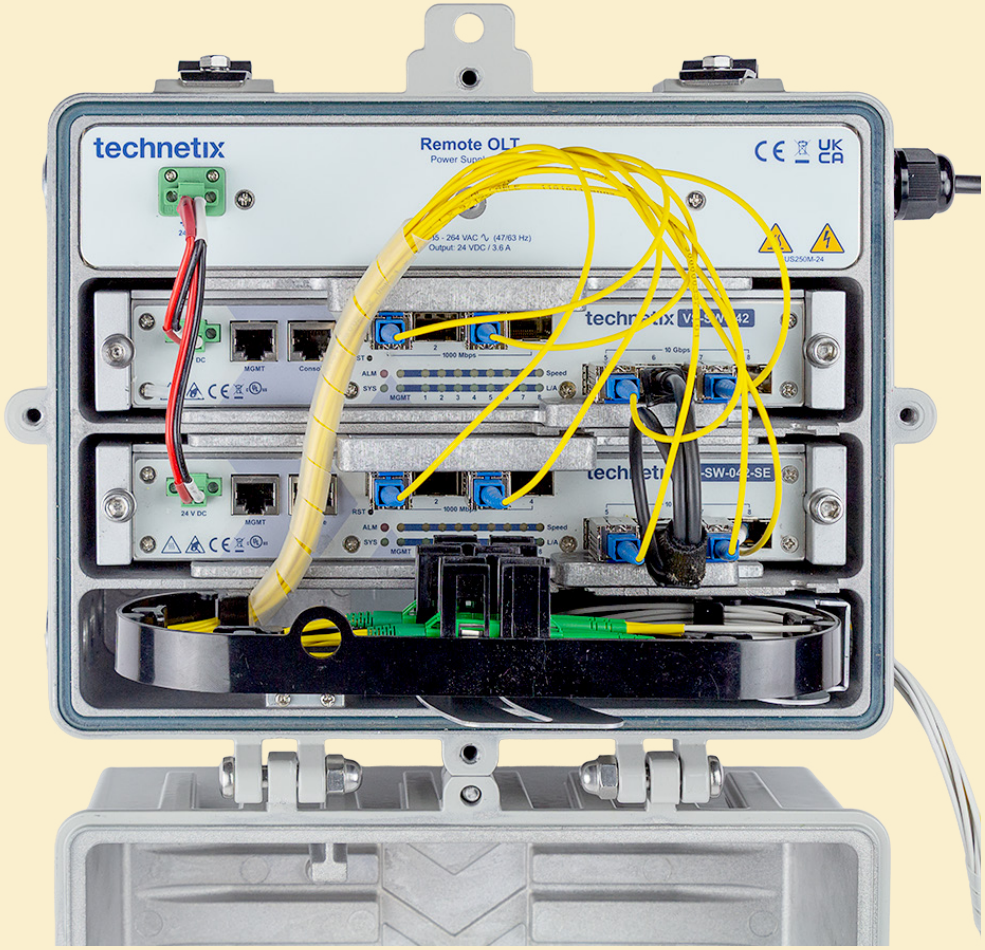
Connecting remote homes with less environmental impact

Rural and low density fiber rollouts can demand substantial planning of labor, civil works, and transportation. To help address this, rOLT's compact form factor provides edge-based deployment in locations such as pits, poles, and small enclosures. This standalone installation avoids any requirement for large street cabinets and extensive construction activity.

Furthermore, by bridging service 'not spots' efficiently, rOLT improves digital equity—an increasingly important social sustainability outcome – while reducing the long-term environmental burden of rural deployment.

Helping operators to meet their climate goals

As operators work to reduce Scope 2 and Scope 3 emissions, deploying lower power, right-sized access equipment like rOLT helps cut network-related carbon footprints in both embodied and operational categories. This aligns with Technetix' broader sustainability commitments, including reducing emissions and developing solutions that extend network life and avoid unnecessary replacement.



XFO Faceplate-Only Upgrade

Cutting carbon, cutting waste, accelerating progress

The expansion of our XFO multitap series in 2025 reinforced Technetix' commitment to low-impact innovation. By broadening compatibility with third party hardware, we enable customers to access greater choice and flexibility when upgrading their networks to 1.8 GHz. So far one million units have been installed feeding broadband to 2.5m homes.

Since its initial launch in 2023, XFO has won several awards and notable industry recognition as a market breakthrough. A faceplate-only retrofit, the XFO series offers a resource-efficient and fast upgrade option, sustaining uninterrupted service. This product exemplifies Technetix' broader sustainability strategy: delivering technical excellence while reducing emissions, waste, and resource consumption.

Carbon reductions through smarter engineering

The Technetix cradle-to-gate Product Carbon Footprint (PCF) for the XFOMZ faceplate-only upgrade is calculated at 3.1 kg CO_2e per unit versus 4.6 kg CO_2e for a full 1.8 GHz tap. This modelling shows the faceplate only approach achieves a 32% reduction in CO_2e.

Re using existing multitap housings eliminates unnecessary disposal of functional metal components. This saves several kilograms of material per installation and supports operators' sustainability goals by strengthening circularity and reducing upstream resource demand.

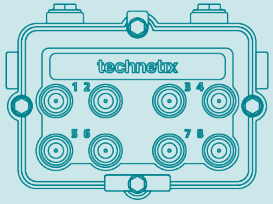
Faster, safer, lower-impact installation

Onsite efficiency also delivers sustainability benefits. Our faceplate-only upgrade is simpler, safer, and up to 60% faster to install than a full tap replacement, completed with no RF or power shutdown, maintaining full service continuity. This means less technician expertise and fewer truck rolls, reducing energy, fuel and resources related to field operations whilst improving service and efficiency.

The XFO swap efficiency was publicly demonstrated in the XFO Faceplate Swap Challenge at SCTE Tech Expo, showcasing real world time savings.

60%
faster installation, zero service interruptions, and reduced truck rolls

32%
CO_2e material related emissions reduction using a faceplate only swap instead of a full tap replacement



0.52kg
potential aluminum saved per XFO

220t
material-related CO_2 equivalent emissions avoided in 2025

10. The Data

This report provides an overview of our sustainability performance. The data covers the period from 1st January to 31st December 2025 (unless otherwise stated) for the Technetix Group[12].

Environmental

Fuel consumption (MWh)	% change	2025	2024	2023	2022	2021	2020	2019
Natural gas		458.3	430.6	513.1	611.4	629.9	736.2	792.1
Diesel		37.8	93.6	87.5	63.0	51.5	65.2	78.0
Petrol		0.2	7.9	22.9	42.5	93.4	101.4	42.4
LPG		0	2.0	4.6	6.1	5.4	4.1	10.1
Red diesel		0	0	0	0	0	3.1	1.4
Total fuel consumption	**-52%**	**496.3**	**534.2**	**628.2**	**723**	**780**	**910**	**1,023.9**

Energy consumption (MWh)	% change	2025	2024	2023	2022	2021	2020	2019
Grid electricity (non-renewable)		197.6	241.8	417.2	443.4	453.3	496.3	521.9
Grid renewable energy		327.6	346.5	206.3	164.5	155.7	118.0	152.0
On-site renewable energy		57.8	23.9	0	0	0	0	0
Total energy consumption	**-13%**	**582.9**	**612.2**	**623.4**	**607.8**	**608.9**	**614.3**	**673.8**
Renewable energy (% of total)		**66%**	**60%**	**33%**	**27%**	**26%**	**19%**	**23%**

GHG emissions[13] (metric tons CO_2e) GRI 305-1/2	% change	2025	2024	2023	2022	2021	2020	2019
Scope 1 emissions		107.5	103.3	120.9	138.6	150.2	176.0	200.6
Scope 2 market-based emissions		36.2	51.4	131.8	134.6	147.4	156.2	193.1
Scope 2 location-based emissions		99.9	139.4	152.4	143.9	160.4	157.1	197.3
Scope 1 & 2 emissions (market-based)	**-63%**	**143.8**	**154.7**	**252.6**	**273.2**	**297.6**	**332.3**	**393.6**
Scope 1 & 2 emissions (location-based)		207.4	242.7	273.2	282.5	310.6	333.1	397.8
Market-based scope 1 & 2 carbon intensity (metric tonnes CO2e per £ million)	**-48%**	**1.7**	**2.7**	**2.0**	**2.9**	**3.9**	**4.1**	**3.9**
Market-based scope 1 & 2 carbon intensity (metric tonnes CO2e per FTE)		0.8	0.9	1.5	1.9	2.1	2.2	2.4

Environmental

Site emissions[13] (metric tons CO_2e) - Scope 1 & 2 market-based	2025	2024	2023	2022	2021	2020	2019
Netherlands	33.2	43.7	131.3	132.1	152.5	146.9	178.6
USA	52.8	62.4	70.2	69.9	83.9	104.8	118.1
Canada	56.0	46.2	44.3	59.3	42.5	54.1	54.3
Spain	1.7	1.9	6.0	9.6	15.7	12.1	19.1
UK	-	0.6	1.0	2.3	3.0	14.4	23.5

Scope 3 GHG emissions (metric tonnes CO2e)	% change	2025	2024	2023	2022	2021	2020	2019
Total Scope 3 emissions	**-43%**	**172,852**	**96,548**	**302,954**	-	-	-	-
Scope 3 emissions by category:					-	-	-	-
Category 1 - Purchased goods and services		48,871	37,269	80,458	-	-	-	-
Category 4 & 9 - Upstream and downstream transportation and distribution		6,755	1,162	1,779	-	-	-	-
Category 6 -Business travel		1,604	1,833	1,872	-	-	-	-
Category 11 - Use of sold products		114,085	53,588	212,414	-	-	-	-
Category 12 - End-of-life treatment of sold products		1,163	2,080	5,695	-	-	-	-
Other Scope 3 categories		373	617.0	737.5	-	-	-	-
Scope 3 carbon intensity (metric tonnes CO2e per £ million)	**-17%**	**2,036**	1,691	2,451	-	-	-	-
Scope 3 carbon intensity (metric tonnes CO2e per FTE)		977	565	1,751	-	-	-	-

Environmental

Environmental inititiatives	Target	2025	2024	2023	2022	2021	2020
Single-use plastics removed p.a. (metric tons)		4.2	5.7	8.7	9.9	7.4	4.1
Employees trained in environmental awareness	80%	36%[14]	82%	79%	82%	80%	-
ISO 14001 certified supply base (% of spend)		70%	68%	82%	72%	71%	65%

Water (m^3)	2025	2024	2023	2022	2021	2020
Water withdrawal	1,436	1,293	1,966	1,437	-	-
Pollutants emitted to water	0	0	0	0	-	-
Water intensity (m^3 per £ million)	17	23	16	15	-	-
Water intensity (m^3 per FTE)	8	8	11	10	-	-

People and communities

Equity, diversity and inclusion (GRI 405-1)	Target	2025	2024	2023	2022	2021	2020	2019
Male employees		72%	62%	71%	70%	67%	69%	72%
Women in management positions		13%	18%	22%	30%	35%	32%	-
Women in executive positions		20%	18%	11%	29%	33%	30%	-
Women in overall workforce		28%	30%	29%	30%	33%	31%	28%
under 30 years old		15%	12%	12%	12%	7%	9%	11%
30-50 years old		45%	50%	49%	52%	56%	53%	59%
over 50 years old		40%	38%	40%	36%	37%	38%	30%
Average age		46	46%	46	45	45	51	49
Employees trained in diversity and inclusion	80%	25%	77%	67%	76%	72%	55%	-

Engagement and development (GRI 404-1/3)	Target	2025	2024	2023	2022	2021	2020	2019
Employees receiving performance reviews	100%	100%	100%	100%	98%	97%	99%	
Employees having an annual development plan and goals	100%	100%						
Average hours of training per employee	35	16.6	7.8	6.8	14.8	2.2	2.8	
Participation in employee engagement and feedback surveys	90%	90%						
Employee turnover (voluntary)		3%	11%	15%	6%	8%	10%	8%
Internal mobility (% internal vs exernal hires)		44%	-	-	-	-	-	-

People and communities

Health, safety and wellbeing (GRI 403-9)	Target	2025	2024	2023	2022	2021	2020	2019
Employees covered by company funded healthcare		41%	39%	37%	40%	39%	42%	49%
Lost time injury frequency rate	0	0	0	0.63	0	0	0	-
Lost time injury severity rate	0	0	0	1.88	0	0	0	-
Near miss rate		0.00	2.45	0.63	0.79	1.58	0.76	-
Employees trained in workplace health and safety	80%	54%[14]	81%	74%	85%	84%	72%	-
Employees trained in mental health	80%	48%[14]	79%	64%	81%	81%	56%	-

Community support	2025	2024	2023	2022	2021	2020	2019
Annual community investment	£43,272	£40,741	£18,886	£24,639	£15,710	£16,001	£14,700
Community investment total (since 2008)	£307,493	£264,221	£223,481	£204,595	£179,956	£164,246	£148,245

Working conditions	2025	2024	2023	2022	2021	2020	2019
Employees covered by collective agreements	31%	34%	40%	38%	40%	38%	35%
Number of greivances raised	0	0	0	0	0	0	-
Living wage benchmark coverage	33%	-	-	-	-	-	-
Living wage coverage (% of benchmark)	100%	-	-	-	-	-	-

Responsible business

Ethics	Target	2025	2024	2023	2022	2021	2020	2019
Reported breaches of code of conduct		0	0	0	0	1	0	0
Whistleblowing reports		0	0	0	0	0	0	0
Employees trained in anti-bribery	80%	55%[14]	80%	79%	75%	70%	59%	-
Employees trained in whistleblowing	80%	29%[14]	82%	67%	82%	82%	54%	-

Privacy and data protection	Target	2025	2024	2023	2022	2021	2020	2019
Employees trained in cyber security	80%	51%[14]	77%	66%	75%	70%	60%	-
Employees trained in data protection	80%	51%[14]	76%	66%	73%	67%	53%	-

Responsible supply chain (GRI 308-414)	Target	2025	2024	2023	2022	2021	2020	2019
Percentage new suppliers assessed using social and environmental criteria	100%	85%	57%	-	-	-	-	-
Number of suppliers assessed for social and environmental impacts		51	45	-	-	-	-	-
Number of suppliers identified as having significant actual/ potential negative social or environmental impacts.		0	0	-	-	-	-	-
Percentage of spend covered by supplier social and environmental assessments	80%	94%	89%	-	-	-	-	-
Percentage of at risk supply chain assessed for conflict minerals compliance	100%	84%	-	-	-	-	-	-
Percentage of at risk supply chain assessed for hazardous substances compliance (REACH, RoHS)	100%	80%	-	-	-	-	-	-
Percentage of suppliers signed up to code of conduct	100%	99%	99%	98%	100%	100%	100%	-
Reported breaches of the supplier code of conduct		0	0	0	0	0	0	-
Employees trained in modern slavery	80%	26%[14]	80%	77%	79%	70%	56%	-
Purchasing team trained in modern slavery	100%	100%	100%	100%	100%	100%	100%	-

11. Emissions Reporting Methodology

This section outlines the methodology used by Technetix Group Ltd to calculate and report its greenhouse gas (GHG) emissions across Scopes 1, 2 and 3, in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

Scope 1 methodology

These are direct emissions from sources owned or controlled by the Group: fuel combustion in operations, and company-owned vehicles, for example.

Fuel consumption data is collected for all Technetix sites within the operational control boundary[15] using utility invoices, supplier statements, and fuel card logs. Annual UK Government (DESNZ) [16] greenhouse gas conversion factors are then applied to calculate each year's emissions.

Scope 2 methodology

Indirect emissions from the generation of purchased electricity consumed across Technetix' global operations, which we report using two different methods, following the GHG Protocol guidance:

- **Location-based method:** calculated using electricity grid emission (generation) factors for the countries or regions in which electricity is consumed, i.e. the location of Technetix facilities. Regional factors were sourced from the CaDI (Carbon Data Intelligence) tool[17].
- **Market-based method:** Where contractual instruments exist, calculations are made using market-based emission factors. These include renewable electricity contracts and Energy Attribute Certificates (EACs), such as Guarantees of Origin. Where contractual instruments do not exist, the market-based (CaDI residual mix) emissions factor is applied to represent the true carbon intensity of the unclaimed remainder of the grid. This ensures no double counting of renewable energy.

We apply the market-based method for tracking Scope 2 emissions reduction targets as this demonstrates the impact of the Technetix energy procurement strategy.

Base year, re-baselining, and comparability

Technetix originally selected 2019 as the base year for its Scope 1 and 2 emissions targets. This was to minimize distortions caused by operational restrictions during the COVID 19 pandemic.

In line with GHG Protocol guidance, our emissions data has been re-baselined using a full year methodology to reflect acquisitions and structural changes. All adjustments are made within six months of the relevant change to ensure consistency and comparability over time.

In 2024, Technetix achieved its near-term science-based targets. As a result, and in conjunction with updates to our organizational boundary and baseline, we are required to establish new near-term Scope 1 and 2 targets. We will submit revised targets to the Science Based Targets initiative (SBTi) in 2026 to ensure our targets remain aligned to the latest climate science.

Scope 3 methodology

This category distinguishes all other indirect emissions occurring across the value chain. These include

- purchased goods and services
- transportation and distribution
- business travel
- product use-phase emissions
- end-of-life treatment of sold product

The GHG protocol standard identifies x15 Scope 3 categories: building on estimations we made in 2024, Technetix completed a full Scope 3 baseline analysis of all 15 categories in 2025.

Table 3 on the following page outlines the boundary, calculation method, and applicability of each Scope 3 category for Technetix Group Ltd. This framework was developed, with reference to the GHG Protocol and Scope 3 guidance, to fully assess all categories and identify the ones to focus on to improve data accuracy and set targets. Categories deemed 'not applicable' will be reviewed annually to ensure validity. Technetix commits to the ongoing improvement in transparency and completeness of our total GHG emissions disclosure.

Table 3: Scope 3 category boundaries and calculation methods

Category	Technetix Boundary	Calculation Method
1. Purchased goods and services	All upstream emissions of purchased goods and services including Technetix products (for resale) and excluding capital goods. Technetix products account for 99% of emissions in this category.	Combination of secondary and primary data (where available). Spend-based calculation per product or service category and country, using CEDA (Comprehensive Environmental Data Archive) GHG factors. This is replaced by product-level LCA data (cradle-to-gate) as it is developed with the aim of improving data accuracy and identifying reduction opportunities.
2. Capital goods	Upstream (cradle-to-gate) greenhouse gas emissions from the production of capital goods purchased in the year including machinery, equipment, fixtures, fittings and building improvements.	Spend-based calculation per category. Multiplying capital expenditure (£) by most appropriate monetary GHG emissions factors for the year (kg CO2e per £ spent) from the CEDA database.
3. Fuel- and energy-related activities (not included in Scopes 1 or 2)	Upstream emissions from the extraction, production, and transportation of fuels and energy that Technetix consumes, as well as transmission and distribution (T&D) losses for purchased electricity, which are not already included in Scope 1 or Scope 2.	Calculated by applying upstream WTT (well to tank) and T&D (transmission and distribution) emission factors to the same fuel and electricity consumption used for Scopes 1 and 2. Fuel and region factors were sourced from the UK DENZ and CaDI tool.
4. Upstream transportation and distribution	Third-party transportation and distribution services in the reporting year (based on arrival date), including inbound and outbound logistics, and transportation between facilities. Category 9 (downstream) transportation and distribution emissions are also included here.	Combination of primary and secondary data. Activity-specific emissions data is collected from main third-party transportation and distribution suppliers, accounting for 60-70% of annual spend on this category. The remainder is estimated using spend-based emissions factors from the CEDA database.
5. Waste generated in operations	Greenhouse gas emissions from third-party treatment and disposal of waste generated by Technetix Group Ltd.'s owned or controlled operations during the reporting year.	Because disposal method details are not available for all locations, Technetix applies the GHG Protocol's Average Data Method using generic mixed waste emission factors appropriate to our geography. Estimated weights are used for locations where municipal services cannot provide weight information.
6. Business travel	Greenhouse gas emissions from employee business travel in vehicles and services not owned or operated by Technetix, including commercial flights, land transportation, and hotel stays.	Technetix uses a hybrid calculation approach guided by the GHG Protocol Category 6 methodologies, using spend based emission factors (Open CEDA), and replacing with supplier specific travel portal data, and activity-based calculations (UK DESNZ greenhouse gas conversion factors) as more data becomes available.
7. Employee commuting	Greenhouse gas emissions from employee travel between their homes and Technetix worksites during the reporting year (in vehicles not owned or operated by Technetix).	Calculated by multiplying office headcount by an average commuting distance and number of commutes to the office each year. Using an estimated modal split (car use as the dominant mode), these distances were then converted into emissions using UK DESNZ greenhouse gas conversion factors for each transport mode.
8. Upstream leased assets	Emissions from the operation of locations leased by Technetix and not already included in Scope 1 or 2 inventories (i.e. outside operational control of emissions).	Technetix estimates emissions using asset floor area (m^2), regional benchmark energy intensities (kWh/m^2) per building type, and regional grid emission factors (CO2e/kWh).

Table 3: Scope 3 category boundaries and calculation methods (continued)

Category	Technetix Boundary	Calculation Method
9. Downstream transportation and distribution	Third-party transportation and distribution services paid for by the customer (e.g. shipment of sold products).	Included in Category 4 calculation.
10. Processing of sold products	Greenhouse gas emissions from the processing of intermediate products sold by downstream third party entities.	**This category is not applicable to Technetix Group Ltd. therefore, no emissions are reported for this category.**
11. Use of sold products	Lifetime direct use-phase emissions from Technetix 'active' products sold in the year (i.e. products that directly consume energy during use).	Activity-based calculation. Quantity of products, multiplied by lifetime power consumption of product, and by electricity emissions factor in the country of sale. For the purpose of the calculation, active products are assumed to be in constant use for a lifetime of 10 years.
12. End-of-life treatment of sold products	Emissions from the waste disposal and treatment of products sold by Technetix (in the reporting year) at the end of their life. Excludes packaging (N.B. assumed to be a tiny fraction of the total for this category).	Activity-based calculation. Total mass of products sold x average waste treatment emissions factors (UK DESNZ). Product LCA data will be substituted where available.
13. Downstream leased assets	Operation of assets owned and leased to other entities in the reporting year (not included in Scopes 1 and 2)	**This category is not applicable to Technetix Group Ltd. therefore, no emissions are reported for this category.**
14. Franchises	Operation of franchises in the reporting year	**This category is not applicable to Technetix Group Ltd. therefore, no emissions are reported for this category.**
15. Investments	Operation of investments (including equity and debt investments and project finance) in the reporting year.	**This category is not applicable to Technetix Group Ltd. therefore, no emissions are reported for this category.**

12. References

Page 4
1. Environment, social and governance.

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2. Key suppliers for emissions reduction includes product, component, and shipping suppliers, measured as a percentage of annual spend.
3. High-impact products account for a significant share of Technetix' environmental footprint across their lifecycle and/or present elevated environmental risk.
4. Applies to Technetix developed hardware products. Excludes commodity items and ODM products.
5. Supply chain due diligence coverage is calculated as a percentage of total product supplier spend for the year.
6. Percentage of new product suppliers onboarded during the year. Unapproved suppliers were customer-specified or used for one-off purchases and were not added to the approved supplier list.
7. Critical suppliers are Tier 1 product or component suppliers with elevated risk exposure. Coverage is measured as the proportion of relevant supplier spend within in-scope product families supported by validated compliance documentation.

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8. https://wmo.int/publication-series/state-of-global-climate/state-of-global-climate-2025

Page 14
9. https://ghgprotocol.org/corporate-standard

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10. The number of residential premises that a telecommunications network physically passes and could be connected to without major additional network build.

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11. **Circular economy:** an economic model that aims to keep products, materials and resources in use for as long as possible through durability, reuse, repair and recycling, while minimizing waste and resource consumption.

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12. Site data covers all Technetix locations within our operational control, i.e. across the United Kingdom, the Netherlands, the United States, Spain, and Canada. Any changes to scope are included within six months and data re-baselined where appropriate using a full year approach. In 2025 the Germany site was closed and removed from the scope 2 model. Our Bilbao location was added in August 2025 and will be reflected in the 2026 emissions inventory. Data has been prepared with reference to the Greenhouse Gas (GHG) protocol and GRI standards where appropriate.

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13. Scope 1 and Scope 2 emissions data have been rebased to reflect changes in organizational and operational boundaries. As a result, previously reported figures for prior years have been restated to ensure consistency and comparability over time.

Page 53
14. Training completion rates reduced in the reporting year following the implementation of a new learning management system (LMS). The transition required reenrollment of users and reassignment of courses, temporarily affecting completion metrics.

Page 55
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Page 56
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15. Under the operational control approach, emissions data is collected from locations where the Group has control over how energy is used and managed. Emissions from activities where the Group does not have direct operational control are reported as part of Scope 3 GHG emissions.
16. 2025 DESNZ conversion factors from Greenhouse gas reporting: conversion factors 2025 - GOV.UK
17. CaDI electricity factors methodology from www.carbonfootprint.com 2025_6_electricity_ghg_factors_methodology_2025_10.pdf

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