

#wifintelligence



# SUSTAINABILITY REPORT

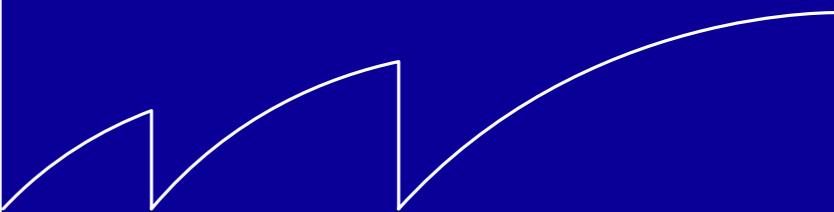
2020





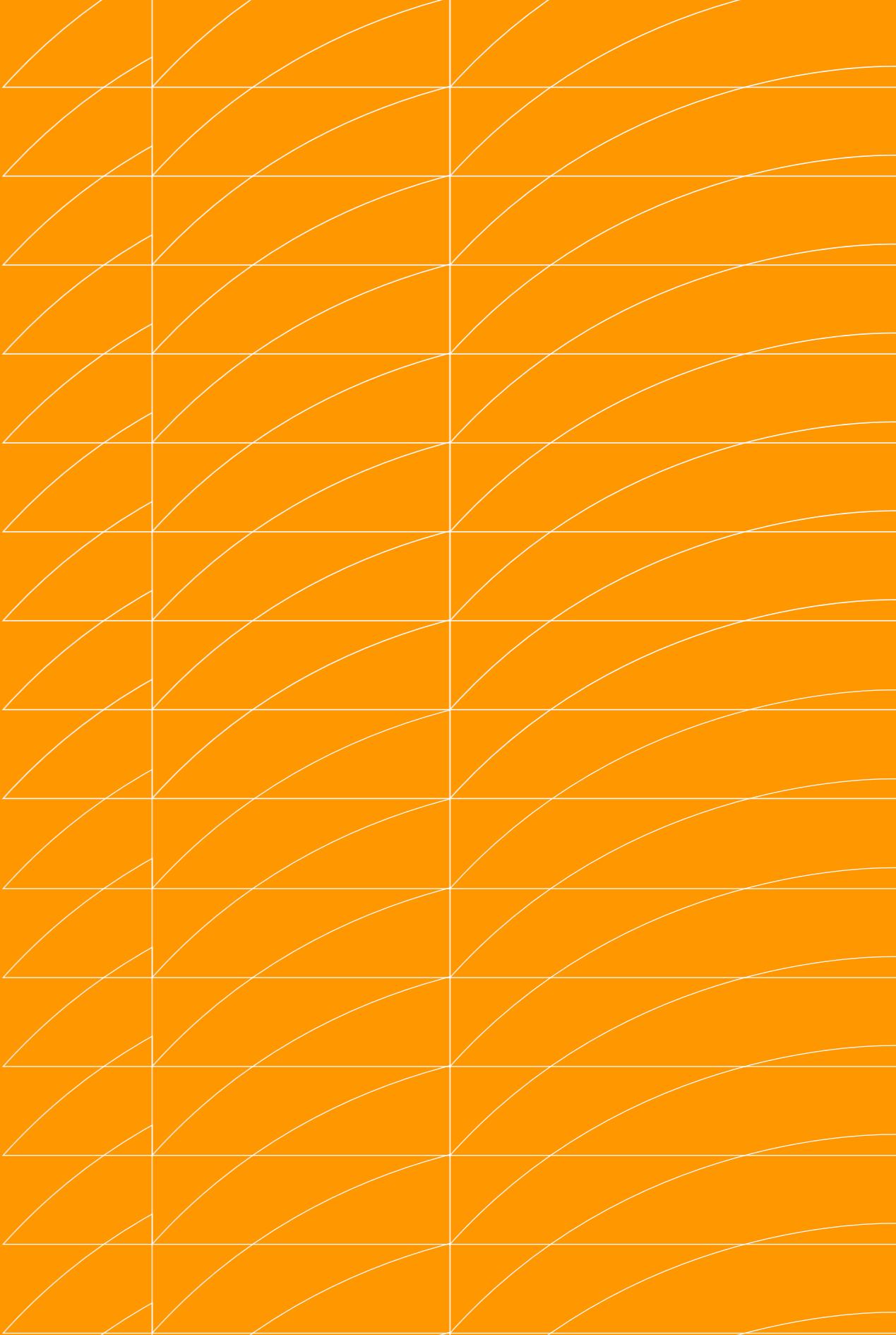
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# About the report





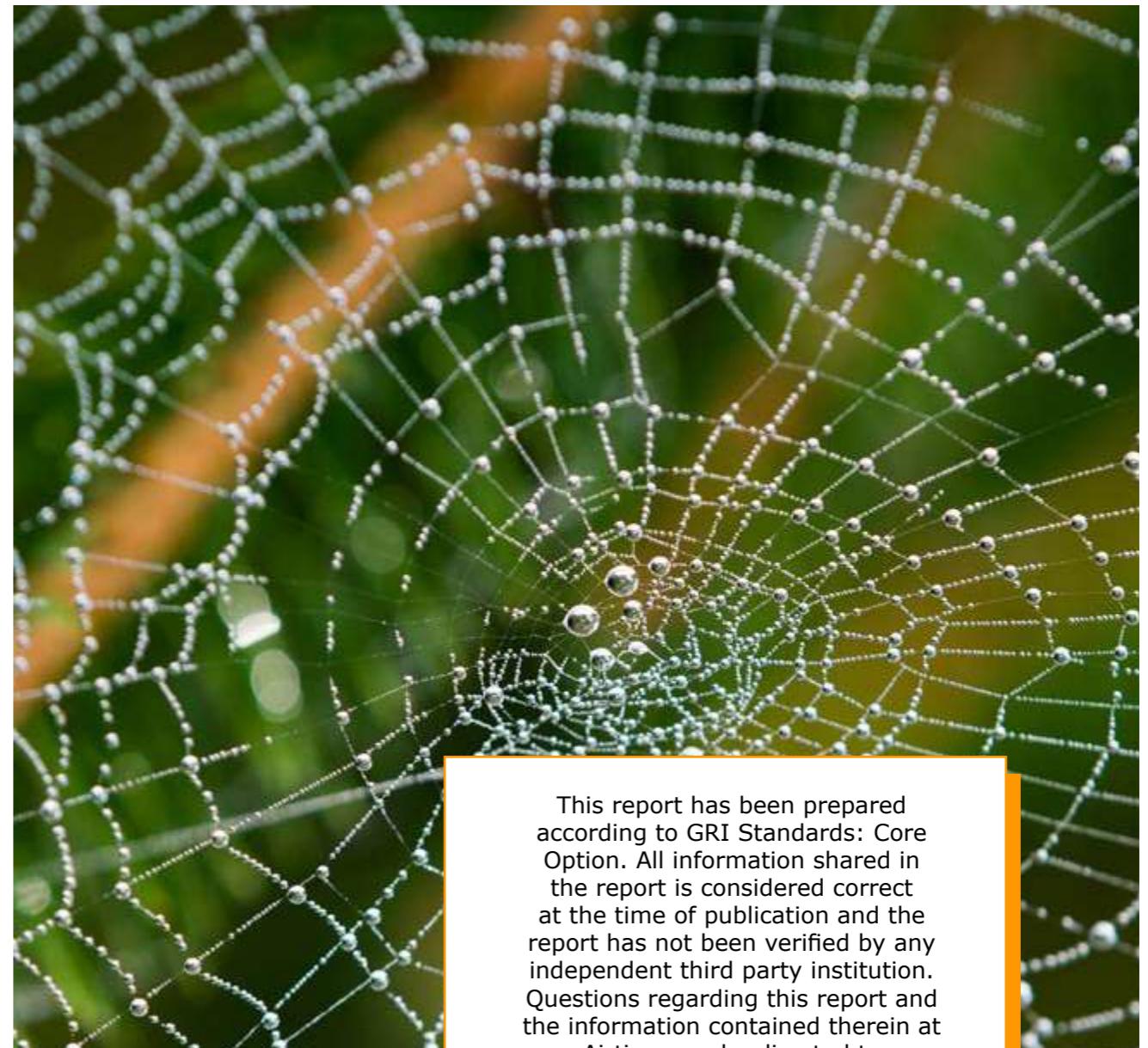
## About the Report<sup>1</sup>

This document is the first sustainability report of Airties, headquartered in Istanbul, Turkey. Airties is the most widely deployed provider of managed Wi-Fi solutions to telecom operators around the globe.

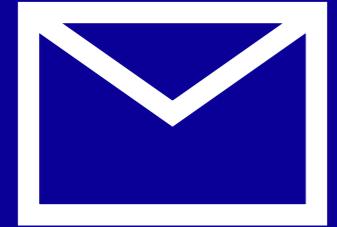
**Service providers turn to Airties for the design, implementation and ongoing optimization of their customers' broadband experience through a full portfolio of smart Wi-Fi software, hardware and services.**

More than 33 million homes are actively managed by Airties Cloud, and over 50 service providers across 4 different continents use Airties solutions, including Altice USA, AT&T, Singtel, Sky, Telia, Telstra, Vodafone and many others. **More information is available at [www.airties.com](http://www.airties.com)**

The scope of this annual report is business activities of the company during the calendar year of 2020 (1st January 2020- to 31st of December 2020) and covers the non-financial economic, social and environmental performance of the company for that year.



This report has been prepared according to GRI Standards: Core Option. All information shared in the report is considered correct at the time of publication and the report has not been verified by any independent third party institution. Questions regarding this report and the information contained therein at Airties may be directed to **[sustainability@airties.com](mailto:sustainability@airties.com)**



# Letter from the CEO



## Letter from the CEO



Dear Stakeholders,

Airties' purpose is to build a better connected, safer, and more prosperous world through the delivery of high-performance Smart Wi-Fi solutions that are not only designed and produced to have minimal environmental and societal impact, but that also simplify and empower the connected lives of people.

**We believe that sustainability is an integral part of all our business practices to support our growth and develop our business.**

This, our first Annual Sustainability Report, provides an overview of what we target to achieve together with, where applicable, our progress to date.

We present this report gladly to our numerous stakeholders, including investors, customers, suppliers, and local communities. We are dedicated to openness and responsibility, and this report helps us engage globally.

It's been an odd couple of years for Airties and the world. Companies throughout the globe are battling to keep their team members productive and safe while navigating unpredictable economic situations. Accordingly, we worked to protect our employees and maintain supply chains to serve our clients.

The overall story of 2020 is how our team remained focused on business' continuity in order to continue to exceed our clients' expectations, despite numerous challenges. We are proud of our employees' resilience through these unusual circumstances and wish to thank everyone who helped us succeed despite the obstacles.

**This report summarizes our progress toward our sustainability targets, highlighting areas for improvement and outlining our intentions for the coming years. It includes data from 2020 for our offices in the USA, UK, Netherlands, Turkey, Belgium, and France.**

We are now more focused than ever on listening to our stakeholders to better understand their goals and concerns.

**We want to use these insights to enhance our business sustainability program and goals in the coming months.**

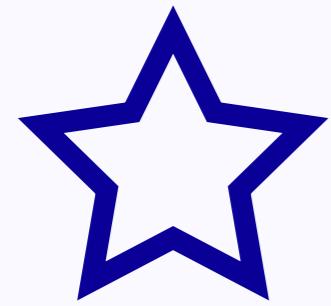
Airties' corporate sustainability has become a critical priority in recent years. Even during our most turbulent periods, our board, senior leadership team and staff are devoted to advancing sustainability, community, and equity. In addition, our sustainability committee consistently reinforces these principles. They collect data every year to assist us in concentrating our business sustainability activities which are most required to benefit the environment and society. From 2020 forward, our sustainability activities will be reported yearly.

This report enabled us to set a new sustainable business strategy for Airties; to contribute to the UN Sustainable Development Goals (SDGs), focusing particularly on 3 priority SDGs;

- **SDG9 industry, innovation and infrastructure**
- **SDG13 climate action**
- **SDG17 partnership for the goals**

Just like Airties' ability to push boundaries as a wireless technology pioneer, we are dedicated to making a more substantial commitment to protecting the planet. As you'll see in this report, we've had a productive year. And this is only the start!

**Philippe Alcaras**  
*Chief Executive Officer*



# Company Highlights



## Highlights<sup>1</sup>

Airties has offices in **Belgium, France, the Netherlands, UK, the United States** and is headquartered in **Istanbul, Turkey**.

**353**  
Employees

Key references:  
**Altice USA, AT&T, Bouygues Telecom, Singtel, Sky, Telia, Telstra, Vodafone**

**646 million**  
actively connected devices

- Serving more than **50 service providers in 40 different continents**
- Over 33 million homes** are actively managed through Airties Cloud
- 1.2 billion devices** managed through Airties Cloud to date
- Works directly with **3CMs and collaborates with over 150 electronic and mechanical component suppliers.**



Best Wi-Fi Service Provider Solution at **Wi-Fi Now Awards 2021**



Best Broadband Customer Experience at **Cable & Satellite International (CSI) 2021**



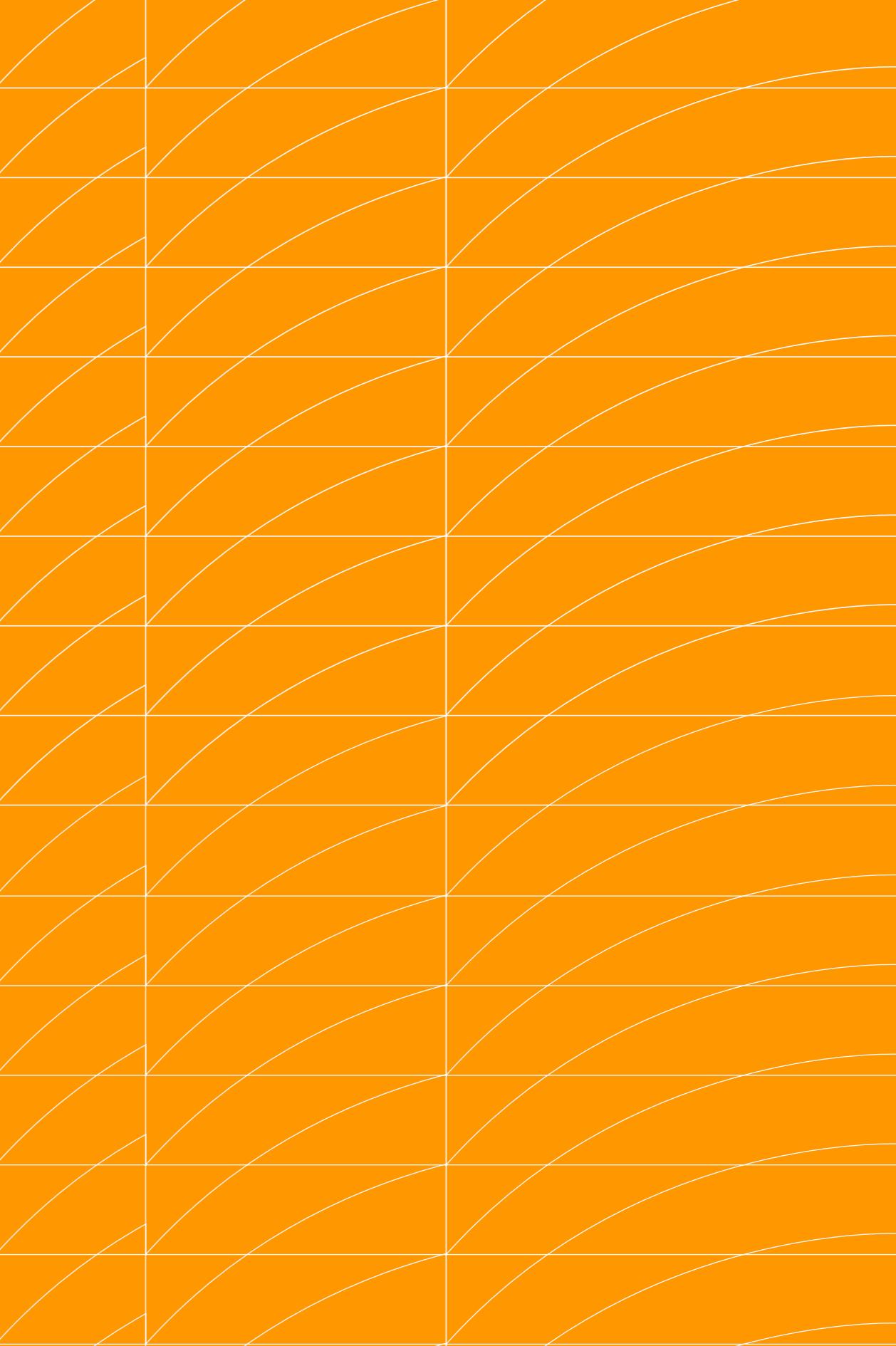
Diamond category Airties Cloud and Vision App at **Broadband Technology Report Diamond Review (BTR) 2021**



Best Home Wi-Fi Solution Award with Airties Cloud at the **Broadband World Forum 2020**



# About Airties





## About Airties

Founded in Istanbul (Turkey) in 2004, Airties has grown into the most widely deployed provider of managed Wi-Fi solutions to operators worldwide, with a vision of enabling the most amazing digital experiences whether for education, well-being, work or entertainment.

**Airties builds and develops its own software and technology, based on recognized industry standards.**

**For more than 33 million homes around the world, Airties helps provide the best in-home connected user experience by ensuring optimal Wi-Fi performance.**

We are very proud to be the most widely deployed provider of managed Wi-Fi solutions to operators globally. And we are dedicated to constantly innovating on their behalf.



## History and Business

Airties is a leading supplier of advanced wireless technologies, founded in **2004** by veteran managers and technology innovators from Silicon Valley, with the strategic intent to become the **market leader** for **managed Wi-Fi solutions**.

From the early observations of the acceleration of the Connected Home and the analysis of market needs and potential, Airties realized how global lifestyle and habits would shift dramatically with technological developments.

**Accordingly, Airties started to produce smart, adaptable, groundbreaking home connectivity solutions to fill a growing gap in the market.**

Wi-Fi is the key enabler of the connected home and Airties reinforced its leadership in the sector with continuous improvements. Airties continues to be recognized by the industry by winning awards, supporting industry associations, and developing business principles and quality. Furthermore, Airties has set a roadmap to take the following areas into consideration in every field it serves and make a difference in the following areas



### O1

Broadband services, to ensure quality of experience and enable the seamless deployment of new applications and connected devices

### O2

Developing Wi-Fi networks to become a platform for operators to deliver new services

### O3

Services such as security and motion detection, which are based on user behavior to be facilitated by robust operator platforms

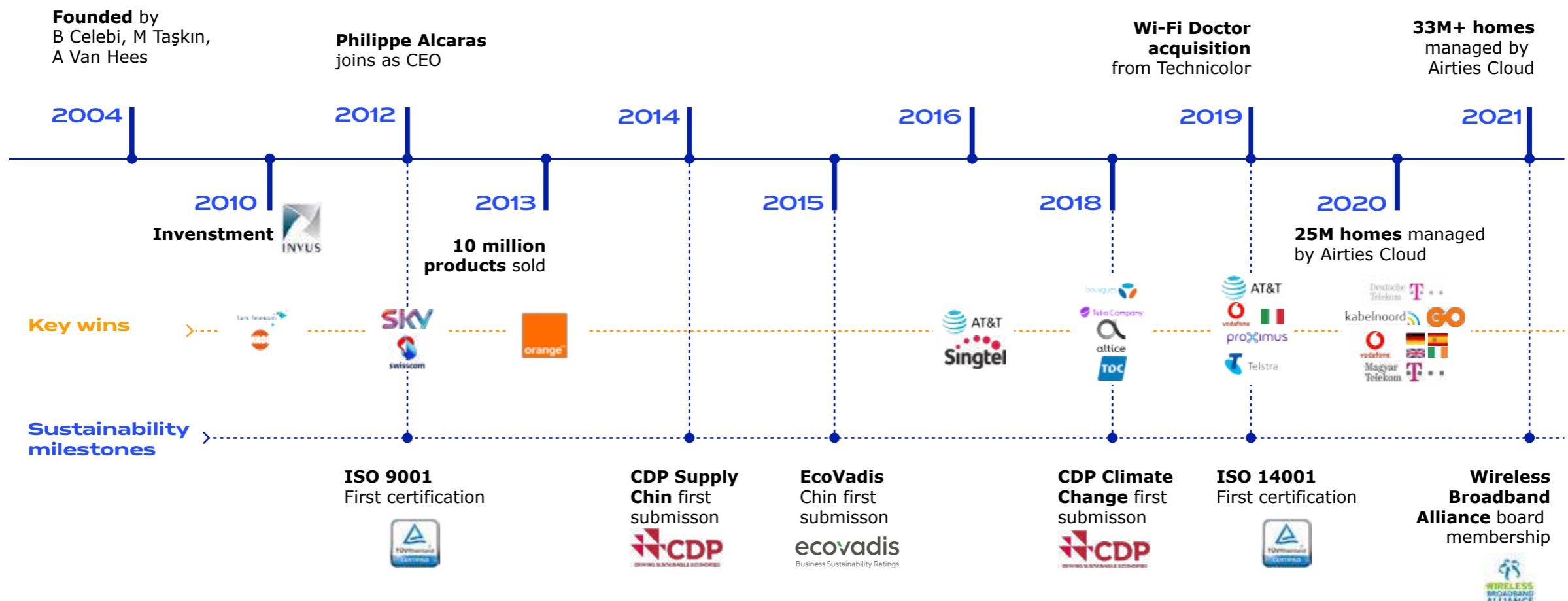
Airties' award-winning technology enables seamless wireless integration at the touch of a button, **as well as 100 percent wireless internet coverage in homes**. This achievement only becomes possible with great effort and R&D investments, **which translates into business solutions by the 300+ teams (80% of staff), focused on R&D activities**, including cloud software development and Wi-Fi testing in real-life environments, through dedicated test-houses.

R&D activities are carried out within the scope of R&D centers, supported by their respective state where they are located and R&D projects and innovation are approved in line with national and international development goals. R&D centers are located in Turkey and Belgium.



# Corporate Milestones

We develop innovative and engaging customer experiences that let people connect with others and the things they care about. The milestones below are some of the steps we have taken on the way to our goal:



## Initial traction In Basic Wireless

- Clear vision of the opportunity to build a Wi-Fi technology leader
- Standard products to finance advanced Wi-Fi technologies and learn in real-life configurations
- Focus on Turkish retail and select international tier 2 operators.

## Gradual transition to Advanced Wireless

- Airties vision and market development converge Other vendors (Google, Amazon) starting to take interest with retail entry
- First wins of tier 1 operators
- Continued IP development

## The era of Advanced Wireless and cloud software

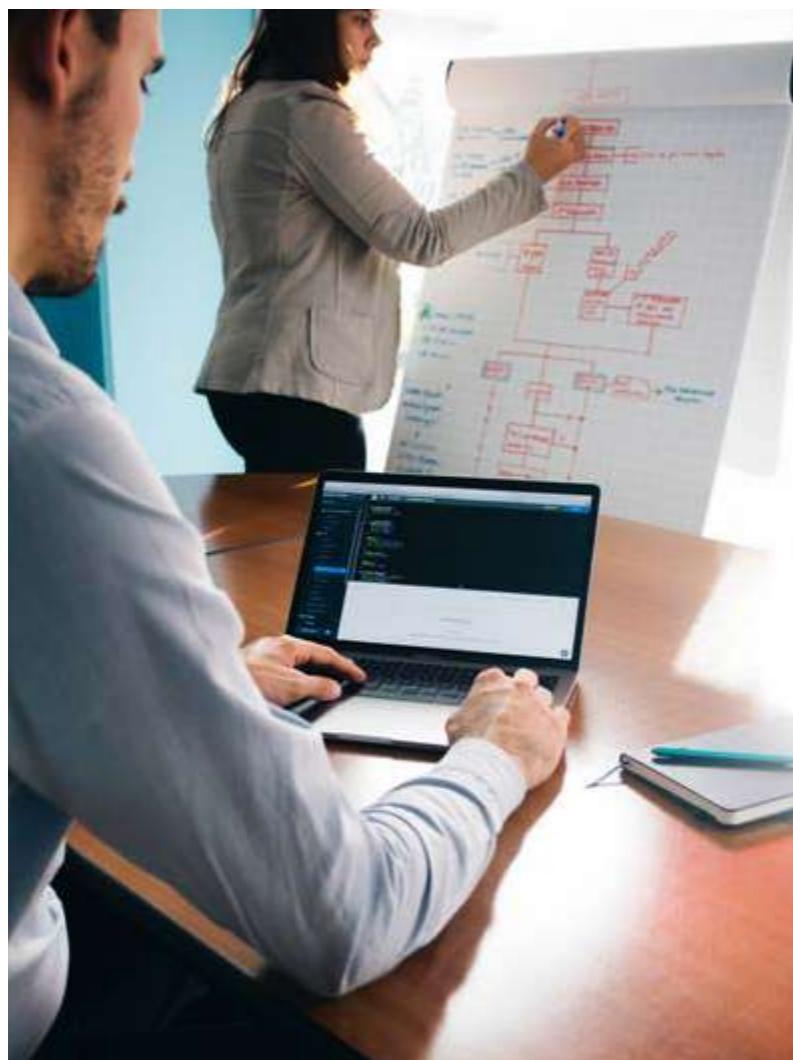
- Selling advanced products to tier 1 operators globally, including validation in the US
- Development of a full software architecture for a Wi-Fi ecosystem
- Software lines of business capitalizing on the technology expertise and Wi-Fi data analytics



# Corporate Principles

At Airties, we are guided by our values in our everyday actions. These values have helped us define who we are, how we work and serve our customers and our joint objectives.

We have constructed our long-term mission and vision for the coming years through the following principles.



## Airties Values

### 1/5 Fun and Positivity

Life is 10% what happens to you and 90% how you react to it. At Airties, we believe there is always a choice in how we look at our options, and we chose to look at the bright side. We embrace humor as a way to make business life more enjoyable. We stand shoulder to shoulder to face all situations together. Whether big or small, all successes are celebrated and shared as a family.

### 2/5 Brave and Fearless

Our strong vision and positive attitude encourage ambition and push the boundaries of our individual and collective capabilities. Airties commends can-do attitudes and views failure as part of the road to excellence. Therefore, we reject finger-pointing and encourage deliberate learning from our mistakes.

### 3/5 Care about Others

We feel empathy towards our colleagues, customers, partners. We make their problems ours to resolve. At Airties, "**you'll never walk alone.**" We aim to provide complete peace of mind for our customers and their clients.

### 4/5 Open and Truthful

Airties people value facts and aim to improve performance and our way of doing business constantly. We focus on quality solutions underpinned by decency. We relentlessly focus on problem-solving, whether responsible or not, and always endeavor to provide the highest quality for our customers.

### 5/5 Deliver on Promises

Every Airties employee both individually and collectively is highly motivated to deliver our promise to our colleagues, customers, partners, and shareholders.



## Airties Mission

Empower all service providers to deliver exceptional **digital life experiences** through innovative Wi-Fi solutions.

## Airties Vision

At Airties we dream of a world where every person on earth can enjoy flawless Wi-Fi wherever they are, enabling the most amazing digital experiences whether for **education, well-being, work or entertainment**.





## Ethics and Integrity

Since 2012, Airties has formalized an ethical approach intended to guide its employees in their actions and to prevent the risks of unethical practices, such as corruption and anti-competitive practices, in particular through the **Airties Employee Handbook** (accessible to all employees).

While executing their jobs, all employees must comply with the rules of work discipline and avoid any actions or behavior that contravene with the rules and well-being of the company, with their behavior in the workplace and with colleagues, superiors or clients.

**In situations where employee behavior is defective, the actions below shall be executed to those participating in actions and behavior deemed defective, in accordance with the degree of fault or violation.**

With the aim of being a model of sustainable success and **creating a mindset of sustainable success** with everybody we do business with, we depend on accountability and trust. We depend on our employees taking responsibility for their actions and on their trust in us.

We depend on being open and honest with our customers, our partners, our suppliers and anyone with whom we have a relationship with. We maintain the highest standards of behavior in terms of **clarity, transparency, honesty, openness, legality, privacy and the prevention of harassment of any kind.**

We aim to treat people as we would like to be treated. We work with all of our stakeholders to do business ethically, protect the environment and add value to the societies in which we operate.

### **Actions are taken by Airties about ethics and integrity.**

- Incident response procedure (IRP) to manage breaches of confidential information
- Implementation of a records retention schedule
- Awareness training to prevent information security breaches
- Measures to protect customer or client data from unauthorized access or disclosure
- Specific approval procedure for sensitive transactions (e.g. gifts, travel)



# Memberships and Initiatives

## Industry Bodies

- **The Radio Equipment Directive Compliance Association (REDCA)**

The REDCA provides a forum for compliance of radio equipment with regulations and technical standards in the European Economic Area, and in the countries that have a Mutual Recognition Agreement with the EU, such as the USA and Japan.

- **TCB Council**

TCB Council is to provide a forum for periodic dialogue between the FCC and the TCB's and to facilitate ongoing activities geared toward the improvement of TCB technical and administrative performance.

- **The Broadband Forum**

Broadband Forum's mission is to unlock the potential for new markets and profitable revenue growth by leveraging new technologies and standards in the home, intelligent small business and multi-user infrastructure of the broadband network.

- **Wi-Fi Alliance**

Wi-Fi Alliance drives global Wi-Fi adoption and evolution through thought leadership, spectrum advocacy, and industry-wide collaboration. Wi-Fi Alliance®'s work includes the development of innovative technologies, requirements, and test programs that help ensure Wi-Fi provides users the interoperability, security, and reliability they have come to expect.

- **Fair Standards Alliance**

The Fair Standards Alliance is an association created in 2015 to strengthen the voice of innovative technology companies of all sizes to ensure that licensing of SEPs required by so many smart devices is done on a fair, reasonable and non-discriminatory basis (FRAND).

- **Wireless Broadband Alliance**

The Wireless Broadband Alliance (WBA) is an industry association formed to promote interoperability between operators in the Wi-Fi industry to provide an excellent user experience. To achieve this, the WBA promotes interoperability initiatives, including the Next Generation Hotspot (NGH), Wi-Fi Roaming, and the WBA's Interoperability Compliance Program.

- **The Institute of Electrical and Electronics Engineers (IEEE)**

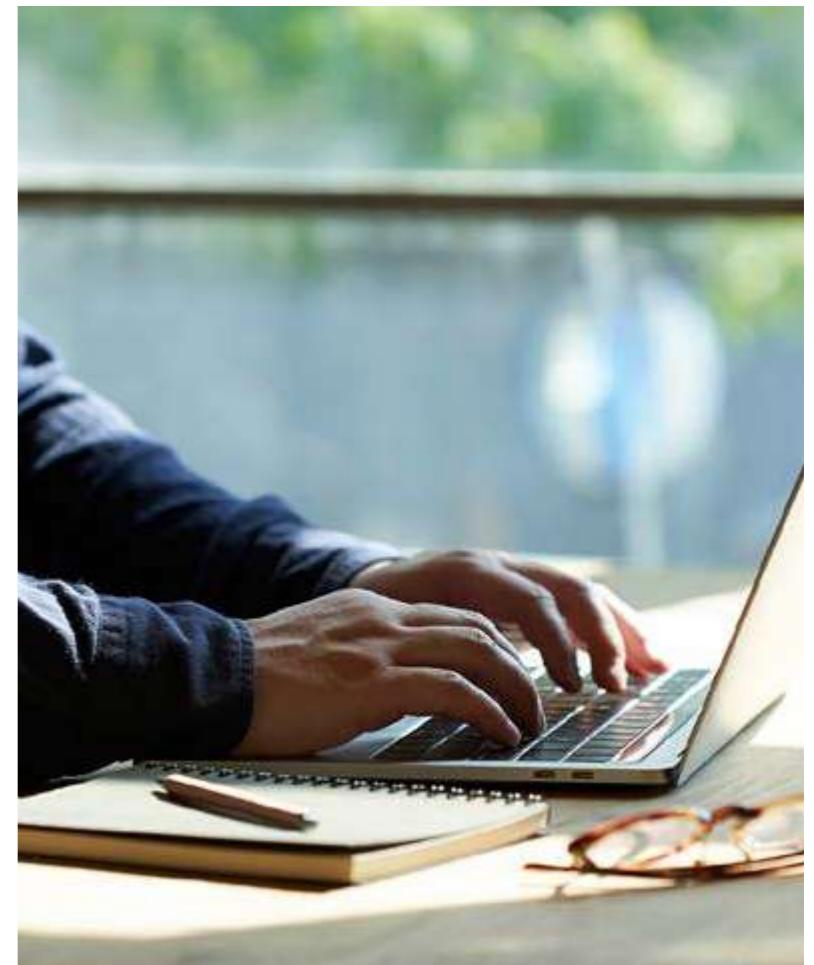
**(Individual Membership)**

IEEE is a professional association for electronic engineering and electrical engineering (and associated disciplines). IEEE's core purpose is to foster technological innovation and excellence for the benefit of humanity. IEEE will be essential to the global technical community and to technical professionals everywhere, and be universally recognized for the contributions of technology and of technical professionals in improving global conditions.

## Safety Organizations

- **UL**

Underwriter Laboratories (UL) is one of the oldest safety certification companies. Airties has UL listed products which are being periodically audited in the manufacturing area.





## Awards and Recognitions



### Light Reading Leading Lights Awards (Global)

- **2021** Finalist for Most Innovative Service Provider Cloud Strategy with Telstra
- **2016** finalist for Air 4920



### C&SI Awards (Global)

- **2021** Won for Best Broadband Customer Experience; and Shortlisted for Best Data & Analytics Innovation
- **2017** Shortlisted for Remote View/Airties Cloud
- **2015** Won for Air 4920
- **2014** Won for 4820



### Red Herring Top 100 Global List (Global)

- **2016 and 2015**



### PC.com Malaysia Gold Choice Award (Asia)

- **2019** Maxis Selected for Best Wi-Fi with Airties' Air 4830



### Wi-Fi Now Awards (Global)

- **2021** Won for Best Wi-Fi Service Provider Solution
- **2021** Shortlisted for Best In-Home Wi-Fi Product
- **2020** Shortlisted for Telstra Smart Wi-Fi Powered by Airties
- **2018** Shortlisted for Waoo Smart Wi-Fi Powered by Airties / Joint Submission;
- Shortlisted in **2017** for Managed Mesh
- Won in **2016** Jointly with Waoo for Best in-home Wi-Fi product



### Wireless Broadband Alliance Industry Award (Global)

- **2021** Won for Best In-Home Wi-Fi Network
- **2019** Shortlisted for Best In-Home Wi-Fi Network Award



### Broadband Technology Report Diamond Review (North America)

- **2021** Won for Airties Cloud and Vision App
- **2017** Won for Air 4920



### TV Connect Awards (Global)

- **2015** Won for Air 4920 Most Innovative in Home Device



# Approach to Sustainability in Airties



## Approach to Sustainability in Airties

Airties' purpose is to build a better connected, safer, and **more prosperous world through the delivery of high-performance Smart Wi-Fi solutions** designed and produced to have minimal environmental and societal impact and simplify and empower the connected lives of people.

**We believe that sustainability is an integral part of our business practices to support our growth and develop our business.**

Airties is committed to incorporating appropriate environmental and social sustainability principles and practices throughout its operations as we work to serve our customers and our communities.



### Protect

- Natural resources & Environment
- Energy preservation
- Compliance with environmental requirements
- Sustainable procurement

### Enrich

- Diversity and Inclusion
- Talent Management (Employee development, employee satisfaction)
- Occupational Health and Safety
- Corporate Social Responsibility (Contribution to environment/sports/ education/cultural values)

### Progress

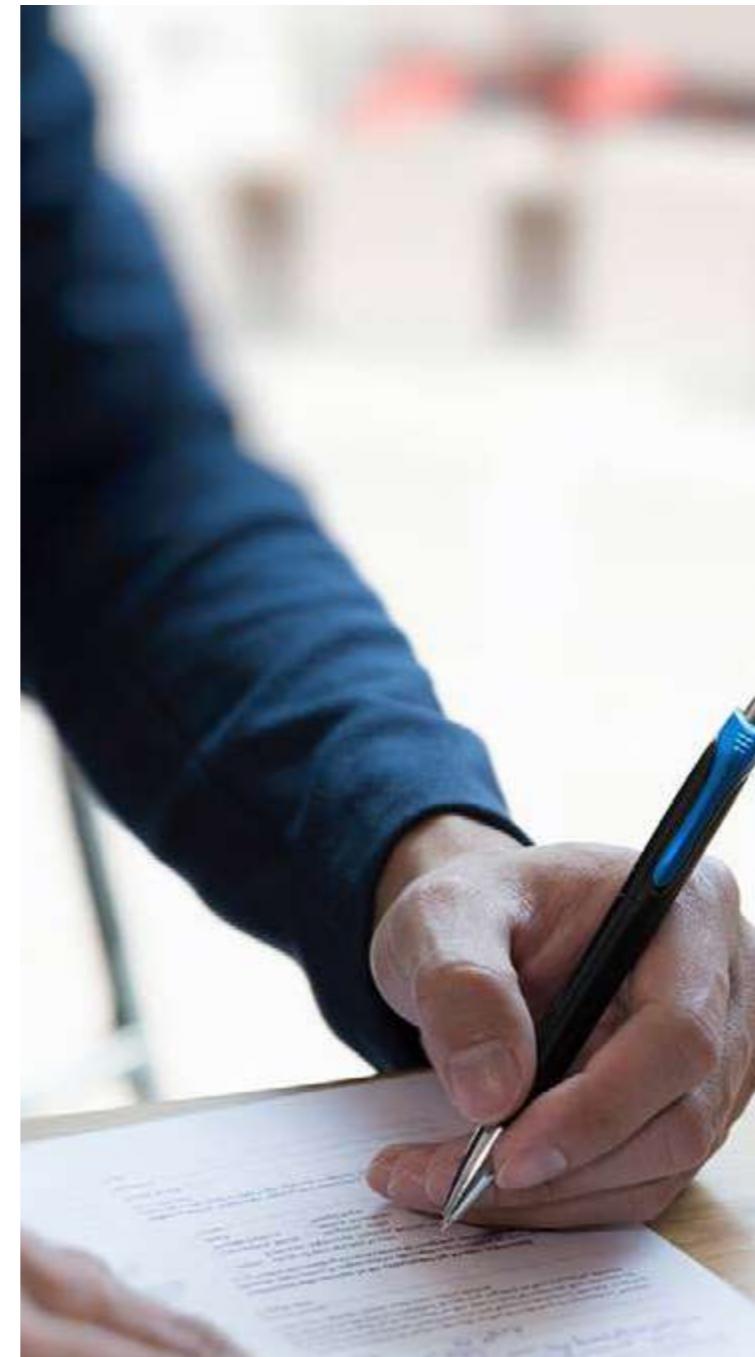
- R&D and innovation
- Eco-friendly products/solutions
- Pay attention to carbon emissions in development



## Policy

As a global company, Airties delivers high-performance Smart Wi-Fi solutions for an optimized end-user experience via its broadband operator partners.

**We believe that sustainability is essential to all of our business operations. We seek to establish medium and long-term plans that incorporate all stakeholders' interests.**



- To create a better connected, safer, and more prosperous world, we provide high-performance Smart Wi-Fi solutions designed to have an environmental and social effect while also simplifying and empowering peoples' connected lives.
- Our goal is to limit our effect on the environment, while improving our economy, and social impact and contributing to the UN Sustainable Development Goals.
- In the battle against climate change, we strive to optimize efficiency and minimize environmental impact, and we expect our suppliers and subcontractors to do the same.
- We strive to raise sustainability consciousness among workers, customers, partners, and other stakeholders by establishing an equitable and happy work environment where human rights are honored, social justice is secured, and labor rights are continually enhanced.
- The quality of our products and services are evaluated based on professionalism, materials utilized, product and service quality.
- Recognizing that our customers' expectations enhance our sustainability viewpoint, we are dedicated to public reporting and improving our sustainability performance.
- We strive for total integration by aligning all sustainability initiatives with the company culture.



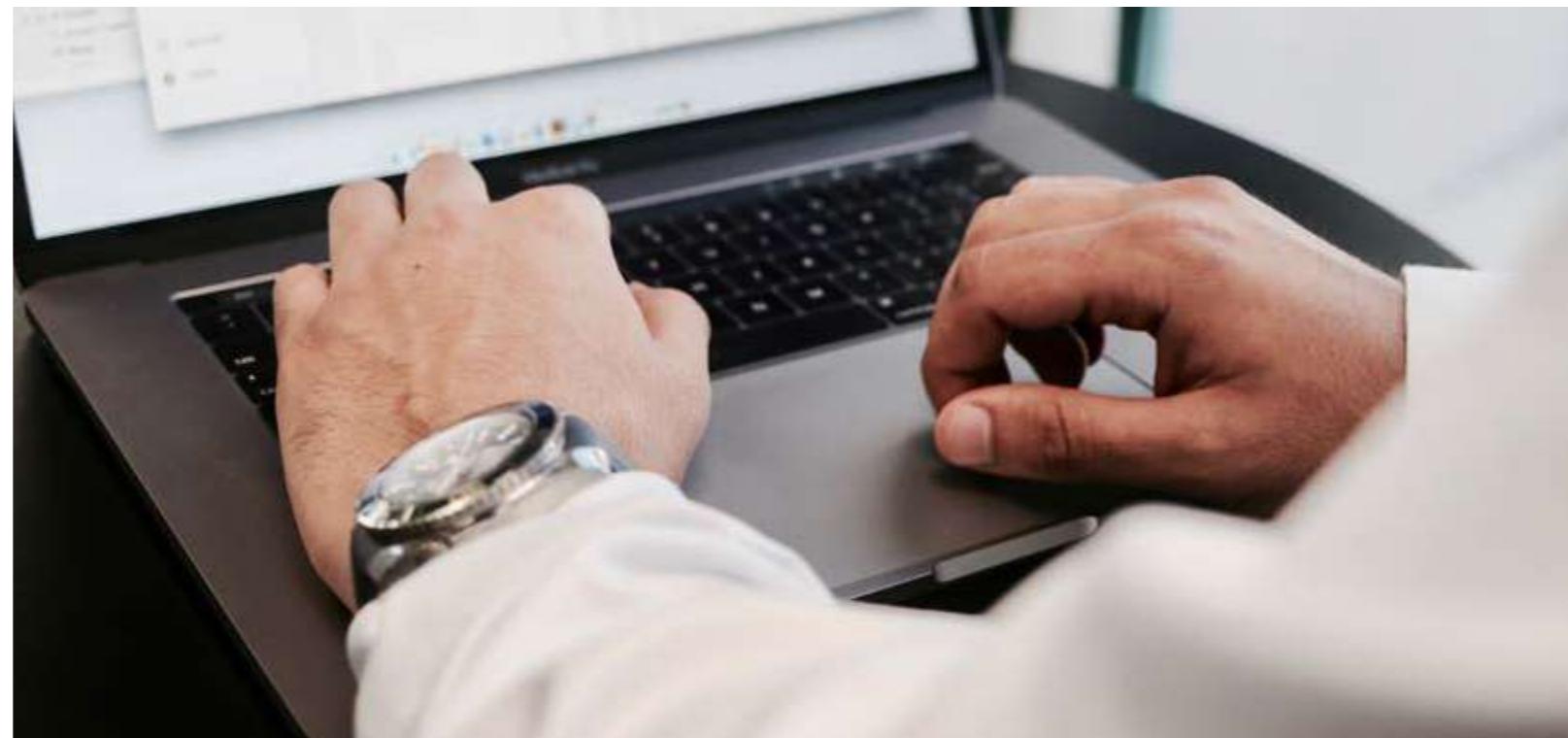
## Governance

With high-performance Smart Wi-Fi solutions designed to have an environmental and social effect while also simplifying and empowering peoples' connected lives. Developed and produced with minimal environmental and societal effect, Airties' primary sustainability aim is to build a better connected, safer, and more affluent society. Innovating methods and technologies that promote environmental and social sustainability, enrich customer experiences, and the Airties Sustainability Committee evaluates foster stakeholder trust.

**The Committee will promote and nurture a positive culture among Airties workers and other stakeholders to accomplish the Sustainability Policy's goals.**

This Committee creates and assesses a comprehensive sustainability strategy. Other duties of the Airties Sustainability Committee may include:

- Provide guidance to adapt business processes to ensure that environmental and social aspects are addressed.
- Develop and track goals and measures
- Publish annual sustainability report
- Coordinate stakeholder dialogue and engagement
- Contribute to corporate strategy and risk management
- Assure social and community stewardship
- Review Airties sustainability practices, make recommendations for improvement





## Airties Sustainability Committee

The Airties Sustainability Committee examines its long-term strategy and its ability to produce shared value. During these sessions, the Committee examines stakeholder requests/inputs and evaluates if they align with Airties Sustainability Strategy and objectives.

**Each year, the committee reviews and monitors Airties sustainability strategies, policies, procedures, and practices, and makes recommendations to top management on social and environmental development.**





# Airties Sustainability Committee

Title	Main Function	Role
• CEO	Committee Chairman	<ul style="list-style-type: none"><li>• Approving the short-, medium- and long-term goals of the Sustainability Committee,</li><li>• Transferring the decisions taken in the committee to the Board</li><li>• To take part in every planned meeting</li><li>• Ensuring the coordination of committee members</li><li>• Determination and approval of Sustainability Governance Mechanisms</li></ul>
• CMO • EVP&GM, CPE PL AND OPS • CFO	Board of Executives Sustainability Representative	<ul style="list-style-type: none"><li>• Provide guidance and support on sustainability strategy related initiatives</li><li>• Determination and approval of Sustainability Governance Mechanisms</li><li>• To take part in every planned meeting</li><li>• Provides guidance and support on stakeholder dialogue and engagement</li></ul>
• Head of Quality • Quality Manager	Supplier Audit Management Environmental Sustainability Management Sustainability Reporting Management Sustainable Supplier Communications Management	<ul style="list-style-type: none"><li>• Provide guidance and support on sustainability strategy related initiatives</li><li>• Ensuring that manufacturers comply with environmental &amp; social expectations, regulations by regular audits</li><li>• Management &amp; reporting of Environmental sustainability activities</li><li>• Sustainability input collection, reporting activities</li><li>• Ensuring that proper evaluation is conducted during manufacturer qualification process</li><li>• Transferring suppliers' sustainability related feedback/demands to the committee</li><li>• Transferring Airties' sustainability related demands to the manufacturers</li></ul>
• Head of Product Management, CPE PL • Head of Product Management, SW PL	Sustainable Product Development Management	<ul style="list-style-type: none"><li>• Defining sustainable product requirements</li></ul>



# Airties Sustainability Committee

Title	Main Function	Role
• Head of Extender HWD • Head of Cloud SWD	Sustainable Product Development Management	• Ensuring product design meets the sustainability requirements
• Head of Marketing & Corporate Communications	Sustainable Communications Management	• Ensure corporate communications clearly reflect Airties' sustainability approach
• Head of Customer Programs Management	Sustainability Customer Communication Management	• Transferring customers' sustainability related demands to the committee, • Ensuring that these demands are met
• Head of HR	Social Sustainability Management	• Management of social sustainability activities, including recruitment, working conditions, health & safety, side benefits, training and development, ethics, culture aspects • Ensuring that relevant activities are being internalized within the company
• Head of Financial Controlling & Treasury	Financial Sustainability Management	• Management & reporting of sustainability activities in Economic aspect
• Compliance Manager, CPE PL	Compliance Management	• Provide guidance and support on sustainability compliance related activities



## Sustainability Risks & Opportunities

Airties periodically reviews its risks & opportunities defined in the scope of sustainability. To eradicate non-compliance issues with the regulatory and other requirements due to a lack of revisions in requirements, our Compliance Management team is working with a 3rd party company to be informed on time regarding the updates and take actions to sustain the compliance.

**In the context of product compliance, regular assessments, audits and DoC collection mechanisms are in place to sustain product compliance with the regulatory and other requirements regarding materials.**

Online orientation training and sustainability awareness training are in place to eliminate the decrease in the effectiveness of waste separation due to lack of information and awareness of risk and create the opportunity to increase awareness within the company. Attendees' feedback is continuously collected during the training sessions to improve sustainability performance.



Airties top management meets the financial needs from their resources to establish and implement an effective environmental management system. These efforts eliminate the risk of resources mismanagement.

Airties is a fabless company, so environmental impacts regarding natural resources or waste generation can arise only due to office activities. Some social & environmental activities are being organized, such as a recycled paper-making workshop, zero food waste workshop, etc. to keep the motivation in the desired stage.

To sustain and continuously improve the environmental and sustainability performance of the manufacturing partners, we evaluate their performances quarterly. Quarterly business review meetings have been held remotely, positively contributing to CO2 emissions arising from air travel.

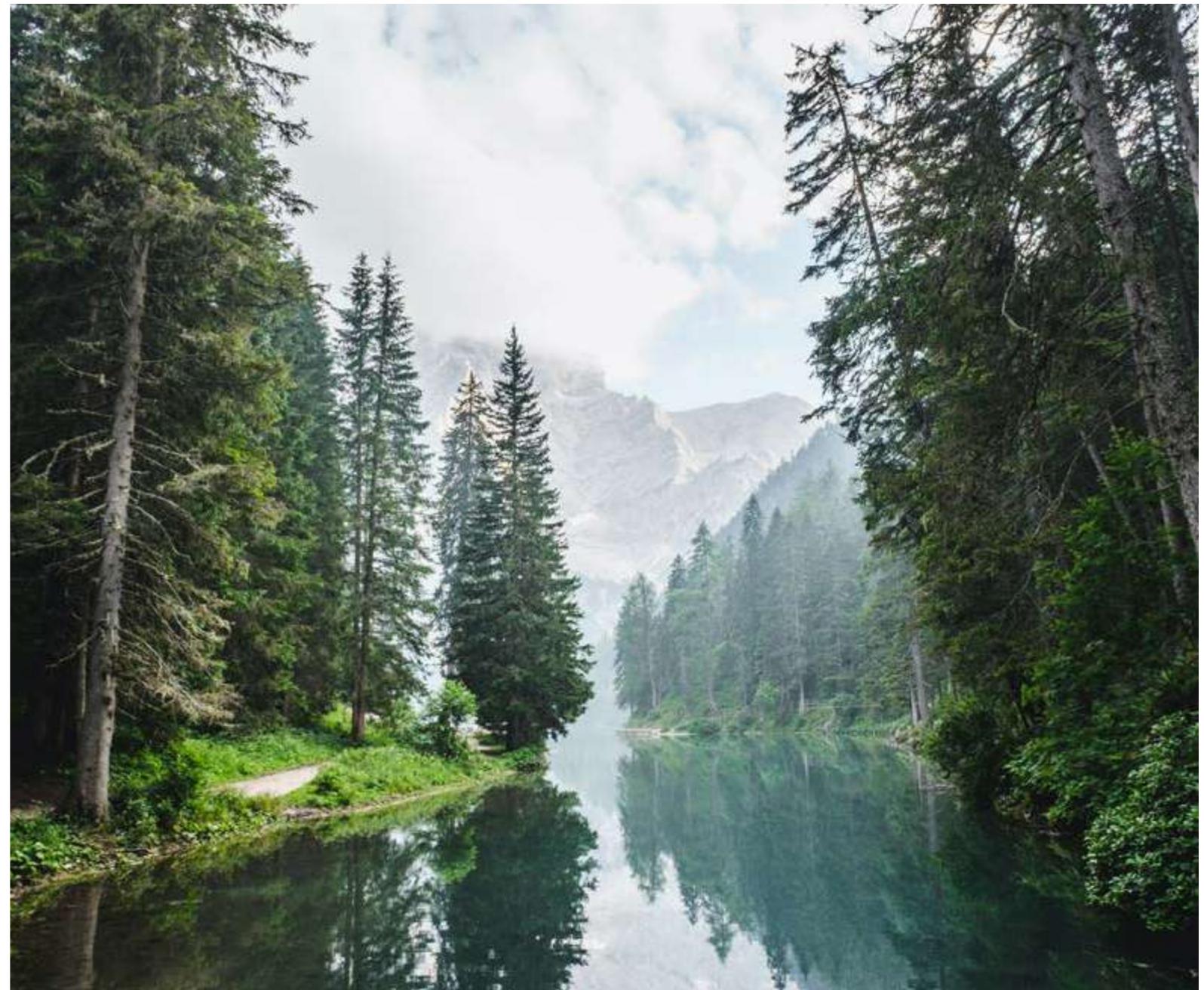
Feedbacks and recommendations are shared to increase motivation and performance through the supply chain. CSR auditor certification training has been provided for our Asia Ops employees, CSR audits have been done during the new manufacturer qualification process. These actions enable Airties to build and sustain a strong relationship with its stakeholders and increase traceability through the supply chain, increasing overall performance.

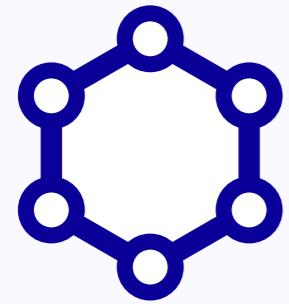
## Sustainability Risks & Opportunities

An alternative supplier management mechanism is in place to ensure that Airties works with qualified manufacturers who fulfill its expectations, supplier strategy, and qualification criteria defined in the manufacturer selection checklist. Manufacturer selection checklist helps determine the right stakeholder for Airties, who meets its needs and expectations. This checklist questions many criteria from cost to quality to supply and sustainability performance.

Airties always aims for full integration in all areas by knowing that our customers' expectations also enrich our sustainability perspective. It is committed to transparently reporting its sustainability performance on many platforms and systematically improving it.

**We have initiated an application for TUV certified green product project in 2020 to cultivate an awareness regarding product-based sustainability. The details of this project will be included in 2021 report.**





# Stakeholder Engagement



## Stakeholder Analysis<sup>2</sup>

As one of the world's largest end-to-end Wi-Fi Connectivity corporations, we can contribute to developing a better, more environmentally sustainable future. We're taking action to deal with climate change and prepare for its effects because doing so is good for our business, stakeholders, and the environment.

**Airties has the mission of empowering all service providers to deliver their customers an exceptional digital life experience through innovative Wi-Fi solutions.**

At Airties, we believe that sustainable leadership can only be achieved through uncompromising quality strategy and execution.





# Stakeholder Analysis<sup>3</sup>

Customers (directly), End-users (indirectly)	Certification Authorities	Not-for-profit organizations running the global disclosure systems	
Executive Team	Local Authorities and Global Regulatory bodies	Employees	
<p><b>Stakeholder expectations</b></p> <ul style="list-style-type: none"><li>• High quality products,</li><li>• Reasonable cost,</li><li>• On-time delivery,</li><li>• High quality after sales services,</li><li>• Continuous improvement,</li><li>• Ethics in business</li><li>• Sustainable business</li><li>• Protection of personal data processed by Airties</li><li>• Processing of personal data with regards to valid purposes.</li></ul> <p><b>Communication medium</b></p> <ul style="list-style-type: none"><li>• Weekly review meetings</li><li>• Emailing</li><li>• Newsletter</li><li>• Satisfaction survey</li><li>• Virtual meetings</li><li>• Sustainability reporting</li><li>• Fairs</li><li>• Customer visits</li><li>• Digital media</li></ul>	<p><b>Stakeholder expectations</b></p> <ul style="list-style-type: none"><li>• Continuous improvement,</li><li>• Complying with standards,</li><li>• Commitment, leadership</li><li>• Compliance with ISO 27001:2013</li><li>• Compliance with corporate security policies</li><li>• Effective cyber risk management</li></ul> <p><b>Communication medium</b></p> <ul style="list-style-type: none"><li>• Emailing</li><li>• Phone</li><li>• Virtual meetings on-site visits</li><li>• Sustainability reporting</li></ul>	<p><b>Stakeholder expectations</b></p> <ul style="list-style-type: none"><li>• Regular reporting,</li><li>• Transparent data,</li><li>• Environmentally improved results,</li><li>• Sustainable improvement</li><li>• Trustworthy Data</li></ul> <p><b>Communication medium</b></p> <ul style="list-style-type: none"><li>• Emailing</li><li>• Virtual meetings on-line submissions</li><li>• Seminars</li><li>• Digital media</li><li>• Sustainability reporting</li></ul>	<p><b>Stakeholder expectations</b></p> <ul style="list-style-type: none"><li>• Business continuity,</li><li>• Satisfactory salary,</li><li>• Career plan,</li><li>• Training,</li><li>• Ethics in the workplace,</li><li>• Safety in workplace</li><li>• Consistency of mission</li><li>• Compliance with policies and procedures.</li></ul> <p><b>Communication medium</b></p> <ul style="list-style-type: none"><li>• Emailing</li><li>• Newsletter</li><li>• Sustainability reporting</li><li>• Sustainability materiality</li><li>• Survey</li><li>• Town hall meetings</li><li>• Virtual meetings</li><li>• Training</li><li>• Social events</li><li>• Digital media</li></ul>
<p><b>Stakeholder expectations</b></p> <ul style="list-style-type: none"><li>• Business growth,</li><li>• Increasing revenue per customer,</li><li>• Increased financial performance,</li><li>• Increased financial value,</li><li>• Regular performance monitoring</li><li>• Corporate wide cyber security</li><li>• Protection of corporate assets</li><li>• Protection of Airties' reputation</li><li>• Effective Cyber Risk Management</li><li>• Protection of personal data</li><li>• Business Continuity &amp; Disaster Recovery</li></ul> <p><b>Communication medium</b></p> <ul style="list-style-type: none"><li>• Emailing</li><li>• Virtual meetings</li><li>• Corporate reporting</li><li>• Sustainability reporting</li></ul>	<p><b>Stakeholder expectations</b></p> <ul style="list-style-type: none"><li>• Compliance with the legal and regulatory requirements</li><li>• Compliance with applicable requirements and industry standards,</li><li>• Timely delivery of reports (when required),</li><li>• Identification of relevant laws and regulations</li><li>• Proper separation of non-hazardous and hazardous wastes</li><li>• Compliance with Privacy regulations</li></ul> <p><b>Communication medium</b></p> <ul style="list-style-type: none"><li>• Emailing</li><li>• Official letter</li><li>• Legal reporting</li><li>• Controls</li><li>• Corporate reporting</li><li>• Sustainability reporting</li></ul>		



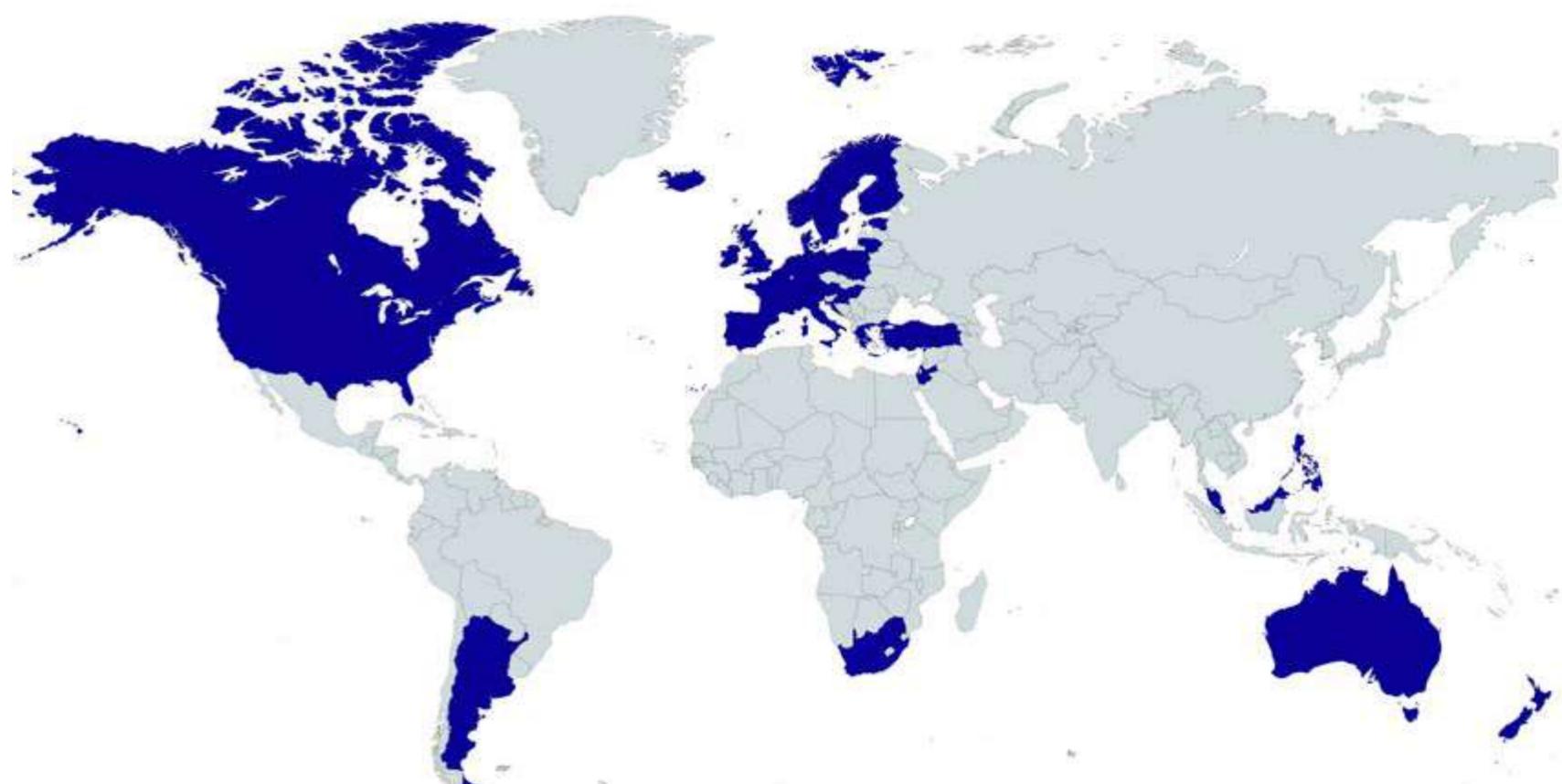
# Stakeholder Analysis<sup>3</sup>

Insurers and Financial Institutions		Suppliers	Partners	Neighbors and Communities
<b>Stakeholder expectations</b> <ul style="list-style-type: none"><li>• Protection of corporate data</li><li>• Protection of personal data processed by Airties</li><li>• Processing of personal data with regards to valid purposes.</li><li>• Business continuity</li><li>• Financial reliability and sustainability</li></ul>	<b>Communication medium</b> <ul style="list-style-type: none"><li>• Corporate reporting</li><li>• Meetings</li><li>• Compliance audits</li><li>• Sustainability reporting</li></ul>	<b>Stakeholder expectations</b> <ul style="list-style-type: none"><li>• Business growth,</li><li>• On-time payment,</li><li>• Forecast accuracy</li><li>• Financially solvent organization</li><li>• Beneficial supplier-client relationships</li><li>• Sustainability</li><li>• Security of information shared (both sides)</li><li>• Compliance with Airties' information security policies</li><li>• Compliance with the requirements in mutual agreements</li><li>• Protection of shared personal data (both sides)</li><li>• Secure Transfer of information</li></ul>	<b>Stakeholder expectations</b> <ul style="list-style-type: none"><li>• Mutual benefits,</li><li>• Clear expectations,</li><li>• Market requirements,</li><li>• Financially solvent organization</li><li>• Protection of shared personal and corporate data (both sides)</li><li>• Secure Transfer of information</li></ul>	<b>Stakeholder expectations</b> <ul style="list-style-type: none"><li>• Social responsibility and engagement</li></ul>
<b>Patent holders</b>		<b>Communication medium</b> <ul style="list-style-type: none"><li>• Emailing</li><li>• Virtual meetings</li><li>• On-site visits and audits</li><li>• Quarterly performance evaluation process</li><li>• Digital media</li><li>• Sustainability materiality survey</li><li>• Sustainability reporting</li></ul>	<b>Communication medium</b> <ul style="list-style-type: none"><li>• Emailing</li><li>• Virtual meetings</li><li>• On-site visits</li><li>• Quarterly performance evaluation process</li><li>• Sustainability materiality survey</li><li>• Sustainability reporting</li></ul>	<b>Communication medium</b> <ul style="list-style-type: none"><li>• Digital media</li><li>• Sustainability reporting</li></ul>
<b>Communication medium</b> <ul style="list-style-type: none"><li>• Emailing</li><li>• Virtual meetings</li></ul>		<b>Waste Disposal Organizations</b>	<b>Communication medium</b> <ul style="list-style-type: none"><li>• Emailing</li><li>• Phone</li><li>• Reporting</li></ul>	
		<b>Stakeholder expectations</b> <ul style="list-style-type: none"><li>• Delivery of properly separated wastes</li><li>• Secure disposal of electronic wastes</li></ul>		



## Countries We Serve

Andorra, Argentina, Australia, Austria, Belgium, Canada, Croatia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Israel, Italy, Jordan, Lithuania, Malaysia, Netherlands, New Zealand, Norway, Philippines, Poland, Portugal, Singapore, South Africa, Spain, Sweden, Switzerland, Turkey, UK and USA.



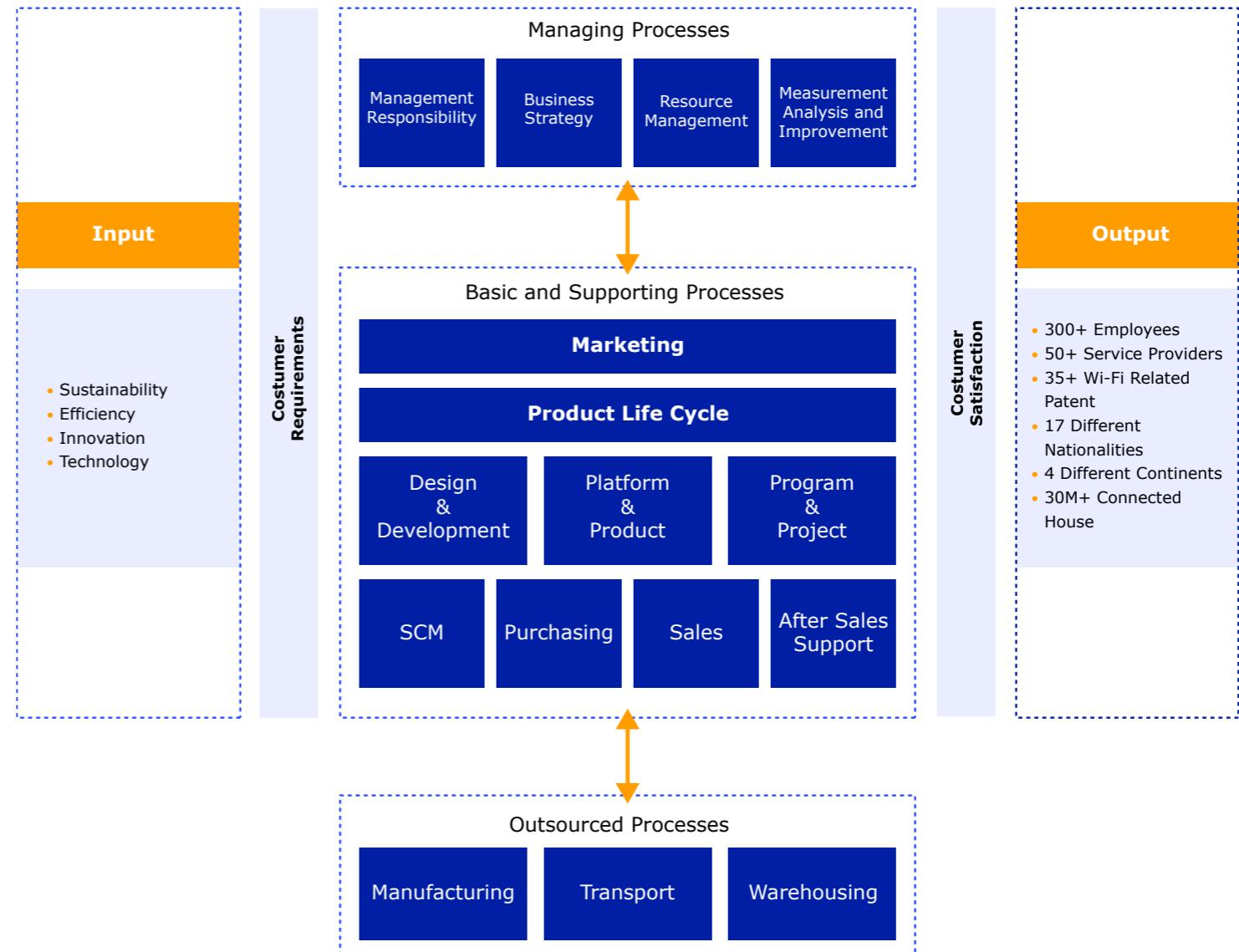


## Value Chain

To achieve operational excellence via constant innovation, we at Airties believe in partnering with our stakeholders. We enable the fast adoption of 4<sup>th</sup> Industrial Revolution technologies by empowering our employees and customers, collaborating with our strategic alliance partners, and delivering value to our communities and investors.

**For sustainability, Airties is delivering innovative technology across various industries as a company with breakthrough technology that simplifies the connected lives of people today.**

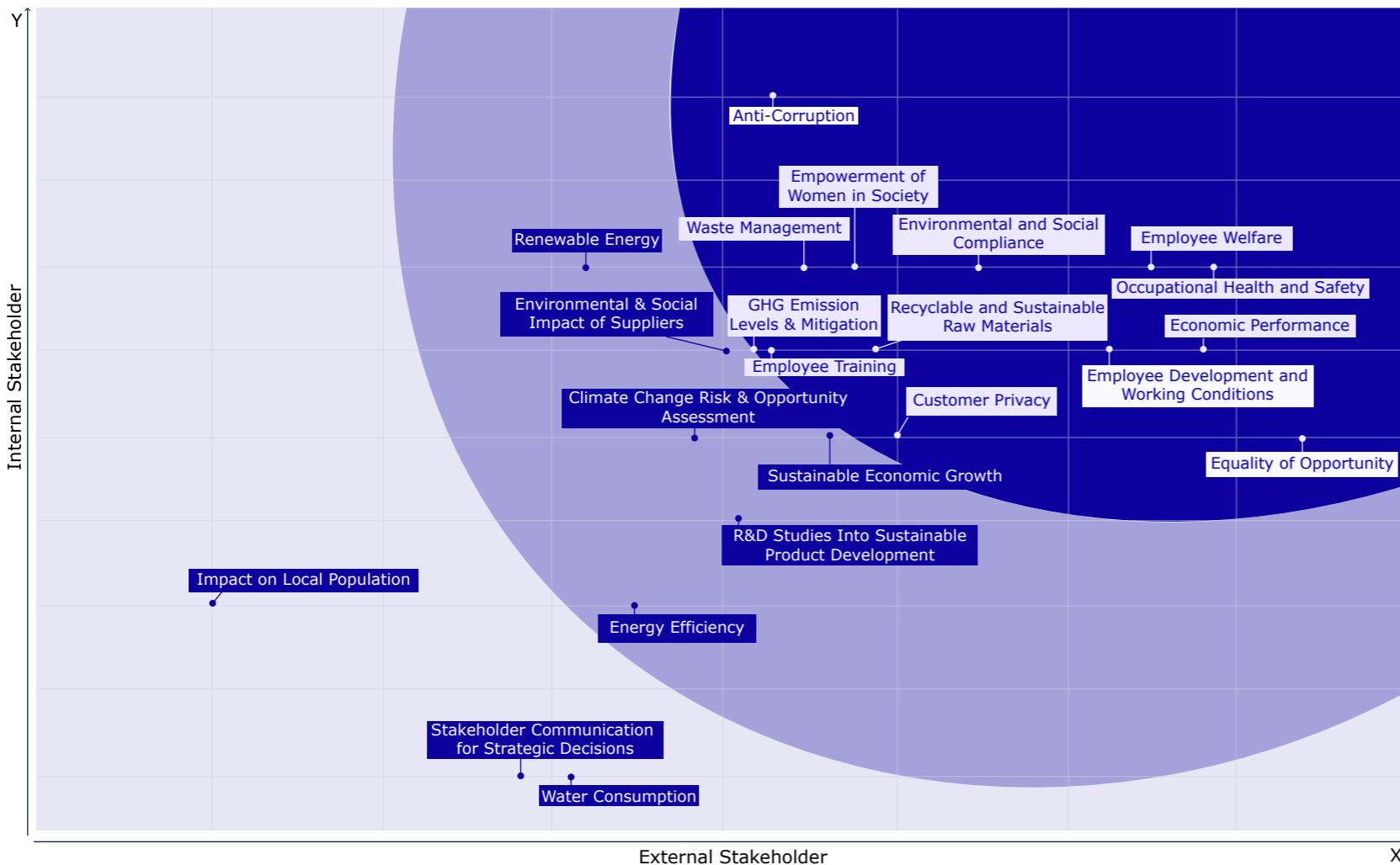
Everybody wants effortless Wi-Fi flowing throughout their homes - **now more than ever** - and this is what we can deliver.



# Materiality Analysis<sup>4</sup>

Stakeholder engagement, a method to obtain stakeholder opinions and focus areas, is an essential part of preparing the sustainability report under the GRI framework, which could assist companies in establishing the sustainability strategies that suit their development models based on stakeholders' expectations.

## Materiality Matrix



### Very High Priority Topics

- Employee welfare
- Occupational health and safety
- Environmental and social compliance
- Economic performance
- Equality of opportunity
- Employee development and working conditions
- Recyclable and sustainable raw materials
- Empowerment of women in society
- Anti-corruption
- Waste management
- GHG emission levels & mitigation
- Employee training
- Customer privacy

### High priority topics

- Climate change risk & opportunity assessment
- Renewable energy
- Sustainable economic growth
- Environmental & social impact of suppliers
- R&D studies into sustainable product development
- Energy efficiency

### Priority topics

- Stakeholder communication for strategic decisions
- Water consumption
- Impact on local population



# Economic Performance

## Economic Values

As long as environmental exploitation continues unabated, the conflict between finite natural resources and unbridled economic expansion will remain a blurry line. Natural resources and economic growth remain a significant challenge despite new methods to economics being considered and eventually adopted. For a good and pleasant living, people are dependent on financial opportunity. However, if the natural resource base is depleted, there may be no economy to build a foundation.

### The combination of economics and earth system sciences is critical for determining the benefits and drawbacks of various options, as well as the trade-offs involved.

Economics and other social and behavioral sciences are critical to understand how human behavior may be shifted to achieve sustainable development, ecological, environmental, and natural resource economics, all of which have a wealth of research related to it. Given the earth's limited resources, using economic concepts and scientific discoveries should be a vital part of the effort to satisfy humanity's goals for a happy life.

To produce value-added and sustainable solutions that impact all of Airties' business lines, the company places innovation and R&D at the center of its operations. It's important to note that in the culture of

Airties, there are not only research and development institutes but also commercial divisions. With Airties' expertise, ideas, studies, and advancements become brand-new goods and processes. Airties' expertise, ideals, studies, and advancements produce brand-new goods and processes.

**Within the scope of Law No. 5746 in Turkey, it has been provided various tax advantages such as income and corporate tax discounts for R&D centers, Cooperation Projects, Technology Centers Enterprises or income tax discount for R&D staff, stamp tax exemption for R&D activities. However, to benefit from the support and incentives provided by this law, companies must first establish an R&D center or a design center.**

R&D and Design Centers can deduct 100% of their research and product development expenses within the scope of project activities from the Corporate Tax base. While the reduction can be the subject of R&D, innovation and research and development activity expenditures in R&D centers, it is explained that only design activity expenditures can be deducted.

In 2020 we got R&D center status from the Belgian government.

In 2020, the Belgian government recognized that the work Airties is performing in the space of advanced managed WiFi solutions is advanced research and development. This led to Belgian government funding our research work.



#### **R&D incentives according to Law on Supporting Research and Development Activities No. 5746;**

- R&D expenses deductions from corporate tax
- Income Withholding Tax Exemption for Personnel
- Hours Spent Outside of R&D or Design Center
- 50% of Social Security Premium Exemption for employees

## Innovation

Our company continuously innovates in order to stay at the cutting edge of the technology in the field of wireless networking, big data analytics, artificial intelligence, automated testing as well as business models, way of working.

As a result of technology innovation, we introduce new products as well as filing new patents to protect our innovation. When applicable, we also publish articles in technology conferences.

Airties has a reward system for Intellectual Property Rights/Patent applications and registrations. Within the scope of this award system, inventors are awarded both in the first application (1,000 USD) and the first registration (2,000 USD) of the patent.

- Registration award: Virtual AP, **6.000 USD (3 inventors)**
- Registration award: Client Steering, **2.000 USD (1 inventor)**
- Registration award: Dynamic Channel Selection/DFS re-entry, **2.000 USD (1 inventor)**
- Registration award: Methods For Link And Path Quality Assessment, **2.000 USD (1 inventor)**
- Application award: System and Methods for Cloud Managed Client Steering, **4.000 USD (4 inventors)**

In 2020, 1 new patent application (**System and Method for OFDMA Scheduling in Wireless Networks**) has been filed and 2 patents (**A Cloud Based Wi-Fi Network Setup for Multiple Access Points and System and Methods for Client Steering**) have been approved and registered.

Another area where R&D employees at Airties R&D Center grow and share the technical knowledge and experience are publications.

In 2020, the following four publications were made by R&D personnel in CTO team as a result of research activities:

### O1

Throughput-maximizing OFDMA Scheduler for IEEE **802.11ax Networks**,

### O2

Finding the Sweet Spot for Frame Aggregation in **802.11 WLANs**,

### O3

Markovian Chain-based Traffic Classifier for Multimedia Traffic,

### O4

Experimental analysis of RF based multi-plane-diffraction with over-the-air active cellular signal measurements.

As Airties, one of our R&D and company strategies is to strengthen our R&D activities by establishing university-industry cooperation. In this context, various collaborations have been made with many different universities to date.

In 2020, studies were performed is duplicated in the same sentence.

**Sabancı University, Bogazici University, Abdullah Gül University, Bahçeşehir University, İstanbul Technical University, and Özyegin University.**

All of our manufacturing partners have TL 9000 certificate which defines the unique communications quality system requirements for design, development, production, delivery, and service and contributes to digitalization and sustainability.



# Supplier Assessment

Airties is a fabless company and works with manufacturing partners. The evaluation and selection of manufacturing partners is performed according to a systematic process. The evaluation process consists of various elements; selection criteria for pre-evaluation include sustainability-related parameters, such as Quality and Environmental Structure and Information Security management capabilities.

**Once the first evaluation is conducted, a more technical analysis phase begins to check seven main areas below:**

**O1** Organizational Management

**O2** Quality Management System

**O3** Quality Operations

**O4** Manufacturing Capability & Processes

**O5** Purchasing Control

**O6** Material & Production Planning

**O7** Corporate Social Responsibility



If the manufacturer receives a good & acceptable score according to the classification table, it becomes a qualified manufacturer.

Quarterly Business Reviews conduct a regular performance evaluation of the existing manufacturers according to Supplier Performance Management Procedure. QBR scoring feedback is shared with the manufacturing partners before QBR review meetings, where performance review is done of the supply chain partner in the following areas:

- Quality
- Cost
- Continuity of Supply
- Manufacturer Program Management
- Corporate Social Responsibility

**Cyber Risks related to manufacturing suppliers are expected to be managed in ISO27001:2013 Risk Inventories. In addition, ISO 27001 self-assessments or onsite assessments are performed to evaluate the Information Security performance of the manufacturing partners.**

Moreover, various levels of audits in different frequencies are performed to ensure that manufacturers and key suppliers are continually performing at or above the levels outlined with Management systems and ensure the suppliers' internal processes adhere to a defined quality standard.



## Supplier Assessment Process - Audits

Activity	Frequency	Purpose
<b>Out of Box Audit (OBA)</b>	Per Batch	Ensure that all products shipped to customer are compliant with the specifications & acceptance criteria
<b>Factory Line Audit</b>	Weekly	Ensure that the manufacturing plan and specific critical processes are running properly, re-checking the corrective actions of non-compliance reported earlier
<b>Manufacturing Process audit</b>	Monthly	A review of the manufacturing lines' operational structure, systems in place to ensure that manufacturing processes are compatible with the specifications
<b>Complete Factory Audit</b>	Quarterly	A complete factory audit program performed by Airties Teams according to ISO 9001, 14001 and social standards to provide insights into the factory's operational and management systems
<b>Complete System Audit</b>	Annually	A complete company audit program performed by accredited 3rd party companies according to ISO 9001, 14001 and social standards to provide insights into the factory's operational and management systems
<b>Factory Social Compliance Audit</b>	Annually	On-site Social compliance audits and information security self-assessments to achieve sustainable development, promote awareness of citizenship, information security, and incorporate social responsibility practices into the workplace
<b>Key Supplier Audits</b>	Annually	End-to-end manufacturing process review of the key component supplier's Quality Management System in order to provide continuous improvement
<b>Chemical Compliance Audits</b>	Quarterly	Ensure that the manufacturer has proper systems to provide compliance for Airties products with the related regulatory and other applicable requirements (e.g. RoHS, REACH, Prop65, Conflict Mineral compliance, etc)
<b>Bill of Material (BOM) Compliance Check</b>	Quarterly	Ensure that there is no PCBA component difference with manufacturers
<b>Ongoing Reliability Test Checks</b>	Per Airties ORT Plan	Ensure that quality of the products is still of the same specifications as the day it first went to production or general availability
<b>Design Verification Test</b>	Quarterly	Check extensively whether products shipped are within design parameters
<b>Mechanical Quality Check</b>	Quarterly	Verification of mechanical attributes



## Supplier Assessment

Our manufacturing partners have ISO 14001, ISO 45001, ISO 9001, ISO 14064-1, TL9000 certificates.

They have vital certificates specific to the industry, such as ISO 14001, which focuses on reducing environmental pollution, and the occupational health and safety certification ISO 45001; and ISO 14064-1 certificate that refers to greenhouse gas calculations. Furthermore, the ISO 9001 quality certificate, which acts as a control mechanism, is aimed to reduce errors and defects. In addition to these, the previously mentioned TL 9000 is a standard certification for hardware, software, service, system, and measurement requirements in the telecommunications industry.

**We expect our suppliers to act with integrity, obey all applicable health, safety, labor and environmental laws and protect confidential and proprietary information.**

Airties takes ISO 9001:2015, ISO 27001:2013 and all applicable social management system standards into account while working with manufacturers. ISO 9001 standard refers to a quality management system; ISO 27001 standard refers to information security management.

Airties considers environmental factors while selecting new suppliers. Particularly if the manufacturer has extensive global expertise and a strong supplier portfolio, it provides choices for other manufacturing sites. Simultaneously, the manufacturer's closeness to the Airties site is critical for carbon footprint. We are committed to reducing our carbon footprint.

**We prefer to work with manufacturers who have the ISO 14001 standard. ISO 14001 standard systematically refers to improving environmental management.**

Airties adopts a zero-tolerance policy for bribery or corruption of any type. As part of their Code of Conduct training, all employees receive generic anti-corruption training every year. We advise employees to acquire legal authorization before giving anything of value to a public authority. To prevent and identify high-risk transactions, we've implemented various internal controls, such as tracking travel, gifts, and other costs. We enhance our basic compliance training with tailored correspondence and in-person education on an as-needed basis.

### Airties' Contributions to Economic Sustainable Development Goals

#### SDG 8 Decent Work and Economic Growth

We provide services to 36 countries at our locations in 6 countries.

We provide employment to people in 6 countries.

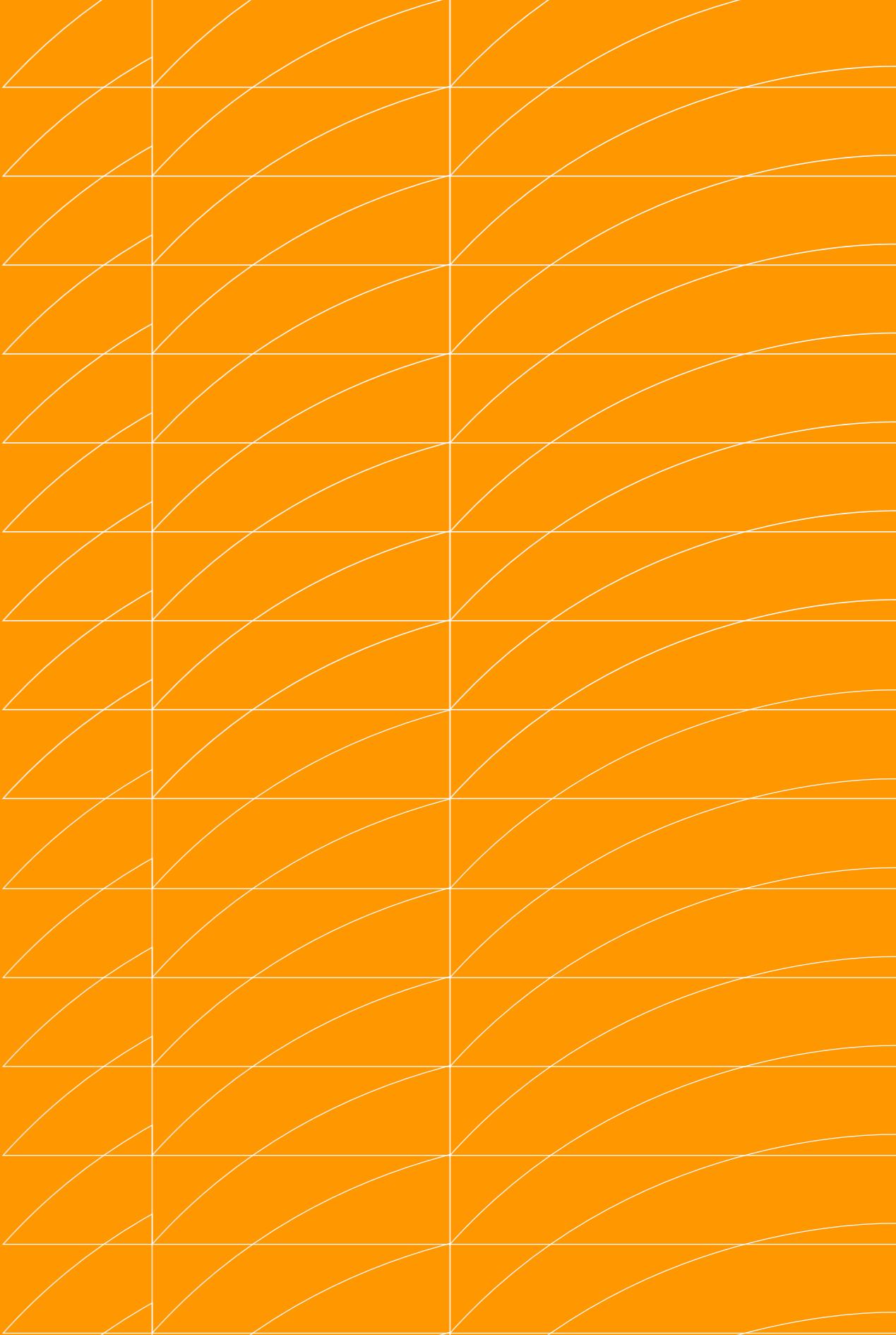
#### SDG 9 Industry, Innovation and Infrastructure

As Airties, we have established an award system to encourage Intellectual Property Rights and Patent applications and registrations within the company. In 2020, two patents were obtained, one patent application was made and four academic publications were made.

In this regard, Airties contributes to SDG 9 with its innovative contributions to the sector.



# Social Performance





## Employees



Our capacity to dream big and produce as a company would be unthinkable if it weren't for our team of dedicated professionals. As a company, we believe that we are stronger when we create an atmosphere in which everyone feels respected for who they are.

Airties is prepared to provide the best possible service to our clients while also continuing to innovate. That involves bringing together our diverse set of talents, views, and backgrounds and providing all workers with the chances to learn, grow, and improve their skills.

Our headquarters is in Istanbul and we hold offices in the USA, UK, Belgium, Netherlands and France. Airties is a multinational company with its staff from 17 different nationalities.



**Total Employment**  
**300+**

Approximately 80% of the staff is in the R&D department. As Airties, we have more than 300 employees, who are the most valuable stakeholders to our company.

### Locations

Turkey	250
Belgium	31
France	9
UK	7
USA	13
<b>Total</b>	<b>310</b>

R&D Centre Employment	196
Female	21
Male	175

Non R&D Centre Employment	114
Female	40
Male	74

Employment in 2020	310
Female	61
Male	249

### Percentage of Employees by Age

Under 25	4%
25-35	44%
35-50	45%
50+	8%

# Employees

## We care about our employees' rights.

All employees that were eligible, benefited from parental leave in the reporting period. For 2020, this represented two female and eleven male employees. All of them returned to work in the reporting period.

### 2 Female Employees

were entitled to parental leave

### 11 Male Employees

were entitled to parental leave

We at Airties are concerned about the well-being of our staff. We offer our employees and their families private health insurance that is paid for by the company. There are also provisions in place for transportation, connectivity, and meals.

Any child labor or forced labor cannot be accepted through the value chain of Airties. Airties Supplier Code of Conduct requires suppliers to have a safe working environment, no forced or child labor, respect and protection for employees and environment, and compliance with business ethics.



# Employees



## Non-Discrimination

Airties is committed to a workplace free from unlawful discrimination and harassment. We will not tolerate discriminatory or harassing behavior of any kind. As a result, a zero-tolerance policy was implemented for any behavior seen as threatening, aggressive, or insulting.

Employees who believe they have been the target of discrimination, harassment, or retaliation have various options. Complaints are handled confidentially, and information is shared on a need-to-know basis.

Whether on or off-premises, Airties personnel cannot engage in violent or verbal altercations with their coworkers.

**The work contracts of employees who commit such acts will be terminated immediately.**

## Occupational Health and Safety

An organisation is responsible for ensuring that it minimises the risk of harm that may be caused by its activities particularly if the individual performs those activities as part of their "occupation". Airties monitors the work related to occupational health and safety with OHS Board meetings held every three months or with weekly administrative affairs, along with short evaluation meetings within the HR department.

**In 2020, agenda items related to occupational health and safety and Covid-19 measures in remote working were discussed at the board meetings every 3 months.**

Implementing an OHS management system is a strategic decision for an organization that can support its sustainability initiatives, and ensures people employees/stakeholders are safer and healthier while increasing profitability at the same time. Accordingly, we emphasize working with ISO 45001 certified partners to ensure our stakeholders' healthy and safe working environment.

**The following works are carried out within the scope of occupational health and safety**

- Health and safety trainings
- Necessary health checks
- Blood lead and tin tests of soldering personnel
- Emergency evacuation drills
- Environmental emergency drills
- Fire fighting drills
- Monthly controls of work areas
- Electrical installation controls and grounding measurements,
- Maintenance, testing and controls of fire extinguishing and detection systems,
- Maintenance, testing and control of ventilation /air conditioning systems
- Heating systems maintenance, testing and controls,
- Maintenance, testing and control of generators,
- Maintenance, testing and controls of all other equipment used,
- Indoor measurements such as lighting, thermal comfort, CO<sub>2</sub> emission etc.

The risk analysis team determines hazards in the workplace due to regular inspections. In 2020, substances originating from Covid-19 were added to these analyzes. Of the 107 identified items, 23 are related to Covid-19, and 100% of the planned actions have been completed.

# Training

**The employees' necessary training plans and programs are identified and realized in parallel with their professional development needs.**

As a result, performance evaluation and business outcomes and the competencies required by such positions are supported for their improvements at work by providing the training they need.

For each of the professionals who newly joined the structure of Airties, an orientation program (training) is organized. The orientation program includes department-related information such as Products, Travel, Finance, Health & Safety, Informational Confidentiality, R&D, and Quality & Environment. After completing orientation training, the adaptation of newly recruited employees to work and the business learning process is supported with a "buddy" assigned to help inside their team.

Among the pieces of training given to our employees, there are basic programmes on ergonomics, first aid, earthquakes and emergencies. In addition, within the orientation scope, information training on the above issues are given to recruits. All employees complete the required training within 3 months. The activities listed below were completed in 2020 and the training programmes lasted for 3609 hours.

Training	Hours	Number of Employees
<b>Orientation</b>	<b>441</b>	<b>63</b>
<b>Second Language</b>	<b>1608</b>	<b>50</b>
<b>Mandatory Training*</b>	<b>561</b>	<b>221</b>
<b>Technical Training</b>	<b>999</b>	<b>242</b>

\*Mandatory trainings can be expressed as trainings that must be completed by everyone according to laws or in-house procedures. This type of training is designed to reduce corporate risks and comply with local or national policies and government guidelines.

Mandatory trainings;

- First-Aid Training
- Confidentiality & Privacy Awareness Training
- ISMS - Risk Management Training (Turkish) - ISO 27001
- ISMS - Risk Management Training (English)
- First-Aid Certificate Renewal Training
- Fundamental Fire Training
- Prevention advisor

Airties has regularly participated in the meetings of the working groups on "Test & Interoperability", "Wi-Fi Devices Identification", and "Wi-Fi/Private 5G Convergence" of the "Wireless Broadband Alliance", the largest and most important international union on "Wireless Technologies" and contributed to the standard documents produced by the alliance.

Similarly, Airties participated in the Q3 working group meetings of the Broadband World Forum, the world's most significant and most crucial consortium on 'Broadband Networks'.

In 2020, 7 new research personnel with postgraduate education degrees were hired at our Istanbul R&D Center, and 2 of our engineers, who are already within our body, started their post grad programs.





## Working in a Pandemic

The COVID-19 situation has created unprecedented challenges around the world the priority for us at Airties has been the health and safety of all our customers, partners and employees.

As part of our initiatives to deal with this emergency, we have taken decisive and rapid measures to ensure that our global workforce can continue working effectively and most importantly, safely.

Although we have temporarily closed most of our offices around the globe, we have quickly adopted a remote, work from home approach, using the latest online collaboration software to facilitate teamwork and shared experiences.

### We continue to work remotely and the resilience, ingenuity, and commitment of the Airties team during these trying times is powerful.

Across the company, we see a true sense of duty - a real engagement - during this critical time to stand by our service provider customers given the current increased dependency on home Wi-Fi. In these difficult times, we rely on one of our core Airties values; Caring about each other.

We know that we can face this challenging time together with a shared sense of purpose, patience, and compassion.

**It is essential to comply with the rules for the health of all employees. There might be differences in regulations with changes in pandemic conditions.**

- There are at least two contactless hand disinfection devices on each floor.
- Gloves should be worn when using standard devices in labs and similar places.
- One visor (face-shield) and a mask will be provided for each employee, but it is optional to wear them in the office.
- Some of our meeting rooms have been closed temporarily, and the maximum number of users has been determined for the rest.
- Like all common areas, meeting rooms are disinfected regularly.
- Elevator usage is limited to 2 people for the Istanbul Office.
- The work environment where everyone can work in a healthy way was provided physically and digitally.

In addition to our customer facing teams who remain fully operational to take care of any regular, day-to-day enquiries, we have created a dedicated task force to support our customers further in this exceptional situation, [ask.us@airties.com](mailto:ask.us@airties.com)

The pandemic showed us there can be flexibility in our work structure to allow space for home office work.

**Even though COVID-19 affected employees and families, no employees have been diagnosed at the workplace.**

Since the pandemic's beginning, we have analyzed the quality issues in the periodic remote meetings we have organized with the manufacturers and proceeded with the right solutions. We continued to conduct Manufacturer Performance evaluations every quarter (QBR) and shared and discussed the results with the manufacturers in remote meetings.

We have qualified new manufacturing partners by performing on-site audits by our enlarged Far-East quality team with an even more detailed remote evaluation scope. Frequent remote meetings have supported evaluations.

The results of 3rd party inspections in manufacturing partners have been followed closely. Although corrective actions were followed remotely, we proceeded with fact and evidence-based verifications.

We have continued to improve activities within Airties with our manufacturing partners and suppliers.

## Customer Privacy

We knew that keeping our customers connected during the pandemic was mission-critical. At the same time, the welfare of our customers and that of our employees was paramount. So we focused on safety while challenging ourselves to show up for one another and deliver to our customers in new and innovative ways. We observe and comply with privacy laws across the world. **GDPR** and **KVKK** primarily drive Airties because of their many office locations, subject to local privacy regulations and customer demands for privacy and security. To address these concerns, we are pursuing **ISO 27001** compliance and certification.

Airties has adopted corporate policies and operating procedures to govern collecting, using, retaining, and protecting data. Please see [Airties Information Security Policy](#)

Detailed information about Airties' privacy policies and procedures can be found at our corporate website's main [Privacy Policy](#) page.

From this page, you can find links to supplemental policies for some of our apps and services and separate privacy policies maintained by Airties on its and our affiliated companies.

Admin operations are inspected on all servers, and access roles are supplied based on the minor rights. Per business policy, servers and apps are regularly hardened and patched. Additionally, the IT ticketing software collects and records all access requests, supporting paperwork, and business/IT Security approvals



The ticketing platform follows up on the findings of regular vulnerability checks. The SIEM solution collects and correlates system records to keep up with the latest risks. For user management and access control, single sign-on is enforced on all apps. In addition, **ISO27001** rules are used to guide IT operations and regulations.

Moreover, Cyber security provider F-Secure, and Airties, the most widely deployed supplier of managed Wi-Fi solutions to service providers globally, have agreed on a new collaboration to offer their best-in-breed solutions to Internet service providers in 2020

Accordingly, Airties empowered service providers to provide the best Wi-Fi experience to their customers while ensuring ISPs maintain control over data, service monitoring, and home networking enhancements. Airties provides **Smart Wi-Fi software for CPE, a cloud-based management platform, Mesh extenders, apps and more to ISPs around the globe**. In addition, F-Secure SENSE allows service providers to choose how they want to offer the best security and privacy protection for the connected home and provides flexibility in delivering it—on its own, through select apps, or in combination with solutions from other industry leaders.

**No incidents related to customer privacy were recorded in 2020.**

## Airties Social Initiatives



**Book Donation for a School  
in Eastern Turkey**

**27 Sep 2019**

The 12.000 book project for Ağrı Sağlıksuyu Secondary School was carried out



**T-shirts gifts to kids in  
oncology department**

**22 Jan 2020**

Istanbul Office employees donated the gifts prepared at the t-shirt workshop with Theodora-Giggle Doctors for children treated in the Children's Oncology Department at Okmeydani Hospital.

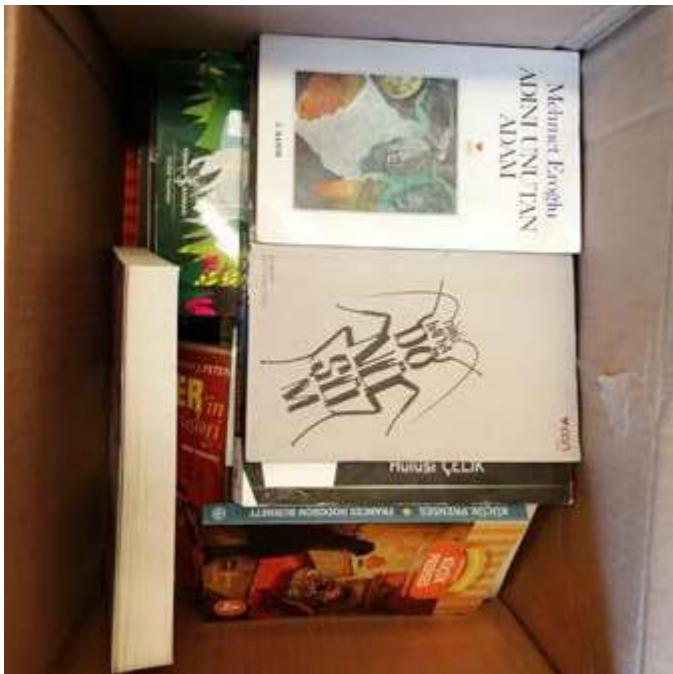


**Parcels have reached Elazig and  
Malatya after the earthquake!**

**30 Jan 2020**

Due to the earthquake in Turkey, 31 Aid Parcels have reached Elazig and Malatya.

## Airties Social Initiatives



### Book Donation on Valentine's Day

14 Feb 2020

Each employee celebrated Valentine's Day in Uludağ by donating one book to the village school library through the "A library for each home" program.



### Financial support for medical students on Mother's Day!

10 May 2020

In celebration of all mothers working in the many Airties offices worldwide, we decided to do something different this year. Airties Wireless Network will fund the college fees of the medical students at Cerrahpaşa Medical Faculty to show respect and gratitude to all the healthcare workers who have to make extraordinary efforts during the COVID -19 outbreak.



### Toys delivered to Dağlı Village Kids!

23 Apr 2020

Airties delivered toys to Diyarbakır, Dağlı Village and Dağlı Primary School students on behalf of the children of each Airties employee under the social aid campaign "1000 Children 1000 Smiles" for National Sovereignty and Children's Day.

## Airties Social Initiatives



### Tablet PC donation to 10 students !

31 Dec 2020

In the New Year, Airties Wireless Network donated tablets to 10 students needing remote education from Istanbul Hilmi Çelikoğlu Secondary School through the Application and Research Center for Children Living and Working on the Streets (SOYAÇ) on behalf of Airties employees.



### Paper Recycling Workshop event with our colleagues!

03 July 2020

We held an online "Paper Recycling Making Workshop" event for our colleagues in the Istanbul, Izmir, Erzincan offices.



### Parcels have reached Izmir after the earthquake!

30 Oct 2020

In response to the challenges imposed by the earthquake in Izmir, Airties worked with the Izmir Metropolitan Municipality to create a necessity list for those in need. We then prepared and delivered aid packages to the people suffering from this natural disaster.



### Shoe support for 70 fatherless children on Father's Day!

21 June 2020

Airties Wireless Networks this year provided shoe support for 70 children without fathers on behalf of 70 Airties fathers for Father's Day.

# Airties' Contributions to Social Sustainable Development Goals

## **SDG 1 No Poverty and SDG 2 Zero Hunger**

Airties employs more than 300 employees in 6 countries, including Turkey. According to each national employment regulation, their employment includes solid social security support and financial rights, contributing to 1 and 2 of the Sustainable Development Goals.

## **SDG 3 Good Health and Well-Being**

Airties provides private health insurance, private life insurance, and group health insurance for its employees in all countries of operation.

## **SDG 4 Quality Education**

Airties provides training to its employees in four different fields: Orientation, Second Language, Mandatory Training, and Technical Training.

These training sessions lasted an average of 3609 hours. As Airties, we support the training of our employees both technically and socially.

## **SDG 5 Gender Equality**

20% of Airties employees are women and we aim to increase female employment in order to increase this rate. As Airties, we contribute to SDG 5 by promoting gender equality and by preventing discrimination based on gender.



## **SDG 10 Reduced Inequalities**

Airties employs people from 17 different nationalities in 6 different countries.

We aim to reduce inequality among our employees by providing the best opportunity according to the conditions in their countries.

## **SDG 16 Peace, Justice and Strong Institutions**

We have a strict zero-tolerance policy for any behaviour that may be seen as threatening, aggressive, or insulting at work.

Inside or outside the office, Airties personnel cannot engage in violent or verbal altercation with their coworkers.

Work contracts of employees, who engage in such acts, will be terminated immediately. Airties disapproves of child labor and forced labor, both within itself and within its suppliers.

## **SDG 17 Partnerships For The Goals**

Airties has many memberships, initiatives and awards in technology.

We produce services that provide quality and efficient energy use, especially by complying with the regulations and standards on technology.



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# Environmental Performance



## Approach to the Environment

Actions must be taken to safeguard the environment to be sustainable. Businesses expect environmental sustainability because they are the most significant contributors to environmental pollution and may substantially impact this area. The capacity to save costs over the medium to long term is critical for the environmental sustainability business cases.

Airties seizes the mission of empowering all service providers to deliver exceptional digital life experiences through innovative Wi-Fi solutions. Additionally, the company commits to continuously improve its environmental performance through more efficient use of resources and waste reduction, provide high sustainability and gain the trust of all stakeholders.

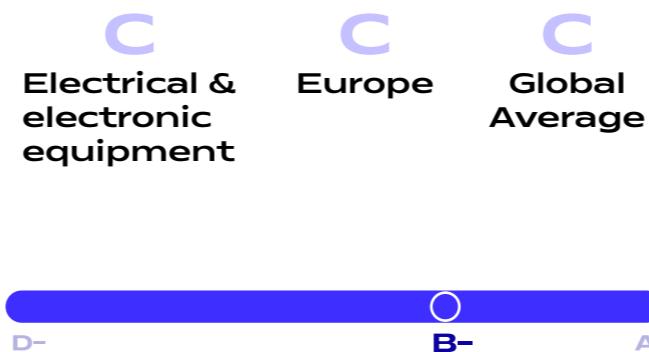
Airties acts conform to local laws and applicable regulatory requirements regarding sustainability where we operate our business activities. We share the same sustainability aims with our worldwide customers and increase the focus on sustainability in every area we execute. Reducing Airties' use of natural resources, avoiding waste, and disclosing our sustainability performance transparently in different platforms are just a few examples we focus on to demonstrate that we sustainably manage our impacts.

Airties has received a score of B- which is within the Carbon Disclosure Project (CDP). This is HIGHER than the Global average of C, HIGHER than the Electrical & electronic equipment sector average of C, and HIGHER than the Europe regional average of C.

**AIRTIES KABLOSUZ İLETİŞİM VE DIŞ TİCARET A.Ş.**  
received a B-which is in the Management band.  
This is higher than the Europe regional avarage of C  
and higher than the Electrical & electronic equipment  
sector avarage of C

**B-**  
**Airties CDP score**

**Benchmark data**



**Leadership (A/A-):** Implementing current best practices  
**Management (B/B-):** Taking coordinated action onclimate issues  
**Awareness (C/C-):** Knowledge of impacts on, and of climate issues  
**Disclosure (D/D-):** Transparent about climate issues



EcoVadis provides the leading solution for monitoring sustainability in global supply chains. Airties has been awarded a Silver medal in recognition of its EcoVadis CSR (Corporate Social Responsibility) Rating in 2021. CSR performance separates four pillars: Environment, Labor & Human Resources, Ethics and Sustainable Procurement. Our overview CSR rating is 57/100. This result places our company among the top 25 percent of companies assessed by EcoVadis.

Airties has been ISO 14001:2015 certified since 2019. We also comply with legislation or other requirements, namely RoHS, REACH, Prop 65, Sweden Chemical Materials Regulation, Energy star (Voluntary), Code of Conducts for Broadband Communication Equipment (Voluntary), WEEE, Directive 2009/125/EC of the European Parliament and the council (Ecodesign of ERP).

The certificates and projects help foster our aims and responsibilities. Sustainability training has been organized and conducted in early 2021 to increase employee awareness.

## Approach to the Environment

**At Airties, we believe that sustainable success in environmental management can only be achieved by the involvement of all stakeholders, especially employees.**

In this context, Go Green Airties team, consisting of members from many different functions, has been set up in order to improve the environmental performance and follow up the practices and procedures within the scope of the Environmental Management System.

**Go Green Airties Team have produced a series of operating plans for the key areas of:**

- Waste
- Energy
- Water
- Material, Emission and Discharges

**These plans set out the responsibilities and procedures which allow Airties to:**

- Control risks
- Limit and reduce negative impacts
- Promote positive impacts
- Monitor progress
- Develop programmes, targets and objectives for strategic improvements





## Approach to the Environment

Person	Role	Function
<b>Jerome Bry</b>	VP&GM, CPE PL and OPS (Management Representative)	CPE PL & Operations
<b>Özge Yavutztürk</b>	Head of Quality	Quality
<b>Güneş Görgeç</b>	Quality Manager	Quality
<b>Turgut Ersin</b>	Manufacturing Quality Sr. Specialist	Quality
<b>Ertuń Nedim Ertürk</b>	HW DVT Team Leader	R&D
<b>Cihan Yılmaz</b>	Sr. Application Engineer	R&D
<b>Olivier Libert</b>	Head of Supply Chain	Operations
<b>Mehtap Özsoy</b>	Office Manager	HR
<b>Kadriye Gür</b>	Office Assistant	HR
<b>Magali Guillet</b>	HR & Office Manager, European Offices	HR

- To fulfill his/her responsibilities in line with the company's environmental policies and objectives.
- To provide the relevant information about the Environmental Accidents and Complaints, if any.
- Controlling the operation of the environmental management system together with the functional managers and helping to perform verification activities with the team.
- Working in coordination with other environmental management team members, to determine and demand training needs.
- Keeping records on the environmental management system related to the function and reporting to the Quality Manager when necessary.
- Take recommendations if any regarding continuous improvement and shares them with Quality Manager.

## Resource Use

Our Cloud services are hosted on AWS (Amazon Web Services) and cloud-edge. AWS invests heavily in sustainability. They operate at such a large scale, allowing them to be far more efficient in achieving viable solutions. AWS can invest in designing and developing new technologies to become more efficient. Furthermore, AWS offers pay-as-you models. If we stop using a resource, other AWS customers will use it. The unused resource will remain idle in our data centers to prevent waste material and energy. The relative efficiency of our hybrid Cloud-Edge solution architecture allows for more efficient use of resources than fully cloud-dependent solution would be.

Raw material extraction and processing always impact the environment, resulting in soil degradation, water shortages, biodiversity loss, and damage to ecosystem functions and exacerbating global warming. In addition, products need energy and water and land for shipping, marketing, and use. Improper product use provokes harmful emissions that can end up in our water, soil and air.

**And even at the end stage of the supply chain, environmental harm is unavoidable. So resource use is an essential topic for our future. As Airties, we care about using sustainable resources.**



### Energy

Together with COVID-19-related remote working, we take some precautions for energy efficiency. For example, by using LEDs everywhere, we decrease unnecessary energy usage.

In addition, we began using sensor-photocells in car parks and stickers for awareness. We began investigating options for solar power in the green meeting room for the first phase.

We aimed to decrease electricity consumption per employee within the office by 3%/year until 2021. In 2020, we reduced our electricity consumption by 43% (151 tonnes of CO<sub>2</sub>) compared to the previous year. As a result, our electricity consumption in 2020 was 343 KWh. Also, we aimed to decrease natural gas consumption per employee within office activities by 3%/year until 2021. In 2020, we reduced natural gas consumption by 13% (24 tonnes of CO<sub>2</sub>) compared to the previous year. Accordingly, our natural gas consumption in 2020 was 10.8k m<sup>3</sup>.



### Water

Water and water resources are critical to sustaining a sufficient food supply and a productive environment for all living things. Unfortunately, global freshwater demand has risen significantly in tandem with increasing human populations and the economy.

As a result of water scarcity, aquatic and terrestrial ecosystems experience catastrophic biodiversity loss, putting human health at risk. In addition, global population growth, climate change impacts, and lifestyle changes are increasing demands on our limited supply of freshwater, resulting in water scarcity in many nations worldwide. As a result, people are becoming more aware of the critical importance of conserving water.

Due to being digitized, Airties uses less water than other companies in different industries. However, this was not enough for us, so we worked to decrease water consumption, using pressure-control sensor taps and investigating rainwater harvesting. Additionally, we aimed to reduce water consumption per employee by 5% / year until 2021 and achieved a 50% decrease compared to the previous year in 2020 of 839 m<sup>3</sup> water consumption.

Since Airties has no production, its water consumption is not at high levels since it only arises from office activities. Airties also checks manufacturers' targets and achievements closely in the scope of sustainability performance evaluation in Quarterly Business Reviews.



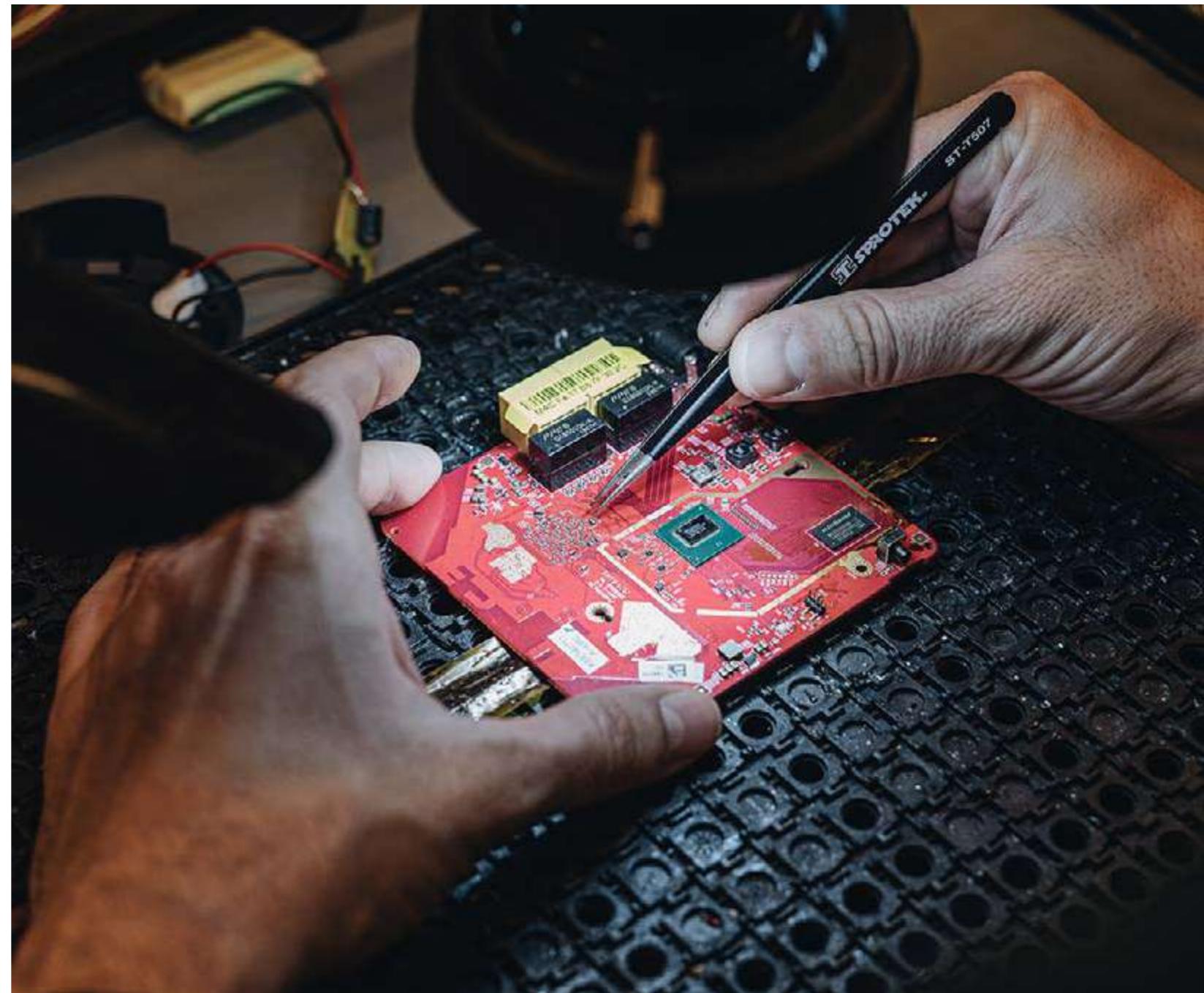


## Materials

**Recovering and recycling the valuable materials in our products prevents them from going into landfills at the end of their lifecycle. That's why we're committed to recycling and reusing. Networking equipment can be easily recycled. Many of the components can be reused.**

Plastic housing materials we use in our extender products are recyclable. The recyclable Kraft material is an option in packaging materials.

All Airties product packaging is designed for minimal environmental impact and maximum recyclability, while maintaining an excellent box opening experience for end users.



# Carbon Footprint

According to WHO, carbon footprint measures the impact your activities have on the amount of carbon dioxide (CO<sub>2</sub>) produced through the burning of fossil fuels and is expressed as a weight of CO<sub>2</sub> emissions produced in tonnes.

**A carbon footprint is a critical tool for assessing how an individual's choices contribute to global warming. Companies and individuals serious about making a difference in the fight to prevent global warming must keep a close watch on their carbon footprint.**

The cornerstone for corporate climate protection is calculating a company's total carbon footprint (also known as a corporate carbon footprint). The resulting greenhouse gas emissions will be analyzed, assessed, and managed.

The table demonstrates the Scope 1, Scope 2 and Scope 3 CO<sub>2</sub> emissions arising from Airties activities and intensity figures in unit of metric ton CO<sub>2</sub>e/FTE belonging to the last 3 years:



Direct / Indirect	Scope	2018	2019	2020
Direct	Scope 1	67	29	25
Indirect	Scope 2	286	247	151
	Scope 3*	1460	1730	805
Intensity figures	Unit: metric ton CO <sub>2</sub> e/FTE	1.34	1.01	0.61

**\*Scope 3 calculations are limited to one manufacturing partner's allocated results.  
Coverage is targeted to be enhanced in future reports.**

In order to have a more comprehensive insight, product usage data will be included in future reports. Airties initiated a new Life Cycle Analysis (LCA) study for these purposes.

Airties conducts awareness trainings especially to emphasize the significance of resource consumption and waste separation. GHG emissions due to business travel or product transportation are measured as well. Actions to decrease the impacts are closely followed.



## Waste Management

We provide a 100% separation of recyclable and hazardous wastes.

**Airties Environmental Policy** emphasizes our commitment regarding the waste separation. Our daily non-hazardous waste can be split into five main categories:

Metal, plastic, glass, paper and household waste

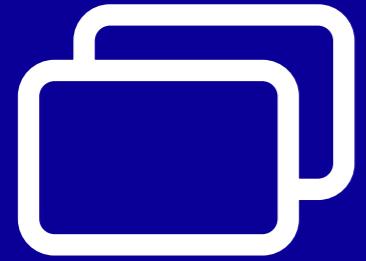
Our small amount of hazardous waste can be split into **four main categories**

Battery waste, electronic waste, medical waste, printer cartridge waste

**In 2020, 1800 kg paper has been recycled through municipality facilities. 19 kg of batteries and 202 kg of e-waste have been disposed via the use of proper technologies by 3<sup>rd</sup> party licensed companies to prevent any harmful contamination.**

In general, waste management objectives are closely followed in the scope of Environmental objectives in Airties:

Compliance with UN SDGs	Environmental Objectives	Indicators	Result
SDG 7, SDG 11, SDG 15	100 % separation of recyclable waste and hazardous wastes	Waste and resource depletion report	100 %
SDG 12, SDG 13	100% compliance with legal and regulatory requirements	Environmental Compliance Evaluation Record	100 %
SDG 11, SDG 13	Achieve minimum C rating in CDP, Silver category in ECOVADIS	Performance results	B-
SDG 12, SDG 13	Decrease Electricity Consumption per employee by 3% / year until 2021	Waste and resource depletion report	-43 %
SDG 12, SDG 13	Decrease Natural Gas Consumption per employee by 3% / year until 2021	Waste and resource depletion report	-13 %
SDG 12, SDG 13	Decrease Paper towel Consumption per employee by 3% / year until 2021	Waste and resource depletion report	-58 %
SDG 12, SDG 13	Paper Consumption per employee (max 9.1 kg)	Waste and resource depletion report	-81 % (1.72 kg/employee)
SDG 6, SDG 14	Decrease Water Consumption per employee by 5% / year until 2021	Waste and resource depletion report	-50 %
SDG 13	Environmental Awareness- Online Training (100% for newcomers and min. %70 for all Airties until Apr 2021)	Training attendance records	100 % 60 %



# GRI & SDG Indices

# GRI Indices

For the Materiality Disclosures Service, GRI Services reviewed that the GRI conasdatent index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report

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<b>GRI 102: General Disclosures 2016</b>		
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102-48	This is the first Airties Sustainability Report.	
102-49	This is the first Airties Sustainability Report.	
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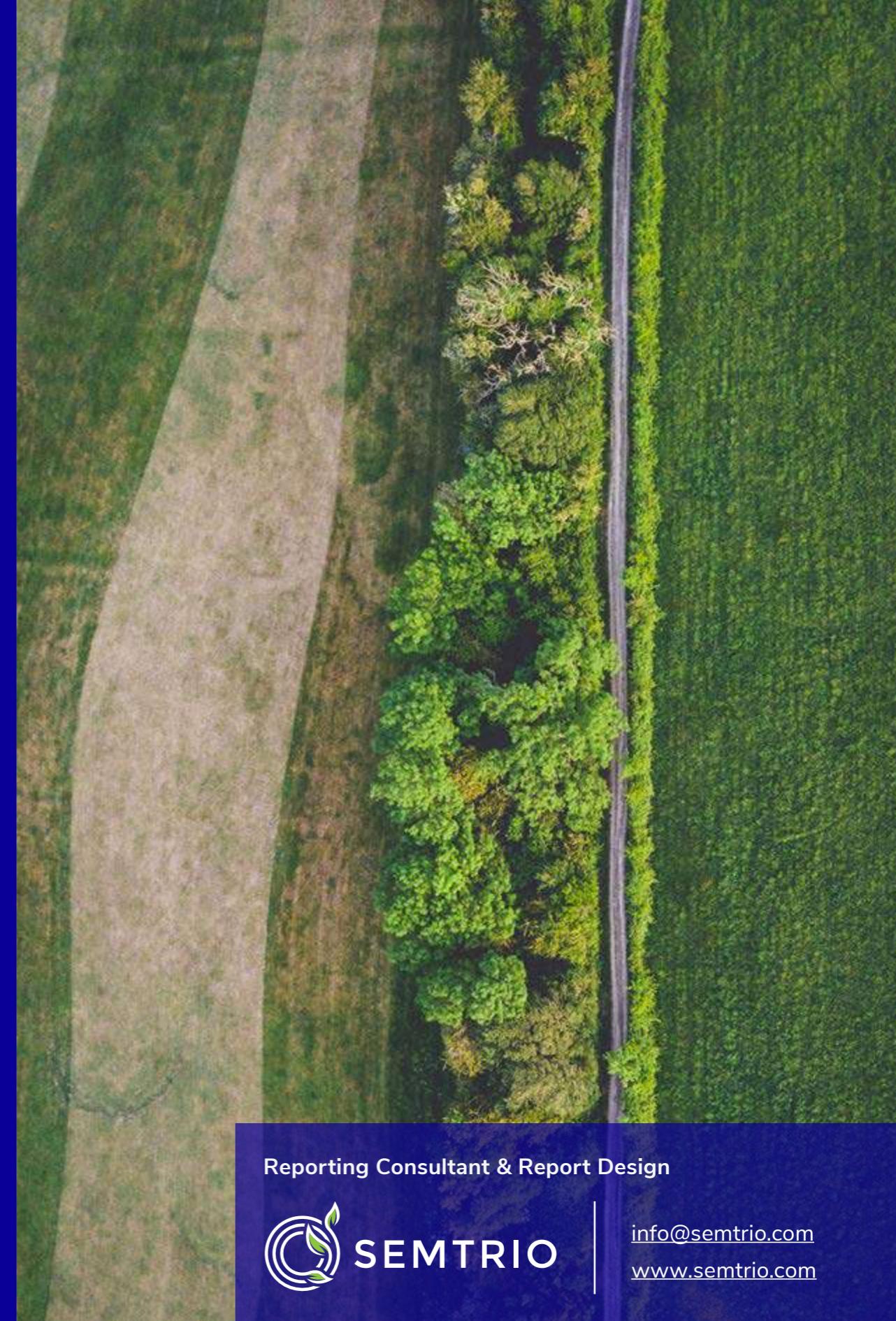
You can reach us via [sustainability@airties.com](mailto:sustainability@airties.com) for inquiries about Airties's sustainability endeavors and this report.

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