

# Connecting a Sustainable Future

2022 Airties Sustainability Report

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# 2022 Highlights

14%

decrease in CO2 intensity per employee.

11.6%

of our electricity was sourced from renewable energy.

18%

reduction in water consumption per employee.

22K

eco-friendly products were sold this year.

100%

of waste in the office, including recyclable and hazardous, was separated properly.

95%

of housing parts in our green products used recycled plastics.

85%

of our green product packaging is made of FSC-compliant craft cardboard from recycled fibers.

90%

of the plastics and metals in our green products are recyclable.

90%

of the housing material in our green products is made from post-consumer recycled content

2

new partnerships were established: CujoAI & RDK.

0

incidents related to customer privacy were recorded this year.

22%

were hired as full-time employees out of the 50 participants in bootcamp programs.

181

technical trainings were conducted as part of the R&D training program

30.7

hours was the average training time provided to each employee.



# About the report

Airties solutions enable broadband operators around the world to provide a seamless Wi-Fi experience for their subscribers.

This is the third Sustainability Report from Airties, covering all our activities and customer solutions.

Prepared in accordance with the GRI standards Core option, this report addresses 22 topics across 3 main areas identified by Airties. These topics are categorized as very high priority, high priority, and priority. It is planned to have the report validated by independent auditors.

For more information or to share your input and suggestions, please contact us at **[airties.com](https://airties.com)** or **[sustainability@airties.com](mailto:sustainability@airties.com)**

**The 2022 Sustainability Report covers all Airties' activities in the United States, Turkey, Belgium and France between January 1<sup>st</sup> and December 31<sup>st</sup>, 2022.**



# Corporate View





# Message from CEO

Dear colleagues, customers, partners, and stakeholders,

I am proud to share our latest Sustainability Report, demonstrating the commitment that drives Airties every day. Our aim is to create a more connected, safer and accessible world through the delivery of high-performance Smart Wi-Fi solutions.

And this aim is anchored in our commitment to minimize our environmental and societal impact while simultaneously empowering people with better connectivity. In fact, sustainability is an integral part of how Airties does business.

At Airties, our commitment to sustainability is anchored by three core pillars: Protect, Enrich, and Progress. These pillars illuminate our path as we embed environmental and social sustainability principles deeply within our corporate practices.

They are not merely concepts, but rather actionable mandates that inform and shape our approach to every aspect of our operations, ensuring that our business activities are aligned with the imperative to foster a more sustainable and responsibly connected world.

As part of our objectives for transparency and accountability, we regularly publish our progress through these annual Sustainability Reports in line with the GRI standards. We present this report to our various stakeholders, including investors, customers, suppliers, and local communities. It's a testament to our commitment to openness and the continuous improvement we strive for.

Additionally, we've embarked on a remarkable journey toward science-based targets. In December 2022, our targets were officially approved by SBTi, setting in motion our commitment to reduce scope 1 and scope 2 GHG emissions by an impressive 42% by 2030 from our 2021 base year. We also pledge to measure and reduce our scope 3 emissions as a key element of our long-term corporate sustainability plan.

Our Sustainability Committee plays a pivotal role in this journey, providing the guidance to drive our sustainability efforts throughout the company. Its mission is simple yet profound: to foster a positive culture among our employees and stakeholders that enables us to achieve the ambitious goals outlined in our Sustainability Policy.

Looking forward, we are actively working on our carbon-reduction roadmaps to allow us implement technology solutions that are environmentally friendly and aligned with our sustainability objectives. We've also taken a significant step by applying for I-Rec certification. This certification will serve as a cornerstone in our pursuit of CO2 emission reduction goals, particularly in scope 1 and scope 2.

The continued support from our colleagues, customers and partners for our sustainability initiatives is invaluable to us. This journey to build a better-connected world while minimizing our environmental footprint is one that we embark on together.

Metin Taskin  
**CEO, Airties**

# About Airties

Established in 2004 by visionary technologists working in Silicon Valley who anticipated the opportunity of the connected home, Airties has invested in developed leading Wi-Fi solutions that enhance the end-to-end offers of broadband operators around the world. As a premier provider of such solutions, Airties has become a key stakeholder in enabling today's connected home.

Airties invested in the development of intelligent and adaptable home connectivity solutions. Wi-Fi, the linchpin of the connected home, became our focal point, and we have consistently strengthened our leadership in this domain. Our commitment to excellence is reflected in industry accolades, our active support for industry associations, and our unwavering dedication to business ethics and quality standards.

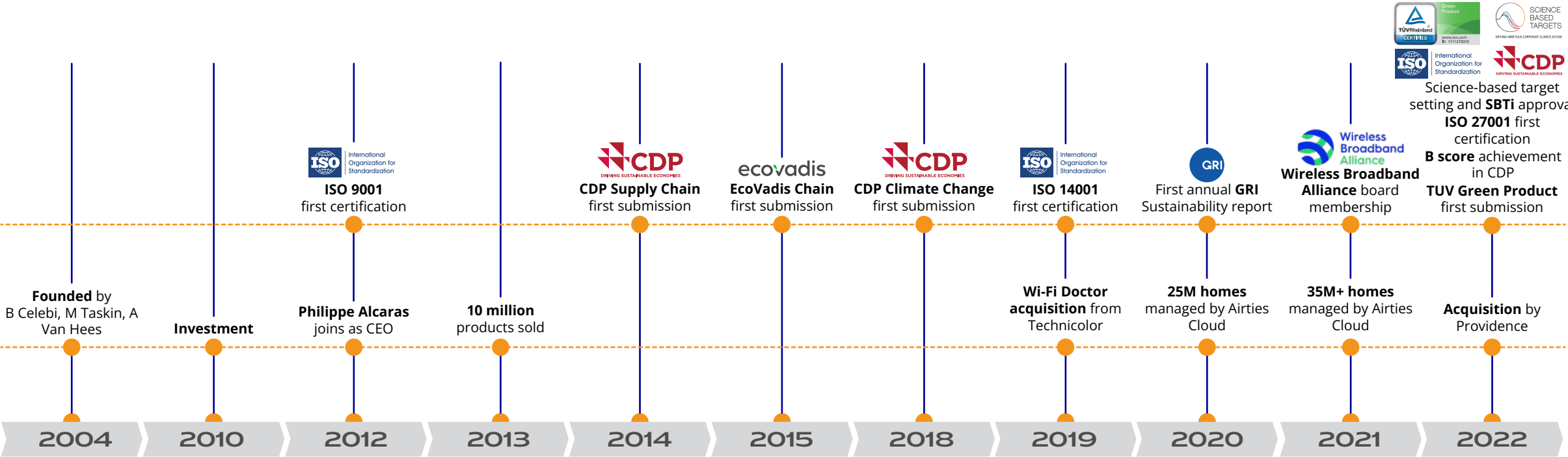
Our award-winning solutions cover a flexible portfolio of technologies to ensure seamless wireless connectivity for every device in every corner of every home.

This remarkable achievement is the result of the collective effort of our dedicated team at Airties, backed by a strong commitment to research and development (R&D). Over 80% of our workforce is engaged in R&D activities, including the development of cloud software solutions that translate into tangible business benefits. Our R&D centers in Turkey and Belgium are at the forefront of innovation, continually achieving new milestones, while our dedicated test houses worldwide validate our Wi-Fi technology innovations.


At Airties, we remain unwavering in our pursuit of technological excellence and our commitment to shaping a more connected world.

Sustainability Milestones


Corporate Milestones



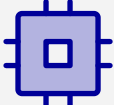
# Airties Highlights




Airties has offices in **Istanbul, Belgium**, and is headquartered in **Paris, France**.




Works directly with **3 contract manufacturers** and collaborates with over **150 electronic and mechanical component suppliers**




Shortlisted with Telstra for **Best CPE Tech at C&SI Awards 2022**




**401 employees** from 17 different nationalities




**Over 35 million homes** are actively managed through Airties Cloud




**Metin Taskin** shortlisted for **CTO of the Year** at **Wireless Broadband Alliance Industry Award 2022**




Key references: **Deutsche Telecom, AT&T, Bouygues Telecom, Singtel, Telia, Telstra, Vodafone**




Serving **more than 50 service providers** around the world




Shortlisted in **Cloud Services Category** at **Fierce Innovation Awards 2022**



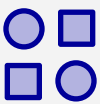
**646 million** actively connected devices




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



Shortlisted for **Most Innovative Cloud Product** or Solution with Vodafone at **Broadband World Forum Award 2022**



**1.2 billion devices** managed through Airties Cloud to date

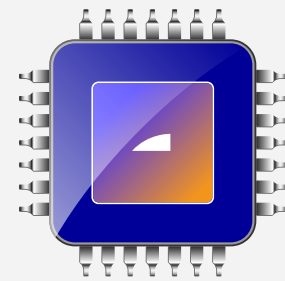


**Diamond award** for **RDK Easymesh** in Wi-Fi Solution category at Broadband Technology Report Diamond Review (**BTR**) 2022

# Products & Services

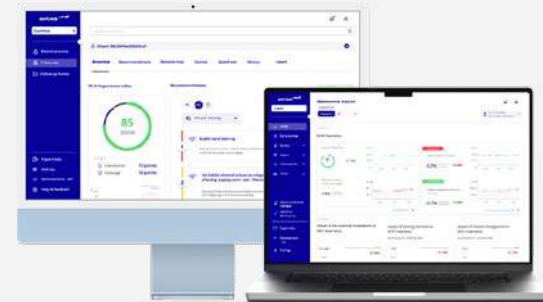
Our wide range of products and services is designed to help broadband operators offer a complete Smart Wi-Fi experience to their consumers. Powered by cloud-based solutions and intelligent edge software, our solution portfolio also includes an intuitive and easy-to-use app, high performance Customer Premises Equipment (CPEs) and a variety of specialized Wi-Fi and testing services for smooth deployment.

## Airties Edge Software



Airties Edge Software can upgrade any residential gateway to become an intelligent Wi-Fi mesh AP, often covering the needs of a majority of homes, even without extenders.

## Airties Cloud Platform



Flexible platform that includes population-based dashboards to track KPIs and get deeper insights as well as multi-level customer support integration.

## Airties Access CPEs



Full range of hardware models for each Wi-Fi generation, each enhancing the minimum feature sets defined by industry bodies and chipset manufacturers.

## Airties Vision Companion App



The app guides homeowners through every step of access point installation and setup, reducing need for truck rolls and can even propose solutions for issues such as bad AP placement. The app also provides operators with a powerful channel for incident reporting or customer sell through, such as targeted access point promotion.

## Wi-Fi Professional Services

Dedicated engineering support to ensure smooth integration, whether for cloud alignment with backend operations, app customization, sizing of targeted extender deployments, etc. Airties also offers unique device testing through a robot that mimics real-life conditions in test houses all over the world. These tests can validate CPEs with different variables including new devices, OS, chipset products in a controlled, repeatable test environment.



# Memberships



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).



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.



TCB Council The Telecommunication Certification Body is an organization that issues certifications for compliance with Federal Communications Commission (FCC) regulations.



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 Programs.



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.



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.



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.



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.



RDK Management is an open-source consortium overseeing the Reference Design Kit (RDK), a standardized software platform for connected homes. It aids operators in device management, business customization, and enhancing user experience. The RDK community includes over 600 companies, from CPE manufacturers to service providers.



# Corporate Governance



# Our Values, Mission and Vision

Airties is guided by its values in daily actions. These values define who we are, how we work, and how we serve our customers with our joint objectives.

## 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.

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 choose to look at the bright side.	
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 mistakes.	
Care About Others	We feel empathy towards our fellow colleagues, our customers, partners, and 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.	
Open and Truthful	Airties people value facts and aim to constantly improve performance and way of doing business. We focus on quality solutions underpinned by decency. We relentlessly focus on problem-solving, whether we are responsible or not, and always endeavor to provide the highest quality for our customers.	
Deliver on Promises	Every Airties employee -both individually and collectively -is highly motivated to deliver our promise to all our colleagues, customers, partners, and shareholders.	

# Quality Management

Airties created its strong quality culture pillars through the mentality of covering all customers and other stakeholders to ensure their long-term success by an understanding of their needs and expectations.

**We place Strong Quality Culture\* at the heart of our sustainable growth.**

At Airties, we believe that sustainable leadership can only be achieved through the execution of an uncompromising quality strategy. Airties' Quality Management Strategy is established on its Quality Core Principles, which enable a strong and continually improving quality culture in the corporate DNA.

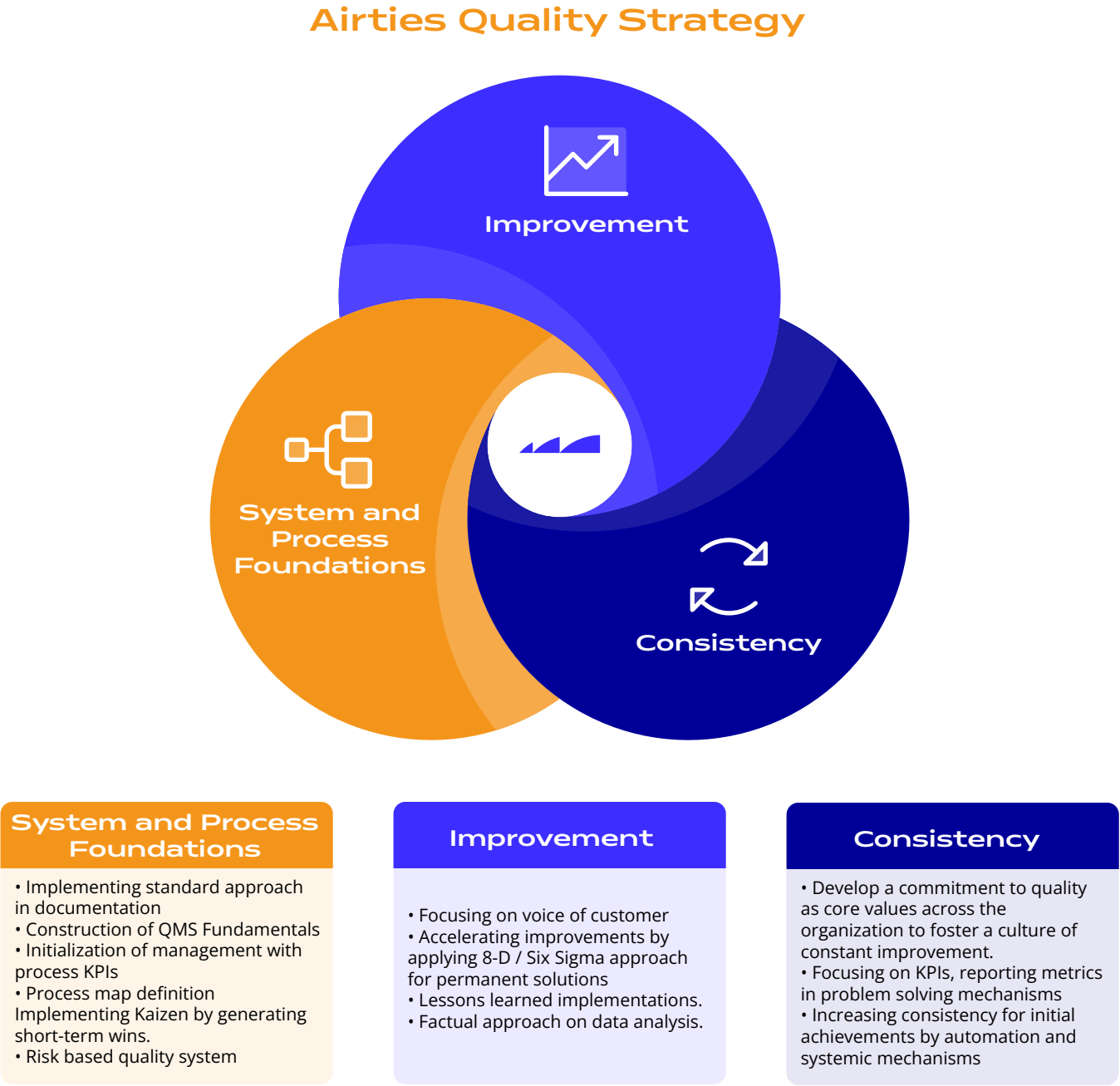
Airties Quality Policy ensures the proper establishment, application, maintenance, and continuous improvement of the effectiveness of the quality management system in accordance with international management system standards. Airties implements the ISO 9001 Quality Management System in order to meet the expectations and needs

of its customers creating high satisfaction, while maintaining full compliance with regulatory/legal requirements and providing privacy.

In our pursuit of enhanced quality and sustainability, we have implemented KPI dashboards as data-driven initiatives to bolster fact-based decision-making processes. These initiatives empower our decision-making process with factual insights, fostering systematic enhancements in pursuit of excellence.

**\*A Strong Quality Culture**

- Learning experiences
- A mentality of “we are all-in-this together”
- Leadership
- Open, honest communication
- Process focus
- Factual approach to decision-making
- Continuous improvement



# Research & Development

Airties' award-winning technology enables seamless wireless integration at the touch of a button, 100% wireless internet coverage in homes and home Wi-Fi management interface through cloud-based systems. This accomplishment is only possible through significant effort and R&D investments, which are translated into business solutions by the 300+ R&D personnel (80% of total staff) that focus on R&D activities such as technological research, hardware development, embedded, mobile and cloud software development as well as manual and automated Wi-Fi testing in real-life environments via dedicated test houses.

To create value-added and sustainable solutions that impact all of Airties' business lines, the company prioritizes innovation and R&D.

Airties with its Research department that look far ahead in the technology world to study as well as define the next generation technology, feature and products that may serve the market needs, Hardware and Software Development departments to design and develop what is deemed feasible, innovative, value-added and worthy for Airties business line, and Product Quality Assurance/Test department to test and verify to make sure the

outcome is always as expected. This R&D research, development and test path ensures that there's continuous adaptation of the new technological advances applicable to Airties product-lines.

Both development and testing efforts are supported by automated infrastructures such as CI/CD (Continuous Integration/Continuous Deployment) and test automation houses that execute automated tests 24 hours a day, seven days a week.

R&D activities are carried out in the R&D and Design Centers supported by the respective states where they are located.

Airties Istanbul since 2009, Airties İzmir since 2019 and Airties Belgium since 2020 have been operating as R&D and Design Centers. R&D activities in all these locations are funded by the government upon audit and approval every year, in line with national and international development goals.

Being R&D Centers, we encourage our R&D personnel to continue their graduate and doctorate programs to increase the value added, innovative, high-performance and environmentally friendly products without sacrificing product. Airties R&D department tracks the ratio of personnel with varying degrees to make sure the right balance is kept.

To create an efficient co-working environment, Airties R&D teams adhere to standardized business development processes and cooperation

mechanisms. The organizational structure and processes are constantly assessed for efficiency in order to make continual adjustments as needed. These reviews occurred in 2022, and certain actions and modifications were undertaken to enable a better method of functioning.

## R&D Trainings

Personal and professional development of R&D personnel is critical to the continuity and improvement of the innovative, timely and quality development and products. The training needs are identified collaboratively with the employees, all along the year but especially also during yearly performance evaluation period.

While some trainings are managed by external sources, others are delivered by various online learning platforms. Followings are the online platforms available to all R&D personnel:

**Airties Academy:** A structured education platform that includes technical and non-technical trainings.

**LinkedIn Learning:** A platform that holds more than 9 thousand technical and personal development trainings. Its integration with Airties Academy provides a method to plan, monitor and report on the trainings.

**O'reilly Online:** A platform that holds thousands of hours of videos, books and case studies from over 200 of the world's most respected publishers.

While supporting their existing R&D personnel, Airties also invest in the potential and new employees before they even join Airties. Some of the programs carried out are:

**Bootcamp:** External training program organized by Airties, prepares new-comers to the field before even they join Airties.

**CareerTrack Program:** Internal training program organized by Airties for easy integration and ramp up of the new employees.

**SummerSeed:** Internship program that is organized by R&D Teams.

50 people participated in bootcamp programs in the fields of Android, Cloud SW and DevOps and a total of 11 engineers started to work full-time at Airties.

As part of the R&D training program, the company carried out in total of 181 technical trainings with R&D colleagues in 2022.

In 2022, a personal development training program is designed to build our R&D managers' strategic thinking skills, leadership vision, and creativity in order to improve work performance and productivity. The trainings will take place in 2023.

	Istanbul			Izmir			Antwerp		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Technical Trainings	183	82	65	69	68	104	11	21	12
Attendances	531	352	500	255	248	389	60	73	128

### National and International Collaborations

Airties continues to contribute to the R&D ecosystem and projects through collaborations/partnerships with universities, other corporations and organizations.

Some of the collaboration/partnership from 2022 can be listed as:

**Collaborations** with Bahçeşehir University, Kocaeli University, Ghent University and Groningen University.  
Partnership with RDK-B community, Single Digits, Solution Inc, RADIUS, Cognitive, Aerial, Roku, Meta, Cujo, FSecure for various R&D projects.

**Active role** in technical discussions and developments within Wi-Fi Alliance, Broadband Forum (BBF), Telecom Infra Project (TIP), Wireless Broadband Alliance (WBA) organizations.

### Events Attended

A requirement of holding the position of leader in one's field of knowledge is participation in national and international symposiums, congresses, and seminars. Airties is aware of this reality and ensures

that its R&D staff attends and actively participates in these events. Followings are the events that are participated in 2022 by R&D personnel specifically:

- Wireless Global Congress
- Smart Greenhouse Automation
- QA Global Summit
- SIU Conference
- IEEE-International Conference on Network and Service Management
- IEEE International Balkan Conference on Communications and Networking
- Fyuz Events
- Network X
- TCB Council Inc Workshop
- Wireless Broadband Alliance (WBA)
- Broadband Forum (BBF)

### Intellectual Properties & Patents and Scientific Publications

Airties considers registered scientific output as vital for growth and development of its R&D personnel and therefore as an important measure and indicator of the company's innovative capacity. In this respect, Airties makes a continuous effort to encourage its R&D team members to write scientific publications and register intellectual and industrial property rights through patents. In 2022, a "Publication Incentive Program" has been added to the reward system in order to promote the activity, besides the already existing "Patent Incentive Program".  
In 2022, 2 new patents have been filed and 4 new articles have been published by the R&D Team.





# Ethics & Integrity

To ensure a sustainable mindset at Airties, we remain fully committed to accountability and creating an environment of trust for our stakeholders. We rely on our employees taking responsibility for their actions through their dependence on us.

We assure that we are open and honest with all stakeholders we interact with. Thereby, we maintain the highest standards of behavior in terms of clarity, transparency, honesty, openness, legality, privacy, and the prevention of any kind of harassment.

We work together with all our stakeholders to protect the environment, beginning with where we operate, as well as to add value for the local societies.

Since 2012, Airties has formalized an ethical business approach conceived to guide its employees in their actions and to prevent the risks of unethical behaviors. It includes anti- corruption and anti-competitive practices provided in the Airties Employee Handbook, which is accessible to all employees.

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According to the handbook, all employees must comply with work discipline rules and avoid any action or behavior that contravenes the rules. They should consider the well-being of the company in their behaviors toward colleagues and clients while executing their duties.

## Data Privacy

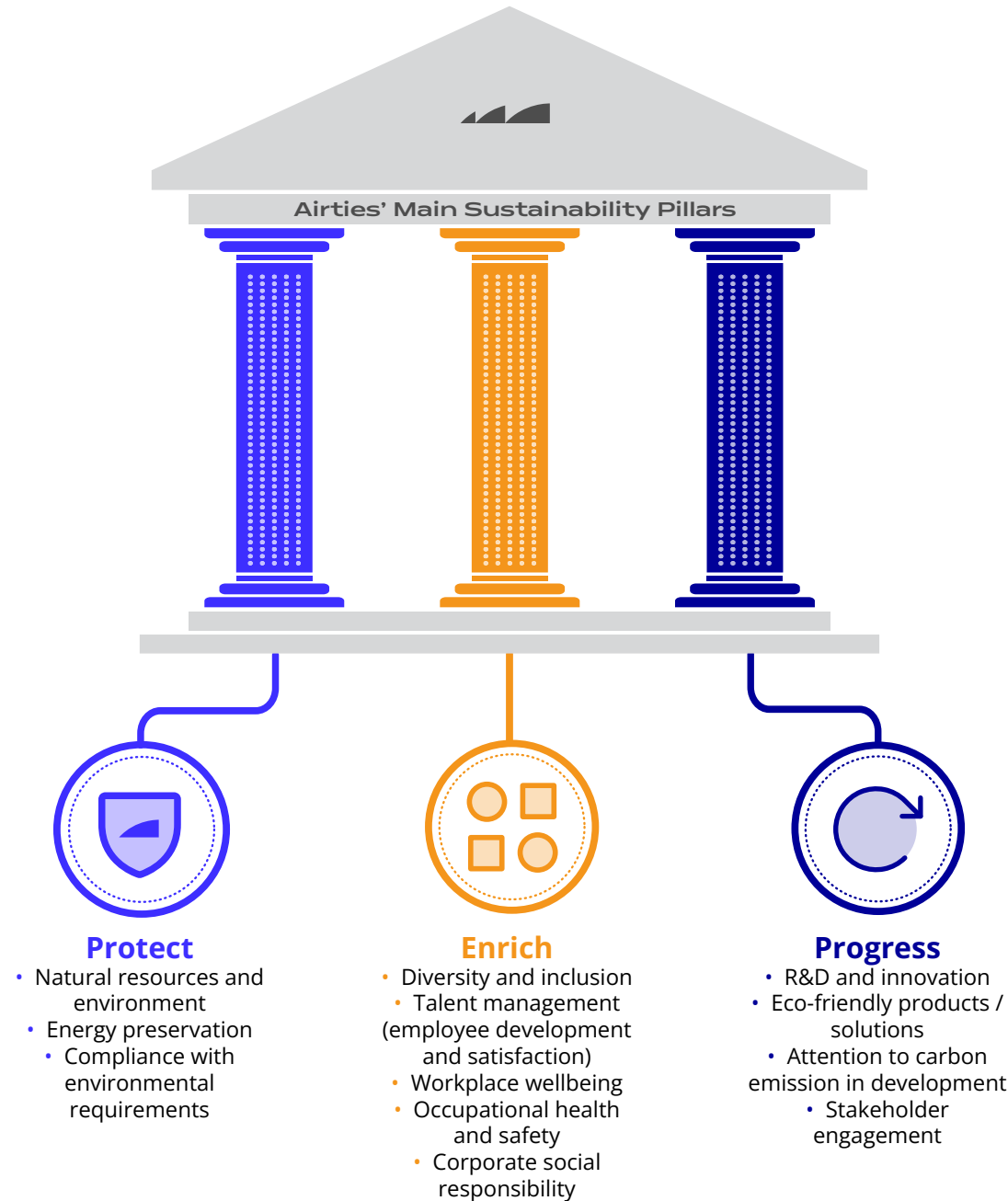
Employees are forbidden from uploading, downloading, sending, or publishing any confidential information for private purposes. They are obliged to treat confidential information with the utmost sensitivity and to avoid any negligent behavior that directly/indirectly causes the dissemination of confidential information.

# Sustainability Approach

Airties' primary sustainability goal is to simplify and empower the connected lives of people and to build a better-connected, safer, and more prosperous world through the delivery of high-performance Smart Wi-Fi solutions designed and produced with minimal environmental and societal impacts. It strives to enhance efficiency, comply with environmental regulations, and promote equitable working conditions while pursuing continuous improvement across environmental, economic, and social aspects, aligned with UN Sustainable Development Goals.

**We believe that sustainability is an integral part of our business practices supports the growth and development of our business.**

Airties emphasizes transparent reporting and seeks full integration of sustainability principles into its corporate culture and stakeholder engagement.



# Governance Perspective

Airties' corporate governance principles guide our commitment to UN SDGs. Our structure involves stakeholders in environmental responsibility, ethics, strategy, and ESG risk management, based on core principles of accountability, transparency, fairness, and responsibility. We transparently report sustainability progress to stakeholders globally, continually enhancing our performance.

The cornerstone is the Airties Sustainability Committee, which promotes trust through innovative methods, technological advancements, and environmental and social sustainability to enhance customer experiences.

The committee evaluates shared value creation, reviews and tracks initiatives, policies, and practices, and offers recommendations to top management, ensuring a comprehensive sustainability strategy, annual reporting, stakeholder engagement, and alignment with social and environmental policies.



## Sustainability Governance

<b>CEO,</b> 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>
<b>EVP of Operations</b> , Management Representative of Sustainability	<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>
<b>Head of Quality</b> <b>Quality Manager,</b> 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>
<b>Head of Product Management</b> <b>Head of Partnerships</b> <b>Head of Product Marketing Strategy,</b> Sustainable product development Management	<ul style="list-style-type: none"><li>• Defining sustainable product requirements</li><li>• Determining the market requirements</li></ul>
<b>Head of HW Development,</b> <b>Head of Cloud SW Development,</b> Sustainable Product Development Management	<ul style="list-style-type: none"><li>• Ensuring product design meets the sustainability requirements</li></ul>
<b>Head of Supply Chain,</b> <b>Head of Purchasing</b> Sustainability Management in Operations	<ul style="list-style-type: none"><li>• Ensuring procurement and logistics activities are carried out in line with Airties Sustainability strategy</li><li>• Investigating the ways of more sustainable solutions in operations continuously.</li></ul>
<b>Head of Marketing &amp; Corporate Communications</b> Sustainability Communications Management	<ul style="list-style-type: none"><li>• Ensuring corporate communications are reflecting Airties' sustainability approach, and internalized by each stakeholder</li></ul>
<b>Head of Customer Programs Management</b> <b>Head of Strategic Accounts</b> Sustainability Customer Communication Management	<ul style="list-style-type: none"><li>• Transferring customers' sustainability related demands to the committee,</li><li>• Ensuring that these demands are met</li></ul>
<b>Head of HR</b> Social Sustainability Management	<ul style="list-style-type: none"><li>• Management of social sustainability activities, including recruitment, working conditions, health &amp; safety, side benefits, training and development, ethics, culture aspects</li><li>• Ensuring that relevant activities are being internalized within the company</li></ul>
<b>Head of Financial Controlling &amp; Treasury</b> Financial Sustainability Management	<ul style="list-style-type: none"><li>• Management &amp; reporting of sustainability activities in Economic aspect</li></ul>
<b>Product Compliance Manager</b> Compliance Management	<ul style="list-style-type: none"><li>• Provide guidance and support on sustainability compliance related activities</li></ul>

# Stakeholder Engagement

Airties' mission is to enhance the ability of broadband operators to enable a fully digital lifestyle for their customers by providing superior Wi-Fi connectivity.

Airties aims to enable all service providers to deliver an exceptional digital lifestyle to their customers through innovative Wi-Fi solutions.

In addition, Airties is committed to an environmentally sustainable future while delivering on its promise to provide cutting-edge technology solutions.

Airties recognizes the value of stakeholder engagement in the value chain and sees consistent stakeholder engagement as an integral part of its business model.

This ongoing and ethical interaction enables the company to effectively address the interests, expectations and needs of all stakeholders.

Airties uses this two-way communication to solicit and shape opinions on sustainability goals and strategies.

Stakeholder Groups	Expectations	Communication (Medium)
Customers (directly), End-users (Indirectly)	<ul style="list-style-type: none"><li>High quality products</li><li>Reasonable costs</li><li>On-time delivery</li><li>High quality after sales services</li><li>Continuous improvement</li><li>Business ethics</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>	<ul style="list-style-type: none"><li>Weekly review meetings</li><li>E-mailing</li><li>Satisfaction surveys</li><li>Virtual meetings</li><li>Sustainability reporting</li><li>Trade shows</li><li>Customer visits</li><li>Digital media</li></ul>
Certification Authorities	<ul style="list-style-type: none"><li>Continuous improvement</li><li>Compliance 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>	<ul style="list-style-type: none"><li>E-mailing</li><li>Phone</li><li>Virtual meetings</li><li>On-site visits</li><li>Sustainability reporting</li></ul>
Non-profit Organizations Running the Global Disclosure Systems	<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>	<ul style="list-style-type: none"><li>E-mailing</li><li>Virtual meetings on-line submissions</li><li>Seminars</li><li>Digital media</li><li>Sustainability Reporting</li></ul>
Executive Team	<ul style="list-style-type: none"><li>Business growth</li><li>Increasing revenue per customer</li><li>Improved financial performance</li><li>Financial value enhancement</li><li>Regular performance monitoring</li><li>Company wide cyber security</li><li>Protection of corporate assets</li><li>Maintaining of Airties' reputation</li><li>Effective cyber risk management</li><li>Protection of personal data</li><li>Business continuity &amp; disaster recovery</li></ul>	<ul style="list-style-type: none"><li>E-mailing</li><li>Virtual meetings</li><li>Corporate reporting</li><li>Sustainability reporting</li></ul>
Local Authorities and Global Regulatory Bodies	<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 waste</li><li>Compliance with privacy regulations</li></ul>	<ul style="list-style-type: none"><li>E-mailing</li><li>Official letter</li><li>Legal reporting</li><li>Controls</li><li>Corporate reporting</li><li>Sustainability reporting</li></ul>
Insurers and Financial Institutions	<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>	<ul style="list-style-type: none"><li>Corporate reporting</li><li>Meetings</li><li>Compliance audits</li><li>Sustainability reporting</li></ul>

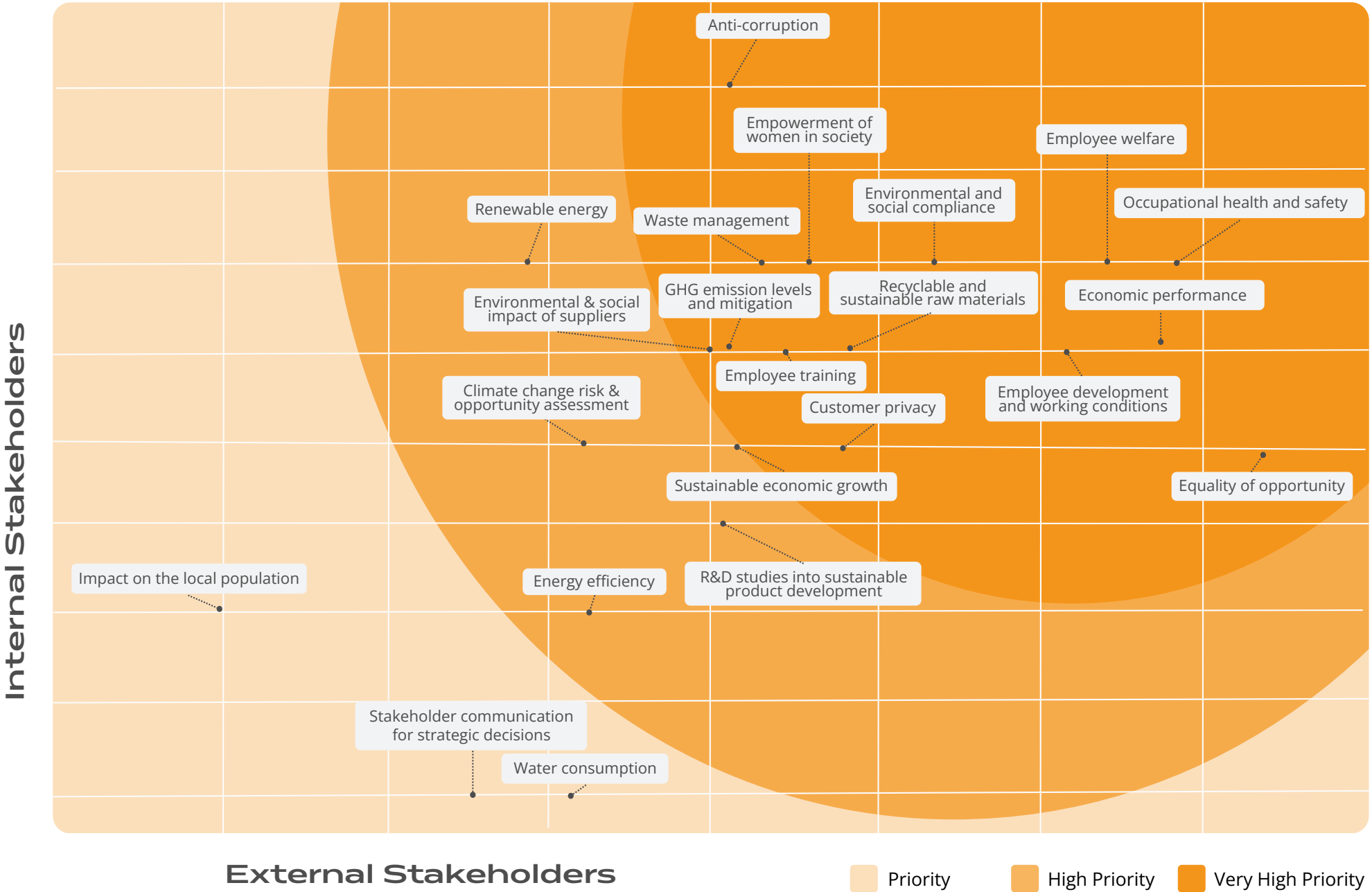
Stakeholder Groups	Expectations	Communication (Medium)
Employees	<ul style="list-style-type: none"><li>Business continuity</li><li>Satisfactory salary</li><li>Career plan</li><li>Training</li><li>Ethics in the workplace</li><li>Safety in the workplace</li><li>Consistency of mission</li><li>Compliance with policies and procedures.</li></ul>	<ul style="list-style-type: none"><li>E-mailing</li><li>Sustainability reporting</li><li>Sustainability materiality</li><li>Surveys</li><li>Town hall meetings</li><li>Virtual meetings</li><li>Training</li><li>Social events</li><li>Digital media</li></ul>
Patent holders	<ul style="list-style-type: none"><li>Compliance with regulations</li><li>Sustainable compliance</li><li>Financial incomes</li><li>Business continuity &amp; disaster recovery</li></ul>	<ul style="list-style-type: none"><li>E-mailing</li><li>Virtual meetings</li></ul>
Partners	<ul style="list-style-type: none"><li>Mutual benefits</li><li>Clear expectations</li><li>Market requirements</li><li>Financially solvent organizatio</li><li>Protection of shared personal and corporate data (both sides)</li><li>Secure transfer of information</li></ul>	<ul style="list-style-type: none"><li>E-mailing</li><li>Virtual meetings</li><li>On-site visits</li><li>Quarterly performance evaluations process</li><li>Sustainability materiality survey</li><li>Sustainability reporting</li></ul>
Suppliers	<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>	<ul style="list-style-type: none"><li>E-mailing</li><li>Virtual meetings</li><li>On-site visits and audits</li><li>Quarterly performance evaluations process</li><li>Digital media</li><li>Sustainability materiality survey</li><li>Sustainability reporting</li></ul>
Waste Disposal Organizations	<ul style="list-style-type: none"><li>Delivery of properly separated waste</li><li>Secure disposal of electronic waste</li></ul>	<ul style="list-style-type: none"><li>E-mailing</li><li>Phone</li><li>Reporting</li></ul>
Neighbours and Communities	<ul style="list-style-type: none"><li>Social responsibility and engagement</li></ul>	<ul style="list-style-type: none"><li>Digital media</li><li>Sustainability reporting</li></ul>

# Materiality Analysis

Materiality Analysis helps us identify and prioritize crucial environmental, social, and governance (ESG) issues that affect both our business and stakeholders.

We've developed a comprehensive set of questions to craft a robust Materiality Matrix, where the X-axis shows the impact of material topics on external stakeholders and the Y-axis illustrates the effect on internal stakeholders. Together, we strive for a more sustainable future where ESG issues are not just identified but actively addressed, benefiting all stakeholders.

**Internal stakeholders:** Airties' employees  
**External stakeholders:** Customers, manufacturing partners, 3rd party partners of Airties



# Risk Management

Airties defines risk as “the effect of uncertainty on an expected result”. In this perspective, Airties identifies the behaviours or actions that may affect the operation to be able to ensure their manageability and sustainability.

## Corporate Risk Management Approach

At Airties, Corporate Risk Management is carried out according to the Risk Assessment Procedure and Procedure for Addressing Risks and Opportunities.

The department/project manager of a related risk is responsible for the management, monitoring, and control of an identified risk. By the context of Airties and requirements of identified interested parties, the risk owner has to:

- Identify risks and opportunities that would have a potential impact on product and service conformity
- Determine risk significance
- Define appropriate actions
- Evaluate actions’ effectiveness
- Establish a hierarchy of actions for addressing risks

## Cyber Risk Management

Airties attaches great importance to cybersecurity risk management, as it provides different products including software services. The cybersecurity risk assessment applies the same methodology as the risk management systems of Airties. Furthermore, the Cyber Risk Impact Matrix is detailed in-depth and has solid alignment between approaches risk, impact levels, and likelihoods are inter-mapped.

When planning the Information Security Management System (ISMS) as well as the other management systems, the risk owner has to consider internal and external issues associated to the objectives and strategic direction of Airties, as well as the needs and expectations of interested parties covered by the ISMS. This system helps determine risks and opportunities to be addressed.

## ESG Risk and Oppurtunities

Airties considers risks and opportunities from various aspects as follows:

Identifier	Area	Type & Primary climate-related driver	Company-specific description	Description of response / strategy
Risk 1	Market	Changing customer behaviour	Not meeting the increasing demand for sustainable product options	TUV Green product certification project
Risk 2	Emerging regulation	Carbon pricing mechanisms	Future cost implications of carbon regulation	Regular monitoring and consultancy
Risk 3	Supplier management	Non-compliance with Airties sustainable standards	Not meeting the requirements of Airties Supplier Code of Conduct Insufficient performance evaluations	Structured mechanism is in place for selection & evaluation of the manufacturing partners. QBR and periodical audit mechanisms are in place. Alternative Supplier management process is in place. Supplier code of conduct provides a holistic control on sustainability topics.
Opp 1	Products and services	Development of new products or services through R&D and innovation	Green product initiatives for revenue growth	TUV Green product certification
Opp 2	Energy source	Use of low-emission sources of energy	We have set our Science-based targets approved by SBTi Decreasing our gross global scope 1+2 emissions Shift to renewable energy for competitive edge	Detailed emission reduction roadmap
Opp 3	General	Employee awareness	Regular sustainability-related trainings are in place Collecting and incorporating suggestions from all participants to enhance improvements in environmental performance. Sustainability Awareness level is located at the heart of Airties culture.	New LMS platform is in place
Opp 4	Policies, laws and regulations	Airties code of conduct	Publishing key policies in order to enhance the company reputation and sustainable growth	Airties Code of Conduct describes our values and commitments as an organization, as well as the ethical principles guiding our decisions and actions
Opp 5	Energy source	Use of new technologies	Using environmentally friendly cloud services could enable Airties to reduce its carbon footprint compared to traditional on-premises IT setups.	With a commitment to achieving net-zero carbon emissions and 100%renewable energy usage for its infrastructure, these cloud services offer Airties an environmentally friendly solution for reducing carbon emissions.

# Airties ESG Goals



# Environmental Sustainability



# Environmental Management Approach

Airties is dedicated to upholding an impactful Environmental Approach that aligns with our adopted and globally applied Environmental Policy. This policy, embraced by all employees, serves as a powerful tool to prevent environmental pollution and implement proactive measures. Guided by our comprehensive Environmental Policy, which engages all stakeholders and is publicly accessible, we are committed to minimizing the adverse environmental impacts of our operations by adhering to the following principles:

1. **Employee Empowerment:** We prioritize the training and motivation of our employees to carry out their roles in an environmentally responsible manner. By fostering continuous awareness, we actively contribute to the conservation of natural resources.
2. **Environmental Performance Evaluation:** We meticulously measure, report, and evaluate the environmental performance of our offices, operations, and products. The results of these evaluations are transparently disclosed through global reporting systems.

3. **Supplier and Subcontractor Collaboration:** Airties humbly embraces the opportunity to foster environmental protection within our supplier and subcontractor relationships. We actively encourage environmentally conscious practices throughout our supply chain.
4. **Waste Reduction:** Keeping pace with the latest developments and procedures, we are steadfast in our pursuit of waste reduction. Through strategic measures, we aim to minimize waste generation across our operations.
5. **Comprehensive Impact Mitigation:** Our steadfast dedication drives us to diminish adverse effects on water, soil, air, and biodiversity. We remain resolute in our stance, taking decisive actions whenever the situation calls for it, in order to safeguard the well-being of the environment.

By adhering to these fundamental principles, Airties is dedicated to fostering a culture of environmental stewardship that resonates throughout our operations, benefiting both our organization and the broader ecosystem. More information is available at <https://airties.com/sustainability/#environmental-policy>.

Airties has been certified in accordance with ISO 14001:2015 since 2019. The company also fully complies with the relevant legislation and other requirements, including RoHS, REACH, Prop 65, Sweden Chemical Materials Regulation, Energy star (Voluntary), Code of Conduct for Broadband Communication equipment (Voluntary), WEEE, and Directive 2009/125/EC of the European Commission on the eco- design of ERP.

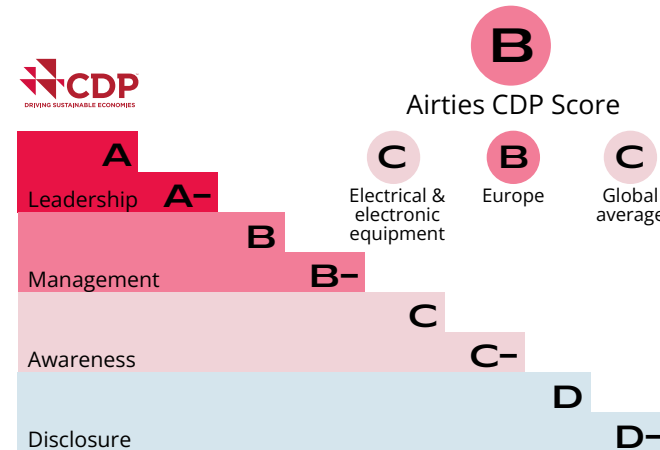
Airties have produced a series of operating plans for the key areas of **Waste; Energy; Water; Material, Emission and discharges**. Specific topics are investigated by responsible people and related procedures are set out in order to;

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

# Sustainability Reporting

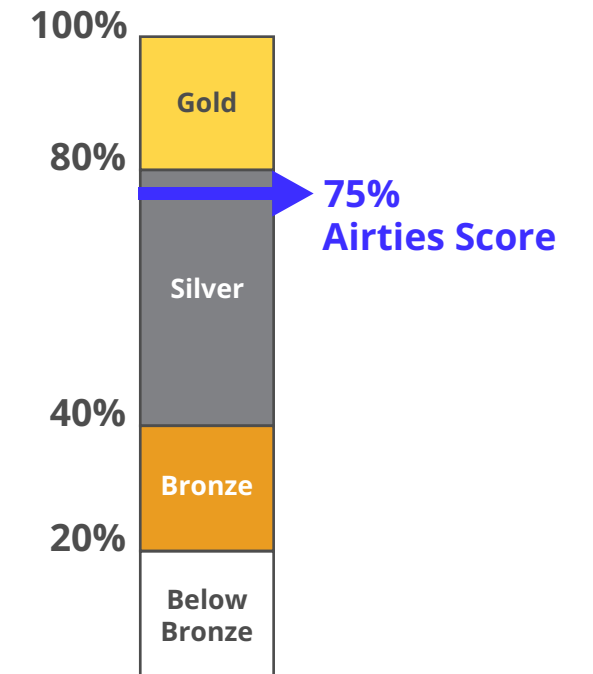
In 2022, Airties has received a score of B within the Carbon Disclosure Project (CDP). This is HIGHER than the Global average of C, HIGHER than the Electrical & electronic equipment sector average of C, and HIGHER than the Europe regional average of B. We will continue disclosing our performance on CDP in 2023.

Airties received a B which is in the Management band. This is the same as Europe regional average of B, and higher than electrical & electronic equipment sector average of C.



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 also completed TIA Sustainability Assessment in August 2022 with a score of Silver performance Level (75%), good breadth of performance, good understanding and capable of delivering financial and commercial benefits and competitive advantage.

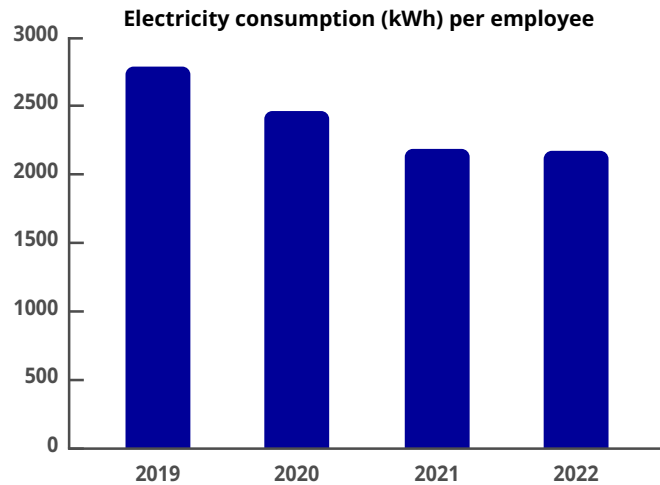


# Energy and Water Management

At Airties, guidelines for consuming energy and water efficiently with reduced negative impacts on the environment are defined in the document “Guideline for Energy & Water Management”. All Airties activities are carried out within the framework of this document, and all employees are obliged to fulfill its requirements.

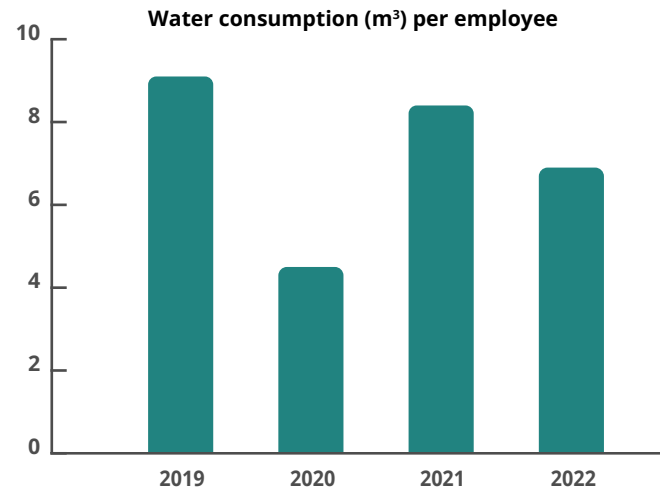
## Energy

Airties electricity consumption is in decreasing trend over years. In parallel with our sustainable business growth, there was a slight increase in electricity consumption in 2022 due to the rising number of test houses and equipment. However, this increase was offset by our support for renewable energy initiatives. In this context, we have certified our energy consumption through I-Rec, promoting the use of renewable and appropriate energy sources to achieve our goals by 2022.



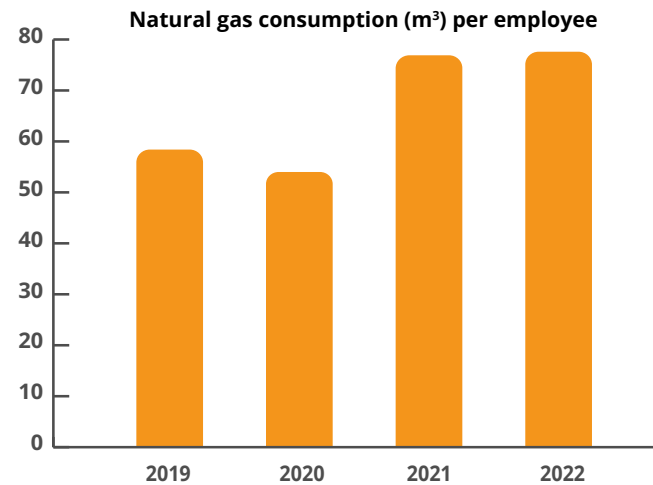
## Water

Since Airties is outsourcing production, its water consumption is only due to its office activities and is relatively less. The company still makes considerable efforts to reduce water consumption. Our target was decreasing the water consumption per employee by 5% in 2022 for İstanbul office, and the consumed amount was 1483 m³ in 2022, which shows 18% decrease per employee.



## Natural Gas

Natural gas consumption is taken into account as part of Scope 1 emissions calculations. Since Airties has committed to reducing both its Scope 1 & Scope 2 emissions in alignment with its science-based goals, the increase in natural gas consumption has been taken into calculation while investing in support initiatives for renewable energy sources (I-Rec). We are actively working to reduce our usage more in 2023.



# Waste and E-waste Management

Airties electricity consumption is in decreasing trend over years. In parallel with our sustainable business growth, there was a slight increase in electricity consumption in 2022 due to the rising number of test houses and equipment. However, this increase was offset by our support for renewable energy initiatives. In this context, we have certified our energy consumption through I-Rec, promoting the use of renewable and appropriate energy sources to achieve our goals by 2022.

In Airties, waste is classified according to their characteristics:  
**Non-hazardous Waste** is non- hazardous and biodegradable waste that can be composted. Paper, plastics, glass, metals, etc. are classified in this segment.  
Each Airties employee is responsible for separation and classification of non-hazardous waste at its source.

**Hazardous Waste** is defined by special regulations as waste posing substantial or potential threats to the environment and human health due to their source, composition, or concentration. They include batteries, electronic waste, obsolete computer equipment, printer cartridges, etc.

Packages of hazardous waste are also considered hazardous.

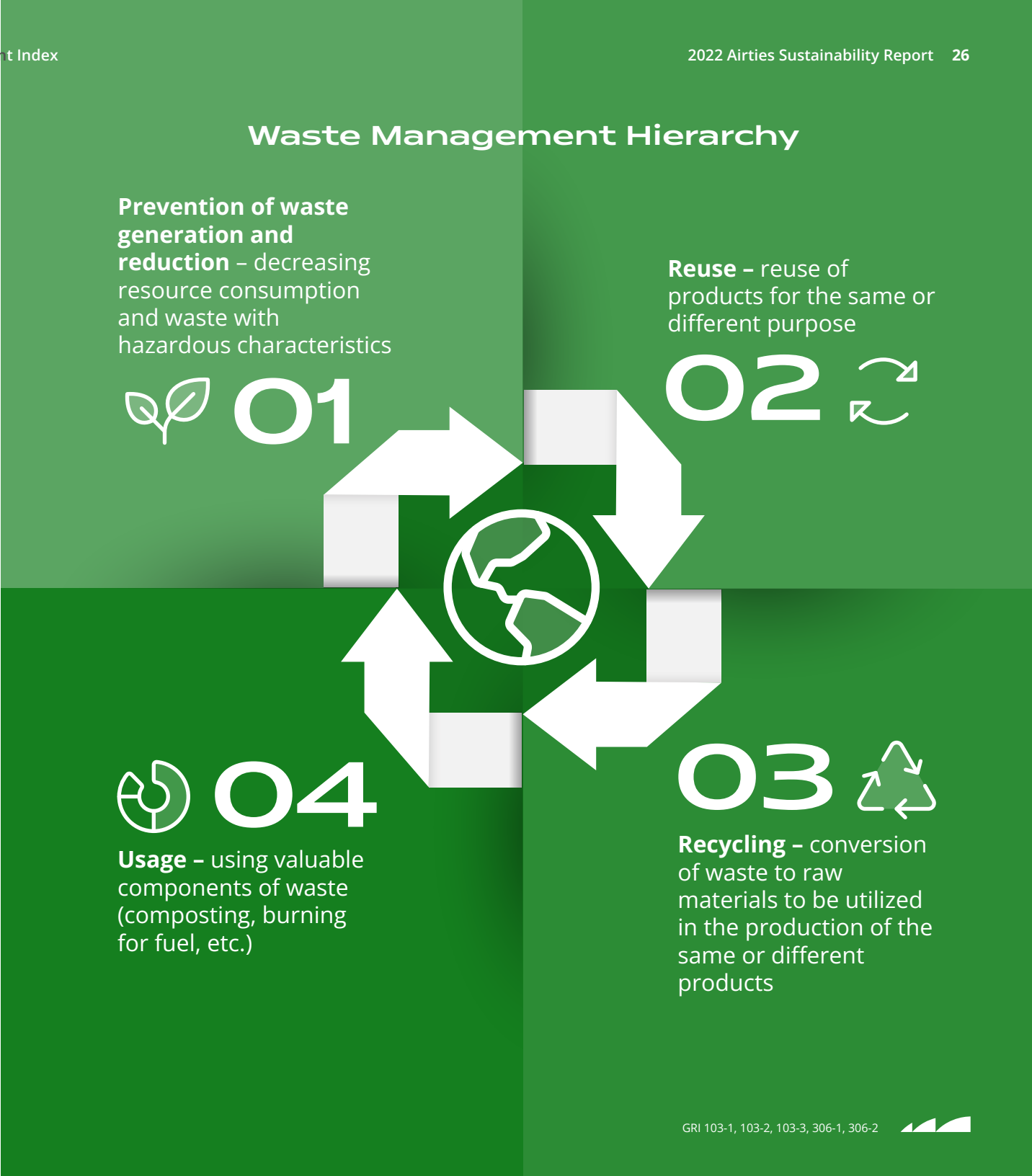
## E-waste Management

Electronic waste, also called e-waste, is waste from all sorts of electronic and electrical equipment, including circuit boards and components. E-waste is disposed of in appropriate electronic waste bins.

E-waste within Airties is classified as follow:

- Printer cartige / toner
- IT and telecommunication equipment
- Lighting equipment
- Electric and electronic power tools
- Machines

**In 2022, 503 kg of paper, cardboard, and plastic were recycled through municipal facilities. However, the proper collection of e-waste did not yield a sufficient quantity for disposal in 2022, and as a result, it has not been processed yet. All e-waste will be disposed of using appropriate methods.**





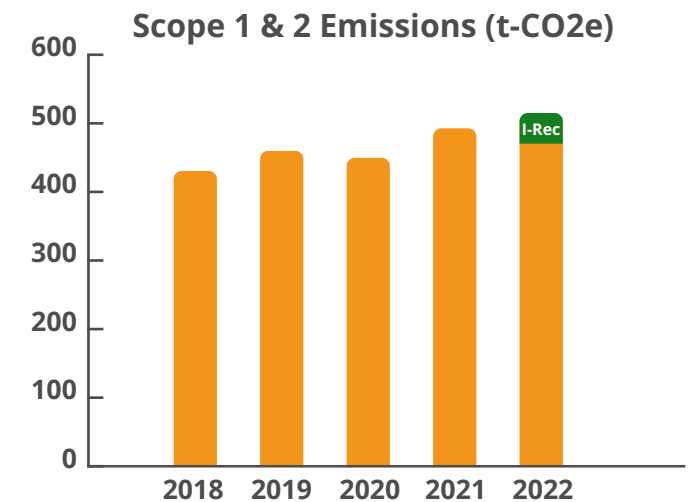
# Emission and Climate Change Management

Airties has initiated Science-based target setting project. Targets have been approved by SBTi in November 2022 and we target to reduce Scope 1 & 2 emissions 42% by 2030 from a 2021 base year, and to measure and reduce our scope 3 emissions reduction initiatives by 2030 including such actions below:

- Use of renewable energy in electricity consumption
- Scope 3 reduction initiatives-engagement with manufacturing partners
- Green product initiatives resulting with less energy consuming products
- Increase socio-ecologic awareness in all levels of supply chain

**Based on 2022 results, Airties has decreased %4.7 of base year scope 1 & scope 2 emissions. This means Airties has successfully achieved the first step of overall target.**

In parallel with our sustainable business growth, there was a slight increase in electricity consumption in 2022 due to the rising number of test houses and equipment. To achieve our goals for the year 2022, we certified our energy consumption with I-Rec, to support renewable energy sources, and ensured compliance with our SBTi targets.



**Reference year: 2021**  
**Target year: 2030**  
**Reduction target: 42,0**



# Sustainable Product Management

Regarding all phases of production for all designed items, Airties takes into consideration product quality, innovation, and the impacts on the environment, society, and the economy. The company places innovation and R&D at the center of its activities, targeting to produce value-added and sustainable products that affect all of Airties' business lines. Airties company culture includes not only research and development initiatives and moreover environmental aspects.

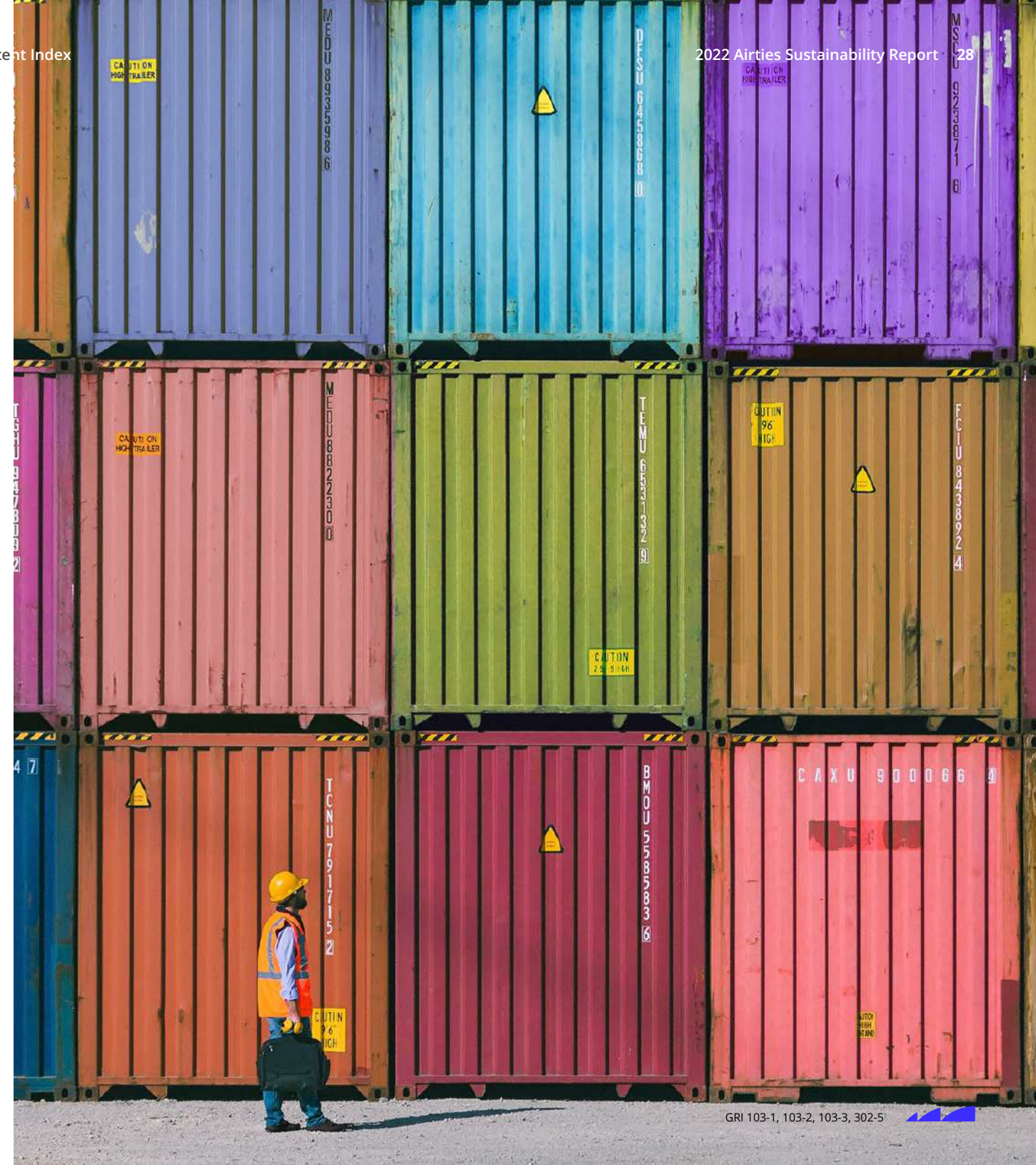
Airties continuously innovates to stay at the leading edge of technology in the field of Wi-Fi solutions. Sectoral patents are continuously pursued and implemented as part of a better sustainable product management vision.

Airties test and update its processes and products by following the scientific developments in the world with a competent R&D team in the facilities, where the company has also created a strong technological infrastructure. The company always strives to move product quality one step further. In this direction, Airties has received various governmental incentives in Turkey and Belgium locations that gained R&D center status. For instance, the Belgian government funds Airties' Wi-Fi solution and research studies.

Airties has made serious progress in its product designs, thanks to a cradle-to-grave life cycle approach. Life cycle assessment studies were carried out for Wireless extender devices. All phases including raw material acquisition, production, & recycling/recovery are considered, and optimization methods that analyze the environmental and societal effects of these processes are created during the design phase.

Global regulations are followed to improve distinguished product portfolios and services that make facilitate the lives of customers easier. Airties aims to increase the quality of innovative and environmentally friendly production in line with the goal of increasing the company service quality and customer satisfaction. Customer demands and complaints are included in our product quality improvement processes.

We attach utmost importance to the privacy of our customers and adopt corporate policies and operating procedures to manage the collection, use, storage, and protection of data.





# Innovation & Green Product Initiatives

Airties has put innovation at the center of its operations to embrace a continuous improvement program for all aspects of business, and to improve impact across all environmental, economic, and social areas. In line with its Sustainable Product Studies, Airties has put emphasis on reducing the environmental impact of wireless products. The company manages green product initiatives with a holistic approach, for instance, it works on intelligent SW features to optimize power consumption in certain conditions, so as to reduce CO2 emissions.

Within the scope of green product initiatives, Airties kicked off the first TUV Rheinland Green Product Certification Project for Air4962 in 2021, and the certification has been received in the first quarter of 2022.

The Green Product Mark is awarded on the preconditions that the product passed a safety evaluation, and that the manufacturer assures social compliance. TUV Rheinland's Green Mark is a proof of the limited impact of a consumer product on the environment.

TUV Rheinland Green Product is the most comprehensive certification for voluntary green product certifications and is valid for 3 years with annual audits.

In this certification process, TUV Rheinland evaluates the product in 4 categories (applicability depending on the product):

- Responsible use of chemical substances (based on RoHS, REACH, and other related regulations)
- Resource efficiency
- Product carbon footprint calculation
- Compliance with social requirements

Following TUV Rheinland's certification, Airties is prepared to offer Air 4960X & Air 4960XR as certified green products to all customers in the third quarter of 2023.

# Air 4960X

## Sustainable Product Vision

With the motivation of materializing the corporate sustainability vision, Airties works on developing greener products by adapting the following:

### Green Packaging with Only Ecologically Friendly Materials

- FSC-compliant craft cardboard packaging from 85% recycled fibers
- Usage of vegetable ink and water-based glue, option for zero ink on the sleeve with embossing/debossing
- Selection of materials and finishings to avoid using protective films and plastic PE bags for accessories.

### Optimization to Reduce Carbon Footprint in Transportation

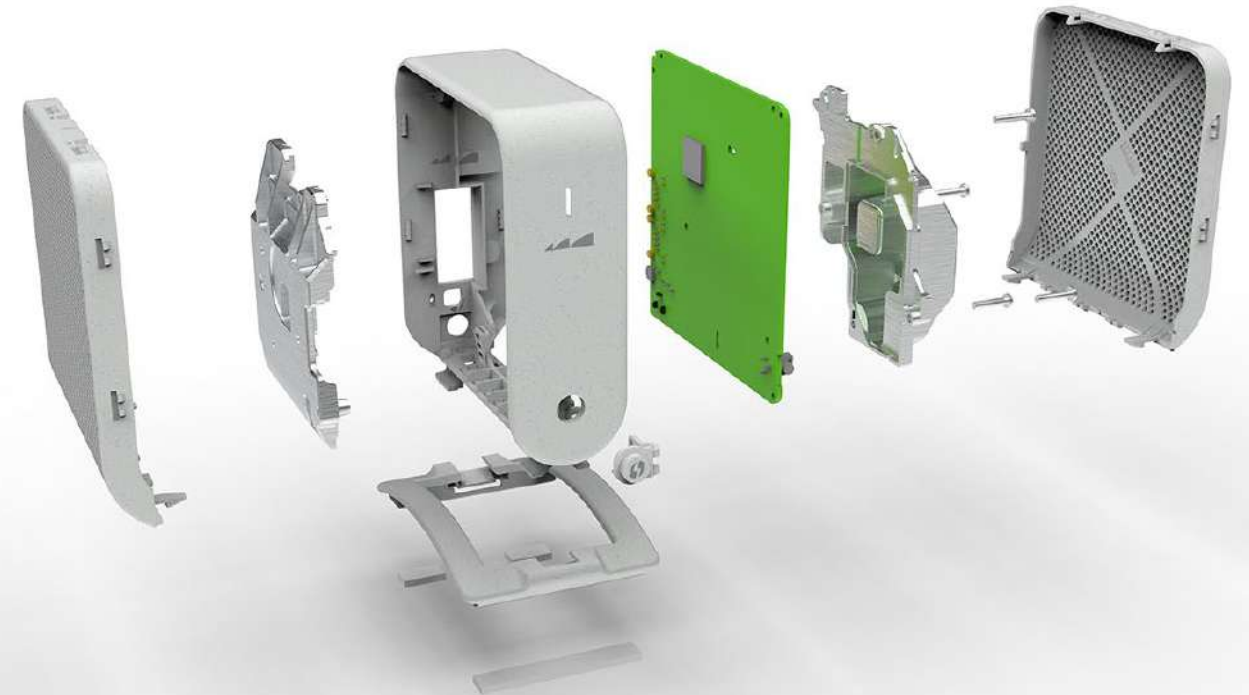
- Optimized package volume versus device size to increase efficiency.

### Highly Recycled - Green Plastic Materials

- Up to 95% Recycled Plastics usage for housing parts
- Increasing Bio-Plastic usage for internal parts

- Usage of textured and black surfaces, as they show fewer visual flaws.
- Housing material is 90% post-consumer recycled.
- 90% of plastics and metals are recyclable.
- Intelligent SW features to reduce power consumption.
- Halogen free PCB and PSU

We also conduct life cycle assessment studies in line with our green product initiatives to identify key environmental hotspots within the product life cycle and to develop strategies for improving performance. The Life Cycle Assessment study has been performed for Wireless extender Air 4962 in accordance with the requirements of ISO14040 & ISO14044. The system boundary of the life cycle assessment study is cradle to grave and the life cycle of a product is divided into 5 stages as raw material, manufacturing, transport, use, and end-of-life. We aim to expand the scope of our LCA studies to cover all our product groups.





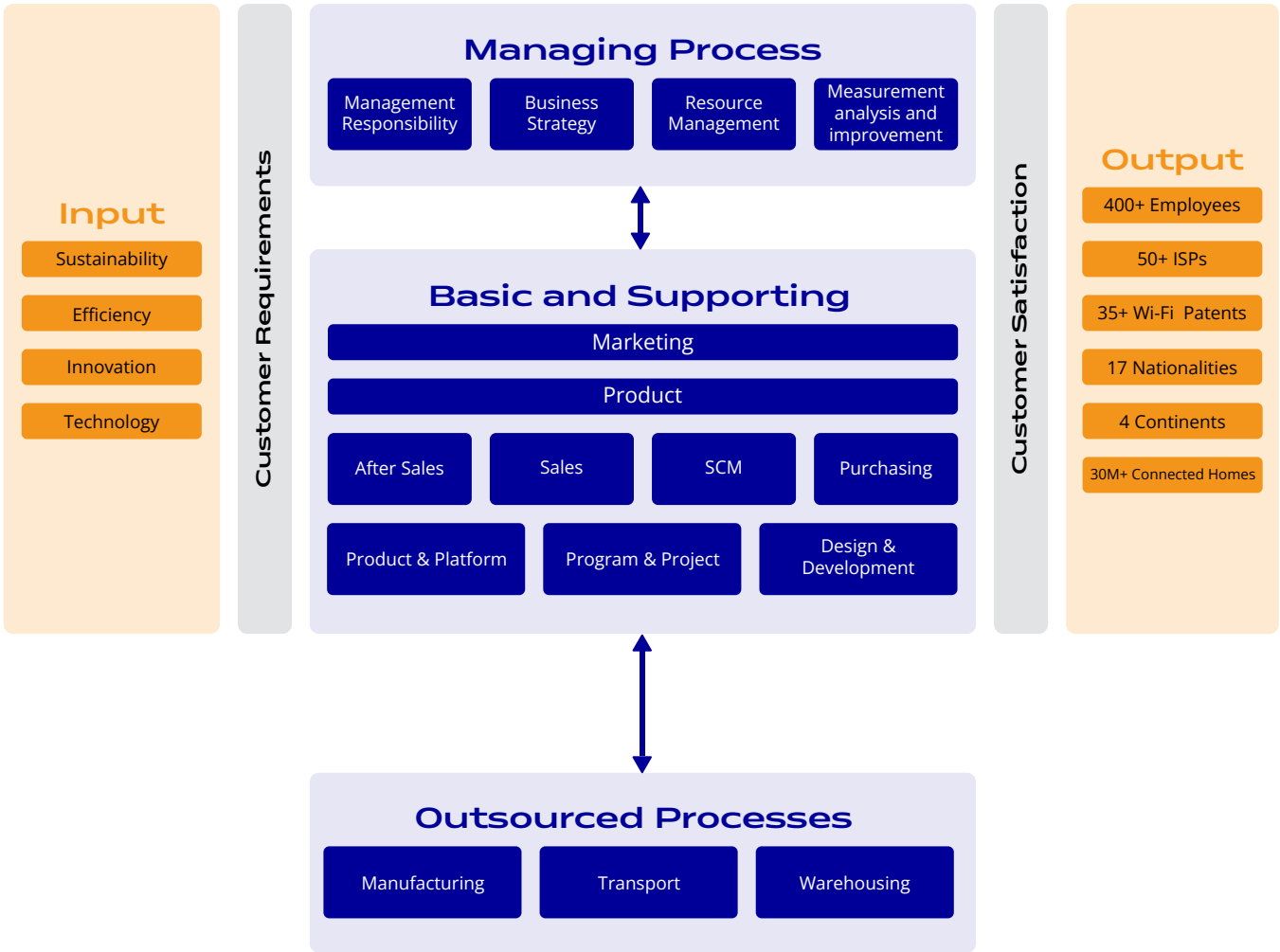
# Sustainable Supply Chain Management

Airties' global supply chain embraces the full range of environmentally responsible practices in all its operations. It manages the flow of materials and information for its products and services until they are delivered to the customer.

Airties' sustainable supply chain management includes processes and principles to increase the positive impact of the chain while minimizing the negative environmental and social impact of business operations. In the chain, the main input is customer requirements, and the result is customer satisfaction. Based on these inputs and outputs, management processes, core and support processes, and outsourced processes are created for a sustainable supply chain.

Airties continuously improves its efficiency and sustainability in all areas ranging from customer contact, product & service definition, product development, and production, to shipment and after-sales support.

Aware of the positive impact of customer expectations on the company's sustainability perspective, Airties always strives for full integration in all areas related to its customers.



# Supplier Management

Airties collaborates with manufacturing partners they evaluate and select through a systematic process that considers multiple qualifications. The pre-evaluation includes sustainability-related parameters, such as quality, environmental structure, and information security manageability. Once the initial evaluation phase has been successfully completed, a more technical investigation is conducted on the candidate manufacturer based on the following seven items:

1. Organizational Management
2. Quality Management System
3. Quality Operations
4. Manufacturing Capability & Processes
5. Purchasing Control
6. Material & Production Planning
7. Sustainability

Manufacturers that achieve a good & acceptable score are designated as approved Airties manufacturers. Furthermore, as the company is committed to decreasing its carbon footprint, it pays attention to environmental considerations when choosing new suppliers.

According to the Supplier Performance Management Procedure, Quarterly Business Reviews are conducted for regular performance evaluations of the existing manufacturers. Such performance review covers Quality, Cost, Continuity of Supply, Manufacturer Program Management, and Corporate Social Responsibility topics. The environmental management systems of manufacturers are also reviewed in terms of their compatibilities with Airties' environmental management system.

Airties is committed to the highest standards of social and environmental responsibility and ethical conduct. With this understanding, Supplier Code of Conduct established to ensure that working conditions in supply chains are safe, that workers are treated with respect and dignity, and that the manufacturing processes are environmentally and socially responsible.

Legislation	Supplier, in all of its activities, will fully comply with the laws, rules and regulations of the countries where it operates
Human Rights	Supplier will support and respect the protection of internationally proclaimed human rights and will operate in the spirit of the Charter of the United Nations
Labor	Supplier will support and respect the internationally proclaimed labor rights and will operate in the spirit of the core Conventions of the International Labor Organization (ILO)
Discrimination	Supplier shall treat its employees equally in employment and occupation and will ensure that each has equal opportunities
Consumer Safety	Supplier will take all the necessary actions to ensure consumer safety. Supplier will ensure that its products will not be made of hazardous substances as defined in the EU Directive Restriction of Hazardous Substance
Environment	Supplier will recognize and respect the environment in its business operations and shall implement and/or pursue initiatives that contribute to the preservation of natural resources to the maximum possible extent
Ethical Conduct	Supplier will refrain from unethical conduct, such as extortion and bribery. Instead, supplier will be committed to preventing corruption in all forms this may occur
Management Commitment	Supplier at all times shall conduct itself, directly through its employees and officers, and indirectly through third parties, in the performance of this Code honestly and fairly, using the highest ethical standards, and treat its employees, agents, contractors, suppliers and customers with dignity.

# Supplier Assessment Process

Various levels of audits at different frequencies are performed to provide that manufacturers and key suppliers are continuously performing at or above the levels outlined with management systems and ensure that the suppliers' internal processes adhere to a defined quality standard.

- Airties manufacturers are required to have certain ISO certificates;
- The quality certification ISO 9001, which functions as a control mechanism in manufacturing, is Airties' primary tool for achieving their goal of continuously improving their business operations.
  - ISO 14001 which focuses on decreasing environmental pollution, ISO 45001 which is the occupational health and safety certification, and ISO 14064-1 certificate which is about greenhouse gas calculations.
  - Cyber risks related to manufacturing suppliers are expected to be managed in ISO27001 Risk Inventories. Moreover, ISO 27001 assessments are implemented to evaluate the Information Security performance of the manufacturing partners.
  - TL 9000 is a standard certification that Airties takes for hardware, software, service, system, and measurement requirements into account in the telecommunications industry.
  - Last but not least, Airties considers all applicable social management system standards while working with its manufacturers.

Activity	Frequency	Purpose
Out of Box Audit (OBA)	Per batch	Ensure that all products shipped to customer are compliant with the specifications & acceptance criteria
Factory Line Audit	Weekly	Ensure that the manufacturing plan and specific critical processes are running properly, re-checking the corrective actions of non-compliance reported earlier
Manufacturing Process Audit	Monthly	A review of the manufacturing lines' operational structure, systems in place to ensure that manufacturing processes are compatible with the specifications
Complete Factory Audit	Quarterly	A complete factory audit program performed by Airties Teams according to ISO 9001, ISO 14001 and social standards to provide insights into the factory's operational and management systems
Complete System Audit	Annually	A complete company audit program performed by accredited 3rd party companies according to ISO 9001, ISO 14001 and social standards to provide insights into the factory's operational and management systems
Factory Social Compliance Audit	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
Key Supplier Audits	Annually	End-to-end manufacturing process review of the key component supplier's Quality Management System in order to provide continuous improvement
Chemical Compliance Audits	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)
Bill of Material (BOM) Compliance Check	Quarterly	Ensure that there is no PCBA component difference with manufacturers
Ongoing Reliability Test (ORT) Checks	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
Design Verification Test	Quarterly	Check extensively whether products shipped are within design parameters
Mechanical Quality Check	Quarterly	Verification of mechanical attributes

# Social Sustainability



# Social Sustainability Approach

Airties Social Sustainability Approach attaches utmost significance to sustainability of social conditions to ensure the continuation of society for many years. In the company culture, education, health, welfare, human and employee rights, quality of employees' lives, equality of opportunity, and social relations are particularly emphasized.

The Social Sustainability Approach addresses Occupational Health and Safety, COVID-19 Precautions, Human Resources Management, Rights and Liabilities, and Social Relations in line with the Materiality Topics of Airties.

## 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. In accordance with national employment regulations of each country it operates in, Airties' 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, 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. Airties supports additional training of its employees both technically and socially.

\* Trainings are Information Security, Occupational Health and Safety, First Aid and GDPR

### SDG 5 Gender Equality:

20% of Airties employees are women, and the female employment rate is aimed to be increased. The company contributes 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. The company try to provide the best opportunity, also considering

the conditions in the country of employment, in line with its aim of reducing inequalities.

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

Airties has a strict zero-tolerance policy for any behavior that may be seen as harassment and maltreatment at work. Inside or outside the office, Airties employees cannot engage in a violent act or verbal altercation with their co-workers. Airties disapproves child labor and forced labor, within both itself and its suppliers.

### SDG 17 Partnerships for The Goals:

Airties has many memberships, initiatives, and awards in technology. It produces services that provide quality and efficient energy use, especially by complying with the regulations and standards on technology.





# Customer Relations

Airties strives to maximize its technological expertise, satisfying customer needs by providing the highest quality of products and services. The company develops technology-enabled solutions based on a customer-centric mindset while providing responsive technical support to customers all over the world.

Airties commits to building a mutually profitable relationship with its customers, ensuring their long-term success, by understanding their needs and expectations in line with Airties values:

- We aim to provide complete peace of mind for our customers and their clients.
- We relentlessly focus on problem-solving, whether we are responsible or not, and always endeavor to provide the highest quality for our customers.
- Every Airties employee – both individually and collectively – is highly motivated to deliver our promise to our customers.

We believe in delivering a connected experience to our customers at all stages of their journey with us. The business development, technology, operations and supporting teams are keyed in evolving customer needs and ensure a great experience along each step.

With an attempt to make the customer engagement meaningful and complement their business growth, we ensure our expert teams are available to support our customers at key moments such as solution architecture definition, on-boarding, integration, and testing, among others. Any feedback or upcoming requests are diligently tracked through necessary tools and technologies and promptly acted upon.



# Customer Privacy & Safety

In Airties, the welfare of customers and employees is paramount. In this respect, the company focuses on safety while challenging itself to show up for one another and to deliver to the customers in innovative ways. Airties follows and complies with global privacy laws. GDPR and PDPL primarily drive the company subject to local privacy regulations and customer demands for privacy and security.

**In 2022, Airties has been successfully certified according to ISO 27001 Information Security Management System and applies the principles continuously.**

Detailed information about Airties' privacy policies and procedures is provided on the corporate website's Privacy Policy page. Links to additional policies for some of its apps & services and separate privacy policies formed and maintained by Airties for its affiliated companies can also be found on the same page.

On all servers, administrative operations are audited, and access roles are assigned based on minority rights.

Servers and applications are hardened and patched regularly in accordance with the business policy. Furthermore, the IT ticketing software gathers and records all access requests and supporting documentation & and business/IT Security approvals.

The ticketing platform monitors the results of regular vulnerability scans. To keep up with the latest risks, the SIEM solution collects and correlates system records. Single sign-on is required for all apps for user management and access control. Meanwhile, ISO 27001 guidelines are strictly followed for all IT operations and regulations.

Besides that, F-Secure, a cyber security provider, and Airties, the most widely deployed supplier of managed Wi-Fi solutions to service providers worldwide, agreed on a new collaboration, and continue to offer their best-in-class solutions to Internet service providers since 2020.

Airties enabled service providers to provide their customers with the best Wi-Fi experience possible while ensuring ISPs retain control over data, service monitoring, and home networking enhancements. The company offers Smart Wi-Fi software for CPE, a cloud-based management platform. Furthermore,

F-Secure SENSE gives service providers the option of delivering the best security and privacy protection for the connected home in a variety of ways, including on its own, through select apps, or in

**Customers and the other related parties can get in touch with us easily at [privacy@airties.com](mailto:privacy@airties.com) or contact our Data Protection Officer via [dpo@airties.com](mailto:dpo@airties.com).**

Airties products contain Open-Source Software. Detailed information on the applicable licenses and license terms are present on the device's user interface. Airties products make use of software developed by the open-source communities. Any such software is licensed under the specific license terms applicable to that particular software (like GPL, LGPL, etc). Detailed information on the applicable licenses and license terms can also be found on the device's user interface.

Airties also follows applicable laws, directives, standards, and industry regulations. Products are marked accordingly, and in compliance with Federal Communication Commission (FCC) standards, European Union Directives (CE Mark), ISED Canada, and relevant countries' marking requirements.

**No incidents related to customer privacy were recorded in 2022.**

## FCC Compliance

The FCC mark is a voluntary mark employed on electronic products manufactured or sold in the United States which indicates that the electromagnetic radiation from the device is below the limits specified by the Federal Communications Commission. Manufacturer has followed the requirements of the Supplier's Declaration of Conformity authorization procedures.

Airties products available on the US market comply with Part 15 of the FCC Rules. Operation is subject to the following two conditions: (1) this device may not cause harmful interference, and (2) this device must accept any interference received, including interference that may cause undesired operation.



# Customer Privacy & Safety

## FCC Guidelines for Human Exposure

The information in this section applies to Airties products that are not intended to be operated close to the human body. Airties products comply with FCC radiation exposure limits set forth for an uncontrolled environment when installed and operated with a minimum distance between the radiator and human body stated in the table below.

Products	The minimum distance in between the device and the human body
Air 4920 / Air 4921	20 cm
Air 4930	20 cm
Air 4960 / Air 4960R	20 cm
Air 4960X / Air 4960XR	20 cm
Air 4980	41 cm

## IC Radiation Exposure Statement

Airties products comply with IC radiation exposure limits set forth for an uncontrolled environment when installed and operated with a minimum distance between the radiator and human body, except as stated in the table below when greater distances are needed.

Products	The minimum distance in between the device and the human body
Air 4930	20 cm
Air 4960 / Air 4960R	22 cm
Air 4960X / Air 4960XR	22 cm
Air 4980	21 cm

Airties’ products also comply with EU Declaration of Conformity, Energy Related Products (ErP) Directive, ROHS, REACH Legislation, WEEE Directive, IMDA-TS-SRD, and IMD-TS-RG-SEC Compliance. Please click for further information.



# Occupational Health & Safety

For Airties, the health and safety of all its employees and stakeholders is of the highest priority. As part of the company culture, managers serve as positive role models for the employees and encourage them to act safely.

Airties Health and Safety Policy is publicly available. The company is committed to the following at all locations where it operates:

- Full compliance with national and international safety standards and regulations.
- Ongoing training to enhance safety awareness for employees and contractors.
- Establishing an effective Health and Safety Management System.
- Periodic risk assessments and proactive risk reduction measures.
- Recording and addressing occupational accidents and diseases.
- Preparing emergency action plans to minimize emergencies' impact.
- Continuous improvement of safety standards without compromise.

In addition to these, an employee, who has had an occupational accident or disease, is given training on the ways of protection and safe working methods

when returning to work. Employees that have been away from work for more than six months are trained to renew their knowledge.

The following training and controls are carried out within the scope of occupational health and safety,

- Health and safety training, Necessary health checks,
- Blood lead and tin tests of soldering personnel,
- Emergency evacuation drills, Environmental emergency drills, Firefighting drills,
- Monthly controls of work spaces,
- 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, CO2 emission, etc.

## Emergency Response Team

Emergency Plans exist for all locations where Airties operates, and it explains how each employee should take action in these locations in detail.

Airties has Emergency Response Teams consisting of an Emergency Coordinator and Deputy, a Fire Extinguishing Team, a Rescue Team, a Protection Team, a First-Aid Team, an Environmental Team, and a Technical Support Team.

Emergency teams determine actions to be taken in case of fires, earthquakes, occupational accidents, sabotage situations, floods, extreme cold-rainy weather, and environmental accidents.

Controls are carried out by administrative affairs at least once a year.

# Human Resources Management

The success of Airties depends on its ability to select employees with strong business acumen, to develop them properly, and to keep their work motivation high. The Human Resources (HR) Department, acting with this awareness, is responsible for providing the most qualified recruitment service and the operation management of the entire process to enable phenomenally successful employee acquisitions.

Airties employees' professional development requirements are evaluated together with their performances, and appropriate training programs are created to support their growth based on the requirements of their positions. HR Department assesses Airties employees at various times of the year, monitoring their compliance, and ensuring their healthy integrations to the company.

A roadmap for HR development is prepared and implemented once a year in relation with the Airties Skill Map, an output of the talent management system.

The company has a handbook to summarize the human resources policies and procedures.

Airties Leadership Model is a behavioral model that guides how to handle recruitment, performance management, carrier management, and ways of improvement. All Airties employees are expected to

respect and follow the model for collective improvement.

## AirtieStar Reward and Recognition Program

AirtieStar is a reward and recognition program for all Airties employees, interns, and subcontractors. The purpose of the AirtieStar program is to increase the motivation and encouragement of employees as well as to promote the Airties behavior model and values. Employees with high-work performance and behaviors, such as finding a creative solution to a critical problem, producing high-quality output on a project, or exhibiting representative behavior in terms of Airties' competencies and values, are eligible to benefit from this program.

## Postgraduate Education Support

Airties believes that investing in employee continuous learning results in deeper professional expertise, broader managerial perspective and increased research and development capability. Airties provides 2 types of support for eligible employees who pursue their first Doctor of Philosophy (PhD) or Master's degrees in relevant fields.

- Flexible Work Schedule and Paid Time off
- Financial Support





# Human Resources Development

## Compulsory training in the fields of quality, environment, occupational health, and safety

These training programs aim to transfer the necessary information most efficiently and to raise awareness in cases new procedures must be implemented or information needs to be renewed.

## Orientation training programs for new employees

The orientation training program is given to new employees to help them adapt to the company and their positions.

## Online learning system

Through the Learning Management System Platform, all stages such as organizations of training, online training, and associated tracking and reporting are conducted systematically. Airties also receives professional help from international training experts in preparing online training catalogs to support continuous learning in many different fields.

## Certification exam support

Airties provides certification exam support to enhance employees' career development procedures. The goal of this support is to assist employees in building professional knowledge and abilities that benefit their Airties role and in increasing their degree of expertise.

## Educational team games

Gamified learning applications promote developmental goals such as teamwork and interdepartmental interaction through adult learning techniques.

## Technical training

Airties employees attend technical training to keep up with the latest technical progress and developments in the industry and to enhance both their skills and the overall business of Airties.



# Rights & Liabilities at Airties

Airties has an understanding of seeing its employees as its main asset. Airties treats all its employees and customers honestly and respectfully and has zero tolerance for hostile or abusive behavior. To create a working environment that ensures each employee is treated respectfully and honestly, the company:

- Treats all employees equally & fairly,
- Complies with regulations when hiring in the global workforce,
- Fosters a positive and non-abusive workplace,
- Protects the well-being of all employees,
- Does not tolerate any kind of discrimination act.

**Bribes and Corruption;** If any Airties employee bribes someone with the intent of inappropriately influencing a government official, customer, or related institution, also if any Airties employee takes advantage of any person or agency and makes a promise on Airties' behalf to this person or agency, the employment contract is terminated immediately.

**Transportation;** Airties pays for daily transportation costs (to and from work) of its employees working in Turkey Offices. Teknopark shuttle service could also be used as an alternative way of transportation.

**Maternity Leave;** Both female and male employees can use their maternity leave right without any salary deduction as per the legal obligations.

**Right to Complaint and Petition;** If any employee believes s/he has been subject to unfair action or treatment, s/he has the right to submit a complaint to an authorized person. Each employee has the right to write a formal petition regarding her or his feedback and suggestions for the company's benefit.

**Anti-Trust and Competition Laws;** Anti-trust and competition laws are fundamental agreements that could affect the prices, conditions, requirements of sales, or honest competition between Airties and its competitors.

**Vacation;** Employees have rights for statutory holidays, the duration and conditions of which are set out in the labor contract and the rules listed in the employee handbook, which is available to all Airties employees.

**Job Assurance;** An employee's contract cannot be terminated without a valid reason.

**Harassment and Mobbing (Emotional Harassment);** Airties is against sexual abuse, physical violence, peer pressure, and the issues any employee cause in the workplace. Every instance of such abuse and violence is strictly prohibited by the company.

## Bonuses at Airties

### Reference Bonus

All employees are entitled to a reference bonus, an award granted to an Airties employee when s/he is involved in the recruitment of a potential employee.

### Patent Bonus

As a reflection of the company's strong commitment to innovation, patent applications and registrations related to new service inventions are rewarded both materially and immaterially.

### AirtieStar

AirtieStar is a reward system for all contracted employees with payroll.





# Social Relations

Airties sees its relationship with the society as prominent and advocates fundamental human rights and decent living conditions with an approach that considers both national/international standards and regulations.

Wishes, complaints, and suggestions of customers are taken into consideration, and Airties products and services tailored to the individual/company are developed and solutions are provided accordingly.

## Airties Social Responsibility Projects

Airties continues its corporate social responsibility activities, especially since 2019, and takes care of those in need with donations and supports on this road that it set out as 50% people and 50% nature mentality.

## Special Days at Airties

Airties always values its employees and prepares and delivers personal gifts to their employees in order to be with them on their special days.

## 2022 Airties Social Activities Within the Company

Airties cares about and contributes to the development of its employees, and increases internal sociality even during the pandemic period. It follows the talents of its own employees and includes them as trainers in this social program;

As AirtieSocial, we organized online 'Airties Holiday Fun' event for our employees all over the world

At September 2022, Airties organized a night and brought all its employees together.



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