



Empowering Sustainable Connectivity

2024 Airties Sustainability Report

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Highlights

56% decrease in CO2 intensity per employee.

94% of our electricity consumption is covered through renewable energy certificates (I-REC)

16% reduction in water consumption per employee.

100% of waste in the office, including recyclable and hazardous, was separated properly.

0 incidents related to customer privacy were recorded this year.

21% employees are women

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

27 hours was the average training time provided to each employee.

About the report

Airties empowers operators to provide smooth, smart connectivity for all. Airties turns smart connectivity into a competitive advantage for operators, helping them reduce churn, accelerate innovation, and deliver flawless experience to subscribers and businesses alike.

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**.

The 2024 Sustainability Report covers all Airties' activities in the United States, Turkey, Belgium and France between January 1st and December 31st, 2024.



Corporate View



Message from CEO

Dear colleagues, customers, partners, and stakeholders,

It is my pleasure to share with you Airties' latest Sustainability Report, reflecting our ongoing commitment to transparency, accountability, and meaningful progress toward a more sustainable, connected world.

Over the past year, we made significant strides in both environmental, social, and governance sustainability. With more than 350 employees across seven countries, we are dedicated to providing solid social security, health insurance, and fair financial rights, aligning with the Sustainable Development Goals (SDGs).

We outperformed our Science-Based Targets trajectory, achieving Scope 1 and Scope 2 emission reductions more than three times greater than planned, and we are aiming to reduce Scope 1 and all of our electricity consumption in our Turkey offices is covered through renewable energy certificates (I-REC), ensuring equivalent renewable energy generation.

Our innovation efforts also delivered new green-enhanced software features designed to reduce the energy footprint of the connected home.

On the governance front, we continued to strengthen our reporting practices, maintained strong results in the Carbon Disclosure Project (CDP) with a "B" rating above our sector average and refreshed our materiality analysis to reaffirm our priorities: climate action, employee well-being, and sustainable innovation.

Our social commitments remain equally strong. Employees received an average of 27 hours of training including 149 technical R&D sessions and we developed a Leadership Development Program set for rollout in the near future. We continue to focus on diversity and inclusion, with 21% of our workforce now women, and we maintain zero incidents related to customer privacy.

In 2024, we evaluated key risks and opportunities affecting our sustainability efforts, identifying factors such as regulatory changes and renewable energy investments to better align our strategies with sustainability goal.

Our culture of transparency and inclusiveness is reinforced through quarterly company meetings called "TGIF forum", enabling open dialogue between management and employees worldwide.

We also strengthened supply chain accountability with updates to our Supplier Code of Conduct, ensuring that human rights, labor standards, and environmental practices remain integral across our ecosystem.

Together, these achievements underscore our mission to lead not only in technology but also in responsible corporate citizenship. I am deeply grateful for your support as colleagues, partners, and customers. By working hand in hand, we are building a more sustainable digital future for all.

Warm regards,
Metin Taskin
CEO & Co-Founder, Airties

About Airties

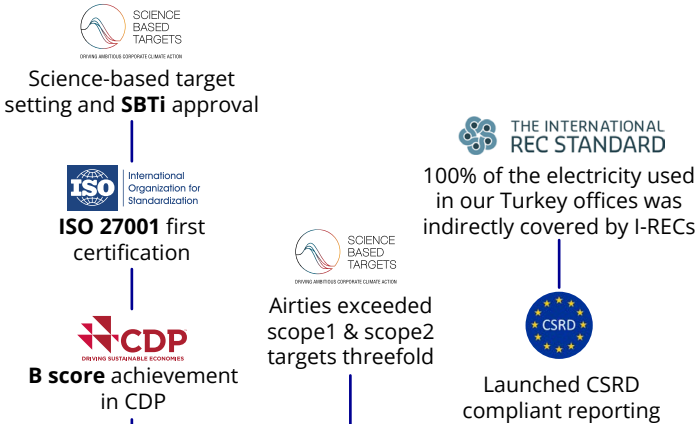
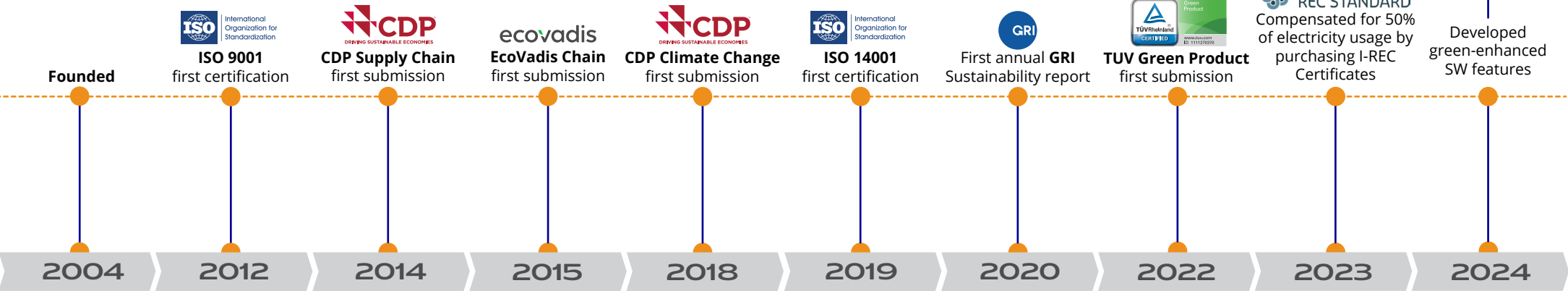
Airties empowers operators to provide smooth, smart connectivity for all. Airties turns smart connectivity into a competitive advantage for operators and enhances how subscribers experience connectivity in the real world: making every connection smarter and more reliable. Airties AI-driven insights enable operators to lower churn, reduce expenses, boost satisfaction, and attract new customers. Across departments, from engineering to marketing, Airties helps increase efficiency, accelerate innovation, and design smarter campaigns. Airties’ holistic suite of hardware-agnostic software enables ISPs to manage connectivity, based on leading industry

standards and open-source software, across their fibre, cable/DSL, and fixed wireless access (FWA) deployments. Airties’ customers include leading service providers such as AT&T, Cox, Deutsche Telekom, Telia, Telstra, T-Mobile US, Vodafone, and many others across the world. Our award-winning, hardware-agnostic software suite empowers ISPs to manage connectivity seamlessly across fiber, cable/DSL, and fixed wireless access (FWA) deployments. Wi-Fi, the cornerstone of the connected home, is at the heart of our innovations, ensuring exceptional connectivity for every device. We have also extended our product line to better meet diverse market needs, now offering Airties HOME, PRO & MULTI—tailored solutions designed to fit every type of connectivity requirement. This relentless pursuit of excellence has earned us industry accolades and recognition from leading broadband operators such as AT&T, Cox, Deutsche Telekom, Vodafone, Telstra, T-Mobile, and many more.

At Airties, innovation is driven by a robust commitment to research and development, with over 80% of our workforce engaged in advancing intelligent and adaptable cloud-based solutions. Our R&D centers in Turkey and Belgium, supported by global test houses, validate cutting-edge technologies that deliver tangible business benefits for our partners. In addition to our existing offices, we are proud to have recently opened a new office in Bangalore, India—strengthening our global presence and enhancing our ability to support customers worldwide.

This commitment extends to our active participation in industry associations and adherence to the highest business ethics and quality standards. With a holistic vision of connectivity, Airties remains steadfast in shaping a more connected, sustainable, and innovative world. For more information, visit airties.com.

Sustainability Milestones



Airties Highlights



Headquartered in **Paris, France**, Airties also has offices in **Istanbul, Izmir, Austin, Antwerp**, and a newly established office in **Bangalore**.



Serving **more than 40 service providers** around the world



350+ employees representing 18 nationalities



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



Key references: **Deutsche Telecom, AT&T, Bouygues Telecom, Telia, Telstra, Vodafone** and **T-Mobile**



Best Wi-Fi Innovation award for Hybrid Cloud-Edge Architecture at **WBA Industry Awards 2023**



Actively manages Wi-Fi in over **40 million homes** worldwide through Airties Cloud



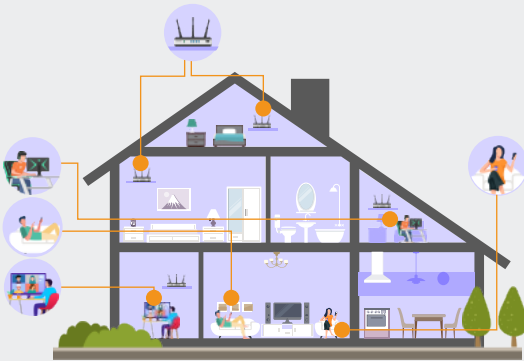
Innovation Team awarded for **Leadership** and **Contributor** categories at **Wireless Broadband Alliance 2023 & 2024**

Products & Services

Connectivity Experience Management

Test & Measurement

airties Home
for Residences



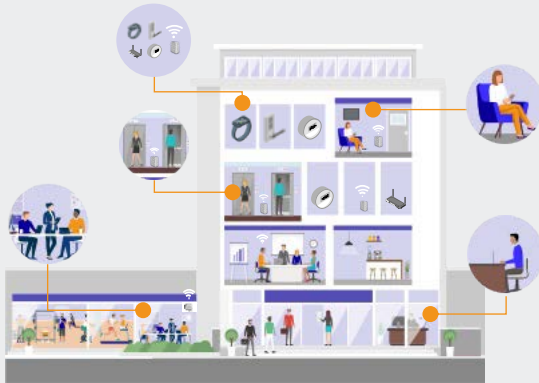
An AI-driven customer experience management software suite for home connectivity

airties Pro
for SMBs



A purpose-built connectivity and customer experience solution for SMBs: comprehensive and affordable

airties Multi
for MDUs



A solution designed to provide exceptional user experience through MDU-wide connectivity and tailored features

airties Nova



End-user experience testing solution with pre-defined test suites and actionable insights

Airties Orbit



EasyMesh™ integration and data validation tool for service operators, OEMs and chipset vendors

Memberships



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.



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.



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).



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.



The prpl Foundation is an open-source, community-driven organization focused on enabling next-generation datacenter-to-device portable software and virtualized architectures. By supporting a wide range of hardware platforms and technologies, prpl accelerates the development and adoption of open-source networking solutions in areas such as wireless networking, IoT, and virtualization. For more information, visit www.prplfoundation.org.



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.



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.

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

Empowering operators to deliver smooth, smart connectivity for all every connection.

Airties enables operators to build stronger customer relationships, grow revenue intelligently, and deliver seamless experiences with fewer issues and faster fixes.

Airties Vision

At Airties we envision a world where every home enjoy seamless, reliable Wi-Fi. Through our AI-driven solutions, we empower Internet Service Providers to deliver exceptional connectivity, drive innovation, and enhance customer satisfaction globally.

Fun and Positivity

We bring energy, humor, and positivity to create joyful moments at work.

Brave and Fearless

We embrace smart risks and bold ideas, focusing on solutions that keep us moving forward.

Care about others

We support and collaborate with each other with kindness, empathy, and team work.

Open and Truthful

We build trust across teams, colleagues and stakeholders through honest and respectful conversations.

Deliver on Promises

We do what we say with ownership, action, and results that matter.



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.

A strong quality culture is what drives our sustainable growth.

A Strong Quality Culture

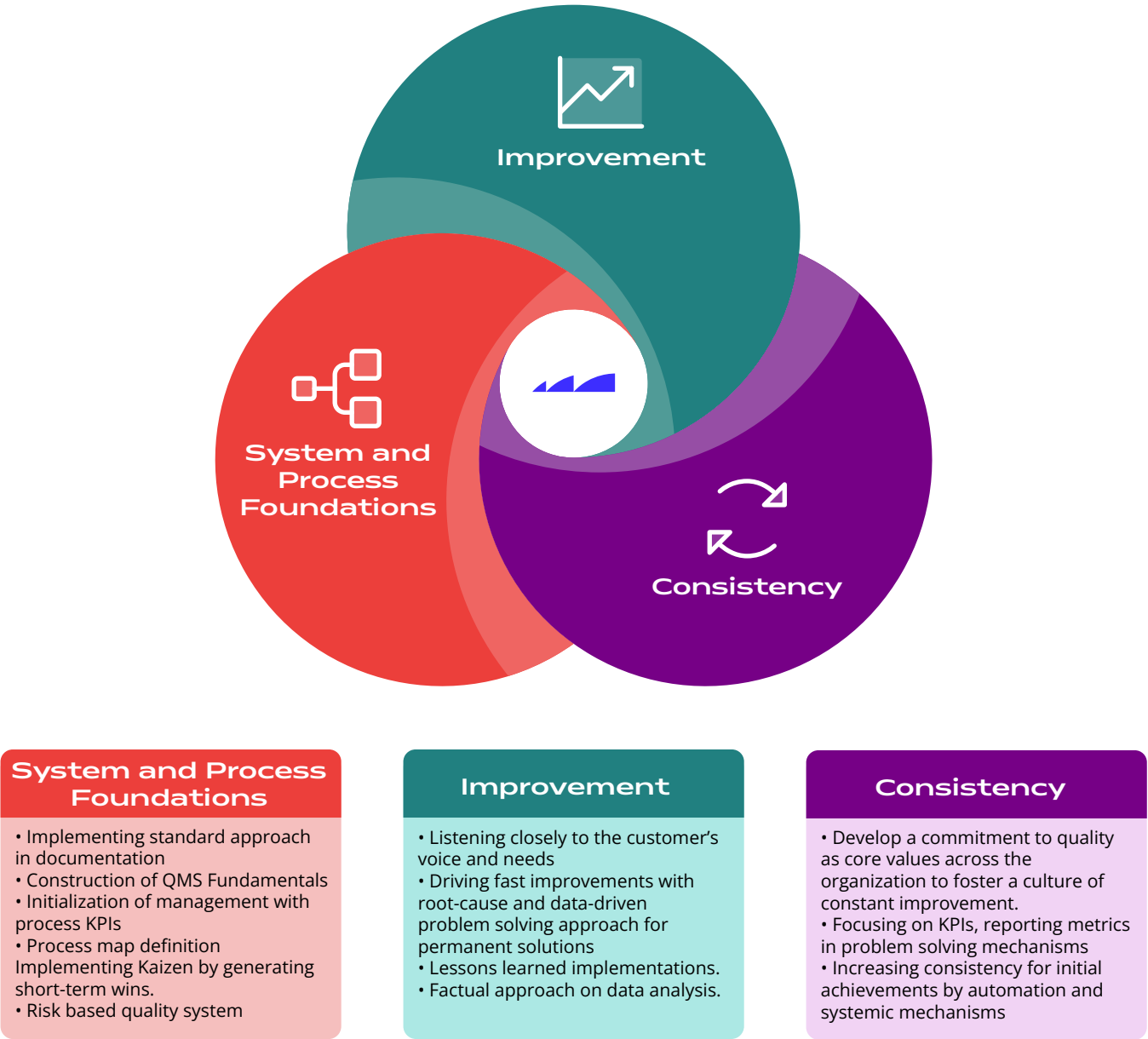
- Learning experiences
- A mentality of “we are all-in-this together”
- Leadership
- Open, honest communication
- Process focus thinking
- Factual approach to decision-making
- Continuous improvement
- Customer-centric thinking

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.


At Airties, we run our business with a structured management system that ensures consistency, quality, and continuous improvement across everything we do. We define and implement clear processes, shared goals, and the ability to track and learn from results. This approach helps us deliver reliable solutions faster, minimize errors, and stay focused on customer satisfaction. By regularly reviewing our performance and adapting to feedback, we foster a culture of efficiency and innovation—helping us align better across teams and build trust with our customers and partners.

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

Airties Quality Strategy



Research & Development



Airties' award-winning technology enables operators to deliver **smooth, smart, and reliable home connectivity** to all of their customers—whether they use a **single gateway**, multi-AP setups, or advanced cloud-driven optimization features. Our software-led portfolio, including **embedded intelligence on CPEs, cloud-based Wi-Fi management, device analytics, and AI-assisted performance optimization**, empowers operators to reduce support costs, improve sustainability outcomes, and deliver consistent, high-quality internet experiences in every home.

Airties' ability to develop these next-generation solutions is rooted in a robust and continually evolving **Research & Development organization**. More than **300 R&D personnel**, representing approximately **80% of our total workforce**, focus on technological innovation spanning **embedded software, mobile applications, cloud platforms, analytics, and large-scale automated Wi-Fi testing**. R&D activities focuses on **software excellence, interoperability, cloud intelligence, open standards (RDK, prpl, EasyMesh), energy-efficient connectivity, and device-level sustainability**.

Our R&D model follows a continuous cycle of **Research, Development, and Quality Assurance** to rapidly assess, validate, and transform new technologies into operator-grade solutions. Research teams anticipate long-term trends and define future features, standards alignment, and AI capabilities; Development teams implement these innovations across embedded, cloud, and mobile platforms; and Quality Assurance rigorously verifies every component through manual validation and extensive automated test infrastructures, including 24/7 CI/CD pipelines and real-life test houses.

Airties carries out R&D across certified Centers in **Istanbul, Izmir, Belgium, and India**, supported by annual government audits aligned with regional innovation and sustainability goals. We encourage ongoing graduate and doctoral studies to strengthen high-value, innovative, and environmentally conscious development. To ensure sustainable operational excellence, Airties continuously refines its organizational structure, development methods, and collaboration processes implementing several improvements in 2024 to enhance alignment, accelerate delivery, and advance our strategy as a software-focused, innovation-driven connectivity company.

R&D Trainings

The continuous personal and professional development of R&D personnel is vital to sustaining and enhancing the innovative capacity, timeliness, and quality of Airties' products and development

efforts. Training needs are identified collaboratively with employees throughout the year, with a particular focus during the annual performance evaluation period.

A blended learning approach is employed, combining both externally sourced and internally curated training opportunities. Several online learning platforms are made available to all R&D personnel to support this development:

Airties Academy: A structured internal education platform offering both technical and non-technical training modules.

LinkedIn Learning: A comprehensive platform offering over 10,000 courses in technical and personal development domains. Integrated with Airties Academy, it allows for streamlined training planning, monitoring, and reporting.

O'reilly Online: A globally recognized learning resource offering access to thousands of hours of expert-led videos, books, and case studies from over 200 reputable publishers.

In addition to supporting current R&D staff, Airties is committed to nurturing future talent. One such initiative is the SummerSeed internship program, organized by the R&D teams to engage and develop potential new hires prior to their formal onboarding.



As part of its 2024 R&D training program, Airties conducted a total of 149 technical training sessions in collaboration with R&D personnel. Furthermore, in 2024, a Leadership Development Training Program was designed with the aim of enhancing R&D managers’ strategic thinking, leadership capabilities, and creative problem-solving skills to boost overall team performance and productivity. The delivery of this program is scheduled for 2025.

	Istanbul			Izmir			Antwerp		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Technical Trainings	65	96	88	104	102	66	12	12	28
Attendances	500	271	323	389	144	200	128	33	90

National and International Collaborations

Airties continues to strengthen the global R&D ecosystem through collaborations with universities, industry partners, and international technology organizations. Our partnerships focus on advancing high-performance, secure, and sustainable connectivity solutions for operators and consumers worldwide.

Airties maintained close technical collaboration with the world’s leading **Wi-Fi integrated chipset manufacturers**, including **Broadcom, Qualcomm, MediaTek**, and with major **CPE and technology partners** such as **Sagemcom**. These collaborations drive continuous improvements in wireless performance enabling faster data transmission, stronger signal quality, broader coverage, and

energy-efficient connectivity. Joint work on standards and protocol alignment ensures seamless interoperability across different devices and home network topologies.

Airties also continued its contributions to the global open-source ecosystem. Together with **RDK-B leadership**, Airties has been integrating its in-house developed technologies into the **RDK-B** software stack widely adopted by cable and broadband operators. Similarly, Airties’ Mesh technology has been integrated and successfully demonstrated within **prpIOS**, in collaboration with the **prpl Foundation**, supporting broader industry adoption of open standards such as EasyMesh.

In addition, Airties collaborated with several ecosystem partners including **Single Digits, SolutionInc, RADIUS, Cognitive Systems, Aerial, Roku, Meta, CUJO AI, and F-Secure** across various R&D initiatives to collectively develop secure, intelligent, and high-performance Wi-Fi experiences for the home.

Events Attended

As a leader in the home connectivity domain, Airties prioritizes active participation in global and regional symposiums, conferences, and technical summits. These engagements help ensure that our R&D teams remain aligned with the latest developments in networking, security, cloud technologies, and software engineering.

In **2024**, Airties R&D personnel participated in the following events:

- **Wireless Global Congress (WBA) – USA & Europe editions**
- **RDK Tech Summit**
- **prpl Foundation Summit**

- **AWS Community Day / Java Community Summit**
- **ANGA COM – Exhibition and Conference for Broadband, Television & Online**
- **NetworkX**
- **ISTQB Software Testing Conference (ISTC)**
- **DevSecOps Insights / Secure Software Engineering Events**

Regular Industry Engagements

Airties continues to actively participate in and contribute to leading global industry bodies, including:

- **Wi-Fi Alliance**
- **Wireless Broadband Alliance (WBA)**
- **Broadband Forum (BBF)**
- **Telecom Infra Project (TIP)**

Intellectual Properties & Patents and Scientific Publications

Airties considers registered scientific output as vital for the 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. Ongoing Patent and Publication Incentive Programs are in place to encourage and support continued efforts in this area. In 2024, work was carried out on four patent applications, with two filed in early 2025, and three new articles were published by the R&D Team.





Ethics & Integrity

At Airties, we uphold the highest standards of ethics and integrity across all aspects of our operations. Our commitment to responsible business practices is underscored by our robust framework of policies, including the Code of Conduct, Anti-Bribery and Anti-Corruption Policy, Business Partner Due Diligence Policy, Sanctions and Trade Controls Policy, and Whistleblowing Policy. These policies guide our actions and ensure we operate with transparency, accountability, and respect for all stakeholders.

The Code of Conduct encapsulates our core values and principles, guiding our employees to act with integrity, fairness, and respect in all their professional interactions. Through the Anti-Bribery and Anti-Corruption Policy, we strictly prohibit any form of bribery or corruption, reinforcing our zero-tolerance stance on unethical behavior. The Business Partner Due Diligence Policy ensures that we engage only with third parties who share our commitment to ethical practices and legal compliance, while the Sanctions and Trade Controls Policy mandates rigorous screening processes to prevent any involvement in activities that could expose us to legal or reputational risk. Finally, the Whistleblowing Policy provides a safe and confidential channel for employees to report any concerns, promoting transparency and accountability within our organization.

In 2024, all employees were assigned training on Anti-Bribery and Anti-Corruption. Moving forward, we will continue to strengthen our compliance culture by delivering regular training every year. The Ethics Committee & Compliance Officer, formally appointed by the Board, are responsible for developing and implementing our compliance programs, as well as addressing any ethical risks or issues that may arise. The Ethics Committee meets twice a year, while the Compliance Officer submits an annual report to the Board, ensuring our practices remain aligned with evolving regulatory requirements and industry best practices. By fostering a culture of ethical behavior and integrity, we strengthen our internal governance and build trust and credibility with our stakeholders, paving the way for sustainable and responsible growth.

Confidentiality

All new employees are trained about the meaning, importance and implications of Confidentiality within the scope of their orientation trainings. 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.

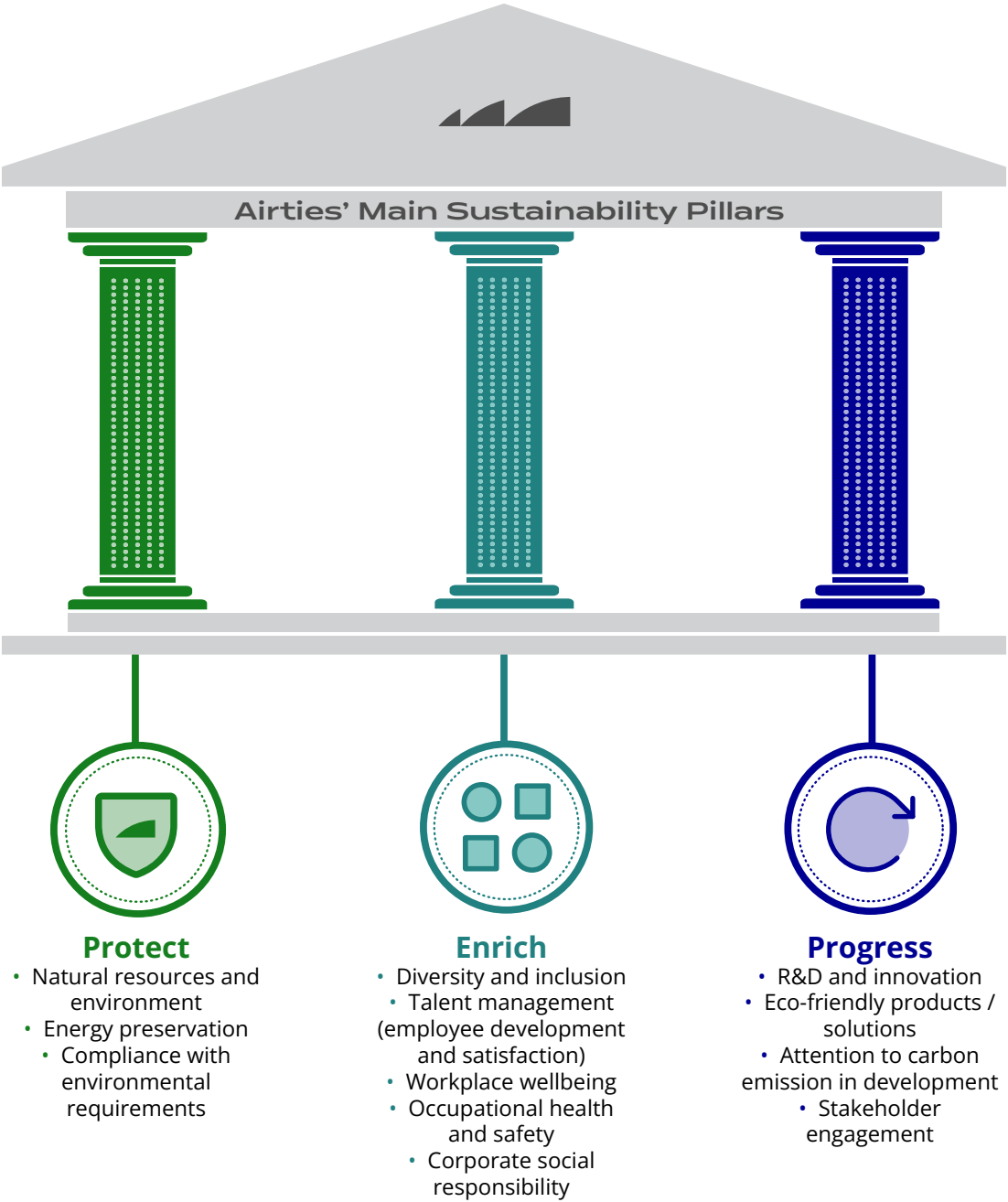


Sustainability Approach

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 a core part of our business practices and drives the growth and development of our company.

Airties is committed to transparency and embeds sustainability principles throughout 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

Title	Main Function	Role
<ul style="list-style-type: none">• CEO	<ul style="list-style-type: none">• Committee chairman	<ul style="list-style-type: none">• Approving the short-, medium- and long-term goals of the Sustainability Committee,• Transferring the decisions taken in the committee to the Board• To take part in every planned meeting• Determination and approval of Sustainability Governance Mechanisms• Provide guidance and support on sustainability strategy related initiatives, stakeholder dialogue and engagement
<ul style="list-style-type: none">• Head of Quality	<ul style="list-style-type: none">• Environmental Sustainability Management• Sustainability Reporting Management• Sustainable Supplier Communications Management	<ul style="list-style-type: none">• Provide guidance and support on sustainability strategy related initiatives• Management & reporting of Environmental sustainability activities• Sustainability input collection, reporting activities• Renewable energy management activities• Management & organization of inputs collected from various stakeholders on GHG emissions data, social compliance, energy & resource consumptions, waste management, product/service sustainability performance improvements.
<ul style="list-style-type: none">• VP of Product Management• VP of Customer Success & Services	<ul style="list-style-type: none">• Sustainable Product Development Management	<ul style="list-style-type: none">• Defining sustainable product requirements• Determining the market requirements• Provide support on stakeholder dialogue and engagement• Delivering sustainability related customizations demanded by customers
<ul style="list-style-type: none">• VP of E2E Solution Excellence• EVP of Engineering	<ul style="list-style-type: none">• Sustainable Product Development Management	<ul style="list-style-type: none">• Ensuring that defined and prioritized sustainable solutions are delivered on time and on scope• Ensuring product design meets the sustainability requirements
<ul style="list-style-type: none">• Head of Supply Chain• Head of Product Cost Management	<ul style="list-style-type: none">• Sustainability Management in Operations• Supplier Audit management• Sustainable Supplier Communications Management	<ul style="list-style-type: none">• Ensuring procurement and logistics activities are carried out in line with Airties Sustainability strategy• Investigating the ways of more sustainable solutions in operations continuously.• Ensuring corporate communications are reflecting Airties' sustainability approach, and internalized by each stakeholder• Ensuring that manufacturers comply with environmental & social expectations, regulations by regular audits• Ensuring that proper evaluation is conducted during manufacturer qualification process• Transferring suppliers' sustainability related feedback/demands to the committee• Transferring (& coordinating) Airties' sustainability related demands to the manufacturers
<ul style="list-style-type: none">• Head of Marketing & Corporate Communication	<ul style="list-style-type: none">• Sustainability Communications Management	<ul style="list-style-type: none">• Ensuring corporate communications are reflecting Airties' sustainability approach, and internalized by each stakeholder• Actively contributing to annual sustainability reporting process• Providing transparent two-way communication with stakeholders
<ul style="list-style-type: none">• Head of HR	<ul style="list-style-type: none">• Social Sustainability Management	<ul style="list-style-type: none">• Management of social sustainability activities, including recruitment, working conditions, health & safety, side benefits, equality, well-being, training and development, ethics, culture aspects• Ensuring that relevant activities are being internalized within the company• Providing active contribution to annual sustainability reporting process• Providing transparent two-way communication with stakeholders
<ul style="list-style-type: none">• Head of Finance	<ul style="list-style-type: none">• Financial Sustainability Management	<ul style="list-style-type: none">• Management & reporting of sustainability activities from financial aspect
<ul style="list-style-type: none">• General Counsel (Legal)• Product Manager & Staff Product Compliance Engineer	<ul style="list-style-type: none">• Compliance Management	<ul style="list-style-type: none">• Provide guidance and support on sustainability compliance related activities

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">High quality productsReasonable costsOn-time deliveryHigh quality after sales servicesContinuous improvementBusiness ethicsSustainable businessProtection of personal data processed by AirtiesProcessing of personal data with regards to valid purposes.	<ul style="list-style-type: none">Weekly review meetingsE-mailingSatisfaction surveysVirtual meetingsSustainability reportingTrade showsCustomer visitsDigital media
Certification Authorities	<ul style="list-style-type: none">Continuous improvementCompliance with standardsCommitment, leadershipCompliance with ISO 27001:2013Compliance with corporate security policiesEffective cyber risk management	<ul style="list-style-type: none">E-mailingPhoneVirtual meetingsOn-site visitsSustainability reporting
Non-profit Organizations Running the Global Disclosure Systems	<ul style="list-style-type: none">Regular reportingTransparent dataEnvironmentally improved resultsSustainable improvementTrustworthy data	<ul style="list-style-type: none">E-mailingVirtual meetings on-line submissionsSeminarsDigital mediaSustainability Reporting
Executive Team	<ul style="list-style-type: none">Business growthIncreasing revenue per customerImproved financial performanceFinancial value enhancementRegular performance monitoringCompany wide cyber securityProtection of corporate assetsMaintaining of Airties' reputationEffective cyber risk managementProtection of personal dataBusiness continuity & disaster recovery	<ul style="list-style-type: none">E-mailingVirtual meetingsCorporate reportingSustainability reporting
Local Authorities and Global Regulatory Bodies	<ul style="list-style-type: none">Compliance with the legal and regulatory requirementsCompliance with applicable requirements and industry standardsTimely delivery of reports (when required)Identification of relevant laws and regulationsProper separation of non- hazardous and hazardous wasteCompliance with privacy regulations	<ul style="list-style-type: none">E-mailingOfficial letterLegal reportingControlsCorporate reportingSustainability reporting
Insurers and Financial Institutions	<ul style="list-style-type: none">Protection of corporate dataProtection of personal data processed by AirtiesProcessing of personal data with regards to valid purposes.Business continuityFinancial reliability and sustainability	<ul style="list-style-type: none">Corporate reportingMeetingsCompliance auditsSustainability reporting

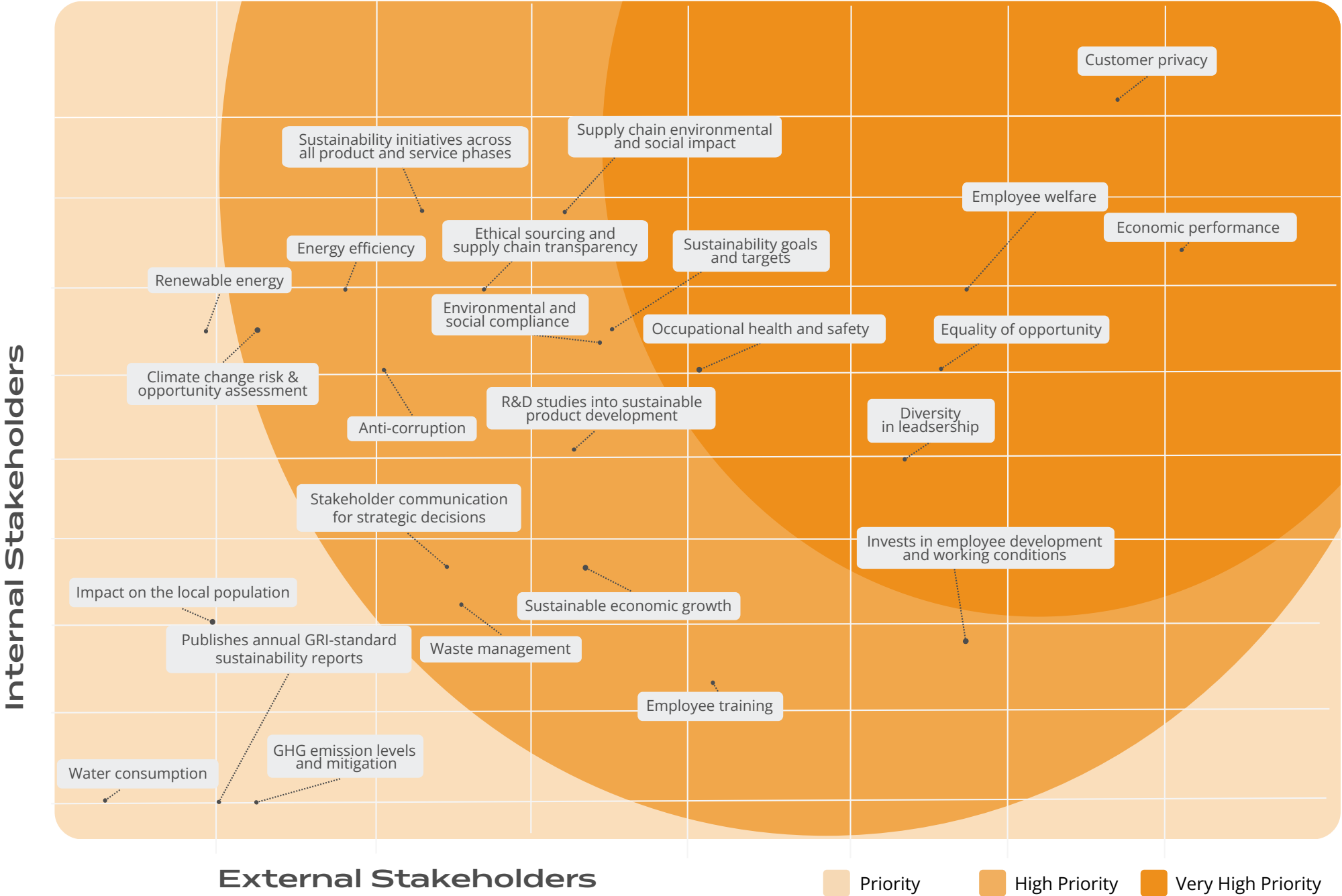
Stakeholder Groups	Expectations	Communication (Medium)
Employees	<ul style="list-style-type: none">Business continuitySatisfactory salaryCareer planTrainingEthics in the workplaceSafety in the workplaceConsistency of missionCompliance with policies and procedures.	<ul style="list-style-type: none">E-mailingSustainability reportingSustainability materialitySurveysTGIF meetingsVirtual meetingsTrainingSocial eventsDigital media
Patent holders	<ul style="list-style-type: none">Compliance with regulationsSustainable complianceFinancial incomesBusiness continuity & disaster recovery	<ul style="list-style-type: none">E-mailingVirtual meetings
Partners	<ul style="list-style-type: none">Mutual benefitsClear expectationsMarket requirementsFinancially solvent organizatioProtection of shared personal and corporate data (both sides)Secure transfer of information	<ul style="list-style-type: none">E-mailingVirtual meetingsOn-site visitsQuarterly performance evaluations processSustainability materiality surveySustainability reporting
Suppliers	<ul style="list-style-type: none">Business growthOn-time paymentForecast accuracyFinancially solvent organizationBeneficial supplier-client relationshipsSustainabilitySecurity of information shared (both sides)Compliance with Airties' information security policiesCompliance with the requirements in mutual agreementsProtection of shared personal data (both sides)Secure transfer of information	<ul style="list-style-type: none">E-mailingVirtual meetingsOn-site visits and auditsQuarterly performance evaluations processDigital mediaSustainability materiality surveySustainability reporting
Waste Disposal Organizations	<ul style="list-style-type: none">Delivery of properly separated wasteSecure disposal of electronic waste	<ul style="list-style-type: none">E-mailingPhoneReporting
Neighbours and Communities	<ul style="list-style-type: none">Social responsibility and engagement	<ul style="list-style-type: none">Digital mediaSustainability reporting

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

At Airties, risk is understood as any factor that introduces uncertainty into achieving desired outcomes. By proactively examining potential threats and opportunities, the company aims to protect the continuity of its operations and ensure long-term resilience.

Corporate Risk Management Approach

At Airties, Corporate Risk Management follows established procedures for Risk Assessment and for Managing Risks and Opportunities.

For each related risk, the designated department or project manager is tasked with overseeing its identification, monitoring, and control. Within the framework of Airties' policies and the needs of relevant stakeholders, the risk owner is responsible for:

- Pinpointing risks and opportunities that could influence product performance or compliance
- Assessing the significance of each risk
- Measuring the effectiveness of those actions
- Defining a structured order of measures to address risks

Cyber Risk Management

Safeguarding digital assets is a critical priority for Airties, given the company's extensive portfolio of software-based products and services.

Cybersecurity risks are evaluated within the same structured framework used for overall risk management, ensuring consistency and thorough oversight.

To guide this process, the Cyber Risk Impact Matrix provides a clear view of how each potential threat relates to its probability and the severity of its consequences.

In building and refining the Information Security Management System (ISMS) and other operational systems, Airties considers both internal dynamics and external influences tied to its strategic goals, as well as the needs of stakeholders. This approach ensures that risks are identified, ranked, and addressed with



ESG Risk and Opportunities

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	Prioritizing sector leadership by developing innovative sustainable solutions and conducting regular market research to align offerings with evolving consumer expectations. Investing in R&D for green technologies and collaborating with industry leaders to drive innovation in sustainable practices and solutions. 3rd party verification for sustainable features.
Risk 2	Emerging regulation	Carbon pricing mechanisms and limited resources	Increase in I-Rec certification cost due to non-accurately foreseeing the future capacity changes while setting the Science-based targets.	Calculating excess emissions due to capacity change, and compensate this amount as well within the I-Rec certification.
Risk 3	Emerging regulation	Carbon pricing mechanisms and limited resources	Future cost implications of carbon regulation	Regular monitoring and consultancy to identify new renewable energy opportunities and enhance our sustainability efforts.
Risk 4	Supplier management	Non-compliance with Airties sustainability 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.
Risk 5	Cybersecurity	Increased cyber threats	Vulnerability to data breaches and cyberattacks	Implementing advanced cybersecurity measures, including regular audits, employee training on data protection, and robust incident response plans.
Risk 6	Compliance	Evolving data privacy regulations	Risk of non-compliance with GDPR, CCPA, and other regulations	Establishing a dedicated compliance team to monitor data privacy laws and ensuring all data handling practices meet regulatory requirements.
Risk 7	Climate	Extreme Weather	Severe storms, floods, or heatwaves could disrupt Airties' office operations, data centers, or network infrastructure.	Ensure business continuity through cloud-based operations, redundant systems, and remote work capabilities. Regularly assess office locations and IT infrastructure vulnerability to extreme weather.
Risk 8	Regulatory & Compliance	Transition risk due to changing regulations (CSRD)	Increased reporting obligations under CSRD may strain internal resources, requiring extensive emissions and ESG data collection.	Exploring user-friendly systems and software to simplify data collection and analysis. Collaborating with suppliers to enhance transparency and accuracy in emissions reporting. Establishing clear and supportive processes for auditing and third-party verification to align with CSRD assurance requirements.

Identifier	Area	Type & Primary climate-related driver	Company-specific description	Description of response / strategy
Opp1	Products and Services	Green product/service initiatives	Focus on developing/ promoting green initiatives and aligning with SBTi targets	Expand green solutions to drive revenue growth. Highlight renewable energy use and green initiatives in marketing. Continuously monitor and align strategies with SBTi targets.
Opp 2	Employee Awareness	Employee engagement in sustainability	Enhance employee involvement in sustainability through training and idea collection	Develop advanced, interactive training modules. Implement a digital suggestion platform for sustainability ideas. Introduce an employee recognition program for sustainability contributions.
Opp 3	Energy Source	Use of low-emission energy sources	Adoption of environmentally friendly cloud services to reduce carbon footprint	Increase investment in low-emission energy sources across operations. Seek additional partnerships for renewable energy solutions. Regularly review and optimize energy use to minimize carbon footprint.
Opp 4	Emerging Regulation	Policies and laws affecting industry	Adapt strategies to comply with new and evolving regulations	Monitor regulatory changes and adapt strategies accordingly. Develop a compliance framework to efficiently handle new regulations. Conduct regular reviews to ensure policies and practices are up-to-date.
Opp 5	Supply Chain Transparency	Increasing value chain transparency	Enhance transparency and accountability within the supply chain.	Engaging third-party verifiers for our annual sustainability reports and greenhouse gas (GHG) carbon calculations. Participation in the Carbon Disclosure Project (CDP) and Ecovadis Questionnaire
Opp6	Market	Evolving customer behaviour	Shift in consumer preferences towards sustainable products.	Transitioning to eco-friendly materials and practices. Investing in R&D for green technologies and collaborating with industry leaders to drive innovation in sustainable practices and products. Airties has already have green certified products and this proven experience will help us to step forward resiliently.

Airties ESG Goals



- Compliance**
- 100% compliance with legal and regulatory requirements
 - Finalization and announcement of enhanced key Social Compliance policies



- Waste Management**
- 100% separation of recyclable waste and hazardous waste



- Water Management**
- Decrease Water Consumption per employee by 3% / last 3 years average until 2025



- Human Resources**
- Continuously enhance, retain and develop multi-skilled labor and employee engagement
 - Increase the number women employed in the whole organization



- Awareness Trainings**
- Environmental Awareness-online training (100% for all new comers in 2025)
 - 26,9 hours average training hours per person in 2024
 - Increase the number and the coverage of the trainings about Ethics and Compliance



- Sustainable Product Management**
- Sustainable product management
 - TUV Green Product certification
 - Responsible production



- Sustainability Reporting**
- Improving the performance score at CDP and EcoVadis platforms and achieving minimum B rating in CDP.



- Energy Management**
- Decrease Electricity Consumption per employee by 3% / last 3 years average until 2025
 - Decrease Natural Gas Consumption per employee by 5% / year until 2025
 - Increase the use of renewable energy certificates (I-REC)



- Data Privacy**
- Maintenance of ISO 27001 Information Security Management Certification to ensure data privacy



- Life Cycle Approach**
- Expanding the scope of LCA Analysis



- Climate Change Emission Reduction (Scope1 & Scope 2)**
- setting science-based targets and getting approval from SBTi (42% decrease in CO2 emissions by 2030)
 - 4.67% annual decrease

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. Every employee is required to participate in these training sessions to ensure our commitment to environmental responsibility and quality management.
- 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. This commitment to accountability ensures that we continuously improve our environmental practices and uphold our standards of transparency and responsibility.

- 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.

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

The CDP (Carbon Disclosure Project) is an internationally recognized non-profit organization that provides a platform for companies to disclose their environmental impact. Through comprehensive assessments, CDP evaluates and scores companies on their climate change management and performance. This scoring is crucial for understanding a company's environmental impact and commitment to sustainability.

In 2024, Airties continues to demonstrate strong performance in the Carbon Disclosure Project (CDP), reflecting our commitment to environmental stewardship and transparency. Our results highlight our proactive approach to managing climate risks and seizing opportunities for sustainable growth.

Our consistent achievement above sector and regional averages underscores our dedication to transparency and sustainability leadership. Airties received a B which is in the Management band. This is the same as the Europe regional average of B, and higher than the IT & software development sector average of C.

Notable Achievements

We are particularly proud to report our CDP scores in several key categories:

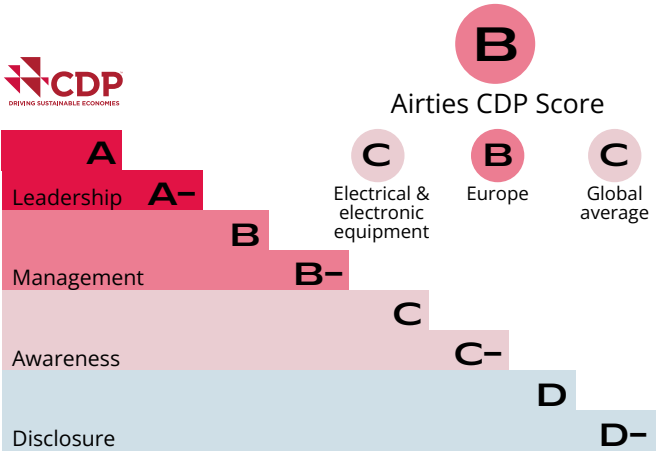
Risk Management Processes: Achieved an A rating, reflecting our effective identification, assessment, and management of climate-related risks, ensuring readiness for potential challenges.

Business Strategy, Financial Planning & Scenarios: Achieved an A rating, demonstrating strategic integration of climate considerations into business planning and financial forecasting.

Emission Reduction Initiatives and Low Carbon Products: Achieved a B rating, showcasing our commitment to reducing emissions through targeted initiatives and low-carbon product development.

Governance, Opportunity Disclosure, Risk Disclosure, and Value Chain Engagement: Achieved B ratings in these categories, emphasizing transparency and accountability in reporting climate-related risks and opportunities.

Our 2024 CDP scores reflect Airties' strong performance and leadership in climate change management. By maintaining our commitment to high standards and continuous improvement across these critical areas, we are well-positioned to advance our sustainability goals and drive meaningful environmental impact.

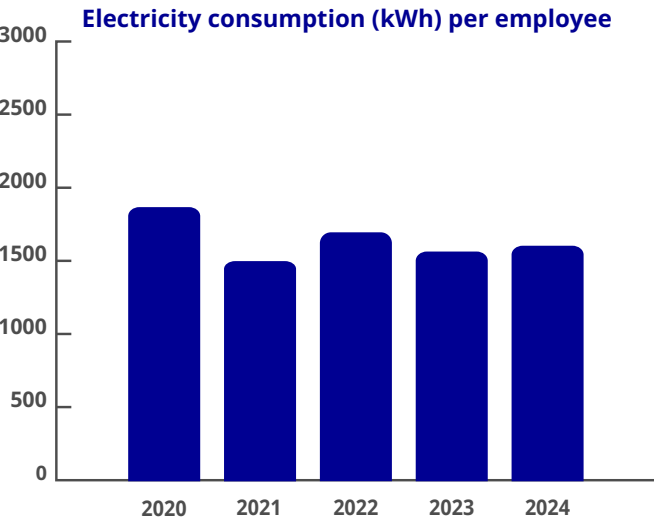


Energy and Water Management

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.

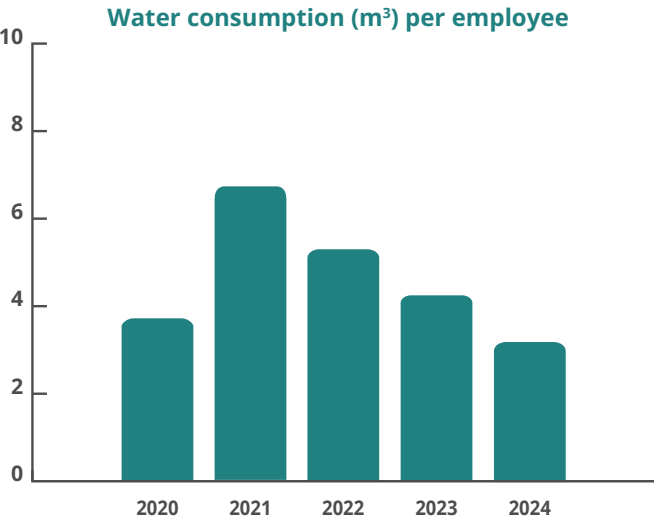
Electricity

In 2024, our total electricity consumption was 888,948 kWh. We certified 839,901 kWh of this total with I-REC, reinforcing our strong commitment to renewable energy sources. By balancing the majority of our energy consumption through this certification, we continue to advocate for the use of renewable and sustainable energy sources to achieve our objectives.



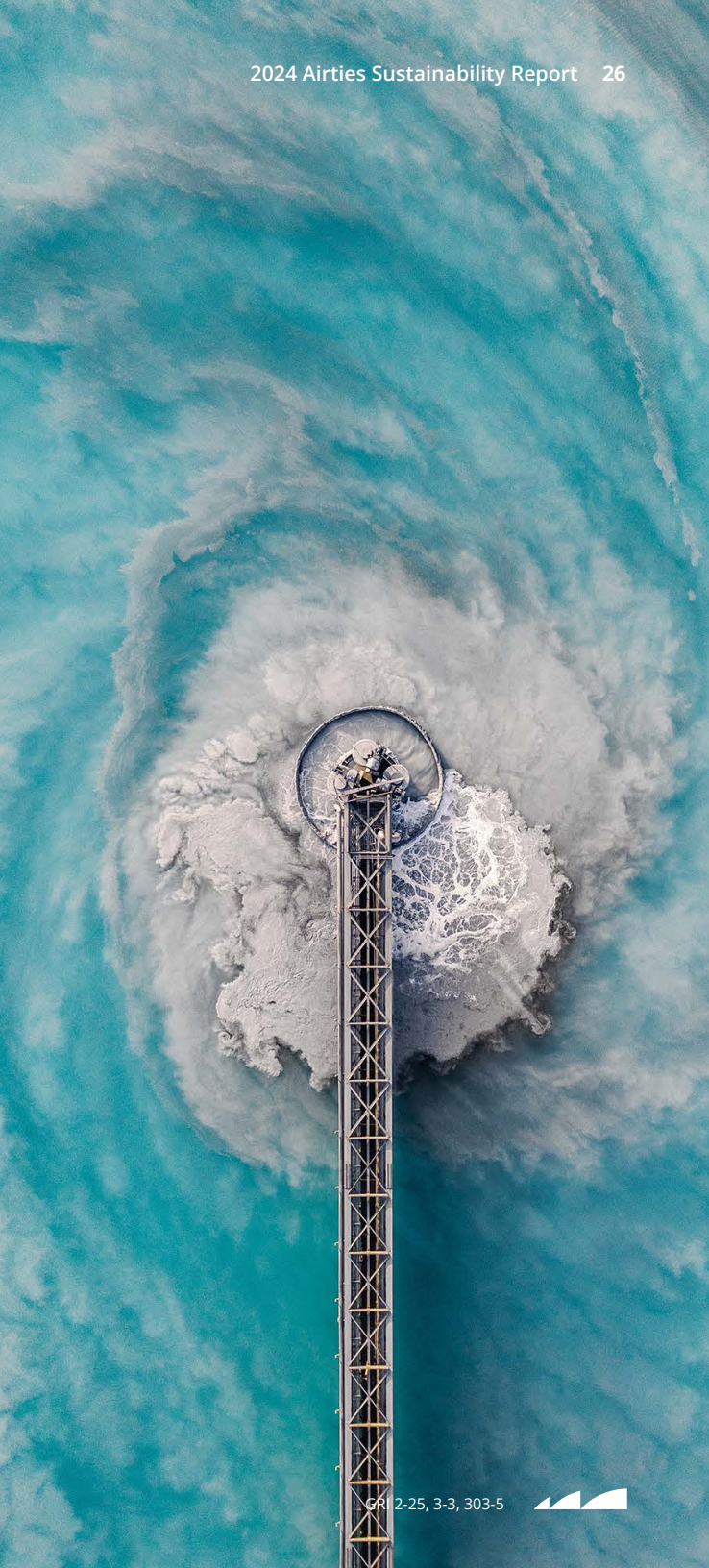
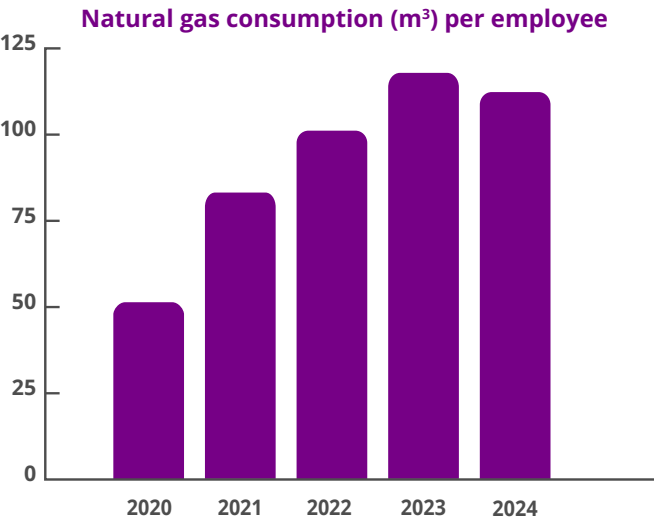
Water

Airties’ water consumption is related to office activities and remains relatively low. In 2024, the total office water consumption (.stanbul and Antwerp) was 806m³ with 229 employees, resulting in 3.52m³ per employee. This represents a 13.9% decrease compared to 2023, continuing the positive downward trend in water use.



Natural Gas

In line with Airties’ commitment to reducing both Scope 1 and Scope 2 emissions according to science-based targets, we monitor our natural gas usage closely. In 2023, total natural gas consumption was 27,877m³. In 2024, consumption decreased to 25,785m³ (110m³ per employee), reflecting our ongoing efforts to optimize energy use and reduce emissions.



Waste and E-waste Management

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:

- IT and telecommunicaton equipment
- Lighting equipment

- Electric and electronic power tools
- Machines

In 2024, Airties continued its recycling efforts.

- 556 kg Paper & Cardboard
Saved 10 fully grown trees
Avoided 1,400 kg of CO emissions
- 300 kg Plastic
Saved 1,500 liters of oil
Recovered valuable resources instead of harming nature
- 268 kg Electronic Waste
Protected soil and water
Recycled valuable metals
- 7 kg Batteries
Prevented contamination of 140,000 liters of water





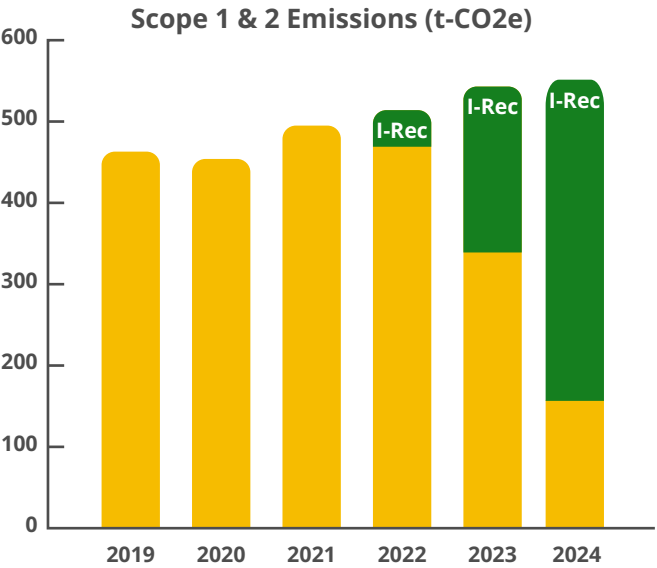
Emission and Climate Change Management

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

According to the 2024 results, Airties outperformed its Scope 1 and Scope 2 targets by more than threefold, demonstrating that the company has not only achieved but also surpassed expectations for the third step of its overall target.

In all our offices in Turkey, we consumed 840 MWh of electricity, indirectly sourced from renewable energy through I-REC (International Renewable Energy Certificate). We prevented approximately 356 tons of CO emissions equivalent to the annual carbon absorption of more than 15,000 trees or 1,420,000 km of car travel.



Scope 1: 147.5 (t-CO2e)
Scope 2: 361.2 (t-CO2e)
Scope 2 Net: 5.19 (t-CO2e)
I-Rec: 356 (t-CO2e)

Innovation & Sustainable Product Initiatives

Airties continues to prioritize product quality, innovation, and the environmental, social, and economic impacts of its operations across all phases of its value chain. At the core of the company's strategy lies a strong commitment to innovation and R&D, focused on delivering value-added and sustainable products across all business lines. Product quality is continuously enhanced through structured improvement initiatives, supported by R&D centers in Turkey and Belgium, and backed by government incentives.

Airties Innovation team played an active role in global standardization efforts within the Wireless Broadband Alliance (WBA). Team members led key initiatives such as the Operator Managed Wi-Fi Reference Architecture and End-to-End Quality of Service (QoS), which aim to define common frameworks for home networking. These initiatives promote sustainability by reducing repeated integration efforts and enabling efficient, scalable deployments using the latest technologies.

The team also developed a standards-based remote management solution using the TR-369 User Services Platform (USP) protocol. This solution supports interoperability across technology partners in the networking ecosystem and contributes to long-term sustainability in home networking through consistent, modular, and efficient device management.

Furthermore, Artificial Intelligence and Machine Learning are integrated into projects like Device Identification and Personalized Wi-Fi. These technologies enhance detection and analysis capabilities by processing data from hundreds of millions of devices deployed globally. Leveraging AI and ML helps optimize network performance, personalize user experience, and supports sustainable operations through smarter use of big data.



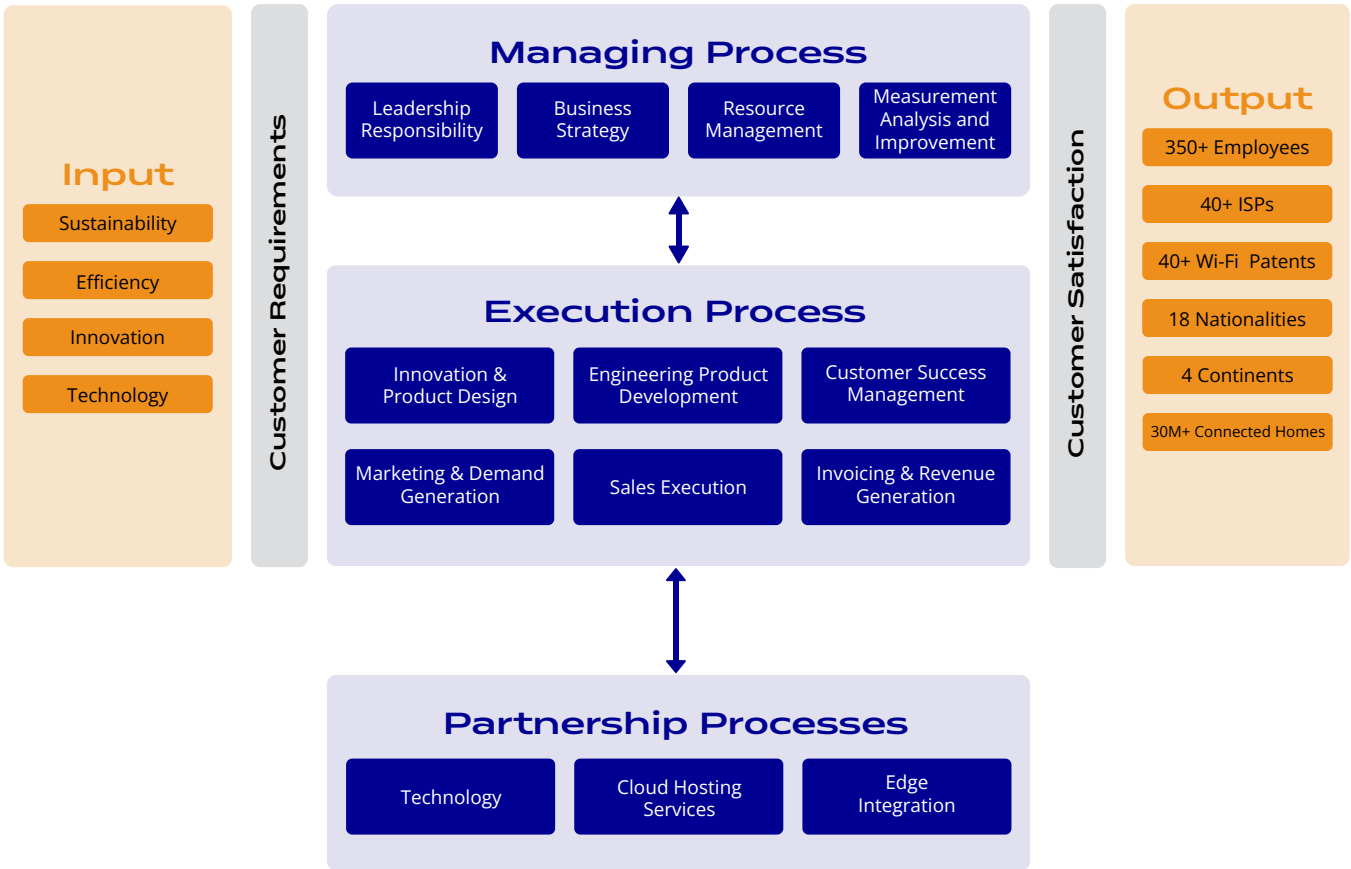


Sustainable Supply Chain Management

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. This includes both core and support processes, as well as outsourced software services, all aimed at promoting sustainability.

Airties continuously enhances efficiency and sustainability across all aspects of its operations, from customer interaction and software development to product deployment and after-sales support. The company recognizes the role of customer expectations in shaping its sustainability strategy and strives for full integration in all customer-related areas.



Supplier Management

Airties’ supplier management approach continues to evolve in line with our shift from a hardware-centric model to a more service and software driven ecosystem. Today we engage with external parties, including software development vendors, cloud and SaaS providers, testing service providers, and consultants.

Our approach ensures that all third parties contributing directly or indirectly to the quality, continuity, and compliance of Airties’ products and services are systematically assessed and monitored. This structured evaluation supports the company’s sustainability commitments, risk management objectives, and operational continuity goals.

Embedding Sustainability Across Supplier Management

Airties integrates environmental, social, and governance considerations into supplier engagement and evaluation:

- Sustainability integrated into performance assessments
- Suppliers encouraged to improve service, environmental, and social impact
- Workshops embed sustainability awareness across departments

Airties has established a structured approach for evaluating all quality-relevant external partners. This framework ensures that every supplier or service provider contributing directly or indirectly to our products, services, and customer experience is carefully reviewed and continuously monitored. Key elements of this evaluation process include:

Scope: Any external party impacting the quality, continuity, or compliance of our products and services, including software providers, IT and testing service vendors, and consultants.

Evaluation Focus:

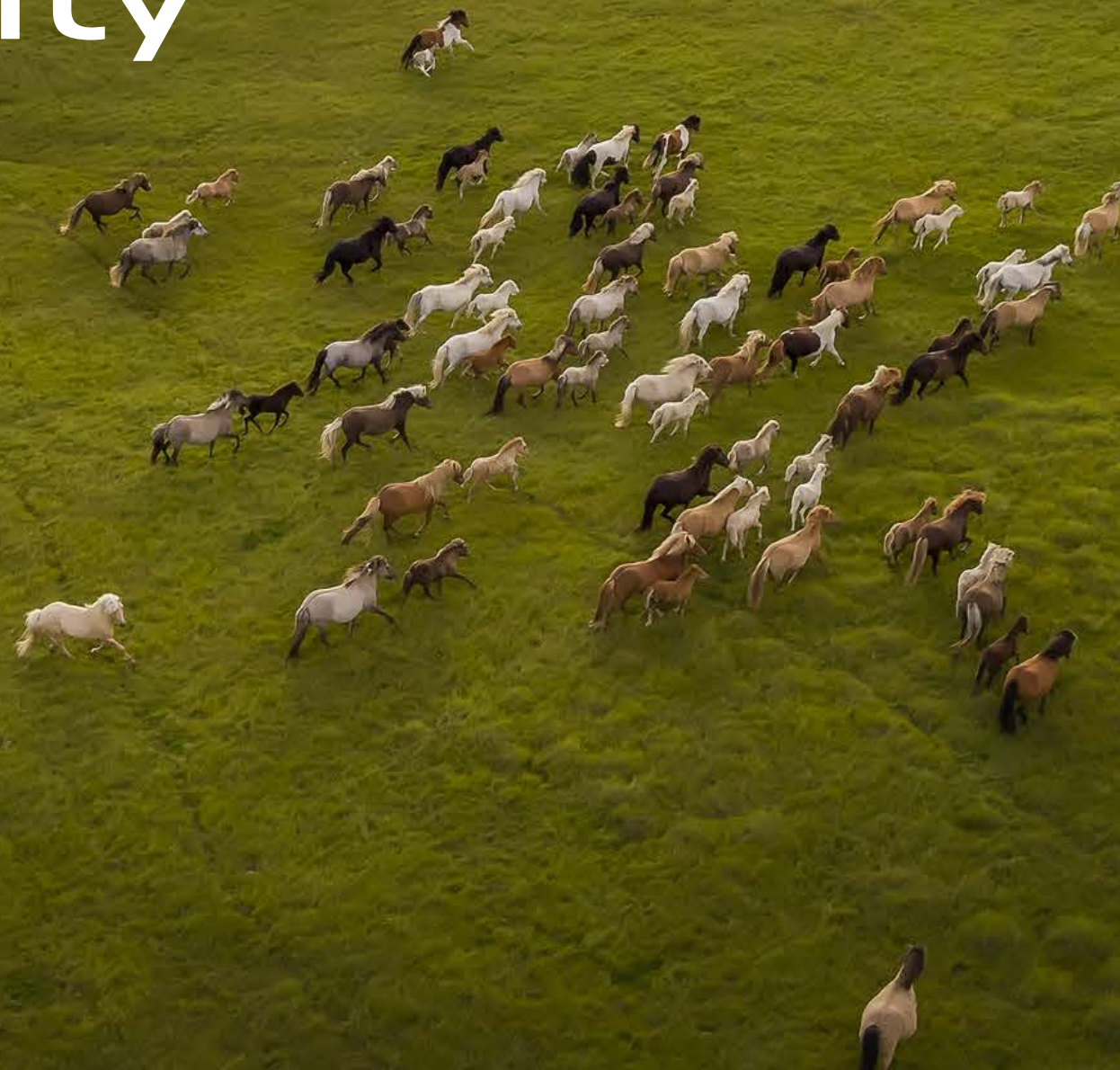
Impact: Considerations of financial, operational, reputational, legal, and data confidentiality risks.

Performance: Assessment of service quality, cost and timeliness, technical competence, problem-solving, communication, and responsiveness in emergencies.

Scoring and Recommended Actions: Suppliers' assigned performance scores and criticality values guide decisions on retention, closer monitoring, or replacement.

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.

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, 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 350 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:
In 2024, 21% of Airties employees are women, marking a slight increase from 20% in 2023. This upward trend reflects the company's ongoing efforts to promote a more inclusive and diverse workforce.

SDG 10 Reduced Inequalities:
Airties employs people from 20 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

At Airties, our commitment to customer success is deeply embedded in our sustainability strategy, as we believe that delivering exceptional connectivity experiences goes hand-in-hand with building long-term, trust-based relationships with our customers. In 2024, we strengthened this commitment by aligning our customer engagement practices with our environmental, social, and governance (ESG) values, ensuring that our solutions contribute to operational excellence while supporting our partners’ sustainability ambitions.

We place our customers at the heart of our innovation journey, designing AI-driven Smart Wi-Fi solutions that not only enhance connectivity but also reduce environmental impact through energy-efficient architectures and sustainable product design. By actively listening to customer feedback, we refine our offerings to meet evolving needs while helping service providers advance their own sustainability goals.

Our global Customer Success and Services teams work closely with broadband operators to ensure seamless onboarding, integration, and ongoing support.

In 2024, we expanded our proactive support model, using real-time analytics and predictive insights to anticipate and resolve potential issues before they affect end-users. This approach has:

- Improved customer satisfaction by reducing service disruptions.
 - Lowered operational overhead for our partners.
 - Enabled faster resolution times through predictive problem detection.
- We view our customers as partners in sustainability, collaborating with service providers on green initiatives such as:
- Reducing truck rolls through remote troubleshooting.
 - Lowering energy consumption by enabling eco modes on gateways.
- These joint efforts have delivered measurable reductions in emissions and resource usage across our shared value chain.

Transparency remains a cornerstone of these relationships. In 2024, we introduced enhanced reporting tools that give customers greater visibility into the performance and sustainability impact of their deployments, reinforcing our shared accountability for achieving positive outcomes. As we look ahead, we remain steadfast in our mission to empower service providers with reliable, secure, and sustainable connectivity solutions, building relationships founded on shared values, mutual growth, and a collective commitment to a more sustainable digital future.



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 2024, 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. Data protection is covered with anti-malware and data leakage protection tools. Threat Intelligence service is used to monitor potential exposures of corporate information. 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 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.

Customers and the other related parties can get in touch with us easily at privacy@airties.com or contact our Data Protection Officer via dpo@airties.com.

No incidents related to customer privacy were recorded in 2024.

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,
- 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 Talent 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, career management, and ways of improvement. All Airties employees are expected to respect and follow the model for collective improvement.

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

Airties provides structured and comprehensive training across key domains integrating orientation, compliance, technical and soft skills, online platforms, certification support, and postgraduate education ensuring alignment with organizational goals while fostering continuous personal and professional development.

Orientation Programs

Orientation training is delivered to all new employees to support effective onboarding by introducing Airties' mission, values, organizational structure, and operational processes. These sessions help new hires adapt to their roles and the company culture efficiently.

Language Development

To enhance global collaboration and communication, Airties offers second language training—primarily in English—supporting employees in developing essential language skills in an international work environment.

First Aid

These trainings are updated regularly to reflect procedural changes and evolving business needs.

Mandatory Training

In line with regulatory and corporate requirements, Airties provides compulsory training in areas such as quality, environment, occupational health and safety, and compliance. These programs aim to ensure employees are well-informed and aligned with current procedures. Topics include:

- Information Security
- Global Anti-Bribery and Anti-Corruption
- Privacy & Security Tips When Using AI Chatbots
- Airties Software Compliance Awareness
- Occupational Health and Safety
- Workplace Cultural Diversity

Soft Skills and Leadership Training

Recognizing the value of behavioral competencies, Airties provides a wide range of soft skills training through the Airties Academy platform. In addition, the Leadership Development Program launched in October 2023 offers a six-month development journey for managers, including in-person sessions, online learning, group coaching, and practical assignments.

Technical Training

To support innovation and operational excellence, Airties offers technical training programs focused on engineering, software development, product lifecycle management, and emerging technologies. In 2024 alone, 149 technical training sessions were delivered across R&D functions.

Learning Management System & Certification Support

Airties utilizes a centralized Learning Management System (LMS) to organize, deliver, and track training activities efficiently. The platform is enriched with content developed in collaboration with international learning experts. To further support career development, Airties provides certification exam support by covering associated costs and encouraging employees to pursue certifications relevant to their roles.

Working Conditions 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.

Anti-Bribery and Anti-Corruption: Airties maintains a strict zero-tolerance approach toward all forms of bribery and corruption. Our comprehensive Anti-Bribery and Anti-Corruption policy provides clear guidelines on gifts, entertainment, hospitality, facilitation payments, among others. All employees have completed dedicated training to ensure they are fully equipped to identify, prevent, and mitigate any risks associated with these issues.

Wage Policy: At Airties, we are committed to promoting wage equality in the workplace. We collaborate with globally recognized salary market data benchmark providers. Additionally, we consider national economic and inflationary conditions and

conduct extra salary adjustments throughout the year. We also analyze employees' wage levels against a living wage benchmark.

Transportation: Airties pays for daily transportation costs (to and from work) of its employees working in 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 Report: Every employee has the right to submit a complaint regarding unfair action or treatment, or to report any potential misconduct or breach of internal policies or applicable laws and regulations. Depending on the situation, concerns may be raised with an authorized person, through a formal petition, or via the dedicated whistleblowing channel which allows anonymity if desired.

Birthday Leave: Airties offers an additional benefit of one day off for employees on their birthdays, separate from statutory leave entitlements. This birthday leave must be taken within one month and cannot be carried over. This policy reflects our commitment to employee well-being and work-life balance.

Employee Engagement: At Airties, we periodically conduct employee engagement surveys to measure engagement and hear employees' voices, taking necessary actions to enhance their commitment.

Anti-Trust and Competition Laws: Airties values fair and open markets and is fully committed to complying with all applicable Antitrust and Competition laws. Our Code of Conduct prohibits all anti-competitive practices, including discussing prices, discounts, business terms, markets, customers, or sales channels with competitors. Additionally, employees in roles most exposed to these risks receive dedicated training on the topic.

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

The reference bonus is a one-time payment awarded to Airties employees for referring successful candidates. For junior or mid level roles, the bonus is half the referrer's monthly salary; for senior or higher roles, it's equivalent to a full monthly salary. The bonus is paid after the referred candidate completes a two-month probationary period and is included in the referrer's regular payroll. All referred candidates are assessed according to the company's standard recruitment procedures.

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.

Airties Star Bonuses

We celebrate excellence through the Gold and Silver Star awards. The Gold and Silver Star awards are recognized for the outstanding efforts and contributions of employees who have made a significant and lasting impact on the company, or for their sustained effort, dedication and hard work over a period of time.

Sales team commissions

The sales commission scheme is structured to align sales teams with the company's ARR growth targets through a simplified bonus and commission model, with commissions paid on a quarterly basis.

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.

New Year Celebrations

To wrap up 2024 with joy and welcome the new year together, New Year celebrations were held in the shared common areas of all our offices. With festive decorations, treats, and music, employees gathered to exchange good wishes and enjoy a cheerful atmosphere. These gatherings helped strengthen team bonds and brought a warm sense of togetherness to the end of the year.

Weekly Office Meals & Treats

Simit Tuesdays and Airties Lunchtime Thursdays continued across our Istanbul, Izmir, and Erzincan offices to encourage regular informal employee gatherings and improve internal engagement.

Monthly Happy Hour

Monthly Happy Hour events were organized in all offices to promote unity and camaraderie. These gatherings helped build stronger team relationships in a relaxed environment.

New Office in Bangalore

We officially launched our new Software Innovation Centre in Bangalore. The opening event featured cultural celebration, team bonding activities, and senior leadership participation.

Hello Summer Parties

Hello Summer events were held in Istanbul, Izmir, France, and Belgium offices to welcome the season and enhance team spirit through informal social interaction.

Employee Wellness Program

An in-house dietitian was introduced to support employee well-being, offering weekly consultation sessions and monthly wellness articles. The initiative promotes a healthier workplace.

Career Fairs & New Talents

Airties participated in career fairs at Istanbul Technical University and Bilkent University, engaging with engineering students and promoting internship and career opportunities.

TGIF Meetings

Quarterly TGIF meetings with top management provided an opportunity to share business updates, address employee questions, and strengthen two-way communication within the organization. At every TGIF, newly onboarded employees also introduce themselves, helping foster connection and a sense of community across teams.

Participation in Marathons:

Employees took part in the Izmir Çesme Marathons, representing Airties and supporting physical health, motivation, and team morale.

Global Industry Events: Airties participated in global industry events including MWC, ANGA, NetworkX, AWS Cloud Day, and others, showcasing Smart Wi-Fi solutions and innovation leadership.

Airties' 20th Anniversary:

In 2024, we celebrated Airties' 20th anniversary across global locations. The milestone marked two decades of innovation and teamwork, bringing employees together for a shared sense of achievement.



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7 rue Vignon
75008 Paris
France
airties.com