

Delivering Transparent and Sustainable Growth

2025 Airties Sustainability Report

airties

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Highlights

12% decrease in office electricity consumption per employee

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

10% reduction in water consumption per employee

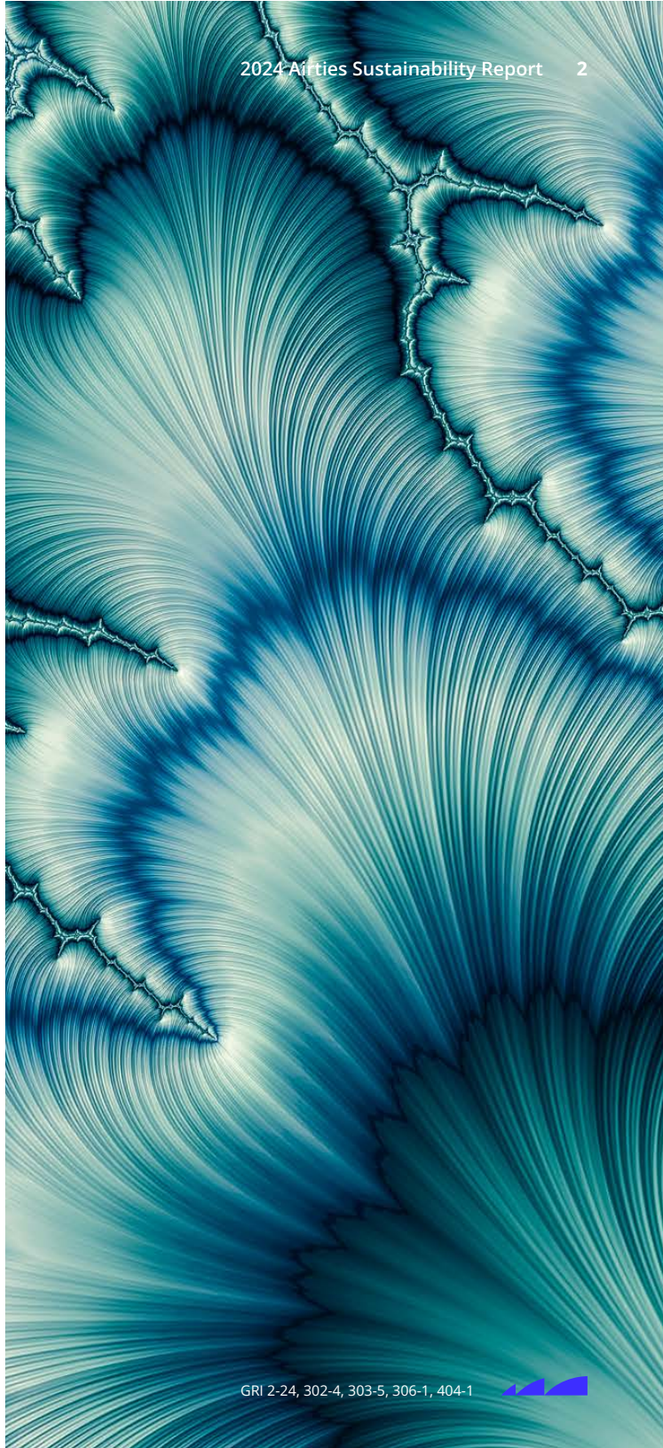
100% of waste in the office, including recyclable and hazardous, was separated properly

100% Employee awareness of Code of Conduct

5243 Children Supported Through Community Programs

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

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



GRI 2-24, 302-4, 303-5, 306-1, 404-1

About the report

Airties empowers operators to provide smooth, smart, secure 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.

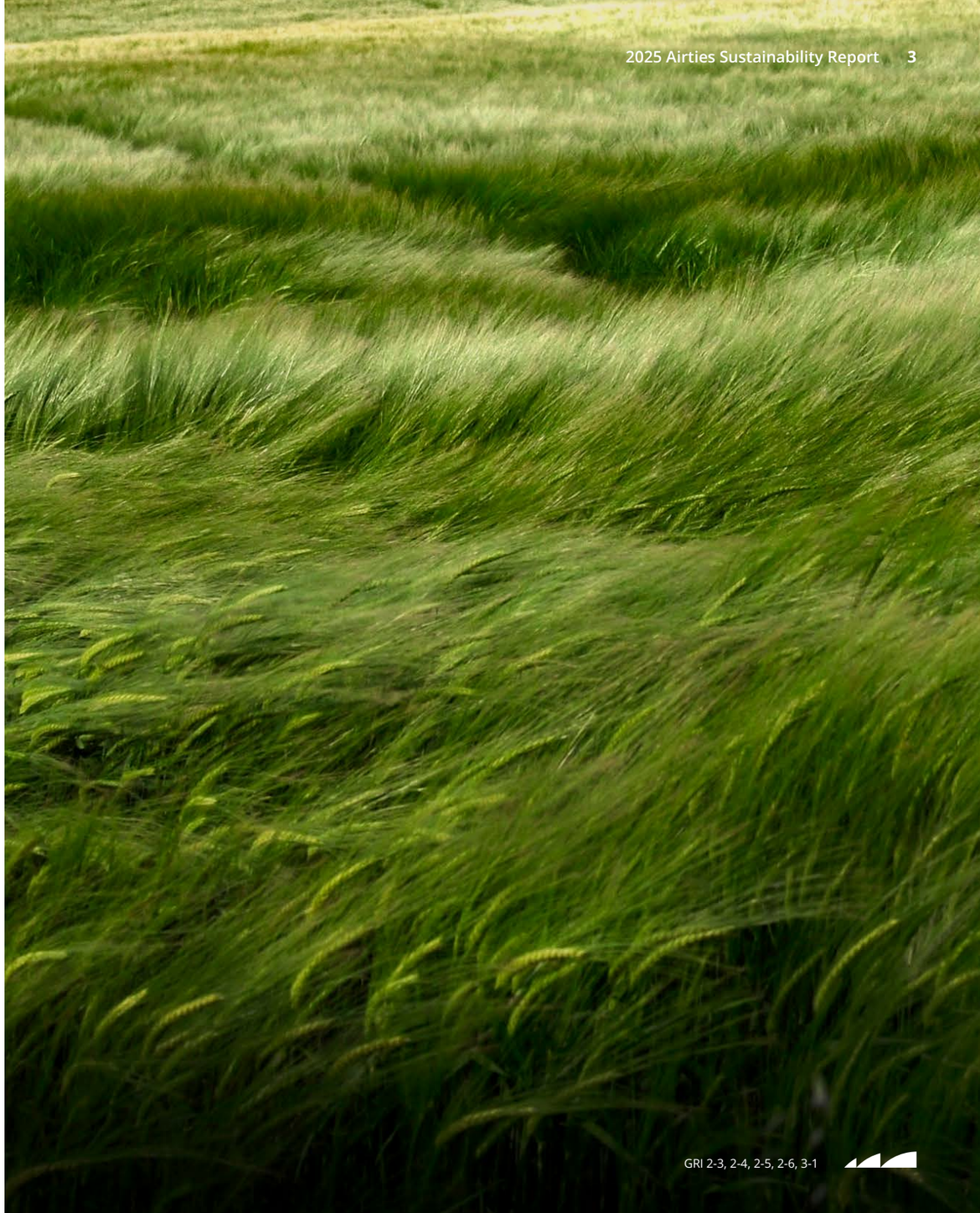
Based on its current corporate structure and size, Airties is not within the scope of the Corporate Sustainability Reporting Directive (CSRD) for the reporting period. Nevertheless, the company continues to monitor regulatory developments and aims to gradually strengthen its sustainability practices and reporting approach

For more information or to share your input and suggestions, please contact us at **airties.com.**

The 2025 Sustainability Report covers all Airties' activities in the United States, Turkey, Belgium, India and France between January 1st and December 31st, 2025.

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.

The information presented in this report primarily covers Airties' own operations reflecting its software and IT-services-oriented, non-manufacturing business model. Certain, environmental and social topics, including value chain-related impacts, are assessed on a high-level or qualitative basis due to data availability and methodological limitations.



Corporate View





Message from CEO

Dear colleagues, customers, partners, and stakeholders,

Sustainability remains an integral part of how Airties creates long-term value. As we continue to deliver innovative connectivity solutions worldwide, we remain committed to responsible business practices, environmental stewardship, strong governance, and a people-centric culture.

With a global team operating across Europe, North America, and Asia, we continue to invest in our people while fostering a culture of collaboration, learning, and innovation. Through initiatives such as our TGIF forums, we encourage open dialogue, transparency, and employee engagement across the organization.

During 2025, we continued advancing our sustainability journey by strengthening our governance framework and enhancing the transparency of our sustainability efforts. We also continued reinforcing our commitment to ethical business practices through our Code of Conduct and related compliance programs.

We maintained our commitment to climate action through carbon management initiatives and our Science Based Targets. To support renewable energy adoption, we matched 94% of our electricity consumption with International Renewable Energy Certificates (I-RECs), helping to drive demand for renewable electricity generation.

Innovation remains at the heart of our business. Through AI-driven connectivity solutions and cloud-based technologies, we help our customers improve user experiences while enabling more efficient and sustainable network operations. By supporting service providers in delivering better broadband experiences to millions of households, we continue to create value for our customers while driving smarter and more efficient connectivity.

We also continued to demonstrate our commitment to transparency, information security, and responsible business practices by maintaining our CDP Climate Change score of B and our ISO 27001 certification throughout the year.

As the sustainability landscape continues to evolve, climate-related challenges, value chain responsibilities, and increasing regulatory expectations are reshaping how businesses create long-term value.

While we are proud of the progress we have made, we recognize that sustainability is a continuous journey. Together with our employees, customers, partners, and stakeholders, we remain committed to building a more connected, secure, sustainable, and resilient future.

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

About Airties

Airties empowers operators to provide smooth, smart, secure connectivity. 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.

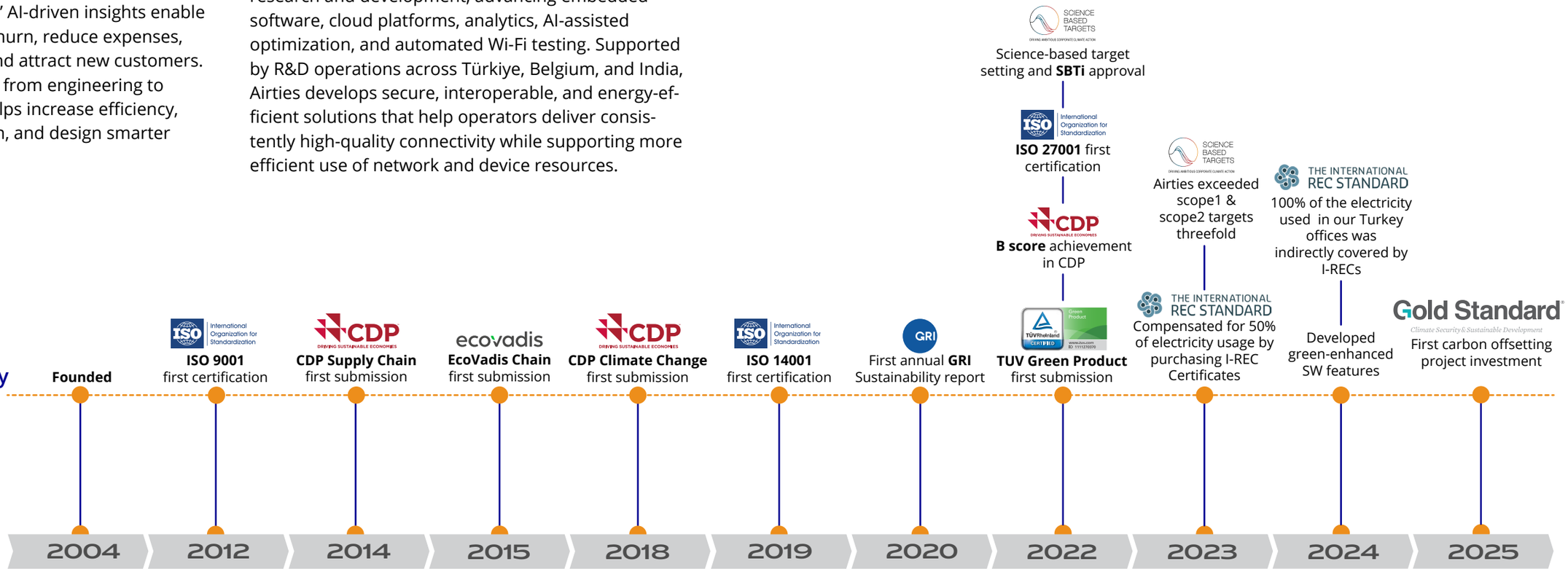
Airties' holistic suite of hardware-agnostic software enables ISPs to manage connectivity, based on leading industry standards and open-source software, across their fibre, cable/DSL, and fixed wireless access (FWA) deployments.
Its customers include leading operators such as AT&T, Cox, Deutsche Telekom, Telia, Telstra, T-Mobile US, and Vodafone.

Innovation is central to Airties' business model. Approximately 80% of its workforce is engaged in research and development, advancing embedded software, cloud platforms, analytics, AI-assisted optimization, and automated Wi-Fi testing. Supported by R&D operations across Türkiye, Belgium, and India, Airties develops secure, interoperable, and energy-efficient solutions that help operators deliver consistently high-quality connectivity while supporting more efficient use of network and device resources.

Headquartered in Paris, Airties has a global team of more than 350 employees operating across Europe, North America, and Asia. The company actively contributes to industry standards and open-source ecosystems through organizations including the Wi-Fi Alliance, Wireless Broadband Alliance, Broadband Forum, RDK Community, and prpl Foundation.

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

Sustainability Milestones



Airties Highlights

Headquartered in Paris with offices across Europe, Türkiye, the US and India, Airties employs **300+ people from 18 nationalities**.

Country	Employee #
TR	199
BE	39
FR	18
IND	40
UK	16
US	16
Other	9

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

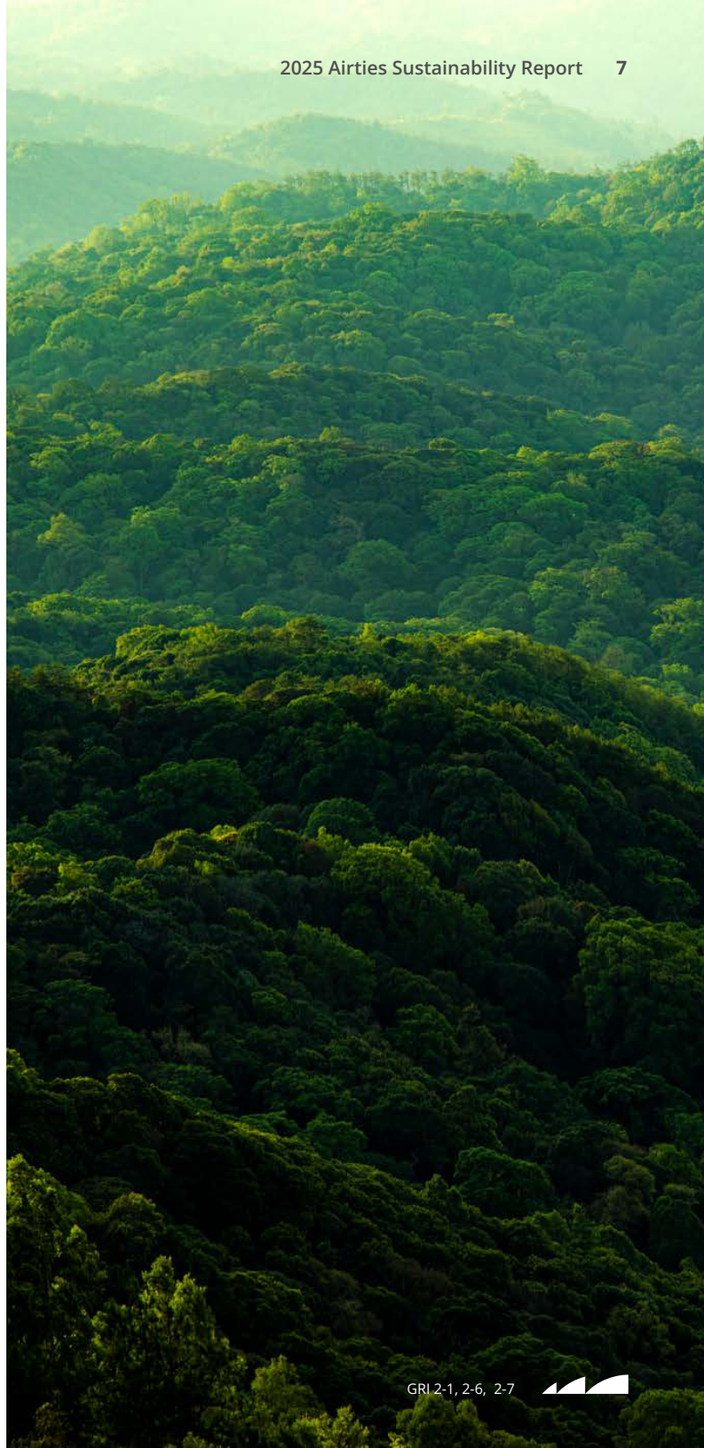
Award for **prpl Foundation Top Contributor Award (October 2025)** Airties officially won this award at the prplSummit 2025 in recognition of its open-source contributions.

Fierce Network Innovation Awards Finalist (2024): Airties for T-Mobile 5G Home Internet platform achieved a top global shortlist position under the competitive FWA category.

Airties Orbit was named a global finalist in the **2024 Light Reading Leading Lights Awards** for its tech impact prior to going open-source.

Actively manages Wi-Fi in over **50 million homes** worldwide through Airties Cloud

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

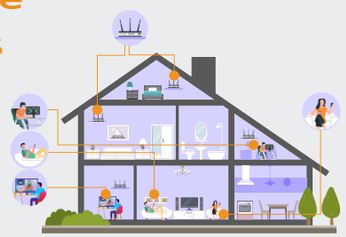


Products & Services

Connectivity Experience Management

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 Residences

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



Test & Measurement

airties Nova

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



Airties Orbit

EasyMeshTM 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.

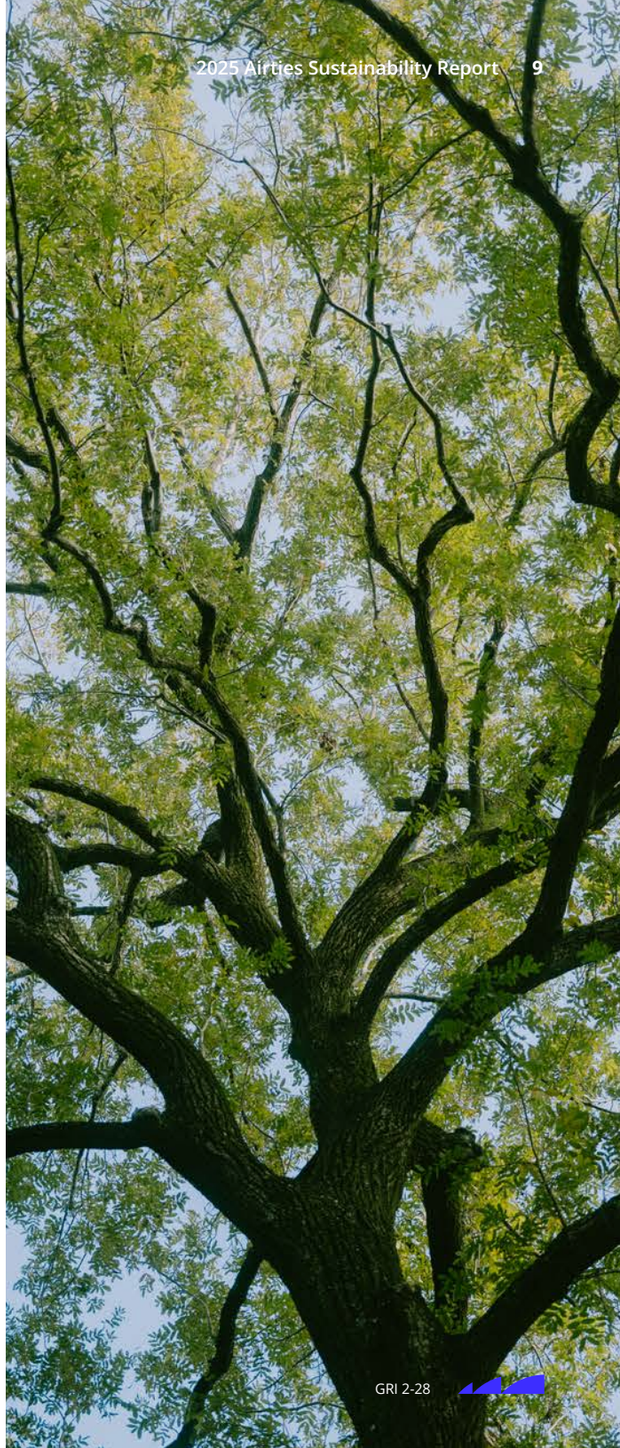
RDK Management is an open-source consortium overseeing the Reference Design Kit (RDK), a standardized software platform for connected homes. It aids operators in device management, business customization, and enhancing user experience. The RDK community includes over 600 companies, from CPE manufacturers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

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, secure 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 envesion 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

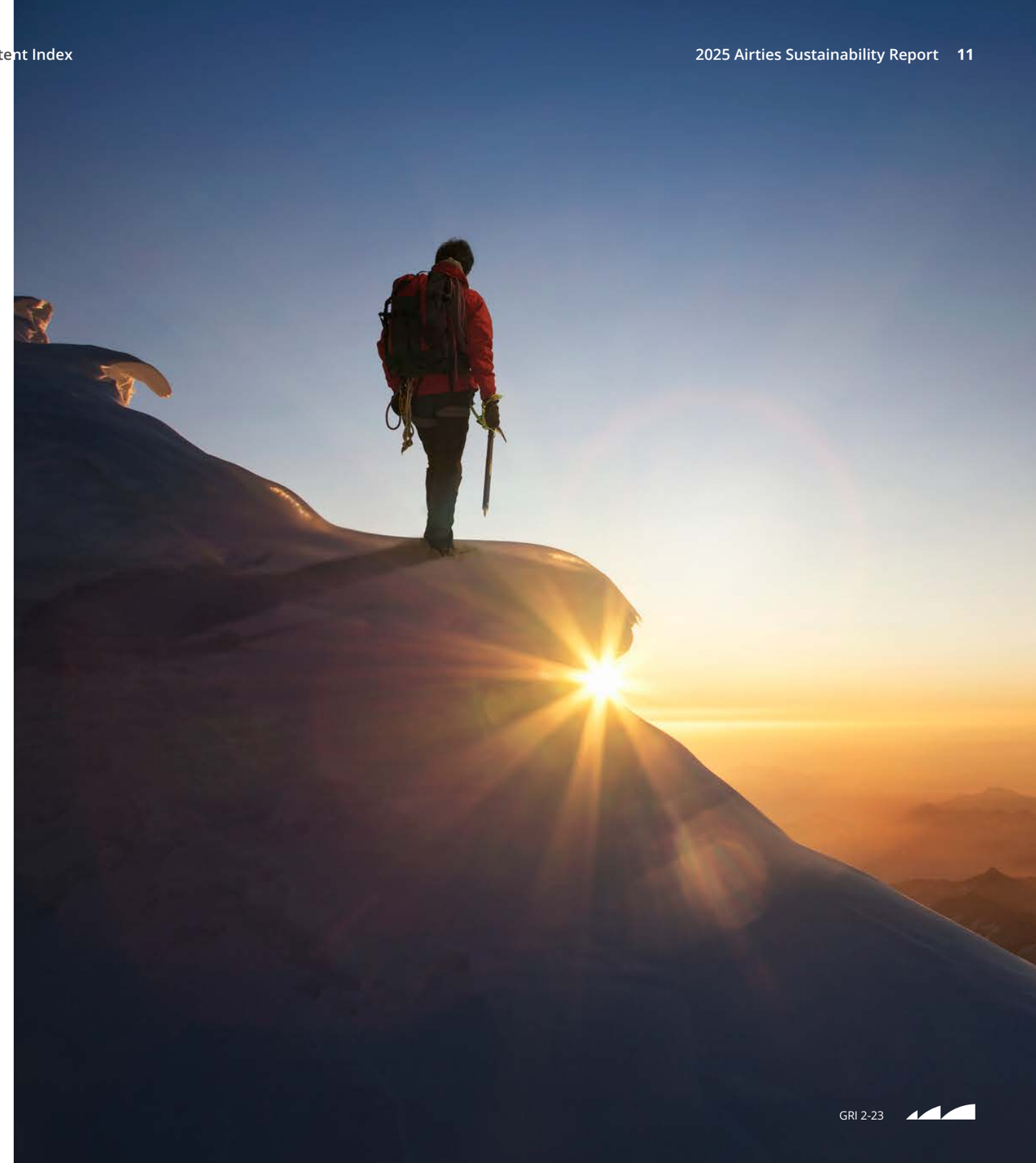
We support and collaborate with each other with kindness, empathy, and team work.

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. Structured testing, validation, and incident management processes help identify risks early, reduce service disruptions, and ensure reliable user experiences. **These practices support long-term customer relationships** and reinforce Airties' reputation for dependable and secure connectivity solutions.

A Strong Quality Culture

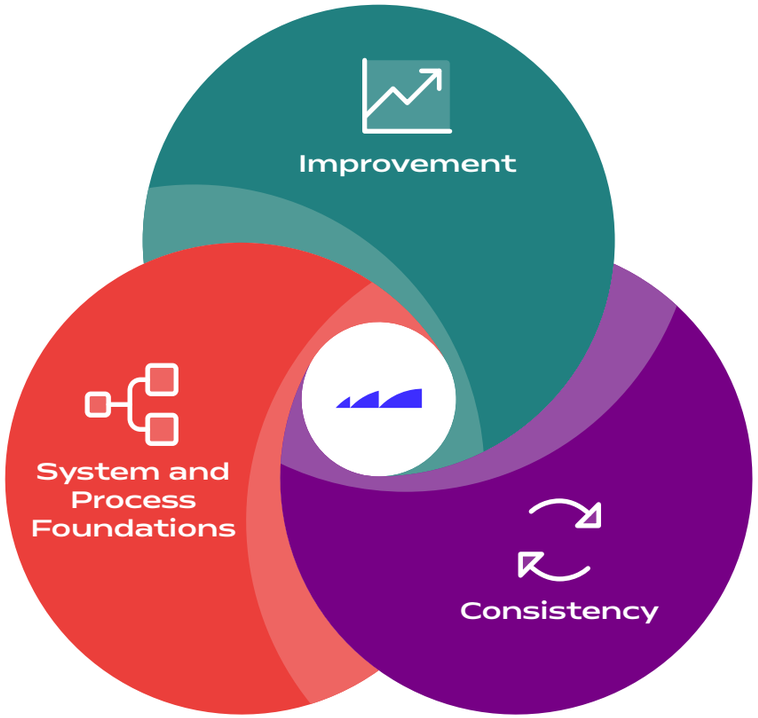
- Learning experiences
- A mentality of "we are all-in-this together"
- Leadership
- Open, honest communication
- Process focus thinking
- Factual approach to decision-making
- Continous improvement
- Customer-centric thinking

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.

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.

At Airties, 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.

Airties Quality Strategy



System and Process Foundations

- Implementing standard approach in documentation
- Construction of QMS Fundamentals
- Initialization of management with process KPIs
- Process map definition Implementing Kaizen by generating short-term wins.
- Risk based quality system

Improvement

- Listening closely to the customer's voice and needs
- Driving fast improvements with root-cause and data-driven problem solving approach for permanent solutions
- Lessons learned implementations.
- Factual approach on data analysis.

Consistency

- Develop a commitment to quality as core values across the organization to foster a culture of constant improvement.
- Focusing on KPIs, reporting metrics in problem solving mechanisms
- Increasing consistency for initial achievements by automation and systemic mechanisms

Research & Development

Airties' award-winning technology enables operators to deliver **smooth, smart, and secure 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. This continuous R&D cycle also enables Airties to embed sustainability considerations into technology development, particularly through energy-conscious software design, secure and reliable connectivity, and scalable solutions that support operators' long-term network efficiency goals.

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.

Airties' R&D activities also contribute to the company's broader sustainability objectives by focusing on software-led innovation, energy-efficient connectivity, and more effective use of device and network resources. Through embedded intelligence, cloud-based optimization, standards alignment, and interoperability-focused development, Airties helps operators deliver secure home connectivity while supporting more efficient network performance and resource utilization. While the sustainability impact of these software-driven improvements is primarily indirect, Airties continues to develop approaches to better assess and measure these impacts in line with evolving sustainability reporting expectations.



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:

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.

In 2025, Airties continued to strengthen the technical and professional capabilities of its R&D personnel through a combination of internal and external learning platforms. Istanbul R&D employees completed 189 hours of training on LinkedIn Learning in 2025, with key focus areas including secure coding, Python, and programming foundations. In addition, Istanbul R&D employees completed 222 hours of training through O'Reilly Online, covering topics such as software testing, Amazon Web Services, and automated software testing with Python. These learning activities support continuous skills development and help ensure that R&D teams remain aligned with evolving technology, security, and software quality expectations.

Besides the technical trainings, a Leadership Development Training Program was held which is expected to contribute to organizational sustainability by strengthening responsible leadership, strategic decision-making, and long-term organizational resilience within the R&D management structure. In addition to technical trainings, a Leadership Development Training Program was held to strengthen responsible leadership, strategic decision-making, and long-term organizational resilience within the R&D management structure, thereby supporting organizational sustainability.

	Istanbul			Izmir			Antwerp			Bangalore
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2025
Technical Trainings	96	88	98	102	66	76	12	28	26	55
Attendances	271	323	343	144	200	265	33	90	76	93

National and International Collaborations

Airties continued to strengthen the global R&D ecosystem in 2025 through collaborations with universities, industry partners, and international technology organizations. Our partnerships focus on advancing high-performance, secure, interoperable, and sustainable connectivity solutions for operators and consumers worldwide.

Airties maintained close technical collaboration with leading Wi-Fi chipset manufacturers, including **Broadcom, Qualcomm, and MediaTek**, as well as major technology and CPE partners such as Sagemcom. These collaborations support continuous improvements in wireless performance, interoperability, network efficiency, and customer experience across a wide range of home connectivity environments.
Airties also continued its contributions to the broader industry ecosystem through active engagement with organizations such as the **Wireless Broadband Alliance (WBA), Broadband Forum, RDK, and the prpl Foundation**. These collaborations support the advancement of open standards, interoperability, and next-generation home connectivity technologies.

In addition, Airties collaborated with ecosystem partners including Meta, CUJO AI, and F-Secure across various R&D initiatives to develop secure, intelligent, and high-performance Wi-Fi experiences for the home.



Events Attended

Participation in global and regional industry events is not only a means of following technological developments, but also an important mechanism for continuous capability building within Airties' R&D organization. These engagements help R&D personnel stay informed about secure software practices, interoperability requirements, cloud technologies, broadband standards, and sustainability-related technology trends. They also support knowledge sharing across teams and contribute to the company's ability to develop reliable, efficient, and future-ready connectivity solutions.

As part of its commitment to continuous learning, industry engagement, and technology leadership, Airties R&D personnel actively participated in a range of national and international conferences, technical summits, standards forums, and professional development events throughout 2025. These engagements supported knowledge sharing, awareness of emerging technology trends, secure software development practices, broadband and connectivity standards, cloud technologies, artificial intelligence, and sustainability-related developments within the telecommunications ecosystem.

In **2025,** Airties R&D personnel participated in the following events:

- **Wireless Global Congress (WBA)**
- **Broadband Forum meetings and industry workshops**
- **RDK Tech Summit**
- **prpl Foundation Summit**
- **ANGA COM**
- **Network X**
- **Cloud, AI, and Software Engineering conferences and community events**
- **Cybersecurity, DevSecOps, and Secure Software Development events**
- **Software Testing and Quality Assurance conferences**
- **University and industry collaboration events, workshops, and technical seminars**

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)**
- **RDK Community**
- **prpl Foundation**

Intellectual Properties & Patents and Scientific Publications

Airties considers intellectual property generation and scientific output as key indicators of its innovation capacity and the continued development of its R&D personnel. The company actively encourages employees to contribute to scientific publications and to protect innovative ideas through patents and other intellectual property rights.

To support these efforts, Airties maintains Patent Incentive and Scientific Publication Award Programs and continues to promote intellectual property awareness across its R&D centers. In 2024, a Patent Literacy Training was organized with the participation of 75 R&D employees from the Istanbul and Izmir R&D Centers. In addition, Airties continues to reward inventors through its Patent Incentive Program, under which incentives are granted both at the patent application and registration stages.

During 2024-2025, Airties progressed four patent initiatives, including two patent applications filed in early 2025, and published six scientific papers in internationally recognized journals and conferences. To further encourage scientific publication activities and participation in national and international scientific events, the Scientific Publication Award Program was updated in alignment with TÜBİTAK UBYT principles, and publication authors were recognized through this program. The company also continued to support new publication efforts through collaborations with academic experts, further strengthening its research capabilities and innovation culture.





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.

These policies are all revised annually as part of our ongoing compliance improvements.

In 2025, all employees were assigned training on The Code of Conduct. Each year, we continue to strengthen our compliance culture by delivering regular training on various compliance-related topics. Airties' compliance framework is overseen by the Compliance Officer and supported by the Ethics Committee, each with defined responsibilities. The Compliance Officer establishes, embeds, and oversees the ethical policy framework, including monitoring regulatory developments, assessing compliance risks, maintaining the policies, coordinating compliance programs, overseeing third party compliance, and providing training to employees.

The Compliance Officer reports annually to the President of Airties. The Ethics Committee supports the Compliance Officer by contributing to the definition of ethics standards, supporting policy development and helping embed best practices across the company. It also oversees whistleblowing cases, including reviewing reports, conducting investigations when required, and issuing final decisions. The Committee meets twice per year. Together, these bodies provide structured oversight, ensure accountability and adherence to professional and ethical standards across Airties.

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.

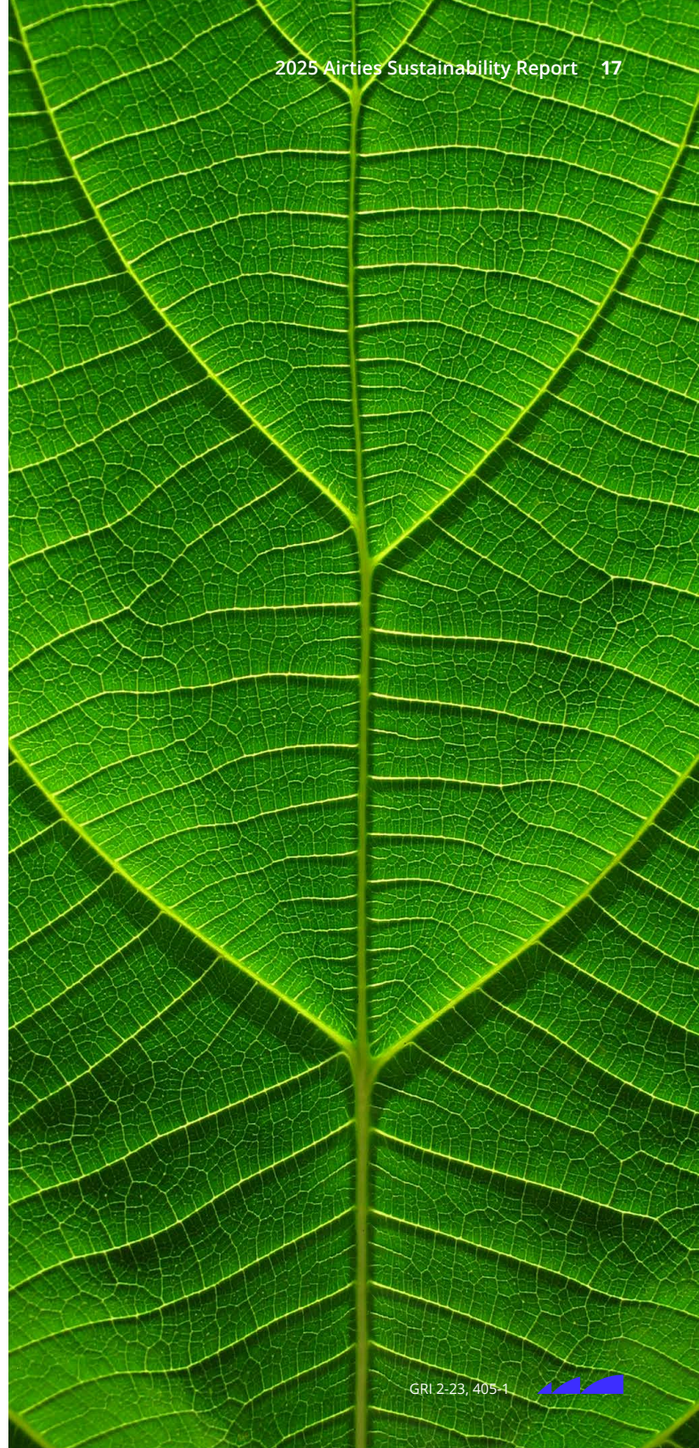
Airties is committed to transparency and embeds sustainability principles throughout its corporate culture and stakeholder engagement.

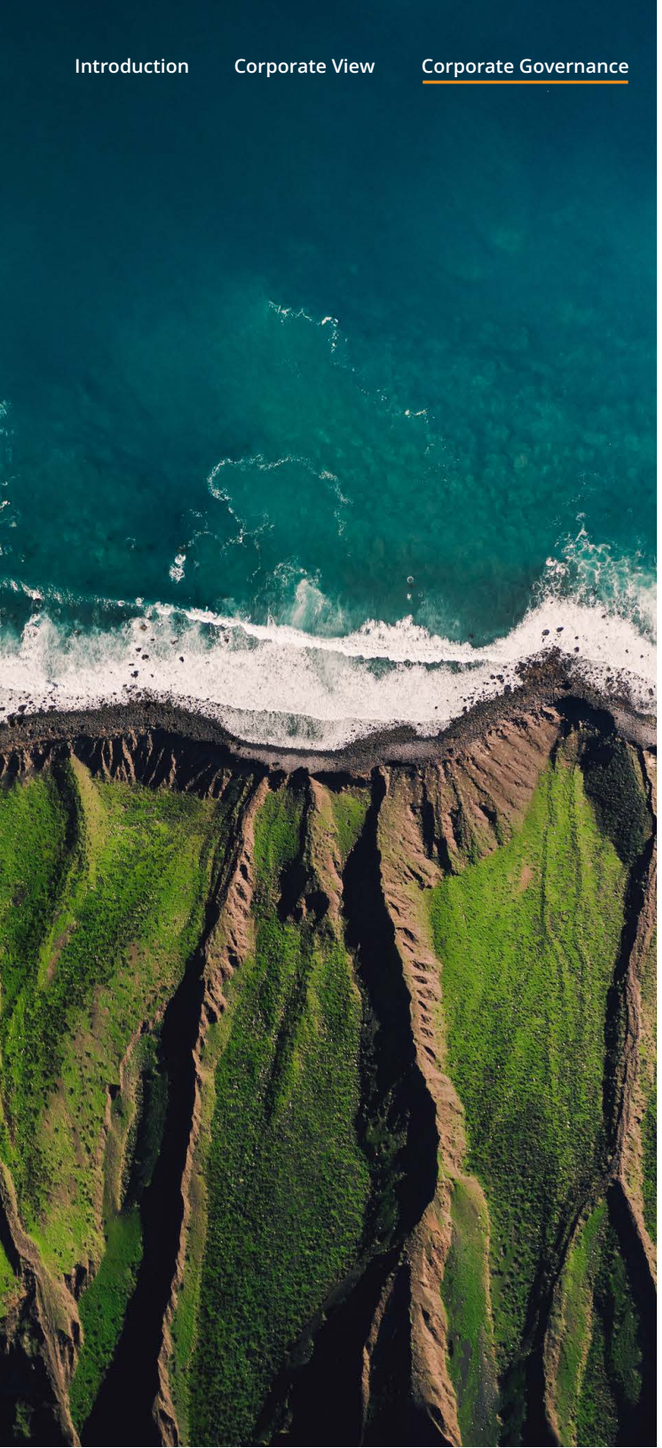


Protect
- Natural resources and environment
- Energy preservation
- Compliance with environmental requirements
- Tracking environmental KPIs and target

Enrich
- Diversity and inclusion
- Talent management (employee development and satisfaction)
- Workplace wellbeing
- Occupational health and safety
- Corporate social responsibility

Progress
- R&D and innovation
- Eco-friendly products / solutions
- Attention to carbon emission in development
- Stakeholder engagement
- Innovation and sustainability performance KPIs





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
• CEO	• Committee chairman	• Chair the Sustainability Committee and approve its goals and governance mechanisms • Transferring committee decisions to the Board and participate in planned meetings • Provide guidance and support on sustainability strategy related initiatives, stakeholder dialogue and engagement
• Head of Process and Operations	• Environmental Sustainability Management • Sustainability Reporting Management • Sustainable Supplier Communications Management	• Lead environmental sustainability strategy, activities and reporting • Manage renewable energy activities and coordinate sustainability data collection across GHG emissions, social compliance, energy, resources, waste and product/serviceperformance • Coordinate relevant stakeholder inputs and communications
• VP of Success & Solutions • VP of Product Management	• Sustainable Product Development Management	• Defining and determining sustainable product and the market requirements • Provide support on stakeholder dialogue and engagement • Delivering sustainability related customizations demanded by customers
• EVP of Customer & Partner Engineering • Head of Product RDM	• Sustainable Product Development Management	• Ensuring that defined and prioritized sustainable solutions are delivered on time and on scope • Ensuring product design meets the sustainability requirements
• Head of Process and Operations • Head of Product Cost Management	• Sustainability Management in Operations • Supplier Audit management • Sustainable Supplier Communications Management	• Procurement with Airties' sustainability strategy and continuously improve the sustainability of operations. • Embed sustainability approach in corporate communications and promote its adoption among relevant stakeholders. • Coordinate two way communication of sustainability requirements, feedback and requests among Airties, suppliers and the Sustainability Committee. • Ensuring that suppliers comply with environmental & social expectations and regulations
• VP of Marketing	• Sustainability Communications Management	• 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
• VP of HR	• Social Sustainability Management	• 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
• Head of Finance	• Financial Sustainability Management	• Management & reporting of sustainability activities from financial aspect
• General Counsel (Legal) • Head of Process & Operations	• Compliance Management	• 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. 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 continues to enhance its stakeholder communication channels through regular feedback mechanisms, consultations, surveys, complaint management processes, meetings and sustainability reporting. Feedback received from stakeholders is reviewed through relevant management, risk and opportunity, corrective action and continual improvement processes.

Stakeholder Groups	Expectations / Needs	Communication Medium / Channels
Customers / End-users	• Consistent, high quality end-to-end solutions across cloud, app, CPE and associated services • Reasonable cost, On-time delivery, High-quality after-sales services • Continuous improvement, Business ethics • Sustainable business and reporting, Environmentally responsible practices • Protection and valid processing of personal data aligned with customer sustainability expectation	• Emails, Video call/messenger tools, Digital media • Weekly review meetings • Customer visits / face-to-face meetings • B2B customer tools, Satisfaction surveys • Events • Sustainability reporting
Employees	• Business continuity, Job security • Satisfactory salary • Career plan, Training • A safe, ethical workplace and compliance with company policies • Consistency of mission • Protection of personal data	• Email and e-newsletters, Teams / SharePoint • Enterprise social / face-to-face activities • Video and trainings • Employee engagement surveys • TGIF meetings • Social events • Sustainability reporting
Executive Team	• Business growth, Increasing revenue per customer • Improved financial performance and value • Regular performance monitoring • Corporate-wide cyber security, cyber risk management • Protection of corporate assets and reputation, Protection of personal data • Business continuity and disaster recovery	• E-mailing, Virtual meetings • Corporate reporting • Management review reports, Regular performance reports • Sustainability reporting
Office / Landlords / Business Park and Management Providers of Technology Zones	• Safe, secure and compliant workplaces • Reliable facility, maintenance and emergency services • Regulatory and contractual compliance • Proper use and maintenance of office areas and shared facilities • Effective coordination, timely communication regarding maintenance, incidents, emergencies and facility access	• E-mailing, Phone and messaging tools • Lease and contractual correspondence • Face-to-face or virtual meetings • Facility management portals / service desk • Maintenance and incident notifications • Emergency communications
Shareholders	• Sustainable growth • Increasing revenue per customer • Improved financial performance • Increased financial value	• Corporate reporting • Management meetings • E-mailing • Sustainability reporting
Certification Authorities	• Continuous improvement • Compliance with standards • Commitment and leadership • Compliance with corporate security policies • Effective cyber risk management	• E-mailing, Virtual meetings • Phone, On-site visits • Legal correspondence • External audits, Sustainability reporting
Patent holders	• Compliance with regulations • Sustainable compliance • Financial incomes • Business continuity and disaster recovery	• E-mailing • Virtual meetings • Legal correspondence

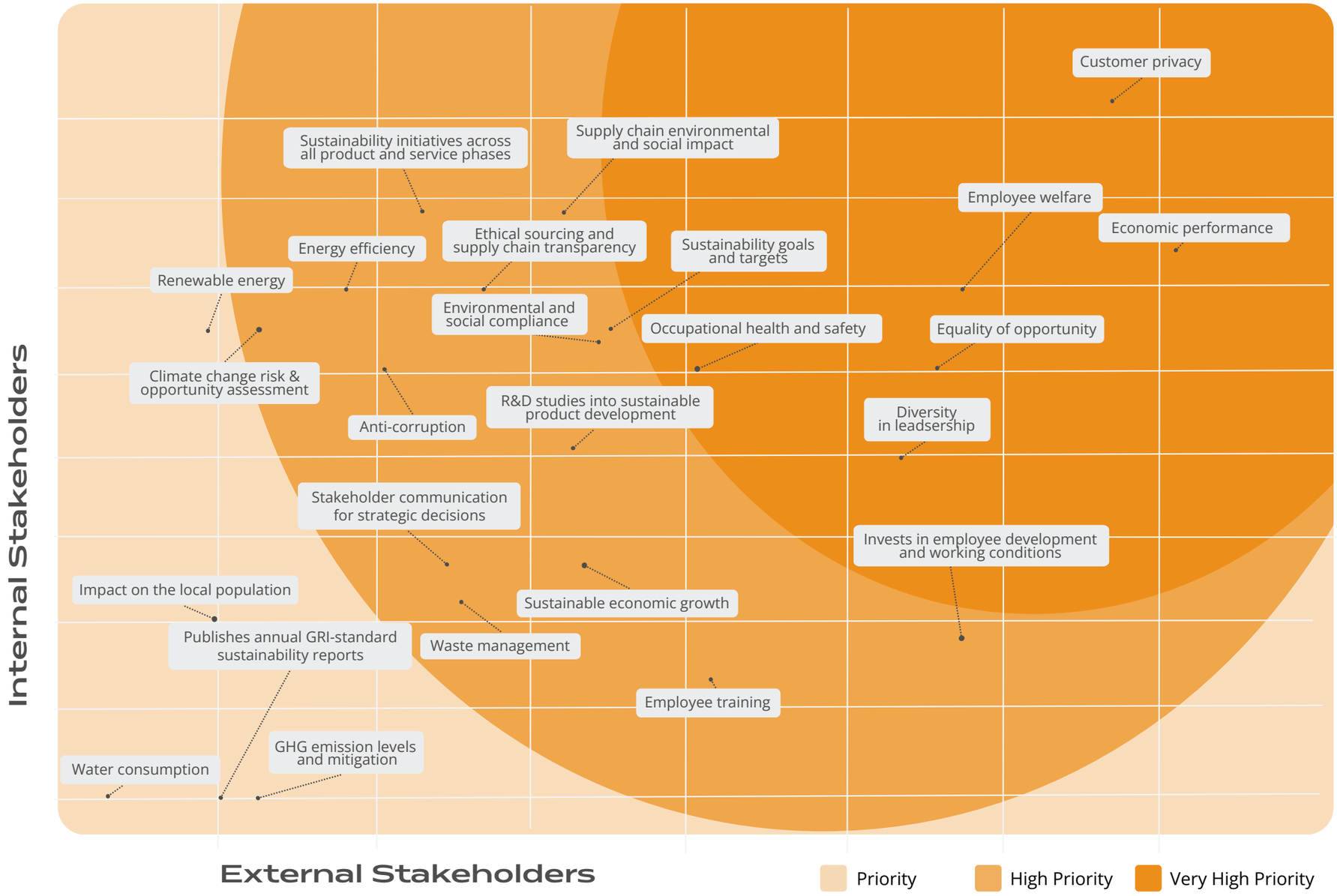
Stakeholder Groups	Expectations / Needs	Communication Medium / Channels
Partners/ Suppliers	• Mutual and clear expectations • Market requirements • Financially solvent organization • Protection of shared personal and corporate data by both sides • Business growth, On-time payment, Forecast accuracy • Beneficial relationships • Sustainability • Compliance with Airties information security policies and mutual agreements	• E-mailing, Meetings, Digital media • Legal correspondence • Quarterly performance evaluations • Sustainability materiality survey, Sustainability reporting • On-site visits and audits • B2B tools • Quarterly performance evaluations / QBR • Legal correspondence
Not-for-profit organizations running global disclosure systems	• Regular reporting • Transparent data • Environmentally improved results • Sustainable improvement • Trustworthy data	• E-mailing • Virtual meetings / online submissions • Seminars • Digital media • CDP / EcoVadis submissions • Sustainability reporting
Local Authorities and Global Regulatory Bodies	• Compliance with legal and regulatory requirements, and industry standards • Timely delivery of reports when required • Identification of relevant laws and regulations • Proper separation of non-hazardous and hazardous waste • Compliance with climate-related regulations, risk preparedness and privacy regulations	• E-mailing • Official letters • Legal and corporate reporting • Controls / inspections • Legal correspondence • Sustainability reporting
Waste Disposal Organizations	• Delivery of properly separated waste • Secure disposal of electronic waste	• E-mailing • Phone • Reporting • Legal correspondence where required
Neighbours and Communities	• Social responsibility and engagement • Effective emergency preparedness plans and teams	• Digital media • Website / social media • Sustainability reporting • Community or CSR communication where relevant
Debt holders/ Credit providers/ Insurers and Financial Institutions	• Financially solvent organization • On-time payment • Protection and valid processing of corporate data • Business continuity	• E-mailing and Meetings • Legal correspondence, Compliance audits • Financial reporting, Corporate reporting, Sustainability reporting
Visitors	• Protection of corporate data and critical business information • Protection and valid processing of personal data • Access to information • Compliance with safety regulations • Welcoming and safe environment	• Visitor guidelines • Visitor registration • Face-to-face/on-site communication • Safety and security protocols • Emergency procedures
Competitors / Industry Players	• Fair and ethical competition • Respect for intellectual property • Keeping pace with industry innovation • Transparent communication in public disclosures	• Website, Social media, Press releases • Events and sponsorships • Whitepapers, Public disclosures • Sustainability 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*



GRI 3-1, 3-2

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 periodically within the same structured framework used for overall risk management, evaluating the likelihood, impact and severity, 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.



ESG Risks

Identifier	Area	ESG Category	Type & Primary Driver	Company-specific Description	Response / Strategy	Priority	KPI / Performance Indicator
Risk 1	Regulatory Compliance	Governance / Environmental	Non-compliance with evolving regulatory requirements	Failure to keep up with evolving environmental, product, data, and sustainability requirements may lead to reputational, financial, or customer-related impacts.	Airties monitors regulatory changes and coordinates required actions through internal compliance ownership.	Medium	% of regulatory updates covered, % of compliance actions completed, % of open non-compliance cases
Risk 2	Product Sustainability and Customer Expectations	Governance / Environmental	Compliance with environmental product requirements and changing customer demand for sustainable products and services	Airties may face compliance, market, and reputational risks if its services or partners fail to meet environmental requirements and growing customer demand for sustainable solutions.	Airties maintains close communication with customers, and customer engagement processes. Sustainability related requirements are reviewed through internal policies and customer feedback channels.	Low	Customer ESG requests addressed, sustainability-related audit findings, customer satisfaction results
Risk 3	Employee Engagement in Sustainability	Social / Governance	Low employee engagement in sustainability governance	Lack of structured performance evaluation or engagement mechanisms may reduce employee motivation and participation in environmental and sustainability initiatives.	Airties has established sustainability governance mechanisms including sustainability reporting, sustainability committee activities, materiality analysis, and stakeholder engagement processes.	Low	Number of sustainability committee meetings, employee engagement survey results, number of internal sustainability actions
Risk 4	Vendor Selection	Governance / Environmental	Difficulty in identifying vendors aligned with sustainability expectations	Airties may face challenges in identifying technology vendors, service providers, or partners that meet sustainability, information security, and compliance expectations.	Airties applies vendor selection and evaluation procedures, including sustainability and compliance-related criteria. Alternative vendor management mechanisms support business continuity and ESG alignment.	Low	Number of evaluated vendors, ESG criteria included in evaluation form, alternative vendor coverage
Risk 5	Sustainability Data and Reporting	Environmental / Governance	Limited coverage of climate-related data across digital services and value chain	Limited GHG measurement coverage related to third-party gateways, cloud services, or outsourced digital infrastructure may restrict the completeness of climate-related assessments and difficulties in measuring Scope 3 and digital service emissions may reduce accuracy and increase compliance costs.	Airties aims to focus its climate data efforts on relevant third-party infrastructure and service-related emission sources, while aligning measurement priorities with evolving sustainability strategy and resource planning.	Medium	GHG data coverage, third-party emission data availability, cloud/service-related emission assessment progress
Risk 6	Business Continuity and Climate Resilience	Environmental / Governance	Severe weather events affecting operations	Severe weather events may disrupt employee access, telecommunications, cloud services, and business continuity, reducing productivity.	Maintain business continuity, distributed cloud infrastructure, remote working capabilities, critical supplier arrangements, and climate resilience reviews.	Medium	Business continuity reviews, system availability
Risk 7	Workforce Climate Resilience	Environmental / Social	Extreme temperatures and heatwaves	Extreme heatwaves and temperatures may affect employee wellbeing, workplace comfort, productivity, and operational efficiency.	Use flexible working arrangements, workplace health and safety measures, office environmental controls, and employee awareness activities.	Low	Employee wellbeing indicators, climate related risk evaluation
Risk 8	Cybersecurity	Governance	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	Medium	Number of data breaches
Risk 9	Compliance	Governance	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	Medium	Monitoring data privacy laws



ESG Opportunities

Identifier	Area	ESG Category	Type & Primary Driver	Company-specific Description	Response / Strategy	Priority	KPI / Performance Indicator
Opp 1	Regulatory Compliance	Governance / Environmental	Early awareness of regulatory changes	Proactive monitoring of regulatory and sustainability requirements can support early action, reduce compliance risk, and strengthen customer confidence.	Airties follows regulatory updates through third-party support and internal compliance roles, enabling timely assessment and action planning.	Low	Ratio of regulatory updates assessed, compliance action closure rate
Opp 2	Employee Awareness	Social / Environmental	Increased employee sustainability engagement	Strengthening employee awareness can improve waste separation, energy conservation, environmental performance, and sustainability culture.	Airties uses trainings, awareness activities, employee suggestions, and sustainability-related engagement initiatives to improve internal awareness.	Low	Training completion rate, participation in awareness activities
Opp 3	Sustainable Connectivity Market Growth	Environmental / Governance	Growing demand for energy-efficient digital solutions	Growing demand for sustainable connectivity solutions can strengthen customer relationships, differentiate Airties offerings, expand deployments, and increase market share.	Invest in AI-assisted Wi-Fi optimization, cloud optimization, interoperability, eco-mode features, and energy-efficient connectivity technologies.	Medium	Customer demand for sustainable features, product energy-efficiency indicators
Opp 4	Sustainability Governance	Governance / Social	Stronger internal sustainability coordination	A structured sustainability governance approach can increase employee motivation, improve cross-functional collaboration, and strengthen Airties' reputation.	Sustainability reporting, sustainability committee activities, materiality analysis, stakeholder engagement, and CSRD preparation support a more structured sustainability approach.	Low	Number of committee meetings, action plan completion rate, stakeholder engagement outputs
Opp 5	Value Chain Transparency	Governance / Environmental	Improved transparency across vendors and partners	Enhanced ESG evaluation of vendors, cloud/service providers, and external partners can improve value chain transparency and accountability.	Airties integrates environmental and social criteria into vendor reviews and communicates expectations through policies, codes of conduct, and periodic assessments.	Medium	Vendor ESG assessment rate, number of vendor action plans, ESG criteria in procurement process
Opp 6	Climate Data Improvement	Environmental / Governance	Expanded GHG measurement coverage	Improving GHG measurement coverage for third-party infrastructure such as CDP and EcoVadis, digital services, and relevant value chain activities can strengthen climate risk management and reporting quality.	Airties focuses on relevant emission sources and prioritizes climate data improvement in line with evolving sustainability strategy and available resources.	Medium	Scope 3 data coverage, third-party emission data collected, GHG verification status
Opp 7	Renewable Energy Expansion	Environmental / Governance	Expanded renewable electricity procurement	Expanding renewable electricity procurement across additional locations can strengthen climate performance, reputation, customer confidence, and access to sustainability-focused markets.	Extend renewable electricity procurement to additional locations and monitor progress against approved science-based targets.	Medium	Renewable electricity share, number of certified locations, Scope 2 emissions reduction
Opp 8	Sustainable Product Innovation	Environmental / Governance	Energy-efficient and innovative connectivity solutions	Hybrid cloud-edge architecture, and smarter data use can improve energy efficiency, scalability, network performance, and sustainable operations.	Continue developing energy efficient cloud-edge solutions, AI supported optimization, eco-mode features, and common technical standards.	Medium	Energy-efficiency improvements, sustainable product features, R&D initiatives
Opp 9	Cloud Resource Efficiency	Environmental / Governance	Energy-efficient cloud infrastructure and optimization	Using new generation cloud technologies, optimized services, modern instance types, and automated scaling can improve energy efficiency and reduce operating costs.	Adopt optimized cloud services, modern instance types, automated scaling, and cloud resource optimization practices.	Medium	Cloud utilization, resource optimization savings, energy efficiency improvements, operating cost reduction
Opp 10	Sustainability	Social / Environmental	Carbon offsetting	Supporting certified carbon offset projects can help compensate for residual greenhouse gas emissions that cannot yet be eliminated, while strengthening climate commitments, stakeholder trust, and overall sustainability performance.	Evaluate and invest in high quality, verified carbon offset projects for unavoidable emissions, while prioritizing direct emissions reductions and monitoring offset effectiveness through recognized standards.	Medium	Ratio of tCO_2e offset annually



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 2028

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 2026)
- 24,5 hours average training hours per person in 2025
- Increase the number and the coverage of the trainings about Ethics and Compliance

Sustainable Product Management
- Sustainable product management
- 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 2028
- Decrease Electricity Consumption per employee by 3% (IND)
- Decrease in the GHG emissions arising from air travel per employee by 5%/ year until 2026

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)
- Achieving a 4.67% annual reduction in Scope 1 and Scope 2 emissions
- Increasing the visibility, accuracy and coverage of Scope 3 emissions
- Progressing towards third-party verification of greenhouse gas (GHG) emissions
- Expanding the use of renewable electricity and supporting the energy transition

GRI 2-16, 3-3, 305-5, 404-1, 404-2

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.

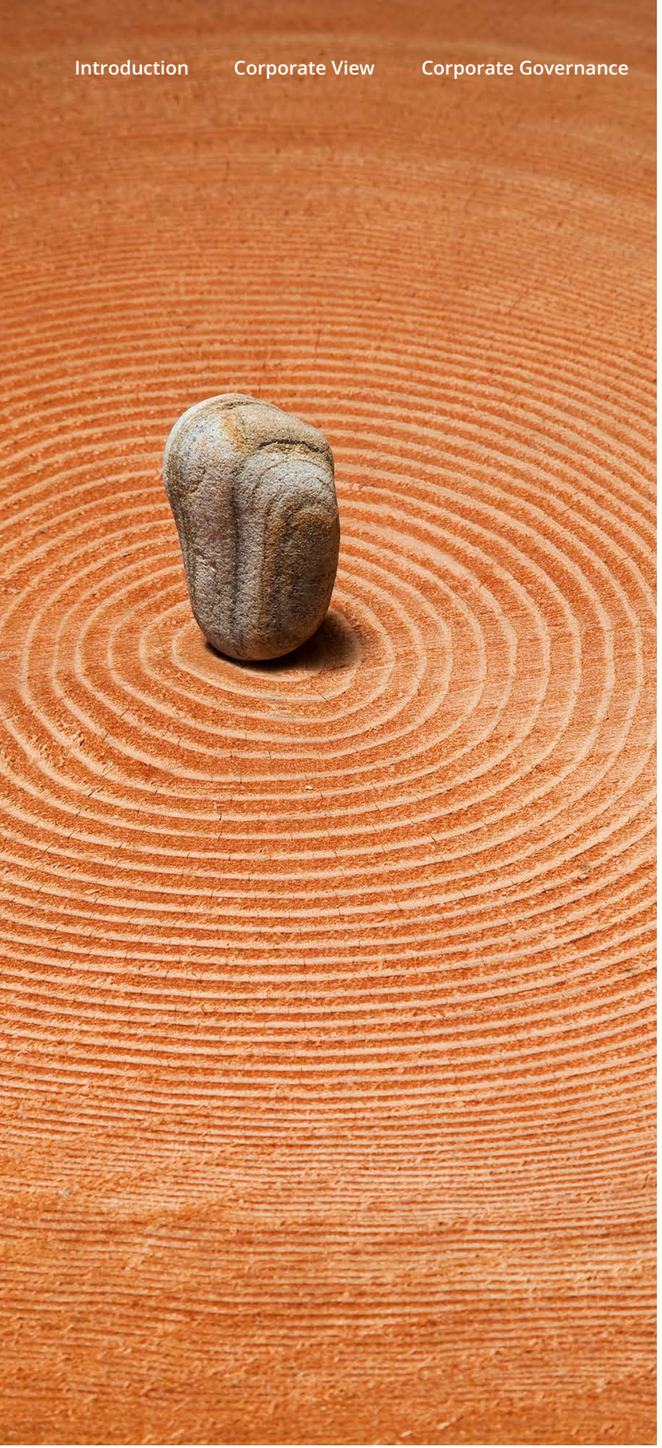
By adhering to these fundamental principles, Airties is dedicated to fostering a culture of environmental stewardship that resonates throughout our operations, benefiting both our organization and the broader ecosystem.

Airties has been certified in accordance with ISO 14001:2015 since 2019. As a software-focused company, Airties is committed to minimizing the environmental impact of its operations through responsible office management, efficient use of resources, sustainable procurement practices, and continuous improvement of its environmental management system. Environmental considerations are integrated into daily operations and business decision-making processes to support long-term sustainability objectives

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 2025, Airties maintained its CDP Climate Change score of B. This result reflects our continued efforts to integrate climate-related considerations into business strategy, governance, risk management, emissions reduction initiatives, and value chain engagement. The score demonstrates our commitment to transparency and continuous improvement in environmental management.

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. Higher than the Europe regional average of C, and the IT & software development sector average of C.

Notable Achievements

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

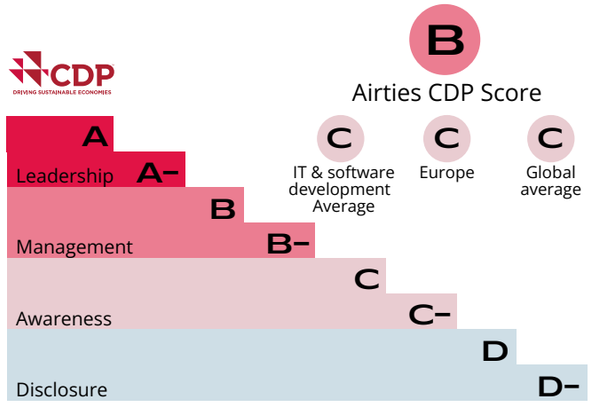
Business Strategy, Context and Environmental Policies: Achieved maximum ratings, demonstrating the integration of climate-related considerations into strategic planning and corporate environmental policies.

Risk and Opportunity Management Processes: Achieved maximum ratings in risk and opportunity related categories, reflecting our structured approach to identifying, assessing, and managing climate related risks and opportunities.

Emission Reduction Initiatives and Energy Management: Achieved maximum ratings for emissions reduction initiatives and energy-related practices, demonstrating our commitment to improving operational efficiency and reducing environmental impact.

Governance, Disclosure and Value Chain Engagement: Achieved maximum ratings across governance, opportunity disclosure, risk disclosure, value chain engagement, and verification categories, highlighting our focus on transparency, accountability, and stakeholder engagement.

Our 2025 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 2025, our total electricity consumption was 805,888 kWh. Of this total, 756,841 kWh was certified with I-REC. By certifying most of our electricity consumption with I-REC, we support the transition to renewable energy. Office electricity consumption per employee was 1,491 kWh, calculated based solely on office electricity use and excluding Test House consumption.

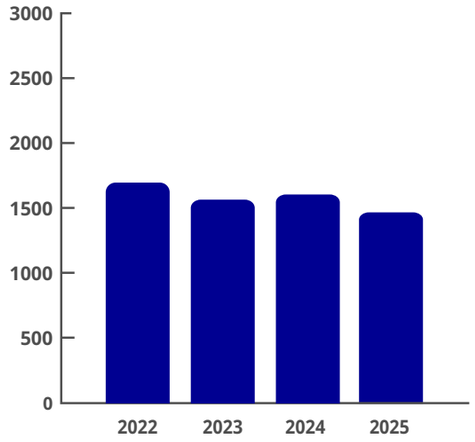
Water

Since Airties, water consumption remains limited to office operations (İstanbul, Antwerp offices). Despite this, efforts to reduce usage continue. In 2025, total consumption was 595m³(3,19m³ per employee), down from 806 m³ in 2024, reflecting a 27 % decrease. This trend aligns with our ongoing commitment to reduce resource use and improve operational efficiency.

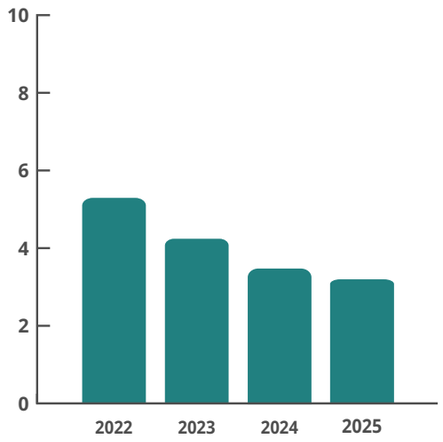
Natural Gas

Natural gas consumption (Türkiye, Antwerp offices) for 2025 was recorded at 35,986 m³(135m³ per employee). Following our strategic transition to a new office facility, we anticipate a significant reduction in consumption and enhanced energy efficiency starting in 2026. This relocation serves as a key milestone in fulfilling our sustainability objectives.

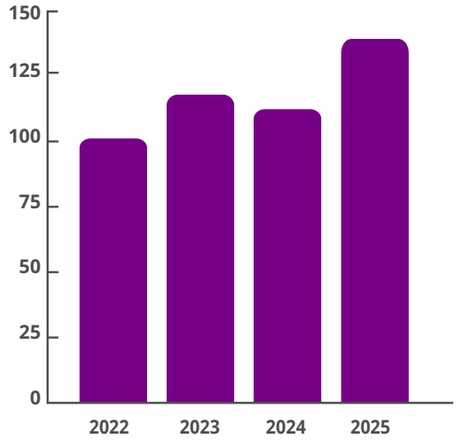
Office Electricity consumption (kWh) per employee



Office Water consumption (m3) per employee



Office Natural gas consumption (m3) per employee





GRI 2-25, 3-3, 302-1, 302-3, 302-4, 303-5

Waste and E-waste Management

Airties conducts a high-level assessment of its environmental aspects and impacts. Based on this assessment, the company has identified energy consumption, electronic waste, office waste as its one of the most relevant environmental impact areas. Improvement actions and performance monitoring are carried out regularly for these areas.

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 2025, Airties continued its recycling efforts.

- 435 kg Paper & Cardboard Saved 8 fully grown trees Avoided 1,100 kg of CO emissions
- 100 kg Plastic Saved 500 liters of oil Recovered valuable resources instead of harming nature
- 1661 kg Electronic Waste Protected soil and water Recycled valuable metals
- 7,5 kg Batteries Prevented contamination of 150,000 liters of water

Waste Management Hierarchy

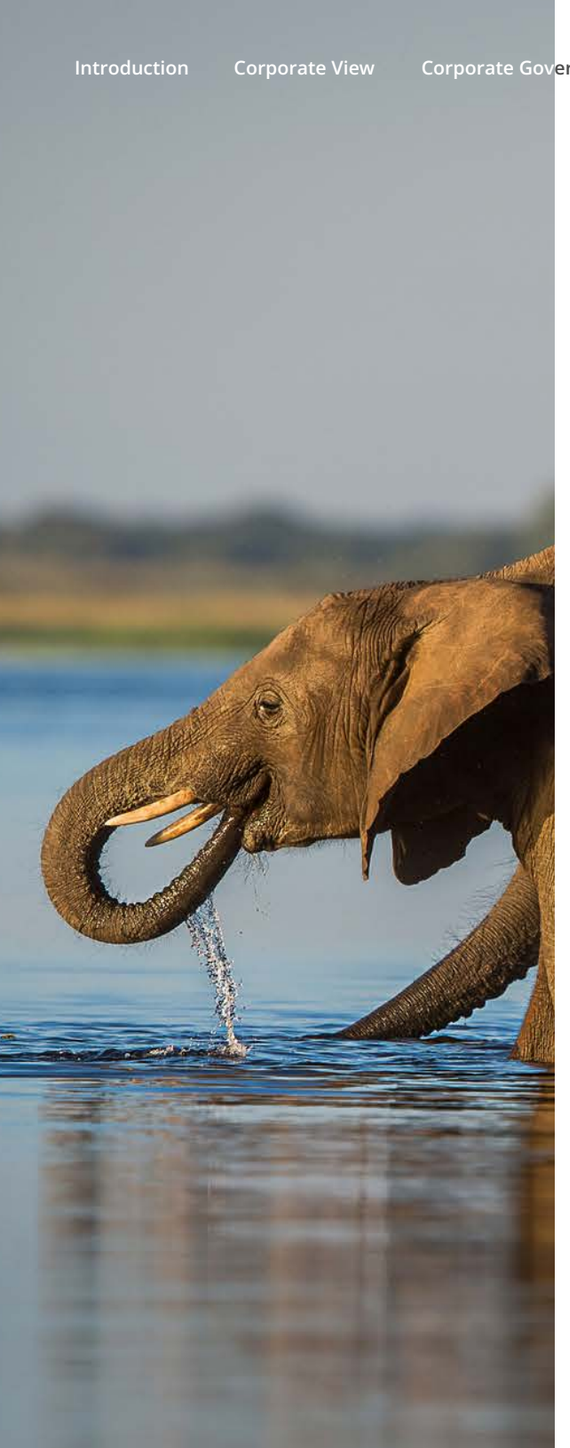


01 **Prevention of waste generation and reduction** – decreasing resource consumption and waste with hazardous characteristics

02 **Reuse –** reuse of products for the same or different purpose

03 **Recycling –** conversion of waste to raw materials to be utilized in the production of the same or different products

04 **Usage –** using valuable components of waste (composting, burning for fuel, etc.)



Emission and Climate Change Management

At a high level, Airties assesses energy and resource efficiency by tracking office electricity, office natural gas, and vehicle fuel consumption, increasing the use of renewable electricity through I-REC certificates, and identifying opportunities to reduce energy-related emissions across its offices and business activities.

The report details Airties' direct and indirect emissions across all operational locations and value chain activities in alignment with the GHG Protocol Corporate Accounting and Reporting Standard.

Emission sources included:

- **Scope 1:** Company-owned vehicle fuel combustion; boilers & furnaces.
- **Scope 2:** Purchased electricity (Location-based and Market-based using I-RECs).

Emission factors & data sources: DEFRA/BEIS, IEA, local grid factors, supplier-supplied factors, industry travel factors. Calculations aligned with ISO 14064 guidance where applicable.

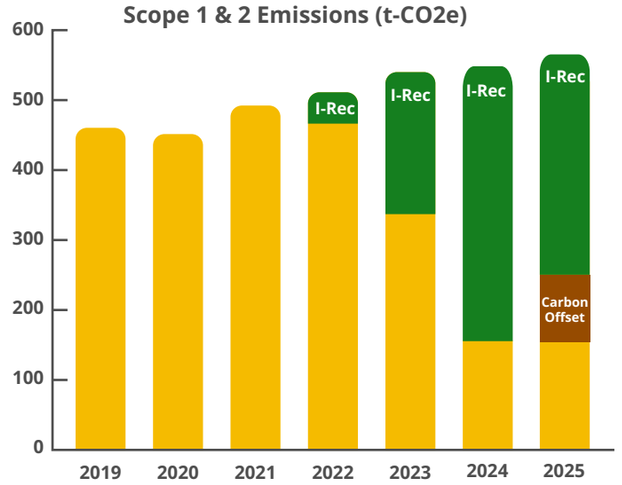
Renewable energy accounting: Airties uses I-REC certificates for market-based Scope 2 reporting. Location-based values reflect grid averages; market-based values reflect I-REC procurement.

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

Airties offset 100 t-CO_2e of its 2025 emissions growth through the retirement of verified carbon credits: 30 t-CO_2e from the HomeBiogas Programme in Kenya, supporting clean cooking and helping reduce tree cutting by replacing firewood and charcoal, and 70 t-CO_2e from the Water Filter Project in Dindori, India, supporting access to safe drinking water and reducing the need to boil water using firewood.

In all our offices in Turkey, we consumed 757 MWh of electricity, indirectly sourced from renewable energy through I-REC (International Renewable Energy Certificate). We prevented approximately 321 tons of CO emissions equivalent to the annual carbon absorption of more than 13,500 trees or 1,280,000 km of car travel.



2025

Scope 1 Gross: **246.6 (t-CO2e)**
Scope 2 Gross: **328.9 (t-CO2e)**
I-Rec: **321(t-CO2e)**
Carbon Offset: **100.0 (t-CO_2e)**
Total Net Emissions: **154.7 (t-CO2e)**

GRI 305-1, 305-2, 305-3, 305-5



Climate Transition Plan

Our Approach to Climate Transition

Airties recognizes the importance of supporting the global transition to a low-carbon economy and addressing the risks and opportunities associated with climate change. Climate related considerations are embedded into Airties' sustainability strategy, governance structure, emissions reduction targets, and operational practices.

Airties has established a Sustainability Committee responsible for overseeing sustainability related priorities and monitoring progress against environmental objectives. Climate related topics are regularly reviewed through sustainability processes.

Governance

- Climate related topics are overseen through the Sustainability Committee and senior management involvement.
- ESG risks, opportunities and environmental performances are reviewed periodically.

GHG Emissions & Targets

- Greenhouse gas emissions are measured in accordance with the GHG Protocol.
- Airties' science based targets were approved by SBTi in 2022.
- The Company targets a 42% reduction in Scope 1 and Scope 2 emissions by 2030 from its 2021 baseline year while improving Scope 3 emissions visibility.

Decarbonization Actions

- Use of renewable electricity certificate I-REC where applicable, to support renewable electricity sourcing.
- Continuous monitoring of office energy consumption.
- Development of energy efficient software features and cloud optimization solutions.
- Engagement with suppliers and value chain partners on sustainability initiatives.

Climate Risks and Opportunities

- Climate related risks and opportunities are assessed through Airties' ESG risk management framework.
- Key climate related risks and opportunities identified include renewable energy expansion, improving the coverage and quality of climate related data, sustainable product innovation, extreme weather events, and climate resilience.

Culture and Knowledge

- Employee awareness is supported through environmental and sustainability related training and engagement activities.

Climate Transition Roadmap

Airties intends to continue strengthening its climate transition capabilities by improving climate related data quality, expanding Scope 3 emissions coverage, supporting verified carbon offset projects for residual emissions, and integrating climate considerations into business planning. As sustainability expectations evolve, the Company will continue evaluating the development of more detailed transition planning practices aligned with business needs and stakeholder expectations.

✓	Sustainability Governance
✓	SBTi approved Targets
✓	GHG Calculations (Scope 1-2-3)
✓	Renewable Electricity (I-REC) & Carbon Offsetting
↻	Scope 3 Improvement
↻	Third party verification of GHG calculations
↻	Transition Planning Maturity



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 valueadded and sustainable products across all business lines. Product quality is continuously enhanced through structured improvement initiatives, supported by R&D centers in Turkey, India and Belgium, and backed by government incentives.

Airties integrates sustainability considerations into product innovation by developing intelligent software solutions that improve network efficiency, optimize the use of resources, and enhance customer experience. Through remote troubleshooting, standard based deployment, and improved device compatibility, Airties' technologies contribute to more efficient broadband operations while helping reduce technician travel, avoid duplicated development efforts, and extend the useful life of connected devices.

Improving Operational Efficiency Through Remote Troubleshooting

Airties' proprietary technologies, including Device **Intelligence and Application Identification** & **Prioritization**, enable service providers to rapidly identify and resolve device specific and application related issues. These capabilities support remote troubleshooting and accelerate issue resolution, reducing the need for onsite technician visits. As a result, service providers can lower operational costs, minimize travel-related emissions, and deliver a more consistent customer experience.

Supporting Sustainable Development

The Airties Lite platform supports efficient and scalable deployments by leveraging industry standards such as TR-181 and TR-369. By utilizing capabilities already available on customer premises equipment (CPE), the platform reduces the need for extensive custom integrations and avoids duplicating development efforts across multiple device models.

This standards based approach helps optimize engineering resources, shorten deployment timelines, and strengthen compatibility and interoperability across the connected home ecosystem.

Extending Device Lifetimes and Reducing Electronic Waste

Airties' Compatibility and Interoperability technology, known as CIP, addresses protocol and capability mismatches between gateways and client devices. CIP enables legacy Wi-Fi devices to remain connected and operate reliably alongside newer network equipment. By reducing the need for premature hardware replacement, the technology helps extend device lifetimes and minimize electronic waste while supporting consistent connectivity across different device generations.

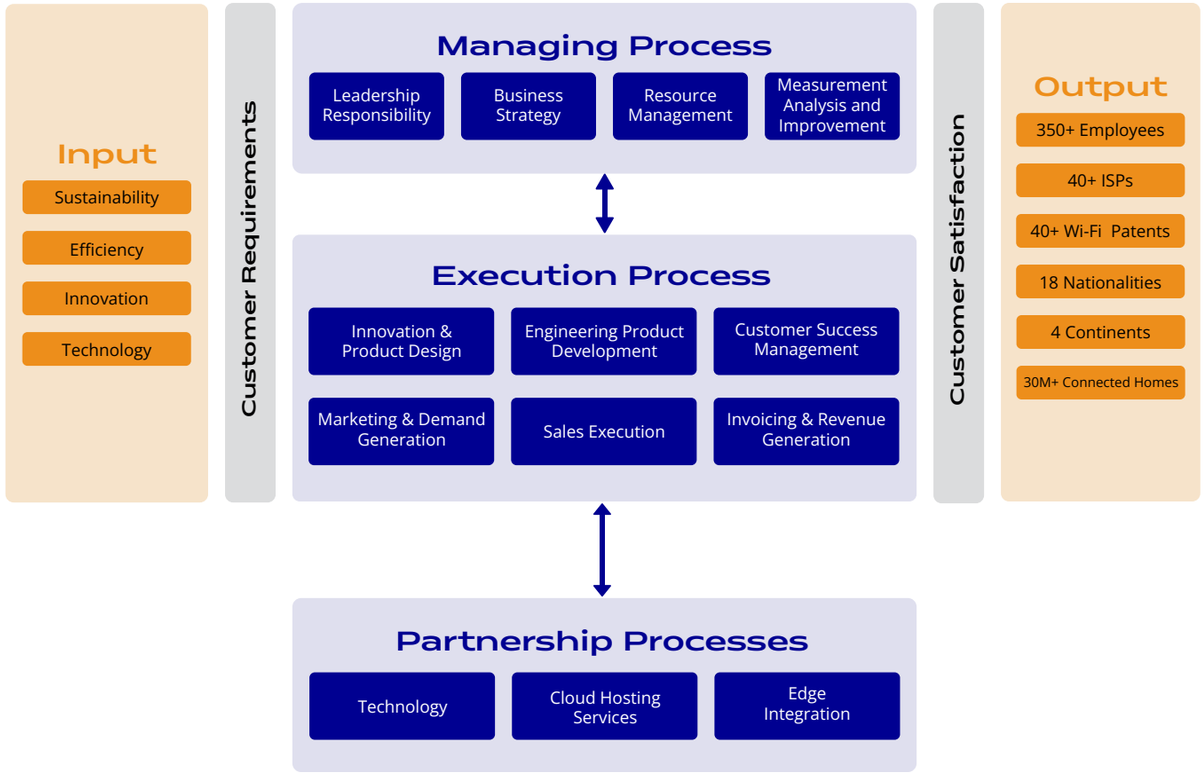


Sustainable Supply Chain Management

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.

In line with our sustainable management approach, we view our Human Resources and social policies as dynamic, evolving processes rather than static rules. Accordingly, our Global HR Handbook, which serves as a guide for our entire organization, is rigorously reviewed twice a year to align with changing regulations and global best practices. This regular revision cycle not only enhances our organizational agility but also ensures that our fair and inclusive standards remain up to date.

Airties' Contributions to Social Sustainable Development Goals

SDG 1 No Poverty and SDG 2 Zero Hunger:
Airties employs more than 300 employees in 12 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.

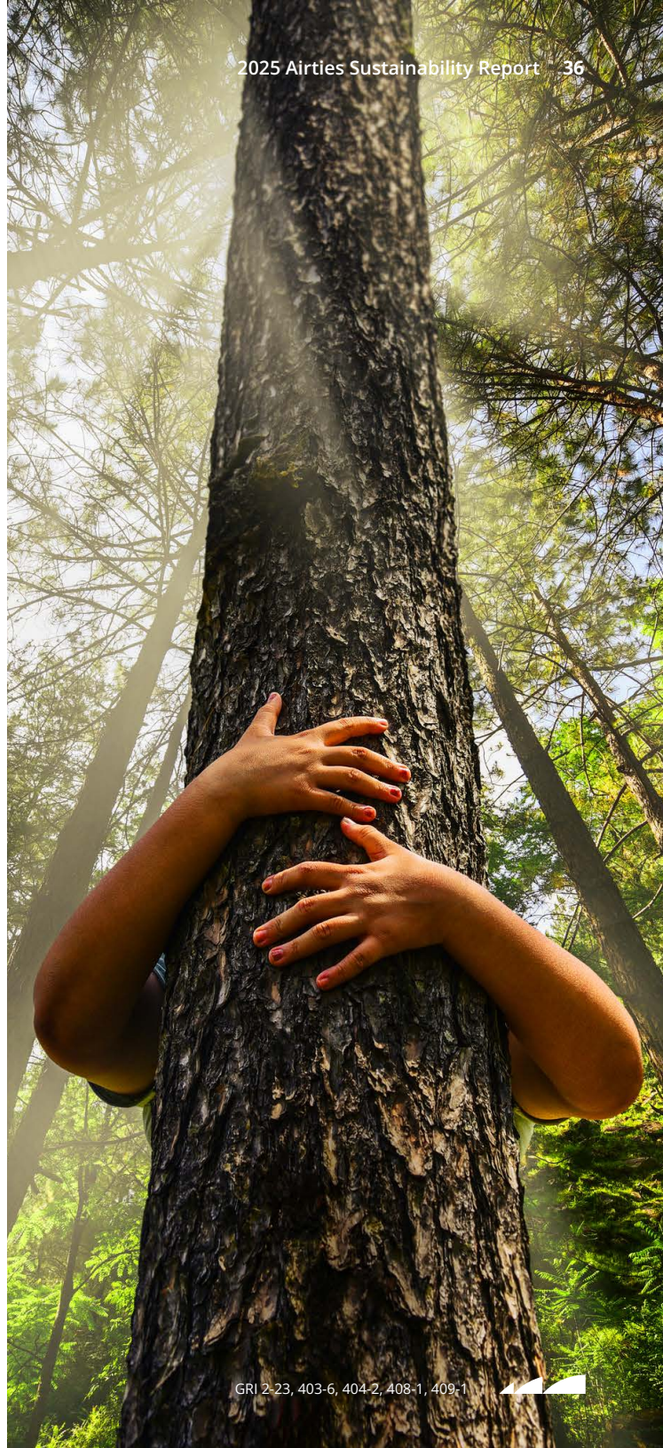
SDG 4 Quality Education:
Airties provides training to its employees in four different fields: Orientation, Second Language, Mandatory Training*, and Technical Training. Airties supports additional training of its employees both technically and socially.
* Trainings are Informantion Security, Occupational Health and Safety, First Aid and GDPR

SDG 5 Gender Equality:
In 2025, women represented 19% of Airties' workforce. We continue our efforts to promote an inclusive and diverse workforce, in line with our 20% KPI target.

SDG 10 Reduced Inequalities:
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. We believe that delivering reliable and high-quality connectivity experiences goes hand in hand with building long-term, trust-based relationships with our customers. We align our customer engagement practices with our environmental, social, and governance principles, aiming to ensure that our solutions contribute to operational excellence while supporting our customers' sustainability ambitions.

We place customers at the heart of our innovation journey. Our AI-driven Smart Wi-Fi solutions are designed not only to enhance connectivity but also to support more efficient operations through through intelligent network optimization capabilities and sustainable product design practices. By actively listening to customer feedback, we continuously refine our products and services to respond to evolving needs and help service providers advance their own sustainability goals.

Our global Customer teams work closely with broadband service providers throughout onboarding, integration, deployment, and ongoing support. Using real-time analytics, predictive insights, and proactive support capabilities, we help customers anticipate and address potential connectivity issues before they affect end users. These capabilities are designed to:

-Support customer satisfaction by helping reduce service disruptions
-Help lower operational complexity and overhead
-Facilitate faster issue identification and resolution through predictive problem detection

We view our customers as partners in sustainability and collaborate with service providers on initiatives such as remote diagnostics and troubleshooting, which can help reduce the need for physical service visits, and gateway eco modes, which may contribute to lower energy consumption. Depending on customer configurations, deployment models, usage patterns, network conditions, and local operating practices, these capabilities may support reductions in travel, energy use, emissions, and resource consumption across relevant parts of the shared value chain.

We have also introduced enhanced reporting tools that provide customers with greater visibility into the performance and potential sustainability-related impacts of their deployments. These tools support more informed decision-making and reinforce our shared accountability for achieving positive outcomes.

Customer and partner feedback is collected through regular customer meetings, business reviews, support tickets, service performance discussions, and direct engagement with broadband service provider partners. Relevant insights are reviewed by Customer, Product, and Engineering teams and are considered in product roadmaps, solution design, service improvements, and ongoing operational support.

Sustainability-related customer impacts and initiatives are coordinated by our Customer teams, in collaboration with the relevant Sustainability, Product, and Engineering functions. Material topics and progress are reviewed through Airties' applicable sustainability governance and escalation mechanisms.

Unless otherwise stated, the environmental and operational benefits described on this page represent qualitative assessments rather than quantified reductions. Actual outcomes may vary depending on the solutions and services deployed, customer-specific configurations, operating models, usage patterns, and the availability of relevant customer and deployment data. Airties continues to evaluate opportunities to strengthen the KPIs, data sources, assumptions, and methodologies used to assess customer-related sustainability impacts.

As we look ahead, we remain committed to empowering service providers with reliable, secure, and sustainable connectivity solutions. Through transparent communication, close collaboration, responsible innovation, and shared values, we aim to build lasting customer relationships that support mutual growth and contribute to a more sustainable digital future.



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 2025, Airties has been successfully maintained our 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.

Furthermore, the different cybersecurity partners give 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.

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.

Airties has an established Information Security group with well-defined roles and responsibilities as part of its Information Security Management System (ISMS). The group is responsible for information security governance, risk management, policy and procedure management, security awareness, incident management, and compliance with ISO/IEC 27001:2022 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.

The statements apply to: All corporate functions (including but not limited to IT, HR, finance) and All development activities including development of cloud and embedded software, AI solutions, big data processing and analytics, user interface design, testing and verification of end to end solutions, research and development on networking, wireless communication, data solutions. All deployments, operational services, support services and sales and marketing activities of services such as Software-as a-Service (Saas), Testing-as-a Service (TaaS), data analytics services, engineering and support service. Those services are in the area of wireless networking, broadband wide area network (WAN) services, home small business local area networking (LAN), and other network communication solutions.



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 occupational health and safety training, controls and monitoring activities are carried out:

- 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,
- Monitoring of the maintenance, testing and inspection of fire extinguishing and detection systems carried out by building management,
- Maintenance, testing, and control of ventilation/air conditioning systems,
- Monitoring of the maintenance, testing and inspection of heating systems carried out by building management,
- Monitoring of the maintenance, testing and inspection of generators carried out by building management,
- 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.

Employee satisfaction and engagement are regularly monitored through internal surveys and feedback mechanisms. These assessments provide valuable insights into employee experience, workplace culture, and engagement levels, enabling Airties to identify improvement opportunities and strengthen initiatives that support employee well-being, motivation, and retention. In addition, HR Business Partners are assigned to specific departments and conduct regular meetings with teams and managers to gather continuous feedback, ensure close collaboration, and proactively address employee needs at the department level.

Employee retention and turnover rates are monitored as key social performance indicators to assess workforce stability and employee engagement. In 2025, Airties recorded an overall attrition rate of 24.53%, while regretted attrition, representing the loss of key talent, remained significantly lower at 5.60%. These metrics provide valuable insight into workforce dynamics and support the identification of opportunities to strengthen retention strategies and enhance employee satisfaction.



GRI 401-1, 404-2

People & Talent Development

To foster a culture of continuous learning and adaptability, we established two distinct development structures: the "Management Skills Academy" and the "Future Skills Academy." While we empowered our leaders with "The Art of Effective Management," we simultaneously prepared all employees for digital transformation through targeted "AI Adaptation" training. This dual approach ensures our workforce remains agile, equipping every employee with the skills necessary for the future of work while strengthening our leadership pipeline.

We further supported individual growth through personalized programs, including one-on-one mentoring for newly promoted managers and private English coaching focused on speaking skills. These investments in talent retention and development have yielded tangible results; during the reporting period, three key positions were filled internally, demonstrating our strong commitment to internal mobility and career progression.

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.

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



GRI 404-2

Training Governance, Effectiveness and Continuous Improvement

Learning & Development Governance

Roles and Responsibilities

Governance responsibility for learning and development activities is clearly defined across management and functional roles. Strategic direction and priority areas are determined by senior management in alignment with company strategy and business objectives. The Human Resources and Training & Development functions are responsible for designing, implementing, and monitoring training and development programs. Department and unit managers are responsible for identifying team and individual development needs and ensuring participation in relevant training programs.

Monitoring and Oversight

Strategically critical training programs are closely monitored and reported by Legal and senior management teams as part of the Company's governance framework, ensuring regulatory compliance, risk management, and alignment with strategic priorities. Training effectiveness, participation metrics, and development priorities are monitored through internal reporting and management review processes to ensure alignment with organizational goals and continuous improvement of learning activities.

Learning Performance Metrics and KPIs

Training KPIs

The Company has established measurable KPIs and monitoring mechanisms to assess the effectiveness of training and development programs. These include training completion rates, participation rates, learning hours per employee, impact (applying what you have learned) and post-training evaluation results. In addition, learning and development outcomes are linked to broader workforce sustainability objectives such as employee engagement, capability development, and retention indicators. KPI results are monitored periodically and reported through internal governance and management review processes.

Training Design and Impact Assessment

Training programs are designed based on regulatory requirements, business needs, and competency development priorities.

Mandatory trainings are assigned in line with local and international regulations and are monitored through completion tracking and compliance follow-up. Training needs are identified through performance evaluations, manager assessments, and structured training needs analysis processes.

Training design, target group definition, and evaluation processes are carried out in collaboration with relevant expert functions such as Occupational Health and Safety, Quality, Legal, and Information Security. Competency-based training plans are managed by the HR and Training & Development functions to ensure alignment with company strategy and workforce development objectives.

In addition, post-training evaluation surveys are conducted after each training to measure satisfaction levels and the perceived impact of learning on job performance.

In 2025, the overall training satisfaction score was 4.24 out of 5, and the learning impact score (average response to: "Having completed the course, how confident are you in applying what you have learned?") was 4.38.



GRI 404-2

Future Skills Development and Workforce Readiness

Strategic Capability Building

Learning and development activities are designed to support future capability needs and organizational risk management priorities. Technical training programs are determined by senior management in alignment with company strategy, business priorities, market developments, and industry competition.

Future-Ready Skills and Risk Resilience

To ensure sustainable business performance and operational resilience, employees are supported in attending technical trainings that strengthen both individual capabilities and overall organizational expertise. In addition, specialized technical trainings are organized in strategically critical areas such as information security, secure coding, and emerging technologies including AI. These programs support risk mitigation, regulatory compliance, and future workforce readiness, particularly in high-impact areas such as R&D and product development.

Continuous Improvement of Learning Programs

Feedback and Analysis

Post-training feedback, evaluation results, and measurement findings are systematically reviewed and integrated into continuous improvement processes. Training satisfaction and learning impact surveys are conducted after each training, and the results are analyzed periodically by the HR Training and Development function.

Continuous Enhancement

Insights obtained from these analyses are used to update training content, revise delivery methods, redesign training plans, and prioritize future learning investments. Where needed, additional or refresher trainings are planned based on identified gaps. In addition, feedback and evaluation outcomes are shared with relevant stakeholders and are considered during annual training planning and training needs analysis processes to ensure continuous development of learning programs.



GRI 404-2



Trainings and Professional 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

Training programs which are mandatory for all the employees are assigned in line with regulatory and corporate requirements. The content is reviewed regularly to reflect procedural changes and evolving business needs.

- 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.

Employee Rights & Fair Workplace

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.

Pay Equity and Living Wage Alignment: Pay equity and living wage alignment are assessed through a structured compensation framework based on the WTW job evaluation and grading methodology. Roles are evaluated according to defined criteria such as scope of responsibility, impact, and required capabilities, and are positioned within a standardized grade structure. Compensation levels are determined by referencing external market benchmarks to ensure competitiveness, while internal equity is monitored through grade-based comparisons. The Company's compensation practices also take into account applicable legal requirements, living wage considerations, and employee well-being, supporting a fair, balanced, and sustainable reward approach.

Equal Pay for Work of Equal Value: Airties applies the principle of equal pay for work of equal value within a structured compensation governance framework. Roles are evaluated and positioned within a standardized grade structure based on the WTW job evaluation methodology, ensuring comparability in scope, impact, and responsibility level. Compensation is managed through defined salary ranges and monitored using Compa-Ratio (CR) and internal equity analyses. Where deviations from grade positioning or pay range guidelines are identified, corrective measures may be addressed through annual salary review processes to maintain a balanced, fair, and sustainable reward structure. An employee's contract cannot be terminated without a valid reason.

Commitment to Freedom of Association and Collective Bargaining: Airties respects its employees' freedom of association, recognises and protects their right to collective bargaining and to form, join and administer workers' organisations. All acts of interference with the establishment, function or administration of workers' organisations must be refrained from in accordance with applicable laws.

Employee Engagement & Workforce Well-being

The employee engagement survey is conducted in partnership with a global consulting firm. Based on the analysis results, action plans are developed for areas identified as requiring improvement. These action plans are tracked through the survey platform and assigned to the relevant managers to ensure accountability and progress monitoring. In addition to system-generated action recommendations, HRBPs support the development of tailored improvement plans specific to each function or department. The implementation of these improvement actions is monitored jointly by HR and the relevant business unit managers to ensure effective execution and continuous improvement.

Human Capital Governance & Continuous Improvement

KPI Monitoring and Corrective Actions: The Company ensures transparency between its Human Resources commitments and measurable outcomes through clearly defined KPIs, regular monitoring, and internal validation processes. Any gaps between targets and actual performance are formally evaluated and addressed through corrective action plans. Key KPIs are monitored and reported through monthly Board presentations.

Annual Review of Employee Policies and Benefits: Employee-related policies and benefits are reviewed annually under the responsibility of the Human Resources function. The review considers applicable legislation, market practices, and the Company's strategic priorities. Based on the outcomes of this review, updates are implemented as needed to support employee well-being and sustainable workforce management.

Business Ethics & Compliance

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.

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.

Harassment and Mobbing Prevention: 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.

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.

Bonus at Airties

Reference Bonus: One-time reward for employees referring successful candidates. Paid after the candidate completes the probation period.

Patent Bonus: Financial and non-financial recognition for patent applications and registrations that support innovation.

Airties Star Bonuses: Gold and Silver Star awards recognize outstanding contributions, sustained effort, and long-term impact.

Sales Team Commissions: Quarterly commission program aligned with ARR growth targets and sales performance.

Employee Benefits

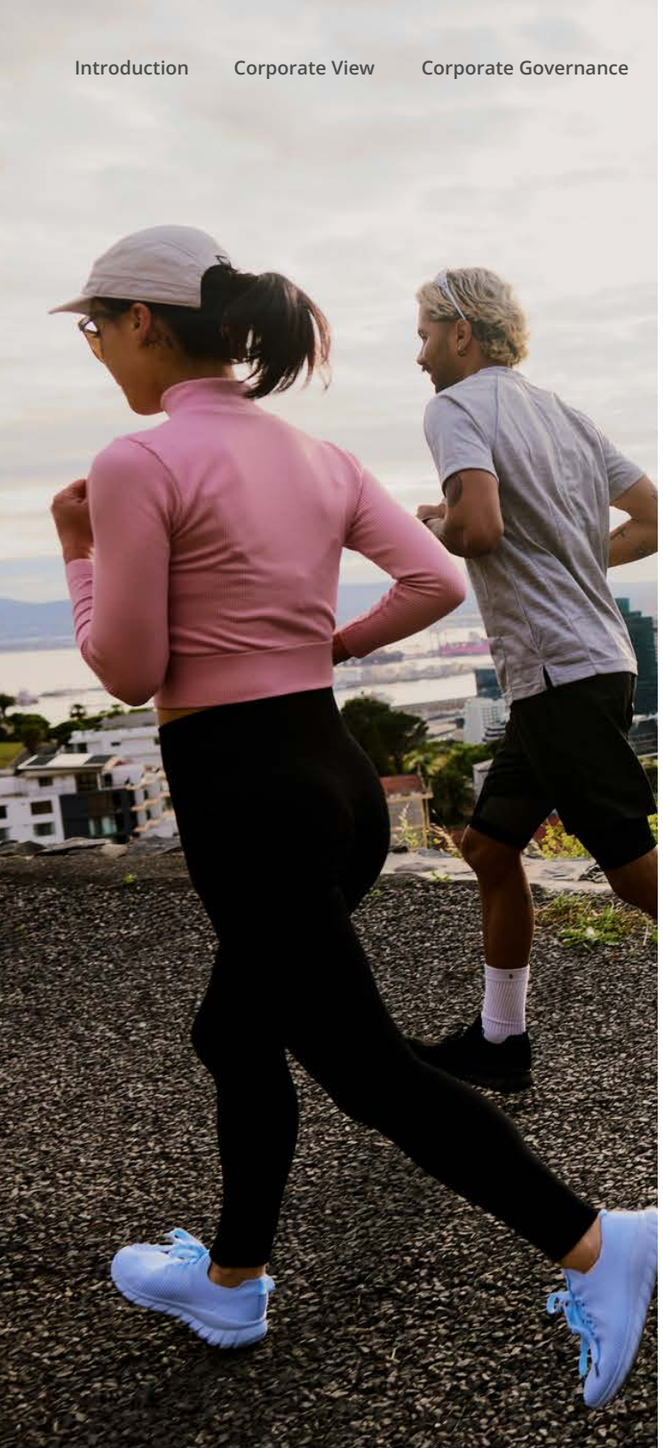
Transportation Support
Transportation costs for office-based employees are covered, with shuttle services available at selected locations.

Maternity & Parental Leave: Female and male employees are entitled to maternity and parental leave in line with applicable legal requirements, without salary deductions.

Birthday Leave: Employees are granted one additional day of paid leave to celebrate their birthday and support work-life balance.



GRI 2-24, 2-26, 205-2, 401-2, 401-3



Social Relations 2025

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.

Social Responsibility & Community Impact

This year, our commitment to social good reached new heights as we united for global causes and local support.

Intercompany Step Challenge (UNICEF & Wellbees): In November, we united for the Intercompany Step Challenge, aiming to support both physical well-being and social good. Between November 1–30, our teams walked an impressive 8.4 million steps globally. This collective effort transformed into a beacon of hope, providing meal support to 5,143 children worldwide. We also celebrated our top walkers, Meral Flaquer (450K steps), Michael Krejci (388K steps), and Pınar Tatlısu Moralı (383K steps), for their exceptional dedication.

Istanbul Marathon for UNICEF: Continuing our commitment, Airties participated in the 47th Istanbul Marathon on November 2. Our Istanbul teams joined the social responsibility run, crossing the unique continent-spanning course to support UNICEF. Our colleagues demonstrated great motivation, knowing that every step taken contributed to the future of children and reinforced our dedication to running for a better world.

BirİZ Run for Education (Izmir): On September 28, our İzmir colleagues laced up for the BirİZ Run in Urla to support the Urla Eğitim Vakfı (UREV) Scholarship Fund. Through registration fees and donations, the event helps provide scholarships to students in need. Beyond the finish line, it was a day of team spirit and fun.

International Women's Day & Mor Çatı Donation: To honor International Women's Day, we celebrated the strength and creativity of women across our organization. Making this day even more meaningful, we made a donation to the Mor Çatı Women's Shelter Foundation on behalf of our employees. Through this contribution, we took pride in supporting women as they move toward a safer and more empowered future.

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.

Wellness, Sports & Team Spirit

We expanded our focus on physical and mental health, celebrating both individual balance and competitive team successes.

Corporate Rowing Challenge: Demonstrating exceptional determination and team spirit, the Airties Rowing Team proudly represented us at the Corporate Rowing Challenge in Istanbul. Securing their place in the Grand Finale on November 15, they competed against 32 corporate teams and achieved a strong finish in 18th place. This performance highlighted the excellent harmony and resolve of our teams in a highly competitive environment.

Wellness Initiatives: In 2025, we launched a global **Dietitian Service**, offering face-to-face consultations in Istanbul and online sessions for international colleagues. To support mental and physical health, we hosted **Online Face Yoga** and **Mindful Breathing Workshops I-II**, while the **MultiSport Program (Turkey)** empowered teams to stay active and discover new passions.

Global Celebrations & Rituals

Our shared moments of joy continued to connect us across borders.

- To welcome 2025 and the summer season, spectacular **New Year Celebrations** and **Summer Parties** were held across all global locations. These events served as vital touchpoints for our teams to recharge and connect.
- Furthermore, we cherished cultural moments including **Valentine's Day, Ramadan, Diwali,** and **International Women's Day,** while honoring our employees with special messages on **Mother's and Father's Day**.
- As is our tradition, we honored the dedication of our team by presenting seniority plaques to members celebrating their **5th, 10th, 15th, and 20th** anniversaries, acknowledging the loyalty that drives Airties forward.

Creative Workshops & Team Fun

- Teams engaged in creative outlets like **Candle and Chocolate Making** workshops in **İzmir** and **Istanbul,** along with a **Cocktail Workshop** in **İzmir**.
- Global team spirit was further strengthened through high-energy activities: an **Escape Room** challenge in **Belgium** and **the United Kingdom**, **Bowling and Laser Tag** in **India**, a **Paintball** challenge in **İzmir**, and cultural experiences like **Van Gogh: Chasing the Light** and an immersive light journey at **Astra Lumina** for our **Istanbul** team.

Weekly & Monthly Traditions

- **Healthy Habits:** While maintaining our beloved **Simit Tuesdays** and **Airties Lunch Thursdays** in Turkey, we expanded our healthy rituals globally. We introduced **Fruit Tuesdays** across our offices in Turkey, Belgium, India, and France.
- **Office Essentials:** To support balanced nutrition, our global office kitchens are now continuously stocked with **fresh milk and mineral water,** promoting a healthier lifestyle for all.
- **Happy Hours:** To promote unity and camaraderie, Happy Hour events were organized across our offices. These gatherings helped build stronger team relationships in a relaxed environment.

TGIF Meetings

- Quarterly TGIF meetings with top management continued to strengthen two-way communication and business updates.



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