



2024 Sustainability Report

We listen. We innovate. We deliver.

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Letter from our CEO



As I reflect on 2024, I am proud of our efforts to meet the needs of our customers while embracing sustainability as a core business value. Our commitment to sustainability is important not only to our customers but also to their end users. At Technetix, we strive to identify, prevent, mitigate, and address human rights and environmental impacts across our operations and global supply chains.

We achieved several key milestones, including meeting our science-based targets, receiving a Gold rating from EcoVadis, and reaching our supply chain assessment goals. While these accomplishments are significant, the most notable progress was in further integrating sustainability into our business, products, and solutions. This integration brings energy, resource, and material savings, as well as productivity improvements, helping us maintain our position as a world leader.

2024 marked the first full year of our Sustainability Steering Committee reviews, fostering greater cross-functional reflection on our action plans. Through this team, we enabled broader participation and increased our ability to collaborate externally on sustainability topics. Members of the Board and Executive Team were directly involved in driving ESG initiatives, allowing us to set new, ambitious goals. Our materiality assessment, emissions strategy, and supply chain due diligence program target our biggest impacts while ensuring compliance with upcoming regulations, such as the EU CSRD (Corporate Sustainability Reporting Directive) and CSDDD (Corporate Sustainability Due Diligence Directive).

We listen, innovate and deliver on sustainability for our customers. In 2024 we delivered many products which lead their sectors on sustainability. Among them is the energy-efficient DBT-1800, a 10Gb DOCSIS 4.0-ready access amplifier, deployed across four continents. This next-generation HFC amplifier reduces installation and maintenance impacts while cutting power consumption by up to 30% through smart control, monitoring telemetry functions, and the latest GAN 2.5 semiconductor technology. The DBT product range continues to demonstrate our leadership in this area, which we have developed over the last decade since the introduction of our DBx platform.

We also launched our award-winning XFO multitap faceplate-only swap upgrade, which has been widely deployed to save both energy and labor time when upgrading legacy networks. By reusing existing perfectly serviceable housings with upgraded next generation electronics, we extend the service life of these components for an additional 15 to 20 years, saving our customers billions in upgrade costs while eliminating rewiring costs.

In 2024, we rolled out the award-winning FTTx (Fiber to the Home/Building) mini rOLT (Remote Optical Line Terminal), which offers the most compact, lowest power-per-customer FTTx system. Housed in a rugged, environmentally protected enclosure, it can be mounted on utility poles, building facades, and equipment cupboards, eliminating the need for civil engineering required by traditional rack-shelf solutions. This system overlays FTTx on legacy broadband networks without re-cabling the backbone, and it is ideal for rapid deployment in rural areas without need of new cabinets.

Additionally, in partnership with our customers, we continued the development and testing of our ground-breaking Access Smart Power (ASPx) solution, which uses smart power management to reduce electrical energy loss by 30%, thus minimizing copper losses in the distribution network.

Looking ahead, we aim to continue leading the industry in broadband network sustainability solutions. We will also work with our customers to achieve product lifecycle improvements in existing global networks.

A handwritten signature in black ink that reads "Paul Broadhurst".

Paul Broadhurst
Founder and Group Chief Executive Officer



Introduction



This report provides a comprehensive overview of the Technetix Group sustainability approach and progress in 2024.

2024 was a challenging year. Evolving and changing regulatory landscapes drove broader disclosures, enhanced climate risk management, and greater supply chain responsibility. It was the first year to exceed the 1.5°C (2.7°F)¹ global warming limit, reinforcing the urgency around climate action. In the industry it was a time of strategic realignment with customers reviewing their network expansion and upgrade plans and assessing new technologies. As well as the ongoing drive for product energy-efficiency there was renewed focus on supply chain emissions, circular principles, and product lifecycle impacts across many markets.

To ensure we could rise to these challenges, and those ahead, we chose to use 2024 to realign ourselves. We improved our governance structure, embedding our Sustainability Steering Committee and introduced a new Risk Committee. At the start of the year we completed a double materiality assessment, consulting our employees, partners and customers on our sustainability priorities. We increased our engagement and knowledge sharing outside our industry with members of the Sustainability Committee engaging with UNGC (UN Global Compact) and EcoVadis events. Our Supply Chain Due Diligence team met regularly, continually developing our approach. We also conducted a business-wide risk review and worked on supply chain continuity and resilience plans.

Meanwhile, we continued advancing across all four pillars of our sustainability strategy:

Environment: We slashed our scope 1 and 2 emissions by 60% versus our 2019 baseline, surpassing our 2030 science-based targets, and we continued the elimination of single-use-plastics from our supply chain.

People and communities: Improved company policies, development processes, and launched a new university scholarship.

Responsible business: Published our first supply chain due diligence report, and by end 2024, assessed 89% of our product supply chain for ESG risks.

Products and solutions: Set challenging product lifecycle goals, opened a maintenance and upgrade center in Europe, and continued development of our ground-breaking network and power solutions

I am pleased that in July 2024 we were rewarded with a Gold medal from EcoVadis, the leading provider of global sustainability ratings.

There is however much still to do and there were key learning points along the way which have informed our strategy. Supporting the growing workload around sustainability is a challenge and in 2025 we will be taking steps to increase support in our product teams and develop more leadership for key topics. We also recognize that supplier and employee knowledge and engagement is key to success and have learned we must devote more time and energy to develop knowledge and bring others with us on this journey.

Finally, our progress in 2024 has enabled us to make more sustainability commitments that align to our business strategy and will guide our initiatives for the years to come. In 2025 our focus includes setting scope 3 and net zero science-based targets, driving greater energy-savings, analyzing our product lifecycle impacts, and maturing our supply chain due diligence and engagement program. Our updated ambitions and goals can be found in full on [page 10](#) of this report.

I have been delighted with the increased engagement with sustainability I have seen over the last year, both within Technetix and from our customer and vendor partners. Only by working together across the value chain, can we drive meaningful change.

A handwritten signature in black ink, appearing to read "Anna Burns".

Anna Burns
Group Operational Excellence and Sustainability Director



1. About Us

Benefiting from 35 years' experience in our ever-evolving industry, we know that different locations, topographies, climates and subscriber profiles represent highly diverse demands and requirements. We sustain a strong focus on establishing and maintaining strategic partnerships with our customers, listening to their specific issues to develop tailor-made products and solutions.

Technetix' industry-leading innovation spans the total high-speed broadband network: from maximizing, or reinvigorating legacy copper cable network infrastructures and developing next-generation fiber optic solutions; to integrating AI-powered automation into existing plants, or finding better powering solutions for optimized network efficiency and reliability.

Whatever the client brief, Technetix empowers operators to increase their network capacity, enhance performance, improve operating efficiency, and reduce costs.

With a direct presence in 20 countries, Technetix has operational sites in the UK, the Netherlands, the USA, Canada, Spain, Germany, Belgium, Kosovo, China and Taiwan.



2. Our Sustainability Priorities

Through innovation and dedication, we aim to contribute to a better world for all.

We believe in taking responsibility for our actions, and our commitment to responsible business practices helps drive positive change for our customers, employees, suppliers, and stakeholders.



Environment

Environmental sustainability is a priority at Technetix, and we have implemented practices to minimize our carbon footprint, reduce waste, and conserve resources.

Our focus

- Decarbonization
- Supply chain engagement
- Waste reduction

Linked to the following UN Sustainable Development Goals

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND



People and Communities

We invest in our workforce by fostering inclusive, safe, and supportive workplaces, while providing our people with opportunities for growth and development. We are committed to upholding human rights and fair labor practices across our supply chain, and we actively support communities and charities to create a positive impact wherever we operate.

Our focus

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

Linked to the following UN Sustainable Development Goals

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH



Responsible Business

Our high standards of integrity, transparency, and compliance form the cornerstones of all aspects of our business dealings. From supply chain management to corporate governance, we are dedicated to conducting business responsibly and ethically.

Our focus

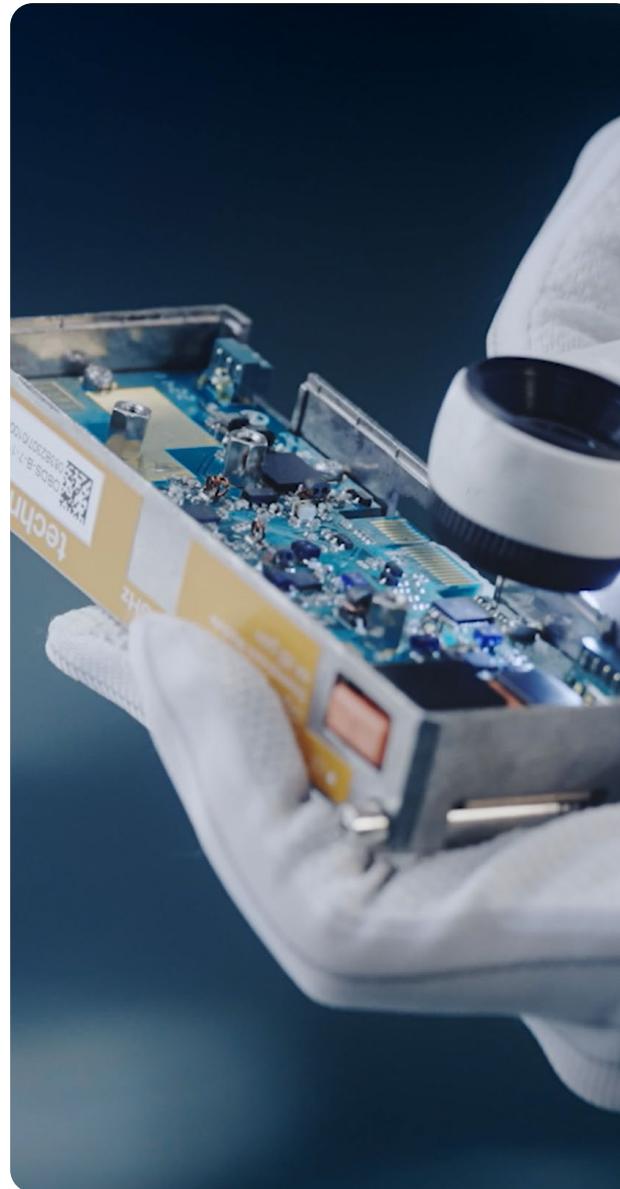
- Governance
- Sustainable procurement
- Privacy and information security

Linked to the following UN Sustainable Development Goals

10 REDUCED INEQUALITIES

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIP FOR THE GOALS



Products and Solutions

Continual investment into the research and development of cutting-edge technology that not only meets the needs of our customers: it minimizes environmental impact. By pioneering new solutions, we strive to contribute to the sustainable networks of the future.

Our focus

- Energy efficiency
- Operational efficiency
- Product lifecycle

Linked to the following UN Sustainable Development Goals

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE PRODUCTION AND CONSUMPTION



3. Sustainability Highlights



4. Ambitions and Goals

Environment

Our Ambitions

- Net Zero emissions across our value chain
- Eliminate single-use packaging from our supply chain

Our Goals

- Set long term and net zero science-based targets in 2025
- Enable 50% of our key suppliers to set science-based emissions reduction targets by end of 2026
- 50% of our energy from renewable sources by 2025,  80% by 2030
- Reduce Scope 1 & 2 emissions by 46% by 2030 (science-based target) 
- Reduce single-use plastic in Technetix packaging by 90% by 2030

People and Communities

- Positively impact all the communities where we operate
- Meet evolving employee needs and strengthen support for diversity

- Expand our support to more local charities where we operate in 2025
- Enhance internal communication and modernize our training and development processes in 2025

Responsible Business

- Ensure 100% of our suppliers adhere to global labor and human rights standards and take a proactive stance on environmental issues
- Embed sustainability awareness and ethical decision-making across the workforce

- Embed supply chain due diligence processes covering >90% of product supply chain spend, including at least one on-site audit of a key supplier in 2025
- Evaluate the human rights and environmental commitments of 100% of prospective suppliers before contracting new business
- Assess 100% of critical suppliers for compliance to Conflict Minerals, RoHS and REACH regulations

Products and Solutions

- Innovate to reduce customer environmental impacts through energy and operational efficiency
- All new Technetix products designed to be sustainable or circular

- Reduce energy consumption in operating broadband networks in three different regions by double-digit percentage by end of 2025
- Complete Lifecycle Assessments (LCAs) for three key product families by end 2025

Achieved 



5. Environment

Championing environmental responsibility in connectivity

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

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



Decarbonization

As a company at the forefront of broadband technology design and supply, we recognize our responsibility to aggressively reduce emissions across our operations and value chain.

Climate data confirmed 2024 the hottest year on record. We are committed to taking urgent action across our business and supply chain to make a meaningful reduction in our scope 1, 2 and 3 greenhouse gas emissions.

Scope 1 & 2 emissions

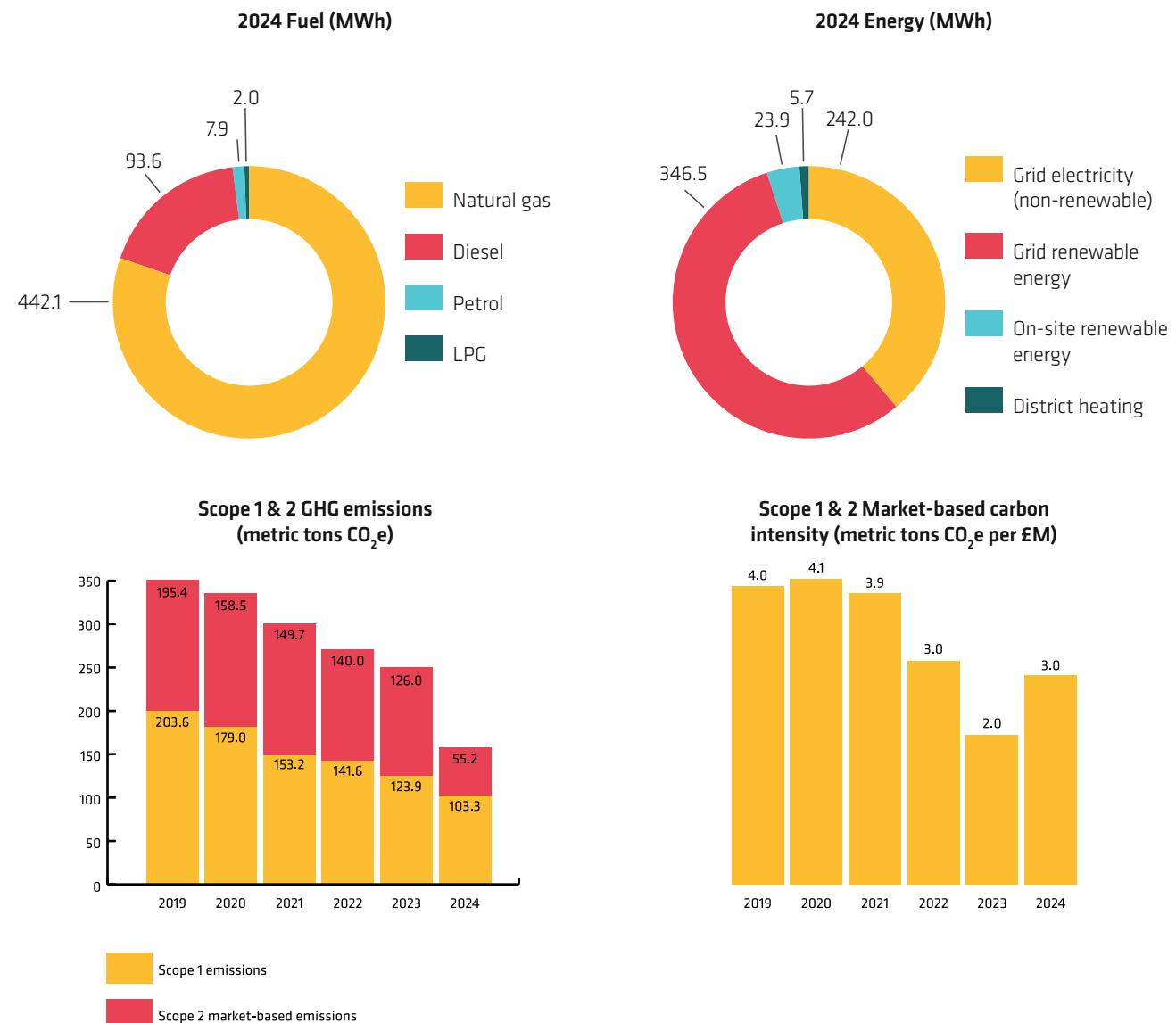
We took action in recent years to elevate energy awareness at Technetix, invest in energy-efficient equipment, and transition to renewable energy. We also set science-based targets to align our objectives with the latest climate science

We are pleased to confirm we achieved our near-term science-based reduction goals in 2024 - six years ahead of target.

Our Science Based Targets initiative (SBTi) approved target was to reduce Scope 1 and 2 Greenhouse Gas (GHG) emissions by 46% by 2030 from our 2019 baseline. By the end of 2024 we had exceeded this.

2024 achievements included:

- 60% overall reduction in our Scope 1 & 2 market-based emissions
- 60% of our electricity supplied from renewables
- Installation of solar panels on our largest site in the Netherlands
- Fuel consumption reduction of 49%
- Emissions from company cars cut by 76%



Scope 3 emissions

Technetix also committed to monitor and reduce its Scope 3 emissions. In 2024, our dual focus was on gathering Scope 3 data while also driving reduction in priority categories.

As a supplier of broadband network technology, the majority of our Scope 3 emissions are generated during the lifecycle of the product; from raw material extraction; through manufacturing; active product use; to end-of-life disposal. We work to minimize Scope 3 emissions through our products and processes.

- Our active products are designed with energy efficiency in mind.
- We aim to reduce production impacts through design for longevity, upgrade, and repair.

- We assess the maturity and impacts of our suppliers and have started to engage key vendors in emissions reduction.
- We have introduced travel policies and approvals to reduce unnecessary travel and encourage virtual working.

In setting Scope 3 targets the shortage of definitive data on product and supply chain-related emissions presents a challenge. We have therefore estimated our Scope 3 emissions from spend, activity and benchmark data with reference to the Greenhouse Gas (GHG) protocol. This provides some insights into the relative importance of each upstream Scope 3 category. From this the most impactful upstream categories can be identified as:

Category 1. Purchased goods and services

Category 4. Upstream transportation and distribution

Category 6. Business travel

Most of our downstream Scope 3 emissions are generated during the operational life of our products and therefore our most impactful downstream category is:

Category 11. Use of sold products

Our equipment is designed to remain in the network for at least ten to twenty years. Longevity, energy efficiency and operational efficiency are prioritized in our product designs, allowing customers to reduce their emissions, waste and resource consumption.

We calculate energy efficiency per product based on rigorous testing and (where possible) customer network deployments. Moving forward this data will form the basis of our downstream Scope 3 reporting. Over time, these calculations will be refined and expanded with the aim of setting long-term and net zero targets.

Scope 3 GHG emission category	2024 estimation (tCO ₂ e)	Calculation method and assumptions
1. Purchased goods and services	16,947.4	Spend-based per category
2. Capital goods	386.2	Spend-based per category
3. Fuel and Energy-Related Activities (not included in Scope 1 or Scope 2)	63.9	Extrapolated from Scope 1 & 2 data
4. Upstream transportation and distribution	304.0	Spend-based per category
5. Waste generated in operations	0.0001	Industry-specific benchmark
6. Business travel	354.9	Spend-based per category
7. Employee commuting	115.5	Extrapolation using regional averages. Includes work from home emissions
8. Upstream leased assets	15.1	Activity-based (where available) or use and size-based estimation
Total estimated Scope 3 upstream GHG emissions	18,187.0	



Our carbon reduction plan

- Improve Scope 3 data collection and calculation methods including conducting Life Cycle Assessments (LCAs) of our key products and engaging our suppliers in emission measurements.
- Set long-term and net zero targets using the SBTi.
- Increase purchase and generation of renewable energy and identify and implement further energy and fuel-saving opportunities across our locations.
- Strengthen our approach to business travel, promote virtual collaboration, optimize policies and tools, and monitoring the associated emissions.
- Support suppliers in setting science-based targets to ensure that upstream emission reductions align with global climate goals.
- Minimize emissions from transport and logistics by analyzing shipping data, optimizing routes, consolidating shipments, and selecting logistics providers that support our environmental goals.
- Continual improvement of product energy efficiency, and ongoing solution development to support our customers' emissions reduction goals.
- Use product LCAs to determine emissions hotspots and make informed design improvements for lower-carbon alternatives.



Supply chain engagement

We recognize the interconnected nature of sustainability and actively engage our supply chain partners in our environmental initiatives. Through collaboration and transparency, we work towards enhancing sustainability standards and practices across the entire value chain. Suppliers that are committed to ethical sourcing, waste reduction, and carbon neutrality are given priority so that we strengthen the resilience and sustainability of our supply chain.

Assessing supplier environmental performance

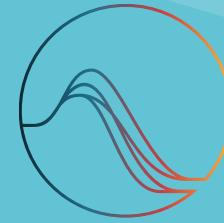
Our suppliers are expected to be proactive in addressing all their environmental impacts. Supply partners are required to comply with our **Supplier Code of Conduct** and have an environmental management system aligned to ISO 14001. New vendors – including supply chain additions through acquisition – are assessed via our vendor approval process, with subsequent implementation of our key principles and support to improve performance where required.

We selected the IntegrityNext supply chain due diligence platform to integrate environmental protection in our procurement processes. To read more about this program, refer to the **Responsible Business** section.

Tackling supply chain emissions

A substantial portion of our emissions are generated upstream in the supply chain. This can be during the extraction of raw materials, the manufacture of products and components, by transportation, logistics, and other services. It is of critical importance we address emissions with our suppliers to achieve meaningful reductions in environmental impact.

Our supply partners are encouraged to set their own science-based targets. Whereas product LCAs focus on selected products, engaging suppliers in science-based targets supports a comprehensive approach to emissions reduction, addressing impacts across their own operations and supply chain. Science-based targets also provide a framework for measuring progress and alignment with global climate goals.



**SCIENCE
BASED
TARGETS**

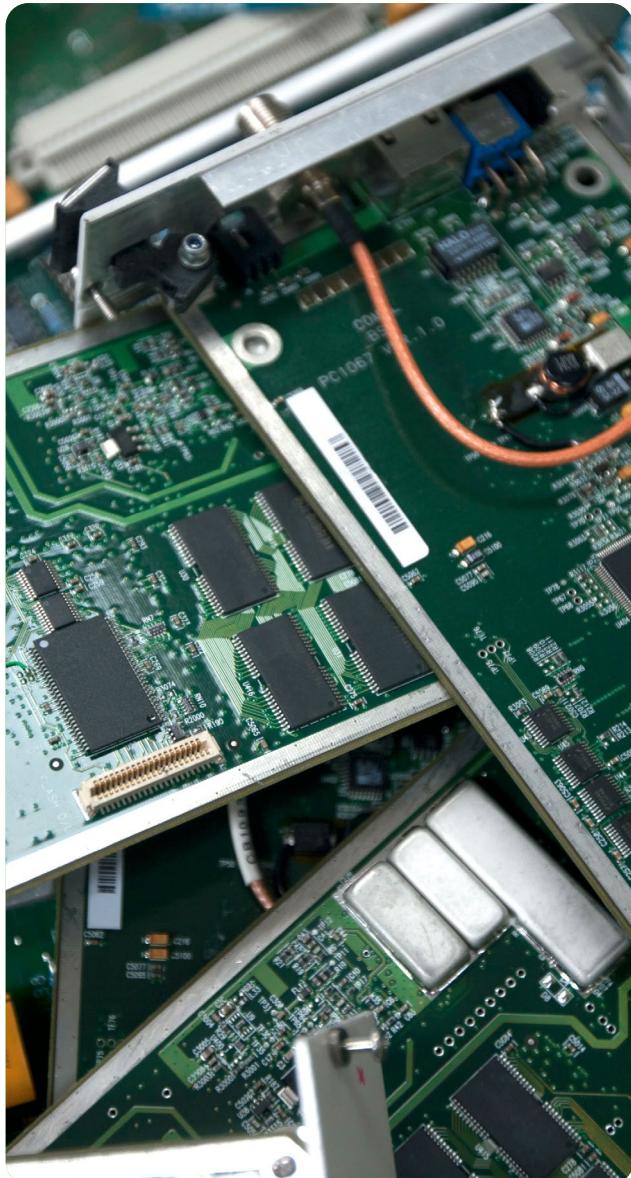
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

We have set the following supply chain emissions target:

50% of key suppliers to set science-based targets by end 2026

We aim to achieve this through a mixture of engagement and support from us over the next two years. Suppliers will be selected based on impact and influence criteria.





Waste reduction

Waste reduction is crucially important at Technetix. Our waste reduction initiatives include:

- Reduction of material consumption: We minimize the use of materials such as paper and plastic at our facilities.
- Sustainable transit packaging: By challenging the use of disposable or low-quality transit packaging, we adopted more durable and eco-friendly alternatives.
- Comprehensive recycling programs: We have established recycling processes at all our sites, and we actively encourage employees to reduce, reuse, or recycle materials.
- Sustainable product packaging: select environmentally responsible materials and eliminate single-use plastics.
- Electronic equipment takeback services: We offer takeback services for electronic and electrical equipment, ensuring responsible disposal and recycling.
- 100% E-Waste recycling: We recycle all electrical waste.
- Repair and upgrade: Providing maintenance, repair and upgrade solutions to keep network products in service longer.
- Reducing trade show waste: Minimizing the impact of exhibitions through reduction and reuse.

However, our primary focus for waste reduction lies within our products, and their packaging and supply chain. Disposable plastic packaging and electronic waste (e-waste) continue to present significant environmental challenges, contributing to pollution and health concerns.

Projections indicate that global e-waste could escalate to 82 million tons by 2030². With redundant network equipment accounting for a substantial portion of e-waste, the telecommunications sector is a significant contributor to the growing problem.

New Technetix maintenance center

In 2024 we opened a dedicated maintenance and upgrade center in Zaragoza, Spain. This state-of-the-art facility is a key enabler in our commitment to reducing e-waste, extending product lifespans, and lowering the environmental impact of broadband infrastructure.

Offering our customers expert diagnostics, servicing, and refurbishment mitigates instances of entire product and component replacements. The service covers a range of Technetix HFC amplifiers and optical components: not only does this elevate our own waste reduction efforts, our customers benefit from avoiding premature equipment disposal.



Over 1,000 amplifiers have been processed since our maintenance and upgrade center opened in 2024, preventing significant amounts of e-waste and resource consumption.

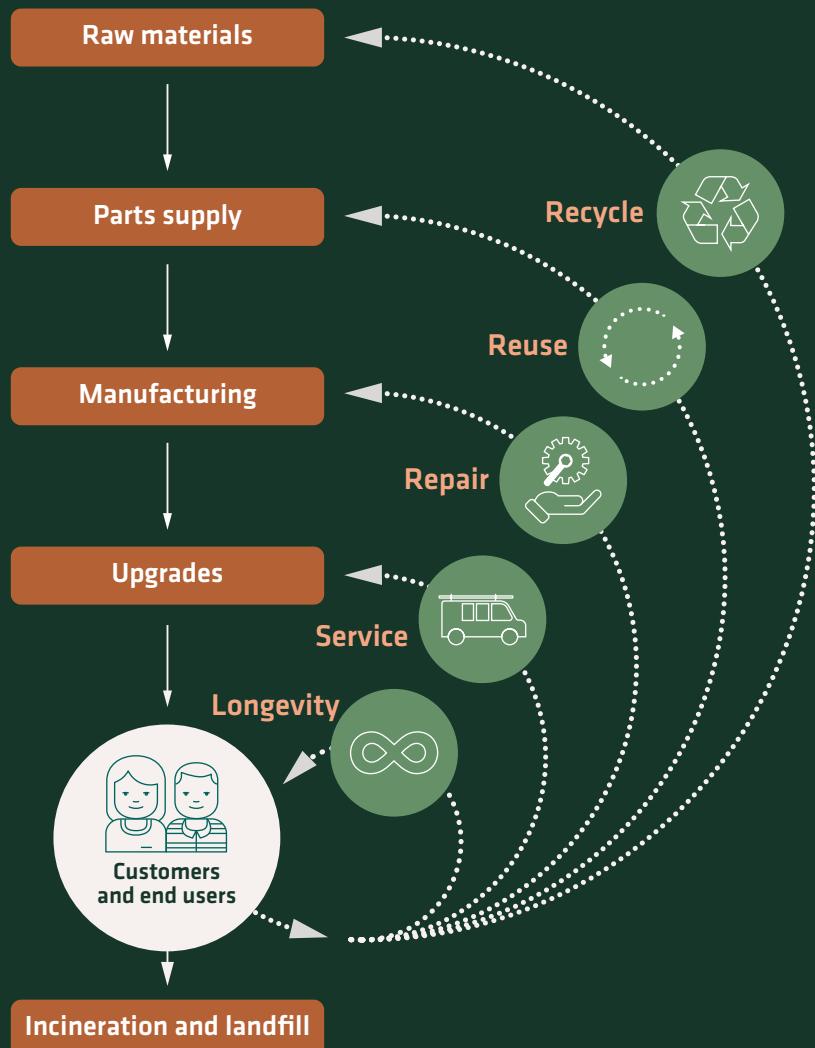
Product circularity

At Technetix, we are dedicated to reducing e-waste by focusing on product circularity. By designing durable products that are modular where possible, easily repairable, upgradeable, and with optimum longevity, we extend their lifespans and that of existing networks. This retains their value in the system and decreases instances of network overhauls and premature equipment disposal.

See **Section 8** for more information about how we are driving waste reduction through product and solution innovation.



Product circularity at Technetix



We need to move from linear to circular models

Design for longevity



Durability, backward compatibility and upgrades to keep product in use.

Design for service



Remote upgrades and network optimisation ensure value is kept within the system and reduces truck rolls

Design for repair



Extend lifespan through repair and maintenance.

Design for reuse and parts harvesting



Enable and incentivise return and reuse of products and parts.

Design for material recovery



Enable effective disassembly and recycling.



Packaging

We are committed to providing packaging that not only protects our products but is also safe, user-friendly, and sustainable. Our development teams are dedicated to this goal, integrating the following principles into our packaging specifications and design process for all products:

- **Recyclability**
Ensuring packaging can be processed through established recycling systems.
- **Minimized volume and weight**
Using the least amount of material necessary.
- **Elimination of single-use plastic (SUP)**
Avoiding SUPs in all packaging designs.
- **Proper labelling**
Providing clear, accurate information for safe use, handling, and recycling.
- **Safety assurance**
Prohibiting heavy metals and other harmful substances.



Since 2020, we have actively worked to eliminate Single Use Plastics (SUP) from our packaging materials. This required ongoing and comprehensive review of our products, incorporating feedback from our customers as well as QC, product management, and warehouse teams. These insights help us identify legacy plastic packaging and take action to remove or replace it. In some cases, we redesigned components to eliminate the need for packaging elements (eg integrating holders for fasteners).

In 2024, we removed an additional 5.7 tons of SUP from our, and our customers' supply chains as a result of this initiative. All new Technetix products are designed with packaging that excludes SUP (unless specifically required by customers or regulators).

It is our ongoing goal to eliminate as much single-use packaging as possible while meeting both customer specifications and our rigorous quality standards.

Our goal:

Reduce single-use plastic in Technetix packaging by 90% by 2030 for three key product families.





Reducing trade show waste

As the event season came to a close at the end of 2024, we were pleased to accept the Better Stands Initiative's Gold rating for our reusable modular show stand. The initiative, which encourages tradeshow exhibitors away from using disposable stands, recognized our reusable display facilities and wall panels, and our use of recycled materials in its composition.

Often tailor-made to accommodate different spaces and product catalogs, disposable stands contribute to high levels of waste at industry events. Holding ourselves accountable for helping tackle this problem, we reviewed our stand design and build process following 2023's season. With shows a crucial part of Technetix' marketing function, we engaged a UK-based company to help us develop a low-impact unit that was reconfigurable for diverse space and catalog specifications, and durable and versatile enough to withstand transportation, storage, and numerous rebuilds. It has recently been re-deployed for the 2025 season.



Connected Britain 2024 Sustainability Award

Our work with VMO2 to reduce SUP in our packaging earned us finalist status in Connected Britain's 2024 Sustainability Awards. Sharing the shortlist with major industry players affirmed the positive impacts of our dedication to process review. It also recognized our appetite for partner collaborations to change what we can for more sustainable operations, and better industry-wide standards.



6. People and Communities

Connecting through care: our commitment to people and communities

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

Beyond our workforce, we are committed to ensuring ethical and responsible practices throughout our supply chain, prioritizing fair labor conditions, safety, and wellbeing for those who help bring our products to market.

Additionally, we endeavor to contribute meaningfully to local communities through charitable partnerships.





Global team development

Significant strides were made in the development of our international team. Five new executive appointments, including a Chief People Officer at the start of the year, strengthened the leadership team and elevated alignment between stakeholders and company vision, goals, and values.

Continued focus on enhancing sustainability was reinforced through an operational restructure to support the delivery of our strategy. Furthermore, the ongoing integration of our sustainability governance structure and steering committee – which we established in 2023 – increased awareness and ratified the importance of sustainability for the business.

Unleashing potential to grow together

We're committed to supporting Technetix employees to reach their full potential. Our annual Personal Development Conversation (PDC) process is an opportunity for staff and leaders to set out behavioral and skill-based enhancement goals and has become a cornerstone process that nurtures training and personal growth and champions open, coaching-style discussions.

As we look to meet the demands of a changing workforce, our HR team began working with the sales team to implement a capability framework. That framework will provide further clarity on how to develop individuals and a blueprint for staff and managers to work from. We continue this work into 2025, including other departments.

Our training approach is built around individual needs, combining online learning, external training, and internal knowledge-sharing such as our 'Lunch and Learn' sessions. In 2023, we introduced new processes to assess training effectiveness, and in 2024 we used this input to better target employee development and training needs.

Continuous policy review

Strong people policies provide clarity, set expectations, and promote a culture of trust, fairness, and transparency. A comprehensive policy review commenced in 2023 and was ongoing throughout 2024. Looking ahead we will be introducing a policy review cycle and a new employee handbook to ensure clear and consistent communication.

Equity, diversity and inclusion

Treating our people with dignity and respect is a non-negotiable foundation of our ethos. We are an equal opportunities employer and hiring practices align to our goal of supporting diversity of thought, experience and background. We expect all team members to uphold our commitment in our Equity and Diversity policy to maintain an inclusive and supportive work environment.

As a multi-cultural and international team, with staff members across 20 countries, our ever-widening talent and personnel profiles benefit our company with fresh skills and diverse experiences. Our diversity brings value to our collective perspectives and approaches, drives innovation, and enhances our ability to effectively meet growing customer needs.



Health, safety and wellbeing

Rigorous adherence to the highest standards of health and safety throughout our entire supply chain is a priority. We comply with all relevant regulations to safeguard everyone involved.

Before our products reach mass production, they must pass thorough approval processes, designed to mitigate potential health and safety risks. Strict controls are in place to manage changes and deviations, ensuring consistency and safety at every stage.

From our manufacturing partners to our end users, health, safety and wellbeing is a core aspect of our operations. We are continually looking for ways to enhance welfare standards and reduce risks across all interactions with our products.

Employee welfare

The safety, health, and welfare of our employees are primary priorities, and we strive for zero harm in daily operations. Through ongoing risk assessments, training, consultation, and regular reviews, we equip our teams with the knowledge and resources needed to work safely. We actively encourage incident reporting and near misses so we continue refining and improving our safety practices.

Open communication and engagement is encouraged at all levels of the organization. Employees have multiple channels to share feedback, including Town Hall meetings, works councils, and site committees. Additionally, we conduct regular employee surveys to gather insights and identify areas for improvement. We are taking action on the results of new employee satisfaction survey conducted in 2024.

Workers in the value chain

Health and safety is equally vital throughout our supply chain. We expect our suppliers to uphold high safety standards for their employees, as outlined in our **Supplier Code of Conduct**. Regular factory assessments and compliance reviews ensure these standards are met across our broader supply network.

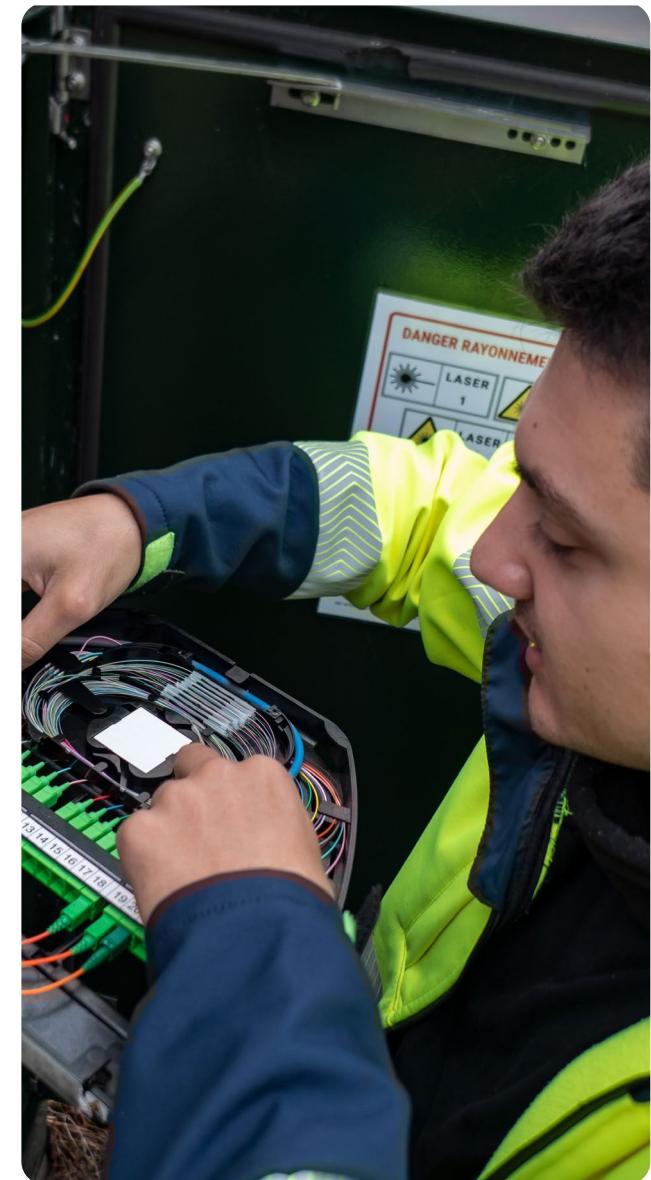
Additionally, we promote fair labor practices, including the protection of workers' rights to fair wages, reasonable working hours, freedom of association, and non-discrimination.

In 2024 we strengthened our supply chain policies and conducted labor and human rights risk assessments across our supply base. To read more on our supply chain standards and due diligence approach please refer to the **Sustainable Procurement section** of this report.

Customer welfare

We prioritize customer health and safety through our product design innovation and by ensuring compliance with recognized safety standards.

By improving upgrade efficiency (for example XFO 1.8 GHz tap faceplate), Technetix products minimize the risks associated with working at height or near live electricity supply cables, making it safer to maintain consumer services. Our products are designed to be quick and efficient to deploy, reducing the tools and equipment required and therefore the risk of worker injury and fatigue. Streamlined installation processes also improve traffic management duration in busy areas, supporting faster, safer, and more efficient maintenance and upgrades.



Social impact and community support

We feel strongly about cultivating positive impacts on the communities in which Technetix operates.

Chestnut Tree House

Our longest standing charitable partnership is with Chestnut Tree House, a children's hospice catering to East Sussex, West Sussex, and South East Hampshire, UK. Since 2010, we've supported the service, which provides care for 300 children and young adults aged from birth to 19 years, both within the facility and at home.

In 2024, Technetix once again participated in Chestnut Tree House's 'Pay For A Day' scheme, funding two full days of service-wide care. In the autumn, Technetix staff volunteered for the hospice's Gardening Day campaign to deliver on-site manual work tending and improving the hospice's grounds.

At the end of 2024, our total donations to Chestnut Tree House over our 14-year partnership was £194,641



On behalf of every child and family who receives care from Chestnut Tree House, we'd like to say a huge thank you for all your support throughout 2024. By doing this you have helped provide care, both at the house and in families' own homes across Sussex and South-East Hampshire, for children with life-limiting or life-threatening illnesses.

Hannah Seltzer, CTH Corporate Partnerships Manager

"Our thanks to your lovely team who volunteered at Chestnut yesterday. We have had such positive feedback from our gardening team, who said you were all very helpful and hardworking."

Olivia Albon-Carey, CTH Fundraising Assistant



**Chestnut
Tree House**

{Children's
Hospice Care}



University of Liverpool scholarship

Championing talent is important to us and we're proud of the part we play supporting individuals in their careers, but we know adversities and socioeconomics play a big part in creating barriers to education and opportunity. In recognition of this problem, we gifted £30k to the University of Liverpool in 2024 to support two engineering undergraduates throughout their three-year degree programs.

The Technetix Broadhurst Engineering Scholarship expanded the university's Widening Participation scheme to their School of Engineering, and School of Electrical Engineering, Electronics and Computer Science. The scheme's eligibility criteria consider students from low-income households (under £25k annual); students who are estranged from family; young carers and care-leavers; and asylum seekers.

From 130 applicants, the two beneficiaries of the Technetix Broadhurst Engineering Scholarship, which supports the students in three payment instalments between 2024 and 2026, were selected from the Computer Science and Electronic Engineering programs. They are an aspiring data scientist, and an individual who wants to develop sustainable energy solutions for low-income households.

It is our aim to continue growing our philanthropic support across more regions as we grow our global footprint. Conversations are underway to identify more ways to serve and positively impact our communities. Looking ahead, we are planning some educational endeavors for school-age children and under-represented young people with hands-on events and experiences in 2025, including funding benefits and mentorship.



“

Technetix' support empowers students to achieve their dreams and overcome barriers, ensuring that the next generation of technology professionals and leaders is shaped by a diverse range of perspectives and ideas. Liverpool graduates excel in these fields, driving innovation and contributing to the technological advancements that will define our future.

Mark Horne, Head of Philanthropy

Gifts like the Technetix Broadhurst Engineering Scholarship make a huge difference for our students. Acting as a confidence boost and alleviating financial worries, our students can make the most of their university experience, allowing them to access opportunities and resources which would have otherwise been out of reach.

Sarah Hanson, Widening Participation Team

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7. Responsible Business

Driving innovation with integrity: our sustainable business pledge

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



Sustainability governance

The governance of sustainability at Technetix was strengthened during 2023 and remained a key focus throughout 2024 as we integrated changes. The Technetix board and executive team retain overall responsibility for, and oversight of, the execution of our sustainability policy and objectives. However much of the day-to-day strategic and operational decision making has been delegated to our Risk and Sustainability Committees.

Both committees have Board-level sponsors and Executive attendees who carry forward and advocate for the work of those forums at the Board and Executive level. In particular, the Sustainability Committee - which brings cross-functional representation and perspectives to ongoing work - has led our group-wide sustainability agenda for a full calendar year and has been instrumental in setting our sustainability strategy and goals.

Strengthening our ESG commitments

As part of our commitment to continual improvement, the Sustainability Committee developed an updated sustainability strategy in 2024. The strategy applied to the entire Group, and included short- and medium-term objectives across emissions, supply chain and product development to enable delivery. These strategic items can be found in the **Ambitions and Goals** section of this report.

Additionally, Technetix remains a committed signatory of the UN Global Compact and supports the 17 Sustainable Development Goals (SDGs), reporting on progress annually.

Board of Directors

- Policy sign off
- Oversee sustainability/ ESG activities
- Ensure effective sustainability and risk program in place

Executive Team

- Evaluate business risks and opportunities
- Drive, monitor and support sustainability program
- Update board and external stakeholders

Risk Committee

- Monitor and mitigate principal risks
- Business continuity process
- Legal cover and compliance

Sustainability Committee

- Monitor stakeholder, legal and regulatory requirements
- Updates exec and employees
- Coordinates with working groups sustainability program

Working Groups

- Decarbonization action plans
- Supply chain due diligence team
- Product sustainability initiatives
- Department risk teams
- Site councils and committees



UN Global Compact

Our pledge to observe UNGC principles gained further momentum throughout 2024. In October, members of the Sustainability Committee attended the annual UN Global Compact Network 2024 Summit in London. Benefiting from cross-industry knowledge-sharing in plenary and panel discussions, the summit provided a valuable platform for discussing incoming CSRD requirements with other SMEs.

In addition to the yearly observation of the UN SDG Flag Day on September 25, the committee collaborated with Technetix' marketing team on social media campaigns to raise awareness of global drives such as Earth Day, Plastic Overshoot Day, and Human Rights Awareness Day.

Looking ahead into 2025, three Sustainability Committee members enrolled onto the UNGC's SDG Ambition Accelerator program. While the program and its outcome pertain to next year's reporting period, the committee's evaluation of the program and decision to participate represents preemptive action and commitment to improvement and learning.



► UN Global Compact UK Summit in London, October 2024

EcoVadis

We achieved Gold Medal status from EcoVadis in 2024, the leading global sustainability ratings provider. This placed us within the top 1% of those rated in our industry, reflects our dedication to enhancing sustainability, and assures our stakeholders we act responsibly.

The annual EcoVadis assessment provides us with important feedback on our strengths and improvement opportunities. It also helps us keep pace with evolving issues, expectations and regulation in the areas of environment, labor and human rights, ethics, and sustainable procurement.

Highlights included:

- Significant progress on science-based targets and waste reduction. We received a score of 90/100 for the environment theme placing us in the top 1% of companies rated in our industry.
- Reinforcement of responsible procurement policies and due diligence. We were in the top 2% in our industry for sustainable procurement, and top 3% for ethics.

In November we joined our peers at the EcoVadis Annual Sustainability conference in London in order to share insights, ideas, and best practices in sustainability and procurement, aiming to drive positive change across global supply chains.



► In November, EcoVadis's World Tour provided us with valuable insights into the latest on supply chain sustainability.

The JAC

As a supplier to members of the Joint Alliance for CSR (JAC), we actively collaborate with leading telecom operators to enhance sustainability across the industry.

Our participation enables us to assess ourselves, share best practices, and align our operations with the environmental standards expected by our customers. Over 90% of JAC members have committed to net-zero or science-based targets, highlighting the telecom industry's leadership in corporate climate action.

In 2024 the assessment placed us at level 3: Sustainability Health. We have made pledges to improve this rating and to support our customers in achieving their sustainability goals and to address supply chain emissions.



Risk and materiality

One of the first tasks our Sustainability Committee tackled in 2024 was the completion of our company's first double materiality assessment, considering the relative importance of each topic from two perspectives:

- **Impact materiality:** The inside-out perspective How Technetix and our value chain can impact people and planet in the short, medium, and long term.
- **Financial materiality:** The outside-in perspective How each ESG issue can impact Technetix growth and performance in the short, medium, and long term.

Our Materiality Report can be found [here](#). We assessed relevant environmental, governance and social material factors to identify three key focus areas for group sustainability initiatives.

They were:

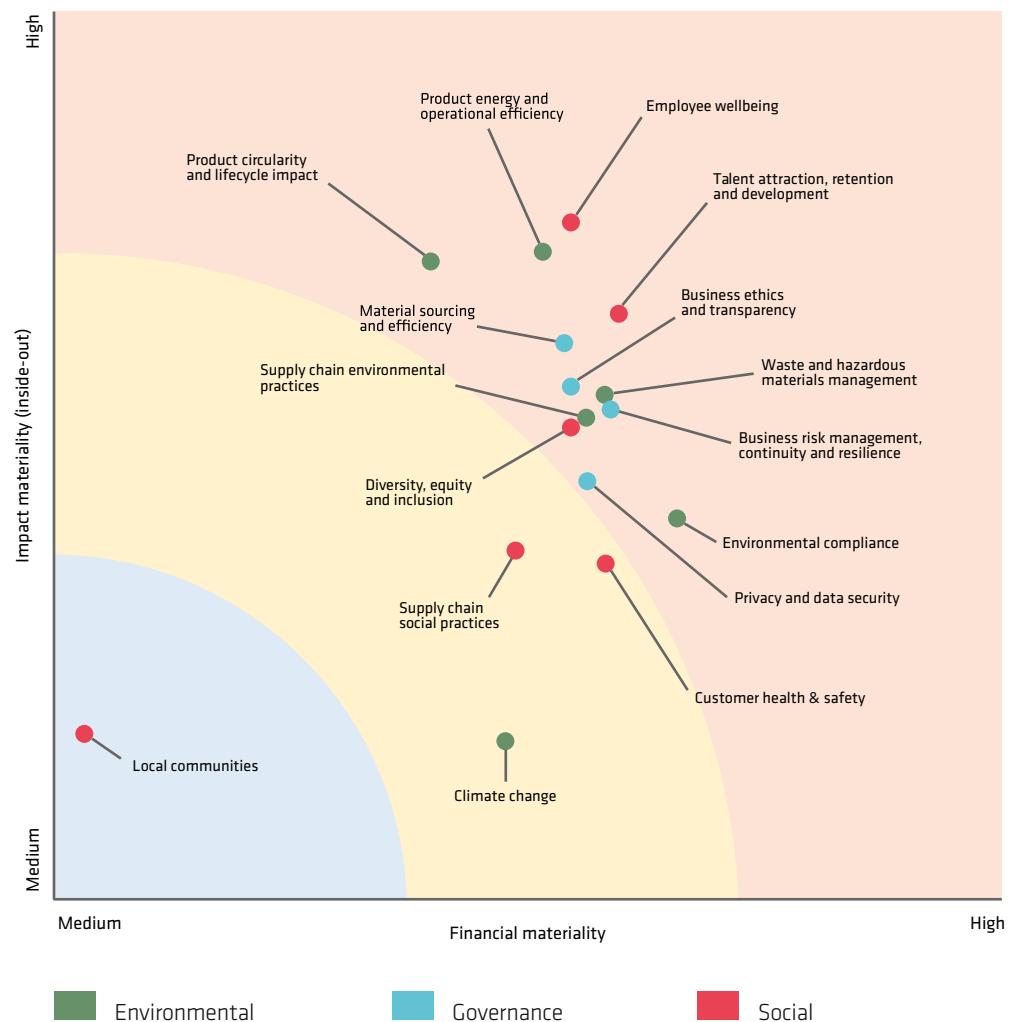
1. product energy and operational efficiency
2. circularity and product lifecycle impact
3. material sourcing and supply chain sustainability

These focus areas contributed to, and informed, the development of Technetix' sustainability strategy.

We also established an internal Risk Committee in 2024. Committee members are non-customer facing executives with a risk management remit, and other senior leaders (legal and regulatory, corporate governance, sustainability, finance, operations, quality and IT/ cybersecurity). The Risk Committee monitors group-wide risk and material issues, including sustainability.

Global responsibility

In 2024 we continued to monitor our key sustainability risks and opportunities and allocate resources to address them where required. Since our global value chains are complex, it is more important than ever that we mitigate sustainability risks, uphold ethical standards, and build trust with stakeholders. We therefore established a new working group focused on supply chain sustainability and set supplier development objectives for 2025 and beyond. Read more in our **sustainable procurement** section and our **Supply Chain Due Diligence Report**.



Sustainable procurement

Our commitment to sustainable procurement and integrating environmental and ethical principles into our supply chain has been reinforced with guidance, new objectives and due diligence tools, and by strengthening governance structures. We published our first Supply Chain Due Diligence Report in 2024, which outlines our approach and progress.

Responsible procurement approach

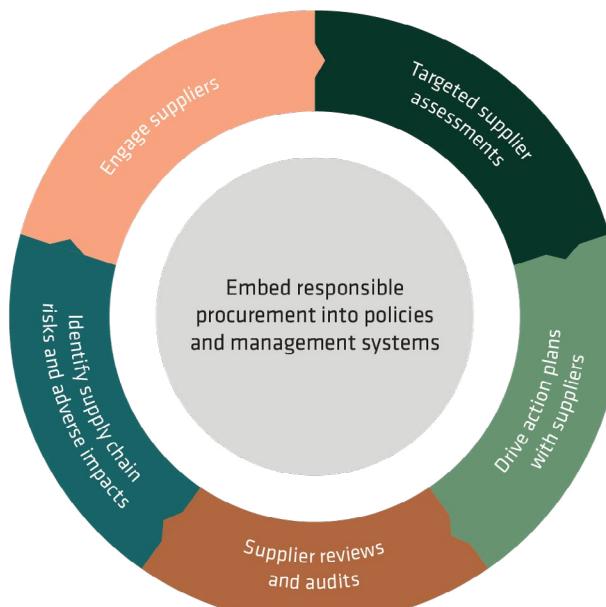
We align our human rights policies with the UN Guiding Principles and OECD Guidelines. Suppliers are required to comply with ethical, environmental, and regulatory standards, cascading these requirements through their own supply chains. We prioritize identifying and addressing risk, and reducing impacts by ensuring supply partners have action plans for managing sustainability risks.

Supplier Code of Conduct

All our suppliers must adhere to the **Technetix Supplier Code of Conduct**. We regularly review this code to not only reflect emerging standards and risks, but also to provide optimum clarity and guidance to suppliers.

New vendor assessment

We thoroughly evaluate all new supply partners through our cross-functional vendor approval process, which includes factory visits and assessments. We collaborate with our suppliers to implement our key principles and offer support to enhance their performance or align them to Technetix standards when necessary. To account for possibilities in which we could detect significant violations of our Supplier Code of Conduct, our policy sets out our recourse to consider terminating the supplier partnership.



Supply chain structure and governance

Technetix operates a centralized procurement model to ensure consistency in supplier management, compliance monitoring, and risk assessment. Governance is overseen by the Board and Executive team, supported by a cross-functional Sustainability Committee and a Supply Chain Due Diligence team. We have also partnered with IntegrityNext, a due diligence platform, to enhance supplier assessments.

A whistleblowing process ensures confidentiality and protection for those reporting misconduct in the supply chain.

Risk assessment

We employ a three-phase supply chain risk assessment approach:

1. **Abstract Risk Analysis:** Evaluates country and industry risks using indicators from the World Bank and UN.

2. **Concrete Risk Analysis:** Assesses medium/high-risk suppliers via detailed questionnaires and monitoring.

3. **Prioritization and Response:** Develops mitigation strategies for high-risk suppliers based on probability and severity of risks.

Findings are documented in our latest **Supply Chain Due Diligence Report**.

Through these initiatives, Technetix continues to drive responsible procurement to build ethical, sustainable, and resilient supply chains.

Objectives and achievements

- **100% of procurement personnel trained in supply chain sustainability risks.**

 **Achieved:** We aim to improve and extend training to cover all those involved in procurement decisions.

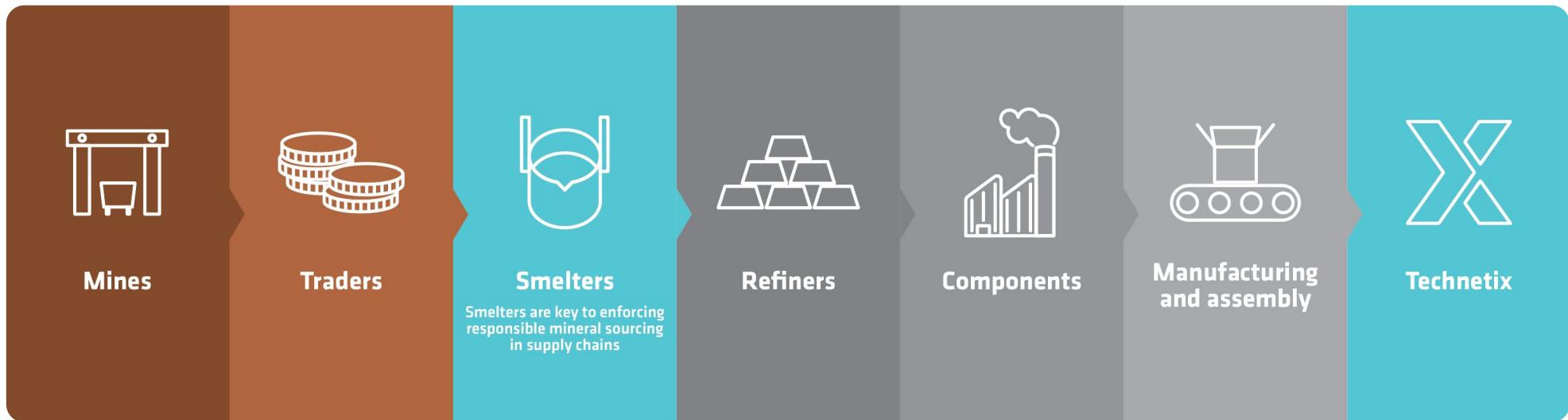
- **80% of suppliers assessed for social and environmental impacts by 2025.**

 **Achieved:** In 2024 we assessed 89% of our suppliers for ESG impacts

- **Enable 50% of suppliers to adopt science-based targets by end 2026.**

Ongoing: 2024 was about assessing supplier maturity and risk. In 2025 we will begin to engage and educate key partners to enable the roll out of climate targets in the supply chain.





Responsible minerals

Promoting responsible mineral sourcing throughout our supply chains helps minimize the risk of contributing to conflict, human rights abuses, and environmental harm. This applies particularly in Conflict-Affected and High-Risk Areas (CAHRAs) such as the Democratic Republic of Congo.

Although we do not source minerals directly, we do acknowledge the complexities and risks inherent in our supply chains. We recognize that rigorous supply chain due diligence is essential to our sustainability efforts.

However, imposing bans on sourcing minerals from CAHRAs can inadvertently cause economic harm and increase the vulnerability of local communities. Instead, we expect our suppliers to establish and maintain robust policies and due diligence processes to ensure that the tin, tantalum, tungsten, gold, and cobalt present in products and components they supply us are responsibly sourced.

A critical position in the supply chain is occupied by smelters, who refine minerals from various sources. Smelters are highly influential in enforcing responsible sourcing through thorough due diligence; and our alignment with the Responsible Minerals Initiative's Responsible Minerals Assurance Process (RMAP) helps demonstrate the minerals smelters procure are not sourced from conflict-contributing entities.

Our **Responsible Minerals Policy** outlines both our and our suppliers' responsibilities, which are further reinforced by our **Supplier Code of Conduct**. Our approach includes ongoing supply chain monitoring, auditing, and collecting conflict minerals reports from our suppliers to ensure responsible sourcing.

In 2024 we engaged and assessed our supply base at customer request. From 2025 onwards we will target our critical suppliers and product families and broaden our monitoring program.

Hazardous substances

Ensuring compliance with hazardous substance regulations is essential for us to uphold environmental responsibility, protect human health, and maintain global market access. By adhering to international standards such as RoHS, REACH, TSCA and WEEE, we minimize the use of toxic materials, reduce environmental impact, and promote safer working conditions.

We monitor regulatory updates to ensure continuous adherence and work closely with suppliers to verify material compliance, conducting assessments, obtaining declarations of conformity, and requiring third-party testing when necessary. Any non-compliant suppliers are required to complete corrective actions within 90 days.

With the implementation of IntegrityNext, we are extending our hazardous substance monitoring capability and aim to assess the compliance of all our product suppliers.



Privacy and data protection

Compliance with security standards and protecting customer privacy is a critical practice for Technetix. We take measures to keep improving our security protocols and safeguard sensitive information. Our **Privacy and Information Security Policy Statements** detail the protection of private, confidential, commercially sensitive, and customer-specific information.

We enhanced our security infrastructure in 2024 with a number of upgrades, including Zero Trust Network Access (ZTNA). This improves our ability to protect sensitive information by restricting access to our systems and data through limited user authorization. ZTNA provides an extra layer of security and infrastructural resilience against cyber threats and unauthorized access.

Additionally, new cybersecurity training platforms have been introduced to raise company-wide awareness. These platforms have improved employee understanding of security protocols and best practices. Cybersecurity awareness training has become a high priority and a key performance indicator (KPI) for 2025.

In 2022 the company was awarded ISO27001 accreditation and in 2024 we improved our management system and completed the process to attain ISO27001:2022 certification³. The ISO27001 certification is an internationally recognized standard outlining best practices for managing sensitive company and customer information. By maintaining this certification, Technetix demonstrates we have implemented the comprehensive security measures required to protect data against potential threats and breaches.

We commit to continued prioritization of customer and partner privacy and security. Adhering to high standards of information security supports a safer and more trustworthy digital landscape.

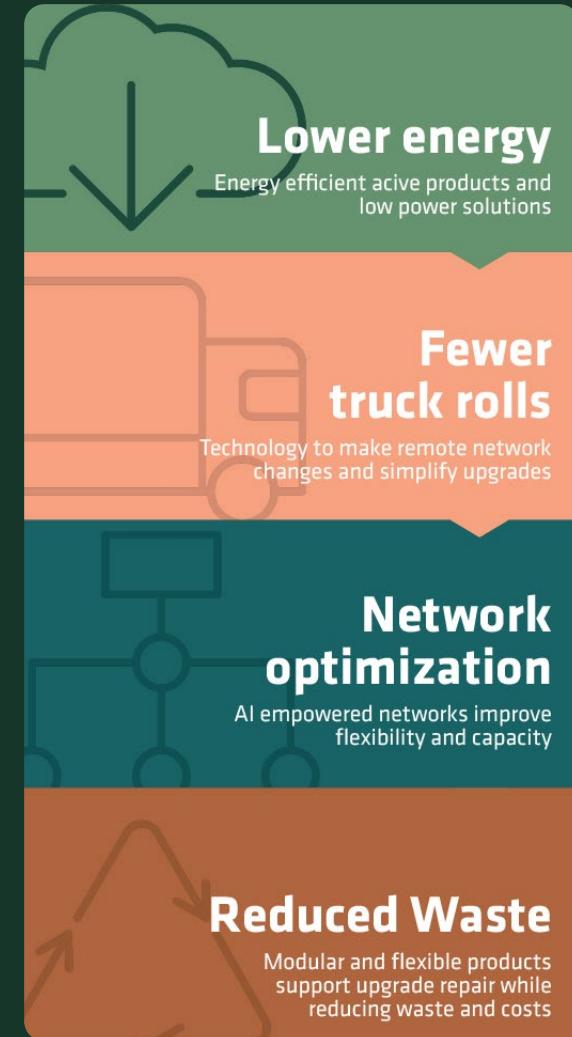


8. Products and Solutions

Empowering sustainability through innovation

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

We offer a portfolio of products that enhance energy efficiency while minimizing operational emissions, costs, and waste. Our products are designed with lifecycle impact, longevity, upgrade, repair and recyclability in mind to enable our customers to make informed choices that contribute to a more sustainable digital infrastructure.



Energy efficiency

We lead in energy-efficient network solutions that help minimize environmental impact while optimizing performance. 2024 saw the launch, deployment and development of a number of solutions across all of our business units.



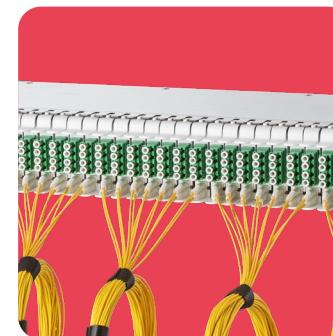
Smart Amplifiers

By the end of the year, our highly efficient smart amplifiers, including the DBT-1800, were deployed across four continents. Part of the amplifier's appeal for our global customer base is its advanced low-power modes for reduced power consumption, saving up to 30% energy compared to legacy equipment.



Access Smart Powering (ASP)

Continued development of this breakthrough solution that enables operators to reduce the energy needed to power hybrid fiber coax (HFC) networks, driving significant sustainability benefits.



HDOSS-32

This passive 1.5 RU unit requires no power or cooling, significantly reducing operational energy use. Its modular design means ports are only activated when subscriber uptake justifies it, further cutting down on unnecessary 'standby' energy consumption.



Virtual Segmentation

Continued deployment of solutions for fiber-like speeds over existing coaxial networks, eliminating the need for environmentally disruptive physical rebuilds.



Mira Fiber Actives portfolio

Launched at SCTE TechExpo 2024 conference and trade show, this capsule catalog features network components with low-power modes enabled via software. The range includes OLT solutions that are interoperable across vendors, optimizing operations and preventing unnecessary waste from vendor lock-in.



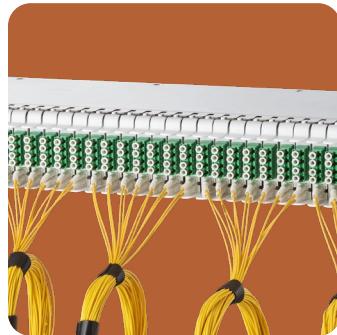
Operational efficiency

Technetix products continue to streamline network operations, cutting costs while reducing environmental impact.



DBX and DBT-1800 Smart Amplifiers

These platforms improve installation efficiency with reduced plug-ins and easy upgrades, lowering truck rolls and extending the lifespan of existing networks. This translates to lower Scope 1 emissions (fuel consumption) and avoids product disposal and replacement.



HDOSS-32

By reducing real estate requirements by 60%, HDOSS eliminates the need to install new cabinets, seek planning permission, or build housing for units—a major sustainability advantage. Additionally, the front-facing design simplifies maintenance.



FAST Mobile App (Finalized in 2024)

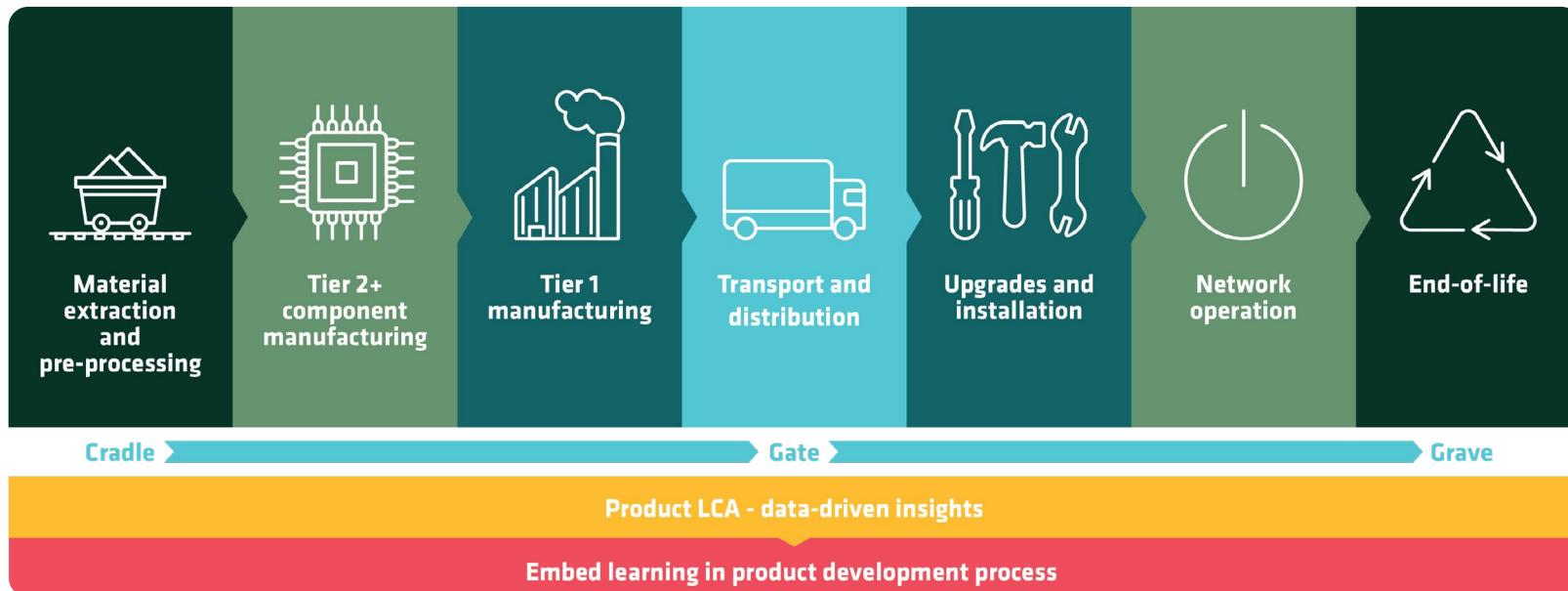
The new FAST mobile app, in combination with a Bluetooth Adapter, allows smarter, remote amplifier setup and management. Integrated AI helps the system 'learn' network regulation and management, further optimizing energy use.



XFO

Expanded our XFO series which provides faceplate-only multitap upgrades meaning reuse of legacy network infrastructure housings, less waste, easier maintenance, less inventory, and a lower TCO compared to conventional taps.





Product lifecycle

Understanding the impact of our products

We recognize the critical role that Product Lifecycle Assessments (LCA) play in understanding and mitigating the environmental impact of our products. By conducting comprehensive LCAs, we can evaluate key environmental factors such as carbon footprint, energy consumption, material use, and end-of-life disposal, ensuring that our products contribute to more sustainable broadband networks.

Driving improvement through data-driven insights

Our objective is to complete LCAs and detailed analyses on key products, allowing us to identify opportunities for reducing

emissions, improving energy efficiency, and minimizing waste. These insights will inform the development of sustainable design guidelines.

Embedding sustainability in product development

By integrating LCA insights into our design and engineering processes, we will drive innovation that prioritizes resource efficiency, recyclability, and long-term environmental benefits. Our goal is to make sustainability a fundamental consideration in every new product we develop, ensuring alignment with both industry best practices and evolving regulatory requirements.

Collaborative innovation across the value chain

Achieving true sustainability requires collaboration. We are committed to working closely with suppliers, industry partners, and customers to advance sustainability innovation throughout the broadband equipment value chain. From sourcing sustainable materials to optimizing manufacturing processes and enabling responsible end-of-life management, we will foster partnerships that accelerate the transition toward a circular economy.

Our 2025 goal:

Complete product lifecycle assessments (LCA) for three key product families.



Product Highlights

Broadband cable solutions

XFOSA9Z

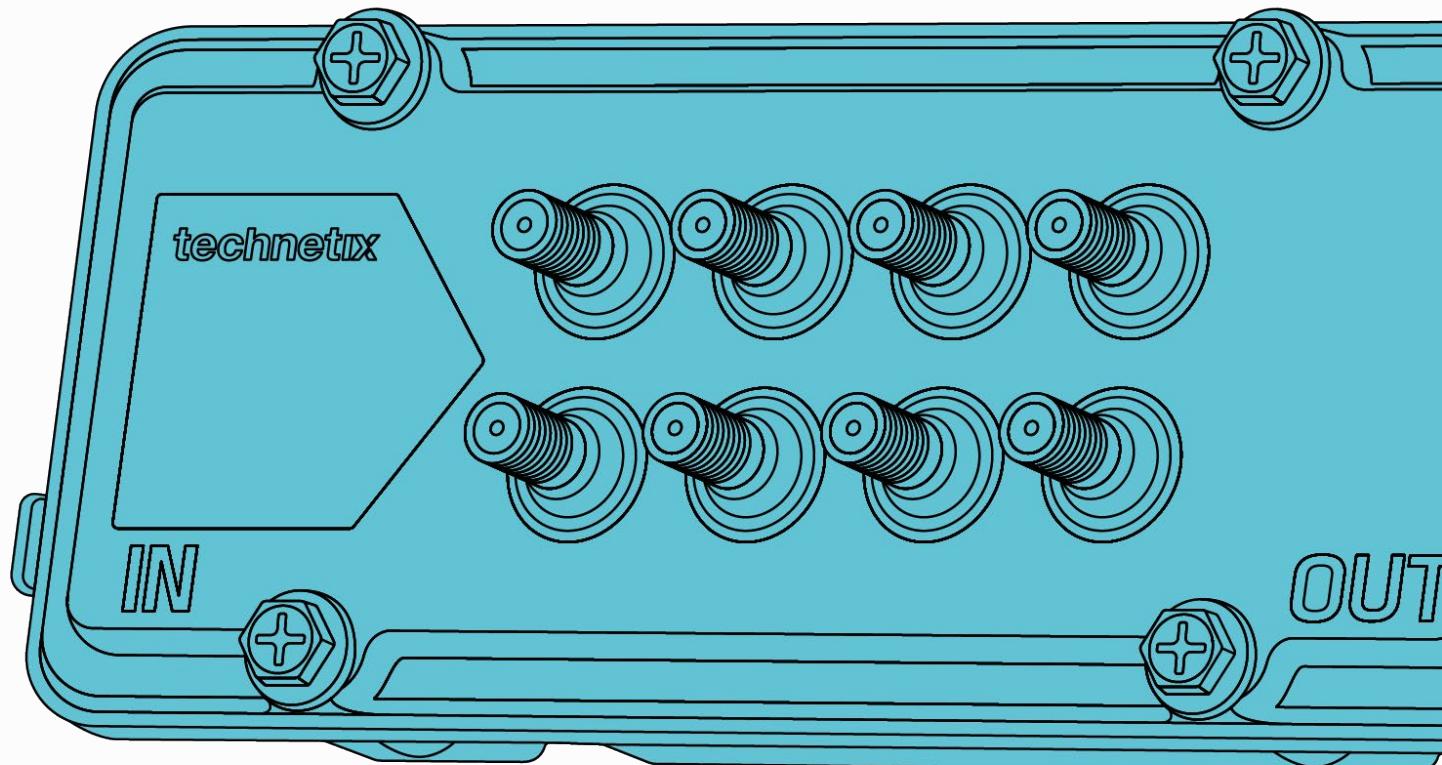
Smarter upgrades, greener networks

The XFOSA9Z 1.8 GHz faceplate-only upgrade is a partial replacement option for modernizing legacy Scientific Atlanta style 9" multitaps. Using existing housings, upgrades are completed without full equipment swaps for reduced material waste (including components such as jumper cables, connectors and heat shrinks), and emissions.

Offering up to five times faster installation time compared to market alternatives, the XFOSA9Z promotes energy-efficient field operations, fewer technician visits, and reduced labor-related emissions. Furthermore, the product's simplified design does not demand specialist technical skills, cutting training requirements and boosting operational efficiency.

The XFOSA9Z also helps to streamline supply chains and lower the overall environmental impact of network enhancements by saving approximately 0.52 kg (1.2 lb) of aluminum per upgrade.

In addition, the plastic-free packaging underscores our commitment to sustainability by decreasing both plastic waste and greenhouse gas emissions associated with production and disposal.



Power Solutions

LBLIFEPO4-36V100AHBTH Heated Battery

Sustainable power, safer future

Designed with environmental responsibility at its core, the LIFEPO4-36V100AHBTH heated Lithium Iron Phosphate battery offers a clean, sustainable energy solution without compromising performance or safety. Unlike traditional VRLA (valve-regulated lead-acid) battery technologies, it is free of toxic elements such as lead, mercury, cadmium, cobalt, or rare-earth metals. This removes the risks of groundwater contamination and environmental degradation.

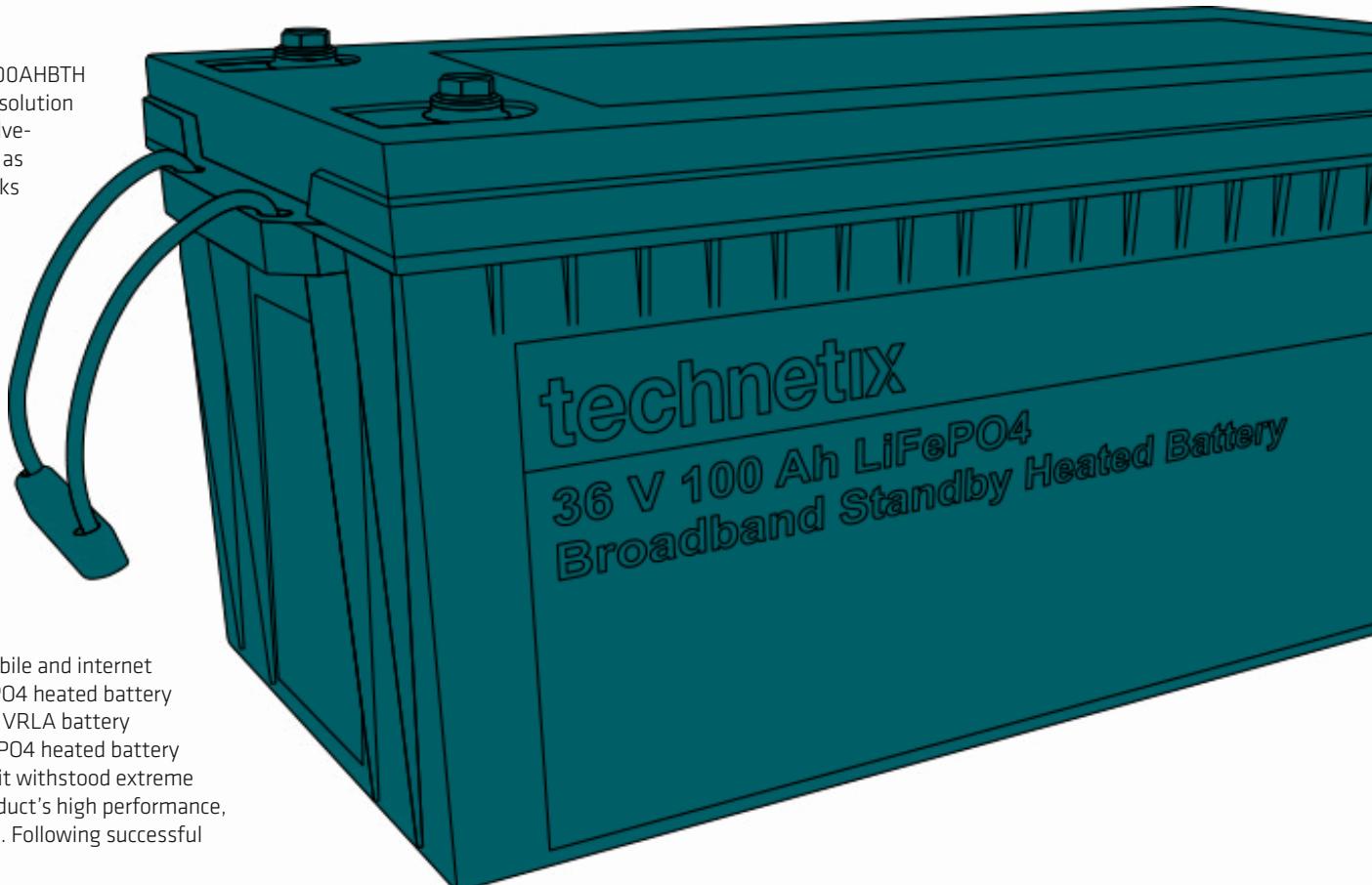
The battery is designed to be 100% recyclable and to support repairs and part upgrades. This replacement modularity helps reduce resource consumption and cost by extending the battery's lifespan.

Furthermore, the solution's higher energy density and longer lifespan means fewer batteries are required, helping to conserve raw materials and minimize overall waste.

The battery's exceptional thermal stability provides a non-combustible alternative to traditional VRLA options, that are prone to over-heating, hot spotting and electrolyte-triggered corrosion. This contributes to safer working environments by eliminating the risk of outgassing, acid spills, or thermal runaways common in lead-acid systems.

One of our key Tier 1 customers in Central Europe, a leading provider in mobile and internet services, replaced their outdated lead-acid battery systems with our LiFePO4 heated battery in 2024. The update was a response to pollution issues caused by harmful VRLA battery outgassing and corrosion in subterranean chambers. Not only did our LiFePO4 heated battery solution eliminate the toxic emissions and reduce the risk of fire hazards: it withstood extreme colds typical of the region's winters. Their senior engineer praised the product's high performance, stating that it was a "phenomenal solution" to their energy storage needs. Following successful testing, they are preparing for a high-volume order in 2025.

Read our [LiFePO4 series use case](#).



9. The Data

This annual report provides an overview of our sustainability performance. The data covers the period from 1st January to 31st December 2024 (unless otherwise stated) for the Technetix Group.⁴



Environmental

Fuel consumption (MWh)	% change	2024	2023	2022	2021	2020	2019
Natural gas		422.1	513.1	611.4	629.9	736.2	792.1
Diesel		93.6	87.5	63	51.5	65.2	78
Petrol		7.9	22.9	42.5	93.4	101.4	142.4
Heating oil		0	12.3	12.3	12.3	12.3	12.3
LPG		2.0	4.6	6.1	5.4	4.1	10.1
Red diesel		0	0	0	0	3.1	1.4
Total fuel consumption	-49%	526	640	735	793	922	1,036
Energy consumption (MWh)	% change	2024	2023	2022	2021	2020	2019
Grid electricity (non-renewable)		242.0	421.2	447.2	457.1	500.1	525.7
Grid renewable energy		346.5	206.3	164.5	155.7	118.0	152.0
On-site renewable energy		23.9	0.5	0.7	0.7	0.7	0.7
District Heating		5.7	-	-	-	-	-
Total energy consumption	-9%	618.1	627.9	612.3	613.4	618.8	678.4
Renewable energy (% of total)		60%	33%	27%	25%	19%	22%
GHG emissions (metric tons CO ₂ e) GRI 305-1/2	% change	2024	2023	2022	2021	2020	2019
Scope 1 emissions		103.3	123.9	141.6	153.2	179.0	203.6
Scope 2 market-based emissions		55.2	126.0	140.0	149.7	158.5	195.4
Scope 2 location-based emissions		141.3	148.1	146.2	162.1	158.7	199.0
Scope 1 & 2 emissions (market-based)	-60%	158.6	249.9	281.7	303.0	337.6	399.0
Scope 1 & 2 emissions (location-based)		244.6	272.0	287.9	315.3	337.7	402.6



Environmental

Site emissions (metric tons CO ₂ e) - Scope 1 & 2 market-based	2024	2023	2022	2021	2020	2019
Netherlands	30.2	109.5	125.0	144.3	140.2	171.0
USA	62.4	71.6	72.3	83.9	104.8	118.1
Canada	46.2	44.3	59.7	42.5	54.1	54.3
Spain	1.9	6.0	9.6	15.7	12.1	19.1
Germany	17.3	17.6	12.8	13.6	12.0	13.0
UK	0.6	1.0	2.3	3.0	14.4	23.5
Environmental initiatives	Target	2024	2023	2022	2021	2020
Single-use plastics removed p.a. (metric tons)		5.7	8.7	9.9	7.4	4.1
Employees trained in environmental awareness	80%	82%	79%	82%	80%	-
ISO 14001 certified supply base (% of spend)		68%	82%	72%	71%	65%
Water (m ³)		2024	2023	2022	2021	2020
Water withdrawal		1,312	1,966	1,437	-	-
Pollutants emitted to water		0	0	0	-	-
Intensity metrics GRI 305-4	% change	2024	2023	2022	2021	2020
Total headcount (FTE)		171	173	144	144	150
Market-based scope 1 & 2 carbon intensity (metric tons per £ million)	-49%	2.8	2.0	3.0	3.9	4.1
Market-based scope 1 & 2 carbon intensity (metric tons per FTE)		0.9	1.4	2.0	2.1	2.3
Water intensity (m ³ per £ million)		23	16	15	-	-
Water intensity (m ³ per FTE)		8	11	10	-	-



People and communities

Equity, diversity and inclusion (GRI 405-1)	Target	2024	2023	2022	2021	2020	2019
Male employees		62%	71%	70%	67%	69%	72%
Women in management positions		18%	22%	30%	35%	32%	-
Women in executive positions		18%	11%	29%	33%	30%	-
Women in overall workforce		30%	29%	30%	33%	31%	28%
under 30 years old		12%	12%	12%	7%	9%	11%
30-50 years old		50%	49%	52%	56%	53%	59%
over 50 years old		38%	40%	36%	37%	38%	30%
Average age		46	46	45	45	51	49
Employees trained in diversity and inclusion	80%	77%	67%	76%	72%	55%	-
Engagement and development (GRI 404-1/3)	Target	2024	2023	2022	2021	2020	2019
Employees receiving performance reviews	100%	100%	100%	98%	97%	99%	-
Average hours of training per employee		7.8	6.8	14.8	2.2	2.8	-
Employee turnover (voluntary)		11%	15%	6%	8%	10%	8%
Employees covered by collective agreements		34%	40%	38%	40%	38%	35%



People and communities

Health, safety and wellbeing (GRI 403-9)	Target	2024	2023	2022	2021	2020	2019
Employees covered by company funded healthcare		39%	37%	40%	39%	42%	49%
Lost time injury frequency rate	0	0	0.63	0	0	0	-
Lost time injury severity rate	0	0	1.88	0	0	0	-
Near miss rate		2.45	0.63	0.79	1.58	0.76	-
Employees trained in workplace health and safety	80%	81%	74%	85%	84%	72%	-
Employees trained in incident reporting	80%	83%	74%	87%	87%	73%	-
Employees trained in mental health	80%	79%	64%	81%	81%	56%	-
Number of Greivances raised		0	0	0	0	0	-
Community support		2024	2023	2022	2021	2020	2019
Annual community investment		£40,741	£18,886	£24,639	£15,710	£16,001	£14,700
Community investment total (since 2008)		£264,221	£223,481	£204,595	£179,956	£164,246	£148,245



Responsible business

Ethics		Target	2024	2023	2022	2021	2020	2019
Reported breaches of code of conduct		0	0	0	1	0	0	
Whistleblowing reports		0	0	0	0	0	0	
Employees trained in anti-bribery	80%	80%	79%	75%	70%	59%	-	
Employees trained in whistleblowing	80%	82%	67%	82%	82%	54%	-	
Privacy and data protection		Target	2024	2023	2022	2021	2020	2019
Employees trained in cyber security	80%	77%	66%	75%	70%	60%	-	
Employees trained in data protection	80%	76%	66%	73%	67%	53%	-	
Responsible supply chain (GRI 308-414)		Target	2024	2023	2022	2021	2020	2019
Percentage new suppliers assessed using social and environmental criteria		57%	-	-	-	-	-	
Number of suppliers assessed for social and environmental impacts		45	-	-	-	-	-	
Percentage of spend covered by supplier social and environmental assessments	80%	89%	-	-	-	-	-	
Percentage of suppliers signed up to code of conduct	100%	99%	98%	100%	100%	100%	-	
Reported breaches of the supplier code of conduct		0	0	0	0	0	-	
Employees trained in identifying modern slavery	80%	80%	77%	79%	70%	56%	-	
Purchasing team trained in identifying modern slavery	100%	100%	100%	100%	100%	100%	-	



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