

#wifintelligence

airties 

# SUSTAINABILITY

# REPORT

2021



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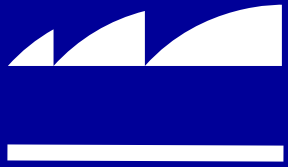
# About the report

Airties delivers solutions that enable broadband operators around the world provide a seamless Wi-Fi experience to their end consumers. Airties services and solutions are presented with a sustainability perspective for the second time in this Airties 2021 Sustainability Report.

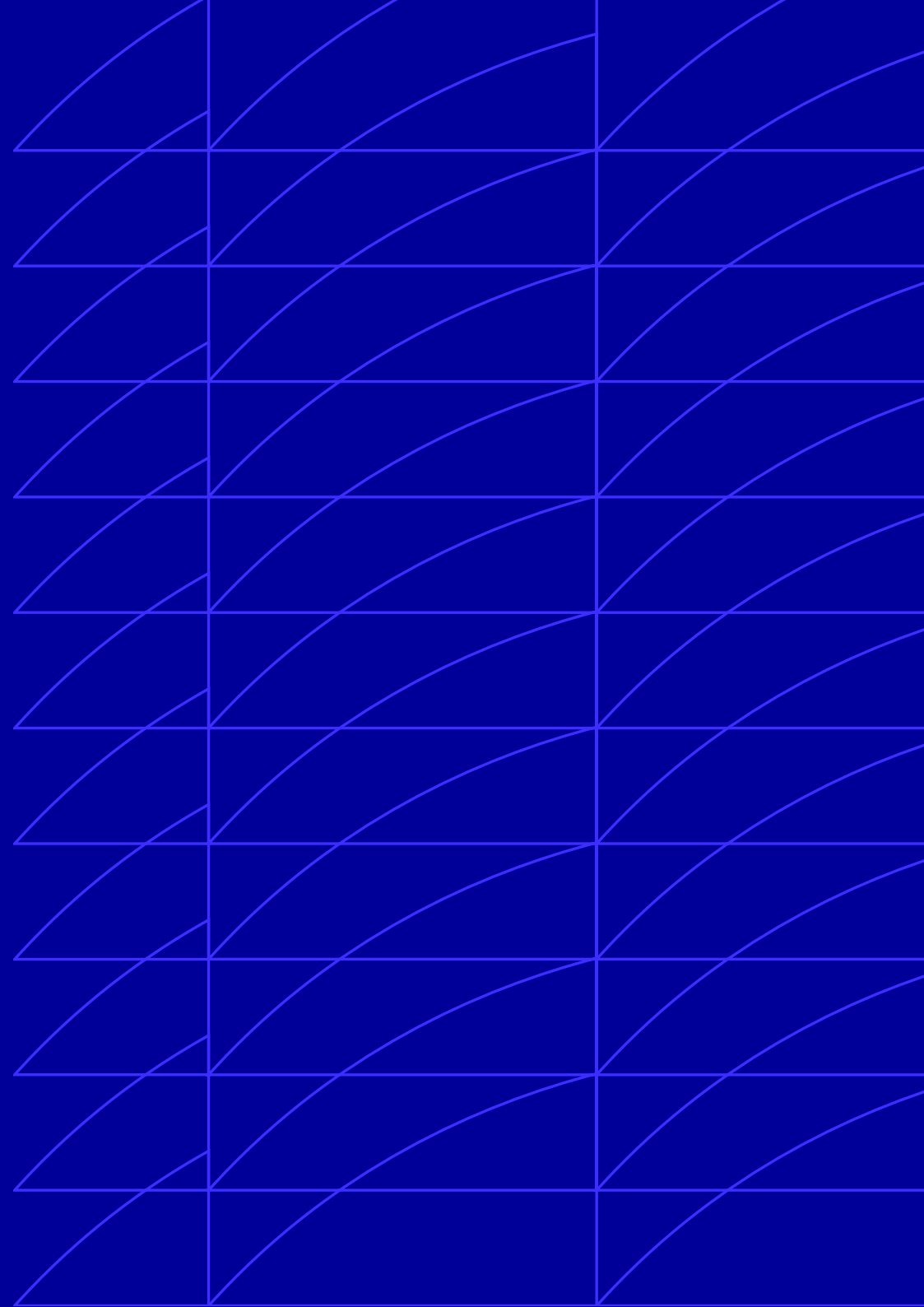
This report has been prepared in accordance with the GRI standards Core option. Priorities have been determined under a total of 22 topics in 3 main areas determined by Airties. These issues have been broken out into groupings of very high priority, high priority and priority. Work is ongoing to have the report validated by independent auditors.

**The content of the 2021 Airties Sustainability Report covers the activities of Airties in the United States, Turkey, France, Belgium offices between January 1st and December 31st, 2021.**





# Corporate View





## Message from CEO

Airties is committed to building a better connected, safer, and accessible world through the delivery of high-performance Smart Wi-Fi solutions to enable the best possible connected user experience. We design and build these solutions to have minimal environmental and societal impact and also, to empower the connected lives of people.

Sustainability remains an integral part of all our business practices, and we believe in taking targeted action to support the cause in every way possible.

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



## Message from CEO

As the world tries to heal following the hardships of the global pandemic, we have a long way to go before it is "business as usual". Airties and other companies around the globe are battling to keep their team members productive and safe while navigating unpredictable micro and macro-economic situations. Unstable geo-political conditions and supply chain irregularities add to the challenge. But we commend here the resilience of our employees and partners who helped us power through the year and exceed our customers' expectations.

This report summarizes our progress toward our sustainability targets, highlighting areas for improvement and outlining our intentions for the coming years. It includes data from 2021 for our offices in the USA, UK, Turkey, Belgium, and France. We are now more focused than ever on listening to our stakeholders to better understand their goals and concerns.

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

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

Some of the key initiatives that saw momentum this year:

Active efforts to achieve green product certification from TUV by applying a sustainable mindset to our hardware production and packaging

Establishing a comprehensive Information Security Management System (ISMS) that helps protect data of our customers and their end users.

Measuring and taking action to reduce Scope 1, Scope 2 and Scope 3 Greenhouse Gas emissions.

Just like Airties' ability to push boundaries as a wireless technology pioneer, we are dedicated to making a more substantial commitment to protecting the planet. We remain committed to achieving more impactful milestones in our sustainability journey!

Metin Taskin  
CEO & CTO



# About Airties

Airties is a leading supplier of advanced wireless technologies, founded in 2004 by technology innovators from Silicon Valley, who had the business acumen and strategic intent to become the market leader for managed Wi-Fi solutions. With the growing popularity of the Connected Home and evolving market needs and potential, Airties recognized the impact that technological developments would make on the lifestyle of people around the globe.

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

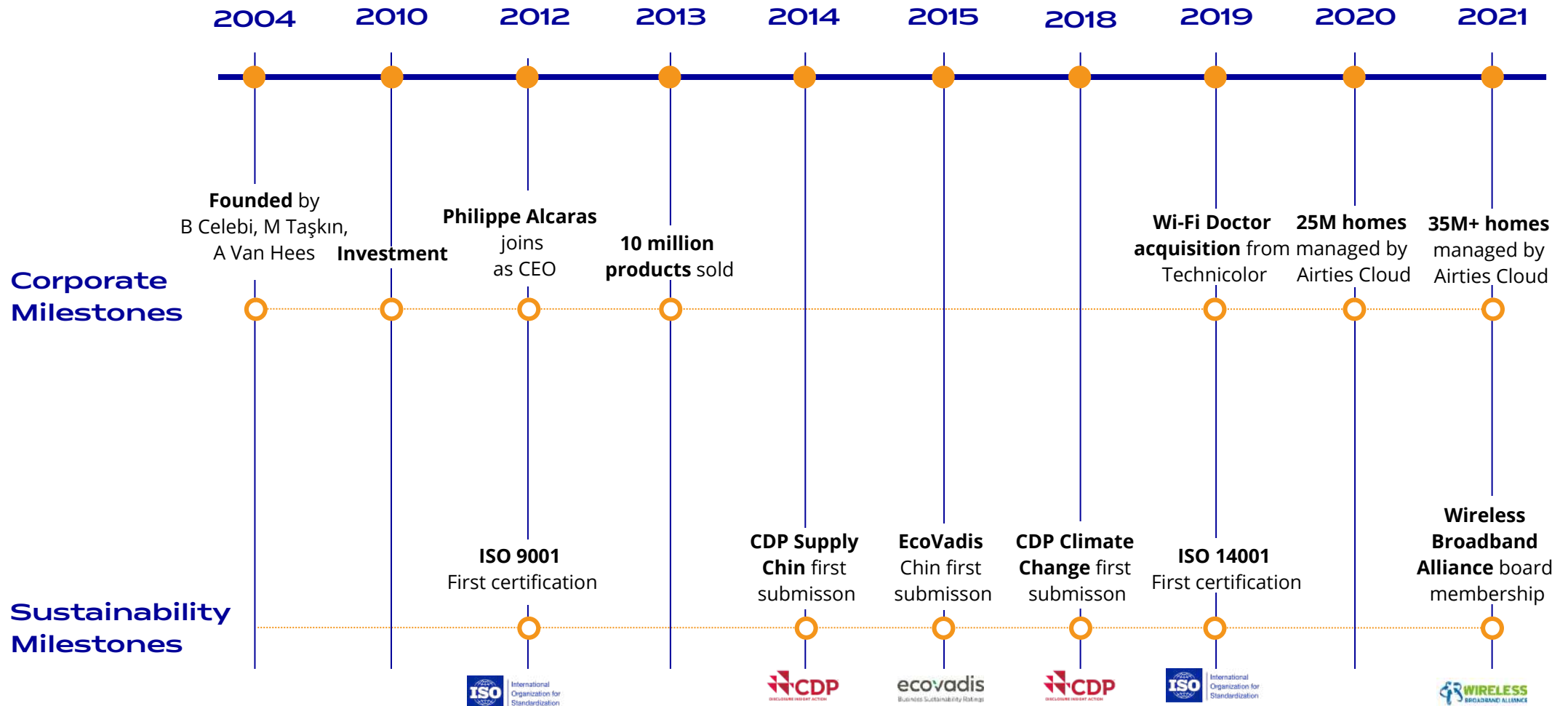
Wi-Fi is the key enabler of the connected home and Airties reinforced its leadership in the sector with continuous improvements. Airties continues to be recognized by the industry by winning awards, supporting industry associations, and developing business principles and quality. Furthermore, Airties has defined a roadmap to make an impact in the following areas.

- 01 Broadband services, to ensure quality of experience and enable the seamless deployment of new applications and connected devices
- 02 Developing Wi-Fi networks to become a platform for operators to deliver new services
- 03 Services such as security and motion detection, which are based on user behavior to be facilitated by robust operator platforms

Airties' award-winning technology enables seamless wireless integration at the touch of a button, as well as 100 percent wireless internet coverage in homes. This achievement has been possible with the effort of the people who work at Airties and a strong focus on research and development (R&D). More than 80% of our staff is involved in R&D activities, including cloud software development, that translate into business solutions. Our R&D centers in Turkey and Belgium continuously create and achieve development goals and numerous dedicated test houses all over the world enable validation of our Wi-Fi technology innovations.



# Airties Milestones





# Airties Highlights

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

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

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

**353** Employees from 17 different nationalities

**646 million** actively connected devices

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

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

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

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

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

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

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



# Awards & Recognitions



## Broadband World Forum Award (Global)

**2021** Won for Best Wi-Fi Service Provider Solution

**2021** Shortlisted for Best In-Home Wi-Fi Product

**2020** Shortlisted for Telstra Smart Wi-Fi Powered by Airties

**2018** Shortlisted for Wao Smart Wi-Fi Powered by Airties / Joint Submission; Shortlisted in **2017** for Managed Mesh Won in **2016** Jointly with Wao for Best in-home Wi-Fi product



## C&SI Awards (Global)

**2021** Won for Best Broadband Customer Experience; and Shortlisted for Best Data & Analytics Innovation

**2017** Shortlisted for Remote View/Airties Cloud

**2015** Won for Air 4920

**2014** Won for 4820



## Broadband World Forum Award (Global)

**2021** Shortlisted for Best Cloud-Based Solution

of the Year with Vodafone

**2020** Best Home Wi-Fi Solution

**2018** Shortlisted for Managed Mesh Solution



## Broadband Technology Report Diamond Review (North America)

**2021** Won for Airties Cloud and Vision App

**2017** Won for Air 4920



## Light Reading Leading Lights Awards (Global)

**2021** Finalist for Most Innovative Service Provider Cloud Strategy with Telstra

**2016** Finalist for Air 4920



## Wireless Broadband Alliance Industry Award (Global)

**2021** Won for Best In-Home Wi-Fi Network

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



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

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



## Red Herring Top 100 Global List (Global)

**2016** and **2015**



## TV Connect Awards (Global)

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



# Memberships & Partners



## Fair Standards Alliance

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



## The Broadband Forum

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



## The Radio Equipment Directive Compliance Association (REDCA)

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



## TCB Council The Telecommunication Certification Body (TCB)

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



## Cooperated and Certified Safety Organizations

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



## The Institute of Electrical and Electronics Engineers (IEEE)

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



## Wireless Broadband Alliance

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



## Wi-Fi Alliance

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



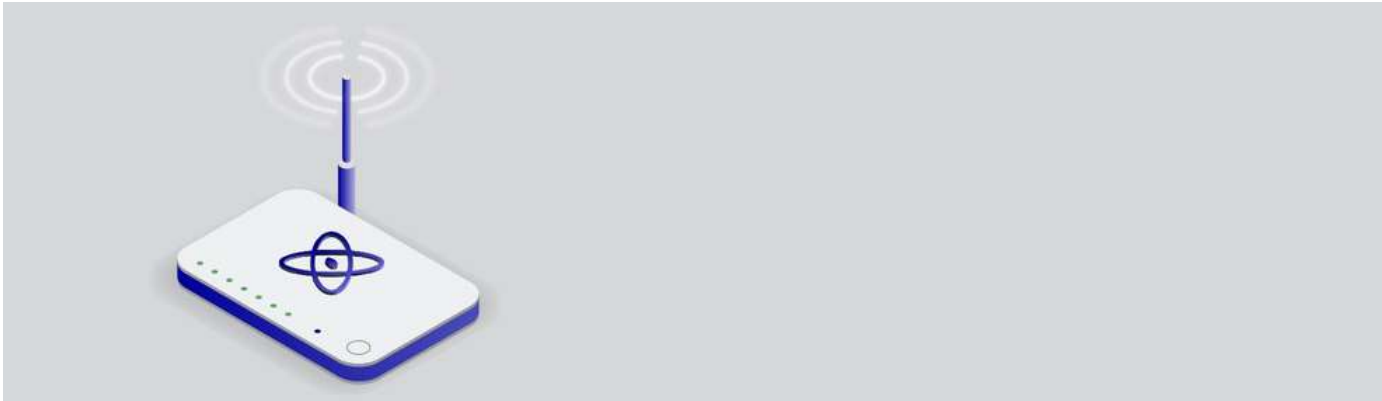
# Products & Services

In the COVID-19 pandemic, individual Wi-Fi usage has also risen due to the remote working model, hence consumers value Wi-Fi at home more than ever. According to our Customer Expectations for Home Wi-Fi survey, 80% of them would prefer inhome Wi-Fi gear to be provided as a service by their broadband operator rather than purchased through retail.

71% of consumers continue working from home in the post-pandemic era and a majority would consider upgrading to a faster tier of Internet service, if bundled with whole-home Smart Wi-Fi. Our wide range of products and services is designed to help broadband operators offer a complete Smart Wi-Fi experience to their consumers. Powered by the cloud and intelligent edge software, our solution portfolio also includes an intuitive and easy-to-use app, high performance CPEs and a range of specialized Wi-Fi and testing services for smooth deployment.

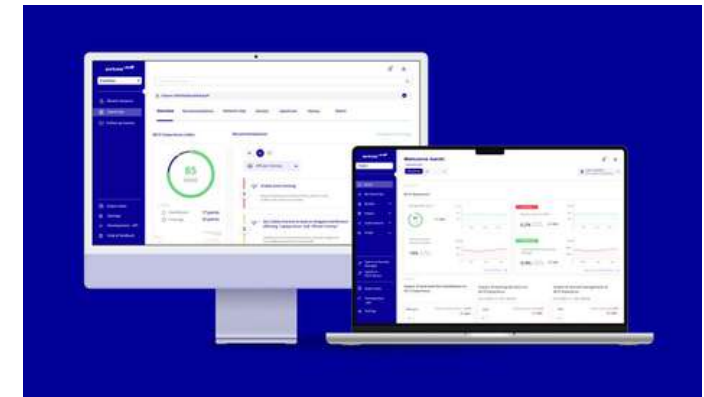
## Airties Edge Software

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



## Airties Cloud Platform

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





# Products & Services

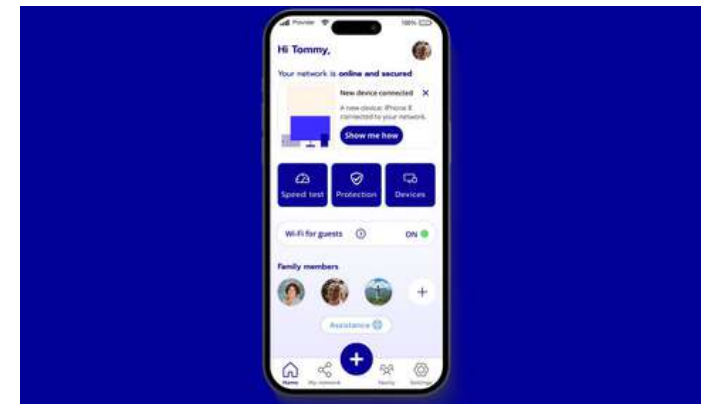
## Airties Access CPEs

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



## Airties Vision Companion App

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



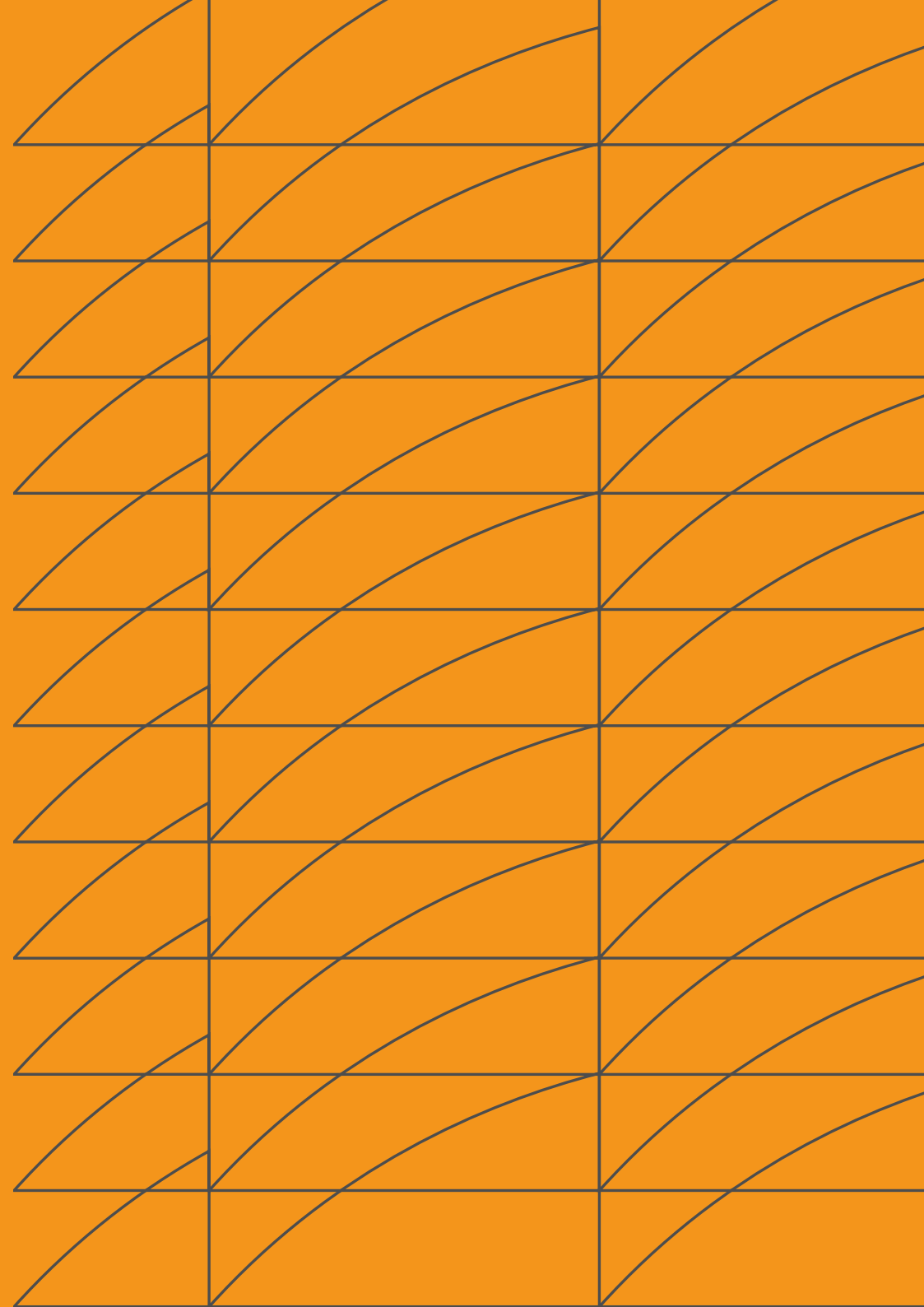
## Wi-Fi Professional Services

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





# Corporate Governance Approach





# Our Values

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

## Airties Mission

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

## Airties Vision

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

### 01 Fun and Positivity

Life is 10% what happens to you and 90% how you react to it. At Airties, we believe there is always a choice in how we look at our options, and we choose to look at the bright side.

### 02 Brave and Fearless

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

### 03 Care About Others

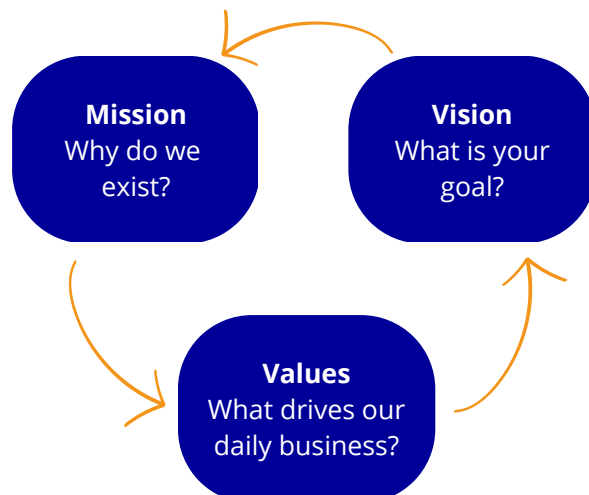
We feel empathy towards our fellow colleagues, our customers, partners, and make their problems ours to resolve. At Airties, "you'll never walk alone." We aim to provide complete peace of mind for our customers and their clients.

### 04 Open and Truthful

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

### 05 Deliver on Promises

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





# Ethics and Integrity

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

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

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

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

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

## Data Privacy

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







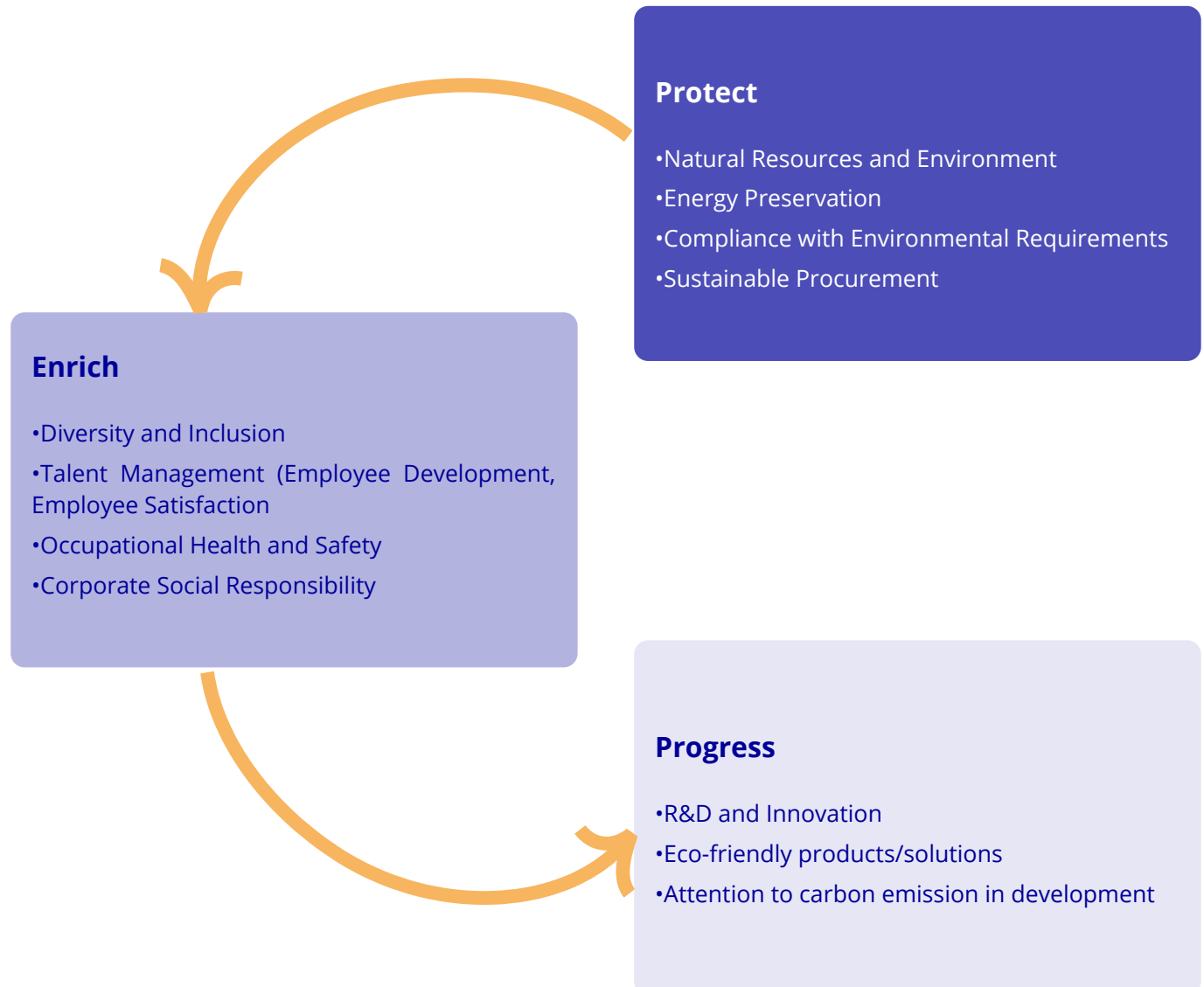
# Airties Sustainability Approach

Airties' primary sustainability purpose is to build a better-connected, safer, thriving society, while simultaneously minimizing negative impact on the environment and humanity. In this respect, Airties is committed to incorporating appropriate environmental and social sustainability principles and practices throughout its operations to serve its customers and communities.

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

Airties manages its ESG activities under three main pillars: protect, enrich and progress related to materiality topics and values.

## Airties Main Sustainability Pillars





# Airties Sustainability Approach

## Airties Sustainability Policy

Airties' objective is to adopt medium and long-term strategies that consider the interests of customers, employees, and all other stakeholders.

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.

In the fight against climate change, Airties works to maximize the efficiency and mitigate the environmental impact of its operations and obliges all its suppliers and subcontractors to comply with environmental regulations.

Airties acts fairly, honestly, and objectively when selecting suppliers, and carries out manufacturing and procurement audits for multiple topics such as professionalism, materials utilized in production, and the quality of products and services.

Airties also carries the objective of applying a continuous improvement program to all aspects of its business, targeting to advance impact across all three sustainability dimensions - environmental, economic, and social- and to increase its contribution to the UN Sustainable Development Goals.

By creating an equitable and positive work environment where human rights are respected, social justice is assured. Labor rights are upheld and working conditions are constantly improved. Airties also communicates this perspective to its employees, customers, partners, and all other stakeholders, aiming to increase their sustainability awareness.

Acknowledging that external stakeholder expectations also enrich Airties' sustainability perspective, the company is dedicated not only to progressing its sustainability performance systematically but also to transparently disclosing it on many reporting platforms.

Airties targets full integration in all dimensions with a sustainability understanding embedded in its corporate culture and harmonious engagement of all stakeholders.



# Corporate Governance Perspective

Our corporate governance principles guide our efforts to contribute to the UN SDGs. Our corporate governance structure is built with the engagement of all Airties' stakeholders in environmental responsibility, ethical behavior, corporate strategy, and ESG risk management based on basic corporate governance principles of accountability, transparency, fairness, and responsibility.

**Airties is committed to transparently reporting its sustainability performance to its stakeholders via various globally recognized platforms while systematically improving it.**





# Airties Sustainability Committee

The main component of the Airties' corporate governance structure is Airties Sustainability Committee which aims to foster stakeholder trust through innovative methods and technologies that promote environmental and social sustainability to improve customer experiences. The committee promotes and nurtures a positive culture among all stakeholders, especially Airties employees, in order to accomplish the objectives of the Sustainability Policy.

The committee evaluates the company's potential to create shared value as well as its long-term strategy. The committee considers stakeholder requests and comments in its meetings to determine whether they are consistent with Airties sustainability strategy and objectives. The committee reviews and tracks Airties sustainability initiatives, policies, procedures, and practices annually and provides top management with recommendations related to social and environmental development.

## Main duties and responsibilities of the Airties Sustainability Committee cover:

- Creating and evaluating a comprehensive sustainability strategy
- Providing guidance on the modification of corporate procedures so as to factor in social and environmental policies
- Creating and monitoring objectives and metrics
- Annual releases of sustainability reports
- Coordinating dialogue with stakeholders for their engagements
- Participating in the company's planning and risk control processes
- Ensuring stewardship of the community and the society
- Reviewing Airties' environmental policies and offering suggestions for improvement.







# Airties Sustainability Committee Members

Title	Main Function	Role
<b>CEO</b>	Committee Chairman	<ul style="list-style-type: none"> <li>• Approving the short-, medium- and long-term goals of the Sustainability Committee</li> <li>• Presenting committee decisions to the Board</li> <li>• Participating in all of the planned meetings</li> <li>• Ensuring the coordination of committee members</li> <li>• Determining and approving Sustainability Governance Mechanisms</li> </ul>
<b>EVP of Operations</b>	Management Representative of Sustainability	<ul style="list-style-type: none"> <li>• Providing guidance on and supporting sustainability strategy-related initiatives</li> <li>• Determining and approving Sustainability Governance Mechanisms</li> <li>• Participating in all of the planned meetings</li> <li>• Providing guidance on and supporting stakeholder dialogue and engagement</li> </ul>
<b>Head of Quality Quality Manager</b>	Supplier Audit Management  Environmental Sustainability Management  Sustainability Reporting Management  Sustainable Supplier Communications Management	<ul style="list-style-type: none"> <li>• Providing guidance on and supporting sustainability strategy-related initiatives</li> <li>• Ensuring compliance of manufacturers with environmental &amp; social expectations and regulations through regular audits</li> <li>• Managing &amp; reporting environmental sustainability activities</li> <li>• Collecting &amp; reporting sustainability inputs</li> <li>• Ensuring proper evaluation during the manufacturer qualification process</li> <li>• Bringing suppliers' sustainability-related feedback/demands to the committee</li> <li>• Conveying Airties' sustainability-related demands to the manufacturer</li> </ul>

Title	Main Function	Role
<b>Head of Product Management</b> <b>Head of Partnerships</b> <b>Head of Product Marketing Strategy</b>	Sustainable Product Development Management	<ul style="list-style-type: none"> <li>• Defining sustainable product requirements</li> <li>• Identifying the market requirements</li> </ul>
<b>Head of HW Development</b> <b>Head of Cloud SW Development</b>	Sustainable Product Development Management	<ul style="list-style-type: none"> <li>• Ensuring that product design meets the sustainability requirements</li> </ul>
<b>Head of Supply Chain</b> <b>Head of Purchasing</b>	Sustainability Management in Operations	<ul style="list-style-type: none"> <li>• Ensuring the alignment of procurement and logistics activities with Airties Sustainability strategy</li> <li>• Continuously investigating the ways of more sustainable solutions in operations</li> </ul>
<b>Head of Marketing &amp; Corporate Communications</b>	Sustainability Communications Management	<ul style="list-style-type: none"> <li>• Ensuring that corporate communications are reflecting Airties' sustainability approach, and are internalized by each stakeholder</li> </ul>
<b>Head of Customer Programs Management</b> <b>Head of Strategic Accounts</b>	Sustainability Customer Communication Management	<ul style="list-style-type: none"> <li>• Bringing customers' sustainability-related demands to the committee</li> <li>• Ensuring that these demands are met</li> </ul>
<b>Head of HR</b>	Social Sustainability Management	<ul style="list-style-type: none"> <li>• Management of social sustainability activities, including recruitment, working conditions, health &amp; safety, side benefits, training and development, ethics, cultural aspects</li> <li>• Ensuring that relevant activities are being internalized within the company</li> </ul>
<b>Head of Financial Controlling &amp; Treasury</b>	Financial Sustainability Management	<ul style="list-style-type: none"> <li>• Managing &amp; reporting sustainability activities in the Economic dimension</li> </ul>
<b>Compliance Manager, CPE PL</b>	Compliance Management	<ul style="list-style-type: none"> <li>• Providing guidance on and supporting sustainability compliance-related activities</li> </ul>



# Materiality Analysis

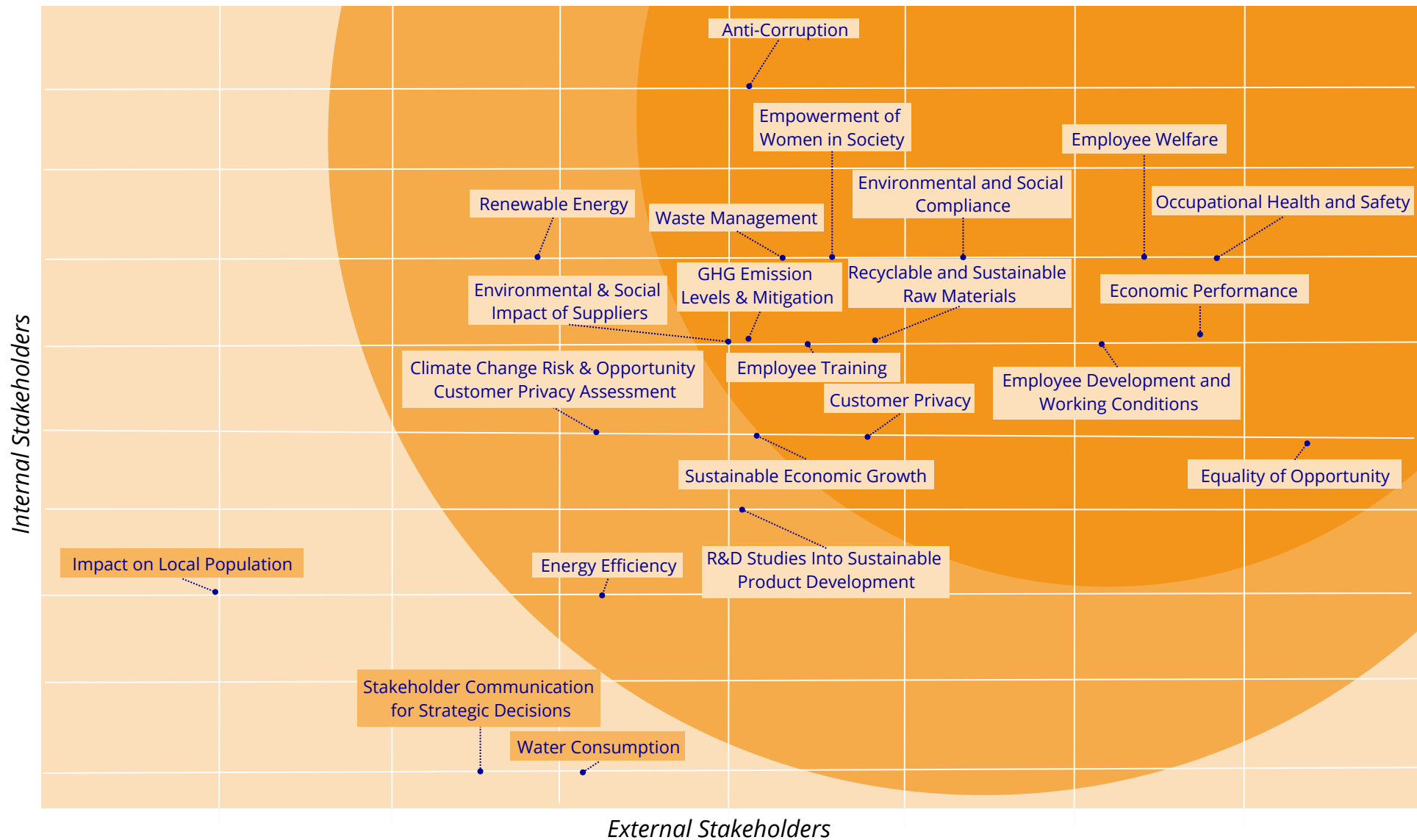
A materiality analysis assists companies in establishing sustainability strategies that determine their development models by addressing stakeholders' expectations and fundamental company culture.

This analysis is made to obtain stakeholder opinions and to spot priorities regarding the sustainability issues of Airties. In the materiality matrix, the X-axis shows the impact of material topics on external stakeholders and the Y-axis illustrates the effect on internal stakeholders.

The results of materiality analysis were applied to identify sustainability goals and improve the sustainability strategy of Airties.



# Materiality Matrix



**Internal stakeholders:** Airties' employees

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



# Materiality Topics

Very High Priority Topics	High Priority Topics	Priority Topics
<ul style="list-style-type: none"> <li>• Employee welfare</li> <li>• Occupational health and safety</li> <li>• Environmental and social compliance</li> <li>• Economic performance</li> <li>• Equality of opportunity</li> <li>• Employee development and working conditions</li> <li>• Recyclable and sustainable raw materials</li> <li>• Empowerment of women in society</li> <li>• Anti-corruption</li> <li>• Waste management</li> <li>• GHG emission levels &amp; mitigation</li> <li>• Employee training</li> <li>• Customer privacy</li> </ul>	<ul style="list-style-type: none"> <li>• Climate change risk &amp; opportunity assessment</li> <li>• Renewable energy</li> <li>• Sustainable economic growth</li> <li>• Environmental &amp; social impact of suppliers</li> <li>• R&amp;D studies into sustainable product development</li> <li>• Energy efficiency</li> </ul>	<ul style="list-style-type: none"> <li>• Stakeholder communication for strategic decisions</li> <li>• Water consumption</li> <li>• Impact on the local population</li> </ul>







# Risk Management

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

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

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

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

## Cyber Risk Management

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

## Information Security Management System

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





# Risk Management

## ESG Risk & Opportunities

Airties periodically reviews its risks & opportunities according to the scope of sustainability. The Compliance Management team is working with 3rd parties (Accredited labs, forums and individual consultancies) to be informed on time about the updates and to be able to take actions for sustaining compliance. Airties considers risks and opportunities from various aspects as follows:

- Product compliance, regular assessments, audits, and DoC collection mechanisms are engaged in accordance with relevant regulations and other requirements regarding materials utilized in production.
- Airties top management fulfills material needs of their resources to establish and implement an effective environmental management system. These efforts help in abolishing resource management-related risks.
- To keep the motivation of sustainable functioning intact, social & environmental activities are organized in Airties, e.g., recycled paper making workshop, zero food waste workshop.

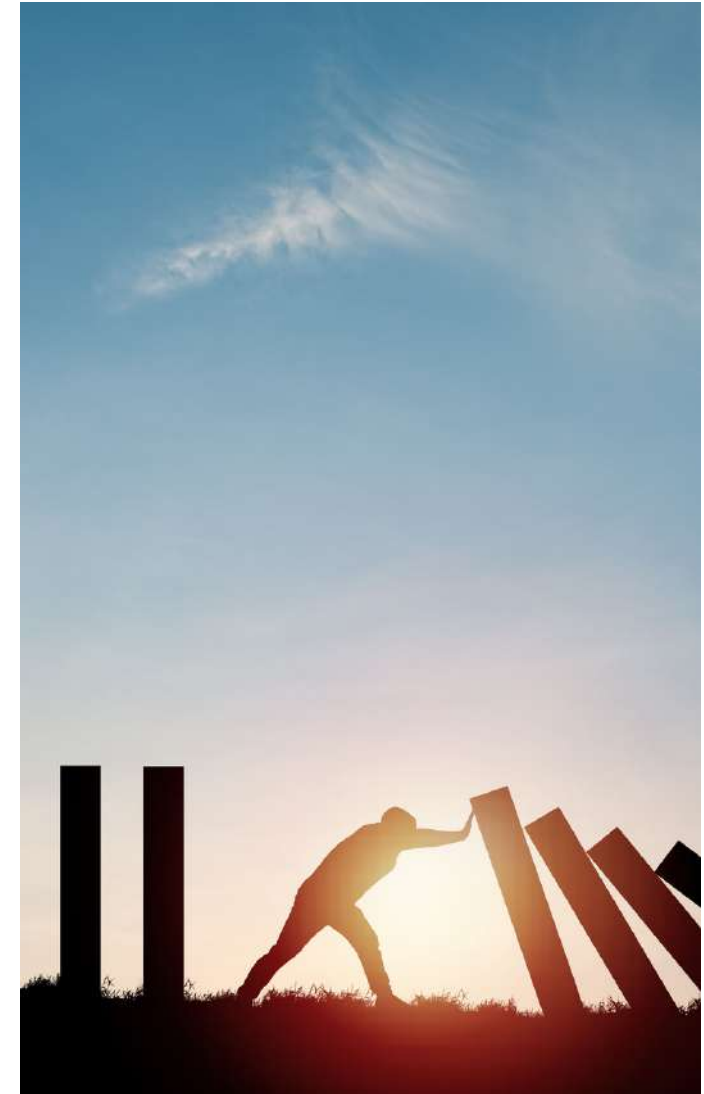




# Risk Management

## ESG Risk & Opportunities

- Online orientations and trainings for sustainability awareness are provided to increase the effectiveness of waste separation and awareness of risk and to create opportunities. Throughout the training sessions, attendee feedback is continuously collected to be utilized for enhancing sustainability performance.
- Airties is a fabless company, hence environmental impacts related with natural resources or waste generation can arise only due to office activities. Aiming to secure and advance the sustainability performance of our manufacturing partners, we assess their performances quarterly.
- Airties shares feedback and recommendations with the elements of its supply chain, as we are very well aware of their effects in improving their motivation and performance. We conduct CSR audits with our certified employees in order to continuously monitor our performance. These actions enable Airties to build a sustainable relationship with its suppliers and to increase traceability through the supply chain and contribute to overall performance.
- An alternative supplier management mechanism is in place to ensure that Airties works with qualified manufacturers, that fulfill its expectations, supplier strategy, and the qualification criteria defined in the manufacturer selection checklist. The manufacturer selection checklist helps Airties determine the right stakeholder that meets its needs and expectations. This checklist questions many criteria from cost to quality and supports sustainability performance.







# ESG Goals

Airties' purpose is to build a better connected, safer, and more prosperous world through the delivery of high-performance Smart Wi-Fi solutions designed and produced to have minimal environmental and societal impact and which simplify and empower the connected lives of people. We believe that sustainability is an integral part of our business practices to support our growth and develop our business. Airties is committed to incorporating and improving environmental and social sustainability principles and practices throughout its operations as we work to serve our customer and our communities.

Topic Title	Goals	Actions	Relevant SDGs
Waste Management	100% separation of recyclable waste and hazardous waste	Track waste reports  Investigate how to increase the coverage of calculations	 
	Decrease paper towel consumption per employee by 3% / year until 2023		
	Yearly paper consumption per employee (max 1.2 kg)		
Water Management	Decrease water consumption per employee by 5% / year until 2023	Track consumption via monthly results  Investigate how to increase the coverage of calculations  Plan and implement regular maintenance	 
Energy Management	Decrease electricity consumption per employee by 3% / year until 2023	Increase the accuracy and coverage of the calculations of energy consumption, natural gas consumption and GHG emissions  Organize events to increase awareness	 
	Decrease natural gas consumption per employee by 3% / year until 2023		
	Decrease in the GHG emissions arising from air travel per employee by 5%/ year until 2023)		
	Increasing the visibility of carbon footprint arising from both office (business) activities and production and delivery		








# ESG Goals

Topic Title	Goals	Actions	
Life Cycle Approach	Expanding the scope of LCA analysis	Deciding on the key products (and factories) to be assessed – Keeping the design requirements in line with the TUV Green Product certification	
		Provide compliance with the following aspects: <ul style="list-style-type: none"> <li>• Restriction of hazardous substances</li> <li>• Sustainable use of resources</li> <li>• Energy efficiency</li> <li>• Power consumption</li> </ul>	
Supply Chain Management	Achieve minimum B- rating in CDP, Silver category in ECOVADIS	Focus on risk and opportunity definitions	
		Catch and sustain the decrease in GHG emissions	
Legal Requirements	100% compliance with legal and regulatory requirements	Follow strictly the updates in legislations	
		Catch and sustain the decrease in GHG emissions	
Trainings	Environmental Awareness - Online Training (100% for all Airties until Apr 2022)	Prepare the structure for online training	
		Decide on tool/media/environment for the training platform (Linkedin Learning)	
		Architect a user-friendly platform	
		Conduct trainings	
		Measure effectiveness via mini quizzes	





# ESG Goals

Topic Title	Goals	Actions	
<b>Sustainable Product Management</b>	Development of Airties sustainable product	Conducting LCA studies on specific product groups Green product certification Receiving consultancy	
<b>Climate Change</b>	Setting science based targets and getting approval from SBTi	Calculating Scope 1&2 emissions Creating a carbon roadmap Receiving consultancy	
<b>Reporting &amp; Transparency</b>	2021 Sustainability report preparation and public release	Receiving consultancy Establishing data collection mechanism	
<b>Data Privacy</b>	Getting ISO 27001 Information Security Management Certification to ensure data privacy	Develop and implement Information Security Management System (ISMS) that meets all the requirements of the standard Register for certification with an accredited certification body	
<b>Corporate Policies</b>	Development and approval of 3 key policies regarding Social Compliance	Creating Airties Anti-Bribery and Corruption Policy, Airties Code of Conduct and Airties Whistleblowing Policy	
<b>Human Resources</b>	Continuously enhance, retain and develop multi-skilled labor and employee engagement	Implementing Learning Management System Giving mandatory OHS training to all employees Providing online English training support to employees Assigning sustainability training through LinkedIn Learning to raise awareness of all employees on sustainability Raising awareness by organizing regular meetings about the O'reilly Platform with R&D staff to support their technical development Conduction salary market benchmark to be on part/above with the market	
<b>Sustainable Procurement</b>	Encouraging manufacturing partners to continuously improve their social compliance performance	Ensure manufacturing partners have RBA membership and regular audits with successful results (min.160+)	



# Stakeholder Engagement

Airties enables broadband operators to offer their consumers a truly digital lifestyle through superior Wi-Fi connectivity. The mission of Airties is to empower all service providers to deliver its customers an exceptional digital life experience through innovative Wi-Fi solutions. Along with the promise of delivering innovative technology solutions, Airties is committed to developing an environmentally sustainable future.

Having acknowledged that stakeholder engagement enriches value chain, Airties constantly interacts with its stakeholders as part of its business model. This uninterrupted interaction carried out with an ethical perspective provides the company with the opportunity of best meeting interests, expectations, and needs of all stakeholders. Airties also benefits from this two-way communication to influence and get opinions regarding sustainability goals and strategies.





# Stakeholder Engagement

Stakeholder Groups	Expectations	Communication (Medium)
<b>Customers (directly), End-users (indirectly)</b>	<ul style="list-style-type: none"> <li>High quality products</li> <li>Reasonable costs</li> <li>On-time delivery</li> <li>High quality after sales services</li> <li>Continuous improvement</li> <li>Business ethics</li> <li>Sustainable business</li> <li>Protection of personal data processed by Airties</li> <li>Processing of personal data with regards to valid purposes.</li> </ul>	<ul style="list-style-type: none"> <li>Weekly review meetings</li> <li>Emailing</li> <li>Newsletter</li> <li>Satisfaction surveys</li> <li>Virtual meetings</li> <li>Sustainability reporting</li> <li>Fairs</li> <li>Customer visits</li> <li>Digital media</li> </ul>
<b>Certification Authorities</b>	<ul style="list-style-type: none"> <li>Continuous improvement</li> <li>Compliance with standards</li> <li>Commitment, leadership</li> <li>Compliance with ISO 27001:2013</li> <li>Compliance with corporate security policies</li> <li>Effective cyber risk management</li> </ul>	<ul style="list-style-type: none"> <li>Emailing</li> <li>Phone</li> <li>Virtual meetings on-site visits</li> <li>Sustainability reporting</li> </ul>
<b>Not-for-profit Organizations Running the Global Disclosure Systems</b>	<ul style="list-style-type: none"> <li>Regular reporting</li> <li>Transparent data</li> <li>Environmentally improved results</li> <li>Sustainable improvement</li> <li>Trustworthy data</li> </ul>	<ul style="list-style-type: none"> <li>Emailing</li> <li>Virtual meetings on-line submissions</li> <li>Seminars</li> <li>Digital media</li> <li>Sustainability reporting</li> </ul>

Stakeholder Groups	Expectations	Communication (Medium)
<b>Executive Team</b>	<ul style="list-style-type: none"> <li>Business growth</li> <li>Increasing revenue per customer</li> <li>Improved financial performance</li> <li>Financial value enhancement</li> <li>Regular performance monitoring</li> <li>Company wide cyber security</li> <li>Protection of corporate assets</li> <li>Maintaining of Airties' reputation</li> <li>Effective cyber risk management</li> <li>Protection of personal data</li> <li>Business continuity &amp; disaster recovery</li> </ul>	<ul style="list-style-type: none"> <li>Emailing</li> <li>Virtual meetings</li> <li>Corporate reporting</li> <li>Sustainability reporting</li> </ul>
<b>Local Authorities and Global Regulatory Bodies</b>	<ul style="list-style-type: none"> <li>Compliance with the legal and regulatory requirements</li> <li>Compliance with applicable requirements and industry standards</li> <li>Timely delivery of reports (when required)</li> <li>Identification of relevant laws and regulations</li> <li>Proper separation of non-hazardous and hazardous waste</li> <li>Compliance with privacy regulations</li> </ul>	<ul style="list-style-type: none"> <li>Emailing</li> <li>Official letter</li> <li>Legal reporting</li> <li>Controls</li> <li>Corporate reporting</li> <li>Sustainability reporting</li> </ul>

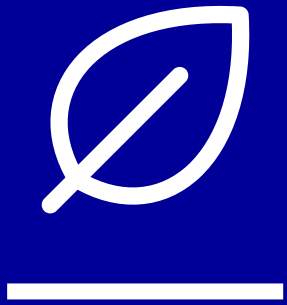




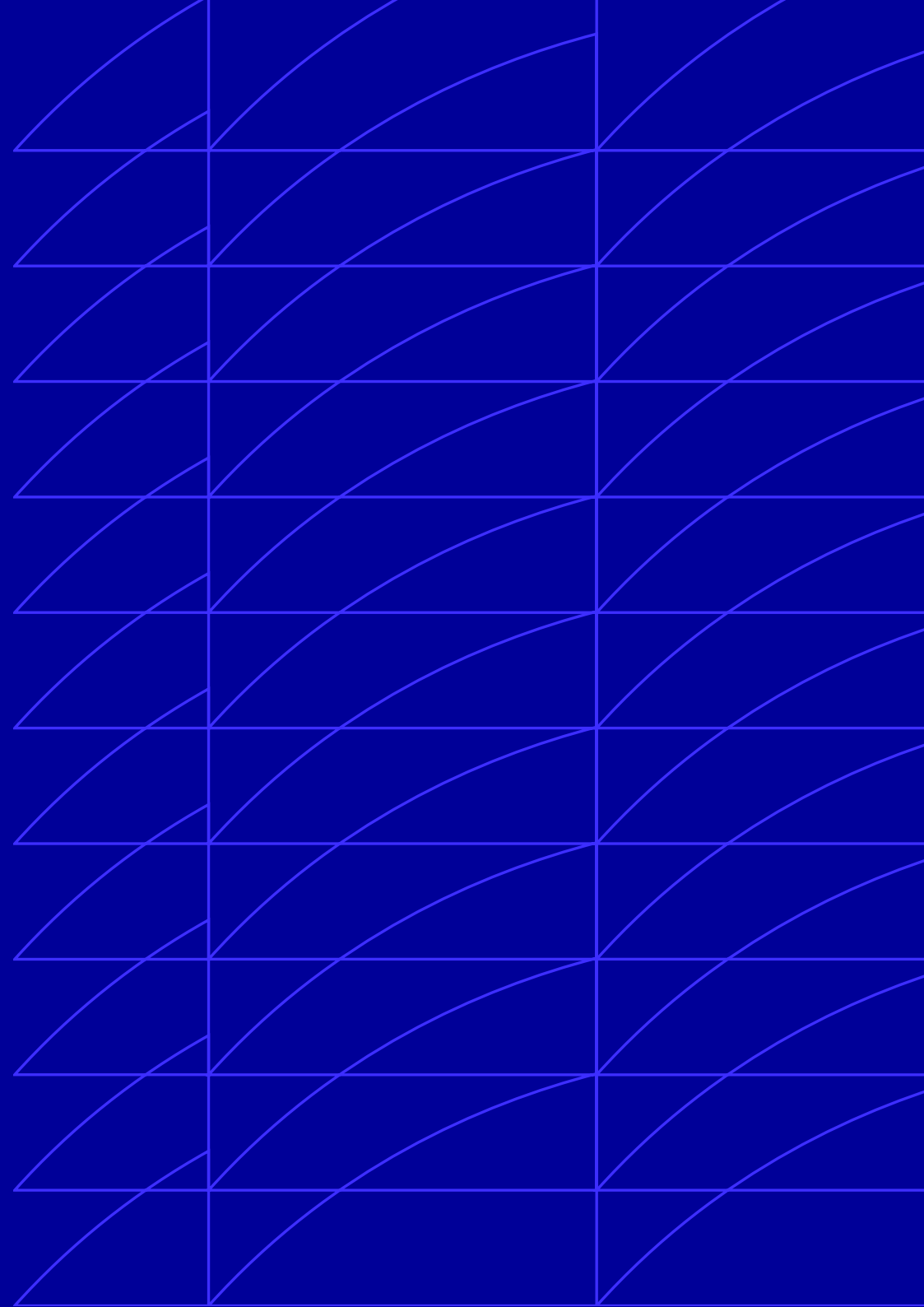
# Stakeholder Engagement

Stakeholder Groups	Expectations	Communication (Medium)	Stakeholder Groups	Expectations	Communication (Medium)
<b>Insurers and Financial Institutions</b>	<ul style="list-style-type: none"> <li>Protection of corporate data</li> <li>Protection of personal data processed by Airties</li> <li>Processing of personal data with regards to valid purposes.</li> <li>Business continuity</li> <li>Financial reliability and sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Corporate reporting</li> <li>Meetings</li> <li>Compliance audits</li> <li>Sustainability reporting</li> </ul>	<b>Suppliers</b>	<ul style="list-style-type: none"> <li>Business growth</li> <li>On-time payment</li> <li>Forecast accuracy</li> <li>Financially solvent organization</li> <li>Beneficial supplier-client relationships</li> <li>Sustainability</li> <li>Security of information shared (both sides)</li> <li>Compliance with Airties' information security policies</li> <li>Compliance with the requirements in mutual agreements</li> <li>Protection of shared personal data (both sides)</li> <li>Secure transfer of information</li> </ul>	<ul style="list-style-type: none"> <li>E-mailing</li> <li>Virtual meetings</li> <li>On-site visits and audits</li> <li>Quarterly performance evaluations process</li> <li>Digital media</li> <li>Sustainability materiality survey</li> <li>Sustainability reporting</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>Business continuity</li> <li>Satisfactory salary</li> <li>Career plan</li> <li>Training</li> <li>Ethics in the workplace</li> <li>Safety in the workplace</li> <li>Consistency of mission</li> <li>Compliance with policies and procedures.</li> </ul>	<ul style="list-style-type: none"> <li>E-mailing</li> <li>Newsletter</li> <li>Sustainability reporting</li> <li>Sustainability materiality</li> <li>Surveys</li> <li>Town hall meetings</li> <li>Virtual meetings</li> <li>Training</li> <li>Social events</li> <li>Digital media</li> </ul>	<b>Waste Disposal Organizations</b>	<ul style="list-style-type: none"> <li>Delivery of properly separated waste</li> <li>Secure disposal of electronic waste</li> </ul>	<ul style="list-style-type: none"> <li>E-mailing</li> <li>Phone</li> <li>Reporting</li> </ul>
<b>Patent holders</b>	<ul style="list-style-type: none"> <li>Compliance with regulations</li> <li>Sustainable compliance</li> <li>Financial incomes</li> <li>Business continuity &amp; disaster recovery</li> </ul>	<ul style="list-style-type: none"> <li>E-mailing</li> <li>Virtual meetings</li> </ul>	<b>Neighbors and Communities</b>	<ul style="list-style-type: none"> <li>Social responsibility and engagement</li> </ul>	<ul style="list-style-type: none"> <li>Digital media</li> <li>Sustainability reporting</li> </ul>
<b>Partners</b>	<ul style="list-style-type: none"> <li>Mutual benefits</li> <li>Clear expectations</li> <li>Market requirements</li> <li>Financially solvent organization</li> <li>Protection of shared personal and corporate data (both sides)</li> <li>Secure transfer of information</li> </ul>	<ul style="list-style-type: none"> <li>E-mailing</li> <li>Virtual meetings</li> <li>On-site visits</li> <li>Quarterly performance evaluations process</li> <li>Sustainability materiality survey</li> <li>Sustainability reporting</li> </ul>			





# Environmental Sustainability







# Environmental Management Approach

Airties strives to continuously improve its environmental performance, while continuing to support our service provider customers worldwide. Airties carries out business activities in accordance with local laws and applicable regulatory requirements regarding environmental issues.

The company is committed to continuously increasing its environmental performance, through more efficient use of resources and waste reduction, as part of its high sustainability strategy, and to gaining and maintaining the trust of all its stakeholders by including them in its sustainability journey.

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





# Environmental Management Approach

One of the most significant steps in the sustainability journey is the accurate management of the supply chain. Airties utilizes the EcoVadis evaluation system for measuring and monitoring of the performance of its supply chain. EcoVadis covers a wide range of non-financial management systems with implications on the Environment, Labor, Human Rights, Ethical and Sustainable Procurement, and enables sustainability monitoring in supply chains. Each company is evaluated based on key performance indicators, which are specific to company size, location, and industry.

**Airties was awarded the Silver EcoVadis Medal as a result of the 2021 EcoVadis CSR rating.**

With an overall CSR score of 57/100 and an environmental impact score of 70/100, Airties was placed in the top 25 percent of companies by EcoVadis in recognition of its continued commitment to improving sustainability.





# Environmental Management Approach

Airties creates an Environmental Policy adopted and applied by all employees to prevent environmental pollution and to implement possible measures in this regard. Within the framework of Airties Environmental Policy, which is including all stakeholders and is accessible to the public, in order to keep the negative environmental impacts of our activities at a minimum:

- We train and motivate our employees to fulfill their duties in an environmentally responsible manner and strive to protect natural resources by constantly raising awareness.
- We measure, report, and evaluate the environmental performances of our offices, operations, and products, and we report the results on global disclosure systems.
- We push for the environmental protection movement in our supplier and subcontractor relationships.
- We work to reduce waste by following the actual developments and procedures.
- We do not hesitate to take action to reduce the negative effects on water, soil, air, and biodiversity.





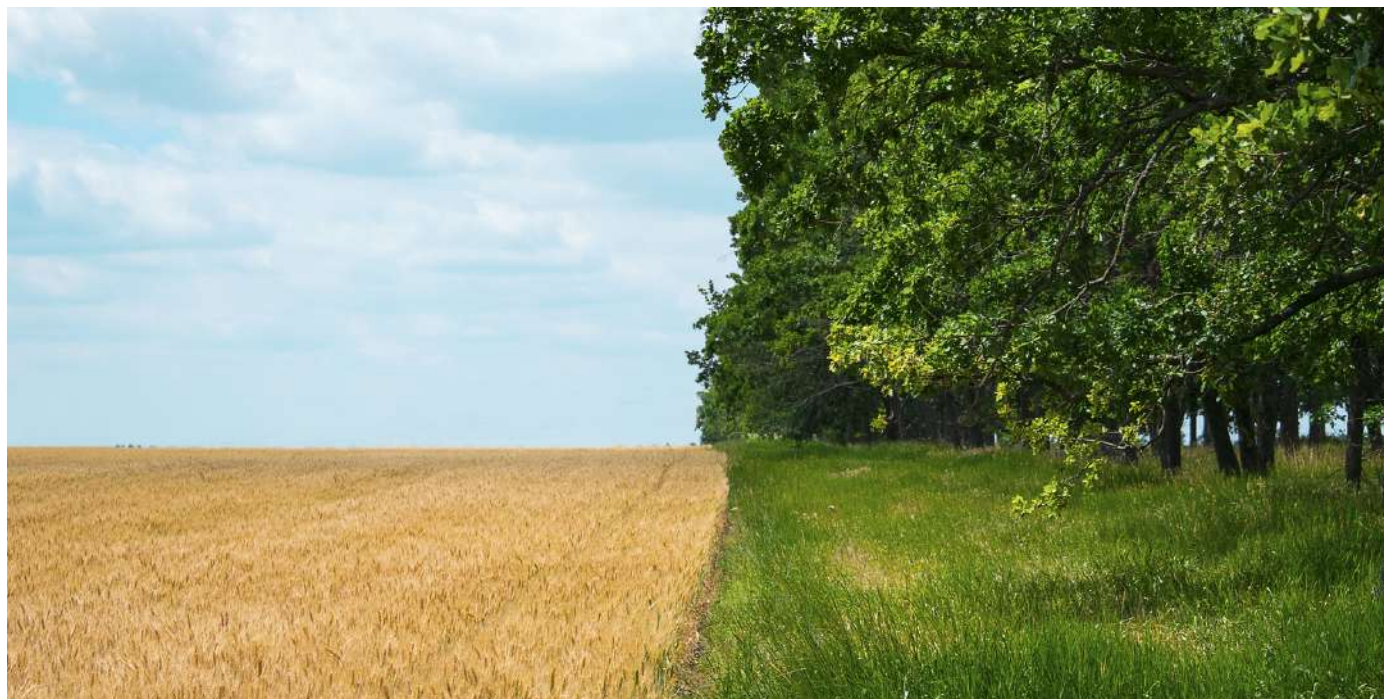


# Environmental Management System

**We believe that the sustainable success of our environmental management system can be achieved with the participation of our stakeholders, especially our employees.** For this reason, the sustainability training aimed at increasing employee awareness was organized and held in early 2021.

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 appropriate procedures are set out.

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





# Environmental Management Approach

## Operational Control of Significant Environmental Aspects Approach

The operational control consists of a set of applied technical solutions, procedures, work instructions, and work criteria for controlling an activity, product, or service that constitutes significant environmental impacts. This control mechanism covers product development, customer relations, and purchasing processes. R&D and the purchasing team are responsible for incorporating environmental aspects into their design and ensuring that development inputs comply with legal and other requirements defined in the Environmental Compliance Evaluation Record.

Information on significant environmental impacts related to transportation, use, end-of-life treatment, and final disposal of all Airties products and services is shared with customers through RFP documents.

### The environmental goals we achieved in 2021 are:

- 100% separation of recyclable waste and hazardous waste
- 100% compliance with legal and regulatory requirements
- Minimum B- rating in CDP and Silver category in EcoVadis
- Reduction of paper towel consumption per employee by 3%/year
- Lower paper consumption per employee (max 2.0 kg)
- Online Environmental Orientation Training (100% - completed by all Airties employees)
- TUV Certified Green Product label

### Our environmental goals are specified as follows:

- Create and apply the sustainability strategy
- Decrease electricity consumption per employee by 3%/year until 2023
- Decrease natural gas consumption per employee by 3%/year until 2023
- Decrease paper towel consumption per employee by 3%/year until 2023
- Decrease paper consumption per employee (max 1.2 kg)
- Decrease water consumption per employee by 5%/year until 2023
- Decrease air travel related GHG emissions per employee by 5%/year until 2023
- Expand the scope of the LCA analysis
- Increase the visibility of carbon footprints of office activities, production, and delivery







# Environmental Management Approach

## Airties Environmental Approach

At Airties, the responsible team and the managers continuously analyze, and reviews activities, in order to identify the environmental aspects and the potential impacts and to achieve the associated objectives. These activities are shaped based on interested party needs and expectations, legal requirements, product and facility technical documentations, major changes in business risks and opportunities, and ecological incidents.

## Determination of Environmental Aspects and Impacts

Significant environmental aspects are identified and then the probable impacts related with these aspects are determined and evaluated by the Quality Manager based on the following three main criteria:

- Probability of environmental impacts
- The scale of impact and consequences
- Frequency of environmental aspects

## Significance of Environmental Aspects and Impacts

Identified aspects are classified under three categories (small, medium, and critical) based on their level of significance and actions to be taken are defined for each category. The critical significance level requires immediate attention and action, the medium level necessitates continuous monitoring and reporting, while the small category doesn't involve any action.





# 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.

Awareness trainings are organized within the company regarding the importance of energy and water saving within the organization.

For more efficient use of water and electricity at Airties working locations, regular revisions are made regarding the following:

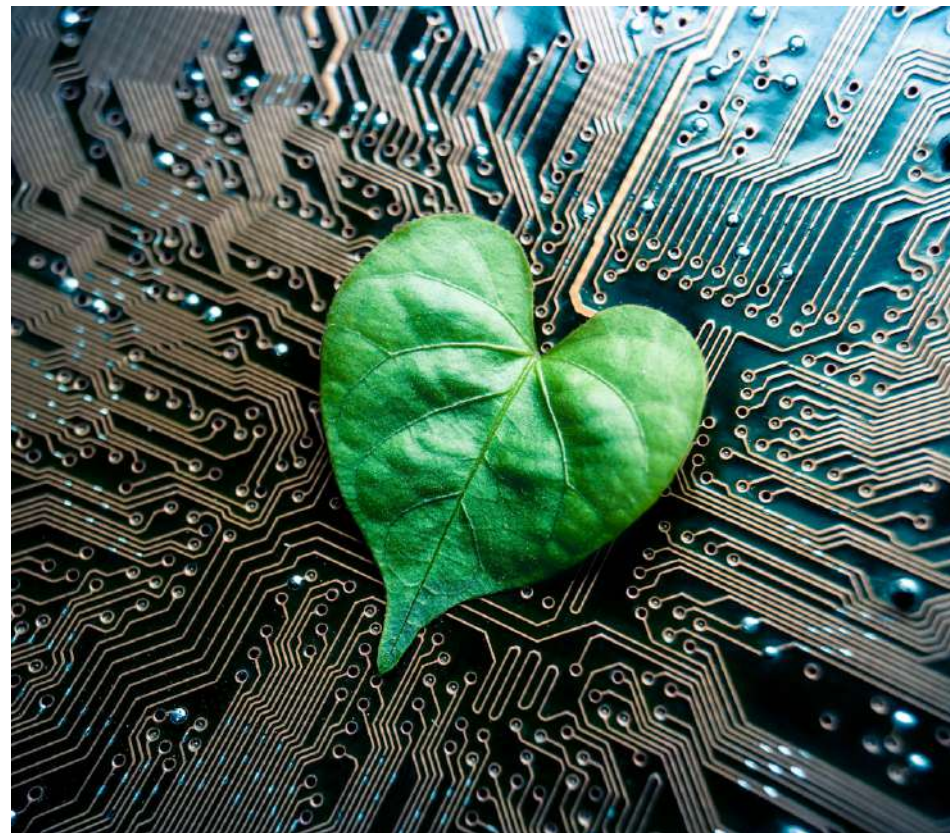
## Interior and exterior lighting:

Given that lighting makes up a considerable portion of electricity use in Airties buildings, usage of LED lighting is preferred to the extent possible in office areas. Unnecessary use of lighting at unoccupied rooms and infrequently used areas is continuously monitored.

## Office equipment and computer electronic equipment:

All office equipment such as printers, scanners, photocopiers, facsimile/fax machines, calculators, and paper shredders are operated in accordance with the instructions in manufacturer manuals.

For efficient use, it's recommended that all PCs are used with optimum power management settings. Operating instructions for all office electronic equipment are published in the Airties Energy and Water Management Procedure.





# Energy and Water Management

## Energy

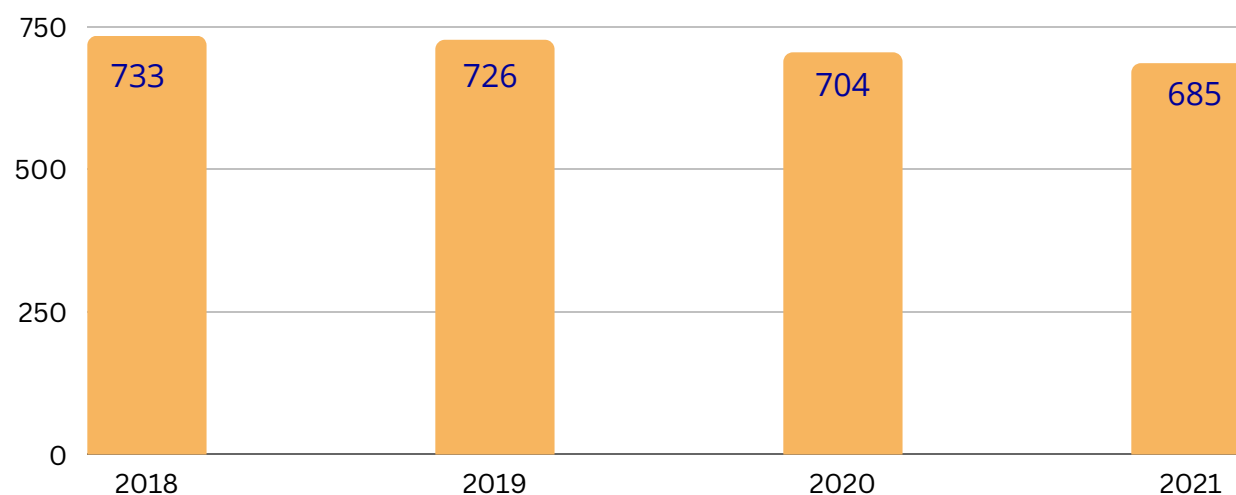
We have taken advantage of the remote working model, which Airties has adapted during the COVID-19 pandemic, the company has made progress in energy efficiency in its offices, also supported by the implementation of LED lighting over a wider office area. Meanwhile, the company also benefits from sensor-photocells and stickers for energy saving in car parking areas.

Since 2017, our electricity consumption has been in a downward trend, and we are working to reduce our associated CO2 emissions. Remote working during the Covid-19 pandemic is the main reason behind the declines in 2020.

We have targeted to decrease electricity and natural gas consumption per employee within the office by 3%/year until 2023. In 2021, we reduced our natural gas consumption significantly, by 62%, compared to the previous year. During the year, our natural gas consumption and total electricity consumption realized at 18,547 m3 and 685 KWh, respectively.

## Total Electricity Consumption (MWh)

■ Total Electricity Consumption (MWh)



## Water

Since Airties is outsourcing production, its water consumption is only due to its office activities, and is relatively less. The company still makes considerable effort on reducing water consumption.

Our target is to decrease water consumption per employee by 5%/year until 2022 and consumed amount was 1,376 m3 in 2021.

Airties also monitors its manufacturers' targets and achievements closely within the scope of the sustainability performance evaluation in Quarterly Business Reviews.

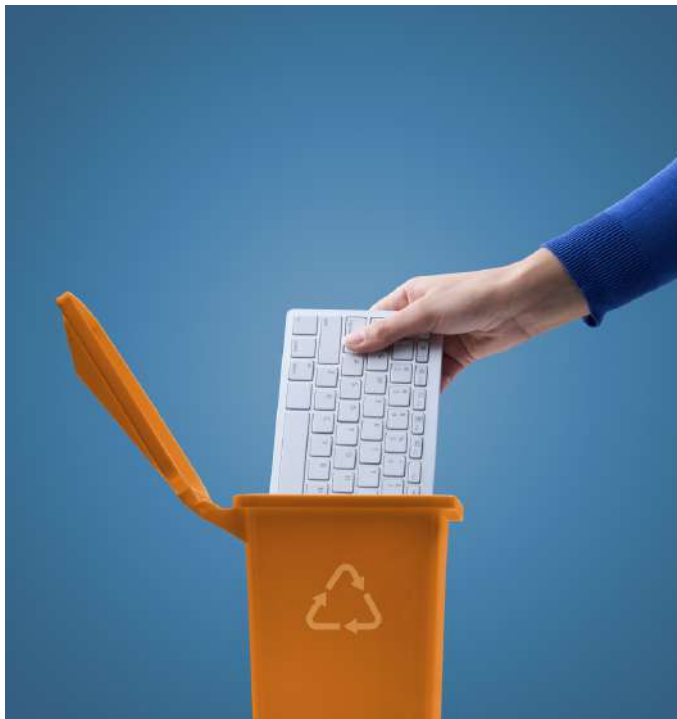






# Waste and E-waste Management

A general waste management procedure covering all types of waste has been determined as part of the responsibility specified as "Follow related procedures in order to decrease environmental pollution, prevent degradation and damage to the environment while reducing the waste and minimizing the consumption of resources," and also included in the Airties Environmental Policy.



Waste management is performed according to the following order of priorities;

## 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.)
- 05.** Deployment or destruction of waste if there is no other alternative (the least desired option)





# Waste and E-waste Management

In Airties, waste is classified according to their characteristics:

**Non-hazardous Waste** is non-hazardous and biodegradable waste that can be composted. Paper, plastics, glass, metals, etc. are classified in this segment.

Each Airties employee is responsible for separation and classification of non-hazardous waste at its source.

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







# Waste and E-waste Management

## E-Waste Management

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

E-waste within Airties is classified as follow:

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

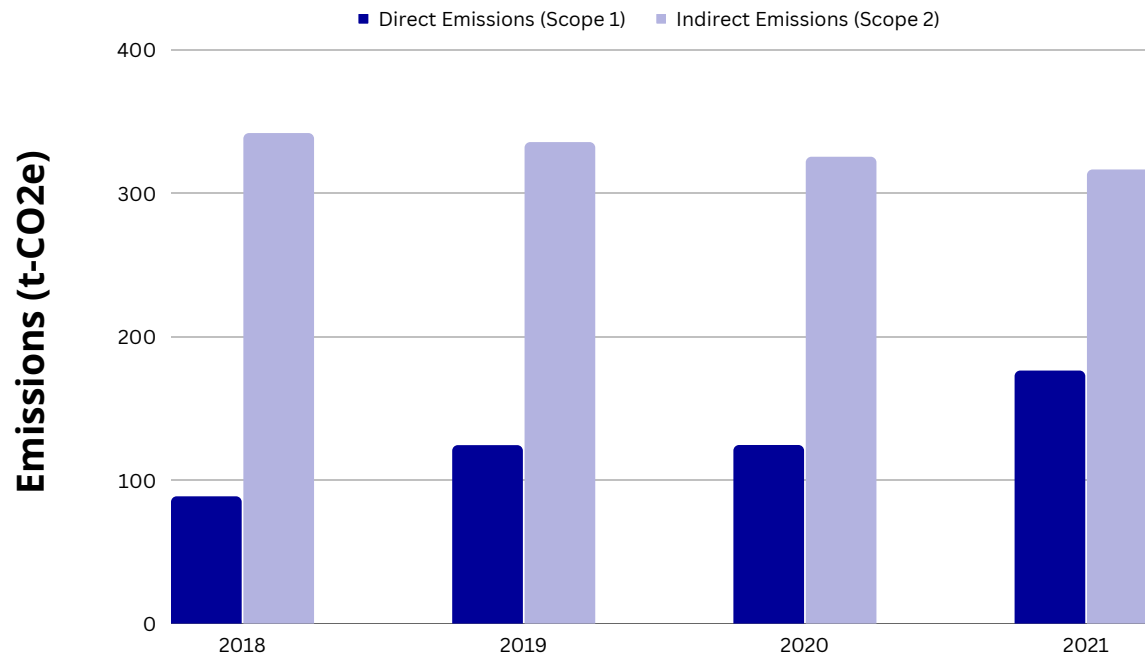
**In 2021, 2,435 kg of paper was recycled through municipality facilities. 81 kg of batteries and 1,128 kg of e-waste were disposed of via the use of proper means of disposal.**





# Emission and Climate Change Management

Carbon footprint measurements are essential indicators of the company's environmental impact. Due to consumption arising from office activities Airties calculates its Scope 1 and 2 carbon emissions every year and works on Scope 3 calculations. Scope 1 and 2 emission amounts by years are provided in the table given.



Founded in 2015, Science-Based Targets Initiative (SBTi) helps companies reduce their greenhouse gas (GHG) emissions in line with the Paris Agreement. SBTi encourages and supports companies to develop their operations in line with their greenhouse gas emission reduction targets.

Airties is aware of the importance of participating in the global transformation movement by reducing the emissions it causes. For this reason, the company aims to start SBTi-compliant target-setting studies by 2022.

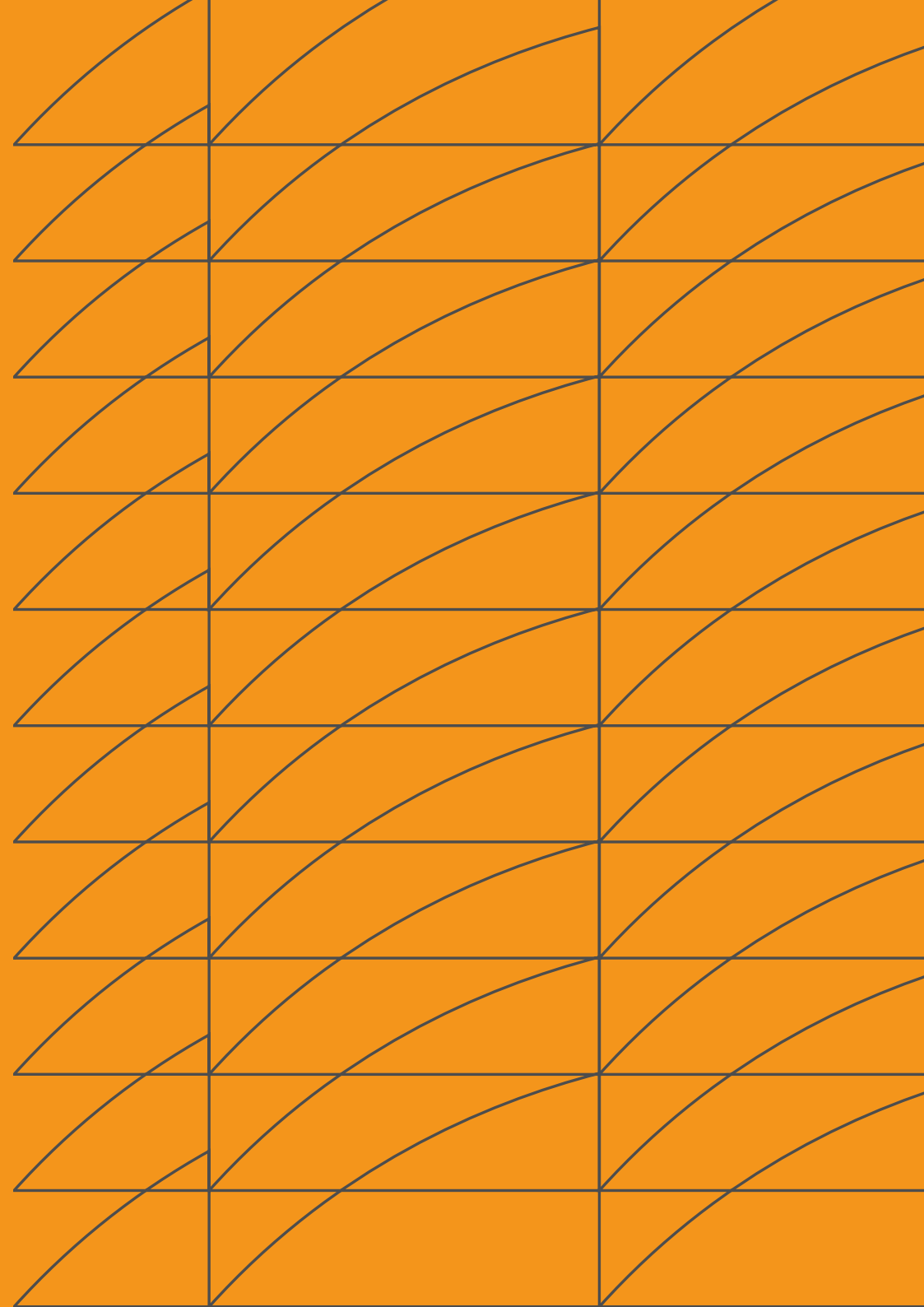
**Airties plans to provide a management plan and incentives to achieve climate-related targets over the next 2 years.**

The company is aiming to create strategic carbon roadmaps in order to implement environmentally friendly and technological solutions.





# Sustainable Product Management





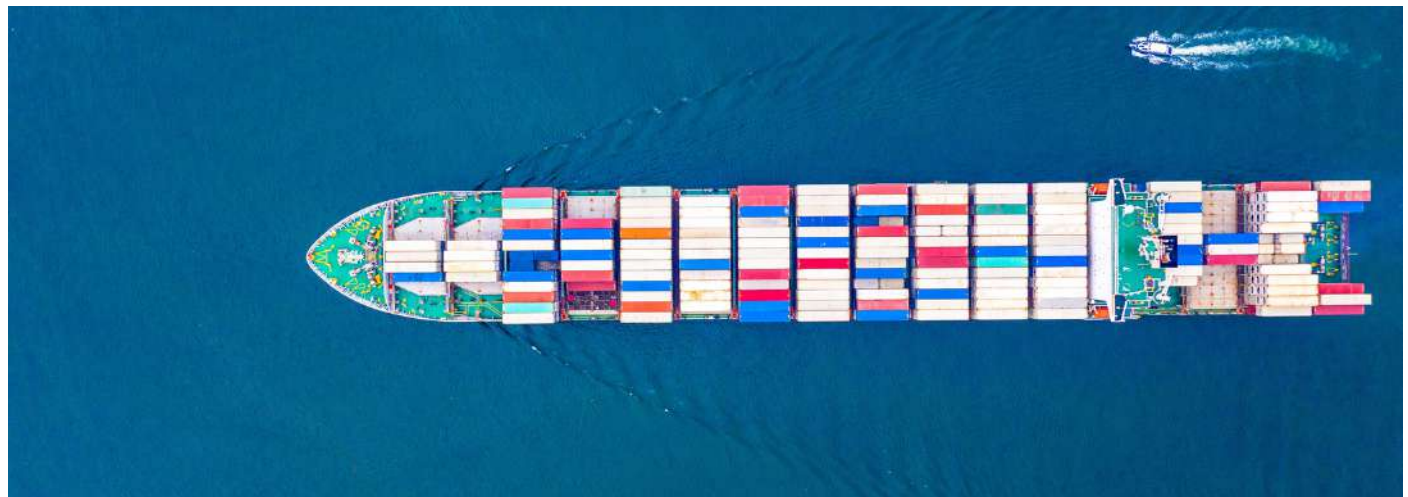
# Sustainable Supply Chain Management Approach

Airties' international supply chain demonstrates full integration in sustainability terms within its scope of service. It extensively covers the flow of material and information to and from the services and products up to the delivery to end users.

Airties sustainable supply chain management comprises procedures and principles to elevate positive effects of the chain, while minimizing negative environmental and societal impacts from its business activities. In the chain, the primary input is customer requirements, and the output is customer satisfaction. According to these inputs and outputs, managing processes, basic and supporting processes as well as outsourced processes, are created for a sustainable supply chain.

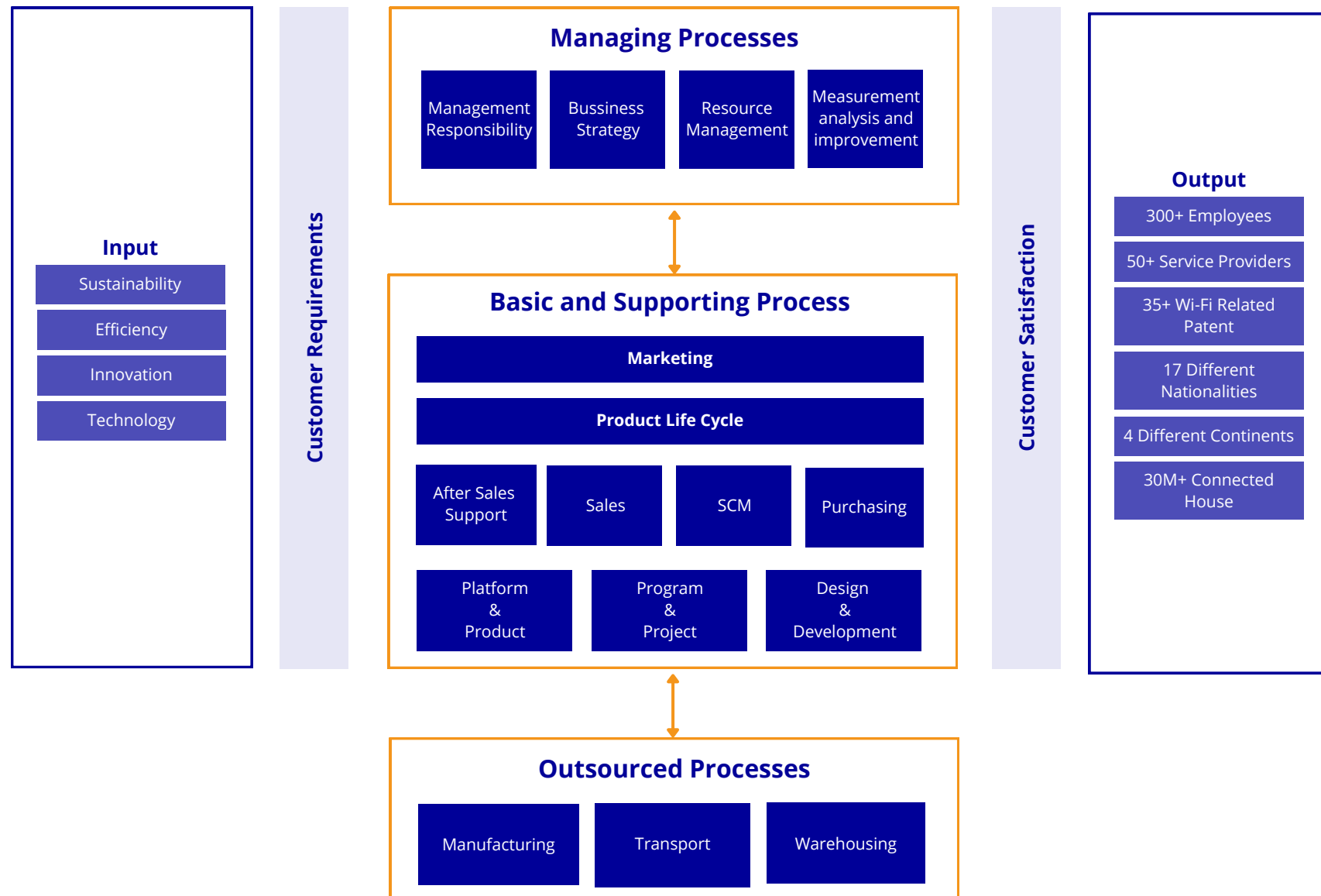
Airties continuously improves its efficiency and sustainability in all areas ranging from customer contact, product & service definition, product development, and production, to shipment and after-sales support.

**With the acknowledgement that customer expectations have an enriching effect on the sustainability perspective of the company, Airties always target full integration in all areas relating to customers.**





# Sustainable Supply Chain Management Approach







# Sustainable Supply Chain Management Approach

<b>Highlighted Sustainable Supply Chain Applications</b>	<b>Roadmap Delivery</b> A resource pool has been created via the app in the integrated master schedule for the Air 4980 & 4985 projects. The app monitors resource delegation in a more realistic way, and it provides more effective management by looking at the resource pool remotely.	<b>Human Resources</b> There are several initiatives in Airties to increase employee efficiency with sustainable learning and development. We strive to create a positive working environment by enhancing employee loyalty through our programs.	<b>Product Management &amp; Data</b> All customer issues are reviewed in solution team meetings and followed afterwards. This also helps increase awareness among teams.
<b>Supply Chain Management</b> Forecasts and supply management are followed on the Hubspot Platform, sales division enter the deals, and SCM approves, or rejects requested delivery dates. Bi-weekly meetings are held to follow up on recent changes, and the risk status of components are tracked by charts.	Also, through the ongoing study for the integration of task management planning through relevant plug-ins will enable end-to-end resource management and its effective monitoring. It will also assist in tracking the impact of different projects on resources.	<b>Quality</b> The risk review system is set up for manufacturers each quarter in parallel with the QBR (Quarterly Business Reviews) process. This is planned to be made more visible and more concrete/structured, targeting improvements of outsourced manufacturers. Meetings with the manufacturing partners are held more frequently to eliminate/minimize communication issues arisen during the pandemic.	
<b>Marketing Strategy &amp; Customer Solutions</b> The purpose of developing the Hubspot Sales Platform Forecast was to facilitate more effective management of business connections. Moreover, the new business pipeline management teams and individual reporting dashboards strengthen Airties' sales performance. Moreover, Airties's IT group is developing the New Sample Management Tool to assist sales processes.		<b>Purchasing</b> Airties is developing the Component Price Database Project within the component strategy scope. It is an infrastructure project to ensure that unit prices are visible to everyone in the sales force.	<b>Value Chain</b> Airties published a second Sustainability Report to share its ESG performance and activities with all stakeholders. Sustainability awareness training has also been provided for all Airties employees. Furthermore, periodical CSR audits have been conducted in the China location and remote assessments have been done for other locations.
<b>IT</b> At Airties, the IT service desk makes a substantial contribution to maintain business continuity by providing solutions in the areas of hardware and software.	<b>Supply Chain Management</b> The Hubspot platform is used to monitor forecasts and supply management, where the sales department enters the agreements and the SCM department either accepts or rejects the desired deliverables. There are biweekly meetings to review recent modifications, and charts are used to monitor the risk status of components.		





# Sustainable Product Management Approach

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

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

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

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

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

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





# Quality Management

Focus on quality and operational excellence is one of the most crucial drivers of Airties' sustainable performance and growth. 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.

Airties Quality Policy ensures the proper establishment, application, maintenance and continuous improvement of the effectiveness of the quality management system in accordance with international management system standards.

Moreover, Airties implements the ISO 9001 Quality Management System in order to meet the expectations and needs of its customers creating high satisfaction, while maintaining full compliance with regulatory/legal requirements and providing privacy.

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

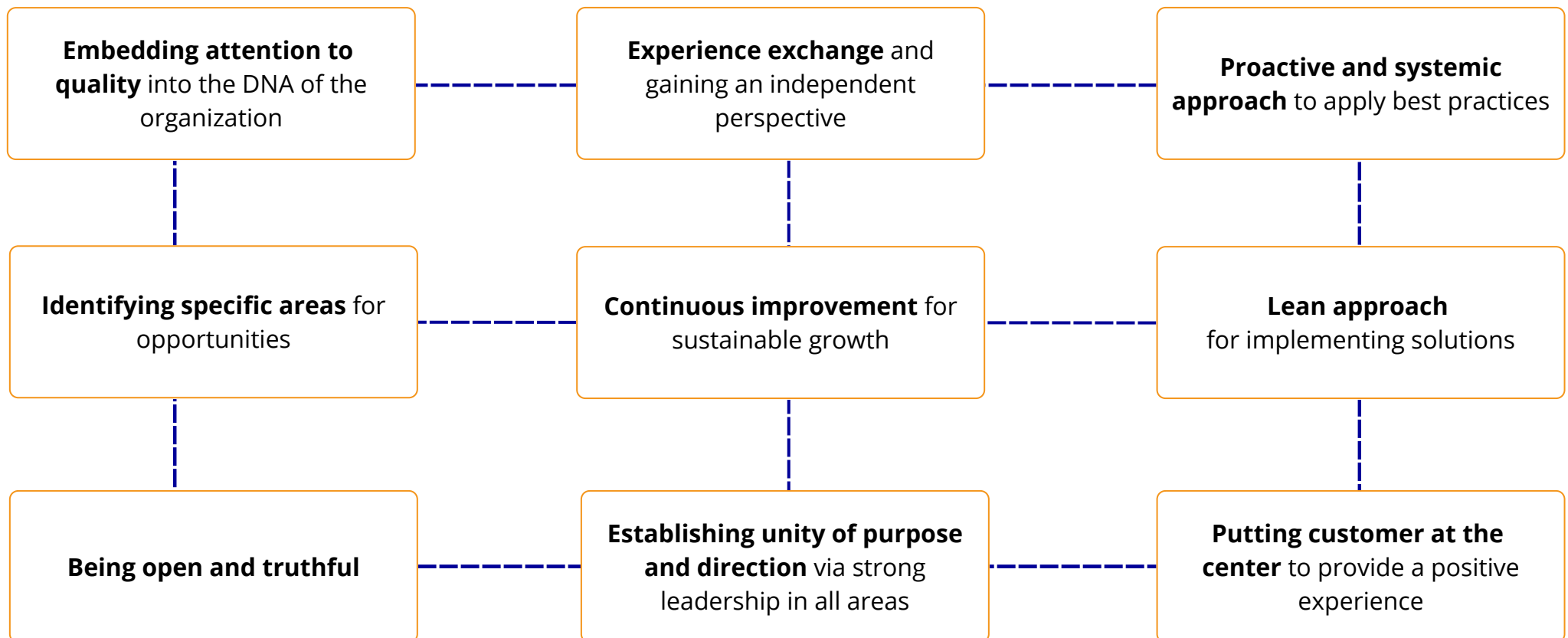




# Quality Management

## Core Principles for Consistent Quality

Airties' Quality Management Strategy is established on its Quality Core Principles, which enable a strong and continually improving quality culture in the corporate DNA.



**At Airties, we believe that sustainable leadership can only be achieved through the execution of an uncompromising quality strategy.**





# Quality Management

## Airties Quality Strategy



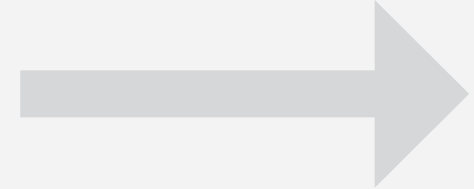
### SYSTEM AND PROCESS FOUNDATIONS

- Implementing 5S in documentation
- Construction of QMS Fundamentals
- Initialisation of management with process KPIs
- Process map definition
- Implementing Kaizen by generating short-term wins
- Risk based quality system



### IMPROVEMENT

- Focusing on voice of customer
- Accelerating improvements by applying 8-D / Six Sigma 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
- Integrating the lean approach in problem solving mechanisms
- Increasing consistency for initial achievements by automation and systemic mechanisms
- Generalizing Lean Approach to all functions

Airties also analyze the risks and opportunities of strategic targets in both internal and external contexts. The internal context consists of the internal occasion of Airties endeavors to achieve its strategic quality & environmental objectives as well as manages internal risks and opportunities. On the other hand, the external context includes external institutions or influences that can affect the integrated management systems in Airties and its ability to achieve the intended business, quality & environmental objectives.







# Innovation & Green Product Initiatives

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

Within the scope of green product initiatives, Airties kicked off the first TUV Rheinland Green Product Certification Project for Air 4960 in 2021, and the certification will be received in the first quarter of 2022.



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

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

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

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

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





# Innovation & Green Product Initiatives

## Air 4960X Sustainable Product Vision (Best Practice)

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

### Green Packaging with Only Ecologically Friendly Materials

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

### Optimization to Reduce Carbon Footprint in Transportation

- Optimized package volume versus device size to increase efficiency

### Highly Recycled - Green Plastic Materials

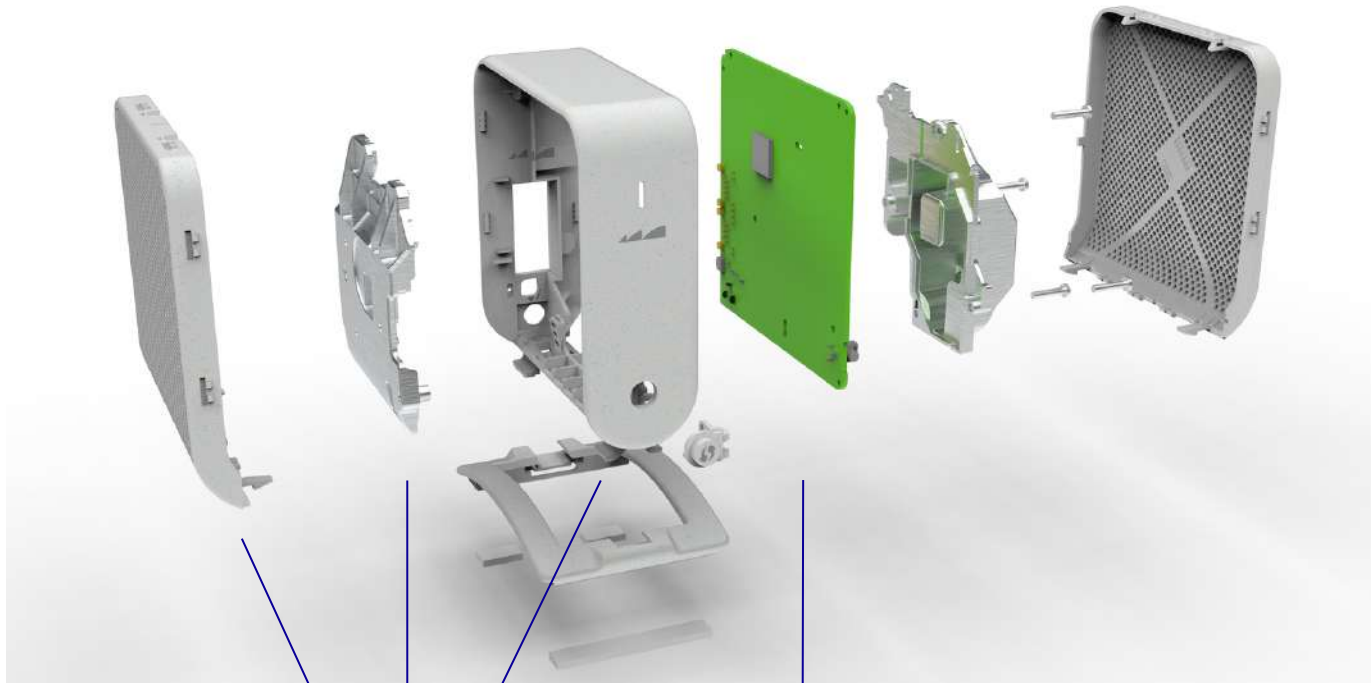
- Up to 100% Recycled Plastics usage for housing parts
- Increasing Bio-Plastic usage for internal parts
- Usage of textured and black surfaces, as they show fewer visual flaws.





# Innovation & Green Product Initiatives

## Air 4960X Sustainable Product Vision (Best Practice)



- Housing material is 90% post consumer recycled
- 90% of plastics and metals are recyclable
- Halogen free PCB and PSU

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

**We also conduct life cycle assessment studies in line with our green product initiatives to identify key environmental hotspots within the product life cycle and to develop strategies for improving performance.**





# Research & Development

To create value-added and sustainable solutions that impact all of Airties' business lines, the company prioritizes innovation and R&D. It is worth noting that in Airties culture, there are not only research and development institutes but also commercial divisions.

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

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

R&D and Design Centers have 100% tax-free incentives for research and product development expenses. In 2020, the Belgian government recognized that the work Airties is performing in the space of advanced managed Wi-Fi solutions is advanced research and development. This led to Belgian government's funding research works of Airties.

Istanbul R&D Center has been operating since February 16, 2009. İzmir Teknokent which was established in 2017, was transformed into an R&D Center at the beginning of 2019.

We encourage our R&D personnel for graduate and doctorate programs related to R&D activities.

The ratio of post-graduate staff to research staff in our strong R&D team, which develops high-performance and environmentally friendly products without sacrificing product quality, is presented in the table below.

		İstanbul R&D Center		İzmir R&D Center		Belgium R&D Center	
		2020	2021	2020	2021	2020	2021
Researchers	PhD Degree & Students	4	5	3	4	3	3
	Master Degree & Students	41	41	24	24	21	27
	Bachelor's	68	75	24	34	3	6
	Ratio of personnel with post graduate education among research personnel	40%	38%	53%	45%	89%	83%
Technicians	Vocational School	6	7	5	7	0	0
	Vocational High School	2	2	3	2	0	0
	Laborant, secretary, crafts, etc.	7	7	3	6	0	0
Total		128	137	62	77	27	36





# Research & Development

## R&D Trainings

Training and professional development needs of R&D employees are identified, and relevant programs are scheduled and implemented.

Performance evaluation and the competencies required by such positions are supported for their improvements at work by providing the training they need.

In the R&D training the company carries out in total of 434 technical trainings with 1519 colleagues between 2020 - 2021.

	İstanbul		İzmir		Belgium	
	2020	2021	2020	2021	2020	2021
<b>Technical trainings</b>	183	82	69	68	11	21
<b>Attendances</b>	531	352	255	248	60	73







# Research & Development

## National and International Collaborations

As Airties, one of our R&D and company strategies is to strengthen our R&D activities by establishing university-industry cooperation. In this regard, collaborations have been made with various universities to date: Sabancı University, Boğaziçi University, Bahçeşehir University, İstanbul Technical University, Özyeğin University, İzmir Institute of Technology, Ghent University and Groningen University.

A research project on customer churn and Wi-Fi quality was carried out with 2 master students at Ghent University. At the same time, company executives gave lectures on Data Science at Ghent University.

**The SummerSeed Internship Program** that was arranged for the 8th time in 2021, aims to support students from the relevant majors in getting to know the business life before they graduate, and to contribute to their technical development, and to raise technological awareness through various in-house trainings.

We continue to work for expanding and increasing the number of project-based collaborations with universities.

We have also gone into industry-industry cooperation with corporates, institutions, and organizations listed below:

Single Digits (USA), Cognitive (Canada), Solution Inc (USA), Cujo AI, RDK-B, Wi-Fi Alliance- WFA (USA), Telecom Infra Project-TIP (USA), Broadband Forum-BBF (USA).

We carry on our efforts for further international cooperation and internationally supported project applications.





# Research & Development

## Events Attended

As an innovative company, Airties continuously launches new products and files new patents. When applicable, the company also publishes articles within technology conferences. Airties attaches importance to increasing the activities such as national and international symposiums, congresses, and seminars attended by its R&D personnel, and making presentations with active participation.

The international events attended in 2021 are summarized below:

<b>Conferences</b>	Leadership Conference and WBA Industry Awards (Full Broadcast)
	Wi-Fi: Public and Private Networks and Convergence with 5G
	Wi-Fi: Enabling the Smart Connected Enterprise
	Innovation for Service Providers, Cities and Venues with Public and Guest Wi-Fi
	Asia Telecom Summit 2021
	Boardband Forum (BBF)
	TIP Insights 2021
	8th International Conference on Electrical and Electronics Engineering - 2021
<b>Symposium</b>	#WLPC Phoenix, US-2020
	Connections Summit 2020

## Intellectual Properties & Patents and Scientific Publications

Airties considers registered scientific output as vital for growth and development of its R&D personnel and therefore as an important measure and indicator of the company's innovative capacity. In this respect, Airties makes continuous effort to encourage its R&D teams for scientific publications, acquisition of intellectual and industrial property rights and registration of patents.

	2020	2021
<b>Number of patents applied for</b>	4	1
<b>Number of registered national or international patents</b>	4	6
<b>Number of publications, articles, papers</b>	2	5
<b>Number of international publications</b>	2	5





# Supplier Assessment

As a fabless company, Airties works with manufacturing partners that it evaluates and selects through a systematic process where multiple qualifications are considered. Pre-evaluation includes sustainability-related parameters, such as quality and environmental structure and information security management capabilities.

Once the initial evaluation phase is completed successfully, the candidate manufacturer passes through a more technical analysis based on seven items listed below:

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

The manufacturers which receive a good & acceptable score become qualified manufacturers of Airties. In addition, since the company is determined to reduce its carbon footprint, it takes notice of environmental factors while selecting new suppliers.



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

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





# Supplier Assessment

<b>Legislation</b>	Supplier, in all of its activities, will fully comply with the laws, rules, and regulations of the countries where it operates.
<b>Human Rights</b>	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.
<b>Labor</b>	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).
<b>Discrimination</b>	Supplier shall treat its employees equally in employment and occupation and will ensure that each has equal opportunities.
<b>Consumer Safety</b>	Supplier will take all the necessary actions to ensure consumer safety. Supplier will ensure that his products will not be made of hazardous substances as defined in the EU Directive Restriction of Hazardous Substances.
<b>Environment</b>	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.
<b>Ethical Conduct</b>	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.
<b>Management Commitment</b>	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.

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





# Supplier Assessment

## Supplier Assessment Process – Audits

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







# Supplier Assessment

Airties manufacturers are required to have certain ISO certificates; ISO 14001 which centers on decreasing environmental pollution, ISO 45001 which is the occupational health and safety certification, and ISO 14064-1 certificate which is about greenhouse gas calculations.

Cyber risks related to manufacturing suppliers are expected to be managed in ISO27001:2013 Risk Inventories. Moreover, ISO 27001 self-for on-site assessments are implemented to evaluate the Information Security performance of the manufacturing partners.

TL 9000 is a standard certification that Airties takes for hardware, software, service, system, and measurement requirements into account in the telecommunications industry.

Last but not least, Airties considers all applicable social management system standards while working with its manufacturers.

**The quality certification ISO 9001:2015, which functions as a control mechanism in manufacturing, is Airties' primary tool for achieving their goal of continuously improving their business operations.**





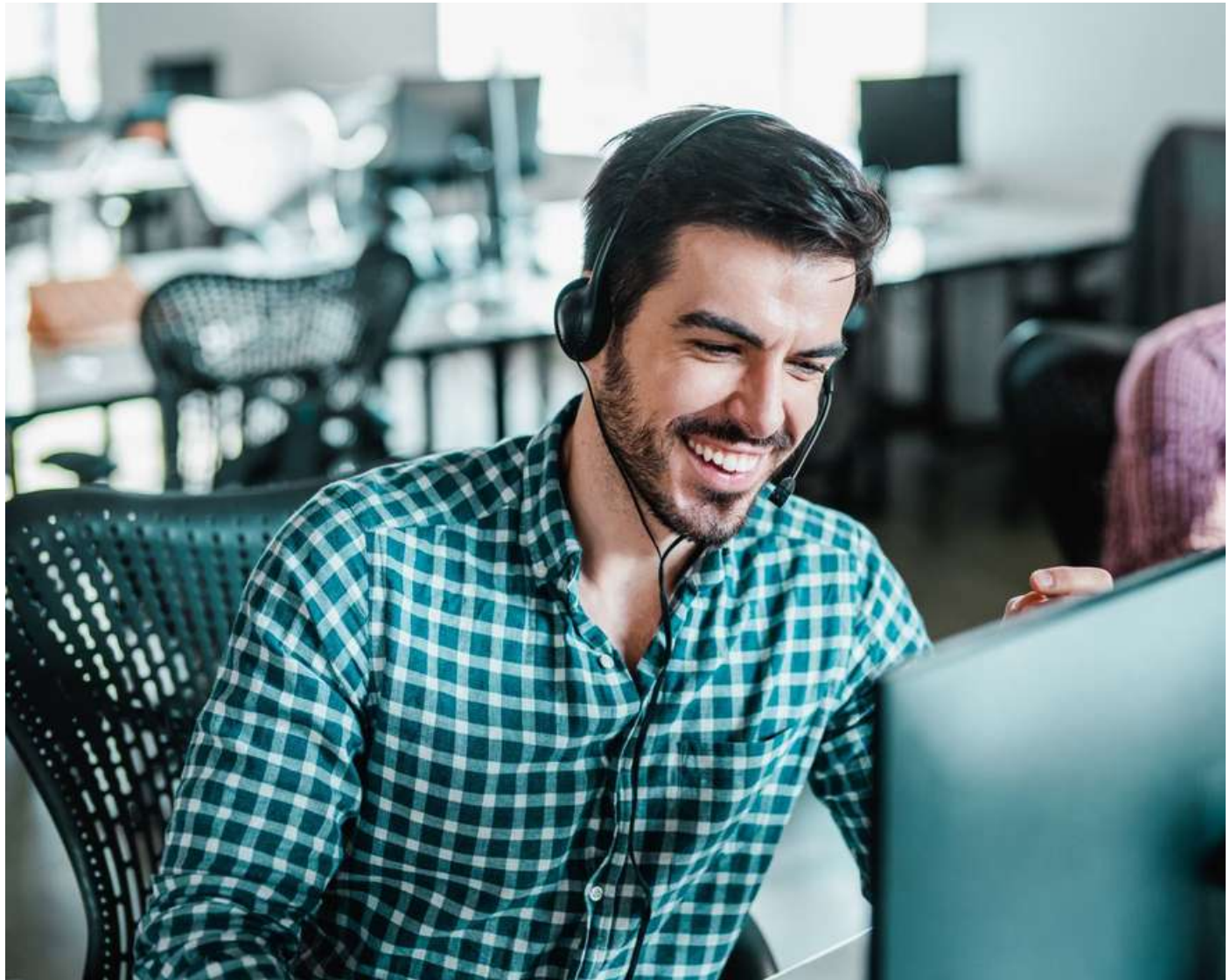


# Customer Relations

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

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

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





# Customer Relations

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

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

Airties is planning to launch a **Customer Success Program** next year to ensure relationships with its customers at all stages of the journey and that it can support them to achieve desired business outcomes. The new holistic approach will combine Airties' strengths in engineering and innovation while broadening our expertise in customer intimacy and support.

During each phase, there is an assigned team to partner with our customers and identify measurable key performance indicators to ensure positive business results. Airties teams include program managers, field application engineers, customer solutions managers, product managers, business development and soon-to-be customer success managers.

Airties will focus on mapping out the customer journey to help optimize each step in the process to improve its customers' experience and reduce friction by identifying key milestones and the roles involved. It will also launch our Voice of the Customer Program to deepen Airties' connection with their customers by listening, evaluating and responding to their feedback, producing timely changes to products and services directly improving the customer experience.





## Customer Privacy & Safety

In Airties, the welfare of customers and employees is paramount. In this respect, the company focuses on safety while challenging itself to show up for one another and to deliver to the customers in innovative ways. Airties follows and complies with global privacy laws. GDPR and PDPL primarily drive the company subject to local privacy regulations and customer demands for privacy and security. The company is also follow-up ISO 27001 compliance and certification.

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

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

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

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

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

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

Airties enabled service providers to provide their customers with the best Wi-Fi experience possible while ensuring ISPs retain control over data, service monitoring, and home networking enhancements. The company offers Smart Wi-Fi software for CPE, a cloud-based management platform. Furthermore, F-Secure SENSE gives service providers the option of delivering the best security and privacy protection for the connected home in a variety of ways, including on its own, through select apps, or in conjunction with solutions from other industry leaders.







# Customer Privacy & Safety

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

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

**No incidents related to customer privacy were recorded in 2021.**







# Customer Privacy & Safety

## FCC Compliance

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

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

## FCC Guidelines for Human Exposure

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

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





# Customer Privacy & Safety

## IC Radiation Exposure Statement

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

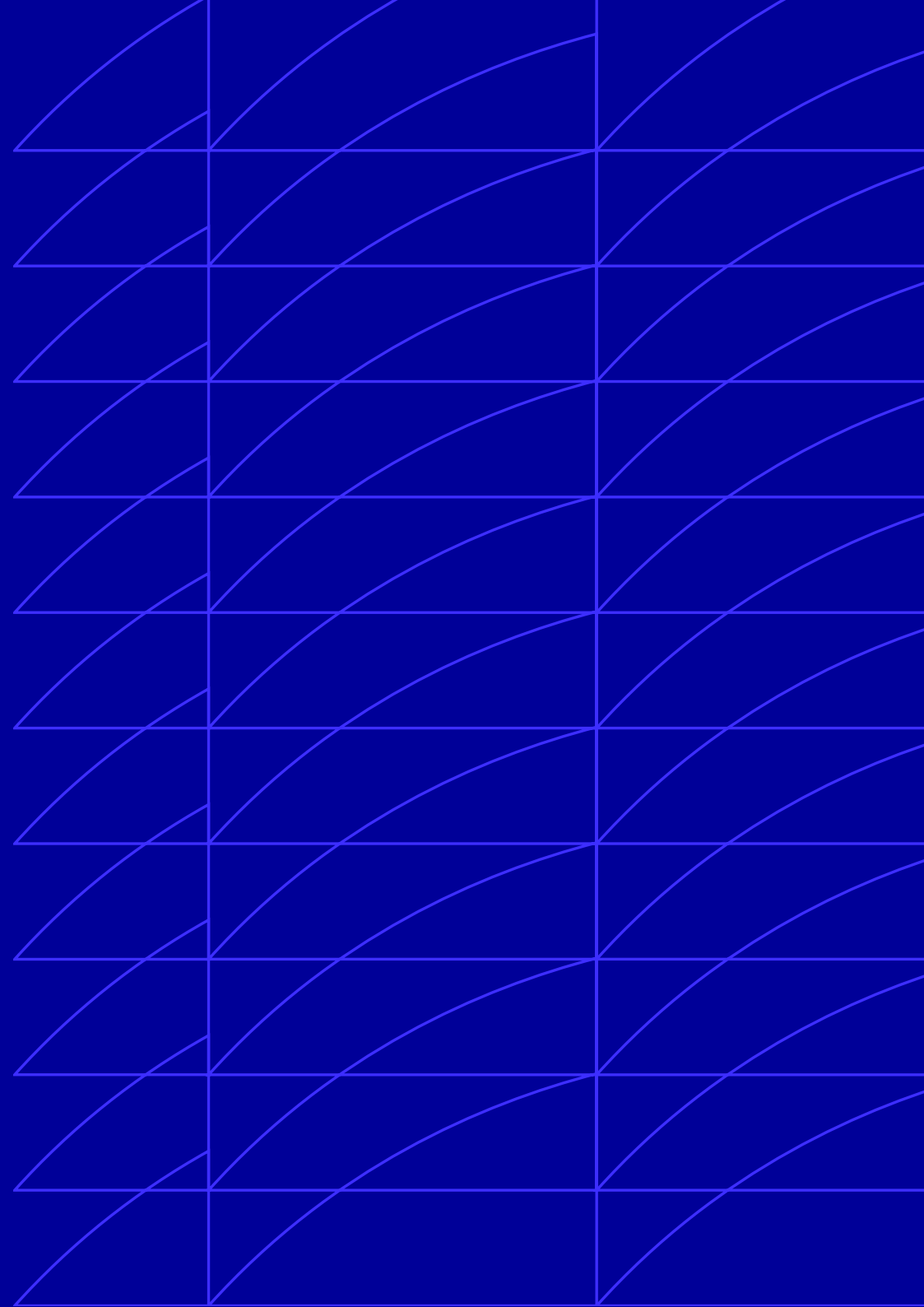
Products	The minimum distance between the device and the human body
Air 4930	20 cm
Air 4960 / Air 4960R	22 cm
Air 4960X / Air 4960XR	22 cm
Air 4980	21 cm

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





**Social  
Sustainability**



# Social Sustainability Approach



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

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





# Social Sustainability Approach

## Airties' Contributions to Social Sustainable Development Goals

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

Airties employs more than 300 employees in 6 countries. In accordance with national employment regulations of each country it operates in, Airties' employment includes solid social security support and financial rights, contributing to 1 and 2 of the Sustainable Development Goals.

### **SDG 5 Gender Equality**

20% of Airties employees are women, and the female employment rate is aimed to be increased. The company contributes to SDG 5 by promoting gender equality and by preventing discrimination based on gender.

### **SDG 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.

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

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

### **SDG 10 Reduced Inequalities**

Airties employs people from 17 different nationalities in 6 different countries. The company try to provide the best opportunity, also considering the conditions in the country of employment, in line with its aim of reducing inequalities.

### **SDG 4 Quality Education**

Airties provides training to its employees in four different fields: Orientation, Second Language, Mandatory Training\*, and Technical Training. Airties supports additional training of its employees both technically and socially.

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

### **SDG 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.





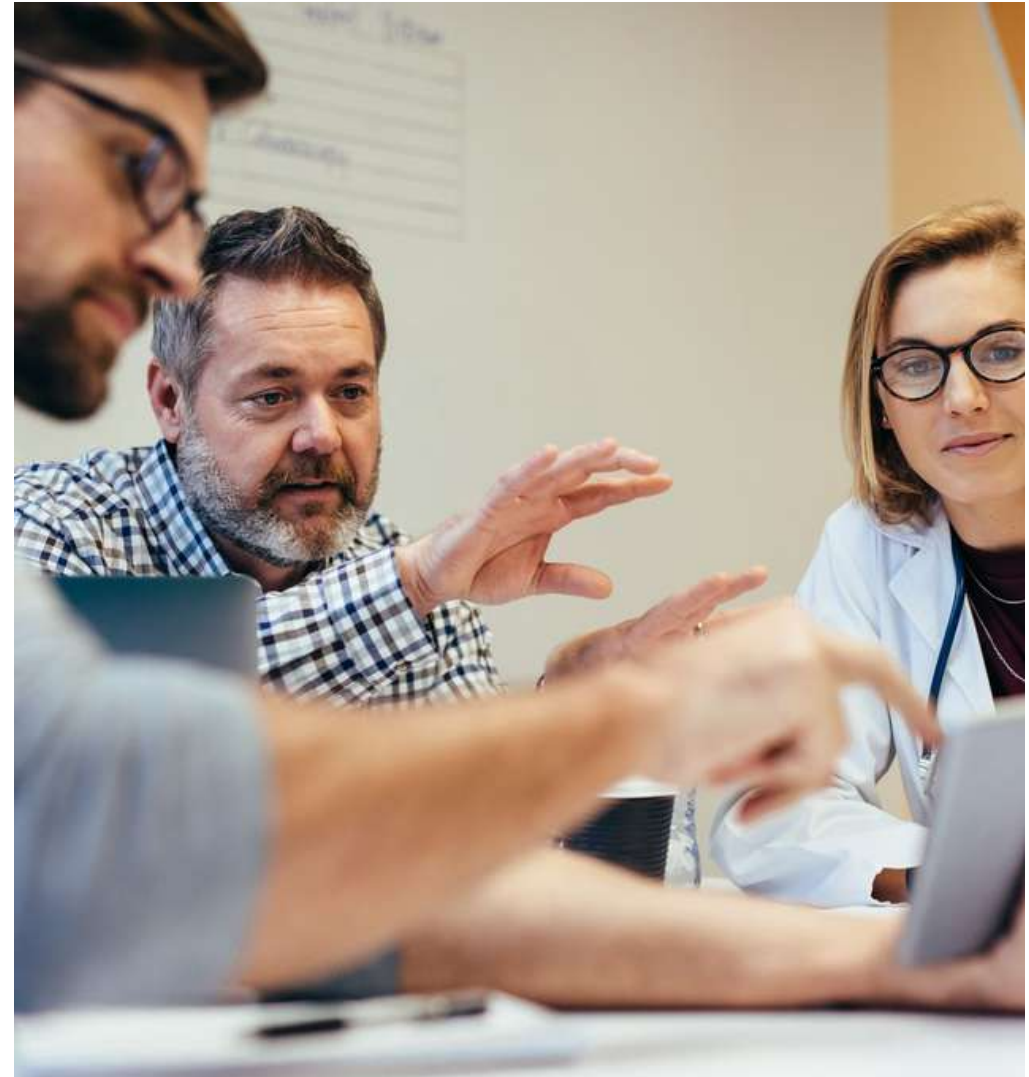


# Occupational Health and Safety

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:

- To fully comply with all national and international standards, laws, regulations, customer specifications, and other mandatory regulations related to occupational health and safety
- To ensure enhancement of both Airties employees and sub-contractor employees' awareness and knowledge through Occupational Health and Safety training and activities
- To establish and maintain an effective Occupational Health and Safety Management System within the framework of the standards
- To carry out risk evaluation for all activities and operating areas periodically, and to produce proactive solutions for minimizing the identified risks down to acceptable levels
- To record all kinds of occupational accidents and diseases that occurred during the activities and to implement preventive measures and programs
- To prepare emergency action and remedy plans to minimize the impacts of emergencies
- To contribute the best efforts in the improvement process without compromising the strict rules established for occupational safety





# Occupational Health and Safety

Airties places emphasis on occupational health and safety, and in this regard, provides practical and theoretical training to employees both at the signing of the work agreement and then at certain times and conditions. 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 works are carried out within the scope of occupational health and safety,

- Health and safety training,
- Necessary health checks,
- Blood lead and tin tests of soldering personnel,
- Emergency evacuation drills,
- Environmental emergency drills,
- Firefighting drills,
- Monthly controls of work spaces,
- Electrical installation controls and grounding measurements,
- Maintenance, testing, and controls of fire extinguishing and detection systems,
- Maintenance, testing, and control of ventilation/air conditioning systems,
- Heating systems maintenance, testing, and controls,
- Maintenance, testing, and control of generators,
- Maintenance, testing, and controls of all other equipment used,
- Indoor measurements such as lighting, thermal comfort, CO2 emission, etc.

## Emergency Response Team

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

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

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

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





# Occupational Health and Safety

## Covid-19

The COVID-19 pandemic has challenged the whole world's living conditions. Airties prioritized all customers, partners, and employees' health and safety, acting swiftly and decisively to take protective measures.

The Company, quickly adopted a remote, work-from-home model, using the latest online collaboration software to facilitate teamwork and shared experiences.







# Human Resources Management

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

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

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

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

Airties Leadership Model is a behavioral model that guides on how to handle recruitment, performance management, career management, and ways of improvement. All Airties employees are expected to respect and follow the model for collective improvement.





# Human Resources Management

## Human Resources Applications

### AirtieStar Reward and Recognition Program

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



### Postgraduate Education Support

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

- Flexible Work Schedule and Paid Time off
- Financial Support







# Human Resources Management

## Human Resources Applications

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

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

### Orientation training programs for new employees

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

### Online learning systems

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



### Certification exam support

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

### Educational team games

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

### Technical training

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





# Rights and Liabilities at Airties

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

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

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

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

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

**Right to Complaint and Petition:** If any employee believes s/he has been subject to unfair action or treatment, s/he has the right to submit a complaint to an authorized person.

Each employee has the right to write a formal petition regarding her or his feedback and suggestions for the company's benefit.

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

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

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

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





# Rights and Liabilities at Airties

## Bonuses at Airties

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

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

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



# Social Relations



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

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

## Airties Social Responsibility Projects

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



Airties donated to Ataşehir Şerife Bacı Special Education Kindergarten on behalf of Airties kids to celebrate April 23 National Sovereignty and Children's Day. With this donation, the company supported the education expenses of 60 children.

Due to the forest fires in different points of Turkey, Airties delivered the aid needed to protect all living things from adverse conditions.

As Airties, we donated 1.000 saplings to Tema Foundation for the regions damaged by the forest fires that caused great sadness in Turkey and threatened our future.







# Social Relations

## Special Days at Airties

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



**Father's Day**



**Mother's Day**



**Women's Day**



**New Years**



**Ramadan Feast**







# Social Relations

## 2021 Airties Social Activities Within the Company

Airties notices and contributes to the development of its employees. In this regard, the company continues to promote internal sociality during the pandemic period as well and runs a social program, where employees with specific talents were given chances to serve as also trainers in various online workshops and trainings.

11 Feb 2021

As Airties İstanbul, İzmir, Erzincan, we organized online 'Chef Berna's Chocolate Souffle Workshop' for our office workers.



25 Feb 2021

As Airties İstanbul, İzmir, Erzincan, we organized online 'Sezin Çağlayan's Which Is Your Character Color?' for our office workers.



11 March 2021

As Airties, for our İstanbul, İzmir, and Erzincan offices workers, we organized online 'Güliden Ferazoğlu's Stillness Meditation & Pranayama Exercise'.





# Social Relations

## 2021 Airties Social Activities Within the Company

25 March 2021

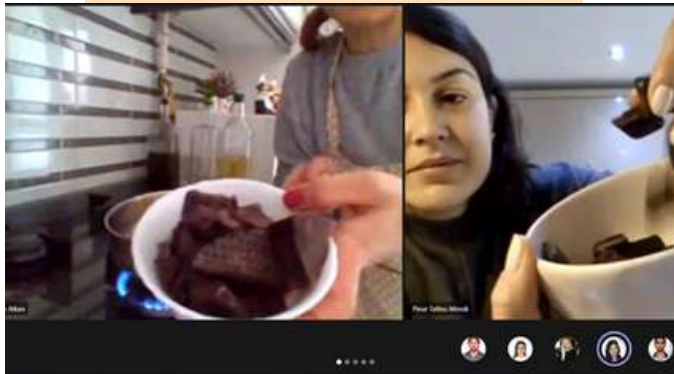
As Airties, for our İstanbul, İzmir, and Erzincan offices workers, we organized online 'Didem Alkan's Cherry Brownie Cheesecake Workshop'.

8 Apr 2021

As Airties, for our İstanbul, İzmir, and Erzincan office workers, we organized online 'Pinar Ergun's Creative Drama Workshop'.

23 Apr 2021

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





# Social Relations

## 2021 Airties Social Activities Within the Company

8 Jun 2021

As Airties İstanbul, İzmir, Erzincan, we organized online 'Dr. Betül Can's Trainable Brain Workshop' for our office workers.



22 Jun 2021

As Airties İstanbul İzmir Erzincan, we organized online 'Dr. Betül Can's Exploring the Purpose and Meaning of Life Workshop' for our office workers.



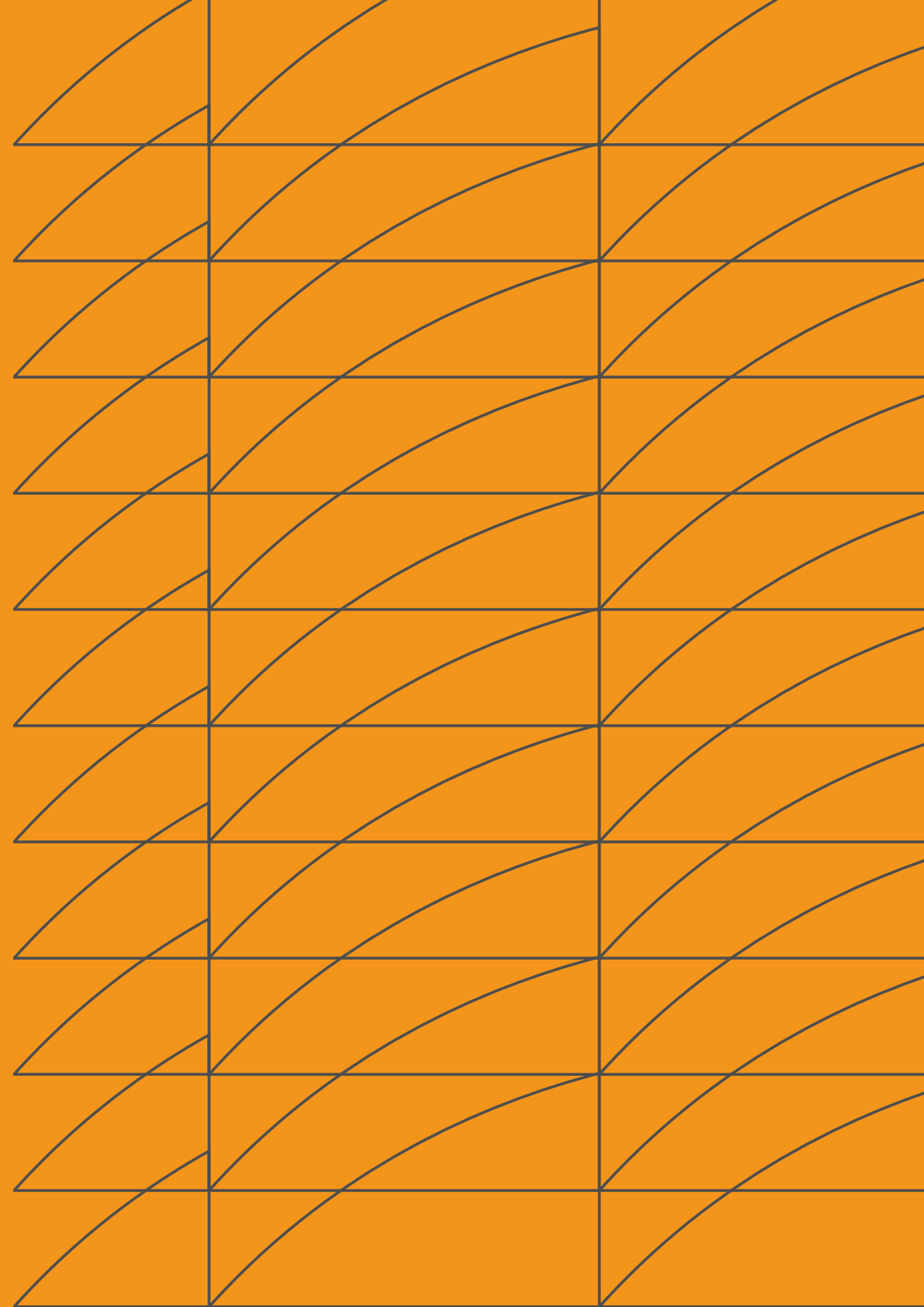
28 Dec 2021

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





# GRI Content Index





# GRI Content Index

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FOR MORE INFORMATION ABOUT THE REPORT,  
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