



Empowering Sustainable Connectivity

2023 Airties Sustainability Report

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Highlights

28% decrease in CO2 intensity per employee.

50% of our electricity was sourced from renewable energy.

36% reduction in water consumption per employee.

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

0 incidents related to customer privacy were recorded this year.

100% were hired amongst all participants of our bootcamp program as full-time employees.

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

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



About the report

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

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

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

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

The 2023 Sustainability Report covers all Airties' activities in the United States, Turkey, Belgium and France between January 1st and December 31st, 2023.

Corporate View



Message from CEO

Dear colleagues, customers, partners, and stakeholders,

I am pleased to present Airties' 2023 Sustainability Report, highlighting our commitment to creating a more connected, sustainable world through substantial strides in environmental responsibility and operational resilience.

This year, we reinforced our sustainability objectives with targeted initiatives in energy efficiency, waste management, and innovation. I am proud to report that we matched 50% of our electricity consumption with renewable energy through the purchase of I-REC certifications, it also reflects our commitment to measuring and mitigating our environmental impact through recognized and transparent mechanisms.

We also advanced our carbon-reduction efforts by developing detailed roadmaps aligned with the Science-Based Targets initiative, aiming to reduce Scope 1 and Scope 2 emissions by 42% by 2030. Additionally, a materiality analysis conducted this year helped us prioritize key ESG areas—carbon emission reduction, employee well-being, and sustainable innovation—based on insights from employees, customers, and industry experts. Each of these initiatives reflects our commitment to measurable and transparent progress toward a sustainable future.

Our social sustainability approach emphasizes the importance of equitable opportunities, quality education, and robust health and welfare for our employees. With over 350 employees across six countries, we are dedicated to providing solid social security, health insurance, and fair financial rights, aligning with Sustainable Development Goals (SDGs). We are also committed to increasing female representation within our workforce to further advance gender equality and foster a diverse environment where everyone can thrive.

Our commitment to employee growth and development is paramount. This year, we launched a comprehensive Leadership Development Program to cultivate strong leaders who inspire and empower their teams. Alongside this, our ongoing technical training initiatives ensure that our workforce remains at the forefront of industry advancements. Additionally, we have established emergency response teams and training programs to maintain a well-prepared and resilient organization.

In our supply chain, we hold ourselves and our partners accountable to the highest ethical standards. Our Supplier Code of Conduct reflects our commitment to human rights, labor practices, and environmental responsibility, ensuring that our business operations align with our values.

Transparency and accountability remain cornerstones of our sustainability efforts. In 2023, Airties continued to demonstrate exceptional performance in the Carbon Disclosure Project (CDP), reflecting our unwavering commitment to environmental stewardship. Our proactive approach

to managing climate risks and seizing opportunities for sustainable growth is evident in our achievements this year.

In 2023, we conducted a comprehensive risk and opportunity analysis to evaluate challenges and advantages for our sustainability efforts. By assessing environmental, regulatory, and market factors, we identified risks like supply chain disruptions and opportunities such as renewable energy investments, enhancing our ability to align strategies with our sustainability goals.

In addition to these efforts, we prioritize open communication and collaboration within our team. Our monthly "Thank Goodness It's Friday" (TGIF) online meetings provide a platform for top management to discuss important developments and listen to employees' voices, reinforcing our dedication to a transparent and inclusive work environment.

Your support—as colleagues, customers, or partners—is invaluable as we embark on this journey together. I encourage each of you to engage with these initiatives actively and share your ideas for further improvement. Together, we are building a better-connected world while minimizing our environmental footprint, ensuring that Airties remains a leader in both technology and responsible corporate citizenship.

Thank you for your dedication and commitment to our shared vision.

Warm regards,
Metin Taskin
CEO, Airties



About Airties

Airties is a global leader in AI-driven software solutions that transform the home connectivity experience for ISPs, helping to reduce churn, lower operating costs, increase revenue, and enable innovation. Founded in 2004 by visionary technologists in Silicon Valley, Airties anticipated the immense potential of the connected home and has since become a key enabler for broadband operators worldwide. Leveraging insights from millions of managed homes, Airties provides

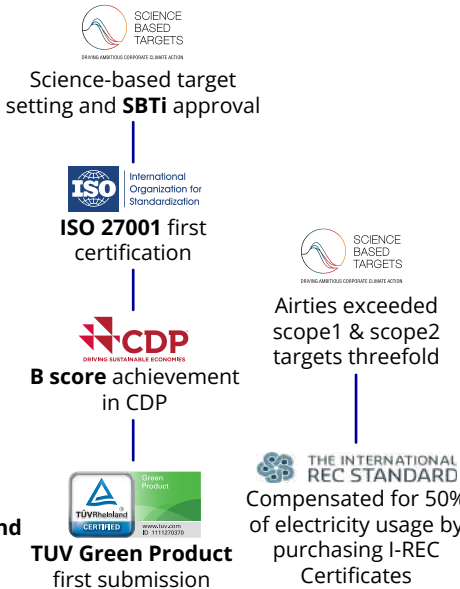
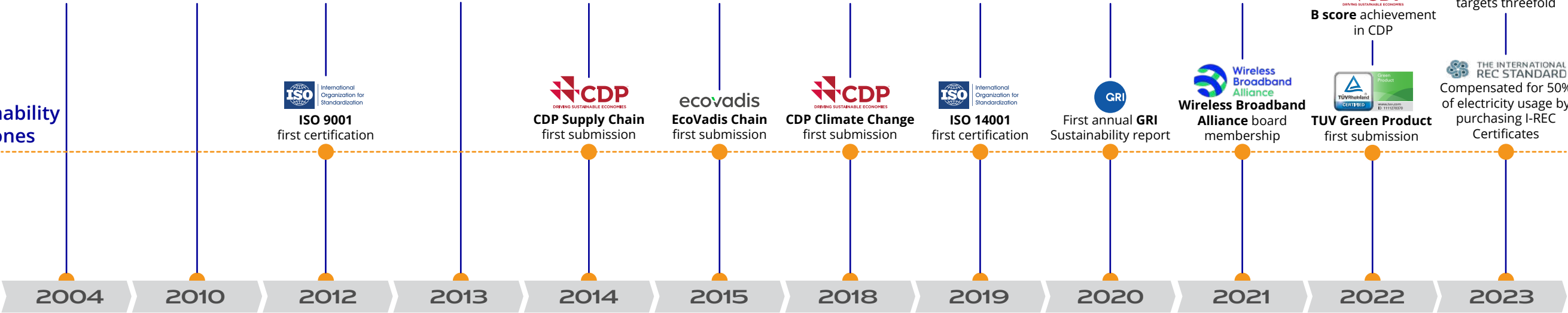
industry-leading customer experience measurement and optimization solutions.

Our award-winning, hardware-agnostic software suite empowers ISPs to manage home connectivity seamlessly across fiber, cable/DSL, and fixed wireless access (FWA) deployments. Wi-Fi, the cornerstone of the connected home, is at the heart of our innovations, ensuring exceptional connectivity for every device in every corner of every home. This relentless pursuit of excellence has earned us industry accolades and recognition from leading broadband operators such as AT&T, Cox, Deutsche Telekom, Vodafone, Telstra, and many more.

At Airties, innovation is driven by a robust commitment to research and development, with over 80% of our workforce engaged in advancing intelligent and adaptable cloud-based solutions. Our R&D centers in Turkey and Belgium, supported by global test houses, validate cutting-edge technologies that deliver tangible business benefits for our partners. This commitment extends to our active participation in industry associations and adherence to the highest business ethics and quality standards.

With a holistic vision of connectivity, Airties remains steadfast in shaping a more connected, sustainable, and innovative world. For more information, visit airties.com.

Sustainability Milestones



Airties Highlights



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



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



369 employees from 18 different nationalities



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



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



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



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



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



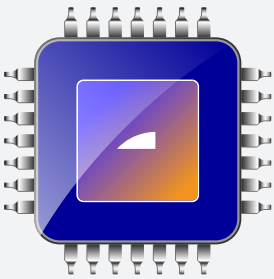
Over 35 million homes are actively managed through Airties Cloud



Products & Services

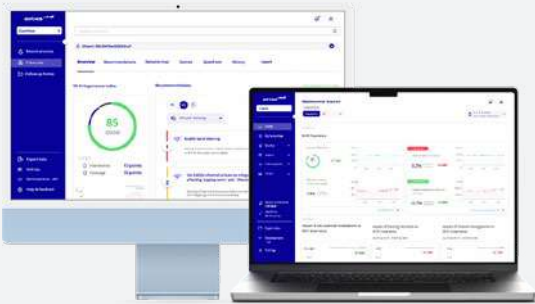
Our wide range of products and services is designed to help broadband operators offer a complete Smart Wi-Fi experience to their consumers. Powered by cloud-based solutions and intelligent edge software, our solution portfolio also includes an intuitive and easy-to-use app, high performance Customer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

Airties Edge Software



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

Airties Cloud Platform



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

Airties Access CPEs



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

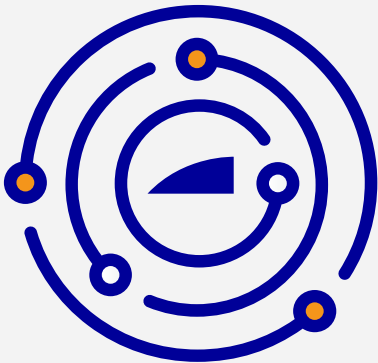
Airties Companion App



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

Wi-Fi Professional Services

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



Airties Orbit

Airties Orbit addresses a longstanding industry pain point: ensuring consistent data accuracy and performance measurement criteria across diverse combinations of Wi-Fi chipsets, embedded software, and hardware (i.e. gateways/routers/extenderns). With Orbit, broadband operators, and their suppliers, can continuously validate data tested during software changes and firmware updates; addresses common Wi-Fi performance issues; and accelerate time-to-market for managed Wi-Fi deployments through self-certification.

Memberships



Wi-Fi Alliance drives global Wi-Fi adoption and evolution through thought leadership, spectrum advocacy, and industry-wide collaboration. Wi-Fi

Alliance®'s work includes the development of innovative technologies, requirements, and test programs that help ensure Wi-Fi provides users the interoperability, security, and reliability they have come to expect.



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



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



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



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



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



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

Corporate Governance



Our Values, Mission and Vision

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

Airties Mission

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

Airties Vision

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

Fun and Positivity

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

Brave and Fearless

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

Care about others

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.

Open and Truthful

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

Deliver on Promises

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



Quality Management

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

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

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

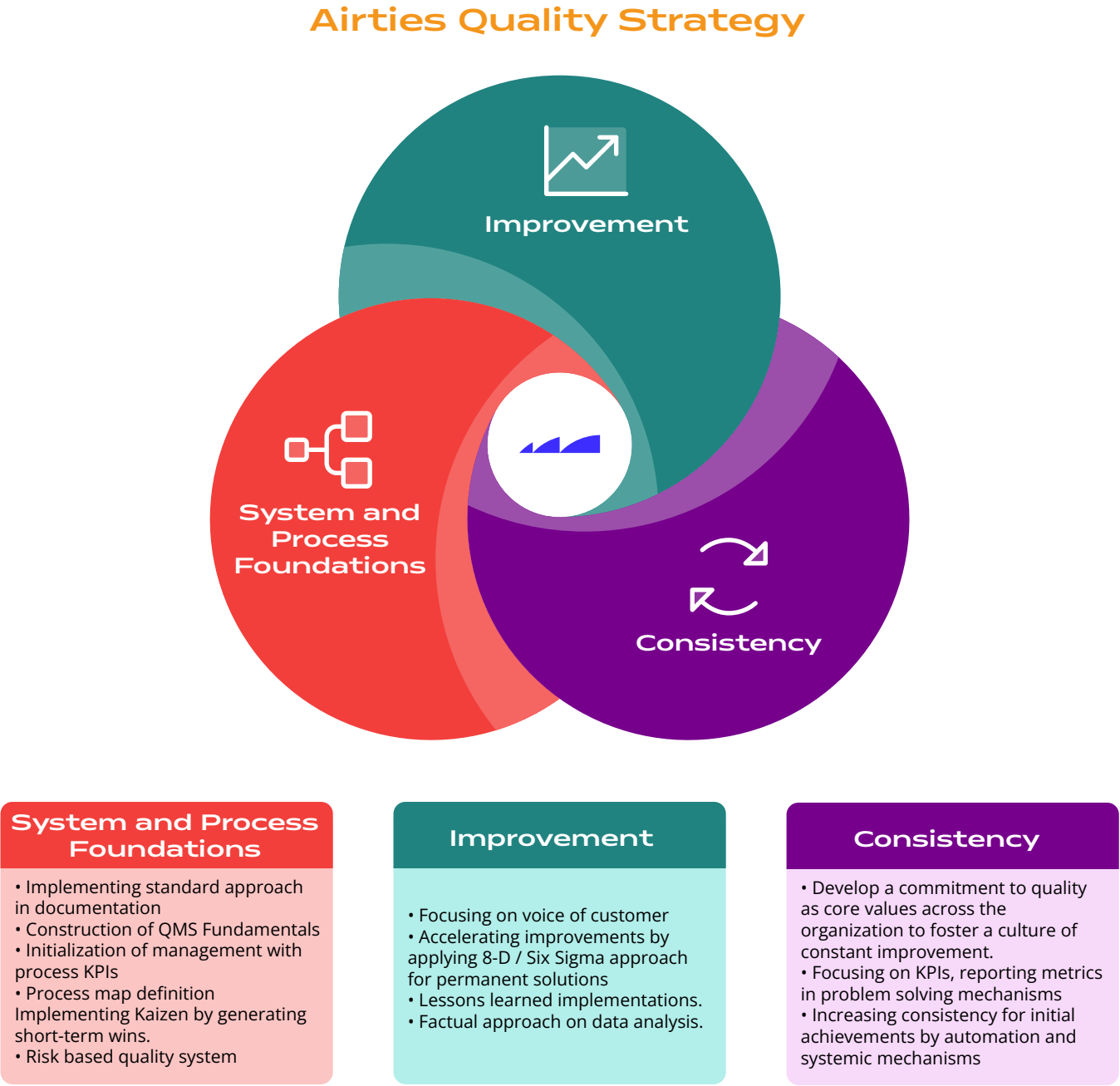
Airties Quality Policy ensures the proper establishment, application, maintenance, and continuous improvement of the effectiveness of the quality management system in accordance with international management system standards. Airties implements the ISO 9001 Quality Management System in order to meet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

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


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

***A Strong Quality Culture**

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



Research & Development



Airties' award-winning technology enables seamless wireless integration at the touch of a button, 100% wireless internet coverage in homes and home Wi-Fi management interface through cloud-based systems. This accomplishment is only possible through significant effort and R&D investments, which are translated into business solutions by the 300+ R&D personnel (80% of total staff) that focus on R&D activities such as technological research, hardware development, embedded, mobile and cloud software development as well as manual and automated Wi-Fi testing in real-life environments via dedicated test houses. To create value-added and sustainable solutions that impact all of Airties' business lines, the company prioritizes innovation and R&D. At Airties R&D, while Research department look far ahead in the technology world to study as well as define the next generation technology, feature and products that may serve the market needs, Hardware and Software Development departments design and develop what is deemed feasible, innovative, value-added and worthy for Airties business line, and Product Quality Assurance/Test department to test and verify to make sure the outcome is always as expected. This "continuous" R&D Research, Development and Test cycle ensures sustained adaptation of the new

technological advances applicable to Airties product-lines. Development and testing efforts are supported by automated infrastructures such as CI/CD (Continuous Integration/Continuous Deployment) and test automation houses that execute automated tests 24 hours a day, seven days a week. R&D activities are carried out in the R&D and Design Centers supported by the respective states where they are located. Airties Istanbul since 2009, Airties İzmir since 2019 and Airties Belgium since 2020 have been operating as R&D and Design Centers. R&D activities in all these locations are funded by the government upon audit and approval every year, in line with national and international development goals. Being R&D Centers, we encourage our R&D personnel to continue their graduate and doctorate programs to increase the value added, innovative, high-performance and environmentally friendly products. Airties R&D department tracks the ratio of personnel with varying degrees to make sure the right balance is kept. To create an efficient co-working environment, Airties R&D teams adhere to standardized business development processes and cooperation mechanisms. The organizational structure and processes are constantly assessed for efficiency in order to make continual adjustments as needed. These reviews occurred in 2023, and certain actions and modifications were undertaken to enable a better method of functioning.

R&D Trainings

Personal and professional development of R&D personnel is critical to the continuity and

improvement of the innovative, timely and quality development and products. The training needs are identified collaboratively with the employees, all along the year but especially also during the yearly performance evaluation period. While some trainings are managed by external sources, others are delivered by various online learning platforms. Following are the online platforms available to all R&D personnel:

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

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

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

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

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

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



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

Participants in bootcamp programs focused on Android, Cloud Software, and DevOps all started full-time positions at Airties.

As part of the R&D training program, the company carried out in total of 179 technical trainings with R&D colleagues in 2023. In 2023, a personal development training program is designed to build our R&D managers' strategic thinking skills, leadership vision, and creativity in order to improve work performance and productivity. The trainings will take place in 2024.

	Istanbul			Izmir			Antwerp		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Technical Trainings	82	65	96	68	104	102	21	12	12
Attendances	352	500	271	248	389	144	73	128	33

National and International Collaborations

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

Collaborations with the world's leading Wi-Fi integrated chip manufacturers such as Broadcom, Qualcomm and MediaTek continued. Thanks to this collaboration, the focus is on performance improvements such as faster data transmission, stronger signal strength and wider coverage. In addition, within the framework of these collaborations, compatible solutions regarding standards and protocols are developed, enabling users to establish seamless connections between different devices.

Airties has been working, in cooperation with RDK-B management, to integrate the inhouse developed solution into RDK-B software, , an open-source middleware software, especially preferred by cable-internet operators in the sector.

On a similar front, Airties Mesh technology has also been integrated and demoed in prpIOS, another open source software platform, in colloboration with Prpl Foundation.

Partnership with Single Digits, Solution Inc, RADIUS, Cognitive, Aerial, Roku, Meta, Cujo, FSecure has continued across various R&D projects to collaboratively innovate and develop the best, secure and high-performance Wi-Fi solution for home.

Events Attended

A requirement of holding the position of leader in one's field of knowledge is participation in national

and international symposiums, congresses, and seminars. Airties is aware of this reality and ensures that its R&D staff attends and actively participates in these events. Followings are the events that are participated in 2023 by R&D personnel specifically:

- Wireless Global Congress
- RDK Tech Summit
- Prpl Foundation Summit
- AWS Community Day Java Summit
- WBA ANGA Panel
- NetworkX

Regular engagements:

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

Intellectual Properties & Patents and Scientific Publications

Airties considers registered scientific output as vital for the growth and development of its R&D personnel and therefore as an important measure and indicator of the company's innovative capacity. In this respect, Airties makes a continuous effort to encourage its R&D team members to write scientific publications and register intellectual and industrial property rights through patents. In 2023, a "Publication Incentive Program" has been added to the reward system in order to promote the activity, besides the already existing "Patent Incentive Program". In 2023, 2 new patents have been filed and 4 new articles have been published by the R&D Team.





Ethics & Integrity

At Airties, we uphold the highest standards of ethics and integrity in all our operations. Our commitment to responsible business practices is underscored by our robust framework of policies, including the Business Partner Due Diligence Policy, Sanctions Policy, Anti-Bribery and Anti-Corruption Policy, Whistleblowing Policy, Ethics Committee Charter, and Code of Conduct. These policies guide our actions and ensure that we operate with transparency, accountability, and respect for all stakeholders. By fostering a culture of integrity, we strive to build trust and maintain our reputation as a leader in ethical business practices.

The Business Partner Due Diligence Policy ensures that we engage with partners who share our commitment to ethical practices and legal compliance. Our Sanctions Policy mandates rigorous screening processes to prevent any involvement in activities that could expose us to legal or reputational risk.

Through our Anti-Bribery and Anti-Corruption Policy, we strictly prohibit any form of bribery or corruption, reinforcing our zero-tolerance stance on unethical behavior. Our Whistleblowing Policy provides a safe and confidential channel for employees to report any concerns, promoting transparency and accountability within our organization.

The Ethics Committee Charter outlines the responsibilities and processes of our Ethics Committee, which oversees the adherence to our ethical standards and addresses any ethical dilemmas or issues that arise. Finally, our Code of Conduct encapsulates our core values and principles, guiding our employees to act with integrity, fairness, and respect in all their professional interactions.

By embedding these policies into our daily operations, we ensure that our business activities are conducted with the utmost integrity. We believe that fostering a culture of ethical behavior not only strengthens our internal governance but also builds trust and credibility with our stakeholders, paving the way for sustainable and responsible growth.

Confidentiality

All new employees are trained about the meaning, importance and implications of Confidentiality within the scope of their orientation trainings. Employees are forbidden from uploading, downloading, sending, or publishing any confidential information for private purposes. They are obliged to treat confidential information with the utmost sensitivity and to avoid any negligent behavior that directly/indirectly causes the dissemination of confidential information.

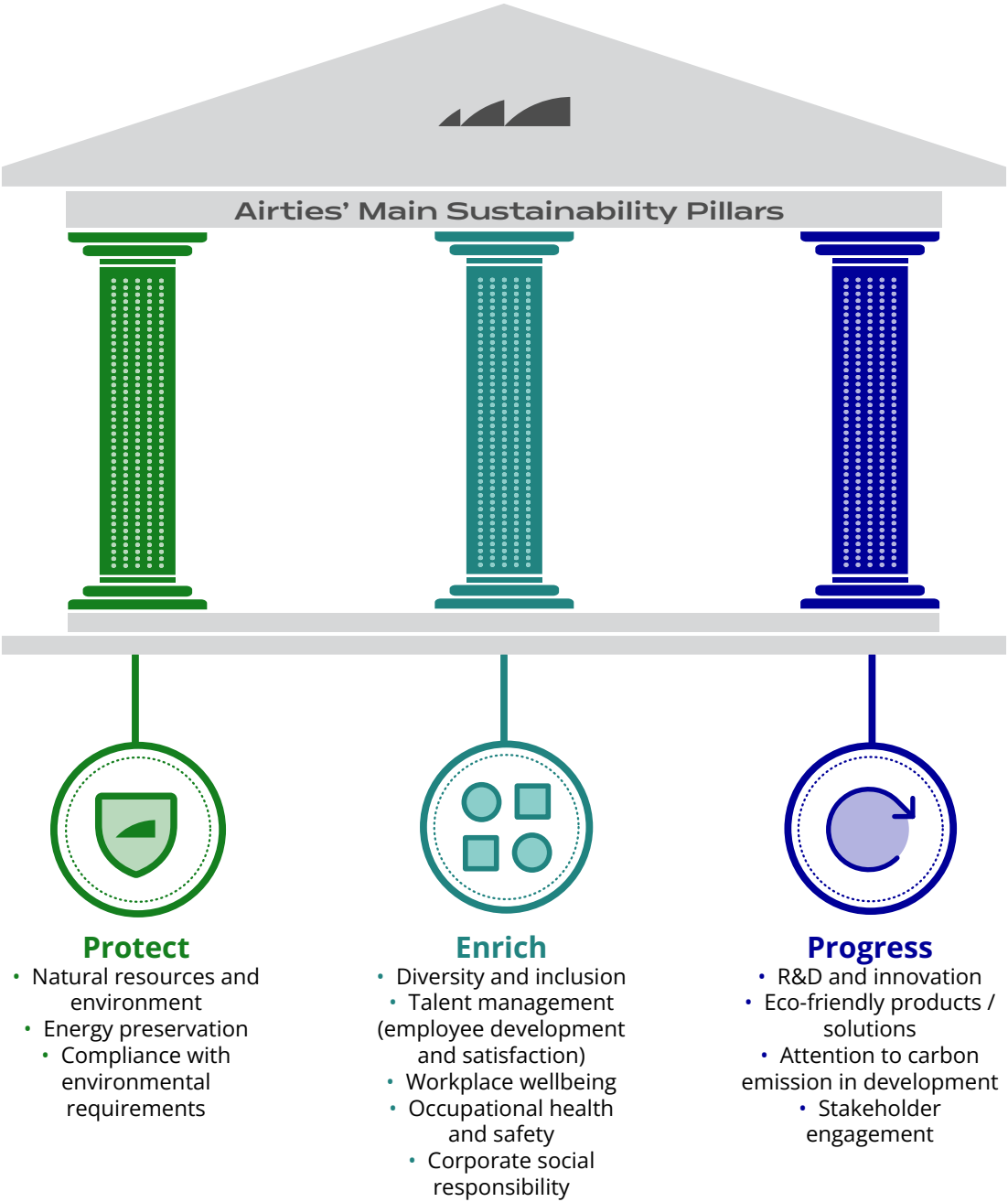


Sustainability Approach

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

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

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



Governance Perspective

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

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

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

Sustainability Governance

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

Stakeholder Engagement

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

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

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

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

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

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

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

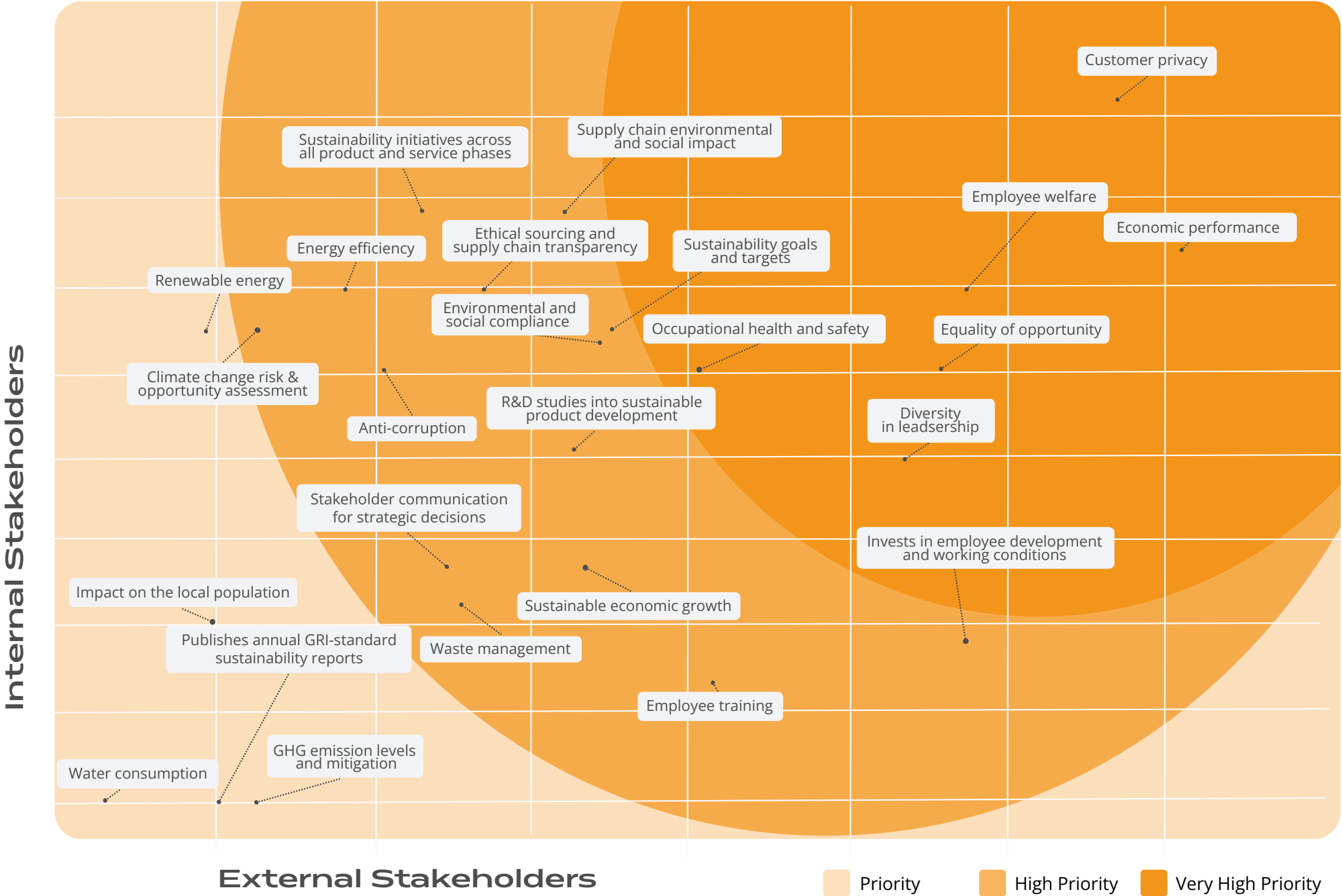
Stakeholder Groups	Expectations	Communication (Medium)
Employees	<ul style="list-style-type: none">Business continuitySatisfactory salaryCareer planTrainingEthics in the workplaceSafety in the workplaceConsistency of missionCompliance with policies and procedures.	<ul style="list-style-type: none">E-mailingSustainability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

Materiality Analysis

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

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

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



Risk Management

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

Corporate Risk Management Approach

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

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

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

Cyber Risk Management

Airties attaches great importance to cybersecurity risk management, as it provides different products including software services. The cybersecurity risk assessment applies the same methodology as the risk management systems of Airties. Furthermore, the Cyber Risk Impact Matrix is detailed in-depth and has solid alignment between approaches risk, impact levels, and likelihoods are inter-mapped. When planning the Information Security Management System (ISMS) as well as the other management systems, the risk owner has to consider internal and external issues associated to the objectives and strategic direction of Airties, as well as the needs and expectations of interested parties covered by the ISMS. This system helps determine risks and opportunities to be addressed.



ESG Risk and Opportunities

Identifier	Area	Type & Primary climate-related driver	Company-specific description	Description of response / strategy
Risk 1	Market	Changing customer behaviour	Not meeting the increasing demand for sustainable product options	Prioritizing sector leadership by developing innovative sustainable solutions and conducting regular market research to align offerings with evolving consumer expectations. Investing in R&D for green technologies and collaborating with industry leaders to drive innovation in sustainable practices and solutions. 3rd party verification for sustainable features.
Risk 2	Emerging regulation	Carbon pricing mechanisms and limited resources	Increase in I-Rec certification cost due to non-accurately foreseeing the future capacity changes while setting the Science-based targets.	Calculating excess emissions due to capacity change, and compensate this amount as well within the I-Rec certification.
Risk 3	Emerging regulation	Carbon pricing mechanisms and limited resources	Future cost implications of carbon regulation	Regular monitoring and consultancy to identify new renewable energy opportunities and enhance our sustainability efforts.
Risk 4	Supplier management	Non-compliance with Airties sustainability standards	Not meeting the requirements of Airties Supplier Code of Conduct Insufficient performance evaluations	Structured mechanism is in place for selection & evaluation of the manufacturing partners. QBR and periodical audit mechanisms are in place. Alternative Supplier management process is in place. Supplier Code of Conduct provides a holistic control on sustainability topics.
Risk 5	Cybersecurity	Increased cyber threats	Vulnerability to data breaches and cyberattacks	Implementing advanced cybersecurity measures, including regular audits, employee training on data protection, and robust incident response plans.
Risk 6	Compliance	Evolving data privacy regulations	Risk of non-compliance with GDPR, CCPA, and other regulations	Establishing a dedicated compliance team to monitor data privacy laws and ensuring all data handling practices meet regulatory requirements.
Risk 7	Regulatory & Compliance	Transition risk due to changing regulations (CSRD)	Increased reporting obligations under CSRD may strain internal resources, requiring extensive emissions and ESG data collection.	Exploring user-friendly systems and software to simplify data collection and analysis. Collaborating with suppliers to enhance transparency and accuracy in emissions reporting. Establishing clear and supportive processes for auditing and third-party verification to align with CSRD assurance requirements.

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

Airties ESG Goals



Environmental Sustainability



Environmental Management Approach

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

1. **Employee Empowerment:** We prioritize the training and motivation of our employees to carry out their roles in an environmentally responsible manner. By fostering continuous awareness, we actively contribute to the conservation of natural resources. Every employee is required to participate in these training sessions to ensure our commitment to environmental responsibility and quality management.
2. **Environmental Performance Evaluation:** We meticulously measure, report, and evaluate the

environmental performance of our offices, operations, and products. The results of these evaluations are transparently disclosed through global reporting systems. This commitment to accountability ensures that we continuously improve our environmental practices and uphold our standards of transparency and responsibility.

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

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

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

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

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



Sustainability Reporting

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

In 2023, Airties continues to demonstrate exceptional performance in the Carbon Disclosure Project (CDP), reflecting our unwavering commitment to environmental stewardship and transparency. Our results highlight our proactive approach to managing climate risks and seizing opportunities for sustainable growth.

Our consistent achievement above sector and regional averages underscores our dedication to transparency and sustainability leadership. This year, we remain firmly within the Management band, which aligns with the regional average of B in Europe and surpasses the electrical and electronic equipment sector average of C.

Notable Achievements

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

Risk Management Processes: We achieved an A rating, marking a notable improvement from our previous score of B in 2022. This rating demonstrates our effective identification, assessment, and management of climate-related risks, ensuring that we are well-prepared to address potential challenges.

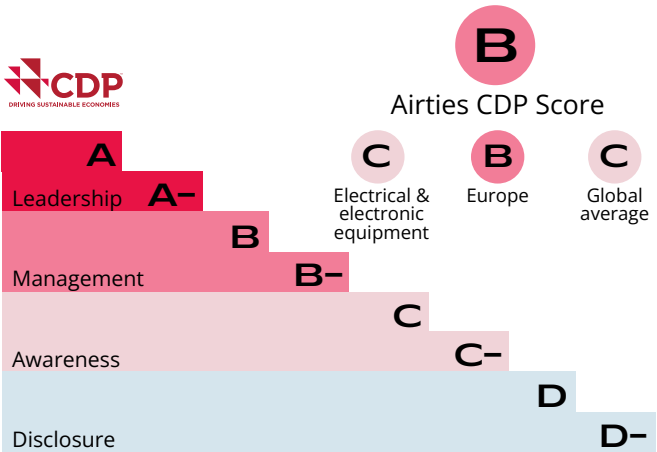
Business Strategy, Financial Planning & Scenarios: Our performance in this category also earned an A rating. This achievement highlights our strategic integration of climate considerations into our business planning and financial forecasting, reflecting a forward-thinking approach to sustainability.

Emission Reduction Initiatives and Low Carbon Products: We are pleased to report a high score in this area, showcasing our commitment to reducing emissions through targeted initiatives and the development of low carbon products. This score

underscores our proactive efforts to minimize our environmental footprint and support the transition to a low-carbon economy.

Risk and Opportunity Disclosure: Our high score in this category reflects our transparent approach to disclosing climate-related risks and opportunities. We provide comprehensive and clear information on how climate change impacts our operations and strategic decisions, reinforcing our dedication to openness and accountability.

Our 2023 CDP scores reflect Airties' strong performance and leadership in climate change management. By maintaining our commitment to high standards and continuous improvement across these critical areas, we are well-positioned to advance our sustainability goals and drive meaningful environmental impact.

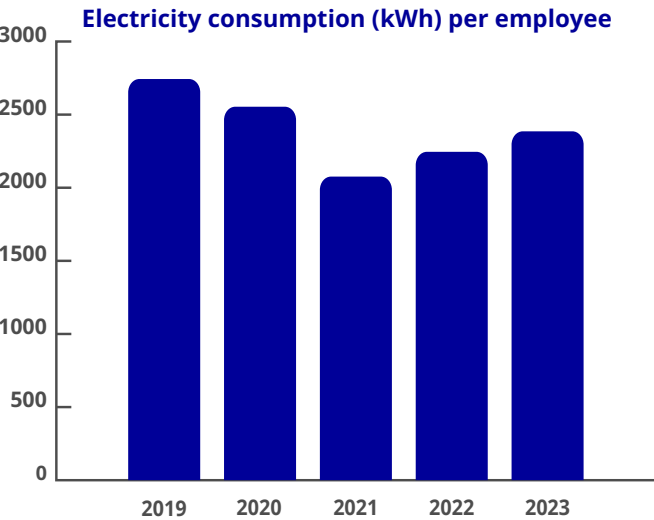


Energy and Water Management

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

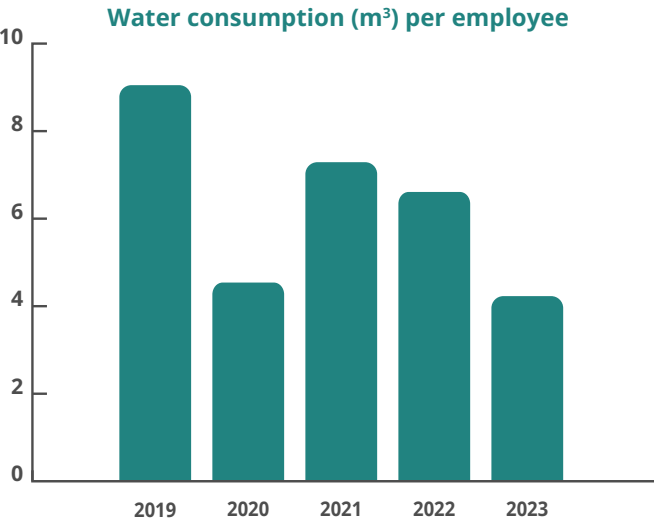
Electricity

In 2023, our total electricity consumption was 878,331 kWh. We certified 437,000 kWh of this total with I-REC, underscoring our commitment to renewable energy sources. We have balanced our energy consumption through this certification, advocating for the utilization of renewable and suitable energy sources to fulfill our objectives.



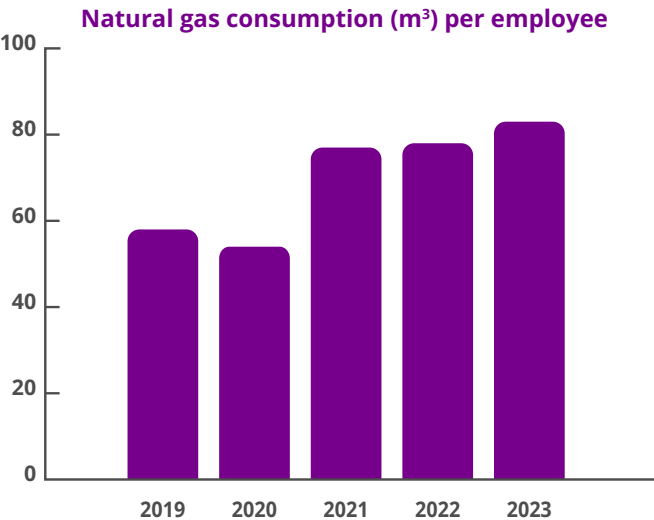
Water

Since Airties is outsourcing production, its water consumption is only due to its office activities and is relatively less. Our target was decreasing the water consumption per employee by 5% in 2023 for Istanbul office, and the consumed amount was 808 m3 in 2023, which shows 36% decrease per employee.



Natural Gas

Natural gas consumption is taken into account as part of Scope 1 emissions calculations. Since Airties has committed to reducing both its Scope1 & Scope 2 emissions in alignment with its science- based goals, the increase in natural gas consumption has been taken into. For 2023, Airties’ natural gas consumption was 15,796 m³. We are actively working to reduce our usage more in 2024.



Waste and E-waste Management

In Airties, waste is classified according to their characteristics:

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

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

E-waste Management

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

E-waste within Airties is classified as follow:

- Printer cartige / toner
- IT and telecommunicaton equipment

- Lighting equipment
- Electric and electronic power tools
- Machines

As part of Airties Cleaning Day, employees were encouraged to separate waste, with raffle winners' donations going to UNICEF's Leader Girls of the Future campaign. Airties also supported education through the "Atma Bağışla" project, donating electronic waste to fund schooling via TÜBİSAD and TEGV. Additionally, Airties donated air filters to Türkiye Kızılay Derneği post-pandemic to support safe spaces and charitable efforts.

In 2023, a total of 550 kg of paper (primarily from Airties Cleaning Day), 80 kg of plastic, and 30 kg of glass were recycled through municipal facilities. Additionally, 1,164 kg of electronic waste and 19 kg of batteries were collected. All collected e-waste and batteries have been donated or disposed of using appropriate methods.





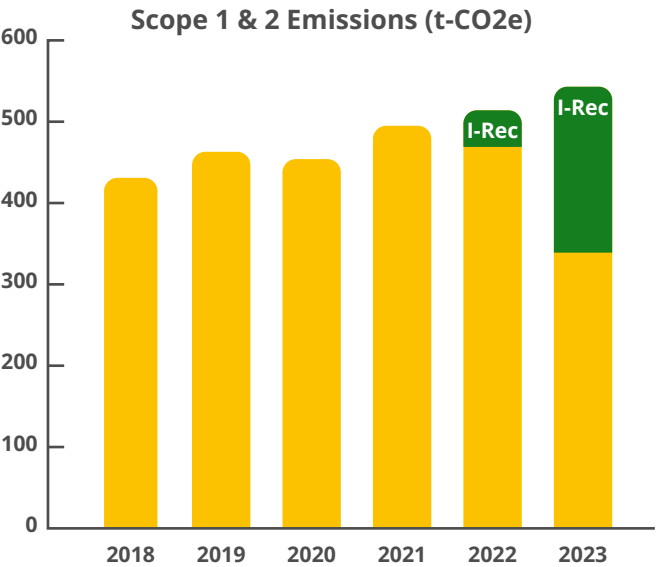
Emission and Climate Change Management

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

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

Based on the results from 2023, Airties exceeded Scope 1 and Scope 2 targets by threefold. This indicates that Airties has not only successfully achieved but also exceeded expectations for the second step of its overall target.

We sourced over 50% of our electricity usage from renewable energy through I-REC certification. This accomplishment demonstrates our unwavering dedication to environmental responsibility and positions us as leaders in sustainable practices.



Scope 1: 147 (t-CO2e)
Scope 2: 396 (t-CO2e)
I-Rec: 204 (t-CO2e)

Innovation & Sustainable Product Initiatives

Airties prioritizes product quality, innovation, and the impacts on the environment, society, and the economy across all production phases. Central to its activities are innovation and R&D, aimed at creating value-added and sustainable products across all business lines. The company is committed to enhancing product quality through continuous improvements, supported by R&D centers in Turkey and Belgium, with governmental incentives.

Utilizing a hybrid cloud-edge architecture, Airties leverages the cloud for monitoring, self-healing, and analytics while allowing edge devices to adapt in real-time. This has a couple of added benefits through increased security and privacy as much of the data can stay local, and improved energy efficiency as part the computational load can be offloaded to the edge devices.

Airties enhanced its AWS S3 storage strategy for the Explore account, achieving significant cost reductions. By removing incomplete multipart uploads and implementing AWS Intelligent-Tiering, we optimized data storage based on access patterns. This transition reduced monthly costs by

approximately 63% from January to August. Forecasts indicate further savings, with costs expected to drop by over 90% by August 2024. These initiatives not only improve operational efficiency but also align with our commitment to sustainability by lowering our carbon emissions.

The Green Product Mark is also awarded after rigorous safety evaluations and assurances of social compliance including design, development and production facilities. These evaluations cover responsible chemical usage (RoHS, REACH), resource efficiency, product carbon footprint calculation, and adherence to social requirements.

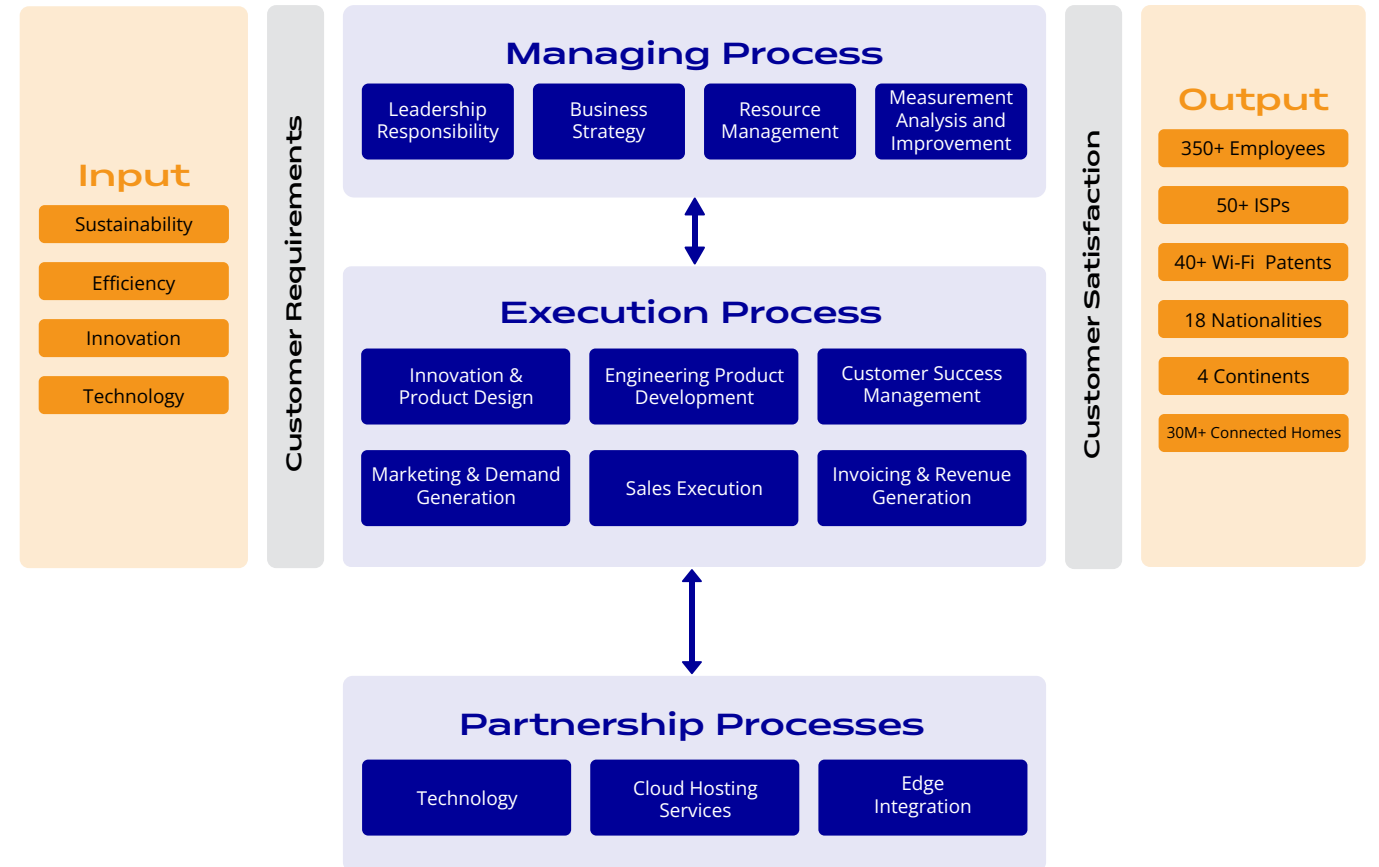


Sustainable Supply Chain Management

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

Airties' sustainable supply chain management includes processes and principles to increase the positive impact of the chain while minimizing the negative environmental and social impact of business operations. In the chain, the main input is customer requirements, and the result is customer satisfaction. This includes both core and support processes, as well as outsourced software services, all aimed at promoting sustainability.

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



Supplier Management

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

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

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

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

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

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

Supplier Assessment Process

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

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

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

Social Sustainability



Social Sustainability Approach

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

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

Airties' Contributions to Social Sustainable Development Goals

SDG 1 No Poverty and SDG 2 Zero Hunger:

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

SDG 3 Good Health and Well-Being:

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

SDG 4 Quality Education:

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

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

SDG 5 Gender Equality:

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

SDG 10 Reduced Inequalities:

Airties employs people from 17 different nationalities in 6 different countries. The company try to provide the best opportunity, also considering

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

SDG 16 Peace, Justice, and Strong Institutions:

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

SDG 17 Partnerships for The Goals:

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





Customer Relations

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

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

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

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

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



Customer Privacy & Safety

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

In 2023, Airties has been successfully certified according to ISO 27001 Information Security Management System and applies the principles continuously.

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

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

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

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

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

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

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

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

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 2023.

FCC Compliance

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

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

Customer Privacy & Safety

FCC Guidelines for Human Exposure

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

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

IC Radiation Exposure Statement

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

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

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



Occupational Health & Safety

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

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

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

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

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

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

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

Emergency Response Team

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

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

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

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



Human Resources Management

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

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

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

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

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

Postgraduate Education Support

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

- Flexible Work Schedule and Paid Time off
- Financial Support





Human Resources Development

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

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

Orientation training programs for new employees

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

Online learning system

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

Certification exam support

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

Educational team games

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

Technical training

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

Leadership trainings

Airties launched a Leadership Development Program in October 2023. A comprehensive six-month development journey began for our management team, including face-to-face training sessions, online courses, group coaching, and assignments. Under our Airties Academy platform, we have offered a series of Soft Skills training courses for our employees. These courses include Understand Mindfulness, Deal with Your Own Emotions, Understand Emotional Intelligence, and Harness Empathy. The primary objective of these trainings is to enhance employees' awareness and skills in managing stress and improving their psychological well-being.

Working Conditions at Airties

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

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

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.

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

year. We also analyze employees' wage levels against a living wage benchmark.

Transportation: Airties pays for daily transportation costs (to and from work) of its employees working in 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.

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

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

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

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

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

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

Bonuses at Airties

Reference Bonus

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

Patent Bonus

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



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.

Cleaning Day

During our company's "Cleaning Day," employees tidied up the entire office, donated surplus materials to those in need, and participated in a raffle where the prize was a donation to UNICEF in the winning employees' names. This event showcased our dedication to a clean workspace, sustainability, and giving back to the community.

Weekly Office Meals & Treats

Every Thursday, we share a meal together to foster unity and collaboration. Tuesday mornings start with a delightful Simit treat for all employees, adding joy to the week and showing appreciation for our hardworking staff.

Monthly Happy Hour

On the last Thursday of each month, we host a "Happy Hour" in our offices to promote unity and camaraderie among employees. This relaxed event encourages socializing and strengthens bonds, playing a crucial role in enhancing team spirit and satisfaction.

Special Days at Airties

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

Airties Cocktail on the Boat

On June 7th, we organized the "Airties Cocktail on the Boat" event to strengthen social bonds and boost team spirit. Against the backdrop of the Bosphorus, employees enjoyed a stress-free evening, reinforcing our company culture and sense of belonging.

TGIF Meetings

At Airties, to increase two-way communication with employees, announce important developments, and hear employee's voices, the top management holds regular monthly "Thank Goodness It's Friday" (TGIF) online meetings.



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