



technetix

2025 Supply Chain Due Diligence Report

We listen. We innovate. We deliver.

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Introduction

Technetix is committed to advancing responsible, ethical, and sustainable supply chains. Our approach continues to evolve in line with emerging regulatory standards, environmental expectations, and our commitment to corporate responsibility.

This Supply Chain Due Diligence Report is intended to support transparency and continuous improvement and includes information relevant to the UK Modern Slavery Act and Canada's Fighting Against Forced Labor and Child Labor in Supply Chains Act (S-211) reporting expectations.

The report covers the activities of all entities in the Technetix Group and provides an update on our supply chain due diligence efforts and sustainable procurement initiatives during the 2025 calendar year.



Key Progress in 2025

In 2025, Technetix continued to strengthen its responsible and sustainable procurement practices, with a focus on preventing and reducing the risk of labor and other human rights impacts in our supply chain, as well as ensuring supply partners meet our expectations for environmental protection and ethics. Key progress in 2025 included:

- **Supply chain due diligence:**
We assessed 94% of our product supply base using our supply chain due diligence platform and achieved 90% compliance against our social, environmental, and ethical requirements. Where gaps were identified, suppliers were supported through corrective action plans.
- **Supplier Code of Conduct:**
Insights gained throughout 2025 were integrated into an enhanced Code of Conduct, communicated to all supply partners in early 2026, providing clearer expectations across labor standards, human rights, environmental stewardship, and ethical business practices.
- **New vendor assessment:**
We strengthened our cross-functional vendor approval process with 85% of new suppliers added to our approved supplier list.
- **Responsible minerals due diligence:**
We applied OECD-aligned due diligence and achieved 84% supply base due diligence coverage on 3TC. Where elevated risk levels were identified, follow-up action was initiated immediately.
- **Supplier audit program:**
We prepared to launch the first phase of an on-site supplier ESG audit program in early 2026. Audits will target high-risk and strategic suppliers and will complement digital screening with in-depth verification by a third party.

These actions support our commitment to responsible business conduct and strengthen our alignment with applicable transparency legislation and expectations.



Structure, Activities and Supply Chains

Technetix Group Limited is the parent company of all Technetix Group companies (Technetix). Technetix has over 170 employees worldwide and sells in 60 countries to over 2,000 customers. As a market leader in broadband technology innovation, we keep a strong focus on strategic customer and supplier partnerships. This approach enables a deep understanding of our specific customer needs and enables us to bring them maximum value with our tailor-made products and solutions.

Technetix operations are in the UK, Netherlands, Spain, America, and Canada. We have a centralized procurement model which ensures consistency in supplier engagement, monitoring, and compliance. We source products from external suppliers across electronics, broadband cable, fiber equipment, and software sectors, with supply partners located in Asia, Europe, and the Americas. In addition, we procure logistics and transportation services to distribute our products, as well as purchase a broad range of goods and services to support our operations.

Responsible Procurement and Due Diligence

Our approach

Technetix has been a signatory to the United Nations Global Compact since 2021 and is committed to upholding its ten principles covering human rights, labor standards, environmental protection, and anticorruption. We recognize our responsibility to identify, assess, and mitigate risks within our supply chain and to conduct business in an ethical, lawful, and responsible manner.

All suppliers are required to comply with the Technetix Supplier Code of Conduct, which sets out our expectations relating to ethical business practices, human rights, health and safety, environmental management, and regulatory compliance. The Code is a contractual requirement, incorporated into our purchase order terms and conditions, and is reviewed periodically to ensure alignment with evolving regulations, emerging risks, and recognized international standards.

Suppliers are expected to notify Technetix promptly of any actual or suspected breaches of applicable laws, regulations, or the Supplier Code of Conduct, and to cooperate with any investigation or remediation activities.

Our responsible procurement framework is underpinned by a risk based due diligence approach, designed to prioritize resources where the risk of adverse human rights, environmental, or compliance impacts is highest. This is implemented through a set of practical due diligence processes that help us identify, prioritize and address risks in our supply chain. Key elements of our approach include:

- A clearly defined Supplier Code of Conduct and supporting policies
- Pre qualification assessment of new suppliers prior to approval
- Risk based due diligence to identify actual and potential sustainability, human rights, and compliance risks
- Requirements for suppliers to implement corrective action plans where gaps or risks are identified
- Ongoing engagement with suppliers to encourage continuous improvement and alignment with Technetix values
- Periodic review and continual improvement of our responsible procurement policies, processes, and controls

Further detail on our standards, risk assessment methodology, escalation processes, improvement pathways, and remediation approach is provided in the subsequent sections of this report.



Technetix responsible procurement and supply chain due diligence framework (2025)



Our policies

We maintain the following codes and policies:

Sustainable Procurement Policy

Guides employees to embed these requirements into sourcing decisions and supplier management, including applying risk-based due diligence and escalating concerns where required.

Responsible Minerals Policy

Sets out Technetix' expectations for responsible minerals sourcing and provides guidance to suppliers on related due diligence requirements, aligned with applicable regulations and international standards.

These policies define our expectations and management processes across labor and human rights, health and safety, environmental management and ethical business conduct, and are embedded into supplier onboarding and ongoing, risk-based due diligence. We use screening, supplier self-assessments, evidence review and follow-up engagement to evaluate conformance, and we require timely corrective actions where gaps are identified, with escalation where necessary.

Modern Slavery Statement

Outlines our commitment to preventing slavery, human trafficking, forced or child labor within its operations and supply chain, describing identified risks, due diligence measures, supplier expectations and governance arrangements.

Supplier Code of Conduct

Defines minimum environmental, social, labor, human rights, health and safety and ethical standards expected of suppliers, and sets the baseline requirements for responsible business conduct across the supply chain.

Anti-bribery Policy

Sets out Technetix' zero tolerance approach to bribery and corruption and provides requirements for employees and relevant third parties on gifts and hospitality, conflicts of interest, facilitation payments, record keeping and reporting concerns.

Whistleblowing Policy

Provides a confidential channel for employees and other stakeholders to raise concerns about suspected misconduct (including modern slavery, human rights, environmental or ethical breaches) and sets out how reports are handled, investigated and escalated, with protection against retaliation.



Our standards

Labor and human rights

Technetix is committed to respecting human rights and promoting fair, safe, and ethical working conditions across our operations and supply chains. This includes preventing and reducing the risk of modern slavery, forced labor and child labor, as well as addressing broader labor and human rights risks such as working hours and wages, non-discrimination and equal opportunity, freedom of association and collective bargaining, and humane treatment. Our approach aligns with internationally recognized frameworks including the **UN Guiding Principles on Business and Human Rights** and the **OECD Guidelines**.

Technetix does not employ migrant workers. All employees are age-verified prior to the start of employment to ensure compliance with labor standards. Technetix pays a living wage across all locations. No direct risks of child labor forced labor, or human trafficking have been identified within Technetix.

Health and safety

We invest in our people by promoting safe and healthy workplaces and extending these expectations across our supply chain. Technetix expects suppliers to provide safe and healthy working conditions and to manage health and safety risks in accordance with applicable laws and regulations. Suppliers should have appropriate arrangements in place to identify and control workplace hazards, including risk assessment, worker training, incident reporting, and corrective action processes. This includes providing suitable equipment and personal protective equipment (PPE) and managing chemical and hazardous materials risks where relevant.

Environmental

Environmental sustainability is a priority at Technetix, encompassing our own operations and our supply chain, with a focus on reducing environmental impacts across the product lifecycle. We recognize that our supply chain can have environmental impacts, from raw material extraction to manufacturing and distribution. Our supply partners are required to meet the environmental expectations set out in the Technetix Supplier Code of Conduct, comply with all applicable environmental requirements relevant to the products and services they provide, and implement action plans where improvements are needed.

Ethical conduct

Transparency and responsible conduct are fundamental to how Technetix operates and engages across its supply chain. Suppliers partners are required to uphold the highest standards of integrity and ethical conduct, as set out in the Technetix Supplier Code of Conduct. This includes compliance with applicable laws and regulations relating to anti-bribery and corruption, protection of Technetix intellectual property, and safeguarding the confidentiality, integrity and availability of Technetix information.

Supply partners are also expected to provide channels for confidential reporting and to protect individuals from retaliation, and to notify Technetix promptly of any suspected or actual breaches of applicable laws, regulations or the Supplier Code of Conduct. We require suppliers to cascade these standards down their own supply chains.



New vendor assessment

Technetix evaluates all new supply partners through a cross-functional vendor approval process, including ESG risk screening, evaluation of sustainability commitments and factory assessments for high-risk products or suppliers.

We support our suppliers in applying our principles and aligning with Technetix standards where needed. If we detect significant violations of the Supplier Code of Conduct, we reserve the right to terminate supplier relationships.

In 2025, we strengthened adherence to this approval process, achieving 85% approval coverage for new suppliers. Exceptions were limited to vendors required for one-off purchases or customer-specified vendors. These vendors are not added to the Technetix approved supplier list.

ESG risk assessment approach

Technetix employs a comprehensive, three-phase supply chain risk assessment methodology:

1. Abstract Risk Analysis:

We evaluate country- and sector-level risks using indicators from the World Bank, United Nations, and other trusted sources.

2. Concrete Risk Analysis:

Suppliers undergo enhanced due diligence, including detailed questionnaires, sustainability evaluations, and regular monitoring.

3. Prioritization and Response:

Based on probability and severity of risks, we develop tailored mitigation plans and continuously monitor progress. We will prioritize suppliers based on risks identified and those deemed 'critical' to the business. We also consider the feasibility of influencing suppliers.

Risks considered include forced labor, child labor, working hours and wages, health and safety, freedom of association, and broader labor and human rights risks, alongside environmental and governance topics. All findings are documented and integrated into our supplier management strategies.

Country- and industry sector-level risk areas assessed in the supply chain due diligence platform include:

Environment

- Environmental pollution
- Substances of concern
- Waste
- GHG emissions (carbon)

Social

- Discrimination
- Forced labor and mistreatment
- Child labor
- Working hours and wages
- Freedom of association and collective bargaining
- Impact on local communities
- Health & safety
- Diversity, equity and inclusion

Governance

- Corruption and bribery

ESG risk areas

Technetix identifies the following human rights and environmental risks as most prevalent in the supply chain. This assessment is based on a review of our supply base locations and industries.

Human Rights:

- Health and safety
- Freedom of association and collective bargaining
- Modern slavery (forced labor and child labor)

Environment:

- Substances of concern
- GHG emissions (carbon)
- Environmental pollution

Electronics supply chains can involve labor and human rights risks, including modern slavery (forced labor and child labor), particularly where subcontracting or temporary/agency labor is used and workers may be vulnerable (e.g. migrant workers). Key indicators include recruitment fees, retention of identity documents, restriction of movement, poor health and safety controls and constraints on freedom of association and collective bargaining; these factors inform our screening and follow up activities described elsewhere in this report.

Manufacturing presents environmental risks, including the use of hazardous chemicals, high energy consumption, and the potential for air, water and soil contamination. The extraction of metals and minerals, including conflict minerals, can contribute to habitat loss, soil erosion and water pollution. They may also be associated with human rights abuses.



Conflict minerals

Our conflict minerals due diligence is supported by a dedicated responsible minerals policy aligned with the OECD Due Diligence Guidance for Minerals from Conflict-Affected and High-Risk Areas. We collect supplier disclosures using the Responsible Minerals Initiative (RMI) Conflict Minerals Reporting Template (CMRT) and assess reported smelters and refiners against RMI Responsible Minerals Assurance Process (RMAP) conformance information. Suppliers are risk-screened based on CMRT completeness and consistency, identified smelters/refiners and policy and due diligence maturity, and we engage with suppliers to agree corrective actions where elevated risks or gaps are identified. Further details are available in the Technetix Conflict Minerals Report (available on request).

Supplier engagement and development

We aim to engage and educate our suppliers and support them in implementing sustainability improvements. Suppliers are prioritized for development based on the outcome of our risk assessments, supplier spend, and our level of influence.

We contact our supply partners before adding them to our supply chain due diligence platform and ensure they receive support to provide all required information.

Our Supplier Code of Conduct and Responsible Minerals policies are regularly updated and communicated to suppliers.

Training and awareness

Technetix employees receive training on key compliance topics, including how to recognize and respond to risks related to modern slavery, forced labor, and child labor within supply chains. Training completion is monitored to ensure relevant employees are appropriately informed and aware of their responsibilities. Our sustainable procurement policies are communicated internally and establish clear expectations for employees involved in purchasing decisions, requiring consideration of social, ethical, and environmental factors.



Governance

Oversight

Governance of supply chain due diligence is overseen by the Board of Directors and Executive leadership, who retain ultimate accountability for oversight and performance. Day to day responsibility for implementation and monitoring is delegated to a cross-functional Supply Chain Due Diligence Team, with escalation managed through the Technetix Risk Committee.

The Supply Chain Due Diligence team brings together expertise from Supply Chain and Procurement, Quality, Sustainability, Legal, Compliance, and other relevant business leaders. This cross-functional approach helps ensure that due diligence activities are applied consistently, that high-risk topics are escalated and addressed appropriately, and integrated into operational processes.

Material supply chain risks identified through due diligence activities are assessed, prioritized and, where appropriate, formally recorded within the Technetix business risk register. These risks are reviewed through the established enterprise risk management framework, ensuring alignment between supply chain due diligence, broader business risk management, and Board level oversight.

Information gathering and stakeholder engagement

To develop our approach and meet applicable reporting expectations, Technetix gathers and consolidates information from across our business functions and from relevant external sources.

Information was gathered through (1) internal procurement processes and controls, (2) supplier due diligence platform outputs (including supplier self-assessments, evidence review, country/sector risk indicators and news monitoring), (3) feedback from factory visits and supplier reviews, and (4) review of relevant customer requirements and emerging regulatory expectations. Inputs are reviewed by the cross-functional Supply Chain Due Diligence team and relevant internal stakeholders before being consolidated into reporting.

Investigation and remediation

Risks, concerns, and grievances can be raised by employees, suppliers and other stakeholders (including, where relevant, workers in our supply chain) either directly with Technetix or confidentially via our whistleblowing process. Reports are triaged and assigned internally for investigation, with escalation to the Risk Committee and, where appropriate, senior management in line with our governance arrangements.

- Confidentiality is maintained where possible and retaliation against individuals who raise concerns in good faith is not tolerated.
- We document concerns raised, actions taken and outcomes, and we use trends and learnings to strengthen controls and preventive measures.
- Where a concern relates to a supplier, we engage the supplier to clarify facts, request evidence and implement corrective actions, with escalation or disengagement where required.

Where supplier gaps or non-conformities are identified through our due diligence processes, we work with suppliers to implement corrective actions and verify closure through follow-up. Serious violations will be subject to escalation and may result in termination of the business relationship, consistent with our Supplier Code of Conduct and Sustainable Procurement Policy.

If Technetix becomes aware that actions to address forced labor or child labor could result in unintended harm to vulnerable workers and families (including loss of income), we will seek to respond responsibly, recognizing the importance of a victim-centered approach. This may include engaging suppliers to implement actions that prioritize worker protection and, where appropriate, working with relevant stakeholders to support responsible remediation approaches.





Assessing effectiveness

We assess effectiveness through a combination of input, output and outcome indicators, including:

- Due diligence coverage and completion (e.g., % of supplier spend assessed and % of suppliers completing self assessments).
- Conformance against our social, environmental and ethical requirements, including the number and severity of findings and the implementation and timely closure of corrective action plans (CAPA).
- Follow-up actions for higher risk suppliers (e.g., additional evidence requests, management reviews, on site visits and whether risk ratings improve over time).
- Use of escalation pathways and outcomes (including supplier disengagement where appropriate), and the number and nature of concerns raised through 'speak up' channels and how they were addressed.

We recognize that supply chain transparency can be limited by the availability and completeness of supplier information, particularly beyond tier 1. To strengthen data quality, we prioritize higher-risk and higher-spend suppliers for enhanced follow-up and monitor significant changes and adverse news through our due diligence platform.

Monitoring and review

To maintain its effectiveness, we regularly review and evolve our approach. Our supply chain due diligence platform ensures that supplier assessments stay up to date with the latest issues and regulatory requirements.

Technetix completes an annual assessment with EcoVadis, the leading business sustainability rating provider. This assessment has a specific focus on sustainable procurement as well as human rights, environment, and ethics.

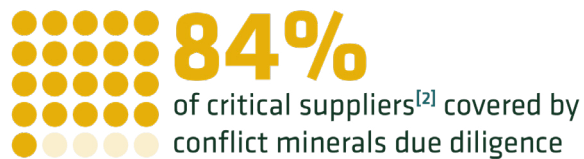
Through regular supplier assessments and visits, we can verify the validity of the information collected from suppliers and identify 'red flags'. We also monitor relevant supply chain sustainability and due diligence regulations and update our practices to ensure compliance as required. Findings and lessons learned are used to refine our Supplier Code of Conduct.



2025 Progress

In 2025, our partnership with IntegrityNext continued to support systematic screening and assessment of sustainability and human rights risks across our supply base. We also introduced cyber security self assessments for relevant suppliers to address changing and emerging risks.

We made significant progress against our sustainable procurement objectives in 2025:



Due diligence coverage and findings

In 2025, we assessed 94% of our product supply base (by spend) and achieved 90% compliance against our social, environmental, and ethical requirements. This represented an improvement on the 89% supply base coverage achieved in 2024. We also strengthened our approach by enhancing risk based prioritization and increasing the depth of assurance applied to higher risk suppliers. Where gaps were identified, suppliers were supported through corrective action plans, with follow up monitoring embedded into our ongoing due diligence program.

Key topic areas assessed included Environmental Protection, Human Rights & Labor, Health & Safety, Anti-corruption, and Supply Chain Responsibility. The primary area identified for further improvement related to supply chain responsibility and the effective cascade of standards beyond tier one suppliers. To address this, we will focus on strengthening supplier knowledge and capability to support improved understanding and implementation of our requirements further down the supply chain.

In response to changing and emerging risks, we also rolled out cyber security self-assessments to relevant suppliers to strengthen assurance on information security controls.

Building on this work, we initiated the next phase of our supply chain due diligence program by developing an on site audit approach and appointing an independent audit partner. These audits are designed to deepen our due diligence by verifying supplier self assessment results, validating the implementation of the Technetix Supplier Code of Conduct, and enabling more detailed identification and assessment of sustainability, human rights, and compliance risks. The insights gained support targeted corrective and improvement actions, stronger risk prioritization, and continuous improvement across our supply base.





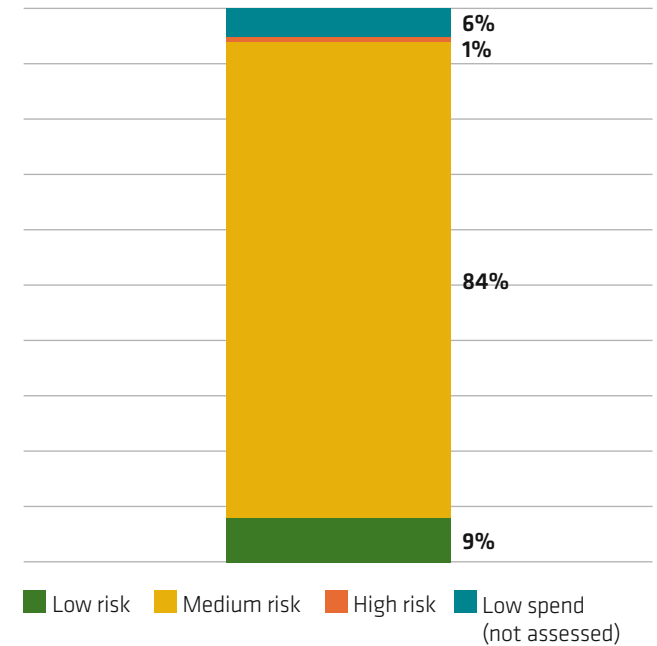
Risk assessment results

As a key input to our broader ESG Risk Assessment Approach (see section on p.9), suppliers were asked to complete self-assessments. These were topic-specific questionnaires, issued via IntegrityNext, that aligned to our expectations. Topics included human rights and labor, health and safety, environmental management, anti-corruption, and supply chain responsibility. Supporting information was provided where relevant.

Responses are screened and scored within the platform and reviewed by Technetix to identify incomplete submissions, potential red flags or areas that warrant deeper clarification. Where initial results indicate elevated risk, we follow up with the supplier to validate the information (including requests for additional evidence where appropriate). Outcomes are then used to prioritize ongoing engagement, inform our monitoring plan and, where necessary, trigger escalation in line with our Supplier Code of Conduct and governance processes.

As summarized in Figure 1, by year end a small number of suppliers were identified as potentially high risk. However, these suppliers accounted for less than 1% of total annual spend.

Figure 1: Supplier ESG risk assessment results (2025)



Action and remediation

Where supplier assessment results indicated gaps or opportunities for improvement, Technetix worked with suppliers to agree corrective action plans, set timelines and monitor progress to closure. Follow-up was prioritized for higher-risk and higher-spend suppliers, with escalation routes available where progress was insufficient.

In 2025, our due diligence activities did not identify any confirmed severe incidents requiring formal remediation (for example, confirmed forced labor or child labor, human trafficking indicators, or other serious breaches of our Supplier Code of Conduct). This conclusion is based on the evidence available to us through our due diligence program, including supplier self assessments, supporting documentation, and follow-up engagement. We also conduct supplier reviews and factory visits. We recognize that risks can still exist—particularly beyond tier one—and we continue to strengthen verification and transparency over time.

In one instance during 2025, a supplier did not engage with our due diligence process and was assessed as high risk. In line with our escalation approach, we ceased doing business with that supplier.

Vendor approval process

Our cross-functional vendor approval process serves as a critical gateway to ensure new suppliers meet Technetix' requirements before they are added to our approved supplier list. By setting expectations and screening suppliers upfront, this process supports our supply chain due diligence efforts and helps maintain required human rights, environmental, health and safety, and ethical standards across our supply base. In 2025, we strengthened adherence to the vendor approval process, achieving 85% approval coverage for new suppliers (up from 57% in 2024). Exceptions were limited to vendors required for one-off purchases (e.g., specific parts) or where suppliers were specified at a customer's request; these vendors are not added to the Technetix approved supplier list.



2026 Action Plans

To enhance assurance and support compliance with evolving customer and regulatory expectations, we are launching the first phase of our onsite supplier ESG audit program in early 2026. Audits will target high risk and strategic suppliers and will complement digital screening by validating self assessment responses, confirming implementation of the Supplier Code of Conduct and identifying root causes where gaps exist. Findings will be used to prioritize corrective actions, track closure and drive continuous improvement.

We will build on the progress made in 2025 by deepening assurance for higher risk areas, strengthening supplier capability, and improving transparency beyond tier one suppliers where possible. Our focus is to move beyond screening and assessment toward stronger verification, measurable improvement actions, and clearer accountability across our supply base.

We will also introduce an annual ESG performance review for our top suppliers, starting in 2026. This will provide a structured forum to review due diligence outcomes, agree priority improvement actions (including on topics such as human rights, environmental management and ethics), and monitor progress against shared expectations over time.

Our 2026 objectives and action plan focus on strengthening due diligence coverage, improving assurance for higher risk areas, and supporting suppliers to meet rising expectations:

- Maintain supplier assessment coverage at >90% of product supply chain spend.
- Implement the onsite supplier ESG audit program and support our suppliers in addressing any non conformities and underlying root causes.
- Introduce annual ESG performance reviews for top suppliers, supported by risk based due diligence and onsite ESG audits.

- Evaluate the human rights and environmental commitments of 100% of prospective suppliers before contracting new business, applying our vendor approval and risk screening requirements.
- Expand supplier engagement on greenhouse gas (GHG) emissions by supporting priority suppliers to measure emissions and set appropriate reduction targets.
- Continue to update Technetix policies and the Supplier Code of Conduct in response to evolving regulations, standards and emerging risks.

By taking these actions, Technetix aims to strengthen supply chain resilience and trust, reduce the risk of adverse human rights and environmental impacts, and support responsible business conduct across our value chain. We will continue to review effectiveness, engage suppliers and stakeholders, and use the results of monitoring and audits to drive ongoing improvement.

Supplier Screening Levels 2026

On-site audits for critical and high-risk suppliers

Audit
Target 30%

Monitoring via due diligence platform and self-assessments

Supplier assessments
Target 90%

Agreement to code of conduct and vendor approval requirements

Code of conduct/Vendor approval
Target 100%



Approval and Attestation

In accordance with the requirements of Canada's Fighting Against Forced Labor and Child Labor in Supply Chains Act (S-211), and in particular section 11 thereof, this report has been approved by the governing body. I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



Philip Deakin
Chief Financial Officer

30th April 2026

"I have the authority to bind Technetix Group Ltd."



References

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1. Supply chain due diligence coverage is calculated as a percentage of total product supplier spend for the year.
2. Critical suppliers are Tier 1 suppliers of products or components identified as having potential to contain conflict minerals or hazardous substances and elevated potential to influence Technetix risk exposure based on factors including procurement spend. Coverage is measured as the proportion of relevant supplier spend within in scope product families with completed and validated compliance documentation.
3. Calculated as a percentage of the total number of new product suppliers set up during the year. Those not approved through this process in 2025 were either customer specified or required for one-off component.



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