

Bringing the World to Everyone's Home

Sustainability Report 2023

About this report

This is Genexis' second sustainability report with publication date 2024-04-30.

The report shows our commitments and progress in sustainability that the Group has undertaken during 2023 (January 1, 2023 - December 31, 2023) and has been prepared in accordance with the GRI Standards and the Swedish Annual Accounts Act (1995:1554).

The sustainability areas in the report are derived from materiality assessments that Genexis carried out during 2022 and which identified the areas that Genexis should focus on going forward. All sustainability areas and GRI indicators are included in the report, with a GRI index at the end.

For questions regarding the report, we refer to:
Olivier van Duuren: o.vduuren@genexis.eu

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A message from the CEO



An accelerating sustainability journey

In 2023, Genexis Group navigated a dynamic landscape within the broadband market. While the market stabilized at a lower level compared to the previous year, the enduring demand for fiber penetration remains robust, charting a promising trajectory for the future. At Genexis Group, we go beyond merely offering products; we deliver comprehensive solutions tailored to address the unique challenges faced by our customers. By understanding their needs, we can anticipate and resolve pain points effectively, ensuring seamless integration and optimized performance. Catering to a diverse array of leading communications service providers, we recognize that their success hinges on more than just products; it requires holistic solutions that enhance efficiency, reliability, and sustainability. Our team collaborates closely with clients to co-create customized solutions that not only meet but exceed industry standards, driving tangible value and fostering long-term partnerships.

As industry efforts intensify to expand fiber networks, we notice a distinct increase in awareness regarding resource conservation, waste reduction, and emissions mitigation throughout network operations, upgrades, and deployments. As a pioneering supplier and partner, we proactively minimize our environmental footprint and assume a frontrunner role in fostering sustainable business

practices and products. Our commitment to sustainability is not just a facet of our operations; it's ingrained in our ethos as we forge enduring relationships pivotal for our continued growth.

We are steadfast in our aspiration to remain a recognized market leader in sustainability within the fiber broadband industry. Our ambition extends beyond geographical borders as we endeavor to elevate the customer experience across Europe and beyond. Central to this ambition is our pursuit of sustainability across our product and service offerings, ensuring a brighter, more sustainable future for all.

Our progress and commitments

In 2023, we continued and accelerated our work on sustainability, taking significant steps to align with high sustainability standards. While we have previously engaged in sustainability initiatives such as eliminating harmful substances and exploring circular design solutions, evolving stakeholder expectations necessitate a more comprehensive approach. From thorough analysis to transparent communication and enhanced sustainability performance, we're responding to these demands by implementing groupwide sustainability measures rooted in materiality assessments and refined strategies.

Our recent listing on Nasdaq Stockholm and validation of science-based targets underscore our dedication to sustainability. These milestones serve as tangible demonstrations of our real commitment to advancing sustainability practices for the benefit of all stakeholders.

With gratitude,
Gerlas van den Hoven
CEO, Genexis group

“ We aim to remain a recognized market leader within sustainability in the fiber broadband industry.”

Gerlas van den Hoven
CEO, Genexis Group

A message from the sustainability officer



The broadband industry is undergoing a transformative shift with growing sustainability efforts everywhere. We are witnessing the emergence of coalitions dedicated to realizing big changes. New initiatives are becoming more impactful and are eagerly shared with the world. But are these initiatives as effective as we hope for? With today's standardization, we need to bid farewell to ad hoc marketing endeavors; we have no time for fragmented initiatives anymore, and we need to think bigger.

At Genexis, we are ready for this new phase, where sustainability catalyzes success and impact. We aspire to lead this movement and show the path ahead. We are eager to learn and explore new paths to a more sustainable end. We embrace the journey of learning and exploring novel avenues toward a more sustainable future. Challenges (e.g., commercial or technical) will arise, but equally, we will reap the rewards. Our initiatives will be defined by genuine commitment and long-term ambition.

Though we may not have always showcased our best sustainability efforts in the past, we no longer shy away from our achievements. We are proud of what we do. We are eager to show the world

what we are doing and what we envision for the future. Through transparency, we move forward and invite everyone to join us, fostering new coalitions with a pro-competitive landscape ahead where all stakeholders (e.g., industry, government, and civil society) are working in harmony.

We will take responsibility and extend our horizon beyond our value chain, up- and downstream, which is instrumental in achieving sustainability goals. Genexis does not seek to win a finite game; we seek worthy rivals and ambitious partners. Our commitment is to learn and understand, engage, and educate our value chain and meet stakeholders' needs for the long term. Genexis aspires to become a thought leader in the broadband industry as we think our solutions can enable a more sustainable living. To achieve this vision, we need you. Together, let us demonstrate how it is done.

Join us on this journey towards a more sustainable future.

Kind regards,
Olivier van Duuren
Sustainability officer, Genexis Group

“ To achieve this vision, we need you. Together, let us demonstrate how it is done.

Olivier van Duuren
Sustainability officer,
Genexis Group

Our highlights

In this section

Achieved gold medal EcoVadis

Started with Carbon Disclosure Project

Actively develop industry partnerships

Established sustainability-linked bond

Approved science-based targets

Highlights in 2023

Achieved gold medal EcoVadis

We are thrilled to have been awarded the Gold Medal from EcoVadis, a renowned authority on sustainability assessment. This recognition for our work on Environment, Human & Labor rights, Ethics and Sustainable procurement is a testament to Genexis' commitment to sustainability.



“ Just a year ago, we worked with EcoVadis for the first time and received a silver medal.

Today, we proudly hold a gold medal that signifies our commitment and substantial contribution toward a sustainable future.

Olivier van Duuren,
Genexis Sustainability Officer

Started with CDP

In our ongoing journey toward achieving carbon neutrality, we acknowledge the importance of disclosing our carbon emissions transparently. Therefore, we took the step of submitting our data for Carbon Disclosure Project (CDP) assessment. Our initial submission resulted in an industry-average score (C), which we fully commit to improving. In 2024, we will focus on improving our disclosure practices and score to demonstrate our dedication to carbon disclosure.



Actively developed industry partnerships

In 2023, we have actively participated in industry-wide sustainability workgroups and committees. We will continue participating in industry groups as it helps us better understand key topics, prepares us for future regulations and other developments, and drives the industry forward.

- With the CoC group (EU-CoC-ECBE), we launched version 9.0, which has more ambitious allowance targets for 2024 on energy efficiency.
- With an Environment Product Declaration (EPD) group, we standardized product category rules required for life-cycle assessments for passive and active fiber equipment.

+25% higher score than 2022

Top 4% in our industry

Top 6% of all rated companies

Established sustainability-linked bond

Genexis established its first Sustainability-Linked Bond (“SLB”). This SLB Framework ensures the further integration of our key sustainability objectives and financing activities. In accordance with this, Genexis has established two performance targets to reduce our environmental impact.

Increase share of recycled plastics to 55% by YE 2026 in Genexis’ products.

Set Science-Based Targets (SBTs) for scope 1-3 emissions CO2e emission reduction in line with the 1.5-degree scenario.

Approved science-based targets

We are proud that our application for emission reduction targets has been approved by the Science-Based Targets initiative (SBTi). This acknowledgment represents a significant step forward in Genexis’ ambitious commitment to sustainability and its dedication to addressing climate change.

We reduce scope 1+2 GHG emissions by 42% by 2030 from a 2022 base year and measure and reduce scope 3 emissions.

Reach net zero by 2050. As part of this, we commit to reduce scope 1+2+3 emissions by 90% by 2050 from a 2022 base year.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

“ We are proud to get this acknowledgment of the importance and value of our ambition to reduce our environmental footprint and our commitment to contribute to a sustainable future. Sustainability is at the heart of everything we do: how we operate, how we design products, and how our products are installed, used, and reused.

Gerlas van den Hoven,
CEO Genexis Group



Our approach

In this chapter, we explore how we identified what matters most to Genexis through double materiality assessments. This process shaped our current sustainability strategy, which, as described, aligns closely with the UN Sustainable Development Goals (SDGs).

In this section

Our materiality assessment

Sustainability strategy

The UN Sustainability Development Goals



Our materiality assessment

In 2022, Genexis Group conducted its first double materiality assessment, leading to developing a sustainability strategy with goals and targets guiding the work forward. During 2023, due to the restructuring of our organization, we reviewed our assessment and made minor changes in anticipation of a larger overhaul in 2024.

Given the former structure of Genexis Group, where our business operations took place within the Genexis and IOPSYS subsidiaries, we made one materiality assessment for each company in 2022. We have a tailored understanding of the relevant sustainability impacts connected to Genexis Group and a detailed perspective and specific business context for both operations. The first step in each materiality assessment was to draw up a list of potential materials based on known frameworks such as the United Nations Global Compact (UNGC), the Sustainability Accounting Standards Board (SASB), and the Global Reporting Initiative (GRI). We then defined the most critical sustainability risks and opportunities for our company. By assessing these based on probability and their legal, financial, and reputational impact on operations, along with our existing sustainability efforts and benchmarking against our competitors, ten sustainability materials were defined as essential for our company. Sustainability includes the environment, human rights, labor rights, and anti-corruption. As a second step, an impact analysis was conducted from a double materiality perspective. The aim was

to analyze the ten aspects of sustainability that impact the enterprise and the companies' impact on the environment and society (impacts can be direct/ indirect, positive/negative, intended/ unintended). This exercise was complimented by the CSR risk assessment already conducted earlier. To aid us in identifying and prioritizing key areas, we engaged in several stakeholder dialogues. They were conducted according to the AA1000 SES, the most utilized global standard for stakeholder dialogues, emphasizing principles of materiality, inclusion, responsiveness, impact, and confidentiality. To gather comprehensive information and capture a wide range of perspectives, both surveys and interviews were conducted.

Material areas

With the new structure changes in 2023, we combined both Genexis and IOPSYS materiality assessments into one. Both materiality assessments have laid the foundation for the updated sustainability strategy, goals, and targets. Based on the stakeholder dialogues, the stakeholder aspects were divided into three groups: priority, focus, and 'to be monitored.' Together, the aspects form Genexis Group's material sustainability areas. Priority material areas (quadrant top-right) indicate areas that can contribute to brand positioning and create differentiation. Focus areas (quadrant top-left and bottom-right) indicate where Genexis should develop further from a risk and opportunity perspective. Finally, the last category indicates material areas (quadrant bottom-left), which should be monitored and refined but will most likely not differentiate Genexis in terms of impact.

Innovation for sustainability

Develop and facilitate technology and innovation such as 5G, IoT and AI for sustainability purposes, societal inclusion initiatives and digital transformation.

Climate change

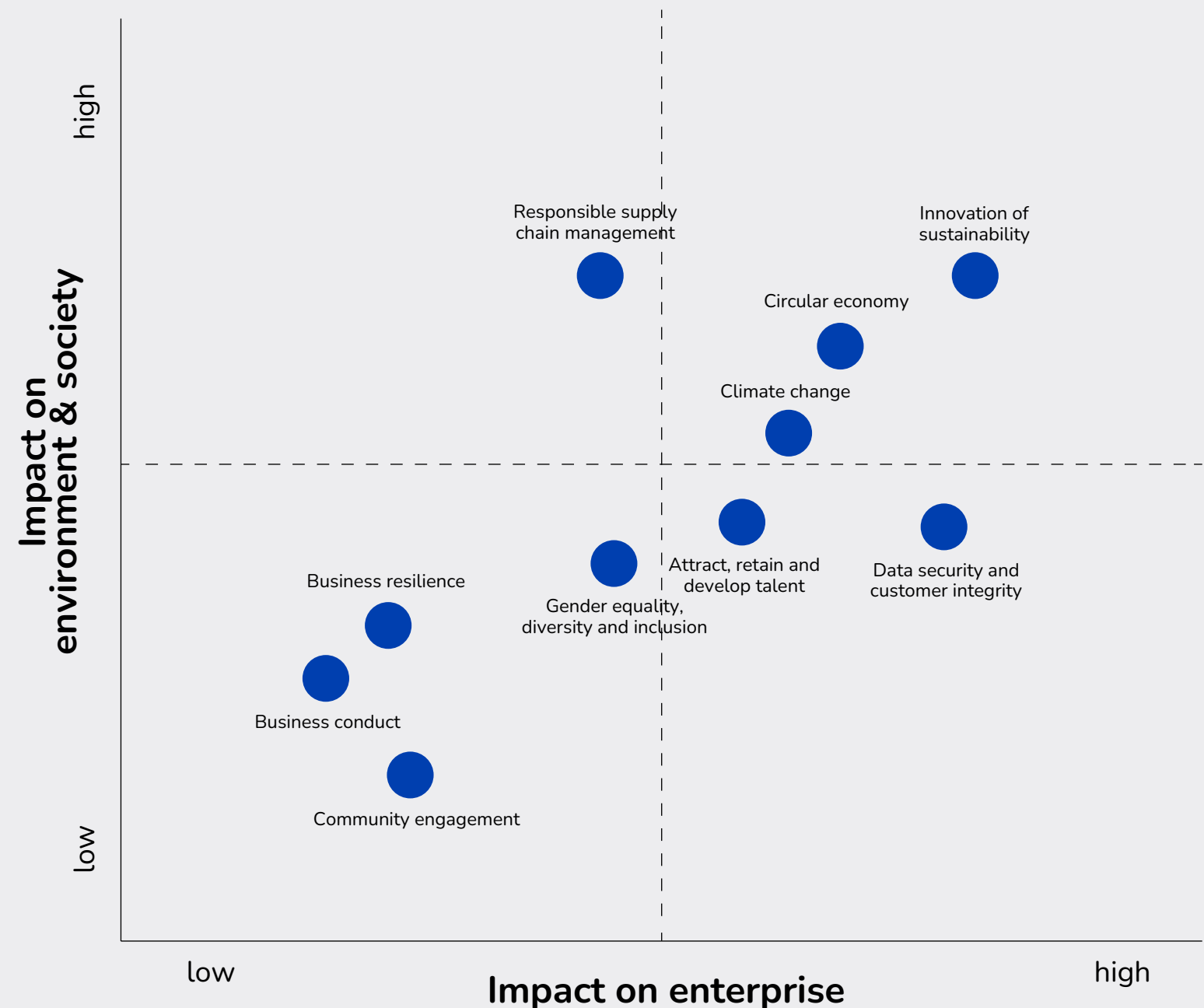
Reduce emissions in all value chains, improve energy and resource efficiency as well as minimize waste in offices.

Circular economy

Increase usage of recyclable materials in products, design products to be recyclable and collect e-waste from customers.



Materiality matrix - Genexis



Sustainability strategy

In 2023, a lot has also changed outside the company. For example, there is a new regulatory landscape with new standards in the Corporate Sustainability Reporting Directive (CSRD). We updated competitor and peer assessments to better position ourselves in the market. By using existing materials, such as the materiality assessments from 2022, a revised sustainability strategy in line with the ESG framework was launched. With this new strategy, our ambition is to implement new quantitative mid-term targets that are aligned with present-day developments.

Climate transition

We envision a world where we reduce our own footprint but also have a broader goal to positively impact and enable climate transition together. At our core, we develop fiber broadband equipment and solutions that bring the digital world to people at home. To foster sustainable living and a better climate for all, embracing innovation and disruptive technology is key. We, as vendors, operators, civil society, and governments, among others, need to work together towards a net zero economy. We aim to be an innovator in energy efficiency, making it accessible and affordable for all. By consciously selecting resources and transitioning to a circular-focused product lineup, we strengthen the overall circular economy and our own. We progress from recycled to responsible packaging, and moreover, we choose and promote low-emission distribution of products and their materials. In our pursuit of these goals, we advocate sustainable commuting and

travel, especially by our employees. Well before the end of this decade, we intend to transform into an emission-free operation with a significant impact on our scope 3.

Zero-plastic packaging in product offering by 2026.

Operationally net-zero by 2028

Have an ECO-mode with potential savings of 30% by 2030.





People

At Genexis, we are committed to people: our own people and to those in the value chain working on our products and the subscribers in the homes using those. Through broadband equipment, people can connect to each other and access the world around us. We want the digital world to be inclusive for everyone at home and, therefore, need to deliver affordable and high-quality products. To realize this, we especially commit to the people who create these products. We nurture outstanding employee well-being, foster a thriving and harmonious environment, and ensure optimal working conditions for all workers.

Our company culture is about cultivating a diverse and equal team, with a complete understanding of the advantages that diversity brings and where every individual is treated justly. By fostering an inclusive atmosphere where each employee feels embraced, we aid their career growth and empower enriched collective wisdom with their unique perspectives and experiences.

Close the unadjusted gender pay gap by 2026.

Every employee at a yearly full week of training by 2030.

Integrity and resilience

At Genexis, we understand that fiber broadband equipment has a critical role in connecting to the world around us. For that reason, we want to lead the industry by conducting our business with integrity and resiliency and preparing for future risks and opportunities. Any unethical, corrupt, or insecure actions are contrary to our values.

We deliver secure communication solutions and proactively prepare for legal compliance, showcasing our commitment to engaging in sustainability across the value chain. We also uphold a steadfast commitment to active supplier engagement, striving to become a champion in responsible sourcing.


By collaborating and supporting our suppliers and customers to be compliant with shared standards and best practices on both environmental and societal issues, we contribute to a more resilient broadband industry.

Have our suppliers be assessed by EcoVadis by 2026.

No conflict minerals in our products by 2030.

The UN Sustainability Development Goals

The United Nations Sustainable Development Goals (SDGs) are a key framework for our efforts towards a more sustainable world. We support all goals, but we have prioritized a selection where we believe Genexis can make the biggest contribution.



5 GENDER EQUALITY
Achieve gender equality and empower all women and girls

Improve gender equality within our organization and our primary value chain partners.

We focus on equal access to business resources and opportunities for all our employees, despite gender, and encourage suppliers and partners to do the same. We improve our reporting and set meaningful targets (e.g., closing the gender pay gap), stimulating new initiatives to strengthen gender equality within our organization and beyond.



7 AFFORDABLE AND CLEAN ENERGY
Ensure access to affordable, reliable, sustainable and modern energy for all

Source only renewable energy in our own offices and minimize the consumption of it.

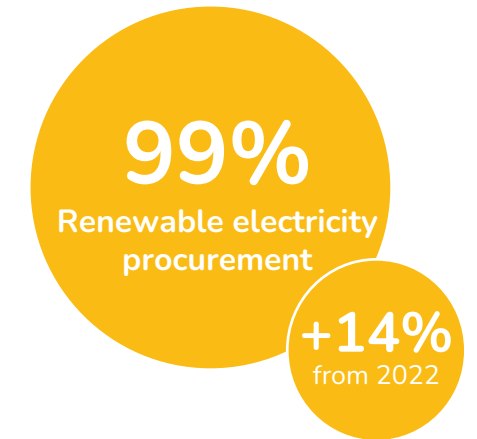
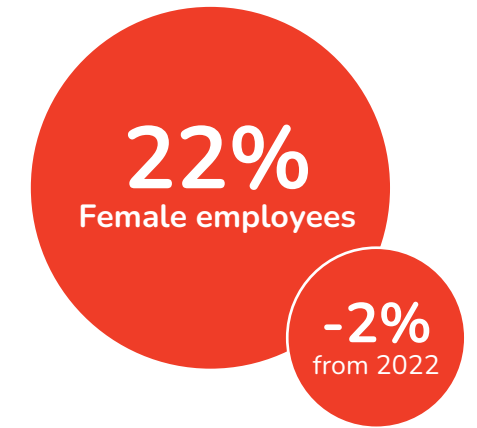
Within the next few years, we will fully transition to sourcing only renewable energy in line with what the energy transition requires. In addition to reducing the energy consumption of our own operations and delivering energy-efficient products, our commitment extends to our supply chain and beyond. To succeed, we will increase awareness of energy consumption via training and, thereafter, set new quantitative targets on consumption and energy intensity.



8 DECENT WORK AND ECONOMIC GROWTH
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Protect human and labor rights and promote a safe work environment for a diversified and productive workforce and value chain.

Respecting and protecting labor rights and providing safe, secure, and healthy work environments for all employees is a key focus. We build screening mechanisms (via periodic questionnaires, meetings, and assessments) for our suppliers to realize similar results. To foster higher productivity, we innovate through partnerships and build alliances and programs to create a pipeline of skilled workers.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Increase resource-use efficiency and adopt environmentally sound technologies.

We focus on improved product design, material efficiency, and reuse of materials. With our new product circularity reports, we can evaluate products to enhance resource efficiency with positive effects on nature and biodiversity. To maximize our circularity, we will adopt more environmentally sound technologies and make better supply chain decisions in the future.

Maintain strong governance and uphold high business ethics, with a zero-tolerance policy towards corruption and bribery.

We focus on understanding governance expectations from stakeholders and leverage that knowledge to strengthen policies across the industry. We encourage a zero-tolerance approach to corruption and bribery throughout our whole organization. We will adopt more ethics programs and measures, such as our Supplier Code of Conduct, to prevent corruption and bribery in our value chain.



Credit: Ned Snowman/Shutterstock.com

Our progress

In this chapter, we outline our progress during 2023. Many of the initiatives and contributions complement and build upon our efforts during 2022.

In this section

ENVIRONMENTAL

Climate change
Circular economy

SOCIAL

People

GOVERNANCE

A responsible supply chain
Data security and customer integrity
Business conduct

Climate change

We take an active role in challenging and pushing our industry to limit global warming and enable climate transition for all. Because a well-established fiber infrastructure can reduce the use of natural resources (e.g., reducing the need for traveling and commuting), we believe our industry can make an impact. This directly helps in lowering the global environmental footprint. The urgency to structurally reduce our emissions and limit global warming is growing daily. Together, we can make a difference, protect our climate, and limit our footprint of greenhouse gas (GHG) emissions. Eventually, our industry, among others, can set a new agenda of net positivity, where we give more to nature than we take. We need to accelerate now and keep on making progress every single year.

Our GHG emissions

We genuinely believe that taking responsibility and limiting GHG emissions means setting science-based targets aligned with the Paris Agreement’s goal to limit global warming to 1.5°C. Therefore, we have validated our emission reduction targets by the Science Based Target initiative (SBTi) to meet the reduction the planet requires.

After validation of our near-term and long-term science-based targets in September 2023 onwards, we have been initiating better-measuring processes. We currently see no risks in achieving our near-term target of a 42% absolute reduction in 2030 on scopes 1 & 2. New policies and quantitative targets are introduced and will cause bigger change than in the past two years (see figure next page). Our fossil-fueled cars and offices will be phased out in

the next few years. In terms of market-based scope 2 emissions, we are close to zero, which aligns with our 2025 to have 100% renewable electricity procurement in all our Genexis offices. We are also continuously measuring and reducing our scope 3 emissions. With a climate transition plan, we will also achieve our long-term target of reducing 90% in all scopes by 2050.

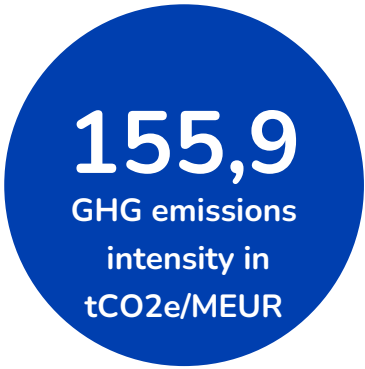
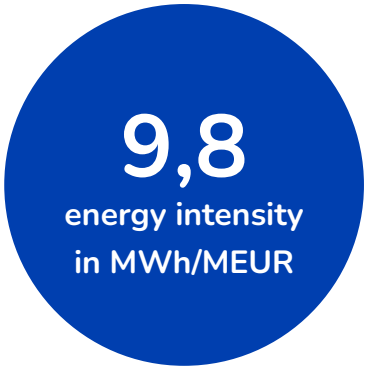
To understand the relevant scope categories for Genexis and its subsidiaries, we performed a gap analysis based on desktop research and other internal documents. The purpose of the scope mapping is to enable correct and comprehensive data collection. In the table below, the CO2e data per year is reported, showing significant positive progress. This is mainly attributed to the decrease in sold products in 2023 compared to 2022. However, there are many other causes for the changes, which are described in dedicated chapters.



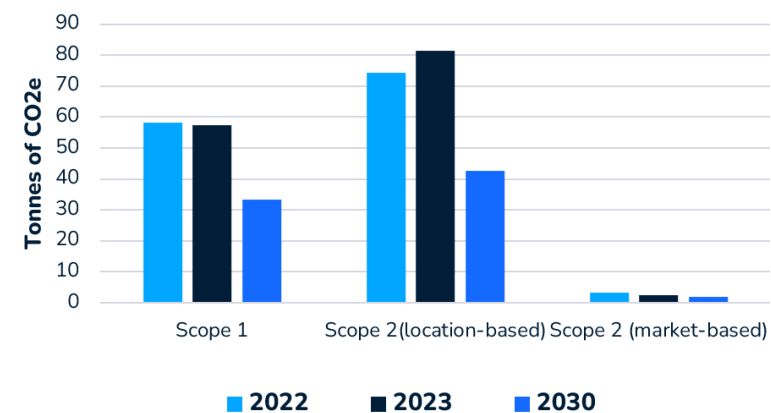
Targeting scopes 1 and 2

To reduce scope 1 and 2 emissions and to reach our current target to be operationally net-zero (emission-free) by 2028, we have especially focused on transitioning from combusting stationary and mobile fuels to electrifying Genexis contracted facilities and vehicles (scope 1). In 2023, we reduced stationary fuel combustion significantly due to a decrease of 25% in natural gas consumption. Mobile fuel combustion increased because the number of vehicles and traveled distance were both higher than the year before. In 2023, we have reached 99% of renewable electricity procurement (Scope 2 – market-based), with only one more contract left to renew in 2024. Besides sharpening our policy on

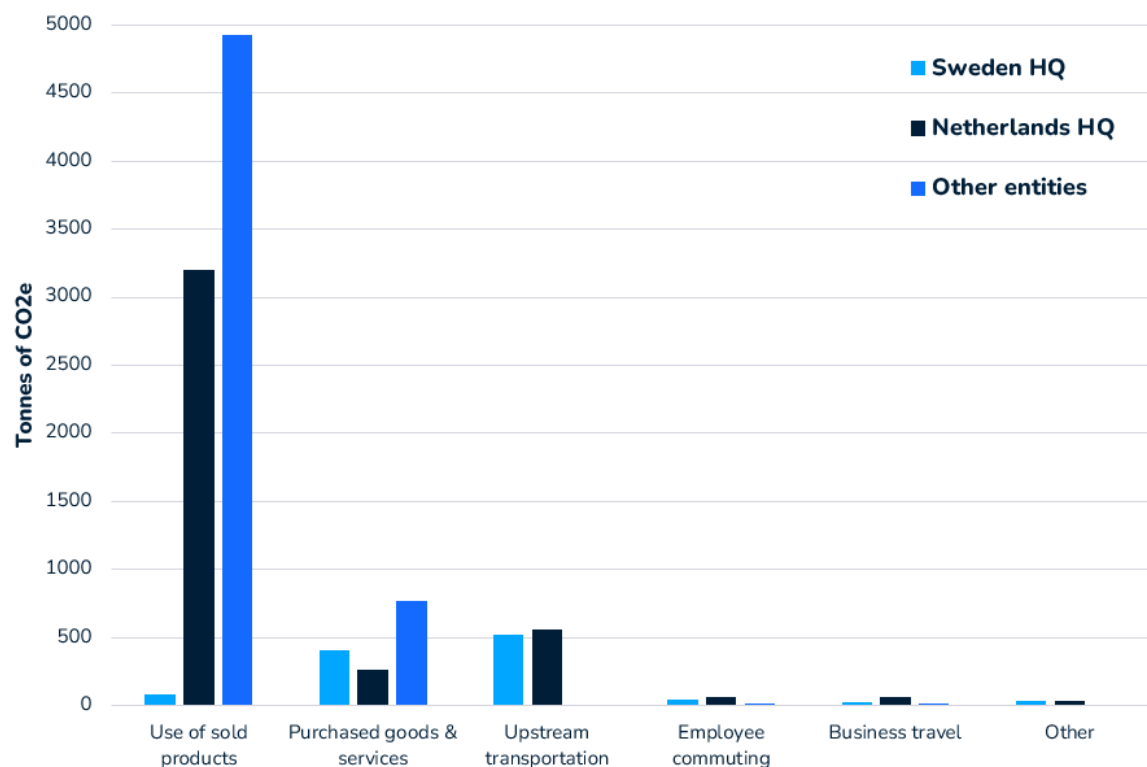
renewing contracts, we also initiated a third-party energy/carbon audit in our Netherlands office to expose risks and opportunities. The headquarters office represents 47% of Genexis' operational energy demand (e.g., 88% natural gas), and we aspire to keep lowering that throughout the organization. In the coming years, we will encourage our supply chain to reduce their scope 1 and 2 emissions as well. In this way, we can have a greater impact on the energy transition.



Our scope 1 & 2 progress



Scope 3 GHG emissions at Genexis



Energy at Genexis in MWh

	Group		Netherlands		Sweden	
	2022	2023	2022	2023	2022	2023
Natural gas	153	114	126	101	0	0
Car fuels	98	122	87	64	NA	NA
Electricity	384	342	160	165	184	134
Renewable	327	339	160	165	107	134
Non-renewable	58	3	0	0	77	0
Heating	30	125	0	0	30	125
Cooling	16	0	0	0	0	0
Total	680	704	373	329	215	259

GHG emissions at Genexis Group

	Tonnes of CO2e	% share	2022	% share	2023
Scope 1		0,3%	58,1	0,5%	57,5
Stationary		0,2%	34,0	0,2%	23,1
Mobile		0,1%	24,1	0,3%	34,4
Scope 2 Location-based		0,3%	74,2	0,7%	81,5
Scope 2 Market-based		0,0%	3,4	0,0%	2,4
Scope 3					
Purchased goods & services		16,4%	3545,7	13,7%	1539,9
Fuel & energy related		0,2%	38,7	0,1%	15,2
Upstream transportation		6,4%	1379,8	9,6%	1081,3
Waste generated in operations		0,0%	4,0	0,0%	0,2
Business travel		0,6%	137,4	0,9%	101,9
Employee commuting		1,0%	208,4	1,1%	119,5
Downstream transportation		0,3%	59,9	0,4%	48,4
Use of sold products		75,2%	16296,7	73,1%	8231,6
End-of life treatment		0,0%	7,7	0,0%	2,7
Total (Scope 1 + Scope 2 location-based + Scope 3)			21673,1		11255,4

Managing energy use of sold products

For us and most active broadband equipment vendors, the energy use of sold products represents the biggest part of the GHG emissions out of all categories. According to the Internal Energy Agency (IEA), the share of renewable energy in the energy-grid mix will grow, leading to a lower footprint already. Regardless, we strongly prioritize the

energy efficiency of our products. The increase in energy costs in Europe calls for solutions to save on living expenses. We recognize this and continuously seek ways to serve our customers and broadband subscribers better. Genexis has, therefore, signed the Code of Conduct (CoC) on Energy Consumption of Broadband Equipment. This marks our further commitment to abide by the European Commission's guidelines on energy consumption from January 2023 onwards. Following the guidelines of the CoC, our newly developed products will comply with the set standards. As a signatory, we are also involved in shaping the guidelines ourselves and setting the standard for the entire industry. As Genexis performs 23% below the allowance targets set, we can drive further improvements in the industry. It helps us further strengthen our sustainability practices and steers our future efforts towards a better environment for all.

We are constantly working on improving our sustainability practices. We investigated the energy use of one of our products because we noticed unexpectedly high power consumption. Through thorough investigation and collaboration with our supplier, we reduced the power consumption by using a more efficient laser and enabled the EEE-state (Energy Efficient Ethernet) on the device. This example shows that having a policy and a reporting

structure is a valuable basis upon which to build. To have a real impact, proactivity, innovation, and iteration are required. Enabling EEE-state for all our remaining products can give functionality risks and only contributes to a 4-5% reduction overall. As an industry, we must innovate more and leverage energy-efficient technologies for even better results.

Increasing circular materials in our products

To reduce GHG emissions generated from sold products, we need circular business models where both materials and products circulate. In 2023, Genexis created its first product circularity report and finished one Environment Product Declaration (EPD). Due to these developments, we learn how to improve, and our reported product carbon footprints will be more accurate. More information about product circularity can be found on page 20 onwards.

We currently target over 55% of the total plastic weight in our products to be replaced by either recycled or renewable sources in 2026. Next steps will be to explore alternative circular materials for the PCBA design together with the value chain and continue to increase the accuracy of product footprint calculations.

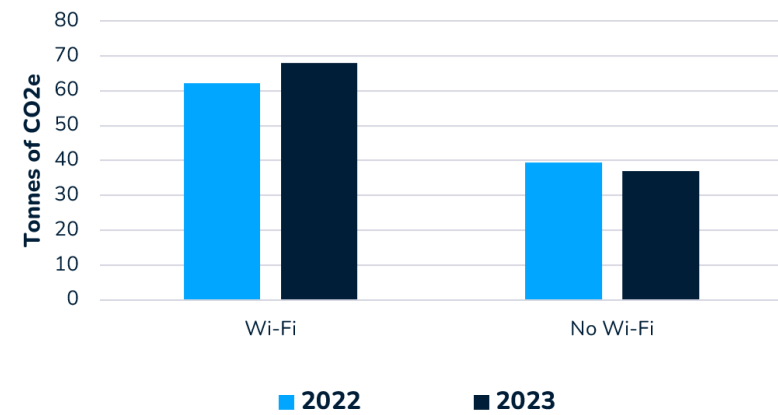
Challenging transportation and distribution

Another significant part of our GHG emissions reported in 2023 is the transportation and distribution of products from tier 1 suppliers to our warehouse. Although fewer products were transported than in 2022, challenging geopolitics led to increased air freight instead of ocean freight. For the next years, we will focus on improving product forecasting and better delivery agreements to lower the need for fast air transportation.

Less waste generated in our offices

The waste generated in our offices was significantly lower in 2023. We improved our internal sorting of waste generated and now have better control over waste and how to treat it. All electronic waste currently is collected by new recycling partners, making our operation more circular than in 2022. Our new partners in the Netherlands office provide accurate weights on residual, paper, and electronic waste, which guide us in our mission to minimize waste in our offices.

Average kWh/year per product type



38048
total energy use
in MWh

-8%
average kWh/year
on all products!

-23%
below
CoC allowance
targets!

17%
of material weight in
sold products
is circular!

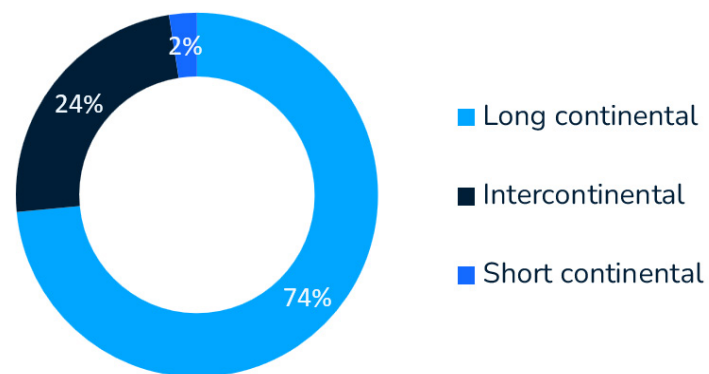
Materials 2023	Tons	Share
Net weight of all sold products	300,1	
Virgin plastic share	186,7	62%
Recycled plastic share	50,5	17%
Net weight of all EEE sold products	235,7	
Virgin plastic share	131,0	56%
Recycled plastic share	39,1	17%

Waste in 2023	tCO2e	Tons of weight
Residual/Office waste	0,06	2,7
Non-hazardous waste	0,06	2,7
Hazardous waste	0	0
Mixed paper/board waste	0,10	4,9
Electrical waste	0	0
Total	0,22	10,3

Strict business travel

Due to stricter travel policies in 2023, we had a significant drop in associated GHG emissions. We have streamlined our business travel needs and procedures to ensure all business travel is consciously reported through one dedicated portal. Because we have expanded our business to North America, the share of intercontinental travel increased. The effects will become visible and possibly negatively affect the downtrend we observed. In 2024, we will encourage our employees to consciously consider continental flights when reasonable to reduce climate impact.

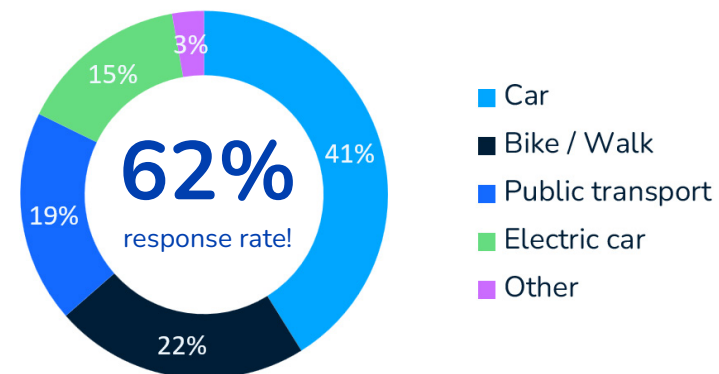
Emissions per flight type



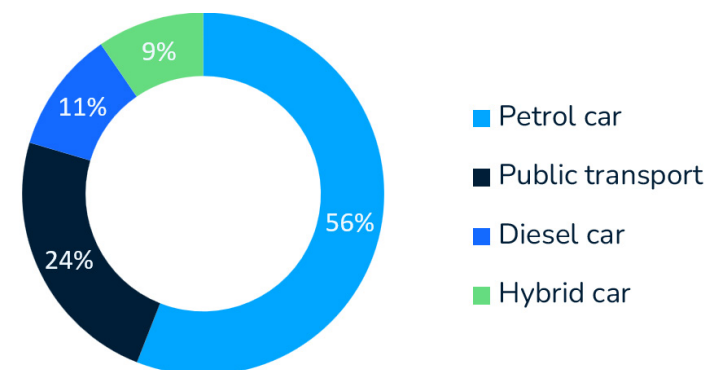
Fewer employees commuting

The emissions from our employees' commuting have drastically dropped by 43% compared to 2022. A plausible explanation for a big part of this is the assumed increase in working remotely. In 2023, we also introduced a bike plan in The Netherlands, with almost 10% of employees already using it. We extrapolated a lot less than the previous year to calculate our emissions and see big differences in the data because of that. We initiated a mobility analysis and are exploring opportunities to reduce emissions when effective.

Responses employee commuting



Emissions on employee commuting



Circular economy

If nothing changes by 2050, people will consume as if there were three earths, according to the European Commission (EC). Hence, it is urgent to transition to a circular economy soon. To reduce the pressure on natural resources, we are developing a circular-focused product portfolio. We design with circularity principles upfront and source an increased percentage of recycled or renewable materials in our products and packaging. Today's focus is primarily on implementing circular material flows. Within the next few years, we will strive to create and launch a fully circular product that can be recovered completely. We push for this goal because we want to stimulate an innovative mindset and want to understand how to operationalize circular products. By developing better product circularity reports yearly, we aim to learn more about the materials we source. We also increase and optimize resource efficiency throughout our supply chain and minimize GHG emissions for each product's lifecycle.

Focus on circular-centric product design

Design for circularity is a fundamental principle that supports the circular economy. It involves designing products and systems to maximize resource efficiency, minimize waste, and enable easy disassembly for more repair and refurbishment. According to the EC, up to 80% of the product's environmental impacts are already determined in the design phase. Therefore, we prioritize easier and quicker dismantling of products with fewer parts and smart (dis)assembly features without compromising other requirements such as product strength. If repair and refurbishment can be easily done, this generates economic value, and we

prevent devaluation of the product. Circular potential also increases if new products are compatible with many deployment scenarios. If designed for modularity and supported through good software implementation, we can ensure only necessary parts will be interchanged. This prevents a significant number of products from being disposed of earlier than needed. Another example is designing optimal cooling in hardware in advance to ensure future high-tech compatibility. With such innovative ideas, we believe that our products strengthen circular practices for our value chain. We encourage and promote circularity principles and aim to guide and support companies and consumers in extending the product's life span. In the following years, we will engage more to learn about circular product offerings.

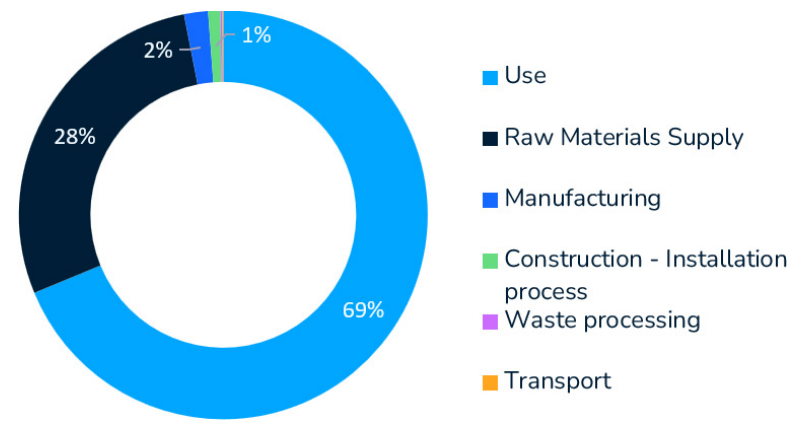


Insights from circularity reporting

In 2023, Genexis committed to delivering detailed product circularity reports for all new products from 2024. We aim to understand better how our products are and how they can be made to strengthen a circular portfolio. The first report is based on both the Circular Transition Indicators (v4.0) and the GHG protocol and will expand with support from external stakeholders over time as data collection today is challenging. The more data is available, the more accurate it becomes, and the lower the product's carbon footprint can be. For all existing products, we can report available data upon request. It is aligned but still needs to be fully compatible with the European EPD format, and we are prepared to step up if needed.

To create an EPD, it is important to execute a life cycle assessment (LCA) of a product to calculate its environmental impact. For the FTTH industry, there are no established product creation rules (PCRs) to sufficiently fulfill an LCA. This is why Genexis has participated in an EPD workgroup initiated by NLconnect to establish PCRs for both active and passive equipment in the Netherlands. This group intends to launch the PCRs in the first half of 2024 and harmonize these rules across Europe further to enhance standardization.

Climate impact of our EPD product



*because we now use 90% recycled plastics

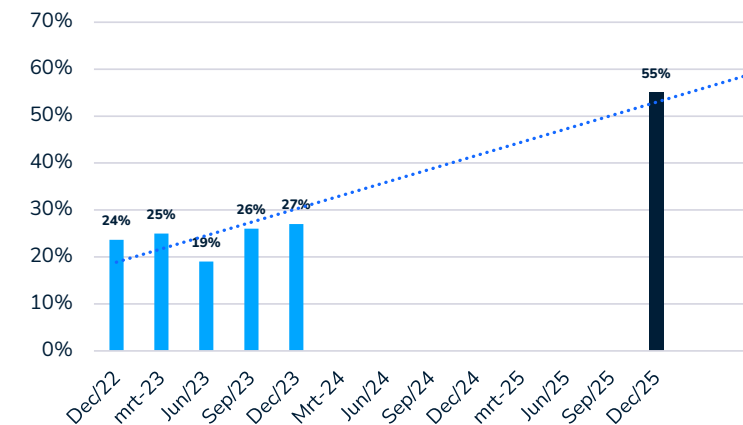


Selecting product materials

Our plastics

In today's world, reducing plastic consumption is becoming increasingly important for businesses and consumers to eliminate waste and preserve nature. We recognize the importance and have set a KPI in 2022 for the share of recycled or renewable plastics in all our products. Our target is to reach 55% by 2026. Due to slow run out of material stock, we were (only) able to increase up to 27% in 2023. As this issue will resolve over time and because all new products launched in 2023 have an average of 81% recycled plastic share, we are confident that this target can still be achieved in time.

Recycled plastic share in products



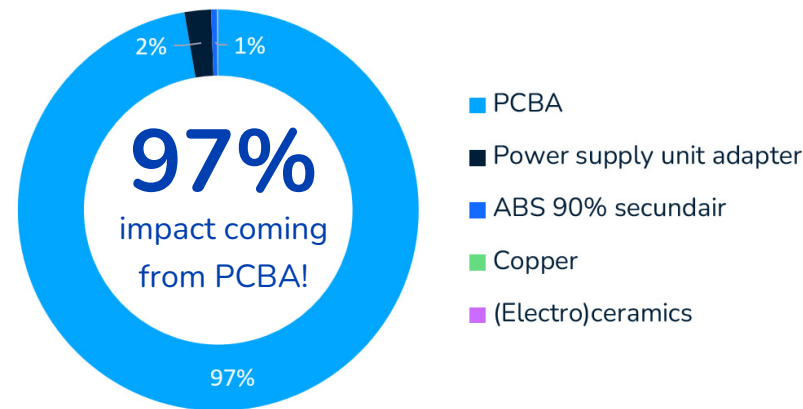
We established an efficient reporting structure and have improved monitoring of the effect of introducing alternative plastics in our products. We learned where we could really make a difference, for example, our FiberTwist Series. In 2023, we transitioned from 0% to 90% recycled plastic in all our FiberTwist product designs!

It is worthwhile to introduce recycled plastics in products as they can currently save up to 25% of their carbon footprint compared to virgin plastics (based on 2023 DEFRA emission factors). By using recycled plastic, we use similar processes and avoid plastic from landfills and oceans, reducing GHG emissions and conserving natural resources. Ideally, we source renewable input materials that can be functionally and commercially feasible. To succeed, we partner with research institutes (e.g., universities & researchers) to learn from their expertise.

Our electronics

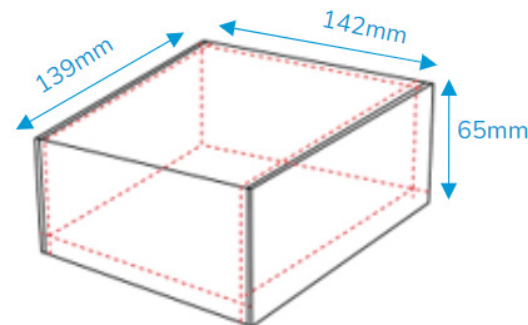
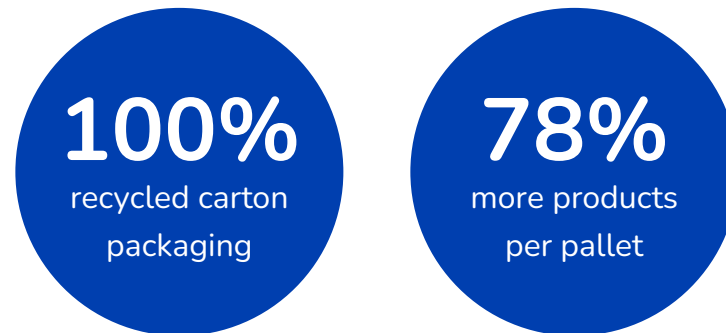
From our EPD, we learned that the largest part of the carbon footprint in raw material supply (~97%) originates from the material used in the printed circuit board assembly (PCBA). Unfortunately, using circular materials in this PCBA is still not easily achieved. We are currently exploring alternative materials, especially materials with a high volume share. Although it is a difficult task, we have learned a lot about the resources used and are continuously investigating opportunities and environmental-friendly alternatives with our supply chain. If we do this collaboratively, we believe we can find the right materials and start implementing them to improve the circularity of our products.

Climate impact of raw materials



Efficient packaging

In our ongoing commitment to sustainability, more responsible packaging for our products and their materials in our value chain is essential. For the distribution of our products and their materials, we target to eliminate plastic for packaging fully. In 2023, we transitioned to 100% recycled and recyclable brown carton boxes to distribute our products. Besides packaging materials, we also work diligently to minimize resources for packaging purposes and redesign to minimize carton weight and, consequently, transport emissions per product. In 2023, we have already redesigned packaging, resulting in increases of up to 78% of products transported per pallet. In our pursuit of climate-friendly practices, we prioritize lightweight and circular accessories in our packaging, demonstrating our dedication to an eco-friendly product offering.



People

Through our broadband solutions, we want to bring the world to everyone’s home. To realize this, we aim to have an outstanding workplace for the people creating the products so everyone optimally grows in well-being. One of our values is a diverse and equal team, recognizing the benefits of having various perspectives.

Genexis strives to create an inclusive culture where every employee feels welcomed, supported in their professional development, and able to contribute with their unique insights and experiences. In addition, this also helps to attract the right candidates to the company. With better care for our people and a healthy and motivating workplace, we can have more impact as a business. In 2023, we further aligned our existing policies with globally recognized institutes and organizations (e.g., UNGC, GRI). A third party audited our Netherlands office on health and safety, and we immediately remediated the corrective actions listed. We also started reporting more to monitor developments of all key issues to serve the people better.

measures, we continuously strive to enhance the overall well-being of our workforce.

Furthermore, we actively promote work satisfaction by embracing remote work incentives (e.g., internet allowance), ensuring that our team remains connected digitally, regardless of their physical location. This approach is instrumental in nurturing a positive work-life balance, a cornerstone of our company culture. Together with other benefits, such as our social club for employees, these initiatives develop a work environment that supports our employees both in their professional careers and personal lives while also contributing to the prosperity of the communities we serve through our fiber connectivity solutions.

Employee well-being

In our commitment to fostering a workplace where every employee finds fulfillment and well-being, we are deepening our engagement efforts. We aim to cultivate optimal working conditions and a motivational environment for all team members. To achieve this, we conduct annual surveys to monitor employee satisfaction levels and pinpoint areas for improvement. Through careful analysis of these surveys and the implementation of tailored





40%
women on
the Board

24%
unadjusted gender
pay gap

Diversity and inclusion

An important value for Genexis is a diverse and inclusive workplace where every employee feels respected. In our industry, we experience a challenge in addressing gender equality, which is why we intensify our efforts. In 2023, we revised our policies and clearly stated that we do not tolerate discrimination, harassment, retaliation, or any mistreatment of and by employees in the workplace or work-related situations. We encourage a safe speak-up culture, and employees reporting any issues will not be subject to retaliation (via our renewed whistleblower policy).

To build a more diverse and inclusive workforce, we ensure we maintain a good balance when hiring new employees in the next years. In 2023, we successfully increased women represented on our board from 33% to 40% (2 out of 5). In our restructured organization, we have 22% female employees, a slight decrease of 2% compared to 2022. We also still see a big discrepancy in age, with only 18% of employees between 25 and 34.

0
reported incidents
of discrimination

We continued our efforts to close the unadjusted gender pay gap, although our job-level hierarchy still needs to be reclassified for better analysis. Our unadjusted gender pay gap is 24%, with 0% in our Swedish HQ. We will continue improving pay equality and actively seeking out diverse internal and external candidates to ensure we grow a diverse and equal team in the following years. More measures (depending on a more elaborate gap analysis) and improved recruitment procedures will follow in 2024.

Diversity of governance bodies and employees

Gender	Men	Women	Percentage women (%)
Board	3	2	40
Management team	7	1	13
Managers	28	10	17
Employees	80	21	21
Total (excl. Board)	115	32	22

Age	25-34	35-44	45-54	54-65
Management team	0	0	3	5
Managers	0	6	12	8
Employees	25	42	40	30
Total	25	48	55	43

Health and safety

Providing a healthy and safe workspace for all employees across our offices is also a priority. We adhere to recognized definitions (e.g., ISO45001) and maintain robust, up-to-date policies while implementing appropriate measures year after year. Beginning last year, all matters concerning health and safety have been overseen by our newly appointed Health and Safety Manager, who ensures a systematic approach to identifying and addressing high-priority risks. Regular evaluations are conducted, training is given to new employees, and necessary actions are promptly remediated to maintain workplace safety.

At our headquarters in The Netherlands, we underwent a periodic third-party on-site audit, yielding a list of corrective actions scheduled for execution in 2024 and beyond. To mitigate risks effectively, we are implementing enhanced safety protocols and additional measures to ensure an exceptional workplace environment for everyone. Recognizing the importance of extending these efforts beyond our internal operations, we expanded our impact by incorporating health and safety considerations into our 2023 Supplier Code of Conduct, signed by all our Original Design Manufacturers (ODMs). Moving forward, we are committed to increasing engagement on this crucial topic within our supply chain.

Career management and development

To remain relevant in the future, it is important to provide professional and personal growth for our people. In 2023, 85% of employees had an end-of-year appraisal. Currently, we are stepping up and increasing efforts on this topic as there is still work to do. During 2023, we worked on implementing a new HR platform where career management and development are better structured and easier to monitor. In this way, we strive to give all employees equal rights and opportunities to development programs or training in line with their careers or the company's future. We ensure all employees have access to this and work towards better policy and reporting in the year 2024. With the new HR platform, we can improve tracking our efforts on social dialogue and regular evaluations.

Work-related ill-health and injuries

Type of ill health or injury	Employees	Workers
Fatalities due to work-related ill-health	0	0
High-consequence work-related injuries	0	0
Recordable cases of ill-health	0	0
Total	0	0

Average hours of training per year

Employment category	Men (Hours)	Women (hours)	Total average (hours)
Management team	5	33	38
Managers	146	14	160
Employees	359	165	524
Total	510	212	722



0
reported work-related injuries or ill-health

5
hours on average of training per employee

A responsible supply chain

To craft top-notch sustainable products, we actively engage with suppliers and collaborate closely with external partners. We commit to conducting our business in accordance with international sustainability standards, with a strong emphasis on human rights, labor rights, environmental protection, and anti-corruption practices. We also ensure that our suppliers meet the standards, reflecting our responsibility as a broadband equipment vendor towards our supply chain. By boosting our engagement, we gain better insights into our challenges and how to address them effectively. At Genexis, we are dedicated to sourcing materials responsibly, ensuring we do not use so-called conflict minerals (tin, tantalum, tungsten, and gold) from politically unstable areas. Our stepped-up efforts on this issue highlight our firm commitment to sustainability and ethical practices.

Active supplier engagement

In our commitment to sustainability, we have strengthened our engagement with suppliers and partners throughout the past year. We are pleased to report that our Supplier Code of Conduct has been signed by nearly all high-risk suppliers with a 100% rate on our ODMs, reinforcing our shared commitment to ethical business practices. As part of our ongoing commitment to responsible sourcing, we are executing a comprehensive risk analysis of our supply chain to identify vulnerabilities and areas for improvement, ensuring a more sustainable and resilient future. In the meantime, we have also conducted several CSR audits at our (new) suppliers

to evaluate their adherence to our sustainability guidelines, identifying areas for improvement and fostering positive change. We have introduced a new supplier risk assessment questionnaire to evaluate and address potential risks within our supply chain in a more structured way. Sustainability priorities have been intensified across all aspects of our operations, from documentation and supplier interactions to more streamlined processes. Next, we will implement periodic meetings with existing suppliers to oversee risks and opportunities and initiate more sustainable supply chain processes collaboratively if there is a high impact.

Conflict minerals

At Genexis, we uphold our commitment to ethical and responsible sourcing practices, particularly when addressing the complex issue of conflict minerals. These minerals, such as tin, tantalum, tungsten, and gold, often originate from regions associated with armed conflicts and human rights abuses. In our new policy, we underscore our duty to ensure that these minerals are not sourced from suppliers involved in conflicts in high-risk areas and do not make their way into our Genexis products.

Recognizing the multi-tiered nature of our mineral supply chain - encompassing mines, smelters, traders, exporters, refiners, alloy producers, component manufacturers, and product manufacturers - we align our practices with the OECD's "Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas." We request our suppliers to disclose the origin and certification status of the smelters and refiners involved, and we commit to assessing and reporting on the certification status of these entities periodically. This acknowledgment highlights the pivotal role of smelters and refiners in ensuring responsible mineral sourcing.

Furthermore, our annual supplier audits include an evaluation of our new conflict minerals policy, with our objective having zero deviations from our stringent standards.

No conflict minerals in our products by 2030.

100%
Signed Supplier
Code of Conduct

Data security and customer integrity

Genexis envisions leading the FTTH industry in cybersecurity by securing both our own operations and actively enhancing our customers' security postures. Our security measures in products, internal processes and customer services empower and protect our clients. Our goal is to create a unified, secure digital environment, fostering trust and resilience in the face of evolving cyber threats facing our critical infrastructure. In 2023, Genexis Group strategically aligned its Information Security Management System policies with customer requirements and the NIS2 and CRA directives. This showed our commitment to cyber security and supports our target to become ISO27001 compliant by the end of 2024.

Cybersecurity attacks

The year 2023 saw a rise in the number and diversity of cybersecurity attacks on Genexis that really tested our incident response processes. Most were caused by a steady stream of emerging vulnerabilities in third-party software components and phishing. Our processes held up well: no business disruption occurred, and no customer complaints concerning data security breaches were received. Nevertheless, a phishing attack did trigger a GDPR notification, and cyber security incidents throughout the year did require full attention to containment, eradication, and continuous improvement. This resulted in improvements to ISMS policies and processes inside Genexis, triggered continuous improvement processes at Genexis suppliers, and we engaged additional security suppliers to add new security

controls. Genexis' incident response processes cover IT and product security incidents. Product security incidents may require the development and deployment of security updates to products.

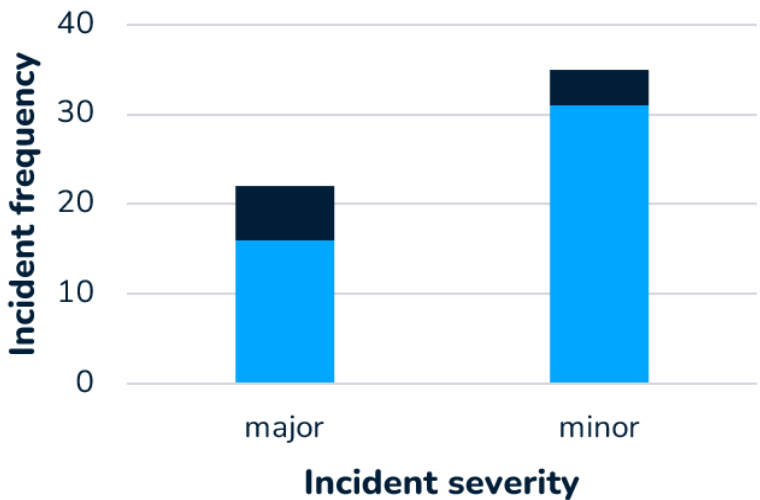
Genexis is committed to promptly developing emergency security updates for critical security vulnerabilities, starting within 24 hours of determining the critical severity level and aiming to release a critical patch within 30 days. However, complex security vulnerabilities may require more time to address fully. The target is to fully resolve all security vulnerabilities within 90 days.

Become ISO27001 compliant
by 2024.





Reported security incidents



In 2023, Genexis reported 22 major and 35 minor incidents, of which 18% (darkblue-labeled incidents) were resolved outside the 90-day target window.

Information Security Management System (ISMS)

We have introduced a lean, full-scope ISMS in line with ISO27001. This ISMS covers IT security, Product Security, Physical Security and Business Continuity, and monitors security-related HR processes. It aims to safeguard Genexis Group so that it can succeed in its mission without being exposed to unacceptably high-security risks.

The lean ISMS is based on three main policy documents and the HR policies:

- The Information Security Management Policy provides the foundation for managing

1
breache(s) of
customer privacy

cybersecurity risks in line with ISO27001 and defines the ISMS governance.

- The IT Security Policy specifies the controls that ensure the integrity and resilience of the IT and physical infrastructure and the Business Continuity Management System.
- The Product Security Policy ensures that the products and services of Genexis Group are aligned with security standards, detailing compliance with essential customer and regulatory requirements like NIS2 and CRA.
- HR Policies like anti-corruption and screening are reviewed for effectiveness and included in the continuous improvement processes of the ISMS.

In 2024, we aim to meet remediation timeline objectives for 90% of all incidents and enhance the incident response process to be able to meet 24-hour notification deadlines.

Business conduct

At Genexis, our commitment to upholding business conduct remains steadfast year after year. We strive to cultivate a culture where all stakeholders comprehend what constitutes misconduct and where reporting such behavior is encouraged and treated with confidentiality to address and remediate potential risks swiftly. We rigorously monitor incidents or breaches related to anti-corruption, bribery, and any other form of misconduct. Furthermore, we prioritize ensuring business continuity and remain vigilant of evolving regulatory landscapes. Our proactive approach not only future-proofs our own operations but also extends to safeguarding the integrity of our entire value chain.

Cultivating anti-corruption and anti-bribery

As a leading actor within the fiber broadband industry, upholding business ethics is of utmost importance to Genexis. Any form of unethical and corrupt activity goes against our commitment to operate with integrity and transparency. With the organizational changes in 2023, Genexis has reviewed how to ensure alignment across the group while considering the subsidiaries' unique differences in terms of function, responsibility, and risks that they may face. This would allow for more consistent policies and procedures, clearer reporting and monitoring mechanisms, and a unified approach to training employees and suppliers. An updated Code of Conduct, including anti-corruption and bribery, was adopted on the Group level in 2023 and will be signed by existing employees and included in

all new agreements by HR. We put a whistleblower system in place enforced by an external party, along with a policy. In the Netherlands, we have appointed two confidentiality counselors to ensure anyone can report to familiar people if breaches occur.

Further, Genexis closely monitors purchases and has a rigid endorsement process that includes applying the four-eye principle. This is all to build a culture of transparency and awareness and detect early signs of misconduct sooner. In 2023, we had no breaches or incidents reported regarding corruption or bribery. We will keep working on this topic and work on risk assessments and awareness training in 2024.

Improving business resilience

At Genexis, we proactively anticipate future risks and opportunities to ensure our resilience in the face of potential crises, such as climate change and cybercrime, while continuing to drive sustainable change worldwide. In 2023, we enhanced our business continuity policy and implemented improved processes to manage potential disruptions effectively.

Our commitment begins with strict adherence to all applicable legal, statutory, corporate, and contractual requirements. Additionally, we pledge to develop and maintain a comprehensive company-wide Business Continuity Plan that includes thorough risk and impact analyses. We also provide necessary training, information, and instructions to our employees regarding business continuity, crisis management, and workplace health and safety. As part of our commitment to ongoing sustainability and relevance, we regularly review and update our policy, communicating our findings transparently with both internal and external stakeholders to foster a culture of business continuity throughout our chain. Genexis' efforts align with the principles of Business Continuity outlined in the international standard ISO 22301.

Introduce an ISO22301-compliant BCMS by 2024.

Be CSRD compliant by 2024.

Regulatory landscape

With recent developments in European sustainability reporting, lots of companies are facing significant changes. The new reporting standards introduced by the European Financial Reporting Advisory Group (EFRAG) fall under the Corporate Sustainability Reporting Directive (CSRD), which will be effective for Genexis by 2026, reporting in 2025. The adoption of these final standards by the European Parliament and Council took place in June 2023. Since then, we have been diligently preparing to ensure compliance with the CSRD at the earliest opportunity, as we anticipate various risks and challenges across the business.

Through this report, we aim to demonstrate that at Genexis, we are proactively addressing these changes and are well-equipped to support others in enhancing their sustainability practices as well. As we move forward, we acknowledge that further developments in reporting are still necessary for our organization, and we are committing to this in 2024.



We have a zero-tolerance approach towards corruption!

About Genexis Group

Bringing the World to Everyone's Home

About Genexis Group

Genexis Group (Genexis) is a Swedish-Dutch company with headquarters in Stockholm and Eindhoven and additional logistical hubs. Genexis is positioned with offices and subsidiaries in Norway, Germany, Finland, Denmark, the UK, and Belgium to serve the growing broadband market in Europe, North America, and beyond. The lead investor and largest owner is Accent Equity, a Nordic-based investment fund. Genexis, through its business units 'Fiber to The Home' and 'Connected Home' (incl. IOPSYS), provides high-quality products and software that bring the digital world to everyone's home.

With operations and customers in multiple regions globally, it develops end-to-end solutions for broadband service providers, network owners, installed by system integrators or the end-users. Genexis offers a wide range of products, including DIY fiber terminations, residential gateways, and Wi-Fi extenders and repeaters, all of which are designed to support industry standards, manageability, and sustainability. Additionally, Genexis develops and promotes a real-time management platform, keeping the products up to date with the latest software, extending the product's lifetime.

Corporate governance

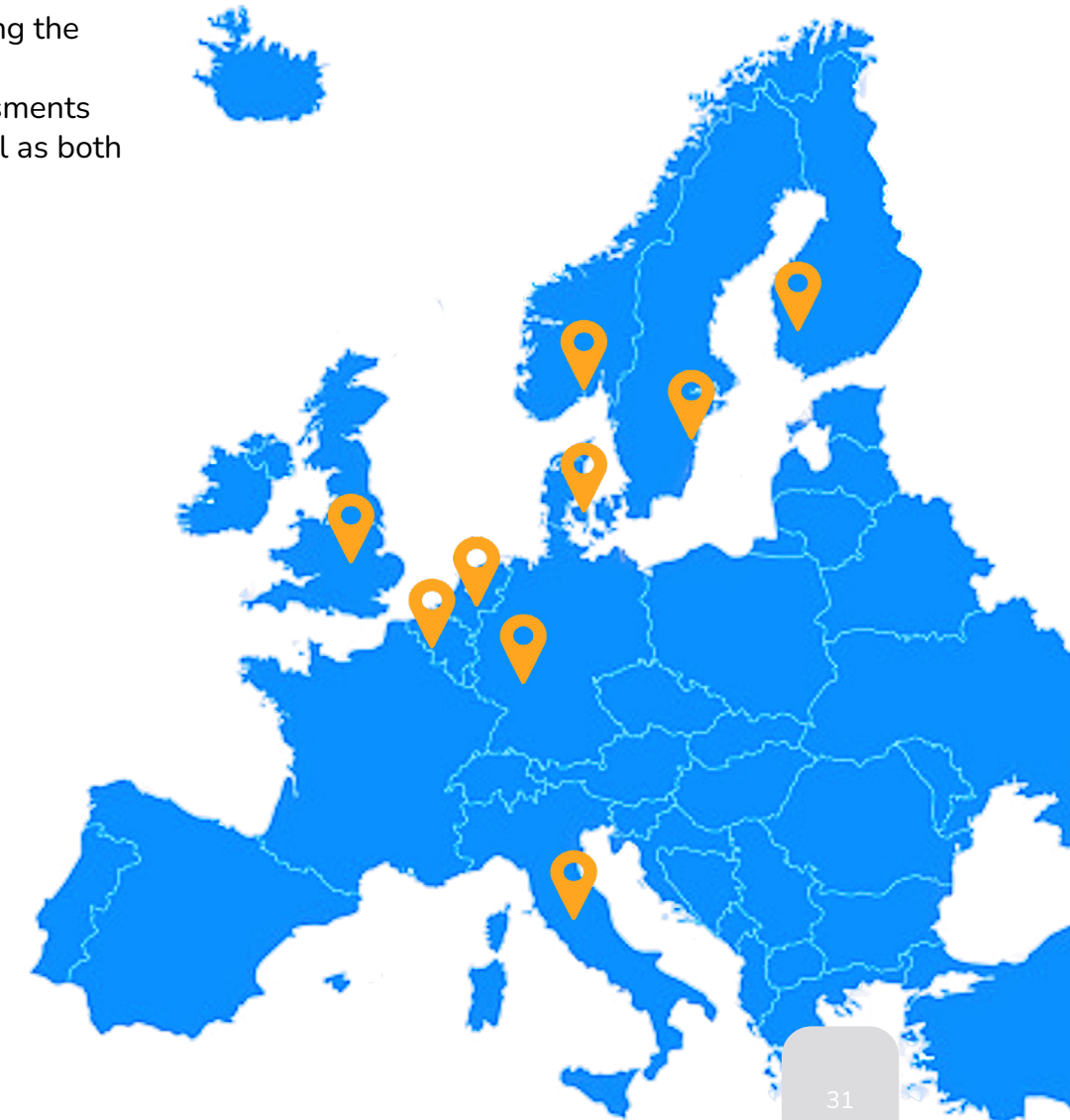
Genexis Group's Board of Directors currently consists of five Board of Directors, where two are

appointed by Accent Equity. Genexis added two new board members in 2023 (of which one woman has sustainability expertise). The Board is responsible for overseeing the strategic development and management of the group's business, making decisions related to long-term goals and matters with significant financial, legal, or other implications. The Board approves CEO remuneration, and the management team's compensation is determined through consultation with the CEO and the Board. A board evaluation is conducted yearly to review and assess the members' accountability, transparency, and effectiveness.

The Board has delegated responsibilities in the sustainability area to the Group CTO, who, with the new dedicated full-time sustainability officer and the subsidiaries' CEOs and management teams, is leading the Group's sustainability efforts. Neither the board nor the management team receives compensation related to sustainability. Genexis Group's policy framework includes several group-specific policies adopted by the Board of Directors, such as the Code of Conduct, in addition to the company-specific policies.

For Genexis Group and its Board, sustainability is highly prioritized, with initiatives discussed at every Board meeting and included in management and quarterly reports. Both Genexis and Accent Equity have a dedicated sustainability function that can continuously support. To enhance

professionalization and address Genexis Group's sustainability performance in compliance with future regulations, a dedicated section is included in board reports to focus on sustainability. Additionally, the KPIs pertaining to sustainability are given more prominence in the reports. Any occurrences related to conflicts of interest or other major incidents within the Group are reported to the Board during the board meetings. The Board has reviewed and approved Genexis' materiality assessments and strategies conducted in 2022, as well as both sustainability reports for 2022 and 2023.



Moving forward

Genexis understands that its sustainability journey is far from complete. In an era marked by growing environmental and social challenges, we acknowledge the strong relationship between businesses, the planet, and society. As a result, we must conduct business responsibly, striving to protect the environment and create a better world for future generations.

Looking ahead to 2024, Genexis is fully committed to implementing our revised sustainability strategy with more quantitative targets and roadmap, driving positive environmental and social impact across our operations. We are pursuing a holistic approach to sustainability, fulfilling stakeholder needs, improving policies, making ambitious progress towards our targets (including SBTs), updating processes, and carrying out our sustainability initiatives.

We recognize that our industry can significantly cut global emissions and aim to lead the way by continuing to work with an innovative mindset. Our ambition is to be a pioneer within the broadband and software development industry, setting an example for others to follow. Through our sustainability efforts, we aim to create value for our people, planet, customers, employees, and shareholders.

Our mid-term roadmap

	TODAY	2026	2028	2030	2050
ENVIRONMENT		Reduce product air transportation to warehouse to <5% by 2026. Zero-plastic packaging in product offering by 2026.	Operationally net-zero by 2028. Increase active commuting among employees to more than 50% by 2028.	Have an ECO-mode with potential savings of 30% by 2030. 80% renewable energy in production at our ODMs by 2030.	
SOCIAL		Close the gender pay gap by end of 2026.	Receive zero corrective actions out of risk assesment(s) by 2028.	Every employee at a full week of training per year by 2030.	
GOVERNANCE		Be recognized as top 1% in sustainability by 2026. Have our suppliers be assessed by EcoVadis by 2026.	Host a sustainability event for the value chain by 2026. All our high-risk suppliers have a BCP by 2028.	Be compliant according to the CRA for all our products by 2030. No conflict minerals in our products by 2030.	

GRI index



GRI Index

GRI standard	Disclosure	Location	Omission	Comment	
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	31			
	2-2 Entities included in the organization’s sustainability reporting	31			
	2-3 Reporting period, frequency and contact point	2			
	2-4 Restatements of information			Not available	
	2-5 External assurance			The report is not externally assured	
	2-6 Activities, value chain and other business relationships	31			
	2-7 Employees	23			
	2-8 Workers who are not employees	23			
	2-9 Governance structure and composition	31			
	2-10 Nomination and selection of the highest governance body	31			
	2-11 Chair of the highest governance body	31			
	2-12 Role of the highest governance body in overseeing the management of impacts	31			
	2-13 Delegation of responsibility for managing impacts	31			
	2-14 Role of the highest governance body in sustainability reporting	31			
	2-15 Conflicts of interest	31			
	2-16 Communication of critical concerns	31			
	2-17 Collective knowledge of the highest governance body	31			
	2-18 Evaluation of the performance of the highest governance body	31			
	2-19 Remuneration policies	31			
	2-20 Process to determine remuneration	31			
	2-21 Annual total compensation ratio			Yes	Information unavailable
	2-22 Statement on sustainable development strategy		3, 4		

GRI standard	Disclosure	Location	Omission	Comment
General disclosures				
GRI 2: General Disclosures 2021	2-23 Policy commitments	11-14, 16, 20, 23, 26, 27, 29, 31		
	2-24 Embedding policy commitments	11-14, 16, 20, 23, 26, 27, 29, 31		
	2-25 Processes to remediate negative impacts	24, 29		
	2-26 Mechanisms for seeking advice and raising concerns	29		
	2-27 Compliance with laws and regulations			Genexis Group AB has full legal compliance with laws and regulations, and has not received fines or other legal measures during 2022
	2-28 Membership associations			No membership associations
	2-29 Approach to stakeholder engagement	9, 10		
	2-30 Collective bargaining agreements	2-23 Policy commitments		Employees are not covered by collective bargaining agreements
Material topics				
GRI 2: General Disclosures 2021	3-1 Process to determine material topics	9, 10		
	3-2 List of material topics	10		
Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	29		
GRI 205: Anticorruption 2016	205-3 Confirmed incidents of corruption and actions taken	14-29		
Materials				
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 21		
GRI 301: Anticorruption 2016	301-1 Process to determine material topics	18, 21		
	301-2 Recycled input materials used	18, 21		

GRI standard	Disclosure	Location	Omission	Comment
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	13,16		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	17		
	302-3 Energy intensity	17		
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	16		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	17		
	305-2 Energy indirect (Scope 2) GHG emissions	17		
	305-3 Other indirect (Scope 3) GHG emissions	17		
	305-4 GHG emissions intensity	17		
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	18		
	306-1 Waste generation and significant waste-related impacts	18		
	306-2 Management of significant waste-related impacts	18		
	306-3 Waste generated	18		
Supplier environmental assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	26		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	26		

GRI standard	Disclosure	Location	Omission	Comment
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	23, 24		
GRI 401: Employee 2016	401-1 New employee hires and employee turnover	23		
Occupational health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	23, 25		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	25		
	403-2 Hazard identification, risk assessment, and incident investigation	25		
	403-3 Occupational health services	25		
	403-4 Worker participation, consultation, and communication on occupational health and safety	25		
	403-5 Worker training on occupational health and safety	25		
	403-6 Promotion of worker health	25		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	25		
	403-9 Work-related injuries	25		
	403-10 Work-related ill health	25		
	Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	25		
GRI 401: Employee 2016	404-1 Average hours of training per year per employee	25		
	404-3 Percentage of employees receiving regular performance and career development reviews	25		

GRI standard	Disclosure	Location	Omission	Comment
Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	24		
GRI 405: Diversity & Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	24		
Non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	24		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	24		
Supplier social assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	26		
GRI 414: Supplier Social Assessment 2016	308-1 New suppliers that were screened using environmental criteria	26		
Customer privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	27, 28		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	27, 28		