

ESG-Questionnaire

General Industry

1. Please list the industry's three biggest challenges

Greenhouse gas (GHG) emissions

Diversity and inclusion

Lifecycle impact and circularity of products

2. How does the firm compare to industry peers regarding sustainability initiatives

On par or slightly above compared to industry peers

3. Is the Company a signatory of the UN Global Compact or Science Based Targets, report to the CDP or engage in any other relevant sustainability initiatives

Inteno is currently committed to four of the UN Sustainable Development Goals

8. Decent work and economic growth

9. Industry innovation and infrastructure

11. Sustainable cities and communities

13. Climate action

Inteno is currently working with an external sustainability advisory firm to further accelerate and formalise our sustainability efforts and targets.

Environmental

4. Please list, if any, the firm's climate related opportunities

Reducing the climate impact of the products through energy-efficient design, and smart packaging to increase transportation efficiency

Reduce our CO2e footprint in the production and shipping of our products

Increase the amount of recycled plastic in our products and development towards a circular hardware

Positively contribute to further enhance the installation of Fiber to the Home enabling home office and home schooling

5. Please list the firm's three primary risks related to climate change

The primary risks related to climate change is related to the transition towards a low-carbon economy (transition risks), such as:

Being unable to meet increasing/shifting customer demands

Being unable to meet increasing regulatory requirement on sustainability

But also: Potential supply chain disruptions due to extreme weather events.

However, these are currently being mitigated by the overview and update of Inteno's sustainability strategy which, among other things, includes stakeholder dialogues to capture stakeholders current and future expectations and requirements when it comes to sustainability.

Inteno will also work along the whole value chain to reduce its climate impact and formulate emissions reduction targets in alignment with the Paris agreement.

6. Does the firm anticipate any climate-related investment

No such investments planned

7. Does the firm rely on any scarce resources for its operations? If so what efforts are made to mitigate the risk of those resources becoming even more scarce in the future for example recycling, reusing, substitutes or improved resource efficiency

It is arguable that virgin plastic made from fossil resources are becoming a scarce resource. Inteno is currently in the process of exchanging virgin plastics to post-consumer recycled plastics in our production process. As part of the Sustainability-Linked Bond Framework, one of the KPIs is to reach 55% recycled plastics out of total plastics by 2026.

8. Transition-related risks (for example changed customer preferences or legislation): Do you anticipate any risks or opportunities due to the transition to a carbon-neutral society? Is there any risk of the firm's offer being negatively effected? If yes, is the firm well positioned to handle that risk

The transition towards a low-carbon economy will impose risks and opportunities for Inteno, created by market shifts, policy changes, changing customer demands and reputational impacts.

Inteno is well positioned to mitigate transition-related risks. We are currently working on finalising our sustainability strategy supported by an external sustainability advisory firm, as well as committing to reducing our climate impact in alignment with the Paris agreement and working on increasing the recycled material used in our production processes.

This work will also enable Inteno to be well-positioned in capitalising on the opportunities coming from a transition towards a low-carbon economy.

9. Please list the firm's (1-2) primary means of making a positive environmental impact or minimising negative environmental impact. (If applicable, please list the corresponding most relevant UN Sustainable Development Goals) How are they tracked and communicated

11. Sustainable Cities and Communities

Inteno's innovative products ease and enable further development of modern and sustainable communities by offering high-speed communication and connectivity within rural and urban cities. In addition, modern properties require robust systems that can undergo maintenance or updates without physical interference or change of hardware, which Inteno's products always strive to deliver.

13. Climate Action

Inteno is actively working towards reducing our overall negative climate impact. The group is taking measures to identify the most critical areas in where to improve in order to do our part in combating climate change. This will be done by setting science-based targets in relation to Inteno's Scope 1-3 emissions, which covers GHG emissions reduction in own operations as well as other value chain emissions (e.g., transportation and supply chain) and increasing the amount of post-consumer recycled plastics (PCR) in our products instead of using virgin plastic made from fossil resources.

Social

10. Does the firm have a history of accidents? If so, how have these been managed? Are there any preventive measures, such as policies

No history of accidents

11. Does the company conduct any other community engagement activities aside from those directly connected to the business

Currently no such activities outside of our business

12. Circular economy: How are purchases and waste managed? Please list the firm's demands on its suppliers, if applicable

Inteno will conduct a more thorough investigation of its supply chain and is currently focusing on increasing the amount of recycled plastics in its products.

13. Are there any goals, policies, or codes of conduct applicable to the firm's suppliers? How often does the firm conduct audits of its suppliers

1. There is a Supplier Code of Conduct in place
 2. Supplier audits are normally performed once per year
 3. Well-established procedures for supplier audits through JAC cooperation. The Joint Audit Cooperation (JAC) is a collective of telecommunication companies aiming to promote safe and fair working conditions as well as responsible, social and environmental management by verifying, assessing and promoting sustainability standards and transfer of best practice across its supply chain
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Governance

14. Do all staff members receive continuing education on anti-corruption? Is there an external whistle-blower function? Are there any ongoing or historical incidents involving corruption, cartels or any other unethical business conduct? Have any preventive measures been taken

An external whistle-blower function is implemented.
No known cases of corruption or bribery.

15. Please state the firm's business tax residence (i.e. where the firm pays tax) and explain why that specific tax residence was chosen

The firm pays taxes in the countries where it conducts business i.e. EU and UK. Transfer pricing policy implemented during 2020 and 2021 to ensure taxes are paid correctly in each jurisdiction

16. Are there independent members on the Board of Directors

Yes, three out of six board members are independent

17. Please state if and to what extent, the company has transactions with related parties

No operational transactions with related parties.
Some financial transactions with owners exist such as shareholder loans and interests on these.

18. Is the remuneration of the CEO and other members of the management team in line with industry peers? Which KPIs dictate the remuneration (particularly if sustainability and gender diversity are included)

Remuneration is in line with the industry.
Variable remuneration is driven by growth and profitability.

19. Please indicate the relative split of men/women at every level of the firm, particularly the Board of Directors and management team

Board 0/7 female

Management team 2/21 female

Total company 29/140 female

20. Is the Head of Sustainability a member of the management team? If not, who does that person report to

There is no dedicated Head of Sustainability, hence this is an area which the CEO is currently directly responsible for.

Accent Equity (Owner) has a dedicated Head of Sustainability which is involved as advisor to Inteno Group

21. Please state whether the firm has the following policies or agreements in place: Union Agreement, Code of Conduct, Diversity Policy and/or Anti-Corruption Policy

Union Agreement: No

Diversity Policy: Yes

Code of Conduct: Yes

Anti-corruption Policy: Yes
