



ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

2024



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“One business, one goal”
Integrating people, planet,
and performance”

A woman with brown hair tied back, wearing a dark blazer, is looking through a microscope. The microscope is a light-colored, professional-grade model with the brand name 'MICROTEC' visible on its side. She is adjusting a component on the base of the microscope with her right hand. The background is a bright, clean laboratory or office environment with a white wall and a power outlet visible on the right.

Introduction

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About Us



At Teconnex, we specialize in delivering precision-engineered clamping solutions and advanced metal joining technologies. With over 40 years of expertise, we provide innovative products to industries such as automotive, and aerospace, ensuring the highest levels of performance and durability in every solution we offer.

Operating across global markets, including the United Kingdom, Romania, Mexico, and India, we are committed to meeting the ever-evolving needs of our customers. Our product range includes clamping systems and metal joining solutions, all tailored to deliver cost-effective, efficient, and high-quality results across a variety of complex applications.



Message From the MD



“We are committed to providing innovative, sustainable, and high-quality stainless-steel clamping and expansion joint technology, to all our global customers.”

To all valued stakeholders,

At Teconnex our vision is to be the world's leading 'engineered solutions provider' enabling environmental change, preferred by our customers, and powered by our people' and with a mission to 'connect our customers to a cleaner world' we are committed to providing innovative, sustainable, and high-quality stainless-steel clamping and expansion joint technology, to all our global customers.

In addition, our energy division 'Teconnex Power' is determined to launch environmentally sustainable 'energy storage solutions' to this rapidly growing sector of sustainable energy.

All our products are central to our customers drive to clean the air that we breath and provide greener and more efficient transport and energy solutions.

Our ESG initiatives are underpinned by our core values of 'Doing the right thing', 'Working as one team' to ensure we 'Create our Future' – a future all our employees, customers and stakeholders can benefit from and enjoy.

As a business we are fortunate with our geographical locations, that we can positively impact a large and diverse range of people, cultures, and communities, provided we uphold our commitments as a responsible manufacturing employer.

Our people really are the driving force behind our success.

Our core ESG pillars are centred around carbon reduction and creating an engaging and safe environment for our employees to positively contribute.

In this regard recent focus on energy & waste reduction in all our manufacturing sites has brought our talented teams together to successfully innovate in product, process, and factory design.

Our annual business goals are majorly aligned with sustainability targets, which impact and cascade to every employer of the business and our Biennial engagement survey supports the vision of being powered by our people and acting on their voice We will constantly look at our

practices as a business as we continue to grow into new regions and communities, ensuring we have an eye on improving the environment we live, providing great employment for our people and their families and exceeding our customers expectations in the products and services we supply.

Chris Marsden
Managing Director

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Executive Summary - ESG Report 2024

Engineering a Cleaner, Fairer Future

In 2024, Teconnex continued to accelerate its journey toward a more sustainable, ethical, and inclusive business future — guided by our vision to become the world’s leading engineered solutions provider, enabling environmental change, preferred by our customers, and powered by our people.

Our ESG strategy, built around six core priorities and aligned with the United Nations Sustainable Development Goals (SDGs), has helped us take measurable steps toward reducing our environmental footprint, creating better workplaces, and building stronger global communities.

2024 Highlights

Metric	Achievement
Carbon Reduction	10.5% YoY reduction in total emissions (SECR compliant)
Solar Energy	417 MWh of PV energy produced in UK; 50 tCO ₂ saved in Romania
Employee Engagement	Biennial survey completed; new Share Incentive Plan established
Community Impact	Over 20 local initiatives across sites; apprenticeships expanded globally
Scope 3 Progress	Material footprint tracking and supplier engagement framework initiated

Executive Summary – Our ESG Pillars

Our 6 ESG Priorities

We've embedded six strategic priorities across our global operations, designed to maximise positive impact and align with the UN Sustainable Development Goals (SDGs):



Climate & Resources, (Environment)



People & Community (Social)



Ethics & Compliance (Governance)

These guide our actions across the group. In 2024, we made significant progress in energy renewal, training and community apprenticeship.

Aligning with the Global Agenda

Our ESG roadmap is aligned with 5 key SDGs most relevant to Teconnex's operations:

- **Goal 3: Good Health & Well-being**
- **Goal 8: Decent Work & Economic Growth**
- **Goal 11: Sustainable Cities & Communities**
- **Goal 12: Responsible Consumption & Production**
- **Goal 13: Climate Action**

We use the SDGs to focus our reporting, define our targets, and build accountability into our strategy.



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Scope of the Report

Reporting Period

This ESG report covers the activities, data, and progress made during the calendar year: **1 January 2024 – 31 December 2024**

Reporting Entity

This report includes ESG data and initiatives from Teconnex Limited, across our UK and international operations, including facilities in the United Kingdom, Romania, Mexico, China, and India.

Standards and Frameworks

The content and structure of this report are informed by the following:

- **United Nations Sustainable Development Goals (UN SDGs)** – Serving as our ESG framework, with focus on Goals 3, 8, 11, 12, and 13
- **SECR (Streamlined Energy and Carbon Reporting)** – UK compliance requirement for carbon and energy disclosure
- **Hexadex Group ESG Principles** – Guidance from our parent group aligning ESG pillars across all subsidiaries
- **Wates Corporate Governance Principles** – Integrated into governance and risk sections of this report

Scope of the Report

Data Scope

We disclose data for:

Scope 1 emissions – Direct emissions fuel use

Scope 2 emissions – Indirect emissions from purchased electricity

Scope 3 emissions (where available) – Indirect emissions from supply chain, logistics, and purchased goods and services

Energy consumption – Detailed in our SECR reporting tables

Employee and social metrics – Including well-being programs, gender representation, training, and engagement

Community investment and outreach – Across all global regions where we operate

Methodology

- All energy and emissions data is collected using standard carbon accounting methods and verified where possible with support from **Inspired PLC**, our energy management partner.
- Data coverage for energy and emissions is **100% verifiable** for UK sites and increasing across global operations. Assumptions and estimations, where applied, are disclosed in the relevant sections.

Report Frequency

- Teconnex publishes this ESG report annually. This is our second full- year report since formalising our road-map and materiality assessment in 2023.



International
Organization for
Standardization



Our ESG Framework & Priorities

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Our Guiding Principles



Our Vision

We enable a better world through our Clamps & Joining Systems and new product diversification strategy. Our goal is to be the world's leading engineered solutions provider, creating positive impact across our global operations.



Our Mission

To develop innovative, high-quality solutions that meet the needs of our customers while fostering sustainable growth, ethical governance and social responsibility.



Our Values

At Teconnex, our values guide how we operate, collaborate, and grow. Working as one team, we foster a culture of collaboration and inclusivity. We are committed to doing the right thing, upholding integrity in all we do. Through creating our future, we drive innovation and sustainability for long term success.



SDG Goals

We use the UN Sustainable Development Goals (SDGs) as our guiding framework to align Teconnex’s impact with global progress. While all 17 SDGs are important, we have prioritised the five most material to our business, values, and stakeholder impact.



“We support the Sustainable Development Goals” — and use them to benchmark our progress and build trust with our customers, communities, and colleagues.

[Learn More](#)

Aligning with the Global Agenda

SDG	Goal	How we Contribute
3	Good Health & Well-being	Safe workplaces, practices and Wellbeing policies
8	Decent Work & Economic Growth	Employee development, inclusive employment, apprenticeships
11	Sustainable Cities & Communities	Local job creation, community, charity
12	Responsible Consumption & Production	Circular design, waste reduction, and efficient resource use
13	Climate Action	Energy transition, emissions reduction, renewable technologies

SUSTAINABLE DEVELOPMENT GOALS

Aligning with the Global Agenda

Teconnex has aligned its ESG strategy with five priority SDGs most relevant to our operations and stakeholders.

<https://www.un.org/sustainabledevelopment/>



Our Approach in Action

Each of our ESG pillars has been translated into **measurable goals and initiatives**, which are tracked through Teconnex's roadmap and reviewed annually. We continuously refine our priorities based on:

- > Group strategy - Hexadex & Teconnex
- > Global regulations (e.g. SECR)
- > Customer expectations
- > Operational risk and opportunity

This framework ensures that our ESG journey is **realistic, aligned, and impact-driven**.

Building Impact Through Six Pillars of Responsibility

At Teconnex, our ESG strategy is built around six core pillars — themes that reflect our material priorities, stakeholder expectations, and operational impacts. These priorities have been developed through materiality assessment, stakeholder feedback, and group-wide alignment with Hexadex ESG principles.

Together, they define how we act, where we focus, and how we contribute to a more sustainable and inclusive world.

	Pillar	Description	2024 Actions
	Climate Action	Reducing our carbon footprint and improving energy efficiency	Scope 1 & 2 emission cuts; Solar PV expansion in UK & Romania; Scope 3 baseline development
	Resources	Using materials efficiently, reducing waste, and designing for circularity	Global scrap reduction targets; chemical audit systems; packaging initiatives
	People	Prioritizing health, safety, well-being, and inclusion across our workforce	Engagement survey; Share Incentive Plan; Health & Safety redlines and training
	Community	Supporting the people and places we work in through outreach and opportunity	Apprenticeship programmes, fundraising, and volunteering projects globally
	Ethics & Compliance	Operating with integrity through responsible sourcing, policy enforcement, and transparency	Policy on Modern Slavery; Anti-bribery protocols; site-level compliance committees

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Key Metrics

As part of our ongoing commitment to transparency and sustainability, Teconnex is pleased to present data on UK energy consumption, emissions, and renewable electricity generation for the financial years ending December 2023 and December 2024.

This data reflects our focus on improving energy efficiency and reducing carbon emissions across our UK sites. The graphs included in this section illustrate three key metrics: total energy consumption (kWh), total emissions (tCO₂e), and self-generated electricity (kWh), with year-on-year comparisons between FY23 and FY24.

Notably, this is the first year Teconnex has disclosed emissions and consumption data from global operations. While this represents a significant step forward in transparency, we have focused our year-on-year comparisons solely on UK data to ensure consistency and meaningful insights, as no comparable global data exists for FY23.





Energy & Emissions

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Our Energy and Emissions Progress

Figure 1, Highlights UK energy consumption

Scope 1 covers direct energy use such as natural gas, LPG, diesel, and fuels used in company vehicles. Scope 2 represents the electricity purchased from the national grid.

The consumption data reflects Teconnex’s active efforts to optimise energy use and implement site-level efficiency improvements.

Figure 2, presents UK emissions, expressed in tonnes of carbon dioxide equivalent (tCO₂e), including both Scope 1 and Scope 2 emissions.

We are proud to report that emissions from Scope 2 electricity use have decreased by 18.79% year-on-year.

This significant reduction is largely attributed to the installation of solar panels at our Bronte Works site towards the end of FY23, which has since helped to reduce our reliance on grid-supplied electricity.

figure 1

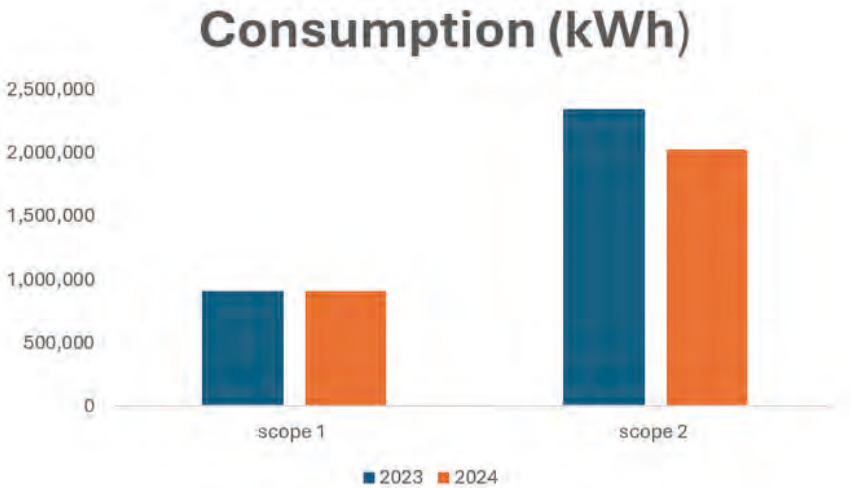
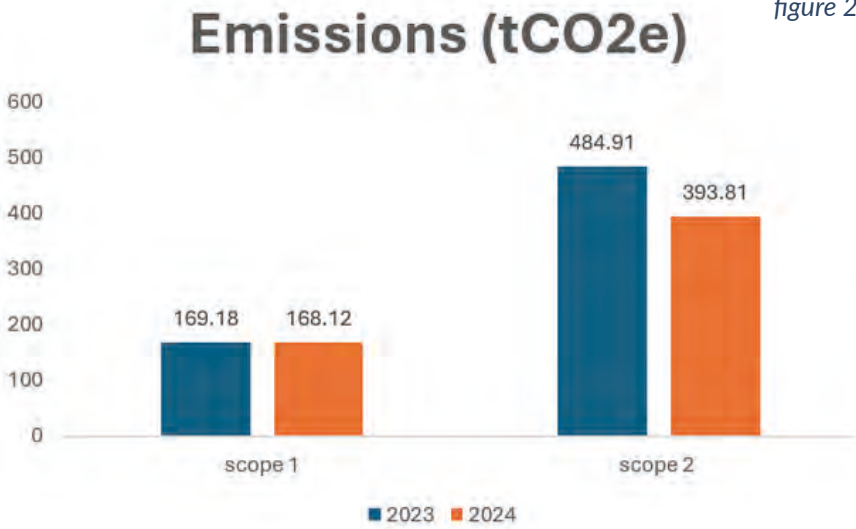


figure 2



Our Energy and Emissions Progress

Figure 3, shows year-on-year comparison of self-generated electricity in the UK.

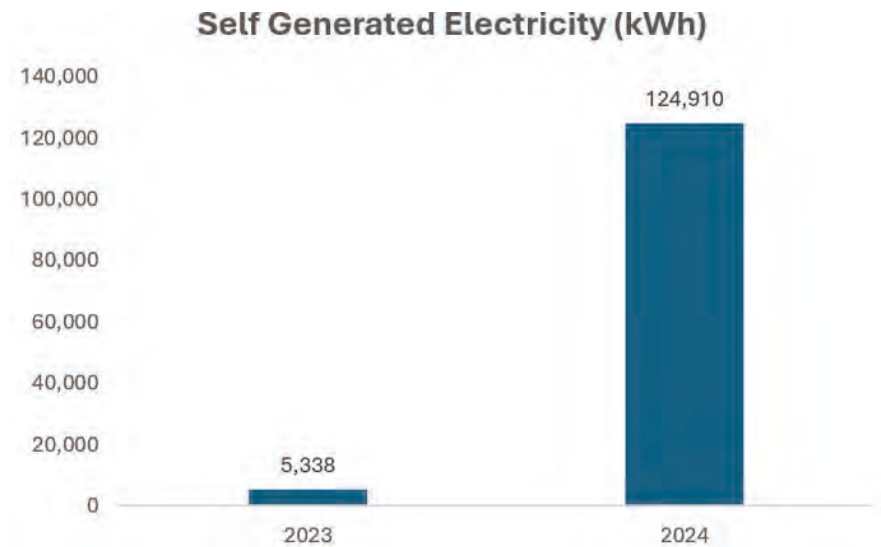
This marked increase in FY24 is the result of the solar panel installation, which has allowed a greater share of our electricity needs to be met through renewable sources.

As self-generated electricity carries no associated emissions, this shift directly supports our carbon reduction strategy and long-term environmental goals.

In addition to this, initiatives and group programmes across group introduced automatic light switching technology. This simple yet effective solution has improved operational energy efficiency by ensuring lights are only in use when needed.

Additionally, controlled directional ducting. This system allows Teconnex to make use of heat generated by compressors during the winter months, reducing gas consumption, while enabling effective heat removal during summer to lower cooling demand at some of our sites.

figure 3



Reducing our Non-Renewable Electricity Consumption

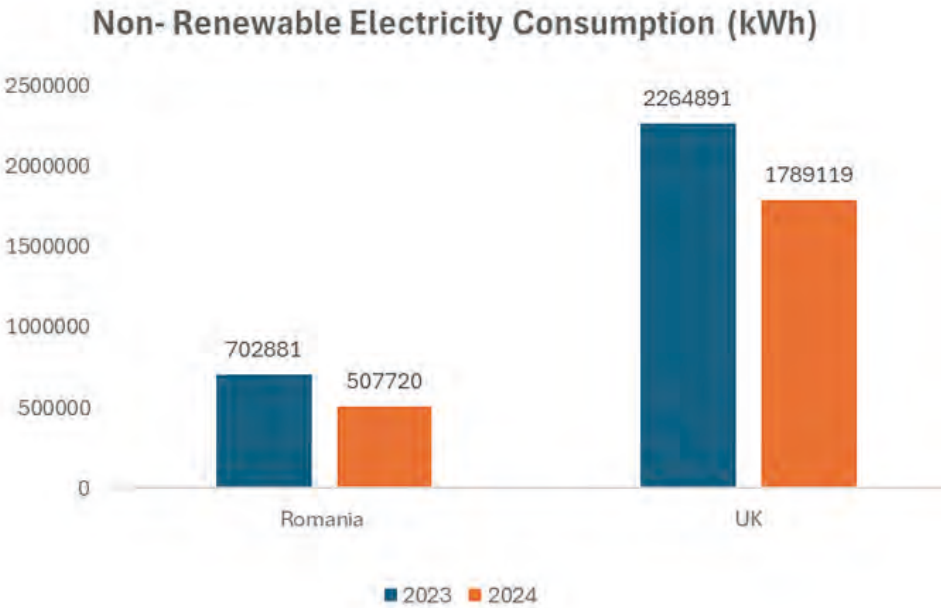
Figure 4, shows non- renewable electricity consumption in the UK and Romania sites between FY23 and FY24

In 2024, our non-renewable electricity consumption at our UK and Romania sites decreased by a total of 22.61% compared to 2023. This demonstrates significant progress in our energy efficiency initiatives.

This reduction was largely driven by the installation of solar panels at these sites, enabling us to generate on-site renewable energy and reduce reliance on external non-renewable sources.

While non- renewable electricity continues to play a substantial role at these sites, we are actively exploring further opportunities to expand our renewable energy use and reduce emissions, in line with our long-term sustainability objectives.

figure 4



Our Renewable Electricity Consumption

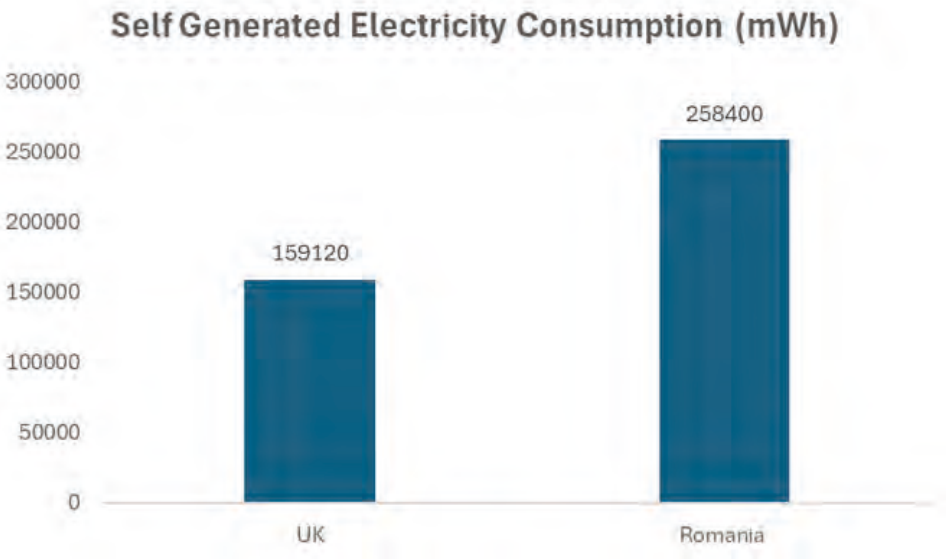
Figure 5, shows self-generated electricity in the UK and Romania.

Teconnex continues to assess and track its renewable electricity consumption across its global operations, contributing to its overall sustainability efforts.

Our Romania facility demonstrates a strong commitment to renewable energy, with 258,400 mWh of electricity sourced from solar energy. This indicates a significant investment in sustainable energy infrastructure, contributing to reducing the environmental impacts of operations.

Similarly, the UK facility has reported 159,120 mWh of renewable electricity consumption. This aligns with our long-term objectives of increasing renewable energy adoption across our global operations.

figure 5



Year-on-Year Changes and Efficiency Measures

FY24 marks a major step forward in Teconnex's energy management journey, with several initiatives leading to measurable environmental benefits.

The decrease in Scope 2 emissions across UK sites is a direct result of targeted efficiency improvements and clean energy investments.

One of the most impactful measures was the installation of solar panels at our UK site. Commissioned toward the end of FY23, these panels began delivering benefits in FY24 by significantly reducing the site's dependence on grid electricity.

As a result, self-generated electricity has increased substantially, with no associated emissions, contributing to the 18.79% year-on-year reduction in UK Scope 2 emissions.



Beyond the UK, our global operations have also contributed to the group's wider energy goals.

In FY24, our site in India completed the installation of Automatic Power Factor Correction (APFC) panels, reducing energy waste and delivering annual savings. A new Variable Speed Drive (VSD) compressor was also installed, lowering electricity consumption by an estimated 40–50% and saving kWh.

The new plant in India was also fitted with LED lighting to minimise overall electricity demand.

Looking ahead to FY25, Teconnex has already identified additional opportunities to build on this momentum.

In the UK, compressor upgrades and ducting replacements are expected to drive further improvements in energy efficiency.

Internationally, India site plans to install solar panels, reduce reliance on pedestal fans by switching to High Volume Low Speed (HVLS) fans, and begin using an Effluent Treatment Plant (ETP) to recycle water on-site.

These reflect Teconnex's continuing commitment to sustainable growth and continuous improvement.

Climate Action



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Our Renewable Energy Generation

At our Romania site, our solar panel installations are estimated to generate 234.28 MWh of photovoltaic energy per year, contributing to the site's energy efficiency and reducing reliance on conventional power sources.

This initiative is expected to result in a reduction of 50.89 tonnes of CO₂ emissions annually, supporting Teconnex's broader environmental objectives. By incorporating renewable energy into our operations, we are reinforcing our commitment to reducing our carbon footprint and aligning with global sustainability targets.

As of the end of 2024, our solar panel monitoring platform for the UK, estimates that our renewable energy efforts have resulted in:

- Carbon sequestration. 176.63 tonnes of CO₂ reduction, contributing to our commitment to lowering greenhouse gas emissions.
- 98.13 equivalent trees planted
- 70.86 tonnes of standard coal saved, reducing reliance on fossil fuels and supporting cleaner energy use.



Environmental Management

Certification across all sites have successfully earned through external audit for ISO 14001, the internationally recognized standard for environmental management systems.

This certification demonstrates our commitment to reducing our environmental impact throughout our group, ensuring compliance with regulations, and continuously improving our environmental performance.

By achieving ISO 14001 certification, we have implemented a robust framework for managing environmental responsibilities, including energy usage, waste management, and resource efficiency.

This milestone reflects our ongoing efforts to promote sustainability and strengthen our environmental governance practices across all operations.



Engaging the Teconnex Team!

World Environment Day

Tree Planting Initiative at Our India Subsidiary At our India site, we celebrated World Environment Day in June 2024, we organized a tree planting event with our employees.

This year, we were honoured to have the directors from Teconnex, EminoX, Ceramex and Hexadex join us in this initiative. The event was a collective effort to support local biodiversity and contribute to global reforestation goals.

By engaging our employees and leadership teams in this activity, we reinforced our commitment to environmental sustainability. This not only supports environmental goals but also fostered a sense of community and shared responsibility for protecting the planet across our global network.



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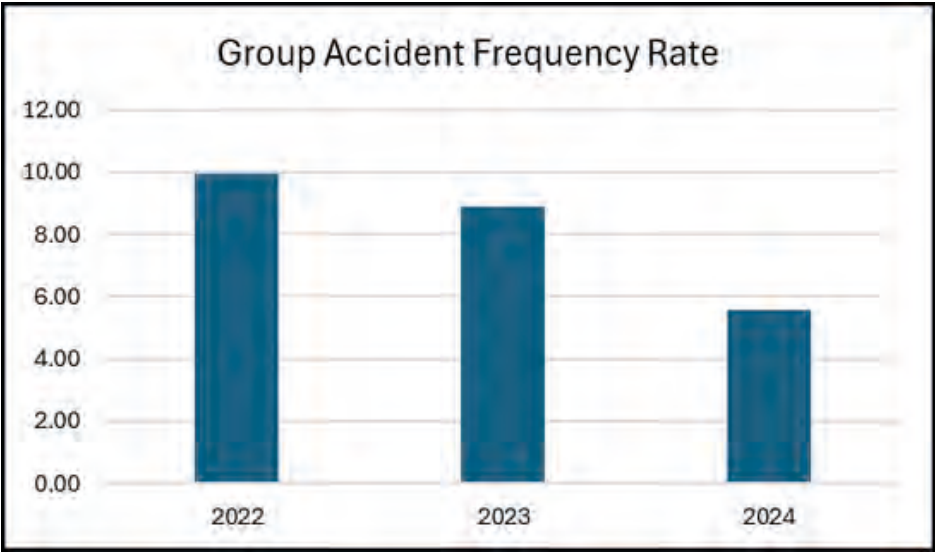
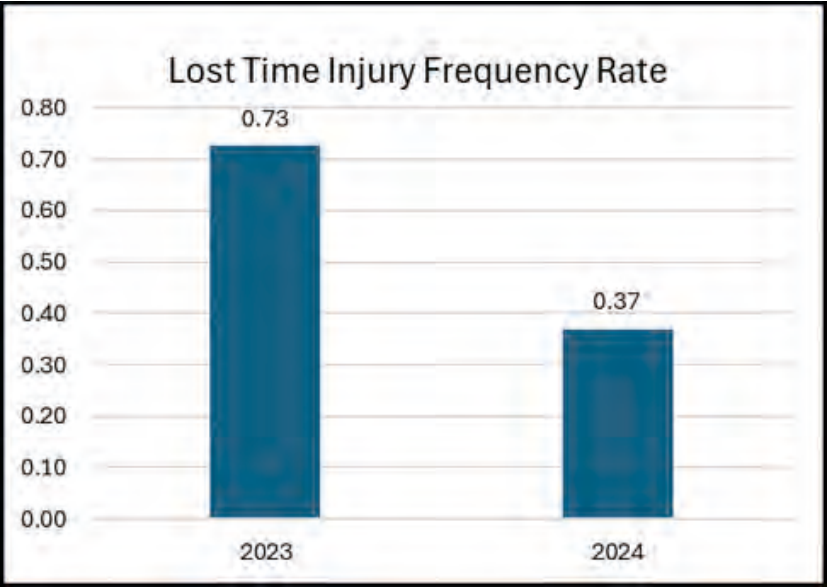
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Workplace Health, Safety & Wellbeing

Prioritising People and Prevention

At Teconnex, the health, safety and wellbeing of our people remains a foundational element of how we operate. In 2024, we continued to invest in safer working environments, stronger training practices, and a culture of shared responsibility across all our global sites.

Whether in the UK, Mexico, India or Romania, our commitment to “doing the right thing” and “working as one team” has underpinned every aspect of our health and safety approach.



This year, we recorded measurable progress in safety performance.

Our Lost Time Injury Frequency Rate (LTIFR) fell to 0.37, down from 0.73 the previous year – a reduction of nearly 50%.

Our All-incident Frequency Rate (AFR) also improved substantially, falling from 9.0 in 2023 to 5.5 in 2024.

These figures are a testament to targeted improvements in risk controls, incident reporting, and employee awareness.

Training

Training remains a crucial aspect of Teconnex's commitment to employee development, safety and ethical awareness. Across global sites, various training programs have been delivered, ensuring that employees are equipped with the necessary skills and knowledge to excel in their roles.

Throughout the past year, we have delivered over 7,959 hours of training across our Mexico, UK, India, and Romania sites, covering key areas such as health and safety, ethics, technical skills, and leadership development. This represents a significant investment in our workforce, reinforcing our commitment to employee growth and operational excellence.

Safety remains a core priority at Teconnex, and our training initiatives reflect our proactive approach to workplace well-being. Our comprehensive health and safety programs, including manual handling, lift truck operation, and crane operations training, have been successfully implemented across multiple sites to maintain the highest safety standards.

Safety and environmental training has been a core focus in our India and Romania sites, with over 1,209 hours dedicated to equipping employees with essential knowledge in sustainable and safe workplace practices.



Supporting our Employee's Wellbeing

At Teconnex, we recognize that mental health and well-being are just as important as physical health.

As part of our commitment to fostering a supportive and inclusive workplace, we have introduced a dedicated Wellbeing Room at our UK site to support existing programmes by the Mental Health First Aiders and Employee Assistant Programme (EAP) established.

This space has been designed to provide a safe, calming environment where employees can take time to focus on their well-being. Whether it's for wellbeing meetings, mental health first aid support, or a quiet place to recharge, the room serves as a valuable resource for our team.

Equally this supports local activities in place supporting other initiatives, such as Mental Health Awareness Week and raise vital funds for mental health support.



To celebrate Mental Health Awareness Week, we will be hosting **Tea & Talk Morning** to help raise vital funds and awareness for mental health.

WHEN: Thursday 10th October, 8:00-16:00

WHERE: Canteen

- Join us in canteen for tea/coffee/toast etc. Every penny counts!
- Donate home baked goods/shop bought cakes/ muffins etc. in the canteen on Thursday
- Wear something **green** to show support
- Our Mental Health First Aiders will be available in canteen throughout the day for anyone who would like to "have a natter"

All funds raised will be donated to the Mental Health Foundation, with Teconnex generously matching donations up to £500!



Looking ahead to 2025 and beyond, we are committed to building on this strong foundation by developing a comprehensive wellbeing programme across the entire Teconnex Group.

This initiative will unify and expand our support systems, ensuring all employees—regardless of location—have access to the resources they need to thrive.

By embedding wellbeing into the core of our culture, we aim to create a healthier, more connected, and resilient workforce for the future.

Investing in our Teams

Recognizing that strong leadership is key to our success, Teconnex continues to invest in managerial and leadership training programs.

Our Manager Essential Skills Program has empowered over 40 managers in the UK and 12 in Romania, equipping them with the tools needed to drive business success and inspire their teams.

From onboarding programs to technical training in production SOPs, quality assurance, and finance, Teconnex is dedicated to ensuring that every employee has access to relevant and high- quality training resources.

With an average of 234 hours per employee in India and 19 hours per employee in Romania, we continue to prioritize personal and professional growth across all locations.



Gender Diversity Across our Global Workforce

At Teconnex, we are committed to fostering a diverse and inclusive workplace where individuals of all genders have equal opportunities to excel. Our approach to gender diversity is an integral part of our ESG strategy, ensuring a progressive and supportive work environment across all our global locations.

Teconnex continues to make significant strides in gender diversity within the manufacturing sector. Compared to industry standards, where technical and production roles often see a higher male representation, we are committed to leading positive change.

Our Approach to Gender Diversity

We recognize that a diverse workforce drives innovation and success. To enhance gender diversity across our global operations, Teconnex has implemented the following initiatives

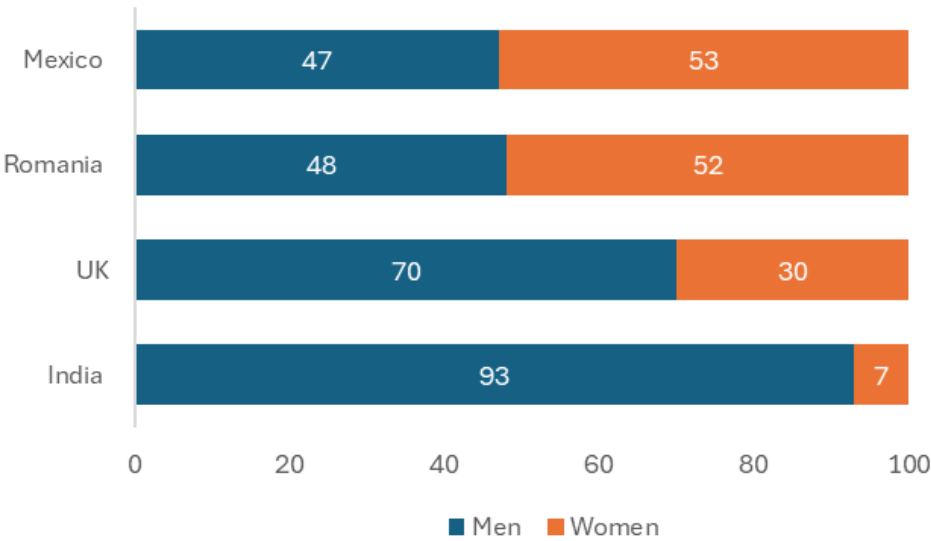
Inclusive Recruitment Strategies: We actively seek to attract and retain female talent in engineering, operations, and leadership roles.

Flexible Workplace Policies: Family-friendly policies and flexible working arrangements ensure a supportive environment for all employees.

Diversity & Inclusion Advocacy: Company-wide engagement programs promote a culture of inclusion and equal opportunity.



Gender Split by Location



International Women's Day

At Teconnex, we believe in creating an environment where all employees, regardless of gender, are valued, empowered, and given equal opportunities to thrive.

Our International Women's Day celebrations serve as a reminder of our commitment to gender equality and the importance of creating a supportive workplace for women. We actively promote policies and practices that encourage diversity, equity, and inclusion, and we recognize the invaluable contributions that our female colleagues make every day.

By honouring our women employees through initiatives like these celebrations, we aim to foster a culture of respect and equality, where everyone has the opportunity to reach their full potential. This aligns with our core values of doing the right thing, creating our future, and working as one team, ensuring that we build a more inclusive and sustainable organization for all.



Employee Engagement

Employee Engagement

As part of our ESG strategy, we've strengthened the Social and Governance pillars by acting on employee feedback and embedding values-led behaviours throughout the organisation.

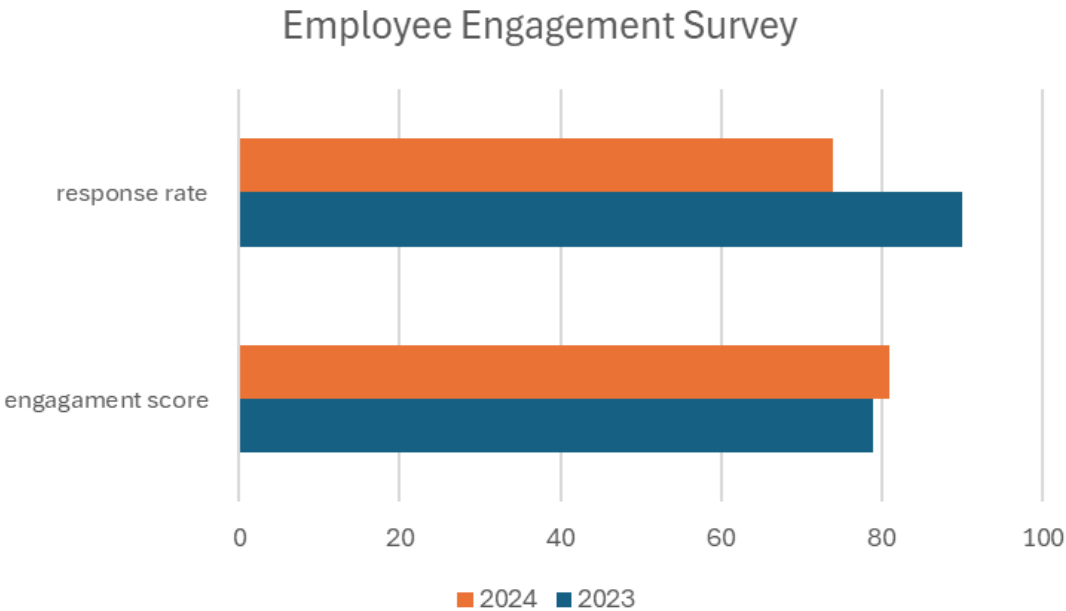
In 2024, we ran a Pulse Survey to assess engagement following a year of activity focused on culture, communication and values.

Activities delivered in 2024:

- Relaunched our Values Award Scheme to recognise and reinforce expected behaviours
- Designed our new Values Handbook, including a Values-Based Decision Making Framework to guide everyday actions
- Introduced employee suggestion schemes in Mexico and Romania to promote inclusive, bottom-up improvement

These initiatives support the Social element of ESG by building a more inclusive and engaged workplace, and the Governance element by formalising how we make values-aligned decisions.

Our next full engagement survey will take place in September 2025. We'll continue responding to employee feedback and strengthening the link between culture, values and sustainable business practice.



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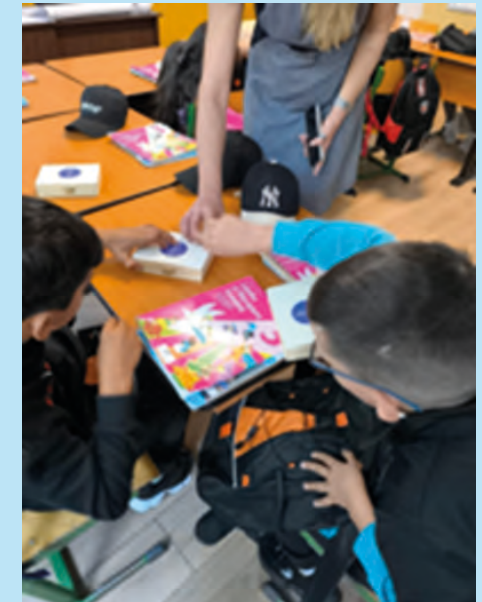
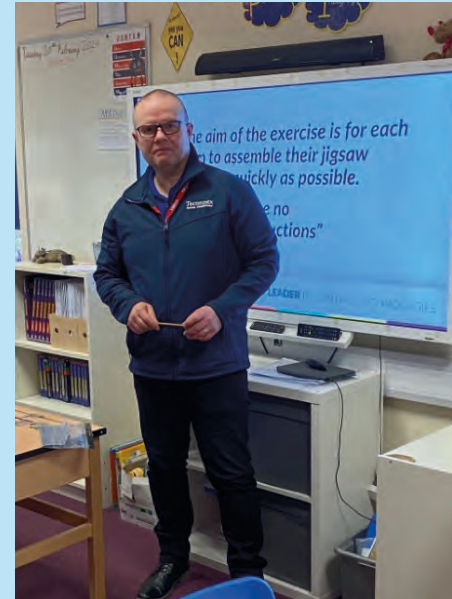
Engaging with Future Talent

Overview 2024

Empowering future generations is a key focus of Teconnex's social impact strategy. Through collaboration with local schools, colleges, and universities, we strive to inspire young talent and bridge the skills gap in engineering and manufacturing.

In 2024, our UK subsidiary hosted educational events in partnership with local schools and colleges, supporting career development and industry awareness among students.

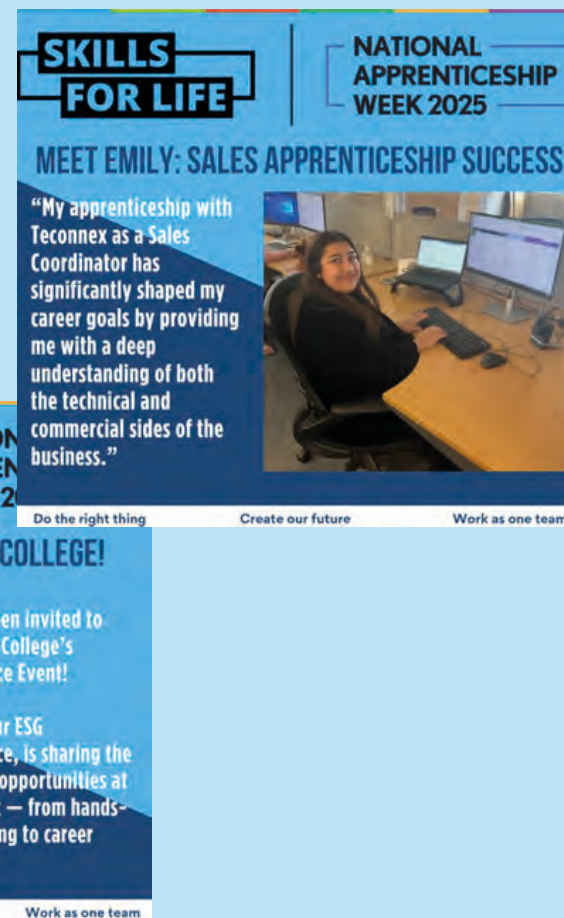
In Romania, our teams conducted educational sessions, reinforcing our dedication to youth education and skill-building.



Welcome our 2024 Apprentices

Through our global Learning and Development function, Teconnex actively engages with educational institutions and supports early career development through apprenticeships, internships, and graduate programmes across all our locations. We are committed to nurturing future talent and providing meaningful employment opportunities that contribute to the long-term sustainability of our industry.

In the past year, we have welcomed 10 apprentices, interns, and graduates across our global operations, including the UK and Mexico.



In addition to attracting new talent, we are equally committed to supporting the ongoing growth and progression of all our employees, empowering them to reach their full potential within the business.

Supporting our Communities!

At Teconnex, we believe in making a difference beyond our business operations by actively supporting charitable causes and local communities.

Our commitment to doing the right thing, creating our future, and working as one team is reflected in our various initiatives that foster generosity, collaboration, and positive social impact.

From fundraising events like Christmas Jumper Day and Macmillan Coffee Mornings to supporting mental health awareness and collecting essential donations, we strive to contribute to meaningful causes that support those in need. By partnering with local charities and matching employee donations, we ensure that our collective efforts create lasting change.

Through these initiatives, we not only raise funds but also strengthen our team spirit, reinforce our values, and build a culture of compassion and social responsibility. Together, we are making a real impact in the communities we serve.



We get involved!

Actions Taken in 2024

At Teconnex, we believe in shared responsibility and community support—values that guide our charitable initiatives across the business. One recent example was our Christmas Jumper Day, a fun and meaningful event that encouraged employee participation in supporting charitable causes. By wearing festive jumpers and making donations, our colleagues helped contribute to organisations aligned with our values. In recognition of their generosity, we matched all employee donations—doubling the positive impact of the initiative.

In addition to fundraising, our teams collected and donated essential goods, toys, and seasonal treats, which were distributed to local charities to help make the festive season brighter for those in need. These efforts reflect our ongoing commitment to giving back to the communities where we operate.

Further demonstrating our values in action, we also hosted charity events such as a Macmillan Cancer Support fundraiser, where employees contributed baked goods and donations. As with all our charitable activities, we matched the amount raised, reinforcing our dedication to collective action and meaningful support. Through these initiatives, we continue to cultivate a sense of unity and shared purpose, strengthening both our culture and our impact beyond the workplace.





cashforkids

Proud to support

Martin House

Children's Hospice

Registered Charity No. 517919

Here when families need us most

MACMILLAN

CANCER SUPPORT



Accountability & ESG Governance

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Accountability and Transparency

At Teconnex, our approach to sustainability and social impact is rooted in our core values: **doing the right thing, creating our future, and working as one team.** We believe that our responsibility extends beyond the products we create and the services we provide, encompassing the positive contributions we make to the communities we serve and the environment we all share.

We prioritize accountability and transparency in our ESG approach. We participate in global sustainability assessments to ensure our commitments are measurable. By following industry standards and regulations, we provide clear ESG disclosures. Regular reporting, third- party assessments, and open communication help us track progress, improve, and uphold ethical and sustainable practices.



International
Organization for
Standardization



Environmental Accountability and Transparency

At Teconnex, we believe that transparent reporting of energy consumption is vital for driving effective climate action. By openly, sharing our current usage of non-renewable electricity usage and our Scope 1 & 2 emissions we:

1

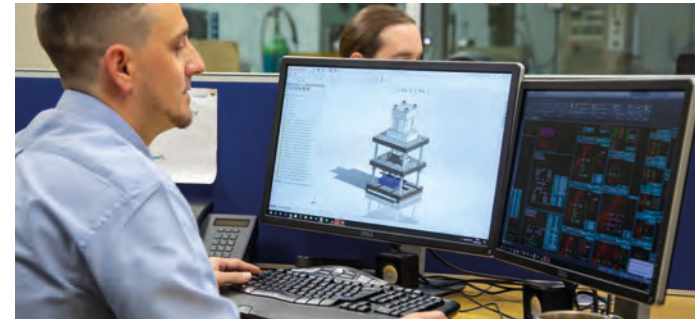
Acknowledge our contribution to global emissions and take responsibility for our operational footprint.

2

Create a clear baseline from which we can measure future improvements and reductions.

3

Support our customers, investors, and partners in understanding our environmental performance and commitment to sustainability.



Ethics & Compliance



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Strengthening our Ethical Foundation

At Teconnex, we are committed to maintaining a strong culture of integrity, accountability, and transparency across all regions. Our global approach to ethics and compliance ensures that employees at every level receive the necessary training to meet regulatory requirements, mitigate risks, and uphold responsible business practices.

In 2024, we delivered 61 training events globally, engaging over 1,000 employees in key compliance areas including business ethics, health and safety, environmental management, and anti-bribery regulations. These sessions support our goal of embedding ethical behaviour into daily operations and decision-making.

Our Ethics Refresher Training saw particularly strong engagement, with consistently high participation rates across the group. Our Company Values Training also continued to reinforce ethical leadership, with structured programs delivered in multiple regions to over 600 employees.

Teconnex sites around the world have contributed to this progress:

- Employees across the group participated in targeted sessions on hazardous waste handling, ISO 14001 environmental standards, manual handling, risk assessment, and emergency preparedness.
- Governance and compliance topics such as anti-bribery, modern slavery, and whistle-blowing were a core focus, with over 1,600 hours of training delivered globally.
- Ethics training remains a priority, with sessions delivered across all sites to strengthen awareness and application of corporate policies.



Governance Oversight and Risk Management

Maintaining strong governance practices is central to our operations. Each of our subsidiaries has a dedicated compliance committee, responsible for overseeing governance activities and addressing potential risks. Regular meetings are held to review compliance-related issues and ensure that governance frameworks remain robust and effective.

Risk management is an essential element of our governance structure. The Corporate Social Responsibility (CSR) Risk Register is reviewed periodically to identify and address emerging risks. Over the past year, all subsidiaries, except Mexico, have conducted risk register reviews within the required 12-month timeframe.

To further strengthen our compliance framework, we have implemented Compliance Management Systems (CMS) across several regions. Currently, India, Romania, and the UK have formalized systems in place, supported by relevant certifications and documentation. As part of our continuous improvement efforts, we are exploring opportunities to implement a structured CMS in Mexico.



Engineering Our Future

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Professional Growth and Continuous Improvement

It is our commitment as an employer to improve learning and career opportunities within our local communities. This aim will support Teconnex strengthen our skills base and prepare the company for the changing future ahead. We will be able to retain the existing skills and knowledge within the business whilst employing people with new and fresh ideas.

A message from our MD:

"I believe apprentices are the lifeblood of our company and will future proof our workforce. This pipeline of diverse talent is so important to Teconnex which is why we offer all our apprentices a guarantee of a full- time position once their apprenticeship is completed"

The learning doesn't stop when you pass your apprenticeship. We offer a range of higher education opportunities suitable to your job role so that you can be the best that you can be.



Looking Ahead: Our ESG Vision

Advancing Our ESG Strategy

As we build on the progress made in 2024, we remain committed to evolving our ESG approach in line with global priorities and stakeholder expectations. Over the next two years, we aim to deepen our impact across environmental, social, and governance areas while embedding ESG more firmly into our long-term business strategy, and further involving our joint venture site in China.

Strengthening Environmental Efforts

We will expand our energy efficiency work by increasing renewable energy use across our global sites. A key milestone will be installing solar panels at our India facility—an important step toward reducing our carbon footprint and improving energy independence. We are also enhancing our Scope 3 emissions reporting to better understand and manage our supply chain impact.

Supporting Our People and Communities

Our employees are central to our success. We will continue to invest in their development, well-being, and workplace safety. At the same time, we will grow our support for local communities through focused engagement initiatives.

Evolving Our ESG Framework

To ensure our ESG strategy remains relevant and ambitious, we will conduct a full review aligned with industry best practices. This will guide our long-term roadmap and help set clear, actionable goals for meaningful progress.



Looking Ahead - Key ESG Commitments for 2025

	Pillar	2025 Goal
1	Climate Action	Launch Scope 3 recording and reporting across priority suppliers and logistics partners; achieve an additional 7% reduction in Scope 1 & 2 emissions group-wide
2	Resources	Implement a circular material waste strategy and packaging minimisation goals
3	People	Expand global Well-being initiatives, Training per employee and undertake Employee Engagement survey
4	Community	Formalise a Group-wide community investment framework, and reporting templates
5	Ethics & Compliance	Complete policy harmonisation across all global sites and deliver annual ethics training

Strategic Roadmap Priorities

2025 ESG Targets at a Glance

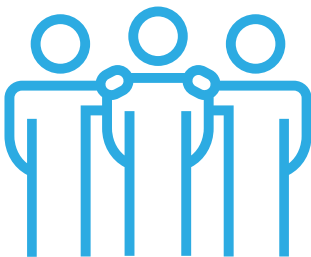


Climate Action & Resources

Waste circularity plan

Expand Scope 3 emissions reporting

Reduce group emissions by 7%



People & Communities

Bi-annual Employee Engagement survey conducted

50% employees engaged in health & wellbeing programs

Group Community Investment Framework



Ethics & Compliance

Annual Ethics and Anti-bribery Training

Glossary of Terms & Definitions

Terms, methodologies, and reporting references used throughout this report.

Key ESG Terms

- **ESG (Environmental, Social, and Governance):** A framework that evaluates a company's impact on the environment, its relationships with people and communities, and its internal leadership and ethical systems.
- **SDGs (Sustainable Development Goals):** 17 global goals set by the United Nations to end poverty, protect the planet, and ensure peace and prosperity by 2030. Teconnex aligns with Goals 3, 8, 11, 12, and 13.
- **Materiality Assessment:** A process to identify which ESG topics are most important to Teconnex and its stakeholders, guiding our strategy and priorities.
- **Scope 1 Emissions:** Direct emissions from owned or controlled sources (e.g. gas, fuel, manufacturing processes).
- **Scope 2 Emissions:** Indirect emissions from purchased electricity, heat, or cooling.
- **Scope 3 Emissions:** All other indirect emissions in the value chain (e.g. transportation, supplier production, product end-of-life).
- **SECR (Streamlined Energy and Carbon Reporting):** A UK regulation requiring large businesses to report on energy use and carbon emissions.
- **Circular Economy:** A regenerative model of production focused on reducing waste and making the most of resources through reuse, recycling, and redesign.
- **Well-being:** Includes mental, emotional, and physical health support for employees.

Glossary of Terms & Definitions

Data Collection Methodologies

- Energy & Emissions: Calculated using DEFRA conversion factors and supported by Inspired PLC. 100% verifiable UK data; Scope 3 data collection framework launched in 2024.
- Employee & Community Metrics: Derived from internal HR systems, engagement surveys, and site-level programme reporting.
- Waste & Resources: Measured through factory audits, waste management logs, and material flow tracking tools.

Data Collection Methodologies

- SECR Compliance: Teconnex is compliant with UK SECR legislation. Our carbon and energy data is reported in line with Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018.
- Modern Slavery Statement: Teconnex complies with the UK Modern Slavery Act and has a published statement outlining steps to prevent human trafficking and forced labour in its operations and supply chain.
- Whistle-blowing: A confidential reporting system is in place across all sites for employees to report unethical or unsafe practices without retaliation.
- Policy Alignment: All policies align with Hexadex Group governance standards and local legal requirements.

Teconnex

WORLD LEADER
IN JOINTING TECHNOLOGIES

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