2026
ESG REPORT

A Sustainable Future for the Aviation Industry

ADB SAFEGATE

Contents

CLIMATE RISK TCFD | MODERN SLAVERY STATEMENT | DATA SUMMARY

About this Report

Organization Name	ADB SAFEGATE
Business Segment	Manufacture of electrical lighting equipment
Registered Address	Salyxlaan 9100, 1830 Machelen, Belgium
Website	www.adbsafegate.com/sustainability
Reporting Period	1 January 2025 – 31 December 2025
Publication Date	June 30th, 2026, Version: 1.1, July 31st, 2026 'Updated look and some grammar corrections were made. No changes were made to data points or claims.'
Primary Reporting Framework	GRI Standards (GRI 1: Foundation 2021)
Additional Frameworks	TCFD (climate disclosures); GHG Protocol (emissions accounting)
Scope of Report	The scope of this report covers all entities and branches under ADB SAFEGATE BV. On some data points the scope is narrowed for our four manufacturing sites.
External verification	Our GHG reporting & targets for Scope 1, 2 and 3 (categories 6&7) have been subject to second party opinion.
Contact Details	Dustin T. Wittman ESG & CI Specialist, ADB SAFEGATE Dustin.wittman@adbsafegate.com

Graphic Design	Bradley Young Junior Graphic Designer, ADB SAFEGATE brad.young@adbsafegate.com
Financial Statements	Financial statements are not included in the scope of this report.
Disclaimer	All figures and percentages in this report are rounded in accordance with standard rounding conventions. As a result, the sum of percentages in charts or tables may not always total exactly 100%
Additional Notes	This report was prepared with reference to the GRI Standards. We have used GRI 1: Foundation 2021 as the basis for our reporting approach. Climate-related disclosures follow the TCFD framework. Greenhouse gas emissions are calculated in accordance with the GHG Protocol Corporate Standard. Additional topics are reported on a voluntary basis.
Restatement of information in 2024 report	Our 2024 report reflects a different value for Scope 3 category 6. This error was found and corrected during our 2025 measurement and calculation. The corrected number is reported now in this report. This was changed along with our baseline for this category due to improved visibility on our business flight reporting. Data for 2023, 2024 and 2025 was sourced with the exact same parameters and full global picture and then calculated in our Watershed tool. This change makes up less than 1% of the total Scope 3 emissions. The re-baseline does not change our reduction commitments in terms of percentage. We are still committed to reduce 40% by 2030 and 100% by 2050 for scopes 1, 2 and 3 (cat. 6&7).

Introduction

At ADB SAFEGATE, sustainability is part of our strategic priorities. It matters to our customers, our employees, and our shareholders. It is therefore embedded in our approach to innovation, to daily operations, and to supplier engagement. For us, ESG is a practical consideration that helps to inform many of our decisions. It is a key consideration in the products we develop, in the way we run our operations, and in the selection of our suppliers and partners.

Our Airside 4.0® vision gives us a unique opportunity to help reshape airside operations for a more sustainable future. Our advanced solutions in airfield lighting, at the gate, and in the tower enable tangible reductions in energy use on the airfield, from infrastructure power consumption to fuel burn. These collective gains, realized across airports worldwide, are a testament to the impact that purposeful technology can achieve.

The aviation industry stands at a pivotal moment. The drive toward ICAO's net-zero target by 2050 is more than a regulatory target, it is a call to action for all of us: airlines, investors, regulators, and communities. In this landscape, integrating strong ESG principles and delivering lower-carbon solutions is not just a competitive edge; it is a shared responsibility that shows greater accountability and measurable progress.

In 2025, we deepened our ESG journey by completing our first EcoVadis assessment. This independent review has sharpened our understanding of where we stand and where we must go next. We are acting on these insights, prioritizing transparency and evidence-based improvement, knowing it drives us to higher standards and greater impact.

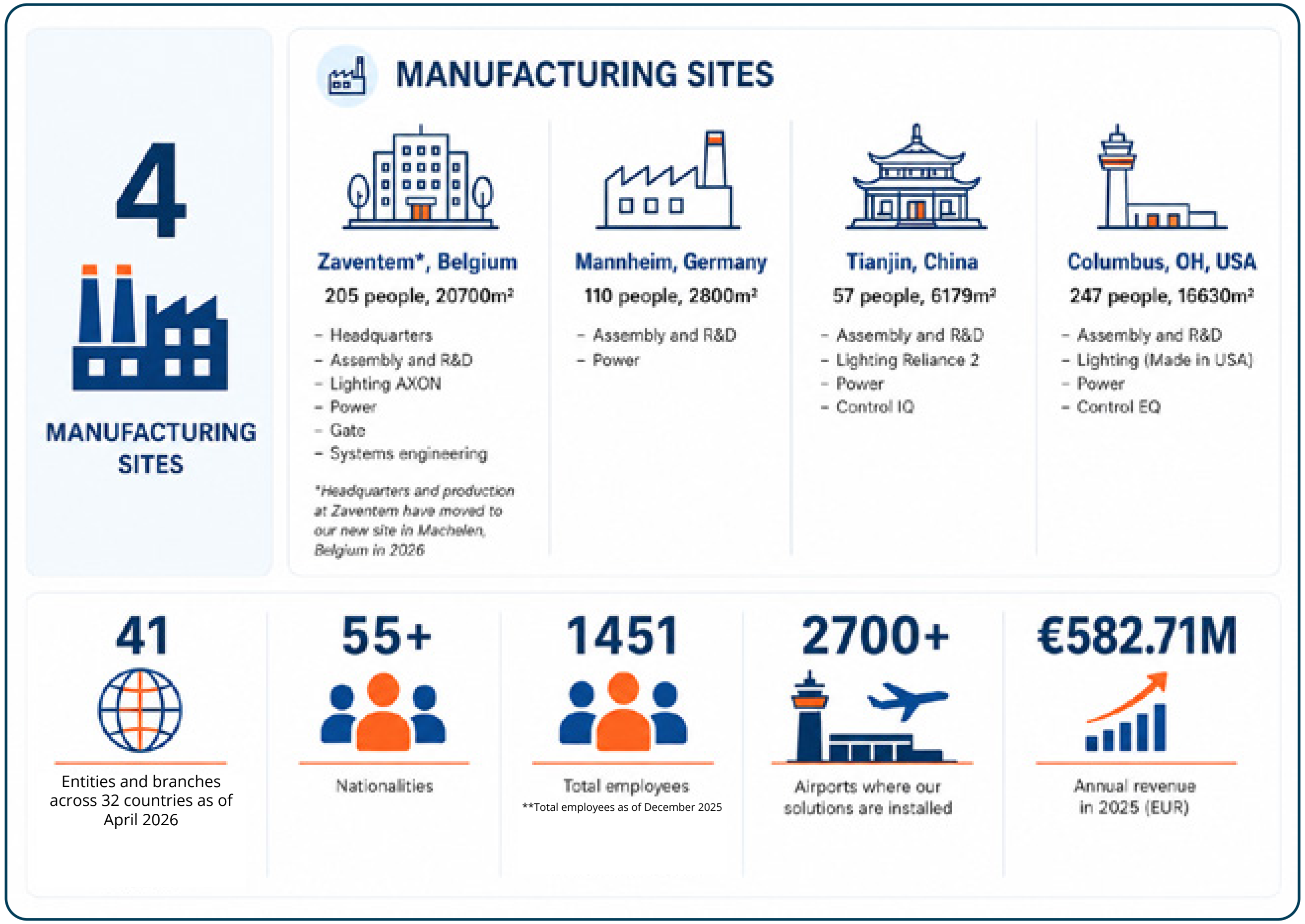
Our commitment is to progress that is both ambitious and authentic, measured not only by what we achieve, but by how we achieve it. Together with our partners and customers, we are determined to help shape a more resilient and sustainable aviation industry for generations to come.

Laurent Dubois
Chief Executive Officer, ADB SAFEGATE

ABOUT THE COMPANY

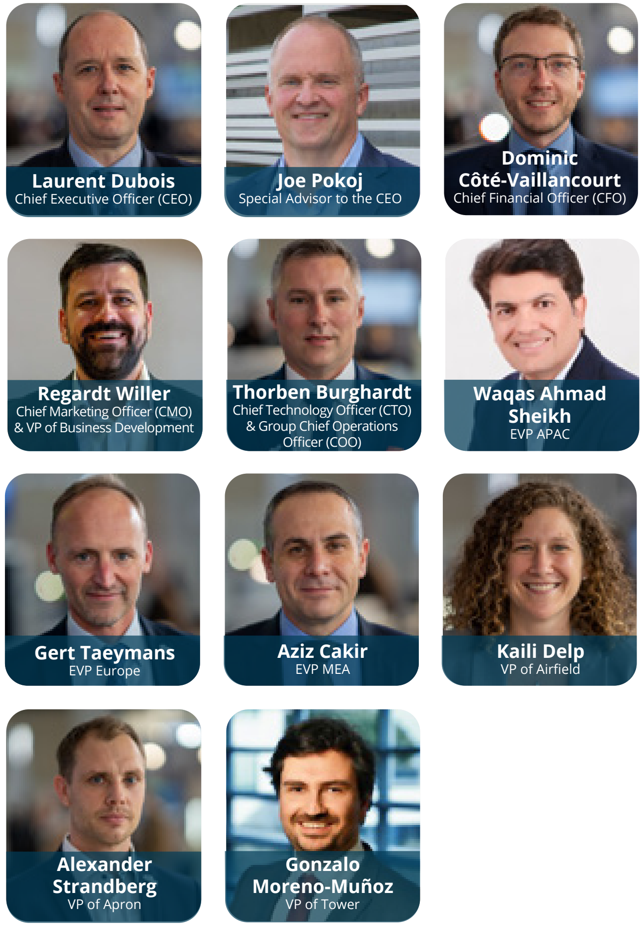
ADB SAFEGATE at a Glance

GRI 2-6



Executive Committee

GRI 2-9 GRI 2-11



ADB SAFEGATE's Executive Committee (EXCOM) comprises 11 members and serves as the company's highest governance body, holding ultimate accountability for strategy, performance, and sustainability. Chaired by the CEO, the EXCOM has collective responsibility for overseeing ESG matters, including the integration of sustainability considerations into business decisions across all group entities. Members bring a range of professional backgrounds and international experience reflecting the global nature of ADB SAFEGATE's operations. The EXCOM currently includes 10 men and 1 woman of 9 different nationalities. The company recognizes the importance of broadening leadership diversity and considers this an area of ongoing focus.

WHAT WE DO

GRI 2-6

ADB SAFEGATE provides integrated solutions to airports, airlines and Airport Navigation Service Providers (ANSPs). We are proud to be leading the way with innovative and smart Airside 4.0® solutions that turn airports into smart airports, with the goal of increasing efficiency, safety and enhancing the passenger experience. Solutions include airfield lighting, power and control systems, airport and tower software, docking automation, apron management, and after market services. Our Airside 4.0® approach leverages the Internet of Things (IoT), artificial intelligence (AI), and advanced analytics to optimize airside performance. By addressing key pain points such as operational delays, maintenance inefficiencies, and environmental impact, we are setting new standards for the future of aviation.

With over 1,450 employees and over 2,700 airports in over 175 countries, from the busiest and largest to the fastest-growing airports, ADB SAFEGATE is dedicated to making air travel safe, efficient, and environmentally friendly.

Sustainability at ADB SAFEGATE

SUSTAINABLE DEVELOPMENT STRATEGY

GRI 2-22 GRI 2-23 GRI 2-24

Our Vision and Long-Term Strategy

Our goal is to build sustainable, fair, healthy, and diverse communities by combining innovative business practices with strong ESG performance. This vision spans the short, medium, and long term, and informs our project design, company operations, stakeholder collaboration, and progress reporting. We are committed to reducing our energy consumption and carbon footprint, recognising climate change as one of the most significant global risks of our time. Through our Airside 4.0® strategy, we align our commercial objectives with our ESG goals, ensuring that sustainability drives — rather than constrains — innovation.

Across our value chain — from raw material sourcing through to end customers — we are committed to identifying and mitigating ESG risks. This includes considering the carbon footprint of our suppliers and the labor practices throughout our business relationships, in accordance with our Supplier Code of Conduct.

Preventing Negative Impacts, Creating Positive Ones

Our purpose is to create a net positive impact in the world through intentional and measurable actions. We pursue this through our digital-first approach, product and service design, and our commitment to delivering solutions that help customers reduce their own environmental footprint. We uphold high ethical standards through our Code of Conduct, ongoing trainings, and a leadership culture grounded in honesty and integrity. We go beyond compliance "box-ticking" — governance is embedded in the core of our operations.

Short and Medium-Term Strategic Priorities

Our near-term ESG priorities include:

ENVIRONMENTAL	SOCIAL	GOVERNANCE
Reduce energy consumption, promote paperless operations, and support supplier carbon footprint assessment	Build a diverse and inclusive workplace, protect human rights across the supply chain, and invest in employee development	Strengthen ESG committee oversight, improve disclosure quality, and embed ethical procurement across our value chain

These priorities reflect our endorsement of the Taskforce on Climate-related Financial Disclosures (TCFD) recommendations and the objectives of the Paris Agreement.

Broader Trends Shaping Our Context

We operate in a rapidly evolving environment. Growing investor scrutiny of ESG performance, heightened customer expectations for responsible corporate responsibility, increasing climate-related regulatory requirements, and the transition to more intelligent and efficient aviation infrastructure are all shaping our strategy. We recognize that our reputation — and the long-term resilience of our business — depends on proactively addressing these trends rather than reacting to them.

Key Achievements and Areas For Development in this Reporting Period

In the former reporting period, we have strengthened our ESG governance structure through the formalisation of our ESG Council, which now operates with defined accountability directly beneath the Executive Committee (EXCOM). We have published this updated ESG Strategy, reinforcing our commitments across all three pillars. We continue to develop more sustainable product offerings for our customers.

We acknowledge that we have further progress to make — particularly in formalising measurable targets, expanding supply chain ESG due diligence, and strengthening the diversity and inclusion of our workforce. We are committed to transparent reporting of both our achievements and our shortcomings.

Challenges, Goals and Targets

Amid our journey, our priorities are to:

- Establish quantified emissions reduction targets aligned with a credible net-zero pathway
- Implement real-time ESG tracking and traceability across our supply chain
- Deepen workforce diversity and close identified gaps in inclusion and equal opportunity
- Strengthen whistleblowing and incident response mechanisms to ensure ESG violations are identified and addressed swiftly
- Grow the proportion of revenue derived from sustainability-enabling solutions

MATERIALITY ASSESSMENT

GRI 3

ADB SAFEGATE applies a defined process to identify, assess, and prioritize material ESG topics across its value chain.

Identification

Potential ESG topics are identified based on:

- Internal risk and operational assessments
- Applicable ESG frameworks and standards (including GRI and TCFD)
- Regulatory requirements and market developments
- Stakeholder input obtained through the engagement processes described in GRI 2-29

Topics are mapped across upstream, operational, and downstream activities.

Assessment and prioritization

Identified topics are assessed using qualitative criteria, including:

- Severity and likelihood of environmental and social impacts
- Relevance to key stakeholders
- Financial and operational implications
- Alignment with corporate strategy and risk management

Validation

Results are reviewed internally to ensure consistency with strategic priorities and governance frameworks.

Outcome and integration

Material topics are defined based on the assessment outcome and:

- Determine ESG disclosures in this report
- Inform strategy, target-setting, and action plans
- Are integrated into risk management and business process

STAKEHOLDER ENGAGEMENT

GRI 2-29

ADB SAFEGATE maintains a structured stakeholder engagement framework to identify, assess, and address stakeholder expectations relevant to its operations and ESG impacts.

Key stakeholder groups include customers, employees, investors, suppliers, local communities, and regulatory or industry bodies.

Engagement is conducted through defined channels, including:

- Employee surveys and internal communication platforms
- Customer interactions linked to product development and service delivery
- Supplier communication and performance monitoring processes
- Industry forums, conferences, and regulatory engagement
- Investor and financial stakeholder exchanges

These mechanisms ensure systematic, two-way communication and enable the collection of relevant ESG-related input.

Stakeholder feedback is reviewed and integrated into business processes, including strategy development, risk management, and ESG topic identification. Outputs of this engagement feed directly into the materiality assessment process described under GRI 3.

ENGAGEMENT IN ACTION

CBS News Spotlights ADB SAFEGATE's Airside 4.0® For Sustainable Airport Innovation

ADB SAFEGATE's Airside 4.0® was featured on CBS News' Economy 4.0 series, highlighting its role in advancing airport safety, efficiency, and sustainability. The smart Airside 4.0® ecosystem integrates lighting, power, and ATC operations, using real-time diagnostics and AI to help airports cut delays, save energy, and boost resilience. Showcased projects in Atlanta, Abu Dhabi, and Singapore have achieved up to 70% energy savings. This recognition underlines ADB SAFEGATE's leadership in digital transformation and commitment to helping airports reach net-zero goals.

ADB SAFEGATE Showcases Next-Gen Solutions at Inter Airport Europe 2025

At Inter Airport Europe 2025 in Munich, ADB SAFEGATE welcomed hundreds of industry professionals to experience our latest innovations, including the launch of AI: Airside Intelligence, an AI-powered platform for predictive maintenance, intelligent apron management, and improved safety. Interactive demos, expert talks, and a fun scavenger hunt highlighted our commitment to smarter, safer, and more sustainable airport operations. Our leadership sessions on net-zero strategies and AI-driven efficiency reinforced ADB SAFEGATE’s role in shaping the future of aviation.

ADB SAFEGATE Wins 25th Edition Impact Award and Innovation Shortlist

ADB SAFEGATE received the prestigious 25th Edition Impact Award in 2025, recognizing our leadership in airside digitalization and innovation. We were also shortlisted for the Ground Support Achievement Award and the Sustainability Innovation Award at Inter Airport Europe 2025, reflecting industry-wide acknowledgment of our commitment to smarter, greener airport solutions.

Triple Category Winner at the 2025 Airport Technology Excellence Awards

ADB SAFEGATE achieved triple recognition at the 2025 Airport Technology Excellence Awards, winning for Marketing Excellence, R&D Breakthrough, and Social Impact. Highlights include our successful Airside 4.0® campaign, the deployment of 5G runway lighting at Antwerp Airport, and our partnership with the Innoptus Solar Team to promote sustainability and STEM education. These honors underscore our dedication to advancing aviation through innovation and positive community engagement.

EcoVadis Committed Rating Recognizes ESG Leadership

Our EcoVadis Committed rating affirms ADB SAFEGATE's structured and transparent approach to environmental, social, and ethical responsibility. Assessed against global standards, this recognition highlights how sustainability is integrated throughout our value chain, reflecting our dedication to responsible business practices worldwide.

Climate Activator Certification Highlights Carbon Reduction Efforts

ADB SAFEGATE's Climate Activator certification from the Anthesis Group, independently audited by ECOCERT. This milestone demonstrates our commitment to reducing our carbon footprint and upholding the highest standards of environmental responsibility, meeting the expectations of our customers and stakeholders.

Environment

CLIMATE POLICY

GRI 305-5

ADB SAFEGATE's Climate Policy (Version 4.1, approved at CFO level, March 2026) formalises the company's commitment to reducing its environmental impact in line with the UN Sustainable Development Goals and the Airports Council International (ACI) Net Zero by 2050 pledge. The policy sets science-informed GHG reduction targets against a 2023 baseline across Scope 1, Scope 2, and selected Scope 3 emissions (Categories 6 and 7), independently validated through ADB SAFEGATE's Climate Activator certification, awarded by the Anthesis Group and audited by ECOCERT in 2025, and further reinforced by its EcoVadis Committed rating, which affirms sustainability is embedded across the full value chain.

TARGET	SCOPE	BASELINE YEAR	STATUS
40% GHG Reduction by 2030	Scope 1 & 2 (incl. Scope 3 Cat. 6 & 7)	2023	Committed
100% GHG reduction by 2050	Scope 1 & 2 (incl. Scope 3 Cat. 6 & 7)	2023	Committed

To achieve these targets, ADB SAFEGATE's Reduction Plan (2025) sets out a series of time-bound measures spanning achieved, committed, and planned actions, as outlined in our Climate Policy.

The policy is governed under a certified management system frameworks (ISO 14001, ISO 45001, ISO 9001, and ISO 27001) and sits within ADB SAFEGATE's broader ESG Policy and Strategy. Accountability is held at senior executive level, with the CFO serving as Management Representative. Climate commitments are communicated to customers and stakeholders through the company's sustainability certifications and ratings, and are embedded in product development through solutions such as Airside 4.0 and the Intelligent Individual Lighting Control & Monitoring System (ILCMS), which help airport partners reduce fuel consumption and airside emissions in support of the ACI Net Zero pledge.

Task Force on Climate-Related Financial Disclosures; Climate Risk GRI 2-12 GRI 2-13 GRI 2-14 GRI 2-25 GRI 3-1 GRI 3-2 GRI 3-3

INTRODUCTION

Foundation

We are pleased to present our inaugural Task Force on Climate-related Financial Disclosures (TCFD) report, reflecting ADB SAFEGATE's assessment of climate-related risks and opportunities across our global operations. Building on our role as a leading provider of integrated Airside 4.0® solutions to airports, airlines, and Air Navigation Service Providers (ANSPs), this report focuses on how climate change may affect our business, our customers, and the broader aviation ecosystem.

Scope

Covering the 2025 calendar year, the report evaluates both physical and transition climate risks under a range of climate scenarios, with a particular emphasis on how our innovative and smart airside solutions can help airports increase efficiency, safety, and environmental performance. Drawing on our expertise in airfield lighting, power and control systems, airport and tower software, docking automation, apron management, and aftermarket services, as well as our use of the Internet of Things (IoT), artificial intelligence (AI), and advanced analytics, we analyse how climate-related factors intersect with operational delays, maintenance needs, and environmental impact.

Commitment

This TCFD report addresses all 11 disclosure recommendations of the TCFD framework— governance, strategy, risk management, and metrics and targets, which we are continuously working to enhance future reporting cycles. With more than 1,400 employees and a presence at over 2,700 airports in more than 175 countries, ADB SAFEGATE remains committed to making air travel safe, efficient, and environmentally responsible, and to transparently communicating our progress on climate-related risks and opportunities.

GOVERNANCE

To oversee ESG governance and adherence to ADB SAFEGATE's ESG Policy, we have established an ESG Council that reports to ADB SAFEGATE's Executive Committee (EXCOM), which has overall oversight.

The ESG Council works closely with senior leadership and meets to review ESG policies and help shape strategies and initiatives that support safe, efficient, and environmentally responsible airside operations. The ESG Council takes responsibility in attaining ratings and certifications as well as preparing disclosures and reports. In line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the ESG Council is responsible for reviewing all findings, analysis, and disclosures related to climate-related risks and opportunities, ensuring that these considerations are integrated into our broader business strategy and our long-term vision for the future of aviation. Council members include profiles from the Executive Committee, Legal Department, Global Transformation and Global Quality.

Laurent Dubois
CEO

Dominic Coté-Vaillancourt
CFO

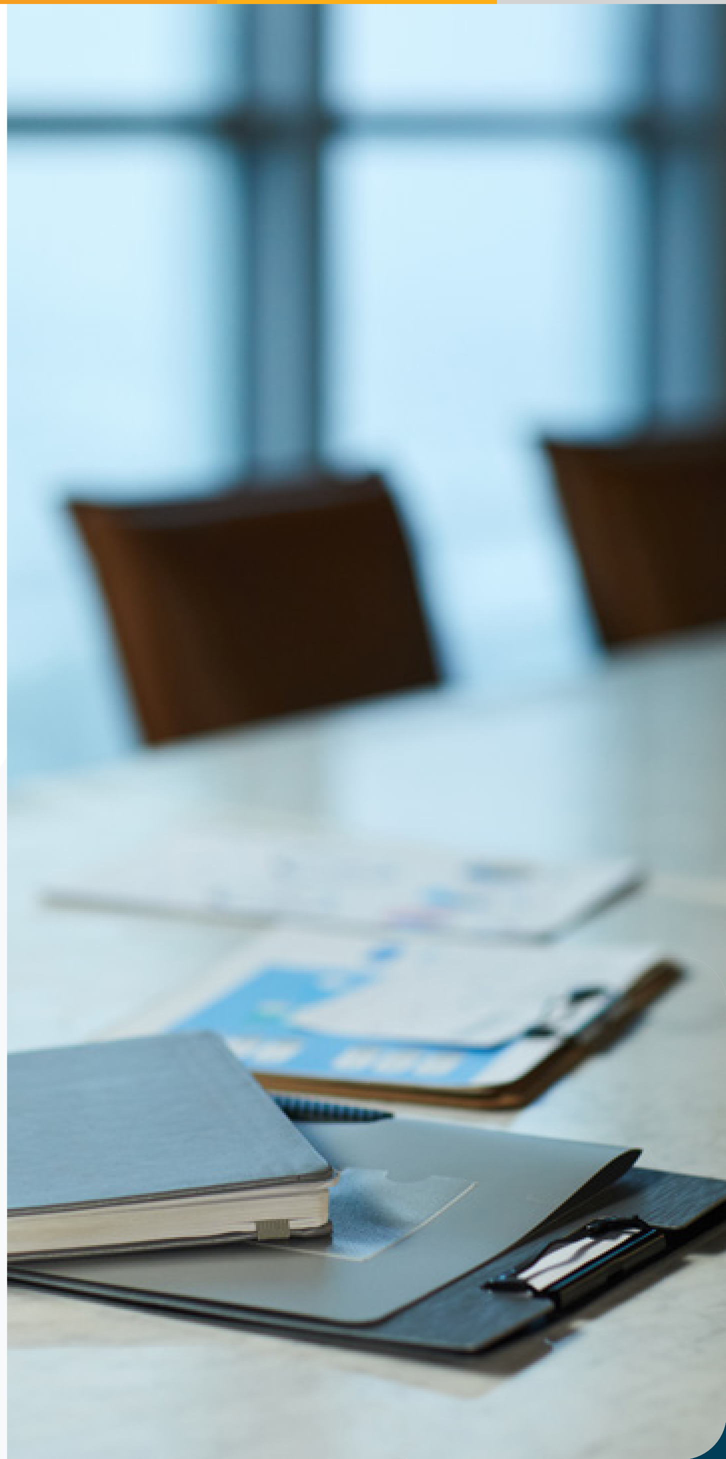
Thorben Burghardt
CTO

Nancy Van Campenhout
VP Legal Affairs

Mukul Batra
VP of Transformation

Martin Lopez Meijide
Head of
Pricing Excellence, ESG &
Transformation Manager

Dustin T. Wittman
ESG & CI Specialist



STRATEGY

Physical Risk

Changes in temperature extremes, sea-level rise, and extreme weather events may adversely impact customer infrastructure, interrupt operations, and disrupt the supply chain for airport services. These physical risks affect both our own operations, our customers and our upstream suppliers. Specifically, extreme weather events can cause business interruptions due to power failures or other factors, while extreme heat events may impact demand and reduce worker productivity. Additionally, these risks may affect installation and maintenance activities. Physical opportunities have not been identified at the time of this report. More detail on specific physical risks is provided in the table below.

Category	Risk	Description	ST/MT/LT
Operations	Heat waves	Heat waves, even in optimistic projections of reaching net zero by 2050, can result in rising energy costs from the increased demand for cooling, delays due to harsh labor conditions and the need for more resilient infrastructure.	Short (0-5 years)
Operations	Extreme weather events	Extreme weather events such as severe rainstorms, hurricanes, windstorms, tornadoes, and winter weather impact our teammates' ability to get to work and suppress customer demand. They also pose supply chain risk as our suppliers are challenged to deliver goods to our facilities. This can increase costs and impact our revenue. These effects scale whether the world achieves below, around or above 1.5C.	Medium (5-10 years)
Downstream (customers)	Sea-level rise	Sea level rise, in worst case scenario projections, poses a significant risk to our operations selling to coastal airports by increasing the likelihood of flooding, infrastructure damage, and disruptions to airport accessibility. This can lead to operational delays, higher maintenance costs, and potential loss of business in these vulnerable locations.	Long (Beyond 2050)
Operations	Water stress Zaventem/ Machelen Extreme Columbus Medium to high Tianjin Extreme Mannheim High	Our headquarters and primary manufacturing sites sit in medium to extreme water stressed areas. By 2050 all sites sit in extreme water stressed areas regardless of IPCC Representative Concentration Pathway (RCP).	Zaventem Short (0-5years) Columbus Long (Beyond 2050) Tianjin Short (0-5 years) Mannheim Medium (5-10 years)

Transitional Risk

To evaluate transition risks, we applied a set of pertinent external variables to model climate scenarios. These variables encompassed carbon pricing mechanisms, shifts in the energy mix, climate change legislation, and sector-specific carbon intensities. The extent and velocity of transition-related disruptions differ markedly depending on the climate scenario considered. Under a 'No Mitigation' pathway, impacts on the company remain limited. Conversely, under scenarios aligned with the Paris Agreement ambitions, the primary impacts arise from policy interventions, technological advancements, and market transformations. Several opportunities were also identified.

Category	Risk	Description	ST/MT/LT
Policy	Evolving local and international regulations	We face transitional risks from evolving regulations requiring enhanced disclosures, which may increase operational and reporting costs. Changing regulations also influence customer expectations, potentially driving higher R&D investments to adapt products and services. While this raises costs, it also creates opportunities to innovate and differentiate in a transitioning market.	Short (0-2 years)
Technology	Transition to energy-efficient technologies	The transition to energy-efficient technologies presents both challenges and opportunities for our business. Adopting LED and intelligent lighting solutions can require upfront investment but offers significant benefits through reduced energy consumption and lower operating costs. Embracing these technologies enables us to meet regulatory requirements, enhance product value, and strengthen our market position in a sustainability-driven economy.	Medium (2-5 years)
Reputation	Stigmatisation of aviation sector	The aviation sector faces reputational risks due to increasing public scrutiny and stigmatisation over its environmental impact. This negative perception can affect customer loyalty and investor confidence. However, proactively addressing sustainability challenges offers an opportunity to enhance our brand reputation and build trust with stakeholders.	Long (5-10 years)

Integration

At ADB SAFEGATE, we have integrated climate related risk considerations into our business planning framework for many years. As pioneers in conducting carbon assessments on our products, we have developed a robust risk assessment process that enables us to identify and monitor vulnerable points within our operations and evaluate our supplier base for potential risk factors.

Physical Risk Scenario Analysis

We evaluated physical risks using WRI's Aqueduct tool across three IPCC Representative Concentration Pathway (RCP) scenarios: RCP 2.6 (rapid decarbonization), RCP 7.0 (business-as-usual), and RCP 8.5 (high emissions). Across all scenarios, our facilities and customers face increased vulnerability to extreme weather events, heat waves, sea-level rise, as well as water stress, drought, and flooding. These escalating physical risks, particularly under more severe scenarios, could damage infrastructure, disrupt operations, and challenge our ability to reliably and cost-effectively serve airfield customers, impacting our long-term business resilience.

Transition Risk Scenario Analysis

Under the Net Zero by 2050 scenario, our primary risks stem from increased material costs and supply chain challenges driven by tighter regulations and energy transition demands. However, this scenario also offers a significant opportunity to lead through innovation in low-carbon, energy-efficient airfield lighting technologies such as LED and intelligent lighting systems. While some costs may rise due to regulatory and energy shifts, we are well positioned to capitalize on these opportunities, supporting the decarbonization of aviation infrastructure and maintaining long-term resilience.

RISK MANAGEMENT

Assessment

ADB SAFEGATE employs an enterprise-wide, a comprehensive, multi-step process to assess the risks and opportunities associated with climate change and the transition to a low carbon economy, focusing on the implications for our financial and ESG performance in the airport industry. We apply our global risk management procedure to perform it.

1 **Climate-Related Scenario Analysis:** We perform scenario analyses using various climate-related tailored to the airport industry to account for different risks and transition pathways, ensuring a range of outcomes is considered; covering the complete life cycle of our products and/or services.

2 **Identification of Exposure:** We evaluate our operational, market, regulatory, technological, and reputational exposures to the risks and opportunities arising from climate change and low-carbon transitions, specifically focusing on airports and aviation-related services.

3 **Prioritization and Measurement:** Risks and opportunities are prioritized based on materiality and relevance to our business in the airport industry and measured using qualitative and quantitative metrics (e.g., impact on revenues, costs, profitability, brand reputation, and ESG ratings).

4 **Integration into Strategic Planning:** Findings are integrated into our strategic planning, risk management, and investment decision-making processes to ensure that climate risks and opportunities are duly considered in the airport sector alongside other financial and non-financial criteria.

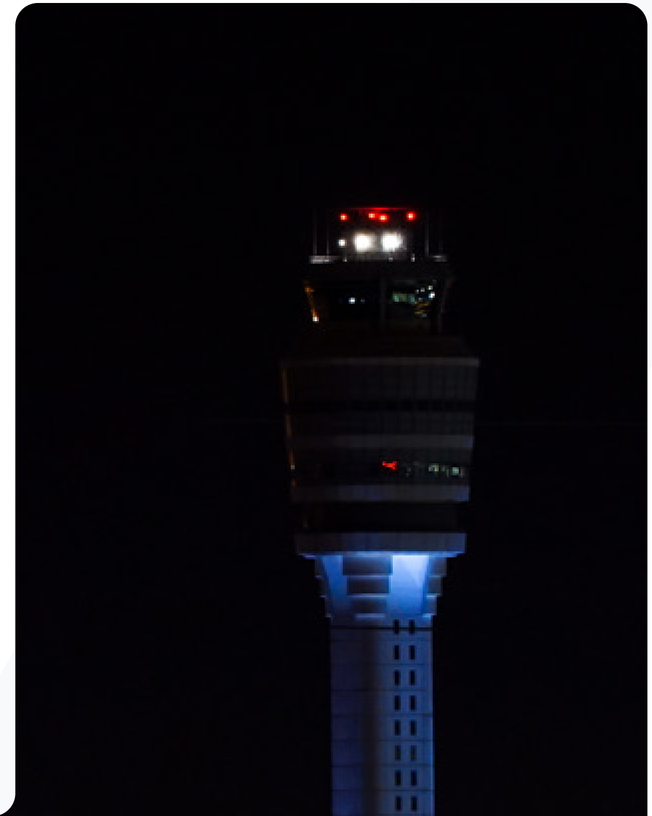
5 **Monitoring and Reporting:** We continually monitor and report progress against our risk management framework and low carbon transition initiatives for airports, ensuring our stakeholders are well-informed of our performance.

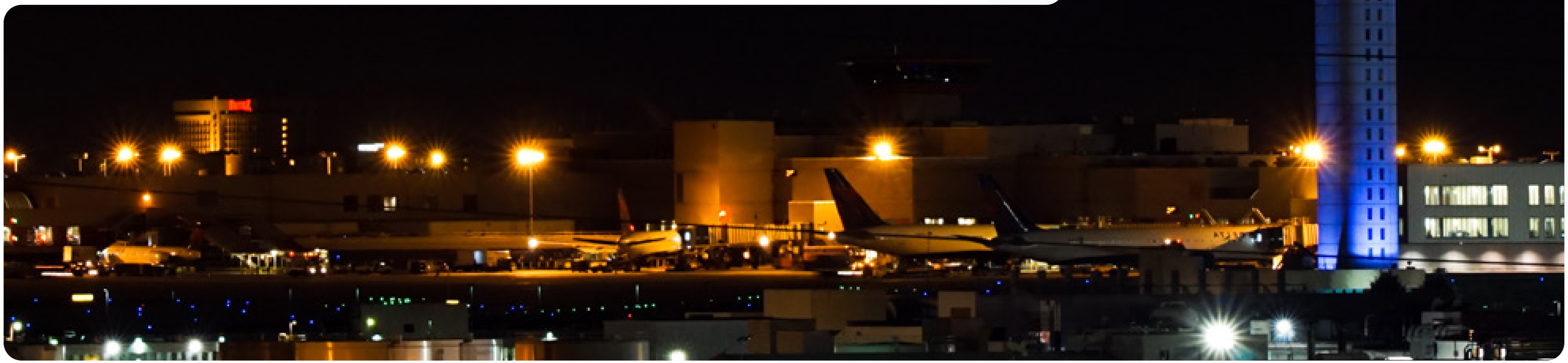
Physical Risk Mitigation

We are developing mitigation strategies to address physical risks from extreme weather events, heat waves, and sea-level rise. These include creating emergency management plans tailored to location specific risk assessments and incorporating infrastructure measures and emergency equipment where applicable. Opportunities to coordinate with municipalities and government entities on extreme weather planning have been identified, alongside screening new facility sites for climate related risks, training employees on operational responses to heat waves and severe weather and assessing supplier vulnerabilities to enable targeted supply chain mitigation. Additionally, our products are designed to support our customers' evolving needs for climate resiliency.

Transition Risk Mitigation

ADB SAFEGATE has a longstanding commitment to advancing sustainable operations across its global footprint. We conduct comprehensive carbon assessments on the materials used in our airfield lighting products to identify and prioritize opportunities for carbon reduction throughout our value chain. To further minimize our operational greenhouse gas (GHG) emissions, we are actively increasing the sourcing of renewable electricity at our manufacturing facilities. Additionally, our GHG emissions reporting undergoes third-party verification, supported by our Climate Activator Certification, which is valid through the end of 2026, ensuring transparency and credibility in our climate disclosures.





METRICS & TARGETS (TCFD)

Identifying and Assessing

At ADB SAFEGATE, we continuously enhance our metrics and targets to steer the execution of our commitment to net zero by 2050. Our approach starts with robust data collection and emissions measurement across our operations. We track the following metrics to assess climate-related risks and opportunities: Scope 1, 2, and 3 (categories 1,2,3,4,5,6,7,8,9,11) greenhouse gas (GHG) emissions, total energy use at our facilities, and total water withdrawals at our facilities.

We actively collaborate with suppliers and customers to deepen our understanding and management of emissions. Leveraging advanced technologies such as analytics, automation, artificial intelligence, and machine learning, we aim to improve decision-making processes and increase transparency. Our progress and targets are transparently documented here in our annual ESG Report.

EMISSIONS

ADB SAFEGATE uses Watershed as a third-party tool for GHG accounting and measurement, providing a structured and auditable framework for tracking emissions across our operations. Watershed follows the GHG Protocol Corporate Standard, categorizing emissions across Scopes 1, 2, and 3, and applying emission factors from databases such as the IEA, EPA, and IPCC to convert activity data into tonnes carbon dioxide equivalent. Our emissions data is primarily sourced from energy invoices and consumption records provided directly by our entities and branches from their respective energy providers, ensuring a high degree of accuracy and reliability. Where direct data is unavailable, we supplement with a mix of activity-based and spend-based data to ensure comprehensive coverage. For Scope 2 reporting, we primarily refer to the market-based method — which reflects the emissions associated with our chosen energy sources and any renewable energy procurement — while also including location-based figures to provide additional context and allow for meaningful comparison across regions.

GHG METRIC	GRI INDEX	UNIT	2024	2025
Scope 1 — Direct emissions	GRI 305-1	tCO2e	3287	2760
Scope 2 — Location-based	GRI 305-2	tCO2e	1370	1440
Scope 2 — Market-based	GRI 305-2	tCO2e	393	109
Total Scope 1+2 (market-based)		tCO2e	3680	2869
Scope 3 — Cat. 1 Purchased goods	GRI 305-3	tCO2e	146 200	158 552
Scope 3 — Cat. 2 Capital goods	GRI 305-3	tCO2e	1965	3965
Scope 3 — Cat. 3 Fuel and energy related activities	GRI 305-3	tCO2e	1067	948
Scope 3 — Cat. 4 Upstream transportation and distribution	GRI 305-3	tCO2e	3355	2508
Scope 3 — Cat. 5 Waste generated in operations	GRI 305-3	tCO2e	128	152
Scope 3 — Cat. 6 Business Travel*	GRI 305-3	tCO2e	3632	2786
Scope 3 — Cat. 7 Employee commuting	GRI 305-3	tCO2e	2039	2230
Scope 3 — Cat. 8 Upstream leased assets	GRI 305-3	tCO2e	5.7	11
Scope 3 — Cat. 9 Downstream transportation and distribution	GRI 305-3	tCO2e	6951	8790
Scope 3 — Cat. 11 Use of sold products***	GRI 305-3	tCO2e	77 287	133 869
GHG intensity (tCO2e / €M revenue)	GRI 305-4	tCO2e /€M	453.81	543.46

POLLUTION	GRI INDEX	UNIT	2024	2025
Emissions of ozone-depleting substances (ODS) include refrigerants for facility air-conditioning such as HCFC-22, HCFC-122**	GRI 305-6	tCFC-11e	0****	0****
NO	GRI 305-7	KG	0	0
SO	GRI 305-7	KG	0	0
Persistent organic pollutants (POP)	GRI 305-7	KG	0	0
Persistent organic pollutants (POP)	GRI 305-7	KG	0	0
Hazardous air pollutants (HAP)	GRI 305-7	KG	0	0
Particulate matter (PM)	GRI 305-7	KG	0	0
Other standard categories of air emissions identified in relevant regulations	GRI 305-7	N/A	0	0

***Category 6 (Business Travel) required a correction this year when improvements in data collection revealed that data for this category in years preceding 2025 were not complete. This affected our baseline. A recalibration has been done for our baseline and following years.**

****Methodology for calculating tCFC-11e is to multiply kg of each substance by the Global Warming Potential defined by the Montreal Protocol GWP. GRI 305-6 covers only substances from Annexes A,B,C and,E. This excludes all HFC's from Annex F. Therefore, HFC-32, HFC-134a, and R-410A (HFC-32 & HFC-125) which we also use for facility air conditioning are excluded. Another comment on this metric is that we are improving our data collection and suspect that some entities of ours are overreporting. This has been identified and initiatives are underway to correct it.**

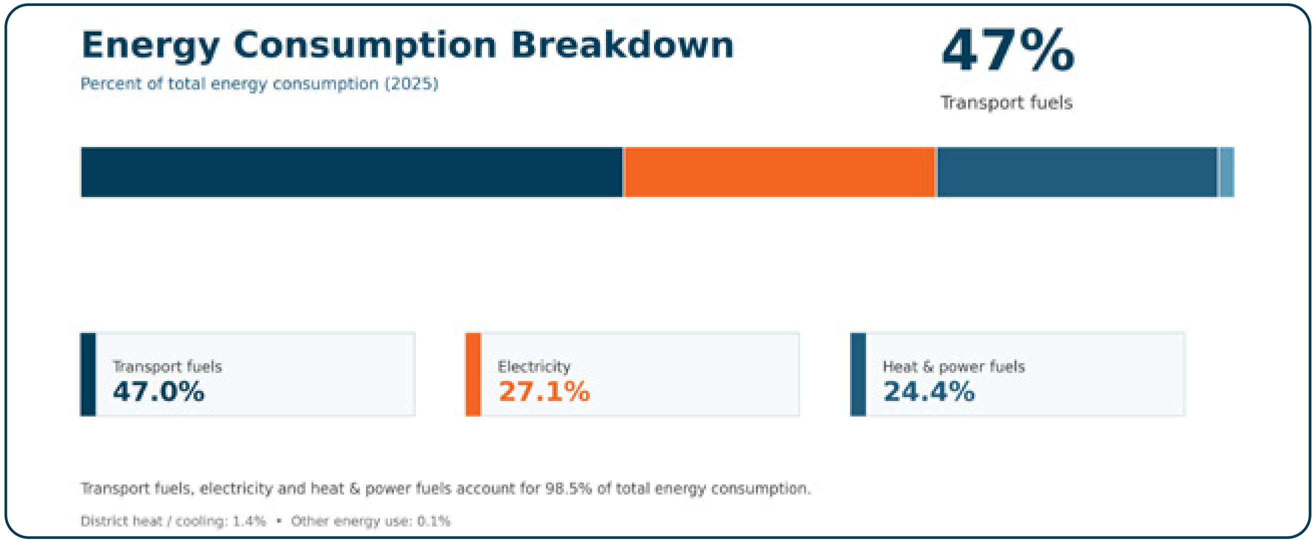
*****Category 11 (Use of Sold Products is visibly higher due to improved data collection.**

******All ODS purchased is balanced by proper disposal by the refrigerant suppliers.**

ENERGY
GRI 302

ENERGY METRIC	GRI INDEX	UNIT	2024	2025
Total energy consumption*	GRI 302-1	GJ	62 326	56 804
of which: electricity	GRI 302-1	GJ	14 573	15 372
of which: natural gas / Diesel / Motor gasoline	GRI 302-1	GJ	16 333	13 885
of which: transport fuels (company vehicles)	GRI 302-1	GJ	31 162	26 672
of which: District heat / cooling	GRI 302-1	GJ	158.4	799.2
of which: Energy use	GRI 302-1	GJ	100.8	79.2
Energy intensity (GJ / €M revenue)	GRI 302-	GJ/€M	114.8	97.48
Renewable electricity share		%	80.7%	97%

***From Scope 1 & 2 of the GHG emissions. Energy consumption within the organization.**



WASTE MANAGEMENT

GRI 306

Total waste generated	Hazardous waste	Non-hazardous waste
2025: 453.63 t	2025: 33.9 t	2025: 419.73 t

Recycled / recovered	Waste to landfill	Unspecified
2025: 27.7%	2025: 0.01%	2025: 70.6%

WATER MANAGEMENT AND WATER STRESS EXPOSURE

GRI 303

Total water withdrawal* GRI 303-3	Total water discharge* GRI 303-4	Total water consumption GRI 303-5	Water recycled / reused GRI 303-2
2024: N/A	2024: N/A	2024: 12,706 m³	2024: 0 m³
2025: N/A	2025: N/A	2025: 15,675 m³	2025: 0 m³
No change	No change	+23.4%	No change

Water Stress Exposure by Site ** GRI 303-1

Zaventem, Belgium	Extreme
Tianjin, China	Extreme
Mannheim, Germany	High
Columbus, OH, USA	Medium to High

Extreme	Very high level of water stress and potential for supply disruptions
High	High level of water stress and potential for supply disruptions
Medium to High	Moderate to high level of water stress and potential for supply disruptions

*We do not withdraw from, or discharge to, local water sources, streams, rivers, lakes or oceans.
**Water stress is measured on five levels, low, low to medium, medium to high, high, extreme

Reducing our impact on water stress

GRI 303-2

At ADB SAFEGATE risk to our operations and employee's well-being outside the office matters. We are doing our part in water stressed areas, especially at our headquarters to reduce our impact through improved infrastructure. In April 2026, ADB SAFEGATE's headquarters moved to a new facility in Machelen, Belgium. The building is BREEAM certified and utilises rainwater capture, helping reduce our consumption of water from the local provider going forward. This move occurred after the close of the FY2025 reporting period covered by this report.

SOCIAL

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM

GRI 403

ADB SAFEGATE's occupational health and safety (OHS) management system is implemented across the organization's global operations, employing approximately 1,451 workers in total as of 31 December 2025. The system is formally structured around the requirements of ISO 45001:2018, which provides the framework for identifying, assessing, and controlling workplace health and safety risks. ADB Safegate strives to apply the principles and requirements of its OHS management system consistently across the entire global organization, underpinned by FM1, the organization's internal QHSER policy, with formal certification pursued where required by regulatory obligation, customer expectation, or operational risk profile.

For the ISO 45001-certified facility, the management system has been independently audited by an accredited third-party certification body on a triennial recertification cycle, with annual surveillance audits in intervening years and regular internal audits reviewed through a formal management review process at senior leadership level. At non-certified sites, OHS management is governed by applicable local regulatory requirements and internal company standards, underpinned by the same principles applied at certified facilities.

Sites holding ISO 14001 environmental management or ISO 45001 certification are detailed in the table below, reflecting the certification status as of 31 December 2025.

SITE	COUNTRY	EMPLOYEES	ISO 14001	ISO 45001
ADB SAFEGATE BV	Belgium	205	✓	✓
ADB SAFEGATE Austria GmbH	Austria	91	✓	
ADB SAFEGATE Sweden AB	Sweden	53	✓	

HAZARD IDENTIFICATION & RISK ASSESSMENT

GRI 403

Hazard identification is a continuous process that must be carried out before introducing new work practices or equipment, after any incident, and whenever procedures or working conditions change. Once hazards are recorded, each one is evaluated using the Kinney method, which scores risk based on probability, exposure frequency, and severity of consequence — resulting in a priority level that guides whether immediate action, monitoring, or activity cessation is required.

INCIDENT INVESTIGATION & RISK CONTROL

GRI 403

When an incident or near-miss occurs, it triggers both a review of the existing risk assessment and an update to the Risk Register Database to incorporate any newly identified hazards and control measures. Controls are then applied following a strict hierarchy — from elimination and substitution, through engineering controls and administrative measures, down to personal protective equipment — with the goal of reducing risk to the lowest reasonably practicable level and continuously monitoring the effectiveness of those controls.

TRAINING & EDUCATION

GRI 404-1

0.59

AVERAGE TRAINING HOURS PER EMPLOYEE

+25.5% vs 2024

71.4%

% EMPLOYEES RECEIVING REGULAR PERFORMANCE REVIEWS

-9.1 pts vs 2024

DIVERSITY & EQUAL OPPORTUNITY

GRI 405

We are committed to fostering a diverse and inclusive workplace where all employees are treated with fairness and respect, regardless of gender, age, ethnicity, disability, religion, or any other characteristic. We monitor the composition of our workforce and governance bodies and try to ensure equitable representation across all levels of the organization. We actively work to close gender pay gaps, promote equal access to career development opportunities, and embed inclusion principles into our hiring, retention, and promotion practices. Our ongoing efforts reflect our belief that diversity is not only a matter of social responsibility, but a strategic driver of innovation and long-term business resilience. The numbers presented are for the situation as of the 31st of December 2025. At the time of writing, we have one woman included on the Executive Committee (EXCOM).

DIVERSITY & EQUAL OPPORTUNITY

GRI 405

18.3%

Women in workforce

14.9%

Women in management

0%

Women on Board / Executive Team

18.7%

Adjusted gender pay gap

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

GRI 401

Freedom of association and collective bargaining are managed locally at each site, reflecting the legal, regulatory, and cultural context in which we operate, rather than through a single global policy. Each site is responsible for understanding and following the local laws, regulations, and collective bargaining agreements that apply to it, including any national or sector-specific agreements already in place. In practice, this means our teams on the ground engage directly with employee representatives and bargaining bodies where those structures exist, and they do so within the legal framework of their own jurisdiction. We see this as the right approach given how much labor relations are shaped by local context, and how important it is for our sites to remain genuinely compliant and responsive to local norms rather than operating under a generic global statement that may not reflect realities on the ground.

CHILD LABOR

GRI 408

ADB SAFEGATE is committed to the elimination of child labor in all its operations and supply chain, in accordance with the principles of the UN Convention on the Rights of the Child and ILO Conventions 138 and 182. We maintain a strict minimum working age compliant with local legal requirements, international standards and conduct regular audits and due diligence assessments across our value chain to identify, prevent, and remediate any risk of child labor. Our Code of Conduct strictly prohibits child labor in all its forms, and this prohibition applies equally to our own operations and to those of our business partners, including suppliers and contractors. No incidents of child labor were identified in our own operations during the reporting period. Where risks are identified in our supply chain, we engage directly with suppliers to implement corrective action plans. If we see that the supplier fails to comply, this may lead to disengagement. Recognising that responsible sourcing protects vulnerable children and communities, our commitment is embedded in our Supplier Code of Conduct, Employee Code of Conduct and employee training programmes.

COMMUNITY ENGAGEMENT

GRI 413

ADB SAFEGATE is committed to making a meaningful impact in the communities where we operate. Through active partnerships and local initiatives, we strive to support education, innovation, and sustainability.

Building Local Partnerships in Columbus, Ohio

In 2025, ADB SAFEGATE hosted the City of Gahanna during the Columbus Business First Monthly Networking Breakfast at our Columbus, Ohio office. This event provided a valuable opportunity to connect with local business leaders, showcase our work, and discuss initiatives that support community growth and collaboration. By engaging with the City of Gahanna and other attendees, we reinforced our commitment to fostering strong local partnerships and contributing to the development and innovation of the communities in which we operate.

ADB SAFEGATE Sponsored the Innoptus Solar Team

ADB SAFEGATE proudly sponsored the Innoptus Solar Team, a group of Belgian engineering students from KU Leuven competing in the Bridgestone World Solar Challenge. By supporting their development of the Infinite Apollo, we helped advance clean mobility and STEM education. This partnership reflects our dedication to empowering young talent, advancing renewable energy technology, and fostering a more sustainable future.

Engaging Future Talent at KU Leuven Career Fair

For the third consecutive year, ADB SAFEGATE participated in the KU Leuven – Group T Career Fair in Belgium. This annual event provided an excellent platform to connect with talented students and young professionals, reflecting our commitment to hiring and developing fresh graduates from local universities. With over 120 companies present, we showcased our innovative solutions—including the Cortex system and airfield products—and engaged with motivated students interested in careers in aviation technology. These interactions support our efforts to nurture the next generation of industry leaders and reinforce our connection to the local academic community.

ADB SAFEGATE'S MODERN SLAVERY STATEMENT

This section is to satisfy GRI 409 and the UK Modern Slavery Act 2015

Introduction

This is ADB SAFEGATE's annual statement to show the steps we have taken to manage the risk of modern slavery occurring within our organization or supply chain. It covers the 2025 financial year.

The statement has been broken down into the following sections:

1. Organization structure and supply chains
2. Policies in relation to slavery and human trafficking
3. Risk assessment and due diligence processes
4. ADB SAFEGATE whistleblowing platform
5. Training and awareness

1. Organization structure and supply chains

ADB SAFEGATE is a global provider of integrated solutions for airports, airlines, and air navigation service providers. We deliver advanced airfield lighting, power and control systems, airport and tower software, docking automation, and apron management. Headquartered in Belgium, we have major offices across the Americas, EMEA, and APAC, supporting more than 2,700 airports in over 175 countries and employing over 1,400 people.

Our manufacturing locations are close to suppliers and customers, helping to reduce our energy footprint and improve efficiency.

ADB SAFEGATE has zero tolerance for modern slavery and forced labor. All suppliers must comply with international anti-slavery and child labor standards. We conduct audits and assessments during onboarding and throughout supplier relationships to ensure compliance. Our policies align with global human rights frameworks, and all employees receive compliance training.

2. Policies in relation to slavery and human trafficking

ADB SAFEGATE's commitment to human rights is informed by internationally recognized principles, including the Universal Declaration of Human Rights (1948), the European Convention for the Protection of Human Rights (1950), and the ILO Declaration on Fundamental Principles and Rights at Work (1998).

We maintain a suite of policies that support our efforts to identify and mitigate the risk of modern slavery within our organization and supply chain. These policies enable a co-ordinated response to any identified risks and provide clear guidance for employees, suppliers, and business partners. All staff can access our policies via our intranet, and key documents are also available on our external website for customers, suppliers and business partners.

Our key policies include:

Employee Code of Conduct

Our Code of Conduct applies globally to everyone working for ADB SAFEGATE. It sets out the principles of ethical behavior and business integrity, ensuring that all employees act and are treated fairly, respectfully, and with dignity. These principles guide our interactions with customers, partners, and vendors, ensuring an ethical approach to all our business dealings.

Employment Policies

ADB SAFEGATE maintains employment and personnel policies that comply with all relevant labor laws and foster a culture of decency and respect. We have a strict non-discrimination policy and are committed to fair and equal treatment regardless of race, gender, nationality, religion, or sexual orientation. Our Diversity, Equity, and Inclusion Policy further strengthen our commitment to fostering an inclusive workplace across all our global locations.

Code of Conduct for Business Partners

Document Link

To prevent the risk of modern slavery in our supply chain, our suppliers are contractually required to adhere to our Code of Business Conduct for Business Partners. This policy outlines clear expectations regarding ethical conduct, human rights, and labor practices. It forms a key part of our supplier selection, onboarding, and ongoing management processes.

3. Risk assessment and due diligence processes

ADB SAFEGATE's due diligence processes are built on continuous engagement with our key stakeholders, including customers, employees, suppliers, investors, regulators, and local communities. In addition, ADB SAFEGATE typically performs approximately 30 full extended audits at supplier premises each year, focusing on all aspects of our supplier conduct guidelines.

This approach ensures we stay attuned to stakeholder expectations and emerging issues. In 2024, we introduced a formal materiality assessment process to identify and prioritize the most relevant environmental, social, and governance (ESG) topics for our business and stakeholders. This process includes evaluating stakeholder feedback and analysing trends related to topics such as social equity and corporate governance.

4. ADB SAFEGATE whistleblowing platform

ADB SAFEGATE provides a whistleblowing channel for employees to report concerns about misconduct, including, but not limited to, non-compliance with applicable legislation such as laws addressing modern slavery or human rights violations. Reports can be made at any time, securely and anonymously where permitted.

All reports are reviewed and investigated promptly. We keep all information confidential and handle investigations fairly and objectively.

We have a strict non-retaliation policy. Anyone raising concerns in good faith is protected from retaliation.

5. Training and awareness

To uphold our ethical and responsible standards, every ADB SAFEGATE employee is required to complete a comprehensive online compliance training curriculum. The curriculum covers a range of topics, including our Code of Conduct, data privacy, information security, workplace conduct, and other relevant compliance matters.

Governance

ETHICS 2025

We conduct business with integrity, maintaining zero tolerance for bribery, corruption, and unfair competition. Our Code of Conduct which includes those topics as well as conflict of interest, our whistleblower and grievance mechanism provide a robust ethical framework for employees and business partners alike. Customer data is protected through our ISO 27001-certified information security management system, and risks are systematically assessed and monitored across our operations.

ANTI-CORRUPTION RISK MANAGEMENT

GRI 205

ADB SAFEGATE manages corruption risk through its Code of Business Conduct, Anti-Bribery and Corruption policy, and related internal procedures. Gifts and hospitality are managed through a dedicated matrix with clear thresholds for giving and receiving, including when approval is required. This helps employees assess what is acceptable and prevents gifts or hospitality from creating an improper influence.

Payments to agents are managed separately, as commission payments can carry a higher corruption risk if they are used as kickbacks or bribes. For this reason, payments and commission fees to agents require approval by both the responsible manager and the Compliance Officer before payment is made.

Our anti-corruption controls and related policies are reviewed periodically and updated when changes in law, business activities or identified risks require it.

CODE OF CONDUCT

GRI 205

ADB SAFEGATE's Code of Conduct applies globally to all employees and sets out the standards for ethical behavior, business integrity and compliance with applicable laws. It covers key topics such as anti-bribery and corruption, conflicts of interest, fair competition, gifts and hospitality, privacy, human rights and respectful workplace conduct. Employees are required to complete Code of Conduct and compliance training, including anti-corruption awareness, so that the rules are understood and applied in daily business decisions. The Global Compliance Officer is responsible for supporting the implementation of the Code, providing guidance to the business, and following up on compliance questions or reported concerns.

CONFLICTS OF INTEREST

GRI 2-15

Conflicts of interest are addressed in ADB SAFEGATE's Code of Conduct, which requires employees to act in the best interest of the company and to avoid situations where personal, financial or other interests could influence business decisions. Employees are expected to disclose any actual or potential conflict of interest to their manager or the Global Compliance Officer, so that the situation can be reviewed and appropriate steps can be taken. Mitigation measures may include removing the employee from a decision-making process, assigning an independent reviewer, changing reporting lines, or documenting specific approval requirements. This approach helps manage conflicts in a practical way and supports fair and objective business decisions.

WHISTLEBLOWER & GRIEVANCE MECHANISMS

GRI 2-25 GRI 2-26

ADB SAFEGATE provides channels for employees and other stakeholders to raise concerns about misconduct, unethical behavior or breaches of laws and internal rules. Our general whistleblowing policy is supported by local whistleblowing policies in relevant countries, including Belgium, Germany and Austria, in line with EU whistleblower protection requirements. Reports can be made through the available reporting channels and are handled confidentially, with protection against retaliation for persons raising concerns in good faith. Each report is reviewed and followed up based on its nature and seriousness, with involvement from HR, Legal, Compliance or management where needed. Corrective actions may include further investigation, disciplinary measures, process changes or other actions to address the issue. In 2025, no whistleblower reports were received.

ADB SAFEGATE has a grievance mechanism in place for substantiated complaints or concerns that fall outside the scope of our whistleblowing procedure, typically directed to HR and/or manager. In 2025, four grievances were formally raised. Three were investigated and resolved within an average of seven working days. Two were substantiated. 1 investigation is still ongoing.

CORRUPTION

GRI 205

ADB SAFEGATE does not tolerate bribery or corruption. This principle is set out in our Code of Conduct and anti-corruption rules, and applies to all employees and business activities. We manage corruption risk through clear requirements for gifts and hospitality, controls over agent commissions and approvals for higher-risk payments, as well as guidance from the Global Compliance Officer when needed. Suspected breaches can be reported to management, HR or the Global Compliance Officer, and are reviewed with appropriate follow-up actions. If a breach is confirmed, disciplinary measures may be taken, up to and including termination of employment or ending a business relationship. In 2025, no confirmed incidents of corruption were reported.

FAIR COMPETITION & ANTI-TRUST

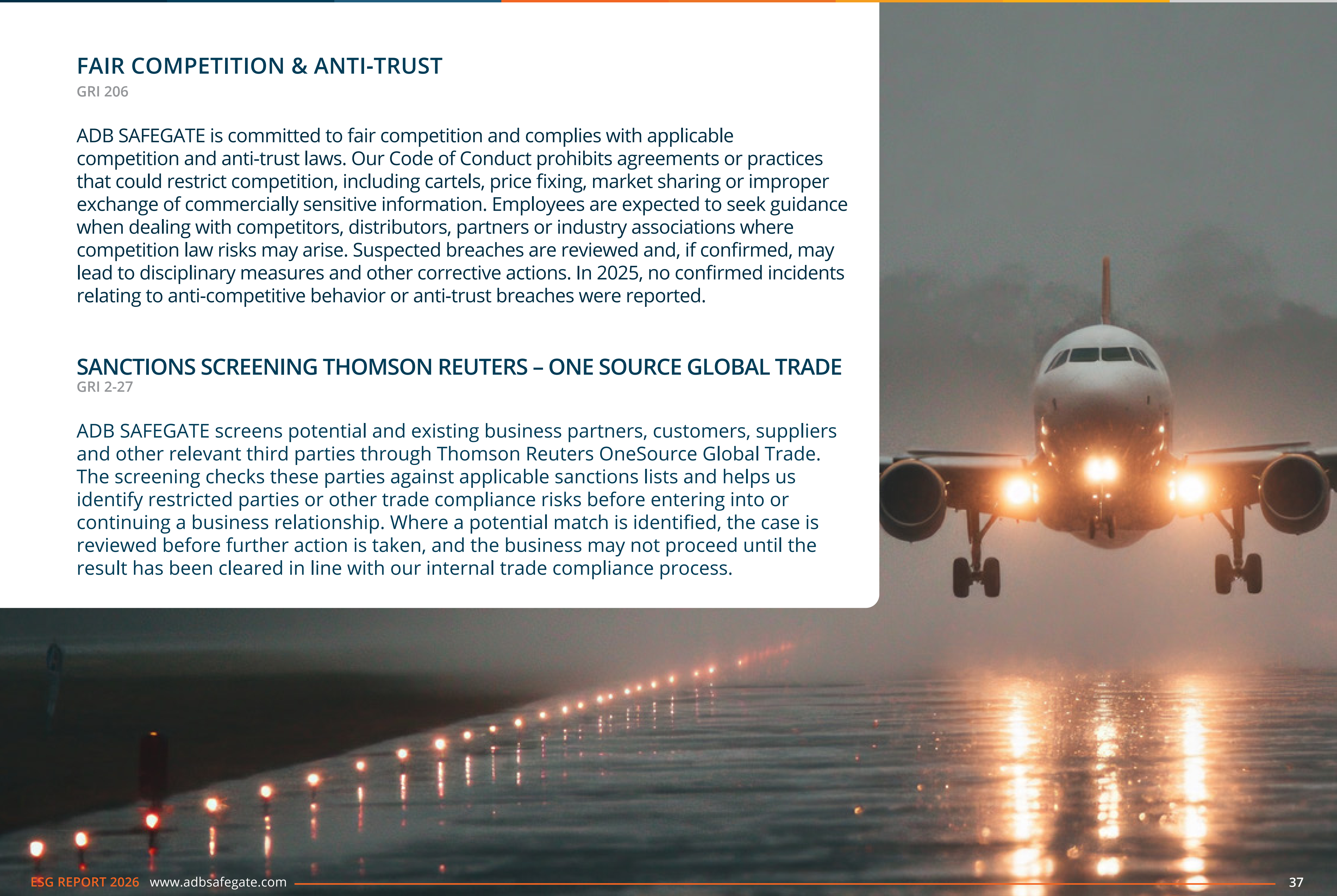
GRI 206

ADB SAFEGATE is committed to fair competition and complies with applicable competition and anti-trust laws. Our Code of Conduct prohibits agreements or practices that could restrict competition, including cartels, price fixing, market sharing or improper exchange of commercially sensitive information. Employees are expected to seek guidance when dealing with competitors, distributors, partners or industry associations where competition law risks may arise. Suspected breaches are reviewed and, if confirmed, may lead to disciplinary measures and other corrective actions. In 2025, no confirmed incidents relating to anti-competitive behavior or anti-trust breaches were reported.

SANCTIONS SCREENING THOMSON REUTERS – ONE SOURCE GLOBAL TRADE

GRI 2-27

ADB SAFEGATE screens potential and existing business partners, customers, suppliers and other relevant third parties through Thomson Reuters OneSource Global Trade. The screening checks these parties against applicable sanctions lists and helps us identify restricted parties or other trade compliance risks before entering into or continuing a business relationship. Where a potential match is identified, the case is reviewed before further action is taken, and the business may not proceed until the result has been cleared in line with our internal trade compliance process.



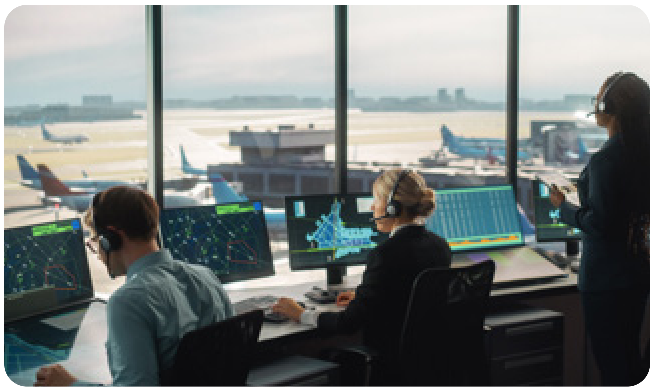
INFORMATION SECURITY

GRI 418

The organization has not experienced any data breaches in recent years and has not identified any leaks, thefts, or losses of customer data during the reporting period.

To protect customer data and support strong information security practices, the organization applies Information Security Management System principles aligned with ISO/IEC 27001. The effectiveness of the ISMS is reviewed through annual audits, helping ensure that appropriate controls are implemented and maintained.

The ISMS controls are applied globally; however, the formal ISO 27001 certification scope currently covers selected sites. The organization is gradually expanding the ISMS certification scope to include additional critical locations.



SITE	COUNTRY	EMPLOYEES	ISO 27001
ADB SAFEGATE BV	Belgium	205	✓
ADB SAFEGATE Austria GmbH	Austria	91	✓
ADB SAFEGATE Sweden AB	Sweden	53	✓
ADB SAFEGATE Airport Systems UK Ltd.*	UK	66	✓

Sites planned for ISO 27001 certification in 2026

India Labs, Hyderabad, India

Mannheim, Germany

The organization continues to strengthen its data protection and information security framework by expanding the ISMS scope, maintaining regular audits of its controls, and participating in external security assessments.

Sustainable Procurement

CODE OF CONDUCT FOR BUSINESS PARTNERS

GRI 308 GRI 414

Our Supplier Code of Conduct establishes the minimum standards required of all Tier 1 suppliers , spanning five core areas: labor standards (including prohibitions on forced and child labor, protection of workers' rights to fair wages, reasonable hours, and freedom of association); health and safety (ensuring safe working conditions in compliance with national legislation); environmental management (adherence to environmental laws and active minimisation of environmental impacts); ethics (zero tolerance of bribery, corruption, and facilitation payments, alongside mandatory conflict of interest disclosure); and full legal compliance across all operating jurisdictions. All Tier 1 suppliers receive our Terms & Conditions, which incorporate these requirements as a condition of doing business with us.

SUPPLIER ESG ASSESSMENT PROGRAMME

We assess the ESG performance of our suppliers using a risk-based approach:

- All new Tier 1 suppliers complete an ESG pre-qualification questionnaire before approval
- Existing suppliers are segmented by spend, category and geographic ESG risk

Procurement Social and Environmental Metric	GRI index	Unit	2025
Tier 1 suppliers — total active		suppliers	672
% assessed against social and environmental criteria	GRI 308, GRI 414	%	84
% signed Supplier Code of Conduct		%	84
Risk assessment in the top 100 suppliers		Score < 3.5 No. Suppliers	29

SUPPLY CHAIN OVERVIEW

Our supply chain for airfield lighting products includes the following key categories:

SUPPLY CATEGORY	KEY MATERIALS / COMPONENTS	ESG RISK LEVEL	COUNTRIES OF ORIGIN
LED chip packages	Gallium nitride, rare earth phosphors	Medium-High (conflict minerals adjacent)	32 countries in total China, European countries, Asian countries, US
Electronic drivers / control gear	Tin, tantalum, copper, aluminium electrolytic caps	High (conflict minerals: 3TG)	32 countries in total China, European countries, Asian countries, US
Aluminium castings and extrusions	Primary and recycled aluminium	Medium (energy-intensive production)	Czechia, France, China, Finland, Italy, USA, Romania, Belgium
Optical glass / lenses	Borosilicate glass, polycarbonate	Low-Medium	France, Germany, Finland, Belgium
Cable & connector assemblies	Copper, PVC / LSOH	Medium (labor risk in some origins)	Belgium, Finland, China, Turkey
PCB assemblies (EMS)	Multi-material	High (labor; conflict minerals)	Romania, US, Italy and China
Packaging materials	Cardboard, foam, timber pallets	Low-Medium	Belgium

Sustainable Products & Innovation

OUR DEFINITION OF SUSTAINABLE INNOVATION

We evaluate our solutions across two distinct dimensions: the climate impact of our products themselves, and the operational impact they enable for our customers. Both matter, and both inform every decision we make.

From the earliest stages of development, we assess and improve the product carbon footprint of every product and feature — examining the supply chain leading into production, carbon emissions across its operational lifetime, and what happens at end of life. Every design decision is an opportunity to reduce that footprint, and we hold ourselves accountable to that through independent assessment and transparent reporting.

Operational impact is at the heart of what we do. Our systems guide aircraft through every phase of their airport journey — from approach and landing, through taxi and turnaround, to take-off — and every efficiency we help unlock has a direct climate consequence. A faster turnaround means less fuel burned at the gate. A more precise taxi route means fewer emissions on the ground. A maintenance intervention triggered by data rather than assumption means fewer vehicle movements on the airfield and less waste of time, materials and effort.

Sustainability, for us, is not a separate agenda. It is the natural outcome of systems that work well — built to last, designed to perform, and measured against the climate impact they have on the world around them.

SPOTLIGHT ON LAST YEAR'S INTRODUCTIONS

In 2025, we continued to embed sustainability into our product innovation, releasing a series of products and features designed to reduce waste, improve efficiency, and support smarter maintenance practices. From leakage monitoring and traceability to lamp fault detection and communication diagnostics, these advancements share a common purpose: giving teams the insight they need to act precisely, minimise unnecessary resource use, and extend the life of existing infrastructure. Here is a spotlight on five of those sustainable products & innovations.

Elevated AXON LED Fixture

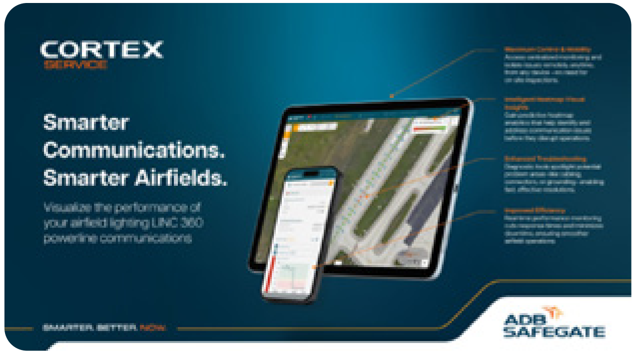
The AXON elevated light sets a new benchmark for energy efficiency in airfield ground lighting, consuming over 80% less power than halogen and outperforming competing LED solutions by more than 30%. Designed for longevity, its modular architecture maximizes parts commonality, enables midlife upgrades, and supports a guaranteed LED lifespan exceeding 50,000 hours, reducing the frequency and footprint of replacements. Every design decision is backed by an independent product lifecycle assessment, giving operators transparent data to support sustainable procurement and long-term infrastructure planning.

Precision Lamp Fault Detection

Knowing exactly which light has failed, and where, transforms how maintenance teams operate. Rather than dispatching vehicles for routine runway inspections, CORTEX Lamp Fault Detection delivers precise, real-time fault identification directly to your team, eliminating unnecessary vehicle movements and ensuring maintenance effort is targeted only where it is needed. The result is leaner, lower-emission operations without compromising airfield availability or safety compliance.

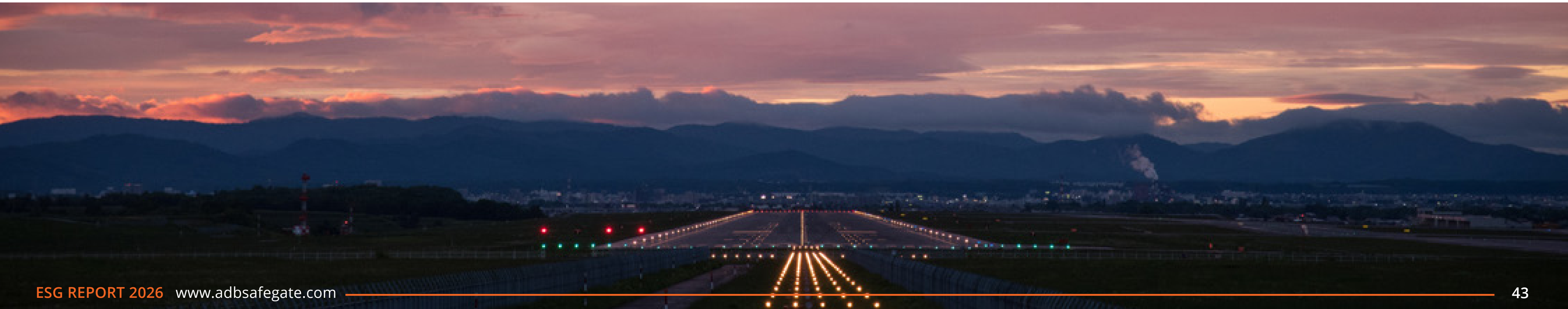
Seal Leakage Detection

Water ingress is one of the leading causes of premature fixture failure, forcing the replacement of components that are among the most resource-intensive to manufacture. By continuously monitoring the environmental seal of each inset light fixture and flagging anomalies before damage occurs, CORTEX Seal Leakage Detection protects your assets at their most vulnerable point, extending service life, reducing material waste, and avoiding the environmental cost of early replacement.



Communication Performance Monitoring

The most sustainable maintenance is the kind that never becomes an emergency. By continuously tracking the health of your airfield lighting communication network, CORTEX Performance Monitoring identifies degrading circuit conditions before they cause failures, shifting teams from reactive, resource-intensive interventions to planned, efficient maintenance. Less unplanned downtime, fewer urgent call-outs, and a more resilient airfield with a smaller operational footprint.



CIRCULARITY

GRI 301

The company sources materials for manufacturing and packaging based on operational requirements and applicable regulatory standards. Procurement decisions are informed by technical specifications, cost, and supplier availability across our global supply base. Where suitable alternatives exist and applicable to the relevant product or application, the company favors materials with recycled content and packaging that incorporates recycled materials. Materials reporting is an area the company has identified for further development; this includes improving data collection, building internal awareness of material flows, and strengthening engagement with suppliers on this topic.

Compliance

GRI 2-27

Our products are developed and manufactured in full compliance with the regulatory frameworks governing the aviation and electronics industries. We adhere to the standards set by the world's most notable aviation authorities, as well as local aviation authorities around the world, ensuring our equipment meets the stringent requirements for use in certified aviation environments. Our products conform with applicable European and UK health, safety, and environmental directives.

STANDARD / DIRECTIVE	FULL NAME
ICAO	International Civil Aviation Organization
EASA	European Union Aviation Safety Agency
FAA	Federal Aviation Administration
National civil aviation authorities	Various national aviation authorities
CE Marking	Conformité Européenne
UKCA Marking	UK Conformity Assessed
RoHS	Restriction of Hazardous Substances
WEEE	Waste Electrical and Electronic Equipment (Directive 2012/19/EU)
REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals
IEC	International Electrotechnical Commission
CENELEC	European Committee for Electrotechnical Standardization
EC	European Commission Regulation
EuroCae	European Organization for Civil Aviation Equipment

Conclusion

Sustainability at ADB SAFEGATE is a story of growth — growing in scope, growing in ambition, and growing in the degree to which it shapes how we operate and make decisions as a business. The progress documented throughout this report is the result of sustained effort across our organization, building on the foundations established in previous years and reaching further with each new reporting cycle.

Our engagement with EcoVadis is an important part of this process. As one of the world's most widely recognized sustainability rating platforms, EcoVadis provides an independent assessment of our performance across environmental, social, ethical, and supply chain criteria. That external perspective has proven valuable — not only as a measure of where we stand, but as a practical tool for identifying where further improvement is needed. The findings from our most recent assessment are informing targeted actions already underway across the business.

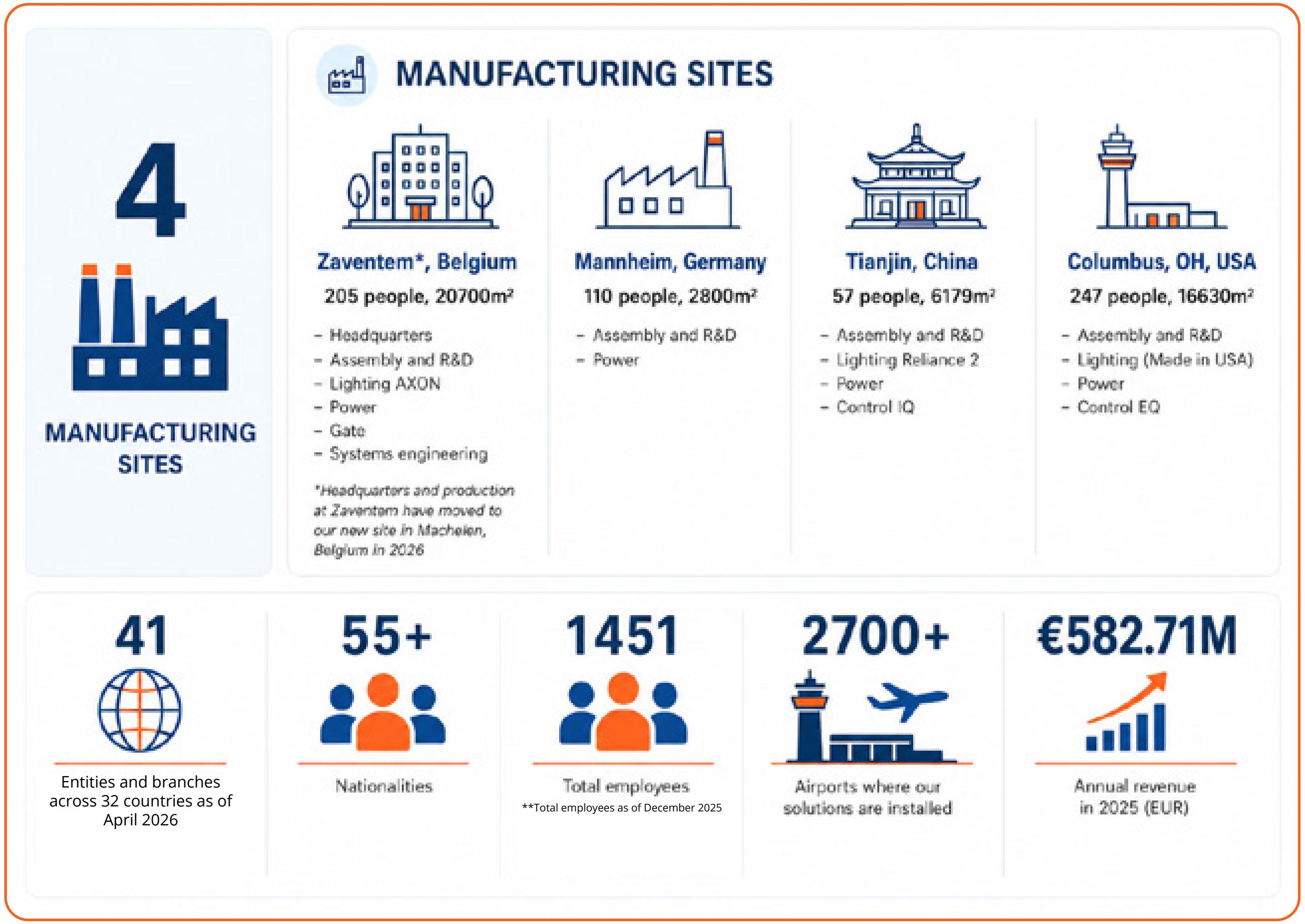
There remains work to be done. As our understanding of our impacts grows and global expectations continue to rise, we are committed to addressing identified gaps and raising our performance across all areas of ESG. The priorities and initiatives outlined in this report will continue to be developed, tracked, and reported on in the years ahead.

ADB SAFEGATE's sustainability journey is ongoing. This report captures where we are today and reflects our commitment to raising the bar in how we operate, source, and serve.

Annex

ANNEX A DATA SUMMARY

ADB SAFEGATE at a Glance

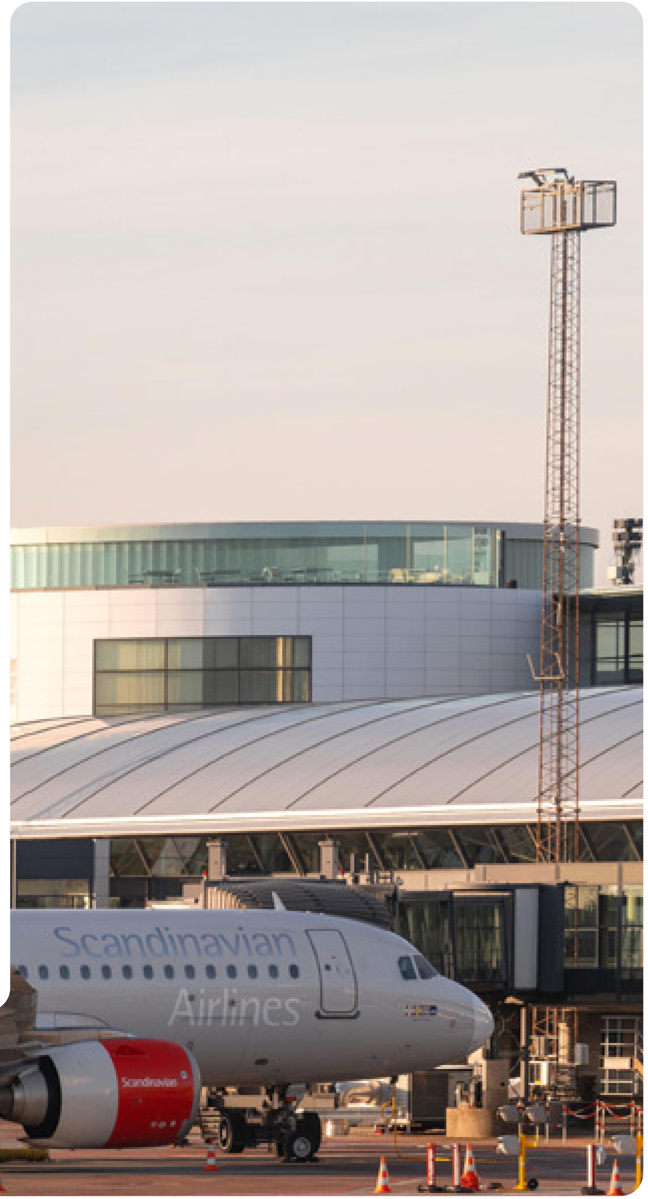


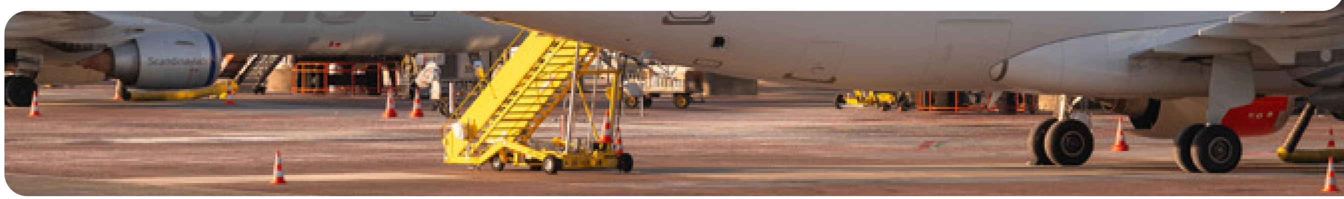
TCFD Report
Physical Risk

Category	Risk	Description	ST/MT/LT
Operations	Heat waves	Heat waves, even in optimistic projections of reaching net zero by 2050, can result in rising energy costs from the increased demand for cooling, delays due to harsh labor conditions and the need for more resilient infrastructure.	Short (0-5 years)
Operations	Extreme weather events	Extreme weather events such as severe rainstorms, hurricanes, windstorms, tornadoes, and winter weather impact our teammates' ability to get to work and suppress customer demand. They also pose supply chain risk as our suppliers are challenged to deliver goods to our facilities. This can increase costs and impact our revenue. These effects scale whether the world achieves below, around or above 1.5C.	Medium (5-10 years)
Downstream (customers)	Sea-level rise	Sea level rise, in worst case scenario projections, poses a significant risk to our operations selling to coastal airports by increasing the likelihood of flooding, infrastructure damage, and disruptions to airport accessibility. This can lead to operational delays, higher maintenance costs, and potential loss of business in these vulnerable locations.	Long (Beyond 2050)
Operations	Water stress Zaventem/ Machelen Extreme Columbus Medium to high Tianjin Extreme Mannheim High	Our headquarters and primary manufacturing sites sit in medium to extreme water stressed areas. By 2050 all sites sit in extreme water stressed areas regardless of IPCC Representative Concentration Pathway (RCP).	Zaventem Short (0-5years) Columbus Long (Beyond 2050) Tianjin Short (0-5 years) Mannheim Medium (5-10 years)

TCFD Report
Transitional Risk

Category	Risk	Description	ST/MT/LT
Policy	Evolving local and international regulations	We face transitional risks from evolving regulations requiring enhanced disclosures, which may increase operational and reporting costs. Changing regulations also influence customer expectations, potentially driving higher R&D investments to adapt products and services. While this raises costs, it also creates opportunities to innovate and differentiate in a transitioning market.	Short (0-2 years)
Technology	Transition to energy-efficient technologies	The transition to energy-efficient technologies presents both challenges and opportunities for our business. Adopting LED and intelligent lighting solutions can require upfront investment but offers significant benefits through reduced energy consumption and lower operating costs. Embracing these technologies enables us to meet regulatory requirements, enhance product value, and strengthen our market position in a sustainability-driven economy.	Medium (2-5 years)
Reputation	Stigmatisation of aviation sector	The aviation sector faces reputational risks due to increasing public scrutiny and stigmatisation over its environmental impact. This negative perception can affect customer loyalty and investor confidence. However, proactively addressing sustainability challenges offers an opportunity to enhance our brand reputation and build trust with stakeholders.	Long (5-10 years)





Emissions

GHG METRIC	GRI INDEX	UNIT	2024	2025
Scope 1 — Direct emissions	GRI 305-1	tCO2e	3287	2760
Scope 2 — Location-based	GRI 305-2	tCO2e	1370	1440
Scope 2 — Market-based	GRI 305-2	tCO2e	393	109
Total Scope 1+2 (market-based)		tCO2e	3680	2869
Scope 3 — Cat. 1 Purchased goods	GRI 305-3	tCO2e	146 200	158 552
Scope 3 — Cat. 2 Capital goods	GRI 305-3	tCO2e	1965	3965
Scope 3 — Cat. 3 Fuel and energy related activities	GRI 305-3	tCO2e	1067	948
Scope 3 — Cat. 4 Upstream transportation and distribution	GRI 305-3	tCO2e	3355	2508
Scope 3 — Cat. 5 Waste generated in operations	GRI 305-3	tCO2e	128	152
Scope 3 — Cat. 6 Business Travel*	GRI 305-3	tCO2e	3632	2786
Scope 3 — Cat. 7 Employee commuting	GRI 305-3	tCO2e	2039	2230
Scope 3 — Cat. 8 Upstream leased assets	GRI 305-3	tCO2e	5.7	11
Scope 3 — Cat. 9 Downstream transportation and distribution	GRI 305-3	tCO2e	6951	8790
Scope 3 — Cat. 11 Use of sold products***	GRI 305-3	tCO2e	77 287	133 869
GHG intensity (tCO2e / €M revenue)	GRI 305-4	tCO2e /€M	453.81	543.46

***Category 6 (Business Travel) required a correction this year when improvements in data collection revealed that data for this category in years preceding 2025 were not complete. This affected our baseline. A recalibration has been done for our baseline and following years.**

****Methodology for calculating tCFC-11e is to multiply kg of each substance by the Global Warming Potential defined by the Montreal Protocol GWP. GRI 305-6 covers only substances from Annexes A,B,C and,E. This excludes all HFC's from Annex F. Therefore, HFC-32, HFC-134a, and R-410A (HFC-32 & HFC-125) which we also use for facility air conditioning are excluded. Another comment on this metric is that we are improving our data collection and suspect that some entities of ours are overreporting. This has been identified and initiatives are underway to correct it.**

*****Category 11 (Use of Sold Products is visibly higher due to improved data collection.**

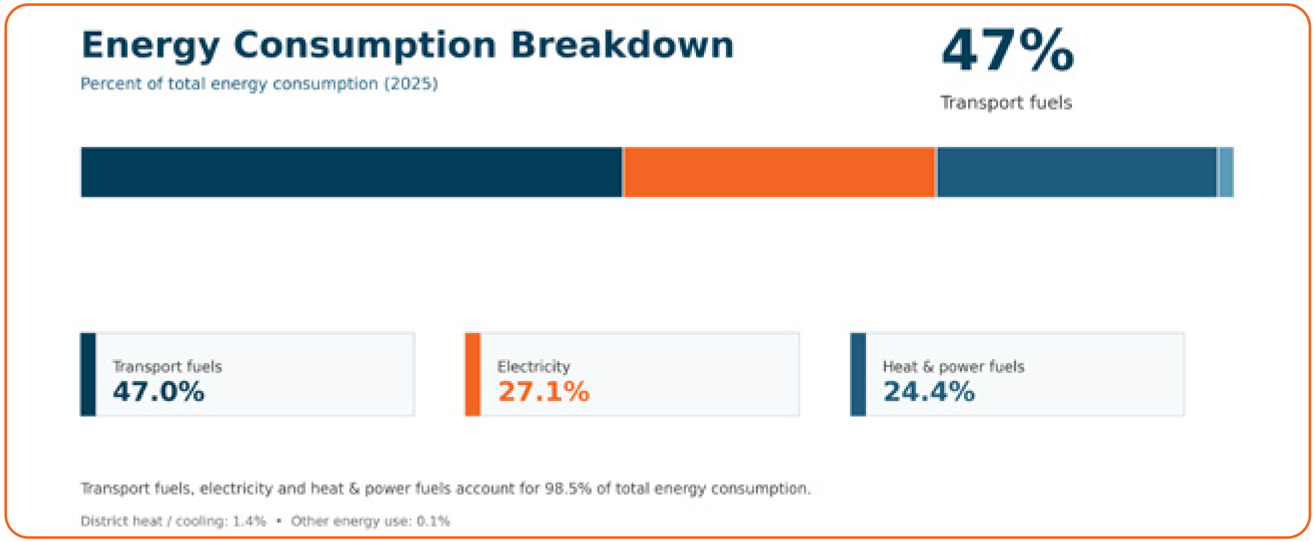
******All ODS purchased is balanced by proper disposal by the refrigerant suppliers.**

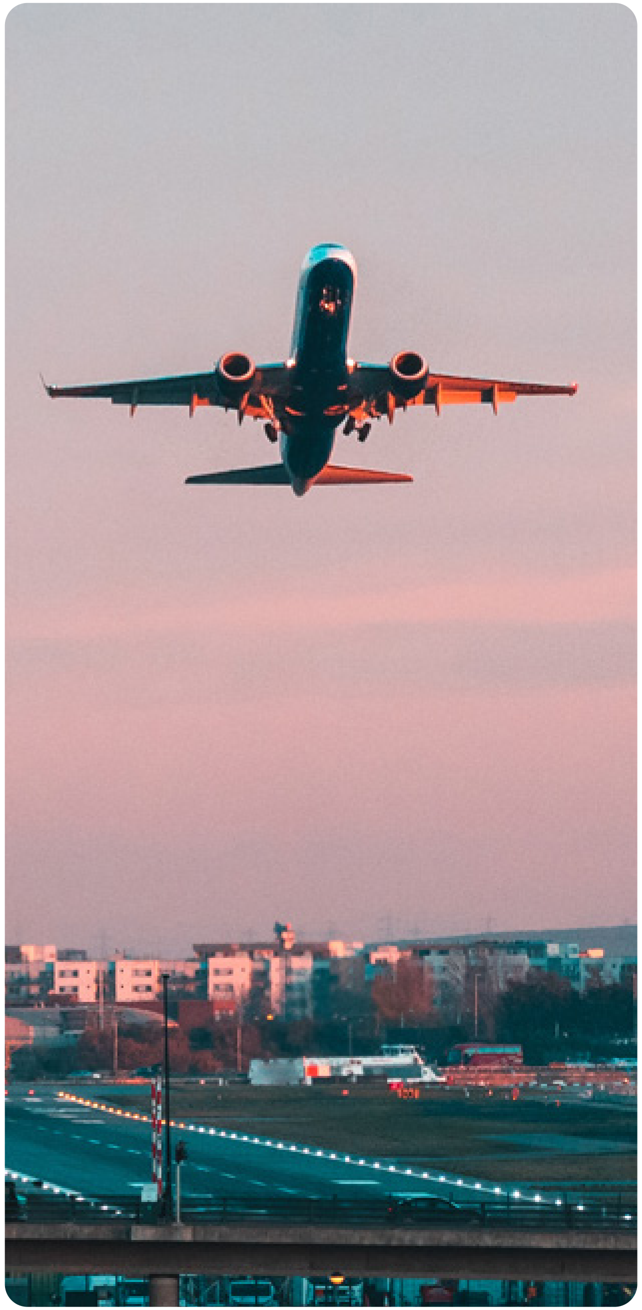
POLLUTION	GRI INDEX	UNIT	2024	2025
Emissions of ozone-depleting substances (ODS) include refrigerants for facility air-conditioning such as HCFC-22, HCFC-122**	GRI 305-6	tCFC-11e	0****	0****
NO	GRI 305-7	KG	0	0
SO	GRI 305-7	KG	0	0
Persistent organic pollutants (POP)	GRI 305-7	KG	0	0
Persistent organic pollutants (POP)	GRI 305-7	KG	0	0
Hazardous air pollutants (HAP)	GRI 305-7	KG	0	0
Particulate matter (PM)	GRI 305-7	KG	0	0
Other standard categories of air emissions identified in relevant regulations	GRI 305-7	N/A	0	0

Energy
GRI 302

ENERGY METRIC	GRI INDEX	UNIT	2024	2025
Total energy consumption*	GRI 302-1	GJ	62 326	56 804
of which: electricity	GRI 302-1	GJ	14 573	15 372
of which: natural gas / Diesel / Motor gasoline	GRI 302-1	GJ	16 333	13 885
of which: transport fuels (company vehicles)	GRI 302-1	GJ	31 162	26 672
of which: District heat / cooling	GRI 302-1	GJ	158.4	799.2
of which: Energy use	GRI 302-1	GJ	100.8	79.2
Energy intensity (GJ / €M revenue)	GRI 302-	GJ/€M	114.8	97.48
Renewable electricity share		%	80.7%	97%

From Scope 1 & 2 of the GHG emissions. Energy consumption within the organization.





WASTE MANAGEMENT
GRI 306

	2024	2025
Total waste generated	438.95 t	453.63 t
Hazardous waste	0.87 t	33.9 t
Non-hazardous waste	438.08 t	419.73 t
Recycled / recovered	34.3%	27.7%
Waste to landfill	-	0.01%
Unspecified	65.7%	70.6%

WATER MANAGEMENT AND WATER STRESS EXPOSURE
GRI 303

Total water withdrawal* GRI 303-3
2024: N/A
2025: N/A
No change

Total water discharge* GRI 303-4
2024: N/A
2025: N/A
No change

Total water consumption GRI 303-5
2024: 12,706 m³
2025: 15,675 m³
+23.4%

Water recycled / reused GRI 303-2
2024: 0 m³
2025: 0 m³
No change

Water Stress Exposure by Site ** GRI 303-1

Zaventem, Belgium	Extreme
Tianjin, China	Extreme
Mannheim, Germany	High
Columbus, OH, USA	Medium to High

Extreme	Very high level of water stress and potential for supply disruptions
High	High level of water stress and potential for supply disruptions
Medium to High	Moderate to high level of water stress and potential for supply disruptions

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM
GRI 403-1

OCCUPATIONAL HEALTH & SAFETY

0 FATALITIES GRI 403-10

4.83	LTIFR	Watch	GRI 403-9
30	TRIR	Stable	GRI 403-9
26	Near Misses	Reported	GRI 403-9
0.22	Days Lost	Improved	GRI 403-9 403-10
3.54%	Absenteeism	Improved	GRI 403-10
14.1%	ISO 45001	Coverage	GRI 403-8

100% H&S Training Completed
GRI 404

Workforce at a Glance

GRI 2-7 • GRI 401 • 2025 reporting period

1,451 GRI 2-7a
Employees worldwide

Full-time	1,291	GRI 2-7b
Part-time	59	GRI 2-7b
Fixed-term	101	GRI 2-7b
New hires	230	GRI 401-1
Employee turnover	12.1%	GRI 401-1
Voluntary turnover	9.3%	GRI 401-1

DIVERSITY & EQUAL OPPORTUNITY

GRI 405

DIVERSITY & EQUAL OPPORTUNITY

GRI 405

18.3%
Women in workforce

14.9%
Women in management

0%
Women on Board / Executive Team

18.7%
Adjusted gender pay gap

TRAINING & EDUCATION

GRI 404-1

0.59
AVERAGE TRAINING HOURS PER EMPLOYEE

+25.5% vs 2024

71.4%
% EMPLOYEES RECEIVING REGULAR PERFORMANCE REVIEWS

-9.1 pts vs 2024

ANTI-CORRUPTION RISK MANAGEMENT

GRI 205-1

ETHICS & ANTI-CORRUPTION

85%
ANTI-CORRUPTION TRAINING

Conflicts of Interest	0
Gifts / Hospitality	0
Corruption Incidents	0
Regulatory Investigations	0

SUPPLY CHAIN OVERVIEW

SUPPLY CATEGORY	KEY MATERIALS / COMPONENTS	ESG RISK LEVEL	COUNTRIES OF ORIGIN
LED chip packages	Gallium nitride, rare earth phosphors	Medium-High (conflict minerals adjacent)	32 countries in total China, European countries, Asian countries, US
Electronic drivers / control gear	Tin, tantalum, copper, aluminium electrolytic caps	High (conflict minerals: 3TG)	32 countries in total China, European countries, Asian countries, US
Aluminium castings and extrusions	Primary and recycled aluminium	Medium (energy-intensive production)	Czechia, France, China, Finland, Italy, USA, Romania, Belgium
Optical glass / lenses	Borosilicate glass, polycarbonate	Low-Medium	France, Germany, Finland, Belgium
Cable & connector assemblies	Copper, PVC / LSOH	Medium (labor risk in some origins)	Belgium, Finland, China, Turkey
PCB assemblies (EMS)	Multi-material	High (labor; conflict minerals)	Romania, US, Italy and China
Packaging materials	Cardboard, foam, timber pallets	Low-Medium	Belgium

SUPPLIER ESG ASSESSMENT PROGRAMME

Procurement Social and Environmental Metric	GRI index	Unit	2025
Tier 1 suppliers — total active		suppliers	672
% assessed against social and environmental criteria	GRI 308, GRI 414	%	84
% signed Supplier Code of Conduct		%	84
Risk assessment in the top 100 suppliers		Score < 3.5 No. Suppliers	29

ANNEX B GRI INDEX

SECTION	INDEX	DESCRIPTION
	2	**GENERAL DISCLOSURE**
THE ORGANIZATION AND ITS REPORTING PRACTICES	2-1	Org details
	2-2	Entities included
	2-3	Reporting period
	2-4	Restatements of information
	2-5	External assurance
ACTIVITIES AND WORKERS	2-6	Activities, value chain and other business relationships
	2-7	Employees
	2-8	Workers who are not employees
	2-9	Governance structure and composition
	2-10	Nomination and selection of the highest governance body
	2-11	Chair of the highest governance body
	2-12	Role of the highest governance body in overseeing the management of impacts
	2-13	Delegation of responsibility for managing impacts
	2-14	Role of the highest governance body in sustainability reporting
	2-15	Conflicts of interest

SECTION	INDEX	DESCRIPTION
	2-16	Communication of critical concerns
	2-17	Collective knowledge of the highest governance body
GOVERNANCE	2-18	Evaluation of the performance of the highest governance body
	2-19	Remuneration policies
	2-20	Process to determine remuneration
	2-21	Annual total compensation ratio
	2-22	Statement on sustainable development strategy
	2-23	Policy commitments
	2-24	Embedding policy commitments
	2-25	Processes to remediate negative impacts
	2-26	Mechanisms for seeking advice and raising concerns
	2-27	Compliance with laws and regulations
	2-28	Membership associations
ENGAGEMENT	2-29	Approach to stakeholder engagement
	2-30	Collective bargaining agreements

SECTION	INDEX	DESCRIPTION
	3	**MATERIAL TOPICS**
	3-1	Process to determine material topics
	3-2	List of material topics
	3-3	Management of material topics
ECONOMIC	**201**	**ECONOMIC PERFORMANCE**
	201-1	Direct economic value generated and distributed
	201-2	Financial implications and other risks and opportunities due to climate change
	201-3	Defined benefit plan obligations and other retirement plans
	201-4	Financial assistance received from government
	202	**MARKET PRESENCE**
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage
	202-2	Proportion of senior management hired from the local community
	203	**INDIRECT ECONOMIC IMPACTS**
	203-1	Infrastructure investments and services supported
	203-2	Significant indirect economic impacts

SECTION	INDEX	DESCRIPTION
	204	**PROCUREMENT PRACTICES**
	204-1	Proportion of spending on local suppliers
	205	**ANTI-CORRUPTION**
	205-1	Operations assessed for risks related to corruption
	205-2	Communication and training about anticorruption policies and procedures
	205-3	Confirmed incidents of corruption and actions taken
	206	**ANTI-COMPETITIVE BEHAVIOR**
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices
	207	**TAX**
	207-1	Approach to tax
	207-2	Tax governance, control, and risk management
	207-3	Stakeholder engagement and management of concerns related to tax
	207-4	Country-by-country reporting

SECTION	INDEX	DESCRIPTION
ENVIRONMENTAL	**301**	**MATERIALS**
	301-1	Materials used by weight or volume
	301-2	Recycled input materials used
	301-3	Reclaimed products and their
	302	**ENERGY**
	302-1	Energy consumption within the organization
	302-2	Energy consumption outside of the organization
	302-3	Energy intensity
	302-4	Reduction of energy consumption
	302-5	Reductions in energy requirements of products and services
	303	**WATER AND EFFLUENTS**
	303-1	Interactions with water as a shared resource
	303-2	Management of water discharge-related impacts
	303-3	Water withdrawal
	303-4	Water discharge
	303-5	Water consumption

SECTION	INDEX	DESCRIPTION
	304	**BIODIVERSITY**
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas
	304-2	Significant impacts of activities, products, and services on biodiversity
	304-3	Habitats protected or restored
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations
	305	**EMISSIONS**
	305-1	Direct (Scope 1) GHG emissions
	305-2	Energy indirect (Scope 2) GHG emissions
	305-3	Other indirect (Scope 3) GHG emissions
	305-4	GHG emissions intensity
	305-5	Reduction of GHG emissions
	305-6	Emissions of ozone-depleting substances (ODS)
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions

SECTION	INDEX	DESCRIPTION
	306	**WASTE**
	306-1	Waste generation and significant waste-related impacts
	306-2	Management of significant waste-related impacts
	306-3	Waste generated
	306-4	Waste diverted from disposal
	306-5	Waste directed to disposal
	308	**SUPPLIER ENVIRONMENTAL ASSESSMENT**
	308-1	New suppliers that were screened using environmental criteria
	308-2	Negative environmental impacts in the supply chain and
SOCIAL	**401**	**EMPLOYMENT**
	401-1	New employee hires and employee turnover
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
	401-3	Parental leave
	402	**LABOR/MANAGEMENT RELATIONS**
	402-1	Minimum notice periods regarding operational changes

SECTION	INDEX	DESCRIPTION
	403	**OCCUPATIONAL HEALTH AND SAFETY**
	403-1	Occupational health and safety management system
	403-2	Hazard identification, risk assessment, and incident investigation
	403-3	Occupational health services
	403-4	Worker participation, consultation, and communication on occupational health and safety
	403-5	Worker training on occupational health and safety
	403-6	Promotion of worker health
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
	403-8	Workers covered by an occupational health and safety management system
	403-9	Work-related injuries
	403-10	Work-related ill health

SECTION INDEX DESCRIPTION

404 TRAINING AND EDUCATION

404-1 Average hours of training per year per employee

404-2 Programs for upgrading employee skills and transition assistance programs

404-3 Percentage of employees receiving regular performance and career development reviews

405 DIVERSITY AND EQUAL OPPORTUNITY

405-1 Diversity of governance bodies and employees

405-2 Ratio of basic salary and remuneration of women to men

406 NON-DISCRIMINATION

406-1 ncidents of discrimination and corrective actions taken

407 FREEDOM OF ASSOCIATION AND COLLECTIVE

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

SECTION INDEX DESCRIPTION

408 CHILD LABOR

408-1 Operations and suppliers at significant risk for incidents of child labor

409 FORCED OR COMPULSORY LABOR

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

410 SECURITY PRACTICES

410-1 Security personnel trained in human rights policies or procedures

411 RIGHTS OF INDIGENOUS PEOPLES

411-1 Incidents of violations involving rights of indigenous peoples

413 LOCAL COMMUNITIES

413-1 Operations with local community engagement, impact assessments, and development programs

413-2 Operations with significant actual and potential negative impacts on local communities

SECTION	INDEX	DESCRIPTION
	414	**SUPPLIER SOCIAL ASSESSMENT**
	414-1	New suppliers that were screened using social criteria
	414-2	Negative social impacts in the supply chain and actions taken
	415	**PUBLIC POLICY**
	415-1	Political contributions
	416	**CUSTOMER HEALTH AND SAFETY**
	416-1	Assessment of the health and safety impacts of product and service categories
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services
	417	**MARKETING AND LABELING**
	417-1	Requirements for product and service information and labeling
	417-2	Incidents of non-compliance concerning product and service information and labeling
	417-3	Incidents of non-compliance concerning marketing communications

SECTION	INDEX	DESCRIPTION
	418	**CUSTOMER PRIVACY**
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data

ANNEX C TCFD INDEX

PILLAR	REF	RECOMMENDED DISCLOSURE	SCOPE
GOVERNANCE	GOV-A	**Board oversight** Describe the board's oversight of climate-related risks and opportunities.	**All Sectors**
GOVERNANCE	GOV-B	**Management's role** Describe management's role in assessing and managing climate-related risks and opportunities.	**All Sectors**
STRATEGY	STR-A	**Risks & opportunities identified** Describe climate-related risks and opportunities identified over short, medium, and long term.	**All Sectors**
STRATEGY	STR-B	**Impact on business** Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	**All Sectors**
STRATEGY	STR-C	**Resilience of strategy** Describe the resilience of the organization's strategy, considering different climate-related scenarios, including a 2°C or lower scenario.	**All Sectors**
RISK MGMT	RSK-A	**Processes for identifying risks** Describe the organization's processes for identifying and assessing climate-related risks.	**All Sectors**
RISK MGMT	RSK-B	**Processes for managing risks** Describe the organization's processes for managing climate-related risks.	**All Sectors**
RISK MGMT	RSK-C	**Integration into overall risk management** Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	**All Sectors**

ANNEX C TCFD INDEX - continued

PILLAR	REF	RECOMMENDED DISCLOSURE	SCOPE
METRICS	MET-A	**Metrics used** Disclose the metrics used to assess climate-related risks and opportunities in line with the organization's strategy and risk management process.	All Sectors
METRICS	MET-B	**GHG emissions (Scope 1, 2, 3)** Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas emissions, and the related risks.	Recommended
METRICS	MET-C	**Targets** Describe the targets used to manage climate-related risks and opportunities and performance against targets.	All Sectors

ANNEX D RATINGS AND CERTIFICATES


Climate Activator Certified - Organisation
Certificate of Compliance

Certificate No.: CERT-20006570-25-ORG-1-EC

Following a 3rd party audit as stipulated in the Assurance Protocol version 1.2 of the Climate Activator Certification Programme of Anthesis Group.

Auditor: *and* **Second reviewer:**

Colomba Pichon--Leng | Linda Sunnen

hereby declare, on behalf of ECOCERT which is formally endorsed by Anthesis Group to conduct audits, that ... is found to be compliant with the Climate Activator Standard version 1.1 and is therefore permitted to make claims and to use the trademark in accordance with the Trademark & Claims Policy version 1.3 for the below certification scope and below validity period.

Signature: | Signature:

Date: 14/10/2025 | Date: 3/11/2025

Client (Certificate Owner): ADB Safegate SA - BV

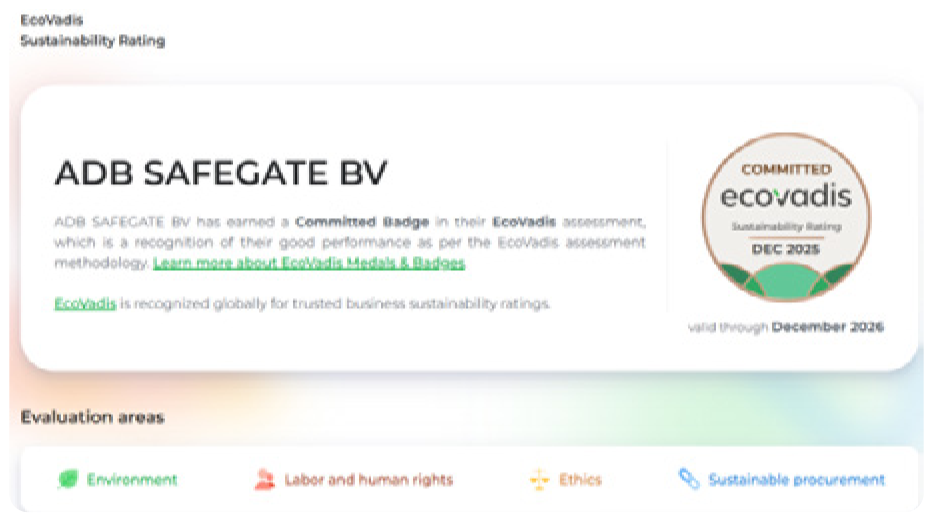
Certification scope: Organisation

Validity period: 15/11/2025 - 14/11/2026

Please add rows if needed.

Climate Activator
www.climateactivator.org
www.anthesisgroup.com

ECOCERT
www.ecocert.com



ANNEX E VERIFICATION

Anthesis

SPO - Monitoring report (2025)

ADB SAFEGATE

May 2026

Summary

ADB Safegate - Monitoring report (2025)

ADB Safegate is a global provider of airside solutions designed to enhance safety and efficiency of airport operations. The company delivers a broad portfolio of technologies supporting airports and air navigation service providers worldwide, contributing to improved operational performance and reduced environmental impact across the aviation sector.

This report is presented to review the company's sustainability performance and to assess the achievement of the three KPIs defined in the credit facility agreement.

The company has expressed its intention to conduct a review of its performance against the targets defined for the 2025 reporting period.

Second Party Opinion Summary

Within the financing received by ADB Safegate, a set of performance targets was established for monitoring and evaluation purposes over the duration of the financing period (through 2031), linked to three KPIs covering environmental and sustainability-related aspects. These KPIs are assessed on an annual basis, with 2025 representing the first year of monitoring.

The results achieved in 2025 show a positive performance against the established targets, with ADB Safegate meeting all three KPIs. This performance reflects the company's continued progress in advancing its sustainability strategy and delivering on its sustainability-linked commitments.

Defined KPIs	2025 target	Actual 2025 value	Result
KPI 1 – Renewable electricity consumption (%)	81	97	●
KPI 2 – Greenhouse gas emissions (Scopes 1, 2, and categories 6 and 7 of Scope 3) (tCO2eq.)	8,849	7,885	●
KPI 3 – Development of sustainable products and services (No.)	4	4	●

LEGAL NOTE: Anthesis is not a licensed auditor. Our third-party verification reports are not audits and should not be regarded as providing audit-level assurance or certification.

ANNEX F GLOSSARY

ADB SAFEGATE
A global provider of integrated Airside 4.0® solutions for airports, airlines, and Air Navigation Service Providers.

Aftermarket Services
Services provided post-sale to support and maintain airport equipment and systems.

Airside 4.0®
An innovative and smart airside solution platform aimed at improving airport efficiency, safety, and environmental performance.

AGL
Airfield Ground Lighting — all electrical lighting systems at an airport guiding aircraft on the ground and in the approach

ALCMS
Airfield Lighting Control and Monitoring System — control infrastructure managing AGL intensity, switching and fault detection

Air Navigation Service Providers (ANSPs)
Organizations responsible for managing and controlling air traffic to ensure safe and efficient flight operations.

Artificial Intelligence (AI)
The simulation of human intelligence processes by machines, especially computer systems, used here to enhance airport operations.

CAHRA
Conflict-Affected and High-Risk Area — regions where sourcing of minerals may finance armed conflict or human rights abuses

Climate Scenarios
Different projected pathways of climate change used to assess potential physical and transition risks.

CMRT
Conflict Minerals Reporting Template — industry-standard form for 3TG supply chain disclosure

Docking Automation
Technology that assists or automates the process of aircraft docking at airport gates.

EcoVadis
A sustainability ratings platform used by companies to assess and benchmark the ESG performance of their suppliers

Environmental Performance
Measurement of how an organization's operations impact the environment, including sustainability efforts.

EPD
Environmental Product Declaration — standardised, verified data on a product's environmental impact across its lifecycle

ESG
Environmental, Social, and Governance — a set of criteria for a company's ethical impact and sustainability practices.

FOD
Foreign Object Debris — any item on an airfield surface that could damage aircraft; a key airfield safety hazard during lighting installation

GHG (Greenhouse Gas):
Gases such as carbon dioxide and methane that trap heat in the atmosphere, contributing to climate change.
Scope 1: Direct greenhouse gas emissions from owned or controlled sources.
Scope 2: Indirect greenhouse gas emissions from the generation of purchased electricity, steam, heating, and cooling consumed by the company.
Scope 3: Indirect emissions from the value chain

GHG Protocol
Greenhouse Gas Protocol — the internationally recognized accounting standard for corporate GHG emissions

GRI
Global Reporting Initiative — an international independent organization that sets standards for sustainability reporting

ICAO
International Civil Aviation Organization — the UN agency setting international standards for civil aviation, including AGL specs in Annex 14

Internet of Things (IoT)
Network of interconnected devices embedded with sensors and software to collect and exchange data.

IPCC Representative Concentration Pathway (RCP) Scenarios
Climate projection scenarios used by the Intergovernmental Panel on Climate Change (IPCC) to model future greenhouse gas concentration trajectories:-RCP 2.6: Rapid decarbonization scenario-RCP 7.0: Business-as-usual scenario-RCP 8.5: High emissions scenario

LTIFR
Lost Time Injury Frequency Rate — number of lost time injuries per million hours worked

Maintenance Needs
Requirements for upkeep and repair of airpor and infrastructure to ensure operational reliability.

Market Exposure
Risks and opportunities stemming from changes in customer demand, competition, or market dynamics.

Materiality
The significance of a risk or opportunity in terms of its potential impact on the business.

Metrics and Targets
Quantitative measures and goals used to track progress on climate-related strategies.

Net Zero Commitment
A pledge to balance the amount of greenhouse gases emitted with an equivalent amount removed from the atmosphere, aiming for net zero emissions.

Operational Exposure
Risks and opportunities related to the company's day-to-day business activities.

PAPI
Precision Approach Path Indicator — a lighting system near the runway threshold providing visual approach guidance

Physical Climate Risks
Risks arising from the direct physical impacts of climate change, such as extreme weather events.

RCOI
Reasonable Country of Origin Inquiry — due diligence process to determine whether 3TG minerals originate from conflict-affected areas

Regulatory Exposure
Risks and opportunities arising from laws, regulations, and policies related to climate change and low-carbon transitions.

Reputational Exposure
Risks and opportunities linked to the company's brand image and public perception regarding climate action.

Risk Management
The process of identifying, assessing, and mitigating risks that could impact the organization.

RoHS
Restriction of Hazardous Substances — EU directive restricting hazardous substances (lead, mercury, cadmium etc.) in electronic equipment

Smart Airside Solutions
Advanced technologies and systems designed to optimize airport operations on the airside.

SMETA
Sedex Members Ethical Trade Audit — a widely used social audit framework covering labor, health & safety, environment and ethics

Task Force on Climate-related Financial Disclosures (TCFD)
A framework recommending companies disclose climaterelated financial risks and opportunities to ensure transparency and informed decision-making.

TCFD
Task Force on Climate-related Financial Disclosures — framework for consistent climate risk and opportunity reporting

Technological Exposure
Risks and opportunities related to changes or advancements in technology affecting the company.

Tower Software
Software systems used to manage air traffic control tower operations.

Transition Climate Risks
Risks related to the shift towards a low-carbon economy, including regulatory, technological, and market changes.

3TG
Tin, Tantalum, Tungsten and Gold — the four minerals regulated under conflict minerals frameworks

TRIR
Total Recordable Incident Rate — all work-related injuries requiring medical treatment beyond first aid, per million hours worked

WEEE
Waste Electrical and Electronic Equipment — EU directive governing collection and recycling of electrical and electronic products at end of life

WRI's Aqueduct Tool
A tool developed by the World Resources Institute to assess water-related risks, including drought, flooding, and water stress

ADB SAFEGATE
www.adbsafegate.com