



Bringing the World To Everyone's Home

Sustainability annual report 2025



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This is Genexis' fourth voluntary sustainability report with publication date 2026-04-29. The report shows our commitments and progress in sustainability that the Group has undertaken during 2025 (January 1, 2025 - December 31, 2025) and has been adapted to reflect the reporting requirements of the Corporate Sustainability Reporting Directive (CSRD), GRI Standards, and the Swedish Annual Accounts Act (1995:1554).

The sustainability topics in the report are derived from our double materiality assessment that Genexis carried out during 2024. It identified which sustainability matters Genexis should focus on going forward. This report is an attempt to adopt CSRD derived datapoints but is not intended to be compliant with the Directive.

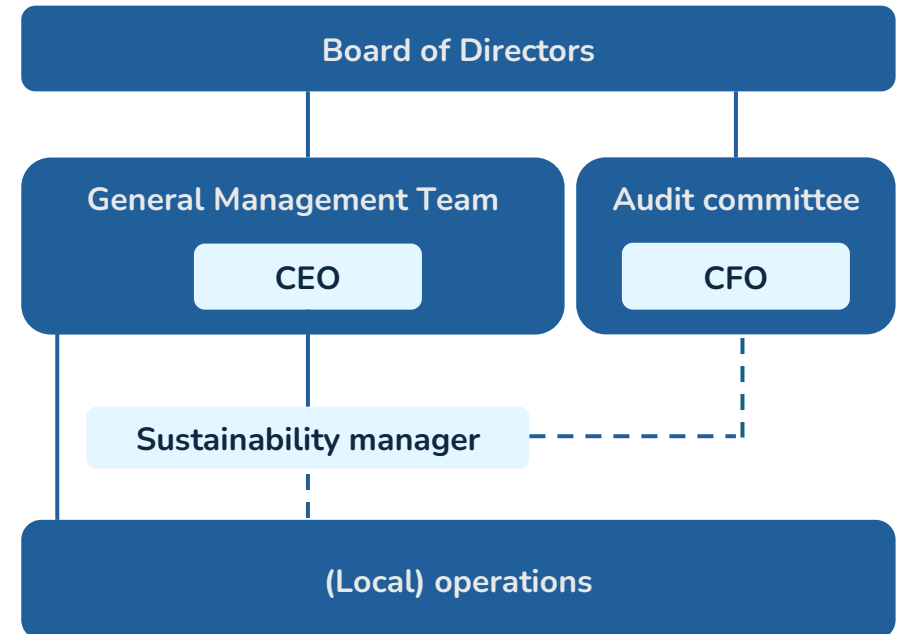
For questions about the report contact Genexis its sustainability manager Olivier van Duuren:
o.vduuren@genexis.eu



About Genexis Group

Genexis Group (Genexis) is a Swedish-Dutch company with headquarters in Stockholm and Eindhoven and additional logistical hubs. Genexis has 7 offices and 9 subsidiaries in Sweden, Netherlands, Norway, Germany, Finland, Denmark, the UK, the USA, and Belgium to serve the growing broadband market in Europe, North America, and beyond. The lead investor and largest owner is Accent Equity, a Nordic-based investment fund. Genexis, through its business units 'Fiber to The Home' and 'Connected Home' (incl. IOPSYS), provides high-quality products and software that bring the digital world to everyone's home.

Sustainability governance model





Our highlights



Passed 70% of plastic on total volume sold products being recycled plastic.



Third-party verification on progress against our targets for a Sustainability-Linked Bond.



Our Genexis FiberTwist FTU has won a Plastic Innovation Award!



Received the JAC 'committed to climate' award in the Supplier Engagement Program.



We made a big step on LCA standardization with NLconnect in environmental reporting.



Two successful third-party onsite supplier audits, with one 100% score!



Received highest possible B-score for SME on carbon disclosure.



Received a third EcoVadis Gold and ended with 83/100 in the top 1% of our industry.



Our approach

As part of our commitment to responsible business practices and regulatory compliance, Genexis conducted a double materiality assessment (DMA) to identify, evaluate, and prioritize sustainability matters that are most significant to both our company and stakeholders. This process is a key requirement under the Corporate Sustainability Reporting Directive (CSRD), ensuring we assess sustainability issues from two perspectives: financial materiality (y-axis) and impact materiality (x-axis). By following this structured assessment, Genexis ensures that our sustainability reporting reflects the most relevant issues, supports compliance with CSRD requirements, and enhances our ability to manage impacts, risks and opportunities. Our DMA not only strengthens transparency and accountability but also reinforces our commitment to enabling sustainable digitalization.



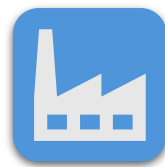
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Board & investors



109

Employees



7

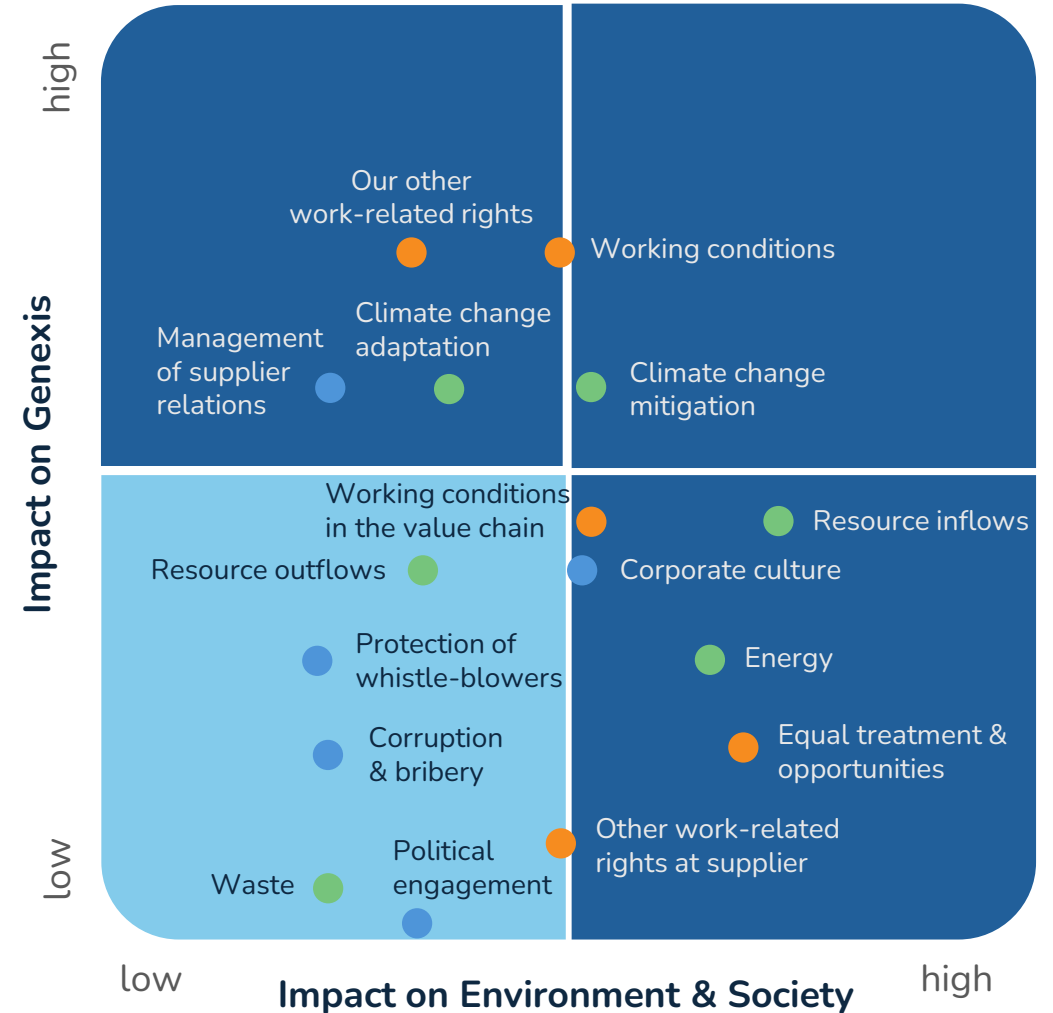
Suppliers & Partners



6

Customers

Double materiality assessment 2024





Sustainability strategy

At Genexis, we believe digitalization is a key driver for a more sustainable future. By connecting households to the digital world through fiber broadband, we enable smarter, more resilient, low-carbon solutions that reduce emissions and enhance accessibility to all. As the most energy-efficient communication technology, fiber plays a crucial role in building a more sustainable digital infrastructure.

Enable climate transition together

- Elevate innovation and technology for a circular economy.
- Minimize the climate impact throughout the value chain.

Key targets

- We commit to reduce Scope 1-3 emissions by 90% by 2050 from a 2022 base year.
- We transition to 100% renewable energy in all offices by 2028.
- Increase the share of recycled plastic to 75% in sold products by 2026.

Committed to people

- Maximize potential through a diverse, inclusive and gender equal workplace.
- Invest in an attractive, healthy and motivating workplace.

Key targets

- Closing the gender pay gap by 2026.
- Each employee receives one week of training per year by 2030.
- Increase employee satisfaction score every year.

Lead with integrity and resilience

- Maintain high business ethics and zero tolerance on corruption.
- Provide secure data solutions with focus on customer integrity.

Key targets

- ISO27001 certification by 2025.



The UN Sustainability Development Goals



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

22%
female employees



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

79%
renewable energy



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

0
work injuries



Improve resource use efficiency and adopt environmentally sound technologies.

39%
circular materials



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

0
corruption incidents



Our progress





E1 Climate Change

Climate change is a key concern for Genexis, as our products contribute to greenhouse gas emissions throughout their lifecycle, mainly through energy consumption during its use phase and raw material supply in production. [Read more](#)

31%

Reduction of 90% by 2050 from a 2022 base year.

79%

100% renewable energy by 2028.

Genexis GHG emissions	2022	2023	2024	2025	progress
Scope 1	58,1	57,6	52,4	43,0	-26%
Stationary	34,0	23,1	22,7	19,0	-44%
Mobile	24,1	34,4	29,6	24,0	0%
Scope 2 (location-based)	67,6	81,5	48,2	55,9	-25%
Scope 2 (market-based)	67,6	52,2	64,6	0,2	-94%
Total gross Scope 3	21678,2	11140,8	15319,7	14854,5	-31%
Purchased goods & services	3545,7	1539,9	3550,3	3750,8	+6%
Fuel & energy related	38,7	15,2	15,2	0	-100%
Upstream transportation	1379,8	1081,3	1579,2	1851,4	+34%
Waste in operation	4,0	0,3	1,2	1,6	-59%
Business travel	137,4	101,9	86,9	102,2	-26%
Employee commuting	208,4	119,5	96,5	56,3	-73%
Downstream transportation	59,9	48,4	31,9	NA	NA
Use of sold products	16296,7	8231,6	9951,4	9037,3	-45%
End-of-life treatment	7,7	2,7	8,1	14,8	+92%
Total (scope 1-3)	21803,7	11250,6	15436,7	14897,7	-31%

Progress

- ❑ **Operational net zero:** Market-based emissions drop below 1 tCO₂e.
- ❑ **Use of sold products:** 10% increase in kwh per product.
- ❑ **Purchased goods:** Average carbon footprint per unit drops below 1kgCO₂e.
- ❑ **Transportation & distribution:** Drop from 23,1% in 2024 to 12,3% of volume transported by air.
- ❑ **Employee commuting:** Cut by more than 50% in last 2 years.

Next steps

- ❑ Eliminating fossil-fuel based contracts.
- ❑ Reinforcing our climate transition plan.
- ❑ Releasing automatic reporting structure.



E1 Climate Change

Climate change is a key concern for Genexis, as our operation also contributes to greenhouse gas emissions throughout its generated waste in its facilities and the energy consumption by both offices and leased cars. [Read more](#)

Waste in operation	Tons of weight	tCO ₂ e
Residual waste	2,4	1,16
<i>Non-hazardous waste</i>	2,4	1,16
<i>Hazardous waste</i>	0	0
Mixed paper / carton waste	0,7	0,16
Electrical waste	0	0
Total	3,1	1,6

Energy consumption (MWh)	2023	2024	2025
Natural gas	114	118	90
Biogas	0	0	25
Car fuels	-	88	93
Electricity	342	220	236
<i>renewable</i>	339	56	229
<i>non-renewable</i>	168	164	7
District heating	125	16	NA
District cooling	0	1	0
Total	582	443	444,8

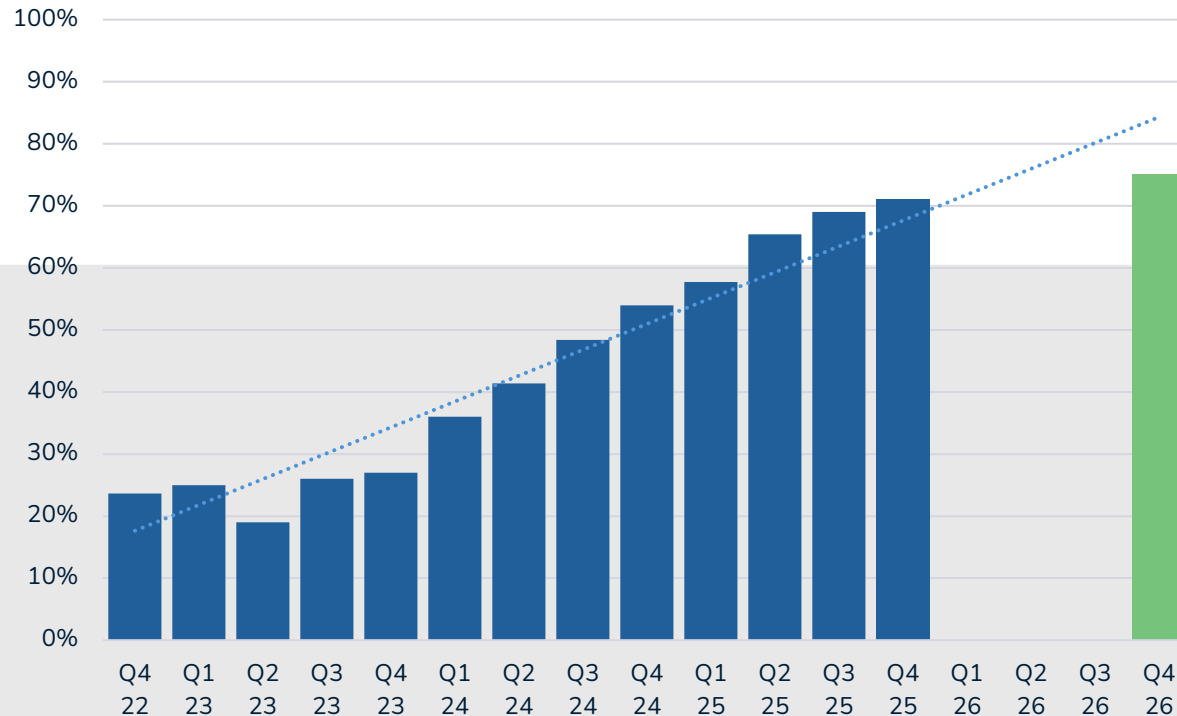


E5 Resource use & circular economy

The circular economy is critical to Genexis, as fiber broadband equipment contributes to rising electronic waste. Globally, 20-50 million tons of e-waste are generated each year, making it the fastest-growing component of municipal solid waste. [Read more](#)

71% Increase share of recycled plastic to 75% in our products by 2026.

Recycled plastic in sold products (R12)



Progress

- A 5% increase of average weight of material inputs per product sold (0,292kg on average and a total of 696 tonnes).
- From 30% to 38% circular inflow on the total volume of products sold.

Next steps

- Further strengthen industry maturity on product circularity.
- Release circular design manifesto.
- Launch strategy on recycled metals in our products.



S1 Own workforce

At Genexis, we are committed to fostering a workplace where every employee finds fulfillment and well-being. We aim to cultivate optimal working conditions and a motivational environment for all team members. [Read more](#)

Health & Safety	2023	2024	2025
Fatalities due to work-related ill-health	0	0	0
High-consequence work-related injuries	0	0	0
Recordable cases of ill-health	0	0	0

Average training (hours)	Men	Women	Total
Management team	1	0	0,5
Managers	1	1	1
Employees	7	4	5,5

Diversity & inclusion	Men	Women	Percentage of women
Board	3	0	0
Management team	6	1	14
Managers	26	3	12
Employees	110	27	25

Age	Below 30	30 to 50	Above 50
Management team	0	1	4
Managers	0	4	14
Employees	11	68	41

5 h

Each employee has one week of training per year by 2030.

3 %

Increase employee satisfaction score every year.

Progress

- ❑ Closed again several open corrective actions from health & safety audit.
- ❑ From 20 to 22% female employees across all employment categories (excl. Board).

Next steps

- ❑ Refine calculation from unadjusted to adjusted gender pay gap.
- ❑ Launch wider career development program for Genexis employees.



S2 Workers in the value chain

At Genexis, we are committed to ensure fair and safe working conditions throughout our value chain. We actively engage with our suppliers to uphold human rights, improve labor conditions, and promote equal opportunities, especially the ones located in high-risk countries. [Read more](#)

	2023	2024	2025
Suppliers signed the SCoC	100%	100%	100%
Suppliers covered by CSR assessment	6	7	2
Suppliers covered by CSR on-site audit	6	4	2
Buyers trained on CSR	0	0	3
Suppliers engaged in capacity building	2	7	7

Progress

- The two supplier samples selected for JAC audit passed the audit smoothly of which one with a 100% result.
- One of our mechanical supplier has been awarded with Ecovadis Gold Medal.

Next steps

- To renew the Supplier Code of Conduct.



G1 Business conduct

We strive to cultivate a corporate culture where all stakeholders understand what constitutes misconduct, where reporting such behavior is encouraged and treated with confidentiality, and we rigorously monitor incidents or breaches of our Code of Conduct. [Read more](#)

	2023	2024	2025
Confirmed incidents of misconduct	0	0	0
Potential ISMS vulnerabilities resolved	57	86	87
Confirmed ISMS incidents	0	0	2



ISO27001 certification by 2025.

Progress

- Received ISO27001 certification on our new Information Security Management System.
- 87 potential information security vulnerabilities resolved.

Next steps

- Update the Genexis Conduct of Conduct.
- Launch wider training program on business conduct for Genexis employees.



Bringing the World to Everyone's Home

www.genexis.eu