Sustainability Annual Report 2024

Audiotonix

Audiotonix

Contents

The last twelve months for the group have been as busy as ever. We have welcomed some amazing brands into our portfolio and have also secured the next phase of our expansion by partnering with PAI Partners, a French PE House, in July 2024. Along with this partnership comes the additional benefit of access to their dedicated ESG team who are a great source of knowledge on best practises across their Portfolio companies. Both through organic expansion and acquisitions, our product portfolio offerings expanded in 2024, with more exciting product launches planned for 2025. We remain committed to growing our market dominance with tools that provide the best-in-class technology solutions for users, whilst continuing to explore materials and power usage in line with our sustainability commitments.

Our brands dedication to sustainable awareness continues to be a sense of pride for me, as does their commitment to their local teams and communities. Whilst this report covers the groups activities, you will also see examples of the brand ESG updates they produce for their own teams as well as the collective group.

The STEAM project continues to make strides across the globe with the help of our distributors, volunteers and growing association with schools. Despite the ongoing difficult times we live in, we remain fully committed to promoting this fun, educational project so that those who buy a kit do so in the knowledge that they are putting two more into production for those institutions that cannot afford to buy their own.

The ESG team here have made huge progress in the last 12 months on measuring our products and carbon output, employee training and awareness and putting the processes in place that will help us set longer term carbon reduction commitments. Myself and the rest of the Audiotonix board fully support our commitment to these targets and applaud our brand teams and ambassadors for their ongoing enthusiasm and dedication.

In the past year, Audiotonix has significantly broadened its brand portfolio by acquiring three notable companies: **Harrison Audio**, a renowned US heritage mixing console brand based in Nashville; **sonible**, leaders in AI assisted technology software based in Graz; and **Fourier Audio**, a start-up focused on live sound processing engines, located in London. Alongside these acquisitions, Audiotonix has reinforced its Environmental, Social, and Governance initiatives. Building on the initial goals set in 2022, the company has enhanced its programs for eco-friendly product development and greener energy sourcing.

ALLEN&HEATH

Mixing For Live, Install Sound & DJ

www.allenandheath.com

CALREC

Putting Sound In The Picture

www.calrec.com

DiGiGrid

Audio Processing and Networking Solutions

www.digigrid.net

DiGiCo

Premium Mixing Consoles for Live Sound

www.digico.biz

fourieraudio

Changing The Way Live Audio Is Processed

www.fourieraudio.com

GROUP ONE LIMITED

US Pro Audio & Lighting Distribution

www.g1limited.com

Harrison

Music Consoles & Software From Music City, USA

www.harrisonaudio.com

KLANG TECHNOLOGIES

Immersive & Personal In-Ear Monitoring

www.klang.com

slate digital

Creative Software Tools & Mic Modelling

www.slatedigital.com

Solid State Logic

OXFORD · ENGLAND

Iconic Consoles For Studio, Live & Broadcast

www.solidstatelogic.com

sonible

A.I. Assisted Tools For Audio Production

www.sonible.com

SOUND DEVICES

Capturing Your Creative Vsion In Superior Audio

www.sounddevices.com

Delivering exceptional quality sound around the globe

Our Brands

Audiotonix
No.5 The Distillery
Silverglade Business Park
Leatherhead Road
Chessington
Surrey KT9 2QL
United Kingdom

Audiotonix Production Facility
Glenrothes KY7 4PA

Allen & Heath
Kernick Industrial Estate
Penryn
Cornwall TR10 9LU
United Kingdom

Calrec
Nutclough Mill
Victoria Road
Hebden Bridge
West Yorkshire HX7 8EZ
United Kingdom

DiGiCo
No.5 The Distillery
Silverglade Business Park
Leatherhead Road
Chessington
Surrey KT9 2QL
United Kingdom

DiGiGrid
No.5 The Distillery
Silverglade Business Park
Leatherhead Road
Chessington
Surrey KT9 2QL
United Kingdom

Fourier Audio
8 Denmark Street,
London, WC2H 8LS
United Kingdom

Solid State Logic UK HQ
25 Spring Hill Road
Begbroke,
Oxford OX5 1RU
United Kingdom

Slate Digital
3330 Cahuenga Blvd V
Ste 510
Los Angeles
California 90068
United States

Harrison Consoles
750 Jim Parker Drive
Smyrna
TN 37167
United States

Sound Devices
P.O. Box 576
E7556 State Road 23 &33
Reedsburg
WI 53959
United States

1111 Deming Way,
Madison, WI 53717
United States

Group One Ltd
70 Sea Lane
Farmingdale
New York 11735
United States

9 E 37th Street
4th floor
New York, NY 10016
United States

Group One Ltd
19801 Nordhoff Place 108,
Chatsworth,
Los Angeles
California 91311
United States

501 Rock Lititz Blvd.
Suite 103, Lititz, PA 17543
United States

Slate Digital
2 All Aloyzi Kospicki
38000 Grenoble
France

KLANG technologies
Wespienstraße 8-10,
52062 Aachen,
Germany

sonible GmbH
Haydngasse 10/1
A-8010 Graz
Austria

Sound Devices
7 Century Court
Tolpits Lane
Rickmansworth
WD18 9RS
United Kingdom

Message from the ESG Team

Helen Culleton *Chief Operating Officer*

Chief Operating Officer Helen has more than 35 years experience having joined Soundtracs (predecessor to DiGiCo) during the 1990s. In 2007 she became Operations Director of DiGiCo, and in her current role as Chief Operating Officer delivers group wide support on company issues across HR, compliance and operations.

"2024 and into 2025 will see us secure the measurement of the carbon footprint of our product ranges and, in turn, allow us to report on Scope 3. This is a significant move on our journey to set SBTi's for ourselves and our suppliers that are sustainable now and in the long-term."

Chris Lowder *General Manager Operations*

Chris Lowder joined the team at Audiotonix as General Manager Operations and is responsible for manufacturing and supply chain activities across the group. Chris has spent 23 years working at several professional video broadcast and military/aerospace equipment manufacturers.

"We've made big strides over the last year, focusing on the entire operational supply chain - from strengthening compliance and ethical standards through supplier audits to introducing paper-based tape and other sustainable materials for packaging. Our sites already run on green energy, reducing our overall carbon footprint, and we're committed to improving energy efficiency even further in the coming years. Health and safety remains a priority, with better near-miss reporting and IOSH training to keep our people safe. These steps show our commitment to doing the right things for our organisation."

Andy Bell *Group Technical Director*

Andy has been in his current role as Group Technical Director since 2023. Previously he spent 20 years at Allen & Heath in a variety of senior technical roles and he been central in the development of their portfolio of products covering install, live sound and touring.

"This year we've made clear progress on product Life Cycle Assessment (LCA). This work provides a valuable insight into product design and material choices, giving R&D a solid foundation in understanding the environmental impact of our products. Over the next 12 months we'll be developing this foundation to cover new materials and provide improved design advise for new product development."

Garima Singh *Sustainability Specialist*

Garima Singh stepped into the role of Audiotonix's first Sustainability Specialist in December 2024 this year, demonstrating the company's strong commitment to sustainability.

"Over the past year, it's been inspiring to see teams across the business actively engage with sustainability. Teams have actively taken part in targeted training, refined onsite waste processes and contributed to carbon footprint data collection. These steps are strengthening our ability to measure impact, identify improvements and act with confidence.

Cross-department collaboration has played a key role to reduce waste and improve efficiency. The result is a growing culture where sustainability is considered in everyday decision-making, from material selection to delivery planning."

At the heart of our Group is our commitment to our teams, innovation and the sustainability of our products and facilities. Our sustainability strategy (built around three key pillars that you will discover later in this report) guides our long-term goals and daily actions. But sustainability goes beyond environmental impact. It's also about how we support our people, engage with our communities and build a business that can thrive for generations to come.

Operation Sustainability Progress Overview

- Alignment with SDG's
- SDG 7 Affordable and Clean Energy
- SDG 12 Responsible Consumption
- Production and 13 Climate Action

Audiotonix Carbon Footprint	Carbon Footprint % Reduction	Avoided Emissions	Avoided Emissions	Electricity produced from renewables	Intensity	Intensity	Total Suppliers Audited in 2024
(Scope 1+2) **675tCO2e**	**-11%** (vs 2023)	from moving to renewable electricity **395tCO2e**	from moving to biogas from natural gas **211tCO2e**	in 2024 (vs 2023) **1,696,113kWh** (vs. **1,489,183kWh** in 2023) which is a **12%** increase	Scope 1+2 emissions **tCO2e** per £M Revenue **0.0000021 tCO2e** (lowest ever)	Scope 1+2 emissions **tCO2e** per employee **0.8 tCO2e** (lowest ever)	**32**

Product Sustainability Progress Overview

- Alignment with SDG's
- SDG 9 Innovation and Eco Conscious Design and SDG 13 Climate Action

Source: CY24NewProductEcoReview.xlsx

Overview - in total	Power	Lightweighting	Recycled Materials	Percentage
10 new products were shipped in CY24.	**6** products had PSUs, of which **6 (100%)** had high energy efficiency **(>85%) power supplies.**	**9** products were capable of using lightweight materials, of which **8 (89%)** incorporated weight saving materials into their chassis design.	**9** products were capable of using PCR content, of which **2 (22%)** used these materials in their chassis design.	Improved in recycled content in packaging? **78%**

People and Community Progress Overview

- Alignment with SDG's
- SDG 8 Decent Work and Economic Growth and SDG 10 Reduced Inequalities

Sustainability Training - Total number of employees trained

400+ employees trained
25 in-person sessions
6 online sessions

At Audiotonix, sustainability is not a separate initiative. It is embedded in how we think, design and operate our Group. Since beginning our sustainability journey in 2009, we have further developed our founding pillars into a comprehensive strategy, all aligned to the UN Sustainable Development Goals.

Our Operations, Our Products, Our People – these pillars guide how we innovate our products, create our working environment and grow our teams with clear alignment to the United Nations Sustainable Development Goals (SDGs). Whether it is designing energy-efficient products, reducing waste in our operations or improving wellbeing across our teams and communities, we see sustainability as an opportunity to create long-term value for our end users, sales channels and stakeholders.

In practice, this means taking into account material selection and energy consumption in our product designs to minimise our carbon emissions and embedding climate considerations in our decision-making. We strive to continuously improve the way we measure our impact, and this is reflected in our evolving carbon footprint reporting.

Our sustainability journey is ongoing, but our direction is clear: build the great products our users love whilst reducing their carbon footprint and strengthening our business in a way that makes sound sense for our teams and the continuity of our environment. Now and for the future.

Our Operations
Governance and Environment Impact
SDG 7 - Affordable and Clean Energy
SDG 12 - Responsible Consumption and Production

Our People
Employee and Community Support
UNSDG 10 Reduced Inequalities;
UN SDG 8 Decent Work and Economic Growth
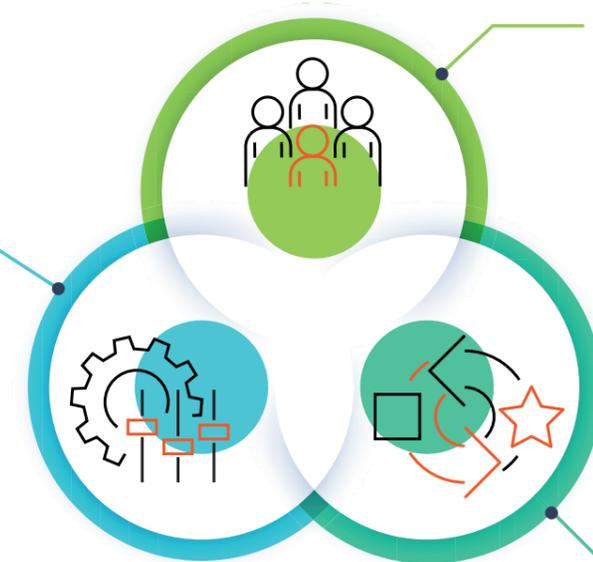
Our Products
Innovation and Eco-Conscious Design
SDG 9 - Industry, Innovation, and Infrastructure
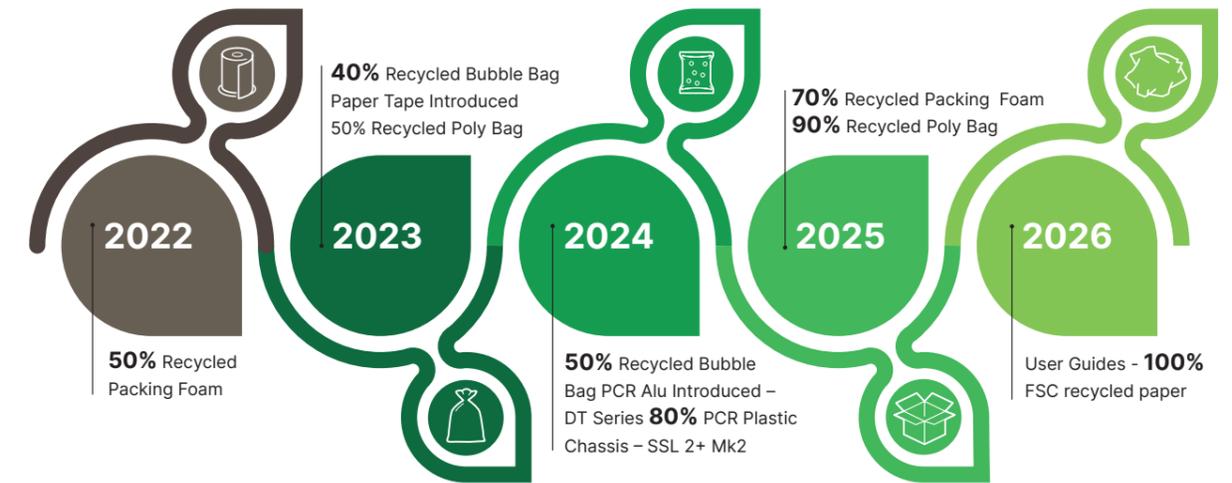SDG 13 - Climate Action

Environment

As a leader in the Entertainment and Live Events sector, we understand the responsibility we carry to reduce our carbon footprint and embrace more sustainable ways of working. This year we took meaningful steps forward, launching our Sustainable Procurement Policy and including sustainability focused criteria into our Supplier Audits. These actions layer over and reflect our commitment to working not just within our own structure but alongside our suppliers to build a more responsible and climate-conscious value chain.

To support these efforts, we have also strengthened how we measure and manage our environmental impact. Following the Greenhouse Gas (GHG) Protocol, we began with a focus on our UK operations capturing detailed data on Scope 1 and Scope 2 emissions. We are now expanding this work globally and laying the groundwork to include Scope 3 emissions which represent the broader impact of our supply chain, logistics and product use.

Ultimately, our aim is to embed sustainability into every aspect of our operations, from procurement to production to align with the UN's global target to limit global warming to 1.5°C. It is a global long-term commitment, and we are building the foundations towards that goal today.

We have a strong trajectory with concrete milestones that demonstrates our commitment to decarbonisation.

Product Eco Design Milestones

2022
50% Recycled Packing Foam

2023
40% Recycled Bubble Bag Paper Tape Introduced 50% Recycled Poly Bag

2024
50% Recycled Bubble Bag PCR Alu Introduced – DT Series 80% PCR Plastic Chassis – SSL 2+ Mk2

2025
70% Recycled Packing Foam 90% Recycled Poly Bag

2026
User Guides - 100% FSC recycled paper

2019
A&H and DiGiCo transitioned to a renewable electricity supplier; DiGiCo and SSL switched to carbon neutral gas; Launched the Audiotonix Eco Design Strategy

2020
Calculated Audiotonix Carbon Footprint (Scope 1+2); Revised Audiotonix Supplier Code of Conduct; A&H introduced Recycled Materials in Product Packaging

2021
Calrec and SSL Transitioned to a Renewable Electricity Supplier

2022
Established Eco Design Forum
Installed Solar PV at A&H and DiGiCo Glenrothes Facilities; Calrec Transitioned to Carbon Neutral Gas

2023
Published Audiotonix's First ESG Report
Installed Solar PV Systems at SSL and Sound Devices; Hired a Dedicated Sustainability Specialist

2024
First Sustainable Procurement Policy Published
Improved Waste Management Practises (UK sites); Collated Baseline Waste and Water Data; Conducted First Sustainability Awareness Survey; Delivered Sustainability Awareness Training to All Staff; Completed LCA of Core Product Lines; Revised Sustainability-related Questions in the Supplier Audit Process; Initiated Data Collection for Full Scope 3 Emissions Calculations

2025
Implement Energy Monitoring System Across UK Sites
Conduct full cradle-to-grave LCA; Advance Sustainable Packaging Initiative toward 80% Recycled Content Goal; LED Replacement Project Complete for all UK sites

2026+
Commission TCFD Reporting
We plan to send SBTi Commitment Letter to Initiate Formal Target-Setting Process

Publicly Disclose Decarbonisation Roadmap
Achieve ISO 50001 Certification (For Select Sites) Submit Net-Zero Target to SBTi for Long-Term Validation (if near-term targets approved and on track)

2030+
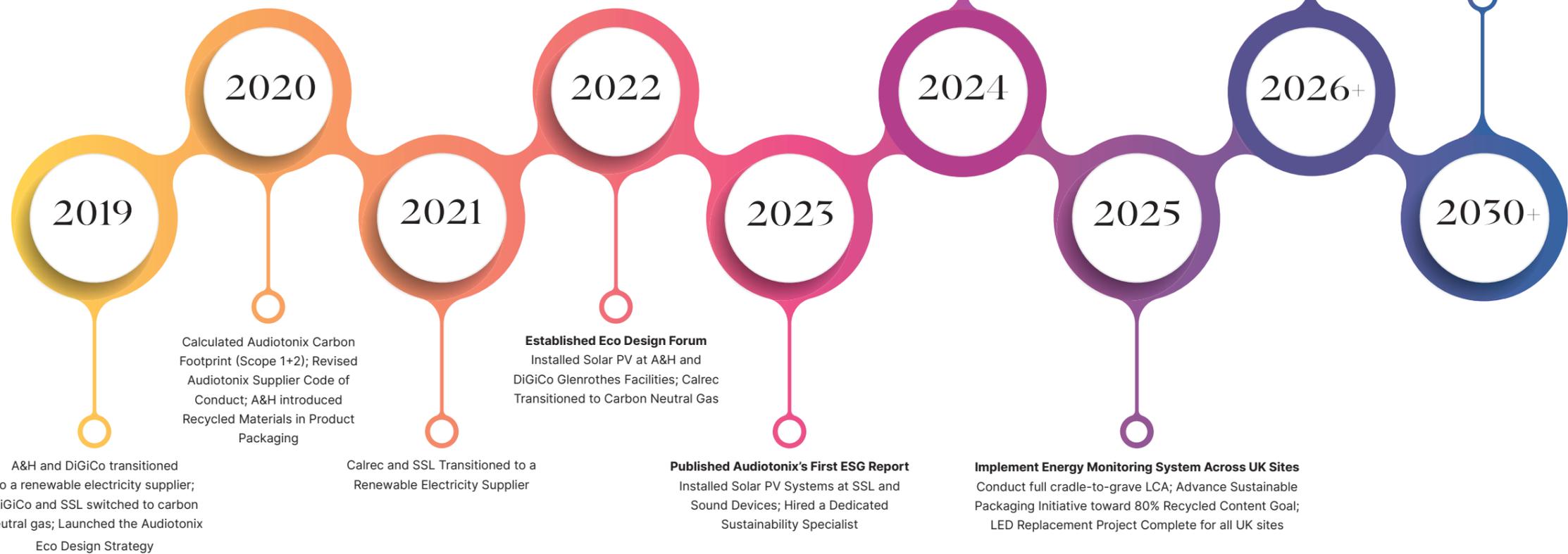
Carbon Footprint

We measure and report our carbon footprint in line with the Greenhouse Gas (GHG) Protocol, which breaks emissions into three categories: Scope 1 (Direct emissions from sources we own or control), Scope 2 (Indirect emissions from the electricity we use) and Scope 3 (Indirect emissions across our wider value chain).

Since 2019, we have been calculating Scope 1 and Scope 2 emissions. While Scope 3 is not yet part of the report, we recognise its importance and are actively working to gather data. Mapping these emissions is complex, as it involves suppliers, customers, and other areas outside our direct control. That said, we are committed to expanding our reporting to cover Scope 3 in 2025.

For Scope 2, we have included both location-based and market-based figures for 2024, the most complete view we have published so far.

In 2022, we expanded our reporting boundaries to include our non-UK operations, Group One and Sound Devices. This was further expanded to our EU sites in 2024 to include sonible and Slate Digital. This resulted in a total of 675tCO2e for 2024.

Footprint methodology and progress
We began formally tracking our environmental impact in 2019. Since then, our understanding and our methods have expanded. In 2024, we updated our emissions calculation approach to better reflect industry best practices. The chart below includes full group and shows how our carbon footprint data collection has evolved over the past six years.

● **Energy Efficiency Actions**
At Audiotonix, we continue to invest in making our operations more energy efficient across all our sites. Over the years, we have introduced a range of measures to lower our energy consumption and reduce our reliance on non-renewable sources.

This includes the installation of on-site solar panels at key locations and transitioning several of our facilities to biogas-powered energy, both of which support our move toward cleaner, more sustainable energy sources.

We are at the end stage of completing our LED replacement program in 2025 in all our UK properties replacing older lighting with high-efficiency LED fixtures equipped with PIR (passive infrared) sensors. The project is well underway with completion expected across our sites in the coming year.

We have been conducting energy audits and monitoring usage for several years to identify additional areas for improvement. These efforts form part of our broader commitment to reducing our Scope 2 emissions and improving operational sustainability year-on-year.

Carbon Footprint Emissions
(Scope 1+2) - in tCO2e

Bar chart values:
- 2019: 962.5993
- 2020: 716.7525 (-34%)
- 2021: 682.2052 (-5%)
- 2022: 682.8656 (0%)
- 2023: 736.8428 (7%)
- 2024: 675.0951 (-11%)

Product Sustainability

Energy Efficiency — Design energy-saving solutions. Choose hardware components with power-saving features and continually improve our software to reduce power consumption.

Design for Serviceability — Minimize waste through repair and recycle. Optimize disassembly and reassembly processes to make refurbishment, repair, and end-of-life recycling more efficient and sustainable.

Safer Materials — Protect human and environmental health. Meet or exceed all relevant regulatory requirements and voluntarily minimize the use of nonregulated harmful substances.

Circular Materials — Integrate circular principles in products and packaging. Leverage recycled and renewable materials; reduce waste; and commit to certified, responsibly sourced materials.

Clean Power

Audiotonix has been focused for over 5 years on using renewable energy sources across its properties. This has included most UK sites continuing with their renewable electricity contracts throughout 2024, as well as zero carbon gas supply. From 2024, we moved away from natural gas to zero carbon natural gas for all our UK sites. We then further transitioned from zero carbon natural gas to biogas which is a more sustainable source of energy.

In 2022 our first self-generating scheme for electricity proved to be very successful and was quickly followed in 2023 with investments in new Solar PV installations commissioned in January, July and November. Building on this momentum, Sound Devices installed a Solar PV system at our Reedsburg site in 2024. We will continue to seek opportunities to self-generate electricity at our other properties. In addition, we reviewed energy management this year and plan to implement Energy Management System in 2025 to reduce the consumption of energy through data and analysis.

● Clean Gas

As part of our commitment to reducing greenhouse gas emissions across our operations, we have taken concrete steps to re-evaluate how we consume energy, particularly where it contributes directly to our Scope 1 emissions. One of the more significant shifts we have made is transitioning away from natural gas, a high-emission energy source traditionally used for heating. Recognising its environmental impact, we made the strategic decision to switch to biogas, a renewable and lower carbon alternative produced through the breakdown of organic matter such as food waste and agricultural byproducts like crop.

Today, our UK sites (Calrec, DiGiCo and SSL) have successfully transitioned from conventional natural gas contracts to certified biogas contracts. As a result, gas-related emissions at our UK sites dropped from 157tCO2e in 2023 to just 0.265tCO2e in 2024, marking a near-total elimination of fossil gas emissions. This cleaner source of heat energy now powers our facilities and serves as a like-for-like replacement in heating applications.

● Regulatory Compliance: ESOS and SECR

We have complied with the Energy Savings Opportunity Scheme (ESOS) since 2017 and with the Streamlined Energy and Carbon Reporting (SECR) framework since its introduction in 2019. These UK government-led initiatives are designed to help large organisations better understand, manage and report their energy use and emissions.

Through ESOS, we carry out in depth energy audits every four years across our operations. These reviews not only meet regulatory requirements but also highlight practical opportunities for energy savings, many of which have shaped our investment decisions, including the rollout of smarter energy systems.

Our annual SECR reporting covers energy consumption, Scope 1 and Scope 2 greenhouse gas emissions and actions taken to improve efficiency. By including this information in our financial reporting, we ensure our environmental performance remains visible to stakeholders and aligned with our sustainability goals.

● Waste Management

This year we conducted a comprehensive waste audit across all UK sites to assess our current practices, identify waste streams and establish a baseline for improvement. Based on these findings, we have begun strengthening our onsite waste management systems.

This includes implementing more robust processes to track and categorise waste and engaging closely with our waste management contractors to obtain detailed and reliable data. This information feeds directly into our internal sustainability tracking and is also shared with our investors as part of our broader ESG disclosures.

One of our key objectives is to increase recycling rates across our operations while reducing the emissions linked to waste disposal. To support this, we are upgrading our bin infrastructure across all facilities, introducing clear and standardised signage to help employees sort and dispose of waste correctly. As part of our efforts to improve operational efficiency and reduce our environmental impact, two of our brands DiGiCo and Solid State Logic have recently invested in waste compactors.

We are also taking steps to promote circularity in our packaging. Wherever possible, we return packaging materials to suppliers for reuse to reduce single use waste and encouraging more sustainable practices throughout our supply chain.

Following the UK rollout, we are now preparing to expand our waste management initiatives to our US and EU sites.

Sustainability Engagement

● Sustainability Engagement

In 2024, we launched our Sustainability Awareness Survey to help us better understand how our teams perceive sustainability and where their awareness currently stands. With a response rate of 46% the survey offered valuable insights into both the strengths and gaps in sustainability awareness across the employment teams. These findings laid the foundation for a targeted sustainability training programme, designed to promote understanding of key topics such as carbon footprint, company-wide initiatives and the role each employee can play in driving change. This tailored training was delivered in person across our UK sites and online for our US teams, marking our first dedicated learning initiative focused exclusively on sustainability.

As a result, our employees are now better informed about Audiotonix's sustainability goals, what actions we are taking and how those efforts connect to their everyday roles. To reinforce this further, we have now embedded sustainability into our employee induction process, where new joiners gain a clear understanding of our commitments from day one. This marks an important step in our journey toward making environmental awareness a focus point for everyone in our teams and wider business partners.

To ensure our teams are aware of our initiatives we have introduced a dedicated Sustainability section in our Employee Quarterly Newsletter. This internal update is shared with all Audiotonix employees, offering insights into ongoing projects, key milestones and new initiatives across our sites. From carbon reduction efforts to training highlights, the newsletter helps connect our employees to the work happening behind the scenes.
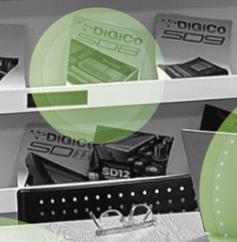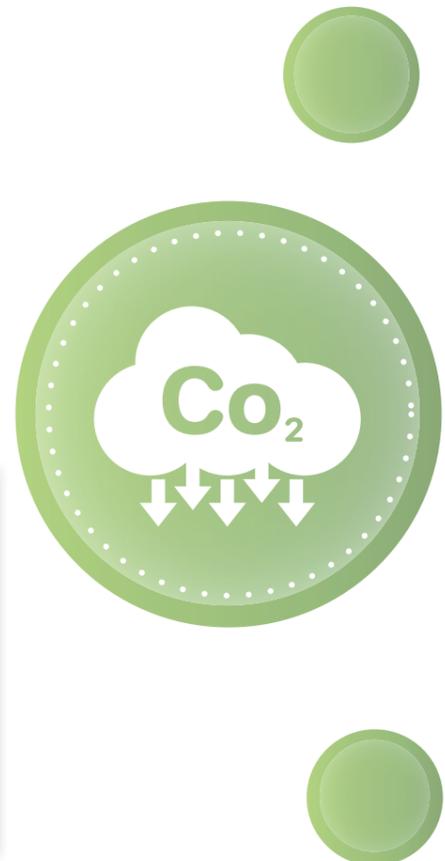
Our Products

At Audiotonix, eco-design principles are central to our product development strategy, aiming to reduce the environmental impact throughout the entire lifecycle of our products. By integrating eco-design practices across the value chain, we focus on enhancing the sustainability of our products while maintaining their performance and functionality.

So far, we have made significant strides at the Group level, such as making products more energy efficient, transitioning to more environmentally-friendly packaging solutions and exploring and replacing high carbon intensive materials with low carbon solutions. However, in the audio solutions industry, where technical specifications and reliability play a crucial role, fully implementing eco-design measures will require some compromises.

Life Cycle Assessments

EXTRACTION   PRODUCTION   USAGE   DISPOSAL   RESOURCES   EMISSIONS   IMPACT   EVALUATION   SUSTAINABILITY
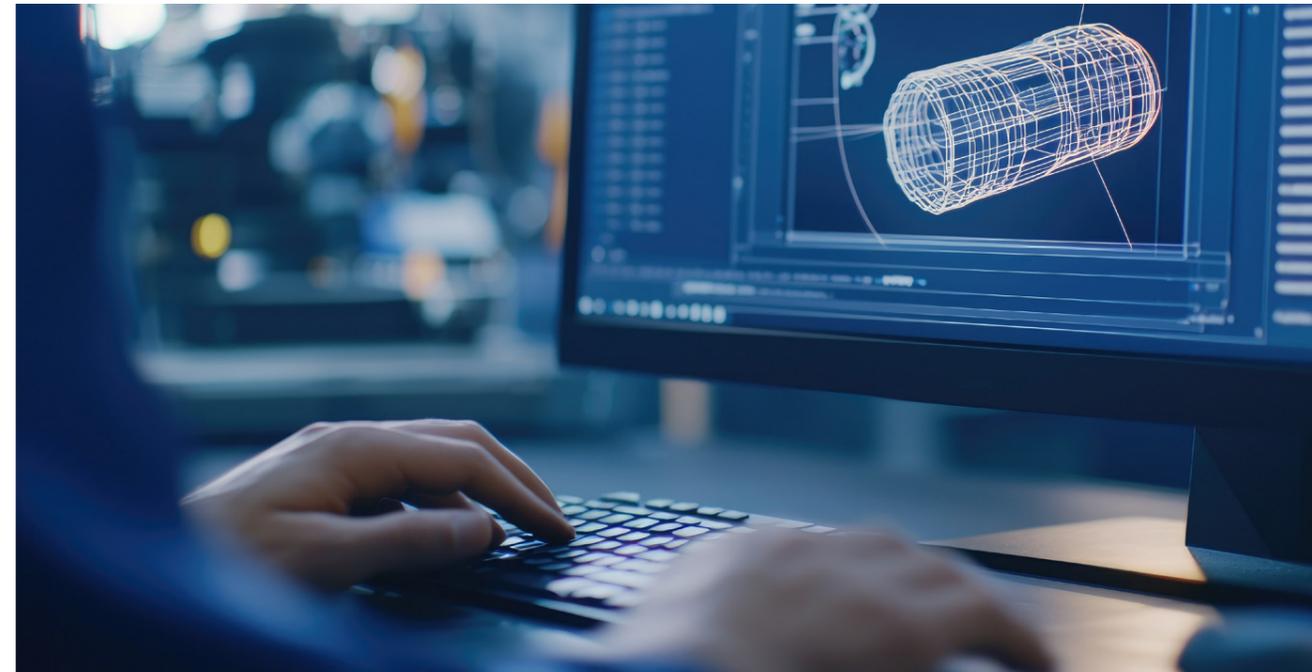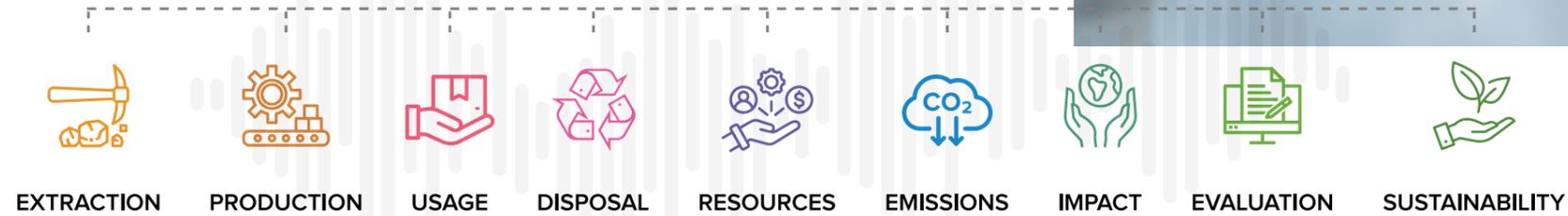
Our eco-design approach goes beyond just reducing environmental impact. We are also committed to considering the social and economic implications of our designs. As part of this commitment, we rolled out an action plan that included training for our teams and launching pilot projects that focus on eco-design practices. These projects aim to assess and optimise the Lifecycle Assessment of select products. Over the next 12 months, we plan to extend LCA analysis across our full product range and ensure that further eco-design principles are embedded in the development of new products.

● LCA

In our ongoing commitment to sustainability, we have taken the first steps towards conducting Life Cycle Assessment (LCAs) for our product. This involves scrutinising every stage of a product's lifecycle, from raw material extraction to disposal, to pinpoint areas where we can reduce our footprint and promote positive change.

To conduct LCA, we have licensed Ecoinvent, an environmental database with more than 20,000 life cycle inventory datasets covering a range of sectors to facilitate the lifecycle analysis effectively. Our aim was to choose a solution that fit our needs, enabling us to carry out LCAs that would help us assess the carbon hotspots of the product. Through these efforts, we are demonstrating our dedication to transparency, accountability and continually improving our sustainability practices.

Using the LCA has been insightful, as the learnings from the software has enabled us to guide the engineers at the product design stage to consider measures to be more emissions efficient. Since we have been able to get the component level emission values within our products, and feeding this information back to R&D has really helped to influence product design and material selections. To crack-on with this, we physically dismantled two of our products, weighing the components and including the data in the LCA software. The output received from the calculations have been instrumental. LCA has allowed us to analyse the carbon hotpots in the lifecycle, through the software we now know that energy consumed during the lifecycle of the product forms a big part of the emissions generated.

As we work our way through in understanding the full working of the software, we look to embed the sustainability model by creating a tool/document that will act as a guidance document for R&D engineers to assist them in making a sustainable design choice.

Our life cycle assessment programme determines the type and magnitude of environmental impacts across our product value chains and is in line with ISO standards 14040 and 14044.

● Sustainable Product Design

In our efforts to make products sustainable, we have been changing the way we design our products. These changes include selecting the materials with lower emission footprint, some of the changes we are focusing on include making the products lighter, making them more energy efficient, increasing the recycling content in product packaging all this while designing products to think about end-of-life disposal of the product.

At the early stages of designing products, the product design ideas are presented, and they go through a think tank document that is essentially to make the product more efficient. These early-stage documents present an opportunity for the designers to assess their design ideas through the sustainability lens. The products are encouraged to be made as sustainable as possible. Some of the areas where these products are assessed on are:

In addition, we are assessing alternatives to solvent-based expanded PU (polyurethane) foams, which are commonly used for protective trims. To address this, we have trialled a water-based PU foam and are conducting further performance evaluations, including fire retardancy testing, to determine its suitability for broader adoption.

We are also exploring paper-based material alternatives to reduce plastic dependency in both product design and packaging. Early samples are being evaluated for feasibility in functional and aesthetic applications.

Innovation in electronic componentry is another critical area. We are investigating the use of PCB substrates which emits low emissions. These designs aim to enable easier separation and recovery of components at end-of-life, supporting a more circular electronics lifecycle.

Materials

As part of our commitment to reducing our environmental footprint, we are actively exploring the use of more sustainable materials across our products and operations. Our strategy focuses on minimising carbon emissions, increasing the use of recycled materials and extending product lifecycles through thoughtful design and innovation.

We aim to reduce our reliance on virgin materials by incorporating more recycled and recyclable content into our products. This not only improves material circularity but also contributes to lowering the embedded carbon emissions associated with raw material extraction and processing. We have considerably increased the percentage of recycled content in plastic parts, with many parts now being made from 85% post-consumer ABS plastic.

To support a transition to more environmentally friendly alternatives, we have increased our research and trials into sustainable material options. One area of focus is the reduction of traditional ABS plastic usage in favour of bio-based alternatives such as polylactic acid (PLA). PLA is a plant-derived, non-toxic material that offers a lower environmental impact when compared to conventional plastics.

PLA is a plant-derived, non-toxic material that offers a lower environmental impact when compared to conventional plastics.

Packaging

We are committed to reducing the environmental impact of our packaging through thoughtful design and continuous improvement. In recent years, we have undertaken several initiatives aimed at improving the sustainability of our packaging materials and practices.

Our brands have adopted more environmentally responsible solutions, such as replacing plastic polybags with recyclable alternatives at Allen & Heath (A&H) and switching from plastic to paper-based tapes across all UK operations. A&H has increased the recycling content from **50%** to **70%** for PE foams. Overall, the Group has increased recycling content of polybags from **50%** to **80%**. These changes mark significant progress toward minimising single-use plastics in our supply chain.

We continue to trial and evaluate innovative alternatives to conventional packaging. For example, we are piloting paper-based packaging to replace white PE foam, which is traditionally difficult to recycle. A recent trial held at DiGiCo Glenrothes involved the use of paper-style bubble wrap for transporting parts from suppliers to the factory, reducing reliance on synthetic protective materials.

PE Foams

50% A&H → 70% A&H

Polybags

50% GROUP → 80% GROUP
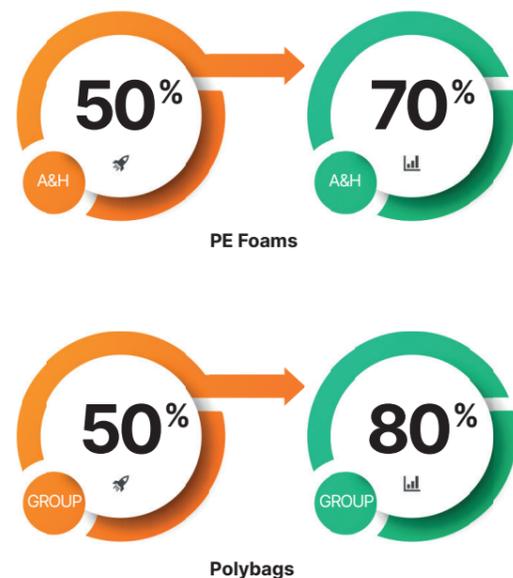
In addition, Solid State Logic has explored cardboard packaging solutions for products, contributing to our broader push for paper-based, easily recyclable materials. We are also investigating closed-loop systems with suppliers, where feasible, reusable packaging is being introduced, particularly for parts shipped regularly. One such example is at our Glenrothes facility, where the supplier has implemented a returnable packaging system to enable repeated use of transit boxes.

We systematically track the percentage of recycled content in our packaging materials. This data-driven approach has enabled year-on-year improvements across our brands. For instance, Allen & Heath achieved an **83.4%** recycled packaging rate in FY2025, up from **79.4%** in FY2024. Similarly, Sound Devices increased its recycled packaging usage from **39.4%** in FY2024 to **70%** in FY2025.

Our goal is to create packaging for products that is not only functional and protective but also aligned with our broader environmental commitments. We remain focused on exploring scalable, sustainable packaging options that support our efforts to reduce waste and promote circularity throughout our operations.

Allen & Heath
FY2024: 79.4
FY2025: 83.4

Sound Devices
FY2024: 39.4
FY2025: 70

Power Consumption

LCA has taught us that the energy consumed during the lifecycle of a product is enormous. Learnings from this have been taken by brands to reduce the power consumed.
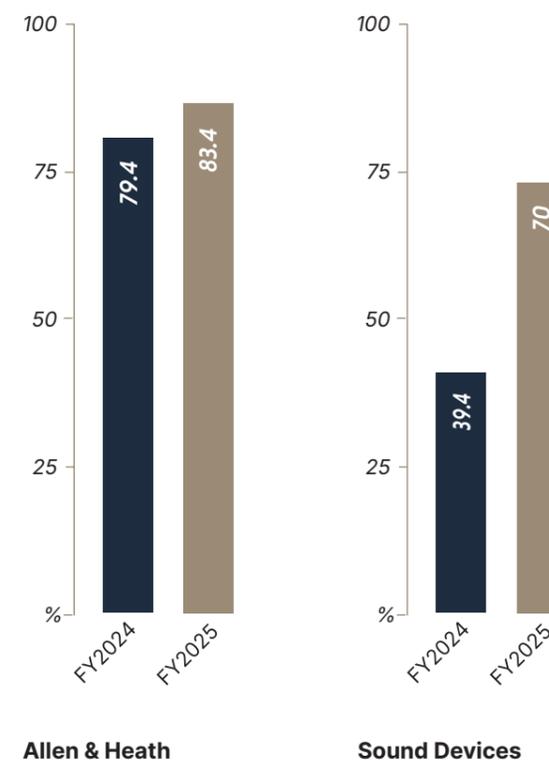
● Eco Design Forum

Launched in 2018, the Eco Design Forum was set up to help accelerate our progress in sustainable product design and give engineers across our businesses a space to contribute their ideas and expertise. It brings together individuals who are passionate about eco design and want to play a hands-on role in shaping the Group's sustainability journey.

Since the forum began, it's helped drive a number of meaningful changes like increasing the use of recyclable plastics and aluminium in our products, replacing plastic packing tape with paper tapes and introducing plastic bags made with higher recycled content. These improvements have come from the forum's collaborative research and the enthusiasm of the engineers involved.

The Eco Design Forum continues to be a valuable part of how we embed sustainability into our thinking, helping to turn good ideas into real-world solutions across the Group.

'Working in the eco design forum has been a valuable experience. Being able to share learnings across the group has meant that any findings can have a much bigger impact - we have repeatedly been able to implement ideas from one company in multiple companies in Audiotonix. Further to this, working with colleagues with different work cultures means that new ideas and approaches are generated which might not have been possible from just internal discussions alone. Finally, it is inspiring to know that there are many like-minded individuals across the group who are keen to make a positive impact for sustainability.'

Robin Jowitt *(Chair – Eco Design Forum)*

We're switching from plastic to paper-based tapes across all UK operations

SD12

● **Capability Metric**

 Screen Size 15   **Matrix 96**   **Bus 36**   **FX 12**

R&D KPIs

We have established three key performance indicators (KPIs) to monitor the progress of our R&D teams towards achieving more sustainable and eco-conscious product designs. These KPIs serve as a baseline by evaluating a product's capabilities, including features such as channel count, screen size and sample rate, allowing for direct comparisons between next-generation products and their predecessors. By comparing a product's capabilities with its weight, power consumption, and size, we can quantitatively assess the effectiveness of our eco-design policy and observe the tangible impact on products currently in development within R&D.

	SD12	Q326
Screen Size	15	17
Matrix	96	576
Bus	36	64
FX	12	24

Q326

DiGiCo Q326

Representing a dramatic leap forward in power and connectivity within a remarkably compact format, Quantum 326 is the younger sister of the Quantum 338. When comparing the DiGiCo Q326 (launched 2024), against the previous generation SD12 (launched 2016), we measure a 14x increase in overall product capability. When comparing this capability to the products weight and power consumption, we see an improvement of 1138% and 789% respectively between the 2 generations of product.

 Screen Size 17   **Matrix 576**   **Bus 64**   **FX 24**

ARGO M

Calrec Argo M

Built on the same multi-award-winning technology that powers Calrec's well-established Argo platform, Argo M delivers the same feature set and operational familiarity as the larger Argo Q and Argo S consoles in a compact 24- or 36-fader footprint for small to medium applications. When comparing Argo M36 (launched in 2024), against the previous generation Brio 36 (launched in 2016), we measure a 157% increase in overall product capability. When comparing this capability to the products weight and volume, we see an improvement of 196% and 157% respectively between the 2 generations of product.

	Brio	Argo M
DSP Paths	156	**356**
IP Channels	96	**180**
Aux	24	**32**

DSP Paths **356**   IP Channels **180**   Aux **32**
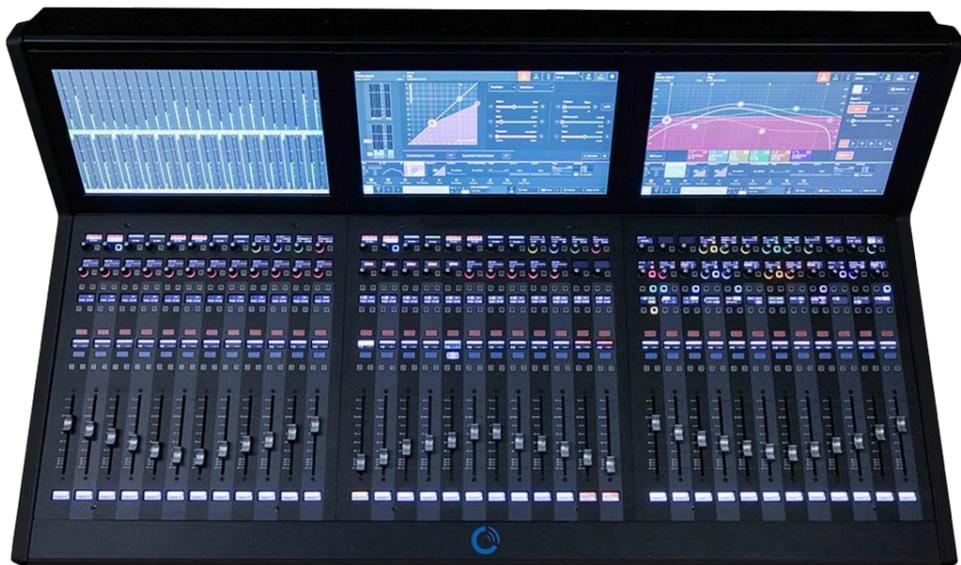
ARGO M LAUNCHED 2024

157%

PRODUCT CAPABILITY / cm^3

196%

PRODUCT CAPABILITY / kg

Brio 36 LAUNCHED 2016

DSP Paths **156**   IP Channels **96**   Aux **24**

LAUNCHED 2016
BRIO36

Astral ARX32

Sound Devices - Astral ARX32

Astral ARX32 is a 16-channel RF receiver with HexVersity® (2- to 6-antenna diversity), expandable to 32 channels, offered in a 1U 19" rack. For comparison, we have used an industry competitor as our baseline - Shure Axient Digital AD4Q. Astral ARX32 is both lighter (Δ 680 grams), has lower volume (Δ 1300 cm3) and offers more RX channels (32 ARX32 vs 4 AD4Q).

	Shure Axient Digital (AD4Q)	Astral ARX32
RX Channels	4	**32**
Audio Inputs	8	**16**
Audio Outputs	8	**16**
Volume (m3)	0.0071	**0.0058**
Weight (Kg)	4.8	4.12

Wellbeing and work recognition

With three new company acquisitions in the last year, Audiotonix now has over 790 employees in 8 countries further increasing our need for tailored employee-focused programs that work for each business and its location. Mental and physical health support initiatives are important to each company, and the group actively strives to encourage these by providing health resources within work environments. We will continue to provide an ever-improving safe space where our employees can discuss work or personal concerns. We have mental health leaders across the brands who hold regular check-in sessions for individuals or groups.

Physical health, sport and general fitness programs are essential to many who work for us, and we encourage everyone to take the time to participate; from organised walking and running groups at lunchtimes, on site football teams, training for local hospice marathons, to workouts at the onsite staff-managed gymnasium at Solid State Logic Oxford HQ. Our employees equally champion these initiatives. In the UK, our companies provide annual health days where employees are provided with onsite access to medical professionals who perform key health indicator checks and provide advice on good health practices. We also provide flu jabs to employees who may be vulnerable or want to protect themselves and their families from seasonal sickness.

Through creative events across the board, we recognise that social interaction and having fun with colleagues not only provides a platform for stronger team integration, but also has a wealth of health benefits. Our companies encourage attendance at numerous social events and celebrations including summer and winter season get-togethers. Being involved in the live event space means that many of our employees are musically creative. Our teams regularly come together at such events as the Solid State Logic 'Battle of the Bands' or at Calrec and DiGiCo where like-minded musicians regularly jam and practice together.

Working together does make us stronger.

Retention Figures

The Group has, other than COVID and planned employee adjustments, a healthy level of employee loyalty and retention with a good mix of long-term employees throughout its growth journey. Through 2024, the UK companies issued a total of 10 employee visas for Skilled Workers from Sri Lanka, India, Philippines and Mexico.

One of the reasons for updating the Audiotonix website was to make it a more attractive EVP via enhanced visual representation of our employee landscape and ESG posture, and this will be updated again once the 2024 ESG Report is published. All brands will publish their own, local ESG reports alongside the quarterly newsletter.

Leavers	Turnover %	Company Leavers	Average EE's
2024	9.4%	74	788.5
2023	12.6%	92	731.0
2022	13.1%	87	663.0
2021	8.5%	50	585.5
2020	13.5%	70	518.5
Average	11.9%	74.8	624.5

Employee Survey

The 2024 Employee Survey was a pivotal moment in Audiotonix's ongoing commitment to fostering a workplace of inclusion where every voice matters. Rolled out in early September, the survey captured insights from 784 employees – with an impressive 65% response rate. The questions spanned a wide range of themes, from workplace satisfaction and recognition to interdepartmental communication and career progression.

Excellent	Good	Average	Poor	Bad

The results painted a largely positive picture:
- 93% of respondents said they enjoy working at Audiotonix and feel proud of their roles.

The survey also identified areas for improvement:
- The most significant concern was around career progression, with only 49% feeling they had clear opportunities to grow within the group.

- Feedback also highlighted a desire for enhanced social interaction, and better interdepartmental communication.

Turning feedback into action:
- Enhanced social interaction BBQ's, quiz', off site visits and pizza/bacon buttie mornings were accelerated across brands in the last twelve months. These are particularly helpful to new starters.

- Facility upgrades to include improved breakout areas. One remains outstanding at the Glenrothes plant.

- Buddy plans are underway to give new recruits, especially those on sponsorship visas, a better induction process.

- HR platform enhancements and renewed focus on annual reviews to support employee development.

- Promotions and career opportunities are published in-house to highlight the opportunities that exist and have been taken up or promoted internally.

ESG Reports by Brands

Whilst the Group reports on it's consolidated performance it is vital that our teams at each of our businesses have the opportunity to look at themselves and what they achieved within their product ranges and local communities. 2024 saw those teams produce their own, local ESG reports as a summary of the great work they do 'on their own doorstep'. We want everyone that works for us to understand the importance of their sustainability journey, but also what matters within their local communities. Please click on the images to read these reports which were produced independently and in the brands own words.
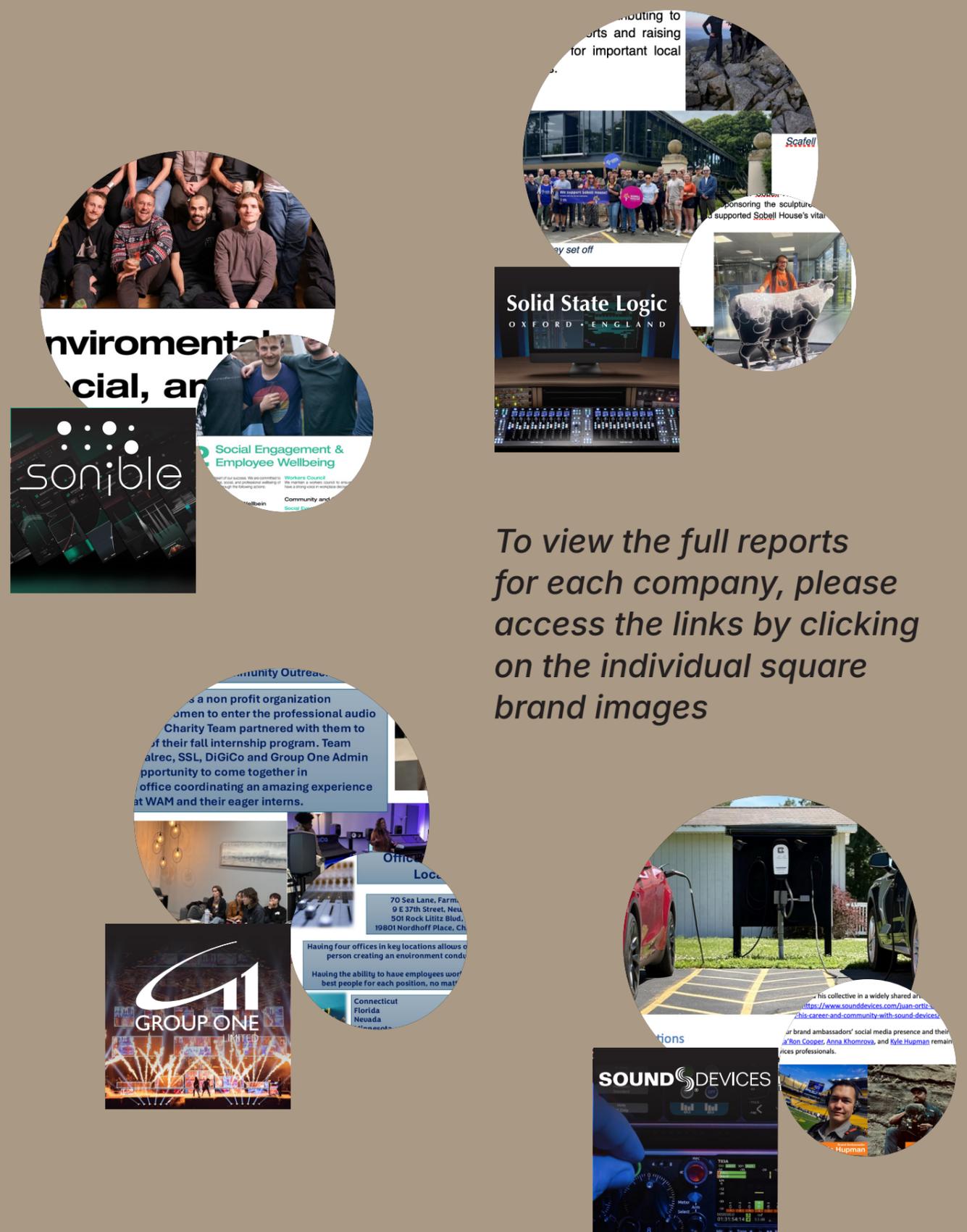
To view the full reports for each company, please access the links by clicking on the individual square brand images

Continuing to Inspire the Next Generation of Engineers Through STEAM and Creative Collaboration

In 2023, Audiotonix introduced its STEAM DJ Mixer initiative, inspired by a local UK education project developed in collaboration with Allen & Heath. The aim of the STEAM programme is simple: to engage and inspire young learners by developing their skills and knowledge across Science, Technology, English, Arts, and Mathematics. This is achieved through a hands-on learning experience using our USB-powered, kit-based DJ audio mixer, which students assemble themselves—either individually or as part of a team.

Following a preview shared with partners and distributors across the Audiotonix group, the STEAM project was officially launched to the public on 1 April 2024. By mid-year, we had received over 183 enquiries from 33 countries, highlighting a growing interest from educators and organisations keen to purchase the STEAM mixer (Chart). In response to this enthusiasm, tailored programmes were developed throughout 2024 for both UK and international distribution.

UK Programme

To support and expand engagement with UK schools, charities, and youth organisations, we established a network of 'STEAM Ambassadors' located at each of our UK business sites—Allen & Heath, Calrec, DiGiCo, DiGiCo Factory, and Solid State Logic. These ambassadors play a vital role in maintaining relationships with local stakeholders, ensuring that kits are donated to the organisations that will benefit most. In many cases, ambassadors also provide hands-on support by running sessions, assisting with access to equipment, and helping to initiate projects on the ground.

One standout pilot project saw our DiGiCo ambassador team collaborate with Wandsworth Council to engage Burntwood Academy, an all-girls secondary school in south London. Two teams of six students, aged 14 to 17, participated in sessions led by our ambassadors, where they learned about the professional audio industry, explored the basics of music mixing, and gained practical experience assembling their own DJ mixers.
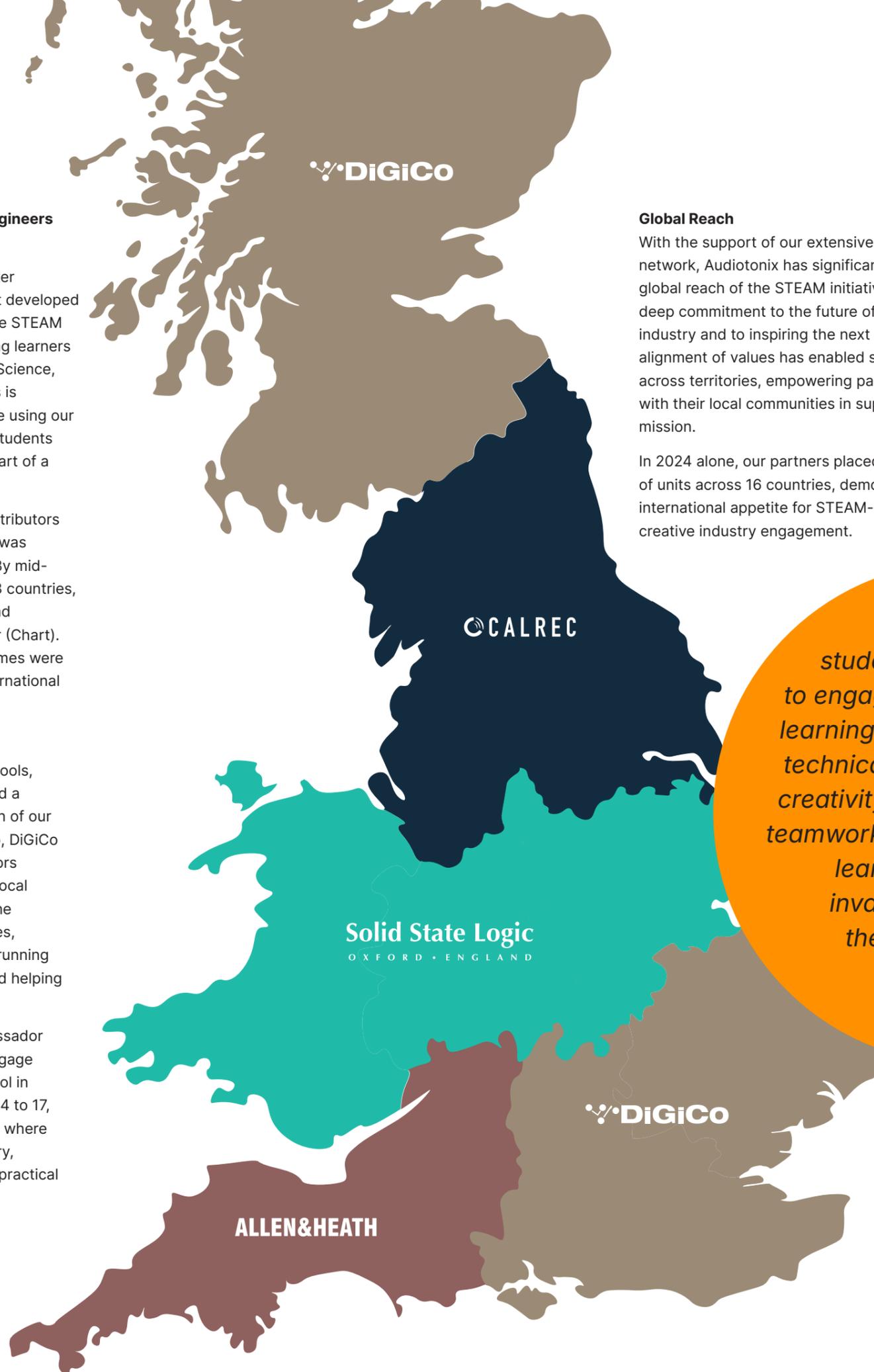
Global Reach

With the support of our extensive partner and distribution network, Audiotonix has significantly expanded the global reach of the STEAM initiative. Our partners share a deep commitment to the future of the professional audio industry and to inspiring the next generation of talent. This alignment of values has enabled strong collaborations across territories, empowering partners to actively engage with their local communities in support of our shared mission.

In 2024 alone, our partners placed orders for hundreds of units across 16 countries, demonstrating a growing international appetite for STEAM-based education and creative industry engagement.

Looking Ahead

As we look to the year ahead and beyond, we remain committed to deepening our engagement with schools, councils, and community groups across the UK. Our focus will be on maximising opportunities in areas where access to funding and educational programmes is limited. At its core, this initiative is about giving back—offering young people the opportunity to discover our industry, develop new skills, and take their first steps into the world of professional audio.

"Giving our students the opportunity to engage in hands-on STEAM learning not only develops their technical skills but also fosters creativity, problem-solving, and teamwork. This kind of innovative learning experience is invaluable in preparing them for the future."

Nicholas Bull,
Deputy Principal,
Burntwood School

Governance

Health & Safety

All our businesses take Health & Safety extremely seriously, where we use risk assessments and training to minimise the opportunity for an employee to injure themselves. Each site has a person responsible for Health and Safety as well as individuals trained and, assessed in First Aid. This enables us to provide a safe working environment and if an accident does occur, it can be dealt with immediately by fully trained personnel. Each business collects data on accidents and reviews how the accident could have been prevented. This ensures constant learning and management of improvements in all our working spaces. In the last year, the Lost Time Injury Frequency Rate (LTIFR) has reduced back to 0.0LTIFR.
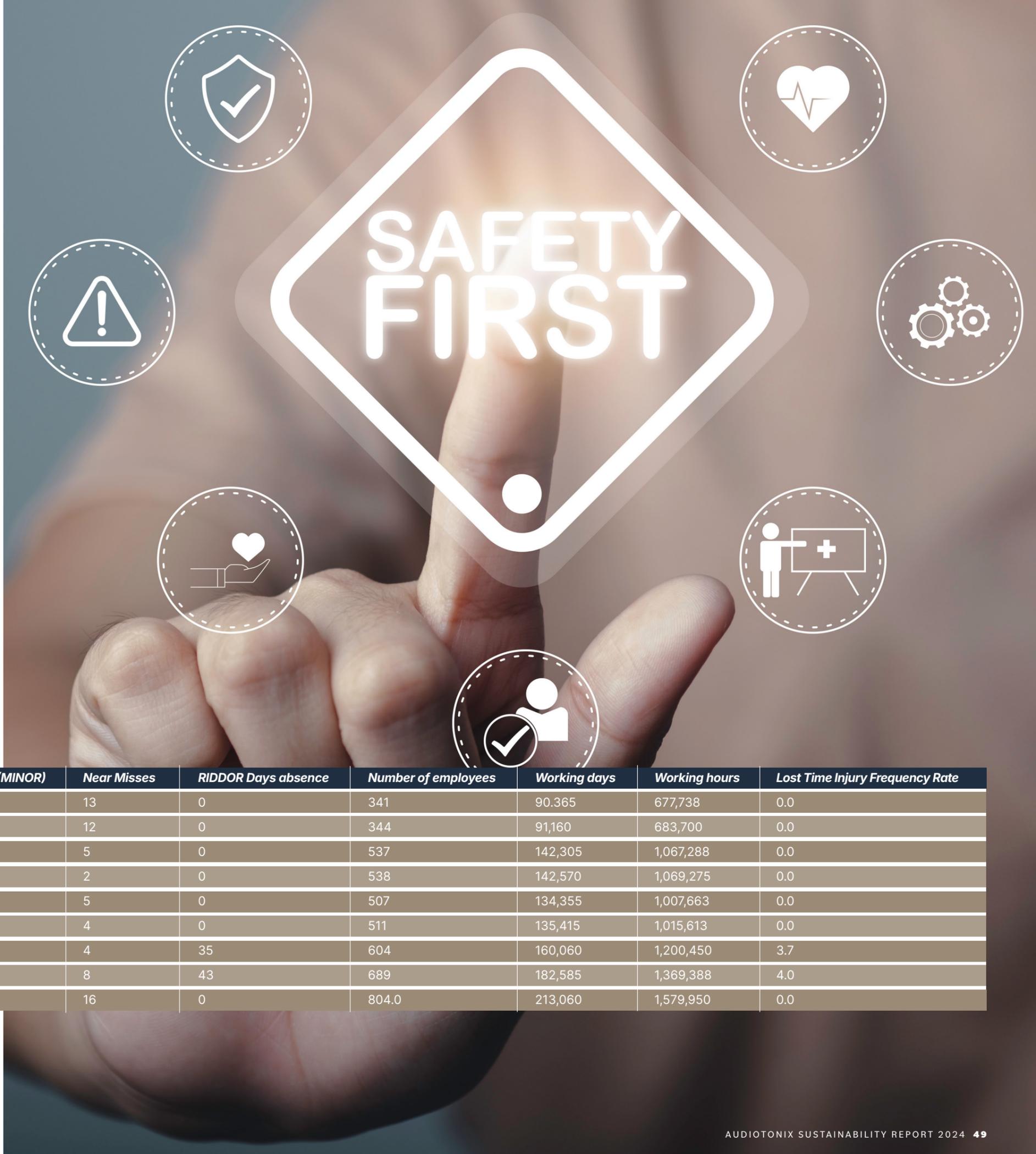
Summary of Accidents (Calendar Year)

| Calendar Years	Reportable RIDDIOR	Accidents (MINOR)	Near Misses	RIDDOR Days absence	Number of employees	Working days	Working hours	Lost Time Injury Frequency Rate
2016	0	30	13	0	341	90.365	677,738	0.0
2017	0	36	12	0	344	91,160	683,700	0.0
2018	1	35	5	0	537	142,305	1,067,288	0.0
2019	0	32	2	0	538	142,570	1,069,275	0.0
2020	0	19	5	0	507	134,355	1,007,663	0.0
2021	0	15	4	0	511	135,415	1,015,613	0.0
2022	1	35	4	35	604	160,060	1,200,450	3.7
2023	3	50	8	43	689	182,585	1,369,388	4.0
2024	0	38	16	0	804.0	213,060	1,579,950	0.0

Supplier Audits

Responsible Procurement

Audiotonix suppliers are an extension of our business, and we endeavour to ensure all our vendors have the same exacting standards and ethics that we apply in our daily business lives. All manufacturers' need to demonstrate good working conditions for all employees with no child labour, no discrimination, reasonable working hours and fair pay. Since 2018 the UK procurement teams have been working with suppliers and manufacturers to ensure they meet all of our Supplier code of conduct criteria. In 2022 and 2023 this was extended to our USA company's Group One and Sound Devices, with 50 suppliers signing up to the code of conduct. The agreement ensures the businesses take health and safety, environmental responsibility and business ethics seriously. A pillar of our responsible supply chain is an on-site audit of the manufacturer. The audit is driven by an extensive questionnaire to ensure the vendor satisfies all our labour, health and safety, and environmental criteria. The audits were affected throughout the covid years 2020 to 2023 where government and manufacturers policy ceased visitors to the country and/or factory.

Supplier Audits - Calendar Years

Calendar Years

Supplier Audits - Commodity - Resposible Procurement

Commodity
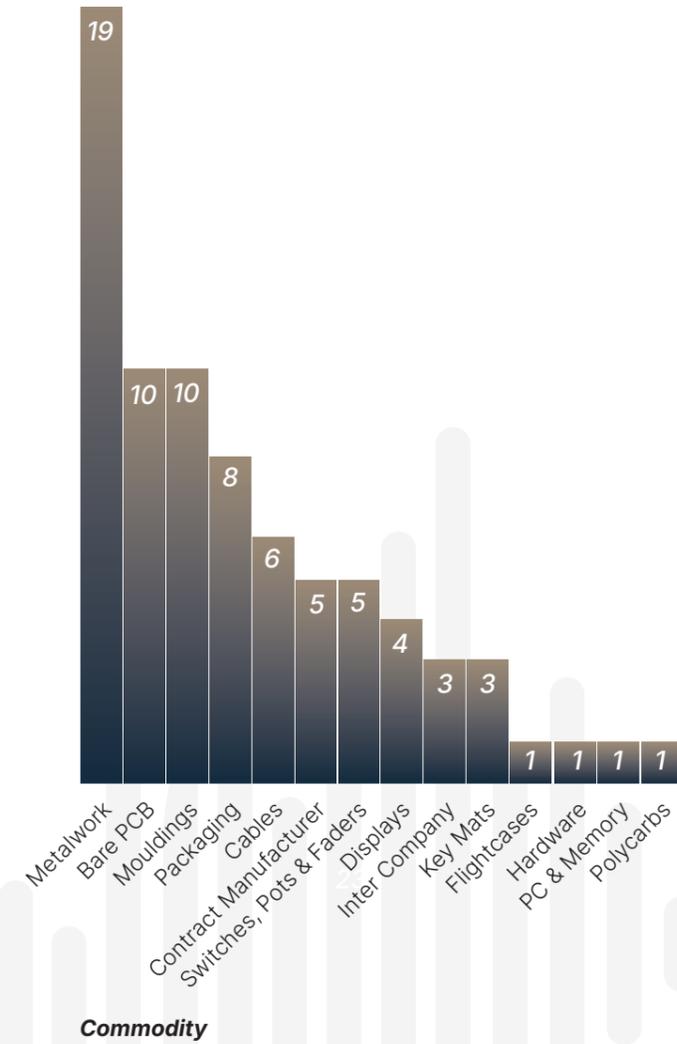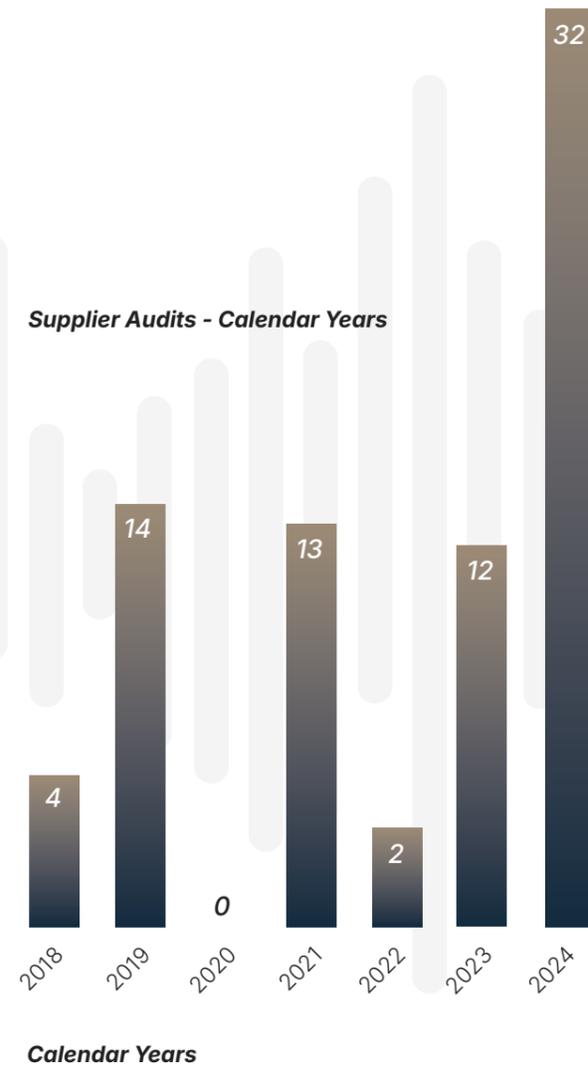
Supplier Code of Conduct signed by Country

Country
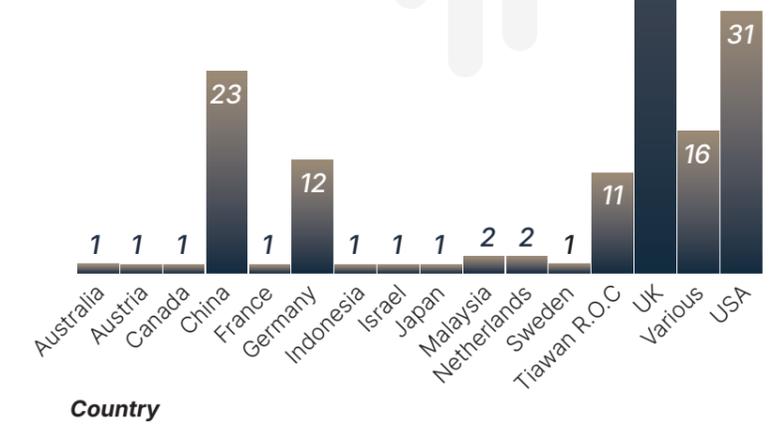
Cyber

Our cybersecurity strategy over the last 12 months included a comprehensive program of penetration testing and remediation, the implementation of a new Endpoint Detection and Response (EDR) system with an integrated Security Operations Centre (SOC), and the introduction of a new Security Awareness Training (SAT) program. These initiatives have led to improvements in threat detection and employee training metrics across the organisation.

IT Governance

Over the past year, our focus has been on implementing the Cyber Essentials (CE) and Cyber Essentials Plus (CE+) security standards across group companies. Additionally, we have continued to implement the IASME Governance Framework as a baseline standard across all businesses.

1 Launched comprehensive penetration testing across all group companies

2 Implemented an advaned EDR system with 24/7 SOC support

3 Rolled out new company-wide Security Awareness Training programs

4 Completed significant hardware upgrades for network and server efficiency

5 Established robust backup and disaster recovery testing schedule

6 Introduced innovative solutions like biometric logins and AI tools

Key Performance Highlights

- **~99% average system uptime (target 99.9%)**
  Consistently high availability of critical systems ensured minimal disruption to business operations.

- **10+ major IT projects completed**
  Significant initiatives (security upgrades, infrastructure improvements, new tech deployments) were delivered successfully, improving IT services and capabilities.

- **£120k annual cost savings achieved**
  Optimisation efforts (e.g., Microsoft licensing consolidation) led to noteworthy recurring savings, which have been redirected to strategic IT investments.

Enhanced Security Posture

- **24/7 EDR & SOC implemented**
  Deployed Huntress Endpoint Detection and Response with round-the-clock Security Operations Center monitoring, greatly improving threat detection and response times.

- **User awareness up**
  Rolled out comprehensive Security Awareness Training; ~85% of employees completed it, reducing phishing click rates from ~5.5% to ~1.6% in simulations.

- **Cyber Essentials certifications**
  SSL earned Cyber Essentials Plus (CE+) in Oct 2024, and other business units (e.g., Sound Devices) achieved Cyber Essentials, bolstering our compliance and governance standards.

- **Incident response readiness**
  Conducted a company-wide cyber incident drill in late 2024. The IT team performed well and incorporated lessons learned to refine incident response plans.

Huntress EDR Antivirus Detection stats

Events Analysed **4.362 billion**

Signals Detected **15,229**

Signals Investigated **332**

Incidents Reported **115**
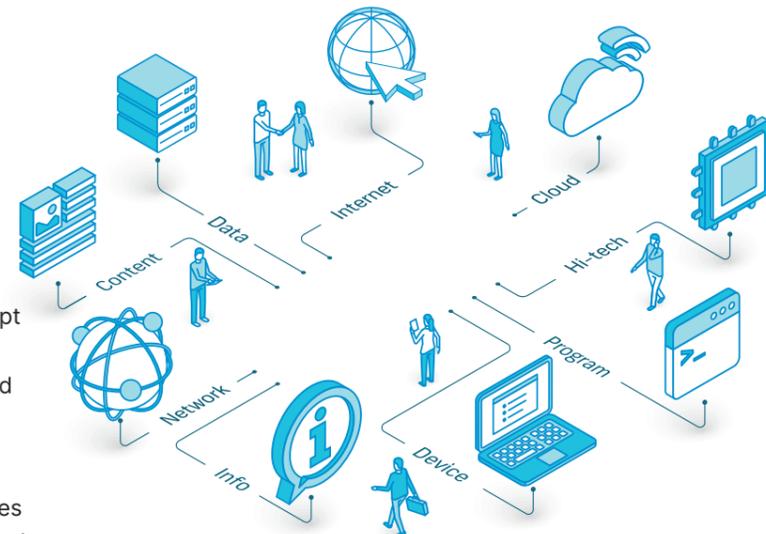
Improved Reliability & Infrastructure

● **99% systems uptime maintained**
Effective monitoring and proactive maintenance kept downtime to a minimum (only brief outages due to external factors, with quick recovery). No prolonged disruptions to any department.

● **Infrastructure upgrades**
Completed network and server refreshes at key sites (Allen & Heath, DiGiCo, Sound Devices), replacing aging hardware and improving performance.

● **Backup and DR success**
Implemented robust Backup & Disaster Recovery processes. All business units passed full restoration tests (files and VMs), confirming we can recover swiftly from potential outages.

● **Unified IT helpdesk**
Launched a single helpdesk platform for all brands in Jan 2025, streamlining support. Result: faster response times and a consistent support experience across the company.

Innovation & New Technology

● **Biometric logins**
Piloted Windows Hello for Business (fingerprint/facial recognition) at two divisions. Enhanced security and user convenience suggest readiness for broader rollout.

● **AI assistance**
Initiated a trial of Microsoft Copilot (AI assistant) with 13 senior leaders in mid-2025. Early feedback is very positive on productivity gains.

● **Advanced email security**
Tested and approved Proofpoint email gateway. This system identified sophisticated phishing attempts.

● **Modern device management**
Continued the Deployment of Microsoft Intune and Datto RMM across the fleet, enabling better device compliance, remote support, and automated updates, which improve security and reduce manual IT work.

Challenges & Solutions

● **Evolving cyber threats**
Increasing phishing and ransomware attempts required vigilance. Solution: Expanded employee training, enforced multi-factor authentication everywhere, and tightened conditional access policies. These steps reduced our risk from the "human factor" in security.

● **Integrating diverse systems**
Merging IT of new acquisitions (e.g., JHA) and legacy systems posed complexity. Solution: Accelerated integration projects using spare modern equipment, applied group IT standards uniformly, and segmented legacy systems to contain risk. Now all entities operate under a common security and network framework.

● **Resource and budget constraints**
Balancing extensive security improvements with budget discipline was challenging. Solution: Achieved savings (like the £120k licensing deal) to fund new tools, leveraged in-house expertise to cut project costs (e.g., delivered a $250k infrastructure project for <$100k), and prioritized investments with clear ROI/risk reduction.

● **Maintaining uptime during upgrades**
Major upgrades risk downtime. Solution: Careful planning of maintenance windows, redundant systems during cutovers, and thorough testing ensured upgrades (network, servers, etc.) were completed without impacting business operations.

Training & Team Development

● **Security training for all staff**
Company-wide security e-learning and phishing simulations led to improved vigilance. By mid-2025, 86% staff completed training, contributing to a safer IT environment.

● **IT staff upskilling**
The IT team trained on new systems (helpdesk, Intune, etc.) and learned from each project deployment. Team members earned certifications (Cyber Essentials implementers, etc.) to build internal expertise.

● **Incident response practice**
Participating in the cyber incident tabletop exercise served as practical training. The team improved coordination skills and confidence to handle real incidents.

● **Learning through innovation**
The pilots (AI Copilot, biometric login) also doubled as learning opportunities, keeping the IT team versed in cutting-edge technologies. Regular vendor workshops (Microsoft, Cisco) further enhanced the team's knowledge.

Budget & Financial Management

● **Within budget, value delivered**
All initiatives were executed within the approved IT budget for the year. No cost overruns occurred, and we met our strategic objectives.

● **License cost reduction**
Moved to a group Microsoft Enterprise Agreement, reducing Office 365 licensing costs by ~£120,000 per year. This unlocked funds for security and infrastructure improvements without additional budget.

● **In-house efficiencies**
By using internal staff for projects (instead of external consultants), we saved significant one-time costs (~$150k on one infrastructure project alone). We also consolidated tools (eliminating redundant software) to trim ongoing expenses.

● **Investing in prevention**
Justified new expenditures (like the email security gateway) by aligning them with risk mitigation (e.g., preventing fraud or downtime that could cost much more). This ensured support from leadership for necessary investments.
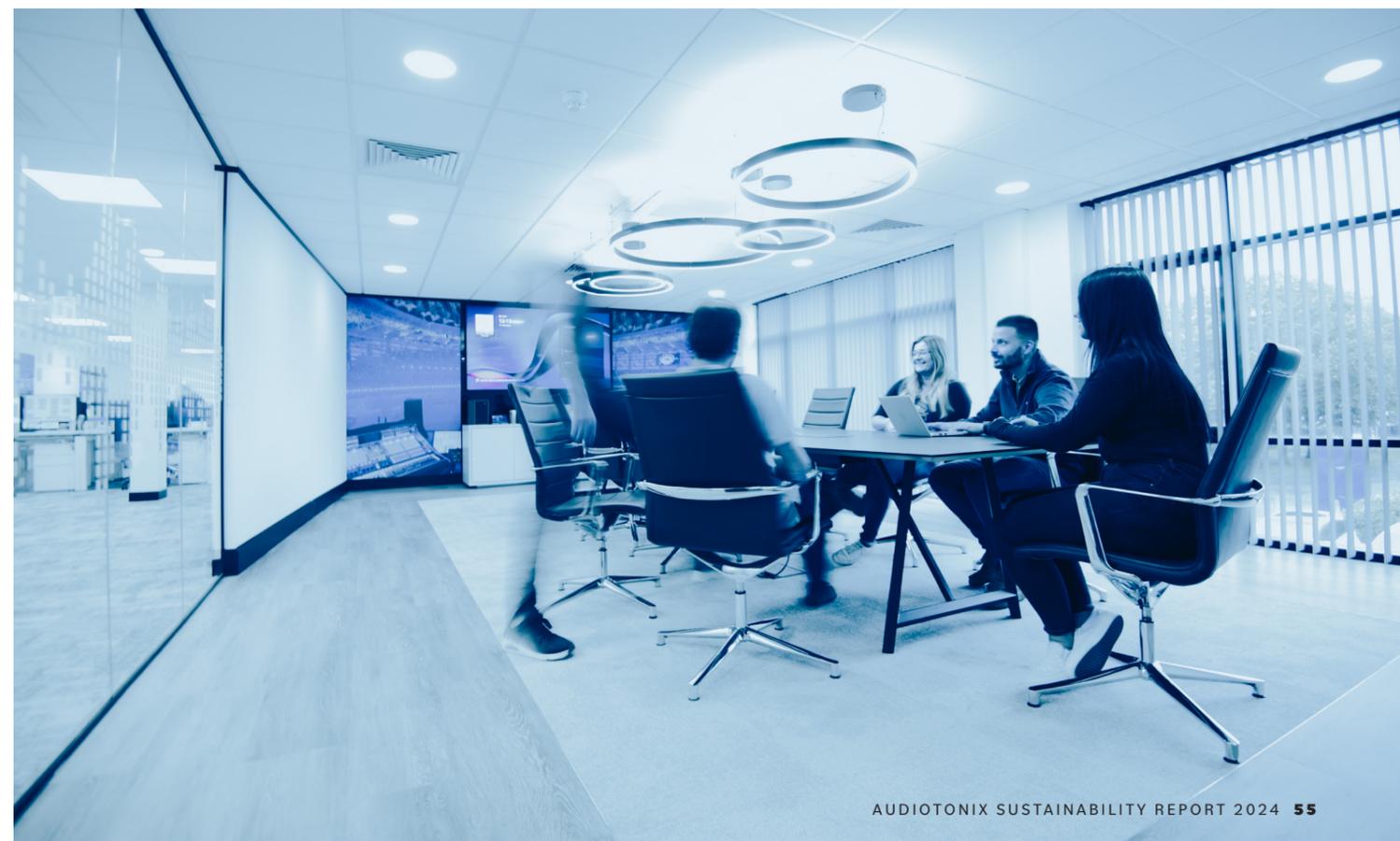
Year-on-Year Comparison

● **Reliability up**
Uptime improved compared to the previous year (fewer and shorter incidents).

● **Project throughput increased**
Roughly double the major projects were delivered this year versus last year (10+ vs 5). The IT department managed a larger project portfolio while maintaining service levels, reflecting enhanced capacity and efficiency.

● **Support experience improved**
User feedback indicates quicker resolution times and higher satisfaction this year, owing to the unified helpdesk and better tools. Last year, support was siloed and slower by comparison.

● **Governance and strategy**
IT now operate with a more formalised strategy aligned to corporate goals, this is a step up from the previous year, where such alignment was less pronounced.

Impact on Overall Company Performance

● **Uninterrupted operations**
With IT systems highly available, other departments (Sales, Manufacturing, R&D, etc.) were able to work efficiently without tech downtime. This directly supports productivity and revenue; for example, no production days were lost due to IT issues.

● **Risk mitigation**
By preventing cyber incidents, IT protected the company from potential financial losses. The absence of data breaches also means avoiding potential regulatory penalties and reputational harm.

● **Enabling growth and innovation**
IT improvements accelerated R&D output (the new build server sped up software development) and smoothed acquisition integrations (quickly integrating JHA's IT allowed that business to contribute sooner). These bolster the company's ability to innovate and expand.

● **ESG and reputation**
A robust IT governance and security posture contributes positively to the company's ESG profile (good governance, customer data protection, efficient resource use). This strengthens stakeholder trust and can be advantageous in investor evaluations and customer confidence.

● **Employee productivity and morale**
Better IT tools (faster systems, modern collaboration platforms) and prompt support mean employees can do their jobs with less frustration. Indirectly, this boosts morale and efficiency across all teams, contributing to overall performance.

Conclusion & Next Steps

Over the last 12 months, the IT department has significantly enhanced its performance, delivering reliability, security, and innovation. These achievements not only met our IT goals but also provided tangible benefits to the wider business. Going forward, we aim to build on this success by:

● **Scaling successful pilots**
Expand the use of AI assistance and biometric security to more users, after learning from the initial trials.

● **Closing remaining gaps**
Achieve Cyber Essentials Plus certification for all remaining units, and continually drive down phishing risk through even better training and tools.

● **Modernising legacy areas**
Continue integrating or upgrading any outdated systems (especially in newly acquired or smaller entities) to align with our modern infrastructure and security standards.

● **Innovating carefully**
Stay abreast of emerging tech (cloud innovations, AI, zero-trust security) and adopt those that offer clear benefits, ensuring we remain innovative but also pragmatic (avoid hype).

● **Supporting business strategy**
Align IT projects with key business initiatives for the coming year – for example, enabling more data-driven decision making with better analytics, supporting any expansions or new services, and contributing to sustainability goals by improving IT energy efficiency.

By maintaining our focus on reliability, security, cost-effectiveness, and strategic alignment, the IT department will continue to be a strong enabler of Audiotonix's success in the year ahead.

Audiotonix

www.audiotonix.com

No.5 The Distillery, Silverglade Business Park, Leatherhead Road, Chessington, Surrey KT9 2QL