



Building a Sustainable Future

2024 ESG Report



Message from our chairman

2024 has been a transformative year for FocalPoint, marked by significant growth and progress. We have focused on building a resilient and innovative business underpinned by robust operational controls and governance. At the same time, we have invested in our people, fostering a culture of excellence that drives our success.

This report highlights our dedication to creating a positive societal impact while embedding sustainable and ethical practices that stand strong in a rapidly evolving, technology-driven world.

Environmental responsibility remains a key priority for us, demonstrated through our commitment

to reducing carbon emissions, safeguarding data privacy, and advancing social equity.

By proactively addressing our environmental, social, and governance (ESG) responsibilities, we not only mitigate risks but also unlock sustained innovation through the expertise and dedication of our talented and diverse global teams.

Looking ahead, this document outlines our strategic ESG commitments through 2030 and provides a clear roadmap for achieving them. We remain steadfast in our ambition to lead with purpose and create long-term value for all our stakeholders.

David Clevely
Chair





Message from our CEO

Our business strategy is centred on the long-term need for smarter, safer, and more efficient mobility, achieved through the application of sustainable, positioning-based technologies. GNSS remains as a key enabler in this vision, driving growth through the adoption of new signals, frequencies, and services that continue to unlock innovative technologies and business models.

As consumer and commercial behaviours increasingly prioritise sustainability and ethical practices in purchasing decisions, we've spent the past year designing a roadmap that integrates our environmental, social, and governance (ESG) commitments. Our focus remains on aligning sustainable and ethical practices with our strategic goals, all while striving for excellence whilst

navigating the challenges of organic growth. As a business we are continually adapting our approach to reflect global market trends. We're proud to have cultivated a culture that goes beyond mere policy and process, fostering trust across our ecosystem, upholding high standards, whilst focused on building long-term, successful partnerships. Our team takes pride in their work, embodying the corporate values that drive our organisation and we firmly believe that strong business ethics are integral to shaping our company's reputation and future success.

I invite you to explore our commitment to ESG across all levels of our organisation that are embedded from the boardroom to our stakeholders.

Scott Pomerantz
CEO



About FocalPoint

We develop groundbreaking technology that boosts the accuracy, reliability and security of radio receivers. Chipset manufacturers and OEMs partner with us to enhance the capability of their products, helping to improve the lives of billions of people who rely on location technologies.

As smart devices become more powerful, the demand for higher levels of accuracy, reliability, and security in location-based services continues to grow. The economic benefits of GNSS to the UK are significant, contributing £13.6 billion¹ per year—a figure that has more than doubled since 2017 and \$1.4 trillion² to the US – driven largely by the proliferation of smartphones and satnavs.

Addressing the limitations and challenges of GPS has become a core priority for the government, which is implementing a [new policy framework](#) to safeguard critical services that rely on precise positioning, navigation, and timing. The potential economic impact of a 7-day GNSS outage has been estimated at £7,644m¹, underscoring the need for resilient and robust location-based technologies.

Our Purpose

To improve the lives of everyone who relies on positioning technologies.

Our Vision

To improve every positioning solution.

Our Mission

To embed FocalPoint technology into every mobile positioning device.

We value high integrity

We are ethical, trustworthy, and rigorous in our commitment to fact, not hype.

We value high performance

We are innovators, we push against the boundaries of the status quo and we strive for excellence in all that we do.

We value collaboration

We're open and collaborative, we work together with each other and our partners, to change the world.



¹ <https://www.gov.uk/government/publications/report-the-economic-impact-on-the-uk-of-a-disruption-to-gnss>

² https://www.rti.org/sites/default/files/gps_finalreport.pdf



Our approach to ESG

50x

employees that create a diverse and collaborative workforce

250x

combined years of positioning, navigation and timing excellence

3x

applications in wearables, mobiles and automobile spanning the globe

We are dedicated to creating cost-effective, sustainable solutions that are widely accessible, aligning with societal goals of safety and inclusivity. Our commitment drives our focus on Environmental, Social, and Governance (ESG) initiatives, ensuring that our innovations have a positive impact on communities and contribute to a more equitable future.

By closely monitoring global trends across political, economic, social, technological, legal, and environmental landscapes, we take a data-centric proactive approach to understanding our impact – creating lasting value for our shareholders, customers, and employees.

In 2023, we conducted a thorough assessment of our Environmental, Social, and Governance (ESG) priorities, setting both short- and long-term commitments for each. As our company continues to grow, we recognise that whilst our carbon footprint may increase, we are dedicated to taking meaningful steps to minimise this impact. Through a variety of targeted initiatives, we aim to reduce our emissions and deliver both immediate and long-term benefits for the environment and society at large.

Our 2030 ESG commitment

We intend to make all devices that move and are location aware; more accurate, safe and secure

Aspiration

Environmental



Adopting sustainable practices that reduce emissions from our operations

Social



Improve our internal sustainability practices, implementing initiatives that benefit both stakeholders and third parties

Governance



Ensure good governance is integrated within our company and assessed, monitored and aligned with our organisational strategy

Commitment

To reduce our carbon emissions per employee by 5%

To increase the female gender and ethnic representation of our workforce to 35% (female) and 40% (ethnic backgrounds)

To increase our Governance reporting from 90% to 95% across the next five years

Path to success

We strive to balance business growth with comprehensive carbon reduction strategies and sustainable travel initiatives, while continually enhancing our data collection methodologies

We strive to enhance educational learning for our people, maintaining a focus on wellbeing and policy management, whilst aiming to work with communities in building a better future through external communications

We strive to continually monitor and forecast potential risks across our business, increasing the strength of our governance processes and promote sustainable, compliant and ethical business practices



Our Strategic Commitment to ESG



Embracing imperfection in problem-solving often yields more practical outcomes than pursuing flawless solutions. The 'perfect or bust' mentality tends to oversimplify complex issues. While simple frameworks may grab our attention, they frequently fall short of providing a comprehensive understanding or offering viable solutions to real-world challenges.

By adhering to such rigid thought processes, we limit our potential for effective problem-solving. Global issues are inherently complex, and the path to addressing them is seldom straightforward or neat. Our perspective encourages a more nuanced, flexible approach to tackling the world's intricate problems.

Scott Pomerantz
CEO



We are advocates for instigating change. Our commitments and approach to ESG can add strategic value and organisational impact into this melting pot of complex problems. We will do this by ensuring Corporate Social Responsibility is integrated into our business.

Working with our Board of Directors, through our leadership and daily operations, we remain committed to creating long-term strategic goals, reporting our results and focusing on continuous improvement - creating real world impact for FocalPoint and our commercial partners.





Climate change

We are dedicated to advancing our climate and environmental responsibilities. By closely tracking our environmental impact, we can closely monitor our intensity metrics over absolute reductions, fostering a deeper understanding of emissions efficiency.

Our goal by 2030 is to reduce our carbon emissions per employee by 5%, enhance the accuracy of data collection for Scope 1 and 2 emissions, and implement sustainable travel initiatives to reduce Scope 3 emissions. While we recognise that business growth may inevitably lead to an increase in overall emissions, we remain focused on identifying carbon hotspots and developing targeted reduction roadmaps to mitigate this impact.

We are committed to balancing organisational growth with environmental stewardship, whilst striving to protect the planet even as we expand our operations.



Valuing Our Planet

We are committed to monitoring our environmental impact, ensuring business operations remain effective alongside organisational growth.

We have chosen to use intensity metrics rather than absolute reduction to track our Scope 1, 2 and 3 carbon emissions as this offers a more holistic view of our emissions intensity and efficiency.

By 2030, FocalPoint aims to:

1. Continue to track our carbon emissions per employee and implement roadmaps to reduce individual carbon emissions per employee by 5%
2. Continue to improve the accuracy of our data collection in Scope 1 and 2, resulting in lower emissions and detailed reporting of our hotspots
3. Continue to monitor our Scope 3 travel emissions by implementing a range of sustainable travel initiatives that assist in the gradual reduction of emissions

We record and report our data every quarter. By continuously monitoring its impact, it allows us to reflect and adjust our focus to improve our performance. Progress is reported on a bi-annual basis to the Board of Directors.

As we continue to expand our operations we are mindful that our growing global employee base will increase our carbon emissions.

By identifying carbon hotspots, continual monitoring and active roadmaps that support the reduction of carbon, we refuse to be ignorant to the challenge, will remain focussed on the importance of our impact on the world and employ measures to protect our planet.





Social safety & social equity

Research and development is at the heart of our business. We believe our technology can improve the lives of everyone relying on accurate positioning, providing a safer more effective world for us all. By providing our customers with unique software solutions that are accurate, reliable and secure, we recognise the steps that each business has to take in building a better world.

This continues through our commitment to partner with customers and suppliers that equally value a sustainable world. We commit to increasing our advocacy for increasing the inclusion of technologies that increase societal safety and security.



Helping develop a safer & equitable future for all

Our technology has the potential for a sustainable impact on society – where people navigate safely in the knowledge someone knows their accurate location, where logistics are optimised and cost efficient and where cars navigate safety in cities.



Emergency services

Where enhanced positioning accuracy can help save lives



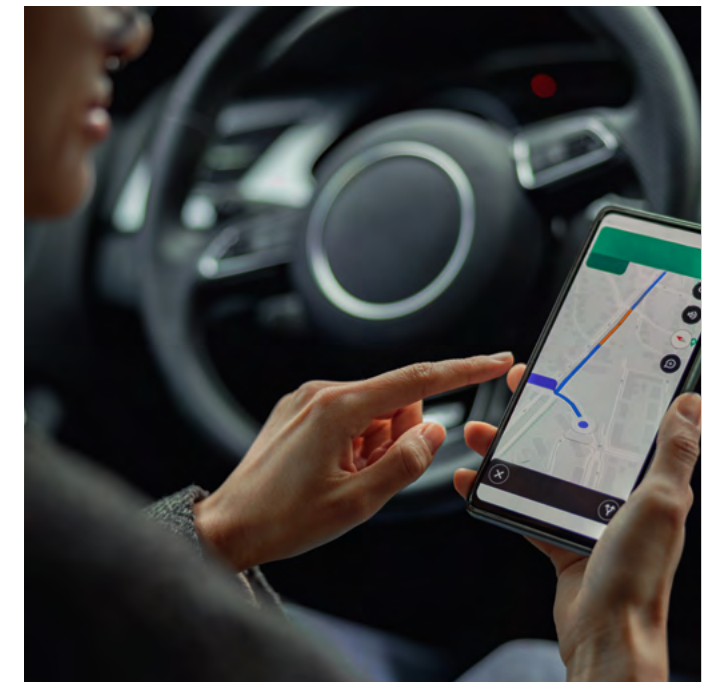
Logistics

Where last mile logistics is optimised and customer service shines



Location protection

Where our streets are safer with adequate location protection



Secure navigation

Where cities navigate smarter, reducing traffic and Co2 emissions



Social equity

We are committed to social equity and values its people through five strategic commitments: talent attraction, retention and development, diversity and inclusion, human rights, and health and safety. We aim to create a culture of excellence by attracting diverse talent, promoting psychological safety, and encouraging inclusivity. By 2030 we plan to increase female representation to 35% and ethnic representation to 40% of its workforce.

By emphasising employee well-being through a six-pillar strategy and maintaining a zero tolerance approach to modern slavery, our cultural transformation journey will enable us to focus on embedding our values into everyday decision-making, supported by continuous feedback and workforce planning.

Above all, we are dedicated to creating a safe, supportive environment where employees can thrive and contribute to our sustained growth.



Valuing Our People

People are at the heart of our organisation and we are committed to maintaining a culture of “Striving for Excellence” through social impact. To support our evolving employee value proposition, we value people through five strategic commitments:

1. Talent attraction
2. Retention and talent development
3. Diversity and inclusion
4. Human rights
5. Health and safety

Talent Attraction

Our talented workforce are our greatest asset and we are dedicated to attracting the brightest, inquisitive minds to the company. We ensure our talent are fostered within a diverse and inclusive culture that fuels our continued innovation and sustainable growth. Through collaborative teams we aim to create an environment where our talent thrives and ideas flourish. Our focus on building a forward-thinking workforce is not just about filling roles—it's about shaping the future for improved positioning technologies through a collaborative, and supportive culture where everyone is valued.

Retention and Talent Development

Our culture remains anchored in its core principle: striving for excellence. This year, we embarked on a cultural transformation journey that not only drives us toward greater commercial success but also emphasises the importance of embedding our company values and behaviours as a shared language across everything we do. Feedback stands as a cornerstone of our leadership culture, empowering us to continually develop and strengthen our talented team. Since our founding, we have fostered employee-leader relationships built on openness, trust, and a commitment to ongoing dialogue – embedding a foundation for mutual growth and continuous improvement. We prioritise the retention of our teams by investing in continuous learning, and prioritising clear career progression paths.

Diversity and inclusion

Diversity, equity and inclusion are integral to our employee value proposition and are crucial components of our sustainable and successful business. From enhancing innovation to improving financial performance, we believe diversity and inclusion fosters a positive workplace culture.



We actively look to attract diverse talent from across the world and by leveraging employee experiences, we recognise that a supportive working environment and positive relationships can greatly enhance our experience of work. We believe our employees should be respected and encourage an environment of inclusivity; whilst actively celebrating the talents and differences that each individual brings to our business.

Human Rights

We strive to be a role model in implementing, respecting and promoting the importance of legislative rights. We have a zero-tolerance approach to modern slavery, and are committed to acting ethically and with integrity in all our communications.

We believe all employees should feel comfortable in a working environment where their fundamental human rights are respected and anyone that we do business with, also upholds these principles. We do not enter into business with any organisation, in the UK, US or any other location, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Health and Well-being

We believe that investing in the health and well-being of our people is fundamental to creating a positive and productive work environment. In 2023, we launched a comprehensive well-being strategy centred around six core pillars: physical, mental, social, financial, work-life balance, and professional health.

With a sharp focus on employee retention, we are committed to ensuring our team members have the right support, resources, and tools they need to thrive in their roles. By fostering a supportive environment, we aim to empower our employees to perform at their best while maintaining a healthy and fulfilling work-life balance.





By 2030

Employee value proposition

Talent Attraction

- Making candidate applications more equitable and accessible for all
- Ensuring values and ESG commitments align

Retention & development

- Nurturing our core talent, focussing on engagement and driving culture to meet our commercial objectives

Diversity & inclusion

- To continue attracting, retaining and developing a diverse workforce, particularly in terms of gender and ethnicity

Human rights

- Promoting a comfortable working environment where every employee's rights are valued

Health & safety

- We remain committed to evolving an environment where people feel empowered, psychologically safe and supported in helping us execute our commercial objectives

Our ambition

Our committed metrics

- To partner with at least five organisations that promote STEM and/or underrepresented communities in the technological space

- Implement active learning & development and progressive career paths
- Increase our eNPS to 30 or above

- Increase the percentage of women across all levels of our organisation to 35% whilst extending our ethnic representation to 40%
- Maintain over 90% survey result that people of all cultures/backgrounds are valued within FocalPoint

- Continue to maintain 100% compliance on regulatory ethical standards

- Ensure employee work-life balance remains at 75% or above
- Continue to provide educational learning and awareness to support our people in the workplace



Ethical governance

We are committed to investing in our people and maintaining a culture that ‘strives for excellence.’ Creating an environment for innovation and our people to thrive, we uphold responsible business operations and good governance in line with our corporate values. Utilising a third party audit, we commit to increase our Governance reporting from 90% to 95% across the next five years. Continuing to review ethical governance not only holds us accountable to the highest standards, it ensures that we operate efficiently, ethically, and sustainably.



Valuing Good Governance

We hold ourselves to the highest standards and our policies are designed to reflect our commitment to best practice, promoting a fair, consistent, ethical culture.

Our policies consider the interests of all our stakeholders and cover pivotal issues, such as business ethics and conflicts of interest. Corporate governance is regularly discussed at Board meetings, conforming with the Companies Act and other relevant legislation to ensure threats are minimised and opportunities are maximised; holding important discussions surrounding the long-term value creation and course of business at FocalPoint.

We value integrity – a core company value that remains true in good governance. All stakeholders are committed to acting ethically and responsibly which remains at the centre of our decision-making processes and is vital in supporting our ambition to continue creating value and earning the trust of all stakeholders.





Information security, data protection and privacy

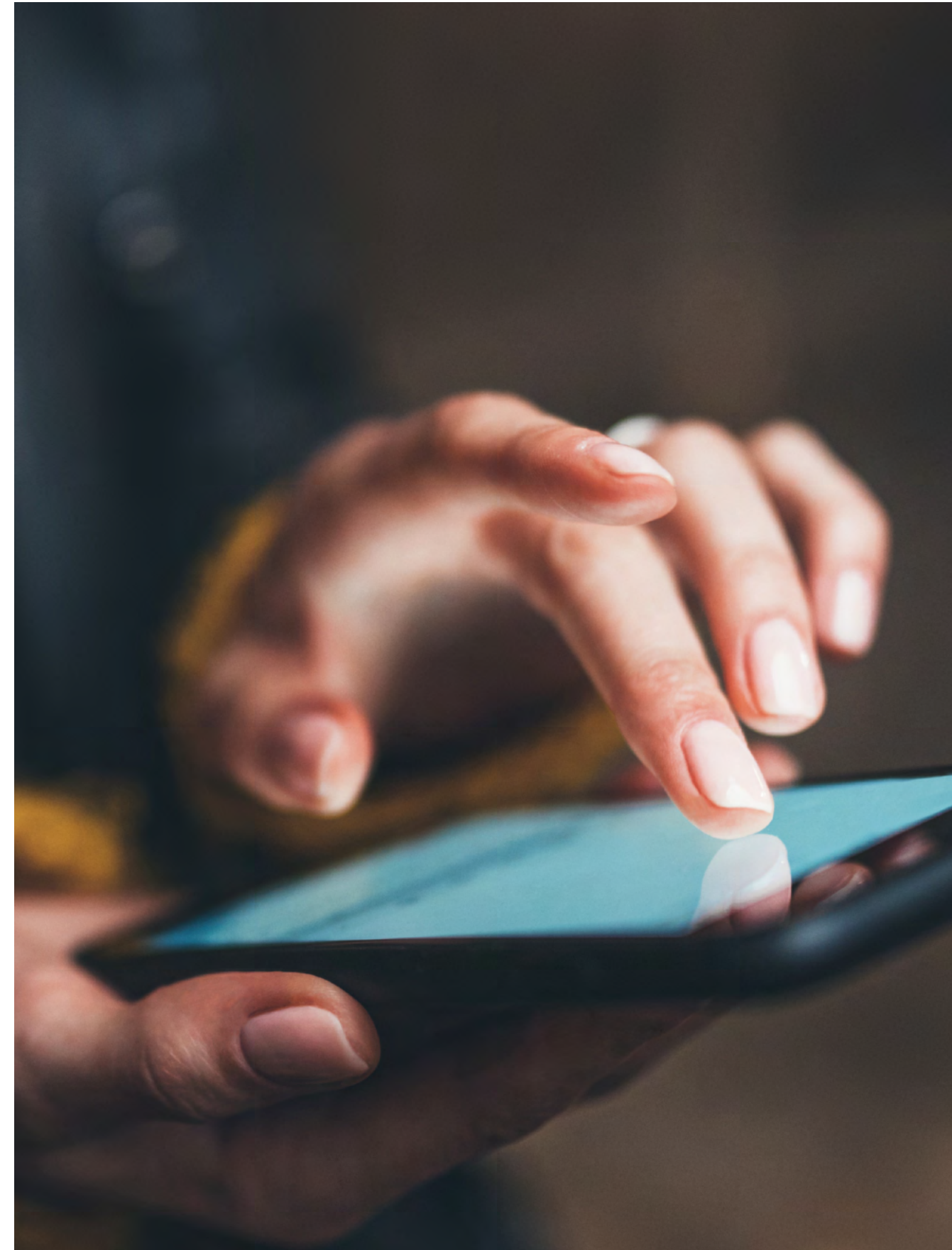
We respect the privacy of our stakeholders, including our employees, in the way we collect and use their personal data. We continue to adopt the principles led under UK GDPR and ensure uniformity on a global scale, whilst taking into account that differing countries may have differing policies which we adapt to and recognise.

As a UK organisation, we specifically refer to the Data Protection Act 2018 however, data protection laws vary among countries, with some providing more protection than others. Regardless of where information is processed, we apply the same protections described in our Privacy Policy. We also comply with certain legal frameworks relating to the transfer of data, such as the European frameworks. The European Commission has determined that certain countries outside of the European Economic Area (EEA) adequately protect personal data.

We have a zero-tolerance policy against any form of bribery and corruption regardless of the identity, position or recipient of the bribe. This is applicable across all stakeholders, third parties and organisations we engage with. Any violation will be deemed serious and depending on the stakeholder involved, appropriate action will be taken to protect our organisation.

In November 2024, we rolled out 'Your Voice,' a confidential platform that provides employees with an avenue to discuss confidential matters either anonymously or openly.

Our commitment remains to continue creating psychologically safe methods of speaking up about matters such as whistleblowing, unethical behaviour or raising a grievance. We act in the best interests of our employees and their valuable contributions help protect our organisation.





The future

We remain committed to transparency as we report on our environmental, social, and governance initiatives, goals, and progress. In an agile and rapidly evolving sector, our approach is forward-looking and grounded in our ambitions, informed by current business intelligence and our vision for the future. While we recognise that our goals are subject to inherent risks and uncertainties, we remain dedicated to navigating these challenges with clarity and focus.

For us, corporate responsibility is woven into everything we do—from driving innovation and ensuring strong governance to shaping sustainable business operations. Our strategic goals centre on achieving sustainable growth and profitability, fully aligned with our vision of enhancing the lives of everyone who depend on positioning technologies.



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