DiGiCo

2025 ANNUAL ESG REPORT

This report shares how we're putting our commitment to responsible business and sustainability into action. It highlights the steps we're taking to reduce our environmental impact, support our communities, and maintain strong governance standards. By building ESG into our overall strategy, we aim to create long-term value for our stakeholders while contributing to a more sustainable future.

Community Engagement and Charitable Support

DiGiCo, together with KLANG and fourier audio, is committed to supporting the communities in which we operate and contributing positively to the wider professional audio industry. Our charitable activities focus both on local community support and on initiatives that assist members of the global live sound industry.

At a local level, we encourage employees to support nearby food banks throughout the year. Team members are invited to bring non-perishable food items and essential household supplies into the office, where a designated collection station has been established. Once sufficient donations have been gathered, these items are organised and delivered to the local food bank to support individuals and families experiencing hardship. This initiative provides a simple but meaningful way for employees to contribute to their local community while reinforcing a culture of awareness and support within the workplace.

DiGiCo has also traditionally hosted an annual industry charity quiz, which brings together partners, customers, and colleagues from across the professional audio sector to raise funds for industry-focused charities. Due to the exceptionally busy industry calendar in 2025, the event was not able to take place as planned. However, recognising the importance of continuing to support these organisations, DiGiCo made direct charitable donations in place of the fundraising event. Contributions were made to Stand Hand, PSA, and Backup, all of which provide valuable support services to professionals working within the live events and technical production industries. The charity quiz remains an important part of our fundraising activities and is already scheduled to return in 2026.

During the festive period, we continue to run our annual "All I Want for Christmas is a DiGiCo" Christmas Jumper (Ugly Sweater) campaign in support of Save the Children. Specially produced jumppers are sent to clients and partners around the world, who join us in supporting the campaign through charitable donations. This initiative not only raises funds but also creates a shared moment of engagement across our global community of distributors, partners, and customers. Save the Children operates in more than 100 countries, working to improve the lives of children facing poverty, conflict, and inequality.

Through this dual focus on industry support and employee wellbeing, DiGiCo demonstrates that social responsibility and corporate culture are closely intertwined. The company's approach reflects a commitment to not only creating a positive impact within its immediate community but also supporting the sustainability and resilience of the global professional audio sector.

Employee Engagement

Across our UK headquarters, manufacturing facility in Glenrothes, and our fourier audio office in London, we aim to foster an inclusive and collaborative workplace culture where employees feel connected both to each other and to the wider activities of the business. Throughout the year we organise a variety of social, creative and team-based activities designed to support wellbeing, encourage collaboration across departments, and strengthen relationships with colleagues, partners and the wider professional community.

In addition to our annual Christmas celebration, in August 2025 we hosted a summer social event for employees in the fields behind our offices at a local venue known as The Barn. The event provided a relaxed environment for colleagues to come together for an evening BBQ and live music. The venue had also been selected to host a distributor meeting and product launch later in the year. As not all employees are able to attend external distributor or industry events, hosting the summer gathering at this location gave staff the opportunity to experience the space and gain insight into the environment where these important partner and product activities take place, helping to foster a stronger sense of inclusion in the broader work of the company.

Music remains a central part of our company culture, and our regular evening Jam Nights continue to be a popular activity among employees. These informal sessions provide opportunities for colleagues from different teams to interact in a relaxed and creative environment, encouraging cross-department collaboration and strengthening relationships across the business. Participation is open to all employees, whether they wish to perform or simply enjoy the social atmosphere.

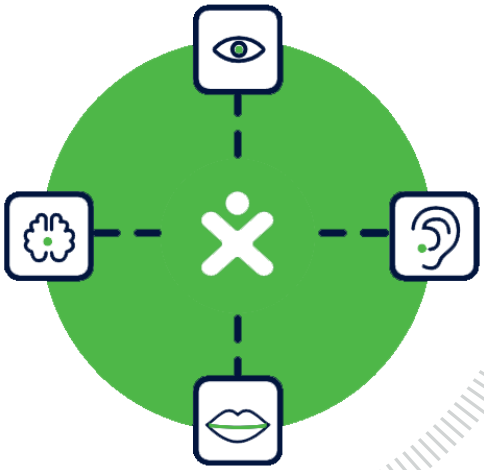
The enthusiasm generated by these sessions led to the formation of a DiGiCo employee band in 2025. As part of our end-of-year engagement activities, the band collaborated with colleagues across the organisation to produce the company's Christmas message in the form of a festive video. The team performed Elton John's Step Into Christmas, with adapted messaging expressing appreciation for the global community of partners, customers and colleagues who support our work. The project brought together employees from multiple departments and enabled staff to contribute creatively to a piece of content shared with our international network.

Employee Engagement Cont.....

Employee engagement is equally encouraged at our Glenrothes manufacturing facility in Scotland, where a range of activities are organised throughout the year to bring colleagues together outside of their day-to-day roles. During 2025 these included a quiz night held at Glenrothes Golf Club, where several suppliers were also invited, helping to strengthen relationships with key partners. The team also enjoyed a summer BBQ and games evening held in the factory yard, as well as smaller seasonal initiatives such as an ice-cream van visit. Later in the year, employees participated in a team activity day at Cluny Clays in September, providing an opportunity for colleagues to take part in a shared outdoor experience and build stronger connections across the site. End-of-year celebrations included a Secret Santa initiative and a Christmas party in December, recognising the efforts of employees and providing an opportunity for the team to celebrate together.

Our fourier audio team in London also actively participates in engagement activities that bring together employees, industry partners and the wider audio community. In 2025, the team hosted a celebration in London to mark the first anniversary of transform.engine, fourier audio's first product to reach the market. The event brought together employees, clients, partners and friends of the business, creating an opportunity to celebrate the milestone while strengthening relationships with the professional community that supports the company's work.

Together, these activities support employee wellbeing, strengthen collaboration across locations and teams, and reinforce a shared culture across the DiGiCo, KLANG and fourier audio organisations.



Inclusive Technology and Accessibility

DiGiCo is committed to improving accessibility within the professional audio industry through inclusive design, collaboration, and innovation. In partnership with the Sight for Surrey, the company hosted 12 blind and partially sighted young people from its Sensory Services programme at its headquarters. During the visit, participants tested and provided feedback on Codename: DiGiVoice, a voice-enabled software interface currently under development by DiGiCo's R&D team to make digital mixing consoles more accessible to people with visual impairments. Their insights are helping shape the technology while also introducing participants to potential career pathways within the live sound and audio technology industries.

The software has also been demonstrated at major industry events, including the NAMM Show in Los Angeles, where musician Stevie Wonder experienced the technology firsthand.

Alongside product innovation, DiGiCo is supporting wider industry dialogue on diversity, equity and inclusion. The company has launched a DE&I e-book series featuring monthly interviews with professionals across the live sound sector. The initiative provides an open and honest exploration of experiences within the industry, with the aim of encouraging greater inclusion and helping create more accessible opportunities for the next generation of audio professionals.

Scan to read me!

Sustainability Initiatives

We are always looking for ways to make our operations more sustainable. Our Chessington HQ is already well set up for sustainability, with energy-efficient systems, recycling practices, and waste reduction initiatives embedded across the building. The team continues to identify small improvements to ensure our offices and facilities operate as sustainably as possible.

At our Glenrothes factory:

- Printers default to black & white to reduce ink usage; all bubble wrap is recycled; cardboard packaging is returned to suppliers for reuse.
- Plastic Pallets: Lighter, reusable pallets reduce material use and waste.
- Energy Efficiency: LED lighting with motion sensors installed in YZ warehouse; plastic curtains on roller doors prevent heat loss.
- Cardboard Recycling: Excess cardboard is baled and sold for recycling through ENVA.

These practical measures help us minimise environmental impact while maintaining efficient operations.

Sustainability is embedded in our daily practices, and our teams continue to explore innovative ways to operate greener.

Eco Design Forum

As part of our ongoing commitment to environmental responsibility, we continue to embed eco-design principles into our product development processes through our Eco Design Forum. This cross-functional initiative provides a structured platform to identify and implement opportunities to reduce environmental impact across the full lifecycle of our products, from materials selection and manufacturing efficiency to packaging and end-of-life considerations.

Over the past year, the forum has delivered several tangible early outcomes. These include improvements in PCB layout panelling, contributing to a reduction in material waste, and the launch of new software for SD products designed to extend product lifespan.

A key milestone has been the introduction of the Quantum 112, which represents a significant step forward in sustainable product design. The console has been engineered to substantially reduce weight, approximately 50% lighter out of the case (14 kg compared to 28 kg), and 23 kg in its lightweight case compared to 70 kg for our SD11 flight case. In addition, the Quantum 112 incorporates a newly designed audio engine using next-generation Zynq FPGA technology, enabling lower voltage operation and reduced power consumption.

Alongside these achievements, we continue to explore further opportunities for improvement. Current initiatives include evaluating energy-saving features such as automatic display screen timeouts, embedding energy efficiency considerations at the earliest stages of product concept development, and advancing testing of alternative materials. Notably, polylactic acid (PLA) plastics have successfully passed initial thermal and flammability testing and are under further evaluation.

We recognise that eco-design is an evolving journey. We remain committed to continuously refining our approach, building on these early successes, and identifying new opportunities to enhance the environmental performance of our products.

Voices from **Across** the **Business.**

Delivering on our ESG commitments depends on the expertise, leadership and engagement of our people. The following interviews feature colleagues from across the organisation, offering insight into how our culture supports career development, cross-border collaboration and flexible employment opportunities within our manufacturing operations.

NAME: Theo Williams
JOB TITLE: Graduate Mechanical Design Engineer

What attracted you to join the company at the start of your career?
I was drawn to DiGiCo because of its strong reputation in the professional audio industry and the global events its technology supports. After completing a short placement with the company during my university studies, I became more interested in both the industry and the opportunity to work at DiGiCo.

How has the company supported your development since you joined?
Since joining, I've felt well supported in developing both technical skills and relationships with colleagues. There's open communication with senior members of the R&D team, making it easy to ask questions and learn. Being trusted with meaningful work early on has also helped build my experience and confidence.

What aspects of the company culture have stood out most to you?
The culture is both hardworking and welcoming. There's a strong focus on maintaining high standards, while the environment remains supportive and collaborative. Flexible working hours also help people manage their time effectively.

How do you see the company supporting young professionals and early-career talent?
DiGiCo supports early-career talent through apprenticeships, placements and graduate roles, as well as opportunities for shadowing and short placements. From my experience in the graduate scheme, the transition from university into a full-time role was well supported.

Are there any initiatives or programmes that make you feel particularly supported or included?
The graduate scheme has been especially valuable in helping me transition from student to engineer. Being involved in projects and having regular check-ins with senior team members has made the experience both supportive and rewarding.

What excites you most about your future with the company?
I'm excited to continue learning more about the audio mixing industry and to contribute to upcoming projects. It's motivating to know the work we do supports major events around the world, and I'm looking forward to taking on greater responsibility over time.

What makes you most proud to work for this company?
DiGiCo is known for creating industry-leading products, so being part of a company that plays a role in major live events and productions worldwide is something I'm really proud of. It's exciting to contribute to technology that helps bring those experiences to life.

NAME: Gavin Mcconaghy
JOB TITLE: Production Supervisor (Twilight)

Why was the Twilight Build department created?
The Twilight Build department was introduced to increase production capacity while creating more inclusive employment opportunities. The evening shift enables us to extend operating hours and attract talented individuals whose schedules—such as students or parents with childcare responsibilities—don't fit a traditional 9–5 role.

What does a typical shift look like?
Each shift begins with a handover from the day team to review production targets. The team focuses on Frame and Surface builds and console rack testing, while warehouse colleagues manage stock and prepare orders, ensuring production continues smoothly overnight.

How has the department supported business growth?
By extending operational hours, the Twilight shift has added valuable capacity without requiring additional space. This helps us respond faster to customer demand and ensures the day shift starts with a well-organised production floor.

How does the shift support employees' work–life balance?
The evening schedule provides flexibility for people balancing work with family or education, allowing them to pursue employment without sacrificing important personal commitments

What makes you proud to be part of the team?
Our small team has built a strong sense of camaraderie, and it's rewarding to know that our work supports both the company's growth and more flexible employment opportunities in the local community.

NAME: Benedikt Krechel
JOB TITLE: KLANG CTO

Can you tell us about your role and how you've supported R&D across the group?
As CTO of KLANG and a founder, my background spans hardware, FPGA/DSP, and software development. Today, I lead multidisciplinary engineering teams and support R&D across the Audiotonix group, helping align technologies, share expertise, and accelerate innovation between brands.

How has working across the group expanded opportunities for innovation?
Collaboration across brands gives us access to a wider pool of ideas and technical solutions. It allows us to share risk and cost, making innovation more achievable and enabling us to bring better products to market faster.

What role does international collaboration play in product development?
Our international teams bring complementary strengths across software, hardware, and production. By working closely across locations, we reduce duplication, combine expertise, and deliver stronger, more competitive products.

How is sustainability considered in R&D?
Sustainability is built into the process from the concept stage. We focus on material choices and efficiency—for example, reducing PCB frame sizes across the group halved manufacturing waste without impacting production.

Are there any recent innovations you're particularly proud of?
A standout example is the Klante module, developed during the global chip shortage when key components became unavailable. Teams across multiple brands collaborated to create a replacement solution, allowing us to continue delivering products while much of the industry was stalled. It demonstrated the strength of shared expertise, rapid innovation, and cross-group teamwork.

How does working across teams strengthen capabilities?
Each brand brings deep expertise in its area. By sharing knowledge across the group, we solve challenges faster, develop stronger solutions, and continuously improve our overall capabilities.

What makes you most proud to work here?
It's the people and the culture. There's a genuine focus on collaboration, support, and respect across all levels of the organisation. That shared mindset enables both great products and a positive working environment.

Working at DiGiCo / fourier audio / KLANG is about more than just a job. Our focus on sustainability and social responsibility not only helps us attract great people, but also builds a strong sense of pride and loyalty across the team. By supporting initiatives that make a real difference to the environment and society, we give our employees a sense of purpose in what they do. It's this shared commitment that creates a positive, motivated workplace where people feel part of something bigger.

DiGiCo

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