

QCA Code

Principle	Description	Our approach
1	Establish a strategy and business model which promotes long-term value for shareholders	As explained fully within the strategic report of the Annual Report, our strategy is focussed around three core areas: – Space: position Filtronic in the Space market (LEO/ HAPS) by strengthening our position in the market having already secured a Strategic Partnership with SpaceX; – Aerospace and Defence: leveraging our current relationships to secure a bigger role in next generation radar design and defence projects; and – Telecommunications infrastructure and critical communications: defending our current position and target new customers by developing the E-band roadmap to W-band with premium performance high power transceivers, active diplexer and SiP options based on inhouse MMIC design; – The delivery of the strategy remains the focus of the Board's attention. Our objective through the execution of the strategy is to deliver shareholder value and medium/long term growth. As a Board, we will ensure that we continue to challenge ourselves and regularly consider whether we are effective in delivering this objective. Our business model and execution of the strategy is underpinned by the governance framework outlined in this section. Our business model and execution of the strategy is underpinned by the governance framework outlined in this section.
2	Seek to understand and meet shareholder needs and expectations	Great value is taken from maintaining open relationships with our shareholders and the primary point of contact in the Company for this function is the Chief Executive Officer ("CEO"), supported by the Chief Financial Officer ("CFO") and the Chairman. The CEO and CFO undertake an extensive programme of individual meetings with shareholders at least twice a year. Additionally, the Chairman is available to speak with shareholders at their request. The Senior Independent Director is also available as an alternative communication channel for shareholders who may wish to raise any concerns. Presentations are also made to analysts to present the Group's results. This assists with the promotion of knowledge of the Group in the investment marketplace and also helps the directors to understand the needs and expectations of shareholders. The Group's website has a dedicated investor

		section to assist all shareholders. Investors are welcome to send any questions or queries to investor.relations@filtronic.com. When the Board considers it appropriate, it consults with shareholders on key matters that it would like input relating to strategy, governance and remuneration.
3	Take into account wider stakeholder and social responsibilities and their implication for longterm success	The Group takes its corporate social responsibility very seriously and is focussed on maintaining and strengthening effective working relationships across a wide range of stakeholders including shareholders, employees, customers and suppliers. Our stakeholder engagement recognises the materiality and impact of our stakeholders on the achievement of the Company's strategy. The Section 172 (1) Statement and Stakeholder engagement sections within the Governance report provide more information on this. The success of the Group's strategy is part built upon the maintenance of internal and external relationships and good communication with stakeholders.
4	Embedded objective risk management considering both opportunities and targets throughout the organisation	The Group faces challenges in the execution of its business strategy. The Board acknowledges that it has overall responsibility for the Group's system of internal controls, which is designed to manage and mitigate rather than eliminate risk, and to review and monitor its effectiveness. The Audit and Risk Committee have been delegated responsibility to oversee risk management, and undertakes regular reviews of the Group's risk register with a view to: (i) ensuring the risk register is complete, appropriate and up to date; (ii) ensuring adequate processes are in place to detect new or emerging risks; (iii) reviewing risk exposures and any changes to the status of risks in the risk register; (iv) reviewing risk management assessment and processes; (v) reviewing risk mitigation measures and the appropriateness of responses to risks; (vi) reporting its findings to the Board. Risk management, together with a robust set of systems and internal controls are well established within the business. The Risk Management Committee, made up of the Senior Leadership Team in the business, meet on a regular basis to maintain and review the risk register. A comprehensive business planning process is also

		completed on an annual basis including the long-range plan which are reviewed and approved by the Board. This ensures the resources in the Group are correctly aligned with the business strategy. In addition, the Group conducts regularly re-forecasts to ensure resources are aligned to the ongoing needs of the business. During the year, the Group's results are compared against the business plan which is reported monthly and discussed at each meeting of the Board.
5	Maintain the board as a well functioning, balanced team led by the Chairman	The Board is currently comprised of: – Non-Executive Chairman; – two Executive Directors; and – two Non-Executive Directors The Non-Executive Directors are regarded by the Board as being independent Non-Executive Directors. The role of Company Secretary is currently undertaken by the CFO. In compliance with the Code, the Board is mindful of the need to develop plans to separate the roles of CFO and Company Secretary at an appropriate time. Board members are also able to take independent professional advice at the Company's expense in the discharge of their duties. There is a formal schedule of matters reserved for the Board. To enhance the Board's communication with management and achieve greater operational transparency, senior management from the sales and marketing, operational and engineering organisations are periodically invited to the board meeting to present their key projects and deliverables. Board meetings The Board meets each month against a defined reporting timetable and at times in between the scheduled meetings when required. Board meetings are held at the Group's operational sites to enable local management teams to present operational and strategic programme progress to the Board. The Board believes this arrangement gives greater transparency and enhanced relationships between the management and the Board. During the year, board meetings have been held in person at the Sedgfield, Leeds, Cambridge and Manchester sites. Directors' attendance FY2025 The Board normally schedules at least 10 meetings during the year. Last year the Board met formally 10 times. Meetings attended – Jonathan Neale 10/10 – Nat Edington 10/10 – Michael Tyerman 10/10 – Pete Magowan 10/10 – John Behrendt 10/10
6	Ensure that between them directors	At present, the Board is satisfied that its overall size and composition reflects an appropriate balance of sector,

	have the necessary up-to-date experience, skills and capabilities	financial and public markets skills and experience. The composition of the Board is reviewed at least annually by the Nominations Committee, with a view to ensuring it comprises the skills necessary for executing the Company's strategy. Details of each director's skills and experience can be found in the directors' biographies section. The members of the Board bring a range of complementary skills and experience from across markets in which the Group operates. Each member of the Board takes responsibility for maintaining their skill set, which includes formal training and seminars. The directors have also received briefings and training in respect of AIM rules compliance and Market Abuse Regulations. The Board undertakes annual training on a range of subject matters that are proposed by the directors where they feel it would be beneficial. When necessary, external advice is sought, on legal, HR, financial and governance matters. The primary sources are the Company's NomAd and the Company's lawyers.
7	Evaluate board performance based on clear and relevant objectives, seeking continuous improvements	The Board carries out an evaluation of its own performance at the end of each financial year, reviewing its performance in that year. The Chairman and the Company Secretary prepare an evaluation questionnaire reflecting the considerations of the corporate governance code as well as significant events over the year. The performance of the Board, its Committees, and individual directors is assessed. Board members are asked to provide feedback for assessment by the Chairman. The combined feedback is discussed by the Board and actions agreed with progress updates during the year. As part of the Director's induction process the Company Secretary arranges an induction session with each new director covering such matters as: – Group and organisation structure, – Filtronic's values and group policies, – an introduction to the AIM Rules for Companies, – the QCA Code, – Market Abuse Regulation ("MAR") and the terms of reference for the Board's committees. Where specific training needs are identified, including as a result of the Board evaluation process and individual director appraisals, the Company will organise the relevant training. The Company Secretary supports the Chairman in addressing the training and development needs of directors.
8	Promote a corporate culture that is	At Filtronic, we believe in collaboration, we work with our technology leadership clients to solve their complex RF, microwave and mmWave challenges.

	based on ethical values and behaviours	Our purpose and reason for being is to be the trusted provider of innovative RF solutions. Innovation matters to us, we want to push the boundaries of what is possible with RF communication. Filtronic are long-term partners in our core markets. These effective partnerships have grown from having a strong value-based culture, where all our employees are encouraged and supported to: – Act with integrity; being honest, always keeping our promises. – Be respectful to all; it is the foundation of our culture. – Strive for excellence; it is what our clients and colleagues expect and what we endeavour to deliver. The Board monitors and promotes its corporate culture assisted by the SLT, which includes the Director of HR. This team plays a vital role in disseminating the Company's shared values with its employees. The SLT holds monthly meetings, and its members are periodically invited to attend sections of the board meeting which helps the Board assess the Group's culture on an ongoing basis.
9	Maintain governance structures and processes that are fit for purpose and support good decision making by the Board	The Board, led by the Chairman, is committed to a high standard of corporate governance across the Group, recognising its importance in protecting shareholders interests and long term success of the Group. Remit of the Board Whilst many day-to-day operational matters are managed by the Executive Directors and SLT, other matters, including those listed below, are reserved for the board: – Strategy and oversight of the management of the Group; – Review of business performance and delivery of results; – Approval of the Company and consolidated financial statements; – Approval of major corporate transactions and commitments; – Succession planning (appointment/removal of directors, PDMRs and the Company Secretary); – Approval of all terms of reference for the committees of the Board; – Review of the Group's overall corporate governance arrangements including systems of internal controls and risk management; and – Approval of the distribution of authority. Committees The Board is supported by three committees: – Audit and Risk Committee; – Remuneration Committee; and – Nominations Committee. Detailed written terms of reference for each committee are maintained and are available to view on the company website. In addition to formal meetings, the Nominations Committee

		and Remuneration Committee also meet informally during the year to review and discuss board composition and compensation.
10	Communicate how the Group is governed and is performing by maintaining a dialogue with shareholders and other relevant stakeholders	The Company is committed to open communication with all of its stakeholders. Communication with shareholders is driven primarily through: – the regulatory news service (“RNS”), – the Filtronic website; – the Annual General Meeting; and – meetings after the Group’s interim and full year preliminary accounts. All shareholders receive a copy of the Annual Report and Accounts either as hard copy or electronically depending on shareholder preference. Copies of historic annual reports and notices of general meetings for the last five years are available on the Filtronic website, as are the half-year results and investor presentations. Engaging with our employees helps to ensure the values and culture the Board wants to promote are embraced throughout the Group. The Company encourages open two-way communication to promote innovative and collaborative working. Communication with employees takes place ordinarily through town hall meetings at each of the Company’s sites, the HR system, team meetings, health and safety meetings and training sessions. The longevity of our business can only be secured through maintaining and expanding our customer base. Communication with customers is a priority and is mediated through dedicated commercial managers and directors, overseen by the Chief Commercial Officer. Customers are solicited for feedback on products and business operations performance, market landscape and demand trends. Regular contact and an open-door policy is key to maintaining good and stable relations with our supply chain. The procurement department, aided by clear website sections, ensures that Filtronic’s key policies and values, or their equivalent, are adopted by the supply chain with all suppliers issued with the Filtronic Supplier Code of Conduct which includes, but is not limited to, its policies on issues such as bribery, modern slavery and conflict minerals. Engagement with suppliers is overseen by the Chief Operations Officer. The group policies were reviewed by the Board during the year and, as a priority for the business, were communicated, via management cascade, to all employees.